

# ESG REPORTING

2020-21

Sapphire Wind Farm, New England, New South Wales



Our mission is to lead Australia's transition to renewable energy for the benefit of current and future generations, so sustainability is central to our every action.

This year has seen CWP Renewables go through considerable change. In December 2020, CWP Renewables merged with Grassroots Renewable Energy, with the new entity retaining the CWP Renewables name that people in the industry have come to trust as a leading developer of renewable energy projects.

Despite the challenges of a global pandemic, our people have shown resilience and remained committed to our mission.

This year, we've generated enough renewable energy to power more than 200,000 homes and have avoided more than 983,000 tonnes of carbon emissions. In addition, we have a development pipeline of more than 3.5 GW.

We've facilitated the transition to net zero emissions for businesses, partnering with Woolworths Group and Transurban to supply renewable energy through power purchase agreements. At June 2021, we had partnered with more than 10 businesses and governments to provide clean electricity.

We take our commitment to environmental, social and governance (ESG) matters seriously and report on a series of metrics to our majority investor, Partners Group.

We are now providing an annual insight into our ESG initiatives across the business, starting with a commitment to reach net zero emissions by 2040.

**Jason Willoughby**

CWP Renewables CEO



## CREATING A SUSTAINABLE FUTURE

We are committed to contributing to the United Nations Sustainable Development Goals (SDGs), which set out a blueprint for global action to deliver prosperity for people and our planet.

We have identified three core areas where we can have the most impact:

### Goal 5 – GENDER EQUALITY

Achieve gender equality and empower all women and girls.

### Goal 7 – AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy for all.

### Goal 13 – CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

In 2018 our majority investor, global private markets investment manager Partners Group launched PG Life - a dedicated impact-at-scale investment strategy focused on investing in companies which contribute to achieving the UN SDGs. Partners Group's investment in CWP Renewables directly correlates with this commitment.



TO BE THE BEST DEVELOPER,  
BUILDER, AND OPERATOR OF  
LARGE SCALE RENEWABLE  
ENERGY ASSETS IN THE COUNTRY

.....

TO LEAD AUSTRALIA'S  
TRANSITION TO  
RENEWABLE ENERGY FOR  
THE BENEFIT  
OF CURRENT AND  
FUTURE GENERATIONS.

.....



THE BELIEFS, PHILOSOPHIES, AND PRINCIPLES THAT DRIVE OUR BUSINESS. THEY IMPACT THE EXPERIENCES WE DELIVER AND THE RELATIONSHIPS WE DEVELOP WITH OUR CUSTOMERS, PARTNERS, AND SHAREHOLDERS.



We prioritise the health and well-being of our employees, our customers and our community.



We behave ethically, fairly and openly in all that we do.



We use our experience, skills and resources to set the industry standard of excellence.



We seek continuous improvement with diligence and persistent determination.



How we get things done is as important as what we achieve. Our success is driven by our ability to build relationships, be innovative and connect across teams, functions and geographies.



We value diversity and recognise the worth and contribution of every person.

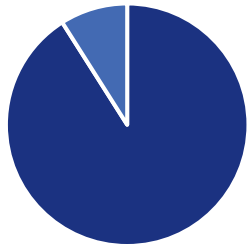
# OUR PEOPLE



## OUR WORKFORCE

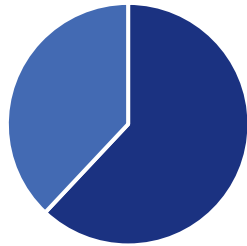
CWP Renewables employed 65 people at June 2021.

Employment %



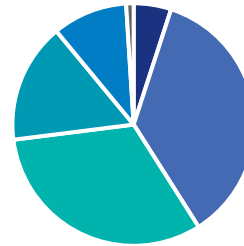
■ Full-time ■ Part-time

Gender %



■ Male ■ Female

Age %



■ 18-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65+

*“We’re committed to building a culture of safety, inclusiveness and high integrity – where it’s expected that all our people demonstrate the values of our company and speak up if something isn’t right.”*

### Key initiatives

- We drive a high-performance culture through our performance review process, mentoring program, executive leadership and emerging leader programs and ongoing review of our learning and development strategy.
- We promote health and wellbeing by offering flexible working, an extra week of wellbeing leave each year, four months paid parental leave for primary carers and access to an Employee Assistance Program for all employees and their families.
- We are committed to equity and diversity and recognise the value it brings to our organisation’s culture and its success. We ensure gender pay equality through annual benchmarking. We conduct annual succession planning and track equity and diversity on our risk register.

