

ANNUAL REPORT

2024-2025

Coexistence Queensland

2024-2025 Annual Report

About this report

This annual report outlines activities and achievements of Coexistence Queensland for the 2024-2025 financial year (FY25). These activities and achievements are set against strategic objectives and measures of success listed in the *Coexistence Queensland 2024-2028 Strategic Plan*, which was current as of 30 June 2025. This annual report has been prepared in accordance with Coexistence Queensland's regulatory reporting obligations under section 35 of the *Coexistence Queensland Act 2013*, the *Financial Accountability Act 2009*, and the *Financial and Performance Management Standard 2019*.

Public availability and further information

This report, the strategic plan and other publications by Coexistence Queensland are available at www.cqld.org.au/about-us/. Please contact Coexistence Queensland on +61 1300 548 021 or via the address below to request a printed copy of this report. Additional reporting requirements are published online at www.cqld.org.au.

Interpreter service



Coexistence Queensland is committed to providing accessible services to Queenslanders from culturally and linguistically diverse backgrounds. If you have difficulty understanding this report, you can contact Coexistence Queensland on 1300 548 021, or via enquiries@cqld.org.au, and we will arrange an interpreter to effectively communicate the report to you.

Have your say

Coexistence Queensland hopes you find the *Coexistence Queensland 2024-2025 Annual Report* useful and informative. This report is part of Coexistence Queensland's commitment to keeping people informed about its role in managing and improving sustainable coexistence for Queensland landholders, regional communities, and the resources and renewable energy industries.

Coexistence Queensland welcomes your comments about the content of the report. Please send your feedback to the Chief Executive Officer, Coexistence Queensland, PO Box 15266, CITY EAST, QLD 4002, or email us at enquiries@cqld.org.au.

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ISSN 2203-9937

3 September 2025

The Honourable Dale Last MP
Minister for Natural Resources and Mines
Minister for Manufacturing
Minister for Regional and Rural Development
Queensland Parliament
PO Box 15009
CITY EAST QLD 4002

Dear Minister

I am pleased to submit for presentation to the Queensland Parliament the 2024-2025 Annual Report and financial statements for Coexistence Queensland.

I certify this annual report complies with:

- prescribed requirements set out under section 35 of the *Coexistence Queensland Act 2013*
- prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*
- detailed requirements set out in the *Annual Report Requirements for Queensland Government Agencies*.

A checklist outlining the annual reporting requirements can be found on page 56 of this annual report.

Yours sincerely



John Anderson
Chair
Coexistence Queensland

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Chairperson's message: A year of listening, learning, and leading

This year marks a defining moment for our organisation – our first as Coexistence Queensland, following our transition from the GasFields Commission Queensland. While our name and remit have evolved, our purpose remains steadfast: to support landholders, communities, and the energy industry to work well together and thrive. With an expanded scope that now includes resources, minerals and renewable energy and builds on our existing work with gas, our role has never been more vital.

Over the past 12 months, we've been focused on ensuring the transition of our organisation delivers genuine value. We've listened deeply, learned from those on the ground, and laid the foundations for meaningful progress. At the heart of everything we do is the core belief that respectful relationships are the cornerstone of sustainable coexistence.

Coexistence, in the context of resource and energy development, is vitally important to regional communities and is the foundation for their sustainable progress. Coexistence ensures no single land use, such as resource development, agriculture, community living, or conservation dominates at the expense of others, allowing for shared prosperity. It also protects community wellbeing by giving people a voice in shaping outcomes and maintaining quality of life amid the disruptions that energy developments bring.

Economically, coexistence fosters resilience by encouraging diversification and creating an environment where agriculture, energy, tourism, and other sectors support each other. This not only reduces reliance on any single industry; it reduces the potential for economic shocks from a downturn. And from a policy perspective, the insights gained through coexistence engagement help the Queensland and local governments inform smarter, more inclusive planning that reflects the complexity of real-world challenges.

In March 2025, we hosted the Community Leaders Council in Biloela, in partnership with Banana Shire Council. With over 100 participants including landholders, Traditional Owners, industry representatives, local government, and peak bodies, the event sparked grounded, thoughtful dialogue on how coexistence plays out in practice. The resulting output report has already begun shaping our future work.

We also co-hosted four Queensland Community Renewables Forums with the Queensland Renewable Energy Council (QREC) and local councils in Miles, Roma, Nebo, and Hughenden. These forums created space for honest conversations about the realities of renewable energy development in regional areas. The strong turnout from landholders and local communities was a clear signal of the importance of these discussions.

One of the year's unique moments was a roundtable with a Texan delegation from the United States, hosted in collaboration with the Remote Area Planning and Development Board and QREC. Bringing together Queensland stakeholders with landholders, legal experts, and researchers from the United States – home to some of the world's largest wind farms – we explored topics like fair compensation, community trust, and the return of young people to regional areas. The insights gained are already influencing our approach to supporting coexistence through the energy transition.

These interactions have helped us tailor our resources to community needs and help industry and government understand some of the challenges and concerns faced by rural and regional communities, including:

- the need for an ongoing focus on proactive and transparent engagement in communities around new resources and renewable energy projects and development.
- the complexity of development demands in regional and rural Queensland and importance of ensuring that cumulative impacts are appropriately considered.
- fair conduct, compensation and commercial arrangement associated with resources and energy development activities on private land.
- managing the impacts of construction activities where there is significant increase in activity, road movements, dust, noise, and population.
- road safety, with increased traffic during construction impacting rural roads.
- fair and transparent processes around water access associated with energy and resource developments and the potential impacts on neighboring properties' bore water resources.
- ongoing need to prioritise the management of biosecurity concerns and risks associated with resources and energy development.
- decommissioning and end of life obligations for landholders and resources and energy companies and potential risks and implications for landholders.

To empower landholders, we launched our Landholder Support Program, with pilot sessions in Moura, Miles, and Rolleston focusing on gas development. Feedback from participants has been constructive, helping us refine future support – especially as we expand the program to include other forms of resources and energy development. We also published the *Landholder guide: Negotiating onshore gas activity*, developed in direct response to stakeholder feedback. This guide is designed to build confidence and support fair, informed negotiations. A companion guide on decommissioning renewable energy projects is currently in development and will be released early in the next financial year.

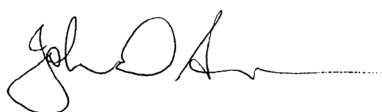
In July 2024, we launched our new website which is tailored to landholders, communities, and industry and provides easy access to factsheets, guides, toolkits, and event updates. We also contributed to key legislative and policy processes, including the Planning (Social Impact and Community Benefits) and Other Legislation Amendment Bill, the Prosper 2050 Blueprint from the Department of Primary Industries, and the Draft Renewables Regulatory Framework Discussion Paper. Additionally, we delivered an intelligence report to government, outlining coexistence challenges and reinforcing our commitment to informed, balanced policy development.

None of this work would be possible without the trust and collaboration of stakeholders across Queensland. I extend my sincere thanks to our dedicated team, our partners, and most importantly, the landholders and communities who continue to share their time, insights, and experiences.

There is still much to do, but this year has shown that with mutual respect and open dialogue, better outcomes are not only possible, they're achievable.

Coexistence Queensland remains steadfast in working with our partners and communities to drive responsible resource and energy outcomes that respect both the needs of our industries and the cultural, economic, environmental, and social fabric of our communities.

We will take care with these relationships and ensure that all industries and related supply chains recognise and understand the importance of informed partnerships grounded in mutual respect for long-term sustainability and survivability.

A handwritten signature in black ink, appearing to read 'John Anderson', with a long horizontal flourish extending to the right.

John Anderson
Chair
Coexistence Queensland

About Coexistence Queensland

Coexistence Queensland is an independent statutory body established under the *Coexistence Queensland Act 2013* (the Act). Its purpose is to manage and improve the sustainable coexistence of Queensland landholders, regional communities and the resources and renewable energy industries.

Our vision

To be a trusted leader and facilitator of sustainable coexistence between landholders, regional communities, and the resources and renewable energy industries.

Our values

Consistent with Coexistence Queensland's *Strategic Plan 2024-2028*, our values are:

- independence
- transparency
- collaboration
- respect
- integrity
- leadership.

These values align with the public service values which encourage creativity, diversity, accountability, and collaboration in the Queensland Government.

Our functions

The Act prescribes 9 functions for the organisation:

- (a) facilitating better relationships between landholders, regional communities, the resources industry and the renewable energy industry;
- (b) providing a central point of contact for enquiries about matters affecting the sustainable coexistence of landholders, regional communities, the resources industry and the renewable energy industry;
- (c) in response to requests for advice from the chief executive under the *Regional Planning Interests Act 2014* about assessment applications under that Act, advising the chief executive about the ability of landholders, regional communities and the resources industry to coexist within the area the subject of the application;
- (d) providing advice to the Minister, other Ministers, government entities or other stakeholders about matters relating to the sustainable coexistence of landholders, regional communities, the resources industry and the renewable energy industry, including –
 - i. emerging issues about those matters; and
 - ii. leading practice about those matters;
- (e) partnering with appropriate entities to deliver educational resources and other information about health and wellbeing matters relating to the sustainable coexistence of landholders, regional communities, the resources industry and the renewable energy industry;
- (f) facilitating appropriate entities to undertake community engagement and participation in community initiatives about assessing health and wellbeing concerns relating to activities carried out in the resources industry or the renewable energy industry;
- (g) publishing educational resources and other information about the sustainable coexistence of landholders, regional communities, the resources industry and the renewable energy industry;
- (h) any other function given to Coexistence Queensland under this Act or another Act;

- (i) partnering with appropriate entities for the purpose of conducting research related to a function mentioned in any of paragraphs (a) to (h).

Our role

The role of Coexistence Queensland is to foster sustainable coexistence and shared prosperity through a balanced approach that:

- promotes open communication and respectful collaboration;
- leads sustainable, mutually beneficial outcomes;
- supports inclusive engagement and understanding;
- cultivates trust and builds long-term partnerships.

Our services

As an independent statutory body, Coexistence Queensland has a unique responsibility to facilitate engagement and collaboration across a diverse range of stakeholder perspectives and interests. Our key stakeholders include landholders, the agriculture, resources and renewable energy industries (and related peak bodies), regional and rural communities, government and other non-government entities, including academic and research organisations.

Coexistence Queensland provides the following services in line with its functions prescribed under the Act:

- engaging with landholders and regional communities to help them adapt to the introduction and operation of the resources and renewable energy industry;
- providing information, advice and support to stakeholders (especially landholders) to enable informed decision-making;
- informing on best practice business-to-business relationships between landholders and resource companies and or renewable energy companies;
- providing advice and recommendations to government on matters relating to sustainable coexistence including emerging issues and leading practice;
- providing a central point of contact and responding to matters affecting the sustainable coexistence of landholders, regional communities, the resources industry and the renewable energy industry in Queensland; and
- compiling and distributing information, data and facts about the resources and renewable energy industry.

Geographic distribution

Coexistence Queensland's head office is located in Brisbane, with regional staff based in Toowoomba and Bundaberg. All staff are equipped to travel throughout Queensland to provide support to landholders and regional communities where required.

Whilst Coexistence Queensland has a State-wide remit, its current activities are focused on areas where resource and renewable energy development have high potential and a real likelihood of causing coexistence challenges. For FY25, the main areas of geographical focus have been in the Darling Downs, Maranoa, Central Queensland and North West regions.

Key strategic opportunities and risks

Coexistence Queensland's FY25 key strategic risks and opportunities, and their management, are outlined below.

