

Stakeholder Engagement Plan

Jeremiah Wind Farm

6 November 2024



Final

Revision Control

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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 Squadron Energy	1
1.2	Purpose of this plan.....	1
1.3	Our approach to stakeholder engagement.....	2
1.4	Our values	2
1.5	Enquiries and complaints	2
1.6	Government and industry guidelines.....	3
	1.6.1 Clean Energy Council.....	3
	1.6.2 International Association of Public Participation	4
1.7	Stakeholder engagement objectives	4
2	The project	5
2.1	Project context.....	5
2.2	Project location	5
2.3	Project overview	7
2.4	Project site map including proposed layout.....	7
2.5	Indicative project timeline	8
2.6	Landowner engagement.....	8
3	Stakeholder identification and analysis.....	8
3.1	Defining the social locality	8
3.2	Stakeholder identification process.....	9
3.3	Stakeholder overview	9
3.4	First Nations engagement	11
	3.4.1 SQE Reconciliation Action Plan	12
3.5	Stakeholder engagement activities	13
3.6	Indicative schedule for engagement by development stage	15
4	Potential issues and opportunities.....	17
4.1	Potential social impacts	17
4.2	Potential mitigation measures and opportunities	18
5	Potential community benefit sharing	18
5.1	Accommodation Register	20
5.2	Local contractors register	21
6	Review	21

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 Squadron Energy

Squadron Energy is the leading renewable energy company that develops, operates and owns renewable energy assets in Australia. It will be the biggest single contributor to helping Australia meet its 2030 target of 82% renewable energy.

We are 100% Australian owned and have 1.1 gigawatts (GW) of renewable energy in operation and 900MW under construction. We work with local communities and our customers to lead the transition to Australia's clean energy future, using our proven experience and expertise across the project lifecycle.

1.2 Purpose of this plan

This Stakeholder Engagement Plan (SEP) has been developed for the Jeremiah Wind Farm (JWF). It outlines SQE's understanding of the communities surrounding the project and our approach to community and stakeholder engagement. The plan also outlines the potential impacts and provides examples of opportunities that could be developed in consultation with local partners and communities depending on need.

Table 1: Key terminology

Term	Description
AEMO	Australian Energy Market Operator
CEC	Clean Energy Council
DPHI	NSW Department of Planning Housing and Infrastructure (previously DPIE)
DCCEEW	Commonwealth Department of Climate Change Energy the Environment and Water
NSW DCCEEW	NSW Department of Climate Change Energy the Environment and Water
EIS	Environmental Impact Statement
EnergyCo	Energy Corporation of NSW
IAP2	International Association of Public Participation
JWF	Jeremiah Wind Farm
LALC	Local Aboriginal Land Council
LGA	Local Government Area
LLS	Local Land Services
NEM	National Energy Market
REZ	Renewable Energy Zone
SEARs	Secretary's Environmental Assessment Requirements
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment

Term	Description
SSD	State Significant Development
SQE	Squadron Energy
VPA	Voluntary Planning Agreement
WTG	Wind Turbine Generator

1.3 Our approach to stakeholder engagement

Stakeholder engagement is carried out by the Jeremiah Wind Farm Project team, with input from SQE's Stakeholder Engagement team and supported by SQE's First Nations Engagement team.

Stakeholders vary and may include host and neighbouring landowners, local communities, community interest groups, First Nations groups, government representatives, industry groups, and media. Our approach is multi-faceted, to ensure comprehensive engagement across all groups, utilising the skills of our various teams. Landowners and hosts will most likely be engaging directly with project teams. Broader stakeholder groups may be engaging with a wider group of staff with expertise, including First Nations engagement, government relations, media and communications and community engagement.

We begin our engagement process by undertaking robust stakeholder mapping and analysis to understand the needs of the community and build relationships from project inception.

This allows us to work collaboratively with communities and stakeholders to identify impacts, mitigate these, and also identify mutually beneficial legacy opportunities in areas where we locate our projects.

1.4 Our values

SQE's values underpin and guide our work.

Table 2: SQE's Values

Humility	Generating Ideas
Courage and Determination	Integrity
Empowerment	Safety
Enthusiasm	Stretch Targets
Family	Frugality

1.5 Enquiries and complaints

Throughout the project lifecycle, stakeholders and members of the community have the opportunity to contact SQE via a 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.

