



# Annual Sustainability Report

FY21-22

ARTC

INLAND  
RAIL  
An Australian Government Initiative

# Acknowledgement of country

Inland Rail acknowledges the Traditional Custodians of the lands on which we work and pays respect to Elders past, present and emerging.

## Projects

- **Yorta Yorta People, Taungurung People, Wurundjuri People and Boon Wurrung People**  
(Tottenham to Albury project)
- **Wiradjuri People**  
(Albury to Illabo, Illabo to Stockinbingal, Stockinbingal to Parkes, Parkes to Narromine and Narromine to Narrabri projects)
- **Wailwan People, Ngemba People, Ngiyampaa People and Wangaaypuwan People**  
(Narromine to Narrabri project)
- **Gamilaroi/Kamilaroi/Gomeri People**  
(Narromine to Narrabri, Narrabri to North Star, North Star to New South Wales/Queensland Border projects)
- **Bigambul People**  
(Border to Gowrie project)
- **Western Wakka Wakka People**  
(Border to Gowrie and Gowrie to Helidon projects)
- **Yuggera Ugarapul People**  
(Gowrie to Helidon, Helidon to Calvert, Calvert to Kagaru and Kagaru to Acacia Ridge and Bromelton projects)
- **Jagera People**  
(Calvert to Kagaru project)
- **Mununjali People**  
(Kagaru to Acacia Ridge and Bromelton project)

## ARTC Inland Rail offices

- **Boon Wurrung People and Wurundjuri People of the Eastern Kulin Nation**  
(Melbourne)
- **Wiradjuri People**  
(Albury)
- **Wiradjuri People**  
(Wagga Wagga)
- **Gadigal People of the Eora Nation**  
(Sydney)
- **Wiradjuri People**  
(Parkes)
- **Gamilaroi/Kamilaroi/Gomeri People**  
(Moree)
- **Bigambul People**  
(Goondiwindi)
- **Western Wakka Wakka People, Giabal People and Jarowair People**  
(Toowoomba)
- **Yuggera Ugarapul People**  
(Gatton)
- **Jagera People and Turrbal People**  
(Brisbane)



# Contents

<b>Acknowledgement of Country</b> .....	<b>2</b>	<b>Sustainability objectives</b>	
<b>Our commitment</b> .....	<b>4</b>	<b>Objective 1: Leadership and awareness</b> .....	<b>13</b>
<b>Inland Rail First Nations Staff Network</b> .....	<b>5</b>	Infrastructure Sustainability Council rating success .....	14
<b>Foreword</b> .....	<b>6</b>	Sustainability knowledge is key for employees .....	16
<b>Annual sustainability highlights Financial Year 21-22 (FY22)</b> .....	<b>8</b>	Business capability building in local communities .....	17
<b>About Inland Rail</b> .....	<b>9</b>	Living in Place Survey .....	18
Inland Rail Program status .....	10	Showcasing and further developing our sustainability skills .....	19
<b>About this report</b> .....	<b>11</b>	<b>Objective 2: Governance</b> .....	<b>20</b>
		Collaboration with our communities .....	21
		SAI360 introduction for Health & Safety .....	22
		Lime stabilisation .....	23
		<b>Objective 3: Community and economy</b> .....	<b>24</b>
		Future careers for the community .....	25
		Inspiring the next generation .....	27
		Sponsorships and donations .....	28
		Grand Opportunities partnership .....	30
		First Nations engagement .....	31
		Community consultation .....	33
		Trans4m Rail engages with the community .....	34
		<b>Objective 4: Environment and heritage</b> .....	<b>35</b>
		Koala genetics study investigations commence .....	36
		Narrabri to North Star local ecology importance and reduction in vegetation impacts .....	37
		Preserving heritage .....	38
		Border to Gowrie species modelling .....	39
		<b>Objective 5: Resource use</b> .....	<b>40</b>
		Narrabri to North Star resource use .....	41
		Inland Rail corporate wear .....	44
		Passive cooling for signalling huts .....	45
		<b>Objective 6: Sustainable procurement</b> .....	<b>46</b>
		Business Sustainability Mentoring .....	47
		Australian procurement .....	50
		<b>Objective 7: Future operations</b> .....	<b>51</b>
		Double-stacked train modification provides double the opportunities .....	52
		ARTC Sustainability Working Group .....	53
		Water bores to provide long-term benefits for locals .....	54
		Calls for communications coverage answered .....	55

# Our commitment

Active collaboration with First Nations peoples, businesses and communities throughout the design, construction and operation of Inland Rail is leading to positive outcomes beyond the physical alignment.

Inland Rail recognises the value First Nations peoples, businesses and communities possess and bring to the communities the alignment traverses. We welcome and actively encourage First Nations peoples to share their knowledge and participate across Inland Rail as employees, contractors and suppliers, and as custodians of cultural heritage.

Inland Rail is committed to the journey of reconciliation with First Nations communities and sincerely engages with community groups to improve the wellbeing of those surrounding the Inland Rail alignment.



*Clontarf Foundation - Toowoomba Launch*



*NAIDOC week celebrations in Brisbane office*



*Boggabilla Graduates Leadership training*



# Inland Rail First Nations Staff Network

## Natalie Mogg

**First Nations Engagement Advisor - New South Wales**

### Wangkumarra

I am descended from the Wangkumarra people and language group, whose lands lie in the Channel Country. This is my grandfather's country on which I have been lucky enough, through his teachings and my father's teachings, to learn the stories. On top of that I was extremely honoured to help my father write a book about Country called "Bury Me at Tartulla Hill".

## Jessica Duncan

**Sustainability Coordinator**

### Gamilaroi

I am a proud Gamilaroi woman from Moree, New South Wales but I also acknowledge and honour my Wonnarua and Ngarabal ancestors. My ancestors, Elders and community survived unspeakable atrocities from massacres, frontier violence, the Stolen Generations, segregation, dispossession, racism and more. Yet, we have survived, we are still here, and it is on their shoulders we stand. I honour their struggles, their sacrifices and the fight for equality. I am my ancestors' wildest dreams.

## Will Dunball

**First Nations School-Based Trainee**

### Gamilaroi

I am a School-Based Trainee with Inland Rail working in the Brisbane office in procurement. I am from the Gamilaroi nation. I have grown up in Brisbane and I am currently living in Beaudesert.

## Jae Spann

**Senior Marketing Advisor**

### Yuin

My great-grandmother was part of a Stolen Generation and we've traced our family back to the Yuin people from the South Coast of New South Wales. Growing up I had no idea I was of Aboriginal descent; it was only when my family started drafting our family tree that we found out.

## Marlene Carpenter

**First Nations Trainee**

### Iningai

I am proudly descended from Iningai people, born in Longreach, Central Queensland near the Thomson River, home to Iningai Keeping Place. Through my working career I have been lucky enough to have worked alongside Aboriginal activist Matilda House from Ngunnawal Land Council, Queanbeyan, New South Wales and Sandy Davies from Yamatji Land Council, Geraldton, Western Australia.

## Nikitah Barnes

**HR Coordinator**

### Bundjalung

I am a HR Coordinator. My mob are Bundjalung and I grew up on Gooreng Gooreng Country.

## Tayah Locke-Pouchaeff

**First Nations School-Based Trainee**

I am a School-Based Trainee working in the Brisbane office in the Facilities department.

## Cathy Duncan

**First Nations Indigenous Skills & Training Advisor**

### Gamilaroi

I am a proud Gamilaroi woman with ancestral ties to the Wonnarua nation. My grandmother was born at the turn of the 19th century at Walhallow Aboriginal Mission; however, for the past century, my family has proudly called Moree, New South Wales home. I have dedicated my life to the service of my hometown, my people and my culture. Through both professional and personal capacities, I am committed to First Nations autonomy, sovereignty and self-determination by addressing the underlying historical and socio-cultural cause of inequality. I have a particular passion for addressing the need for culturally specific services and redressing inequality within the education, employment and health spheres.

## Tilara Gundy

**First Nations Trainee**

### Butchulla

I am a proud Butchulla woman from K'gari, known as Fraser Island. I appreciate having the opportunity to be working on my career as a Social Performance and First Nations Trainee at ARTC Inland Rail.

## Cara Darrell

**First Nations School-Based Trainee**

I am a School-Based Trainee working in the Brisbane office at Reception.

## Foreword



### Rebecca Pickering

Interim Chief Executive,  
Inland Rail

The Inland Rail team is delighted to present its fourth Annual Sustainability Report which showcases our commitment to working in partnership with our stakeholders, private sector suppliers, and communities to deliver long-term value, while keeping sustainability at the forefront of everything we do.

From the outset, we've aspired to surpass legislative requirements by forging a reputation as an industry leader in sustainability. We're well on our way to achieving a Program-wide 'Excellent' Infrastructure Sustainability (IS) rating, a rating already achieved by the Parkes to Narromine project (As Built), and the Narrabri to North Star Phase 1 project (Design). These IS ratings provide respected third-party assurance that our sustainability claims are genuine and that we're delivering sustainable rail infrastructure which has very real and positive benefits for the communities in which we work.

New and improved rail freight infrastructure along key sections of the future Inland Rail has already benefitted farming communities in north-west New South Wales who were able to transport grain from last year's bumper harvest on the 29km of track upgraded and commissioned on the Narrabri to North Star section. The upgraded track, a collaboration between ARTC Inland Rail and our contracting partner Trans4m Rail, was delivered to schedule despite our fair share of unprecedented challenges including record rainfall, COVID lockdowns and travel restrictions throughout construction.

