

# Stakeholder Engagement Plan

## Banandra Wind Farm

19 May 2026



Final

### Revision Control

Revision	Date	Issue	Author	Reviewed	Approved	Signature
A	12/05/2026	Draft	ZH	Kath Elliott		
B	19/05/2026	Final	ZH	T. McDonald K. Elliott		T. McDonald

### 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 Banandra 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
BANW	Banandra Wind Farm
BESS	Battery Energy Storage System
CEC	Clean Energy Council
DPE	Department of Planning and Environment
DPHI	NSW Department of Planning Housing and Infrastructure
DCCEW	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
GW	Gigawatt
km	kilometres
IAP2	International Association of Public Participation
IBRA	Interim Biogeographic Regionalisation for Australia
LALC	Local Aboriginal Land Council
LEP	Local Environmental Plan
LGA	Local Government Area

Term	Description
MW	Megawatts
NEM	National Electricity Market
SEARs	Secretary's Environmental Assessment Requirements
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
SSD	State Significant Development
SQE	Squadron Energy
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**

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

### 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: David Stanke

Email: [banandrawind@squadronenergy.com](mailto:banandrawind@squadronenergy.com)

Phone: 0485 862 157

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), (March 2026), 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 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 2024/25 is available [here](#).

### 1.6.2 International Association for Public Participation

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

Figure 1: IAP2 Spectrum 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.

## 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

Squadron Energy is seeking development consent for the construction, operation, maintenance and decommissioning of the Banandra Wind Farm (BANW). The project includes the installation, operation, maintenance and decommissioning of a wind farm of up to 93 Wind Turbine Generators (WTGs), ancillary infrastructure and temporary facilities. The project could have a generating capacity of approximately 558MW, equivalent to powering approximately 302,000 average NSW homes. The power generated by the project (from wind turbine generators) would feed into the electricity grid, the National Electricity Market

(NEM) via direct connection to the existing TransGrid 330kV Darlington Point – Wagga Wagga transmission line.

The key components of the project include:

- up to 93 WTGs, with a blade-tip height of up to 270m and generation capacity of approximately 558MW
- 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, laydown and storage areas
  - stockpiling and rock crushing
  - concrete batch plants
  - temporary roads
  - temporary monitoring masts.

## 2.2 Project location

The project is located approximately 10 kilometres (km) southeast of Darlington Point within the Murrumbidgee and Narrandera Local Government Area (LGA) on Wiradjuri Country.

