

Accommodation and Employment Strategy

Ridgey Creek BESS

Potentia Energy

P001697-AES01

Rev: D

7 April 2026




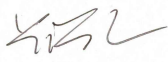

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GLOSSARY AND ABBREVIATIONS

Abbreviation	Abbreviated term
Aboriginal stakeholders	Aboriginal stakeholders registered for cultural heritage consultation for the development, including Registered Aboriginal Parties
Ancillary infrastructure	All project infrastructure with the exception of battery storage, including but not limited to the substation, switch rooms, permanent offices, site compounds, electricity transmission lines and internal roads.
Applicant	Ridgey Creek BESS Pty Ltd, or any person who seeks to carry out the development approved under this consent
Battery storage	Large scale energy storage system
BESS area	The portion of the Site that includes the battery storage as shown in Appendix 1
Cessation of operations	Operation of the development has ceased for a continuous period of 12 months
Commissioning	The testing of the components, equipment and systems of the development following completion of construction, prior to operations commencing
Conditions of this consent	Conditions contained in Schedule 2 (Within the Instrument of Consent for SSD-48756517)
Construction	The construction of the development, including any earthworks on site and construction of the battery storage and ancillary infrastructure (excludes road upgrades or pre-construction minor works)
Council	Parkes Shire Council
CPHR	Conservation Programs, Heritage and Regulation Group within NSW DCCEEW
Decommissioning	The removal of battery storage infrastructure and ancillary infrastructure and/or rehabilitation of the site
Department	Department of Planning, Housing and Infrastructure
Development	The development as described in the EIS
Development footprint	The area within the Site on which the components of the Project will be constructed (shown in Appendix 1 of the instrument of consent)
EIS	The Environmental Impact Statement for Ridgey Creek Battery Energy Storage System dated 28 May 2024, the Submissions Report dated 22 January 2025, the Amendment Report dated 18 February 2025, and the additional information dated 18 March 2025, 27 March 2025, 7 May 2025 and 19 May 2025
EMS	Environmental Management Strategy
EP	Emergency Plan
EP&A Act	<i>Environmental Planning and Assessment Act 1979</i>
EP&A Regulation	<i>Environmental Planning and Assessment Regulation 2021</i>
EPA	Environment Protection Authority
Feasible	Relates to engineering considerations and what is practical to build or implement
FRNSW	Fire Rescue NSW

Heavy vehicle	As defined by the Heavy Vehicle National Law (NSW), excluding light and medium rigid trucks and buses no more than 8 tonnes and with not more than 2 axels
Heavy vehicle requiring escort	Any vehicle that requires a pilot vehicle and/or escort vehicle, as defined by the National Heavy Vehicle Regulator's NSW Class 1 Load Carrying Vehicle Operator's Guide
Heritage item	An item as defined under the Heritage Act 1977 and/or an Aboriginal Object or Aboriginal Place as defined under the National Parks and Wildlife Act 1974
High-risk heavy vehicle requiring escort	A vehicle under escort identified 'high risk' as defined in Table 1 of TfNSW's Fact Sheet for Transport Management Plan
HNSW	Heritage NSW Group within NSW DCCEEW
Incident	An occurrence or set of circumstances that causes or threatens to cause material harm to the environment
IoC	Instrument of Consent
Light vehicle	As defined by the TfNSW vehicle standards VSI 05 Rev 6
Material harm	Harm that involves actual harm to the environment that may cause harm to health/safety or exceeds \$10,000 in damage
Minimise	Implement all reasonable and feasible mitigation measures to reduce the impacts of the development
Minister	Minister for Planning and Public Spaces, or delegate
MW	Megawatt
MWh	Megawatt hours
Non-associated receiver	A dwelling in existence at the date of this consent which is not associated with the development
Non-compliance	An occurrence or development that is a breach of this consent but is not an incident
NSW DCCEEW	NSW Department of Climate Change, Energy, the Environment and Water
Operation	The operation of the development, not including commissioning, trials or temporary facilities
PCT	Plant Community Type
Planning Secretary	Secretary of the Department, or nominee
POEO Act	<i>Protection of the Environment Operations Act 1997</i>
Pre-construction minor works	Includes the following activities: <ul style="list-style-type: none"> • artefact surveys and/or salvage; • overhead line safety marking; • building and road dilapidation surveys; • geotechnical drilling, excavation or salvage; • establishing temporary site office (in locations meeting the criteria identified in the conditions of this consent)



	<ul style="list-style-type: none"> • installation of environmental impact mitigation measures, fencing and enabling works; and • construction of minor access roads and minor adjustments to services/utilities, etc.
Public infrastructure	Linear and related infrastructure providing public services such as roads, water, gas, electricity etc.
Reasonable	Reasonable relates to the application of judgement in arriving at a decision, taking into account: mitigation benefits, cost of mitigation versus benefits provided, community views and the nature and extent of potential improvements
Rehabilitation	The restoration of land disturbed by the development to a good condition, to ensure it is safe, stable and non-polluting
RFS	NSW Rural Fire Service
Site	As indicated by the Site Boundary on the figure in Appendix 1 and listed in Appendix 2 of Instrument of Consent SSD-48756517
TfNSW	Transport for New South Wales
Upgrading	Replacement of development components and ancillary infrastructure on site
Vehicle movement	One vehicle entering and leaving the site
VPA	Voluntary Planning Agreement
Water Group	Water Group within NSW DCCEEW



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1. INTRODUCTION

1.1 Background

The Ridgey Creek Battery Energy Storage System (BESS) is a State Significant Development (SSD) (SSD-48756517) assessed under Part 4 of the *Environmental Planning and Assessment Act 1979* (EP&A Act) and was approved by the Minister for Planning and Public Spaces (NSW) on 23 May 2025. The development is known as the Ridgey Creek BESS.

The consent allows for the construction of a 130 megawatt (MW) / 260 Megawatt hour (MWh) utility scale battery, located approximately 10 kilometres (km) west of Parkes in the Parkes Shire Council (PSC) Local Government Area (LGA). The project would connect into a new bay at TransGrid's existing 132 kV Parkes substation via an underground transmission cable, and ancillary works.

The Site of the development (as defined by the instrument of consent [IoC]) is comprised of several land parcels including three (3) freehold cadastral lots and a portion of the Henry Parkes Way road reserve. The Site is defined by the IoC as the land indicated by the boundary shown on Figure 1 in Appendix 1 of the IoC and the schedule of lands listed in Appendix 2 of the IoC. The Site occupies an area of 6.3 hectares (ha) and is depicted in **Figure 1** of this plan.

The Development Footprint is defined by the IoC as the area within the Site on which the components of the Project will be constructed and includes the boundary shown within Appendix 1 of the IoC. The Development Footprint occupies an area of 5.9 ha.

The approved layout of the Project is provided in **Figure 1**.

1.2 Applicant

The Applicant for the Ridgey Creek BESS project is defined by the Instrument of Consent (IoC) as "Ridgey Creek BESS Pty Ltd, or any person who seeks to carry out the development approved under this consent."

Potentia Energy Group Pty Ltd (Potentia Energy) (ABN: 41 618 296 030) own the Ridgey Creek BESS project and will be developing, constructing and operating the development. The address of Potentia Energy is Suite 23.05, One International Towers, 100 Barangaroo Ave, Sydney NSW 2000.

For the purposes of this Accommodation and Employment Strategy (AES) the Applicant for the Ridgey Creek BESS project is Potentia Energy.

Figure 1 - Approved Development Layout



1.3 Purpose

The purpose of this AES is to detail measures for the management of accommodation and employment and to describe how impacts will be managed and minimised throughout the duration of the Project.

Schedule 2, condition A2 states:

A2. The development may only be carried out:

(a) in compliance with the conditions of this consent;

(b) in accordance with all written directions of the Planning Secretary;

(c) generally in accordance with the EIS; and

(d) generally in accordance with the Development Layout in Appendix 1.

In the context of the above, the Environmental Impact Statement (EIS) includes final mitigation measures (MM) as summarised in Appendix C of the Ridgey Creek BESS Amendment Report.

The objective of this AES is to comply with the Conditions of Consent (CoC) and MM.

Potentia Energy commits to implementing this AES, once approved, for the life of the Project.

1.4 Scope

This AES has been prepared to satisfy condition B33 of the IoC.

CoC provided in the EIS considered relevant to the implementation of this AES, are detailed in **Section 1.4.1**.

There are no MM relevant to this AES.

1.4.1 CONSENT CONDITIONS

A conditions compliance table detailing where relevant CoC are addressed in this AES is provided in **Table 1**.

A broader conditions compliance table including all CoC and references to other management plans is provided in the Environmental Management Strategy (EMS).

Table 1 – Conditions Compliance Table

Condition		Comment / Section
ACCOMMODATION AND EMPLOYMENT STRATEGY		
B33	Prior to commencing construction, the Applicant must prepare an Accommodation and Employment Strategy for the development. This Strategy must:	This AES.
	(a) be prepared in consultation with Council and informed by consultation with local accommodation and employment service providers:	Section 4 – Stakeholder Engagement
	(b) propose measures to ensure there is sufficient accommodation for the workforce associated with the development;	Section 8 – Accommodation Strategy



Condition		Comment / Section
	(c) consider the cumulative impacts associated with other State significant development projects in the area;	Section 6 - Interactions with Other Projects
	(d) investigate options for prioritising the employment of local workers for the construction and operation of the development, where feasible; and	Section 7 - Employment Strategy
	(e) include a program to monitor and review the effectiveness of the strategy over the life of the development, including regular monitoring and review during construction.	Section 9 - Monitoring and Evaluation
	The Applicant must provide a copy of the Accommodation and Employment Strategy to the Planning Secretary prior to commencement of construction and implement the plan throughout construction.	Section 11.1- Notification of the Department
ENVIRONMENTAL MANAGEMENT		
Environmental Management Strategy		
C1	<p>Prior to commencing construction, the Applicant must prepare an Environmental Management Strategy for the development to the satisfaction of the Planning Secretary. This strategy must:</p> <p>(a) provide the strategic framework for environmental management of the development;</p> <p>(b) identify the statutory approvals that apply to the development;</p> <p>(c) describe the role, responsibility, authority and accountability of all key personnel involved in the environmental management of the development;</p> <p>(d) set out the procedures that would be implemented to:</p> <p>(i) keep the local community and relevant agencies informed about the operation and environmental performance of the development;</p> <p>(ii) receive, handle, respond to, and record complaints;</p> <p>(iii) resolve any disputes that may arise;</p> <p>(iv) respond to any non-compliance;</p> <p>(v) respond to emergencies; and</p> <p>(e) include:</p> <p>(vi) references to any strategies, plans and programs approved under the conditions of this consent; and</p> <p>(vii) a clear plan depicting all the monitoring to be carried out in relation to the development.</p> <p>Following the Planning Secretary’s approval, the Applicant must implement the Environmental Management Strategy.</p>	An Environmental Management Strategy (EMS) has been prepared for the Project.
Revision of Strategies, Plans and Programs		
C2	The Applicant must:	



Condition		Comment / Section
	(a) update the strategies, plans or programs required under this consent to the satisfaction of the Planning Secretary prior to carrying out any upgrading or decommissioning activities on site; and	Section 12 – Review and Revision.
	(b) review and, if necessary, revise the strategies, plans or programs required under this consent to the satisfaction of the Planning Secretary within 3 months of the:	
	(i) submission of an incident report under condition C10 of Schedule 2;	
	(i) submission of an audit report under condition C13 of Schedule 2; or	
	(ii) any modification to the conditions of this consent.	
Staging, Combining and Updating Strategies, Plans or Programs		
C3	With the approval of the Planning Secretary, the development may be staged and the Applicant may:	Section 12 – Review and Revision.
	(a) prepare and submit any strategy, plan or program required by this consent on a staged basis (if a clear description is provided as to the specific stage and scope of the development to which the strategy, plan or program applies, the relationship of the stage to any future stages and the trigger for updating the strategy, plan or program);	
	(b) combine any strategy, plan or program required by this consent (if a clear relationship is demonstrated between the strategies, plans or programs that are proposed to be combined); and	
	(c) update any strategy, plan or program required by this consent (to ensure the strategies, plans and programs required under this consent are updated on a regular basis and incorporate additional measures or amendments to improve the environmental performance of the development).	
C4	If the Planning Secretary agrees, a strategy, plan or program may be staged or updated without consultation being undertaken with all parties required to be consulted in the relevant condition in this consent.	Section 12 – Review and Revision.
C5	If approved by the Planning Secretary, updated strategies, plans or programs supersede the previous versions of them and must be implemented in accordance with the condition that requires the strategy, plan or program.	Section 12 – Review and Revision.
C6	If the Planning Secretary agrees, a strategy, plan or program may be staged without addressing particular requirements of the relevant condition of this consent if those requirements are not applicable to the particular stage.	Section 12 – Review and Revision.
NOTIFICATIONS		
Notification of Department		



Condition		Comment / Section
C7	<p>Prior to commencing the construction, operations, upgrading or decommissioning of the development or the cessation of operations, the Applicant must notify the Department in writing via the NSW planning portal (Major Projects website) of the date of commencement, or cessation, of the relevant phase.</p> <p>If any of these phases of the development are to be staged, then the Applicant must notify the Department in writing prior to commencing the relevant stage, and clearly identify the development that would be carried out during the relevant stage.</p>	<p>Section 11.1 – Notification of the Department.</p>
Final Layout Plans		
C8	<p>Prior to commencing construction, the Applicant must submit detailed plans of the final layout of the development to the Department via the Major Projects website and to Council, showing comparison to the approved layout and including details on the siting of battery storage and ancillary infrastructure.</p> <p>The Applicant must ensure that the development is constructed in accordance with the Final Layout Plans.</p>	<p>Section 11.1 – Notification of the Department.</p> <p>Final Layout Plans would be prepared to address this requirement.</p>
Work as Executed Plans		
C9	<p>Prior to commencing operations or following the upgrades of any battery storage components or ancillary infrastructure, the Applicant must submit work as executed plans of the development showing comparison to the final layout plans to the Department via the Major Projects website.</p>	<p>Section 11.1 – Notification of the Department.</p> <p>Work as Executed Plans would be prepared to address this requirement.</p>
Incident Notification		
C10	<p>The Applicant must notify the Department within 24 hours of becoming aware of an incident. The notification must be made via the NSW planning portal (Major Projects) and address details of the incident including:</p>	<p>Section 11.2 – Incidents.</p>
	<p>(a) date, time and location;</p>	
	<p>(b) a brief description of what occurred and why it has been classified as an incident;</p>	
	<p>(c) a description of what immediate steps were taken in relation to the incident; and</p>	
	<p>(d) identifying a contact person for further communication regarding the incident.</p>	
C11	<p>The Applicant must provide the Department with a subsequent incident report in accordance with Appendix 7 (Incident Notification and Reporting Requirements)</p>	<p>Section 11.2 – Incidents.</p>
Non-Compliance Notification		



Condition		Comment / Section
C12	<p>Within seven days of becoming aware of a non-compliance, the Applicant must notify the Department of the non-compliance. The notification must be in writing and must be submitted via the NSW planning portal (Major Projects). The notification must identify the development (including the development application number and name), set out the condition of this consent that the development is non-compliant with, why it does not comply, the reasons for the non-compliance (if known), and what actions have been undertaken, or will be undertaken, and when, to address the non-compliance.</p> <p>Note: A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.</p>	Section 11.3 – Non-Compliance.
INDEPENDENT ENVIRONMENTAL AUDIT		
C13	<p>Independent Environmental Audits of the development must be conducted and carried out in accordance with the Independent Audit Post Approval Requirements (2020) or as updated from time to time and published on the Department’s website.</p>	Section 11.4 – Auditing.
ACCESS TO INFORMATION		
C14	<p>The Applicant must:</p> <p>(a) make the following information publicly available on its website as relevant to the stage of the development:</p> <p>(i) the EIS;</p> <p>(ii) the final layout plans for the development;</p> <p>(iii) current statutory approvals for the development;</p> <p>(iv) approved strategies, plans or programs required under the conditions of this consent (other than the Fire Safety Study and Emergency Plan);</p> <p>(v) the proposed staging plans for the development if the construction, operation or decommissioning of the development is to be staged;</p> <p>(vi) how complaints about the development can be made;</p> <p>(vii) a complaints register;</p> <p>(viii) compliance reports;</p> <p>(ix) any independent environmental audit, and the Applicant’s response to the recommendations in any audit; and</p> <p>(x) any other matter required by the Planning Secretary; and</p> <p>(b) keep this information up to date.</p>	Section 12 – Review and Revision.



1.5 Term Definition

Consistent with the IoC, the following defined terms are used throughout this AES to describe the development.

Table 2 - Defined terms

Term	Definition
Site	As indicated by the Boundary (labelled 'Project Area Boundary') on the figure in Appendix 1 and listed in Appendix 2 of the IoC. Refer to Figure 1 .
Development footprint	The area within the Site on which the components of the Project will be constructed (shown in Appendix 1 of the IoC). Refer to Figure 1 .
Project	Ridgey Creek BESS including all physical features of the development and associated construction, operational and decommissioning activities.
Proponent	Interchangeable with 'the Applicant', which is Ridgey Creek BESS Pty Ltd a wholly owned entity of Potentia Energy. The phrase Proponent is used throughout the conditions of consent and mitigation measures and should be read as the Applicant in this context. Elsewhere, the Applicant is used.

1.6 Consultation

In preparing this AES, and as required by CoC B33, consultation with Parkes Shire Council has occurred to ensure the document accurately reflects expected outcomes. Version B was sent to Council for comment. Comments by Council were addressed in Version C (refer **Section 4.1.1**), which was subsequently re-sent to Council. Council confirmed no further comments.

The details of consultation throughout the preparation of the final document are provided in **Appendix B**.

1.7 Environmental Management Framework

This AES sits within a suite of strategies and management plans which detail the criteria, management measures and procedures to be implemented throughout the duration of the Project.

The EMS and associated management strategies and plans provide the environmental management framework for the Project (Refer to **Figure 2**).

This AES should be read in combination with the EMS together with other supporting strategies and management plans.

The content of this AES will be embedded into contractual arrangements with nominated contractors, ensuring that the approach and requirements for managing the Project are consistent, coordinated and communicated to all relevant parties for the duration of the Project. The EMS includes a plan of action for the Project identifying the environmental key hold points that must be achieved before the construction, operation, upgrading and decommissioning of the Project.



Figure 2 - Environmental Management Framework



1.8 Structure

The structure and scope of this AES has been prepared to be consistent with the requirements of the IoC to facilitate cross referencing for review:

- > **Section 1** outlines the context, background and scope of this AES.
- > **Section 2** describes the role, responsibility, authority and accountability of all key personnel involved in the environmental management of the development.
- > **Section 3** describes the existing environment of the Site in the context of this AES.
- > **Section 4** provides an overview of stakeholder engagement undertaken for the preparation of this AES.
- > **Section 4.1** outlines the workforce required for the Project.
- > **Section 6** provides an analysis of surrounding major projects to understand potential cumulative impacts in relation to sourcing accommodation and employment.
- > **Section 7** details the strategy and measures implemented by this AES to manage employment throughout the delivery of the Project.
- > **Section 8** details the strategy and measures implemented by this AES to manage accommodation throughout the delivery of the Project.
- > **Section 9** details commitments to monitoring and complaint management processes to be implemented for the Project.
- > **Section 10** outlines complaint management procedures for the Project in relation to the implementation of this AES.
- > **Section 11** details obligations to reporting in relation to the implementation of this AES.
- > **Section 12** outlines the approach to review and revision of the document.

> **Section 13** lists documents referenced in the preparation of this AES.

2. ENVIRONMENTAL MANAGEMENT

2.1 Roles and Responsibilities

This section describes the roles and responsibilities for all relevant parties involved in the delivery of the Project, including relevant environmental due diligence induction provisions for ensuring that all employees, contractors and sub-contractors are aware of their environmental and compliance obligations.

2.1.1 APPLICANT

As outlined in **Section 1.2**, Ridgey Creek BESS Pty Ltd is a wholly owned entity of Potentia Energy. Ridgey Creek BESS Pty Ltd, as a subsidiary of Potentia Energy, is the Applicant of the Project and as such has ultimate responsibility and accountability to ensure that the development is designed, constructed, operated, upgraded and decommissioned in accordance with the IoC.

Potentia Energy’s project manager has full authority to ensure these obligations are met on behalf of Ridgey Creek BESS Pty Ltd.

2.1.2 PRINCIPAL CONTRACTOR

RJE Global (RJE) is the principal contractor appointed with the responsibility to build and install the Project for the Applicant. The principal contractor’s contractual obligations include the design, construction (including pre-construction activities) and operation of the Project.

Key roles and responsibilities for the delivery of the Project are listed in **Table 3**.

The organisation management structure for the Project is depicted in **Figure 3**.

Table 3 - Roles and responsibilities

Role	Responsibilities	Reports To
Construction Phase		
Project Manager	<ul style="list-style-type: none"> > Overall responsibility to ensure contractual obligations are met in relation to the execution of engineering, procurement, and construction works. > Ensure works comply with all relevant regulatory and development requirements. > Ensure applicable management plans and strategies are fully implemented. > Liaise with regulatory bodies. > Ensure that all personnel understand, accept and fully carry out their obligations for environmental protection and that they are adequately trained, instructed and resourced to fulfil their obligations. > Exercise a duty of care to the environment > Ensure relevant approvals have been obtained in relation to required works or changes to site conditions outside of development approvals. 	Applicant



Role	Responsibilities	Reports To
	<ul style="list-style-type: none"> > Assist with environmental compliance audits and incident investigations as required. > Direct that works be stopped immediately where there is an actual or potential risk of an incident. 	
Construction Manager	<ul style="list-style-type: none"> > Plan and organise works to reduce the risk of adverse environmental impacts. > Ensure works comply with all relevant regulatory and development requirements. > Exercise a duty of care to the environment > Identify and report any required works or changes to site conditions outside of the approved Project that may require additional approvals. > Assist with environmental compliance audits and incident investigations as required. > Ensure that tool-box talks are held weekly. > Participate in pre-start meetings and tool-box talks. > Direct that works be stopped immediately where there is an actual or potential risk of an incident. 	Project Manager
Site Health, Safety and Environment (HSE) Officer	<ul style="list-style-type: none"> > Ensure works comply with all relevant regulatory and development requirements. > Exercise a duty of care to the environment. > Ensure all onsite personnel are familiar with applicable management plans and strategies and act in accordance with the requirements of all regulatory and development requirements. > The procedures and requirements of applicable management plans and strategies are implemented to ensure environmental impacts are managed appropriately. > Monitoring and conducting frequent inspections to constantly check and evaluate the effectiveness of applicable management plans and strategies. > Reporting all incidents, complaints and other work related environmental issues. > Overall person responsible for managing the environmental aspects of the Project. > Coordinate environmental monitoring, reviews and compliance audits as required. > Ensure all personnel have completed a site induction prior to starting work. > Stop works where there is an actual or potential risk of an incident and notify the Project Manager and Construction Manager. 	Construction Manager
Construction Personnel (including	<ul style="list-style-type: none"> > Understanding and complying at all times with the requirements of applicable management plans and strategies. 	Construction Manager



Role	Responsibilities	Reports To
employees, external specialists and sub-contractors)	<ul style="list-style-type: none"> > Report all incidents, construction activity related complaints and other work related environmental issues to the site HSE officer. > Actively participate in tool-box talks and site meetings. > Exercise a duty of care to the environment. > Keep work areas clean and organised. > Undertake works as instructed by their relevant supervisor and in accordance with applicable management plans and strategies. > Assist with environmental compliance audits and incident investigations as required. > Stop works where there is an actual or potential risk of environmental harm and notify the Construction Manager and Site HSE Officer. 	and Site HSE Officer
Operational Phase		
Operations Manager	<ul style="list-style-type: none"> > Ensure all onsite personnel are familiar with applicable management plans and strategies, and act in accordance with the requirements of all regulatory and development requirements. > Ensure day to day operational works comply with all relevant regulatory and development requirements. > Exercise a duty of care to the environment > Ongoing liaising with regulatory bodies and other relevant stakeholders. > Monitoring and conducting frequent inspections to constantly check and evaluate the effectiveness of applicable management plans and strategies. > Coordinate environmental monitoring, reviews and compliance audits as required in accordance with the requirements of applicable management plans and strategies. 	Applicant
Maintenance Supervisor	<ul style="list-style-type: none"> > Ensuring maintenance activities are conducted in accordance with applicable management plans and strategies to minimise environmental impact. > Implementing environmental management plans and safeguards during maintenance, such as spill prevention, noise control, and waste management. > Managing and documenting the safe handling, storage, and disposal of hazardous materials. > Ensuring that maintenance staff are trained in environmental procedures and best practices. > Collaborating with environmental officers to address any incidents related to equipment failure or environmental breaches. 	Operations Manager
Health, Safety and Environment (SHSE) Officer	<ul style="list-style-type: none"> > Overall person responsible for managing the environmental aspects of the Project. > Ensure operations comply with all relevant regulatory and development requirements. 	Operations Manager



Role	Responsibilities	Reports To
	<ul style="list-style-type: none"> > Exercise a duty of care to the environment. > Ensure all onsite personnel are familiar with applicable management plans and strategies, and act in accordance with the requirements of all regulatory and development requirements. > Monitoring and conducting frequent inspections to constantly check and evaluate the effectiveness of applicable management plans and strategies. > Reporting all incidents, complaints and other development related environmental issues. > Coordinate environmental monitoring, reviews and compliance audits as required. 	
Operational Personnel (including employees, external specialists and sub-contractors)	<ul style="list-style-type: none"> > Ensure operations comply with all relevant regulatory and development requirements. > Exercise a duty of care to the environment. > Assist with environmental compliance audits and incident investigations as required. > Assist with monitoring and reviews of applicable management plans and strategies. 	Operations Manager and Maintenance Supervisor

Figure 3 - Organisational Management Structure



2.2 Training

2.2.1 INDUCTION

Site inductions will be required for all staff and contractors who will be present on site. The Site HSE Officer (during construction) and Site SHSE (during operation) will be responsible for ensuring inductions are completed by all personnel on site and a record of induction will be filed.

The site induction will involve:

- > Familiarisation with environmental management plans and strategies including roles, responsibilities and mitigation measures.
- > The outline of site boundaries and the location of site infrastructure and equipment, including site access arrangements and the location of emergency equipment such as spill kits, first aid kits, and firefighting equipment.
- > Identification of any potential risks.
- > Communication processes and reporting requirements for incidents, near misses and injuries.

2.3 Future Responsibilities

The Applicant must ensure ongoing compliance with the IoC and will assume relevant responsibilities and accountability to operate, upgrade and decommission the Project.

