

Stakeholder Engagement Plan



Moreton Hill Wind Farm

9 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

1.1 About Squadron Energy

Squadron Energy is the leading renewable energy company that develops, operates and owns renewable energy assets in Australia. As a 100% Australian-owned business, Squadron Energy will be the biggest single contributor to helping Australia meet its 2030 target of 82% renewable energy. With 2 gigawatts (GW) of renewable energy in operation and under construction, we are working with local communities and our customers to lead the transition to Australia's clean energy future, leveraging our expertise across the entire project lifecycle.

1.2 Purpose of this plan

This Stakeholder Engagement Plan (SEP) has been developed for the Moreton Hill Wind Farm (MHWF) to outline Squadron Energy's understanding of the surrounding communities and our approach to community and stakeholder engagement. The plan details potential impacts on local communities and the environment and identifies opportunities for community benefit, local employment, and regional development. These opportunities are developed in consultation with local partners and communities, tailored to their specific needs.

Table 1: Key terminology

Term	Description
AEMO	Australian Energy Market Operator
BESS	Battery Energy Storage System
CEC	Clean Energy Council
CFA	Country Fire Authority
DTP	Department of Transport and Planning
DEECA	Department of Energy, Environment and Climate Action
DELWP	Department of Environment, Land, Water and Planning
EES	Environmental Effects Statement
EPA	Environment Protection Authority
ER	Environment Report
IAP2	International Association for Public Participation
LGA	Local Government Area
MHWF	Moreton Hill Wind Farm
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
WTOAC	Wadawurrung Traditional Owners Aboriginal Corporation

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. Our approach is multi-faceted, to

ensure comprehensive engagement across all groups, including landowners, local communities, interest groups, First Nations groups, government, industry, and media. Engagement begins with robust stakeholder mapping and analysis to understand the needs of the community and begin to build relationships from project inception. This collaborative process helps us identify and mitigate impacts, while creating mutually beneficial legacy opportunities.

1.4 Our values

SQE's values underpin and guide our work.

Table 2: Squadron Energy Values

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

1.5 Enquiries and complaints

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

The project team will respond to and resolve all complaints and enquiries in accordance with the timeframes in our complaints management procedure. SQE tracks complaints, enquiries and action items.

Project team details:

Project Manager: Laura Jeffrey

Email: moretonhillwind@squadronenergy.com

Mobile: 0483 902 842

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 by IAP2)
- United Nations Declaration on the Rights of Indigenous People (UNDRIP), (September 2007)
- DELWP Community Engagement and Benefit Sharing in Renewable Energy Development (2021)
- Clean Energy Council's (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, Victorian Department of Transport and Planning (2023)

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 (CEC)

The CEC 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).

Figure 1: IAP2 Spectrum for Public Participation

	Increasing impact on the decision				
	Inform	Consult	Involve	Collaborate	Empower
Public participation goal	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
Promise to the public	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision. We will seek your feedback on drafts and proposals.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will work together with you to formulate solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

1.6.3 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 through the trial assessment process which began 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

SQE is committed to undertaking genuine and meaningful community and stakeholder engagement and consultation for the project. We expect the MHWF will fall into the Inform, Consult and Involve participation goals. Success is critical to earning and maintaining social licence within the community. The communication and engagement objectives for the project are to:

- seek feedback from the local community regarding the proposed project and integrate this feedback into the project planning and design as far as possible
- keep the community informed about the project, its likely impacts, and likely benefits, through the provision of early, accurate and timely information
- understand the potential social impact of the project to inform and implement mitigation measures
- provide multiple opportunities and mechanisms for meaningful engagement with all stakeholders
- ensure that the team developing the project fully understands the local context, including any local impacts that it may have or opportunities that it could provide
- enable a smooth transition from the development to delivery and operational phases, maintaining community links and information.

2 The Project

2.1 Project location

The proposed MHWF is in southwest Victoria, 35 kilometres southwest of Ballarat. The site is bound by the Glenelg Highway to the north, Wheatleys Road to the south, Mount Bute Road to the west and Knights and Rows Lanes to the east.

The site area is dissected by the Corangamite and Golden Plains Local Government Areas (LGA), with about one-third of the turbines in Corangamite Shire and the remainder, including the underground cable, in Golden Plains Shire. The area, covering roughly 6,200 hectares, is primarily freehold agricultural land for cropping and sheep grazing. The Stockyard Hill Wind Farm is located about 10 kilometres north of the proposed site.