During the project's development, stakeholders and members of the community can contact the Jeremiah Wind Farm project team via the following details:

- email address: jeremiahwind@squadronenergy.com
- phone number: 0482 097 449
- website <https://www.squadronenergy.com/our-projects/jeremiah-wind-farm>

Our [complaints management procedure](#) outlines how we will manage any complaints.

1.6 Government and industry guidelines

This plan has been prepared considering the following:

- International Association for Public Participation (IAP2), (2018), Spectrum of Engagement (currently under review)
- United Nations Declaration on the Rights of Indigenous People (UNDRIP), (September 2007)
- NSW Department of Planning, Infrastructure and Environment (DPIE), (February 2023), *Social Impact Assessment Guideline for State Significant Projects*
- NSW Department of Planning, Infrastructure and Environment (DPIE), (March 2024), *Undertaking Engagement Guidelines for State Significant Projects*
- NSW Department of Planning and Environment (DPE), (December 2023), *Draft Wind Energy Guideline-Guidance for State Significant Wind Energy Development*
- NSW Department of Planning and Environment (DPE), (November 2023), *Draft Energy Policy Framework*

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

1.6.1 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 of openness, inclusiveness, responsiveness, and accountability.

We also reference CEC's document; A Guide to Benefit Sharing Options for Renewable Energy Projects. SQE is also a signatory to the CEC's Best Practice Charter for Renewable Energy Developments. The Best Practice Charter is a set of voluntary commitments by Clean Energy Council members to engage respectfully with the communities in which they plan and operate projects, to be sensitive to environmental and cultural values and to make a positive contribution to the regions in which they operate.

1.6.2 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.

Figure 1: IAP2 Spectrum of Public Participation (currently under review)



The diagram illustrates the IAP2 Spectrum of Public Participation. At the top, a green arrow points to the right, labeled "Increasing impact on the decision". Below this, a table outlines five levels of participation: Inform, Consult, Involve, Collaborate, and Empower. Each level is associated with a specific public participation goal and a promise to the public.

	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 seek your feedback on drafts and proposals.	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 work together with you to formulate solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

1.7 Stakeholder engagement objectives

SQE is committed to undertaking genuine and meaningful community and stakeholder engagement and consultation for the project. The communication and engagement objectives for the project 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
- build and maintain SQE's social licence within the community.