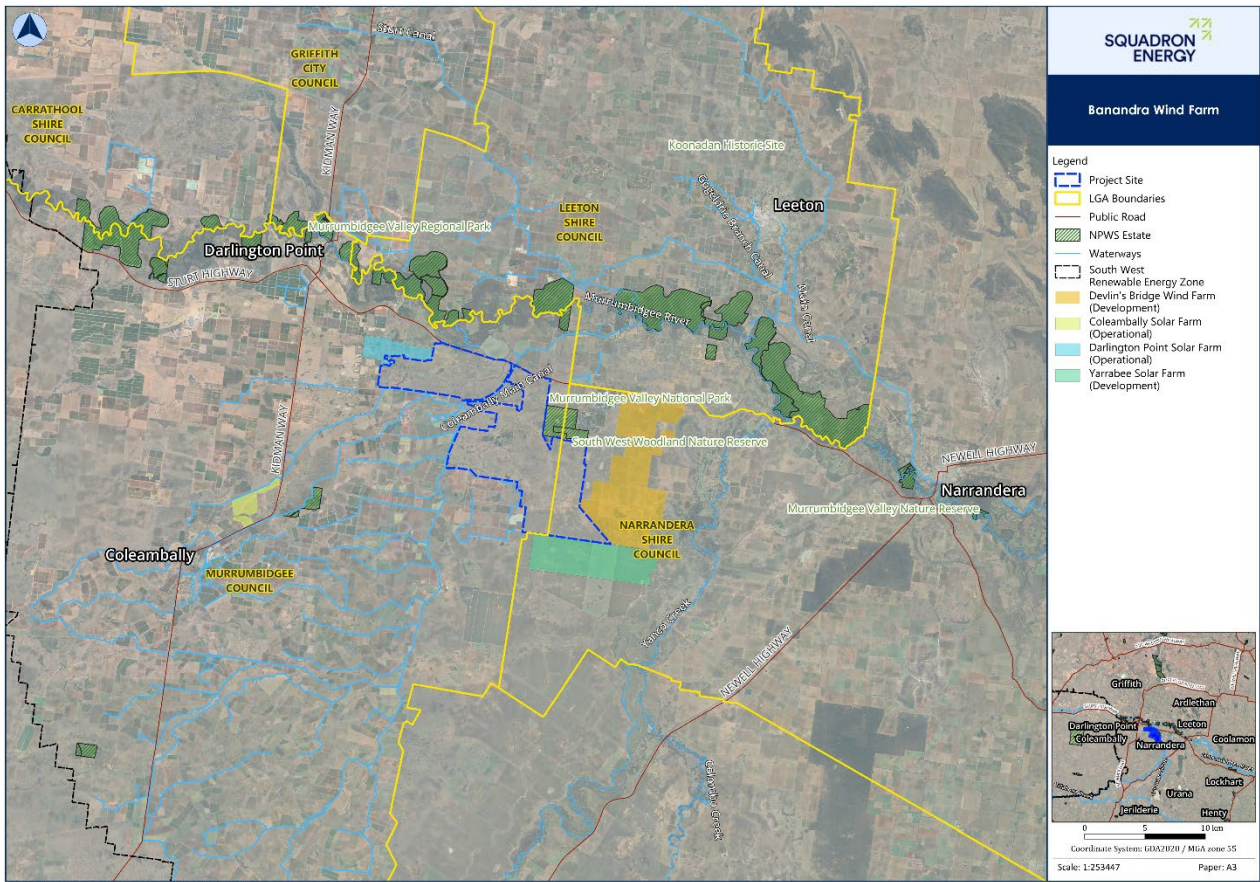
The Murrumbidgee and Narrandera LGAs are located in the Riverina Region of southwestern NSW, about 500km southwest of Sydney and 350km north of Melbourne. The Murrumbidgee LGA covers an area of about 6,900 square kilometres and the Narrandera LGA covers an area of 4120 square kilometres.

In the 2021 Census, the Murrumbidgee LGA had a population of 3,345 while the Narrandera LGA had a population of 5,698. The town of Darlington point had a population of 1,030. The Darlington Point township is surrounded by the nearby towns of Whitton, Yanco, Leeton, and Coleambally. Residents of Darlington Point are primarily employed in the labouring industry (agriculture and poultry farming).

The project site is located on privately owned land used for agriculture (grazing and some cropping). The project site is zoned as RU1 Primary Production under the Murrumbidgee Local Environmental Plan (LEP) 2013 and the Narrandera LEP 2013.

The topography is generally flat. The project site is located within the Riverina Interim Biogeographic Regionalisation for Australia (IBRA) bioregion which is characterised by extensive riverine floodplains with low relief, associated with the Murray, Murrumbidgee and Lachlan rivers. Shrublands and associated grasslands are predominate in the region. Other types of vegetation include box woodlands, mallee woodlands, native grasslands and wetlands.

Figure 2: Surrounding Projects



There are several operational solar and proposed wind, solar and battery renewable projects surrounding the project in Figure 2. Approved and proposed renewable energy projects (based on current publicly available information) within 50km of the project are shown in Table 3.

Table 3: Surrounding renewable energy projects

Project	Application	Status	Indicative distance from Project (km)
Yarabee Solar Farm	SSD-9237	Approved	1km
Devlin's Bridge Wind Farm	SSD-76610458	Planning	1km
Narrandera Solar Farm and BESS	SSD-102673712	Planning	29km
Coleambally Solar Farm	SSD-8208	Operational	15km
Darlington Point Solar Farm	SSD-8392	Operational	1km
Avonlie Solar Farm and BESS	SSD-9031	Operational	33km
Dinawan Wind Farm	SSD-50725708	Planning	45km
Dinawan Solar Farm and BESS	SSD-50725959	Planning	49km
Boags Creek Solar Farm and BESS	SSD-74997474	Planning	5km
Sandigo Solar Farm and BESS	SSD-8872	Approved	48km
Woodland BESS	SSD-30526266	Approved	4km
Comet Park BESS	SSD-76008209	Planning	19km

Project	Application	Status	Indicative distance from Project (km)
Griffith BESS	SSD-85372970	Planning	37km
Griffith Solar Farm	SSD-6604	Operational	38km
Riverina Solar Farm	SSD-7482	Operational	39km

