

Stakeholder Engagement Plan



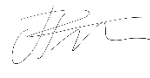
Jeremiah Wind Farm

17 May 2023



[Choose Document Status]

Revision Control

Revision	Date	Issue	Author	Reviewed	Approved	Signature
1	13/01/2023	Draft	NC	JP	[XX]	
2	16/02/2023	Final Draft	NC/JP	DA	[XX]	
3	10/03/2023	Final/Issued	NC	JP	DA	
3	17/05/2023	Final Rebrand	NC	KE	JP	

Document Review

Document to be reviewed and updated every six (6) months or as required by the project team.

Confidentiality

This document contains proprietary and confidential information, which is provided on a commercial in confidence basis. It may not be reproduced or provided in any manner to any third party without the consent of Squadron Energy Pty Ltd.

© Copyright Squadron Energy 2023. This work and the information contained in it are the copyright of Squadron Energy Pty Ltd. No part of this document may be reprinted or reproduced without the consent of Squadron Energy Pty Ltd.

Disclaimer

Whilst every effort has been made to ensure the accuracy of this information, the publisher accepts no responsibility for any discrepancies and omissions that may be contained herein.

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
1.8	Industry best practice	3
	1.8.1 Clean Energy Council.....	3
	1.8.2 International Association of Public Participation	4
	1.8.3 First Nations engagement	6
1.9	Stakeholder engagement objectives	7
2	The project	8
2.1	Project context.....	8
	2.1.1 Project location	8
2.2	Project overview	9
2.3	Project site map.....	10
	2.3.1 Indicative project timeline	10
2.4	Landowner engagement.....	11
3	Stakeholder identification and analysis	12
3.1	Defining the social locality	12
3.2	Stakeholder identification process.....	12
3.3	Stakeholder overview	13
3.4	Engagement methods	15
3.5	Overview of engagement tools used by SQE	15
3.6	Indicative schedule for engagement by development stage	15
3.7	Stakeholder engagement activities	18
3.8	Frequency of engagement	20
3.9	Data management and consultation manager	20
3.10	Evaluation of community & stakeholder engagement performance.....	20
4	Potential issues and opportunities	21
4.1	Potential social impacts.....	21
4.2	Potential mitigation measures and opportunities	21
5	Community Benefit sharing	23
5.1	Voluntary Planning Agreement.....	23
	Projects and initiatives near the wind farm project area will be prioritised and a portion of the fund will be used by Council to maintain safe local roads.....	23
5.2	Community Sponsorship Program	23
5.3	Accommodation Register	24
5.4	Local contacts register	24
5.5	Supply Contracts and Services	24
6	Review	26
7	References and further reading	27

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.

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. We currently have five operational projects, with a 20GW development pipeline across wind and solar generation, battery storage and firming. We are also developing a critical gas import terminal which will provide gas for firming power.

To date, Squadron Energy has generated enough electricity to power 1.35 million homes and prevent 6 million tonnes of emissions, while creating 1,900 direct jobs and injecting \$200 million into regional economies.

Squadron Energy is pushing Australia's energy grid to be entirely green by aiming to provide one third of the Federal Government's 82 per cent 2030 renewable energy target. Through power purchase and other offtake agreements we help corporate and government customers achieve their sustainability, ESG and net zero emissions goals.

1.2 Purpose of this plan

This Stakeholder Engagement Plan (SEP) has been developed for the Jeremiah Wind Farm. 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
CEC	Clean Energy Council
DPE/DPIE	Department of Planning & Environment
EIS	Environmental Impact Statement
EnergyCo	Energy Corporation of NSW
IAP2	International Association of Public Participation
LALC	Local Aboriginal Land Council
LGA	Local Government Area
REZ	Renewable Energy Zone
SEARs	Secretary's Environmental Assessment Requirements
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
Social Locality	See Section 3.2
SSD	State significant development
SQE	Squadron Energy
VPA	Voluntary Planning Agreement
WTG	Wind Turbine Generators

1.4 Our approach to stakeholder engagement

Our overall approach to consultation for Jeremiah Wind Farm is proactive and genuine. We aim to build trust in the community by being transparent, flexible and responsive.

Stakeholder engagement is carried out by the Jeremiah Wind Farm Project team, with input from SQE's Stakeholder Engagement Manager. 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 our stakeholders and 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.

Value	Description
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 project development, stakeholders and members of the community can contact SQE via the project email address: info@jeremiahwindfarm.com.au, and the project phone number: 0482 097 449. The project's website <https://www.squadronenergy.com/our-projects/jeremiah-wind-farm> also lists these details.

The project team will endeavour to respond to and resolve all complaints and enquiries as soon as possible. SQE uses Consultation Manager, a software program, to track complaints, enquiries and action items.

Key stakeholders will be provided with direct contact information and will be consulted on their preferred method of communication.

1.7 Government and industry guidelines

This plan has been prepared in accordance with:

- Clean Energy Council, Best Practice Charter for Renewable Energy Development and Community Engagement Guidelines for the Australian Wind Industry, 2018
- International Association for Public Participation (IAP2) Spectrum of Engagement, 2004
- Department of Planning, Infrastructure and Environment, Social Impact Assessment Guideline for State Significant Projects, July 2021
- Department of Planning, Infrastructure and Environment, Undertaking Engagement Guidelines for State Significant Projects, July 2021
- Department of Planning and Environment, Wind Energy Guideline for State Significant Wind Energy Development, December 2016.

1.8 Industry best practice

1.8.1 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.

