

Stakeholder Engagement Plan

Ballyrogan Wind Farm

7 July 2026



Final

Revision Control

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Document Review

Document to be reviewed and updated every 12 months or as required by the project team.

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1 Overview

Squadron Energy 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 Ballyrogan Wind Farm (BLWF) to outline Squadron Energy's understanding of the surrounding communities and our approach to community and stakeholder engagement.

The plan outlines potential impacts on local communities and identifies opportunities for community benefit, local employment, and regional development.

Table 1: Key terminology

Term	Description
AEMO	Australian Energy Market Operator
BLWF	Ballyrogan Wind Farm
BOM	Bureau of Meteorology
CASA	Civil Aviation Safety Authority
CEC	Clean Energy Council
CCMA	Corangamite Catchment Management Authority
CFA	Country Fire Authority
CHMP	Cultural Heritage Management Plan
DAWE	Department of Agriculture, Water and Environment
DELWP	Department of Environment, Land, Water and Planning
DTP	Department of Transport and Planning
DCCEEW	Department of Climate Change, Energy, the Environment and Water
DEECA	Department of Energy, Environment and Climate Action
EES	Environmental Effects Statement
EPA	Environment Protection Authority
EPBC	Environment Protection and Biodiversity Conservation Act 1999
ER	Environment Report
IAP2	International Association for Public Participation
LGA	Local Government Area
RAP	Registered Aboriginal Party
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
WRL	Western Renewables Link
WTG	Wind Turbine Generator

1.3 Our approach to stakeholder engagement

Squadron Energy is committed to genuine, proactive and meaningful engagement with the community, developing long-term relationships and maintaining open communication. Stakeholders may include host and neighbouring landowners, local communities, community interest groups, First Nations groups, government representatives, industry groups and the media. Our approach is tailored to each stakeholder group and draws on the capabilities of our internal project and specialist teams. Landowners hosting project infrastructure and nearby landowners engage directly with the project team, while broader stakeholder groups may engage with specialist staff, as required.

Our engagement process involves robust stakeholder mapping and analysis to identify stakeholders, understand local context, and build relationships from project inception. This supports a collaborative

approach to identifying potential impacts, working through mitigation measures, and exploring mutually beneficial community benefit and legacy opportunities in the areas where we operate.

1.4 Our values

Squadron Energy's values underpin and guide our work.

Table 2: Squadron Energy's values

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

1.5 Enquiries and complaints

Stakeholders and members of the community have the opportunity to contact Squadron Energy via a project-specific email address and phone number throughout the project lifecycle.

Project team details:

Email: ballyroganwind@squadronenergy.com

Phone: 0483 902 584

The project team will respond to and resolve all complaints and enquiries in accordance with the timeframes in our [complaints management procedure](#). Squadron Energy tracks complaints, enquiries and action items.

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, (September 2007)
- DELWP Community Engagement and Benefit Sharing in Renewable Energy Development in Victoria (2021)
- Clean Energy Council (CEC) Best Practice Charter for Renewable Energy Development and Community Engagement Guidelines for the Australian Wind Industry (2018)
- CEC: A guide to benefit sharing options for renewable energy projects (2019)
- Planning Guidelines for Development of Wind Energy Facilities, Department of Transport and Planning (2023)
- Community Engagement and Social Value Guidelines for renewable energy and transmission projects, Department of Energy, Environment and Climate Action (DEECA) and VicGrid (2026)

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

Clean Energy Council

The Clean Energy Council has prepared Community Engagement Guidelines (CEC, 2018) which outline four principles that underpin best practice community engagement. In addition to incorporating our company values in our engagement with the community, Squadron Energy is committed to these best practice principles of openness, inclusiveness, responsiveness, and accountability.

Squadron Energy is a signatory to the CEC’s Best Practice Charter for Renewable Energy Developments.

- 1.6.1 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. Squadron Energy’s 2024 – 2025 report is available [here](#).

International Association for Public Participation

Our approach to engagement is 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.

- 1.6.2

	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.

- 1.6.

Figure 1: IAP2 Spectrum for Public Participation Developer Rating Scheme

Developer Rating Scheme

The Australian Government has introduced a new clean energy Developer Rating Scheme to support its commitment to improving the way developers engage with communities when developing clean energy infrastructure. The Scheme aims to provide landholders and communities with greater transparency and confidence about companies that propose new energy infrastructure in their area.

Squadron Energy is an early participant in the scheme and is part of the trial assessment which commenced in June 2026. Outcomes of this process will be published by the Department of Climate Change, Energy, the Environment and Water.

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 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 connections and information.

2 Project details

2.1 Project overview

Squadron Energy is seeking development consent for the construction, operation, maintenance and decommissioning of the Ballyrogan Wind Farm (BLWF). The project includes the installation, operation, maintenance and decommissioning of a wind farm of up to 115 Wind Turbine Generators (WTGs).

