Stakeholder Engagement Plan

Saddletop Wind Farm

29 May 2025

SQUADRON ENERGY

Final

Revision Control

Revision	Date	Issue	Author	Reviewed	Approved	Signature
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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 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 Saddletop Wind Farm. It outlines SQE's understanding of the communities surrounding the project and our approach to community and stakeholder engagement. The plan also outlines the potential impacts and provides examples of opportunities that could be developed in consultation with local partners and communities depending on need.

Table 1: Key terminology

Term	Description
AEMO	Australian Energy Market Operator
CEC	Clean Energy Council
DPHI	NSW Department of Planning Housing and Infrastructure
DCCEEW	Commonwealth Department of Climate Change Energy the Environment and Water
NSW DCCEEW	NSW Department of Climate Change Energy the Environment and Water
EIS	Environmental Impact Statement
EPBC	Environmental Protection Biodiversity Conservation Act
IAP2	International Association of Public Participation
LALC	Local Aboriginal Land Council
LGA	Local Government Area
NEM	National Energy Market
SEARs	Secretary's Environmental Assessment Requirements
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
SSD	State Significant Development
SQE	Squadron Energy

Term	Description
VPA	Voluntary Planning Agreement
WTG	Wind Turbine Generator

1.3 Our approach to stakeholder and community engagement

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

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

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

1.4 Our values

SQE's values underpin and guide our work.

Table 2: SQE Values

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

1.5 Enquiries and complaints

Throughout the project lifecycle, stakeholders and members of the community have the opportunity to contact SQE via a project-specific email address and phone number.

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

Project team details:

Project Manager: Jess Barr

Email: SaddletopWind@squadronenergy.com

Phone: 0480 045 620

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/consultation)
- 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, Housing and Infrastructure (DPHI), (March 2024), Undertaking Engagement Guidelines for State Significant Projects
- Department of Planning, Housing and Infrastructure (DPHI), (November 2024), Wind Energy Guideline- Guidance for State Significant Wind Energy Development
- Department of Planning and Environment (DPE), (November 2023), Draft Energy Policy Framework

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

1.6.1   Clean Energy Council

The Clean Energy Council has prepared Community Engagement Guidelines for the Australian Wind Industry (CEC, 2018) outlining 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 of Public Participation

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

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

	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.

Increasing impact on the decision

1.7   Stakeholder engagement objectives

Squadron Energy 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; and

- enable a smooth transition from the development to delivery and operational phases, maintaining community links and information.

2   The Project

2.1   Project overview

The project consists of the installation, operation, maintenance and decommissioning of up to 123 wind turbine generators (WTGs), battery storage, ancillary infrastructure and temporary facilities. The project is designed to accommodate a contemporary wind turbine generator of up to 270m high, each with a capacity of approximately 6 MW.

The proposed 738 MW project would connect to either (or a combination of) the existing Lower Tumut to Yass 330kV or the Upper Tumut to Yass 330kV transmission lines, or potentially Humelink (under construction) each of which pass through the project site. Additionally, inclusion of battery storage will allow

for the project to store, and dispatch scheduled and reliable energy to and from the project or the National Electricity Market (NEM).

Key features of the project include:

- approximately 123 WTGs to maximum tip height of up to 270m
- generating capacity of approximately 738 MW, enough to power approximately 410,000 average NSW homes
- provision for battery storage (capacity and type to be determined)
- ancillary infrastructure including site offices, internal roads, hardstands, underground and overhead cabling, monitoring masts, substation, a battery and a switching station
- temporary facilities: site compounds, laydown areas, stockpiles, rock crushing and concrete batch plants, temporary roads.

The project has been designed and will continue to be refined through a comprehensive process incorporating community and stakeholder feedback and the findings of environmental and social studies. This enables SQE to maximise positive social, economic and environmental outcomes from the project, while minimising adverse impacts.

2.2 Project context

Saddletop Wind Farm is a proposed wind farm and battery project, classified as State Significant Development (SSD) and requires approval under Part 4 of the *Environmental Planning and Assessment Act 1979* (EP&A Act) through the preparation of an Environmental Impact Statement (EIS).