## WHAT OUR PEOPLE HAVE TOLD US

In our latest Employee Pulse Survey (2021):

- 93% of respondents agreed that good performance is acknowledged.
- 96% of respondents agreed that people are treated fairly regardless of their age, race, sex and sexual orientation.
- 93% of respondents agreed that the health and wellbeing of employees are promoted in general and 91% of respondents agreed that their line manager promotes health and wellbeing.
- 100% of respondents agreed that they are proud to tell others that they work for CWP Renewables.

## LOOKING AHEAD

- We are working towards equitable female representation at all management levels. In 2020-21 FY, we had one female executive and no female Board representation.
- We are exploring initiatives to encourage and support more women in the renewables industry, particularly in technical fields. We are also continually monitoring for emerging skills in the renewables industry and sourcing transferable skills from other sectors.
- Our workplace culture is the key to our current and future success. Our annual employee pulse survey will keep us accountable.

**UN SDG alignment: 5.5**





# SAFETY

Sapphire Wind Farm, New England, New South Wales

## SAFETY FIRST

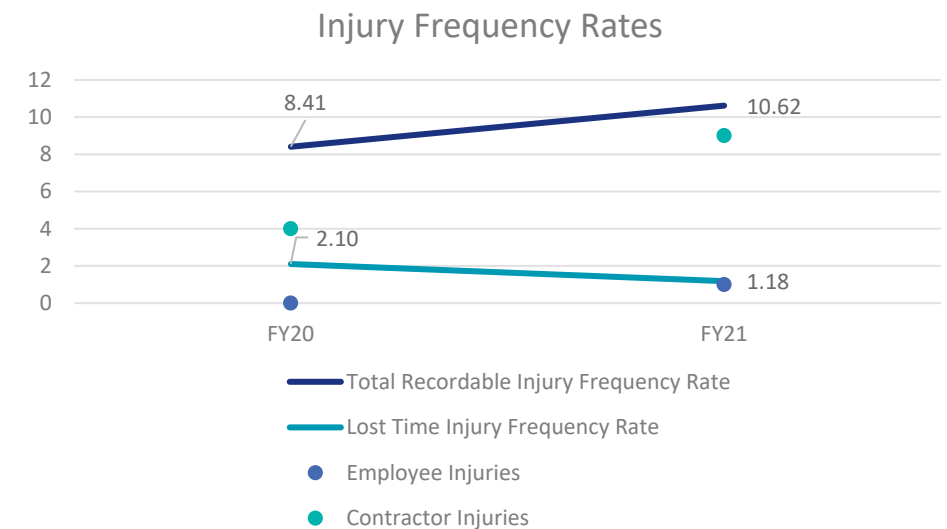
Safety is paramount for us and is integrated into our values.

- During 2020-21 FY, our employees and contractors worked more than 965,000 hours across two construction sites, two operational sites, three offices and remote locations. We had a safety team of three people.
- We aim for a TRIFR Target of 3.00 and we actively work with our contractors on a proactive approach to health and safety on our construction projects.

### Key initiatives

- During 2020-21 FY, we achieved ISO 45001 accreditation for our health and safety management system.
- We are an active client on our construction projects – with a key focus on health and safety to ensure it remains at the forefront of our activities on these projects.
- We invest in our people – with business wide training initiatives such as all employees undertaking annual defensive driver and first aid training.

*“We prioritise the health and wellbeing of our employees, our customers and our community.”*



Full Time Equivalent contractors engaged in 2020-21 FY



## IN FOCUS: MAKING THE CHANGE FROM LAG TO LEAD INDICATORS

CWP Renewables has been changing its focus in relation to health and safety – with more emphasis being placed on identifying and reporting on lead indicators, with the intent to improving lag indicators.