2.2 Project overview

The proposed MHWF consists of up to 62 wind turbines, each with a tip height of up to 252 metres, delivering a total capacity of approximately 421 megawatts. The wind farm will connect to the electricity grid via a 220 kV underground powerline to the Berrybank terminal station, about 14 kilometres south of the site. The project is part of the proposed VicGrid Central Highlands Renewable Energy Zone.

Once operational, the project is expected to generate enough renewable energy to power 260,000 Australian homes and reduce carbon dioxide emissions by nearly 350,000 tonnes annually.

The project design includes a Battery Energy Storage System (BESS) with a capacity of 100 MW and four hours of storage. This system will support the wind farm by storing and dispatching clean, reliable energy as needed.

Figure 2: Proposed project layout

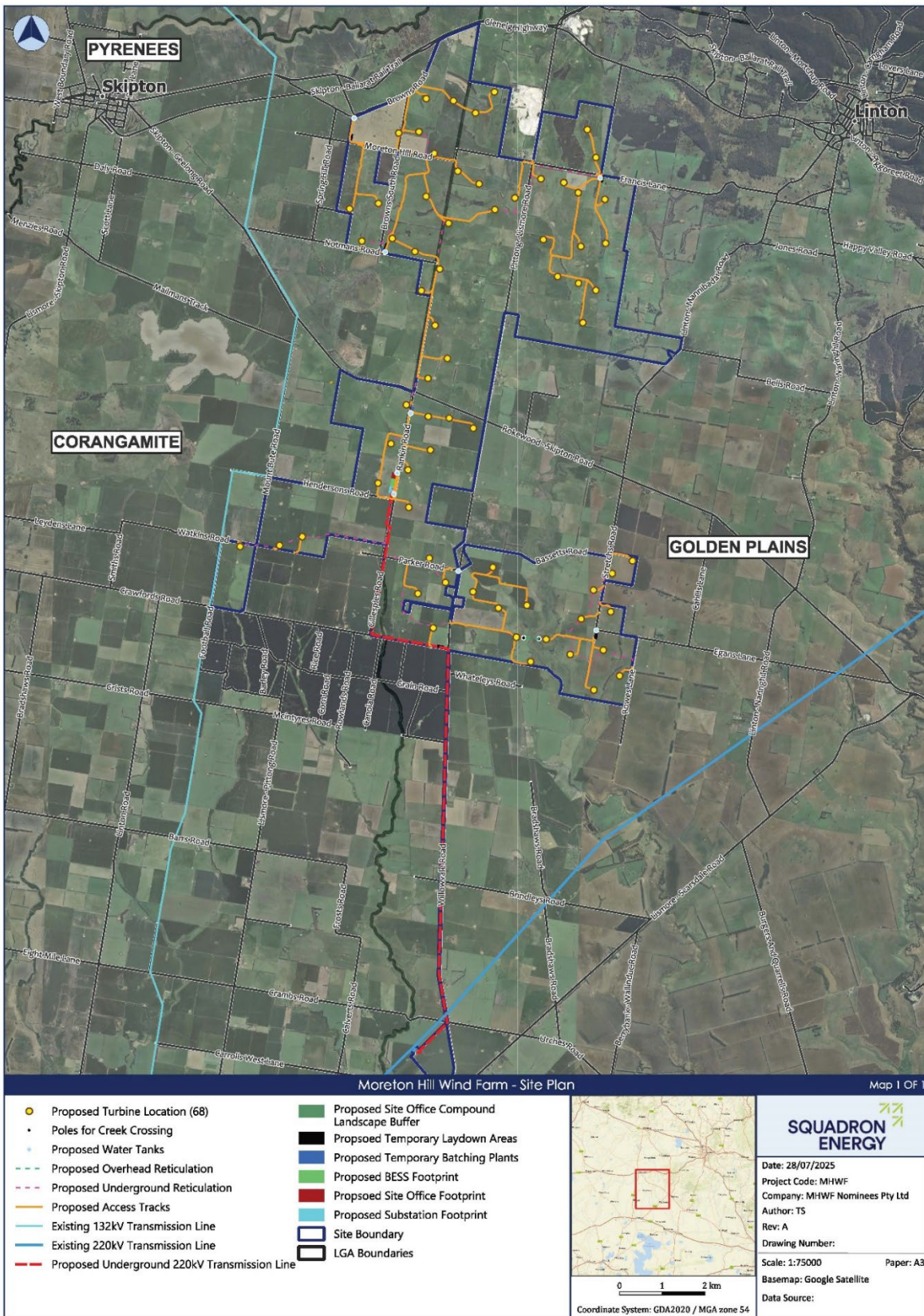
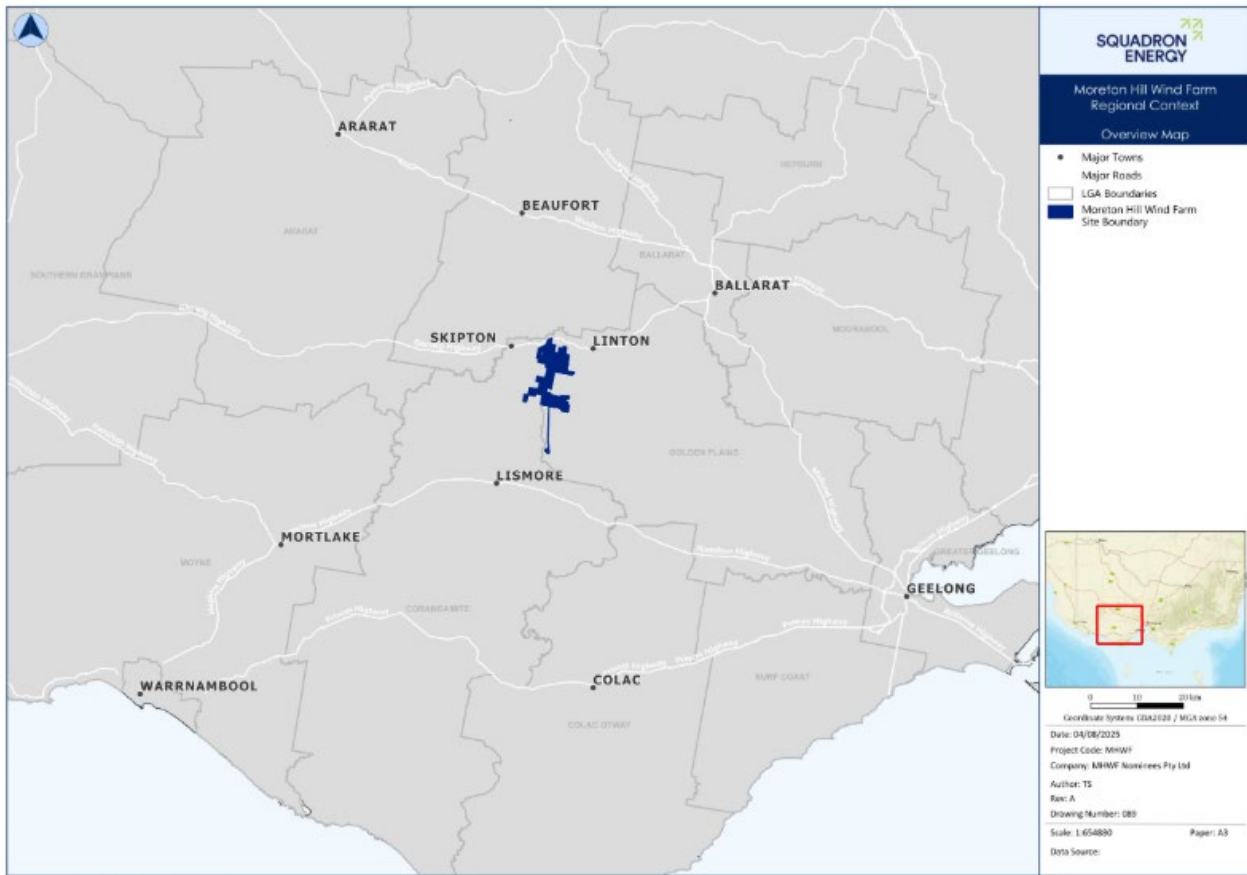


Figure 3: Project location



2.3 Planning process

In Victoria, projects with potential significant environmental effects require assessment by the Minister for Planning. For MHWF, an Environmental Report and Planning Application are required, as determined by the Minister in October 2024. Planning documents will be available for public review at the Corangamite and Golden Plains Shire Council offices and on a dedicated website. Stakeholders will be notified when the public exhibition period begins. The project has been designed to minimise local environmental impacts.