Table 3 Clean Energy Council Community Engagement Guidelines

Principle	Description
Openness	Openness means sharing relevant information about the decisions and activities of the developer in a way that is clear, accurate, timely and honest
Inclusiveness	Inclusiveness means identifying and interacting with all project stakeholders to ensure their perspectives are understood and taken into consideration
Responsiveness	Listening and responding to community concerns and needs. Responsiveness means providing mechanisms to collect questions about a project and to provide answers in an open and timely manner, informing individuals about the status of their queries.
Accountability	Being accountable involves the ongoing process of monitoring, evaluating, and disclosing information about the activities, and positive and negative impacts of the project at every stage

Source: Clean Energy Council, *Community Engagement Guidelines for the Australian Wind Industry* (June, 2018)

1.8.2 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. Where impacts are likely to be minimal, the spectrum suggests engagement activities that 'inform' and 'consult'. SQE strives to engage with landholders at the collaborate and empower end of the spectrum, by incorporating stakeholder feedback into the final design layout of the project, including the number and location of wind turbine generators. Listening to feedback and incorporating stakeholder input during the iterative design process for the layout of the project, including the number and location of wind turbine generators and other project infrastructure. When the project enters the construction and operations stages, consult and inform levels of engagement are more appropriate.

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.

© IAP2 International Federation 2018. All rights reserved. 20181112_v1

Figure 1 IAP2 Spectrum of Public Participation

The SQE team use the IAP2 Spectrum to guide the design and implementation of engagement activity. This is done alongside the initial stakeholder analysis and mapping exercise at the beginning of the project.

SQE understands that community interest is likely to evolve and change over the duration of the project. An example of how the team may apply the IAP2 spectrum is outlined in Table 4:

Table 4 IAP2 Spectrum by project stage

Project Stage	Stakeholder Type	IAP2 Spectrum	Notes
Site selection	Hosts, local community	Inform, consult, involve, collaborate, empower	Project isn't yet formed, a potential site is selected for further assessment based on landowner interest and community sentiment
Feasibility	Hosts, neighbours, and local community	Inform, consult, involve, collaborate, empower	Project is at early stage, but landholders and the local community have input that shapes the project based on the existing land use to reduce impacts and promote positive diversification of the land.
Project Planning and Approval	Hosts, neighbours, local community, State Government Departments, Federal Government	Inform, consult, involve, collaborate	Project concept design developed based on early consultation is further refined based on constructability, environmental constraints and stakeholder feedback, avoidance principals applied, and residual impacts are assessed in the project Environmental Impact Statement.

Project Stage	Stakeholder Type	IAP2 Spectrum	Notes
	Departments, MPs.		Project requires approval from several government departments and agencies. CWPR maintains regular engagement with government representatives, seeking input and guidance to inform assessments that are undertaken to during the preparation of the project's development application.
Construction	Local community	Inform, consult	Project has received approvals; the project team must keep the community informed in a timely manner about what they can expect during construction including road upgrades, delivery of components, traffic impacts, noise
Commissioning and operation	Hosts, neighbours	Inform, consult, involve	Project has been constructed and workforce will significantly reduce. Residual operational impacts to be mitigated per the approvals. Commencement of regular monitoring and reporting per approvals.
Decommissioning	Hosts, neighbours, local community	Inform, consult	Project has come to the end of its operational life. Coordination with hosts, neighbours and the local community about changes to traffic conditions and access for decommissioning works.

1.8.3 First Nations engagement

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.

SQE takes a place-based approach to engagement, understanding that different communities and regions have diverse cultural practices, histories and stories. We work to collaborate with First Nations stakeholders to identify opportunities and challenges that can be implemented and resolved during project planning and development.

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.

1.9 Stakeholder engagement objectives

The objectives of stakeholder engagement are to:

- Keep the community informed about the Project, its likely impacts, and likely benefits, through the provision of accurate and timely information
- Provide multiple opportunities and mechanisms for meaningful engagement with a broad range of 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
- Integrate feedback received into the project planning and design as far as possible, and
- Build and maintain SQEs social licence within the community.

2 The project

2.1 Project context

Jeremiah Wind Farm is a proposed wind farm, classified as State Significant Development (SSD) and requires approval under Part 4 of the *Environmental Planning and Assessment Act 1979* (EP&A Act) through the preparation of an Environmental Impact Statement (EIS). The Project received Secretary’s Environmental Assessment Requirements (SEARs) on 23 September 2021.

As part of the EIS for the Project, a Social Impact Assessment is being prepared in accordance with the SIA Guidelines (DPIE, 2021) and associated Technical Supplement which sets mandatory requirements for SIAs conducted in NSW. The EIS is expected to be lodged in 2023.

2.1.1 Project location

The Jeremiah Wind Farm is located on Wiradjuri Country within the Cootamundra-Gundagai Regional Council Local Government Area (LGA) in the NSW state electorate of Cootamundra and in the state suburb of Adjungbilly. The project site is approximately 29 km east of Gundagai, within the Riverina Local Land Services region. The Jeremiah Wind Farm site borders Bungongo State Forest in the north and southeast and is located on predominantly privately owned land used for agricultural purposes.