Opportunities

Unique role	Utilising Coexistence Queensland's unique position to inform, advise, engage, and facilitate.
Leveraging the lessons	We apply our experience to inform future coexistence challenges and provide support to communities affected by the energy transition.
Partnerships and collaboration	Maintaining and leveraging relationships and facilitating dialogue to nurture, improve, and sustain coexistence outcomes.
Nimble	Adapting and responding effectively to emerging needs and issues.

Strategic Risks

Regional presence	Maintaining regional presence and support in key locations relevant to the resources and renewable energy industries across the state.
Stakeholder expectations	Balancing diverse stakeholders, particularly in evolving industry development and energy transition areas, and ensuring resources remain focused on Coexistence Queensland's core purpose.
Bridging the implementation gap	<p>Working with stakeholders to identify implementable actions that give effect to Coexistence Queensland's advice and recommendations.</p> <p>Risk of failing to identify and implement practical actions that reflect Coexistence Queensland's purpose.</p>
Knowledge and capacity building	<p>Timely ability to gain in-depth knowledge of the rapidly changing energy landscape and associated coexistence issues to meet stakeholder needs.</p> <p>Risk of delayed or insufficient understanding of the rapidly evolving energy landscape and associated coexistence issues, potentially impacting the ability to meet stakeholder needs.</p>

Non-financial performance

Government's objectives for the community

Coexistence Queensland contributes to **a better lifestyle and a stronger economy** by:

- influencing improved and sustainable coexistence enabling the agricultural, resources, renewable energy, and emerging industries to grow and prosper to benefit local and regional communities.

Coexistence Queensland contributes to **a plan for Queensland future** by:

- ensuring resources and renewable energy developments are undertaken in a socially responsible way, while minimising or avoiding impact and maximising benefits.

The importance of coexistence for communities in Queensland

Coexistence, in the context of resource and energy development, is vitally important as it enables diverse interests, including economic, environmental, cultural, and social to grow and thrive together, rather than compete. For Queensland's regional and rural communities, coexistence is the foundation for sustainable progress. Here's why it matters:

Balancing competing land uses

- Resource and energy project development, agriculture, conservation, and community living overlap geographically,
- Coexistence ensures a balanced approach to our shared landscape, and that a single use or industry does not dominate at the expense of others, allowing for shared prosperity and growth.

Protecting community health and wellbeing

- New and intensified development can bring disruption, such as noise, dust, traffic, and social change, to Queensland's regional communities.
- Coexistence frameworks help communities participate in change processes, voice concerns, understand benefits, shape outcomes, and maintain quality of life.

Supporting economic resilience

- Coexistence encourages diversified economies – where agriculture, resources, energy, tourism, and other sectors can coexist and support each other.
- This reduces reliance on single industries and buffers communities against economic shocks and boom / bust development cycles.

Enhancing policy and planning

- Insights from coexistence engagement informs the development of smarter, more inclusive policy and enables the Queensland Government, industry, and community to better anticipate challenges and design solutions that reflect real-world complexity.

Coexistence Queensland's role

Coexistence Queensland is more than a facilitator; it is here to be the trusted leader and facilitator of sustainable coexistence between landholders, regional communities, and the resources and renewable energy industries. By connecting stakeholders, amplifying community voices, and driving informed policy, we ensure that regional and rural communities that are impacted by resources and renewable energy developments are at the center of the conversation.

Following extensive community and stakeholder engagement, in FY25, the GasFields Commission Queensland officially launched with a new name – Coexistence Queensland – and an expanded remit, evolving from a decade of work to now encompass renewable energy and resources industry across Queensland.

This broadened scope has enabled this new independent statutory body to forge new relationships with stakeholder groups and reinforce and grow existing partnerships and networks. Our collaborative efforts have focused on facilitating the balance between development outcomes and improving community preparedness in regions experiencing rapid resource and renewable energy development.

Central to this transformation has been our commitment to listening, learning, and co-designing our first-year work program with stakeholders, anchored by three core pillars:

- Information and education – clear, accessible, and trusted information about the resource and renewable energy industries is critical to achieving sustainable coexistence. Providing comprehensive information and programs about the sector can empower communities and build industries' social licence to operate.
- A partnership approach – no single entity is solely responsible for social licence; collaboration and partnerships are essential to build trust and realise mutual benefits.
- Engagement and collaboration – a coordinated and purposeful approach to engagement based on timely, transparent, and respectful relationships is critical to developing strong relationships with landholders, First Nations peoples, communities, and industry.

Statewide leadership, local impact

At state and regional levels, Coexistence Queensland has led the conversation and brought together diverse perspectives to find common ground. Through regular engagement with stakeholders – including government agencies, peak bodies, resources and renewable energy and agricultural sectors, research institutions, and statutory bodies, community groups and communities themselves – we've cultivated a shared understanding of coexistence challenges and opportunities.

Key collaborators include:

- Agricultural peak bodies – AgForce, Queensland Farmers' Federation and relevant member bodies.
- Industry peak bodies – Australian Energy Producers, Queensland Resources Council, Queensland Renewable Energy Council, Association of Mining and Exploration Companies, and the Clean Energy Council.
- Research organisations – CSIRO's Gas Industry Social and Environmental Research Alliance, UQ Centre for Gas and Energy Transition, CQU Centre for Hydrogen and Renewable Energy, and James Cook University.
- Statutory bodies and Government entities – Land Access Ombudsman, Land Court of Queensland, Office of groundwater Impact and Assessment, Resources Safety and Health Queensland, the Office of the Queensland Integrity Commissioner, and the Queensland Audit Office.
- The Local Government Association of Queensland and a wide range of local authorities across the state.
- Government-owned corporations such as Powerlink, Stanwell, Cleanco, and CS Energy.
- Regional economic development bodies – Toowoomba and Surat Basin Enterprise, Mt Isa to Townsville Economic Development Zone, and Gladstone Engineering Alliance.
- Government agencies – Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development, Queensland Treasury, Department of Primary Industries, Department of Local Government, Water and Volunteers, Department of Environment, Tourism, Science and Innovation, and Department of State Development, Infrastructure and Planning.

This broad network provides us with critical intelligence to help inform government policy, respond to emerging issues, and support sustainable coexistence.

Grounded in community

At the local level, our 'ear to the ground' approach ensures that community voices shape our priorities and work.

We continue to work closely with Queensland local councils, which are dealing first-hand with resources and renewable energy projects in their communities. We have held events in Hughenden, Miles, Biloela, Roma, Nebo, Rolleston and Moura – all small communities dealing with the impacts and opportunities associated with of major resources and energy projects.

In FY25, along with our own events, support programs, community engagement, liaison with regional councils, and answering calls and emails to our information hotline, we participated in over 20 regional events across the breadth of Queensland. These included workshops and agricultural shows where we provided educational tools and gathered insights directly from landholders and local governments.

These interactions have helped us tailor our resources to community needs and help industry and government understand some of the challenges and concerns faced by rural and regional communities, including:

- the need for an ongoing focus on proactive and transparent engagement in communities around new resources and renewable energy projects and development.
- the complexity of development demands in regional and rural Queensland and importance of ensuring that cumulative impacts are appropriately considered.
- fair conduct, compensation and commercial arrangement associated with resources and energy development activities on private land.
- managing the impacts of construction activities where there is significant increase in activity, road movements, dust, noise, and population.
- road safety, with increased traffic during construction impacting rural roads.
- fair and transparent processes around water access associated with energy and resource developments and the potential impacts on neighboring properties' bore water resources.
- ongoing need to prioritise the management of biosecurity concerns and risks associated with resources and energy development.
- decommissioning and end of life obligations for landholders and resources and energy companies and potential risks and implications for landholders.

Strategic objectives and performance indicators

STRATEGIC OBJECTIVE 1: Foster strong relationships through collaboration and stakeholder engagement.

Strategies:

- Undertake tailored engagement with stakeholders across community, government, and industry to develop a shared understanding of evolving issues and impacts, including those relating to health and wellbeing.
- Convene forums to promote collaboration through dialogue and knowledge sharing.
- Be responsive to community concerns to develop and maintain trust and accountability.

Key achievements:

Community Leaders Council (CLC): Leading the coexistence conversation

Section 29 of the *Coexistence Queensland Act 2013* requires the establishment of a Community Leaders Council (CLC) to bring together regional and statewide leaders to discuss key issues and opportunities. In FY25, Coexistence Queensland identified a timely opportunity to lead a focused conversation in Banana Shire, a region experiencing significant and growing resource and energy

activity. In partnership with Banana Shire Council, we hosted a landmark CLC event in Biloela on 27 March 2025. The event brought together over 100 participants, including:

- landholders and community leaders
- representatives from gas and renewable energy sectors
- local and state government officials
- Traditional Owner groups
- academic institutions and peak bodies
- government-owned corporations.

This diverse representation enabled Coexistence Queensland to gain deep insights into the region's coexistence issues, priorities, and aspirations.

The day's agenda centered on the theme 'Shared Landscapes – Coexistence challenges and opportunities in the energy transition'. These conversations were captured in the *Biloela Community Leaders Council 2025 Output Report*, which documents key insights and outlines potential actions to guide future engagement and policy development.

Landholder Support Program: Empowering communities at the frontline

In FY25, Coexistence Queensland developed and implemented its pilot 'Landholder Support Program' to address an identified and growing need for tailored guidance and support for landholders and regional communities navigating resource and energy developments.

Initially focused on the early stages of gas exploration and production, the program provided practical insights into:

- landholder rights and obligations
- what to expect during exploration and development
- key considerations for land access negotiations.

Sessions were held in Moura, Miles, and Rolleston, with 25 landholders participating. Their feedback is shaping the next phase of the program, which will expand to include modules on renewable energy and broader resource projects, including critical minerals.

These insights also contribute to Coexistence Queensland's ongoing sentiment monitoring and stakeholder engagement efforts.

Queensland Community Renewables Forums: Bridging the information gap

Across Queensland, communities consistently voiced a need for better access to information about local energy developments and sought direct engagement with developers, regulators and other key stakeholder involved in development. To address this, Coexistence Queensland co-hosted four Queensland Community Renewables Forums in partnership with the Queensland Renewable Energy Council, local councils and the State Government. Held in Miles, Nebo, Roma, and Hughenden, each forum attracted over 100 attendees from:

- local communities
- industry
- governments.

The forums featured:

- expert keynote addresses and presentations
- interactive question and answer panels
- exhibition spaces for direct engagement.

These events offered a platform for community members to learn, ask questions, and share their perspectives, while giving government and industry deeper insight into regional coexistence priorities and emerging issues.

Coexistence Roundtable: Global insights, local impact

In FY25, Coexistence Queensland hosted a high-level Coexistence Roundtable in Brisbane, featuring a delegation from Texas USA comprising landholders, legal experts, and researchers. Facilitated by the Remote Area Planning and Development Board, the delegation shared decades of experience in renewable energy development.

Senior executives from Queensland's community, agriculture, environment, resources, and renewable energy sectors engaged in rich dialogue, gaining practical lessons from Texas's transformation into the wind energy capital of the world.

Health and wellbeing: Supporting stakeholders holistically

Coexistence Queensland maintains an active partnership with health experts to ensure stakeholders have access to relevant health resources. Collaborators include:

- Queensland Health
- Rural and Remote Mental Health
- Queensland Mental Health Commission
- Darling Downs Health
- University of Southern Queensland
- CSIRO

In September 2024, the organisation participated in the Mental Health Innovation and Agricultural Showcase, focused on training agricultural stakeholders in West Moreton and Darling Downs.

