

Stakeholder Engagement Plan




Go! Go! Battery Project

11 July 2024



Final

Revision Control

Revision	Date	Issue	Author	Reviewed	Approved	Signature
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Document Review

Document to be reviewed and updated every 12 months or as required by the project team.

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Contents

1	Overview.....	1
1.1	About SQE.....	1
1.2	Purpose of this plan.....	1
1.3	Key terminology.....	2
1.4	Our approach to stakeholder engagement.....	2
1.5	Our values.....	2
1.6	Enquiries and complaints.....	3
1.7	Government and industry guidelines.....	3
	1.7.1 Clean Energy Council.....	3
	1.7.2 International Association of Public Participation.....	4
1.8	Stakeholder Engagement objectives.....	4
2	The Project.....	6
2.1	Project Context.....	6
	2.1.1 South West Renewable Energy Zone.....	6
2.2	Project location.....	6
2.3	Project Overview.....	7
	2.3.1 Indicative project timeline.....	8
2.4	Community overview.....	9
3	Stakeholder identification and analysis.....	10
3.1	Stakeholder identification process.....	10
3.2	Stakeholder overview.....	10
3.3	First Nations engagement.....	11
3.4	Stakeholder engagement completed to date.....	12
3.5	Stakeholder engagement activity by project phase.....	13
3.6	Frequency of contact.....	15
3.7	Evaluation of Community & Stakeholder Engagement performance.....	15
4	Community benefit sharing.....	16
5	Potential issues and opportunities.....	17
5.1	Potential Social Impacts.....	17
6	Review.....	19
Appendix A	Community Sponsorship.....	20

1 Overview

Squadron Energy (SQE) is committed to genuine, proactive and meaningful engagement with the community, developing long-term relationships and maintaining open lines of communication.

1.1 About SQE

Squadron Energy is Australia's leading renewable energy company that develops, operates and owns renewable energy assets in Australia.

We are 100% Australian owned and have 1.1 gigawatts (GW) of renewable energy in operation and 900MW under construction.

We are committed to delivering a 14GW development pipeline by 2030, powering the equivalent of six million homes.

This will deliver about one third of the renewable energy required for Australia to meet its 2030 renewable energy target of 82%.

With proven experience and expertise across the project lifecycle, we work with local communities and our customers to lead the transition to Australia's clean energy future.

1.2 Purpose of this plan

This Stakeholder Engagement Plan (SEP) has been developed for the Gol Gol Battery Project (the project). It outlines SQE's approach to community and stakeholder engagement throughout the development phase of the project. When the project progresses into the construction phase, this plan will be reviewed and updated to guide the ongoing stakeholder engagement requirements for the project.

1.3 Key terminology

Table 1: Key terms

Term	Description
AEMO	Australian Energy Market Operator
BESS	Battery Energy Storage System
CEC	Clean Energy Council
DPE/DPIE	Department of Planning & Environment
EIS	Environmental Impact Statement
EnergyCo	Energy Corporation of NSW
GGWF	Gol Gol Wind Farm
GGSF	Gol Gol Solar Farm
GGBS	Gol Gol Battery Storage
IAP2	International Association of Public Participation
LALC	Local Aboriginal Land Council
LDES	Long Duration Energy Storage
LGA	Local Government Area
REZ	Renewable Energy Zone
SEARs	Secretary's Environmental Assessment Requirements
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
SSD	State significant development
SQE	Squadron Energy
VPA	Voluntary Planning Agreement
WTG	Wind Turbine Generators

1.4 Our approach to stakeholder engagement

Stakeholder engagement is carried out by the SQE Project team, with input from SQE's Stakeholder Engagement Manager team and supported by SQE's First Nations Engagement team. We consider it important that trusting relationships are developed between the people on the ground who are involved in the Project on a day-to-day basis, and the stakeholders that are part of, and connected to, their local community and region.

We begin with robust stakeholder mapping and analysis to understand the needs of the community and begin to build relationships from project inception.

1.5 Our values

SQE's values underpin and guide our work.

Table 2: Squadron Energy Values

Value	Description
Humility	Be vulnerable, take risks to trust others.
Family	Support each other, always be kind.
Safety	Look out for your mates and yourself.
Courage and Determination	NEGU – we never ever give up.
Frugality	Think of ways we can do things better, faster, cheaper, safer.
Stretch Targets	Always be uncomfortable with your level of challenge.
Empowerment	Go to your leader for advice, not permission.
Generating Ideas	Always be on the lookout for breakthroughs.
Enthusiasm	Be the most positive person in the room.
Integrity	Do what you say you are going to do.

1.6 Enquiries and complaints

During the development phases of the project, stakeholders and members of the community have the opportunity to contact SQE via the project specific email address and phone number listed below.

The project team will respond to and resolve all complaints and enquiries as soon as possible. SQE tracks complaints, enquiries and action items.

