

Stakeholder Engagement Plan






Moreton Hill Wind Farm

27 March 2025



Final

Revision Control

Revision	Date	Issue	Author	Reviewed	Approved	Signature
1	9/11/2023	Final/Issued	IC	KE	AS	
2	26/07/2024	Final/Issued	IC	DA	AS	
3	25/03/2025	Final/Issued	IC	DA/LJ	KE/TM	

Document Review

Document to be reviewed and updated every 12 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 2025. 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 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 for Public Participation	3
1.7	Stakeholder engagement objectives	4
2	The Project	4
2.1	Project location	4
2.2	Project overview	5
2.3	Planning process	6
	2.3.1 Indicative project timeline	6
2.4	Draft project layout	7
2.5	Community overview	8
3	Stakeholder identification and analysis.....	8
3.1	Stakeholder identification process.....	8
3.2	Stakeholder overview	9
3.3	First Nations engagement	10
3.4	Stakeholder engagement activities	11
3.5	Stakeholder engagement by development stage.....	12
4	Potential issues and opportunities.....	13
4.1	Potential Social Impacts	13
5	Community benefit sharing.....	14
6	Review	15

1 Overview

Squadron Energy 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 (SQE) 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 Moreton Hill Wind Farm (MHWF). 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
CCMA	Corangamite Catchment Management Authority
CFA	Country Fire Authority
DTP	Department of Transport and Planning
DEECA	Department of Energy, Environment and Climate Action
EES	Environmental Effects Statement
EPA	Environment Protection Authority
ER	Environment Report
IAP2	International Association for Public Participation
LGA	Local Government Area
MHWF	Moreton Hill Wind Farm
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
SQE	Squadron Energy
WTG	Wind Turbine Generators

1.3 Our approach to stakeholder engagement

Stakeholders vary and can 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 begin to 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 Values

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

1.5 Enquiries and complaints

Throughout the project lifecycle, stakeholders and members of the community can contact SQE via the project specific email address and phone number listed below.

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

Senior Project Manager: Laura Jeffrey

Email: moretonhillwind@squadronenergy.com

Phone: 0483 902 842

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)
- DELWP Community Engagement and Benefit Sharing in Renewable Energy Development (2021)
- Clean Energy Council's Best Practice Charter for Renewable Energy Development and Community Engagement Guidelines for the Australian Wind Industry, (2018)
- Clean Energy Council: A Guide to Benefit Sharing Options for Renewable Energy Projects (2019)
- Planning Guidelines for Development of Wind Energy Facilities, Department of Transport and Planning (2023)

The focus of our engagement adheres to guidelines from two key organisations, the Clean Energy Council, and the International Association for 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.

The Clean Energy Council has published annual reports which disclose how signatories are engaging respectfully with the communities they operate in. SQE's annual report for 2024 is available [here](#).

1.6.2 International Association for Public Participation

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

Figure 1: IAP2 Spectrum for 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.

1.7 Stakeholder engagement objectives

SQE is committed to undertaking genuine and meaningful community and stakeholder engagement and consultation for the project. Success is critical to earning and maintaining social licence within the community. The communication and engagement objectives for the project are to:

- seek feedback from the local community regarding the 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
- understand the potential social impact of the project to inform and implement mitigation measures
- provide multiple opportunities and mechanisms for meaningful engagement with all stakeholders
- 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
- enable a smooth transition from the development to delivery and operational phases, maintaining community links and information.

2 The Project

2.1 Project location

The proposed Moreton Hill Wind Farm is in southwest Victoria, 35 kilometres southwest of Ballarat. The project site is bounded by the Glenelg Highway in the north, Wheatleys Road in the south, Mount Bute Road in the west and Knights and Rows Lanes in the east. The site area is dissected by the Corangamite and Golden Plains LGA boundaries.