Also benefiting our communities in less obvious but no less important ways are sustainability initiatives which showcase some of our latest innovations. In recent months, our Narrabri to North Star project team unveiled an innovative signalling system at Coolleelee which uses solar power rather than mains power. Inland Rail is now investigating the use of this environmentally friendly, sustainable solution in 82 solar powered signalling systems across the Program. Also being trialled on the Narrabri to North Star project are passive cooling methods to replace traditional electricity-resource dependant air-conditioning cooling in signalling huts.

We know that sustainability is about much more than the environment and resource use which is why revitalising local economies through sustainable jobs and investment in new industries remains a key priority for the Inland Rail team and our contractors.



As approvals are granted and construction ramps up, building business capability in local communities is a major focus for our teams, and the Inland Rail Skills Academy continues to deliver the programs residents and businesses have told us they need to build their capabilities and gain skills to make them eligible to engage with future opportunities.

A partnership with TAFE NSW has allowed our Skills Academy to support customised training programs which give participants local to Narrabri, Boggabilla and Moree an opportunity to gain practical experience and to kick-start a career in the construction industry.

We're also privileged to have partnered with the Clontarf Foundation, which assists young Aboriginal and Torres Strait Islander men to develop values, skills and abilities to aid them in achieving better life outcomes and employment. Over two years, the Inland Rail Program will invest \$500,000 to support 14 Clontarf Academies along the Inland Rail alignment, between New South Wales and Queensland.

Our contractors follow our example, and we continue to co-present multiple Meet the Contractor-style information and networking sessions so that individuals and businesses along the Inland Rail alignment can get involved with building Inland Rail.

We're constantly reminded that sustainable approaches to resource use goes beyond our own Program so it's important that we share our experiences with businesses that want to bolster their own sustainability journey. Encouraged by the participation in Inland Rail's FY21 Business Sustainability Webinar series, during FY22 our Skills Academy partnered with sustainability specialists, The Ecoefficiency Group, to deliver follow-up, one-on-one Business Sustainability Mentoring sessions. The sessions help businesses to maximise their environmental processes and the feedback we've received from the companies now implementing these processes has been very gratifying.

While Inland Rail's Leadership Team is responsible for leading our culture of sustainability, we know that success is dependent on the ongoing empowerment of the entire workforce to create and foster that culture of sustainability awareness and action within their own teams. More than 90% of Inland Rail staff have completed sustainability training, the benefits of which were never more evident than during the concerted focus on sustaining the health and wellbeing of our workforce and construction teams as part of ARTC's COVID-19 pandemic response.

During FY22 we launched the Inland Rail Wellbeing Strategy to help individuals develop tools and personal resources to maintain good mental health and resilience. The excellence of the Strategy was appreciated not only by our workers, their families and the communities in which we operate, but by the Rail Industry Standards and Safety Board (RISSB) which, in May, announced that the Strategy had won the prestigious Rail Safety Award in the Safety Leadership Program/Initiative category.

I couldn't be prouder of the quality of our Program's sustainability activities or of the commitment given by our entire workforce to delivering them.

I encourage you to delve deeper into this Report to learn more about these activities and the people who give their all to make them happen. Our reputation as a sustainability leader continues to gain momentum and recognition as we work towards delivering a fast, safe, reliable connection to meet the needs of our growing population.

## Sustainability highlights



**\$279,460**  
in community grants to 84 recipients



**5,825**  
offset credits under landholder stewardship partnership



**378**  
local construction-related jobs to June 2022, of which 83 are local First Nations workers



**\$72.12m**  
local area spend, and \$1.97m local First Nations spend to June 2022



**210**  
staff trained in Sustainability Foundations



**150+**  
staff trained in Social Licence Foundations



**119**  
businesses completed Inland Rail-developed sustainability webinars



**574**  
downloads of Inland Rail-developed business sustainability templates and checklists



**3,746**  
students participated in STEM programs



**221**  
schools and three universities involved in STEM programs



**172**  
teachers upskilled in delivering STEM subjects



**300+**  
businesses participated in Inland Rail capability development workshops



**350+**  
people attended 'Meet the Contractor' supplier briefing and networking events



**\$7.92m**  
invested in First Nations businesses Australia wide



Construction Impact Zone on Narrabri to North Star Phase 1 project reduced by almost 50% from initial estimates



Parkes to Narromine project was awarded a certified IS 'As Built' v1.2 rating from the Infrastructure Sustainability Council





## About Inland Rail

Inland Rail is a 1,700km priority infrastructure project for the Australian Government, providing a fast freight backbone from Melbourne to Brisbane that’s transforming how goods are moved around Australia.

It will better link businesses, farmers and producers to the national supply chain network, enhancing market access and generating new opportunities for industries and regions.

We need Inland Rail to keep pace with the increasing freight demands of our growing population. Shifting more goods onto rail is a smart move for Australia. It means faster, more reliable freight; safer, less congested roads; and fewer carbon emissions.

The Australian Rail Track Corporation (ARTC) is building Inland Rail on behalf of all Australians, with local knowledge and insights from landowners, businesses, communities, and First Nations peoples.



### **Inland Rail is anticipated to deliver wide-reaching benefits and will:**

- Improve freight linkages
- Provide greater access to markets
- Provide competitive freight costs
- Support jobs
- Improve freight reliability
- Increase freight capacity
- Improve road safety
- Improve community amenity
- Reduce carbon emissions
- Boost the Australian economy
- Increase opportunities for regional Australia



## Inland Rail Program status

As of 30 June 2022, the 104km Parkes to Narromine section of the alignment has been upgraded and commissioned, with construction nearing completion on the 184km Narrabri to North Star Phase 1. The remaining 11 projects are at varying stages of design and approvals.



Reference design

- 2 Albury to Illabo
- 4 Stockinbingal to Parkes
- 13 Kagaru to Acacia Ridge and Bromelton



Project approval

- 1 Tottenham to Albury
- 3 Illabo to Stockinbingal
- 6 Narromine to Narrabri
- 7 Narrabri to North Star (Phase 2)
- 8 North Star to NSW/QLD Border
- 9 NSW/QLD Border to Gowrie



Public Private Partnership

- 10 Gowrie to Helidon (PPP)
- 11 Helidon to Calvert (PPP)
- 12 Calvert to Kagaru (PPP)



Construction

- 7 Narrabri to North Star (Phase 1)



In operation

- 5 Parkes to Narromine





## About this report

This is our fourth Annual Sustainability Report and it showcases the positive social, environmental and economic outcomes Inland Rail and its project delivery partners have achieved in FY22. Inland Rail is committed to continually challenge the norms in both the rail and construction industries, and this report articulates our actions to promote a sustainable future beyond legislative requirements and project boundaries.

The Inland Rail Sustainability Strategy objectives and targets provide the framework for reporting on our annual progress. The Strategy was endorsed by our Leadership Team in April 2019 and is reviewed annually in response to evolving considerations like changing community expectations and new industry benchmarks.

The Strategy includes seven objectives and associated targets, representing Inland Rail's holistic approach to sustainability.



# Sustainability objectives



## Leadership and awareness

Creating a program delivery culture that has the knowledge, skills and resources to maximise sustainability outcomes



## Governance

Integrating sustainability into core business systems and processes, encouraging innovation



## Community and economy

Mitigating social impacts, responding to community concerns and supporting community aspirations



## Environment and heritage

Extending beyond impact minimisation to creating new opportunities for habitat restoration and heritage interpretation



## Resource use

Reducing water, energy and materials, and generating economic value from waste



## Sustainable procurement

Encouraging our supply chain to contribute to our sustainability priorities



## Future operations

Design and construct for long-term outcomes such as climate resilience and community legacy





## Leadership and awareness

Creating a program delivery culture that has the knowledge, skills and resources to maximise sustainability outcomes

### Key focus areas for this objective:

- Assessing project performance using the Infrastructure Sustainability rating scheme
- Training and engaging employees and project teams in applied sustainability
- Reporting on progress and responding to risks and opportunities





## Infrastructure Sustainability Council rating success

Inland Rail is committed to achieving a Program-wide Infrastructure Sustainability (IS) rating of ‘Excellent’. The IS rating scheme is administered by the Infrastructure Sustainability Council (IS Council), a member-based industry association with the purpose of enabling sustainability outcomes in Infrastructure.

The rating scheme provides a comprehensive system for evaluating sustainability across project design, construction and operation phases, and helps create a common language around sustainability as well as a formal framework for its application. Achieving an IS certification for each constructed project throughout Inland Rail provides respected third-party assurance that our sustainability claims are genuine and that we’re delivering sustainable rail infrastructure.

A key highlight during FY22 was the Parkes to Narromine (P2N) section of the Inland Rail alignment being awarded a certified IS As Built v1.2 Excellent rating from the IS Council. This section of track was commissioned in late September 2020, with the IS Council review confirming we met our sustainability objectives, clearly demonstrating that our commitment to sustainable outcomes is genuine.

Key outcomes through the verification of the P2N section by the IS Council include:

- Acceptance of the Inland Rail approach to climate change risk and resilience
- Inland Rail’s commitment to the surrounding communities has led to positive outcomes for stakeholders and for community engagement.