Based off current technology (6MW turbines), the project could have a generating capacity of approximately 690MW, equivalent to powering approximately 577,000 average homes. The power generated by the project would feed into the National Electricity Market (NEM) via a 45 km double circuit 220 kV overhead transmission line connecting the project from the north-eastern onsite substation to a new terminal station on the Western Renewables Link (WRL) north of Elmhurst.

The key components of the project include:

- Up to 115 wind turbine generators, with a blade-tip height of up to 252m
- Permanent ancillary infrastructure including:
 - operations and maintenance facilities (office compound, laydown areas)
 - electrical substations
 - internal site access tracks
 - underground reticulation cabling between turbines
 - permanent wind monitoring masts
 - hardstands at the base of each turbine
 - 45 km double circuit 220 kV overhead transmission line connecting the project to WRL
- Temporary facilities including:
 - temporary wind monitoring masts
 - construction compounds
 - concrete batch plants
 - temporary laydown areas

2.2 Project location

The project is located about 12km south-east of Ararat on Eastern Maar land. It is approximately 180 kilometres (km) northwest of Melbourne in the Grampians' Central Highlands Region in Western Victoria. The nearest townships and localities are Tatyoon (3.5km south), Maroona (4.5km west), Rossbridge (5km west), Buangor (9km northeast), and Ararat (12km north-west).

The project and associated infrastructure are located across the Ararat and neighbouring Pyrenees Local Government Areas (LGAs). Ararat Rural City and Pyrenees Shire Councils cover approximately 4,200 km² and 3,400 km² respectively, with populations of around 12,000 and 7,600. Both LGAs are predominantly rural, with economies heavily involved with agriculture, agribusiness and associated tourism.

The project site is located on privately owned land used for agricultural practices, primarily cropping and grazing. The wind farm site is generally bound by Logan Road to the north, Hammond Road to the east, Grange Road to the south and Tatyoon Road to the west. The overhead transmission line extends from the project to a proposed new terminal station on the Western Renewables Link north of Elmhurst. A map showing the project location is shown in Figure 2.