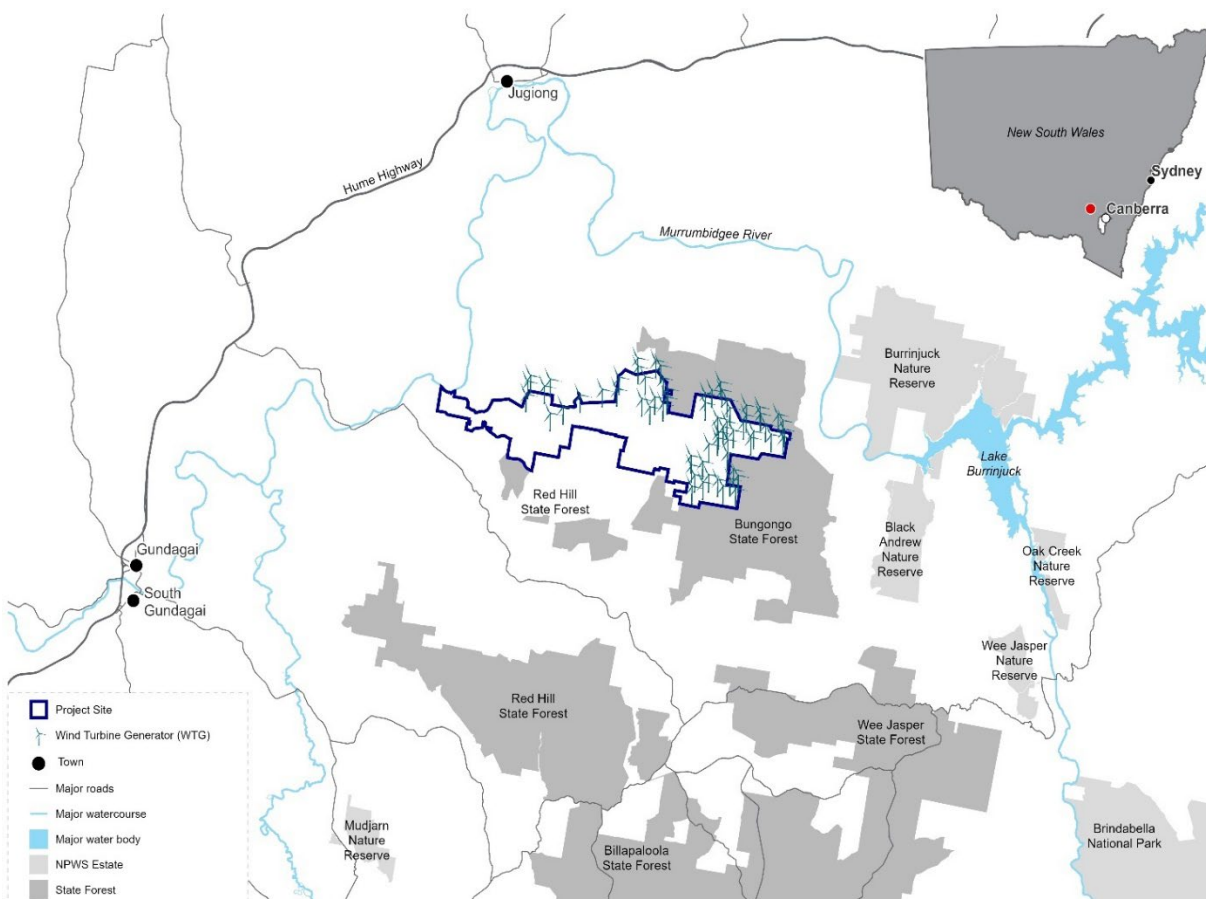


Figure 2: Locality Map

2.2 Project overview

The Project consists of the installation, operation, maintenance and decommissioning of up to 65 Wind Turbine Generators (WTGs), battery storage, ancillary infrastructure and temporary facilities. The project is designed to accommodate a contemporary wind turbine generator of up to 300m in height, with a nameplate capacity of approximately 6 MW. On these terms, and subject to development consent and market changes, the project is estimated to have an installed generating capacity of approximately 400MW. The proposed 400 MW project would connect to the existing Lower Tumut to Yass 330kV transmission line, a section of which passes through the project site. Additionally, inclusion of the battery storage will allow for the project to store, and dispatch scheduled and reliable energy to and from the project or the National Electricity Market (NEM)..

Key features of the project include:

- Approximately 65 wind turbine generators (WTGs) to maximum tip height of 300m
- Generating capacity of approximately 400 MW, enough to power approximately 200,000 average NSW homes.
- Provision for battery storage (capacity and type to be determined)
- Ancillary infrastructure including site offices, internal roads, hardstands, underground and overhead cabling, monitoring masts, substation, a battery and a switching station.
- Temporary facilities: site compounds, laydown areas, stockpiles, rock crushing and concrete batch plants, temporary roads.

The project has been designed through a comprehensive process that incorporates community and stakeholder feedback and the findings of environmental and social studies to maximise positive social, economic and environmental outcomes, while minimising adverse impacts. The proposed project layout is shown in Figure 4