All future management plans for the Project, including operation and decommissioning management plans, will be developed in compliance with the IoC and informed by the latest version of accompanying management plans and strategies.



3. EXISTING ENVIRONMENT AND CONTEXT

3.1 Regional Context

The Site is located within the Parkes Shire Council Local Government Area and situated in the Central West Region of NSW. The Site occupies an approximate area of 6.3 hectares, approximately 10 km west of Parkes.

Major population centres, including approximate distances and a summary of demographic data, considered for the development of this AES are identified in **Table 4**.

Parkes is the closest urban centre to the Project followed by Forbes, Trundle, Peak Hill and Eugowra. These urban centres and localities (UCL) account for a total population of approximately 44,141 people. Census data for suburbs and localities (SAL) indicates that Parkes, Goonumbla and surrounding SALs support a population of approximately 11,690 people (ABS, 2021).

Travel times for surrounding UCL have been provided in **Table 4** to inform the accessibility of external resources and services for the delivery of the Project. The NSW Resources Regulator publication *Fatigue Management: Guidance for the NSW mining, petroleum and extractives industries* (2019) ('Fatigue Management Guideline') notably recommends a 60-minute commute time is prioritised to minimise impacts associated with travelling to and from developments.

Key towns forming the social locality of the Project are identified in **Table 5** and have been identified based on their physical separation from the Site and their population sizes. The social locality has been defined in consideration of the capacity of surrounding settlements to provide services or accommodation to support the Project together with the density of businesses, services infrastructure and workforce likely to be impacted by or to benefit from, the Project.

Parkes, Forbes and Molong are considered key proximal secondary order towns comprising populations between 1,000 and 10,000 people. No UCLs, however, are identified as proximal primary order towns comprising populations of greater than 10,000 people. Proximal towns have been included in their social locality due to their physical geographical proximity, which means they are likely to be impacted by and to benefit from, the Project.

Neighbouring primary order towns of Orange, Dubbo and Bathurst, comprising populations over 10,000 were also considered to form part of the social locality as their population sizes indicate a greater density of businesses, services, infrastructure and workforces.

For the purpose of this AES, the analysis of the regional context has focused on:

- > **Local Government Areas:** Parkes Shire Council, Forbes Shire Council, Cabonne Shire Council, Orange City Council, Dubbo Regional Council and Bathurst Regional Council.
- > **Regional Centres:** Orange, Dubbo and Bathurst
- > **Subregional Centres:** Parkes, Forbes and Molong

The selection of external resources including for the purposes of accommodation, employment, good and services, where practical, will prioritise procurement based on geographical proximity, minimising travel times and distances to the Project.

A local employment and accommodation catchment has been developed to guide the identification of areas from which the Projects workforce and accommodation requirements for the Project may be sourced.

Figure 4 illustrates the catchment in relation to the development site, the boundaries of LGAs, surrounding settlements and an indicative estimate of driving times. In consideration of the Fatigue Management Guideline, the employment and accommodation profiles, presented in **Section 7** and **Section 8**, have been developed to target a maximum 60-minute commute from the Project site.

Table 4 – ABS Census Data for Statistical Area, LGAs and Population Centres (ABS, 2021)

Location ¹	Distance from Development Site	Population	Median Age	Aboriginal and/or Torres Strait Islander	SEIFA IRSAD decile ²
Statistical Areas					
Central West (Level 4)	N/A	212,962	41	8.1%	-
Lachlan Valley (Level 3)	N/A	54,684	44	11.0%	-
Parkes Surrounds (Level 2)	N/A	3,262	45	14.5%	2
Statistical Area 1 (ID: 10302106808) (Level 1)	N/A	381	40	5.0%	6
Local Government Areas (LGA)					
Parkes LGA	N/A	14,361	41	13.1%	3
Forbes LGA	16.1 km south	9,319	42	13.3%	5
Cabonne LGA	36.3 km east	13,766	44	5.0%	8
Lachlan LGA	48.7 km west	6,094	41	18.3%	4
Narromine LGA	46.0 km north	6,360	41	20.4%	4
Weddin LGA	59.1 km south	3,608	52	4.7%	5
Dubbo Regional LGA	60.3 km northeast	54,922	36	16.6%	6
Cowra LGA	60.8 km southeast	12,724	47	8.8%	2
Orange LGA	90.5 km east	43,512	38	6.9%	7
Mid-Western Regional LGA	109.1 km northeast	25,713	42	6.8%	5
Bathurst Regional LGA	117.7 km east	43,567	38	7.2%	7
Urban Centres and Localities (UCL)					
Parkes UCL	9.1 km southwest (10 min)	9,832	39	13.4%	-
Forbes UCL	32.4 km south (30 min)	6,837	42	15.2%	-
Trundle UCL	38.4 km west (31 min)	335	55	9.3%	-
Peak Hill UCL	41.1 km north (38 min)	768	47	34.0%	-
Eugowra UCL	44.7 km southwest (40 min)	601	50	10.0%	-
Molong UCL	71.7 km east (1 hr 5 min)	1,621	43	9.3%	-
Grenfell UCL	87.5 km south (1 hr 13 min)	2,022	56	4.3%	-
Orange UCL	95.0 km east (1 hr 23 min)	40,127	36	8.0%	-

Location ¹	Distance from Development Site	Population	Median Age	Aboriginal and/or Torres Strait Islander	SEIFA IRSAD decile ²
Wellington UCL	99.1 km northeast (1 hr 25 min)	4,581	41	27.4%	-
Dubbo UCL	106 km northeast (1 hr 29 min)	38,783	35	16.7%	-
Cowra UCL	97.2 km southeast (1 hr 31 min)	8,254	45	10.9%	-
Blayney UCL	118 km east (1 hr 51 min)	2,997	38	8.1%	-
Bathurst UCL	142 km east (2 hr 6 min)	36,230	37	7.9%	-
Mudgee UCL	32.4 km southwest (2hr 26 min)	11,563	36	7.5%	-
Putta Bucca -Bombira (L) UCL (Adjacent to Mudgee)	32.4 km southwest (2hr 26min)	693	43	2.0%	-
Suburbs and Localities (SAL)					
Parkes SAL	N/A	11,324	39	12.6%	2
Goonumbla SAL	North	98	28	N/A	-
Cooks Myalls SAL	Northwest	49	43	N/A	-
Gunningbland SAL	West	80	44	N/A	-
Nelungaloo SAL	Southwest	47	31	N/A	-
Tichborne SAL	South	92	39	N/A	-
<p>¹Various geographical area are utilised by the ABS to report census data. The data presented in this table has been organised based on statistical area data published by the ABS for the 2021 Census.</p> <p>² Socio-Economic Indexes for Areas (SEIFA) is a product developed by the ABS that ranks areas in Australia according to relative socio-economic advantage and disadvantage. SEIFA scores are ranked and organised into deciles. Decile one contains the most disadvantaged areas and decile ten contains the most advantaged areas. The interactive map and Index of Relative Socio-economic Advantage and Disadvantage (IRSAD) has been included in the table to provide an indication of socio-economic conditions applying to each location.</p>					



Table 5 - Key Towns forming Social Locality

Settlement Type and Categorisation	Settlement (Population)	Relevance
Proximal (within approximate 60-minute drive) and primary order (population over 10,000 people)	No settlements with a population greater than 10,000 are situated within a 60 minute drive.	These settlements have been included due to the physical proximity to the Project resulting in a greater potential to be impacted by, and to provide services to, the Project.
Proximal (within approximate 60 minute drive) and secondary order (population between 1,000 and 10,000 people)	<ul style="list-style-type: none"> > Parkes (9,832) > Forbes (6,837) > Molong (1,621) 	
Neighbouring (between approximate 60 and 120 minute drive) and primary order (population over 10,000 people)	<ul style="list-style-type: none"> > Orange (40,127) > Dubbo (38,783) > Bathurst (36,230) 	These settlements have been included as their larger population sizes are indicative of a greater density of services and resources with the potential to be impacted by, and to provide services to, the Project.



POTENTIA ENERGY

Ridge Creek BESS

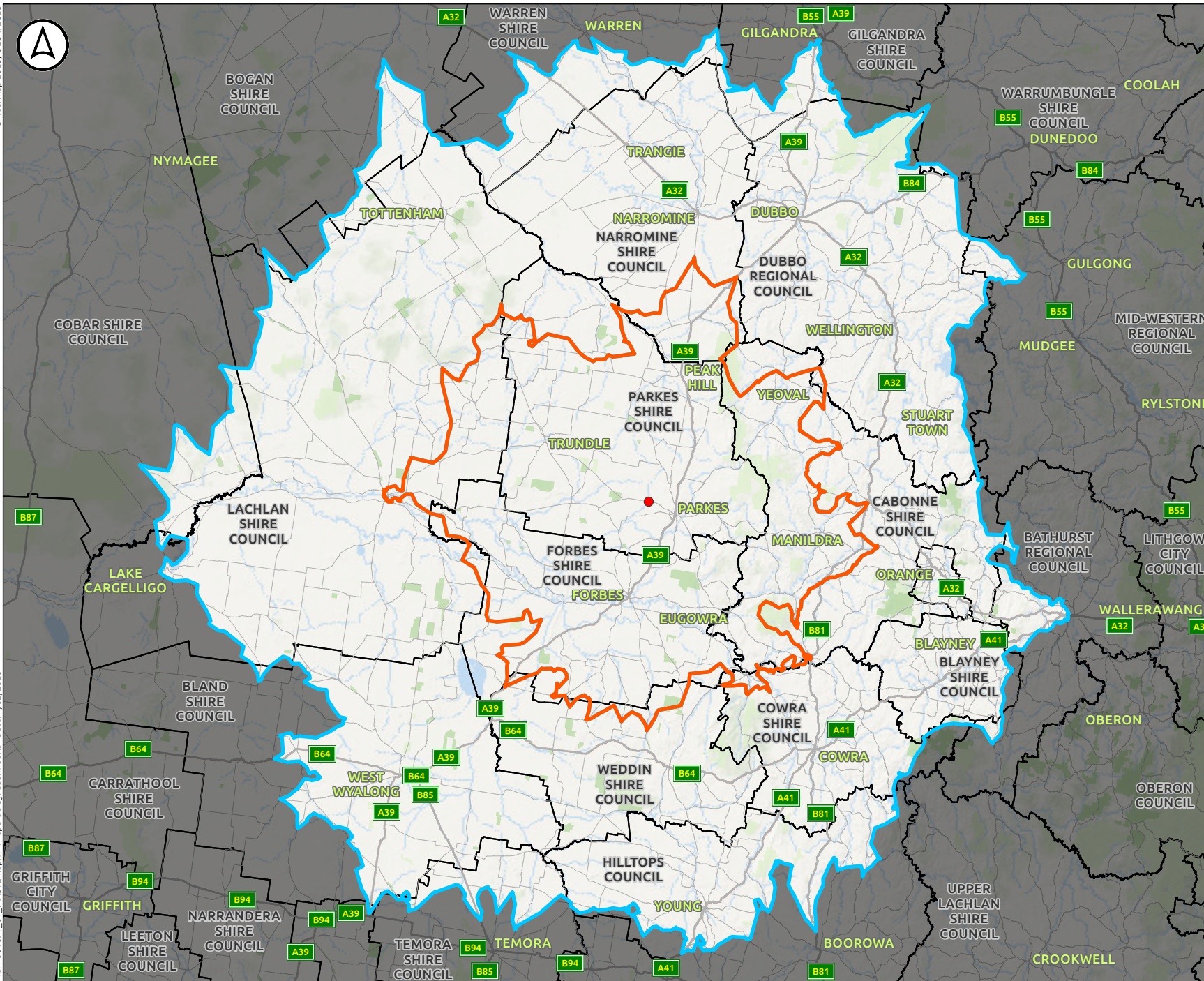
Figure #
Local Employment and Procurement Catchment

Legend

- Site Access Point
- Local Government Area Boundary
- National or State Route
- Major Road
- State Forest
- NPWS Reserve

Driving Time to Site Access Point

- 1 Hour
- 2 Hours



3.1.1 POPULATION AND DEMOGRAPHICS

At the time of the 2021 ABS Census, the estimated population of the PSC LGA was 14,361 people. (ABS, 2021). A detailed overview of the demographics of the PSC LGA together with other LGAs, regional and subregional centres is provided in **Table 6**.

The census data indicates that the population of the PSC LGA is relatively older than the broader NSW population. The median age of 41 years is higher than the average NSW median age of 39 years. A greater proportion of the PSC population was aged 65 years and over, 20.8%, as compared to 17.7% for NSW. A lower proportion of the PSC population (58.8%) was also within the working age bracket (15 to 64) as compared to NSW (64.2%).

The *Central West and Orana Regional Plan 2041* has forecasted that the total population of the Central West and Orana region will grow by 33,870 people, from 291,073 people in 2021 to 324,943 people in 2041 (DPE, 2022).

Current population projections provided by the NSW DPE, by comparison estimated that the PSC LGA will grow to approximately 15,648 people by 2041, consistent with an annual growth rate of 0.4% (DPE 2024). Migration into the area is predicted to account for approximately 63% of the growth, an increase of 753 people, with natural change responsible for the remaining 37% (DPE, 2024). By 2041 the proportion of the population older than 65 years is estimated to comprise 22.5% with the median age increasing to 41.2 years.

Other key demographics for the PSC LGA presented in the ABS 2021 Census include:

- > A lower proportion of the population in PSC LGA had tertiary education (PSC LGA 12.9%, NSW 23.8%).
- > A greater proportion of the population in PSC LGA had Australian Ancestry (PSC LGA 44.7%, NSW 28.6%) and were born within Australia (PSC LGA 86.3%, NSW 65.4%).
- > A greater proportion of the population in the PSC LGA were employed in full time work (PSC LGA 60.5%, NSW 55.2%).
- > Major occupations in the PSC LGA consisted of Managers (16.1%), Professionals (15.3%), Technicians and Trades Workers (14.0%), Community and Personal Service Workers (11.7%), Machinery Operators and Drivers (11.3%), Clerical and Administrative workers (11.0%), Labourers (10.8%), and Sales Workers (8.2%).
- > The top industry of employment was Copper Ore Mining (5.0%) followed by Aged Care Residential Services (3.7%), State Government Administration (3.3%), Supermarket and Grocery Stores (3.2%) and Hospitals (except Psychiatric Hospitals) (3.2%).
- > The median household weekly income in the PSC LGA (\$1,336), was lower than NSW (\$1,829).
- > The median weekly personal income in the PSC LGA (\$700) was lower than NSW (\$813).
- > The median rent in the PSC LGA (\$250). was lower than NSW (\$420).
- > The median mortgage repayments in the PSC LGA (\$1,300), was lower than NSW (\$2,167).

3.1.1.1 First Nations

The Development Site is situated on the traditional lands of the Wiradjuri people. While the exact border of these traditional lands is not known, it is collectively referred to as the land of three rivers; the Kalari/Galari (Lachlan River), the Wambuul (Macquarie River) and the Murrumbidjeri (Murrumbidgee River) (DPE 2022).

In 2021, 12.7% of the PSC LGA population, 1,389 people, identified as having Aboriginal and/or Torres Strait Islander origin, substantially higher than the NSW Average of 3.4% (ABS. 2021). Census statistics further



indicated that the closest urban centre of Parkes had a relatively higher proportion of Aboriginal and/or Torres Strait Islander people accounting for 13.4% the total population.

There are several First Nations groups, communities and organisations located within the PSC LGA and surrounding regions, including the Peak Hill Local Aboriginal Land Council (LALC).

The Three Rivers Regional Assembly (TRRA) is a regional Aboriginal governance body which provides representation for the interest of Aboriginal peoples across a large portion of the broader Central West region, It seeks to ensure that Aboriginal communities have a genuine voice in the determination of services across several LGAs, including the PSC LGA.



Table 6 – Demographics of Social Locality

Statistic	Parkes Shire Council		Forbes Shire Council		Cabonne Shire Council		Orange City Council		Dubbo Regional Council		Bathurst Regional Council		NSW
	LGA	UCL Subregional Centre Parkes	LGA	UCL Subregional Centre Forbes	LGA	UCL Subregional Centre Molong	LGA	UCL Regional Centre Orange	LGA	UCL Regional Centre Dubbo	LGA	UCL Regional Centre Bathurst	
Composition													
Population	14,361	9,832	9,319	6,837	13,766	1,621	43,512	40,127	54,922	38,783	43,567	36,230	8,072,163
Median Age	41	39	42	42	44	43	38	36	36	35	38	37	39
Percentage of Population older than 65 years	20.8% (2,981)	20.6% (2,032)	23.1% (2,160)	24.0% (1,636)	21.6% (2,974)	25.4% (414)	17.9% (7,810)	17.7% (7,143)	17.3% (9,484)	16.5% (6,400)	18.4% (8,069)	17.9% (6,482)	17.7%
Percentage of Population under 15 years	20.4% (2,934)	20.5% (2,016)	19.9% (1,850)	19.1% (1,308)	20.3% (2,795)	18.8% (304)	21.5% (9,384)	21.7% (8,698)	21.0% (11,512)	21.6% (8,360)	18.7% (8,169)	19.1% (6,921)	18.2%
Percentage of Population of Working Age (15 to 65)	58.8% (8,444)	58.9% (5,773)	57.1% (5,313)	56.9% (3,893)	58.2% (7,998)	55.8% (904)	60.4% (26,311)	60.6% (24,286)	61.9% (33,929)	62.0% (24,019)	62.7% (27,309)	63.0% (22,827)	64.2%
Indigenous Status													
Aboriginal and /or Torres Strait Islander	13.1% (1,887)	13.4% (1,320)	13.3% (1,236)	15.5% (1,036)	5.0% (693)	9.3% (151)	6.9% (3,330)	8.0% (3,225)	16.6% (9,101)	16.7% (6,461)	7.2% (3,153)	7.9% (2,854)	3.4% (278,043)
Population Growth													
ABS Census Data Population Growth 2011 to 2021 ¹	-231 (-0.1%)	-194 (-0.1%)	+149 (+0.1%)	+31 (<0.0%)	+945 (+0.4%)	-8 (<0.0%)	+5,455 (+0.7%)	+5,135 (+0.7%)	+7,624 (+0.8%)	+6,456 (+1.0%)	+5,048 (+0.7%)	+4,936 (+0.8%)	+1154505 (+0.8%)
DPE Data Population Growth 2011 to 2021 ² (Annual Rate)	-632 (-0.2%)	-	-84 (<0.0%)	-	+556 (0.2%)	-	+4,331 (+0.5%)	-	+6,449 (+0.7%)	-	+3,714 (+0.5%)	-	+878,533 (+0.6%)
DPE Data Projected Population Growth 2021 to 2041 ² (Annual Rate)	+1,197 (+0.4%)	-	+1,620 (0.9%)	-	+978 (0.4%)	-	+4,907 (+0.6%)	-	+9,067 (+0.8%)	-	+8,398 (+1.0%)	-	+1,973,405 (1.2%)
Educational Attainment													
Bachelor's degree and above	11.5% (1,320)	-	12.4% (929)	-	17.3% (1,898)	-	21.2% (7,247)	-	17% (7,401)	-	19.0% (6,717)	-	27.8% (1,838,502)
Advanced Diploma and Diploma Level	6.5% (747)	-	6.6% (494)	-	8.6% (939)	-	8.9% (3,043)	-	7.5% (3,264)	-	8.4% (2,961)	-	9.3% (616,322)
Certificate Level IV	4.9%	-	3.9%	-	3.8%	-	4.6%	-	4.3%	-	4.5%	-	15.1%

Statistic	Parkes Shire Council		Forbes Shire Council		Cabonne Shire Council		Orange City Council		Dubbo Regional Council		Bathurst Regional Council		NSW
	(563)		(289)		(420)		(1,579)		(1,849)		(1,603)		(216,768)
Certificate Level III	16.6% (1,894)	-	16.3% (1,219)	-	16.8% (1,838)	-	15.3% (5,215)	-	15.7% (6,823)	-	16.5% (5,834)	-	
Year 12/11	15.4% (1,759)	-	15% (1,127)	-	14.3% (1,527)	-	15.0% (5,090)	-	15.3% (6,609)	-	16.8% (5,962)	-	17.7% (1,167,525)
Year 10 or below	30.5% (3,479)	-	29.7% (2,214)	-	25.7% (2,827)	-	23.3% (7,972)	-	23.9% (10,383)	-	21.4% (7,582)	-	18% (1,186,245)
Other	14.6% (1,665)	-	15.8% (1,184)	-	13.6% (1,486)	-	11.6% (3,973)	-	16.3% (7,082)	-	13.4% (4,737)	-	12.1% (799,044)
SEIFA Population Indices³													
Index of Relative Socio-economic Advantage and Disadvantage (IRSAD)	922 (3 rd decile)	-	941 (5 th decile)	-	995 (8 th decile)	-	979 (7 th decile)	-	958 (6 th decile)	-	967 (7 th decile)	-	-
Index of Relative Socio-Economic Disadvantage (IRSD) Score (Decile)	946 (3 rd decile)	-	969 (5 th decile)	-	1023 (8 th decile)	-	997 (7 th decile)	-	985 (6 th decile)	-	991 (7 th decile)	-	-
Index of Economic Resources (IER)	959 (3 rd decile)	-	977 (5 th decile)	-	1044 (10 th decile)	-	994 (7 th decile)	-	988 (6 th decile)	-	999 (7 th decile)	-	-
Index of Education and Occupation (IEO) Score (Decile)	914 (3 rd decile)	-	938 (5 th decile)	-	975 (8 th decile)	-	972 (7 th decile)	-	944 (6 th decile)	-	959 (7 th decile)	-	-

¹ Population Growth data based on comparison to historical 2011 ABS Quick Stat Data.

² Population Growth and Projection Data for NSW and Surrounding LGAs has been sourced from the NSW Department of Planning Population Projections (<https://www.planning.nsw.gov.au/data-and-insights/population-projections/explore-the-data>)

³ Socio-Economic Indexes for Areas (SEIFA) is a collection of four indexes developed by the ABS to rank areas in Australia according to relative social economic advantage and disadvantage. Every area is ranked from lowest to highest with the area with the lowest score given a rank of 1 up to the area with the highest score which is given the highest rank. Deciles are calculated by dividing the areas into ten equally sized groups. Decile 1 contains the most disadvantaged areas and decile 10 contains the most advantaged. Further detail on the statistical indices and an interactive map is available via the ABS Census of Population and Housing: Socio-Economic Indexes for Areas (SEIFA), Australia, 2021 (https://experience.arcgis.com/experience/32dcbb18c1d24f4aa89caf680413c741/page/IRSAD#data_s=id%3AdataSource_12-187d549f29c-layer-15%3A4323)

3.1.2 FACILITIES AND SERVICES

Parkes is the closest registered urban centre in the social locality, followed by Forbes and Molong.

Parkes, Forbes and Molong function as subregional centres, supporting relatively smaller populations in comparison to surrounding regional population centres. The services and facilities offered by subregional centres is limited, proportionate to the size and needs of their local communities. While smaller in scale, towns such as Parkes are expected to play a role in servicing the Project workforce and in facilitating access to local businesses in close proximity to the Project.

Orange, Dubbo and Bathurst as the closest major regional centres offer a greater number and a broader range of services, including higher order services such as hospitals, tertiary education institutions and transportation infrastructure including regional airports and rail.

Existing services and facilities provided by within the locality include:

- > **Retail services:** Supermarkets, grocery stores, butcher, bakery, restaurants, pubs, cafes, newsagencies, petrol stations and post offices.
- > **Accommodation services:** hotel, motor inns and caravan parks.
- > **Emergency services:** Police stations, Rural Fire Service, State Emergency Service (SES).
- > **Health services:** Parkes Hospital, Orange Hospital, Bloomfield Hospital and Dubbo Base Hospital.
- > **Educational facilities:** Universities, TAFE, Primary and Secondary Schools.
- > **Transport infrastructure:** Regional Airports, Rail lines and Highways.
- > **Cultural and Entertainment facilities:** Museums, Libraries, Theatres, Recreational facilities, parks and sporting grounds.
- > **Employment and Housing Services:** Regional services experienced with recruitment and local housing availability.

A detailed overview of facilities and services available within the social locality of the Project is provided within **Table 7**.