Project Manager/Developer: Indran Pillay

Email: info@golgolbattery.com.au

Phone: 1800 095 669

1.7 Government and industry guidelines

This plan has been prepared in accordance with:

- International Association for Public Participation (IAP2), (2018), *Spectrum of Engagement*
- United Nations Declaration on the Rights of Indigenous People (UNDRIP), (September 2007)
- Department of Planning, Infrastructure and Environment (DPIE), (February 2023), *Social Impact Assessment Guideline for State Significant Projects*
- Department of Planning, Infrastructure and Environment (DPIE), (July 2021), *Undertaking Engagement Guidelines for State Significant Projects*
- Depart of Planning, Infrastructure and Environment (DPIE), (November 2023), *Draft Energy Policy Framework*

The focus of our engagement adheres to two key organisational guidelines, the Clean Energy Council, and the International Association of Public Participation.

1.7.1 Clean Energy Council

The Clean Energy Council has prepared Community Engagement Guidelines (CEC, 2018) which outline four principles which underpin best practice community engagement. In addition to incorporating our company values in our engagement with the community, SQE is committed to these best practice principles.

1.7.2 International Association of Public Participation

Our approach to engagement is also informed by the Public Participation Spectrum developed by the International Association of Public Participation (IAP2). The IAP2 Spectrum outlines levels of engagement to suit varying degrees of impacts in the community.

IAP2 Spectrum of Public Participation



IAP2's Spectrum of Public Participation was designed to assist with the selection of the level of participation that defines the public's role in any public participation process. The Spectrum is used internationally, and it is found in public participation plans around the world.

INCREASING IMPACT ON THE DECISION					
	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
PROMISE TO THE PUBLIC	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

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Figure 1 IAP2 Spectrum of Public Participation

1.8 Stakeholder Engagement objectives

The objectives of stakeholder engagement are to:

- seek feedback from the local community regarding the proposed project and integrate this feedback into the project planning and design as far as possible
- keep the community informed about the project, its likely impacts, and likely benefits, through the provision of early, accurate and timely information
- identify key stakeholders for further engagement and provide multiple opportunities and mechanisms for meaningful engagement with all stakeholders
- understand the potential social impact of the project to inform and implement mitigation measures
- ensure that the team developing the project fully understands the local context, including any local impacts that it may have or opportunities that it could provide; and
- build and maintain SQE's social licence within the community.

-

2 The Project

2.1 Project Context

The Gol Gol Battery is classified as a State Significant Development (SSD). As part of the Environmental Impact Statement (EIS) for the Project, a Social Impact Assessment (SIA) will be prepared in accordance with the Guidelines (DPE, 2023) and associated Technical Supplement which sets mandatory requirements for SIAs conducted in NSW. The Gol Gol Battery will be developed in parallel with the Gol Gol Wind Farm and Gol Gol Solar Farm.

2.1.1 South West Renewable Energy Zone

The NSW Government has set out a plan (Electricity Strategy and Electricity Infrastructure Roadmap) to deliver a number of Renewable Energy Zones (REZ) within the State. These REZs will play a vital role in delivering affordable, reliable energy generation to help replace the State's existing power stations as they come to their scheduled end of operational life.

Energy Corporation of NSW (EnergyCo) is the statutory authority responsible for leading the delivery of REZs. The NSW South West REZ was formally declared by the Minister for Energy in November 2022. The region was chosen due to its strong renewable energy resource potential, proximity to the existing grid and other considerations such as existing land uses, biodiversity conservation etc. There are also planned upgrades to the electricity network infrastructure including 66kV transmission line connecting Red Cliffs and Robinvale substations in Victoria.

A REZ involves the coordinated development of new grid infrastructure in energy rich areas to connect multiple renewable energy generators (such as battery, solar and wind farms) in the same location. The designation of a REZ is intended to result in the development of additional capacity for renewable electricity generation, producing low-cost power for NSW homeowners and business, driving down carbon emissions within the electricity generation sector, and creating job growth and employment opportunities through facilitating significant investment into the regions.

Further information, including interactive maps and project updates are available on EnergyCo's website [South West Renewable Energy Zone EnergyCo](#).

2.2 Project location

The Project is situated approximately 10 km north of Mildura and Buronga, within the Wentworth Local Government Area (LGA) in NSW.

The Project Site encompasses the suburb of Wentworth. The dominant land use is agriculture such as dry land cropping and sheep grazing. The surrounding area is characterised by rural residences and agricultural structures. Surrounding land uses include irrigated cropping, mining and residential.

The landscape comprises of relatively flat terrain, adjacent to the Murray and Darling River systems. The average elevation is approximately between 45 and 70m above sea level. The Project Site is located within the Murray Darling Depression IBRA Bio-region and South Olary Plain IBRA subregion, which is characterised by a warm semi-arid climate.

