Stakeholder Engagement Plan

Pikedale Wind Farm

6 February 2025

Final Draft

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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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 (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 Pikedale Wind Farm (PKQW). 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
IAP2	International Association for Public Participation
LALC	Local Aboriginal Land Council
LGA	Local Government Area
LiDAR	Light Detection and Ranging
NEM	National Energy Market
Powerlink	Electricity transmission system operator in Queensland
PKQW	Pikedale Queensland Wind Farm
DSDILGP	Department of State Development, Infrastructure, Local Government and Planning
REZ	Renewable Energy Zone
SEP	Stakeholder Engagement Plan
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 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 have the opportunity to contact SQE via the project specific email address and phone number listed below.

Project Manager: Amanda Reed

Email: pikedalewind@squadronenergy.com

Phone: 0488 879 586

The project team will respond to and resolve all complaints and enquiries as soon as possible. SQE tracks complaints, enquiries and action items. 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)
- The Energy Charter - Better Practice Social Licence Guideline, (2023)
- Department of Energy and Climate - Standard Best Practice Industry Conditions – Building Construction Projects, (2023)
- The Queensland Energy and Jobs Plan, Department of Energy and Public Works, (2022)
- Social Impact Assessment Guideline, Department of State Development, Infrastructure, Local Government and Planning, (March 2018)
- Queensland Renewable Energy Zone Roadmap, Queensland Government, (March 2024)

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. SQE's annual report against the Charter commitments for 2024 is available here.

The Clean Energy Council has published annual reports which disclose how signatories are engaging respectfully with the communities they operate in.

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.

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.

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

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 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
- 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 PKQW project site is located in the Southern Downs region of Queensland, approximately 18km west of Stanthorpe and about 5km from Texas, Queensland. The project site is within the Southern Downs and Goondiwindi Local Government areas and has a project area of approximately 61,775 hectares. The transmission line that will connect the project to the electricity grid starts 5km from Texas and traverses 47kms where it will join into the wind farm. This project is within the Southern Downs Renewable Energy

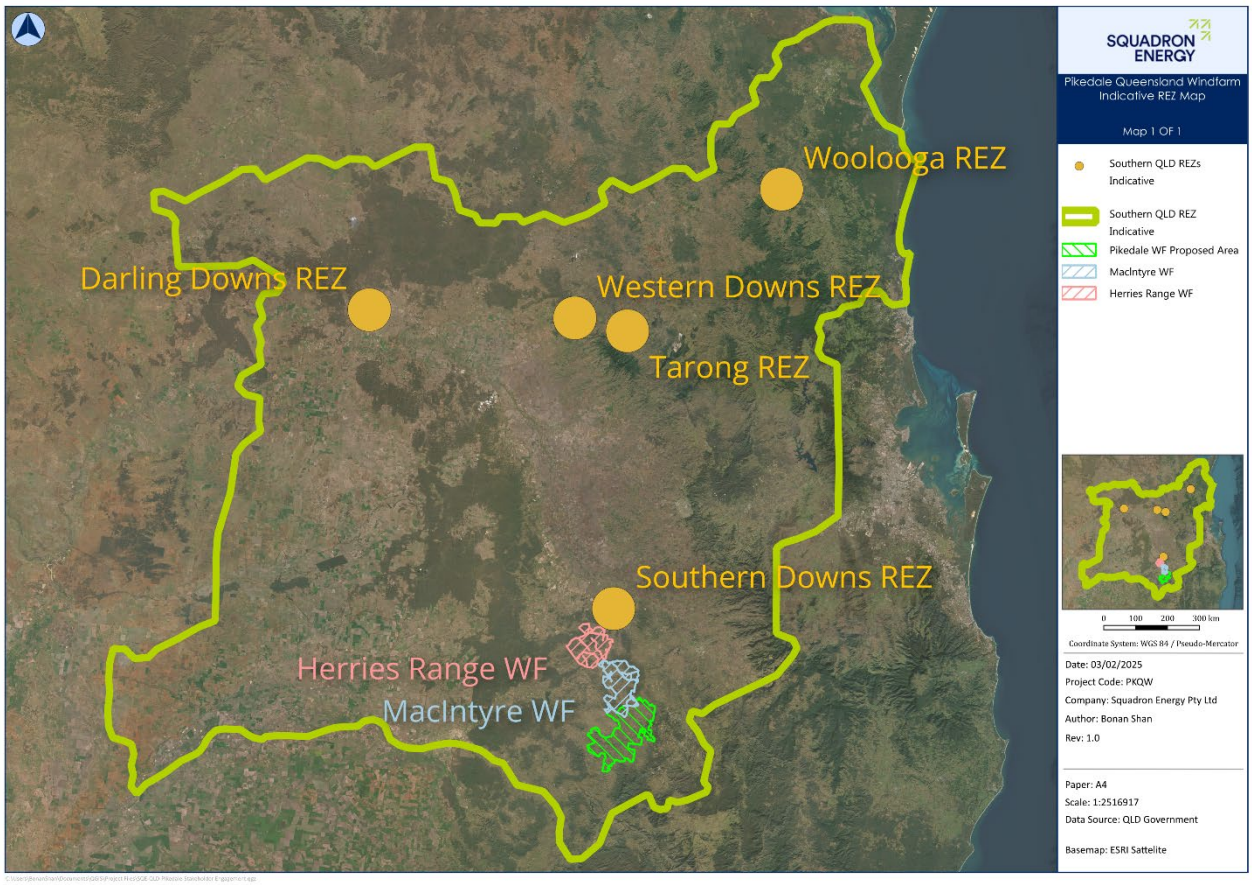
Zone (REZ). The project site is suitable for wind generation due to its reliable wind resources, low density of rural residential dwellings, and strategic location within the Southern Downs REZ.