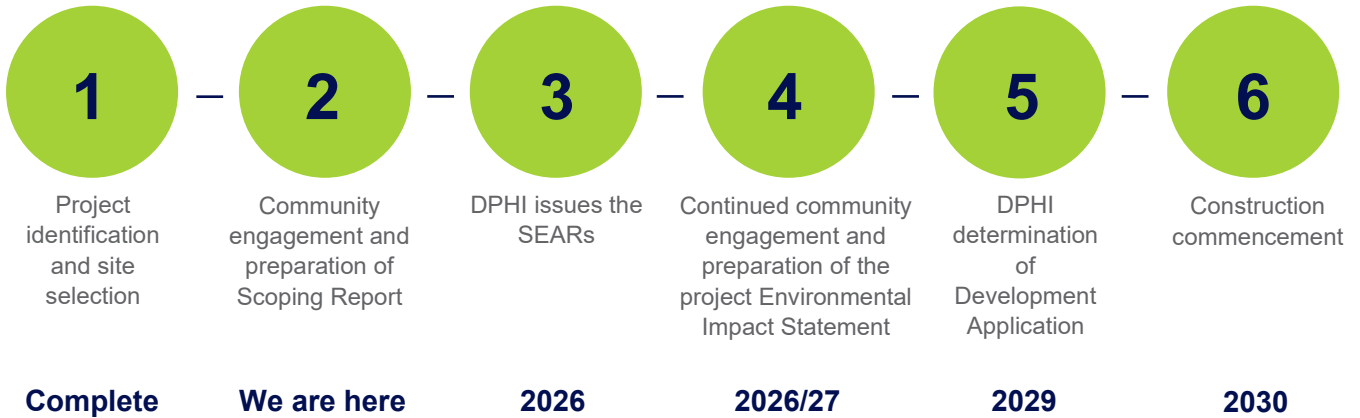
## 2.3 Project context

The NSW Government has committed to an aspirational target of achieving net-zero carbon emissions by 2050 and recognises the importance of encouraging the deployment of renewables to help replace retiring coal-fired power stations. The project is being developed through a comprehensive process based on wind resource assessments and incorporating community and stakeholder feedback to maximise positive social, economic and environmental outcomes while minimising adverse impacts and unintended consequences.

### 2.3.1 Indicative project timeline

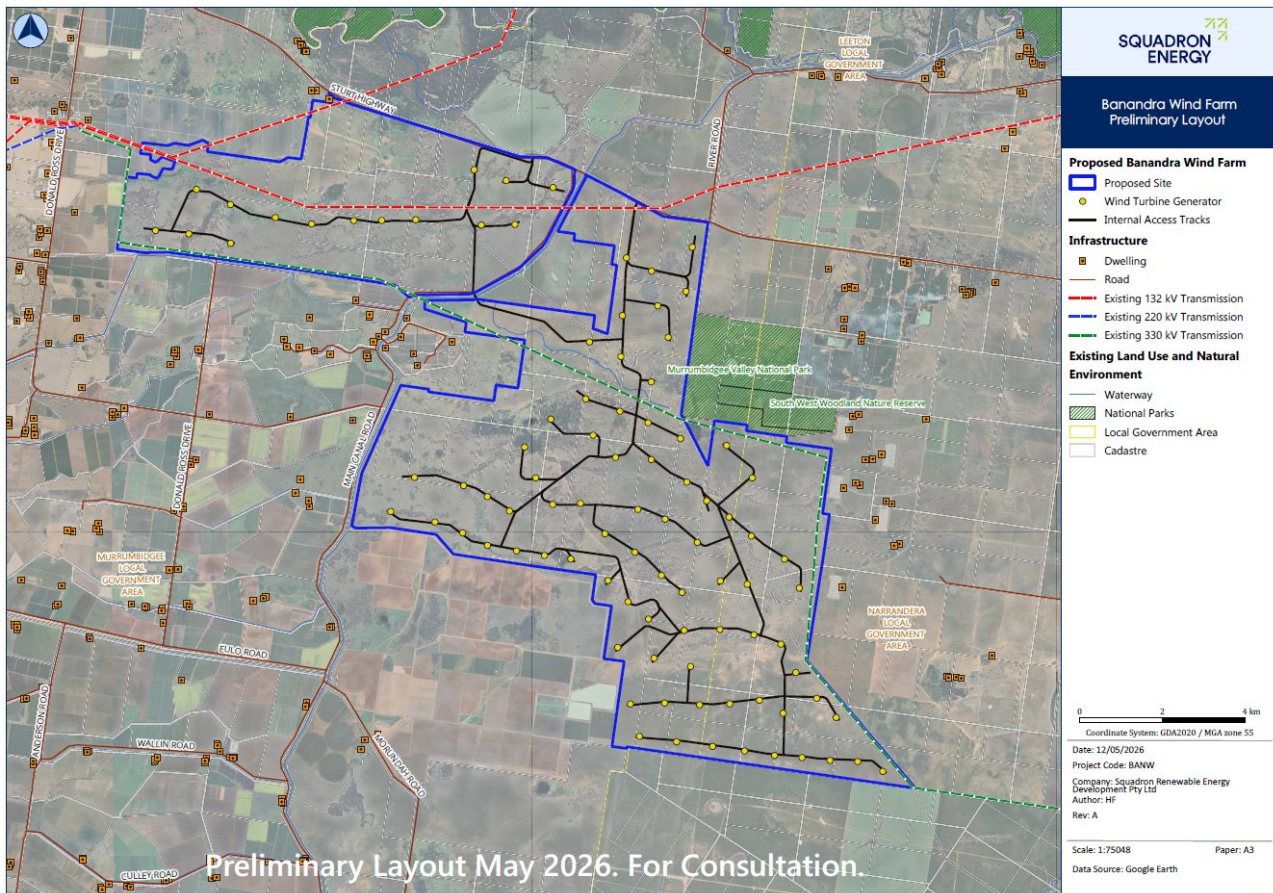
The timeline below outlines the expected key stages of the project, from initial site identification through planning, assessment and approval, to construction. It is indicative only and will continue to be refined as studies are completed and regulatory processes progress.