The location is well suited to battery storage due to its proximity to the Buronga Substation and other nearby renewable energy projects. The region is characterised by a reliable wind resource and abundant solar, which have intermittent electricity generation profiles. Battery storage will be essential in overcoming potential misalignment with network demand. The region is strategically located in an area identified by the NSW Government as suitable for renewable energy projects and will assist in delivering on the objectives for the Electricity Strategy and the SW REZ.

There are a number of operational solar projects and proposed (wind, solar and battery) renewable projects within the South West REZ. By order of proximity, renewable power generators that are already operating include:

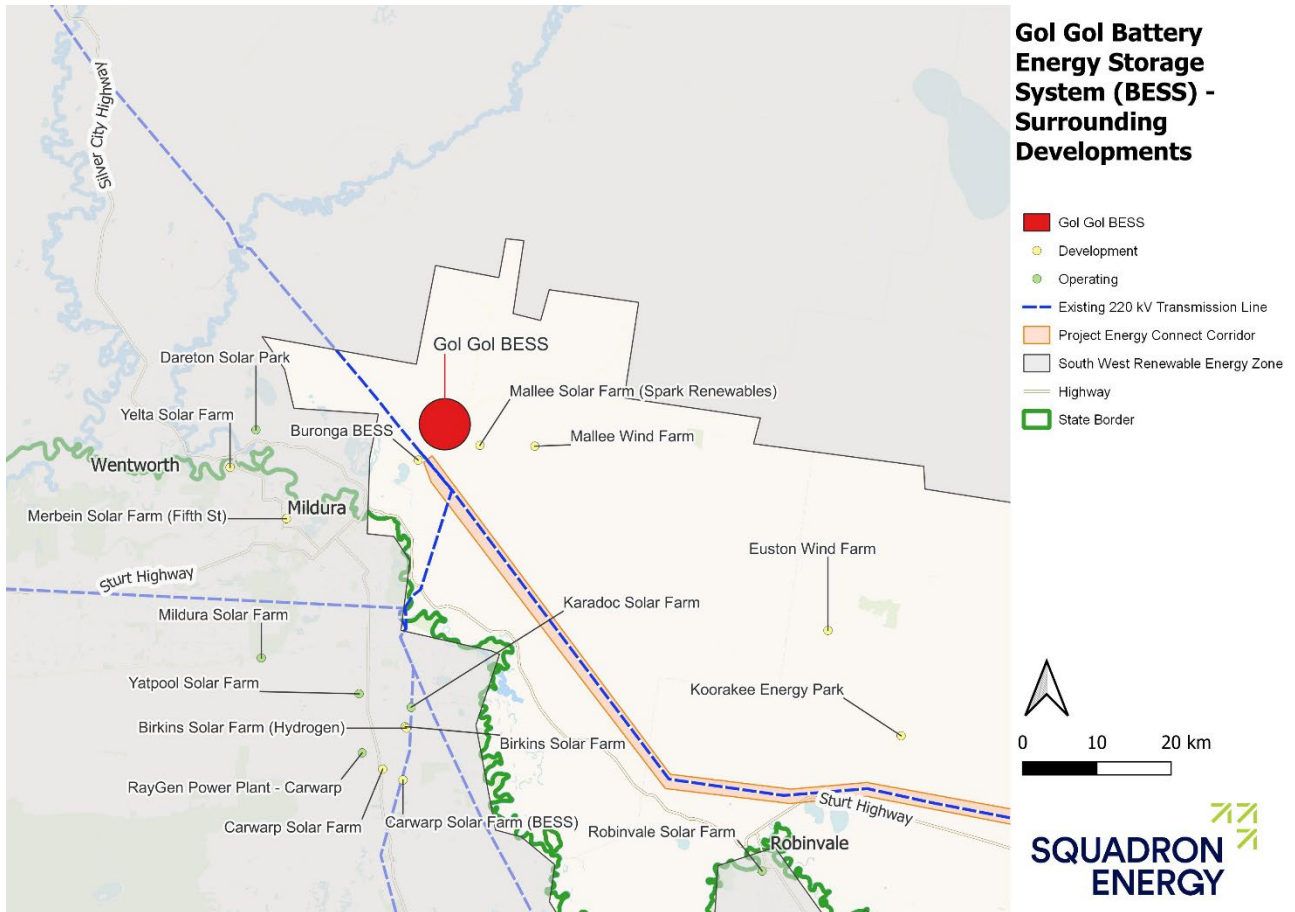


Figure 2:Regional Context

2.3 Project Overview

The Gol Gol Battery will store and dispatch renewable energy to supply to the people of NSW, Victoria and South Australia. The project will include the construction and operation of grid-scale battery storage, and associated infrastructure including operation and maintenance buildings, a substation, civil works and electrical infrastructure.

Grid scale batteries store energy when more electricity is being generated than what is needed. The stored electricity can be dispatched during periods of higher demand and during periods of the day when there is less solar or wind resource available.

With the transition to renewable energy, storage will play an increasingly important role in stabilising the network and providing reliable power to end-users.