### Infrastructure Sustainability ratings FY22 status

The FY22 status of IS ratings across the Program’s projects includes:



#### Forbes to Parkes

enhancement project submitted for Round 1 of their Design Rating



#### Beveridge to Albury

project has started detailed design with an expected IS Council design submission in 2023



#### Rail Corridor Package

Material Distribution Centre, Narwonah commenced detailed design





Inland Rail is proud to display our IS Council 'As Built' v1.2 Excellent Rating for the Parkes to Narromine project.



Patrick Hastings (Chief Delivery Officer IS Council) presenting the IS Council As Built rating certificate to Rebecca Pickering (Inland Rail Interim Chief Executive).



Presentation of IS Council As Built rating certificate. From left to right: IR Sustainability team – Liam West (Sustainability Advisor), Jody Finsen (Sustainability Manager (acting)), Patrick Hastings (Chief Delivery Officer IS Council), Rebecca Pickering (Inland Rail Interim Chief Executive), Linda McLeay (Sustainability Advisor), Meghan Cowling (Senior Sustainability Advisor), and Michael Steele (Senior Sustainability Advisor).



## Sustainability knowledge is key for employees

We know that achieving sustainability across the Inland Rail Program is about building awareness and getting everyone involved. It's critically important for our staff to be aware of why sustainability matters, to be educated on sustainable practices, and, subsequently, to maintain their sustainability skillset. These measures ensure a holistic presence for sustainability across all aspects of the Inland Rail Program. By enabling our workforce to plan, think and act sustainably, we deliver sustainable outcomes as part of our everyday work resulting in the best possible outcomes for the communities, businesses and environment through which our alignment passes.

In FY22, 455 Inland Rail employees completed Inland Rail's internal four-part Sustainability Foundations eLearning course. This training is mandatory for all Inland Rail staff irrespective of their work discipline. To track the organisation's awareness of the importance of sustainability and its associated principles, the Sustainability Team conducted an employee sustainability awareness survey in January 2022 which measured how informed Inland Rail employees felt they were about sustainability. Information from the survey was used to develop targeted internal communication and education activities to support positive future sustainable outcomes.

The feedback allowed the team to identify five target areas to continue embedding sustainability across the organisation:

- 1 The Inland Rail Leadership Team will continue to model positive sustainability behaviour
- 2 Inland Rail will continue to foster a culture of sustainability
- 3 Inland Rail will increase employee understanding of project-specific sustainability requirements
- 4 Employees are empowered to lead sustainable activities and enact change
- 5 Internal and external communication about Inland Rail sustainability outcomes will increase

Actions initiated as a result of the survey feedback include:

- Continuation of e-Learning modules
- Lunch and Learn sessions communicating sustainable principles and actions which can be undertaken by staff
- Inland Rail Leadership Team sharing their knowledge on previous sustainability-based project initiatives
- Staff-based activities such as Yammer competitions.

### Sustainability awareness survey statistics



**194 respondents**, of which **82%** believe it's important to have a good understanding of sustainability at Inland Rail



**45%** of respondents felt their sustainability knowledge had increased over the previous 12 months – the overwhelming feedback from those who said their knowledge hadn't increased was due to their already strong knowledge levels on the topic



**76%** of respondents feel comfortable communicating sustainability ideas to their manager



## Business capability building in local communities

Inland Rail is a project for all Australians, and we warmly invite prospective suppliers and contractors from all backgrounds to apply to get involved with the delivery of Inland Rail.

Throughout the year, ARTC hosted several 'Meet the Contractor' supplier briefings, networking sessions and business capability workshops along the Inland Rail alignment, in collaboration with our construction contractors. These predominantly in-person sessions are designed to:

- Inform and educate local and First Nations businesses about the Inland Rail Program, including its scope, delivery strategy, timeframes, and how to get involved
- Provide an opportunity for appointed contractors to introduce themselves to and engage with local and First Nations businesses as early as possible.

As well as in-person sessions, ARTC and our construction contractors also use technology to inform and build the capability of local and First Nations businesses through a partnership with Industry Capability Network (ICN), who co-manage the ICN Gateway supplier engagement platform.



Visit the ICN Gateway [here](#)

ICN Gateway provides the technology to connect prospective suppliers, subcontractors and equipment providers with our construction contractors. Potential suppliers have the opportunity to offer their services and materials for the various works packages available, while our contractors can use the platform to source the information they need to assess business capability and capacity locally before starting their procurement activities. The information submitted on ICN Gateway is also used by ARTC and construction contractors to develop targeted business capability-building programs.

Preferred civil works provider, Freight Connect, was appointed in late 2021 to develop the detailed design and construction planning for the 86km Central Civil Works Program between North Star in New South Wales and Whetstone in Queensland, as well as a 14km package south of Moree in New South Wales. Freight Connect has listed more than 30 work packages on the ICN Gateway platform including cleaning, camp facilities management, fencing, bridge construction, earthworks, accommodation, and plant and material supply. The works packages range in scale and complexity and are available for registrations of interest.

The use of supplier engagement platforms (such as ICN Gateway) are a fantastic way to ensure local and First Nations businesses and Social Enterprises are visible to construction contractors, ensuring their local knowledge, employment of local residents, proximity to site and ability to provide innovative solutions generates improved sustainability outcomes.

## Living in Place Survey

ARTC has invested in an independent survey to understand and advance community 'liveability' in six local government areas (LGAs) along the alignment in Queensland. The initial Living in Place survey was conducted in May 2022 and is anticipated to be repeated annually.

Results from the survey have been presented to the six LGAs to determine the shared value that lies in improving community liveability, identifying future opportunities for collaboration and partnership, promoting resident-led advice about priorities in their regions, and providing a deep and authentic understanding of the values and experiences of their communities.

Based on the survey's Overall Liveability index, which outlines what communities believe makes somewhere a good place to live, key areas of improvement include affordable housing, health services, shopping, leisure and dining options, and connectivity. Areas to be maintained have been identified as the feeling of safety, the natural environment and a sense of community.

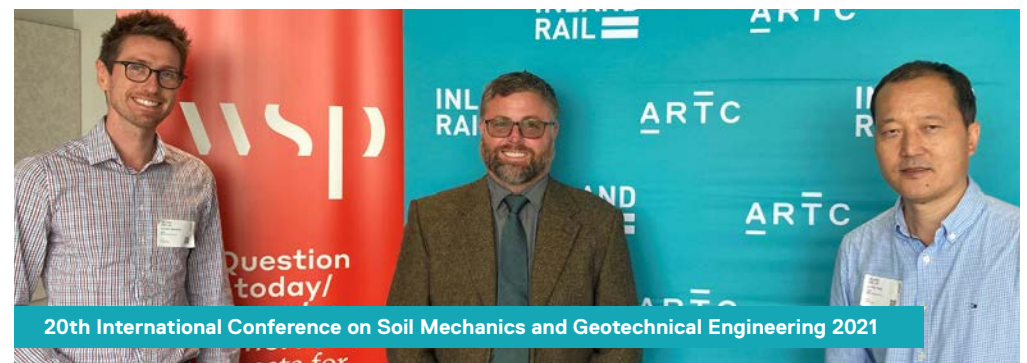




# Showcasing and further developing our sustainability skills

ARTC's employees actively attend professional conferences and events throughout the year both to hone our sustainability skills through learning about world-class sustainability innovations and to share the knowledge we've gained while delivering the once-in-a-generation Inland Rail project.

These opportunities allow our employees to view sustainability-focussed outcomes more broadly and to push ourselves and other organisations to challenge current standards and norms across the industry.