Additionally, Coexistence Queensland's frontline staff are trained to:

- recognise signs of distress.
- refer individuals to appropriate local services.
- provide immediate support during crises.

STRATEGIC OBJECTIVE 2: Promote sustainable coexistence by providing trusted information and advice.

Coexistence Queensland is committed to fostering informed resources and renewable energy development across Queensland. This strategic objective focuses on empowering stakeholders with reliable, timely, and practical information to navigate coexistence challenges and opportunities.

Strategies:

- Establish Coexistence Queensland as a credible source of information and advice.
- Deliver information resources and educational services to enhance understanding of coexistence challenges and opportunities.
- Provide stakeholders with timely, relevant information to support equitable coexistence outcomes.
- Present balanced advice to government, community and industry on emerging coexistence issues, risks, and opportunities.

Key achievements:

Landholder negotiation guide: Navigating onshore gas agreements

Recognising the stress and uncertainty landholders face during negotiations with resource companies, Coexistence Queensland developed the *Landholder guide: Negotiating onshore gas activity*. This guide:

- fills critical information gaps.
- offers practical advice on negotiation processes.
- empowers landholders to advocate for outcomes aligned with their land and business interests.

The guide was informed by sentiment analysis and stakeholder feedback, ensuring it meets the real-world needs of landholders. Importantly, the guide provides the foundation for the content delivered in the Landholder Support Program sessions focusing on gas exploration and development. This ensures that Coexistence Queensland's approach is centred not just around the production of high quality and factual information resources, but also the in-person extension of these information resources in communities.

Public liability insurance: Addressing emerging concerns

Landholders and agricultural groups raised concerns about the potential impact of renewable energy developments on public liability insurance, particularly for neighbouring properties. These concerns relate to the potential impact on insurance premiums, and, more broadly, the ability of landholders to access public liability insurance.

In August 2024, Coexistence Queensland convened a multi-stakeholder forum with:

- Insurance Council of Australia
- AgForce Queensland
- Queensland Farmers' Federation
- Queensland Renewable Energy Council
- Clean Energy Council
- Queensland Treasury (formerly Department of Energy and Climate).

Key outcomes:

- no confirmed cases of landholders being denied affordable third-party insurance.
- acknowledgement of perceived risks and future uncertainties and need for factual information resources to assist understanding.
- concerns are not unique to Queensland and therefore development of consistent, factual messaging across Australia is necessary to ensure landholders are protected and supported.

Coexistence Queensland is engaging with other state jurisdictions in relation to the issue and is working towards development of independent guidance.

Overlapping land use project: Supporting co-development solutions

With the continued growth of resources and renewable energy development across Queensland, the potential for interactions between resources and renewable energy projects is an issue of significance.

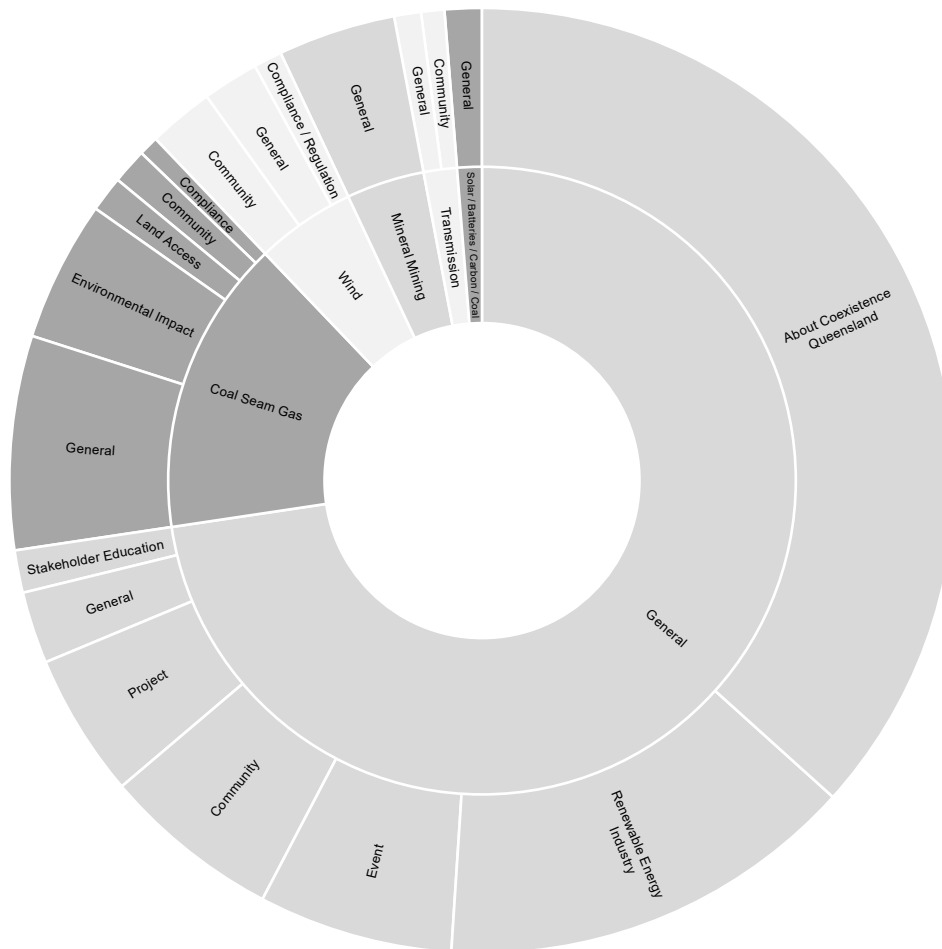
Concerns were raised with Coexistence Queensland around potential land use conflicts where renewable energy and resource projects are co-developing on the same land. Coexistence Queensland responded by forming a cross-industry working group in October 2024 to:

- explore coexistence impacts
- identify risks of resource sterilisation and access limitations
- ensure landholders are not disadvantaged by competing developments.

The working group uncovered successful examples of co-development and identified areas for improvement. A formal report with recommendations will be shared with government and industry representatives in Q1 of FY26.

Stakeholder relationship management

In addition to the 102 events Coexistence Queensland participated in, during FY25 Coexistence Queensland also attended 414 stakeholder meetings regarding the following key topics:



These meetings are critical in developing and maintaining relationships and networks, as well as participating in community activities to build greater knowledge and understanding in the community of the role and function of Coexistence Queensland.

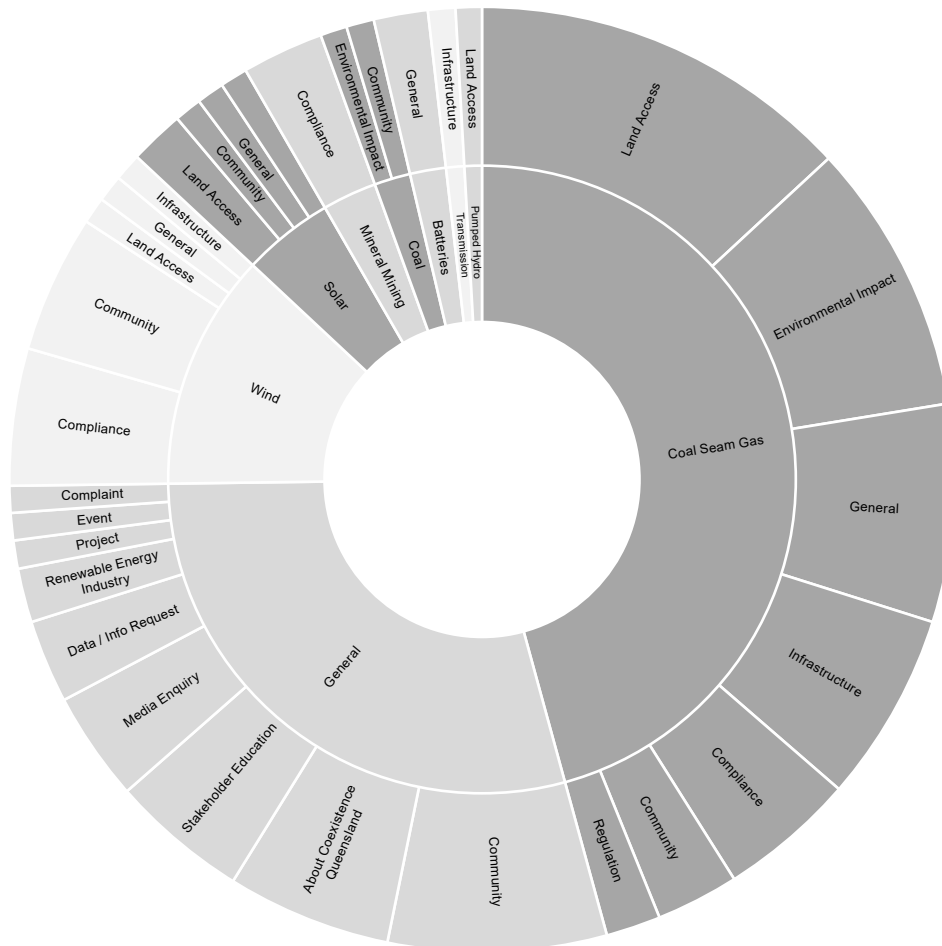
Examples of the types of regular engagements held about Coexistence Queensland include:

- engagement with resource and energy companies to build relationships and understand development activities across Queensland.
- engagement with peak bodies (agricultural, resources and energy, and local government) to foster strong relationships and information sharing.
- engagement with individual local authorities to understand key local issues and establish coexistence partnerships.
- meetings with landholders to understand specific concerns and issues.
- meetings with government agencies to foster collaboration and information sharing.

Responding to community enquiries

A key role that Coexistence Queensland plays is as a single point of entry for community members with enquiries about resources and renewable energy development. Through its enquiries email address (enquiries@cqld.org.au) and phone number (1300 548 021), Coexistence Queensland offers a concierge-style service for those seeking information.

During FY25, Coexistence Queensland's Stakeholder Relationship Management System (SRM) recorded 107 unique enquiries regarding the following leading key topics:



While enquiries relating to our traditional gas remit dominated, a significant number of enquiries were received this financial year around wind, solar, and other forms of energy and resource activity.

Responding to major policy initiatives

During the course of the year, Coexistence Queensland responded to various Queensland Government or state government policy initiatives, including:

- Planning (Social Impact and Community Benefits) and Other Legislation Amendment Bill 2025 – drew on experience in understanding the importance of local views and provided advice on the social impact assessment and community benefit agreements.
- Department of Primary Industries' *Primary Industries Prosper 2050* 25-year blueprint. Coexistence Queensland's work primarily informed the blueprint's Coexistence and Community Support priority area.
- Department of State Development, Infrastructure and Planning's initiative to inform development of policy for coexistence in shared land uses.

- A comprehensive submission and recommendations to government in response to the Draft Renewables Regulatory Framework Discussion Paper.

Advice in response to emerging and systemic coexistence issues

Consistently over the course of the year, Coexistence Queensland was asked to share its extensive experience gained over the past decade on matters of sustainable coexistence and lessons learned from the coal seam gas sector's growth.

As a result, Coexistence Queensland provided input into the development of several external leading practices, consistent with our function of providing advice about matters relating to coexistence. This advice included input into the:

- Renewable Energy Developer Code, an initiative led by the Energy Charter and sponsored by the Queensland Government
- Renewable Energy Developer and Investor Toolkit, developed by the Queensland Renewable Energy Council
- Renewable Energy Social License Toolkit, being developed by the Department of State Development, Infrastructure and Planning in consultation with Local Government Association of Queensland
- Renewable Energy Industry Biosecurity Guide, developed by the Queensland Renewable Energy Council.