Identifying trends and predicting where risks and potential incidents may occur is not new. However, we are challenging our teams as well as contracting partners to deliver meaningful hazard observations, as well as open and honest reporting, analysis and safety conversations.

We are working with these groups to incentivise reporting of meaningful lead indicators and ensuring improvement across all lagging indicator metrics.

We have modernised our reporting structures to allow for infield reporting. We have also developed automated real time dashboards to collate this information and provide trends and analysis.

This enables a greater site-specific awareness of risk areas. It also strengthens our safety culture and improves the overall knowledge and performance of our health and safety management system.



A construction site prestart

# ENVIRONMENT

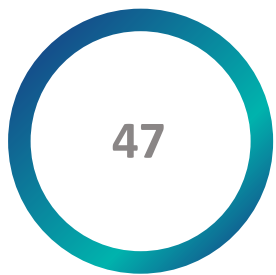
Crudine Ridge Wind Farm, Mudgee, New South Wales



## OUR ENVIRONMENTAL FOOTPRINT

Our projects spanned three key regions of NSW – New England, Central West-Orana and South West Slopes.

During 2020-21 FY, we managed four Environmental Protection Licenses, six Environmental Protection and Commonwealth Biodiversity Conservation Act Approvals and six NSW State Significant Development Approvals across wind and solar farm sites. This required overall compliance management and reporting of 739 conditional requirements. We carried out mock incident training scenarios to test environmental incident response and skills in spill management at our operational wind farm sites. We had four environment staff during 2020-21 FY.



ENVIRONMENTAL  
AUDITS & INSPECTIONS



ECOLOGICAL RESEARCH  
COMMITTED



BIODIVERSITY LAND  
OFFSETS

### Key initiatives

- We developed and implemented a certified Environmental Management System, including an annual audit and inspection program, compliance tracking and reporting system, procedural developments and scenario training in incident management. We are ISO 14001 certified.
- We secured an additional 297 biodiversity credits and 1,183 ha of land under Biodiversity Stewardship Agreements for the ongoing protection and management of biodiversity values at the Bango and Crudine Ridge wind farms.
- For Ungula Wind Farm, we engaged with Traditional Owners of the land and carried out archaeological site survey and ground excavations to assess Aboriginal peoples' past use of the land and cultural elements.

*"Our goal is to improve the environment for current and future generations by leading Australia's transition to renewable energy."*

## IN FOCUS: SUPERB PARROT RESEARCH

We are contributing \$500,000 for scientific research for conservation of the Superb Parrot species, as part of the development of Bango Wind Farm.

The Superb Parrot occurs predominately in New South Wales where its population is in decline and listed as Vulnerable under Commonwealth and State legislation.

Developed in partnership with the National Superb Parrot Recovery Team, the research aims to better understand the local and regional movements and breeding ecology of the species.

Global positioning system (GPS) trackers have been fitted to Superb Parrots using methods that have been trialled and proven effective. The trackers monitor real time flight patterns and behaviours over annual periods to inform how the Superb Parrot migrates between wintering and breeding habitats and local foraging movements in the locality of the Bango Wind Farm.

The information will be used to identify local resources and threats that may influence population growth and identify areas where conservation actions can be planned and implemented.



Superb Parrot with tracker on back



# COMMUNITY

Iford Public School visit



## A LASTING COMMUNITY IMPACT

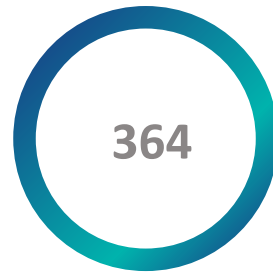
Our approach to engaging with the local community is both genuine and lasting. We own our projects from development right through to operations, providing us with a deep-founded respect for people, communities and the environment.