At 1,500 MW and 8 hours, the Gol Gol battery will be able to power 2.5 million households for 8 hours before needing to recharge.

The battery technology has not yet been selected, so the visual appearance is subject to change. A typical lithium-ion style Tesla Megapack would be around 2.5m tall with a footprint of 1.6m x 7m. The site would consist of around 4,000 Megapacks set up in a grid formation. The final design will be guided by environmental studies and community feedback during detailed design phase.

The Gol Gol Battery will be designed through a comprehensive process that incorporates community and stakeholder feedback and the findings of environmental and social studies to maximise the positive social, economic and environmental outcomes, while minimising adverse impacts.

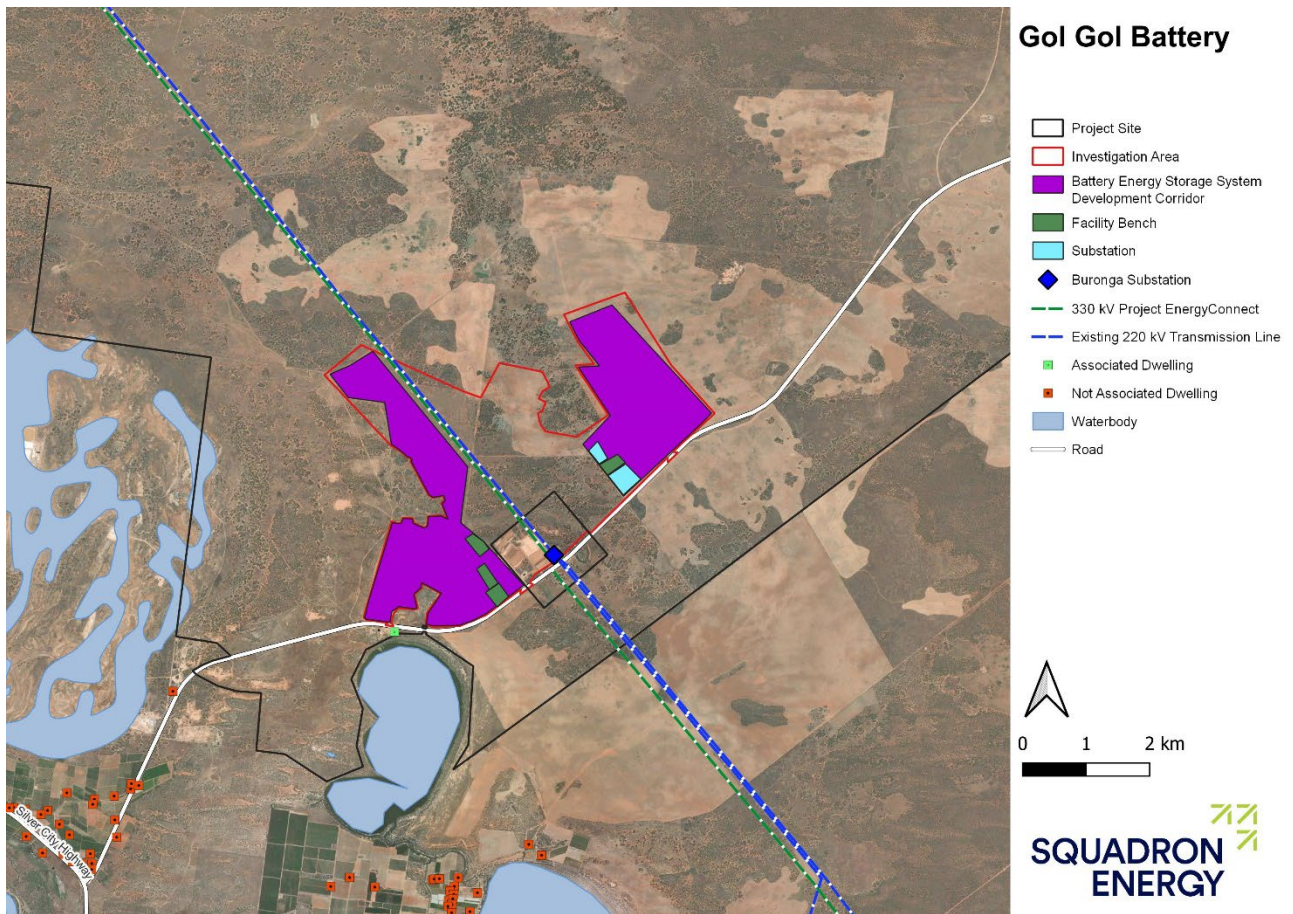


Figure 3: Indicative project Site

2.3.1 Indicative project timeline

Key project milestones along with indicatives timeframes for the Development of the Gol Gol Battery project are located within Table 5.

