

Stakeholder Engagement Plan



Bookham Wind Farm and Battery

15 November 2024



Final Draft

Revision Control

Revision	Date	Issue	Author	Reviewed	Approved	Signature
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Document Review

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

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Contents

1	Overview.....	1
1.1	About Squadron Energy	1
1.2	Purpose of this plan.....	1
1.3	Our approach to stakeholder engagement.....	2
1.4	Our values	2
1.5	Enquiries and complaints	2
1.6	Government and industry guidelines.....	2
	1.6.1 Clean Energy Council.....	3
	1.6.2 International Association of Public Participation	3
1.7	Stakeholder engagement objectives	3
2	The Project	4
2.1	Project overview	4
2.2	Project location	5
2.3	Project Context.....	6
	2.3.1 Indicative project timeline	6
2.4	Project site map.....	7
2.5	Community overview	7
3	Stakeholder identification and analysis.....	8
3.1	Stakeholder identification process.....	8
3.2	Stakeholder overview	8
3.3	First Nations engagement	10
3.4	Stakeholder engagement activities	11
3.5	Stakeholder engagement by development stage.....	11
4	Potential issues and opportunities.....	13
4.1	Potential social impacts	13
5	Potential community benefit sharing	14
6	Review	16

1 Overview

Squadron Energy (SQE) is committed to genuine, proactive and meaningful engagement with the community, developing long-term relationships and maintaining open lines of communication.

1.1 About Squadron Energy

Squadron Energy is the leading renewable energy company that develops, operates and owns renewable energy assets in Australia. It will be the biggest single contributor to helping Australia meet its 2030 target of 82% renewable energy.

We are 100% Australian owned and have 1.1 gigawatts (GW) of renewable energy in operation and 900MW under construction. We work with local communities and our customers to lead the transition to Australia's clean energy future, using our proven experience and expertise across the project lifecycle.

1.2 Purpose of this plan

This Stakeholder Engagement Plan (SEP) has been developed for the proposed Bookham Wind Farm. It outlines SQE's understanding of the surrounding communities and our approach to community and stakeholder engagement. The plan outlines 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
BKWF	Bookham Wind Farm
CEC	Clean Energy Council
DPHI	NSW Department of Planning Housing and Infrastructure (formerly DPE)
DPE	NSW Department of Planning and Environment
EIS	Environmental Impact Statement
EPBC	Environmental Protection and Biodiversity Conservation Act
IAP2	International Association of Public Participation
LALC	Local Aboriginal Land Council
LGA	Local Government Area
NEM	National Energy Market
SEARs	Secretary's Environmental Assessment Requirements
SEP	Stakeholder Engagement Plan
SIA	Social Impact Assessment
SSD	State Significant Development
SQE	Squadron Energy
VPA	Voluntary Planning Agreement
WTG	Wind Turbine Generator

1.3 Our approach to stakeholder 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 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 those in First Nations engagement, government relations, media and communications and community engagement.

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

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

1.4 Our values

SQE's values underpin and guide our work.

Table 2: Squadron Energy's Values

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

1.5 Enquiries and complaints

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

Project Manager: Nigel Barton

Email: bookhamwind@squadronenergy.com

Phone: 0485 971 367

The project team will respond to and resolve all complaints and enquiries as soon as possible. SQE tracks complaints, enquiries and action items. 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)
- NSW Department of Planning, Infrastructure and Environment (DPIE), (February 2023), *Social Impact Assessment Guideline for State Significant Projects*
- NSW Department of Planning, Infrastructure and Environment (DPIE), (March 2024), *Undertaking Engagement Guidelines for State Significant Projects*

- NSW Department of Planning and Environment (DPE), (December 2023), *Draft Wind Energy Guideline-Guidance for State Significant Wind Energy Development*
- NSW Department of Planning and Environment (DPE), (November 2023), *Draft Energy Policy Framework*

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

1.6.1 Clean Energy Council

The Clean Energy Council has prepared Community Engagement Guidelines (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.

1.6.2 International Association of Public Participation

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

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



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.