ANNUAL COMMUNITY  
SPONSORSHIPS



ANNUAL COMMUNITY  
BENEFIT FUND  
CONTRIBUTIONS



REGIONAL JOBS  
SUPPORTED

### Key initiatives

- We support our local communities through our sponsorship program, such as the funding of children's swimming lessons, upgrading of team sporting equipment, charity toy drives, youth group support, vouchers to increase local business spend, upgrades to community facilities and much more.
- We hire local contractors to support our projects throughout the project life cycle. Maintaining our strong local presence means that we connect with local businesses and present them with opportunities to get involved.
- We acknowledge the Traditional Custodians of the land on which we work and are preparing our first Reconciliation Action Plan (RAP).

*"CWPR's level of engagement and openness through the life of the farm has created a relationship that we look forward to continuing for years to come." - Sid Friend, Sapphire Wind Farm landowner*



## IN FOCUS: MAX POTENTIAL SPONSORSHIP

Crudine Ridge Wind Farm's Brad Jachmann has taken the role of community sponsorship to the next level in the support of local youth mentoring initiative Max Potential.

As Site Manager – Operations for the farm, which is located 45km south of Mudgee, Brad is busy overseeing the day-to-day running of the site. When the decision was made to sponsor Max Potential for 2021, Brad jumped at the opportunity to get involved in the program.

Max Potential has been running in the Mudgee region for 15 years and pairs students from local high schools with volunteer community coaches to mentor the students and support them in their growth as community leaders.

"It's great to be one of the local businesses supporting the Max Potential program and I've found it personally rewarding being able to mentor a young person, particularly during the disruption due to COVID," says Brad.

"Community is at the core of how we operate and it's this is a great way for us to give back to the local community."



Site Manager – Operations at Crudine Ridge Wind Farm, Brad Jachmann

# CLIMATE

Sapphire Wind Farm, New England, New South Wales



**|| OUR RENEWABLE ENERGY GENERATION  
IN FY21 REPRESENTS AN AVOIDANCE OF  
983,100 tCO<sub>2</sub>e, AND 3.7% OF AUSTRALIA'S  
RET.**

**THIS WILL REACH 5.5% WHEN BANGO  
AND CRUDINE WIND FARMS ARE FULLY  
OPERATIONAL.**

Australia's Renewable Energy Target (RET) is 33,000 GWh.