The Southern Downs REZ, along with the Western Downs REZ, are pivotal regions for renewable energy development, particularly for wind farms.

Renewable energy projects nearby include the MacIntyre Wind Farm to the northwest, as well as the proposed Herries Range Wind Farm, which will be situated directly north of the MacIntyre Wind Farm. These projects are part of a broader plan that includes twelve potential REZs across Southern, Central, and Northern Queensland, aimed at enhancing QLD's energy infrastructure and contributing to the transition to renewable energy. The region's development is aligned with the Queensland Government's vision for renewable energy, as outlined in the Queensland Renewable Energy Zone Roadmap- Renewable Energy Zone (REZ) Roadmap.

2.2 Project renewable energy zone map

Figure 2: Southern Queensland Indicative REZ Map



2.3 Project context

The Queensland Energy and Jobs Plan (Department of Energy and Public Works, 2022) outlines commitments of 70% renewable energy by 2032, and 80% by 2035. This recognises the importance of encouraging the deployment of renewables to help replace retiring coal-fired power stations. The project has been developed through a comprehensive process based on wind resource assessments and incorporating community and stakeholder engagement and feedback to maximise positive social, economic and environmental outcomes while minimising adverse impacts and unintended consequences.

The Queensland Government's Queensland Energy and Jobs Plan sets out the delivery of several Renewable Energy Zones (REZ) within the State. Up to 12.2 GW of new renewable generation is expected to be installed in QLD REZs.

2.4 Project overview

SQE is seeking development consent for the construction, operation, maintenance and decommissioning of the Pikedale Wind Farm, which would include up to 204 wind turbine generators, a battery energy storage system, ancillary infrastructure and temporary facilities. The project would have a generating capacity of approximately 1.3GW. The power generated by the project (from wind turbine generators and released from battery storage) would feed into the electricity grid (NEM) via direct connection to the existing 330kV Queensland-NSW Interconnector (QNI) transmission line.

The key components of the project include:

- up to 204 wind turbine generators, with a blade-tip height of up to 270m and generation capacity of approximately 1GW
- a 300MW battery energy storage system (sizing and type to be determined)
- permanent ancillary infrastructure including:
    - operation and maintenance compounds
    - substation and switch station
    - internal roads and hardstands
    - transmission lines (underground and overhead cabling)
    - wind monitoring masts
    - telecommunication facilities
    - utility services
- temporary facilities and activities including:
    - site compounds, camp, laydown and storage areas
    - stockpiling and rock crushing
    - concrete batch plants
    - temporary roads
    - temporary wind monitoring masts.