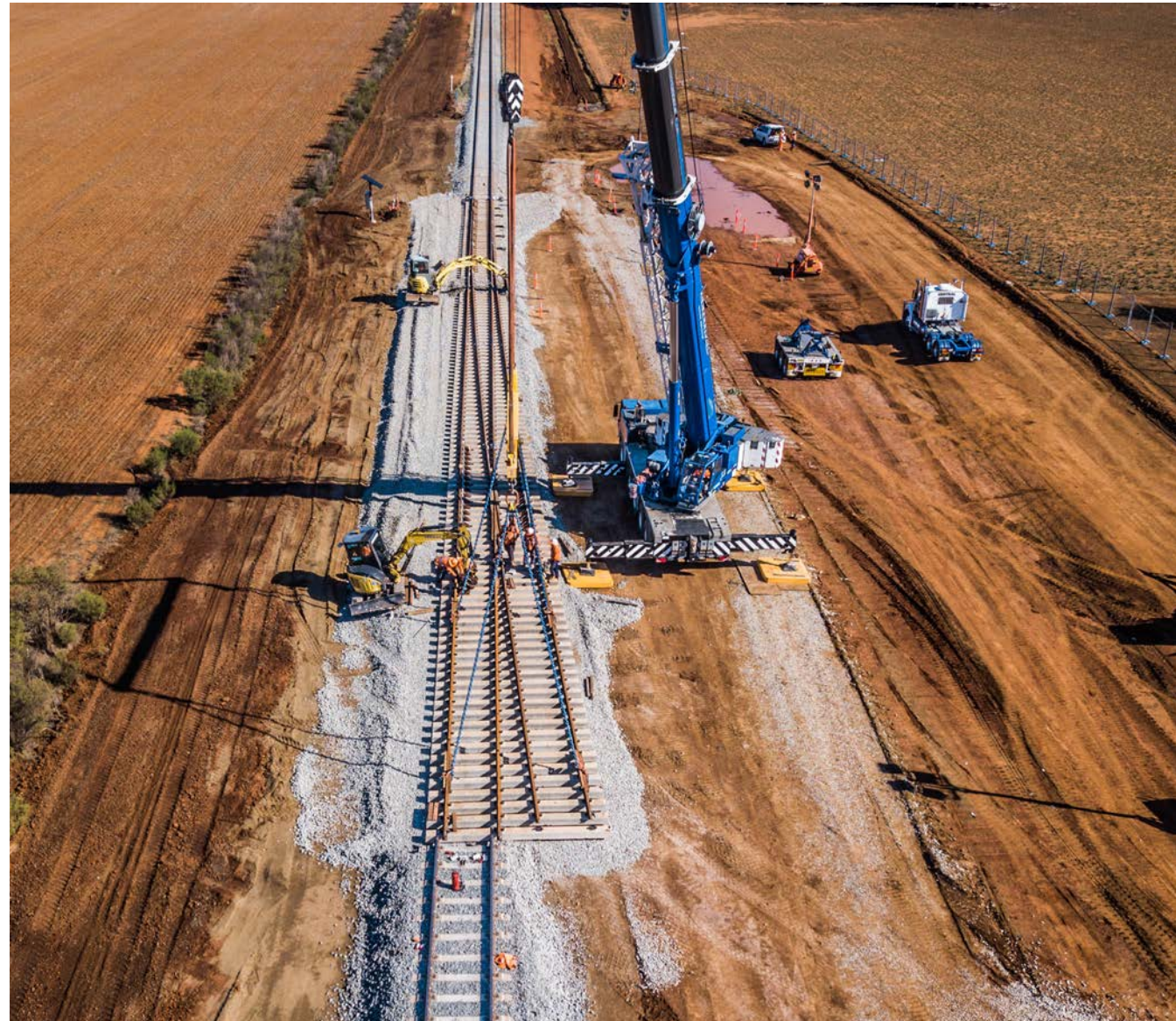


## Governance

Integrating sustainability into core business systems and processes encouraging innovation

### Key focus areas for this objective:

- New ways of working that enable collaboration, integration and communication
- Procurement and contractual requirements that support our sustainability priorities
- Raising industry benchmarks through innovation







## Collaboration with our communities

Inland Rail is creating jobs, boosting the economy, and increasing the opportunities available to those who live in the communities through which the alignment passes. Our team was thrilled to host representatives from some of the local government councils Inland Rail traverses at a breakfast with our Interim Chief Executive.

Our guests mingled with peers and like-minded individuals who are experiencing similar opportunities in their regions, to discuss their own Inland Rail community stories of success, and receive an update on the Program's progress. In bringing representatives together from regions at differing stages of the Program's development, our aim is to showcase the lived experiences and future strategies of regional representatives, to promote the alignment's construction opportunities, and encourage solution-focused innovation, communication and collaboration between regions.

*Interim Chief Executive  
Rebecca Pickering joined by  
local council representatives*



## SAI360 introduction for Health & Safety

Inland Rail, in conjunction with ARTC Corporate Safety & Environment and other Health, Safety & Environment (HSE) functions, initiated a project to implement an online HSE platform that would meet not only Inland Rail's HSE requirements, but also provide the foundation for a broader ARTC company-wide rollout.

With the Inland Rail HSE implementation of the SAI360 product in December 2021, the platform has been rolled out to all ARTC teams and key contractors for incident and end-of-month reporting. This tool enables teams to better manage HSE incidents and other compliance reporting requirements through online real-time reporting and notifications.





## Lime stabilisation

While lime stabilisation has long been used in the construction industry to improve foundation conditions and also as part of earthwork materials, the use of lime stabilisation in earthwork formation is a first in freight rail. The addition of lime to the earthworks process can substantially increase the workability, permeability, and long-term load-bearing characteristics of clay soils.

The process of lime stabilisation starts with extensive testing of the soil material properties to determine the level of lime required in the formation of the soil foundation. The old foundation is then removed, with existing embankment, including ballast, reused and combined with lime and several other earthwork materials over a series of layers – a great way to reuse existing materials and generate economic value from what would ordinarily be considered waste.

Water is added to the mixing process and the blended mix is rolled and trimmed to shape to fit correctly with the alignment. Each stage of this process needs time for the new foundation to cure and strengthen before additional testing is done to ensure its structural integrity before placing the next layer on top.

*The lime stabilisation process in action*





## Community and economy

Mitigating social impacts, responding to community concerns and supporting community aspirations

### Key focus areas for this objective:

- Community consultation and engagement
- Industry and workforce participation for local and First Nations residents and businesses
- Developing the job ready skills of the current and future workforce
- Investing in the community



## Future careers for the community

The Inland Rail Skills Academy has partnered with TAFE NSW to deliver training programs in northern New South Wales. The programs give students an opportunity to gain practical experience and to kick-start a career in the construction industry while promoting growth and productivity in local communities through skills development. Facilitating members of the community to learn skills for their future through education, training and employment allows Inland Rail to leave a positive legacy long after Inland Rail is operational.

### TAFE NSW Narrabri

Students and teachers undertaking the first Inland Rail Skills Academy Foundations course at TAFE NSW Narrabri welcomed the chance to meet Inland Rail project representatives at a BBQ in early May 2022. The meet and greet gave participants the opportunity to chat informally with leaders in the industry to hear about how they got started as well as find out about the construction activities required to build Inland Rail.

Delivered between May and July, the customised program developed by TAFE NSW in partnership with the Inland Rail Skills Academy, covers all aspects of a Certificate II in Construction, with a strong focus on safety. Participants also attend career preparation sessions including resume writing, interview skills and financial literacy, which help build further capability in essential life skills.

Successful participants will have the opportunity to apply for future jobs with an Inland Rail contractor.



*Inland Rail Skills Academy participants from TAFE NSW Narrabri*





### TAFE NSW Boggabilla

Students have been undertaking a customised fundamentals program designed to prepare them for employment opportunities with Inland Rail contractors. The program commenced on 15 May 2022, exploring topics like career preparation, railway industry safety induction and a Certificate II in construction. Upon graduation, students will have completed a building project, gaining vital hands-on experience within the industry.



### TAFE NSW Moree

Students participated in an inclusive and culturally safe learning environment. Working through an 18-week course with a dual qualification upon completion, students complete a practical project and develop essential skills and knowledge of construction processes, as well as First Nations financial literacy training with First Nations Foundation My Money Dream.

*Above: Inland Rail Skills Academy participants from TAFE NSW Boggabilla*

*Below: Moree TAFE graduates*



## Inspiring the next generation

In October 2021, the initiative took a practical approach in Millmerran when 20 students had the opportunity to try their hand at rail skills, electrical work, and bricklaying. The Try'a Trade Day, which was hosted by Construction Skills Queensland and supported by the Inland Rail Skills Academy, allowed students to gain an insight into a career working in construction.

In May 2022, our ARTC Inland Rail team caught up with students from north-east Victoria at the Hands On Trades Career Expo to showcase the type of careers available in the rail and construction industries. Speaking to students about career paths ranging from engineers and network controllers to accountants and safety specialists, the event allowed students to access trade career information for jobs which may interest them.





# Sponsorships and Donations

Since 2019, our Sponsorship and Donations Program has benefited around 250 community groups across Victoria, New South Wales and Queensland. In total, more than \$798,000 in grant funding has been awarded, with funds donated ranging between \$1,000 and \$4,000 for the recipient organisations.

Grants are awarded to those who contribute to local and regional prosperity, wellbeing and sustainability, examples of which include upgrades to sporting facilities, mentoring programs, and support for health and wellbeing groups.

To access more information or to apply for the Inland Rail Community Sponsorship and Donation Program, follow the link below.

## Wagga Wagga Men’s Shed

Wagga Wagga Men’s Shed celebrated the opening of their new building in late May 2022, which has been erected thanks to donations that included funding from Inland Rail. The community group, which enjoys a great relationship with the Inland Rail team members in the area, said it was thankful for the “generous donation”.



## Forbes and Milvale community groups

A community group in Forbes, and one in Milvale, New South Wales have been given a helping hand over the past financial year through the Inland Rail Sponsorships and Donations Program. The Milvale Progress Association received funding for a new park bench for which the Association’s President, John Booker, expressed gratitude, “Our association has limited resources, so the Inland Rail grant was a good addition”. Forbes Art Society’s tourism, marketing and promotions manager, Emily Wilson said that the grant received from Inland Rail for a Point of Sale technology upgrade meant that “Having invested in a POS hardware system, staff can now process gallery transactions in a timely and efficient manner, enhancing the customer service experience.”



Visit Inland Rail Community Sponsorship and Donations Program [here](#)



### Junee RSL

New audio equipment was purchased by the Junee RSL Sub-Branch thanks to the Inland Rail Community Sponsorships and Donations Program. Greg Zakharoff, President of the Junee RSL Sub-Branch, said ensured every word was clearly heard during the 2022 ANZAC Day commemorative services. “The new equipment allows our volunteer audio team to quickly and efficiently roll the sound system out.”



### Coonamble Kiln Firing

Coonamble Arts Alive group’s trusty old kiln passed its use by date early in April 2022 but funds from the Inland Rail Community Sponsorships and Donations Program meant a new kiln could be purchased. Coonamble Arts Alive member, Mrs Anna Kennedy said “When our kiln packed it in, we were at a loss. Since the new kiln has been installed, makers have been returning to the hall to produce, and community wellbeing is supported.”