Table 3: Indicative Timeline

Time	Milestone
Prior to 2023	Early investigations and feasibility.
2023	Commencement of initial landowner discussions
2024	Key preliminary constraint studies, community engagement
2024	The Project will enter the planning system, Secretary’s Environmental Assessment Requirements (SEARs) to be issued, EIS and SIA preparation
2025	EIS submission and exhibition
2025-2026	State and Commonwealth development approval
2026	Construction expected to begin
2027	Battery commissioning

2.4 Community overview

The Gol Gol Battery is located within the Wentworth Shire Council. Nearby communities include; Gol Gol, Buronga, Coomealla, Curlwaa, Dareton and Mourquong. The nearest Regional centre is Mildura, approximately 10km to the south in Victoria.

The median age between these localities range between 37 and 49, with most localities slightly higher than the NSW medium of 39. These localities also have a larger Aboriginal population than the NSW average.

Table 4:Community Demographics

State Suburb	Wentworth	Gol Gol	Buronga	Coomealla	Curlwaa	Dareton	Mourquong
People (no.)	1577	1956	1252	748	496	456	75
Male (%)	50.1	50.8	50.7	51.5	53.3	50.7	59.2
Female (%)	49.9	49.2	49.3	48.5	46.7	49.3	40.8
Median Age	56	37	38	43	42	49	42
Aboriginal residence (no.)	171	55	99	125	16	121	Not available

The project is located within the Wentworth LGA, 8.3% of the community identify as Aboriginal and/or Torres Strait Islander. Which is above both the NSW and Australian averages which is 3.4% and 3.2% respectively.

Table 5:Wentworth LGA Demographics

LGA	Wentworth
People (no.)	7453
Male (%)	51.9
Female (%)	48.1
Median Age	43
Aboriginal residence (no.)	622
Australian Born (%)	80.1

The Local Government Area has a total labour force of approximately 3,317 people. Full time employees account for 60.1%, while unemployment accounts for 4.3% which is below the NSW and Australian averages. The top industries within the LGA include, Sheep farming, Primary Education, hospitals, citrus fruit growing and grape growing. Median weekly incomes are below the NSW and Australian Average. (ABS 2021).

3 Stakeholder identification and analysis

3.1 Stakeholder identification process

At the beginning of the project, a thorough desktop search of relevant stakeholders was completed by the project team. This included:

- relevant political representatives at all three levels of government
- businesses and the type of industry in the area
- census data
- First Nations groups in the area and the broader region
- local print media
- other local publications such as community newsletters
- local radio and television media
- Council list of community groups
- Government offices present in the area
- sensitive receivers such as places of worship, educational facilities, aged care homes or facilities used by people with a disability
- emergency services nearest to the project
- any significant historical or recurring events in the area

The project team also make several trips to the area to understand the local area and ‘ground-truth’ information found during the desktop research phase. The project team continue to visit the area regularly as the project progresses.

3.2 Stakeholder overview

The key stakeholder groups identified for the project include:

Table 6: Identified stakeholders

Stakeholder Group	Stakeholders
Host Landholders	Landholders with the potential to host WTGs and/or Project infrastructure
Neighbouring Landholders	Neighbouring dwellings within 8 km of the potential turbine locations
Communities within the Social Locality	<ul style="list-style-type: none"> • Local community: <ul style="list-style-type: none"> – Gol Gol – Buronga – Dareton – Coomealla – Wentworth – Curlwaa – Mourquong
Government – State	<ul style="list-style-type: none"> • Crown Lands • Department of Finance, Services, and Innovation – Telco Authority • Department of Planning, Housing and Infrastructure (DPHI)

Stakeholder Group	Stakeholders
	<ul style="list-style-type: none"> • Department of Climate Change, Energy, The Environment and Water (DCCEEW) • Biodiversity, Conservation and Science Directorate (BCSD) • Department of Primary Industries – Agriculture and Fisheries (DPI) • Environment Protection Authority (EPA) • Fire and Rescue NSW • Heritage NSW • NSW Rural Fire Service • Regional NSW – Mining, Exploration and Geoscience (MEG) • Transport for NSW (Transport) • TransGrid • WaterNSW • NSW Energy Sector Board
Government - Federal	<ul style="list-style-type: none"> • Airservices Australia • Bureau of Meteorology (BOM) • Civil Aviation Safety Authority (CASA) • Department of Climate Change, Energy, the Environment and Water (DCCEEW) • Department of Defence • Australian Energy Market Operator (AEMO)
Local Council	<ul style="list-style-type: none"> • Wentworth Shire Council
Government - Elected Representatives (refer National Stakeholder Engagement Plan)	<ul style="list-style-type: none"> • Federal Member for Farrer – Sussan Ley • NSW Member for Murray – Helen Dalton
Community Interest Groups and Community Services	<ul style="list-style-type: none"> • Wentworth Rotary Club • Buronga Gol Gol Lions Club • Coomealla-Dareton Community Action Team • Country Women’s Association • Murray Darling Junction Landcare Group Inc • Lower Murray Darling Landcare Network
Schools	<ul style="list-style-type: none"> • Gol Gol Public School • Buronga Public School • Coomealla High School • Dareton Public School
First Nations Groups	<ul style="list-style-type: none"> • NSW Aboriginal Land Council • Dareton Local Aboriginal Land Council • Coomealla Health Aboriginal Corp
Industry and Local Business	<ul style="list-style-type: none"> • Morello Earthmoving • Murray River Salt Mine • NSW Farmers Association