Table 7 – Facilities and Services

Facilities and Services	Parkes Shire Council	Forbes Shire Council	Cabonne Shire Council	Orange City Council	Dubbo Regional Council	Bathurst Regional Council
Area Classification	Subregional Centre	Subregional Centre	Subregional Centre	Regional Centre	Regional Centre	Regional Centre
	Parkes	Forbes	Molong	Orange	Dubbo	Bathurst
Health Services	Lachlan Health Service - Parkes Parkes Base Hospital	Lachlan Health Service – Forbes Forbes Base Hospital	Cowra Health Service Cowra Base Hospital	Orange Health Service (Hospital) Orange Base Hospital	Dubbo Health Service Dubbo Base Hospital Dubbo Community Health Centre Dubbo Aboriginal Medical Service Walanmarra (Lordes Hospital)	Bathurst Health Service Bathurst Base Hospital
Education ¹	TAFE Parkes 6 Primary Schools: > Bogan Gate Public Schools > Holy Family Primary School > Middleton Public School > Parkes East Public School > Parkes Public School > St Patrick Primary School 1 Secondary School: > Parkes High School 3 Combines Schools: > Parkes Christian School > Peak Hill Central School > Trundle Central School	TAFE Forbes 4 Primary Schools: > Bedgerabong Public School > Forbes North Public School > Forbes Public School > St Laurence's Parish School 2 Secondary Schools: > Forbes High School > Red Bend Catholic College	5 Primary Schools: > St Joseph's Primary School > St Columba's Catholic School > Manildra Public School > Euchareena Public School > Cumnock Public School 1 Secondary School: > Canowindra High School 2 Combined Schools: > Molong Central School > Yeoval Central School	10 Primary Schools: > Orange East Public School > Orange Public School > Bowen Public School > Calare Public School > Canobolas Public School > Glenroi Heights Public School > St Mary's Primary School > Bletchington Public School > Catherine McAuley Catholic Primary School > Nashdale Public School 3 Secondary Schools: > Orange High School > Canobolas Rural Technology High School > James Sheahan Catholic High School 3 Combined Schools: > Orange Anglican Grammar School > Orange Christian School Kinross > Wolaroi School	Charles Sturt University University of Sydney - School of Rural Health TAFE Western NSW – Dubbo and Wellington Campus Western College – Dubbo 11 Primary Schools: > Dubbo South Public School > Dubbo West Public School > Dubbo Public School > Dubbo North Public School > Burrabadine Cornerstone Christian School > Buninyong Public School > St Laurence's Primary School > St Mary's Primary School > St Pius X Primary School > Orana Heights Public School > St Johns Primary School 4 High Schools: > Dubbo College South Campus > Dubbo College > Dubbo College Senior Campus > St John's College 4 Combined Schools: > Dubbo Christian School > Central West Leadership Academy > Macquarie Anglican Grammer School > Dubbo School of Distance Education	11 Primary Schools: > Bathurst Public School > Bathurst South Public School > Bathurst West Public School > Cathedral Primary School > St Philomena's School > The Assumption School > Kelso Public School > Perthville Public School > Raglan Public School > Eglinton Public School > Holy Family School 5 Secondary Schools: > Mackillop College > St Stanislaus College > Denison College of Secondary Education, > Bathurst High campus > Denison College of Secondary Education (Kelso) 1 Combined School: > Scots All Saints College

Facilities and Services	Parkes Shire Council	Forbes Shire Council	Cabonne Shire Council	Orange City Council	Dubbo Regional Council	Bathurst Regional Council
Transport Infrastructure	<p>Parkes Regional Airport. Trainline from Sydney. Newell Highway. Henry Parkes Highway.</p>	<p>Trainline from Sydney. Newell Highway. The Escort Way.</p>	<p>Mitchell Highway. Peabody Road.</p>	<p>Orange Regional Airport. Trainline from Sydney. Mitchell Highway. The Escort Way.</p>	<p>Dubbo City Regional Airport. Trainline from Sydney. Future Inland Rail Freight Line. Mitchell Highway. Newell Highway. Golden Highway.</p>	<p>Bathurst Airport. Trainline from Sydney. Great Western Highway. Mitchell Highway. Mid-Western Highway. Vale Road. Sofala Road. O'Connell Road.</p>
Cultural and Entertainment facilities	<p>Parkes Visitor Information Centre Parkes shire Community centre Henry Parkes Centre HARS Parkes Aviation Museum Parkes Shire Library Parkes Aquatic Centre The Little Theatre Several Parks and Sporting Grounds including: > Cooke Park > Kelly Reserve > Lions Park > Memorial Hill Lookout</p>	<p>Forbes and District Historical Museum Forbes Visitor Information Centre Forbes Literary Institute Library Clubmovie Forbes Cinema Wiradjuri Dreaming information Centre Several Parks and Sporting Grounds including: > Apex Lakeside Park (Aeroplane Park) > Forbes Community Park > Lake Forbes Water Park > Showground and Trotting Track > Wheogo Park > Victoria Park</p>	<p>Cabonne Community Centre Molong & District Historical Society Museum Molong Library Yuranighs Aboriginal Grave Historic Site Several Parks and Sporting Grounds including: > Dr. Ross Memorial Recreation Ground > Molong Showground & Golf Course</p>	<p>Orange Visitor Information Centre Orange Regional Museum Orange Regional Gallery Orange Regional Conservatorium Orange Civic Theatre Orange Function centre Odeon 5 Cinemas Orange Aquatic Centre Several Parks and Sporting Grounds, including: > Wade Park > Sir Jack Brabham Park > Anzac Park > Orange Adventure Playground > Orange Botanical Garden > Cook Park > Gosling Creek Reserve > Robertson Park</p>	<p>Dubbo Visitor Information Centre Dubbo Regional Theatre and Convention Centre Old Dubbo Gaol Museum Macquarie Conservatorium of Music Macquarie Regional Library Dubbo Observatory Western Plains Cultural Centre Wiradjuri Cultural Tourism Centre, Taronga Western Plains Zoo Dubbo Aquatic Leisure Centre Dubbo Regional Cycling Facility Dubbo Showground Several Parks and Sporting Grounds including: > Apex Oval > Barden Park Bob Dowling Oval > Kennard Park > Rygate Park > John McGrath Oval > Jubilee Oval > Riverside Oval > Pioneer Park</p>	<p>Bathurst Visitor Information Centre Bathurst District Historical Society Museum Meto Cinemas Bathurst Library Central Tablelands Collections Facility Bathurst Aquatic Centre Several Parks and Sporting Grounds, including: > Mount Panorama > Bathurst Adventure Playground > Alan Morse Park > Bathurst Bike Park > Bathurst Indoor Sports Stadium > Carrington Park > Bathurst Sports Ground > Macquarie River Bicentennial Park > McPhillamy Park > Machattie Park > Centennial Park > John Matthews Sporting Complex > Kings Parade</p>
Employment Services ¹⁰	<p>APM Employment Services – Parkes BEST Employment – Parkes Joblink Plus – Parkes OCTEC Employment Service– Parkes</p>	<p>APM Employment Services – Forbes Joblink Plus – Forbes Sureway Employment and Training – Forbes OCTEC Employment Service – Forbes</p>	<p>Joblink Plus – Molong</p>	<p>MEGT – Orange Sureway Employment and Training – Orange Joblink Plus -Orange Asuria - Orange Spinifex Recruiting -Orange</p>	<p>Regional Enterprise Development Institute MEGT - Dubbo APM Employment Services – Dubbo Spinifex Recruiting -Dubbo</p>	<p>MEGT – Bathurst Sureway Employment and Training – Bathurst Joblink Plus -Bathurst Adecco -Bathurst Ayme Staffing - Bathurst Spinifex Recruiting -Bathurst</p>

Facilities and Services	Parkes Shire Council	Forbes Shire Council	Cabonne Shire Council	Orange City Council	Dubbo Regional Council	Bathurst Regional Council
	Spinifex Recruiting Pty Ltd – Parkes Sureway Employment and Training – Parkes VERTO – Parkes Yakka Solutions – Parkes	Inland Employment Service - Forbes		Omnia Inclusive Employment Solutions- Orange Skillset- Orange VERTO -Orange	Sureway Employment and Training – Dubbo Joblink Plus -Dubbo Haynes Recruitment Agency - Dubbo BEST Employment Ltd – Dubbo Skillset – Dubbo Industry Skills Solutions -Dubbo Torra Staffing & Recruitment - Dubbo GWG Recruitment - Dubbo	Oxygen Recruitment & HR Bathurst Skillset- Bathurst VERTO -Bathurst
Housing Services	Catholic Care Wilcannia-Forbes – Parkes Housing Plus - Parkes Parkes Forbes Community Housing Inc – Parkes	Catholic Care Wilcannia-Forbes – Forbes Parkes Forbes Community Housing Inc – Forbes	N/A	DCJ Housing - Orange Housing Plus – Orange NSW ALC Housing Ltd / Birribee Housing - Orange	Home in Place - Dubbo DCJ Housing - Dubbo Housing Plus – Dubbo Compass Housing Housing First, St Vincent’s de Paul Housing Homeless Youth Assistance Program (Dubbo)	DCJ Housing - Bathurst Housing Plus – Bathurst



3.1.3 REGIONAL ECONOMIC STRUCTURE

The Central West and Orana region is a diverse regional economy underpinned by contributions from agriculture, mining, health care, education and training, and tourism.

The region is progressing in alignment with the economic diversification envisioned by the preceding *Central West and Orana Regional Plan 2036* (DPE 2017) and consistent with the current vision of the *Central West and Orana Regional Plan 2041* (DPE 2022) (Regional Plan) is envisioned to represent “a healthy, connected and resilient region, with a prosperous economy”.

A detailed overview of the regional economy of the PSC LGA and surrounding LGAs, based on ABS Region Summary data (ABS, 2025), is provided in **Table 8**.

The Regional Plan details that the Central West and Orana region produced a total economic output of \$44 billion in 2016 with mining and agricultural remaining in the top 5 regional industries and responsible for 28% of the region’s economic output. The region is to benefit from significant investment, including through the delivery of renewable energy projects within the Central West Orana Renewable Energy Zone (CWO REZ). The development of the CWO REZ together with surrounding projects, is expected to generate an estimated \$12.6 billion of investment over a 5 year period, facilitating employment opportunities for project construction and flow on benefits throughout the broader economy (DPE, 2022).

The *Parkes Shire Local Strategic Planning Statement* (LSPS) (PSC, 2020) outlines that the Parkes region supported a workforce of approximately 6303 people with the largest industries of employment consisting of Copper Ore Mining (7.6%), Retail Trade (10.4%), Healthcare and Social Assistance (12.2%), and Agriculture, Forestry and Fishing (11.9%). While the LSPS outlines that there is strong demand for hotel accommodation, it acknowledges that a high quality tourism accommodation market does not currently exist within the shire. The visitor economy for the LGA is currently underpinned by:

- > Newell Highway travellers
- > Attractions including Parkes CSIRO Radio Telescope “the Dish”, Peak Hill Open Cut Experience, Goobang National Park, farm stays / tours and local markets
- > Festivals: Parkes Elvis Festival Trundle Abba Festival
- > Events the Parkes Picnic Races, Trundle Bush Tucker Day, local markets, sports tourism.

Although LGA profile data from Tourism Research Australia (TRA, 2025) is not available for the PSC LGA, data for the Dubbo and Orange LGAs provide an indication of regional tourism demand. Across 2023 and 2024, Dubbo LGA recorded an average of 1,490,000 people visitors, predominantly staying at hotels or similar accommodation, with an average expenditure of \$274 per night (refer to **Figure 5**). Over the same period, the Orange LGA attracted an average of 1,077,000 visitors, also primarily staying in hotels or similar accommodation, with an average expenditure of \$311 per night (refer to **Figure 6**).



Figure 5 - Tourism Statistics, LGA Profiles, Dubbo Regional LGA, NSW (TRA, 2025)





KEY TOURISM STATISTICS FOR DUBBO


	DOMESTIC DAY	DOMESTIC OVERNIGHT	INTERNATIONAL	TOTAL
Visitors ('000)	765	712	13	1,490
Nights ('000)		1,560	358	1,918
Average nights		2	28	3
Expenditure (M)	\$188	\$518	\$16	\$722
Spend per trip	\$246	\$727	\$1,278	\$485
Spend per night		\$332	\$45	\$274
Spend per night comm accom		\$380	\$71	\$356


TOURISM STATISTICS INSIGHTS

Click themes to display data


Reason

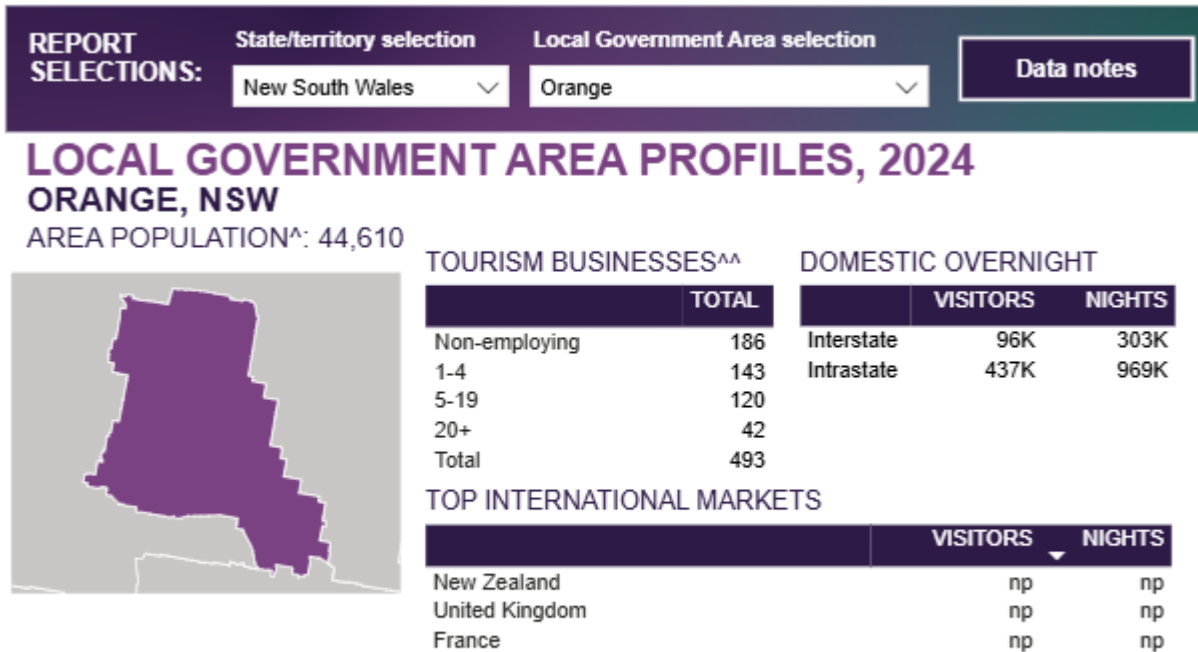

Travel party


Age group


Accommodation

	DOMESTIC DAY	DOMESTIC OVERNIGHT	INTERNATIONAL	TOTAL
Nights				
Hotel or similar		616K	np	np
Rented house/apartment or similar		np	np	np
Friends or relatives property		380K	np	np
Caravan park		np	np	np


Figure 6 - Tourism Statistics, LGA Profiles, Orange LGA, NSW (TRA, 2025)





KEY TOURISM STATISTICS FOR ORANGE


	DOMESTIC DAY	DOMESTIC OVERNIGHT	INTERNATIONAL	TOTAL
Visitors ('000)	536	533	9	1,077
Nights ('000)		1,272	353	1,625
Average nights		2	40	3
Expenditure (M)	\$128	\$370	\$25	\$523
Spend per trip	\$238	\$695	\$2,806	\$485
Spend per night		\$291	\$71	\$239
Spend per night comm accom		\$379	np	\$311

TOURISM STATISTICS INSIGHTS
Click themes to display data


Reason


Travel party


Age group


Accommodation

	DOMESTIC DAY	DOMESTIC OVERNIGHT	INTERNATIONAL	TOTAL
Nights				
Hotel or similar		522K	np	np
Rented house/apartment or similar		np	np	np
Friends or relatives property		461K	np	np
Caravan park		np	np	np

Further investigations of the Mid-Western regional economy, presented via REMPLAN (2025), have estimated that the region currently supports an estimated 6,266 jobs. The largest source of employment is reported as health care & social assistance, accounted for an estimated 840 jobs (13.4%), followed by agriculture, forestry and fishing (10.5%) and mining (9.6%) (Refer to **Figure 7**).

The Parkes regional economy is estimated to generate approximately \$3.412 billion in output (REMPAN, 2025). The largest contributor within the region is the mining sector, representing \$1.155 billion (33.9%) of the regions total annual economic output (Refer to **Figure 8**).

Figure 7 - Industry Employment Statistics, Parkes (REMPAN, 2025)

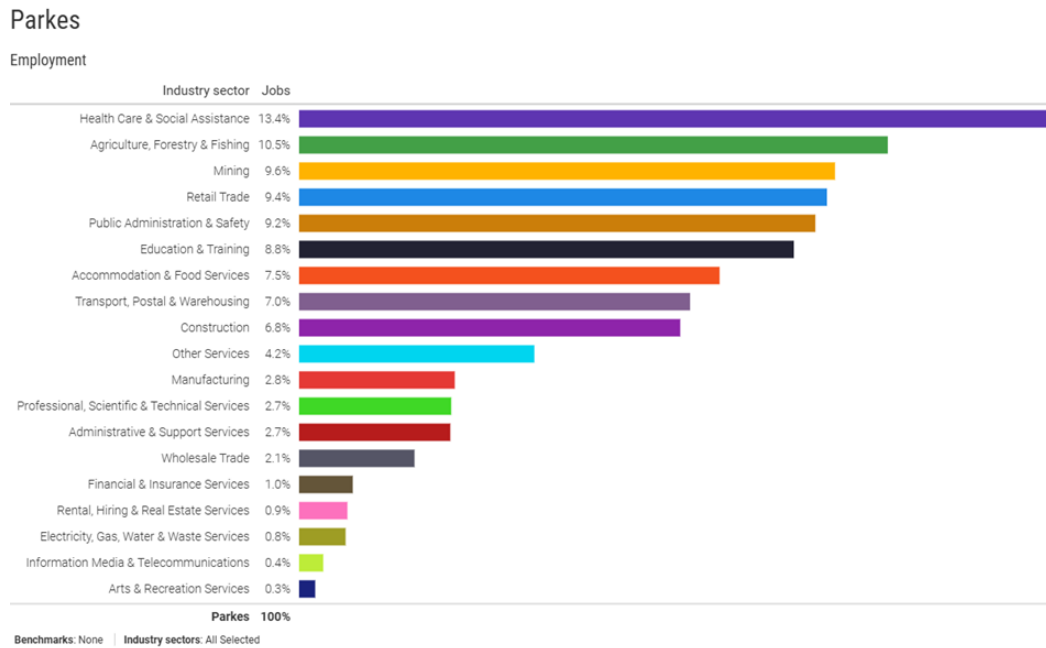
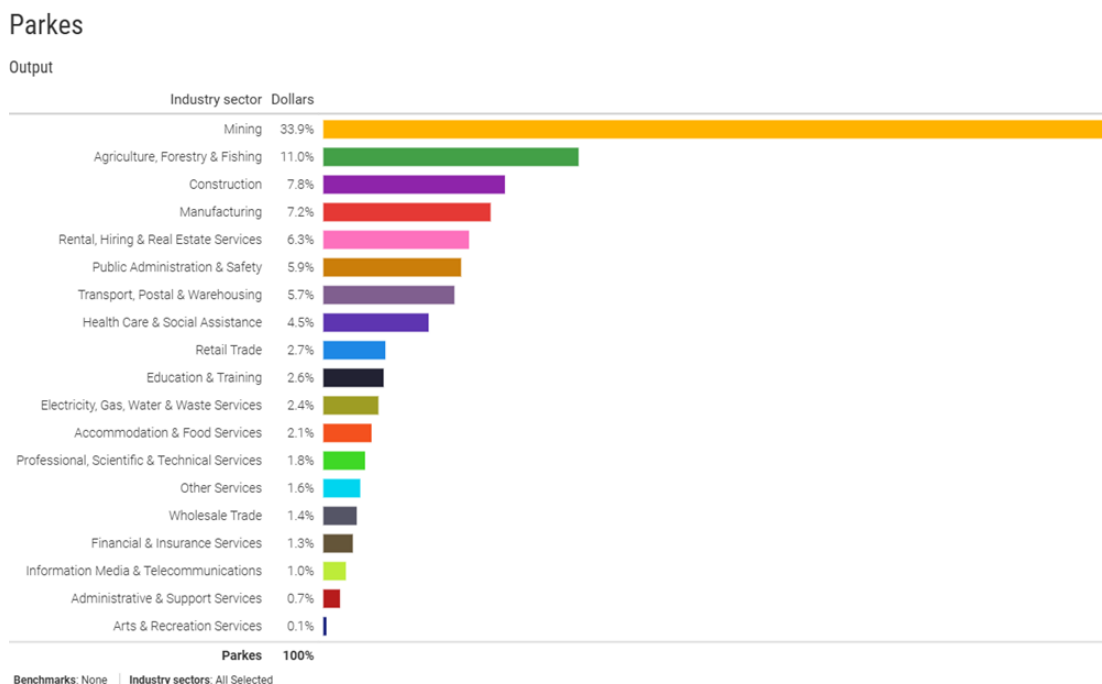


Figure 8 - Industry Output Statistics, Parkes (REMPAN, 2025)



According to the *Mid-Lachlan Regional Economic Development Strategy 2023 Update* (ML REDS), published by the Department of Regional NSW (DRNSW, 2023), in 2018 strategies for the region were focused on actively supporting growth in agriculture, mining and tourism and delivering improvements in key enablers such as enhanced water security, improved skilled labour availability and enhanced access to markets. Since 2018, the region has been impacted by a sustained period of drought, a widespread mouse plague, multiple flooding events and the COVID 19 pandemic which impacted tourism and workforce availability.

The main industries of the region at the time of 2023 MW REDS report have remained relatively consistent with those of the 2018 MW REDS. The agricultural industry generated approximately 15.39% of the Gross Value Added (GVA) in 2020, contributing \$291 million to the local economy, while the mining industry added \$192 million.

The electricity, gas, water and waste services (which includes renewable energy generation) industry, however, has been identified as an emerging industry, outpacing statewide averages and growing by an average annual rate of 3.5% since 2011 to reach a GVA of \$71 million in 2020 (DRNSW, 2023). Arts and recreation services remain a separate emergency industry which has experienced an average annual GVA growth of 4.9% since 2011.

Key priorities for the future development of the region, as detailed by the ML REDS report, are to support the emerging strengths within the economy and to proactively address housing development and increased industrial land supply for sustained population growth. The following themes are highlighted (DRNSW, 2023):

- > **Taking a long term view on major projects:** This focuses on ensuring that investment in major infrastructure and precinct based development delivers long-term benefits to the community with smoothing growth over time to ensure it remains sustainable.
- > **Building Resilience** This focuses on the need to diversity the economic base through expanding the visitor economy and to ensure ongoing investments are made to support water security and reduce the impacts of droughts and floods in the region.
- > **Supply Constraints:** This focuses on reducing the fragility of industry supply chains with businesses and industry increasingly looking onshore for manufacturing capabilities and supply chain inputs. It is noted that the region has been heavily impacted by major labour supply challenges with stakeholders struggling to fill a range of vacancies across the economy.

In response to the updated assessment of the regional economy, The ML REDS 2023 update made changes to:

- > *reflect the opportunities associated with expansion of the energy generation sector;*
- > *include a focus on addressing energy supply constraints that are impacting key industries;*
- > *include a new strategy focused on improving local training opportunities as a way to support skilled workforce*

Further details on challenges for the region are provided in **Section 3.1.4**.



Table 8 –Region Summary Data, Social Locality LGAs and NSW (ABS, 2025)

Statistic ¹		Parkes	Forbes	Cabonne	Dubbo Regional	Bathurst Regional	Orange	NSW
Employed (no.)		6,197	4,150	6,525	25,386	20,457	20,446	3,684,158
Unemployed (no.)		336	164	174	946	863	748	189,852
In the Labour Force (no.)		6,528	4,312	6,701	26,334	21,317	21,195	3,874,012
Unemployment Rate (%)		5.1%	3.8%	2.6%	3.6%	4.0%	3.5%	4.9%
Participation Rate (%)		57.1%	57.7%	61.1%	60.7%	60.2%	62.1%	58.7%
Total persons aged 15 years and over (no.)		11,429	7,469	10,970	43,414	35,394	34,134	6,602,157
Number of businesses (at 30 June 2024)	Non-employing:	854	721	1,334	3,600	2,268	2,254	537,650
	1-4 Employees:	394	332	499	1,375	1,064	1,051	259,979
	5-19 Employees:	135	107	167	581	436	444	75,508
	20 or more:	34	28	26	124	98	128	23,423
	Total:	1,421	1,177	2,019	5,686	3,870	3,874	896,560

¹Data has been sourced from Region Summaries for each LGA and NSW accessible via the ABS website (ABS, 2025).



3.1.4 CHALLENGES FOR THE REGION

3.1.4.1 Housing Stress, Availability and Affordability

The Regional plan details identifies that the region is projected to grow to more than 324,943 people by 2041, equating to a requirement to establish an additional 21,664 new homes (DPE, 2022). The existing housing stock of the region is characterised by the historical dominance of families with children predominantly consisting of large, detached houses with 3 or more bedrooms. This, however, is not considered to be well suited for the projected shift in housing demand and demographics, with approximately 60% of families expected to comprise singles or couples without children by 2041.

In recognition of housing supply issues, a key objective of the Regional Plan, Objective 16, is to provide accommodation options for seasonal, temporary and key workers, ensuring adequate accommodation is available for residents, workers and the tourism industry. To support the achievement of this objective, Strategy 16.2 of the Regional Plan seeks to ensure that development applications for large-scale projects are supported by a workforce accommodation strategy that:

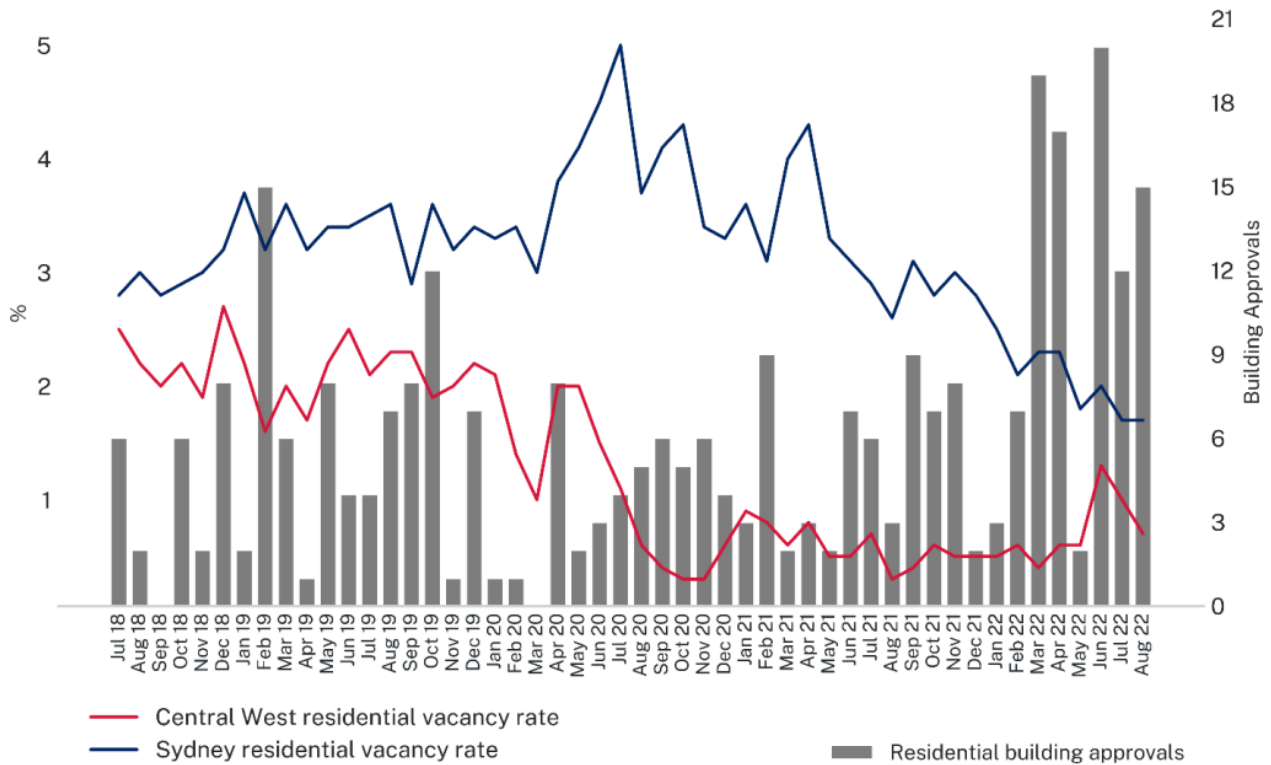
- > *assesses anticipated impacts on the local housing market, including cumulative impacts associated with other large scale projects in the area*
- > *shows how potential employees can access accommodation, without detrimentally affecting existing housing availability and affordability*
- > *illustrates how the project will contribute to the supply of local housing, and support the nearest centre or centres*
- > *allows for the plan to be monitored and updated over the life of the project*

The economic snapshot of the Mid Lachlan region provided with the ML REDS report details that the region has faced a tightening housing market since 2018. Low housing availability is considered to be playing a factor in property price growth and is expected to increase with demand generated by major projects in the region (DRNSW, 2023). Residential vacancy rates in the region dropped from 2.7% in 2018 to 0.7% in August 2022 and median house prices were estimated to have grown by 47% in Parkes to \$368,000. Although there has been a significant increase to the price of properties, the price to income ratio for the Mid-Lachlan Functional Economic Region (FER) recorded at 4.18 in July 2021, remained just over half the NSW benchmark of 8.12. This is considered to represent a relative cost of living advantage compared to other regions despite strong recent growth in house prices. It, however, should be recognised that sustained price increases and lower housing affordability may present a key constraint on the ability of the region to attract and retain workers needed for major project delivery and to meet demand in population-serving industries. A graphical representation of REINSW vacancy data for the broader Central West Region is included within the MW REDS report to provide an indication of housing stress and is reproduced in **Figure 9**.