### 2MAX FM gets a facelift

In March 2022, the 2MaxFM station in Narrabri was awarded funding through the Inland Rail Community Sponsorships and Donations Program to upgrade the façade of the building. The building now showcases artworks by local Narrabri High School students.

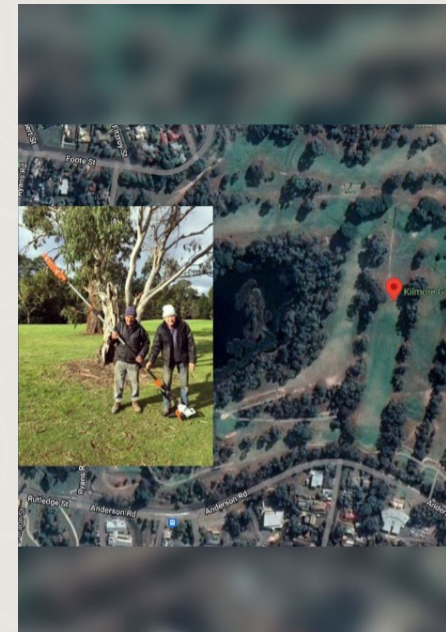
### Albury Cricket Club

Albury Cricket Club Captain, Ross Dixon, was delighted that all Albury Cricket Club juniors received a club training shirt funded by the Inland Rail Community Sponsorships and Donations Program, ensuring equal opportunity for all junior members. “Inland Rail will cement the region’s position as a commercial hub and build capability across regional Australia bringing investment and supporting future infrastructure”.



### Kilmore Golf Club

Kilmore Golf Club’s course suffered extensive damage from storms, leaving many tree branches hanging dangerously low. Club President, Bea Lea, said that “Massive storms came through last year destroying many trees on our golf course”. Through grant money secured by the Inland Rail Community Sponsorships and Donations Program, Kilmore Golf Club was able to purchase equipment to rectify the hazards and ensure the long-term safety of the course.





# Grand Opportunities partnership

In February 2021, Inland Rail launched a partnership between the Inland Rail Skills Academy and Grandshake, allowing high school students to explore various career opportunities through direct engagement with industry professionals.

Inland Rail was proud to continue delivering Grand Opportunities throughout FY22, building on the initial success of the program to promote the future skill development of high school students along the alignment.

With Grandshake facilitating the mentor/student engagement activities, approximately 20 Inland Rail and ARTC staff have volunteered to act as mentors to the participating Year 10-12 students.

The partnership comprises virtual work experiences, highlighting the various challenges encountered, skills required, and careers available across Inland Rail and ARTC, through the six four-hour workshops listed below.

- 1 Junior environmental planner
- 2 Systems and signals operator
- 3 Electrical technician
- 4 Junior digital engineer
- 5 Civil construction cadet
- 6 Communication and sustainability cadet

In addition to the courses offered last year, new micro-skills programs were established in FY22. The soft skills covered are transferable between work disciplines and general life, and are based across:



Negotiation



Project management



Prioritisation and focus



Decision-making skills

**1,295 students enrolled** in the Grand Opportunities program across **115 schools** in the alignment communities

## First Nations engagement

Engaging with the First Nations communities along the alignment continues to be a key focus for Inland Rail. Assisting to deliver strong economic and social outcomes to these communities through the development of skills and providing access to resources highlights our intentions to engage with the community, promote workforce participation, and invest in community outcomes.

### Inland Rail Skills Academy partners with the Clontarf Foundation

The Clontarf Foundation is a charitable not-for-profit organisation striving to assist young Aboriginal and Torres Strait Islander men to develop values, skills and abilities to aid them in achieving better life outcomes and employment. From November 2021, for a period of two years, Inland Rail is investing \$500,000 in funding to support 14 Clontarf Academies along the Inland Rail alignment, between New South Wales and Queensland.

Clontarf Foundation spokesperson, Gerard Neesham, said the funding will go towards boosting school retention, developing leadership skills, and creating pathways to employment through training opportunities.

“ This significant partnership will provide training and employment opportunities for the young Aboriginal men in our program and also give Inland Rail staff the opportunity to interact and build relationships with Clontarf students in a number of communities.

– Gerard Neesham

” The Clontarf Foundation Academies, staffed by full-time mentors, are welcoming and inclusive spaces integrated into host schools. The environment is purposely and thoughtfully designed to promote personal growth, with each academy room a focal point for Clontarf Foundation students during Academy time, such as before and after school. Within these safe spaces, students are encouraged to reach their full potential and engage in a range of activities including breakfast, education and team-building.





## Boorrumpah Goupong Aboriginal Corporation

Inland Rail is proud to support the communities around our alignment and upskill members of the community to promote continued positive outcomes long after the Inland Rail project is delivered. During FY22, Inland Rail provided a two-part grant to the Boorrumpah Goupong Aboriginal Corporation, a men's group providing a safe place for men to collaborate and facilitate programs to further develop skills.

Part one of the grant helped fund two Boorrumpah Goupong Aboriginal Corporation members to undertake a Certificate IV in Mental Health from the Australian College of Community & Care, a self-paced course over a period of 18 months. The outcomes from this training will be immeasurable for the men in the group, promoting conversations, enabling support and further developing the group's knowledge about mental health issues and how to respond to them. Mental health training is not only good in the short-term, but it leaves a lasting legacy for the men in this region.

Part two of the grant enabled the Boorrumpah Goupong Aboriginal Corporation to purchase equipment to help craft didgeridoos, shields, spears and boomerangs – items which will be sold to raise funds to facilitate quarterly-held men's camps. The equipment will also ensure First Nations knowledge and crafting skills can be transferred through generations, maintaining cultural practices for the future.





## Community consultation

Active consultation ensures that we engage with the communities in which we operate and address local concerns about the environment, the Program's design and operation, social performance, and cultural heritage.

Community collaboration also allows Inland Rail to explore new opportunities which may not have been presented previously, and helps local residents get the most out of this nation-shaping project.





## Trans4m Rail and the community

In November 2020, ARTC announced the appointment of joint-venture Trans4m Rail to construct the section of Inland Rail between Narrabri and North Star. The Trans4m Rail team has worked hard to become part of the community and has established a range of programs and initiatives to support local community groups and initiatives.

The Trans4m Rail team has provided support and benefits to the community by employing local residents, subcontracting services to local businesses and committing to local supplier contracts.

### A community Christmas in Moree

Christmas can be a stressful and financially challenging time for many community members. In partnership with The Salvation Army and Moree Family Support, Trans4m Rail rallied the troops and presented more than 100 children’s gifts and 100 Woolworths Group Gift Cards as part of their 2021 Christmas appeal.



### Mullets for Mental Health

Men in the construction industry are 53% more likely to die by suicide than men employed in other disciplines in Australia, with approximately 60% ignoring mental health issues and not seeking any form of help.

While hairstyles come and go, meaningful conversations can stick and may just be the difference needed for people struggling with mental health issues. In support of the Black Dog Institute, members of the Trans4m Rail team took part in the Mullets for Mental Health campaign – raising awareness and funds for continued mental health research, early detection, prevention and treatment of mental health issues.





## Environment and heritage

Extending beyond impact minimisation to creating new opportunities for habitat restoration and heritage protection

**Key focus areas for this objective:**

- Avoiding harm to heritage and environment through design, construction and operation
- Opportunities to enhance environmental outcomes for the community







## Koala genetics study investigations

Inland Rail is undertaking a koala genetics study traversing the Inland Rail route between Acacia Ridge in Queensland and Narromine in New South Wales, covering an area of approximately 850km in length and 2km across. Starting in mid-June 2022, the koala genetics study aims to identify:



Existing koala movement



Levels of gene flow



Food preferences

Once the data is collected and analysed, it will inform Inland Rail decisions and be used to create suitable koala management plans, enabling project teams to develop solutions to protect and support sustainable koala populations. Examples may include identifying recommended flora along the rail corridor to promote koala connectivity and food abundance.

The study comprises a working partnership between Inland Rail ecologists, Environmental Resources Management Australia, and the University of the Sunshine Coast. Assisting in the extensive field investigation are koala scent detection dogs who identify koala scat which is collected to facilitate DNA extraction to identify genetics and koala diet, which further assists in understanding koala movement patterns across the landscape.

Studies in the Kagaru to Acacia Ridge/Bromelton and New South Wales/Queensland Border to Gowrie regions started during FY22, with the study rolling out in other regions in subsequent months. Final results are anticipated in mid-to-late FY23.

## Narrabri to North Star local ecology importance and reduction in vegetation impacts

Before the start of any work to transform existing or develop new railway into the Inland Rail alignment, a series of rigorous environmental approvals must be obtained to ensure any potential adverse effects to flora and fauna are avoided where possible, or monitored and minimised where not possible.

As required through individual project environmental approvals, environment personnel, spotters and ecologists undertake a range of ecologically-focussed activities and investigations to ensure the highest level of respect and legislative preservation is maintained to the landscapes parallel to the railway. This includes capturing and relocating a diverse range of local native critters, spotting local koala populations, supervising topsoil stripping, and conducting pre-clearance surveys.

