

Gas Field Development Project

Social Impact Management Report 2020

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 fourth Social Impact Management Report (SIMR) for the GFD Project and includes content from March 2020 through to March 2021, which will be referred to as the reporting period.

Summary of activities

During the reporting period eight new wells were drilled and connected in the Scotia field under this approval. These wells are now operational. Additional operational activities conducted under the approval during the reporting period also include the operation of the Scotia gas processing facility which was 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:

- + Two full time equivalent positions are required for the operation of the Scotia gas processing facility and new wells. These positions are filled by four operators employed by Santos working back-to-back on a fortnightly rotation.
- + The operators are based in Brisbane, Toowoomba and the Sunshine Coast. Two operators 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. The other two operators drive in and out of the Scotia field from their homes. This therefore equates to 100 percent of the workforce being either drive in and drive out or fly in and fly out.
- + Transport to the Scotia facility from Roma is by car.
- + Camp accommodation is provided during the rostered period.
- + The four 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' approach to managing potential social impacts across the upstream area more generally.

Community and stakeholder engagement

Santos is committed to creating a sustainable future for the communities where we live and work, by providing benefits that have a positive impact. Our commitment includes partnering

with community groups and organisations that contribute to the social vitality of the region. We work with local businesses and organisations to actively listen, support, invest, create jobs and build diverse skill sets.

Santos 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 land access and community advisers to ensure open, honest and transparent communication can occur in both directions.

Across Santos' upstream footprint, over 93 percent of consultations related to landholder communications. Distribution of the remaining consultations were as follows:

- + Water and environment – 7.5%
- + Community safety – 8.1%
- + Social infrastructure, sponsorships and donations – 25%
- + Community wellbeing and liveability – 26.9%
- + Local industry participation and training – 28.1%
- + Aboriginal engagement and participation – 4.4%

Due to the COVID-19 pandemic, direct face to face engagement, community events and gatherings were extremely limited during the reporting period. Santos prioritised the health and safety of all staff, contractors, stakeholders and community members above all else. Strict health and safety procedures were implemented in accordance with State and Federal guidelines. Travel to and from the regions was restricted to essential workers only, field tours were not offered, and meetings were held virtually instead of in person. Santos is proud that all operational sites across the Australia have remained COVID free.

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

- + Landholder functions are usually held regularly at the Scotia camp where local Landholders join Santos personnel for a meal and information sharing in a relaxed setting. Due to COVID-19 these were limited but Santos was able to host a Scotia Landholder Christmas Function on 4 December 2020 with the implementation of strict health and safety measures.
- + In 2021, a new initiative commenced for Scotia Landholders. Due to the remote location of this site, small lifestyle luxuries that those living in towns or metropolitan areas often take for granted are very appreciated. Fish and chip Friday nights have been introduced and are very well received. The initiative allows local Landholders the option to visit the Scotia Camp on a Friday evening for a 'treat/fast-food' meal. There is no agenda, no formal function, just an opportunity to share a meal prepared by the onsite chef with the neighbours.
- + 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 in November. Informal engagement continues throughout the year as required.

Local employment, training and development opportunities

A significant proportion of Santos' upstream workforce are based in rural and regional communities, outside of the South East Queensland area. In December 2020, approximately 21 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 2021.

Table 1. Regional recruitment of trainees and apprentices

Occupation	Roma	Gladstone	Brisbane	Total
Apprentices	16	10	0	26
Trainees	11	15	2	28
School-based trainees	7	7	10	24
School-based apprentices	2	0	0	2
Total				80

In 2020, Santos also employed 53 vacation students of which 19 came from Queensland and were based in our Brisbane office for the 12-week program running from November 2020 through to February 2021.

Of the 2020/2021 apprentice and trainee cohort, two employees identify as Indigenous. Two additional students employed through the vacation program also identified 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 two back-to-back positions, which are 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 operations 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. Intermittent work

scopes including scouting, appraisal drilling or work over campaigns may require additional transient staff to travel to the Scotia field. These employees and contractors are accommodated in camp located close to their work location to limit road and housing impacts on the local community and manage personnel safety and fatigue.

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. During 2020 Santos staff and contractors have assisted local landholders when emergency situations have occurred. Specifically, in November 2020 an employee of a neighbouring property was involved in a workplace accident. The immediate response from Santos allowed medical treatment to be administered to the injured person before emergency services could arrive.
- + 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 continued community engagement, it is concluded that the operation of the Scotia facility has not resulted in any social impacts on landholders or residents of the nearby towns of Taroom and Wandoan.