2.3 Project site map

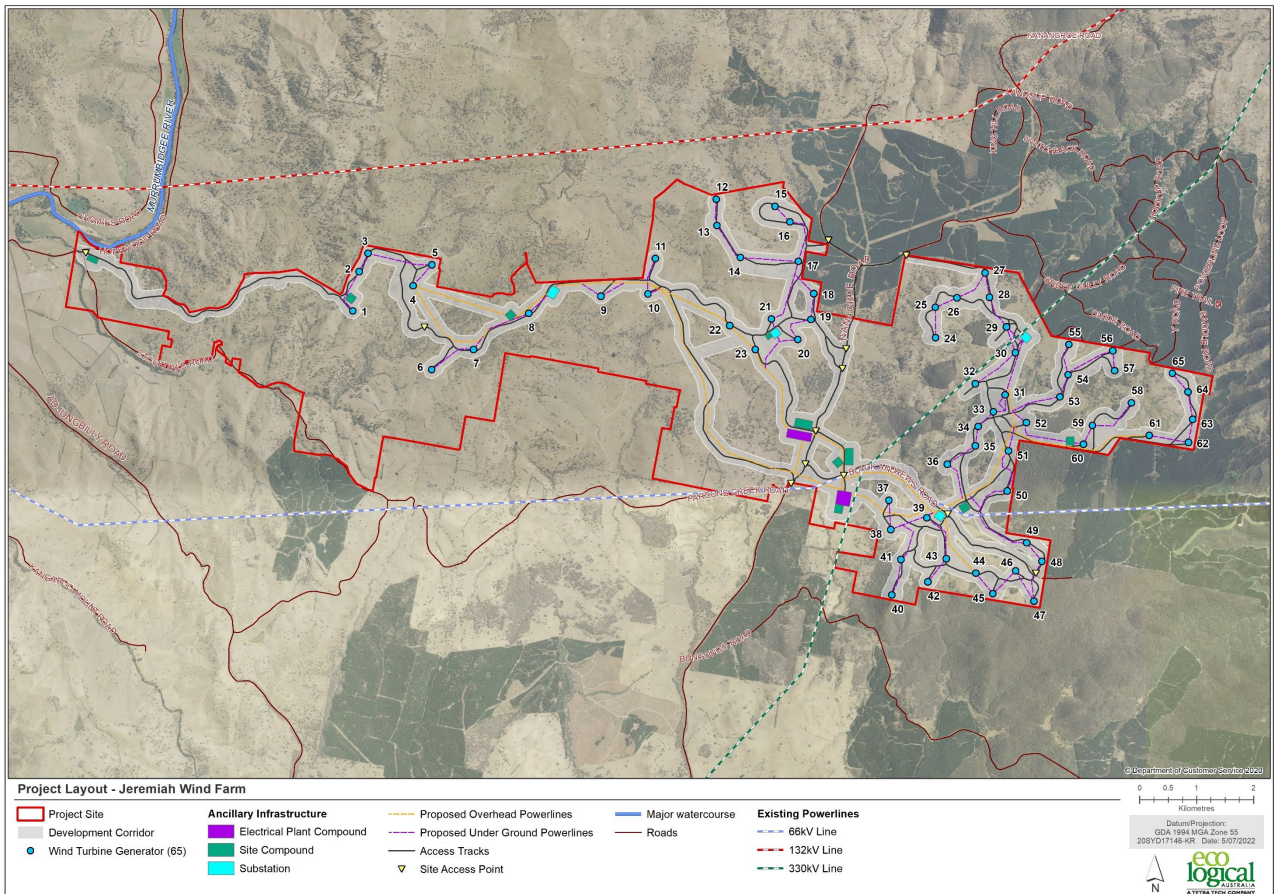


Figure 3: Indicative Project Layout Map, July 2022

2.3.1 Indicative project timeline

The project team has been consulting with local landowners since 2005, and the broader community since 2018 building a local presence in the region through one-on-one and group meetings with local landowners, neighbouring property owners, Council, community groups, local service providers and relevant government agencies.

An indicative timeline of project milestones relevant to the local community during the development stage of the project is provided below.



Figure 4: Indicative Project Timeline

2.4 Landowner engagement

The introduction of a wind farm development into the landscape requires careful design and consideration of potential impacts on surrounding communities.

We are as transparent and open as possible when discussing opportunities to host wind farm infrastructure, as well as opportunities for involvement for neighbouring residences including those along the main transport route.

As part of the early stages of site selection and feasibility assessment, layouts and potential impacts to the surrounding land are assessed and considered. The project team provide prospective hosts and neighbours with comprehensive information, maintaining ongoing and transparent communication about the process of being involved as a host or neighbour.

We work with neighbours to JWF to manage, mitigate and compensate for impacts throughout the life of the wind farm, including offering a neighbour agreement. This is a voluntary, commercial arrangement between the project and neighbour that recognises the possible impacts of the project on the neighbour and aims to share the financial benefits of the project. The agreement takes the form of annual payments for the life of the wind farm. Impacts could include oversail of the turbines across a neighbour’s property during transportation for construction, visual amenity, noise and other disturbances. SQE also pays for reasonable legal costs associated with entering into an agreement.

3 Stakeholder identification and analysis

3.1 Defining the social locality

There is no prescribed meaning or fixed, predefined geographic boundary to a social locality; rather, the social locality needs to be defined for each project, depending on its nature and its impacts.

Defining the social locality begins with an understanding of the nature of the project, the characteristics of affected communities and how positive and negative impacts may be reasonably perceived or experienced by different people. Positive and negative social impacts in and beyond the project's boundary may also be considered during approval processes in terms of public interest and the suitability of the project site..

The nearest township to the project is Adjungbilly, a rural community in the central east part of the Riverina region and on the north-western edge of the Snowy Mountains. It is situated 29 kilometres south-east of Gundagai and 35 kilometres north-east of Tumut. Adjungbilly has a community hall and a small primary school; Bongongo Public School. According to the 2021 Census, there were 101 people in Adjungbilly. Of these, 59.4% were male and 40.6% were female.

The project is located within Cootamundra-Gundagai Regional Council LGA, which is currently home to 11,169 people (.id community, 2022). The population has remained relatively steady over the past ten years with only small fluctuations in migration and those leaving the LGA as shown in Figure 5.1 (profile.id, 2021). The LGA is situated on the land of the Wiradjuri people, with Aboriginal and/or Torres Strait Islander persons accounting for approximately 6.4% of the population. Most residents (84.2%) are Australian born (ABS, 2021).