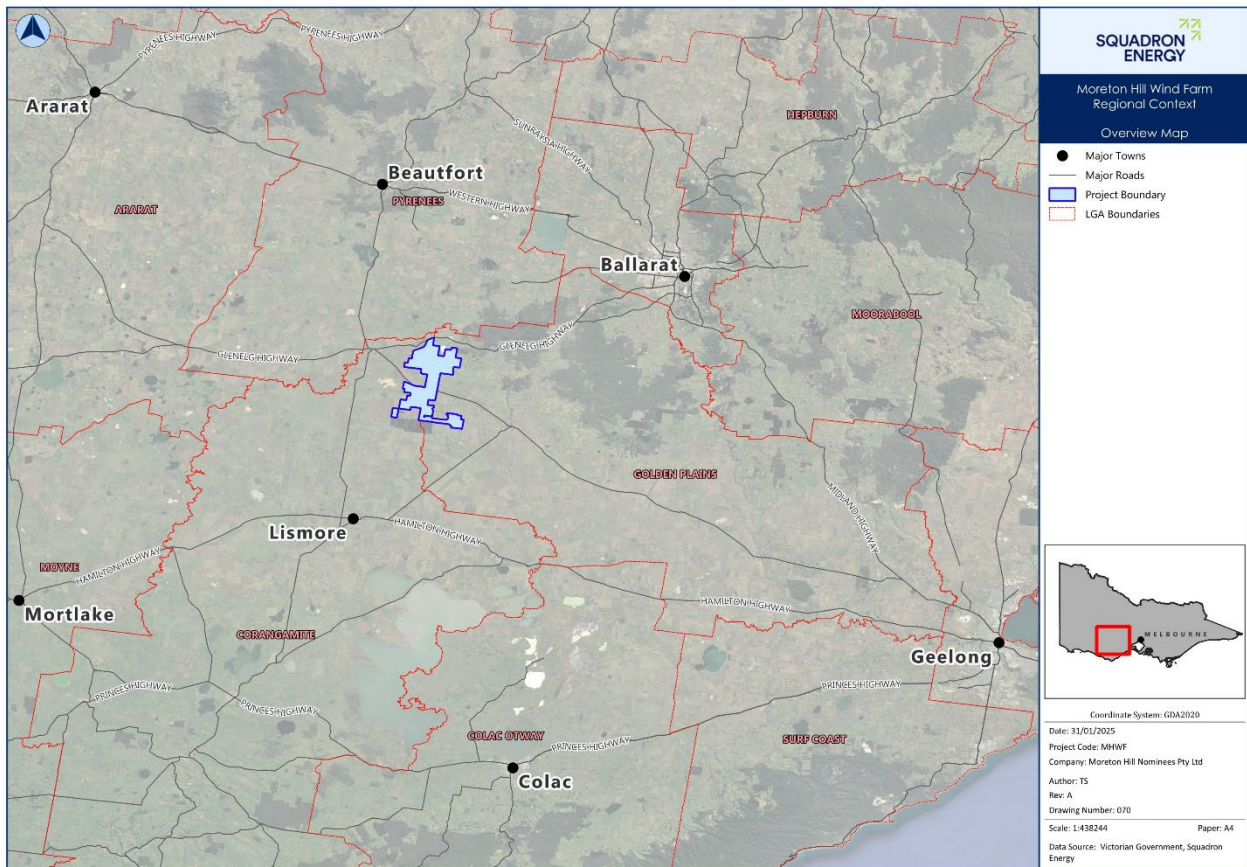
A third of the proposed wind turbines are in the Corangamite Shire on land to the west of Lismore, while the remaining wind turbines and underground powerline route are in the Golden Plains Shire on land on both sides of Lismore Road.

The site area has been largely cleared of native vegetation and is primarily used for cropping and sheep grazing. The site covers approximately 6,200 hectares and is predominantly freehold agricultural land.

The wind farm plans to connect to the electricity grid on the 220 kV transmission line connecting at Berrybank Substation on the existing Ballarat Terang 220kV transmission line.