Emerging land use issues associated with the expansion of the renewables sector have highlighted that coexistence concerns exist beyond the gas industry, and therefore we play an important role by providing independent advice to government and other stakeholders in relation to coexistence matters.

Ministerial briefings

As with previous years, Coexistence Queensland continues to regularly brief relevant ministers, ministerial staff, and senior departmental representatives on issues and opportunities raised by stakeholders and communities relating to coexistence.

Providing advice under the Regional Planning Interests Act 2014

Under section 7(1)(C) of the *Coexistence Queensland Act 2013*, Coexistence Queensland is to provide advice in response to requests from the chief executive under the *Regional Planning Interests Act 2014* about the ability of landholders, regional communities, and the resources industry to coexist within the areas subject to a regional interests development approval (RIDA) application.

During FY25, Coexistence Queensland received one request to provide advice on a RIDA application relating to the remit of Coexistence Queensland. As of 30 June 2025, the assessment process for the RIDA application is still ongoing.

Digital information

With the formation of Coexistence Queensland and its broader remit, a new website was launched on 1 July 2024 to improve user experience and information access.

A key feature is the dedicated 'resources' page – designed as a one-stop shop for factsheets, toolkits, guides, and contact information. All relevant materials from the now-archived GasFields Commission Queensland website were migrated and restructured into easy-to-navigate categories

tailored by user type (landholder, community, and industry) and sector (gas, wind, solar, transmission, minerals, hydrogen, pumped hydro, and carbon capture and storage).

All content was developed by, or in partnership with, trusted organisations and stakeholders, reinforcing Coexistence Queensland's role as a credible source of information.

The website recorded 16,741 sessions, while the 'resources' page on Coexistence Queensland's website attracted 1,373 users during FY25.

The Shared Landscapes webpage continues to be a comprehensive online repository of data relating to Queensland's onshore petroleum and gas industries. Being a web-based platform ensures that as new data becomes available, it can be updated efficiently.

In FY25, Coexistence Queensland sought data updates from 9 other government agencies, as well as industry representatives. The data requested was for information that is not always readily accessible to the public. When this data has become available, the webpage content has been periodically updated to ensure stakeholders have access to accurate, contemporary data on Queensland's onshore gas industry.

In addition, 6 direct email newsletters were distributed to Coexistence Queensland's 1,875 subscribers, achieving an average open rate of 49.9 percent – slightly higher than the previous year and in line with the newsletter development platform's benchmarks for government agencies.

For the 12 months ending 30 June 2025, Coexistence Queensland gained additional followers and subscribers to their social media channels, including 555 followers on Facebook, 3,409 followers on LinkedIn, and 31 subscribers on YouTube.

STRATEGIC OBJECTIVE 3: Forge partnerships to inform and enhance coexistence outcomes.

Strategies:

- Develop a Partnership Strategy to inform decision-making about partnerships with appropriate entities.
- In partnership with appropriate entities:
 - Deliver a comprehensive range of information and educational resources that address coexistence matters, including those relating to health and wellbeing.
 - Conduct research to inform advice on emerging coexistence matters and leading practice.

Key achievements:

Community sentiment project

In October 2023, the then GasFields Commission undertook a community sentiment and stakeholder engagement research project. Measuring community sentiment is critical to understanding the level of trust within communities which, in part, influences our ability to effectively manage and improve sustainable coexistence.

As detailed in the 2023-2024 Annual Report, research company Voconiq was engaged to undertake the research to improve understanding of community sentiment towards the onshore gas industry. Following completion of the community-based surveys conducted in the Surat and Bowen Basins, Voconiq released the survey summary in November 2024.

The partnership with Voconiq is part of a longitudinal research study that will track community sentiment over a period of time to understand the effectiveness of the work that Coexistence Queensland leads. The findings of this current survey are being used to inform Coexistence Queensland's work program and identify suitable options for implementation of the research findings.

Research into leveraging the lessons from the development of the Queensland onshore gas industry

During stakeholder consultation undertaken in relation to the organisation's expanded remit, stakeholders indicated it would be highly beneficial to leverage the lessons from the onshore gas industry, so these learnings could be applied to other energy and resources industries in Queensland.

To facilitate the documentation of these learnings, Coexistence Queensland commissioned the University of Queensland's (UQ) Gas & Energy Transition Research Centre to conduct this research.

As a result, UQ's research report will deliver information that addresses coexistence matters and informs advice on leading practice that can be applied to energy projects more broadly. UQ presented its preliminary findings at Coexistence Queensland's Community Leaders Council event in early 2025 and the final report will be published online later in 2025.

STRATEGIC OBJECTIVE 4: Increase our understanding of the history and culture of First Nations peoples and nature positive relationships.

Strategies:

- Work with First Nations people to build the cultural capability of our staff and enhance their understanding of First Nations peoples' culture, customs, and histories.
- Develop a Reconciliation Action Plan to enable Coexistence Queensland to take meaningful action to advance reconciliation.
- Actively support and facilitate First Nations leaders, and organisations, participation in Coexistence Queensland engagement forums.

Key achievements:

Cultural capability

Coexistence Queensland is committed to continuing to learn and understand the history and culture of the First Nations peoples of Queensland. This includes building relationships based on trust, shared purpose, and cultural understanding.

A specific new agenda item was incorporated into every operational all-staff meeting to share cultural moments related to experiences and learnings with Aboriginal and Torres Strait Islander peoples to foster ongoing cultural awareness, strengthen our collective understanding, and reinforce our commitment to reconciliation. It provides a space for reflection, respectful dialogue, and connection – ensuring that cultural learning is not a one-off initiative, but an integrated and valued part of our organisational culture.

In November 2024, Coexistence Queensland's members and staff took part in Aboriginal and Torres Strait Islander Cultural Awareness Training delivered by Elephant in the Room.

The session focused on building trust, understanding cultural protocols, and fostering genuine two-way relationships. Key themes included listening, co-design, community-led engagement, and respecting the pace and processes of Traditional Owner groups. These insights have shaped our understanding and approach to engagement with First Nations peoples.

Traditional Owner participation and relationships

Building lasting and meaningful relationships with First Nations peoples underpins all our engagement activities. In FY25, all Coexistence Queensland's major events were planned and delivered in respect of and alongside the Traditional Owners of the Country the events were held.

In particular, the Community Leaders Council event in Biloela on Gangulu Country began with a Welcome to Country and Smoking Ceremony led by the Gaangalu Nation People, who shared cultural stories, local songlines, and the significance of place. Their presence grounded the event in respect and unity, setting the tone for open collaboration. We will continue working closely with the Gaangalu Nation People in FY2025-26 to ensure Traditional Owner voices are embedded in the Community Leaders Council Output Report.

Aboriginal and Torres Strait Islander peoples have understood the delicate balance between using and preserving natural systems and resources through passing on traditions of stewardship between generations. They safeguarded the longevity and integrity of our shared landscapes that are central and essential to our being. We recognise we have much to learn from these ancient teachings.

The organisation continues to seek ways to incorporate and prioritise First Nations peoples' perspectives in our work, including through bodies of research we have worked on over the course of FY25, including the report *Leveraging the lessons from the Development of the Queensland Onshore Gas Industry*, due for release in early FY2025-26.

STRATEGIC OBJECTIVE 5: Develop a skilled, adaptable, and resilient workforce to deliver Coexistence Queensland's vision.

Strategies:

- Promote a positive, inclusive, and ethical work environment that drives continuous improvement.
- Implement strong governance with 'fit-for-purpose' systems, policies and procedures.
- Ensure all staff are provided with opportunities to develop skills and capabilities relevant to their role.
- Support professional and industry development experiences for staff and members of Coexistence Queensland.

Key achievements:

Risk management

Coexistence Queensland has continued to advance the organisation's risk maturity in a manner that drives continuous improvement. Boards are often cited as having two fundamental functions – to set an organisation's strategy and its risk appetite. In order to enhance Coexistence Queensland's ability to be the trusted leader and facilitator of sustainable coexistence across a broader remit, the organisation adopted a higher risk appetite to realise potential opportunities and resolve systemic coexistence issues.

Following the transition from the GasFields Commission to Coexistence Queensland, members held a risk workshop in February 2025 to develop a new Risk Appetite Statement reflecting the organisation's expanded remit and operating environment. Staff training was undertaken in June 2025 to inform decision-making across the organisation and embed the organisation's risk culture.

Corporate governance

Coexistence Queensland policies and procedures were updated to reflect the evolving nature of the organisation to ensure they are fit-for-purpose and compliant. In FY25, Coexistence Queensland developed and implemented:

- new systems for managing, electronically approving, and acknowledging corporate policies and procedures developed to ensure that systems remain contemporary and responsive to change
- a new stakeholder complaints management policy
- public interest disclosure policy
- gifts and benefits policy and procedure
- delegations manual
- declarations of interest policy
- recruitment and selection policy.

Coexistence capability

In its first year as Coexistence Queensland, the organisation expanded its remit, and subsequently its workforce, resulting in greater diversity of knowledge and capability. This complemented professional development opportunities aimed at increasing the organisation's understanding of the industries and communities we work with. It is the role of the organisation to take an overall view of the entire industry, identify systemic issues and, where appropriate, find solutions. To achieve this, staff and board members took part in several learning opportunities with a focus on the renewable energy and resources sectors. These learnings have continued to build the organisation's expertise in the field of coexistence.

Coexistence is an ongoing process

If there's one thing we've come to understand over the past twelve months as Coexistence Queensland – and in the decade prior as the GasFields Commission – it's that coexistence is never a finished product. It's a continuous, evolving process that requires time, effort, and meaningful investment to get right.

When approached with care and collaboration, coexistence delivers real benefits; communities are enriched, regional wellbeing is protected, and Queensland's resources and energy production advances efficiently. But when coexistence is treated as an afterthought, the consequences are clear – communities feel overlooked, trust erodes, and projects face costly delays.

True coexistence demands more than good intentions. It requires proactive engagement, transparent communication, and a shared commitment to outcomes that serve both people and progress. As landscapes change and new technologies emerge, so too do the challenges and opportunities that come with development. Coexistence demands that we stay responsive and inclusive with communities that are impacted the most at the heart of every decision. We've seen firsthand that when stakeholders come together with mutual respect and a willingness to listen, real progress is possible, and communities can reap the benefits.