While recognising the opportunities for the electricity, gas, water and waste services (including renewable energy) sector to emerge as a key industry for the region, the ML REDS report recognises key vulnerabilities in relation to housing supply and land use conflicts. Streamlining approval processes and improving delivery timelines for new residential and industrial development is considered to support the delivery of major renewable projects. With the expansion of renewable projects, demand for large rural landholdings, pressure on land values and land availability is expected to grow (DRNSW, 2023).



Figure 9 – Mid-Lachlan FER Vacancy Rate and Building Approvals 2018-2022 (DRNSW, 2023)



3.1.4.2 Constrained Labour Market

The ML REDS report details that the Mid-Lachlan region continues to present a constrained labour market with job vacancies tripling despite major shocks to industry and significant reductions in unemployment (DRNSW, 2023).

In June 2022, unemployment rates across the region were 2.6% in Forbes, 3.3% in Parkes and 3.4% in Lachlan Shire. This signifies a very tight labour market nearing full employment with trends showing a significant reduction in the unemployment since the peak recorded at the height of the drought in 2018 (DRNSW, 2023). Job vacancy data presented in the ML REDs report details that rapid growth has tripled job vacancies from a low in May 2020 to reach a historical high of 2523 in August 2022. Given the relatively low level of unemployment, the ML REDs report determines that there is limited capacity for the existing population to fulfil available vacancies, representative of a constrained labour market.

The data used by the MW REDs report has been re-examined in response to recent data releases to provide an updated understanding of current labour market conditions and workforce capacity.

Unemployment rate data from the MW REDs report has been updated with the latest release of Detailed Labour Force Data for NSW (ABS, 2025) and Small Area Labour Market (SALM) modelled data provided by the Australian Government, Department of Employment and Workplace Relations (DEWR, 2025) (Refer to **Figure 10**). While large variations in SALM data may reflect statistical volatility rather than underlying changes, this dataset has been used to maintain consistency with the analysis provided by the ML REDs report.

The latest data for 2022-2025 indicates that unemployment within the LGA is currently fluctuating between 1.5-3.5%. Current levels are broadly consistent with 2022, indicate that almost all available local labour is already absorbed into the workforce with limited capacity for new projects. The graph depicts a downward

trend from 2022, reaching a low in Mid-2024. Since Mid-2024 the unemployment rate has been steadily increasing following a slight upward trend to return to approximately 3%.

Job vacancy data for the Blue Mountains and Central West region, originally presented in Figure 14 of the MW REDS report, has been updated using the latest release of Regional IVI – Jobs and Skills Australia (J&SA) job vacancy data (JSA, 2025) (Refer to **Figure 11**). While the dataset does not directly align with the FER boundary used for unemployment, it provides a reliable indication of broader regional labour market trends.

The latest job vacancy data suggests that quarterly job vacancies have ranged between 2,750 to 1,750 jobs between 2022-2025. A slight downward trend is evident with vacancies decreasing from approximately 2,500 to 2,000 between November 2022 and August 2025. While generally consistent with levels observed in 2022, vacancies have stabilised above previous 2019/2020 levels, suggesting that employers continue to face challenges in sourcing workers despite low rates of unemployment.

In summary the pattern of unemployment and job vacancy data, generally, remains consistent with the conclusions of the ML REDS report, with the Mid Lachlan region continuing to exhibit the characteristics of a constrained labour market. The analysis of the latest data, however, suggests that sustained downward trends in the unemployment rate may have steadied. While the market remains constrained, the recent albeit slight increase to unemployment, combined with a modest but gradual reduction in job vacancies, suggest that conditions are stabilising.



Figure 10 –Unemployment Rate, PSC LGA and NSW Average (2016-2025)

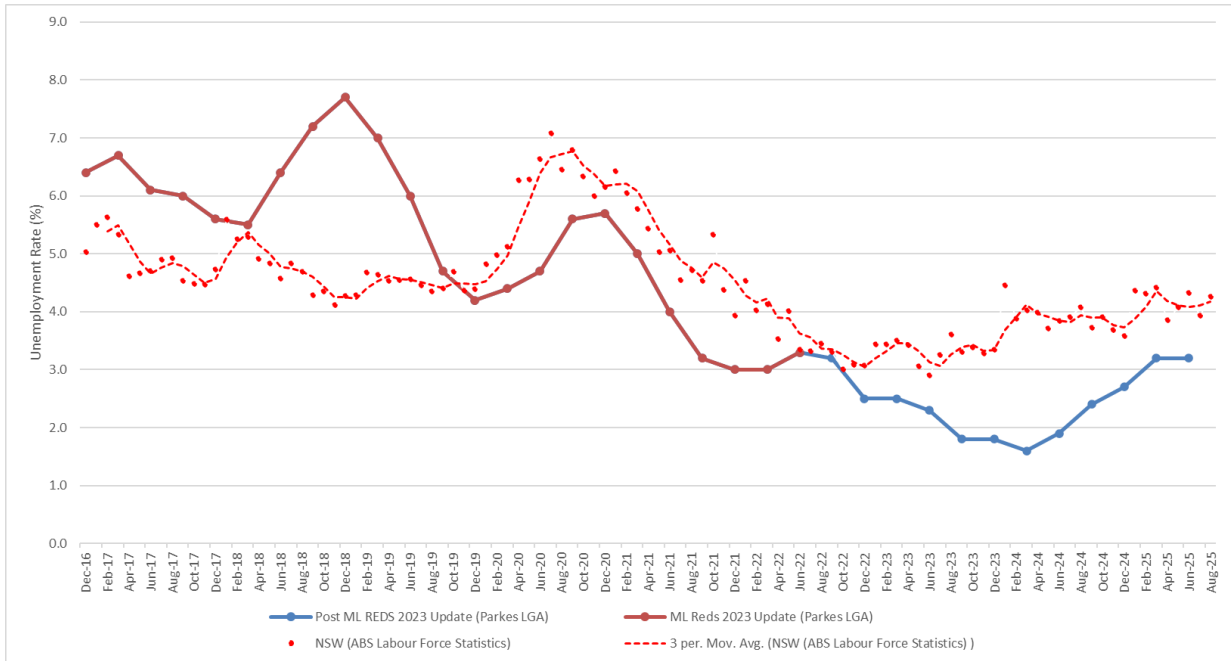
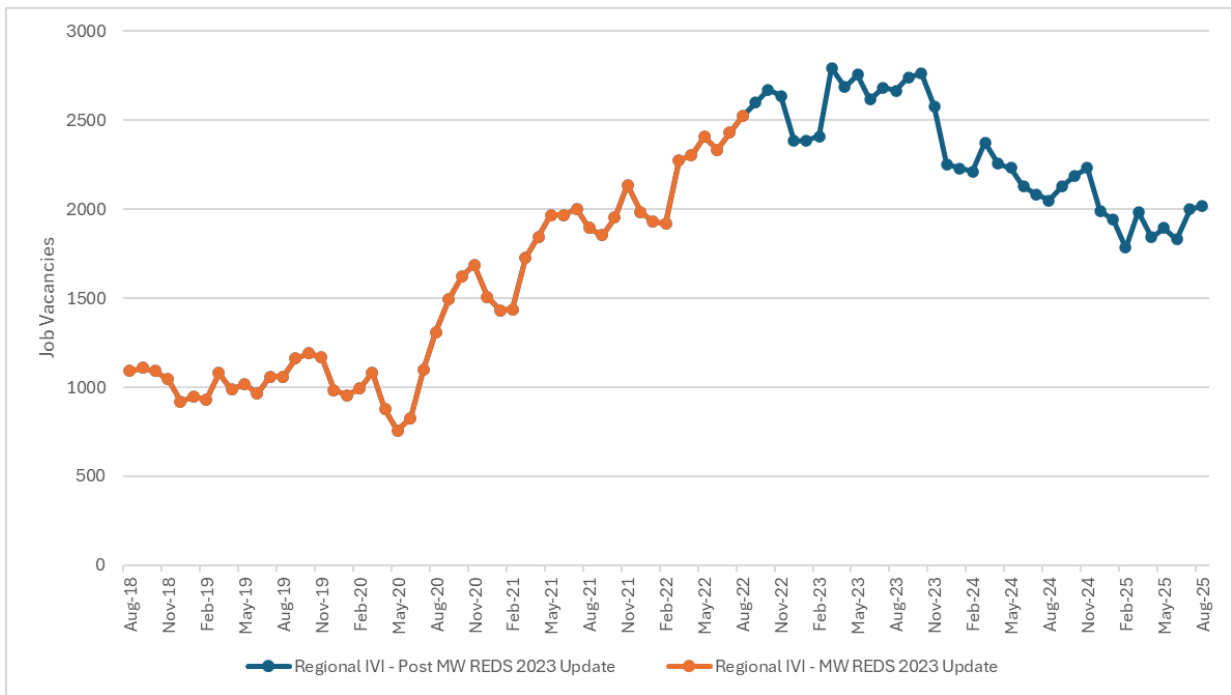


Figure 11 - Job Vacancies, Blue Mountains and Central West Region (2018-2025)



4. STAKEHOLDER ENGAGEMENT

4.1 Consultation

The CoC requires that the AES be prepared in consultation with Council.

4.1.1 COUNCIL

A draft copy of this AES (Version B) was provided to Parkes Shire Council on 6 February 2026.

Details of consultation, including a formal response from Council on the 20 February 2025, are provided in **Appendix B**.

Table 9 provides a tabulated response to comments provided by Council and details amendments made to the previous draft revision.

Table 9 – Response to Council Feedback

Council Comments	Response and Amendments
<p>1. Accommodation – Data recency and event-impacts (p.73 onwards)</p> <p><i>The Strategy acknowledges peak tourism periods and states an intention to avoid scheduling major workforce peaks during those times. Recent evidence obtained by Council indicates that that during the Parkes Elvis Festival in the previous two years:</i></p> <p><i>a) occupancy typically sits around ~80%, and</i></p> <p><i>b) accommodation prices increase by roughly three-fold.</i></p> <p><i>These observations and updated data may assist to consider when evaluating both availability and cost impacts during construction.</i></p>	<p>The previous revision of the AES (REV B) included a conservative assumption of 80% occupancy rate across all identified short term accommodation options. Reviews of accommodation availability identified a total of 431 rooms in Parkes, with 86 rooms available at 80% occupancy (refer to Section 8.2.1.5).</p> <p>The conservative 80% occupancy rate assumption has remained in the revised version of this AES and ensures that the availability of rooms is considered in the context of peak tourism periods, including the Parkes Elvis Festival.</p> <p>Notwithstanding the above, the strategy maintains that the principal contractor should, where possible avoid scheduling major workforce peaks during tourism events. This would further minimise impacts to the availability of short-term accommodation options in the region and costs for the construction of the development.</p>
<p>2. Workforce Strategy – Reasoning behind the 5% target</p> <p><i>The strategy indicates preference for local hiring but concludes that only 5% (≈2–3 workers) are likely to be sourced locally due to a “tight labour market.” However, this rationale appears somewhat weak when cross-referenced against data:</i></p> <ul style="list-style-type: none"> • <i>ABS 2025 data shows higher unemployment and lower participation in Parkes than the national average.</i> • <i>This would normally imply stronger availability of local labour, not weaker.</i> 	<p>Region Summary statistics for Parkes, accessed in 2025 is based on data collected during the 2021 Census. It indicates that 336 people out of the total labour force of 6,528 were unemployed in Parkes representing a 5.1% unemployment rate. The total participation rate was 57.1%. These represent a higher unemployment rate and lower participation rate in Parkes as compared to the NSW state average of 4.9% unemployment and 58.7% participation rate.</p> <p>Table 13 of the AES details that Parkes Shire Council has a Total Labour Force of approximately 6,528 with total unemployment of 336.</p>

Council Comments	Response and Amendments
<p><i>It is recommended that the target be lifted to 10%, not necessarily through core technical roles, but via roles that expand local capacity as well, e.g.:</i></p> <ul style="list-style-type: none"> • <i>traineeships for school leavers,</i> • <i>entry-level construction support roles, or</i> • <i>partnerships with local businesses to grow more advanced skills.</i> <p><i>This gives the proponent flexibility while still meaningfully supporting local workforce development.</i></p>	<p>The strategy has been updated to include a commitment to target 10% local hires, with additional commentary around the make-up – refer Sections 5.1 and 5.2.</p>
<p>3. Supporting relocations (“Support a Move”)</p> <p><i>The strategy references the ongoing pipeline of renewable projects in the region. It may be beneficial to include measures that support workers who may want to relocate to the area permanently.</i></p> <p><i>This could include:</i></p> <ul style="list-style-type: none"> • <i>linking new arrivals to Welcome Experience services,</i> • <i>facilitating connections with local employers for post-project work, or</i> • <i>strengthening ties with local community organisations.</i> <p><i>Note: Whilst not a mandatory requirement, including it creates longer-term economic benefit and reduces dependency on transient workforces. It would also compliment local recruitment targets by essentially creating locals from their workforce.</i></p>	<p>Section 6 has been updated to address this</p>
<p>4. Clarity on technical expertise of roles</p> <p><i>While the Strategy groups roles under “construction,” in practice each trade or task will have unique and specialised competencies. Visibility over these specific skillsets could:</i></p> <ul style="list-style-type: none"> • <i>Help ensure the project doesn’t clash with other developments competing for the same niche skills (which the strategy identifies as a concern).</i> • <i>Improve coordination and partnerships between major project operators.</i> • <i>Support a clearer pipeline of work for contractors, tying back into the “Support a Move” suggestion.</i> 	<p>Table 12 of the AES details that the Total workforce of Parkes is 6,197, with approximately 404 workers employed in the construction industry and approximately 869 people employed as trades, workers and technicians across various industries.</p> <p>The AES has considered existing employment and transferable skillsets within the construction industry and the employment of trades, workers and technicians across various industries.</p> <p>Notwithstanding, the AES has been revised to include a list of technical expertise areas which would be targeted for employment of the project workforce. Refer to Table 12.</p>
<p>5. Diversity & Inclusion</p> <p><i>Page 78 of the strategy notes that diversity metrics will be monitored, but it doesn’t outline any initiatives, aims, or intent about how they plan to</i></p>	<p>Section 7.3.1 has been added.</p>



Council Comments	Response and Amendments
<p><i>achieve an inclusive workforce. This is particularly notable given the Strategy acknowledges the high proportion of Aboriginal and Torres Strait Islander residents in Parkes Shire. A monitoring-only approach feels passive. A statement of intent or examples of positive initiatives (e.g., cultural safety measures, employment pathways, or barrier-reduction strategies) would strengthen this section.</i></p>	

An updated copy of the AES (Version C) was sent to Council by email on the 18 March 2026. Council confirmed by email on 1 April 2026 that they had no further comments – refer **Appendix B**.



5. PROJECT WORKFORCE

5.1 Overview

The project is expected to generate a maximum peak onsite construction workforce of approximately 50 FTE workers. Once constructed the BESS is expected to remain operational for approximately 30 years, supporting an operational workforce of approximately 2 FTE personnel.

Construction of the Project is expected to occur over a 20 month period targeted for commencement in Q1 2026, with completion by Q3 2027. Key jobs during construction of the Project will include operators, project managers, mechanical management, labourers, installation experts and technicians.

The total construction workforce and occupations required would vary over the course of the construction phase in response to detailed design, construction activities and staging. The final arrangement would be subject to the preferred engineering, procurement and staging of the nominated principal contractor and the development of a detailed construction schedule.

It is desirable to source a proportion of the project workforce from the local population within the social locality, including within the PSC LGA. This would ensure benefits are generated within the surrounding social locality and facilitate advantages for the delivery of the Project. Sourcing employment for the construction workforce, however, is to be provided in consideration of the regional context, including challenges and cumulative impacts associated with the simultaneous delivery of several other state significant projects (**Section 3.1.4**).

Accordingly, it is proposed that the majority of the workforce will be sourced from outside the region, provided by the principal contractor, who is an Australian based firm with experience in the delivery of large scale battery projects across a number of Australian states. Access to an experienced workforce ensures that the Project can be delivered efficiently.

The workforce will comprise of specialised contractors and management teams that will temporarily travel to the Development Site for the construction of the Project. Notwithstanding it has been assumed that at least 10% of the total construction workforce could feasibly be sourced from within the social locality.

The timeframes and workforces for each phase of the Project are summarised in **Table 10**.

Table 10 - Overview of Project Components and Stages

Component	Phase	Indicative Timeframe	Workforce
BESS	Construction	Up to 20 months. Q1 2026 to Q2 2027.	50 FTE (Peak)
	Operation	30 years. Q2 2027 to Q2 2057.	2 FTE
	Decommissioning	3 months Q1 2065 to Q1 2068.	It is anticipated that a similar number of workers would be required to the construction phase. The total workforce for decommissioning, however, is subject to confirmation.

5.2 Workforce Estimates

Construction works would be undertaken by the principal contractor and supported by locally based contractors and specialists as required. Employment will fluctuate throughout the duration of the construction phase, progressively increasing from to a peak workforce of 50 in Q3 2026 before tapering off during commissioning.

- > Stage 1: Site establishment and civil works. This will include drainage works, roadworks where required, construction of the access track and construction of hard-stands and footings.
- > Stage 2: Delivery of battery models, inverters and other infrastructure.
- > Stage 3: Installation of project infrastructure and electrical works.
- > Stage 4: Commissioning, including removal of temporary construction facilities, rehabilitation of disturbed areas and transition to project operation.

An overview of the expected workforce for each stage of the Project, as presented in the EIS, is provided in **Table 13**.

Table 11 – Indicative Construction Stages, Duration and Workforce

Stage	Duration (months)	Average Number of Workers	Peak Number of Workers
1	4-5	25	35
2	4-5	35	45
3	4-5	40	50
4	4-5	8	12

The anticipated monthly breakdown of the total construction workforce is detailed in **Table 13** and depicted in **Figure 12**. This has been derived from the average and peak number of workers for each stage across a 15-month construction period.

The composition of the workforce will vary in each stage with the following technical expertise breakdown anticipated per stage.

Table 12 – Technical expertise by stage

Roles	Stage			
	1	2	3	4
Civil engineers	X	N/A	N/A	N/A
Earthmoving contractors	X	N/A	N/A	N/A
Concrete workers	X	N/A	N/A	N/A
Surveyors	X	N/A	N/A	N/A
Geotechnical engineers/technicians	X	N/A	N/A	N/A
Fencing installation	X	N/A	N/A	N/A
High voltage electricians	N/A	X	X	N/A



Roles	Stage			
	1	2	3	4
General electricians	N/A	X	X	N/A
Cable jointers	N/A	N/A	X	N/A
SCADA/controls technicians	N/A	N/A	X	N/A
Substation technicians	N/A	N/A	X	N/A
Testing and commissioning electricians	N/A	N/A	N/A	X
Battery system engineers	N/A	N/A	X	X
Commissioning engineers	N/A	N/A	N/A	X
Protection engineers	N/A	N/A	X	X
EMS/controls engineers	X	X	X	X
OEM technicians	N/A	X	N/A	X
HSE officers	X	X	X	X
Environmental officers	X	X	X	X
Quality inspectors	X	X	X	X
Logistics coordinators	X	X	X	X
Project managers and supervisors	X	X	X	X

Workforce estimates provided in this AES are to be reviewed throughout the delivery of the Project in comparison to actual workforce numbers. This will assist to evaluate if the target estimates for local workforce employment are being achieved, facilitate reviews on the accuracy of total workforce projections and to determine whether additional measures are required to address any accommodation and employment impacts arising during the progression of the Project (i.e exceedance of projected workforce).

Where feasible, similar detailed workforce breakdowns for other surrounding state significant projects should be sourced from the other operators and construction contractors, minimising potential disruptions to the Project and the generation of adverse cumulative impacts.

Table 13 - Indicative BESS Construction Workforce

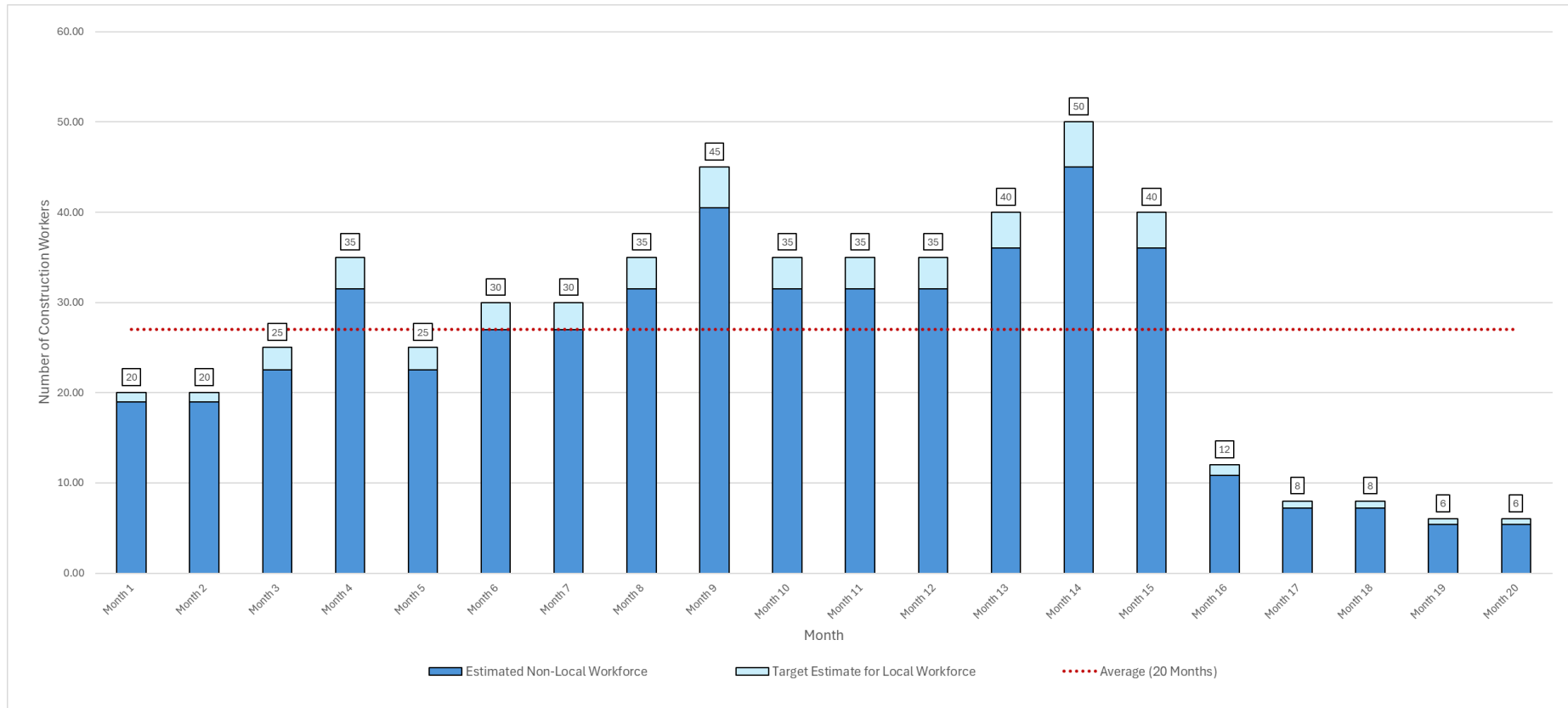
Month	Estimated Date		Indicative Target Estimate for Local Workforce (10%)	Indicative Estimate for Non-Local Workforce (90%)	Total Workforce
Month 1	March	2026	2.00	18.00	20
Month 2	April	2026	2.00	18.00	20
Month 3	May	2026	2.5	22.5	25
Month 4	June	2026	3.5	31.5	35
Month 5	July	2026	3	27	30
Month 6	August	2026	3	28.50	30



Month	Estimated Date		Indicative Target Estimate for Local Workforce (10%)	Indicative Estimate for Non-Local Workforce (90%)	Total Workforce
Month 7	September	2026	4.5	40.5	45
Month 8	October	2026	5	45	50
Month 9	November	2026	5	45	50
Month 10	December	2026	5	45	50
Month 11	January	2027	5	45	50
Month 12	February	2027	5	45	50
Month 13	March	2027	5	45	50
Month 14	April	2027	4.5	40.5	45
Month 15	May	2027	3.5	31.5	35
Month 16	June	2027	3	27	30
Month 17	July	2027	1.2	10.80	12
Month 18	August	2027	0.80	7.20	8
Month 19	September	2027	0.60	5.40	6
Month 20	October	2027	0.60	5.40	6
AVERAGE (20 Months)			3.24	29.2	32.4



Figure 12 – Indicative BESS Construction Workforce



5.3 Indirect Employment

The project is expected to support indirect employment during construction, operation and decommissioning through the use of local supply chains and surrounding businesses. This has the potential to include accommodation providers, fuel suppliers, catering and cleaning companies, restaurants, retail and uniform supplies, tradespersons, tool and equipment suppliers, mechanics for vehicle services and other businesses.



6. INTERACTIONS WITH OTHER PROJECTS

Given the limited availability of resources, cumulative impacts have the potential to arise, particularly if the construction timeframes of nearby projects coincide with the proposed construction timeframe for Ridgey Creek BESS. In these circumstances the Project may be forced to compete with surrounding projects to secure resources to support construction, including labour and employment, accommodation, local materials, goods and services.

Simultaneous construction activities across multiple projects may place significant pressure on regional infrastructure and services, including:

- > Workforce availability and accommodation capacity;
- > Procurement of local materials, goods and services; and,
- > Access to community services (including health, education and food services).