The existing Stockyard Hill Wind Farm is located approximately 10 kilometres north of the proposed Moreton Hill Wind Farm site.

Figure 2: Project location



2.2 Project overview

MHWF will consist of up to 62 turbines with a total capacity of about 420 megawatts. It will connect into the electrical network via a 220 kV underground powerline connecting at the Berrybank terminal station approximately nine kilometres south of the wind farm site. The project location and turbine layout are shown in section 2.4.

The proposed turbines will be up to 250 metres in height to the tip of the blades and together will produce enough renewable energy to power 260,000 Australian homes and abate nearly 350,000 tonnes of carbon dioxide annually.

2.3 Planning process

In Victoria, where a new or amended project could reasonably be expected to have the potential for a significant effect on the environment, the proponent or a decision-maker needs to ask the Minister whether an Environmental Effects Statement (EES) assessment is required, or an Environmental Report.

The project has been designed to minimise impact on the local environment.

An EES referral decision was handed down in October 2024, with the Victorian Minister for Planning determining that an Environmental Report and Planning application would be required.

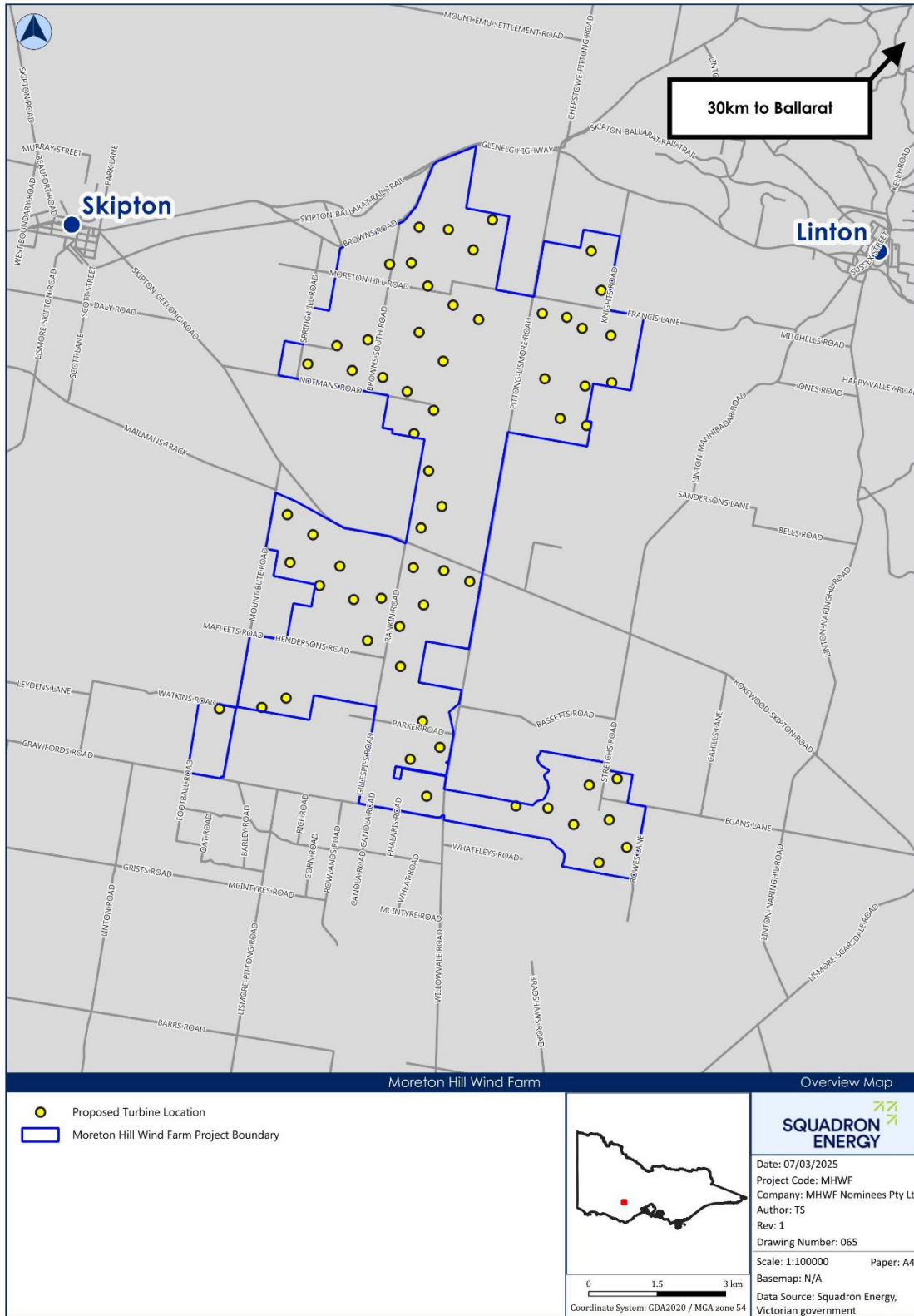
Planning application documents will be made available for public viewing at the Corangamite and Golden Plains Shire Council offices and will be accessible via a dedicated website. We will notify our stakeholders when the public exhibition period begins.