2.5 Indicative project timeline

Milestones to date for PKQW project, as well as the indicative timelines as the project moves through development, are outlined in Table 3. This is a guide only and is subject to change as the project progresses.

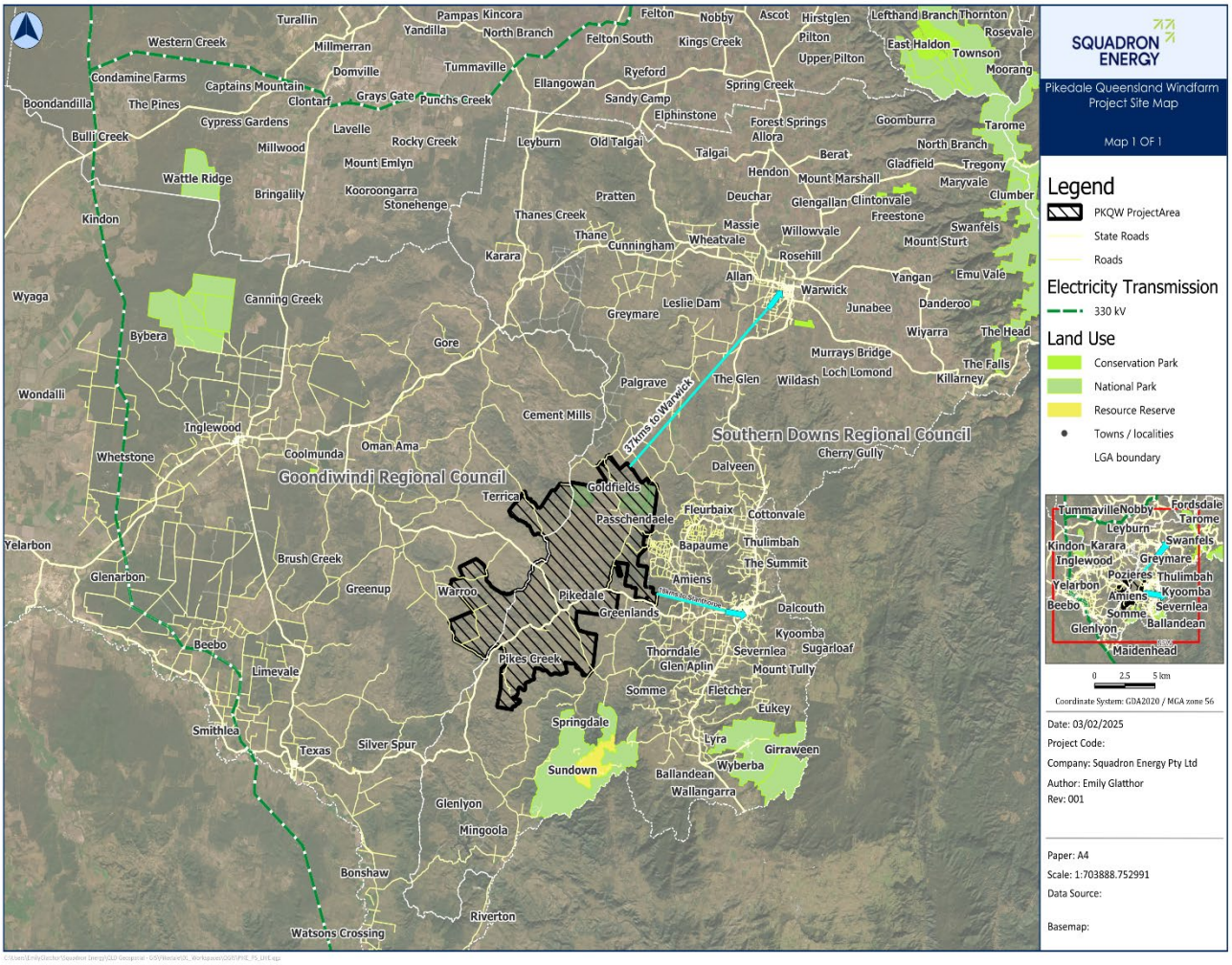
Table 3: Indicative project timeline

Date	Milestone
January 2022	early investigations and feasibility
March 2022	initial landowner discussions
February 2023	key preliminary constraint studies, community engagement
July 2024	submission of Connection Enquiry to Powerlink
September 2024	commencement of ecology and LiDAR surveys
November 2024	Initial meeting with mayor/councillors of southern downs
January 2025	meteorological mast installation