The increased pressure and demand for local services generated by multiple projects may further generate the following adverse cumulative impacts:

- > **Disruptions to project timeframes.** Increase competition may lead to shortages in the availability of resources including accommodation and labour, resulting in delays for procurement;
- > **Increased reliance on non-local resources.** Increase competition may result in requirements to source resources at greater distances from the Project. This would undermine the potential benefits to the local region and further risk inflating costs for the Project with resources such as labour, accommodation and construction materials needing to be sourced further from the development site.
- > **Reduced availability of resources for non-project related purposes.** Increasing demand for local services associated with influxes of construction workers from multiple projects has the potential to further restrict the availability of resources for non-project related purposes. Multiple projects could adversely impact the availability of other goods and services (construction materials, health, food services/venues, accommodation and education facilities). The availability of accommodation options for example may be constrained by requirements to service multiple projects, limiting their accessibility for visitation and tourism during peak demand periods such as, school holidays, festivals and other local events.
- > **Exacerbate the potential for adverse environmental impacts.** Simultaneous projects may result in cumulative impacts including in relation to additional construction traffic along major transport routes shared with other projects.

In contrast, coordinated project timeframes present an opportunity to generate a pipeline of projects which optimise potential benefits to the region through efficiently managing the use of local services, sourcing of employment, accommodation and procurement. Coordinated timeframes have the potential to minimise the generation of significant short term demand issues while facilitating the delivery of long-term local benefits. Such benefits could include opportunities to attract people to permanently re-locate to the region in pursuit of ongoing opportunities supporting renewable projects. In order to encourage re-location, Potentia commits to continuing to assess opportunities to implement the following practises:

- > Link new arrivals to the NSW Government Welcome Experience;
- > Develop a program to be disseminated to workers as the project winds-up that will facilitate connections with local employers;
- > Support ongoing local employment opportunities during the operation and maintenance phase; and
- > Strengthen ties with local community organisations, achieved through:

- Collaboration with Parkes Council, Parkes Chamber of Commerce, local employment agencies,
- Approaching organisations such as TAFE (Parkes), Central NSW Joint Organisation, Regional Development Australia Central West to identify additional opportunities to support a workforce transition to the renewable energy industry;
- Understanding the shared goals of local groups including schools, charities, First Nations organisations, sports clubs, arts organisations, environmental groups, and social services;
- Facilitate and support shared positive outcomes through coordinated participation at a local level.
- Continuing to support and attend local events; and
- Support local media through local radio, newspaper or community social media groups.

In relation to Ridgey Creek BESS, it is recognised that the neighbouring CWO-REZ, will generate large-scale benefits for the region. Encouraging the development of several SSD projects within the region, however, has the potential to lead to significant cumulative impacts, particularly through rapid influxes of project workforces.

Initial estimates provided by EnergyCo in March 2023 (EnergyCo, 2023a), and referenced by the CWO REZ EIS (EnergyCo, 2024a), have identified more than 30 renewable energy projects of varying capacity proposed, approved or under construction in the CWO REZ, with workforce numbers projected to exceed 4,000 between mid-2025 and mid-2026 (Refer to **Figure 13**).

Figure 13 – CWO REZ and Major Generation Project Workforce Projections 2023-2027 (EnergyCo, 2023b)

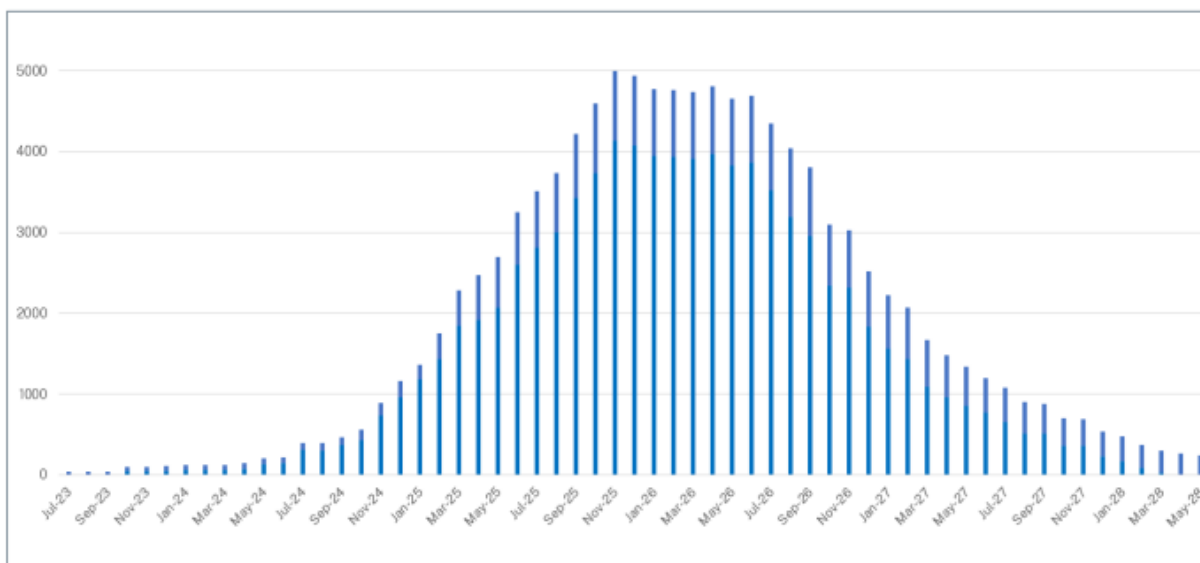


Figure 5: Workforce projection for the REZ transmission project and major generation projects with planned connections to the Central-West Orana REZ transmission network (Candidate Foundation Generators). Source: EnergyCo 2022.

Updated estimates provided within a Cumulative Impact Assessment, prepared by EnergyCo in March 2024 to support the CWO REZ Transmission Project Amendment Report (EnergyCo 2024), have outlined that there is the potential for the construction periods of 22 other relevant future projects to overlap. The total combined construction workforce generated is projected to exceed 9,000 people during peak concurrent construction times and would consist of the following:

- > A construction workforce for the CWO REZ project peaking at 1,800 FTE employees.
- > A combined peak construction workforce of 7,259 employees for the Liverpool Range wind farm, Valley of the Winds wind farm, Narragamba solar farm, Birriwa solar farm, Tallawang solar farm, Orana wind farm, Cobbora solar farm, Sandy Creek solar farm, Dapper solar farm, Bellambi Heights BESS, Goulbourn River

solar farm, Burrendong wind farm, Wellington South BESS, Orana BESS, Apsley BESS, Forest Glen solar farm, Stubbo solar farm, Bowdens silver mine, Inland Rail (Narromine to Narrabri), Dunedoo solar farm, Uungula wind farm, and Maryvale solar farm projects

The anticipated schedule overlap with relevant future projects during construction, as presented in the CWO REZ Cumulative Impact Assessment is reproduced in **Figure 14**. The timeframes presented are contingent on the timing of the CWO REZ Cumulative Impact assessment and are subject to change with the individual progression of each project.

The Ridgey Creek BESS is notably situated outside and distanced from the designated region of the CWO REZ, limiting the potential for adverse cumulative impacts. The rapid development of renewable energy projects within the region, nevertheless, still has the potential to impact the availability of resources (i.e accommodation and employment) within the region.

A review of state significant projects surrounding the Ridgey Creek has been completed as a component of this AES and is presented in **Section 6.1**. Collaboration with Councils, the NSW Government, other generators and community stakeholders would continue throughout the delivery of the Project and seek to minimise the potential for the Project to generate adverse cumulative impacts while maximising potential benefits.



Figure 14 – CWO REZ Cumulative Impact Assessment, Anticipated Schedule Overlap with relevant future projects during constriction (EnergyCo, 2024)

Project ¹	2023				2024				2025				2026				2027				2028			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Central-West Orana REZ Transmission																								
Liverpool Range wind farm																								
Valley of the Winds wind farm																								
Narragamba solar farm																								
Birriwa solar farm																								
Tallawang solar farm																								
Orana wind farm																								
Cobbora solar farm																								
Sandy Creek solar farm																								
Dapper solar farm																								
Bellambi Heights BESS																								
Goulburn River solar farm																								
Burrendong wind farm																								
Wellington south BESS																								
Orana BESS																								
Apsley BESS																								
Forest Glen solar farm																								
Stubbo solar farm																								
Bowdens silver mine																								
Inland Rail (Narromine to Narrabri)																								
Dunedoo solar farm																								
Uungula wind farm																								
Maryvale solar farm																								

1. Includes only projects that have provided an indicative construction period and commencement date in publicly available environmental assessment documentation.

6.1 State significant and other major developments

Condition B33(c) of the IoC requires the consideration of potential cumulative impacts arising from interactions with other SSD projects.

A search of the major projects portal identifies 44 applications in the Parkes LGA (including the Ridgey Creek BESS). 40 of these (including Ridgey Creek BESS) have been determined. One (1) project, the Goobang Rail Junction Upgrade project (state significant infrastructure) is in the EIS preparation phase. Three (3) have been withdrawn.

The nearest SSD project to the Ridgey Creek BESS is the Quorn Park Solar Farm, which has been approved and is currently under construction.

The timetable for construction of the Quorn Park Solar Farm shows peak construction being completed by Q1 2026, moving into the commissioning phase in Q2 2026. As such, the peak construction period for the Quorn Park Solar Farm and the Ridgey Creek BESS are not anticipated to overlap.

The Goobang Rail Junction Upgrade affects railway lines on the western side of Parkes, with activities located approximately 4.5 km from the Ridgey Creek BESS Site (at the closest point). SEARs were issued on 5 October 2023 and expired on the 5 October 2025. Given that the SEARs do not appear have been extended, it is not likely that an EIS for the Project, and project construction, will occur during the construction timeframe for the Ridgey Creek BESS. The project team will monitor the application and if the situation changes, this AES will be updated.

6.2 Analysis of Potential Cumulative Workforce

As noted in **Section 6.1**, the only project nearby likely to contribute to cumulative impacts on the workforce is the Quorn Park Solar Farm. Given the stated timeframe of this project, cumulative impacts to available workforce are not predicted as a result of the development of the two projects.



7. EMPLOYMENT STRATEGY

7.1 Scope

This employment and procurement strategy has been prepared to guide the management of employment requirements for the construction of the Project. The main objective of this strategy is to propose measures that will be adopted, as required, to prioritise the employment of local businesses and workers where feasible

The key objectives of this strategy are to:

- > Support local workforce participation by implementing initiatives that prioritise sourcing construction labour, services, and materials from within the local region;
- > Facilitate training and skills development to build lasting workforce capability and strengthen the region's capacity to support future renewable energy projects;
- > Promote inclusive employment opportunities through initiatives targeting the participation of under-represented groups; and,
- > Ensure employment and procurement opportunities are communicated within the local community and providing regular updates on progress towards achieving these objectives.

The following subsections provide a review of the employment profiles and detail measures that would be implemented to ensure sufficient accommodation is available.

7.2 Review of Employment Profile

The CoC requires that the AES investigate options for prioritising the employment of local workers for the construction and operation of the development, where feasible.

As described in **Section 4.1**, the Project will aim to source a portion of the workforce from the surrounding social locality for the duration of construction. The project therefore has the potential to create demand for local workers during the construction period.

The existing employment profile within the social locality has been reviewed to inform opportunities for local procurement. Community profile data provided by the ABS (2025) has been used to detail employment by sector and associated occupations in each LGA. Results are presented in **Figure 15** through **Figure 20**.

Employment in the construction industry, along with occupations classified as Technicians and Trades, have been highlighted. It is anticipated that workers currently employed in the construction industry will transition to similar construction roles to support the delivery of renewable energy projects. Existing research further indicates that approximately 75% of jobs in the renewable energy sector over the next 15 years are expected to be available for labourers, trades and technicians and professionals (Briggs et al., 2020).

A labour market dashboard for the broader Central West region (J&S Australia, 2025) is provided in **Figure 21**.

Figure 15 – Employment Profile Parkes LGA

AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing
Parkes (LGA16200) 5957.6 sq Kms

[List of tables](#)
Find out more:
[Industry of employment](#)
[Occupation](#)

G56 INDUSTRY OF EMPLOYMENT BY OCCUPATION
Count of employed persons aged 15 years and over

	Occupation									Total
	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Inadequately described/ Not stated	
Agriculture, Forestry and Fishing	420	7	38	3	21	10	39	86	8	633
Mining	47	91	138	5	22	3	209	17	6	528
Manufacturing	31	9	81	0	23	7	38	36	0	230
Electricity, Gas, Water and Waste Services	8	8	18	0	3	0	16	9	0	65
Construction	44	22	164	0	26	3	60	71	5	404
Wholesale Trade	21	10	10	0	21	27	19	3	0	114
Retail Trade	94	10	39	4	32	321	21	62	0	592
Accommodation and Food Services	98	0	37	95	14	67	11	115	0	442
Transport, Postal and Warehousing	38	6	25	0	64	8	211	22	6	383
Information Media and Telecommunications	8	13	3	0	0	3	0	0	0	24
Financial and Insurance Services	10	12	0	0	39	0	0	0	0	59
Rental, Hiring and Real Estate Services	5	0	7	0	11	32	0	0	3	57
Professional, Scientific and Technical Services	7	55	42	0	56	0	0	11	0	177
Administrative and Support Services	0	10	13	7	14	0	8	80	0	136
Public Administration and Safety	63	98	41	69	162	3	48	44	4	525
Education and Training	36	300	10	116	42	3	0	13	4	523
Health Care and Social Assistance	39	256	30	349	79	0	5	34	3	805
Arts and Recreation Services	9	9	4	9	3	0	0	0	0	30
Other Services	13	19	127	39	30	0	4	24	0	253
Inadequately described/Not stated	17	9	43	17	20	13	16	28	62	228
Total	995	947	869	722	684	508	703	667	103	6,197

This table is based on place of usual residence.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

Figure 16 – Employment Profile Forbes LGA

AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing
Forbes (LGA12900) 4710.1 sq Kms

[List of tables](#)
Find out more:
[Industry of employment](#)
[Occupation](#)

G56 INDUSTRY OF EMPLOYMENT BY OCCUPATION
Count of employed persons aged 15 years and over

	Occupation									Total
	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Inadequately described/ Not stated	
Agriculture, Forestry and Fishing	438	30	29	0	37	9	43	139	8	731
Mining	13	18	52	0	0	0	58	0	0	147
Manufacturing	22	4	56	3	22	9	14	39	3	167
Electricity, Gas, Water and Waste Services	8	11	10	0	7	0	6	3	0	44
Construction	50	6	141	0	17	6	41	38	0	295
Wholesale Trade	17	18	11	0	30	45	4	10	0	134
Retail Trade	59	16	25	0	17	219	10	51	6	392
Accommodation and Food Services	48	0	17	66	7	33	3	52	6	225
Transport, Postal and Warehousing	14	0	6	0	30	3	96	9	0	168
Information Media and Telecommunications	5	0	6	0	8	5	0	0	0	20
Financial and Insurance Services	7	8	3	0	21	0	0	0	0	44
Rental, Hiring and Real Estate Services	4	0	0	0	0	18	0	0	0	31
Professional, Scientific and Technical Services	6	63	21	0	33	3	0	0	0	129
Administrative and Support Services	4	6	11	3	4	0	0	45	0	72
Public Administration and Safety	36	40	18	24	42	0	19	21	5	212
Education and Training	32	231	15	101	35	0	0	27	0	450
Health Care and Social Assistance	24	152	20	216	53	0	3	41	4	508
Arts and Recreation Services	0	4	4	8	0	0	0	5	0	31
Other Services	10	9	89	22	17	0	0	16	0	174
Inadequately described/Not stated	24	13	25	6	9	11	15	32	52	177
Total	824	628	551	459	404	360	322	526	84	4,150

This table is based on place of usual residence.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

Figure 17 – Employment Profile Cabonne LGA

AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing
Cabonne (LGA11400) 6022.3 sq Kms

[List of tables](#)
[Find out more:](#)
[Industry of employment](#)
[Occupation](#)

G56 INDUSTRY OF EMPLOYMENT BY OCCUPATION
Count of employed persons aged 15 years and over

	Occupation									Total
	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Inadequately described/ Not stated	
Agriculture, Forestry and Fishing	717	30	56	5	46	11	28	225	10	1,129
Mining	27	23	84	0	19	0	87	11	3	251
Manufacturing	79	30	102	8	52	14	47	108	11	438
Electricity, Gas, Water and Waste Services	4	11	33	0	5	0	17	3	0	70
Construction	80	0	269	0	37	11	73	78	4	549
Wholesale Trade	26	20	16	0	21	19	13	7	0	124
Retail Trade	58	22	28	10	24	235	10	31	0	420
Accommodation and Food Services	54	0	35	111	9	18	11	68	0	312
Transport, Postal and Warehousing	29	6	6	5	46	4	132	6	3	234
Information Media and Telecommunications	4	9	0	7	0	7	0	0	0	28
Financial and Insurance Services	20	30	0	0	26	3	0	0	0	80
Rental, Hiring and Real Estate Services	7	7	3	0	8	31	0	0	0	61
Professional, Scientific and Technical Services	32	132	31	0	63	6	0	9	5	275
Administrative and Support Services	18	13	14	12	13	0	5	70	0	143
Public Administration and Safety	64	74	37	71	113	4	29	28	7	420
Education and Training	49	298	16	117	65	0	0	22	0	566
Health Care and Social Assistance	67	356	19	255	131	4	9	37	0	882
Arts and Recreation Services	11	9	8	19	3	0	0	0	0	45
Other Services	17	15	143	24	23	0	4	17	0	238
Inadequately described/Not stated	32	10	29	10	19	16	26	38	62	248
Total	1,397	1,089	924	637	731	389	480	757	123	6,525

This table is based on place of usual residence.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

Figure 18 – Employment Profile Orange LGA

AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing
Orange (LGA16150) 284.2 sq Kms

[List of tables](#)
[Find out more:](#)
[Industry of employment](#)
[Occupation](#)

G56 INDUSTRY OF EMPLOYMENT BY OCCUPATION
Count of employed persons aged 15 years and over

	Occupation									
	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Inadequately described/ Not stated	Total
Agriculture, Forestry and Fishing	205	39	36	0	52	7	9	94	8	443
Mining	103	215	347	11	72	7	410	44	14	1,216
Manufacturing	166	84	260	12	82	49	97	159	6	911
Electricity, Gas, Water and Waste Services	10	15	66	0	15	5	45	17	0	169
Construction	199	37	868	0	150	27	138	205	15	1,643
Wholesale Trade	72	34	71	0	40	69	73	20	4	387
Retail Trade	306	53	118	14	110	1,063	64	222	3	1,960
Accommodation and Food Services	246	12	222	387	69	155	49	320	12	1,460
Transport, Postal and Warehousing	59	16	21	9	162	36	334	31	3	665
Information Media and Telecommunications	19	62	13	0	12	18	0	3	0	131
Financial and Insurance Services	47	115	0	0	131	13	0	0	5	315
Rental, Hiring and Real Estate Services	22	20	10	0	41	114	8	19	3	241
Professional, Scientific and Technical Services	72	454	120	5	178	10	7	12	4	856
Administrative and Support Services	33	49	54	44	63	4	9	312	4	579
Public Administration and Safety	234	393	87	274	493	9	32	92	26	1,634
Education and Training	165	1,109	50	373	189	5	11	59	5	1,955
Health Care and Social Assistance	201	1,778	126	1,309	538	18	41	210	32	4,247
Arts and Recreation Services	24	24	19	46	17	3	0	9	0	150
Other Services	67	63	373	130	81	23	10	92	0	837
Inadequately described/Not stated	53	57	98	45	58	33	71	79	149	647
Total	2,302	4,620	2,959	2,654	2,549	1,660	1,409	1,990	313	20,446

This table is based on place of usual residence.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

Figure 19 – Employment Profile Dubbo LGA

AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing
Dubbo Regional (LGA12390) 7534.5 sq Kms

[List of tables](#)
[Find out more:](#)
[Industry of employment](#)
[Occupation](#)

G56 INDUSTRY OF EMPLOYMENT BY OCCUPATION
Count of employed persons aged 15 years and over

	Occupation									Total
	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Inadequately described/ Not stated	
Agriculture, Forestry and Fishing	701	35	101	5	60	29	55	201	16	1,202
Mining	32	21	120	0	19	3	162	13	4	374
Manufacturing	154	52	313	20	103	72	133	438	16	1,310
Electricity, Gas, Water and Waste Services	37	37	85	4	57	13	72	34	6	349
Construction	305	61	1,092	0	221	32	218	353	20	2,301
Wholesale Trade	100	62	80	0	103	155	98	49	10	654
Retail Trade	354	53	161	23	128	1,378	93	221	16	2,422
Accommodation and Food Services	298	12	210	431	65	255	39	439	4	1,754
Transport, Postal and Warehousing	81	21	36	14	193	36	481	36	11	908
Information Media and Telecommunications	17	60	32	0	20	39	3	4	0	178
Financial and Insurance Services	45	126	0	3	205	13	0	0	5	403
Rental, Hiring and Real Estate Services	27	34	14	3	59	139	3	5	4	290
Professional, Scientific and Technical Services	57	475	124	7	257	15	0	14	6	957
Administrative and Support Services	44	62	74	56	58	4	18	343	9	666
Public Administration and Safety	234	372	123	647	477	19	56	87	45	2,060
Education and Training	191	1,263	58	596	241	0	12	35	11	2,404
Health Care and Social Assistance	273	1,743	171	1,725	621	22	33	179	40	4,798
Arts and Recreation Services	43	42	124	73	47	14	0	48	0	386
Other Services	49	54	500	134	106	22	9	86	4	972
Inadequately described/Not stated	88	54	154	77	112	62	82	113	262	1,004
Total	3,133	4,648	3,556	3,822	3,158	2,320	1,580	2,692	473	25,386

This table is based on place of usual residence.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

Figure 20 – Employment Profile Bathurst LGA

AUSTRALIAN BUREAU OF STATISTICS 2021 Census of Population and Housing
Bathurst Regional (LGA10470) 3817.9 sq Kms

[List of tables](#)
[Find out more:](#)
[Industry of employment](#)
[Occupation](#)

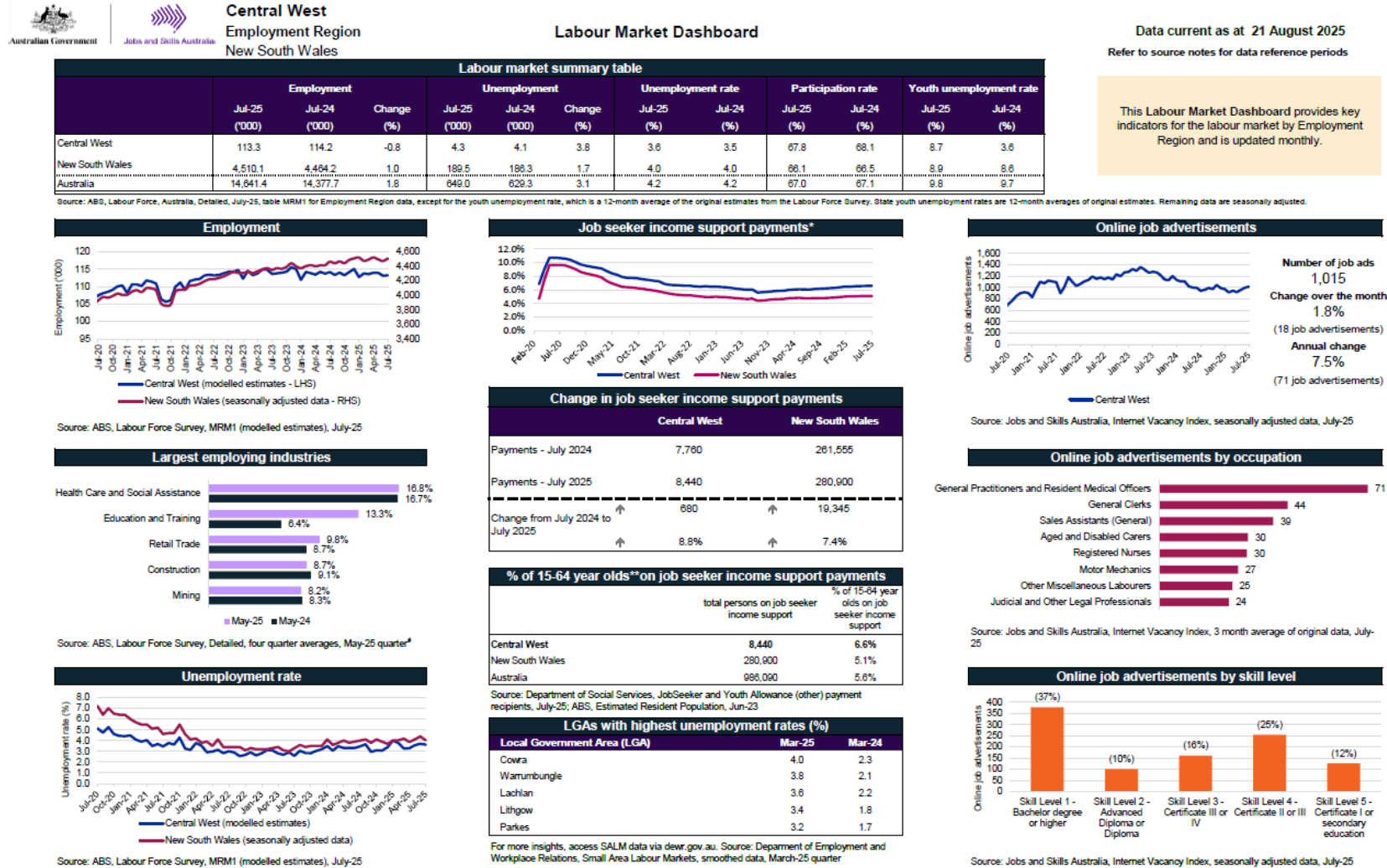
G56 INDUSTRY OF EMPLOYMENT BY OCCUPATION
Count of employed persons aged 15 years and over

	Occupation									Total
	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers	Sales workers	Machinery operators and drivers	Labourers	Inadequately described/ Not stated	
Agriculture, Forestry and Fishing	373	25	52	7	35	13	40	134	12	698
Mining	23	36	122	3	8	3	157	9	4	366
Manufacturing	226	111	364	27	119	54	215	409	31	1,552
Electricity, Gas, Water and Waste Services	36	40	76	0	37	0	38	13	7	248
Construction	229	38	918	0	175	17	161	284	19	1,844
Wholesale Trade	58	21	43	0	46	88	59	15	4	330
Retail Trade	284	49	120	22	92	1,083	69	210	10	1,938
Accommodation and Food Services	219	15	177	372	36	223	52	307	7	1,408
Transport, Postal and Warehousing	70	16	33	3	182	19	373	26	8	729
Information Media and Telecommunications	30	64	33	0	52	51	0	5	8	246
Financial and Insurance Services	38	98	17	4	139	21	0	0	0	314
Rental, Hiring and Real Estate Services	34	12	8	3	40	90	4	19	8	220
Professional, Scientific and Technical Services	54	374	116	0	191	8	4	6	7	759
Administrative and Support Services	51	58	52	33	61	4	17	286	3	567
Public Administration and Safety	190	400	119	544	367	11	69	74	32	1,811
Education and Training	203	1,249	78	388	293	3	10	63	18	2,307
Health Care and Social Assistance	193	1,133	77	1,419	371	13	15	136	17	3,367
Arts and Recreation Services	42	53	31	83	28	9	0	28	5	275
Other Services	52	51	354	124	78	14	12	99	0	780
Inadequately described/Not stated	75	49	107	52	71	43	75	83	149	701
Total	2,471	3,898	2,903	3,068	2,426	1,755	1,376	2,211	349	20,457

This table is based on place of usual residence.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

Figure 21 – Labour Market Dashboard Central West Employment Region



Note: Data are not readily available by Employment Region. ABS modelled estimates are based on the Central West SA4. The Internet Vacancy Index (IVI) and income support data are apportioned to Employment Regions using an SA2 based concordance. *Job seeker payments include those who are in receipt of either JobSeeker (aged 22 and over but under the Age Pension qualifying age) or Youth Allowance (other) payments (those aged 18 to 21). The reporting population for income support payments has changed to include those who are suspended from payment, and those who are current but on zero rate of payment for JobSeeker payments and those who are suspended from payment for Youth Allowance. Note that not everyone in receipt of income support is on the caseload. Data are published on data.gov.au. **Estimated Resident Population estimates are only available by standard 5 year age groups. For more information about the data in this dashboard, refer to the Employment Region Labour Market Dashboard data sources and quality document on jobsandskills.gov.au. #Given the volatility of the underlying data, industry employment proportions should be treated with a high degree of caution, particularly change over the year figures.

