


2024 - 2025

Clean Energy Council Best Practice Charter Report





As a signatory to the Clean Energy Council's Best Practice Charter, Squadron Energy (Squadron) is committed to genuine, proactive and meaningful engagement with the community, developing long-term relationships and maintaining open lines of communication.

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 committed to leaving a lasting legacy for the communities where we operate. We have two gigawatts (2GW) of renewable energy in operation and under construction. To date, our projects have avoided 8.6m tonnes of emissions, created more than 2,000 jobs and invested \$350million into regional communities in Australia.

Our 2024/2025 highlights

Benefit sharing/regional economic development: announcing our \$1050/mw community benefit fund across NSW, QLD & VIC

Squadron has committed to invest at least \$1,050 per megawatt (MW) of installed capacity every year in community benefits – starting from construction and continuing throughout the operational life of the project. This investment is Australia wide, no matter which state jurisdiction the project is located in.

For a 700MW project, this equates to approximately \$22 million of community benefit sharing over the life of the project.

This funding supports a Community Benefit Agreement (CBA) in QLD, or a Voluntary Planning Agreement (VPA) in NSW, as well as additional benefit sharing initiatives such as:

- community sponsorships – ongoing small grant funding for local organisations and events
- direct investments in long-term infrastructure (such as telecommunications and road upgrades)
- other community programs, as developed with and led by the community.



Innovative worker accommodation initiatives and local procurement: Bellhaven and Keswick Estate

Squadron is upgrading a former 32-room nursing home in Wellington to provide temporary accommodation for workers on renewable energy projects in the Central-West Orana Renewable Energy Zone (REZ). Squadron will refurbish the property to house workers on its Ungula Wind Farm, with a commitment to use local First Nations businesses for the refurbishment.

This project ensures construction workers have local accommodation, reducing the pressure on local housing or tourist stays while creating jobs and economic benefits for the region. The principal contractor for the refurbishment is Tyecon, a local First Nations company.

Additionally, Squadron has worked with Dubbo Regional Council to secure a site to develop temporary accommodation for workers on renewable energy projects close to Dubbo. Squadron has leased 10 hectares of council-owned land at Keswick Estate to house workers during the construction phase of its projects. Squadron will install enabling infrastructure and after the wind farm construction finishes, Council will have an appropriately zoned site that can be developed into residential blocks to support ongoing population growth in Dubbo.



First Nations and local employment: workforce training for First Nations locals in Wellington

Squadron facilitated an intensive, four-week training program for First Nations identified Wellington people. The program was run by local Registered Training Organisations SKIVL and Integral and funded by Training Services. In July 2025, eight students completed the course, with many moving onto jobs in the local area. The course provides training to equip participants for roles on project sites throughout the Central-West Orana REZ, including civil construction skills, vehicle operation and maintenance, and work safety.

The presence of multiple projects and employers seeking the graduates underscores the depth of renewable energy opportunities available.



Minimising environmental impact: bat research and advancing biodiversity

Squadron's development team is leading Australia's first evidence-based research into bat collision risks at wind farms - an initiative that's already shaping how we assess biodiversity impacts and design renewable energy projects.

The project began with a comprehensive literature review into bat ecology, turbine strike, survey design, and technology solutions. The research helps Squadron to screen sites, prioritise species of concern, and design surveys with greater precision. These findings were presented at the 20th international Bat Research Conference, held in Cairns QLD in August 2025.

Partnering with agriculture/co-landuse/agri-grazing: Squadron Link

Reliable connectivity is a challenge for many rural and regional communities across Australia. Squadron 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 landowners' access to innovative agricultural technology to support their farming operations. We are now investigating the potential to roll out the program to our other wind farm projects where it's feasible, in consultation with nearby landowners and communities.



Educational partnerships: CQU scholarship, and the St George Illawarra Dragons Blitz

The CQUniCares Squadron Energy Pathways to Renewables HE Scholarship provides recognition and financial assistance to Isaac, Mackay and Rockhampton Region students enrolled in a bachelor’s degree at Central Queensland University.

As major sponsor for the 2025 season, Squadron has partnered with the NRL’s St George Illawarra Dragons to bring the 2025 Community Blitz program to local schools from across the Central West Orana and Southern regions of NSW.

