

Stakeholder Engagement Plan




Illawarra Firming Power Station

19 September 2025



Final Draft

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 2 gigawatts (GW) of renewable energy in operation and 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 Illawarra Firming Power Station. 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
IAP2	International Association of Public Participation
IFPS	Illawarra Firming Power Station
REZ	Renewable Energy Zone
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
SSD	State Significant Development
SQE	Squadron Energy

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 will 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 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 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 Developer: Jeff Allen

Email: illawarrafiriming@squadronenergy.com

Phone: 0485 971 394

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)
- 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 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 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 2024/2025 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 Public Participation Spectrum (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.

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 overview

SQE is seeking development consent for the construction, operation, maintenance and decommissioning of the Illawarra Firing Power Station (IFPS). The proposed development is a gas-powered facility comprising gas turbines housed within enclosures, exhaust stacks, and associated equipment. The project also includes internal roads, storage tanks, and other infrastructure on site. The project will connect to nearby existing gas

infrastructure which runs through the project site. The electricity generated by the project will feed into Endeavour Energy’s Spring Hill electricity sub-station, located next door to the site.

IFPS is expected to operate for about 8-12% of the year, or for about 1000 hours (approximately 40 days) within a twelve-month period.

The project is in the early stages of planning, and the project’s design, including the type of gas turbine to be used will be finalised following extensive technical assessment and community consultation.

2.2 Project location

The power station is located in Unanderra NSW, an industrial zone five kilometres south of Wollongong CBD. It is located 4km from SQE’s Port Kembla Energy Terminal.

Figure 2: Indicative proposed project layout (as of March 2026)



2.3 Project context

IFPS is designed to supply electricity when renewable energy sources like wind and solar are not meeting demand. It is one of several projects being proposed and delivered by SQE and other developers in NSW to provide energy reliability and security.

This power station will provide essential backup electricity, known as firming power, to help stabilise the grid and support renewable energy generation. The project is located in the Illawarra Renewable Energy Zone (REZ), a location chosen for its strong energy infrastructure, nearby port and transport links, and access to a skilled local workforce.

2.4 Indicative project timeline



Figure 3: Indicative project timeline (as of March 2026)

Note: this timeline is indicative only, and is subject to change as the design progresses, technical studies are finalised and further stakeholder engagement is completed.

2.5 Community overview

At the 2021 Census, Unanderra had a population of 5,476 people. 16.3% aged 15 and over were employed as technicians and trades workers compared to 11.9% across NSW. Other nearby population centres in the vicinity of the project include:

Table 3: People and Status (2021 Census)

Suburb	Population	Male %	Female %	% Aboriginal and/or Torres Strait Islander identified
Unanderra	5,476	47.1	52.9	4.6
Cringila	2,156	51.1	48.9	2.7
Berkeley	7,798	49.2	50.8	6.4
Port Kembla (suburb)	5,088	50.4	49.6	4.5

3 Stakeholder identification and analysis

3.1 Stakeholder identification process

At the beginning of project planning, 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
- 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 Illawarra Firming Power Station include:

Table 4: Identified stakeholders

Stakeholder group	Stakeholders
Host landholder	<ul style="list-style-type: none"> • landholder with the potential to host the power station and/or project infrastructure.
Neighbouring landholders	<ul style="list-style-type: none"> • Businesses along Glastonbury Avenue (see list of local businesses in this table) and residents in Cringila to the south of the project.
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)	<p>Local communities and distance from project:</p> <ul style="list-style-type: none"> • Unanderra - 1.2km • Cringila - 1.1km • Berkeley - 1.4km • Lake Heights - 2.0km • Spring Hill - 1.3km • Figtree - 2.5km • Kembla Grange - 4.0km • Wollongong - 4.8km • Port Kembla - 5.0km
Government – NSW	<ul style="list-style-type: none"> • Crown Lands • Department of Finance, Services, and Innovation – Telco Authority • Department of Planning, Housing, and Infrastructure • NSW Department of Climate Change, Energy, Environment and Water DECCEW (NSW DCCEEW) • Department of Primary Industries – Agriculture and Fisheries (DPI) • Environment Protection Authority (EPA) • Fire and Rescue NSW • Heritage NSW • NSW Rural Fire Service • Transport for NSW (Transport) • TransGrid • WaterNSW • NSW Renewable Energy Sector Board
Government - Commonwealth	<ul style="list-style-type: none"> • DCCEEW • Airservices Australia