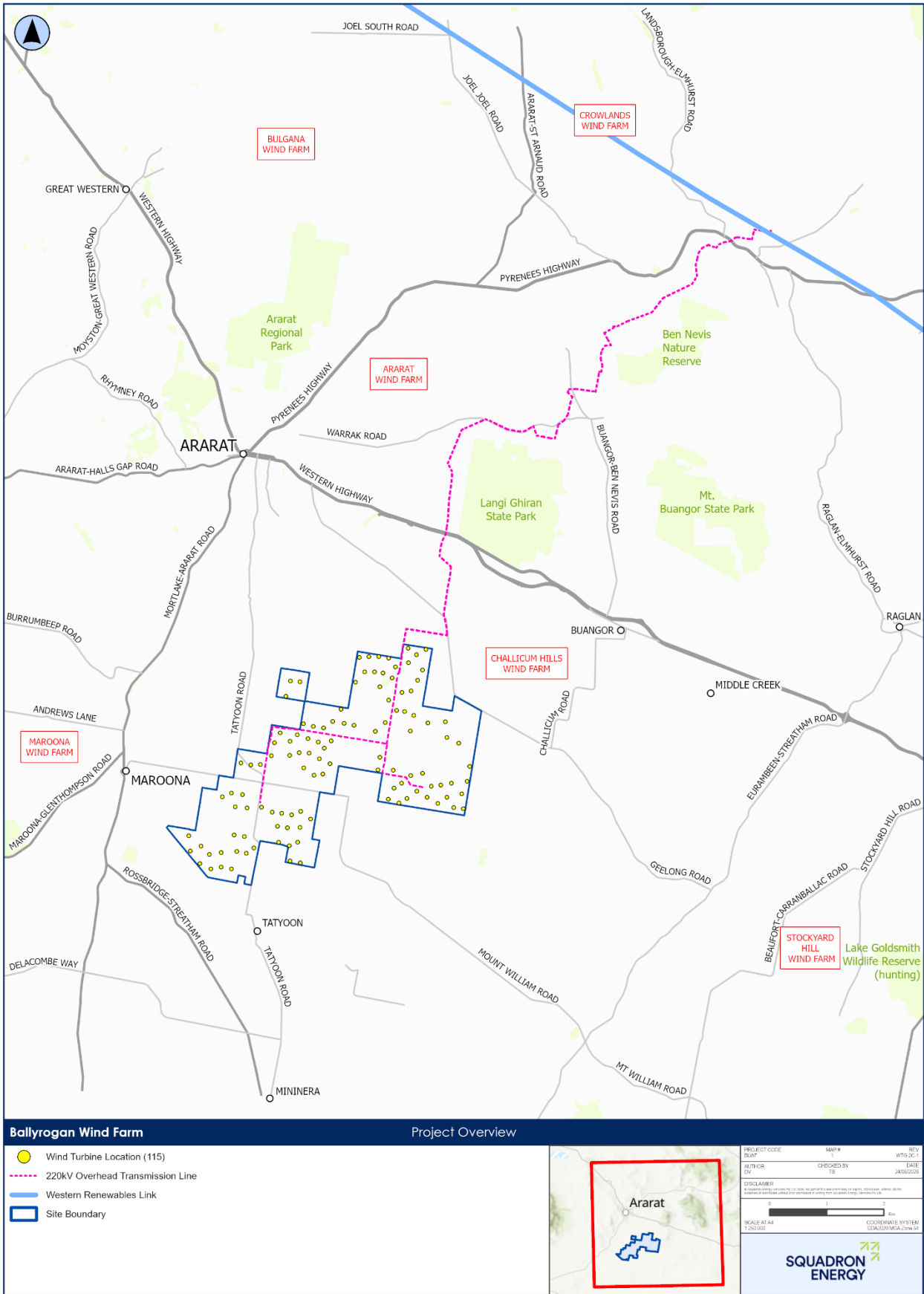


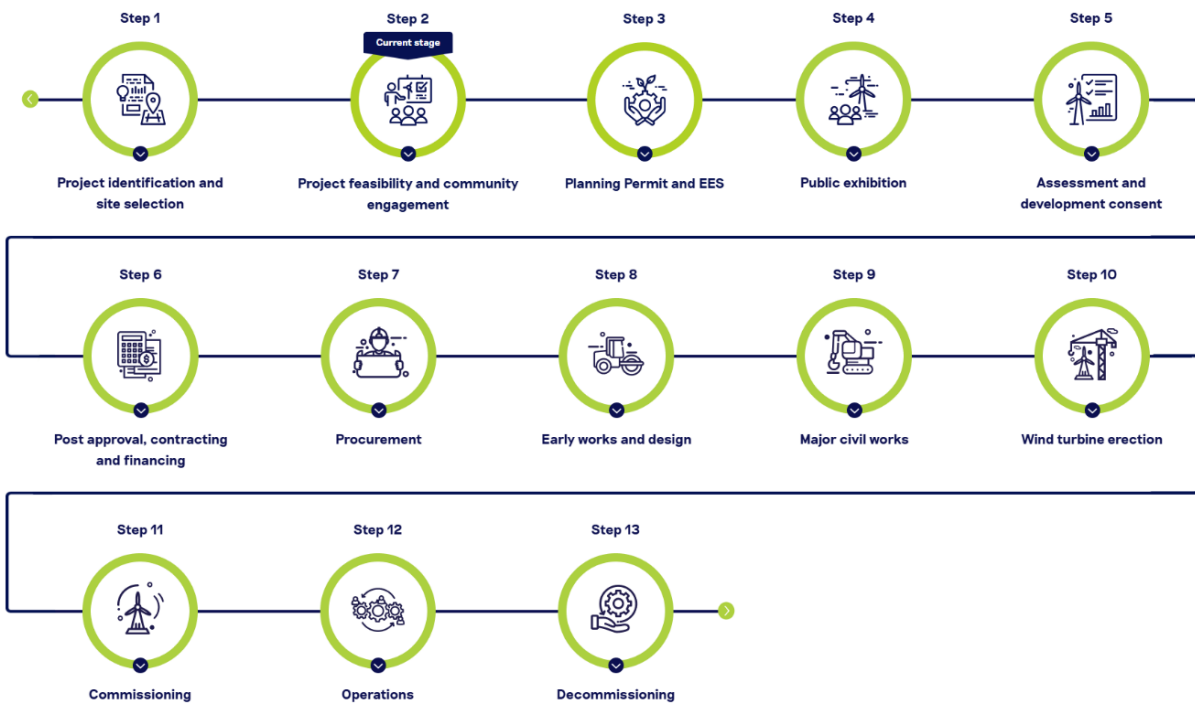
Figure 2: Project overview

2.3 Planning process

Wind farm development is a lengthy and carefully regulated process that typically involves several years of environmental surveys and technical studies before a planning application can be submitted. These investigations assess potential impacts on biodiversity, cultural heritage, landscape, noise and other environmental factors to ensure projects are designed responsibly and in accordance with regulatory requirements.

Ballyrogan Wind Farm formally entered the Victorian planning system in 2025 when the project sought preliminary advice from the Minister for Planning under section 8(3) of the Environment Effects Act 1978 on whether an Environment Effects Statement (EES) is required.