Figure 1: Proposed project timeline



## 2.4 Project site map

Figure 2: Preliminary project layout



## 2.5 Community overview

At the 2021 Census, there was a population of 1,030 people in Darlington Point. Griffith is the largest city within proximity to the project, located 45km northwest, with a range of government and commercial services available to residents. The median age for these localities ranges from 36 to 44. The NSW median average is 39. Other nearby population centres in the vicinity of the project include:

Table 4: State Suburb data 2021 Australian Census

Population centre	Population	Male %	Female %	% Aboriginal and/or Torres Strait Islander	Distance from site
Darlington Point	1,030	52.6%	47.4%	18.4%	10km northwest
Coleambally	1,152	52.1%	47.9%	5.5%	25km southwest
Leeton	7,437	48.5%	51.5%	7.8%	27km northeast
Narrandera	3,783	48.1%	51.9%	15.8%	35km east
Griffith	20,799	49.6%	50.4%	5.7%	45km northwest
Whitton	523	48.9%	51.1%	11.1%	20km north
Yanco	744	49.3%	50.7%	6.3%	25km northeast

## 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
- 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 Banandra Wind Farm include:

**Table 5: Identified stakeholders**

Stakeholder group	Stakeholders
<b>Host landholders</b>	Landholders with the potential to host WTGs and ancillary infrastructure including (but not limited to) internal access roads/tracks, utilities and communications infrastructure, operation and maintenance compounds, hardstands, meteorological masts. The host land covers 106 lots.
<b>Neighbouring landholders</b>	There are 116 neighbouring dwellings within 7.7km of potential turbine locations
<b>Communities within the Social Locality</b>	<ul style="list-style-type: none"> <li>• Local community:               <ul style="list-style-type: none"> <li>- Darlington Point</li> <li>- Coleambally</li> <li>- Leeton</li> <li>- Narrandera</li> <li>- Yanco</li> <li>- Whitton</li> </ul> </li> </ul>
<b>Government – State</b>	<ul style="list-style-type: none"> <li>• Crown Lands</li> <li>• Department of Finance, Services, and Innovation – NSW Telco Authority</li> </ul>