A reality of the Narrabri to North Star project construction area is removing some flora and relocating fauna to a safer location – a process which is taken extremely seriously by our project team, ensuring our ecological footprint is minimised wherever possible. Additionally, the Construction Impact Zone (CIZ) on the Narrabri to North Star Phase 1 section of track has been minimised by nearly 50% of the anticipated estimates. This means the project has had a lessened impact on native flora, fauna, endangered ecological community species and native animal populations.



Phase 1 CIZ reduced from the anticipated **2,426 hectares** to **1,230 hectares**

Original goal was to **reduce the CIZ by 25%**, which has been **almost doubled**

**Koala habitats significantly preserved**, with the CIZ reduction seeing impacts on their flora **reduce by 57%** from initial estimates to 74 hectares

The project team has **more than halved the number of biodiversity offset credits** it originally anticipated for unavoidable impacts on biodiversity through construction

**100.97 hectares of koala-friendly habitat preserved** in addition to the original number of biodiversity credits required to offset construction impacts





## Preserving heritage

Managing the Inland Rail alignment’s understanding of various heritage sites and objects is an important aspect of ensuring First Nations heritage is preserved and respected. Inland Rail has a dedicated Cultural Heritage Team who work closely with Traditional Owners, their representatives, and other key personnel and experts to best manage cultural heritage.

### Inland Rail’s focus on preventing harm to heritage

All across the Inland Rail Program, we proactively strive to avoid harm to First Nations heritage. We do this by collaboratively working with Traditional Owners and other key persons, undertaking site assessments, field surveys and mitigation programs to identify and manage cultural heritage sites and objects. Additionally, internal and external processes are developed and implemented to ensure protection for those sites and objects already discovered and those that may be discovered during project works (“New Finds”).

### Increasing staff awareness of cultural heritage

At Inland Rail we recognise that to respect and avoid harm to First Nations heritage, our employees need to have an appropriate level of awareness of the importance and significance of cultural heritage. ARTC provides cultural awareness and appreciation induction courses and workshops as well as partnering with Traditional Owners and archaeologists to design cultural awareness material.

### Engaging the community

Actively collaborating with the community through identification, conservation and prevention of adverse effects to cultural heritage sites ensures we’re delivering outcomes which respect the environmental, cultural and historical values forming the cultural identities of the communities the alignment traverses.

ARTC’s heritage management planning includes ensuring that any rail-related items that can’t be used during the building or operation of the project are offered to the local community for reuse.

## Border to Gowrie species modelling

The landscape between the New South Wales/Queensland Border and Gowrie in Queensland comprises habitat that supports a variety of fauna. This region is currently under investigation as part of the environmental impact statement process (EIS), and ARTC is developing a Preliminary Fauna Movement and Fencing Strategy, as per development obligations.

To inform this Strategy, Inland Rail has engaged with environmental consulting company, WSP, to create a habitat and connectivity modelling tool to identify and prioritise crossing locations for target species in the region.

This evidence-driven tool will ensure consistency across the Inland Rail Program, support Inland Rail’s compliance with all regulatory requirements of the environmental impact statement and, ultimately, ensure the movement of wildlife is not negatively impacted through the construction and operation of Inland Rail.

This will be achieved through the assessment tool’s scope to examine connectivity impacts across the region relating to specific species or species guilds. This, in turn, will inform potential connectivity structure placements along the alignment or the implementation of strategies within the project area to support species impacted through the Inland Rail Program.

More specifically, models will be tested both before and after the proposed construction of the alignment, and tests will be conducted across various connectivity structure scenarios to determine the most suitable outcomes. The ecological connectivity modelling will be conducted first and is informed by three key parameters:

- 1 A minimum habitat patch size required to support a viable population
- 2 A maximum gap-crossing distance between connectivity elements, such as trees
- 3 An interpatch-crossing distance threshold, defining the maximum distance an animal is able to move between patches of habitat







## Resource use

Reducing water, energy and materials, and generating economic value from waste

### Key focus areas for this objective:

- Reducing energy, water and material use
- Selecting materials that have a lower environmental footprint
- Diverting waste from landfill through re-use and recycling







## Narrabri to North Star resource use

The Narrabri to North Star project has achieved some excellent outcomes in resource use through:



A **targeted focus on reducing virgin materials** where possible throughout the design and construction of Inland Rail



**Promoting the reuse of materials** through a circular economy approach



**Reducing the amount of carbon-producing energy** used in the construction and operation of Inland Rail





### Coolleearlee solar powered signalling

The Narrabri to North Star project unveiled an innovative solar powered signalling system at Coolleearlee. The solar signalling system provides many benefits to the community, the environment, construction processes and network operations including:

- Eliminating the need for a 2.2km trench through local properties to deliver mains power to the signalling system
- Mitigating the removal of vegetation on local properties to undertake trench work
- Savings of \$10,000 in operational electricity costs annually
- Reduction in ongoing maintenance costs and maintenance-related emissions as the solar signalling system allows for remote system monitoring of performance and efficiency, removing the need for travel to the signalling system
- Battery capacity and design providing 10-days site autonomy
- Savings of around \$300,000 in construction costs.

The Inland Rail Systems Team led the work in this space, which dates all the way back to 2018/19 when investigations into solar use started, with the aim of reducing access to local properties, cost, and new connection risk. Using solar power rather than mains power for the signalling system also delivers massive environmentally-friendly and sustainable solutions to a system which runs 24-hours a day, 365 days a year.

*Coolleearlee solar  
signalling system*

## A circular economy approach

### Bridge upgrades

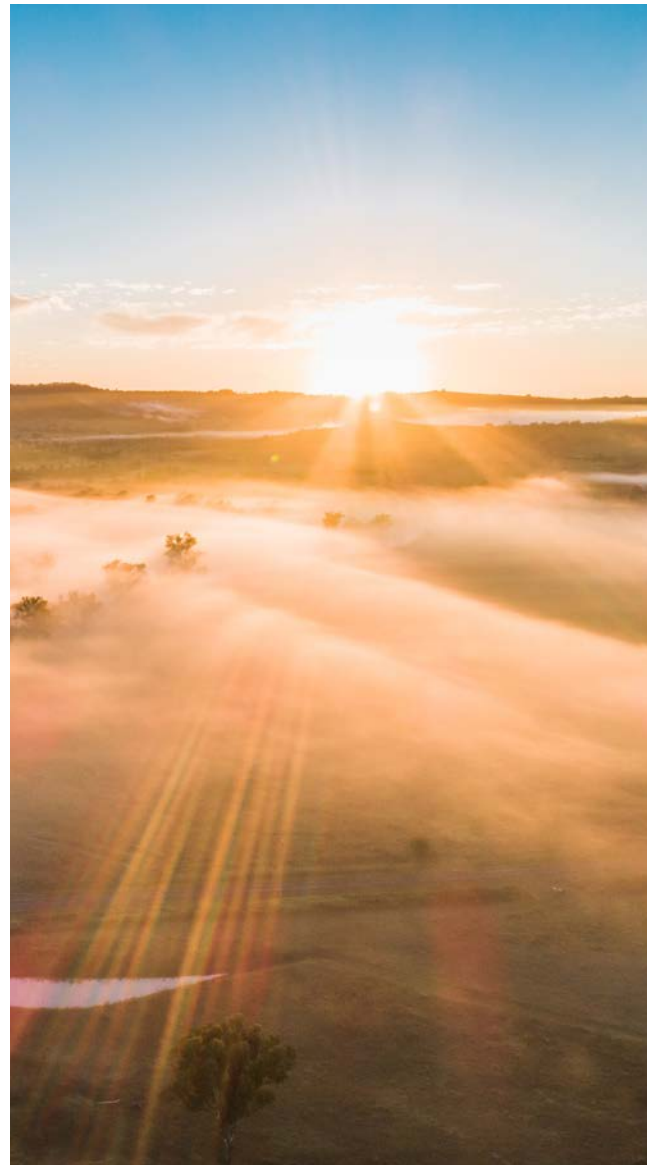
As part of enhancement works to the existing rail corridor between Narrabri and North Star, some pre-existing bridge structures required demolition and reconstruction to increase their structural integrity. Rather than diverting the old bridge components to landfill, 100% of demolished bridge material was redirected to be reused elsewhere, including:

- Some broken up concrete was used under scour rock on the Narrabri to North Star project
- Five spans of the Croppa Creek Bridge are being repurposed by ARTC for bridge projects in Newcastle, New South Wales
- Steel is being re-purposed for use as an access platform for a bridge construction project along the Nerang River on the Gold Coast, and on other projects in Brisbane.

### Rail stripping

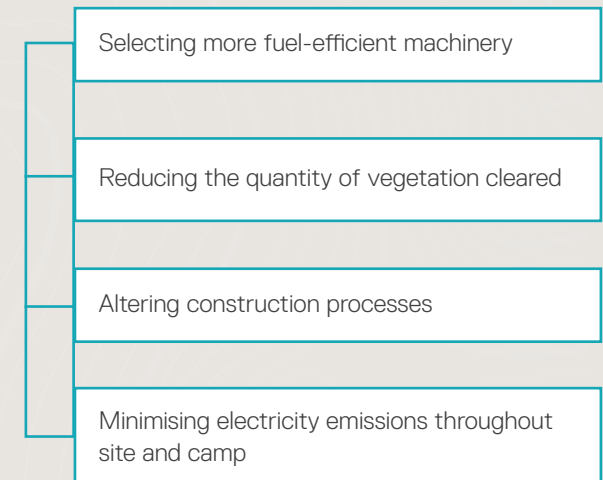
Rail stripping of existing rail components, such as sleepers and rails, was undertaken between Narrabri and North Star to allow for earthworks and the laying of new track.