Table 3: indicative project timeline

Timing	Milestone
Q4 2025	Planning application lodged with Victorian Department of Transport and Planning
2025/2026	Planning application assessed by Victorian Department of Transport and Planning
Q4 2026	Planning Permit issued by Minister of Planning (if approved)
Q4 2029	Commencement of construction
2029-2031	Construction period
Q1 2031	Energisation and commencement of operation

2.4 Community overview

The project area is situated within two LGAs: Corangamite Shire and Golden Plains Shire. Corangamite Shire, located about two hours from Melbourne, is known for its diverse landscapes and iconic natural

features. Its population of 16,115 is centred in towns such as Camperdown, Cobden, Terang, and Timboon. Golden Plains Shire, between Geelong and Ballarat, has a population of 24,520, mostly near major centres and across 56 rural communities. The nearest townships to the project are Skipton (4 km west) and Linton (4 km east), with populations of 609 and 635, respectively. The area is home to various sporting clubs and community groups, reflecting a vibrant local community

2.5 Stakeholder identification process

At the outset of the MHWF project, Squadron Energy undertook a comprehensive process to identify all stakeholders who could be impacted by the development. This process began with demographic research, including analysis of census data and local community studies, to build a detailed understanding of the people and organisations in the project area. The project team also conducted site visits to confirm and expand on this information, ensuring nuanced appreciation of the local dynamics.

During this process, we identified 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.

2.6 Stakeholder overview

The following key stakeholder groups have been identified for MHWF.

Table 4: Identified stakeholders

Stakeholder group	Stakeholders
Host landowners	Landowners with the potential to host WTG and/or project infrastructure
Neighbouring landholders	Neighbouring dwellings within 4km of the potential WTG locations
Broader community	Residents of Skipton, Linton, Bradvale, and surrounding areas
Government – state	<ul style="list-style-type: none"> • Department of Transport and Planning (VIC) • Department of Energy, Environment and Climate Action (DEECA) • Crown Lands • Corangamite Catchment Management Authority • Ausnet • Australian Energy Market Operator (AEMO) • VicRoads • Environment Protection Authority Victoria (EPA) • Country Fire Authority (CFA)

Stakeholder group	Stakeholders
	<ul style="list-style-type: none"> • VicGrid
Government - Federal	<ul style="list-style-type: none"> • 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"> • Corangamite Shire (Mayor Cr Kate Makin) • Golden Plains Shire (Mayor Cr Owen Sharkey Hayden)
Government - elected representatives (federal and state)	<ul style="list-style-type: none"> • Member for Ballarat, Federal Minister for Infrastructure, Transport, Regional Development and Local Government –The Hon Catherine King MP • Member for Wannon, Federal Shadow Minister for Energy and Emissions Reduction – The Hon Dan Tehan MP • Vic Minister for Planning –The Hon Sonya Kilkenny MP • Vic Minister for Climate Action and Energy and Resources – The Hon Lily D'Ambrosio State Member for Ripon, Ms Martha Haylett MP • State Member for Polwarth Mr Richard Riordan MP • State Member for Eureka, Ms Michaela Settle MP
Community interest groups and community services	<ul style="list-style-type: none"> • Skipton and Linton Men's Sheds • Skipton Probus • Skipton Cricket Club • Skipton Football and Netball Club • Skipton Tennis Club • Skipton Golf Club • Skipton Lions Club • Skipton District Historical Society • Linton & District Bowling Club • Linton Cricket Club • Linton District Men's Shed • Linton District Progress Association • Carngham Linton Football Netball Club • Skipton Progress Association • Berrybank and District Community Group • Mannibadar Hall
Schools	<ul style="list-style-type: none"> • Skipton Primary School • Linton Primary School
First Nations organisations	Wadawurrung Traditional Owners Aboriginal Corporation (WTOAC)
Industry and local Business	<ul style="list-style-type: none"> • Beaufort and Skipton Health Service • SUVO Mining • Eldridge Quarry • Skipton Bluestone Café, Skipton • Linton Takeaway and Cafe • Nurtien Ag, Skipton
Other stakeholders	Local media and newsletters: Skipton Community Newsletter, Ballarat Courier, Golden Plains Times, Camperdown Chronicle, Pyrenees Advocate, Linton News

2.7 First Nations engagement

Squadron Energy has a dedicated First Nations engagement team that works closely with project teams to provide guidance on culturally sensitive engagement and to develop a tailored approach to engaging with First Nations stakeholders. The team's approach is place-based, recognising the diversity of cultural practices, histories, and stories across different communities and regions.