2.3.1 Indicative project timeline

Q4 2025	Planning application lodged with Department of Transport and Planning
2025/2026	Planning application assessed by Department of Transport and Planning
Q4 2026	If approved, Planning Permit issued by Minister of Planning
Q4 2027	Commencement of construction
2027-2029	Construction
Q1 2029	Energisation and commencement of operation

2.4 Draft project layout

Figure 3: Draft project layout



2.5 Community overview

The Corangamite Shire is located approximately two hours from Melbourne in the Barwon Southwest region of Victoria. The Corangamite Shire extends from the Great Ocean Road, with famous natural scenery including the iconic 12 Apostles and Lock Ard Gorge to the north of the shire at Skipton. It encompasses an array of landscapes, native wildlife and views from Mt Leura, Mt Noorat and Mt Elephant.

According to the Australian Bureau of Statistics (ABS) 2021 Census, the population of Corangamite is 16,115 people mainly centred on the townships of Camperdown, Cobden, Terang and Timboon (2021 Census).

Golden Plains Shire is situated between two of Victoria's largest regional cities, Geelong and Ballarat, with a population of 24,879 (ABS 2021) people, mostly located near these large population centres and across 56 rural smaller communities.

The nearest townships to the project are Skipton four kilometres to the west, and Linton four kilometres to the east. The population of Skipton is 609 people comprising 143 families. The population of Linton is 635 people, comprising 182 families (2021 Census).

The nearest town centres in the Pyrenees Shire are Snake Valley and Carngham, 12 kilometres and 15 kilometres to the northwest.

Several sporting club facilities are located within 10 kilometres of the site; the Skipton Football/Netball Club, the Skipton Golf Club, the Linton Cricket Club, The Linton Football/Netball Club and the Linton District Bowls Club. Various other local community groups exist in both townships such as the Linton District Men's Shed and the Skipton Progress Association.

3 Stakeholder identification and analysis

3.1 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 of the stakeholders and communities surrounding our projects. To gain this understanding, we research using census data and may undertake local community research to inform our understanding of local community characteristics. During this process, we also identify the following stakeholder types:

- relevant political representatives at all three levels of government
- local businesses and the types of industries in the area
- 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
- sensitive receivers
- any significant historical or recurring events in the area.

SQE team members also frequently visit the area to understand the local community and confirm and expand on the information found during the project feasibility stage.