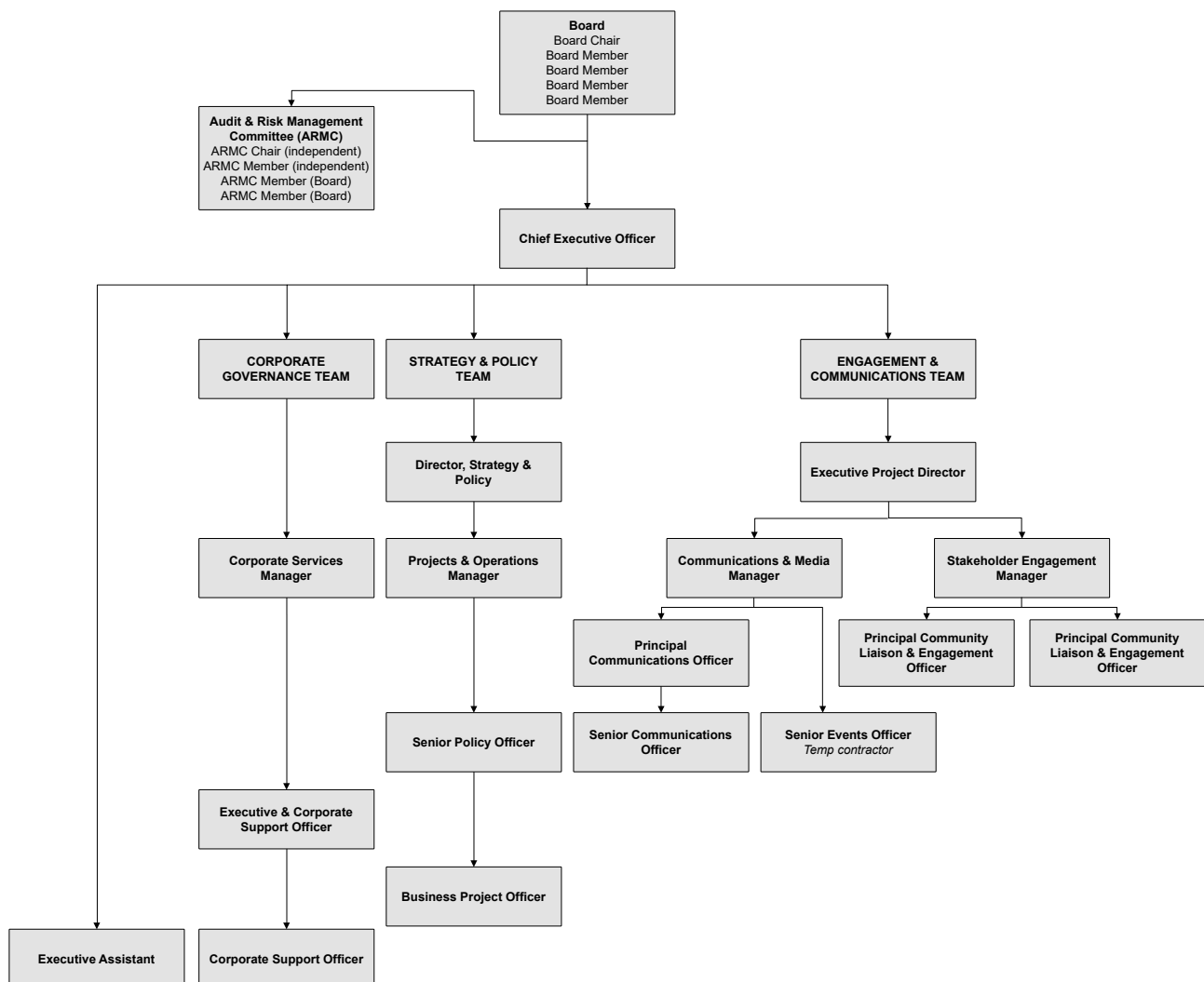
Coexistence Queensland is committed to providing resources to landholders and communities and providing feedback to energy companies and governments to gain better outcomes for all. Whether it's a landholder having the tools to be able to negotiate with a resource company, a community navigating the arrival of new development and infrastructure, or a government agency shaping policy – each voice matters. Coexistence thrives when those voices are heard and when decisions reflect the diversity of experience across Queensland's regions.

As we look ahead, Coexistence Queensland's commitment remains clear: to support communities, industry, and government in building relationships that are resilient, respectful, and ready for the future. Because while coexistence may never be complete, it can always be strengthened.

Governance Management and Structure

Organisational structure

As at 30 June 2025



Coexistence Queensland employed 16 staff members as of 30 June 2025 (including one contractor), equivalent to 16 full-time equivalents (FTE).

The Chief Executive Officer is appointed on an individual employment agreement as required under the *Coexistence Queensland Act 2013*. Other staff members are employed under the *Public Service Act 2008*.

The Coexistence Queensland Board

Members are responsible for setting Coexistence Queensland's strategic direction, establishing strategic objectives for management, and monitoring the achievement of these objectives. Coexistence Queensland staff are responsible for the implementation of these strategic objectives.

John Anderson GCSocSC(IP), BA, ADCE, MAICD MAIGM – Chair and Member

John Anderson has extensive board experience as Chair, Non-Executive Director, Member, and Subcommittee Member for a diverse range of agencies, trusts, companies, community and non-profit organisations.

John is an engagement specialist, facilitator and advocate. He has brokered and supported critical partnerships between governments, industries and communities, including in specialist areas such as native title and cultural heritage agreements, vocational and tertiary education, employment and training, building and construction, tourism, social impact, and health consumer engagement.

His current roles include Chair of Regional Development Australia Central and Western Queensland; Deputy Chair of the Queensland Building and Construction Board; Member of the Board of Professional Engineers Queensland; Member of Medical Board of Australia (Queensland); and Member of the Lake Eyre Basin Community Advisory Committee for the Department of Climate Change, Energy, the Environment and Water.

Rebecca Pickering – Deputy Chair and Member

Rebecca Pickering has extensive experience in the energy and infrastructure industries, having held senior executive roles at Energex and Origin Energy, and most recently as the Chief Executive of the Inland Rail Mega-Project.

During her time at Energex, Rebecca worked on the development of renewable energy regulation and market mechanisms to facilitate investment in the energy transition. At Origin Energy, Rebecca led work on the emerging regulatory framework for the coal seam gas industry, ran gas field operations, and led the environment, community, and land access development phases for the first 1,000 wells of the Australia Pacific LNG project.

Rebecca was appointed as a Commissioner with the GasFields Commission Queensland in 2019, bringing her experience at the industry's community and landholder interface from her major project roles. She is a graduate of the Australian Institute of Company Directors.

Shalene McClure BA/LLB, MBA, GAICD, CGI – Member

Shalene McClure is a petroleum geologist with more than 30 years of oil and gas industry experience. She possesses a broad knowledge of Queensland's coal seam and energy sectors.

Shalene has been involved in all phases of the Queensland gas industry including, but not limited to, drilling, seismic, exploration, appraisal, technical evaluations, gas field development, and gas field asset operations.

She is also a past Federal President of the Petroleum Exploration Society of Australia (PESA) and was appointed as a Commissioner with the GasFields Commission Queensland in 2019.

Rachele Sheard – Member

Rachele Sheard is a passionate advocate for strong and collaborative stakeholder and industry relationships. She has extensive experience in industry, resources and infrastructure projects, and operations across varying geographies in Australia, Europe, Russia, Middle East, and Africa.

Rachele brings a proven track record of strategic leadership, stakeholder engagement and delivery in diverse operating environments, cultural settings and complex projects.

She was most recently the General Manager, Government and Corporate Relations at Rural Aid. Prior to joining Rural Aid Rachele was the Chief Executive Officer of the Australian Sugar Milling Council and before that she led Shell Australia's East Coast Government and Corporate Affairs team that provided corporate affairs and social performance support across multiple business lines.

Jane Walker – Member

Jane Walker and her husband, Ross, run a mixed farming aggregation on the Darling Downs, combining dryland cropping and cattle fattening with a strong focus on sustainable farming practices. Having grown up in the region, Jane has a deep connection to the land, its people, and the small communities that underpin rural life.

Professionally, Jane brings extensive experience in stakeholder engagement, project management, and business development. She is highly regarded for her ability to mediate complex issues and build trust across diverse groups.

Jane has successfully led high-impact engagement initiatives, championing collaborative partnerships with landholders, agricultural bodies, industry stakeholders, and government agencies – achieving outcomes that deliver long-term value for all parties.

Warwick Squire – Chief Executive Officer

Warwick is an experienced executive specialising in change leadership, policy development and operational efficiencies across mining, resources, energy, agriculture, and natural resource management. He has extensive expertise in cultivating productive relationships, particularly in the resources and agricultural sectors.

Warwick currently serves as the Chief Executive Officer of Coexistence Queensland, a role in which he leads and works collaboratively with landholders, communities, the agricultural industry, energy and resource companies, peak bodies, and all levels of government to achieve positive coexistence outcomes.

Board meeting attendance

For the period 1 July 2024 to 30 June 2025, the Board held six full session meetings and four out-of-session meetings with attendance by Members as follows:

Member	Position	Meetings attended
Full session Board meeting attendance		
John Anderson	<i>Chair</i>	6
Rebecca Pickering	<i>Member</i>	6
Shalene McClure	<i>Member</i>	6
Jane Walker	<i>Member</i>	6
Rachele Sheard	<i>Member</i>	6
Out of session Board meeting attendance		
John Anderson	<i>Chair</i>	4
Rebecca Pickering	<i>Member</i>	4
Shalene McClure	<i>Member</i>	4
Jane Walker	<i>Member</i>	4
Rachele Sheard	<i>Member</i>	4
Total full session Board Meetings for 2024-25		6
Total out-of-session Board Meetings for 2024-25		4

Public sector ethics

Coexistence Queensland's policies, procedures and practices align with the ethical principles established under the *Public Sector Ethics Act 1994* (the Act).

Coexistence Queensland adopted the *Code of Conduct for the Queensland Public Service* (the Code) as it applies to the Chief Executive Officer (appointed under the Act) and other officers, of the organisation (appointed under the *Public Service Act 2008*). All staff have access to appropriate education and training about public sector ethics on an annual basis.

Board Members' contracts also include the requirement to abide by the Code and disclose any potential, perceived or actual conflicts of interest. In addition, the Australian Institute of Company Directors Code of Conduct has been adopted for Board Members.

Human rights

Coexistence Queensland seeks to act and make decisions in a way that is consistent with human rights and considers relevant human rights (section 58(1) of the *Human Rights Act 2019*) when making decisions, including administrative decisions, policy decisions, human resourcing decisions, and corporate services decisions.

There were no human rights complaints received by Coexistence Queensland during FY25.

Governance – risk management and accountability

Audit and Risk Management Committee

The Coexistence Queensland's Audit and Risk Management Committee (ARMC) supports Coexistence Queensland by providing relevant oversight and informed advice that helps the entity to become more efficient and effective in managing its governance requirements. The ARMC promotes accountability, integrity, and transparency and enhances organisational performance and public trust.

During FY25, the ARMC functioned with an independent Chair, an independent member, and two Board members. The inclusion of the two external members increased and strengthened the ARMC's independence.

The Board Chair, Chief Executive Officer, Board Secretary, Board Administration Officer, Policy and Projects Director, and Policy and Projects Manager all attended meetings as observers, as required.

The ARMC focuses on reviewing the frameworks and procedures for effectively managing business risk and provides advice on the control mechanisms to mitigate the identified risks, protect the organisation's employees, reputation and assets, and promote efficient and effective work practices.

The ARMC observes the terms of its charter and has due regard for the Committee's guidelines.

Audit and Risk Management Committee meeting attendance

During FY25, the Committee met on four occasions with the following attendance:

Member	Position	Meetings attended
<i>Full Audit and Risk Management Committee meetings</i>		
Kathy Campbell	<i>Chair - External</i>	4
Sally Noonan	<i>Member - External</i>	4
Rachele Sheard	<i>Member</i>	4
Shalene McClure	<i>Member</i>	4
John Anderson	<i>Observer</i>	2
Total full ARMC 2024-25		4

Risk management system

In accordance with the *Financial Accountability Act 2009*, Coexistence Queensland is required to establish and maintain appropriate systems of internal control and risk management.

As part of the transition to Coexistence Queensland, a new Risk Appetite Statement was developed and endorsed by the Board to consider the risk profile of Coexistence Queensland's expanded remit, and, staff training was undertaken.

The Risk Register is periodically updated and provided to the Coexistence Queensland's Audit and Risk Management Committee (ARMC) for its consideration and approval to ensure continued relevance.

Procurement policy and procedure

Coexistence Queensland is committed to advancing the principles of the Queensland Procurement Policy 2023 (QPP 2023). The organisation ensures that its procurement activities are conducted in accordance with the QPP principles applicable to statutory bodies.

