

Stakeholder Engagement Plan



Koorakee Energy Park

5 April 2024



Final

Revision Control

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[1]	09/04/24	Final Draft	CU	DS	Head of Stakeholder Engagement	
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Document Review

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

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1 Overview

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

1.1 About SQE

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

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

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

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

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

1.2 Purpose of this plan

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

1.3 Key terminology

Table 1: Key terminology

Term	Description
AEMO	Australian Energy Market Operator
CEC	Clean Energy Council
DPHI	NSW Department of Planning Housing and Infrastructure (formerly DPIE)
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
KEP	Koorakee Energy Park
LALC	Local Aboriginal Land Council
LGA	Local Government Area
NEM	National Energy Market
REZ	Renewable Energy Zone

Term	Description
SEARs	Secretary's Environmental Assessment Requirements
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
SSD	State Significant Development
SQE	Squadron Energy
VPA	Voluntary Planning Agreement
WTG	Wind Turbine Generators

1.4 Our approach to stakeholder engagement

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

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

1.5 Our values

SQE's values underpin and guide our work.

Table 2: Squadron Energy values

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

1.6 Enquiries and complaints

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

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

Project Manager: David Stanke

Email: koorakeenergy@squadronenergy.com

Phone: 1800 208 944

1.7 Government and industry guidelines

This plan has been prepared considering the following:

- International Association for Public Participation (IAP2), (2018), *Spectrum of Engagement*
- United Nations Declaration on the Rights of Indigenous People (UNDRIP), (September 2007)
- Department of Planning, Infrastructure and Environment (DPIE), (February 2023), *Social Impact Assessment Guideline for State Significant Projects*
- Department of Planning, Infrastructure and Environment (DPIE), (July 2021), *Undertaking Engagement Guidelines for State Significant Projects*
- Department of Planning, Infrastructure and Environment (DPIE), (December 2016), *Wind Energy Guideline for State Significant Wind Energy Development*
- Depart of Planning, Infrastructure and Environment (DPIE), (November 2023), *Draft Energy Policy Framework*

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

1.7.1 Clean Energy Council

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

1.7.2 International Association of Public Participation

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

Figure 1: IAP2 Spectrum of Public Participation

		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 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.

1.8 Stakeholder Engagement objectives

Squadron Energy 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; and
- build and maintain SQE’s social licence within the community
- Identifying opportunities for community benefit sharing and positive legacy initiatives.

2 The Project

2.1 Project location

Koorakee Energy Park is located approximately 12km north of Euston, within the Far West region of NSW, in the Murray State electorate. The project site is located within the Balranald Shire Local Government Area (LGA).