These rail components have been diverted from landfill to be reused across other rail operations, prolonging the life of these materials and reducing the emissions that would have been generated through the production of new components. Between Bellata and North Star, approximately 20,130 tonnes of steel has been removed and transported to ARTC's holding yard for future reuse.



### Greenhouse gas emissions tracking

Inland Rail's contractor on the Narrabri to North Star project, Trans4m Rail, has implemented measures to significantly reduce greenhouse gas emissions from base case assumptions through a reduction in fuel emissions by:



Since works started on the Narrabri to North Star section of the alignment through until June 2022, 25,753tCO<sub>2</sub>-e have been emitted, a reduction from the original base case predictions of 101,506tCO<sub>2</sub>-e.





## Inland Rail corporate wear

To reinforce our commitment to promoting sustainable practices across all aspects of Inland Rail, in January 2022 Inland Rail implemented sustainability into its corporate wear range.

Some of the Inland Rail corporate wear range is now created using recycled materials, such as our long-sleeved business shirts. They are created using 34% recycled polyester from post-consumer PET bottles, and 63% cotton sourced by accredited Better Cotton Initiative farmers.

The sustainable corporate wear supplied to Inland Rail extends beyond the physical garments, as the practices used to make the garments are both ethical and environmentally focussed.

With an emphasis on reducing resources such as water and energy during the fabrication of the workwear, and ensuring ethical labour standards are met, the workwear supplied to Inland Rail complements Inland Rail's own sustainability objectives.



## Passive cooling for signalling huts

Signalling huts, which are used to house power, communications and signalling equipment, are dispersed along the Inland Rail alignment. The huts contain vital, sensitive infrastructure which controls all trackside operations equipment within a track segment – including lights and signals, trains detection equipment, and point motors, and this infrastructure interacts with ARTC network control.

Historically, signalling huts have been cooled by air-conditioning, a method which is often costly, highly electricity-resource dependant, and incurs continued maintenance costs and alterations due to exposure to Australia’s harsh climatic elements.

The process involves building design alterations during construction of the huts which aim to minimise heat-gain and cool buildings with less energy required compared to standard air-conditioning. This was trialled on the Murgoo Loop section of the Narrabri to North Star project and, comparatively compared to air-conditioning, the use of passive cooling resulted in a 26% reduction in energy consumption in a 24-hour period.

Adopting the passive cooling system not only reduced energy consumption but was also able to maintain the integrity of the signalling system under heat conditions – improving performance compared to traditional air-conditioning methods. By implementing passive cooling instead of historical air-conditioning to keep the signalling huts cool, the benefits include:

- No additional maintenance and alarm call outs for air-conditioning failure
- Lower, or cost neutral, capital cost of shade structures compared to air-conditioning
- Reduction in standing load and power consumption
- No reliance on specific parts or expertise for repairs and installation of air-conditioning, allowing local service people to be contracted for passive cooling implementation.

Method	Total 24h load
Air-conditioning	1369Ah
Passive cooling	1009Ah





## Sustainable procurement

Encouraging our supply chain to contribute to our sustainability priorities

### Key focus areas for this objective:

- Communicating our commitments through our Sustainable Procurement Policy
- Providing sustainability capability building to small-medium businesses in our alignment
- Celebrating suppliers who provide broader social and environmental benefits





## Business Sustainability Mentoring

Building on the success of the launch of the Business Sustainability Webinar series in FY21, the Inland Rail Skills Academy followed up with the local businesses that had completed the series and hosted free one-on-one mentoring sessions focussed on the implementation of the sustainability practices covered in the Webinar series.

These one-on-one mentoring sessions were delivered by sustainability specialists, The Ecoefficiency Group, who offered a hands-on approach to help businesses maximise their environmental processes – like reviewing existing business policy, aiding in carbon footprint calculation, and assisting in establishing green procurement policy and purchasing procedures – through the five sessions listed below.

- 1 Develop a strategic approach to sustainability
- 2 Identify opportunities to reduce your business's environmental impacts and costs
- 3 Improve your energy security through renewable energy
- 4 Working towards Net Zero emissions
- 5 Meet changing expectations through green and social procurement

The benefits of improving sustainability for businesses are far reaching and can include:

- Reducing energy, water, materials and waste to lower operational costs
- Building your reputation and profile through environmental and sustainability credentials
- Helping your clients deliver on their sustainability priorities such as project Infrastructure Sustainability Council ratings
- Driving industry change through innovation and higher performing products and services.

By holding these sessions Inland Rail has assisted local organisations to develop their own sustainable procurement strategies. This highlights how Inland Rail's sustainable approach to resource use extends beyond the Inland Rail alignment.





### Business Sustainability Mentoring feedback

“ \_\_\_\_\_  
 It was a really good session to discuss and develop an understanding of what sustainability is in the modern day.  
 – Riverina Oils

“ \_\_\_\_\_  
 A great experience discussing our initiatives with a specialist who has a professional but easy to understand approach.  
 – Lack Group Traffic

“ \_\_\_\_\_  
 We would recommend the process to any company that wants to be a sustainable organisation now and into the future.  
 – Bernadi Group

### Business Sustainability Webinars statistics

#### Number of views



#### Resources accessed and downloaded



## Accessible beyond borders

The sustainability policy template has been downloaded in more than **25 countries**.

In FY22, the sustainability policy template was downloaded from the Inland Rail website in the following Australian towns and cities:

### Queensland

- Brisbane
- Gold Coast
- Toowoomba
- Sunshine Coast
- Cairns
- Townsville
- Hervey Bay
- Bundaberg
- Mount Isa
- Mackay

### Western Australia

- Perth
- Mandurah
- Busselton
- Albany

### Victoria

- Melbourne
- Pakenham
- Melton (only accessed)

### New South Wales

- Sydney
- Newcastle
- Central Coast
- Wollongong
- Wagga Wagga

### Tasmania

- Hobart
- Launceston
- Devonport

### Australian Capital Territory

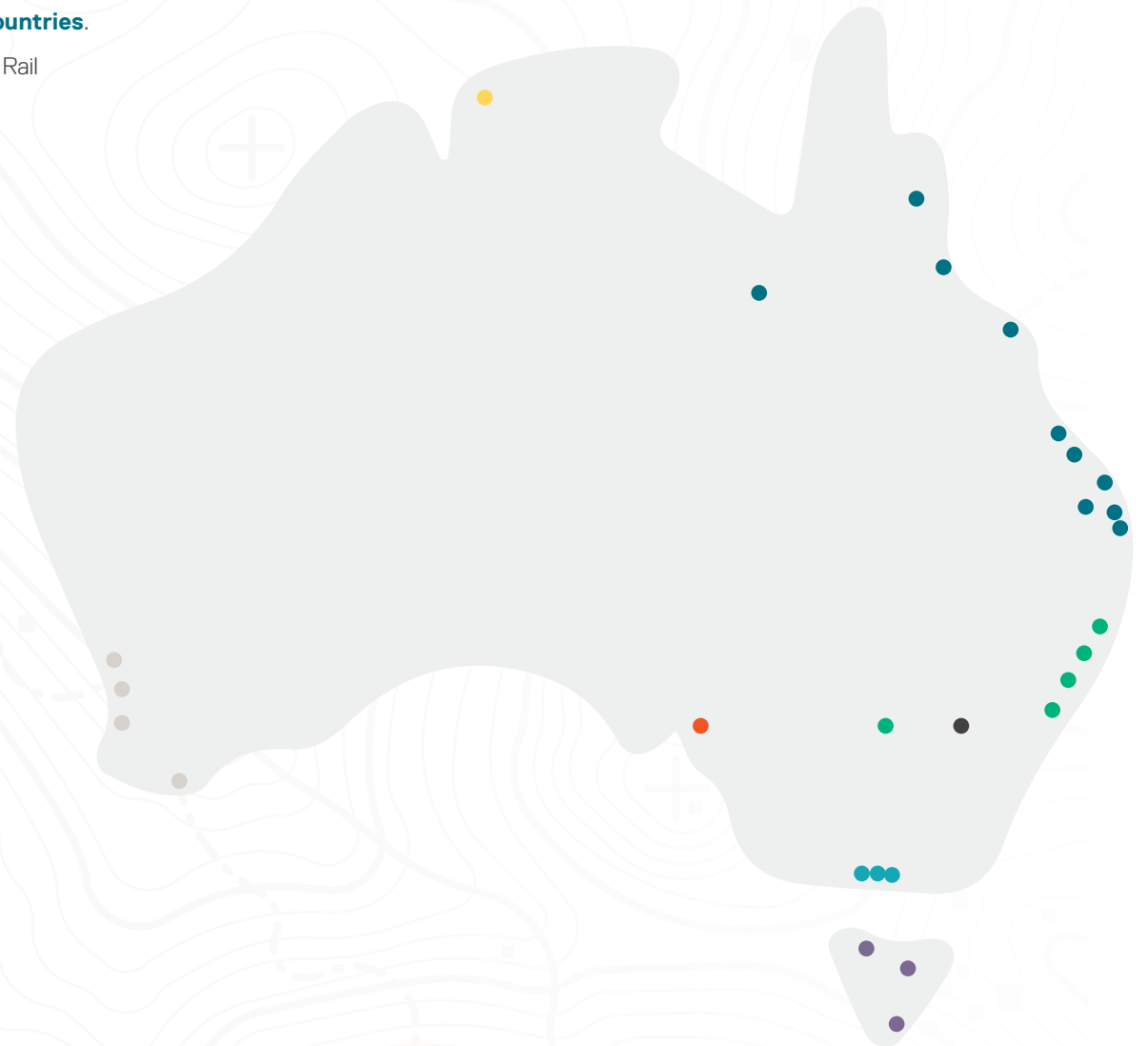
- Canberra

### Northern Territory

- Darwin (only accessed)

### South Australia

- Adelaide





## Australian procurement

Inland Rail's Sustainable Procurement Policy sets out objectives and commitments to identify and manage the social, environmental and economic risks and opportunities within our supply chain. The Policy aligns with the Australian Standard ISO20400:2018 Sustainable Procurement Guidance, ensuring sustainability is embedded throughout all our procurement practices.