As part of the project EIS, a Social Impact Assessment (SIA) will be prepared in accordance with the SIA Guidelines (DPIE, 2023) and associated Technical Supplement which sets mandatory requirements for SIAs conducted in NSW. The EIS, including the SIA, is expected to be lodged in late 2026.

2.2.1 Indicative project timeline

The project team has been consulting with local landowners since 2008, and the broader community since 2023, through one-on-one and group meetings with local landowners, neighbouring property owners, Council, community groups, local service providers and relevant government agencies.

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

Table 3: Project milestones

Time (future dates are subject to change)	Milestone
2008-2022	Site identification and wind resource monitoring
2023-2025	Stakeholder engagement and community sponsorship program commenced
May 2025	Community drop-in session / Q&A forum
September 2025	Scoping Report lodged with NSW Department of Planning, Housing and Infrastructure
April 2026	EIS technical assessments
July 2026	Community drop-in session meeting
November 2026	EIS on public exhibition
March 2027	Development approvals forecast

2.3   Project site map
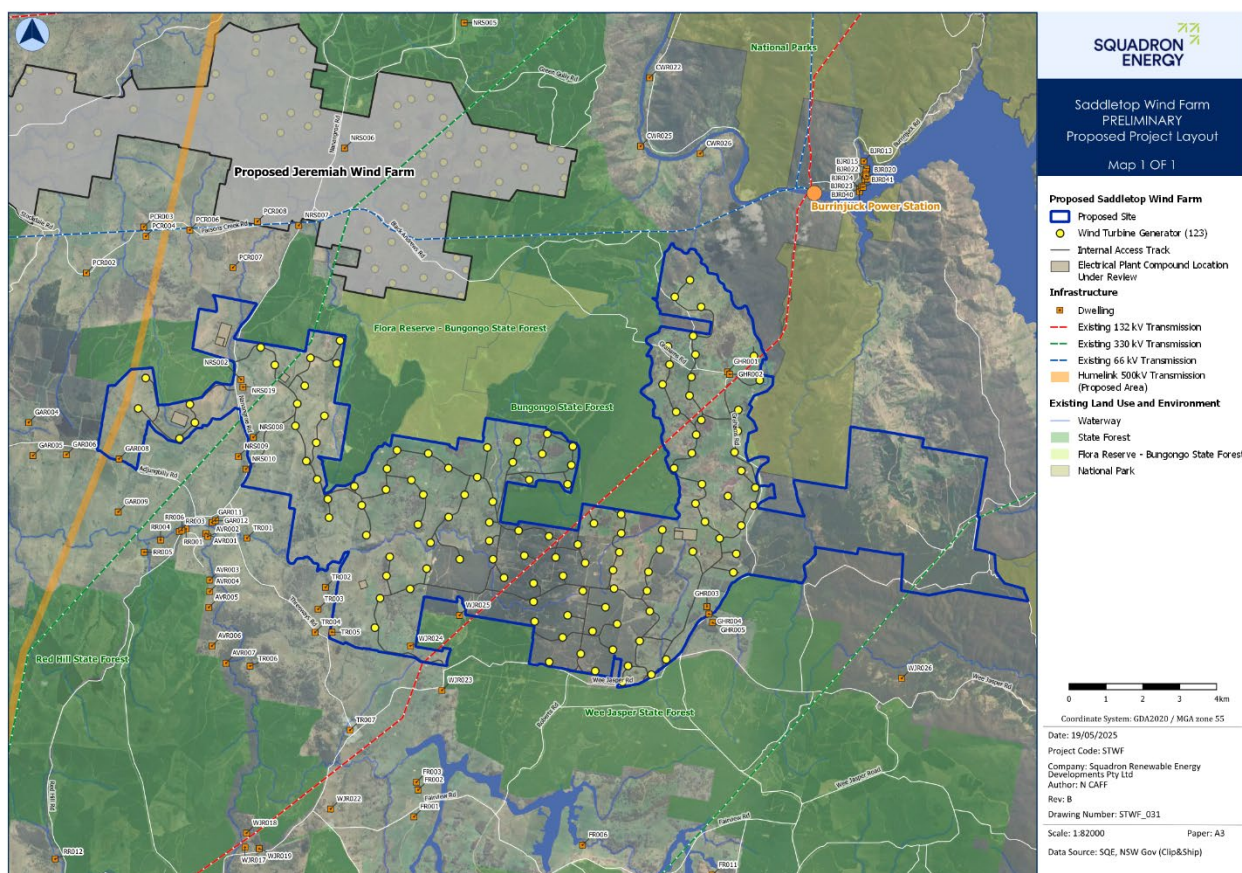
2.4   Community overview

The nearest township to the project is Adjungbilly, a rural community in the central eastern part of the Riverina region and on the north-western edge of the Snowy Mountains. It is situated 29 kilometres south-east of Gundagai and 35 kilometres north-east of Tumut. Adjungbilly has a community hall and a small primary school; Bongongo Public School. According to the 2021 Census, there were 101 people living in Adjungbilly. Of these, 59.4% were male and 40.6% were female.

The project is located within the Cootamundra-Gundagai Regional Council LGA, which is currently home to 11,169 people. The population has remained steady over the past ten years with only small fluctuations in migration and those leaving the LGA as shown in Figure 5.1. The LGA is situated on the land of the Wiradjuri people, with Aboriginal and/or Torres Strait Islander persons accounting for approximately 6.4% of the population. Most residents (84.2%) are Australian born (ABS, 2021).

The dominant land uses in this area are commercial forestry (softwood pine plantation) and agriculture such as cattle and sheep grazing and cropping. The Burrinjuck Dam Hydro Plant is approximately 8 kilometres from the project site. The project area comprises several elevated ridges with nearby land mainly used for grazing and plantation forestry.

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:

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

Other considerations