7.2.1 ESTIMATION OF EMPLOYMENT CAPACITY

Table 14 summarises community profile data and indicates that the social locality includes a total workforce of approximately 83,161 people, including 7,036 employed in the construction industry and 11,762 people employed as trades workers and technicians.

The local employment and accommodation catchment (LEAC) seeks to prioritise local resources within a 60-minute commute of the Project. This captures the proximal settlements of Parkes, Forbes and Molong within the LGAs of Parkes Shire Council, Forbes Shire Council and Cabonne Shire Council. The total workforce of the LEAC, based on available LGA data, is approximately 16,872 people, including:

- > 1,248 people (7.4% of the workforce) employed in the construction industry; and,
- > 2,344 people (13.9% of the workforce) employed as trades workers and technicians.

Table 14 - Summary of Employment Profiles within Social Locality

Statistic	Parkes Shire	Forbes Shire	Cabonne Shire	Orange City	Dubbo Regional	Bathurst Regional	Total (Social Locality)	Total (LEAC)
Total workforce	6,197	4,150	6,525	20,446	25,386	20,457	83,161	16,872
Workforce in construction industry	404	295	549	1,643	2,301	1,844	7,036	1,248
Workforce employed as trades workers and technicians.	869	551	924	2,959	3,556	2,903	11,762	2,344

The status of the labour force for each LGA based on community profile data is summarised in **Table 15** (ABS, 2025). The table indicates that approximately 3,231 people within the social locality were unemployed and looking for full or part time work during the 2021 Census. With respect to the local employment and accommodation catchment, approximately 676 people, were unemployed and looking for full or part time work. It is anticipated that unemployed people within the social locality may also benefit from employment opportunities generated by the Project.

Table 15 – Summary of Labour Force Status within Social Locality

Statistic	Parkes Shire	Forbes Shire	Cabonne Shire	Orange City	Dubbo Regional	Bathurst Regional	Total (Social Locality)	Total (LEAC)
Total employed	6,197	4,150	6,525	20,446	25,386	20,457	83,161	16,872
Unemployed looking for full-time work	200	84	90	379	579	472	1,804	374
Unemployed looking for	131	76	80	366	370	390	1,413	287



Statistic	Parkes Shire	Forbes Shire	Cabonne Shire	Orange City	Dubbo Regional	Bathurst Regional	Total (Social Locality)	Total (LEAC)
part-time work								
Total Unemployed	336	164	174	748	946	863	3,231	674
Total Labour Force	6,528	4,312	6,701	21,195	43,414	21,317	103,467	17,541

A local workforce target of approximately 10% of the peak project workforce (6 people) represents:

- > 1.8% of unemployed people in the Parkes LGA;
- > 0.8% of unemployed people in the social locality;
- > <0.1% of unemployed people from LGAs forming the LEAC;
- > 1.4% of people employed in the construction industry within Parkes LGA;
- > <0.1% of people employed in the construction industry within the social locality;
- > 0.4% people employed in the construction industry within LGAs forming the LEAC;
- > 0.6% of people employed as trades workers or technicians in Parkes LGA;
- > <0.1% of people employed as trades workers or technicians in the social locality; and,
- > 0.2% people employed as trades workers or technicians from LGAs forming the LEAC.

7.3 Employment Strategy Measures

The applicant and principal contractor, where appropriate, will implement measures provided in **Table 16** to prioritise the employment of local workers and to enhance benefits to the local community.

Table 16 – Measures to Manage Employment

Topic	Measure	Timing	Responsibility	Documentation
Recruitment	Investigate and provide a list documenting potential local recruitment service providers for employment options within the region.	Pre-construction	Applicant	List of Local Recruitment Service Providers
Recruitment	Establish, update and maintain a Recruitment Expression of Interest (EOI) register for local recruitment companies to register their interest in providing recruitment services for the Project.	Pre-construction Construction	Principal Contractor	Recruitment EOI Register
Recruitment	Regularly communicate with stakeholders listed on the Recruitment EOI register directly and	Pre-construction Construction	Applicant	Recruitment EOI Register Consultation Records



Topic	Measure	Timing	Responsibility	Documentation
	<p>provide updates regarding project development.</p> <p>Updates to registered recruitment service providers should include details such as construction timing, workforce scheduling and expected local employment requirements (when available).</p>			
Recruitment	Review workforce and local employment requirements throughout project delivery to ensure the objectives of this AES are being achieved	Pre-construction Construction	Principal Contractor	Recruitment EOI Register Principal Contractor Workforce / Employment Records This AES.
Recruitment	Provide regular public updates on the Project website via the publication of newsletters, posts on the Project website and social media channels to detail the state of the development and to outline processes to be listed on the Recruitment EOI register and its use through project delivery.	Pre-construction Construction	Applicant	Project Website Project Newsletters/ Updates Recruitment EOI Register
Procurement	Investigate and provide a list documenting potential local businesses for procurement options within the region.	Pre-construction	Applicant	List of Local Businesses
Procurement	Establish, update and maintain a Procurement Expression of Interest (EOI) register for local contractors, businesses and service providers to register their interest in providing goods and services for the Project.	Pre-construction Construction	Principal Contractor	Procurement EOI Register
Procurement	<p>Regularly communicate with stakeholders listed on the Procurement EOI register and provide updates regarding project development.</p> <p>Updates to registered procurement providers should include details such as construction timing, expected materials and resource requirements (when available).</p>	Pre-construction Construction	Applicant	Procurement EOI Register Consultation Records



Topic	Measure	Timing	Responsibility	Documentation
Procurement	Review material and local resource requirements throughout project delivery to ensure the objectives of this AES are being achieved.	Pre-construction Construction	Principal Contractor	Procurement EOI Register Principal Contractor Material/Resource Records This AES.
Procurement	Provide regular public updates on the Project website via the publication of newsletters, posts on the Project website and social media channels to detail the state of the development and to outline processes to be listed on the Procurement EOI register and its use through project delivery.	Pre-construction Construction	Applicant	Project Website Project Newsletters/Updates Procurement EOI Register

7.3.1 INCLUSIVITY AND DIVERSITY

Potentia have a goal of ensuring an inclusive and diverse workforce, where people of different backgrounds, abilities, identities, and life experiences can participate fully, feel valued, and have equal access to opportunities. This includes ensuring representation, equity, belonging and accountability.

Measures to ensure inclusivity and diversity include:

- > Recruitment and pathways
 - Removing biased language from job ads
 - Partnering with local community organisations (e.g., TAFE, Indigenous employment groups, disability employment services)
 - Offering traineeships, apprenticeships, and return-to-work programs
 - Using diverse hiring panels
- > Training and capability building
 - Cultural competency training
 - Disability awareness and accessibility training
 - Leadership development focused on inclusive behaviours
 - Mentoring and sponsorship programs for underrepresented groups
- > Workplace design and policies
 - Flexible work arrangements
 - Accessible facilities and technology
 - Clear anti-discrimination and anti-harassment policies
 - Support for carers, parents, and employees with disability
- > Employee voice and participation



- Employee resource groups (e.g., women in trades, First Nations networks)
- Regular listening sessions or surveys
- Mechanisms for raising concerns safely
- > Measurement and accountability
 - Tracking diversity metrics
 - Setting participation targets (e.g., Indigenous employment, women in leadership)
 - Reporting progress publicly
 - Linking leadership performance to inclusion outcomes

The above metrics would be monitored as per **Section 9** and updates provided to this strategy as required and as a consequence of the outcomes of monitoring.



8. ACCOMMODATION STRATEGY

8.1 Scope

This accommodation strategy has been prepared to guide the management of accommodation requirements for the construction of the Project. The main objective of this strategy is to propose measures that will be adopted, as required, to ensure that there is sufficient accommodation available for the workforce associated with the Project.

The key objectives of this strategy are to:

- > Provide an evidence-based framework to identify, address and manage opportunities and impacts associated with accommodating the construction workforce.
- > Prioritise local participation through the procurement of local businesses and employment of local workers where feasible, reducing requirements to accommodate external workers within the region.
- > Avoid unsustainable demand on existing short-term accommodation by ensuring sufficient accommodation options are available to meet the construction workforce.
- > Avoid overreliance and to minimise the potential for adverse impacts to the availability of accommodation options and housing including upward pressure on housing prices, rental costs and demand that may arise from an influx of workers for the Project.

The following subsections provide a review of accommodation options and detail measures that would be implemented to ensure sufficient accommodation is available.

8.2 Review of Accommodation Profile

The CoC requires that the AES propose measures to ensure there is sufficient accommodation for the workforce associated with the development.

As described in **Section 4.1**, a portion of the workforce is likely to travel from other regional or metropolitan areas and reside near the Project temporarily for the duration of construction. The project therefore has the potential to create demand for local accommodation.

The existing accommodation profile within the social locality has been reviewed to inform the availability of local accommodation options. A variety of accommodation types have been considered and include:

- > **Short Term Accommodation** – includes hotels, motels, caravan and camping parks, and self-contained short stay properties (i.e. holiday homes and Airbnb listings). The availability of this type of accommodation is considered to be predominantly influenced by tourism and temporary visitation within the region.
- > **Rental Accommodation** – includes residential properties which are available to rent within the social locality. The availability of this type of accommodation is considered to be associated with broader housing supply trends and the rate of new residential development within the region.
- > **Temporary Workforce Accommodation** – refers to purpose-built facilities specifically designed to accommodate workforces engage in a single project or a collection of associated developments.

Accommodation options for the Project are evaluated and discussed in the following subsections.

8.2.1 SHORT TERM ACCOMMODATION

There are a number of short-term accommodation providers available within the social locality including within the townships of Parkes, Forbes and Molong.

The following subsections evaluate the availability of short-term accommodation options for the Project. The analysis is based on the following assumptions:

> Short Term Accommodation Options

- Data accessible via the Booking.com website (Booking.com, 2025), The NSW Hotel Reservation network website and dedicated accommodation provider websites have been used to identify short term accommodation options. The data indicates that there are approximately 20 establishments offering a total of 390 rooms within Parkes.
- Data accessible via the AirDNA website (AirDNA, 2025) has been used to identify short term accommodation options. The data indicates that there are approximately 41 Airbnb listings within Parkes which has been estimated to offer a minimum total of 41 rooms.
- Each room listed in a short term accommodation has been counted as space for one person, despite some rooms including more than one bed. Airbnb listings, similarly, have been counted as a single room, despite the potential opportunity to fit more than one person in a home.
- All identified short-term accommodation options have been considered as 'able to be occupied' by incoming workforces. However, it is likely that certain accommodation types (i.e motels/hotels), would be prioritised (i.e motels/hotels) over the exclusion of others (caravan parks/luxury retreats).

> Short Term Accommodation Occupancy

- The latest release of ABS (2016) accommodation occupancy data indicates that Parkes had an occupancy rate of 52.4% in the 2015/16 financial year.
- Data provided via the current Australian Accommodation Monitor, STR (2025) details an occupancy rate of 66.4% across the Central West Region during the 2024/25 financial year.
- A conservative estimate of 80% occupancy has been applied across short term accommodation options and Airbnb listings to inform the availability of rooms to accommodate the Project workforce.

8.2.1.1 Existing Accommodation in Parkes

A desktop review of online booking websites (Booking.com and Airbnb) has been completed to identify potential short term accommodation options in the vicinity of the Project.

Approximately 20 short term accommodation establishments are available in Parkes (refer to **Table 17**). An additional 41 active Airbnb listings have been estimated across the Parkes LGA (AirDNA, 2025).

Table 17 – Short-Term Accommodation Options within Parkes

Establishment	Location	Type	Contact	Number of Rooms
AirBnB Listings ¹	Within Parkes LGA	Vacation Rental	N/A	41
All Settlers Motor Inn Parkes	20-24 Welcome Street, Parkes	Motel	02 6862 2022 admin@allsettlers.com.au	<u>17</u>



Establishment	Location	Type	Contact	Number of Rooms
Astro Dish Motor Inn	10-16 Bogan Street, Parkes	Motel	02 6862 3000 info@astrodish.com.au	<u>19</u>
Broadway Hotel	277 Clarinda Street, Parkes	Motel	(02) 6863 8898 admin@broadwayhotelparkes.com.au	<u>9</u>
Coachman Hotel Motel	48 Welcome Street, Parkes	Motel	(02) 6862 2622 coachman@mpkhotels.com.au	<u>36</u>
Court Street Motel	10-14 Court St, Parkes	Motel	(02) 68623844 admin@courtstmotel.com.au	<u>15</u>
Hamilton Henry Parkes Motor Inn	25 Welcome Street, Parkes	Motel	02 6862 4644 info@henryparkesmotorinn.com	<u>24</u>
Lunar Cabins	48 Bushman Street, Parkes	Caravan Park	(02) 6862 1707 parkes@lunarcabins.com.au	<u>14</u>
Memphis Motor Inn	72 Clarinda Street, Parkes	Motel	02 6862 1655 info@mmiparkes.com.au	<u>24</u>
Moonraker Motor Inn	444 Clarinda Street, Parkes	Motel	0268622355	<u>7</u>
Newell Highway Caravan Park	17-19 Forbes Street, Parkes	Caravan Park	0422 209 766	<u>8</u>
North Parkes Motel	54-56 Peak Hill Road, Parkes	Motel	(02) 6863 4333 northparkesmotel@bigpond.com.au	<u>35</u>
Old Parkes Convent	33 Currajong Street, Parkes	B&B	(02) 6862 5385	<u>2</u>
Parkes Country Cabins	15-21 Peak Hill Road, Parkes	Caravan Park	02 6862 3400 parkescountrycabins@gmail.com	<u>35</u>
Parkes Federation Motel	10 Station street, Parkes	Motel	0400 996 983 info@parkesfederationmotel.com.au	<u>12</u>
Parkes Hotel	1 Welcome Street, Parkes	Hotel	0400 996 983 admin@courtstmotel.com.au	<u>13</u>
Parkes International	18-32 Peak Hill Road, Parkes	Motel	(02) 6862 5222 or (02) 6862 8468 reservations@parkesinternational.com.au	<u>26</u>
Parkview Motor Inn	34 Forbes Road (Newell Hwy), Parkes	Motel	0268622888 enquiries@parkviewmotorinn.net.au	<u>39</u>
Spicer Caravan Park	37A Albert Street, Parkes	Caravan Park	(02) 6862 6162 enquiries@spicercaravanpark.com.au	<u>13</u>

Establishment	Location	Type	Contact	Number of Rooms
Station Motel	82 Peak Hill Road (Newell Highway), Parkes	Motel	(02) 6862 8444 or (07) 4924 5756 reservations@stationmotel.com.au	<u>38</u>
The Buchanan 1894	41 Hill Street, Parkes	Hotel	0429340988 thebuchanan1894@gmail.com	<u>4</u>
Total				431
¹ Airbnb listings have been identified based on data provided via AirDNA 2025 and each listing has been counted as a single room.				

8.2.1.2 Other Accommodation

A more extensive range of accommodation options have been identified within 100 km of the Project.

Other accommodation option within the key proximal secondary townships of Forbes and Molong, alongside smaller settlements of Canowindra, Peak Hill and Cudal are detailed in **Table 18**.

Table 18 – Other Surrounding Short term Accommodation Options

Establishment	Location	Type	Contact	Number of Rooms
Forbes				
Adrian Motel	3 Dowling Street, Forbes	Motel	(02) 6851 6371	<u>20</u>
Anglesey House	44 Templar Street, Forbes NSW 2871	Motel	0428 255 524	<u>2</u>
Ben Hall Motor Inn	5-7 Cross Street, Forbes	Motel	(02) 6851 2345	<u>32</u>
Forbes Victoria Inn	8-12 Sherriff Street (Newell HWY), Forbes	Motel	(02) 6851 2233	<u>30</u>
Lake Forbes Motel	8 Junction Street, Forbes	Motel	0473 576 671	<u>15</u>
Plainsman Motel	22 Sheriff St, Forbes	Motel	(02) 6852 2466 info@plainsmanmotel.com.au	<u>39</u>
Town & Country Motor Inn	13 Newell Highway, Forbes	Motel	(02) 68523444 tc@forbesmotel.net.au	<u>20</u>
Country Mile Motor Inn	14 Cross Street, Forbes	Motel	(02) 6852 4099 info@countrymilemotorinn.com.au	<u>11</u>
Peak Hill				
Golden Peak Motel Peak Hill	25 Caswell Street, Peak Hill	Motel	(02) 6869 1093 goldenpeakmotels@gmail.com	<u>15</u>

Establishment	Location	Type	Contact	Number of Rooms
Oasis Motel	150-152 Caswell Street, Peak Hill	Motel	(02) 6869 1383 bookings@oasismotelpeakhill.com.au	<u>12</u>
Cudal				
The Platypus Accommodation & Cafe	5 Main Street, Cudal	Motel	0400 263 227 stay@theplatypuscudal.com.au	<u>8</u>
Molong				
The Molong Motor Inn	12 Gidley Street, Molong	Motel	0412 141 805 info@molongmotorinn.com.au	<u>16</u>
Canowindra				
Canowindra Riverview Motel	3 Tilga Street, Canowindra,	Motel	0423 700 019 info@canowindrariverviewmotel.com.au	<u>13</u>
Total				233

8.2.1.3 Occupancy Rates

The most recent publicly available ABS data was last released in 2016 via Tourist Accommodation, Survey of Australia data (ABS, 2016). While reporting of small area scale data were subsequently discontinued by the ABS in favour of larger statistical region data (ABS, 2013), the latest release provides an indication of historical occupancy rates throughout the 2015/2016 financial year for the Tourism regions of NSW. Monthly room occupancy rates for the Parkes tourism region are presented in **Table 19** and averaged 52.4% during the 2015/26.

Table 19 – Tourist Accommodation, Survey of Australia. Parkes Room Occupancy Rates (ABS, 2016)

Tourism Region	Jul	Aug	Sep	Nov	Oct	Dec	Jan	Feb	Mar	Apr	May	Jun	Average
Parkes	54.8	54.8	68.7	57.0	48.9	46.6	48.9	47.3	50.6	53.9	48.6	48.9	52.4

The latest annual accommodation monitor summary data release from the current Australian Accommodation Monitor (AAM), STR (2025), while broader in scale, currently indicates that there was a total supply of 1,927,007 and demand of 1,279,444 for short term accommodation services in the Central West Region during the 2024/25 financial year. The report details that there was an average occupancy rate of 66.4% in the region with a total count of 177 properties and 5,281 rooms.

8.2.1.4 Peak Tourism Periods

As detailed in **Section 3.1.3**, visitation to Parkes is currently underpinned by travellers along the Newell highway with attractions such as the Parkes CSIRO Radio Telescope, Festivals such as the Parkers Elvis Festival and Events such as the Parkes Picnic Races. The timing of tourism festivals and events is expected to coincide with peak periods for the use of short term accommodation options and is presented in **Table 20**.

Increased visitor activity in the region during tourism events is expected to reduce the availability of short-term accommodation options. The timing of peak tourism periods would be considered during the refinement of

the construction schedule. Where possible the principal contractor would schedule workforce numbers to limit demand for accommodation during peak tourism periods.

Table 20 – Key Tourism Festivals and Events

Festival / Event	Location	Timing
Parkes Elvis Festival	Parkes	January
Parkes Picnic Races	Parkes	June
Trundle Bush Tucker Day	Trundle	September
Trundle Abba Festival	Trundle	October

8.2.1.5 Summary of Short-Term Accommodation

Table 21 summarises the availability of short term accommodation options. The assessment of availability has been based on a conservative occupancy rate of 80% across all identified short term accommodation options, assuming that 20% of the total stock of rooms available for the Project workforce. This is notably higher than average occupancy rates of 52.4% recorded in 2015/2016 and 66.4% in 2024/25 (refer to **Section 8.2.1.3**).

There are approximately 86 rooms within Parkes during 80% occupancy, with an additional 39 rooms situated within an approximate 1 hour drive of the development site. Accordingly, with a peak construction workforce of approximately 50 workers and an assumed average occupancy rate of 80%, there is considered to sufficient capacity within existing short term accommodation options to support the temporary construction workforce.

Table 21 – Summary of Short Term Accommodation Availability

Location	Approximate Driving Distance from Site (time/km)	No. of short term accommodation providers	Total No. of short term accommodation rooms	Approximate No. of rooms available at 80% occupancy
Parkes	10 min / 9.4 km	20	431 (includes 41 Airbnb listings)	86
Forbes	31 min / 40 km	8	169	33
Peak Hill	37 min / 55.3 km	2	27	5
Cudal	57 min / 78.3 km	1	8	1
Molong	1 hr 3 min / 85.9 km	1	16	3
Canowindra	1 hr 3 min / 84.9 km	1	13	2
Total		33	664	132

8.2.2 RENTAL ACCOMMODATION

Private accommodation is often used to support construction workforce. There is the potential for renting arrangements to be utilised to accommodate a portion of the Project workforce. An analysis of rental vacancy rates and availability in areas surrounding the Project is summarised in **Table 22**.

The Real Estate Institute of Australia (REIA) considers a vacancy rate of 3.0% as an industry benchmark for understanding the supply and demand for rental accommodation. Rates lower than 3.0% indicate strong demand for rental accommodation, whilst rates higher than 3.0% are generally considered to reflect an oversupply of rental accommodation (REIA, 2022).

The analysis of available rental vacancies and vacancy rates demonstrates that there is some availability of rental accommodation.

Table 22 - Rental Availability by Suburb

Suburb (Postcode)	Suburb Snapshot Supply and Demand Statistics ¹			Residential Vacancy Rates by Postcode and Suburb (as of September 2025) ²	
	Rental Stock Available	Rental Population (%)	Rental Vacancy Rate (%)	Vacancies	Rental Vacancy Rate (%)
Parkes (2870)	63	25.75%	1.11%	22	1.8%
Forbes (2871)	41	23.04%	0.94%	13	1.4%
Molong (2866)	4	21.53%	0.32%	2	1.0%
Dubbo (2830)	162	28.61%	0.82%	71	1.2%
Orange (2800)	215	28.77%	1.11%	54	0.9%
Bathurst (2795)	62	41.48%	1.51%	52	1.0%
Total Rental Stock	547	28.20%	0.97%	214	1.22%

¹Data has been sourced from Real Estate Investar (2025).
²Data has been sourced from SQM Research (2025) and is current as of September 2025.

The above suggests demand is relatively strong in the region, although lowest in Parkes of those analysed.

A review of realestate.com.au in October 2025 identifies 29 residential properties available for rent in Parkes, providing a total of 82 bedrooms. Based on the analysis completed, there is considered to be sufficient supply in the market to accommodate workers for the duration of the construction period.

The majority of these are unfurnished houses, providing the need for the purchase of appropriate furniture for staff residing in these properties. This has a local benefit through purchase from local retailers.

If required, there would also be an opportunity to utilise overflow rentals in Forbes if needed.

8.2.3 TEMPORARY PURPOSE BUILT ACCOMMODATION

Given the short term duration of the construction of the Project, the alternatives and availability, this form of accommodation is not proposed for the Project.

8.3 Accommodation Strategy Measures

The applicant and principal contractor, where appropriate, will implement measures provided in **Table 23** to ensure sufficient accommodation is available for the Project, maximising benefits to the local community while minimising the potential for adverse impacts.



Table 23 - Measures to Manage Accommodation

Topic	Measure	Timing	Responsibility	Documentation
Accommodation	Encourage the employment of local workers to minimise requirements for accommodation. (refer Section 7)	Pre-construction	Applicant Principal Contractor	Refer to Section 7
Accommodation	Investigate and provide a list documenting potential accommodation service providers for accommodation options within the region.	Pre-construction Construction	Applicant	List of Local Accommodation Providers
Accommodation	Establish, update and maintain an Accommodation Expression of Interest (EOI) register for local accommodation providers to register their interest in providing accommodation services for the Project.	Pre-construction Construction	Principal Contractor	Accommodation EOI Register
Accommodation	Regularly communicate with stakeholders listed on the Accommodation EOI register directly and provide updates regarding project development. Updates to registered accommodation providers should include details such as construction timing, workforce scheduling and expected accommodation requirements (when available).	Pre-construction Construction	Applicant Principal Contractor	Accommodation EOI Register Consultation Records
Accommodation	Review workforce and local accommodation requirements throughout project delivery to ensure the objectives of this AES are being achieved	Pre-construction Construction	Applicant Principal Contractor	Accommodation EOI Register Principal Contractor Workforce / Employment Records This AES.
Accommodation	Provide regular public updates on the Project website via the publication of newsletters, posts on the Project website and social media channels to detail the state of the development and to outline processes to be listed on the	Pre-construction Construction	Applicant Principal Contractor	Project Website Project Newsletters/ Updates Accommodation EOI Register



Topic	Measure	Timing	Responsibility	Documentation
	Accommodation EOI register and its use through project delivery.			