3.2 Stakeholder overview

The key stakeholder groups identified for the Moreton Hill Wind Farm include:

Table 4: Identified stakeholders

Stakeholder group	Stakeholders
Host landowners	landowners with the potential to host WTGs and/or project infrastructure
Neighbouring landholders	neighbouring dwellings within 6km of the potential turbine locations
Broader community	Local community: Skipton Linton Bradvale
Government – state	Department of Transport and Planning DTP (VIC) Department of Energy, Environment and Climate Action (DEECA) Crown Lands Corangamite Catchment Management Authority Ausnet AEMO VicRoads Environment Protection Authority (EPA) Country Fire Authority (CFA)
Government - Federal	Airservices Australia Bureau of Meteorology (BOM) Civil Aviation Safety Authority (CASA) Department of Agriculture, Water and Environment (DAWE) Department of Defence Australian Energy Market Operator (AEMO)
Local Council	Corangamite Shire – Mayor Cr Kate Makin Golden Plains Shire – Cr Mayor Sarah Hayden Pyrenees Shire – Mayor Cr Tanya Kehoe
Government - elected representatives	Federal Member for Wannon – Dan Tehan Federal Member for Environment and Water – The Hon Tanya Plibersek MP Federal Minister for Climate Change and Energy – The Hon Chris Bowen MP Victorian Member for Planning – The Hon Sonya Kilkenny MP Minister for Climate Action and Energy and Resources – The Hon Lily D'Ambrosio MP Minister for Regional Development – The Hon Harriet Shing MP
Community Interest Groups and Community Services	Skipton and Linton Men's Sheds Skipton Probus Skipton Cricket Club Skipton Football and Netball Club Skipton Tennis Club Skipton Golf Club Skipton Lions Club Skipton District Historical Society Linton & District Bowling Club

Stakeholder group	Stakeholders
	Linton Cricket Club Linton District Men's Shed Linton District Progress Association Carngham Linton Football Netball Club Skipton Progress Association Berrybank and District Community Group Mannibadar Hall
Schools	Skipton Primary School Linton Primary School
First Nations organisations	Wadawurrung Traditional Owners Aboriginal Corporation
Industry and Local Business	Beaufort and Skipton Health Service SUVO Mining Eldridge Quarry
Other Stakeholders	Local media: Skipton Community Newsletter Ballarat Courier Golden Plains Times Camperdown Chronicle Pyrenees Advocate Linton News

3.3 First Nations engagement

SQE has a dedicated First Nations engagement team. 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 and developing the Cultural Heritage Management Plan for the project

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

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

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

The SQE team released their Reflect Reconciliation Action Plan in April 2024. The plan includes multiple items that will review and measure SQE's engagement with First Nations stakeholders. It is available here: <https://www.squadronenergy.com/about/our-rap>

3.4 Stakeholder engagement activities

Table 5 provides a snapshot of the key stakeholder engagement activity completed to date.

SQE has a dedicated Stakeholder Engagement and Community Relations team. These team members work with project teams to provide guidance on community and stakeholder engagement and to develop a tailored approach to engaging with communities and stakeholders.

Stakeholder engagement is ongoing during the lifecycle of the project and the project team will continue to engage with the community, regularly through face-to-face meetings, phone calls and emails.

Table 5: Stakeholder engagement activities

Date	Activities
October 2023	Launch project – Community newsletter distributed Letter drop to neighbours Stakeholder briefings Website launched Letter distribution to neighbours
October 2023 - ongoing	Attempting to meet within neighbour within 4 kilometres
October 2023 - ongoing	Face-to-face meetings – as required
October 2023 - ongoing	Community sponsorships applications reviewed and assessed
October 2023 - ongoing	Community presentations provided on request
October 2023 - ongoing	Bi-annual presentations or meetings with council representatives
April 2024	Community drop-in sessions held in Linton and Skipton
February 2025	Project community newsletter – Newsletter distributed through local community
Q 3 & 4 2025	Neighbour engagement - Further engage with neighbours and offer voluntary neighbour agreement
Q 3 2025	Community drop-in sessions to be held in Linton and Skipton
Q 3 2025	Community newsletters - hard copy and on-line community newsletters