The program, run by Dragons players and ambassadors, includes a series of interactive workshops for local primary students centred around the St George Illawarra Dragons’ health and wellbeing program: ‘The Best You Can Be.’

Now in its ninth year, the program focuses on helping students make positive choices around health and wellbeing. The workshops include tips to stay active, learn how to practice tolerance, respect and inclusiveness, the importance of good sleep, screen time management, hydration and nutrition, as well as the important role we all play taking care of our environment.



Waste and recycling: Dubbo wastewater treatment plant

Squadron and Dubbo Regional Council are delivering water security to the region through a public private partnership to build a new advanced wastewater treatment facility at Dubbo Sewerage Treatment Plant.

Squadron and Council are co-funding the advanced wastewater treatment facility capable of treating up to 700 megalitres of water per year. The partnership was a finalist in the 2025 Clean Energy Council Awards. The turning of the first sod for the project took place in August 2025.



Partnering with other industry stakeholders to improve community outcomes:
Disaster Relief Australia’s Big Map

In mid-2025, Squadron provided funding for Disaster Relief Australia (DRA) to complete the Big Map exercise. Based on military wargame theory, the Big Map is a visual device for stimulating innovative thought among community members and stakeholders from emergency services, health and government organisations.

Created by DRA’s GIS specialists, the giant floor map is an opportunity for a community to gather and work together to identify risks, share experiences, and discuss how the community can better prepare for events that may occur in the future. It also provides communities an opportunity to work together more cohesively and to identify potential initiatives for community capacity building and resilience. Squadron can use this information to support communities through our benefit sharing program.



Tourism: funding the business case for Wellington REACT centre

Squadron was part of a group of developers which provided funding for the business case for the Renewable Energy Awareness and Career Training (REACT) centre in Wellington.

Dubbo Regional Council has since been successful in attaining \$13m in funding for the centre which has plans for both training and tourism.

The table below describes Squadron’s 2024/2025 self-assessment of our adherence to the best practice charter.

Best Practice Charter commitment	Squadron Energy’s 2024/2025 performance	Self-rating
1. We will engage respectfully with the local community, including Traditional Owners of the land, to seek their views and input before submitting a development application and finalising the design of the project.	<ul style="list-style-type: none">• We engage with communities from the beginning and incorporate feedback and community views into project design. Project designs are iterative which means landowners, neighbours and other stakeholders provide input to help shape the project layout.• Each Squadron project has its own project-specific Stakeholder Engagement Plan• Squadron’s Corporate Relations and Community team features a series of specialised roles, dedicated to engagement. Roles include:<ul style="list-style-type: none">• Community and stakeholder engagement• First Nations engagement• Community relations• Community investment• Government relations• Media relations	Exceeding requirements
2. We will provide timely information and be accessible and responsive in addressing the local community’s feedback and concerns throughout the life of the project.	<ul style="list-style-type: none">• Squadron has an official Complaints Handling Procedure published on our website. This is best practice and complies with the recommendations of the Australian Energy Infrastructure Commissioner. It has been updated in 2025 to reflect our presence across multiple states in Australia.• Each project has a dedicated email address and a community information line which goes directly to the project team, instead of a call centre.• Squadron has upgraded its phone system, switching to a central call system (1300 11 WIND), making contact easier.• Squadron has established a shop-front office in Wellington NSW to facilitate enquiries for our Ungula Wind Farm.• In 2025 and into 2026, Squadron is trialling a number of innovative engagement techniques to provide information and seek input from the wider community.	Exceeding requirements