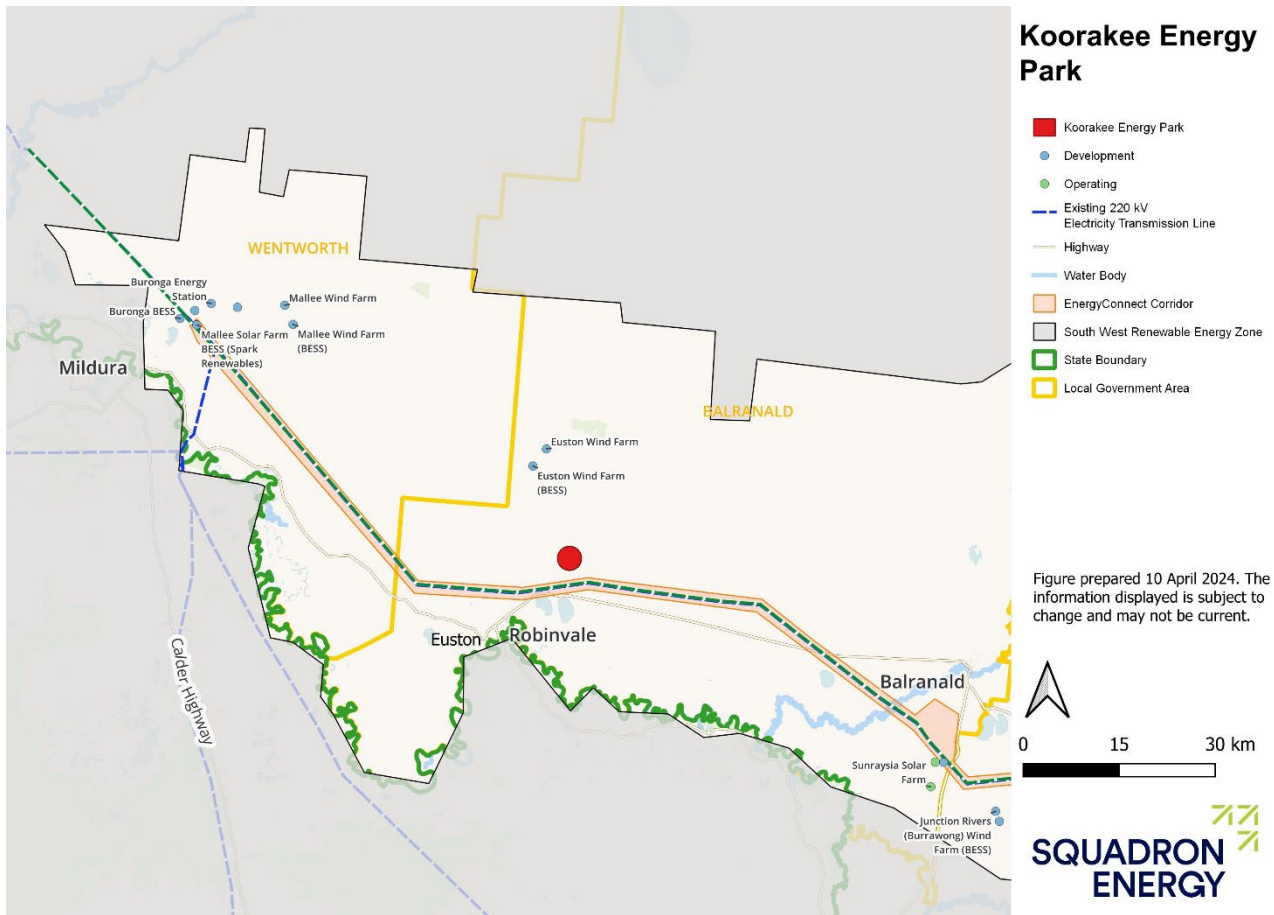
The majority of the land within the project site is currently used for agriculture including both dryland and irrigated crops as well as sheep grazing. The area is primarily cleared land and bushland interspersed by rural residences and agricultural structures.

The topography is generally flat with some minor undulations, with elevation ranging between approximately 60m Australian Height Datum (AHD) and 80m AHD. The project site is located within the Murray Darling Depression Riverina Interim Biogeographic Regionalisation for Australia (IBRA) bioregion which is characterised by a warm semi-arid climate.

The location is well-suited to wind and solar generation due to a reliable wind and solar resource and its position within the South West REZ. The project is strategically located in an area identified by the NSW Government as suitable for renewable energy projects and will assist the NSW Government in delivering on the objectives for the NSW Electricity Strategy and the South West REZ.

There are a number of operational (solar) and proposed (wind, solar and battery) renewable projects within the South West REZ. The closest operating renewable energy project is Robinvale Solar Farm (<10MW) approximately 15km south of the Project in Robinvale. There are a number of proposed projects in development within the South West REZ: Euston Wind Farm bounds the project site to the west, Mallee Wind Farm is approximately 44km to the west and Burrawong Wind Farm is approximately 56km to the east.

Figure 2: South West REZ map



2.2 Project context

Koorakee Energy Park is located within the South West Renewable Energy Zone (REZ). The NSW Government has developed the Electricity Strategy and Electricity Infrastructure Roadmap to deliver a number of REZs within the State. These REZs will play a vital role in delivering affordable, reliable energy generation to help replace the State’s existing power stations as they come to their scheduled end of operational life.