The next step is to submit an EES referral to the Victorian Minister for Planning. This referral will assist the Minister in determining whether an EES is required and, if so, the scope of environmental studies that must be carried out. At the same time, a referral under the Environment Protection and Biodiversity Conservation Act will be submitted to the commonwealth minister for the Environment to determine whether the project is considered a controlled action under the Act. Decisions by both ministers will determine the next steps in the planning and environmental approval pathway for the project.



2.3.

Figure 3: Project timeline

Indicative project timeline

Indicative project milestones through the development process are outlined in Figure 4 below. This is a guide only, and is subject to change as the project progresses.

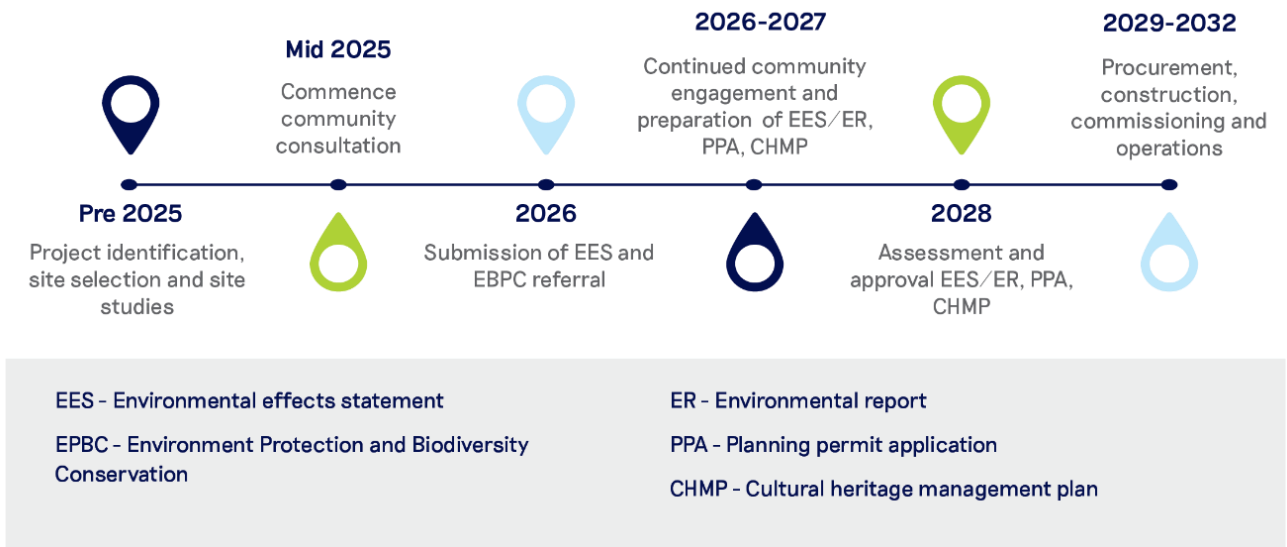


Figure 4: Indicative project timeline

2.4 Project site map

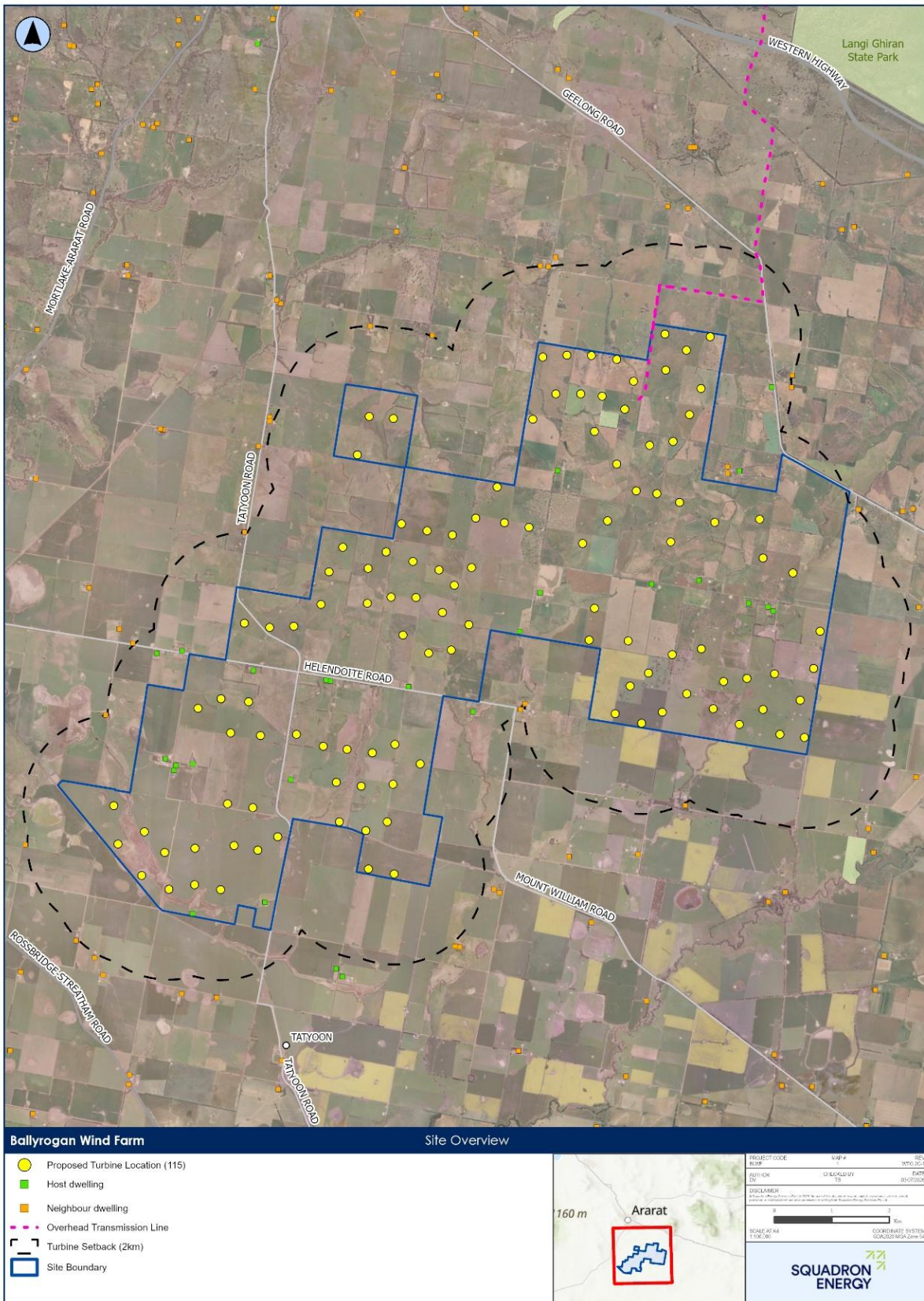


Figure 5: Wind farm layout

2.5 Community overview

BLWF is situated in western Victoria within two LGAs: Ararat Rural City and Pyrenees Shire. The Rural City of Ararat has a population of around 12,000¹. Key towns within the region include Ararat, Lake Bolac, Moyston, Pomonal, and Willaura. The Shire of Pyrenees, situated between Ballarat and the Grampians, has a population of around 7,600¹, spread across rural communities and townships including Beaufort, Avoca, and Lexton. The nearest townships to BLWF are Tatyoon and Maroona. Populations for nearby towns and localities in proximity to Ballyrogan Wind Farm are shown in Table 3. The area is home to various sporting clubs and community groups, reflecting a strong and active local community.