Key principles include:

- early and ongoing relationship-building with First Nations stakeholders
- detailed stakeholder mapping to identify all presentative groups
- 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
- engagement with traditional owners or custodians who can speak for Country
- ensuring engagement is conducted by people with appropriate skills and experience

Squadron Energy's Reflect Reconciliation Action Plan, released in April 2024, outlines commitments and measures for ongoing improvements First Nations engagement. It is available here:

<https://www.squadronenergy.com/about/our-rap>

2.8 Stakeholder engagement activities

Stakeholder engagement for the MHWF has been ongoing since project inception and is designed to be proactive, inclusive, and responsive. The Squadron Energy Stakeholder Engagement and Community Relations team works closely with project teams to provide guidance and develop tailored engagement strategies for each stakeholder group.

Table 5: Stakeholder engagement activities - schedule

Engagement method	Date	Activities
Stakeholder engagement activities completed to date		
Host landowner engagement	2021 – present	Regular meetings, phone calls, emails with host landowners
On-site presence	2021 – present (ongoing)	Site visits to area meeting with potential host landowners, undertaking early feasibility studies
Website	October 2023	Website live
Phone number and email	October 2023 – present	Active project phone line and email address, with queries responded to promptly as received
Project launch	October 2023	Community newsletter distributed, letter drop to neighbours, letters to broader external stakeholders including First Nations and elected reps, to offer briefings, initial stakeholder briefings
Local government briefings	October 2023 – present	Regular presentations or meetings with council representatives, at key milestones.
	October 2023 and January 2024	Council briefings:
	Subsequent meetings Q1 2026	<ul style="list-style-type: none"> • Corangamite Shire • Golden Plains Shire

Engagement method	Date	Activities
Briefings to elected representatives (federal, state)	October 2023 – present	<p>Briefings offered to elected representatives, including follow up meetings, providing regular email updates and community newsletters:</p> <ul style="list-style-type: none"> • Member for Ballarat, Minister for Infrastructure, Transport, Regional Development and Local Government –The Hon Catherine King MP • Member for Wannon, Shadow Minister for Energy and Emissions Reduction – The Hon Dan Tehan MP • Minister for Planning –The Hon Sonya Kilkenny MP • Minister for Climate Action and Energy and Resources – The Hon Lily D’Ambrosio MP • Member for Ripon – Ms Martha Haylett MP • Member for Polwarth – Mr Richard Riordan MP • Member for Eureka – Ms Michaela Settle MP <p>Project briefings held with:</p> <ul style="list-style-type: none"> • Member for Wannon, Shadow Minister for Energy and Emissions Reduction – The Hon Dan Tehan MP • Member for Ripon – Ms Martha Haylett MP • Member for Polwarth – Mr Richard Riordan MP
Community drop-in Session	April 2024	Held in Linton and Skipton to provide information and gather feedback
Community newsletters	October 2023 April 2024 February 2025 August 2025 December 2025 March 2026	Regular project updates when milestones are achieved, such as installing met masts, or feedback is being sought, such as the community investment fund survey
Neighbouring landowners’ engagement	October 2023 - present	<p>Letterbox drop to neighbours within 4km when project launched (86 in total)</p> <p>Initial conversations and meetings with 55 neighbours</p> <p>Further calls and meetings with up to 57 neighbours, offering voluntary neighbour agreements</p> <p>2026 new round of neighbour engagement for new Project Developer and distribution of Neighbour Agreements</p>
Community interest groups and community services engagement	October 2023 – present	<p>Advertising sponsorship program to all groups identified in Table 4 and supporting community interest groups such as Skipton Cricket Club, Skipton Football and Netball Club, Skipton Golf Club, Skipton Progress Association, Mannibadar Hall</p> <p>Community benefit workshop April 2026 for the Linton community.</p>