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

Energy Corporation of NSW (EnergyCo) is the statutory authority responsible for leading the delivery of REZs.

The NSW South West REZ was formally declared by the Minister for Energy in November 2022. The region was chosen due to its strong renewable energy resource potential, proximity to the existing grid and other considerations such as existing land uses and biodiversity conservation. There are also planned upgrades to the electricity network infrastructure including Project Energy Connect, a new 330kV transmission line and 66kV transmission line connecting Red Cliffs and Robinvale substations in Victoria.

Further information, including interactive maps and project updates are available on EnergyCo’s website [South West Renewable Energy Zone EnergyCo](https://www.energyco.nsw.gov.au/south-west-renewable-energy-zone).

2.3 Project overview

The project includes the installation, operation, maintenance and decommissioning of wind turbine generators (WTGs), photovoltaic solar panels, battery storage facilities, ancillary infrastructure and temporary facilities associated with construction of the project. The key components of the project include:

- wind generation up to 167 WTGs
- solar generation
- battery energy storage
- substations and transmission connections to connect the proposed WTGs to the proposed REZ transmission line
- electrical connections between the proposed WTGs and substations consisting of a combination of underground cables and overhead powerlines.
- temporary and permanent meteorological masts
- other associated infrastructure including access roads and tracks, operation and maintenance buildings and construction facilities (all facilities subject to further detailed design)
- temporary on-site concrete batching plant during the construction phase; and
- targeted road network upgrades to facilitate delivery of wind turbine components to the site as required.

