

Gas Field Development Project

Social Impact Management Report 2021

Introduction

This report has been developed in accordance with Appendix 3, Condition A2 of the evaluation report for the Santos GLNG Gas Field Development (GFD) Project¹. This is the fifth Social Impact Management Report (SIMR) for the GFD Project and includes content from March 2021 through to March 2022, which will be referred to as the reporting period. This will be the final SIMR as required by Condition A2.

The Santos GLNG GFD Project extends the approved GLNG Project's gas fields and will provide additional gas over more than 30 years. In addition to existing approvals, the GFD Project will continue to progressively develop the gas fields across Santos GLNG petroleum tenures in the Surat and Bowen basins, as well as develop associated supporting infrastructure in these tenures and adjacent area.

Summary of activities

The GFD approval authorises up to 6,100 production wells to be progressively developed across 12 petroleum tenements obtained for GFD project and 23 tenements obtained for the GLNG project.

During the reporting period the following activities were undertaken:

- 28 new wells were drilled and connected in the Scotia field. These wells are now operational
- Operational activities associated with the Scotia gas processing facility which was commissioned in April 2018
- Pipeline stringing in the Fairview field associated with a north-south redirection line
- Horizontal directional drilling (HDD) of two watercourse crossings in Fairview including pipeline welding and trenching
- Civil works on four well leases associated with the Fairview SD22 development
- Civils works and associated access tracks and well lease construction in the Arcadia field, and
- Civils work associated with Kaimanna Camp in the Arcadia field

Operational workforce

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

¹ www.statedevelopment.qld.gov.au/_data/assets/pdf_file/0015/18132/santos-glng-report-on-final-eis.pdf

- + Three full time equivalent positions are required for the operation of the Scotia gas processing facility and new wells. These positions are filled by six operators employed by Santos working back-to-back on a fortnightly rotation.
- + An additional Operations Coordinator, supporting multiple facilities (0.5 FTE Scotia) employed by Santos works Monday – Friday, 38 hours per week
- + The operators are based in Brisbane, Toowoomba, Gold Coast, Sunshine Coast, and Injune. Four 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 sites from Roma is by car.
- + Camp accommodation is provided during the rostered period.
- + The six operators are male and do not identify as having a disability or being Indigenous.
- + The field coordinator (female) is based in Taroom and drives home each night to her own residential accommodation. She does not identify as indigenous or as having a disability.
- + The technical work for the Fairview north-south redirection line and horizontal directional drilling (HDD) of two crossings was provided by Brisbane based contractors and their estimated workforce was approximately 10 people.
- + The operational workforce for the civil works at Arcadia and Kaimanna Camp construction was provided by a combination of local and state-wide contractors. The combined estimated operational workforce for over the 2 months of construction was estimated to be below 20 people. Primary place of residence for the workforce was the Brisbane region, but a small number of sub-contractors are regionally based in the Roma region.
- + In relation to Condition 2-A3, all Santos contractors are required to adopt Santos “regional rules” framework that governs the behaviour of those engaged with Santos GLNG. This helps to achieve a sensible and coordinated approach to working in the region, ensure respect for landholders and the community. Contractors for the Fairview and Arcadia work adopted Santos’ Travel and Commercial Accommodation Standards, which reduces the footprint in the community and consolidates traffic movements. The Santos GLNG Road Use Management Plan (RMP) contains a commitment that the project will use busses to transport personnel between camps and the Roma Airport. Accommodation was a combination of commercial providers and some via Santos’ existing workers camp. Given the small number of contractors no impacts on workforce or regional transport were experienced during the reporting period.

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.

Due to the COVID-19 pandemic, direct face to face engagement, community events and gatherings were impacted. 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.

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

- + Landholder functions held regularly at Santos camps where local landholders join Santos personnel for a meal and information sharing in a relaxed setting. Due to COVID-19 and significant wet weather and flooding events, engagement was limited. However, Santos was able to host a regular 'Fish and Chips Friday' every two months from October 2021. The initiative allows local landholders to visit the Scotia camp on a Friday evening for a 'treat/fast-food' meal. This is not a formal function – it is an opportunity to share a meal prepared by the onsite chef with the neighbours.
- + Ongoing direct engagement with all landholders is undertaken by a dedicated locally based Land Liaison Officers.
- + Formal direct engagement with Banana Shire, Western Downs, Central Highlands and Maranoa Regional Councils including the Mayors, Councillors and CEOs occurred throughout the year. Informal engagement continues throughout the year as required.
- + Ongoing partnerships with community groups and organisations by supporting community initiatives such as the annual Taroom Art Show, Race Day and Agricultural Show.

Santos continues to engage in activities that inform and engage the local community across all areas of our operations in Queensland throughout this reporting period. This includes:

- + Community BBQs that provide a relaxed setting for information sharing and is popular with landholders as they create a comfortable atmosphere. Five of these were held across the region during the latter part of this reporting period due to COVID.
- + Field/site tours provide an open, honest and transparent firsthand experience for the community member. Due to COVID, only two of these were conducted during the latter part of the reporting period
- + Roma Regional Santos office produced three community newsletters that contain project updates to inform the community during this reporting period which was emailed to around 350 stakeholders and landholders.

- + Social media tools including Facebook and Instagram regularly promoted community engagement and investment events.

Local employment, training and development opportunities

A proportion of Santos' upstream workforce are based in rural and regional communities, outside of the South East Queensland area. In March 2022, approximately 35% of the workforce was identified as being based regionally.

Santos continues to advertise vacancies on the Santos website, the seek.com.au website, contracted labour hire, group training organisations and in local regional newspapers. This approach is an effective way to ensure potential candidates living in regional areas are aware of employment opportunities available to them and can apply in the same way as potential candidates from larger metropolitan centres.

Santos is continuing to develop skilled labour in the regions throughout Queensland where we operate in our Operations and Maintenance Apprenticeship/Traineeship Program. Throughout Queensland between March 2021 and March 2022:

- + 2 apprentices and 2 trainees commenced either an Electrical Instrumentation, Process Plant Operator and Engineering qualifications; Of this cohort 75% identified as Indigenous and/or Female;
- + 100% of Electrical Instrumentation trade apprentices and Process Operator trainees are attending local TAFE colleges which supports local economics within the region.
- + 4 Process Operator trainees graduated in 2022 with 100% offered Process Technician roles within Santos

Graduate Program

31 Graduates and 15 were Queensland based for the 12-week program running from November 2021 through to February 2022. Of the 15 Queensland based students 7 identified as female.

The Santos Indigenous Development Program (IDP) has provided opportunities across our Qld business. A key focus has been to provide pathways for IDP graduates into ongoing employment opportunities within Santos.

When taken as a whole, this data indicates current Santos 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 back-to-back operations roles and two Monday to Friday. 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.

The Fairview and Arcadia civil works are comprised of local and state-wide contractors, including MPC Kinetic. The short-term nature of the work means that it has not had an impact on local and regional housing markets.

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. Staff and contractors have assisted local landholders when emergency situations have occurred.
- + 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: All activity was constructed on private landholder's properties under long-term lease arrangements. No adverse impacts have been reported. Santos enjoys a respectful working relationship with the landholders.

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 activity during the reporting period has not resulted in any social impacts on landholders or residents.