1.7 Stakeholder engagement objectives

Squadron Energy is committed to undertaking genuine and meaningful community and stakeholder engagement and consultation for the project. Success is critical to earning and maintaining social licence within the community. The communication and engagement objectives for the project are to:

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

2 The Project

2.1 Project overview

Squadron Energy is seeking development consent for the construction, operation, maintenance and decommissioning of the Bookham Wind Farm (BKWF). The proposed project includes up to 99 wind turbine generators, battery storage, ancillary infrastructure and temporary facilities. BKWF would have a generating capacity of 594MW.

The power generated by the project would feed into the electricity grid (NEM) via direct connection to either:

- the existing 330kV Yass to Lower Tumut transmission line,
- the 132 kV transmission line (line 970), or
- the proposed 500kV HumeLink connecting Wagga Wagga, Bannaby and Maragle.

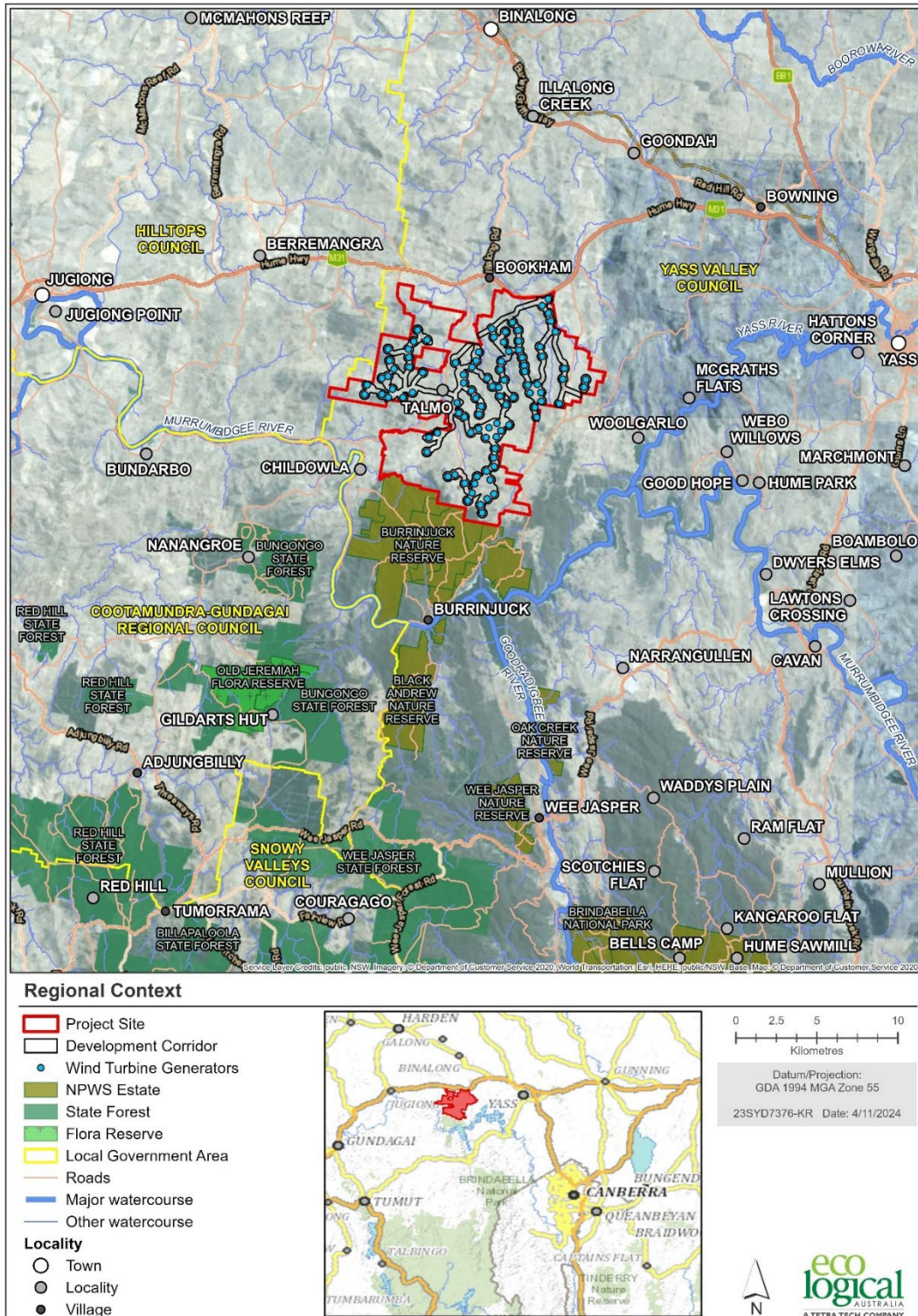
The key components of the project include:

- Up to 99 wind turbine generators, with a blade-tip height of up to 270m and generation capacity of 594MW
- Battery storage (200-250MW/800-1000MWh to be determined)
- 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 within the rural locality of Bookham, NSW, approximately 300km southwest of Sydney and 90km northwest of Canberra by road (Figure 2). It is in the Yass Valley Council Local Government Area (LGA). The Hume Highway (M31) is at the northern boundary of the project site. It is 880km of inter-city national highway, connecting Sydney and Melbourne, and serving as the primary transport route between Sydney and the Southern Tablelands of NSW. The project is in the NSW State electorate of Goulburn. The project encompasses the suburbs of Bookham, Burrinjuck and Woolgarlo within Yass Valley LGA.

Figure 2: Regional context for proposed project



The project site is in proximity to the following major renewable energy projects within 60 km of the project.

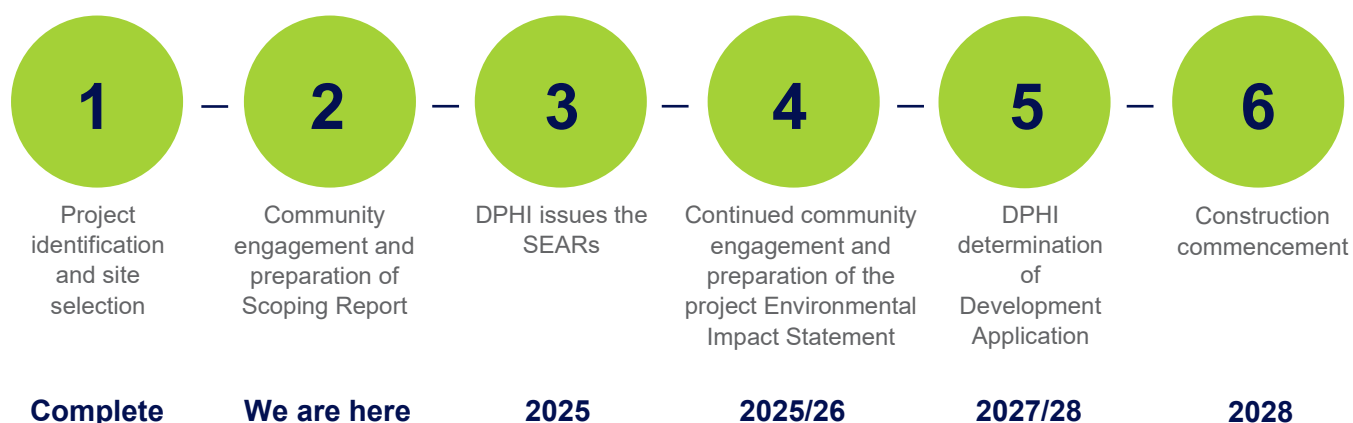
Table 3: Nearby renewable energy projects

Project Name	Application	Status	Approx Distance from Project (km)
Conroy's Gap Wind Farm	EPBC-2006/2733	Approved	2
Conroy's Gap Stage 2 Wind Farm	EPBC-2013/6989	Approved	2
Coppabella Wind Farm	EPBC-2017/8129	Construction	6
Burrinjuck Hydro Power Station	N/A	Operational	7
Bondo Wind Farm	N/A	Planning	13
Jeremiah Wind Farm	SSD-22472709	Planning	13
Yass Solar Farm	SSD-65518239	Planning	16
Bango Wind Farm	SSD-6686	Operational	28
Rye Park Wind Farm	SSD-6693	Operational	33
Walleroo Solar Farm	SSD-9261283	Approved	36
Boorowa Solar Farm	N/A	Approved	37
Cootamundra Solar Farm	N/A	Approved	46
Springdale Solar Farm	SSD-8703	Approved	47