3.3 First Nations engagement

SQE has a dedicated First Nations engagement team, with First Nations facilitators to be based in each of the REZs. The First Nations engagement team members work with project teams to provide guidance on culturally sensitive engagement and to develop a tailored approach to engaging with First Nations Stakeholders.

SQE will engage with First Nations stakeholders in accordance with the relevant guidelines including:

- *First Nations Guidelines, Increasing income and employment opportunities from electricity infrastructure projects (NSW Government, 2022)*
- *Guide to Investigating, Assessing and Reporting on Aboriginal Heritage in NSW (NSW Government, 2011)*
- *The Code of Practice for Archaeological Investigation of Aboriginal Objects in New South Wales (NSW Government, 2010) and.*
- *The Aboriginal Cultural Heritage Consultation Requirements for Proponents 2010 (NSW Government, 2010).*

SQE is mindful that best practice engagement with First Nations stakeholders requires cultural knowledge and understanding. As part of our approach to best practice engagement with First Nations Stakeholders, SQE:

- Carries out detailed stakeholder mapping to understand all representative groups in the region
- Seeks to build relationships with First Nations Stakeholders prior to any formal engagement and consultation process.
- Is informed about cultural practices and protocols which may impact engagement methods and timelines.
- engages comprehensively with indigenous communities as early as possible, in a way that is meaningful, suits the ways in which they want to be engaged and the frequency of that engagement.

As part of the Social Impact Assessment Process, SQE works with First Nations stakeholders to:

- apply relevant protocols for Aboriginal knowledge.
- acknowledge and assess both tangible and intangible forms of cultural heritage.
- ensure free, prior, and informed consent.
- engage traditional owners or custodians who can speak for Country.
- allow Aboriginal decision-making processes to function effectively.
- avoid conflict between engagement activities and cultural practices.
- engage in places, at times, and in ways that encourage participation; and
- ensure that engagement is undertaken by people with appropriate skills and experience.
- The SQE team have developed a Reflect Reconciliation Action Plan. The plan includes multiple items that will review and measure SQE's engagement with First Nations stakeholders.

3.4 Stakeholder engagement completed to date

The table below outlines the key stakeholder engagement activity completed to date, as well as activities planned for the future. Note this provides a snapshot only, with full details recorded in the SQE engagement database for the Project, Consultation Manager.

Stakeholder engagement is ongoing during the development of the battery. The table below does not reflect the fact that the Project team engage with the community, regularly and as often as required through face-to-face meetings, phone calls and emails, throughout the course of the Project.

Table 7: Stakeholder engagement completed

Date	Engagement Activities
Sept 2023 – Feb 2024	Host Landowner meetings

Date	Engagement Activities
March 2024	Neighbour Meetings
March 2024	Community open day
April 2024 – ongoing	Wentworth Shire Council
April 2024 - ongoing	First Nations Engagement
June 2024 – ongoing	Community Events

3.5 Stakeholder engagement activity by project phase

The engagement objectives and activities identified for the Project stakeholder groups, throughout the life of the Project are outlined within table 11.

Table 8 Stakeholder engagement activity by project phase.

Project Stage	Engagement Objective	Engagement Activities	Target Stakeholders
Site selection	Identify local landholders within the potential project area Introduce the project concept and obtain initial feedback about the prospect of a windfarm development Seek agreements regarding access for further project feasibility investigations	<ul style="list-style-type: none"> Phone calls Face to face visits Introductory letters Gather contact details for future communications 	<ul style="list-style-type: none"> Potential host landowners Potential neighbouring landowners
Project feasibility	Engage with landholders about the proposed project area Introduce the wind farm development process Identify community values, potential constraints and opportunities in the project area and inform the design process Identify and appropriately respond to community concerns	<ul style="list-style-type: none"> Face to face visits One-on-one meetings and visuals tools to help inform discussions Email or letter updates 	<ul style="list-style-type: none"> Potential host landowners Potential neighbouring landowners Local Councils Government-elected representatives