- 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 Saddletop Wind Farm 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 8km of 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)	- Adjungbilly - Gobarralong - Darbalara - Bongongo - Gundagai - Tumut - Tumorrama
Government – State	- Department of Finance, Services, and Innovation – Telco Authority - Department of Climate Change, Energy, the Environment and Water (DCCEEW) including: - Conservation Programs, Heritage & Regulation Group (CPHR) - Energy Corporation - Water Group - Department of Planning, Housing and Infrastructure (DPHI) including Crown Lands

Stakeholder Group	Stakeholders
	• Department of Primary Industries – Agriculture and Fisheries (DPI) • Environment Protection Authority (EPA) • Fire and Rescue NSW • Heritage NSW • NSW Rural Fire Service • Regional NSW – Mining, Exploration and Geoscience (MEG) • Transport for NSW • TransGrid / Lumea • NSW Energy Sector Board
Government - Federal	• Airservices Australia • Bureau of Meteorology (BOM) • Civil Aviation Safety Authority (CASA) • Department of Agriculture, Water and Environment (DAWE) • Department of Defence • Department of Climate Change, Energy, the Environment and Water (DCCEEW) • Australian Energy Market Operator (AEMO)
Local Council	• Cootamundra Gundagai Regional Council • Snowy Valleys Council • Yass Valley Council
Government - elected representatives	• Federal Member for Riverina, Hon Michael McCormack MP • Federal Member for Eden Monaro, Hon Kristy McBain MP • NSW Member for Cootamundra Steph Cooke, MP • NSW Member for Eden Monaro, Kristy McBain MP
Community interest groups and community services	• Adjungbilly Cooperative Wild Dog and Fox Management • Adjungbilly Hall – run by Bongongo Parents and Citizen's Association (P&C) • Country Women's Association, Gundagai Branch • Tumut Show Society • Landcare • Holy Advent Church Tumorrama • Rural Women's Day • Flourish Australia, Tumut (Community mental health services) •
Schools	• Bongongo Public School • Puggles Mobile Preschool • Jugiong Public School • Gundagai Public School • St Patricks Catholic Primary school • Gundagai South Public School • Gundagai High School • Brungle Public School • Tumut Public School

Stakeholder Group	Stakeholders
	• Tumut High School • McAuley Catholic Central School • Snowy Valley School • Franklin Public School
First Nations groups	• NSW Aboriginal Land Council • Brungle Tumut Local Aboriginal Land Council • Onerwal Local Aboriginal Land Council • Murra Bidgee Mullangari Aboriginal Corporation • Corrroboree Aboriginal Corporation • Gunjee Wong Cultural Heritage Aboriginal Corporation • Merrigarn Indigenous Corporation • Ngunnawal Heritage Aboriginal Corporation