2.3 Project Context

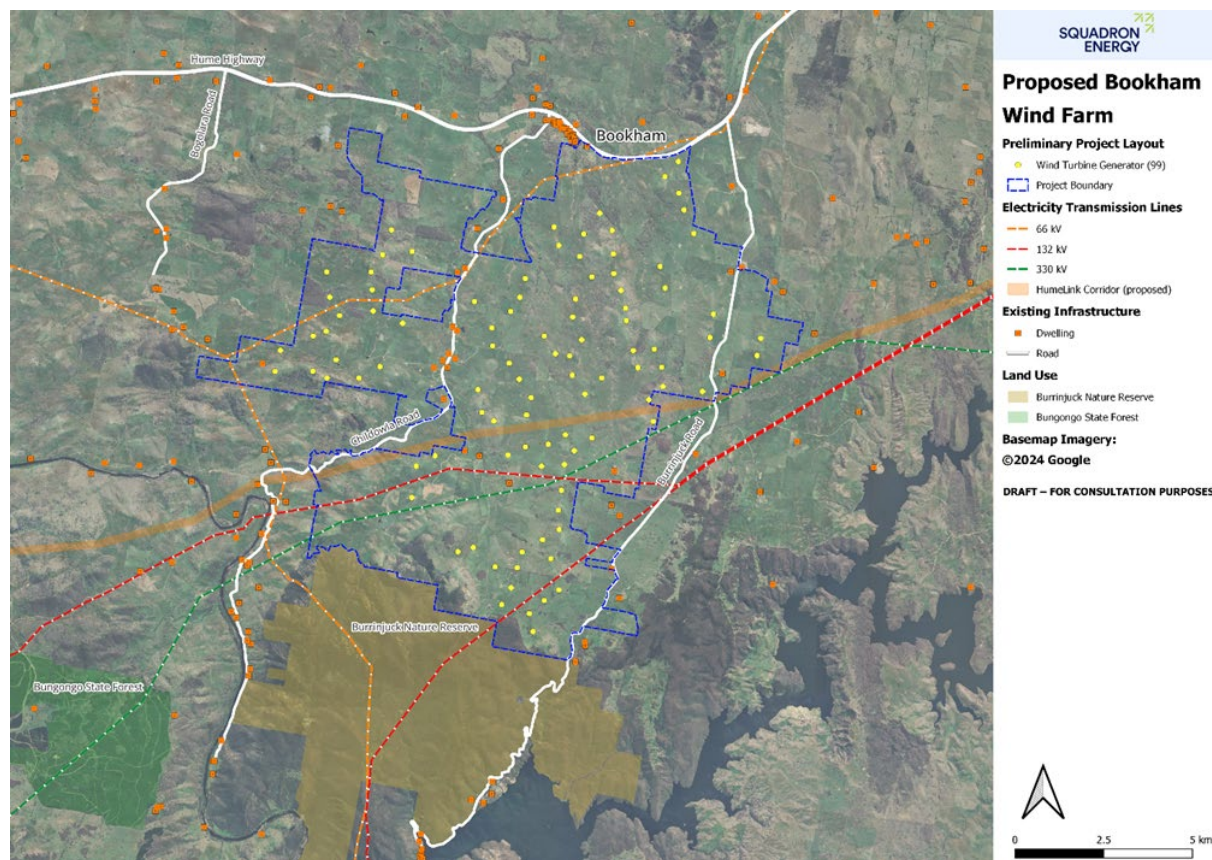
The NSW Government has committed to an aspirational target of achieving net-zero carbon emissions by 2050 and recognises the importance of encouraging the deployment of renewables to help replace retiring coal-fired power stations. The project is being developed through a comprehensive process based 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



2.4 Project site map

Figure 3: Indicative proposed Project layout (as of October 2024)



2.5 Community overview

At the 2021 Census, there was a population of 127 people in Bookham. 36.8% aged 15 years and older were employed in sheep and cattle farming compared to 0.3% across NSW. Other nearby population centres in the vicinity of the project include:

Table 4: People and Status (2021 Census)

Population centre	Population	Male %	Female %	% Aboriginal and/or Torres Strait Islander	Distance from site
Bookham	127	47.6	52.4	3.1	2km north
Binalong	550	53.3	46.7	3.5	21 km north
Bowning	619	52.9	47.1	1.8	22 km east
Yass	6,763	48.4	51.6	5.1	29 km east
Murrumbateman	3,607	49.0	51.0	2.7	40 km southeast
Tumut	6,667	48.7	51.3	7.7	62 km southwest

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:

- 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 Bookham Wind Farm include:

Table 5: Identified stakeholders

Stakeholder Group	Stakeholders
Host landholders	• Landholders with the potential to host WTGs and/or project infrastructure
Neighbouring landholders	• There are 93 dwellings within 8km of the project area
Communities within the Social Locality	• Local community: – Bookham – Bowning – Binalong – Yass
Government – State	• Fire and Rescue NSW • Heritage NSW • NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW) including: – Biodiversity, Conservation and Science Directorate (BCSD) – Energy Corporation – Water Group • NSW Department of Customer Services (DCS)

Stakeholder Group	Stakeholders
	• NSW Department of Planning, Housing and Infrastructure (DPHI) including Crown Lands • NSW Department of Primary Industries – Agriculture and Fisheries (DPI) • NSW Environment Protection Authority (EPA) • NSW Energy Sector Board • NSW Rural Fire Service (RFS) • Regional NSW – Mining, Exploration and Geoscience (MEG) • Transport for NSW (TfNSW) • Water NSW • NSW National Parks & Wildlife Service (NPWS) • NSW Forestry Corporation
Government - Federal	• Airservices Australia (ASA) • Bureau of Meteorology (BOM) • Civil Aviation Safety Authority (CASA) • Department of Agriculture, Fisheries and Forestry (DAFF) • Department of Climate Change, Energy, the Environment and Water (DCCEEW) • Department of Defence (DoD) • Australian Energy Market Operator (AEMO)
Local Council	• Yass Valley Council • Hilltops Council (adjacent) • Cootamundra-Gundagai Regional Council (adjacent)
Government - elected representatives	• NSW Premier • NSW Minister for Planning and Public Spaces • NSW Minister for Energy • Federal Member for the Riverina – Michael McCormack MP • State Member for Cootamundra – Steph Cooke MP • State Member for Goulburn – Wendy Tuckerman MP • Mayor and Councillors – Yass Valley Council, Jasmine Jones (Yass Mayor), and Hilltops Council, Margaret Roles (Hilltops Mayor)
Community interest groups and community services	• Yass Rotary • Bookham Berremangra Red Cross • Bowning and District Lions Club • Yass Country Women's Association • Yass Landscape Guardians • Yass Area Network Landcare • Bookham Tennis and Cricket Club • Bookham Agriculture Bureau • Bookham Community Association • Bowning and Bookham Landcare Group
Schools	• Bongongo Public School • Wee Jasper Public School • Jugiong Public School • Bowning Public School • Binalong Public School
First Nations groups	• NSW Aboriginal Land Council

Stakeholder Group	Stakeholders
	• Onerwal LALC • Registered Aboriginal Parties
Industry and local business and media	• Yass Business Chamber • Yass FM • ABC Riverina • NSW Farmers Association • Transgrid
Other stakeholders	• Hume Police District, Goulburn • Yass Fire Station – Fire and Rescue NSW • NSW Rural Fire Service • NSW SES – Yass Unit

3.3 First Nations engagement

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:

- NSW Office of Energy and Climate Change (August 2022), *First Nations Guidelines, Increasing income and employment opportunities from electricity infrastructure projects*
- NSW Office of Environment and Heritage, Department of Premier and Cabinet (April 2011), *Guide to investigating, assessing and reporting on Aboriginal cultural heritage in NSW*
- Department of Environment, Climate Change and Water NSW (September 2010), *Code of Practice for Archaeological Investigation of Aboriginal Objects in New South Wales*
- Department of Environment, Climate Change and Water NSW (April 2010), *Aboriginal cultural heritage consultation requirements for proponents 2010*.

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:

- 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 (SIA) Process, 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.