Early 2025	initial neighbour discussions
Early 2025	initial civil designs shown to landowners
Early 2025	initial First Nations engagement
Quarter 2 2025	commencement of second wind monitoring campaign
Quarter 2 2025	planning and commencement of Cultural Heritage surveys
Quarter 2 2025	engagement with the broader community, project is announced publicly
Late 2025	EPBC Referral lodgement with Commonwealth Government
Quarter 2 2026	development application lodgement with QLD State Government
Quarter 2 2027	commonwealth approval (EPBC determination)
Quarter 3 2027	state approval (Development Consent)
Early 2028	construction expected to begin
Mid 2030	transmission connection
Mid 2030	progressive wind farm commissioning

2.6 Project site map

Figure 3: PKQW site map



2.7 Community overview

The communities nearest to PKQW are Pikedale, Stanthorpe and Texas, located in the Southern Downs and Goondiwindi regions of Queensland, respectively. As of the 2021 census, Pikedale had a modest population of 24 people, reflecting its rural character.

Stanthorpe, a rural town in the Southern Downs Region, had a population of 5,286 in 2021. The town is surrounded by agriculture, including vegetables, apples, grapes, and stone fruit. Wine production and sheep and cattle grazing are also prevalent in the area. Stanthorpe has numerous primary schools as well as Stanthorpe State High School and St Joseph's School Stanthorpe.

Texas is a rural town in the Goondiwindi Region with a population of 790 as at the 2021 census. Farming is the dominant industry in the Texas area, supplemented by a silver mine and the Whyalla Beef feedlot approximately 25km from the town.

The Pikedale area, once renowned for its sheep station and premium wool production, has transformed into a region with a wide array of industries and community amenities. Its commitment to agricultural education mirrors the Queensland government's broader goals of nurturing and sustaining rural communities, while also exploring new economic opportunities.

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 understanding 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:

- 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 receptors
- 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 PKQW include:

Table 4: Identified stakeholders

Stakeholder Group	Stakeholders
Host landholders	landholders with the potential to host WTGs and/or project infrastructure
Neighbouring landholders	neighbouring dwellings within 4km 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)**	local community: • Stanthorpe • Warwick • Pikedale • Ballandean • Goldfields • Cement Mills • Terrica • Pikes Creek • Warroo • Greenup • Limevale • Beebo
Government – State	• Department of Transport and Main Roads (DTMR) • Department of Regional Development, Manufacturing and Water • Department of Resources (DoR) • Department of Agriculture and Fisheries (DAF) • Department of Environment, Tourism, Science and Innovation (DESI) • DSDILGP • Office of the Coordinator-General • Department of Energy and Climate • Queensland Treasury • Trade and Investment Queensland (TIQ) • Queensland Fire and Emergency Services (QFES) • Powerlink • Department of Women, Aboriginal and Torres Strait Islanders Partnerships and Multiculturalism (DSDSATIP)
Government - Federal	• Department of Climate Change, Energy, the Environment and Water (DCCEEW) • Airservices Australia • Bureau of Meteorology (BOM) • Civil Aviation Safety Authority (CASA) • Department of Agriculture, Fisheries and Forestry • Department of Defence

