

## Gas Field Development Project

# Social Impact Management Report 2019

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### Introduction

This report has been developed in accordance with Appendix 3, Condition 2 of the evaluation report for the Santos GLNG Gas Field Development (GFD) Project. This is the third Social Impact Management Report (SIMR) for the GFD Project and includes content from March 2019 through to March 2020, which will be referred to as the reporting period.

### Summary of activities

No construction activities were conducted during the reporting period. Operational activities conducted under the approval during the reporting period were limited to operation of the Scotia gas processing facility commissioned in April 2018.

### Operational workforce

As required by Condition 2, A3(a-f) of the GFD Project approval the following information is provided about the operational workforce:

- + A single position is required for operation of the Scotia gas processing facility. This position is filled by two operators employed by Santos working on a fortnightly rotation.
- + The operators are based in Brisbane and the Sunshine Coast. They fly in and out from Brisbane to Roma, and drive in and out of Roma to the Scotia site at the beginning and end of each rotation depending on operational requirements. This therefore equates to 100 percent of the workforce being fly in and fly out.
- + Transport to the Scotia facility from Roma is by car.
- + Camp accommodation is provided during the rostered period.
- + The two operators are male and do not identify as having a disability or being Indigenous.

Given the very limited activity undertaken under the GFD approval, no social impacts were experienced during the reporting period.

The following information is provided about Santos GLNG's approach to managing potential social impacts across the upstream area more generally.

### Community and stakeholder engagement

Santos GLNG aspires to partner with and be trusted by the communities where the Project operates, so they too can benefit from the development of natural gas resources. Santos GLNG ensures multiple engagement methods are available to landholders, stakeholder and community members including but not limited to community information sessions, site tours, a free call 1800 number, website, email, social media platforms and via dedicated community advisers to ensure open, honest and transparent communication can occur in both directions.

Across the Santos GLNG upstream footprint, over 91 percent of consultations related to landholder communications. Distribution of the remaining consultations were as follows:

- + Water and environment – 16.5%
- + Community safety – 12.8%
- + Social infrastructure, sponsorships and donations – 39.1%
- + Community wellbeing and liveability – 16%
- + Local industry participation and training – 10.3%
- + Aboriginal engagement and participation – 5.3%

Specific consultations or engagement initiatives relevant to Scotia landholders and residents of the nearby towns of Taroom and Wandoan during the reporting period included:

- + Sponsorship of the 'Town and Country' Pavilion at the Taroom Show in May 2019, including attendance by a dedicated Santos community engagement adviser.
- + An Industry Open Day which incorporated interactive educational activities relating to the natural gas industry, including groundwater and surface water monitoring, hydrogeology, civil construction and fracture stimulation sessions. The event was hosted in collaboration with Origin Energy at The Big Rig in Roma in September 2019. School students and local community members from across the upstream operational area were invited to participate. Students and teachers from both Taroom and Wandoan State Schools attended the event.
- + CSG Net Sessions are held across the Surat Basin and are hosted by the Department of Natural Resources, Mines and Energy. Santos participates in the program by providing technical experts and community advisers to present and attend the sessions. In 2019 a session was held in Taroom on 16 October and in Wandoan on 17 October. The sessions are open to all interested parties.
- + Santos engaged with key stakeholders at various Santos sponsored community events including the Taroom Cup which was held in September 2019. Community leaders (including Government representatives), landholders and key community stakeholders engaged with Santos personnel and management representatives from major Santos contractors.
- + Landholder functions are regularly held at the Scotia camp where local landholders join Santos personnel for a meal and information sharing in a relaxed setting. Functions were held on 18 July and 4 December 2019.
- + Additional community sponsorships within the Project area included; the Wandoan Show, Wandoan Race Meeting, Polocrosse Carnivals, Taroom Lions Club, Taroom Fishing Competition, Taroom Kindergarten P&C and the Taroom RSL. Where possible all events are attended by a dedicated Santos community engagement adviser.
- + Ongoing direct engagement with all landholders within the Scotia field is undertaken by a dedicated locally based Land Liaison.
- + Formal direct engagement with Banana Shire and Western Downs Regional Councils including the Mayors, Councillors and CEOs occurred on 12 and 18 of November respectively. Informal engagement continues throughout the year as required.

### Local employment, training and development opportunities

A significant proportion of the Santos GLNG workforce are based in rural and regional communities, outside of the South East Queensland area. In November 2019, over 22 percent of the workforce was identified as being based regionally.

As positions become available, Santos advertises these vacancies on the Santos website, the seek.com.au website and in local regional newspapers. This approach is an effective way to ensure potential employees living in regional areas are aware of employment opportunities available to them and can apply in the same way as potential employees from larger metropolitan centres.

Santos is continuing to develop skilled labour in the regions where we operate through an active training program. Table 1 below shows the regions from which Santos recruited apprentices and trainees between 2012 and 2019.

*Table 1. Regional recruitment of trainees and apprentices*

Occupation	Roma	Gladstone	Brisbane	Total
Apprentices	13	8	0	21
Trainees	11	14	2	27
School-based trainees	7	7	10	24
School-based apprentices	2	0	0	2
<b>Total</b>				<b>74</b>

In 2019, Santos also employed 49 vacation students of which 18 came from Queensland and were based in our Brisbane office for the 12-week program.

Santos also supported a request from a local school-based work experience student. The candidate was based in the Scotia field for a one-week period.

Of the 2019 apprentice and trainee cohort, four employees identify as Indigenous.

When taken as a whole, this data indicates current approaches to training, development and employment are providing opportunities to regional residents to build their skills and enjoy careers with Santos based in the regional communities where we operate.

### Local and regional housing markets

The operational workforce for the Scotia facility is limited to one back-to-back position, which is accommodated in a camp on site and has no impact on the local housing market in the nearby towns of Taroom and Wandoan.

The broader Scotia team comprises of six back-to-back operation roles and two Monday to Friday, land liaison and administration roles. Of these positions, both of the Monday to Friday roles are filled by local residents who reside in the town of Taroom.

## Health, safety and social infrastructure

Santos implements the Santos Management System to effectively manage health, safety and environmental risks.

Santos contracts Aspen Medical to provide onsite medical assistance should a staff member require medical attention while on shift.

- + Community health: Due to the low numbers of employees, no impacts on local health services have been identified. Conversely, Santos continues to jointly fund an aero-medical evacuation services which is available to regional communities and the gas industry.
- + Worker behaviour: consistent with all employees and contractors, workers at the Scotia facility are required to abide by a code of conduct and site work rules. The Santos 1800 free call number and community email address were available for community members to provide feedback on workforce behaviour although none were received during the reporting period.
- + Landholder impacts: While the Scotia facility has been constructed on a private landholder's property under a long-term lease arrangement, no adverse impacts have been reported. Santos enjoys a respectful working relationship with this landholder.

## Conclusion

The information provided above demonstrates Santos has taken appropriate actions to address potential social impacts from operation of the GFD Project development. These actions have been consistent with the size and scale of the works completed under the GFD Project approval.

Based on available data and extensive community engagement activities, it is concluded that operation of the Scotia facility has not resulted in any social impacts on landholders or residents of the nearby towns of Taroom and Wandoan.