Stakeholder group	Stakeholders
	<ul style="list-style-type: none"> <li>• NSW Department of Climate Change, Energy, the Environment and Water (NSW DCCEEW) including:</li> <li>• Biodiversity, Conservation and Science Directorate (BCSD)</li> <li>• Energy Corporation</li> <li>• Water Group</li> <li>• NSW Department of Planning, Housing and Infrastructure (DPHI)</li> <li>• Department of Primary Industries – Agriculture and Fisheries (DPI)</li> <li>• NSW Environment Protection Authority (EPA)</li> <li>• Fire and Rescue NSW</li> <li>• Heritage NSW</li> <li>• NSW Rural Fire Service (RFS)</li> <li>• Regional NSW – Mining, Exploration and Geoscience (MEG)</li> <li>• Transport for NSW (Transport)</li> <li>• TransGrid</li> <li>• WaterNSW</li> <li>• NSW Renewable Energy Sector Board</li> <li>• NSW Department of Customer Services (DCS)</li> <li>• NSW National Parks &amp; Wildlife Service (NPWS)</li> <li>• NSW Forestry Corporation</li> <li>• Essential Energy</li> </ul>
<b>Government - Federal</b>	<ul style="list-style-type: none"> <li>• Airservices Australia</li> <li>• Bureau of Meteorology (BOM)</li> <li>• Civil Aviation Safety Authority (CASA)</li> <li>• Department of Agriculture, Fisheries and Forestry (DAFF)</li> <li>• Department of Defence</li> <li>• Department of Climate Change, Energy, the Environment and Water (DCCEEW)</li> <li>• Australian Energy Market Operator (AEMO)</li> </ul>
<b>Local Council</b>	<ul style="list-style-type: none"> <li>• Murrumbidgee Council</li> <li>• Narrandera Shire Council</li> </ul>
<b>Government - elected representatives</b>	<ul style="list-style-type: none"> <li>• Federal Member for Farrer, David Farley</li> <li>• NSW Member for Murray, Helen Dalton MP</li> <li>• NSW Member for Cootamundra, Stephanie Cooke</li> </ul>
<b>Community interest groups and community services (evolving list as engagement continues)</b>	<ul style="list-style-type: none"> <li>• Rotary Club Leeton</li> <li>• Rotary Club Narrandera</li> <li>• Coleambally Lions Club</li> <li>• Leeton Lions Club</li> <li>• Narrandera Lions Club</li> <li>• Country Women's Association Narrandera</li> <li>• Country Women's Association Coleambally</li> <li>• Country Women's Association Yanco</li> <li>• Murrumbidgee Landcare Incorporated</li> <li>• NSW Farmers Leeton/Narrandera</li> <li>• Riverina LLS</li> </ul>
<b>Schools</b>	<ul style="list-style-type: none"> <li>• Darlington Point Public School</li> </ul>

Stakeholder group	Stakeholders
	<ul style="list-style-type: none"> <li>• Coleambally Central School</li> <li>• St Peter's Primary School Coleambally</li> <li>• Narrandera Public School</li> <li>• Narrandera High School</li> <li>• St Joseph's School</li> <li>• TAFE Narrandera</li> <li>•</li> </ul>
<b>First Nations groups</b>	<ul style="list-style-type: none"> <li>• Narrandera Local Aboriginal Land Council (LALC)</li> <li>• Leeton &amp; District LALC</li> <li>• Warangesda Mission - Darlington Point</li> <li>• Waddi Housing and Advancement Corporation, Darlington Point</li> <li>• Waddi Cultural Centre, Darlington Point</li> </ul>
<b>Industry and local business</b>	<ul style="list-style-type: none"> <li>• Coleambally Chamber of Commerce</li> <li>• ABC Riverina</li> <li>• FM 95.1 (radio)</li> <li>• Triple M 963 (radio)</li> <li>• Hit 99.7 (radio)</li> <li>• Hit Riverina 1152 AM (radio)</li> <li>• Triple M Riverina 963 AM (radio)</li> <li>• The Punt Hotel Darlington Point</li> <li>• The Post Office Darlington Point</li> <li>• The Gumview café and corner store Darlington Point</li> <li>• Heath's Butchery Darlington Point</li> <li>• The Friendly Grocer Darlington Point</li> <li>• Darlington Point Riverside Caravan Park</li> <li>•</li> </ul>