9. MONITORING AND EVALUATION

This AES is to be continuously reviewed by applicant and the principal contractor to assess the effectiveness of measures to encourage local employment and to ensure sufficient accommodation is secured for the workforce.

Monitoring, auditing, reporting and reviews will be undertaken by Potentia and the principal contractor throughout the construction and development of the Project. Monitoring undertaken throughout construction of the Project will be used to review this AES and to determine:

- > whether there is sufficient accommodation available for the Project’s non-local workforce,
- > whether there is sufficient workforce available to service the Project, including identifying the proportion of local workers who are engaged on the Project.
- > whether there are any cumulative employment or accommodation impacts arising from competing demands of other State Significant Developments in the region; and,

Key metrics and indicators will be monitored throughout the delivery of the Project and used to evaluate the performance of the Project against the commitments made within this AES. Aspects to be monitored for the purpose of this AES are summarised in **Table 24**.

It is intended that Potentia and the principal contractor will continue to engage with the Parkes Shire Council during the pre-construction phase and throughout construction in relation to this strategy. Potentia and the principal contractor will also continue to engage with other key relevant stakeholders such as employment services, training providers, labour hire agencies, community organisations, and schools who play a role in the achievement of this strategy.

In the instance whereby reviews or metrics indicate that commitments of this AES are not being met or progressed as planned, the AES will be reviewed and strategies adapted.

Table 24 - AES Monitoring

Aspect to be Monitored	Frequency	Responsibility
<i>Workforce and subcontractor metrics:</i>		
Workforce composition, including but not limited to, workforce size, local/non-local split, number of females, number of people with disabilities, number of workers identifying as Aboriginal or Torres Strait Islander, number of apprentices, grades. Where these metrics are not met, investigate the parameters and whether the target is realistic and achievable. Where targets can be realistically achieved, action and implement controls to achieve them in a timely manner. Where targets cannot be realistically achieved, document why, suggest and agree on revised targets accordingly.	Monthly	Applicant and Principal Contractor
Updated workforce forecasts (provided two months in advance, to better understand potential accommodation requirements and needs)	Fortnightly	Principal Contractor
Identify where action is required to source additional temporary workforce accommodation	As needed	Principal Contractor
Proportion of local and regional subcontractors (using business registration address)	Monthly	Principal Contractor

Aspect to be Monitored	Frequency	Responsibility
EOIs (businesses and employment) via Jobs Fair, business round tables, regular liaison with local community groups, indigenous organisations, media advertisements, Project webpage	Weekly	Principal Contractor
Workforce requirement projections (2 months in advance)	Fortnightly	Principal Contractor
Ongoing stakeholder meetings including with: <ul style="list-style-type: none"> > Council representatives – ongoing liaison > Nearby project proponents > Local LALCs, Indigenous groups and employment agencies > Local businesses, business chambers and industry networks > Local TAFE and training/recruitment establishments 	2-monthly	Principal Contractor
Accommodation Monitoring:		
Establish and maintain an accommodation register for provision to the Project workforce (register may include accommodation locations, number of rooms, length of availability, address and contact details)	Weekly	Principal Contractor
Establish and maintain a complaints register (to assist with accommodation demand forecasts)	Monthly	Applicant and Principal Contractor
Other		
Workforce induction to include briefing regarding the limited medical services and the requirement to preserve for locals	As required	Principal Contractor
Workforce induction to include briefing regarding required behaviours on- and offsite and consequences of non-compliance	As required	Principal Contractor
Workforce induction to include higher levels of code of conduct and the consequences of non-compliance	As required	



10. COMPLAINT MANAGEMENT

This section describes the procedures that would be implemented to receive, handle, respond to and record complaints during construction and operation of the Project. Monitoring of the means of making complaints is also considered within this section.

10.1 Means of Making a complaint or feedback

Prior to the commencement of the road and access upgrades, the Applicant must ensure that the following contact details are available for members of the public to make a complaint, provide feedback or ask questions:

- > A telephone number – (1800 841 640)
- > An email address to which electronic complaints may be transmitted (ridgeycreekbess@potentiaenergy.com.au).
- > Contact details (Giulia Scataglini, Community Engagement and Sustainability Specialist, Potentia Energy)
- > Mail (Level 23, One International Towers 100 Barangaroo Ave Sydney NSW 2000)

These details will be provided on the Project webpage (<https://potentiaenergy.com.au/project/ridgey-creek-bess/>).

10.2 Complaint and feedback monitoring

The means of making a complaint or feedback are to be monitored throughout all phases of the Project including construction, operation, and decommissioning.

Complaints and feedback monitoring will also be supported through proactive communication with residents, community, and project stakeholders during construction, particularly noise generating activities, and throughout the operational phase.

10.3 Complaints and feedback handling process

Any complaint received will be logged in a Complaints Register in a timely manner and shared with the Principal Contractor if the nature of the complaint is with regards to the work being performed by the Principal Contractor.

The Applicant and Principal Contractor (where relevant) will investigate the cause of the complaint and determine any necessary corrective actions to prevent recurrence. All complaints will receive an initial response within 48 business hours. The Applicant will use their best endeavours to resolve urgent matters within 24 business hours, where possible, and 5 business days for all other classifications within.

Depending on the nature of the complaint, the Applicant may make contact with the complainant to discuss the issue and the cause. The Applicant will advise them of the actions taken to avoid a recurrence.

All aspects of the investigation and contact with the complainant will be fully documented in the Complaints Register, with the most updated version published on the public website.

10.4 Recording Complaints

All complaints will be documented through maintaining an updated Complaints Register, with the most updated version published on the public website.



10.4.1 COMPLAINTS REGISTER

A Complaints Register will record:

- > A complaint reference number;
- > The date and time the complaint was received;
- > The nature of the complaint; and
- > Actions undertaken to investigate/close the complaint, if relevant;

For the life of the development the Complaints Register will be updated on a weekly basis and listed on the Project website on a monthly basis.

As the Complaints Register will be publicly available document, it is not proposed to include details of who the complainant is on this register.

10.4.2 COMPLAINTS RECORD

The detailed Complaints Record will be recorded internally as part of the Stakeholder Interactions Register. The recording will include:

- > The date and time of the complaint;
- > The means by which the complaint was made (telephone, mail, email or in person);
- > Any personal details of the complainant that were provided, or if no details were provided a note to that effect;
- > The nature of the complaint;
- > Any actions taken in relation to the complaint, including timeframes for implementing the action; and
- > If no action was undertaken in relation to the complaint, the reasons why no action was taken.

A copy of the Complaints Record will be filed and held by the Applicant. On request, the Complaints Record could be provided to:

- > The Department of Planning, Housing and Infrastructure (DPHI);
- > Environment Protection Authority (EPA);
- > Parkes Shire Council (PSC); or
- > The complainant.

As the Complaints Record will contain information on who made the complaint, it is not proposed to make this information publicly available on the Project website.

10.5 Dispute Resolution

In the event that a complaint cannot be resolved using the complaints handling process and a dispute arises, the following procedure will apply:

- > Advise both DPHI and PSC that there is a dispute.
- > Provide both DPHI and PSC with copies of the relevant complaint history, including relevant documentation in the form of a Complaints Record(s).
- > Engage a specialist with expertise relevant to the issue at hand to investigate the dispute and provide recommendations for resolution.

- > Advise the third party in dispute, DPHI and PSC, in writing, as to when the dispute investigation will be completed.
- > Provide the third party, DPHI and PSC a copy of the dispute investigation report, inclusion of the applicant's intentions with regards to the implementation of the recommendations for resolution.

11. REPORTING

11.1 Notification of the Department

The Applicant must notify the Department of the date of commencement and the date of completion of each project phase including the construction, operations, upgrading or decommissioning of the development or and the cessation of operations. Notification on the date of commencement or cessation of each relevant phasing must be provided in writing via the NSW Planning Portal (Major Projects) website.

If any phase of the development is to be staged, the Applicant must notify the Department in the same manner prior to the commencement of the relevant stage including all works that would be carried out during the relevant stage.

In accordance with the requirements of condition C8 and C9 of the IoC, the Applicant must also ensure that:

- > Detailed plans of the final layout of the development are submitted prior to commencing construction, and
- > Work as executed plans are submitted prior to the commencement of operations or following subsequent upgrades to the development.

11.2 Incidents

An incident, as defined by the IoC, refers to:

"An occurrence or set of circumstances that causes or threatens to cause material harm to the environment, and as a consequence of that environmental harm, may cause harm to the health and safety of human beings, and which may or may not be or cause a non-compliance".

11.2.1 NOTIFICATION OF INCIDENTS

In accordance with condition C10 of the IoC, the Applicant must immediately notify the Department within a period no greater than 24 hours of becoming aware of any incident. This notification must be submitted via the NSW Planning Portal (Major Projects) and address the following details of the incident:

- > date, time and location;
- > a brief description of what occurred and why it has been classified as an incident;
- > a description of what immediate steps were taken in relation to the incident; and
- > identifying a contact person for further communication regarding the incident.

In accordance with condition C11 of the IoC, within 7 days (or as otherwise agreed by the Planning Secretary) of the Applicant making the immediate incident notification, the Applicant is required to submit a subsequent incident report.

The subsequent incident report must be reported in accordance with the requirements of Conditions C10 and C11 of the IoC and address the following requirements:

- > identifies how the incident was detected;
- > identifies when the Applicant became aware of the incident;
- > identifies any actual or potential non-compliance with conditions of IoC;

- > identifies further action(s) that will be taken in relation to the incident;
- > a summary of the incident;
- > outcomes of an incident investigation, including identification of the cause of the incident;
- > details of the corrective and preventative actions that have been, or will be, implemented to address the incident and prevent recurrence, including the period for implementing any corrective and/or preventative actions; and
- > details of any communication with other stakeholders regarding the incident.

In addition to the requirements of the IoC, the Applicant must also follow obligations to report on incidents in accordance with the requirements of the NSW *Protection of the Environment Operations Act 1997* (POEO Act) and *Work Health and Safety Act 2011* (WHS Act):

- > The NSW EPA must be immediately notified where material harm to the environment is caused or threatened by an incident, and;
- > SafeWork NSW must be immediately notified where an incident is a 'notifiable incident.'

11.3 Non- Compliance

A non-compliance is defined by the CoC as:

"An occurrence, set of circumstances or development that is a breach of this consent but is not an incident"

A failure to comply with a CoC, a mitigation measure, or a statutory approval will constitute a non-compliance.

In accordance with condition C12 of the IoC, the Applicant must notify the Department of the non-compliance within seven (7) days of becoming aware of a non-compliance. The notification must be in writing and submitted via the NSW Planning Portal (Major Projects) and must identify:

- > The development and application number;
- > The CoC that the development is non-compliant with;
- > The reason and manner of the non-compliance; and
- > Actions that have or will be undertaken to address the non-compliance.

In the event that a non-compliance has been notified as an incident, there is no need to also submit a non-compliance notification.

In response to a non-compliance, the Applicant must implement a five-step response procedure consistent with the guidance advice of ISO 14001 – Environmental management systems. This procedure is detailed in **Table 25**.

Table 25 - Non- Compliance Response Procedure

Step	Action
React	The Applicant will react to the non-compliance and, as applicable: <ol style="list-style-type: none"> 1. Take action to control and correct it; 2. Deal with the consequences, including mitigating adverse environmental impacts; and 3. Notify DPHI within seven days of becoming aware of the non-compliance



Step	Action
Evaluate	The Applicant will evaluate the need for action to eliminate the cause of the non-compliance so that it does not recur or occur elsewhere by: <ol style="list-style-type: none"> 1. Reviewing the non-compliances. 2. Determining the cause of the non-compliances. 3. Determining if similar non-compliances exist or could potentially occur.
Act	The Applicant will implement any action required.
Review	The Applicant will review the effectiveness of any corrective action taken.
Change	The Applicant will make changes to the environmental management plans, if necessary.

11.4 Auditing

Internal and external audits will be conducted to assess the effectiveness of management processes, the implementation of measures detailed within this AES and compliance with the requirements of the IoC.

In accordance with condition C13 of the IoC, independent audits must be conducted and carried out at the frequency and in accordance with the obligations of the Independent Audit Post Approval Requirements 2020 (IAPAR). The minimum frequency for independent audits, as specified in Table 1 of the IAPAR is reproduced in **Table 26**.

Each independent audit must be undertaken by a suitably qualified, experienced and independent auditor. The Planning Secretary must provide an agreement in writing on the appointment of each member of the audit team, including the auditor and technical experts, before each audit is commissioned.

Independent audit reports and the Applicant’s response to the audit findings are required to be submitted to the Department no later than 2 months after undertaking an independent audit site inspection. An electronic copy of the independent audit report and the Applicant’s response must be submitted to the Department via the NSW Planning Portal (Major Projects).

Table 26 - Audit Frequency

Phase	Initial Independent Audit	Ongoing Independent Audit Intervals
Construction	Within 12 weeks of the commencement of construction	At intervals, no greater than 26 weeks from the date of the initial Independent Audit or as otherwise agreed by the Secretary.
Operation	Within 26 weeks of the commencement of operation	At intervals, no greater than 3 years or as otherwise agreed by the Secretary.
Closure/ Rehabilitation	Within 52 weeks from notifying of suspension/ceasing of operations	At intervals no greater than 1 year or as otherwise agreed by the Secretary.



12. REVIEW AND REVISION

Condition C2 of the IoC outlines the requirements for updating strategies, plans or programs to the satisfaction of the Planning Secretary.

This AES is a living document and is to be referenced by regulators, project managers and workers throughout the duration of the Project. It must remain relevant and consistent with the Ridgey Creek BESS Project.

Periodic evaluation and review of this AES will ensure that approaches to project management remain current and are updated as required to reflect changing circumstances, including any subsequent changes to project design, revisions to post IoC documentation, changes to legislation, responses to an actual or potential incident or to non-compliance and changes made to facilitate continuous improvements for the management of the Project.

A periodic annual internal review of this AES shall be carried out by the Applicant to ensure it remains relevant and effective for managing the development.

In addition to annual reviews, and in accordance with the condition C2 of the IoC, the Applicant shall review and (if necessary) revise this AES within 3 months of:

- > submission of an incident report under condition C11 of Schedule 2;
- > submission of an audit report under condition C14 of Schedule 2; or
- > any modification to the conditions of IoC

The Applicant is responsible for coordinating revisions of this AES and for the submission of revised versions to the Planning Secretary. All revisions to this AES are to be recorded in accordance with the document control procedure detailed in **Section 12.1**.

With the approval of the Planning Secretary, the development, and associated strategies, plans or programs, may be staged in accordance with the requirements of condition C3 of the IoC.

12.1 Document control and revision

The following document control procedure is to be implemented for this AES

The Applicant must ensure that the approved version of this AES and associated documentation referenced by the IoC, are made publicly available via the Project website.

Updated versions of this AES are to be submitted by the Applicant to all relevant stakeholders. For the purpose of this AES relevant stakeholders include:

- > Parkes Shire Council (PSC); and,
- > The NSW Department of Planning Housing and Infrastructure (DPHI).

Following approval by the Planning Secretary, the revised AES must be made available for public review and published on the NSW Planning Portal (Major Projects).

In accordance with condition C6 of the IoC, an updated version of this AES, if approved, supersedes the previous versions and must be implemented in accordance with the condition of the IoC which requires its implementation.

All revisions of this AES are to be recorded in **Table 27** including details on the update number, the type of revision (major/minor), a description of the update(s), the version number and the date on which the updated version was produced.

Revisions will be classified as either 'major' or 'minor' according to the scope of changes required.

12.1.1 MAJOR REVISION

Major revisions shall be identified by a whole number in the document version number (i.e., 001, 002, 003) and be recorded for the following:

- > Changes to processes, the addition of new procedures or improvement actions
- > Changes made in response to an incident or non-compliance; and
- > Changes made in response to a request made by the Planning Secretary or other regulatory authority, including but not limited to RFS, FRNSW and SafeWork NSW.
- > Major revisions shall be made to the satisfaction of the Planning Secretary.

12.1.2 MINOR REVISION

Minor revisions shall be identified by alphabetical order in document version number (i.e., 001A, 001B, 002A...) and be recorded for the following:

- > Minor typing and grammar corrections;
- > Changes to position titles and contact details;
- > Updates to any recording forms used to manage the development; and
- > The addition and change of documents appended to this plan.

Table 27 - Revision History

Update no.	Type (Major / Minor)	Description of the Update(s)	Version No.	Date Produced
1	Major	Preparation of Draft Document for Client Review	001A	16/10/2025



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APPENDIX A

INSTRUMENT OF CONSENT



Development Consent

Section 4.38 of the Environmental Planning and Assessment Act 1979

As delegate of the Minister for Planning and Public Spaces, I grant consent to the development application referred to in Schedule 1, subject to the conditions in Schedule 2.

These conditions are required to:

- prevent, minimise, or offset adverse environmental impacts;
- set standards and performance measures for acceptable environmental performance; and
- provide for the ongoing environmental management of the development



Chris Ritchie
A/Executive Director
Energy, Resource and Industry Assessments

Sydney

23 May 2025

SCHEDULE 1

Application Number: SSD 48756517
Applicant: Ridgey Creek BESS Pty Ltd
Consent Authority: Minister for Planning and Public Spaces
Site: See Appendix 2
Development: Ridgey Creek Battery Energy Storage System

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DEFINITIONS

Aboriginal stakeholders	Aboriginal stakeholders registered for cultural heritage consultation for the development, including Registered Aboriginal Parties
Ancillary infrastructure	All project infrastructure with the exception of battery storage, including but not limited to the substation, switch rooms, permanent offices, site compounds, electricity transmission lines and internal roads.
Applicant	Ridgey Creek BESS Pty Ltd, or any person who seeks to carry out the development approved under this consent
Battery storage BESS area	Large scale energy storage system The portion of the site that includes the battery storage as shown in Appendix 1
Cessation of operations	Operation of the development has ceased for a continuous period of 12 months
Commissioning	The testing of the components, equipment and systems of the development following completion of construction, prior to operations commencing
Conditions of this consent Construction	Conditions contained in Schedule 2 The construction of the development, including but not limited to, the carrying out of any earthworks on site and the construction of the battery storage and any ancillary infrastructure (but excludes road upgrades or maintenance works to the public road network and pre-construction minor works)
Council CPHR	Parkes Shire Council Conservation Programs, Heritage and Regulation Group of the NSW DCCEEW
Decommissioning	The removal of battery storage infrastructure and ancillary infrastructure and/or rehabilitation of the site
Department Development Development footprint	Department of Planning, Housing and Infrastructure The development as described in the EIS The area within the site on which the components of the project will be constructed (shown in Appendix 1)
EIS	The Environmental Impact Statement for Ridgey Creek Battery Energy Storage System dated 28 May 2024, the Submissions Report dated 22 January 2025, the Amendment Report dated 18 February 2025 and the additional information dated 18 March 2025, 27 March 2025, 7 May 2025 and 19 May 2025.
EP&A Act	<i>Environmental Planning and Assessment Act 1979</i>
EP&A Regulation	<i>Environmental Planning and Assessment Regulation 2021</i>
EPA	NSW Environment Protection Authority
Feasible	Feasible relates to engineering considerations and what is practical to build or implement
FRNSW	Fire and Rescue NSW
Heavy vehicle	As defined by the <i>Heavy Vehicle National Law (NSW)</i> , but excluding light and medium rigid trucks and buses no more than 8 tonnes and with not more than 2 axels
Heavy vehicle requiring escort	Any vehicle that requires a pilot vehicle and/or escort vehicle, as defined by the <i>National Heavy Vehicle Regulator's NSW Class 1 Load Carrying Vehicle Operator's Guide</i>
Heritage NSW Heritage item	Heritage NSW Group within NSW DCCEEW An item as defined under the <i>Heritage Act 1977</i> and/or an Aboriginal Object or Aboriginal Place as defined under the <i>National Parks and Wildlife Act 1974</i>
High-risk heavy vehicle requiring escort	A vehicle under escort identified "high risk" as defined in Table 1 of TfNSW's <i>Fact Sheet for Transport Management Plan</i> (as amended).
Incident	An occurrence or set of circumstances that causes or threatens to cause material harm to the environment, and as a consequence of that environmental harm, may cause harm to the health and safety of human beings, and which may or may not be or cause a non-compliance
Light vehicle	As defined by the Transport for NSW Vehicle standards information sheet <i>VSI 05 Light vehicle dimension limits Rev 6</i> (TfNSW, 11 March 2015)
Material harm	Is harm that: <ul style="list-style-type: none"> • involves actual harm to the environment that may include (but not be limited to) a leak, spill, emission other escape or deposit of a substance, and as a consequence of that environmental harm (pollution), may cause harm to the health or safety of people; or • results in actual or potential loss or property damage of an amount, or amounts in aggregate, exceeding \$10,000 (such loss includes the

reasonable costs and expenses that would be incurred in taking all reasonable and practicable measures to prevent, mitigate or make good harm to the environment)

Note: This definition excludes "harm" that is either authorised under this consent or any other statutory approval

Note: For the purposes of this definition, material harm excludes incidents captured by Work Health and Safety reporting requirements

Minimise	Implement all reasonable and feasible mitigation measures to reduce the impacts of the development
Minister	Minister for Planning and Public Spaces, or delegate
MW	Megawatt
MWh	Megawatt-hour
Non-associated residence	A dwelling in existence at the date of this consent which is not associated with the development
Non-compliance	An occurrence, set of circumstances or development that is a breach of this consent but is not an incident
NSW DCCEEW Operation	NSW Department of Climate Change, Energy, the Environment and Water The operation of the development, but does not include commissioning, trials of equipment or the use of temporary facilities
PCT	Plant Community Type
Planning Secretary	Secretary of the Department, or nominee
POEO Act	<i>Protection of the Environment Operations Act 1997</i>
Pre-construction minor works	Includes the following activities: <ul style="list-style-type: none"> • artefact surveys and/or salvage; • overhead line safety marking; • building and road dilapidation surveys; • geotechnical drilling, excavation or salvage; • establishing temporary site office (in locations meeting the criteria identified in the conditions of this consent) • installation of environmental impact mitigation measures, fencing and enabling works; and • construction of minor access roads and minor adjustments to services/utilities, etc.
Public infrastructure	Linear and related infrastructure that provides services to the general public, such as roads, railways, water supply, drainage, sewerage, gas supply, electricity, telephone, telecommunications, irrigation channels, drainage channels
Reasonable	Reasonable relates to the application of judgement in arriving at a decision, taking into account: mitigation benefits, cost of mitigation versus benefits provided, community views and the nature and extent of potential improvements
Rehabilitation	The restoration of land disturbed by the development to a good condition, to ensure it is safe, stable and non-polluting
RFS	NSW Rural Fire Service
Site	As indicated by the Site Boundary on the figure in Appendix 1 and listed in Appendix 2
Temporary facilities	Temporary facilities used for the construction, upgrading and/or decommissioning of the development, including but not limited to temporary site offices and compounds, materials storage compounds, maintenance workshops, material stockpiles, laydown areas and parking spaces
TfNSW	Transport for New South Wales
Upgrading	The replacement of battery storage and ancillary infrastructure on site (excluding maintenance) in accordance with the conditions of this consent
Vehicle movement	One vehicle entering and leaving the site
VPA	Voluntary Planning Agreement
Water Group	Water Group within NSW DCCEEW

SCHEDULE 2

PART A ADMINISTRATIVE CONDITIONS

OBLIGATION TO MINIMISE HARM TO THE ENVIRONMENT

- A1. In meeting the specific performance measures and criteria in this consent, all reasonable and feasible measures must be implemented to prevent, and if prevention is not reasonable and feasible, minimise, any material harm to the environment that may result from the construction, commissioning, operation, upgrading, rehabilitation or decommissioning of the development.

TERMS OF CONSENT

- A2. The development may only be carried out:
- (a) in compliance with the conditions of this consent;
 - (b) in accordance with all written directions of the Planning Secretary;
 - (c) generally in accordance with the EIS; and
 - (d) generally in accordance with the Development Layout in Appendix 1.
- A3. The Applicant must comply with any requirement/s of the Planning Secretary arising from the Department's assessment of:
- (a) any strategies, plans or correspondence that are submitted in accordance with this consent;
 - (b) any reports, reviews or audits commissioned by the Department regarding compliance with this consent; and
 - (c) the implementation of any actions or measures contained in these documents.
- A4. The conditions of this consent and directions of the Planning Secretary prevail to the extent of any inconsistency, ambiguity or conflict between them and a document listed in condition A2(c) or A2(d). In the event of an inconsistency, ambiguity or conflict between any of the documents listed in condition A2(c) or A2(d), the most recent document prevails to the extent of the inconsistency, ambiguity or conflict.

BATTERY STORAGE RESTRICTION

- A5. Unless the Planning Secretary agrees otherwise, the battery storage associated with the development must not exceed a total delivery capacity of 130 MW and an energy storage capacity of 260 MWh.
- Note: This condition does not prevent the Applicant from seeking to lodge a separate development application or modify this consent to increase the storage capacity of the battery storage in the future.*

UPGRADING OF BATTERY STORAGE AND ANCILLARY INFRASTRUCTURE

- A6. The Applicant may upgrade the battery storage and ancillary infrastructure on site provided these upgrades remain within the approved development footprint of the site and the total delivery capacity and energy storage capacity identified in A5. Prior to carrying out any such upgrades, the Applicant must provide revised layout plans and project details of the development to the Planning Secretary incorporating the proposed upgrades

STRUCTURAL ADEQUACY

- A7. The Applicant must ensure that all new buildings and structures, and any alterations or additions to existing buildings and structures, are constructed in accordance with the relevant requirements of the *Building Code of Australia*.
- Notes:*
- Under Part 6 of the EP&A Act, the Applicant is required to obtain construction and occupation certificates for the development.
 - Part 8 of the EP&A Regulation sets out the requirements for the certification of the development.

DEMOLITION

- A8. The Applicant must ensure that all demolition work on site is carried out in accordance with *Australian Standard AS 2601-2001: The Demolition of Structures*, or its latest version.

PROTECTION OF PUBLIC INFRASTRUCTURE

- A9. Unless the Applicant and the applicable authority agree otherwise, the Applicant must:
- (a) repair, or pay the full costs associated with repairing, any public infrastructure that is damaged by the development; and
 - (b) relocate, or pay the full costs associated with relocating, any public infrastructure that needs to be relocated as a result of the development.

Note: This condition does not apply to the upgrade and maintenance of the road network, which is expressly provided for in the conditions of this consent.

OPERATION OF PLANT AND EQUIPMENT

- A10. The applicant must ensure that all plant and equipment used on site, or in connection with the development, is:
- (a) maintained in a proper and efficient condition; and
 - (b) operated in a proper and efficient manner.