3.5 Stakeholder engagement by development stage

Table 6: Stakeholder engagement 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 wind farm 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
Planning and Approvals – (scoping phase, EES 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 identify social and community benefit opportunities in consultation with communities and collaborate on implementation where possible keep communications flowing to update the community inform community of a formal opportunity of a formal opportunity to express their views on the proposed project educate community regarding outcomes of the EES and technical studies inform the community of the progress of the approvals process and outcomes educate community regarding the project-specific benefit sharing process 	<p>as above for project feasibility phase, plus:</p> <ul style="list-style-type: none"> establish and maintain project website community information sessions community surveys project briefings for local councils and government agencies exploration of community partnerships and collaborations utilise sponsorship and community benefits program as opportunities for engagement 	<ul style="list-style-type: none"> all stakeholder groups
Construction	<ul style="list-style-type: none"> reduce community concerns through 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 	<p>As above for project feasibility phase, plus:</p> <ul style="list-style-type: none"> maintain and update website complaints management mechanism developed or implemented community partnerships 	<ul style="list-style-type: none"> all stakeholder groups

Project stage	Engagement objective	Engagement activities	Target stakeholders
		<ul style="list-style-type: none"> community/stakeholder workshops to identify opportunities for community benefit. 	
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"> operational Community Engagement Plan evaluation of engagement and improvements as required 	<ul style="list-style-type: none"> all stakeholder groups
Decommissioning	<ul style="list-style-type: none"> communicate decommissioning and rehabilitation process 	<ul style="list-style-type: none"> host landholder and neighbour briefings 	<ul style="list-style-type: none"> host landowners neighbours local councils State and Commonwealth government agencies community interest groups

4 Potential issues and opportunities

4.1 Potential Social Impacts

Table 7 summarises the potential impacts to people near to the project. Table 7 also includes typical project issues that may be identified during consultation that are considered in the Environment Report as part of other technical assessments (e.g. noise, air quality).

The list of potential social issues is not exhaustive and may be modified and enhanced as the project progresses through the development process.

Table 7: Potential social issues

Impact	Stakeholder	Mitigation measures
Noise	neighbours and general community	project design
Visual	neighbours and general community	project design and screening
Construction	neighbours, road users and general community	communication and engagement with potential impacted landowners/community
Traffic and transport	neighbours, road users and general community	communication and engagement with potential impacted landowners/community
Shadow flicker	neighbours and general community	project design

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 and engagement with the community, we tailor benefits at each project to 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 8 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 8: Community benefit sharing

Community sponsorship program	<p>Each of our projects has a community sponsorship program which provides funds or in-kind support to community organisations and events in the local project area. Additional information regarding this program can be found on our website: https://www.squadronenergy.com/</p> <p>Local community groups are encouraged to apply for sponsorship via SQE's website: https://www.squadronenergy.com/communitysponsorship</p>
Community benefit funds	<p>Community benefit funds have been established for a number of SQE's operational sites. These funds may be managed by local councils or in some cases, an elected group of local community members who make decisions on how and where the funding is spent each year.</p>
Council rates	<p>Under the Victorian Electricity Act 2014 the Moreton Hill Wind Farm must make payments in lieu of rates to the relevant local council responsible for the site. The methodology for determining payments, as set out in the Electricity Industry Act, combines a fixed charge with a variable charge based on the capacity of the power station in megawatts.</p>
Telecommunications	<p>Reliable connectivity is a challenge for many rural and regional communities across Australia. SQE 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 Uungula Wind Farm project in NSW. 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</p>

	<p>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>
<p>Training and skills development</p>	<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 Microsoft 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. This course is available online and can be completed outside of NSW.</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 opportunities. For example, at the Ungula 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. Engagement with local First Nations communities can help us to identify opportunities for First Nations economic development, skills and employment.</p>

6 Review

This plan will be reviewed and updated 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.