Project Stage	Engagement Objective	Engagement Activities	Target Stakeholders
Planning and Approvals – (Scoping Phase, EIS Phase)	<p>Maintain communication channels for enquiries and information</p> <p>Continue to proactively gather feedback to inform the project design</p> <p>Identify and appropriately respond to community concerns</p> <p>Keep communications flowing to update the community</p> <p>Collect data and insights and prepare the Social Impact Assessment (SIA)</p> <p>Inform community of a formal opportunity to express their views on the proposed project</p> <p>Educate community regarding outcomes of the EIS and technical studies</p> <p>Inform the community of the progress of the approvals process and outcomes</p> <p>Educate community regarding the Project-specific benefit sharing process</p>	<ul style="list-style-type: none"> As above for Project Feasibility phase, plus: Establish and maintain Project website Community Information Sessions Community surveys Project briefings for Local Councils and government agencies Exploration of community partnerships 	<ul style="list-style-type: none"> All stakeholder groups
Construction	<p>Reduce community concerns by open dialogue and continuing to acknowledge and respond to issues in a timely manner</p> <p>Demonstrate commitment to the wellbeing of the community</p> <p>Avoid, minimise, and remediate impacts</p>	<ul style="list-style-type: none"> As above for Project Feasibility phase, plus: Maintain and update website Complaints management mechanism Community partnerships 	<ul style="list-style-type: none"> All stakeholder groups
Commissioning and operation	<p>Be an active member of the community</p> <p>Strengthen collaboration through partnerships</p> <p>Build a sense of community pride in a well-run wind farm</p>	<ul style="list-style-type: none"> As above for Construction Phase, plus: Operational Community Engagement Plan Evaluation of engagement and improvements as required 	<ul style="list-style-type: none"> All stakeholder groups
Decommissioning	<p>Communicate decommissioning and rehabilitation process</p>	<ul style="list-style-type: none"> As above for Commissioning and Operation, plus: Host landholder and neighbour briefings 	<ul style="list-style-type: none"> Host landowners Neighbours Local Councils State and Commonwealth government agencies Community interest groups e.g., Landcare Aboriginal Groups

3.6 Frequency of contact

SQE keeps in regular contact with key stakeholders and the wider community. We provide regular newsletters (more frequently during periods of high activity on the project) as well as regular phone calls and emails to hosts and neighbours. The project website www.golgolbattery.com.au is also reviewed and updated as new information is available. The frequency of engagement with stakeholders will vary depending on the project stage, but our aim is to tailor the frequency of engagement to the needs of stakeholders to ensure we are actively listening and responding, questions and concerns are addressed as they arise, and key activities are communicated as they occur.

3.7 Evaluation of Community & Stakeholder Engagement performance

The project team, along with SQE's Stakeholder Engagement team, regularly reviews the project's community and stakeholder engagement performance. This helps the project team to improve the quality of communications and consultation as the project progresses, but also for other SQE projects who may be at earlier stages of the development process.

4 Community benefit sharing

As the ultimate owner and operator of our projects, SQE is committed to being a positive contributor to the communities where we work. We share the benefits of our projects by supporting communities over the long term.

We recognise that each community is different and through partnerships with Councils and local groups, and consultation with the community, we aim to tailor benefits at each project and make a positive lasting contribution to each region.

Squadron Energy strives to be an active participant in building community capacity at the local level and across our full project portfolio. We do this in many ways, as outlined in Table 9 with examples of Squadron Energy community benefits sharing across our projects. Squadron Energy is committed to finding out what community benefit sharing initiatives are most needed within the Wentworth LGA and will look to start to implement them as the project progresses.

Table 9 Community benefit sharing initiatives

Voluntary Planning Agreements	<p>We enter into planning agreements for our projects with local councils. A planning agreement can help deliver or fund public infrastructure, amenities, and services for the benefit of the public within the council areas in which we operate. It may include a community benefit fund component.</p> <p>We work closely with councils to develop the terms of the planning agreements, which include a committed value of 1.5% of the Capital Investment Value (CIV) of the project to be constructed. This is determined following our final investment decision. If the project is within multiple Local Government Areas (LGAs), the funds are divided on an agreed proportion, such as the number of turbines within each LGA.</p>
Community sponsorship program	<p>Each of our projects has a community sponsorship program which provides funds or in-kind support to community organisations and events in the local project area. Additional information regarding this program can be found on our website: https://www.squadronenergy.com/.</p> <p>Local community groups are encouraged to apply for sponsorship via SQE's website: https://www.squadronenergy.com/communitysponsorship.</p>
Community Co investment	<p>SQE rolled out Australia's first, large-scale, public, community investment into a utility-scale wind farm, via our Sapphire Wind Farm Community Co-investment scheme.</p> <p>Following its success, we have announced a new co-investment program for community members at our more advanced development projects in the Central West Orana Renewable Energy Zone (REZ) near Dubbo and Wellington. Co-investment funds provide residents in the region with the opportunity to participate in and reap the rewards of investing in Australia's transition to renewable energy.</p>
Employment and business opportunities	<p>We operate and own firming, solar and wind energy assets in local communities, creating jobs for 30+ years. For example, workforces during construction can peak as high as 500 in civil works, structural works, electrical works, wind turbine generation, battery and commissioning. Our Regional Economic Development team helps us to reach economic development and workforce targets and generate local content. For example, mandating of local content targets on the Bango and Crudine Ridge wind farms. Our tender assessment and contractor selection criteria includes weighting to favour local suppliers and businesses.</p>
Training and skills development	<p>Squadron Energy is collaborating with TAFE NSW to create and deliver a digital Microskill course: "Introduction to the wind energy industry." We are providing subject matter experts to create the lessons and the course will be available to people interested in upskilling or cross skilling into the renewable energy sector.</p>
First Nations employment	<p>SQE is leading the industry on First Nations employment, with a First Nations engagement team focusing on creating pathways to employment and business opportunities. At the Uungula Wind Farm, we are working with an industry partner to fund and deliver two trainee wind turbine technicians, providing them with more than 30 years of employment opportunity.</p>