The community surrounding the proposed project is familiar with wind energy, as three wind farms operate within the Ararat Rural City area:

- Ararat Wind Farm (approximately 12km north);
- Maroona Wind Farm (approximately 8km west); and
- Challicum Hills Wind Farm (approximately 1km north-east).

Other operational wind farms in the vicinity include Bulgana Wind Farm (approximately 24km north-west) and Stockyard Hill Wind Farm (approximately 12km east).

Table 3: Population overview¹

Population centre	Population	Male (%)	Female (%)	Distance from site
Tatyoon	130	49	51	3.5km south
Maroona	80	54	46	4.5km west
Rossbridge	27	50	50	5km west
Buangor	112	44	56	9km northeast
Ararat	8,500	53	47	12km north-west

¹ Australian Bureau of Statistics, 2021 Census All persons QuickStats, selected suburbs and localities, accessed 2 July 2026

3 Stakeholder identification and analysis

3.1 Stakeholder identification process

Squadron Energy has undertaken a comprehensive stakeholder identification process to determine who may be affected by the project and to build a clear understanding of the local community context and key stakeholders. During this process we identify stakeholders such as neighbours to the project, relevant political representatives, First Nations groups, local media outlets, and community groups.

Squadron Energy team members also regularly visit the area which assists in validating our understanding of the local community and building on information gathered during the feasibility stage.

3.2 Stakeholder overview

The key stakeholder groups identified for Ballyrogan Wind Farm are outlined in Table 4.