The objective of Inland Rail's Sustainable Procurement Policy is to procure goods and services that cost-effectively deliver long-term benefit to Inland Rail, the environment and local communities, and embody all of ARTC's values. It's a public commitment to ensure Inland Rail is ethically and thoughtfully acting to deliver long-term outcomes for the immediate and neighbouring regions in which we operate.

### New partnership with Austrak

In February 2022, ARTC announced the appointment of Austrak to supply more than 1.3 million concrete sleepers to the Inland Rail Program. The \$143 million boost for Austrak will directly support jobs through the production of 695,000 standard gauge sleepers across New South Wales, and 615,000 dual gauge sleepers across Queensland.

Austrak has already delivered approximately 225,000 sleepers to Inland Rail and, at the peak of demand, Inland Rail will directly support the employment of approximately 30 Austrak workers. This opportunity will not only support continued economic benefits for the communities in which we operate, but also allows the regional communities in Rockhampton and Wagga Wagga, where Austrak operates, to gain social and economic success.

### Key announcement with Liberty Primary Steel

In March 2022, ARTC signed a \$292 million contract with Liberty Primary Steel for the supply of 147,000 tonnes of high quality steel rail, with more than 110,000 tonnes of the total to be used on the Inland Rail Program.

Located in Whyalla, South Australia, Liberty Primary Steel will support 1,500 jobs across the scope of works. This highlights the economic and social benefit Inland Rail is bringing to regional communities beyond the physical rail alignment and demonstrates how we're investing in outcomes for all of Australia.





## Future operations

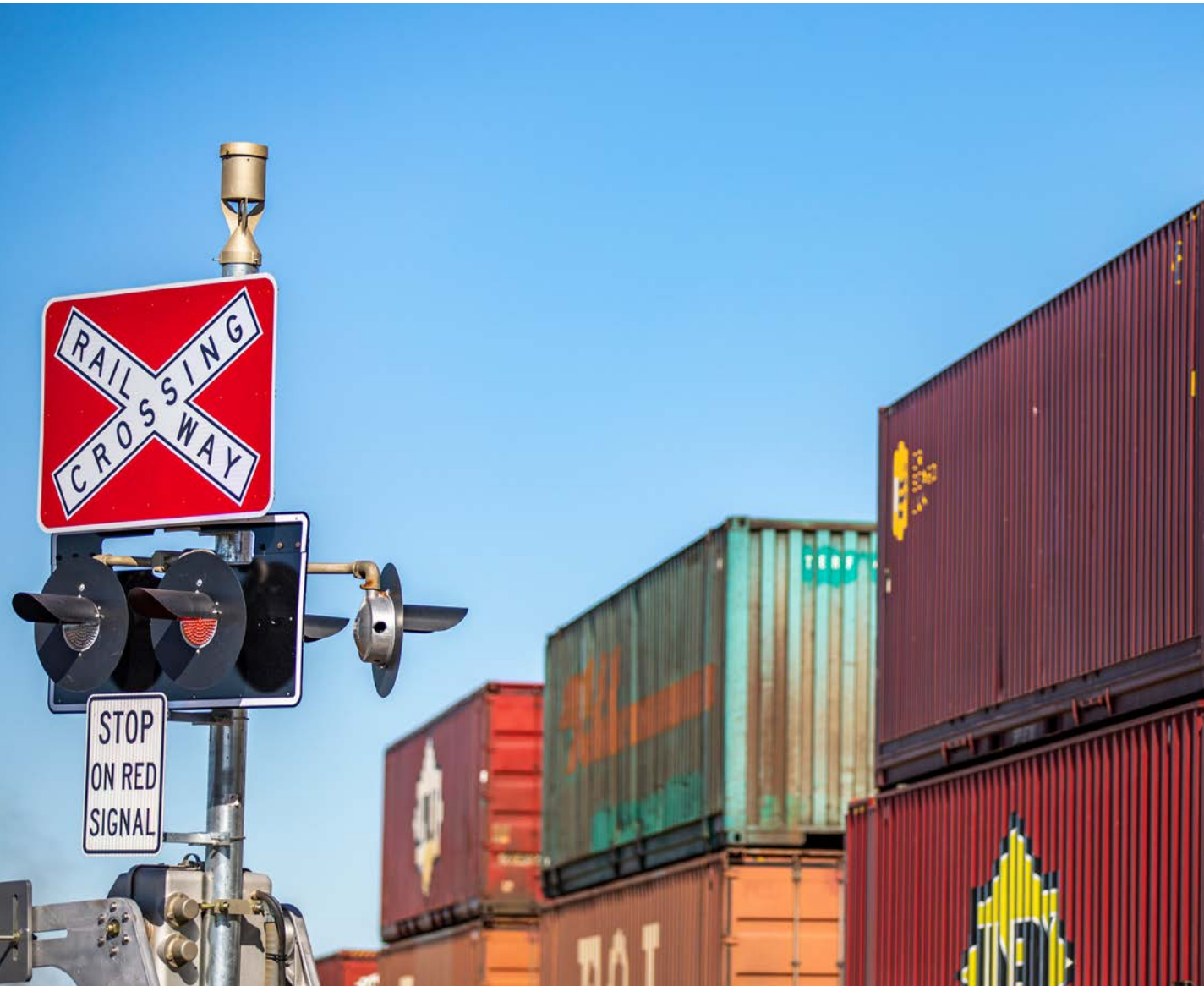
Design and construct for long-term outcomes such as climate resilience and community legacy

**Key focus areas for this objective:**

- Handover and legacy of projects as they complete construction
- Information sharing and engagement between Inland Rail and wider ARTC
- Climate resilient infrastructure outcomes







## Double-stacked train modification provides double the opportunities

Inland Rail is centred around transforming the freight future for all Australians. A key aspect of sustainability is the long-term viability of an asset, which is why it's so important for Inland Rail to support Australia's supply chains now and into the future, opening up new opportunities for businesses and communities along the way.

In collaboration with the wider ARTC business and the Narrabri Shire Council, a modification to the bridge over the Walgett Branch Line in Narrabri has been approved, which will see the structure raised from 5.8m to 7.1m.

This enhancement is proposed to be delivered through the Narromine to Narrabri project and will allow for double-stacked rail freight container wagons to transition on and off the Inland Rail mainline and pass under the bridge to other sections of the ARTC network, boosting connectivity and freight opportunities for northern New South Wales.

## ARTC Sustainability Working Group

Each month, employees from Inland Rail and the wider ARTC network meet to discuss new ideas and new ways of working, implementation of innovations across various projects, and future sustainability challenges and opportunities. Topics discussed vary from circular economy opportunities, innovative freight rail design, material alterations for infrastructure and ecological focus areas.

The working group is open to everyone at ARTC and further advances the network of sustainable practices by promoting cross-collaboration and information sharing between Inland Rail and other business units. This ensures the adoption of new ideas across the entire ARTC business.







## Water bores to provide long-term benefits for locals

Located in and led by Gilgandra Shire Council, with funding provided by Inland Rail, The Water Bore Legacy Project is nearing the final stages of exploration. Exploratory bore hole investigations began in March 2022 after access to sustainable water supplies was identified as a key issue during a 2020 Inland Rail-led community consultation session. Extensive planning was undertaken prior to works starting, with accessible, reliable and useable water supply being explored across four sites in Gilgandra Shire.

If findings are positive and the relevant approvals are granted, Inland Rail will use water from aquifers during the construction of the Narromine to Narrabri section of the Inland Rail Program. This will reduce the water demand on existing networks in and around Gilgandra Shire and, once the Narromine to Narrabri section of the alignment is finished, the bores will be retired to the Gilgandra Shire Council to improve water security and access for the surrounding communities.



## Calls for communications coverage answered

Having access to reliable communication facilities is extremely important. To improve coverage for communities along the alignment, and to support project operations, Inland Rail is funding new telecommunications radio base stations in North Star and Crooble, a new, small cell in Croppa Creek, and upgrading an existing base station in Gurley.

After a feasibility study was completed in late 2021, Telstra confirmed the works would be undertaken, with completion expected by mid-2023. Once the infrastructure has been delivered, Telstra will manage and maintain operations, with locals expected to reap the benefits of reliable coverage across the region, leaving another positive Inland Rail Program legacy for local communities.





ARTC

INLAND  
RAIL   
An Australian Government Initiative

For more information

 1800 732 761  [inlandrailenquiries@artc.com.au](mailto:inlandrailenquiries@artc.com.au)  [inlandrail.com.au](http://inlandrail.com.au)