The dominant land uses in this area are commercial forestry and agriculture such as cattle and sheep grazing and cropping. The Burrinjuck Dam Hydro Plant is also nearby, approximately eight (8) km from the project site. The project comprises of several elevated ridges with nearby land mainly used for grazing and forestry.

3.2 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
- Facebook, including searching for pages/groups relevant to the project
- Twitter/Instagram for any local chatter about the project
- CRM platform – showing if SQE has engaged with any members of the community previously
- 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
- Mention of renewable energy/the locality on Hansard (State and Federal parliament)
- Any significant historical or recurring events in the area

In addition, the project team continue to make several trips to the area to understand more fully its characteristics, 'ground-truth' information found during the desktop research phase, and engage with identified stakeholders.

Additionally, in 2021 AAP Consulting was engaged to prepare a community engagement strategy as part of the Social Impact Assessment to guide the engagement activities of the project team. This strategy verified the stakeholder identification undertaken by the project team.

3.3 Stakeholder overview

The key stakeholder groups identified for the Jeremiah Wind Farm include:

- Host landholders and associated landholders
- Neighbouring landholders
- Community within the social locality
- First Nations communities
- State and Commonwealth government agencies
- Local Councils
- Community interest groups and community services
- Industry
- Emergency services
- Local business
- Government-elected representatives

Table 5: Identified stakeholders

Stakeholder group	Stakeholders
Associated landowners	Owners and occupiers of land proposed to host wind turbines or related infrastructure, owners and occupiers of land required for access during construction and/or maintenance, or landowners who have reached a financial or in-kind agreement in relation to the Project.
Non-associated landowners	Landowners who have not reached a financial or in-kind agreement in relation to the Project.
Neighbouring landowners	Residents and landowners within 8km of the proposed WTGs
Communities within the social locality	<ul style="list-style-type: none"> • Adjungbilly • Gobarralong • Darbalara • Bongongo
Government – State	<ul style="list-style-type: none"> • Crown Lands • Department of Finance, Services, and Innovation – Telco Authority • Department of Planning, Industry and Environment including: <ul style="list-style-type: none"> – Biodiversity, Conservation and Science Directorate (BCSD)

Stakeholder group	Stakeholders
	<ul style="list-style-type: none"> - Energy Corporation - Water Group • 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 (previously Department of Agriculture, Water and Environment (DAWE)) • Department of Defence <p>Australian Energy Market Operator (AEMO)</p>
Local Council	Gundagai Cootamundra Regional Council
Government - elected representatives	<ul style="list-style-type: none"> • Federal Member for <ul style="list-style-type: none"> - NSW Member for Cootamundra
Community interest groups and community services	<ul style="list-style-type: none"> • Adjungbilly to Batlow Humelink Action Group • Adjungbilly Cooperative Wild Dog and Fox Management • Adjungbilly Hall – run by Bongongo Parents and Citizen's Associated (P&C) • Bongongo Public School • Puggles Mobile Preschool <ul style="list-style-type: none"> - Brungle-Tumut Local Aboriginal Land Council
Schools	<ul style="list-style-type: none"> • Bongongo Public School <ul style="list-style-type: none"> - Puggles Mobile Preschool
First Nations groups	<ul style="list-style-type: none"> • NSW Aboriginal Land Council • Brungle Tumut Local Aboriginal Land Council. • Murra Bidgee Mullangari Aboriginal Corporation • Corroboree Aboriginal Corporation • Gunjee Wong Cultural Heritage Aboriginal Corporation • Merrigarn Indigenous Corporation <ul style="list-style-type: none"> - Ngunnawal HAC
Industry and local business	<ul style="list-style-type: none"> • Local businesses (mostly in Gundagai and Tumut) including: <ul style="list-style-type: none"> - Accommodation, retail, food and beverage and entertainment providers; medical services, fuel/vehicle maintenance services; as well as a range of business geared to servicing large civil construction projects. - Coolac Store - Eulonga Quarries - The Junction air strip

3.4 Engagement methods

IAP2 Australasia's Community Engagement model outlines that the methods used for engagement will vary based on the sector, purpose of the engagement and expectation of stakeholders. It is important to select the right method of engagement to successfully design, deliver and evaluate genuine stakeholder engagement, noting that more than one method is likely to be required.

3.5 Overview of engagement tools used by SQE

SQE use the following tools to engage with stakeholders throughout all stages of the project lifecycle:

- Doorknocking
- Letters, newsletters and factsheets
- Face-to-face meetings
- Phone calls
- Emails, including email blasts and targeted emails
- Project newsletters
- Landowner letters
- Advertising in local newspapers
- Community information sessions
- Surveys
- Project email address and phone number
- Attend fairs and festivals.
- Social media posts
- Information kits
- Virtual engagement platform
- Tours of operational SQE sites
- Project website
- Community Consultative Committee meetings (CCC)

3.6 Indicative schedule for engagement by development stage

The below table details the engagement tools to be used throughout the development stages of the Jeremiah Wind Farm. Stages outlined below are as described in the Social Impact Assessment Guideline (DPIE 2022) with reference to the Wind Energy Guide (DPE 2016).