Table 4: Identified stakeholders

Stakeholder group	Stakeholders
Host landholders	Landholders with the potential to host WTGs and/or project infrastructure
Neighbouring landholders	There are 83 dwellings within 4km of the project area
Local and broader communities	Residents of: <ul style="list-style-type: none"> • Ararat • Ballyrogan • Buangor • Elmhurst • Langi Logan • Maroona • Tatyoon • Warrak • Yalla-Y-Poora
Government – State	<ul style="list-style-type: none"> • Department of Transport and Planning, DTP (VIC) • Crown Lands • Corangamite Catchment Management Authority • VicRoads • Environment Protection Authority (EPA) • Country Fire Authority: Ararat, Beaufort, Cross Roads, Tatyoon, Yall-Y-Poora, Maroona, Langi Logan, Buangor & Middle Creek, Stoneleigh, Warrak
Government - Federal	<ul style="list-style-type: none"> • Department of Climate Change, Energy, the Environment and Water (DCCEEW) • Airservices Australia • Bureau of Meteorology (BOM) • Civil Aviation Safety Authority (CASA) • Department of Agriculture, Water and Environment (DAWE) • Department of Defence • Australian Energy Market Operator (AEMO)
Local Council	<ul style="list-style-type: none"> • Ararat Rural City Council – Mayor Cr Bob Sanders, six (6) Councillors, CEO.

Stakeholder group	Stakeholders
	<ul style="list-style-type: none"> Pyrenees Shire Council – Mayor Cr Damian Ferrari, four (4) Councillors, CEO.
Government elected representatives	<ul style="list-style-type: none"> Federal Member for Wannon, Shadow Minister for Energy and Emissions Reduction – The Hon Dan Tehan MP State Minister for Planning – The Hon Sonya Kilkeny MP State Minister for Climate Action and Energy and Resources – The Hon Lily D'Ambrosio MP State Member for Ripon – Ms Martha Haylett MP State Member for Lowan – Ms Emma Kealy MP
Community interest groups and community services	<ul style="list-style-type: none"> Ararat and District Pony Club Ararat Bowling Club Ararat Clay Target Club Ararat Cricket Club Ararat District Historical Society Ararat Golf Club Ararat Harness Club Ararat Lions Club Ararat Mens' Sheds Ararat Pistol Club Ararat Probus Ararat Racecourse Ararat Tennis Club Beaufort Cricket Club Beaufort Football Netball Club Buangor Cricket Club Buangor Tennis Club Chalambar Golf Club Elmhurst Gold Club Elmhurst Tennis Club Maroona Recreation Reserve Tatyoona Recreation Reserve Tatyoona Tennis Club Tatyoona Football Netball Club Yalla-Y-Poora Tennis Club
Schools	<ul style="list-style-type: none"> Ararat College Ararat North Primary School Ararat Primary School Ararat West Primary School Marian College Maroona Primary School St Mary Primary School
First Nations groups	<ul style="list-style-type: none"> Victorian Aboriginal Heritage Council Eastern Maar Aboriginal Corporation (EMAC)
Industry and local business	<ul style="list-style-type: none"> East Grampians Health Service
Other Stakeholders	<ul style="list-style-type: none"> Local media: Ararat Advertiser, Ararat Advocate, Australian Broadcasting Corporation, ACE Radio

3.3 First Nations engagement

Squadron Energy 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.

Squadron Energy 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.

Key principles include:

- detailed stakeholder mapping to understand all representative groups in the region
- engaging 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
- respect for cultural practices and protocols in engagement methods and timelines
- collaboration to identify opportunities and challenges during project planning and development
- application of relevant protocols for Aboriginal knowledge and cultural heritage
- acknowledge and assess both tangible and intangible forms of cultural heritage
- allow Aboriginal decision-making processes to function effectively
- ensuring engagement is conducted by people with appropriate skills and experience

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

3.4 Stakeholder engagement activities

Stakeholder engagement is ongoing and designed to be proactive and responsive. The Squadron Energy Stakeholder Engagement and Community Relations team works closely with project teams to provide guidance and develop tailored engagement strategies.

The project team continue to regularly engage with the community through meetings, phone calls, community activities and emails. Table 5 outlines the stakeholder engagement activities undertaken by the project team to date, as well as those that are ongoing.

Table 5: Stakeholder engagement activities

Action	When	Activity
Host landowner engagement	2021 & ongoing	Regular meetings, phone calls, emails with host landowners. Group wind farm host meetings held approximately every 6 months, ongoing.
On-site presence	2021 & ongoing	Onsite assessment work by consultants and Squadron Energy staff, to support project design and feed into the planning application.
First Nations	Q3 2023 & ongoing	Meetings with the Cultural Heritage Management Team at Eastern Maar Aboriginal Corporation.
Website	Q2 2025	Website live from June 2025.
Project launch	Q2 2025	Community newsletter distributed, letters distributed to neighbours, media release, website go-live, community drop-in sessions.