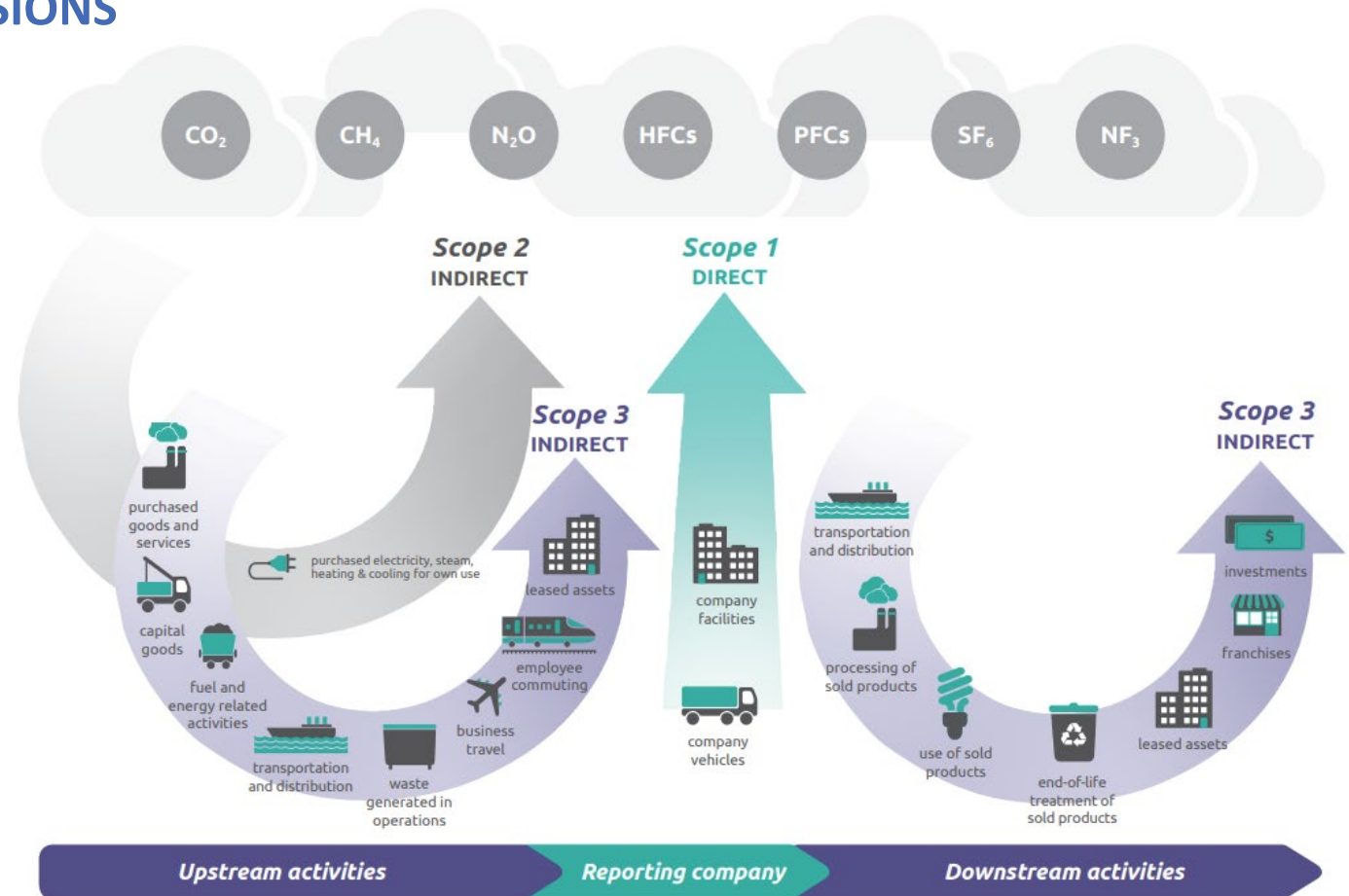
In comparison, the total renewable electricity we produced for FY21 is 1,214 GWh, equivalent to powering 234,668 NSW homes<sup>1</sup>. This amount of renewable energy represents an avoidance of 983,100 tCO<sub>2</sub>e.

1. Household estimate based on ACIL Allen Energy benchmarks report 2017 - updated 5 June 2018 p26

## CLIMATE AND GREENHOUSE GAS EMISSIONS

How are emissions defined?

- **Scope 1 Emissions:** Any fuel burnt directly emitting greenhouse gases.
- **Scope 2 Emissions:** Electricity usage – so directly responsible for emissions, but they are emitted elsewhere.



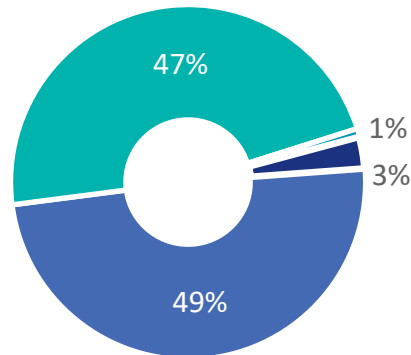
Source: Greenhouse Gas Protocol – WRI & WBCSD 2013



## CLIMATE AND GREENHOUSE GAS EMISSIONS

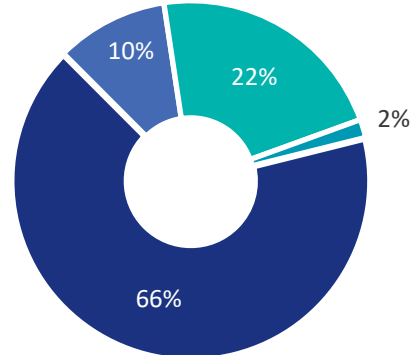
In FY21 the GHG emissions from our owned or operated assets and activities were:

**Scope 1 Emissions:**  
5,701 tCO<sub>2</sub>e



■ SWF ■ CRWF ■ BWF ■ Offices/Non-facility

**Scope 2 Emissions:**  
2,439 tCO<sub>2</sub>e



■ SWF ■ CRWF ■ BWF ■ Offices/Non-facility

*“By producing clean renewable electricity for NSW, our main business reduces GHG emissions. This in turn reduces Australia’s contribution to climate change.”*

In addition, we have estimated Scope 3 Emissions for fuel and electricity at **578 tCO<sub>2</sub>e**.