2 The project

2.1 Project context

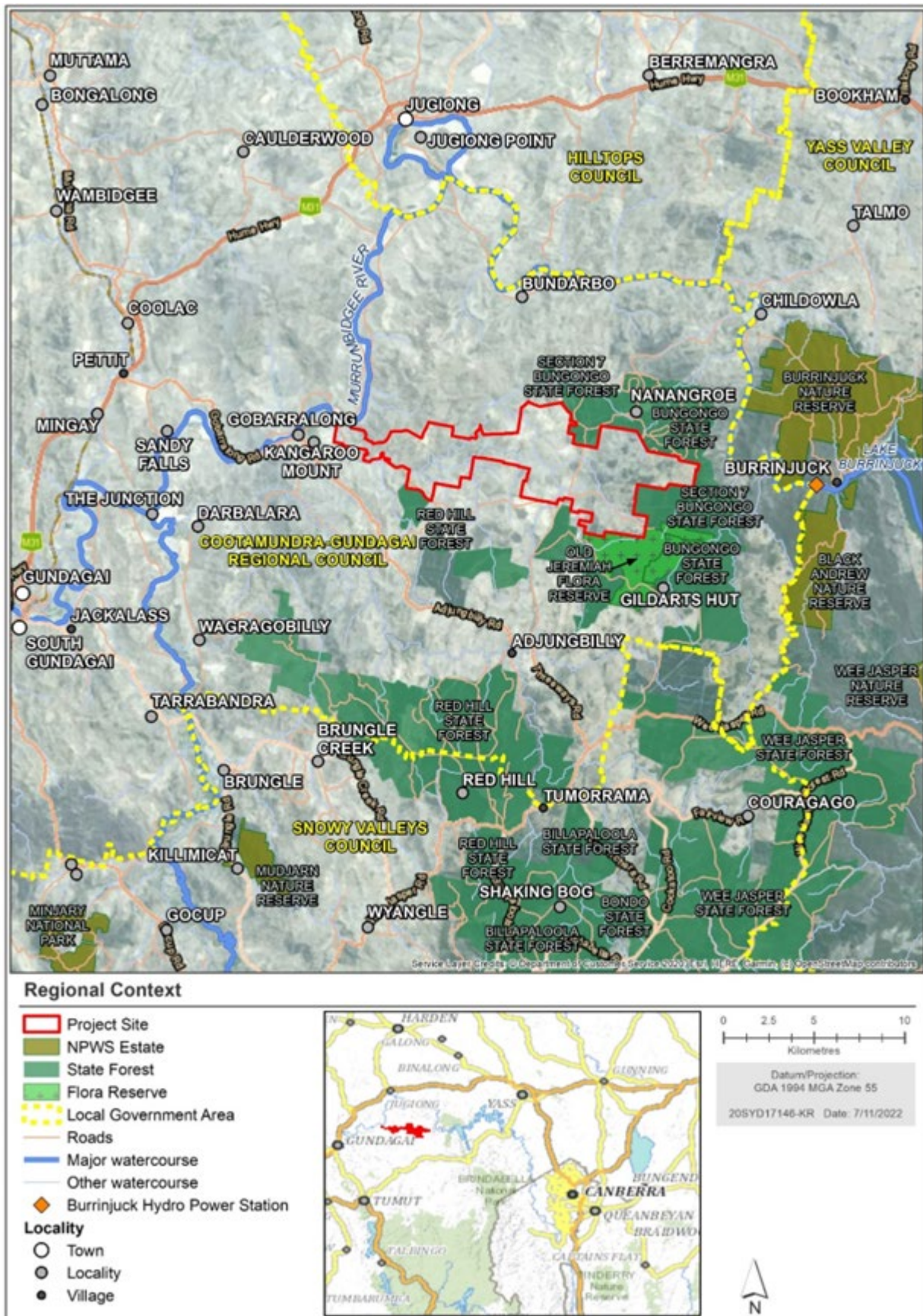
Jeremiah Wind Farm is a proposed wind farm and battery project, classified as State Significant Development (SSD) and requires approval under Part 4 of the *Environmental Planning and Assessment Act 1979* (EP&A Act) through the preparation of an Environmental Impact Statement (EIS). The project received Secretary's Environmental Assessment Requirements (SEARs) on 23 September 2021 and updated SEARs on 18 June 2024.

As part of the project EIS, a Social Impact Assessment (SIA) 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, including the SIA, is expected to be lodged in early 2025.

2.2 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 local area of Adjungbilly. The project site is approximately 29km east of Gundagai. 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



2.3 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 high, each with a capacity of approximately 6 MW.

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:

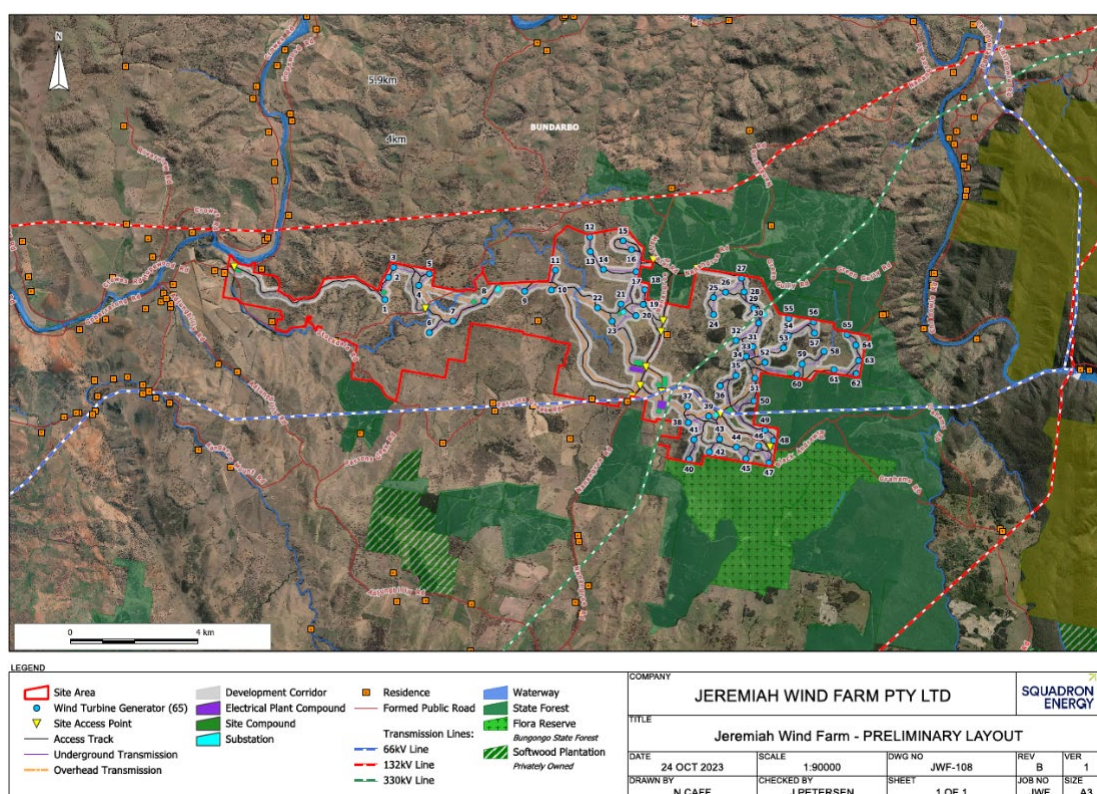
- approximately 65 wind turbine generators (WTGs) to maximum tip height of up to 250m
- generating capacity of approximately 400 MW, enough to power approximately 200,000 average NSW homes
- provision for 150MW/600 MWh battery storage (capacity and type to be determined)
- ancillary infrastructure including 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 incorporating community and stakeholder feedback and the findings of environmental and social studies. This enables SQE to maximise positive social, economic and environmental outcomes from the project, while minimising adverse impacts.