### 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.

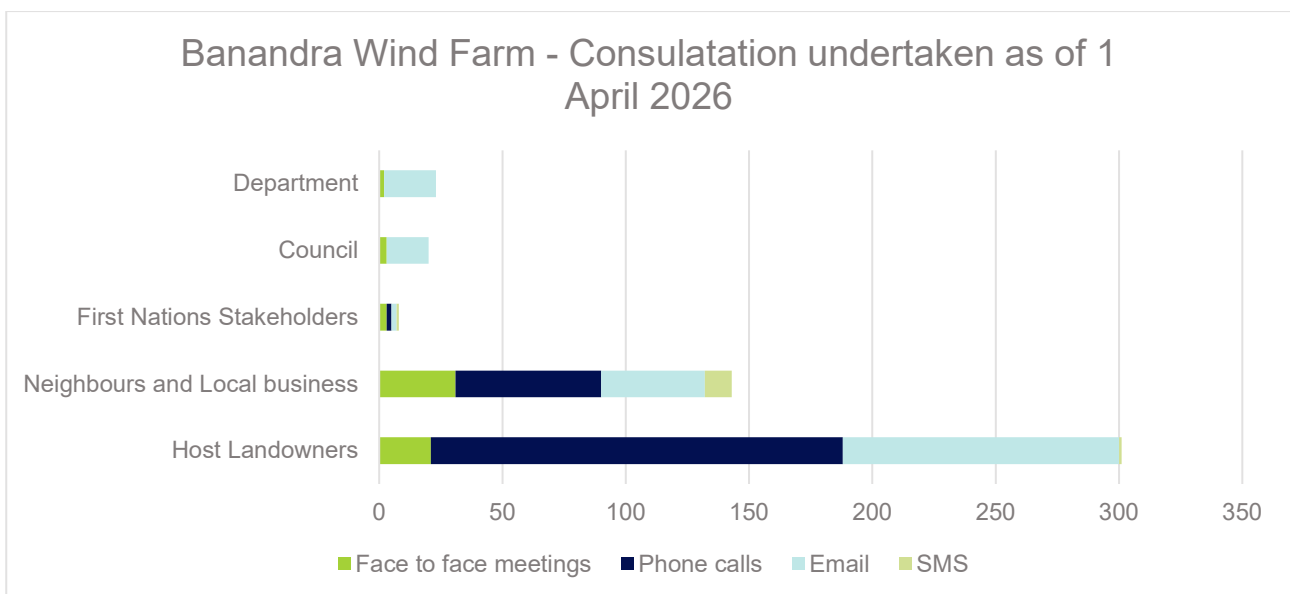
The SQE team released their Reflect Reconciliation Action Plan in April 2024. The plan includes multiple items that will review and measure SQE’s engagement with First Nations stakeholders. It is available here: <https://www.squadronenergy.com/about/our-rap>

### 3.4 Stakeholder engagement activities

SQE has a dedicated Stakeholder Engagement and Community Relations team. These team members work with the Banandra Wind Farm project team 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.

Graph 1 summarises the engagement activities undertaken to 1 April 2026.



Stakeholder engagement for the BANW has been ongoing since project inception and is designed to be proactive, inclusive, and responsive.

**Table 5: Stakeholder engagement activities - schedule**

Engagement method	Date	Activities
<b>Stakeholder engagement activities completed to date</b>		
<b>Host landowner engagement</b>	2023 – present	Regular meetings, phone calls and emails
<b>On-site presence</b>	2024 – present (ongoing)	Site visits to area, undertaking early feasibility studies
<b>Website</b>	May 2026	Website live
<b>Phone number and email</b>	February 2026 – present	Active project phone line and email address, with queries responded to promptly as received
<b>Project launch</b>	May 2026	Community newsletter distributed, letter drop to neighbours, commence sponsorship program, letters to broader external stakeholders including First Nations and elected representatives, to offer briefings, initial stakeholder briefings
<b>Local government briefings</b>	February 2026 – present  March and May 2026  Subsequent meetings Q1 2026	Regular presentations or meetings with council representatives, at key milestones.  Council briefings: <ul style="list-style-type: none"> <li>• Narrandera Shire Council</li> <li>• Murrumbidgee Council</li> </ul>
<b>Community drop-in Session</b>	Planned May 2026	To be held in Darlington Point and Coleambally to provide information and gather feedback
<b>Community newsletters</b>	Quarterly	Regular project updates when milestones are achieved, such as installing meteorological masts, or when feedback is being sought, such as the community investment fund survey
<b>Neighbouring landowners' engagement</b>	September 2025 – present	Initial conversations and meetings with 27 neighbours within 4km of project. Commence ongoing regular neighbouring landowner meetings from July 2026.
<b>Community interest groups, community services engagement and sponsorship programs</b>	Planned July 2026 onwards	Advertising sponsorship program to community groups Liaison with community groups on project and opportunities
<b>First Nations engagement</b>	January 2024 – present	Engagement with the Griffith and Leeton LALC as well as Waddi Cultural centre.