Table 6: Schedule of engagement activity

Development stage	Engagement goal	Target stakeholders	Engagement technique	Timing
Project Scoping and Request for SEARS	<ul style="list-style-type: none"> • Identify potential social impacts using the SIA Scoping tool. 	<ul style="list-style-type: none"> • n/a 	<ul style="list-style-type: none"> • n/a 	March - April 2021
	<ul style="list-style-type: none"> • Identify community values, 	<ul style="list-style-type: none"> • Host landholders • Neighbours 	<ul style="list-style-type: none"> • One on one meetings with potential host 	2008 - April 2021

Development stage	Engagement goal	Target stakeholders	Engagement technique	Timing
	potential constraints and opportunities in the project area, and inform the design process.	<ul style="list-style-type: none"> Local council Service providers Vulnerable groups including indigenous. 	<ul style="list-style-type: none"> landholders, neighbours and key government stakeholders Project fact sheet 1 and visuals to help inform above meetings. 	
	<ul style="list-style-type: none"> Listen to the community's concerns and suggestions about proposed project area and discuss issues for landholder agreement if project is approved. 	<ul style="list-style-type: none"> "potential" Host Landholders 	<ul style="list-style-type: none"> As above 	2019– April 2021
	<ul style="list-style-type: none"> Identify landscape values, as required by the Wind Energy: Visual Assessment Bulletin. Engage with landholders about the proposed project area, likely corridors for development, or preliminary turbine layouts, access routes and potential location of ancillary infrastructure 	<ul style="list-style-type: none"> Host landholders neighbours Community interest groups and indigenous stakeholders Local Council 	<ul style="list-style-type: none"> As above Community drop-in session #1 Survey #1 – Scoping phase 	2020– April 2021
	<ul style="list-style-type: none"> Identify affected and interested people, groups, organisations and communities and helping people to understand the proposal and the social 	<ul style="list-style-type: none"> Local Community Wider community Community interest groups and community services 	<ul style="list-style-type: none"> Project website Direct mail/email/SMS Doorknock Community drop-in session (open day) Community Newsletter Survey #1 community values, 	2020 – April 2021

Development stage	Engagement goal	Target stakeholders	Engagement technique	Timing
	impact assessment		potential contractor opportunities (EOIs)	
SEARS Issued	<ul style="list-style-type: none"> Identify and appropriately respond to community concerns 	<ul style="list-style-type: none"> Host Landholders / nearby neighbours Local Council Community Interest Groups 	<ul style="list-style-type: none"> As above and through the Community Consultative Committee (CCC) 	September 2021
Prepare EIS (Current stage)	<ul style="list-style-type: none"> Identify and predict social impact Collect data, evidence and insights for the SIA Confirm data, assumptions and findings for the SIA Involve marginalised groups 	<ul style="list-style-type: none"> All 	<ul style="list-style-type: none"> Regular Community Newsletters – outcomes of SEARS and next steps Project briefings for Local Council and government stakeholders Community drop-in day #2 Face to face meetings with Key stakeholders Direct mail/email/SMS 	September 2021 – March 2023
Lodge EIS	<ul style="list-style-type: none"> Inform community of a formal opportunity to express their views on the proposed project. Educate community regarding outcomes of the EIS and contents of the EIS Technical papers. 	<ul style="list-style-type: none"> All 	<ul style="list-style-type: none"> Community Newsletter – advise of exhibition period EIS Summary booklet Community drop-in session #3 Direct mail/email/SMS 	2024
Approvals Assessment	<ul style="list-style-type: none"> Inform the community of progress of the approvals process and outcomes. 	<ul style="list-style-type: none"> All 	<ul style="list-style-type: none"> Community Newsletter – advise of assessment outcomes Direct mail/email/SMS 	2024

Development stage	Engagement goal	Target stakeholders	Engagement technique	Timing
Post Approvals	<ul style="list-style-type: none"> Inform the community of ongoing engagement mechanisms throughout the operational life of the Project Ongoing monitoring and management process Educate community regarding the Project specific benefit sharing process. 	<ul style="list-style-type: none"> All 	<ul style="list-style-type: none"> Social Impact Management Plan Operational Community Engagement Plan Complaints and Enquires Management Procedure 	2024 through project life

3.7 Stakeholder engagement activities

Table 6 outlines the key stakeholder engagement activities completed to date. The communication tools listed continue to be used throughout the project development. Note this provides a snapshot only, with full details recorded in the SQE internal engagement database for the Project, Consultation Manager.

Stakeholder engagement is ongoing during the development of the wind farm. The table below does not reflect the fact that the JWF 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 activities

Communication tools	Audience	Description	Distribution
Advertisements in local media	Broader community	<p>The project advertised in local media for both the community consultative committee application and upcoming community drop-in sessions.</p> <p>Media releases were also sent to local media outlets with regular project updates.</p> <p>The project has also participated in requests from local media outlets including newspapers, school newsletter or local radio station interview requests.</p>	<p>30 advertisements in total:</p> <p>14 x Community Consultative Committee Application</p> <p>16 X community drop-in sessions</p>
Community drop-In sessions	All interested stakeholders	<p>The project team has held two community drop-in sessions to provide the public an informal avenue to discuss project information or allow interested stakeholders to peruse information developed on poster boards around the room.</p> <p>These are typical 'drop-in' style open-door meetings held at a convenient and accessible location where the proponent makes available key staff to discuss aspects of the Project.</p>	<p>4 May 2022: 19 attendees</p> <p>30 March 2021: 22 attendees</p>