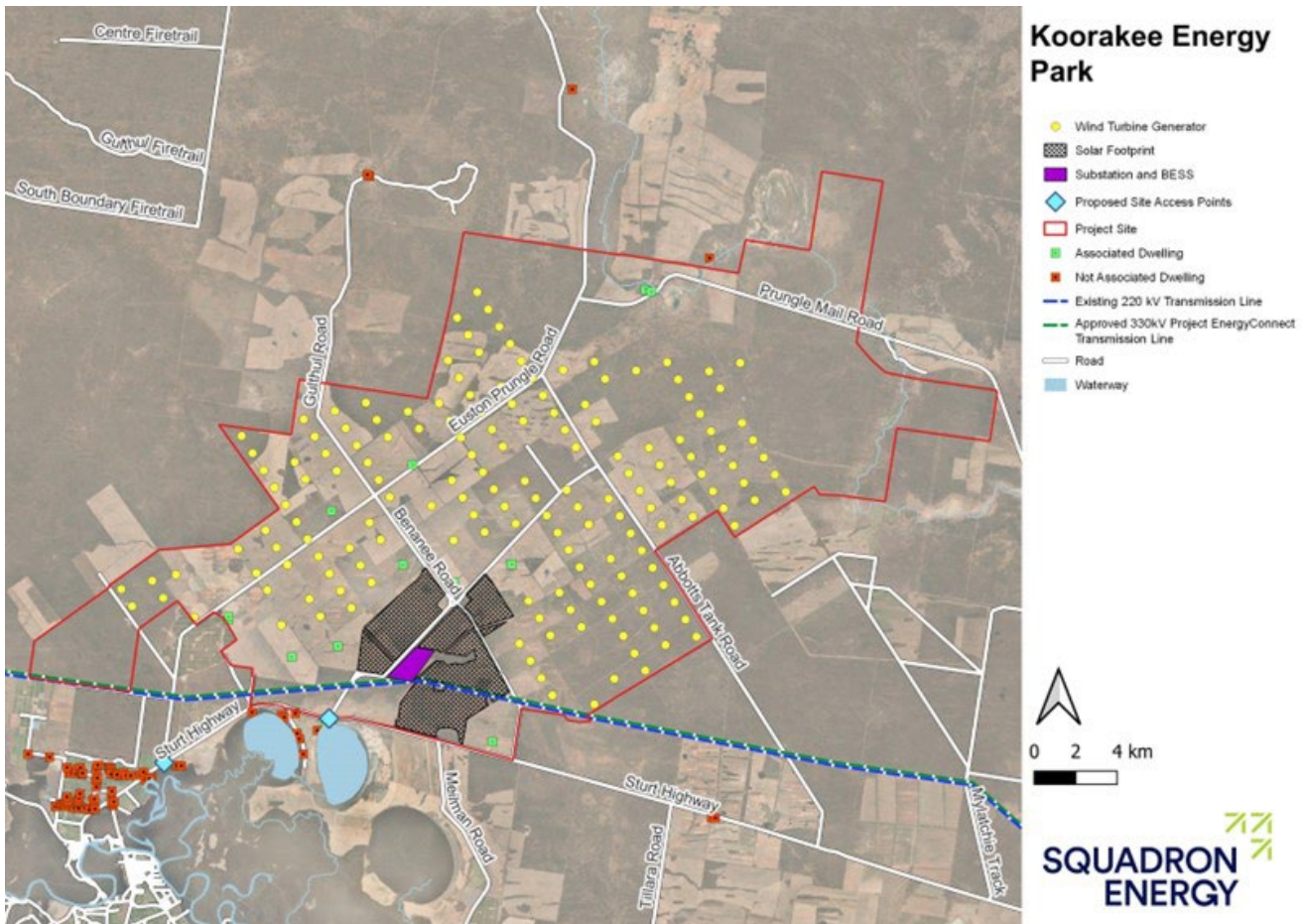
2.4 Indicative project timeline

Figure 3: Proposed Project timeline



2.5 Project site map

Figure 4: Indicative proposed Project layout as at April 2024.



2.6 Community overview

The communities nearest to Koorakee Energy Park consist of Robinvale, Euston, Balranald, and Mildura. Euston and Robinvale are located approximately 10km to the southwest of the project site, with Balranald approximately 80km east of the project site. The nearest regional city is Mildura, which is approximately 90km northwest. Mildura includes Buronga, Gol Gol and Wentworth. The median age for these localities ranged from 36 to 49. The NSW median average is 39 and the QLD median average age is 38.

6.4% of residents in the Balranald LGA identify as Aboriginal or Torres Strait Islander, which is higher than the NSW average of 3.4%. The median income for the Balranald LGA is \$734, compared with \$813 in broader NSW.

Table 3: State Suburb data 2021 Australian Census (Australian Bureau of Statistics)

State Suburb	Robinvale	Euston	Balranald	Mildura - Buronga
People (no.)	2,441	822	1,063	53,620
Male (%)	51.3	50.5	48.9	49.0
Female (%)	48.7	49.5	51.1	51.0
Median Age	36	36	49	40
Aboriginal residence (no.)	234	33	102	2,881

Table 4 provides the 2021 Australian Census data for the Balranald LGA and the Mildura LGA.

Table 4: Local Government Area data

LGA	Balranald	Mildura
People (no.)	2,208	56,972
Male (%)	50.4	49.2
Female (%)	49.6	50.8
Median Age	43	40
Aboriginal residence (no.)	141	2,621
Australian Born (%)	77.8	78.0

Source: ABS, Census 2021

3 Stakeholder identification and analysis

3.1 Stakeholder identification process

During the early stages of developing the project, a thorough process is undertaken to identify relevant stakeholders and the local community. To gain this understanding, we research:

- 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 publications
- other local publications such as community newsletters
- local radio and television media
- Council list of community groups
- Government offices present in the area
- emergency services nearest to the project
- any significant historical or recurring events in the area

The project team frequently visit the area to understand the local community and test the information found during the research phase. The project team continue to visit the area and engage with stakeholders regularly as the project progresses.

3.2 Stakeholder overview

The key stakeholder groups identified for the Koorakee Energy Park are listed in table 5.