Stakeholder group	Stakeholders
	<ul style="list-style-type: none"> • Bureau of Meteorology (BOM) • Civil Aviation Safety Authority (CASA) • Australian Energy Market Operator (AEMO)
Local Council	<ul style="list-style-type: none"> • Wollongong City Council • Illawarra-Shoalhaven Joint Organisation of Councils
Government - elected representatives	<ul style="list-style-type: none"> • Federal Member for Wollongong – Alison Byrne MP • NSW Member for Wollongong – Paul Scully MP
Community interest groups and community services	<ul style="list-style-type: none"> • South Coast Gymnastics Academy • Figtree Physie Club • Landcare Illawarra • The Illawarra Climate Coalition • AYCC Wollongong • Illawarra Museum & Historical Society • Cringila Football Club
Schools/ university	<ul style="list-style-type: none"> • University of Wollongong • TAFE NSW Wollongong • Berkeley Public School • Illawarra Sports High School • Cringila Public School
First Nations groups	<ul style="list-style-type: none"> • Illawarra Local Aboriginal Land Council • Illawarra Aboriginal Medical Service • Gawura Aboriginal Corporation • Illawarra Wingecarribee Aboriginal Alliance Corporation
Industry and local business	<ul style="list-style-type: none"> • Shinagawa Refractories Australasia • Urban taskforce • Urban Development Institute of Australia (UDIA) Illawarra • Property Council Australia • Business Illawarra • The Illawarra Connection • I3net • Lucinda Rose Furniture • Gyprock Trade • Bradford Insulation • Ampol Unanderra • Daniel Engineering • Cram • InfraBuild Steel Centre • Onesteel • ARC Fences • WesTrac Wollongong • Illawarra Truck Repairs • Scuderia PCR Australia • Madina Developments • Totally Tumbling and Tricks

Stakeholder group	Stakeholders
	<ul style="list-style-type: none"> • All States Medical Supplies • Pipe Tube & Fittings • Global Crushers • Top End Sound Studios • Freight Ex • Airserve Air Conditioning • Wollongong Memorial Gardens • St George Illawarra Dragons NRL team (SQE is a major sponsor)
Sensitive receivers	<ul style="list-style-type: none"> • Fo Guang Shan Nan Tien Temple • RSPCA Illawarra Shelter • Equinix

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
- 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

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	Engagement activities
July 2023	Ongoing host and immediate neighbour engagement
Sep 2025	Ongoing host and neighbour engagement through one-on-one meetings and phone calls.
Sep/Oct 2025	Meetings/ briefings with council, and elected representatives.
March 2026	Project launch, including: <ul style="list-style-type: none"> - website going live - information stalls at local shops - meetings with First Nations groups - community information line available to all stakeholders - community sponsorship program opens.
Q1 2026	Targeted engagement with First Nation identified stakeholders
Q2/Q3 2026	Additional information stalls to provide project update to broader community
Ongoing	Regular project newsletters to update community on progress.

3.5 Stakeholder engagement by development stage

Table 6: Stakeholder engagement during development for key project stages

Project stage	Engagement objective	Engagement activities	Target stakeholders
Site selection	<ul style="list-style-type: none"> • identify local landholders within the potential project area • introduce the project concept and obtain initial feedback about the prospect of power station 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 stage	Engagement objective	Engagement activities	Target stakeholders
Project feasibility	<ul style="list-style-type: none"> engage with landholders about the proposed project area introduce State Significant Development (SSD) 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, EIS Phase)	<ul style="list-style-type: none"> maintain communication channels for enquiries and information continue to proactively gather feedback to inform the project design identify and appropriately respond to community concerns 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 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 	<p>As above for project feasibility phase, plus:</p> <ul style="list-style-type: none"> establish and maintain project website community information pop-up 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 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 	<p>As above for project feasibility phase, plus:</p> <ul style="list-style-type: none"> maintain and update website complaints management mechanism developed and implemented community partnerships community/stakeholder workshops to identify opportunities for community benefit. 	<ul style="list-style-type: none"> all stakeholder groups
Commissioning and operation	<ul style="list-style-type: none"> be an active member of the community strengthen collaboration through partnerships build a sense of community pride in a well-run wind farm 	<ul style="list-style-type: none"> Operational Community Engagement Plan evaluation of engagement and improvements as required 	<ul style="list-style-type: none"> all stakeholder groups