2.4 Project site map including proposed layout

The proposed project layout is shown in Figure 3.

Figure 3: Indicative Project Layout Map, July 2022



2.5 Indicative project timeline

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

SQE will continue to build a local presence through ongoing engagement and communication with our stakeholders. An indicative timeline is provided in Table 3.

Table 3: Project milestones

Time	Milestone
2005	Site identification and wind resource monitoring
March 2021	Community drop-in session
July 2021	Scoping Report lodged with NSW Department of Planning and Environment
September 2021	EIS technical assessments
November 2021	Expressions of interest sought for a Community Consultative Committee
May 2022	Community drop-in session
2022-2024	Stakeholder engagement and community sponsorship program commenced
2025	EIS on public exhibition
2026	Development approvals forecast

2.6 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.

Project layouts and potential impacts to the surrounding land are assessed and considered as part of the early stages of site selection and feasibility assessment. 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

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 eastern 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 living in Adjungbilly. Of these, 59.4% were male and 40.6% were female.

The project is located within the Cootamundra-Gundagai Regional Council LGA, which is currently home to 11,169 people (profile.id community, 2022). The population has remained 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 approximately 8 kilometres from the project site. The project area comprises several elevated ridges with nearby land mainly used for grazing and forestry.

3.2 Stakeholder identification process

At the beginning of the project, we identify all stakeholders who would be affected by the project and compile demographic insights about the local community. This enables us to gain a comprehensive understanding of the stakeholders and communities surrounding our projects. To gain this understanding, we researched:

- 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
- 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.

3.3 Stakeholder overview

SQE has undertaken analysis and local engagement to identify key stakeholder groups.

Table 4: 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.

Stakeholder group	Stakeholders
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 eight kilometres (8km) of the proposed WTGs.
Communities within the social locality	<ul style="list-style-type: none"> • Adjungbilly • Gobarralong • Darbalara • Bongongo • Gundagai • Tumut • Tumorrana
Government – State	<ul style="list-style-type: none"> • Department of Finance, Services, and Innovation – Telco Authority • Department of Climate Change, Energy, the Environment and Water (DCCEEW) including: <ul style="list-style-type: none"> – Biodiversity, Conservation and Science Directorate (BCSD) – Energy Corporation – Water Group • Department of Planning, Housing and Infrastructure (DPHI) including Crown Lands • 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 • TransGrid • 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 Agriculture, Water and Environment (DAWE) • Department of Defence • Department of Climate Change, Energy, the Environment and Water (DCCEEW) • Australian Energy Market Operator (AEMO)
Local Council	<ul style="list-style-type: none"> • Cootamundra Gundagai Regional Council
Government - elected representatives	<ul style="list-style-type: none"> • Federal Member for Riverina, Hon Michael McCormack MP • NSW Member for Cootamundra Steph Cooke, MP
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 Association (P&C) • Country Women’s Association, Gundagai Branch • Tumut Show Society • Landcare • Holy Advent Church Tumorrana • Rural Women’s Day