Industry, local business and media	• Tumut and Adelong Times
	• Gundagai Independent
	• Gundagai Business Network
	• Tumut business network
	• Local businesses (mostly in Gundagai and Tumut) including:
	  – Accommodation, retail, food and beverage and entertainment providers; medical services, fuel/vehicle maintenance services; as well as a range of business geared to servicing large civil construction projects.
	  – Gundagai Visitor Information Centre
	  – Coolac Store
	  – Eulonga Quarries
	  – Visy, Tumut
	  –

Other Stakeholders	• The Junction air strip • Southern Cross Forests, Tumut • Adjungbilly Rural Fire Brigade • SES Southern Zone

3.3 First Nations engagement

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

SQE 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.

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

• First Nations Guidelines, Increasing income and employment opportunities from electricity infrastructure projects (NSW Government, 2022)

• Guide to Investigating, Assessing and Reporting on Aboriginal Heritage in NSW (NSW Government, 2011)

• The Code of Practice for Archaeological Investigation of Aboriginal Objects in New South Wales (NSW Government, 2010) and,

- The Aboriginal Cultural Heritage Consultation Requirements for Proponents 2010 (NSW Government, 2010).

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 (SIA), 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

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.

3.5   Stakeholder engagement by development stage

Table 6:   Stakeholder engagement during devleopment 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 stage	Engagement objective	Engagement activities	Target stakeholders
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	• 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
Planning and Approvals – **(Scoping Phase, EIS 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 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	As above for project feasibility phase, plus: • establish and maintain project website • community Information Sessions and meetings • 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 and implemented • community partnerships • community/stakeholder workshops to identify opportunities for community benefit.	• 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	• 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	• host landholder and neighbour briefings	• host landowners • neighbours • local Councils • State and Commonwealth government agencies • Community interest groups e.g., Landcare • First Nations Groups

4 Potential issues and opportunities

4.1 Potential Social Impacts

Table 6 summarises the potential impacts to people near to the project and the social impact categories that they may align to. The table also includes 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 may 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, February 2023) have been adopted.

Table 6: 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	• Visual	• Surroundings • Way of life
Increase in dust and noise during construction causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	• Dust • Noise	• 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	• Noise	• Way of life • Surroundings • Health and Wellbeing
Changes to existing land use resulting in a disadvantage to personal property (negative) for nearby neighbours	• Economic	• Livelihoods • Health and Wellbeing
Distributive equity of economic benefits, between the region and nearby neighbours	• Economic	• Way of life • Community
Enhanced community wellbeing from job opportunities and community investment	• Economic	• 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	• Biodiversity	• Surroundings
Impacts on people's access to roads and other services, especially during construction	• Traffic and transport	• Accessibility

Impact	Potential EIS issue	Social impact category
Potential improvement in access during operations for landowners and emergency services		
Further changes to land use affecting community character resulting in a sense of loss of heritage values	• Heritage	• Culture
Changes to land use during construction, affecting the availability of land for livestock, impacting livelihoods	• Land Use Management	• Livelihoods
Potential reduction in security caused by unauthorised access and/or 'strangers' accessing land during both construction and operations	• Access management	• 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	• Community engagement	• Decision making systems

5 Potential community benefit sharing

As the ultimate owner and operator of our projects, SQE is committed to being a positive contributor to the communities where we work. We share the benefits of our projects by supporting communities over the long term. We do this through a range of opportunities such as community benefit funds, neighbour agreements, voluntary planning agreements, community sponsorships and grant initiatives.

We recognise that each community is different and through partnerships with Councils and local groups, and consultation 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 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 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: Squadron Energy	Australian owned renewable energy Local community groups are encouraged to apply for sponsorship via SQE's website: Community Sponsorship - Squadron Energy
Voluntary Planning Agreements	We enter into voluntary planning agreements (VPAs) 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. We work closely with councils to develop the terms of the planning agreements, which include a commitment to annual funds based on the size of the approved 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 or infrastructure within each LGA.
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.
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 installation 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.
Training and skills development	Engaging with local communities allows us to identify opportunities for skills development. For example, SQE has collaborated with TAFE NSW to create and deliver a digital Microskill course: "Introduction to the wind energy industry." We provided subject matter experts to create the lessons, and the course is now available to people interested in upskilling or cross skilling into the renewable energy sector.
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.