Best Practice Charter commitment	Squadron Energy's 2024/2025 performance	Self-rating
3. We will be sensitive to areas of high biodiversity, cultural and landscape value in the design and operation of projects.	<ul style="list-style-type: none">• Squadron's approach to development is to always minimise the impacts on the environment.• Our development team is leading Australia's first evidence-based research into bat collision risks at wind farms - an initiative that's already shaping how we assess biodiversity impacts and design renewable energy projects.	Exceeding requirements
4. We will minimise the impacts on highly productive agricultural land and explore opportunities to integrate agricultural production.	<ul style="list-style-type: none">• Our wind projects co-exist with agricultural operations such as sheep and cattle grazing and cropping.• We recently completed a trial program to improve internet connectivity at one of our wind farm development sites in NSW. As part of this, we are piloting ag-tech grants to enhance landowners' access to innovative agricultural technology to support their farming operations.	Exceeding requirements
5. We will consult the community on the potential visual, noise, traffic and other impacts of the project, and on the mitigation options.	<ul style="list-style-type: none">• During development, we provide hosts and neighbours with generated images showing turbines from dwellings and other key landmarks.• During construction, our dedicated project Community Relations Advisors work with individual landowners to manage day-to-day construction impacts.	Evolving requirements

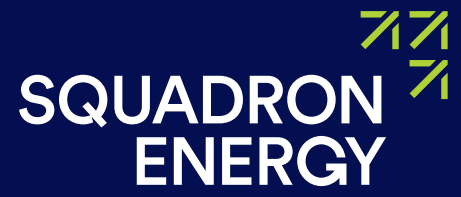
Best Practice Charter commitment	Squadron Energy's 2024/2025 performance	Self-rating
6. We will support the local economy by providing local employment and procurement opportunities.	<ul style="list-style-type: none">• Squadron has a specific Economic Development Manager for the Central West Orana REZ, who works with local businesses to connect them with Squadron opportunities.• Squadron has made commitments to local employment and procurement through the transmission access tender processes for both Ungula Wind Farm (construction) and Spicers Creek Wind Farm (approved).• Project web pages feature a form for local businesses and contractors to register their interest in working on a particular project.• We keep track of project spending on local businesses and contractors on our construction projects to continually improve and increase our local content.	Evolving requirements
7. We will offer communities the opportunity to share in the benefits of the project, and consult them on the options available, including the relevant governance arrangements.	<ul style="list-style-type: none">• Squadron is committed to delivering \$1050/MW of installed energy from construction throughout the life of the project, regardless of state jurisdiction.• Squadron has a dedicated Community Investment Manager to identify and tailor community benefit sharing opportunities.• Our community sponsorship program is open for all projects, regardless of their stage and is designed to provide grants to community organisations and local initiatives.• Squadron is the major sponsor of the St George Illawarra Dragons, and we leverage this partnership to bring the Dragons to rural areas and promote health and fitness for young people.	Exceeding requirements

Best Practice Charter commitment	Squadron Energy's 2024/2025 performance	Self-rating
8. We commit to using the project to support educational and tourism opportunities where appropriate.	<ul style="list-style-type: none">• Squadron Energy has collaborated with TAFE NSW to create and deliver a digital Microskill course: "Introduction to the wind energy industry."• Squadron provided funding for the business case for Wellington's REACT centre which will provide training and tourism opportunities for the Central West Orana region.• Our partnership with the St George Illawarra Dragons NRL team has also provided opportunities for school children from rural areas to participate in educational programs on health and wellbeing.• Squadron has also delivered scholarships in partnership with Central Queensland University and the University of Wollongong.	Evolving requirements
9. We will demonstrate responsible land stewardship over the life of the project and welcome opportunities to enhance the ecological, cultural and/or agricultural value of the land.	<ul style="list-style-type: none">• Squadron develops, owns, operates and decommissions our projects, meaning we are a part of the community and in partnership with our hosts for the full project lifecycle over several decades.• Squadron is committed to upholding the 'avoid, mitigate, and offset' hierarchy to ensure responsible environmental impact management and minimising our impact on the ecological environment in which our projects are located.	Exceeding requirements
10. During the life of the project, we will recycle waste materials where feasible and commit to responsible decommissioning or refurbishment/repowering of the site at the end of the project's life.	<ul style="list-style-type: none">• Squadron Energy is committed to responsible wind farm decommissioning and each project has a decommissioning plan in place as part of its approvals.• Squadron is part of an industry working group currently looking at a framework to ensure host landowners are provided with certainty on wind farm decommissioning, including ensuring it is fully funded.	Emerging requirements

For more information, visit www.squadronenergy.com or email info@squadronenergy.com



Clarke Creek Wind Farm



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