Stakeholder Group	Stakeholders
	• Australian Energy Market Operator (AEMO)
Council	• Southern Downs Regional Council • Goondiwindi Regional Council
Government elected representatives	• Federal Member for Maranoa – David Littleproud MP, Leader of the Liberal National Party • QLD State Member for Southern Downs – James Lister MP
Community interest groups and community services	• Allora Men's Shed • Building Vibrant Communities • Interact Club of Stanthorpe • Lions Club of Stanthorpe Inc • Mental Health & Wellbeing – GBNC • Pikedale Community Group • Rotary Club Stanthorpe • Rotary Satellite Club of Stanthorpe Flexitime • Southern Downs Suicide Prevention Network • Stanthorpe & District Men's Shed • State Emergency Services – Warwick • Traprock Community Group • Zonta Club of Warwick • Zonta Stanthorpe • Australia Nova Romana • Australian Army Cadets – South Queensland • Braille House
Schools	**Schools in Stanthorpe, QLD:** • Applethorpe State School (Primary) • Ballandean State School (Primary) • Ramsay State School (Primary) • The Summit State School (Primary) – The Summit past Applethorpe • Amiens State School (Primary) Amiens • Glen Aplin State School (Primary) • Stanthorpe State High School (Secondary) • Severnlea State School (Primary) • Broadwater State School (Primary) • Stanthorpe State School (Primary) **Schools in Texas, QLD:** • Texas P–10 State School (Combined) St Maria Goretti Primary School (Primary) • Greenmount State School (Primary)
First Nations groups	• QLD Aboriginal Land Council • Kambuwal People (Kambuwal Aboriginal Corporation for Culture, Heritage and Land) • Githabul People (Githabul National Aboriginal Corporation Registered Native Title Body Corporate) • Bigambul People (Bigambul Native Title Aboriginal Corporation) • Bundjalung People (Bundjalung Trible Society)

Stakeholder Group	Stakeholders
	• Ngarabal People (Severn, Ngarabal, and Kwiambal Aboriginal Corporation)
Industry and local business	• Granite Belt Wineries • Cideries • Stanthorpe main street • Motels and hotels • Stanthorpe & Granite Belt Chamber of Commerce • Radio Stations – The Breeze, Ten FM, Rebel FM • QLD Farmers' Federation
Other stakeholders	• Translink • Telstra & other utilities

3.3 First Nations engagement

SQE has a dedicated First Nations engagement team, with First Nations facilitators to be based in each of the REZs (Renewable Energy Zones). 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 relevant guidelines from the following organisations:

- Queensland Government Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism
- Department of Environment, Tourism, Science and Innovation

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; 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 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; and

- 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

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.

Stakeholder engagement is ongoing during the development of the project.

3.5 Stakeholder engagement by development stage

Table 5: Stakeholder engagement for key project stages

Project Stage	engagement objective	engagement activities	target stakeholders
Site selection	• 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	• phone calls • face-to-face visits • introductory letters • gather contact details for future communications	• potential host landowners • potential neighbouring landowners
Project feasibility	• 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	• phone calls • face to face visits • one-on-one meetings and visuals tools to help inform discussions • email or letter updates	• potential host landowners • potential neighbouring landowners • local councils • government elected representatives

Project Stage	engagement objective	engagement activities	target stakeholders
Planning and approvals **(scoping phase, development application phase)**	• 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 • collect data and insights and prepare the planning documentation • inform community of the opportunity to express their views on the proposed project • educate community regarding outcomes of the development application and technical studies • inform the community of the progress of the approvals process and outcomes • educate community regarding the project-specific benefit sharing process	• 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 and collaborations • utilise sponsorship and community benefits program as opportunities for engagement	• all stakeholder groups
Construction	• 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	• as above for project feasibility phase, plus: • maintain and update website • complaints management mechanism developed or implemented • community partnerships • community/stakeholder workshops to identify opportunities for community benefit • construction community liaison management plan	• all stakeholder groups
Commissioning and operation	• be an active member of the community • strengthen collaboration through partnerships • build a sense of community pride in a well-run wind farm	• as above for construction phase, plus: • operational Community Engagement Plan • evaluation of engagement and improvements as required	• all stakeholder groups

Project Stage	engagement objective	engagement activities	target stakeholders
Decommissioning	• communicate decommissioning and rehabilitation process	• as above for commissioning and operation, plus: • host landholder and neighbour briefings	• host landowners • neighbours • local councils • State and Commonwealth government agencies • community interest groups

4 Potential issues and opportunities

4.1 Potential social impacts

Table 6 summarises the potential impacts to people considered applicable to the project and the social impact categories that they may align to. The table also includes references to typical project issues that may be identified during consultation that are considered in the development application 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 planning process.