This policy applies to all procurement activities, including the engagement of consultants and contractors, and the purchase of significant plant and equipment. The organisation has complied with procurement policies and practices during FY25 and reported no conflicts of interest that impact on process or related party transactions.

Coexistence Queensland adhered to the QPP 2023. The organisation provided in-house training opportunities for staff to enhance internal capability and conducted an internal audit on compliance to establish compliance with QPP 2023 principles and targets and internal policy and actively sought opportunities for continuous improvement.

The Queensland Audit Office (QAO) performed an audit of the organisation's procurement practices and concluded the organisation complied with procurement policies and practices.

Internal audit

Coexistence Queensland proactively manages its responsibilities under the *Financial Accountability Act 2009*. In FY25, Coexistence Queensland conducted the following:

- completed internal audit and reported on two key focus areas (procurement and recruitment)
- held four Audit and Risk Management Committee meetings to provide assurance and assistance to the Board on its risk, control and compliance framework, and its external accountability requirements
- engaged external expertise to review and provide feedback on the efficacy of internal controls and compliance with contemporary financial and governance management policies and procedures.

Coexistence Queensland continually develops its internal audit function capabilities and framework.

Financial review

The QAO performed an external financial audit for the financial year ended 30 June 2025. The QAO's external audit plan aims to identify the events that present the greatest risk of material error to the financial statements. The audit outcome concluded there were no material misstatements for FY25.

The Auditor-General issued an unmodified independent audit opinion in the Coexistence Queensland's 2024-25 financial statements.

Detailed financial statements are included in a later section of this report. The organisation is totally reliant on annual grant funding from the Queensland Government, with modest additional revenues generated from interest on cash balances.

Coexistence Queensland received an unmodified audit report from the Auditor-General confirming the Commission's financial statements are a true and accurate reflection of the Commission's transactions for FY25.

Performance review

In June 2025, Coexistence Queensland responded to QAO's request to self-assess its progress in implementing the QAO's performance audit recommendations for the 'Managing coal seam gas activities' report tabled in 2019-20. The QAO summary of Coexistence Queensland's self-assessment is expected to be released in the first half of FY25-26.

Information systems and record keeping

Coexistence Queensland manages information and records governance systems in accordance with the *Public Records Act 2002*, the Queensland Government Enterprise Architecture policies and principles, and other key information standards and guidelines.

The organisation continues to make improvements to these systems, including:

- the development of a new records management system with classification capability (Purview)
- continued improvements to the organisations Stakeholder Relationship Management system to accommodate the change in remit and enhanced reporting capability
- continued development and implementation of the records governance policy requirements to advance the organisation's record keeping maturity.

There were no breaches of information security during FY25.

Information security attestation

During FY25, Coexistence Queensland engaged external expertise to review and mature the organisation's Information Security Management Framework to meet directed information security requirements. The external provider completed an Assurance Audit Report, and a number of process and system improvements were implemented as a result, including:

- a new intranet to manage records with classification capability (Purview)
- an Information Security Management System Delegations Manual
- implementation of a password management system
- internal policy and procedure revisions.

The Information Security Management System (ISMS) Committee consists of the internal leadership team who are dedicated to maturing the organisation's security posture.

Governance – Human resources

Strategic workforce planning and performance

Coexistence Queensland continued its significant change management activities post-legislative change throughout FY25. This included strengthening the organisation's structure and capability to deliver on strategic and operational objectives.

The separation rate for permanent employees was 6 percent, equivalent to one staff member.

Coexistence Queensland's staffing levels are based on the organisation's establishment, Operational Plan and annual budget.

Candidates for permanent employment undergo suitability-based selection.

The organisation engages contractors periodically for specialised advice and services when required.

Employee performance management and development

All staff undergo a corporate induction program on appointment and subsequent annual training that includes orientation to the organisation's roles and functions, policies and procedures, and IT and records management systems.

Each year, staff member satisfaction levels are surveyed, with performance being evaluated and monitored through team development sessions. The results are reported to the Board and Audit and Risk Management Committee and are used to continuously improve staff satisfaction.

Coexistence Queensland is committed to maintaining an environment of continued professional development and learning which focuses on skills development, career enhancement, and supporting a culture of learning.

Flexible work arrangements and healthy work/life balance

In order to attract and retain an inclusive, diverse and capable workforce, Coexistence Queensland enables staff (where appropriate) to negotiate:

- part-time work
- flexible working hours
- working from home and telecommuting arrangements.

Coexistence Queensland supports a healthy work/life balance and, to that end, encourages staff to take recreation leave on a regular basis. An employee assistance program is available to support managers, employees and their families with confidential counselling in relation to workplace and personal issues.

Workplace health, safety and wellbeing

Coexistence Queensland proactively and collectively strives to provide all employees, contractors, and associates with a workplace that is free from harm. With Coexistence Queensland's expanded geographic footprint by virtue of its expanded remit, driving of a motor vehicle was identified as the greatest health and safety risk to employees. Coexistence Queensland enhanced its driver safety and travel protocols to ensure employees are managing their driver fatigue and risk exposure, and a new travel procedure was rolled out in June 2025.

As the organisation expanded, additional targeted training was undertaken including defensive driving, first aid, and fire warden.

Staff members are continually encouraged and informed about how to access health and wellbeing support through Coexistence Queensland's Employee Assistance Program and Wellbeing Gateway portal.

Equal employment opportunities

Coexistence Queensland supports the principles underlying equal employment opportunities and works to ensure its work environment adheres to the principles of anti-discrimination, and the prevention of sexual harassment and bullying.

Early retirement, redundancy and retrenchment

No redundancy, early retirement, or retrenchment packages were paid during FY25.

Workforce profile

Coexistence Queensland is focused on attracting, retaining and developing its employees through fair and transparent recruitment and professional and team building activities that promote a diverse workforce and a strong and ethical culture.

As of 30 June 2025, Coexistence Queensland employed 16 full-time equivalent (FTE). This is an increase in FTE from the previous year's count of thirteen (13) employees.

Comparative breakdown of workforce data:

Total employees 2024-25	
Headcount	Total: 16
Fulltime Equivalent (FTE)	Total: 16
Occupation types by FTE	
Corporate	Total: 25%
Frontline and Frontline Support	Total: 75%
Appointment types by FTE	
Permanent	87.5%
Temporary	6.25%
Casual	0%
Contract	6.25%
Appointment status by headcount	
Full-time	100%
Part-time	0%
Casual	0%
Gender data	
Women	62.5%
Men	37.5%
Non-binary	0%
Other	0%
Diversity target group data % of workforce	
Women	62.5%
Aboriginal Peoples and Torres Strait Islander Peoples	0%
People with a disability	0%
Culturally and Linguistically Diverse	6.25%
Target group data for women in leadership roles	
Senior Officer	0%
Senior Executive	0%

Financial summary

Comparison of budget and actual results

In FY25, Coexistence Queensland's revenue and accumulated surplus from FY24 exceeded expenses resulting in a surplus of \$0.205 million. The table below compares budget and actual results.

The financial surplus was a result of interest earned throughout the reporting period being greater than anticipated and changes in the organisation's operations plan throughout the year that impacted on salary oncosts and supplies and services.

The organisation regularly monitors its financial position and remains confident that it has the financial capacity to deliver on its strategic objectives and manage coexistence issues as they arise.

	2024-2025 Actual	2024-2025 Budget	Variance
State Government Grant	3,664,238	3,664,238	0
Other Revenue (Interest and Sundry)	101,039	70,000	31,039
Accumulated Funds (previous year)	375,963	375,963	0
Total Revenue	4,141,240	4,110,201	31,039
Employee Expenses	2,620,930	2,722,123	
Supplies and Services	1,254,562	1,332,806	
Other Expenses	60,683	55,272	
Total Expenditure	3,936,175	4,110,201	174,026
Balance as at 30 June 2025 (unrounded)	205,065		

State Government Grant / Total	88.5%
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Employee Expenses / Total Expenditure	66.6%
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Coexistence Queensland Financial Statements

for the year ended 30 June 2025

Coexistence Queensland

Financial Statements 2024-25

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General Information

These financial statements cover Coexistence Queensland. Coexistence Queensland has no controlled entities.

Coexistence Queensland is controlled by the State of Queensland which is the ultimate parent.

On 18 June 2024 the *Mineral and Energy Resources and other Legislation Amendment Act 2024* (the MEROLA Act) was given royal assent. The MEROLA Act provided for rebranding of GasFields Commission Queensland to Coexistence Queensland.

Coexistence Queensland was established as the GasFields Commission Queensland on 1 July 2013 to help facilitate and address how landholders, communities, and the onshore gas industry could sustainably work and thrive together.

In 2024, the Queensland Parliament passed legislation and rebranded us as Coexistence Queensland with an expanded remit of addressing Queensland's diverse energy and resources landscape and the emerging challenges and opportunities facing rural and regional communities.

The head office and principal place of business of Coexistence Queensland is:

Level 15, 53 Albert Street
BRISBANE QLD 4000

A description of the nature of Coexistence Queensland operations and its principal activities is included in the notes to the financial statements.

For information in relation to Coexistence Queensland's financial statements email enquiries@cqld.org.au or visit Coexistence Queensland's Internet site cqld.org.au.

Amounts shown in these financial statements may not add to the correct subtotals or totals due to rounding.

Coexistence Queensland

Statement of Comprehensive Income for the year ended 30 June 2025

		2025	2024
	Notes	\$'000	\$'000
OPERATING RESULT			
Income			
Grants and other income/contributions	2	3,669	3,461
Interest		96	67
Total Income		3,765	3,528
Expenses			
Employee expenses	3	2,622	2,066
Supplies and services	6	1,282	1,286
Depreciation and other expenses		31	38
Total Expenses		3,935	3,390
Operating Result		(170)	138
Total Comprehensive Income/(Loss)		(170)	138

The accompanying notes form part of these financial statements.

Coexistence Queensland

Statement of Financial Position as at 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Current Assets			
Cash and cash equivalents	7	469	730
Receivables and other assets		112	75
Total Current Assets		581	804
Total Assets		581	804
Current Liabilities			
Payables	8	162	220
Accrued employee benefits	9	215	210
Total Current Liabilities		377	430
Total Liabilities		377	430
Net Assets		204	374
Equity			
Accumulated surplus		204	374
Total Equity		204	374

The accompanying notes form part of these financial statements.

Coexistence Queensland

Statement of Changes in Equity for the year ended 30 June 2025

	Accumulated Surplus \$'000
Balance as at 1 July 2023	236
Operating Result	138
Balance as at 30 June 2024	374
Balance as at 1 July 2024	374
Operating Result	(170)
Balance as at 30 June 2025	204

The accompanying notes form part of these financial statements.

Coexistence Queensland

Statement of Cash Flows for the year ended 30 June 2025

	2025 \$'000	2024 \$'000
Cash flows from operating activities		
<i>Inflows:</i>		
Grants	3,669	3,461
GST input tax credits from ATO	152	12
Other	95	67
<i>Outflows:</i>		
Employee expenses	(2,617)	(2,011)
Supplies and services	(1,340)	(1,185)
GST paid to suppliers	(153)	(23)
Other	(69)	(37)
Net cash (used in)/provided by operating activities	(261)	284
Net (decrease)/increase in cash and cash equivalents	(261)	284
Cash and cash equivalents at the beginning of the financial year	730	446
Cash and cash equivalents at the end of the financial year	469	730

The accompanying notes form part of these financial statements.