Stakeholder group	Stakeholders
Schools	<ul style="list-style-type: none"> • Bongongo Public School • Puggles Mobile Preschool • Jugiong Public School • Gundagai Public School • St Patricks Catholic Primary school • Gundagai South Public School • Gundagai High School • Brungle Public School • Tumut Public School • Tumut High School • McAuley Catholic Central School • Snowy Valley School • Franklin Public School
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 • Ngunnawal Heritage Aboriginal Corporation
Industry and local business	<ul style="list-style-type: none"> • Gundagai Business Network • 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. – Gundagai Visitor Information Centre – Coolac Store – Eulonga Quarries – The Junction air strip
Media	<ul style="list-style-type: none"> • Tumut and Adelong Times (newspaper) • The Gundagai Independent (newspaper) • Sounds of the Mountains radio station • ABC Riverina (radio)

3.4 First Nations engagement

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

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

- NSW Office of Energy and Climate Change (August 2022), *First Nations Guidelines, Increasing income and employment opportunities from electricity infrastructure projects*
- NSW Office of Environment and Heritage, Department of Premier and Cabinet (April 2011), *Guide to investigating, assessing and reporting on Aboriginal cultural heritage in NSW*
- Department of Environment, Climate Change and Water NSW (September 2010), *Code of Practice for Archaeological Investigation of Aboriginal Objects in New South Wales*

- Department of Environment, Climate Change and Water NSW (April 2010), *Aboriginal cultural heritage consultation requirements for proponents 2010*.

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 and 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 (SIA) 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
- 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
- ensure that engagement is undertaken by people with appropriate skills and experience.

3.4.1 SQE Reconciliation Action Plan

SQE launched a Reflect Reconciliation Action Plan (RAP) in April 2024. SQE is committed to becoming a leading renewable energy organisation in the space of reconciliation. The RAP features 52 deliverables and the commitments that relate closely to the project's stakeholder engagement are detailed in the table below.

Table 5: Reconciliation Action Plan deliverables

RAP action	RAP deliverable	Action on project
Establish and strengthen our engagement and working relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Review the requirements for Stakeholder Engagement Plans (SEP) for development projects, to ensure they include Aboriginal and/or Torres Strait Islander stakeholders and organisations relevant to the project's locality and sphere of influence.	Review of First Nations Stakeholders and organisations considered as related to the project was undertaken in preparation of this report. Relevant First Nations Stakeholders are listed in Section 3.3 .
	Liaise with SQE First Nations Engagement employees on best practice and principles of engagement with Aboriginal and/or Torres Strait Islander stakeholders that are identified in the Stakeholder Engagement Plan for each development project.	Regular stakeholder engagement meetings occur. These are attended by the project team, the stakeholder engagement team and the First Nations engagement team.
	Review and reinforce company process for recording contact information and consultation history with Aboriginal and/or Torres Strait Islander stakeholders.	Interactions between the project team and First Nations Stakeholders are recorded using consultation management software.
	Develop relationships with Aboriginal and/or Torres Strait Islander recruiters and labour hire businesses (e.g.	Discussions have been had with Brungle Tumut LALC regarding future employment opportunities relating to the project. A

RAP action	RAP deliverable	Action on project
	Indigenous Labour Hire, Aboriginal Employment Strategies, NuiDawn).	construction and contractor expression of interest form was provided.
Promote reconciliation through our sphere of influence.	Review our community sponsorships through a First Nations inclusive lens and investigate new community partnership opportunities with Aboriginal and Torres Strait Islander communities and organisations.	Review of project sponsorship policy required, to ensure consideration of First Nations inclusivity and cultural sensitivity.
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Implement Aboriginal and/or Torres Strait Islander cultural training across the business.	The project team have undertaken cultural awareness training.
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Investigate ways in which to increase Aboriginal and Torres Strait Islander participation in contractor employment.	Discussions have been had with Brungle Tumut LALC regarding future employment opportunities relating to the project.

3.5 Stakeholder engagement activities

Table 6 provides a snapshot of the key stakeholder engagement activities completed to date. The communication tools listed continue to be used throughout the project development.