For the purpose of this SEP, the types of impacts outlined in the Social Impact Assessment Guideline (DSDILGP, March 2018) have been adopted.

Table 6: potential impacts to the community and stakeholders

Potential impact	Stage	Types of social impacts (DSDILGP, 2018)
Changes to the aesthetic value and amenity affecting surroundings and way of life	Operations	• impacts on communities' quality of life including liveability and aesthetics, as well as the condition of their environment (for example, air quality, noise levels, and access to water)
Increase in dust and noise during construction causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	Construction	• impacts on how people live, work, play and interact with one another on a day-to-day basis
Operational noise generated by WTGs causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	Operations	• impacts on communities' quality of life including liveability and aesthetics, as well as the condition of their environment (for example, air quality, noise levels, and access to water) • impacts on communities' physical and mental health and well-being, as well as their social, cultural and economic wellbeing
Changes to existing land use resulting in a disadvantage to personal property (negative) for nearby neighbours	Construction and operations	• changes to livelihoods, for example, whether peoples' jobs, properties or businesses are affected, or whether they experience advantage/disadvantage
Distributive equity of economic benefits, between the region and nearby neighbours	Planning, construction and operations	• changes to community values and/or the way the community functions • impacts on how people live, work, play and interact with one another on a day-to-day basis

Potential impact	Stage	Types of social impacts (DSDILGP, 2018)
Enhanced community wellbeing from job opportunities and community investment	Construction and operations	• changes to livelihoods, for example, whether peoples' jobs, properties or businesses are affected, or whether they experience advantage/disadvantage
Changes to the existing land use resulting in the loss of native flora and fauna change how people experience their environment	Construction	• impacts on communities' quality of life including liveability and aesthetics, as well as the condition of their environment (for example, air quality, noise levels, and access to water)
Impacts on people's access to roads and other services, especially during construction Potential improvement in access during operations for landowners and emergency services	Construction and operations	• impacts on communities' access to, and quality of, infrastructure, services and facilities
Further changes to land use affecting community character resulting in a sense of loss of heritage values	Operations	• impacts on culture, history, and ability to access cultural resources • changes to community values and/or the way the community functions
Changes to land use during construction, affecting the availability of land for livestock, impacting livelihoods	Construction	• changes to livelihoods, for example, whether peoples' jobs, properties or businesses are affected, or whether they experience advantage/disadvantage • impacts on how people live, work, play and interact with one another on a day-to-day basis
Potential reduction in security caused by unauthorised access and/or 'strangers' accessing land during both construction and operations	Construction and operations	• impacts on communities' physical safety, exposure to hazards or risks, and access to and control over resources • impacts on communities' physical and mental health and well-being, as well as their social, cultural and economic well-being
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	Planning	• changes to community values and/or the way the community functions • impacts on communities' physical and mental health and well-being, as well as their social, cultural and economic well-being

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 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 7 with examples of SQE community benefits

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 7: community benefit sharing – examples

Community sponsorship program	Each of our projects has a community sponsorship program which provides funds or in-kind support to community organisations and events in the local project area. Additional information regarding this program can be found on our website: https://www.squadronenergy.com/. Local community groups are encouraged to apply for sponsorship via SQE's website: https://www.squadronenergy.com/communitysponsorship.
Community benefit funds	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.
Community Co- investment	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 are planning to 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.
Telecommunications	Reliable 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 Uungula 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.
Employment and business opportunities	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 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.
Training and skills development	Engaging with local communities allows us to identify opportunities for skills development. For example, SQE is collaborating with TAFE NSW to create and deliver a digital Microskill 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. This course is available online.
First Nations employment	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 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. Engagement with local First Nations communities can help us to identify opportunities for First Nations economic development, skills and employment.

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.