Engagement method	Date	Activities
Media adverts	December 2024 - present	TV screen adverts run weekly in Skipton and Linton coffee shops Regular adverts in the Linton and Skipton newsletters
First Nations engagement	January 2024 – present	Engagement with the Cultural Heritage Management Team at Wadawurrung Traditional Owners Corporation (WTOAC) to plan and conduct fieldwork for the Cultural Heritage Management Assessment and Plan, plus monthly fieldwork Dec 2024 – Meeting with WTOAC CEO email correspondence and project updates
Sponsorship program	October 2023 – present (ongoing)	Supported 20 activities to-date (October 2025)
Skipton Spring Festival	November 2025	Pop-up stall at Skipton Spring Festival (key sponsor) November 2025
Christmas Events	December 2025	Host Christmas hampers
Community newsletters	January 2025 - ongoing	
Stakeholder engagement activities 2026 and onward		
General stakeholder activities	January 2026 – ongoing	<ul style="list-style-type: none"> Ongoing engagement through sponsorships, surveys, and community investment initiatives as they are received Quarterly updates to elected representatives Ongoing surveys and engagement regarding the Community Investment Fund and putting agreements in place before the project achieves construction
Permitting	January 2026 – ongoing	<ul style="list-style-type: none"> Advertising and Public exhibition of Environment Report and Planning Application (anticipated in January 2026)
Ongoing engagement	January 2026 – ongoing	<ul style="list-style-type: none"> Ongoing regular host landowner meetings Ongoing regular neighbouring landowner meetings Community Newsletter in March 2026, June 2026, September 2026, December 2026
Community benefit workshops	January 2026 – ongoing	<ul style="list-style-type: none"> Community benefit workshop for Linton, following on from Linton community benefit workshop – April 2026 Community benefit workshop for Skipton, following on from Linton community benefit workshop - July 2026
Neighbour engagement	April 2026 – ongoing	<ul style="list-style-type: none"> Meet with all neighbouring properties with dwellings out to 4km Contact all neighbouring properties without dwellings where possible out to 4km Letter box drop the wider community between 4km and 6km from the project area

Engagement is ongoing throughout the project lifecycle, with regular updates and opportunities for feedback to ensure community voices are heard and considered.

2.9 Stakeholder engagement by development stage

Stakeholder engagement is tailored to each stage of the project to ensure relevant and effective communication and participation.

Table 6: Stakeholder engagement 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 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, 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 	<p>As above for project feasibility phase, plus:</p> <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 	<ul style="list-style-type: none"> 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 	<p>As above for project feasibility phase, plus:</p> <ul style="list-style-type: none"> maintain and update website complaints management mechanism developed or implemented community partnerships 	<ul style="list-style-type: none"> all stakeholder groups

Project stage	Engagement objective	Engagement activities	Target stakeholders
		<ul style="list-style-type: none"> community/stakeholder workshops to identify opportunities for community benefit. 	
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
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

3 Potential issues and opportunities

3.1 Potential social impacts

Table 7 summarises the potential impacts to people near to the project. Table 7 also includes typical project issues that may be identified during consultation that are considered in the Environment Effects Statement 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 development process.

Table 7: Potential social issues

Impact	Stakeholder	Mitigation measures
Noise	Neighbours, general community	Project design, compliance with noise standards
Visual	Neighbours, general community	Project design landscape and screening, visual buffers
Construction	Neighbours, road users, general community	Communication, engagement, traffic management
Traffic and transport	Neighbours, road users, general community	Communication, engagement, traffic management
Shadow flicker	Neighbours, general community	Project design, turbine placement

4 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.

We'll invest at least \$1,050 per megawatt of the project's capacity every year in a community investment program- starting from construction and continuing throughout operations. This means that if the project is approved and proceeds to construction, about \$13 million without escalation will be shared with the community over the life of the project, based on its expected capacity of 421 megawatts.

Table 8: Community benefit sharing

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 Squadron Energy'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>
Council rates	<p>Under the Victorian Electricity Act 2014 the Moreton Hill Wind Farm must make payments in lieu of rates to the relevant local council responsible for the site. The methodology for determining payments, as set out in the Electricity Industry Act, combines a fixed charge with a variable charge based on the capacity of the power station in megawatts.</p>
Telecommunications	<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>
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 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>
Training and skills development	<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 Microsoft 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. This course is available online and can be completed outside of NSW.</p>
First Nations employment	<p>SQE is leading the industry on First Nations employment, with a First Nations engagement team focusing on creating pathways to employment and business opportunities. For example, 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</p>



communities can help us to identify opportunities for First Nations economic development, skills and employment.

5 Ongoing review

This plan will be reviewed and updated annually to reflect the project progress and completed engagement activities completed - it is not intended for this document to be static, as engagement activity is ongoing. 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.