Project stage	Engagement objective	Engagement activities	Target stakeholders
Decommissioning	<ul style="list-style-type: none"> communicate decommissioning and rehabilitation process 	<ul style="list-style-type: none"> 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 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 7: Potential impacts to the community and stakeholders

Potential impact	Potential EIS issue	Social impact category
Changes to the aesthetic value and amenity affecting surroundings and way of life	<ul style="list-style-type: none"> Visual 	<ul style="list-style-type: none"> Surroundings Way of life
Increase in dust and noise during construction causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	<ul style="list-style-type: none"> Dust Noise 	<ul style="list-style-type: none"> Way of life Surroundings Health and wellbeing
Operational noise and vibration generated by power station causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	<ul style="list-style-type: none"> Noise Vibration 	<ul style="list-style-type: none"> Way of life Surroundings Health and wellbeing
Changes to air quality when power station is operational causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	<ul style="list-style-type: none"> Air quality 	<ul style="list-style-type: none"> Way of life Surroundings Health and wellbeing
Changes to existing land use resulting in a disadvantage to personal property (negative) for nearby neighbours	<ul style="list-style-type: none"> Economic 	<ul style="list-style-type: none"> Livelihoods Health and wellbeing
Distributive equity of economic benefits, between the region and nearby neighbours	<ul style="list-style-type: none"> Economic 	<ul style="list-style-type: none"> Way of life Community
Enhanced community wellbeing from job opportunities and community investment	<ul style="list-style-type: none"> Economic 	<ul style="list-style-type: none"> Way of life Community
Impacts on people's access to roads and other services, especially during construction	<ul style="list-style-type: none"> Traffic and transport 	<ul style="list-style-type: none"> Accessibility

Potential 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	<ul style="list-style-type: none"> Heritage 	<ul style="list-style-type: none"> Culture
Potential reduction in security caused by unauthorised access and/or 'strangers' accessing land during both construction and operations	<ul style="list-style-type: none"> Access management 	<ul style="list-style-type: none"> Surroundings
Lack of trust in engagement approach affecting people's ability to feel they have the power to make an informed decision or influence project design	<ul style="list-style-type: none"> Community engagement 	<ul style="list-style-type: none"> Decision making systems

5 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 neighbour agreements, voluntary planning agreements, community sponsorships, and grant initiatives.

We recognise that each community is different. 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. 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 – examples

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>
Energy initiatives	<p>We have a Power Promise Program, designed to explore ways of delivering direct, energy-related benefits to communities near our future wind and solar projects. These benefits may include initiatives such as bill bonuses, subsidised rooftop solar, home batteries and other energy upgrades. Specific opportunities are shaped by local consultation and what's feasible for each project. We partnered with Reswitch to deliver a</p>

	two-year trial at Clarke Creek Wind Farm as the first initiative under the program. Eligible homes and businesses within 20km of Stage 1 of Clarke Creek Wind Farm may sign up to receive a \$1,000 annual electricity bill credit, supporting affordable and clean energy for communities near the wind farm.
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 working on the Ungula Broadband initiative, which will connect eligible residents and businesses near our Ungula Wind Farm in Wellington with a fast, reliable and cost-effective internet service.
Housing and workforce accommodation	We look for ways to minimise any potential impacts of our projects on local housing supply and maximise legacy from workforce accommodation required during construction. In 2025, we refurbished the former Bellhaven Aged Care Nursing Home in Wellington, NSW to provide temporary accommodation for workers on renewable energy projects in the Central-West Orana REZ. The 32-room facility will support our Ungula Wind Farm and help ease pressure on local housing and tourism accommodation. Local First Nations businesses were engaged for the refurbishment works, creating local jobs and ensuring local communities' benefit from long-term economic opportunities.
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 include 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. We have also run business uplift and preemployment programs in the Central-West Orana REZ to encourage local business and employment opportunities from our projects.
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. We partnered with Aurora Energy Services (formerly ARC Wind) to support two trainee wind turbine technician roles for First Nations people in Wellington, NSW. The program provided hands-on experience and a pathway to future employment in the wind industry, including at our Ungula Wind Farm. 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.