Coexistence Queensland

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

Note 1:	Basis of Financial Statement Preparation
Note 2:	Grants and Other Contributions
Note 3:	Employee Expenses
Note 4:	Key Management Personnel (KMP) Disclosures
Note 5:	Related Party Transactions
Note 6:	Supplies and Services
Note 7:	Cash and Cash Equivalents
Note 8:	Payables
Note 9:	Accrued Employee Benefits
Note 10:	Contingencies
Note 11:	Events Occurring After Balance Date
Note 12:	Climate Related Risk Disclosure

Coexistence Queensland

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

1. Basis of Financial Statement Preparation

Objectives and Principal Activities of Coexistence Queensland

These financial statements cover Coexistence Queensland. Coexistence Queensland has no controlled entities.

Coexistence Queensland is controlled by the State of Queensland which is the ultimate parent.

The objective of Coexistence Queensland is to manage and improve sustainable coexistence of landholders, regional communities and the resources industry and the renewable energy industry in Queensland. The head office and principal place of business of Coexistence Queensland is 53 Albert Street, Brisbane QLD 4000.

Coexistence Queensland is responsible for delivering the following legislative functions:

- facilitating better relationships between landholders, regional communities, the resources industry and the renewable energy industry;
- providing a central point of contact for enquiries about matters affecting the sustainable coexistence of landholders, regional communities, the resources industry and the renewable energy industry;
- in response to requests for advice from the chief executive under the *Regional Planning Interests Act 2014* about assessment applications under that Act, advising that chief executive about the ability of landholders, regional communities and the resources industry to coexist within the area the subject of the application;
- providing advice to the Minister, other Ministers, government entities or other stakeholders about matters relating to the sustainable coexistence of landholders, regional communities, the resources industry and the renewable energy industry, including
 - emerging issues about those matters; and
 - leading practice about those matters.
- partnering with appropriate entities to deliver educational resources and other information about health and wellbeing matters relating to the sustainable coexistence of landholders, regional communities, the resources industry and the renewable energy industry;
- facilitating appropriate entities to undertake community engagement and participation in community initiatives about assessing health and wellbeing concerns relating to activities carried out in the resources industry or the renewable energy industry;
- publishing educational resources and other information about the sustainable coexistence of landholders, regional communities, the resources industry and the renewable energy industry;
- any other function given to Coexistence Queensland under this Act or another Act;
- partnering with appropriate entities for the purpose of conducting research related to a function mentioned in any function listed above.

(a) Compliance with Prescribed Requirements

Coexistence Queensland has prepared these financial statements in compliance with section 62(1) of the *Financial Accountability Act 2009* (the Act) and section 39 of the *Financial and Performance Management Standard 2019*. The financial statements comply with Queensland Treasury's Minimum Reporting Requirements for reporting periods beginning on or after 1 July 2024.

These financial statements are general purpose financial statements and have been prepared on an accrual basis in accordance with Australian Accounting Standards - Simplified Disclosures in accordance with AASB 1060.

Coexistence Queensland

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

1. Basis of Financial Statement Preparation (cont'd)

With respect to compliance with Australian Accounting Standards and Interpretations, Coexistence Queensland has applied those requirements applicable to not-for-profit entities, as Coexistence Queensland is a not-for-profit public sector entity. Except where stated, the historical cost convention is used.

(b) The Reporting Entity

The financial statements include the value of all income, expenses, assets, liabilities and equity of Coexistence Queensland. Coexistence Queensland does not have any controlled entities.

(c) Taxation

Coexistence Queensland is a State body as defined under the *Income Tax Assessment Act 1936* and is exempt from Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). FBT and GST are the only taxes accounted for by Coexistence Queensland. GST credits receivable from, and GST payable to the Australian Taxation Office, are recognised in the Statement of Financial Position.

(d) Authorisation of Financial Statements for Issue

The financial statements are authorised for issue by the Chair and CEO of Coexistence Queensland at the date of signing the Management Certificate.

(e) Other Presentation Matters

Currency and Rounding - Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest \$1,000 or, where that amount is \$500 or less, to zero unless disclosure of the full amount is specifically required.

Comparatives - Comparative information reflects the audited 2023-24 financial statements.

(f) New and Revised Accounting Standards

First time mandatory application of Australian Accounting Standards and Interpretations

No new accounting standards or interpretations that apply to Coexistence Queensland for the first time in 2024-25 had any material impact on the financial statements.

Early adoption of Australian Accounting Standards and Interpretations

No accounting pronouncements were early adopted in the 2024-25 financial year.

Voluntary changes in accounting policy

No voluntary changes in accounting policies occurred during the 2024-25 financial year.

Coexistence Queensland

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

	2025 \$'000	2024 \$'000
2. Grants and Other Contributions		
Contributions from Government	3,664	3,461
Total	3,664	3,461

Accounting Policy

Coexistence Queensland's budget allocation was \$3.664M to conduct core functions and key priorities under Section 3 of the *Coexistence Queensland Act 2013* to manage and improve the sustainable coexistence of landholders, regional communities, the resource industry and the renewable energy industry in Queensland.

The \$3.664M in funds received from the Department of Resources (now known as Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development (DNRMMRRD)) is comprised

- \$2.593M annual budget funding from the Department of Resources (predominantly for operational requirements and delivery of legislative requirements);
- \$0.701M supplementary funding from the Department of Energy and Climate (to assist with preparatory work to establish Coexistence Queensland); and
- \$0.370M supplementary funding from the Department of Energy and Climate for delivery of a foundational work program for the renewable energy sector.

These grants are non-reciprocal transactions where Coexistence Queensland does not directly give approximately equal value to the grantors. As the grants don't contain sufficiently specific performance obligations, they are accounted for under AASB 1058 *Income of Not-for-Profit Entities* and revenue is recognised upon receipt of grant funding.

3. Employee Expenses

Employee Benefits

Wages and salaries	1,938	1,501
Employer superannuation contributions	274	216
Annual leave expense	197	203
Long service leave levy	50	37

Employee Related Expenses

Other employee related expenses	103	78
Payroll tax	60	31

Total	2,622	2,066
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	2025	2024
Number of employees:	16	12

The number of employees, including both full-time employees and part-time employees, and is measured on a full-time basis.

Accounting Policies

Short-term employee benefits - wages, salaries and sick leave

Wages and salaries due but unpaid at reporting date are recognised in the Statement of Financial Position at the current salary rates.

Prior history to date indicates that on average, sick leave taken in each reporting period is less than the entitlement accrued. This is expected to continue in future periods. Accordingly, it is unlikely that existing accumulated entitlements will be used by employees and no liability for unused sick leave entitlements is recognised. As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

Long-term employee benefits - long service leave

Under the Queensland Government's Long Service Leave Scheme, a levy is made on Coexistence Queensland to cover the cost of employees' long service leave. The levies are expensed in the period in which they are payable. Amounts paid to employees for long service leave are claimed from the scheme quarterly in arrears.

Coexistence Queensland

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

3. Employee Expenses (cont'd)

Long-term employee benefits (cont'd)

No provision for long service leave is recognised in Coexistence Queensland's financial statements, the liability being held on a whole-of-Government basis and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*.

Payroll tax and workers' compensation insurance are a consequence of employing employees, but are not counted in an employee's total remuneration package. They are not employee benefits and are recognised separately as employee related expenses.

Superannuation

Superannuation benefits are provided through defined contribution (accumulation) plans in accordance with employees' conditions of employment and employee instructions as to superannuation plan (where applicable).

Employer contributions are based on rates specified under conditions of employment. Coexistence Queensland's contributions are expensed when they become payable at each fortnightly pay period.

4. Key Management Personnel (KMP) Disclosures

Details of Key Management Personnel

Coexistence Queensland's responsible Minister is identified as part of its KMP, consistent with additional guidance included in the revised version of AASB 124 *Related Party Disclosures*. That Minister is the Minister for Resources and Critical Minerals.

The following details for non-ministerial key executive management personnel include those positions that had authority and responsibility for planning, directing and controlling the activities of the organisation during 2024-25 and 2023-24. Further information on these positions can be found in the body of the Annual Report under the section relating to Executive Management.

Position	Position Responsibility
Chair	Responsible, in consultation with other Coexistence Queensland members, to develop the strategies, objectives, and policies of Coexistence Queensland and to ensure Coexistence Queensland functions in a proper, effective and efficient manner.
Board Members	Responsible to develop the strategies, objectives and policies of Coexistence Queensland and to ensure Coexistence Queensland functions in a proper, effective and efficient manner.
Chief Executive Officer	Responsible for ensuring Coexistence Queensland's function and objectives are fulfilled in accordance with the strategy, policies and programs approved by the Board Members.

KMP Remuneration Policies

The remuneration policy of the Chair and Board Members is set by the Governor in Council. The remuneration of the Chief Executive Officer is set by the Board.

Ministerial remuneration entitlements are outlined in the Legislative Assembly of Queensland's Members' Remuneration Handbook. Coexistence Queensland does not bear any cost of remuneration of Ministers. The majority of those entitlements are paid by the Legislative Assembly, with the remaining entitlements being provided by Ministerial Services Branch within the Department of the Premier and Cabinet. As all Ministers are reported as KMP of the Queensland Government, aggregate remuneration expenses for all Ministers is disclosed in the Queensland General Government and Whole of Government Consolidated Financial Statements which are published as part of Queensland Treasury's Report on State Finances.

Remuneration expenses for key management personnel comprises the following components:

Short term employee expenses which include:

- **Monetary expenses** - consisting of base salary, allowances and leave entitlements paid and provided for the entire year. For Part-time Board Members, remuneration for approved out-of-session activity is also included; and
- **Non-monetary benefits** - consisting of provision of a motor vehicle together with fringe benefits tax applicable to the benefit.

Coexistence Queensland

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

4. Key Management Personnel (KMP) Disclosures (cont'd)

Long term employee expenses include amounts expensed in respect of long service leave entitlements earned.

Post-employment benefits include amounts expensed in respect of employer superannuation obligations.

Termination benefits expense represent cash payments made to employees who accepted voluntary redundancies during the year.

No performance bonuses were paid to any key management personnel.

The following disclosures focus on the expenses incurred by Coexistence Queensland during the respective reporting periods that are attributable to key management positions. Therefore, the amounts disclosed reflect expenses recognised in the Statement of Comprehensive Income.

Remuneration Expenses

1 July 2024 – 30 June 2025

Position	Short Term Employee Expenses		Long Term Employee Expenses	Post-Employment Expenses	Total Expenses
	Monetary Expenses \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000
Chief Executive Officer	242	8	6	32	288
Chair	22	-	-	2	24
Board Member	10	-	-	1	11
Board Member	6	-	-	1	7
Board Member	10	-	-	1	11
Board Member	11	-	-	1	12
Total Remuneration	301	8	6	38	353

1 July 2023 – 30 June 2024

Position	Short Term Employee Expenses		Long Term Employee Expenses	Post-Employment Expenses	Total Expenses
	Monetary Expenses \$'000	Non-Monetary Benefits \$'000	\$'000	\$'000	\$'000
Chief Executive Officer	255	8	7	32	302
Chair	14	-	-	1	15
Commissioner	5	-	-	-	5
Commissioner	6	-	-	1	7
Commissioner	6	-	-	1	7
Commissioner	6	-	-	1	7
Commissioner	9	-	-	1	10
Total Remuneration	301	8	7	37	353

Coexistence Queensland

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

5. Related Party Transactions

Transactions with people/entities related to KMP

There were no transactions with people or entities related to our KMP in 2024-25.

Transactions with other Queensland Government-controlled entities

Coexistence Queensland received funding from the Department of Resources (now known as Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development (DNRMMRRD)) and Department of Energy and Climate. The funding provided is predominately for operational requirements and delivery of legislative functions (refer Note 2).