Table 6: key stakeholder engagement activities

Communication tools	Audience	Description	Distribution
advertisements in local media	broader community	The project advertised in local media for both the community consultative committee applications and upcoming community drop-in sessions. Media releases were also sent to local media outlets with regular project updates. The project has also participated in requests from local media outlets including newspapers, school newsletters or local radio station interview requests.	30 advertisements in total: 14x advertisements calling for Community Consultative Committee Application 16x advertisements regarding community drop-in sessions
community drop-In sessions	all interested stakeholders	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. 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.	4 May 2022: 19 attendees 30 March 2021: 22 attendees In addition, community drop in session invitations were also sent in March 2021 and April 2022 to over 150 households.
Email	associated landowners, neighbouring or proximal landowners, community interest groups	Emails are used regularly for discussions with particular stakeholders where this is a practical means of interaction, however not as a replacement for face-to-face meetings or phone calls. These are a useful tool in the sharing project information. Invitation to the community drop-in sessions and copies of the project newsletter were also	>600 emails

Communication tools	Audience	Description	Distribution
	including Council	distributed via email to registered email addresses.	
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 and BoM
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).
One-on-one meetings	associated landowners, neighbouring or proximal landowners, special interest groups, wider community and 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, disseminate information, and organise meetings or provide clarity on minor matters. Some stakeholders prefer to have phone meetings rather than in person.	>500
Site visit	associated landowners	The project team provide 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 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 to stakeholders to public events.	The Jeremiah Wind Farm website is publicly available and has had 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	Approximately 1000 visits (133 unique visitors).

Communication tools	Audience	Description	Distribution
		during consultation. It has been open and publicly available between May 4, 2022 and July 2023.	

3.6 Indicative schedule for engagement by development stage

Table 7 details the engagement tools to be used throughout the development stages of the Jeremiah Wind Farm. Stages outlined are as described in the Social Impact Assessment Guideline (DPIE 2022) with reference to the Wind Energy Guide (DPE 2016).

Stakeholder engagement is ongoing during the development of the wind farm. Table 7 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: Indicative engagement schedule by development stage

Development stage	Engagement goal	Target stakeholders	Engagement technique	Timing
Project Scoping and Request for SEARS	identify potential social impacts using the SIA scoping tool.	n/a	n/a	March - April 2021
	identify community values, potential constraints and opportunities in the project area, and inform the design process.	<ul style="list-style-type: none"> • host landholders • neighbours • Local council • service providers • vulnerable groups including indigenous. 	<ul style="list-style-type: none"> • one-on-one meetings with potential host landholders, neighbours and key government stakeholders • project fact sheet and visuals to help inform above meetings. 	2008 - April 2021
	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
	identify landscape values, as required by the Wind Energy: Visual Assessment Bulletin. engage with landholders about the proposed project area, likely	<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

Development stage	Engagement goal	Target stakeholders	Engagement technique	Timing
	corridors for development, or preliminary turbine layouts, access routes and potential location of ancillary infrastructure			
	Identify affected and interested people, groups, organisations and communities and helping people to understand the proposal and the social impact assessment	<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, potential contractor opportunities (EOIs) 	2020 - April 2021
SEARS Issued/extended	identify and appropriately respond to community concerns	<ul style="list-style-type: none"> • NSW DCEWW • EIS technical consultants • host landholders / nearby neighbours • local council • community Interest Groups 	<ul style="list-style-type: none"> • as above 	September 2021 SEARs extension requested May 2023, re-issued with additional requirements in September 2023
Prepare EIS (Current stage)	<p>identify and predict social impact</p> <p>collect data, evidence and insights for the SIA</p> <p>confirm data, assumptions and findings for the SIA</p> <p>involve marginalised groups</p>	<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 - 2024
Lodge EIS	<p>inform community of a formal opportunity to express their views on the proposed project</p> <p>educate community regarding</p>	<ul style="list-style-type: none"> • all 	<ul style="list-style-type: none"> • community newsletter – advise of exhibition period • EIS Summary • direct mail/email/SMS 	2025

Development stage	Engagement goal	Target stakeholders	Engagement technique	Timing
	outcomes of the EIS and contents of the EIS technical papers			
Approvals Assessment	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 - 2025
Post Approvals	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 	2025 and throughout project life

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 JWF. 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 this 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. Further mitigation and management measures will be considered and implemented as the project progresses.

Table 8: 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 benefit 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 and 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 to effectively mitigate cumulative impacts

5 Potential 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 tailor benefits for each project and make a positive lasting contribution to each region.