5 Potential issues and opportunities

5.1 Potential Social Impacts

The table below summarises the potential impacts to people considered applicable to the project and the social impact categories that they may align to. The table also includes reference to typical project issues that may be identified during consultation that are considered in the EIS as part of other technical assessments (e.g. noise, air quality).

The list of potential social issues is not exhaustive and should be modified and enhanced as the Project progresses through the SIA process.

For the purpose of this SEP, the social impact categories outlined in the Social Impact Assessment Guideline (DPIE, 2021) have been adopted.

Table 10 Potential impacts to the community and stakeholders

Impact	Potential EIS issue	Social impact category
Changes to the aesthetic value and amenity affecting surroundings and way of life	<ul style="list-style-type: none"> Visual 	<ul style="list-style-type: none"> Surroundings Way of life
Increase in dust and noise during construction causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	<ul style="list-style-type: none"> Dust Noise 	<ul style="list-style-type: none"> Way of life Surroundings Health and Wellbeing
Operational noise generated by WTGs causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	<ul style="list-style-type: none"> Noise 	<ul style="list-style-type: none"> Way of life Surroundings Health and Wellbeing
Changes to existing land use resulting in a disadvantage to personal property (negative) for nearby neighbours	<ul style="list-style-type: none"> Economic 	<ul style="list-style-type: none"> Livelihoods Health and well being
Distributive equity of economic benefits, between the region and nearby neighbours	<ul style="list-style-type: none"> Economic 	<ul style="list-style-type: none"> Way of life Community
Enhanced community wellbeing from job opportunities and community investment	<ul style="list-style-type: none"> Economic 	<ul style="list-style-type: none"> Way of life Community
Changes to the existing land use resulting in the loss of native flora and fauna change how people experience their environment	<ul style="list-style-type: none"> Biodiversity 	<ul style="list-style-type: none"> Surroundings
Impacts on people's access to roads and other services, especially during construction Potential improvement in access during operations for landowners and emergency services	<ul style="list-style-type: none"> Traffic and transport 	<ul style="list-style-type: none"> Accessibility
Further changes to land use affecting community character resulting in a sense of loss of heritage values	<ul style="list-style-type: none"> Heritage 	<ul style="list-style-type: none"> Culture
Changes to land use during construction, affecting the availability of land for livestock, impacting livelihoods	<ul style="list-style-type: none"> Land Use Management 	<ul style="list-style-type: none"> Livelihoods
Potential reduction in security caused by unauthorised access and/or 'strangers' accessing land during both construction and operations	<ul style="list-style-type: none"> Access management 	<ul style="list-style-type: none"> Surroundings

Impact	Potential EIS issue	Social impact category
Lack of trust in engagement approach affecting people's ability to feel they have the power to make an informed decision or influence project design	<ul style="list-style-type: none">• Community engagement	<ul style="list-style-type: none">• Decision making systems

6 Review

This plan will be reviewed and updated yearly to reflect the progress of the project, and stakeholder engagement activity completed throughout the year. It is not intended for this document to be static, as engagement activity is ongoing.

SQE is committed to continually reviewing and updating our engagement approach to ensure we build long-term and meaningful relationships with the communities that host our projects.

Community and stakeholder engagement best-practice is constantly evolving, and SQE commits to meeting the standards set by the NSW Government, Clean Energy Council and the International Association for Public Participation.

Appendix A Community Sponsorship

The project has operates a Community Sponsorship Program which provides funds to community organisations and events in the local area. The initiatives supported to date include:

Community Group	Application Details
Wentworth District Football Netball Club	Electronic Scoreboard

Squadron Energy is Australia's leading renewable energy company. Proudly Australian owned, our mission is to be a driving force in Australia's transition to a clean energy future by providing green power to our customers.

We develop, operate and own renewable energy assets in Australia, with 1.1 gigawatts (GW) of renewable energy in operation and a development pipeline of 20GW.

With proven experience and expertise across the project lifecycle, we work with local communities and our customers to lead the transition to Australia's clean energy future.

Squadron Energy acknowledges the Traditional Owners of Country throughout Australia. We pay our respects to Elders past, present, and emerging.