Coexistence Queensland transacts with the Department of Housing and Public Works (DPW) for office accommodation services under the Queensland Government Accommodation Office (QGAO) framework and Qfleet vehicle services (refer Note 6).

Coexistence Queensland has a service level agreement with the Corporate Administration Agency (refer Note 6 - Corporate service charges).

	2025 \$'000	2024 \$'000
6. Supplies and Services		
Contractors	486	670
Corporate service charges	221	201
Office accommodation	149	140
Travel	124	54
Repairs and maintenance	115	89
Motor Vehicle	45	46
Communications	37	36
Stakeholder Engagement	28	9
Advertising and promotion	27	9
External audit fees	29	26
Administration costs	21	5
Minor plant and equipment	-	1
Total	1,282	1,286

Accounting Policy

Supplies and services expenses are recorded on an accrual basis as Coexistence Queensland receives the goods and services.

Lease Expense

Lease expenses include lease rentals for leases of low value assets and payments for non-specialised commercial office accommodation with the Department of Housing and Public Works (DPW), who has substantive substitution rights over the assets used within those arrangements. Payments are recognised in the period they are incurred.

Coexistence Queensland has one current arrangement at 53 Albert Street, Brisbane Qld 4000.

7. Cash and Cash Equivalents

Cash at bank	469	730
Total	469	730

Accounting Policy

Cash and Cash Equivalents include all cash and cheques receipted at 30 June as well as deposits held at call with financial institutions.

Coexistence Queensland

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

	2025 \$'000	2024 \$'000
8. Payables		
Accruals	95	171
Trade and other creditors	67	49
Total	162	220

Accounting Policy

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured and are generally settled on 30 day terms.

9. Accrued Employee Benefits

Current

Provision for annual leave	175	187
Accrued leave loading	16	11
Long service leave levy payable	15	12
Salary and wages payable	8	-
Total	215	210

Accounting Policy

Other long-term employee benefits - annual and long service leave

Liabilities are recognised for employee benefits such as annual leave in respect of services provided by the employees up to the reporting date. Short-term benefits which are expected to be wholly settled within 12 months are calculated on wage and salary levels which are expected to be paid and includes related employee on-costs. Amounts not expected to be wholly settled within 12 months are calculated on projected future wage and salary levels and related employee on-costs, and are discounted to present values.

No provision for long-service is recognised as the liability is held on a whole-of-government basis under the Queensland Government's Long Service Leave Scheme and reported in those financial statements pursuant to AASB 1049 *Whole of Government and General Government Sector Financial Reporting*. This levy is paid by Coexistence Queensland to cover the cost of employees' long service leave. The levies are expensed in the period in which they are payable. Amounts paid to employees for long service leave are claimed from the scheme quarterly in arrears.

10. Contingencies

There are no legal or any other contingencies that are known to Coexistence Queensland as at 30 June 2025.

Coexistence Queensland has not been subject to, and is not aware of any pending legal actions, litigations or any other court matters as of 30 June 2025.

11. Events Occurring After Balance Date

No significant events have occurred since the balance date.

Coexistence Queensland

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS 2024-25

12. Climate Related Risk Disclosure

The State of Queensland, as the ultimate parent of Coexistence Queensland, provides information and resources on climate related strategies and actions accessible at:
<https://www.energyandclimate.qld.gov.au/climate> and <https://www.treasury.qld.gov.au/energy-and-climate/>

The Queensland Sustainability Report (QSR) outlines how the Queensland Government measures, monitors and manages sustainability risks and opportunities, including governance structures supporting policy oversight and implementation. To demonstrate progress, the QSR also provides time series data on key sustainability policy responses. The QSR is available via Queensland Treasury's website at <https://www.treasury.qld.gov.au/programs-and-policies/queensland-sustainability-report>


No adjustments to the carrying value of assets held by Coexistence Queensland were recognised during the financial year as a result of climate-related risks impacting current accounting estimates and judgements. No other transactions have been recognised during the financial year specifically due to climate-related risks impacting Coexistence Queensland.

**Management Certificate
for Coexistence Queensland**

These general purpose financial statements have been prepared pursuant to section 62(1) of the *Financial Accountability Act 2009* (the Act), section 39 of the *Financial and Performance Management Standard 2019* and other prescribed requirements. In accordance with section 62 (1)(b) of the Act we certify that in our opinion:

- (a) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects;
- (b) the statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of Coexistence Queensland for the financial year ended 30 June 2025 and of the financial position of Coexistence Queensland at the end of that year.

We acknowledge responsibility under section 7 and section 11 of the *Financial and Performance Management Standard 2019* for the establishment and maintenance, in all material respects, of an appropriate and effective system of internal controls and risk management processes with respect to financial reporting throughout the reporting period.



John Anderson
Chairperson
Coexistence Queensland

Date: 19/08/2025



Warwick Squire
CEO
Coexistence Queensland

Date: 19/08/2025

INDEPENDENT AUDITOR'S REPORT

To the Board of Coexistence Queensland

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report of Coexistence Queensland ("The entity").

The financial report comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements including material accounting policy information, and the management certificate.

In my opinion, the financial report:

- a) gives a true and fair view of the entity's financial position as at 30 June 2025, and its financial performance and cash flows for the year then ended; and
- b) complies with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards.

Basis for opinion

I conducted my audit in accordance with the *Auditor-General Auditing Standards*, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of my report.

I am independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including independence standards)* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code and the *Auditor-General Auditing Standards*.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Board for the financial report

The Board is responsible for the preparation of the financial report that gives a true and fair view in accordance with the *Financial Accountability Act 2009*, the Financial and Performance Management Standard 2019 and Australian Accounting Standards, and for such internal control as the Board determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

The Board is also responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless it is intended to abolish the entity or to otherwise cease operations.

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of my responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of my auditor's report.

Report on other legal and regulatory requirements

Statement

In accordance with s.40 of the *Auditor-General Act 2009*, for the year ended 30 June 2025:

- a) I received all the information and explanations I required.
- b) I consider that, the prescribed requirements in relation to the establishment and keeping of accounts were complied with in all material respects.

Prescribed requirements scope

The prescribed requirements for the establishment and keeping of accounts are contained in the *Financial Accountability Act 2009*, any other Act and the Financial and Performance Management Standard 2019. The applicable requirements include those for keeping financial records that correctly record and explain the entity's transactions and account balances to enable the preparation of a true and fair financial report.

mluwinga

Martin Luwinga
as delegate of the Auditor-General

21 August 2025
Queensland Audit Office
Brisbane

Glossary

ARMC	Audit and Risk Management Committee
CAA	Corporate Administration Agency
CC BY	Creative Commons Attribution 4.0 International licence
CLC	Community Leaders Council
EDM	Electronic Direct Mail
FTE	Full-Time Equivalent
FY24	Financial Year 2023-24
FY25	Financial Year 2024-25
FY26	Financial Year 2025-26
ISMS	Information Security Management System
QAO	Queensland Audit Office
QGEA	Queensland Government Enterprise Architecture
QFF	Queensland Farmers' Federation
QPP	Queensland Procurement Policy
QREC	Queensland Renewable Energy Council
RIDA	Regional Interest Development Approval
SRM	Coexistence Queensland's Stakeholder Relationship Management System
The Act	<i>Coexistence Queensland Act 2013</i>
The Board	Coexistence Queensland Board
The Committee	Coexistence Queensland Audit and Risk Management Committee
The organisation	Coexistence Queensland

Compliance Checklist

Summary of requirement		Basis for requirement	Annual report reference
Letter of compliance	<ul style="list-style-type: none"> A letter of compliance from the accountable officer or statutory body to the relevant Minister/s 	ARRs – section 7	Page 4
Accessibility	<ul style="list-style-type: none"> Table of contents Glossary 	ARRs – section 9.1	Page 5 Page 55
	<ul style="list-style-type: none"> Public availability 	ARRs – section 9.2	Page 3
	<ul style="list-style-type: none"> Interpreter service statement 	Queensland Government Language Services Policy ARRs – section 9.3	Page 3
	<ul style="list-style-type: none"> Copyright notice 	Copyright Act 1968 ARRs – section 9.4	Page 3
	<ul style="list-style-type: none"> Information Licensing 	QGEA – Information Licensing ARRs – section 9.5	Page 3
General information	<ul style="list-style-type: none"> Introductory Information 	ARRs – section 10	Page 9
Non-financial performance	<ul style="list-style-type: none"> Government's objectives for the community and whole-of-government plans/specific initiatives 	ARRs – section 11.1	Page 12
	<ul style="list-style-type: none"> Agency objectives and performance indicators 	ARRs – section 11.2	Page 15
	<ul style="list-style-type: none"> Agency service areas and service standards 	ARRs – section 11.3	Page 10
Financial performance	<ul style="list-style-type: none"> Summary of financial performance 	ARRs – section 12.1	Page 36
Governance – management and structure	<ul style="list-style-type: none"> Organisational structure 	ARRs – section 13.1	Page 27
	<ul style="list-style-type: none"> Executive management 	ARRs – section 13.2	Page 28
	<ul style="list-style-type: none"> Government bodies (statutory bodies and other entities) 	ARRs – section 13.3	NA
	<ul style="list-style-type: none"> Public Sector Ethics 	Public Sector Ethics Act 1994 ARRs – section 13.4	Page 30
	<ul style="list-style-type: none"> Human Rights 	Human Rights Act 2019 ARRs – section 13.5	Page 30
	<ul style="list-style-type: none"> Queensland public service values 	ARRs – section 13.6	Page 9
Governance – risk management and accountability	<ul style="list-style-type: none"> Risk management 	ARRs – section 14.1	Page 31
	<ul style="list-style-type: none"> Audit committee 	ARRs – section 14.2	Page 31
	<ul style="list-style-type: none"> Internal audit 	ARRs – section 14.3	Page 32
	<ul style="list-style-type: none"> External scrutiny 	ARRs – section 14.4	Page 33
	<ul style="list-style-type: none"> Information systems and recordkeeping 	ARRs – section 14.5	Page 33
	<ul style="list-style-type: none"> Information Security attestation 	ARRs – section 14.6	Page 33
	<ul style="list-style-type: none"> Strategic workforce planning and performance 	ARRs – section 15.1	Page 33

Summary of requirement		Basis for requirement	Annual report reference
Governance – human resources	<ul style="list-style-type: none"> • Early retirement, redundancy and retrenchment 	Directive No.04/18 <i>Early Retirement, Redundancy and Retrenchment</i> ARRs – section 15.2	Page 34
Open Data	<ul style="list-style-type: none"> • Statement advising publication of information 	ARRs – section 16	Page 3
	<ul style="list-style-type: none"> • Consultancies 	ARRs – section 31.1	https://data.qld.gov.au
	<ul style="list-style-type: none"> • Overseas travel 	ARRs – section 31.2	https://data.qld.gov.au
	<ul style="list-style-type: none"> • Queensland Language Services Policy 	ARRs – section 31.3	https://data.qld.gov.au
Financial statements	<ul style="list-style-type: none"> • Certification of financial statements 	FAA – section 62 FPMS – sections 38, 39 and 46 ARRs – section 17.1	Page 52
	<ul style="list-style-type: none"> • Independent Auditor’s Report 	FAA – section 62 FPMS – section 46 ARRs – section 17.2	Page 53

FAA *Financial Accountability Act 2009*

FPMS *Financial and Performance Management Standard 2019*

ARRs *Annual report requirements for Queensland Government agencies*