Total S1,2,3 from fuel and electricity = **8,718 tCO<sub>2</sub>e**.

### Sources of emissions:

#### Scope 1 Emissions:

- Construction (diesel usage)-99%.
- Fleet vehicle usage (diesel) <1%.

#### Scope 2 Emissions:

- Parasitic load of sites (when the wind isn’t blowing).-99%.
- Offices -1%.

#### Scope 3 Potential Emissions:

- Embodied emissions in construction materials (e.g. concrete foundations).
- Flights.

*Action with respect to Scope 3 emissions to form the basis for future initiatives.*

## CLIMATE ACTION

To minimise our climate impact further – there are a number of initiatives we will undertake.

### Key initiatives and commitments

- Investigating green concrete options for projects prior to construction (presently Ungula Wind Farm).
- Investigating an increasing use of bio-fuels in construction.
- 2 GW of renewable energy generation by 2025 (presently 648 MW owned, and 761 MW operated).
- 50% Net Zero Emissions by 2030 and 100% Net Zero Emissions by 2040 (relative to current emissions intensity).

UN SDG alignment: 7 & 13



This action aims to keep climate change below 1.5 degrees following new recommendations from the IPCC, instead of a 2 degree target. The recommendation has changed due to increased risks than originally anticipated in earlier reports.

Source: <https://www.climatecouncil.org.au/resources/infographic-the-difference-between-1-5-and-2-degrees-warming/>

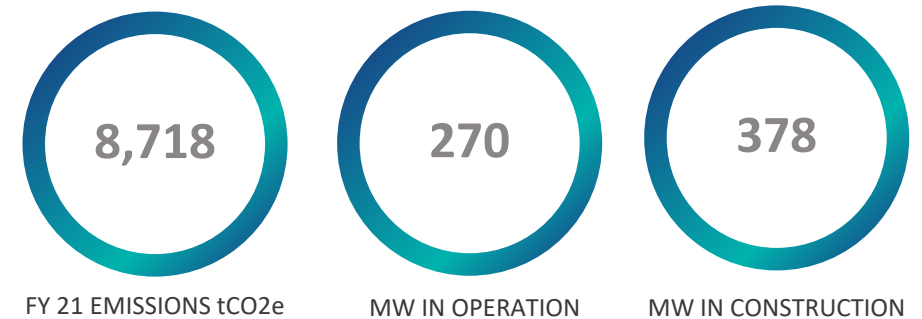
## OUR NET ZERO COMMITMENT

*“We will reduce our emissions intensity by 50% by 2030, and reach net zero emissions intensity by 2040.”*

### Our current emissions intensity

- Sites in operation (using Sapphire) = **7.3 tCO<sub>2</sub>e/MW** installed per annum.
- Sites in construction (using weighted average of Bango and Crudine Ridge) = **17.6 tCO<sub>2</sub>e/MW** installed per annum.

In the next 12 months we will better define our emissions intensity for tracking towards our commitments. This will include investigating more of our Scope 3 emissions (for better coverage) and defining our construction emissions intensity in more detail (as it is highly stage/activity dependent).



# CONTACT

For all media enquiries,  
please contact:

**Alisha Allen**

**p:** 0487 504 567

**e:** [media@cwprenewables.com](mailto:media@cwprenewables.com)

**w:** [www.cwprenewables.com](http://www.cwprenewables.com)

## **Canberra**

Suite 1.01, Level 1  
17 Moore Street  
Canberra ACT 2601  
Phone: +61 2 6100 2122

## **Newcastle**

Level 2  
2 Market Street  
Newcastle NSW 2300  
Phone: +61 2 4013 4640

## **Sydney**

Unit 11, Shore 2-3  
13 Hickson Road  
Dawes Point NSW 2000