Table 5: Identified stakeholders

Stakeholder Group	Stakeholders
Host Landholders	Landholders with the potential to host WTGs and/or Project infrastructure
Neighbouring Landholders	Neighbouring dwellings within 6 km of the potential turbine locations
Communities within the Social Locality (The term 'social locality' is similar to 'area of social influence' that is commonly used in Social Impact Assessment practice)	<ul style="list-style-type: none"> • Local community: <ul style="list-style-type: none"> - Euston - Balranald - Robinvale - Mildura – Buronga City
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 (NSW DCCEE) 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 (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 (DCCEE) Department of Defence • Australian Energy Market Operator (AEMO)
Local Council	<ul style="list-style-type: none"> • Swan Hill Rural City Council (Victoria) • Balranald Shire Council

Stakeholder Group	Stakeholders
	<ul style="list-style-type: none"> Mildura City Council
Government - Elected Representatives (refer National Stakeholder Engagement Plan)	<ul style="list-style-type: none"> Federal Member for Farrer, Hon Sussan Ley MP Federal member for Mallee, Anne Webster MP NSW Member for Murray, Helen Dalton MP
Community Interest Groups and Community Services	<ul style="list-style-type: none"> Mildura Lions Club Balranald Lions Club Robinvale & District Lions Club Robinvale Euston Rotary Club Mildura Deakin Rotary Club Swan Hill Rotary Club CWA Mildura Branch CWA Balranald Branch
Schools	<ul style="list-style-type: none"> Euston Public School Mildura Primary School Mildura South Primary School Balranald Central School
Aboriginal Groups	<ul style="list-style-type: none"> NSW Aboriginal Land Council Barengi Gadjin Land Council Aboriginal Corporation First People of the Millewa-Mallee Aboriginal Corporation Balranald Local Aboriginal Land Council
Industry and Local Business	<ul style="list-style-type: none"> Robinvale Sentinel Robinvale Resource Centre Mildura Chamber of Commerce Balranald Chamber of Commerce

3.3 First Nations engagement

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

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

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

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:

- carries out detailed stakeholder mapping to understand all representative groups in the region

- seeks to build relationships as early as possible with First Nations Stakeholders prior to any formal engagement and consultation process
- is informed about cultural practices and protocols which may impact engagement methods and timelines
- engages comprehensively with Indigenous communities as early as possible, in a way that is meaningful, suits the ways in which they want to be engaged and the frequency of that engagement.

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

- apply relevant protocols for Aboriginal knowledge
- acknowledge and assess both tangible and intangible forms of cultural heritage
- 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; and
- engage in places, at times, and in ways that encourage participation; and
- ensure that engagement is undertaken by people with appropriate skills and experience.

The SQE team are currently developing a Reflect Reconciliation Action Plan. The plan includes multiple items that will review and measure SQE’s engagement with First Nations stakeholders.

3.4 Stakeholder engagement by development stage

Table 6 outlines the engagement objectives and activities identified for Koorakee Energy Park stakeholder groups, throughout life of the Project, including what has been undertaken to date.

Table 6: Stakeholder engagement during development for key project stages

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

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

Project Stage	Engagement Objective	Engagement Activities	Target Stakeholders
Decommissioning	<ul style="list-style-type: none"> Communicate decommissioning and rehabilitation process 	<ul style="list-style-type: none"> As above for Commissioning and Operation, plus: Host landholder and neighbour briefings 	<ul style="list-style-type: none"> Host landowners Neighbours Local Councils State and Commonwealth government agencies Community interest groups e.g., Landcare Aboriginal Groups

3.5 Frequency of contact

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

3.6 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 consultation as the project progresses, but also for other SQE projects which may be at earlier stages of the development process.

4 Potential issues and opportunities

4.1 Potential Social Impacts

Table 7 summarises the potential impacts to people considered applicable to the project and the social impact categories that they may align to. These potential impacts will be reviewed as part of the engagement process for the Project and the social impact categories adjusted as required. The table also includes reference to typical project issues that may be identified during consultation that are considered in the EIS as part of other technical assessments (e.g. noise, air quality).

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

For the purpose of this SEP, the social impact categories outlined in the Social Impact Assessment Guideline (DPIE, 2023) have been adopted.