### 3.5 Stakeholder engagement by development stage

Table 5: Stakeholder engagement during development for key project stages

Project stage	Engagement objective	Engagement activities	Target stakeholders
<b>Site selection</b>	<ul style="list-style-type: none"> <li>identify potential project area</li> <li>introduce the project concept and obtain initial feedback about the prospect of a wind farm development</li> <li>seek agreements regarding access for further project feasibility investigations</li> </ul>	<ul style="list-style-type: none"> <li>phone calls</li> <li>face-to-face visits</li> <li>introductory letters</li> <li>gather contact details for future communications</li> </ul>	<ul style="list-style-type: none"> <li>potential host landowner</li> <li>potential neighbouring landowners</li> </ul>
<b>Project feasibility</b>	<ul style="list-style-type: none"> <li>engage with landholders about the proposed project area</li> <li>introduce the wind farm development process</li> <li>identify community values, potential constraints and opportunities in the project area and inform the design process</li> <li>identify and appropriately respond to community concerns</li> </ul>	<ul style="list-style-type: none"> <li>face-to-face visits</li> <li>one-on-one meetings and visuals tools to help inform discussions</li> <li>email or letter updates</li> </ul>	<ul style="list-style-type: none"> <li>potential host landowner</li> <li>potential neighbouring landowners</li> <li>Local Councils</li> <li>Government-elected representatives</li> </ul>
<b>Planning and Approvals – (Scoping Phase, EIS Phase)</b>	<ul style="list-style-type: none"> <li>maintain communication channels for enquiries and information</li> <li>continue to proactively gather feedback to inform the project design</li> <li>identify and appropriately respond to community concerns</li> <li>identify social and community benefit opportunities in consultation with communities and collaborate on implementation where possible</li> <li>keep communications flowing to update the community</li> <li>collect data and insights and prepare the Social Impact Assessment (SIA)</li> <li>inform community of a formal opportunity to express their views on the proposed project</li> <li>educate community regarding outcomes of the EIS and technical studies</li> <li>inform the community of the progress of the approvals process and outcomes</li> <li>educate community regarding the Project-specific benefit sharing process</li> </ul>	<p>As above for project feasibility phase, plus:</p> <ul style="list-style-type: none"> <li>establish and maintain project website</li> <li>community Information Sessions</li> <li>community surveys</li> <li>project briefings for local councils and government agencies</li> <li>exploration of community partnerships and collaborations</li> <li>utilise sponsorship and community benefits program as opportunities for engagement</li> </ul>	<ul style="list-style-type: none"> <li>all stakeholder groups</li> </ul>
<b>Construction</b>	<ul style="list-style-type: none"> <li>reduce community concerns by open dialogue and continuing to acknowledge and respond to issues in a timely manner</li> <li>demonstrate commitment to the wellbeing of the community</li> <li>avoid, minimise, and remediate impacts</li> </ul>	<p>As above for project feasibility phase, plus:</p> <ul style="list-style-type: none"> <li>maintain and update website</li> <li>complaints management mechanism developed and implemented</li> <li>community partnerships</li> </ul>	<ul style="list-style-type: none"> <li>all stakeholder groups</li> </ul>

Project stage	Engagement objective	Engagement activities	Target stakeholders
		<ul style="list-style-type: none"> <li>community/stakeholder workshops to identify opportunities for community benefit.</li> </ul>	
<b>Commissioning and operation</b>	<ul style="list-style-type: none"> <li>be an active member of the community</li> <li>strengthen collaboration through partnerships</li> <li>build a sense of community pride in a well-run wind farm</li> </ul>	<ul style="list-style-type: none"> <li>Operational Community Engagement Plan</li> <li>evaluation of engagement and improvements as required</li> </ul>	<ul style="list-style-type: none"> <li>all stakeholder groups</li> </ul>
<b>Decommissioning</b>	<ul style="list-style-type: none"> <li>communicate decommissioning and rehabilitation process</li> </ul>	<ul style="list-style-type: none"> <li>host landholder and neighbour briefings</li> </ul>	<ul style="list-style-type: none"> <li>host landowners</li> <li>neighbours</li> <li>local councils</li> <li>State and Commonwealth government agencies</li> <li>Community interest groups</li> </ul>