Action	When	Activity
Local government briefings	Ongoing	Regular meetings with council representatives. Quarterly meetings (approximately) held with Ararat Rural City Council, and on an as-needs basis for Pyrenees Shire Council.
Updates to elected representatives (state, federal)	Q2 2025 & ongoing	Briefings offered to elected representatives at project launch: <ul style="list-style-type: none"> Federal Member for Wannon, Shadow Minister for Energy and Emissions Reduction – The Hon Dan Tehan MP State Minister for Planning –The Hon Sonya Kilkeny MP State Minister for Climate Action and Energy and Resources – The Hon Lily D'Ambrosio MP State Member for Ripon – Ms Martha Haylett MP State Member for Lowan – Ms Emma Kealy MP Project briefing meetings held with: <ul style="list-style-type: none"> Federal Member for Wannon, Shadow Minister for Energy and Emissions Reduction – The Hon Dan Tehan MP State Member for Ripon – Ms Martha Haylett MP
Community newsletters	Q2 2025 & ongoing	Quarterly community newsletters released on the project website and issued via email to newsletter subscribers.
Neighbouring landowner communication	Q2 2025 & ongoing	Engagement with neighbours out to 4km from a proposed wind turbine, and ongoing consultation. Letters distributed to neighbours within 4km when project launched.
Drop-in sessions	Q2 2025	Drop-in sessions held in June 2025 in Ararat and Tatyoon to provide project information.
Pop-up stalls	Q3 2025 & ongoing	2 pop-up stalls in Ararat in September 2025 and one in June 2026.
Sponsorship program	Q3 2025 & ongoing	Provided six sponsorships to community initiatives to date.

3.5 Stakeholder engagement by development stage

Stakeholder engagement is tailored across each stage of the project lifecycle, from site selection through to decommissioning. Engagement activities will evolve as the project progresses to ensure stakeholders receive timely information and have opportunities to provide feedback. Table 6 defines the engagement activities relevant to each project 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 a wind farm 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 feasibility	<ul style="list-style-type: none"> engage with landholders about the proposed project area introduce the wind farm development process 	<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

Project Stage	Engagement Objective	Engagement Activities	Target Stakeholders
	<ul style="list-style-type: none"> 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"> local councils government elected representatives
Planning and Approvals (EES/ER 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 inform community of a formal opportunity to express their views on the proposed project educate community regarding outcomes of the EES 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: <ul style="list-style-type: none"> establish and maintain project website community information sessions community surveys project briefings for local councils and government agencies exploration of community partnerships and collaborations utilise sponsorship and community benefits program as opportunities for engagement Community meetings 	all stakeholder groups
Construction	<ul style="list-style-type: none"> reduce community concerns through 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: <ul style="list-style-type: none"> maintain and update website complaints management mechanism developed or implemented community partnerships community/stakeholder workshops to identify opportunities for community benefit. 	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 	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 landownersneighbourslocal councilsState and Commonwealth government agenciescommunity interest groups

4 Potential issues and opportunities

4.1 Potential Social Impacts

Table 7 summarises potential social impacts to people near the project and the social impact categories they may align to. The list of potential social impacts is not exhaustive and may be modified as the project progresses through the development process. These impacts will be considered as part of other technical assessments (e.g. noise, air quality) to support the project's planning permit application.

As part of the planning permit application process, an independent Social and Economic Impact Assessment will be undertaken. The project will aim to minimise potential negative social impacts and enhance social benefits for the community, utilising the following measures where appropriate:

- project design changes;
- screening opportunities to mitigate potential noise and visual impacts; and
- communication and engagement with potential impacted landowners and the community.

Further mitigation and management measures will be considered and implemented as the project progresses.

Table 7: Potential social impacts

Impact	Impact type	Impact category
Changes to the aesthetic value and amenity affecting surroundings and how people interact in their local area	<ul style="list-style-type: none"> • Visual 	<ul style="list-style-type: none"> • People's way of life • People's environment
Increase in dust and noise during construction causing a decline in social amenity, health, or impacting how host landholders and nearby neighbours interact in the local area	<ul style="list-style-type: none"> • Dust • Noise 	<ul style="list-style-type: none"> • People's way of life • People's environment • People's health and wellbeing
Operational noise generated by WTGs causing a decline in social amenity, health, or impacting how host landholders and nearby neighbours interact in the local area	<ul style="list-style-type: none"> • Noise 	<ul style="list-style-type: none"> • People's way of life • People's environment • People's health and wellbeing
Changes to existing land use resulting in a disadvantage to personal property for nearby neighbours	<ul style="list-style-type: none"> • Economic 	<ul style="list-style-type: none"> • People's personal and property rights
Equity of economic benefits, between the region and nearby neighbours	<ul style="list-style-type: none"> • Economic 	<ul style="list-style-type: none"> • People's way of life • People's community
Enhanced community wellbeing from job opportunities and community investment	<ul style="list-style-type: none"> • Economic 	<ul style="list-style-type: none"> • People's way of life • People's community
Changes to the existing land use resulting in the loss of native flora and fauna alter how people experience their environment	<ul style="list-style-type: none"> • Biodiversity 	<ul style="list-style-type: none"> • People's environment
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"> • People's culture
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"> • People's way of life • People's environment
Potential improvement in access during operations for landowners and emergency services	<ul style="list-style-type: none"> • Traffic and Transport 	<ul style="list-style-type: none"> • People's way of life • People's environment