Table 7: Potential impacts to the community and stakeholders

Impact	Potential EIS issue	Social impact category
Changes to the aesthetic value and amenity affecting surroundings and way of life	<ul style="list-style-type: none"> Visual 	<ul style="list-style-type: none"> Surroundings Way of life

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

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


Squadron Energy strives to be an active participant in building community capacity at the local level and across our full project portfolio. We do this in many ways, as outlined in Table 8 with examples of Squadron Energy community benefits sharing across our projects.

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.

Our focus on supporting community capacity relies on our understanding of the regions in which we operate, so we can tailor support systems and benefits to suit. When engaging with the local community, we will identify opportunities that are based on local community need. Our conversations with local people will inform us of the community’s priorities, and the potential for generating partnerships and introducing tailor-made programs, infrastructure or benefit sharing.

Table 8: Examples of Squadron Energy community benefit sharing across our project portfolio

<p>Voluntary Planning Agreements</p>	<p>We enter into planning agreements for our projects with local councils. A planning agreement can help deliver or fund public infrastructure, amenities, and services for the benefit of the public within the council areas in which we operate. It may include a community benefit fund component.</p> <p>We work closely with councils to develop the terms of the planning agreements, which include a committed value of 1.5% of the Capital Investment Value (CIV) of the project to be constructed. This is determined following our final investment decision. If the project is within multiple Local Government Areas (LGAs), the funds are divided on an agreed proportion, such as the number of turbines within each LGA.</p>
<p>Community sponsorship program</p>	<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.</p> <p>Koorakee Energy Park is consulting with the local community to identify suitable sponsorship opportunities that will benefit the Robinvale/Euston area. Our first sponsorship was the Robinvale Lawn Tennis Club Easter Tournament in March 2024.</p> <p>Local community groups are encouraged to apply for sponsorship via SQE’s website: https://www.squadronenergy.com/communitysponsorship.</p>
<p>Community Co investment</p>	<p>SQE rolled out Australia’s first, large-scale, public, community investment into a utility-scale wind farm, via our Sapphire Wind Farm Community Co-investment scheme. Following its success, we have announced a new co-investment program for community members at our more advanced development projects in the Central West Orana Renewable Energy Zone (REZ) near Dubbo and Wellington. Co-investment funds provide residents in the region with the opportunity to participate in and reap the rewards of investing in Australia’s transition to renewable energy.</p>
<p>Telecommunications</p>	<p>We have conducted a company subsidised trial at our proposed Spicers Creek Wind Farm site, followed by the delivery of an internet connectivity scheme for landowners surrounding the Uungula wind farm. We plan to roll out telecommunications improvements at our projects (where relevant) to boost network and internet coverage for rural and regional communities. The program will boost network coverage through a fixed wireless network for landowners and neighbours, making stronger network coverage accessible at city-based prices. Strengthening internet coverage in rural and regional areas increases access and pathways into the digital economy and opens doors to new agricultural technology solutions.</p>
<p>Employment and business opportunities</p>	<p>We operate and own firming, solar and wind energy assets in local communities, creating jobs for 30+ years. For example, workforces during construction can peak as high as 500 in civil works, structural works, electrical works, wind turbine generation, battery and commissioning. Our Regional Economic Development team helps us to reach economic development and workforce targets and generate local content. For example, mandating of local content targets on the Bango and Crudine Ridge wind farms. Our tender assessment and contractor selection criteria includes weighting to favour local suppliers and businesses.</p>
<p>Training and skills development</p>	<p>Squadron Energy is collaborating with TAFE NSW to create and deliver a digital Micro skill course: “Introduction to the wind energy industry.” We are providing subject matter experts to create the lessons and the course will be available to people interested in upskilling or cross skilling into the renewable energy sector.</p>
<p>First Nations employment</p>	<p>SQE is leading the industry on First Nations employment, with a First Nations engagement team focusing on creating pathways to employment and business</p>



opportunities. At the Uungula Wind Farm, we are working with an industry partner to fund and deliver two trainee wind turbine technicians, providing them with more than 30 years of employment opportunity.

6 Review

This plan will be reviewed and updated at least annually 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.