## 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, March 2026) 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	<ul style="list-style-type: none"> <li>Visual</li> </ul>	<ul style="list-style-type: none"> <li>Surroundings</li> <li>Way of life</li> </ul>
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"> <li>Dust</li> <li>Noise</li> </ul>	<ul style="list-style-type: none"> <li>Way of life</li> <li>Surroundings</li> <li>Health and wellbeing</li> </ul>
Operational noise generated by WTGs causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	<ul style="list-style-type: none"> <li>Noise</li> </ul>	<ul style="list-style-type: none"> <li>Way of life</li> <li>Surroundings</li> <li>Health and wellbeing</li> </ul>
Changes to existing land use resulting in a disadvantage to personal property (negative) for nearby neighbours	<ul style="list-style-type: none"> <li>Economic</li> </ul>	<ul style="list-style-type: none"> <li>Livelihoods</li> <li>Health and wellbeing</li> </ul>

Impact	Potential EIS issue	Social impact category
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 Potential improvement in access during operations for landowners and emergency services	• Traffic and transport	• Accessibility
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**

<b>Community sponsorship program</b>	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
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	<p>information regarding this program can be found on our website:  <a href="https://www.squadronenergy.com/">https://www.squadronenergy.com/</a></p> <p>Local community groups are encouraged to apply for sponsorship via SQE's website:  <a href="https://www.squadronenergy.com/communitysponsorship">https://www.squadronenergy.com/communitysponsorship</a>.</p>
<b>Voluntary Planning Agreements</b>	<p>We enter into voluntary planning agreements with local councils as part of our community investment approach. We work closely with local councils to shape these agreements in line with the NSW Benefit Sharing Guideline and to ensure they deliver long-term, locally focused benefits throughout the life of the project.</p> <p>These agreements can help fund or deliver public infrastructure, services and amenities and may include a Community Benefit Fund for local organisations and initiatives to apply for support.</p> <p>Typically, about 85% of our community investment for a project must be administered by local councils in accordance with the Guideline.</p> <p>If a project spans multiple Local Government Areas (LGAs), funds are divided on an agreed proportion, such as the number of turbines in each LGA.</p>
<b>Community Benefit funds</b>	<p>Community Benefit funds have been established for a number of SQE's operational sites. These funds may be managed by local councils utilising VPA funds (in NSW) 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>
<b>Energy initiatives</b>	<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 is feasible for each project. We partnered with Reswitch to deliver a 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.</p>
<b>Telecommunications</b>	<p>Reliable connectivity is a challenge for many rural and regional communities across Australia. SQE recently completed a trial program to improve internet connectivity at one of our wind farm development sites in NSW. Following its success, we are now rolling out a connectivity improvement program for residents near our Uungula Wind Farm project in NSW. The program will boost network coverage through a fixed wireless network for landowners and neighbours, making stronger network coverage accessible at city-based prices. We are also piloting ag-tech grants as part of the program to enhance landowner's access to innovative agricultural technology to support their farming operations. We are looking at how we can roll out the program to our other wind farm projects where it's feasible, in consultation with nearby landowners and communities.</p>
<b>Housing and workforce accommodation</b>	<p>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 Uungula 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.</p>
<b>Employment and business opportunities</b>	<p>Early engagement in the development process can identify economic and employment opportunities. We operate and own firming, solar and wind energy assets in local communities, creating jobs for 30+ years. For example, workforces during construction can peak as high as 500 in civil works, structural works, electrical works, wind turbine generation and commissioning. Our Regional Economic Development team helps us to reach economic development and workforce targets and engage local businesses. For example, mandating of local content targets on the Bango and Crudine Ridge wind farms. Our tender assessment and contractor selection criteria includes weighting to favour local suppliers and businesses.</p>
<b>Training and skills development</b>	<p>Engaging with local communities allows us to identify opportunities for skills development. For example, SQE has collaborated with TAFE NSW to create and deliver a digital Microskill course: "Introduction to the wind energy industry." We provided subject matter</p>

	experts to create the lessons, and the course is now available to people interested in upskilling or cross skilling into the renewable energy sector.
<b>First Nations employment</b>	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.