Communication tools	Audience	Description	Distribution
Email	Associated landowners. Neighbouring or proximal landowners Community interest groups including Council	Emails are used regularly for the discussions with particular stakeholders where this is a practical means of interaction, however not as a replacement for the above face to face meetings or phone calls. These are a useful tool in the sharing pProject information. Invitation to the community drop-in sessions and copies of the project newsletter were also distributed via email to registered email addresses.	>400 emails
Group meetings	Special interest groups Government authorities	SQE has had group meetings with several interest groups and government agencies to present project information and provide a forum for discussion. SQE has also attended public meetings called by other stakeholders as a means of discussing and disseminating Project information.	30 including meetings with Council, BCS, Crown, Forestry, DPIE, TransGrid, BoM, CCC Independent chair
Newsletters	Associated landowners. Neighbouring or proximal landowners Community interest groups including Council	Project information delivered by SQE so that specific information reaches its intended recipients. These also provide a means of contact where residents are not contactable via any other means. The project newsletter also contained contact details of the project development team to allow further discussion. Project newsletters are also available on the project website.	6 Newsletters mailed out to between 100-150 households (800 total). (November 2020, March 2021, October 2021, April 2022, November 2022 and May 2023). In addition, community drop in session invitations were also sent in March 2021 and April 2022 to over 150 households.
One-on-one meetings	Associated landowners. Neighbouring or proximal landowners Special interest groups Wider community Government Stakeholders	SQE has one on one meetings with stakeholders at their residence (or common meeting area), providing personalised opportunities for engagement and provision of information	>200
Phone calls	All stakeholders	The project team contact stakeholders by phone to discuss elements of the project and disseminate information. This is often used to organise meetings or provide clarity on minor matters, although the project development team are readily available for face-to-face meetings and use phone calls more as a tool to organise those meetings. Some stakeholders may prefer to have meetings over the phone rather than in person.	>400
Site Visit	Associated landowners	The project team provided opportunities for interested landowners to visit other SQE owned projects in operation or construction.	11 Associated landowners have participated in tours.
Website and social media	All interested stakeholders.	The project maintains a website providing accessible information to the public on project	The Jeremiah Wind Farm website is publicly available and has had

Communication tools	Audience	Description	Distribution
		description, timeline, planning and approvals processes, media releases etc. Social media (Facebook and LinkedIn) is used by the project team to share updates regarding the project or invite stakeholders to public events.	approximately 3,200 page views in the past year. SQE has made social media posts promoting Jeremiah Wind Farm Project newsletters that had a total of 500 engagements.
Virtual Community Open Day	All interested stakeholders	The project team established a virtual consultation room that provided the same information available at the in-person community day hosted on the May 4, 2022. This resource has been advertised on the project website, community newsletters and directly during consultation. It has been open and publicly available between May 4, 2022 and July 2023	Approximately 1000 visits (133 unique visitors).

3.8 Frequency of engagement

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 interested stakeholders. The project website jeremiahwindfarm.com.au is also reviewed and updated as new information is available and provides contact details and methods to get in touch with the project team. The frequency of engagement with stakeholders will vary depending on the project stage and level of stakeholder interest, 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.

3.9 Data management and consultation manager

Consultation Manager is a stakeholder relationship management platform used to manage records of interactions with stakeholders. Consultation Manager helps to keep track of relationships with landowners, hosts, neighbours and other key stakeholders. By doing this we can keep accurate records and provide opportunities to analyse and continually improve our consultation and engagement practices.

3.10 Evaluation of community & stakeholder engagement performance

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

4 Potential issues and opportunities

4.1 Potential social impacts

The project SIA identified several low and medium residual social risks, as well as a number of high positive social impacts. The SIA provides a high-level framework that demonstrates the practical arrangements for monitoring and managing social impacts from construction through to operations and decommissioning.

Following project approval, SQE would develop a plan that defines and guides the monitoring and evaluation of social aspects of the Jeremiah Wind Farm. An adaptive management approach for the management of social impacts would utilise information and guidance from the SIA Guidelines (2021) and would include:

- a program to monitor predicted social impacts against actual impacts
- any relevant notification and reporting process
- a program for the ongoing analysis of social risks and opportunities
- identifying appropriate stakeholder responsibilities

The practical arrangements for monitoring and managing social impacts will be integrated into the overarching Project Environmental Management System (EMS) inclusive of an Accommodation and Employment Strategy (AES) and a Community Benefit Register (CBR) – and supported by the SEP.

4.2 Potential mitigation measures and opportunities

The Project will aim to minimise potential negative social impacts and enhance social benefits for the community.

Table 9: Potential mitigation measures and opportunities

Social impact category	Existing mitigation measures	Identified opportunities
Accessibility	<ul style="list-style-type: none"> • Establishment of a JWF community sponsorship program. • Housing and accommodation EOI form on website • Community investment fund: agreed upon with Council – to come into effect upon commencement of construction. 	<ul style="list-style-type: none"> • Housing and accommodation strategy for temporary workforce. Collaboration with Council & local authorities.
Surroundings	<ul style="list-style-type: none"> • Changes to layout and design based on feedback from landowners and community. 	<ul style="list-style-type: none"> • Education on windfarms and agriculture co-existing.
Livelihoods	<ul style="list-style-type: none"> • Establishment of JWF community sponsorship program. • Host and neighbour agreements • VPA with local Council • Prioritise utilising local contractors and suppliers 	<ul style="list-style-type: none"> • Upskilling/re-skilling opportunities for local workers • Strategically target opportunities for local businesses to supply/service the Project.
Decision making systems/ cumulative impacts	<ul style="list-style-type: none"> • Continual community and stakeholder engagement 	<ul style="list-style-type: none"> • Engagement strategies that support collaboration across the region • Collaboration with State Government departments and other developers within the region

Social impact category	Existing mitigation measures	Identified opportunities
		to effectively mitigate cumulative impacts.

Further mitigation and management measures will be considered and implemented as the Project progresses.