As part of our stakeholder engagement process, we identify potential community benefit sharing opportunities based on community needs. We understand that each community is different, and not all community benefit sharing initiatives will be suitable. By engaging early, we can develop benefit sharing offerings alongside the community, resulting in better uptake and more community buy-in.

SQE 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 SQE community benefit sharing across our projects. These examples are a starting point for engagement, allowing communities to understand what has been possible in other areas. We use the examples to prompt discussions and provide confidence that SQE is the right partner. They have been developed with communities to meet specific,

localised, community needs, and some are used on more than one project if appropriate. They may be replicated, or they may be prompts for communities to identify their own opportunities and approaches for collaboration and long-term benefit.

Table 9: Community benefit sharing initiatives

Voluntary Planning Agreements	<p>Jeremiah Wind Farm entered into a Voluntary Planning Agreement with Cootamundra-Gundagai Regional Council in 2021 which included 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 road 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 SQE.</p> <p>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.</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. Some of the initiatives supported to date are detailed in Table 10.</p> <p>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.</p> <p>For more information about the JWF Community Sponsorship Program and to apply, visit: Community Sponsorship EOI - Jeremiah Wind Farm</p>
Community Co-investment	<p>We 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. We may extend the program to the other regions where we are developing projects over time. Community Co-Investment offers residents in the region the opportunity to participate in and benefit from investing in Australia's transition to renewable energy.</p>
Telecommunications	<p>Reliable internet connectivity is a challenge for many rural and regional communities across Australia. We recently completed a trial program to improve internet connectivity at one of our wind farm development sites in NSW. Following its success, we are now rolling out a connectivity improvement program for residents near our Ungula Wind Farm project. The program will boost network coverage through a fixed wireless network for landowners and neighbours, making stronger network coverage accessible at city-based prices. We are also piloting ag-tech grants as part of the program to enhance landowner's access to innovative agricultural technology to support their farming operations. We are looking at how we can roll out the program to our other wind farm projects where it's feasible, in consultation with nearby landowners and communities.</p>
Employment and business opportunities	<p>Early engagement in the development process can identify economic and employment opportunities. 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 engage local businesses. 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>Engaging with local communities allows us to identify opportunities for skills development. For example, SQE has collaborated with TAFE NSW to create and deliver a digital Microskill course: "Introduction to the wind energy industry." We provided subject matter experts to create the lessons, and the course is now 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 Ungula Wind Farm, we are working with an industry partner to</p>

fund and deliver two trainee wind turbine technicians, providing them with more than 30 years of employment opportunity.

Table 9: Jeremiah Wind Farm Community Sponsorships (as at November 2024)

Organisation	Initiative
Bongongo Public School	ride on lawn mower
Crawford Charity Camp Draft	Event sponsor
Tumut Bulls Rugby Union Football Club	electronic scoreboard
Sounds of the Mountains Radio	community lost and found segment
Coolac Cricket Club	club sponsor
Flourish Tumut	therapeutic musical aids and equipment
Coolac Memorial Hall	hall re-opening event
Tumut Show 2023	event sponsor
Oatley's Creek Landcare	bank stabilisation and tree planting
Falling Leaf Festival Tumut 2023	event sponsor
Gundagai Pastoral and Agricultural Society Inc	Gundagai show event sponsor
Holy Advent Church Tumorrana	church restoration
St Patrick Public School	sporting kit for the children
Rural Women's Day	event sponsor in Coolac
Off Grid Fitness	event sponsor
Country Women Association	funding towards a gazebo
Gundagai Business Network	Gundagai community Christmas street parade
Tumut Show Society 2024	event sponsor
Falling Leaf Festival Tumut 2024	event Sponsor
Dragons the Best you Can Be Blitz 2024	11 schools visited by NRL Dragons players to present the Best you Can Be program
Tumut Landcare Nursery	Adjungbilly landcare project – Cotway Pastoral
Off Grid Fitness 2025	event sponsor
Jugiong Public School P&C	funding for overnight bush camp attended by five public schools
Crawford Charity Camp Draft 2025	event sponsor

5.1 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. Landowners and local businesses are encouraged to register their interest in supplying accommodation.

Interested property owners can register their interest by using the form on the project website:
[Accommodation provider EOI - Jeremiah Wind Farm](#)

5.2 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, available on the SQE website:
[Contractors and local business EOI - Squadron Energy](#).

6 Review

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.

This plan will be reviewed and updated at least once 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.