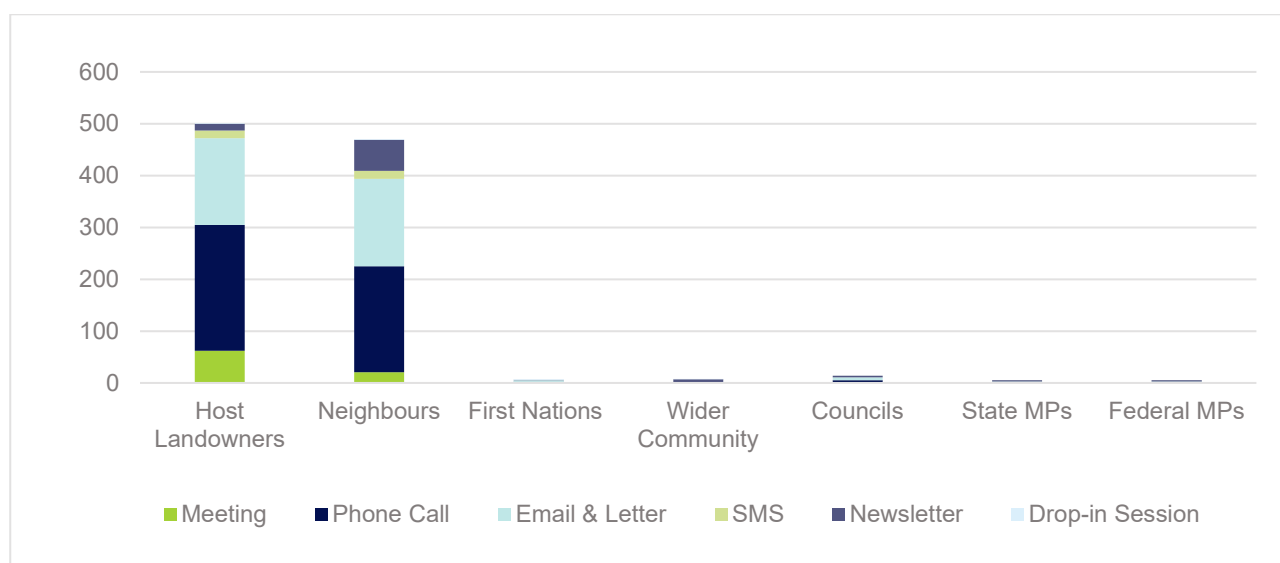
3.4 Stakeholder engagement activities

SQE has a dedicated Stakeholder Engagement and Community Relations team. These team members work with project teams to provide guidance on community and stakeholder engagement and to develop a tailored approach to engaging with communities and stakeholders.

Stakeholder engagement is ongoing during the lifecycle of the project and the project team will continue to engage with the community through regular face-to-face meetings, phone calls and emails.

Graph 1 summarises the consultation activities undertaken to 29 October 2024.

Graph 1: Number of stakeholder engagement events undertaken to date



3.5 Stakeholder engagement by development stage

Table 6: Stakeholder engagement during development for key project stages

Project stage	Engagement objective	Engagement activities	Target stakeholders
Site selection	- identify local landholders within the potential project area - introduce the project concept and obtain initial feedback about the prospect of a wind farm development - seek agreements regarding access for further project feasibility investigations	- phone calls - face-to-face visits - introductory letters - gather contact details for future communications	- potential host landowners - potential neighbouring landowners

Project stage	Engagement objective	Engagement activities	Target stakeholders
Project feasibility	- engage with landholders about the proposed project area - introduce the wind farm development process - identify community values, potential constraints and opportunities in the project area and inform the design process - identify and appropriately respond to community concerns	- face-to-face visits - one-on-one meetings and visuals tools to help inform discussions - email or letter updates	- potential host landowners - potential neighbouring landowners - local Councils - government elected representatives
Planning and Approvals – (Scoping Phase, EIS Phase)	- maintain communication channels for enquiries and information - continue to proactively gather feedback to inform the project design - identify and appropriately respond to community concerns - identify social and community benefit opportunities in consultation with communities and collaborate on implementation where possible - keep communications flowing to update the community - collect data and insights and prepare the SIA - inform community of a formal opportunity to express their views on the proposed project - educate community regarding outcomes of the EIS and technical studies - inform the community on the progress of the approvals process and outcomes - educate community regarding the project-specific benefit sharing process	As above for project feasibility phase, plus: - establish and update project website - community drop-in sessions - newsletter - community surveys - project briefings for local Councils and government agencies - exploration of community partnerships and collaborations - utilise sponsorship and community benefits program as opportunities for engagement.	all stakeholder groups
Construction	- reduce community concerns by open dialogue and continuing to acknowledge and respond to issues in a timely manner - demonstrate commitment to the wellbeing of the community - avoid, minimise, and remediate impacts	As above for project feasibility phase, plus: - maintain and update website - complaints management mechanism developed and implemented - community partnerships - community/stakeholder workshops to identify opportunities for community benefit	all stakeholder groups

