



Optimising our social performance

Need to know



Social performance describes how we maximise the benefits communities experience during the planning, construction and operation of Inland Rail, while ensuring we minimise disruption at every opportunity.



We are committed to benefiting regional communities by providing job opportunities, upskilling local workers and supporting local businesses.



Inland Rail is being built now to create a new freight future for Australia.



It is a fast freight backbone spanning more than 1,700km between Melbourne and Brisbane and is transforming the way goods are moved around a country as big as ours.



As the largest freight rail infrastructure project in Australia, it's progressively unlocking opportunities for our industries and regions.

Benefiting regional communities

ARTC Inland Rail's social performance program focuses on five key areas, each with an associated desired outcome:

1. Workforce management
2. Industry participation
3. Housing and accommodation
4. Community health and wellbeing
5. Community and stakeholder engagement.

Workforce management

We are committed to providing job opportunities for local residents, regional communities and First Nations people, and contributing to building skills in the communities along our alignment.

This includes:

- providing local employment opportunities where possible
- working with local communities (including First Nations communities) to strengthen the capacity of the local workforce to participate in Inland Rail
- working with all levels of government to provide long-term outcomes through training, mentoring and other support programs
- working with schools and local training providers to provide appropriate training
- having a clear and efficient process for people to seek information about employment opportunities and register their interest in Inland Rail.

Industry participation

We work to support local and First Nations businesses to ensure they are prepared for and provided with opportunities to participate in Inland Rail, creating meaningful and lasting benefits for individuals, their families, and communities.

Our commitment to local and First Nations industry participation includes:

- engaging local and First Nations businesses where possible
- working with local businesses (including First Nations businesses) to strengthen the capacity of the local supply chain to participate in Inland Rail
- working with government stakeholders to build the capacity of First Nations businesses through development, mentoring and other support programs
- making it easy for businesses to seek information about opportunities and register their interest in Inland Rail.

Housing and accommodation

We expect our construction contractors and operators to use local workers for Inland Rail where possible to reduce the need for non-resident workers and minimise impacts to local housing markets.

Our expectations for workforce accommodation include:

- using local providers and/or operators to accommodate non-resident workers, where possible, keeping accommodation spend in the local economy
- implementing and enforcing a workers' code of conduct
- requiring project personnel to avoid the use of rental accommodation in local areas, where monitoring shows rental vacancy rates below 2.5%.

Community health and wellbeing

We support the health, safety and wellbeing of the communities where we operate by:

- identifying impacts that have the potential to affect community health and wellbeing, and developing appropriate programs and initiatives to mitigate these impacts
- identifying opportunities and developing programs to improve rail safety outcomes for communities
- supporting local independent counselling and mental health services and communicating the availability of these services to the community.

We also give back to the communities that are home to Inland Rail through our Community Sponsorships and Donations program. Grants are awarded to individuals and organisations in regional areas that contribute to local and regional prosperity, wellbeing and sustainability.

Community and stakeholder engagement

Active engagement with stakeholders and the community is vital to Inland Rail in understanding what matters to you and support issues to be resolved swiftly and respectfully.

This includes:

- providing clear and consistent information about the Inland Rail program and its projects
- delivering on our word to communities
 - doing what we say we will
- working with local communities to understand their concerns and collaborate to identify and deliver solutions
- discussing the local impacts and benefits of Inland Rail with communities, and relaying this information back into project planning, design and construction decision-making processes.

Inland Rail Skills Academy

As each Inland Rail project progresses, the Academy facilitates training to increase the number of skilled local people eligible for employment on Inland Rail and associated industries, which are projected to experience skills shortages.

It is increasing school student awareness and capability in Science, Technology, Engineering and Maths (STEM) and rail careers by connecting them with industry best practice, facilitating opportunities for local businesses to participate in new supply chains and equipping Inland Rail staff with world-class skills.

Through the Academy, Inland Rail is partnering with recognised industry experts to deliver programs which build skills and prosperity in local communities, regions and nationally.

For more information, please visit

inlandrail.artc.com.au/education-and-scholarships

phone **1800 732 761** or email irskillsacademy@artc.com.au



Want to know more?

ARTC is committed to working with property owners, communities, state and local governments as a vital part of our planning and consultation work, and we value your input. If you have any questions or comments, please let us know.

[1800 732 761](tel:1800732761) inlandrailenquiries@artc.com.au inlandrail.com.au

[ARTC Inland Rail, GPO Box 2462, Brisbane QLD 4001](mailto:ARTC@artc.com.au)

CURRENT AS AT MARCH 2023

D.0039

Please call our free translation and interpreter service on **131 450 (24 hours a day)** if you need help reading this document.