5 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 do this through a range of opportunities such as community benefit funds, neighbour agreements, voluntary planning agreements, community sponsorships and grant initiatives.

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.

5.1 Voluntary Planning Agreement

Jeremiah Wind Farm entered into a Voluntary Planning Agreement with Cootamundra-Gundagai Regional Council in 2021 inclusive of a Community Enhancement Fund (CEF). This will provide monetary contributions to fund projects and initiatives that are of benefit to the local community. The contributions will begin at the start of Project construction and will continue for the operational life of the Project. Contributions include \$3,500 per WTG installed per annum indexed to CPI, with 70% of funds allocated to the CEF and 30% to a local roads' maintenance fund managed by Council. A CEF committee will be created in accordance with the Section 355 of the Local Government Act 1993 to distribute the CEF funds as per the Committee Charter to be developed by the committee. The CEF Committee will be comprised of three community representatives, council delegates and a representative from the Project company.

Projects and initiatives near the wind farm project area will be prioritised and a portion of the fund will be used by Council to maintain safe local roads.

5.2 Community Sponsorship Program

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. Some of the initiatives supported to date are detailed in Table 10.

There are four rounds of funding each year for Jeremiah Wind Farm's Community Sponsorship Program, with a total of \$40,000 available per year.

Round	Dates opening	Dates closing
Autumn	1 December	28 February
Winter	1 March	31 May
Spring	1 June	31 August
Christmas	1 September	30 November

For more information about the JWF Community Sponsorship Program and to apply, visit: <https://www.squadronenergy.com/communitysponsorship>

Table 10: Community Sponsorship Program allocations to date

Community Group	Application Details
Tumut Falling Leaf Festival	Event sponsor
Gundagai Show	Event sponsor
Tumut Off-Grid Throw Down	Event sponsor
Coolac Memorial Hall	Assist with celebrations for re-opening of Coolac Memorial Hall
Tumut Show Society Inc	Entertainment for 2023 Tumut Show
Gundagai South Public School	Irrigation upgrades for school oval
Galley's Creek Landcare	Fencing, planting and earthworks
Crawford Angus Charity Campdraft	Event Sponsor for campdraft held at 'Jeremiah' on Grahams Road owned by Graham Family (Adam)
Tumut Bulls Rugby Union Football Club	Electronic scoreboard
Sounds of the Mountains Radio	Radio station sponsor, with ongoing announcements (3 per day, Mon-Sun, 2 bonus spots Mon-Fri)
Coolac Cricket Club	Major club sponsor
Flourish Tumut	Sponsorship of musical equipment
Bongongo Public School	Purchase of a ride on lawnmower to maintain fields

5.3 Accommodation Register

We are compiling a register of local accommodation opportunities that are available, or will become available, during the development, construction and operation of the wind farm.

Accommodation could be used for short-term stays, for example when environmental studies are being carried out by consultants during development, and for longer-term stays such as during construction.

Jeremiah Wind Farm is expected to support up to 150 jobs during construction, as well as 12 ongoing jobs during operations.

Land owners and local businesses are encouraged to register their interest in supplying accommodation. Interested property owners can email the team directly at info@jeremiahwindfarm.com.au.

5.4 Local contractors register

Local contractors and service providers are encouraged to register their interest for supplying goods and services during construction and operation of the wind farm using the form.

5.5 Supply Contracts and Services

Wind farm construction is a complex business. The construction effort requires a wide range of technical, trades and skills and the project relies heavily on local traders and

We strongly encourage those suppliers interested in participating in the construction of a Squadron Energy project to register their interest using the form on the website, or directly at info@jeremiahwindfarm.com.au.

6 Review

This plan will be reviewed and updated at least twice per year 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 wind farms.

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.

7 References and further reading

- .id community (2022), Gundagai Cootamundra Regional Council Area Community profile: <https://profile.id.com.au/cgrc/birthplace>
- Australian Bureau of Statistic (2021): https://quickstats.censusdata.abs.gov.au/census_services/
- Clean Energy Council (2018), Best Practice Charter for Renewable Energy Development and Community Engagement Guidelines for the Australian Wind Industry.
- Clean Energy Council (2019), Guide to Benefit Sharing Options for Renewable Energy Projects.
- CWP Renewables (2022), A Guide for Landowners.
- CWP Renewables (2022), A Guide for Neighbouring Landowners.
- CWP Renewables (2022), Reflect Reconciliation Action Plan.
- Cootamundra-Gundagai Regional Council and Jeremiah Wind Farm Pty Ltd (2022), Planning Agreement
- International Association for Public Participation (2016), Certificate in Engagement, Engagement Methods handbook.
- International Association for Public Participation (2004), IAP2 Public Participation Spectrum.
- NSW Department of Planning and Environment (2016), Wind Energy Guideline for State significant wind energy development.
- NSW Department of Planning and Environment (2016), Wind Energy Visual Assessment Bulletin for State significant wind energy development.
- NSW Department of Planning, Industry and Environment (2022), Social Impact Assessment Guideline for State Significant Projects.
- NSW Department of Planning, Industry and Environment (2021), Technical Supplement: Social Impact Assessment Guideline for State Significant Projects.
- NSW Department of Planning, Industry and Environment (2021), Undertaking Engagement Guidelines for State Significant Projects.
- Profile. Id (2021): <https://profile.id.com.au/cgrc/birthplace>
- Remplan, Riverina NSW (2021): <https://app.remplan.com.au/rdariverina/community/population/age?g=au2016lga&state=6762s8!KQLJIMxKetpWpJ7fKjNwWiXUYF1xAsdFbFwFe2SNF7sEXgUkXw>