Project stage	Engagement objective	Engagement activities	Target stakeholders
		Construction Stakeholder Engagement Plan	
Commissioning and operation	- be an active member of the community - strengthen collaboration through partnerships - build a sense of community pride in a well-run wind farm	- Operational Stakeholder Engagement Plan - evaluation of engagement and improvements as required	all stakeholder groups
Decommissioning	communicate decommissioning and rehabilitation process	host landholder and neighbour briefings	- host landowners - neighbours - local Councils - State and Commonwealth government agencies - Community interest groups

4 Potential issues and opportunities

4.1 Potential social impacts

Table 7 summarises the potential impacts to people near to the project and the social impact categories that they may align to. The table also includes typical project issues that may be identified during engagement 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 (DPE, February 2023) have been adopted.

Table 7: Potential impacts to the community and stakeholders

Impact	Potential EIS issue	Social impact category
Changes to the aesthetic value and amenity affecting surroundings and way of life	Visual	- Surroundings - Way of life
Increase in dust and noise during construction causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	- Dust - Noise	- Way of life - Surroundings - Health and Wellbeing
Operational noise generated by WTGs causing a decline in social amenity, health, or way of life for host landholders and nearby neighbours	Noise	- Way of life - Surroundings - Health and Wellbeing
Changes to existing land use resulting in a disadvantage to personal property for nearby neighbours	Economic	- Livelihoods - Health and Wellbeing

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 alter 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 8 with examples of SQE community benefit sharing across our projects. These examples are a starting point for engagement, allowing communities to understand what has been possible in other areas. We use the examples to prompt discussions and provide confidence that SQE is the right partner. They have been developed with communities to meet specific, localised, community needs, and some are used on more than one project if appropriate. They may be replicated, or they may be prompts for communities to identify their own opportunities and approaches for collaboration and long-term benefit.

Table 8: Community benefit sharing

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. Local community groups are encouraged to apply for sponsorship via SQE's website.
Voluntary Planning Agreements (VPA)	In NSW we enter into voluntary planning agreements (VPA's) for our projects with local councils. A planning agreement can help deliver or fund public infrastructure, amenities, and services for the benefit of the public within the council areas in which we operate. It may include a community benefit fund component. We work closely with councils to develop the terms of the VPA, which include a committed value of 1.5% of the Capital Investment Value (CIV) of the project to be constructed. This is determined following our final investment decision. If the project is within multiple Local Government Areas (LGAs), the funds are divided on an agreed proportion, such as the number of turbines within each LGA.
Community Benefit funds	Community Benefit funds have been established for a number of SQE's operational sites. These funds may be managed by local councils or in some cases, an elected group of local community members who make decisions on how and where the funding is spent each year.
Community Co-investment	We rolled out Australia's first, large-scale, public, community investment into a utility-scale wind farm, via our Sapphire Wind Farm Community Co-Investment scheme. We may extend the program to the other regions where we are developing projects over time. Community co-investment offers residents in the region the opportunity to participate in and benefit from investing in Australia's transition to renewable energy.
Telecommunications	Reliable connectivity is a challenge for many rural and regional communities across Australia. We recently completed a trial program to improve internet connectivity at one of our wind farm development sites in NSW. Following its success, we are now rolling out a connectivity improvement program for residents near our 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.
Employment and business opportunities	Early engagement in the development process can identify economic and employment opportunities. We operate and own firming and wind energy assets in local communities, creating jobs for 30+ years. For example, workforces during construction can peak as high as 500 in civil works, structural works, electrical works, wind turbine generation, battery installation and commissioning. Our Regional Economic Development team helps us to reach economic development and workforce targets and engage local businesses. For example, mandating of local content targets on the Bango and Crudine Ridge wind farms. Our tender assessment and contractor selection criteria includes weighting to favour local suppliers and businesses.
Training and skills development	Engaging with local communities allows us to identify opportunities for skills development. For example, SQE has collaborated with TAFE NSW to create and deliver a digital Microskill course: "Introduction to the wind energy industry." We provided subject matter experts to create the lessons, and the course is now available to people interested in upskilling or cross skilling into the renewable energy sector.
First Nations employment	SQE is leading the industry on First Nations employment, with a First Nations engagement team focusing on creating pathways to employment and business opportunities. At the 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.

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.