Impact	Impact type	Impact category
Changes to land use during construction, affecting the availability of land for livestock, impacting livelihoods	<ul style="list-style-type: none"> Land Use Management 	<ul style="list-style-type: none"> People's way of life People's environment People's personal and property rights
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"> People's health and wellbeing People's fears and aspirations
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"> People's political systems People's community

5 Community benefit sharing

Squadron Energy is committed to leaving a positive legacy for the communities we operate in. We do this through community investment programs which support communities over the long term through a range of initiatives such as community benefit funds, sponsorships, voluntary neighbour agreements, grant initiatives and direct or in-kind contributions, such as infrastructure (e.g. roads and telecommunications) upgrades. These programs are part of our broader commitment to deliver local benefits, including through local employment, local business opportunities and partnerships with First Nations communities.

Squadron Energy will invest at least \$1,050 per megawatt of the project's capacity every year through a community investment program, starting from construction and continuing throughout operations. This means that if the project is approved and proceeds to construction, approximately \$700,000 will be offered to the community each year, based on an expected generation capacity of 690 megawatts.

We recognise that each community is different and through partnerships with Councils, First Nations groups (most of the project resides in Eastern Maar Registered Aboriginal Party land) 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. See [Community Investment | Squadron Energy](#) for further information.

As part of our stakeholder engagement process, we identify potential community benefit sharing opportunities based on community need. By engaging early, we can develop benefit sharing offerings alongside the community, resulting in better uptake and more community buy-in.

Squadron Energy strives to be an active participant in building community capacity at the local level and across our full project portfolio. Table 8 provides examples of community benefit sharing initiatives that Squadron Energy has implemented across its 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 Squadron Energy 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

Benefit type	Description
Community sponsorship program	Each of our projects has a community sponsorship program which provides funds or in-kind support to community organisations and events in the local project area. Additional information regarding this program can be found on our website: https://www.squadronenergy.com/

Benefit type	Description
Community Benefit funds	<p>Local community groups are encouraged to apply for sponsorship via Squadron Energy's website: https://squadronenergy.com/community/communitysponsorship</p> <p>Community Benefit Funds have been established for several Squadron Energy'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>
Telecommunications	<p>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 Ungula Wind Farm project. The program will boost network coverage through a fixed wireless network for landowners and neighbours, making stronger network coverage accessible at city-based prices. We are also piloting ag-tech grants as part of the program to enhance 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>
Employment and business opportunities	<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, battery and commissioning. Our Regional Economic Development team helps us to reach economic development and workforce targets and generate local content. For example, mandating of local content targets on the Bango and Crudine Ridge wind farms. Our tender assessment and contractor selection criteria include weighting to favour local suppliers and businesses.</p>
Training and skills development	<p>Engaging with local communities allows us to identify opportunities for skills development. For example, Squadron Energy is collaborating with TAFE NSW to create and deliver a digital Microskill course: "Introduction to the wind energy industry." We are providing subject matter experts to create the lessons, and the course will be available to people interested in upskilling or cross skilling into the renewable energy sector. This course is available online and can be completed outside of NSW.</p>
First Nations employment	<p>Squadron Energy 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 Ungula 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.</p>
Power Promise Program	<p>The Squadron Energy Bill Bonus pilot is a direct energy bill rebate program designed to benefit members of the community living near our renewable energy projects.</p> <p>As part of a pilot program, the Energy Bill Bonus is now available to residents living within a 20km radius of Stage One of Squadron Energy's Clarke Creek Wind Farm, located 150km north-west of Rockhampton and 150km south of Mackay on the land of the Barada Kabalbara Yetimarala (BKY) peoples.</p> <p>Bill Bonus eligibility criteria</p> <ol style="list-style-type: none"> 1. The bonus applies to residents and businesses within a 20km radius of Squadron Energy's Clarke Creek Wind Farm (Stage One) 2. Benefit: \$1,000 per year bill bonus to reduce electricity bills 3. Duration: The bonus pilot will run for two years for eligible residents and businesses 4. Partner: The bonus will be facilitated through third party digital platform Reswitch <p>Squadron Energy is partnering with technology platform Reswitch to deliver the pilot of the energy bill bonus, with the potential to expand and offer similar programs in other regions hosting our renewable energy projects.</p> <p>This innovative rebate program will provide direct power bill savings for local residents without the need to switch energy providers. Eligible residents would simply need to sign up via the Reswitch online platform.</p>

6 Review

Squadron Energy 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. This plan will be reviewed and updated annually to reflect the project's progress and stakeholder engagement activities completed.