APPLICABILITY OF GUIDELINES

- A11. References in the conditions of this consent to any guideline, protocol, Australian Standard or policy are to such guidelines, protocols, Standards or policies in the form they are in as at the date of this consent.

However, consistent with the conditions of this consent and without altering any limits or criteria in this consent, the Planning Secretary may, when issuing directions under this consent in respect of ongoing monitoring and management obligations, require compliance with an updated or revised version of such a guideline, protocol, Standard or policy, or a replacement of them.

COMPLIANCE

- A12. The Applicant must ensure that all of its employees, contractors (and their sub-contractors) are made aware of, and are instructed to comply with, the conditions of this consent relevant to activities they carry out in respect of the development.

EVIDENCE OF CONSULTATION

- A13. Where conditions of this consent require consultation with an identified party, the Applicant must:
- (a) consult with the relevant party prior to submitting the subject document to the Planning Secretary for approval; and
 - (b) provide details of the consultation undertaken including:
 - (i) the outcome of that consultation, matters resolved and unresolved; and
 - (ii) details of any disagreement remaining between the party consulted and the Applicant and how the Applicant has addressed the matters not resolved.

COMMUNITY ENHANCEMENT

- A14. Unless the Planning Secretary agrees otherwise, the Applicant meet its obligations under the VPA with Council in accordance with:
- (a) Division 7.1 of Part 7 of the EP&A Act; and
 - (b) the terms of the VPA dated 20 August 2024, which are summarised in Appendix 5.

PART B ENVIRONMENTAL CONDITIONS

TRANSPORT

Heavy Vehicles Requiring Escort and Heavy Vehicle Restrictions

- B1. The Applicant must ensure that the:
- (a) development does not generate more than:
 - (i) 22 heavy vehicle and heavy vehicle requiring escort movements a day (a maximum of 4 heavy vehicle and heavy vehicle requiring escort movements per hour) accessing the BESS area during construction, upgrading or decommissioning;
 - (ii) 15 heavy vehicle and heavy vehicle requiring escort movements a day (a maximum of 3 heavy vehicle and heavy vehicle requiring escort movements per hour) accessing the Parkes substation and connection works during construction, upgrading or decommissioning;
 - (iii) 3 movements of high-risk heavy vehicles requiring escort during construction, upgrading, or decommissioning; and
 - (b) length of any vehicle (excluding high-risk heavy vehicles requiring escort and heavy vehicles requiring escort) used for the development does not exceed 26 m in length on any road, except for Pat Meredith Drive, where the maximum permitted vehicle length is 19 m,
- unless the Planning Secretary agrees otherwise.
- B2. The Applicant must keep accurate records of the number of high-risk heavy vehicles requiring escort, heavy vehicles requiring escort and heavy vehicles entering or leaving the site each day for the duration of the project.

Access Route

- B3. Unless the Planning Secretary agrees otherwise, all heavy vehicles associated with the development must travel to and from the:
- (a) BESS area via Henry Parkes Way; or
 - (b) Parkes substation and connection works via Henry Parkes Way and Pat Meredith Drive.
- B4. Unless the Planning Secretary agrees otherwise, all heavy vehicles requiring escort and high-risk heavy vehicles requiring escort associated with the development must travel to and from the site via the Newell Highway and Henry Parkes Way, as described in the EIS.

Site Access

- B5. Unless the Planning Secretary agrees otherwise, all vehicles associated with the development accessing the:
- (a) BESS area must enter and exit the site via Site Access 1 off Henry Parkes Way as identified in Appendix 1; or
 - (b) Parkes substation and connection works via the Site Access 2 off Pat Meredith Drive as identified in Appendix 1.

Road Upgrades

- B6. Unless the Planning Secretary agrees otherwise, prior to commencing pre-construction minor works or construction (whichever comes first) of the BESS area, the applicant must construct a new access point off Henry Parkes Way with a Basic Right Turn (BAR) treatment and a Basic Left Turn (BAL) treatment, as shown in Appendix 4, to cater for the largest vehicle accessing the site.
- Unless the relevant roads authority agrees otherwise, the upgrades must comply with the *Austrroads Guide to Road Design* (as amended by TfNSW supplements) and be carried out to the satisfaction of the relevant roads authority (and TfNSW for upgrades to the State Road network).

Access Route and Road Upgrades: Heavy Vehicles Requiring Escort

- B7. Prior to the use of heavy vehicles requiring escort and high-risk heavy vehicles requiring escort on the public road network, all relevant approvals must be obtained and implemented (including for any road upgrades that may be required), from the point of origin to the site access off Henry Parkes Way, as identified in Appendix 1.

Note: The Applicant is required to obtain relevant permits under the Heavy Vehicle National Law (NSW) for the use of heavy vehicles requiring escort on the road network.

Road Maintenance

B8. The Applicant must:

- (a) undertake an independent dilapidation survey to assess the:
 - (i) condition of Pat Meredith Drive, prior to construction, upgrading and decommissioning activities; and
 - (ii) condition of Pat Meredith Drive, following the completion of construction, upgrading and decommissioning activities;
- (b) on completion of the dilapidation reports undertaken in conditions B8(a)(i) and B8(a)(ii) provide a copy to the relevant roads' authorities; and
- (c) repair and/or make good any development-related damage to Pat Meredith Drive identified in dilapidation surveys during construction, upgrading or decommissioning works in consultation with the relevant roads authority.

If there is a dispute between the Applicant and the relevant roads authority about repairs required under this condition, then either party may refer the matter to the Planning Secretary for resolution.

Operating Conditions

B9. The Applicant must ensure:

- (a) the internal roads are constructed as all-weather roads;
- (b) any existing internal roads are maintained as all-weather roads;
- (c) there is sufficient parking on site for all vehicles, and no parking occurs on the public road network in the vicinity of the site, unless required for emergency work to avoid the loss of life, property or to prevent material harm to the environment;
- (d) the capacity of the existing roadside drainage network is not reduced;
- (e) all vehicles are loaded and unloaded on site, and enter and leave the site in a forward direction; and
- (f) development-related vehicles leaving the site are in a clean condition to minimise dirt being tracked onto the public road network.

Traffic Management Plan

B10. Prior to commencing road upgrades in condition B6, construction or pre-construction minor works (whichever comes first), the Applicant must prepare a Traffic Management Plan for the development in consultation with TfNSW and Council, and to the satisfaction of the Planning Secretary. Unless the Planning Secretary agrees otherwise, this plan must include:

- (a) details of the transport route to be used for all development-related traffic;
- (b) a reconciliation table to demonstrate all traffic-related management measures and recommendation measures identified in the EIS have been included in the plan;
- (c) details of the measures that would be implemented to minimise traffic impacts during construction, upgrading or decommissioning works, including:
 - (i) details of dilapidation surveys required by condition B8 of this consent;
 - (ii) temporary traffic controls, including detours and signage;
 - (iii) notifying the local community about development-related traffic impacts;
 - (iv) procedures for receiving and addressing complaints from the community about development-related traffic;
 - (v) minimising potential for conflict with school buses and other road users as far as practicable, including preventing queuing on the public road network;
 - (vi) minimising potential cumulative traffic impacts with other projects in the area during construction, upgrading or decommissioning works;
 - (vii) minimising dirt tracked onto the public road network from development-related traffic;
 - (viii) measures for managing light vehicle peak numbers, including employee carpooling or ride sharing by employees;
 - (ix) scheduling of heavy vehicle movements to minimise convoy length or platoons, and to minimise conflicts with light vehicles;

- (x) responding to local climate conditions that may affect road safety such as fog, dust, wet weather and flooding;
- (xi) responding to any emergency repair or maintenance requirements; and
- (xii) a traffic management system for managing high-risk heavy vehicles requiring escort;
- (d) a driver's code of conduct that addresses:
 - (i) driver fatigue;
 - (ii) procedures to ensure drivers adhere to the designated transport routes and speed limits; and
 - (iii) procedures to ensure that drivers implement safe driving practices;
- (e) a program to ensure drivers working on the development receive suitable training on the code of conduct and any other relevant obligations under the Traffic Management Plan; and
- (f) a flood response plan detailing procedures and options for emergency access to and from site in the event of flooding.

Following the Planning Secretary's approval, the Applicant must implement the Traffic Management Plan.

BIODIVERSITY

Vegetation Clearance

- B11. The Applicant must not clear any native vegetation or fauna habitat located outside the approved disturbance areas described in the EIS.

Biodiversity Offsets

- B12. Prior to carrying out any development that could directly or indirectly impact the biodiversity values requiring offset, the Applicant must retire biodiversity credits as specified in Table 1 below.

The retirement of these credits must be carried out in accordance with the *NSW Biodiversity Offsets Scheme* and can be achieved by:

- (a) acquiring or retiring 'biodiversity credits' within the meaning of the *Biodiversity Conservation Act 2016*;
- (b) making payments into an offset fund that has been developed by the NSW Government; and/or
- (c) funding a biodiversity conservation action that benefits the entity impacted and is listed in the ancillary rules of the biodiversity offsets scheme.

Table 1: Ecosystem Credit Requirements

Vegetation Community	PCT ID	Credits Required
Western Grey Box - White Cypress Pine tall woodland on loam soil on alluvial plains of NSW South Western Slopes Bioregion and Riverina Bioregion	PCT 80	11
Western Grey Box - Poplar Box - White Cypress Pine tall woodland on red loams mainly of the eastern Cobar Penepplain Bioregion	PCT 82	4

- B13. Prior to carrying out any development that could directly or indirectly impact the biodiversity values requiring offset, the Applicant must provide evidence to the Planning Secretary that biodiversity credits have been retired.

Biodiversity Management Plan

- B14. Prior to carrying out any development that could directly or indirectly impact biodiversity values, the Applicant must prepare a Biodiversity Management Plan for the project in consultation with CPHR, and to the satisfaction of the Planning Secretary. This plan must:
- (a) be prepared in accordance with the Biodiversity Development Assessment Report (dated 17 January 2025);
 - (b) include a description of the measures and timeframes that would be implemented for:
 - (i) protecting vegetation and fauna habitat outside the approved disturbance areas;
 - (ii) managing and enhancing the remnant vegetation and fauna habitat within the development footprint;

- (iii) minimising clearing and avoiding unnecessary disturbance of vegetation that is associated with the construction and operation of the development;
- (iv) minimising the impacts to fauna on site and implementing fauna management protocols, including the design of temporary fencing;
- (v) rehabilitating and revegetating temporary disturbance areas with native species that are appropriate to the site's ecology and conditions within 3 months following the completion of construction or upgrade;
- (vi) maximising the salvage of vegetative and soil resources within the approved disturbance area for beneficial reuse in the enhancement or the rehabilitation of the site; and
- (vii) controlling weeds, feral pests and pathogens on site;
- (c) include a program to monitor and report on the effectiveness of mitigation measures and report to CPHR following each annual reporting window;
- (d) include an incidental threatened species finds protocol to identify the avoid and/or minimise and/or offset options to be implemented if additional threatened species are discovered on site; and
- (e) include details of who would be responsible for monitoring, reviewing and implementing the plan.

Following the Planning Secretary's approval, the Applicant must implement the Biodiversity Management Plan.

AMENITY

Construction, Upgrading and Decommissioning Hours

- B15. Unless the Planning Secretary agrees otherwise, the Applicant may only undertake road upgrades, construction, commissioning or decommissioning activities on site between:
- (a) 7am to 6pm Monday to Friday;
 - (b) 8am to 1pm Saturdays; and
 - (c) at no time on Sundays and NSW public holidays.

Exceptions to Construction Hours

- B16. The following activities may be carried outside the hours specified in condition B15 above:
- (a) commissioning activities that are inaudible at non-associated residences;
 - (b) the delivery or dispatch of materials as requested by the NSW Police Force or other public authorities for safety reasons; and
 - (c) emergency work to avoid the loss of life, property or prevent material harm to the environment.

Variation of Construction Hours

- B17. The hours of construction activities specified in condition B15 of this approval may be varied with the prior written approval of the Planning Secretary. Any request to alter the hours of construction must be:
- (a) considered on a case-by-case or activity-specific basis;
 - (b) accompanied by details of the nature and justification for activities to be conducted during the varied construction hours;
 - (c) accompanied by written evidence that appropriate consultation with potentially affected sensitive receivers and notification of Councils (and other relevant agencies) has been or will be undertaken;
 - (d) accompanied by evidence that all feasible and reasonable noise mitigation measures have been put in place; and
 - (e) accompanied by a noise impact assessment consistent with the requirements of the *Interim Construction Noise Guideline* (DECC, 2009), or latest version.

Noise

- B18. The Applicant must:
- (a) minimise the noise generated by any construction, upgrading or decommissioning activities on site in accordance with best practice requirements outlined in the *Interim Construction Noise Guideline* (DECC, 2009) or its latest version; and

- (b) take all reasonable and feasible steps to minimise operational noise and ensure that the noise generated by the operation of the development does not exceed the noise limits in Table 2 below, to be determined in accordance with the procedures in the *NSW Noise Policy for Industry* (EPA, 2017) at any non-associated residences, unless the Planning Secretary agrees otherwise.

Table 2: Operational Noise Limit Requirements

Location	Noise Limits in dB(A)			
	Day	Evening	Night	Night
	L _{Aeq} (15min)	L _{Aeq} (15min)	L _{Aeq} (15min)	L _{AFmax}
Any non-associated residence	40	35	35	52

Dust

B19. The Applicant must minimise the dust generated by the development.

Visual

B20. The Applicant must:

- (a) minimise the off-site visual impacts of the development, including the potential for any glare or reflection;
- (b) implement all reasonable and feasible measures to minimise the visual impact of infrastructure, including the selection of paint colours and finishes to blend with the surrounding landscape; and
- (c) not mount any advertising signs or logos on site, except where this is required for identification or safety purposes.

Lighting

B21. The Applicant must:

- (a) minimise the off-site lighting impacts of the development; and
- (b) ensure that any external lighting associated with the development:
 - (i) is installed as low intensity lighting (except where required for safety or emergency purposes);
 - (ii) does not shine above the horizontal; and
 - (iii) complies with *Australian/New Zealand Standard AS/NZS 4282:2019 – Control of Obtrusive Effects of Outdoor Lighting*, or its latest version.

HERITAGE

Protection of Heritage Items

B22. The Applicant must ensure the development does not cause any direct or indirect impacts on Aboriginal heritage items located outside the approved development footprint.

Chance Finds Protocol – Aboriginal Heritage

B23. Prior to the commencement of construction, the Applicant must prepare a Chance Finds Protocol for the development in consultation with Aboriginal Stakeholders and Heritage NSW. The Applicant must implement the Chance Finds Protocol.

SOIL AND WATER

Water Supply

B24. The Applicant must ensure that it has sufficient water for all stages of the development, and if necessary, adjust the scale of the development to match its available water supply.

Note: Under the Water Act 1912 and/or the Water Management Act 2000, the Applicant is required to obtain the necessary water licences for the development.

Water Pollution

B25. The Applicant must ensure that the development does not cause any water pollution, as defined under Section 120 of the POEO Act.

Operating Conditions

B26. The Applicant must:

- (a) minimise any soil erosion and control sediment generation;
- (b) ensure any battery storage and ancillary infrastructure and any other land disturbance associated with the construction, upgrading or decommissioning of the development has appropriate drainage and erosion and sediment controls designed, installed and maintained in accordance with *Managing Urban Stormwater: Soils and Construction* (Landcom, 2004) and the *Managing Urban Stormwater: Soils and construction – Volume 2A* manual (Landcom, 2008), or their latest versions;
- (c) establish ground cover with appropriate perennial species on land within the disturbance footprint within 3 months of completion of construction or upgrade, and maintain ground cover with weed management;
- (d) ensure the battery storage and ancillary infrastructure (including security fencing) are designed, constructed and maintained to reduce impacts on surface water, localised flooding and groundwater at the site;
- (e) ensure the battery storage and ancillary infrastructure do not cause any increased water being diverted off the site or alter hydrology off site;
- (f) ensure the battery storage and ancillary infrastructure are designed, constructed and maintained to avoid causing any erosion on site; and
- (g) provide for interception and removal of contaminants from stormwater basin(s) in the event of fire damage to the battery cells.

HAZARDS

Fire Safety Study

B27. At least one month prior to the commencement of construction of the battery storage facility and associated footings/foundations (except for construction of those preliminary works that are outside the scope of the hazard studies), or within such further period as the Planning Secretary may agree, the Applicant must prepare a Fire Safety Study for the development, that meets the requirements of FRNSW and to the satisfaction the Planning Secretary.

Construction of the battery storage facility and associated footings/foundations (except for construction of those preliminary works that are outside the scope of the hazard studies) must not commence until the Fire Safety Study meets the requirements of FRNSW and approval has been given by the Planning Secretary. The study must:

- (a) be consistent with the Department's *Hazardous Industry Planning Advisory Paper No. 2 'Fire Safety Study' guideline* and FRNSW *Fire Safety Guideline Technical Information – Large scale external lithium-ion battery energy storage systems – Fire safety study considerations*;
- (b) describe the final design of the battery storage;
- (c) include reasonable worst-case fire scenario to and from the battery storage and the associated fire management; and
- (d) identify measures to eliminate the expansion of any fire incident including:
 - (i) adequate fire safety systems and appropriate water supply;
 - (ii) separation and / or compartmentalisation of battery units; and
 - (iii) strategies and incident control measures specific to the battery storage design.

Following approval by the Planning Secretary, the Applicant must implement the measures described in the Fire Safety Study.

Note: to 'the requirements of FRNSW' above means confirmation in writing from FRNSW that the Study meets the requirements of FRNSW as required by the Department's Hazardous Industry Planning Advisory Paper No. 2 'Fire Safety Study' guideline.

Note: 'to the requirements of FRNSW' above means confirmation in writing from FRNSW that the Study meets the requirements of FRNSW as required by the Department's Hazardous Industry Planning Advisory Paper No. 2 'Fire Safety Study' guideline.

Storage and Handling of Dangerous Goods

- B28. The Applicant must store and handle all chemicals, fuels and oils used on-site in accordance with:
- (a) the requirements of all relevant Australian Standards; and
 - (b) the NSW EPA's *Storing and Handling of Liquids: Environmental Protection – Participants Handbook* if the chemicals are liquids.

In the event of an inconsistency between the requirements (a) and (b) above, the most stringent requirement must prevail to the extent of the inconsistency.

Operating Conditions

- B29. The Applicant must:
- (a) minimise the fire risks of the development, including managing vegetation fuel loads on-site;
 - (b) ensure that the development:
 - (i) complies with the relevant asset protection requirements in the RFS's *Planning for Bushfire Protection 2019* (or equivalent) and *Standards for Asset Protection Zones*; and
 - (ii) is suitably equipped to respond to any fires on site, including provision of a minimum 20,000 litre water supply tank(s), fitted with a 65 mm Storz fitting and a FRNSW compatible suction connection;
 - (c) ensure that the battery storage area and ancillary infrastructure:
 - (i) includes a 10 metre defendable space around the perimeter that permits unobstructed vehicle access to assist the RFS and emergency services as much as practicable if there is a fire in the vicinity of the site; and
 - (ii) is managed as an asset protection zone (including the defendable space);
 - (d) assist the RFS and emergency services as much as practicable if there is a fire in the vicinity of the site; and
 - (e) notify the relevant Local Emergency Management Committee following construction of the development, and prior to commencing operations.

Emergency Plan

- B30. Prior to commencing commissioning of the battery storage, the Applicant must develop and implement a comprehensive Emergency Plan (including an emergency responders induction package) and detailed emergency procedures for the development, and provide a copy of the plan to the local NSW RFS Fire Control Centre and FRNSW. The plan must:
- (a) be prepared in accordance with the findings of the Fire Safety Study required under Condition B27 of Schedule 2;
 - (b) be consistent with the Department's *Hazardous Industry Planning Advisory Paper No. 1, 'Emergency Planning'* and RFS's *Planning for Bushfire Protection 2019* (or equivalent);
 - (c) be consistent with the NSW RFS document: *A Guide to Developing a Bush Fire Emergency Management and Evacuation Plan*
 - (d) include details on how the battery storage and sub-systems can be safely isolated in an emergency;
 - (e) include bushfire emergency management planning, including:
 - (i) details of the location, management and maintenance of the Asset Protection Zone;
 - (ii) a list of works that should not be carried out during a total fire ban;
 - (iii) details of how RFS would be notified, and procedures that would be implemented, in the event that:
 - there is a fire on-site or in the vicinity of the site;
 - there are any activities on site that would have the potential to ignite surrounding vegetation; or
 - there are any proposed activities to be carried out during a bushfire danger period; and
 - (f) detail specific response measures in the case of flood or fire to ensure human safety;
 - (g) a flood response plan detailing options for safe access to and from the site in the event of flooding, include emergency management and evacuation procedures; and
 - (h) include an Emergency Services Information Package in accordance with *Emergency services information and tactical fire plan* (FRNSW, 2019), to the satisfaction of FRNSW.

B31. The Applicant must:

- (a) implement the Emergency Plan and the Emergency Services Information Package for the duration of the development; and
- (b) following commencement of commissioning of the battery storage, keep two copies of the Emergency Plan and Emergency Services Information Package on-site in a prominent position adjacent to the site entry points at all times.

WASTE

B32. The Applicant must:

- (a) minimise the waste generated by the development;
- (b) classify all waste generated on site in accordance with the EPA's *Waste Classification Guidelines 2014* (or its latest version);
- (c) store and handle all waste on site in accordance with its classification;
- (d) not receive or dispose of any waste on site; and
- (e) remove all waste from the site as soon as practicable, and ensure it is reused, recycled or sent to an appropriately licensed waste facility for disposal (in consultation with Council for use of Council waste facilities).

ACCOMMODATION AND EMPLOYMENT STRATEGY

B33. Prior to commencing construction, the Applicant must prepare an Accommodation and Employment Strategy for the development. This strategy must:

- (a) be prepared in consultation with Council and informed by consultation with local accommodation and employment service providers;
- (b) propose measures to ensure there is sufficient accommodation for the workforce associated with the development;
- (c) consider the cumulative impacts associated with other State significant development projects in the area;
- (d) investigate options for prioritising the employment of local workers and use of local businesses during the construction and operation of the development, where feasible; and
- (e) include a program to monitor and review the effectiveness of the strategy over the life of the development, including regular monitoring and review during construction, upgrading and decommissioning.

The Applicant must provide a copy of the Accommodation and Employment Strategy to the Planning Secretary prior to commencement of construction, and implement the plan throughout construction.

DECOMMISSIONING AND REHABILITATION

B34. Within 18 months of the cessation of operations, unless the Planning Secretary agrees otherwise, the Applicant must rehabilitate the site to the satisfaction of the Planning Secretary. This rehabilitation must comply with the objectives in Table 3.

Table 3: Rehabilitation Objectives

Feature	Objective
Site	<ul style="list-style-type: none">• Safe, stable and non-polluting.
Battery Storage and ancillary infrastructure	<ul style="list-style-type: none">• To be decommissioned and removed where buried to depths of less than 500mm, unless the Planning Secretary agrees otherwise, with the exception of the assets held by the Network Provider
Land use	<ul style="list-style-type: none">• Restore land capability to pre-existing productive capacity
Community	<ul style="list-style-type: none">• Ensure public safety at all times.

PART C ENVIRONMENTAL MANAGEMENT, REPORTING AND AUDITING

ENVIRONMENTAL MANAGEMENT

Environmental Management Strategy

- C1. Prior to commencing construction, the Applicant must prepare an Environmental Management Strategy for the development to the satisfaction of the Planning Secretary. This strategy must:
- (a) provide the strategic framework for environmental management of the development;
 - (b) identify the statutory approvals that apply to the development;
 - (c) describe the role, responsibility, authority and accountability of all key personnel involved in the environmental management of the development;
 - (d) set out the procedures that would be implemented to:
 - (i) keep the local community and relevant agencies informed about the operation and environmental performance of the development;
 - (ii) receive, handle, respond to, and record complaints;
 - (iii) resolve any disputes that may arise;
 - (iv) respond to any non-compliance; and
 - (v) respond to emergencies; and
 - (e) include:
 - (i) references to any strategies, plans and programs approved under the conditions of this consent; and
 - (ii) a clear plan depicting all the monitoring to be carried out in relation to the development, including a table summarising all the monitoring and reporting obligations under the conditions of this consent.

Following the Planning Secretary's approval of the Environmental Management Strategy, the Applicant must implement the Environmental Management Strategy.

Revision of Strategies, Plans and Programs

- C2. The Applicant must:
- (a) update the strategies, plans or programs required under this consent to the satisfaction of the Planning Secretary prior to carrying out any upgrading or decommissioning activities on site; and
 - (b) review and, if necessary, revise the strategies, plans or programs required under this consent to the satisfaction of the Planning Secretary within 3 months of the:
 - (i) submission of an incident report under condition C10 of Schedule 2;
 - (ii) submission of an audit report under condition C13 of Schedule 2; or
 - (iii) any modification to the conditions of this consent.

Staging, Combining and Updating Strategies, Plans or Programs

- C3. With the approval of the Planning Secretary, the development may be staged and the Applicant may:
- (a) prepare and submit any strategy, plan or program required by this consent on a staged basis (if a clear description is provided as to the specific stage and scope of the development to which the strategy, plan or program applies, the relationship of the stage to any future stages and the trigger for updating the strategy, plan or program);
 - (b) combine any strategy, plan or program required by this consent (if a clear relationship is demonstrated between the strategies, plans or programs that are proposed to be combined); and
 - (c) update any strategy, plan or program required by this consent (to ensure the strategies, plans and programs required under this consent are updated on a regular basis and incorporate additional measures or amendments to improve the environmental performance of the development).
- C4. If the Planning Secretary agrees, a strategy, plan or program may be staged or updated without consultation being undertaken with all parties required to be consulted in the relevant condition in this consent.
- C5. If approved by the Planning Secretary, updated strategies, plans or programs supersede the previous versions of them and must be implemented in accordance with the condition that requires the strategy, plan or program.
- C6. If the Planning Secretary agrees, a strategy, plan or program may be staged without addressing particular requirements of the relevant condition of this consent if those requirements are not applicable to the particular stage.

NOTIFICATIONS

Notification of Department

- C7. Prior to commencing the construction, operations, upgrading or decommissioning of the development or the cessation of operations, the Applicant must notify the Department in writing via the NSW planning portal (Major Projects) of the date of commencement, or cessation, of the relevant phase.

If any of these phases of the development are to be staged, then the Applicant must notify the Department in writing prior to commencing the relevant stage, and clearly identify the development that would be carried out during the relevant stage.

Final Layout Plans

- C8. Prior to commencing construction, the Applicant must submit detailed plans of the final layout of the development to the Department via the Major Projects website and to Council, showing comparison to the approved layout and including details on the siting of battery storage and ancillary infrastructure.

The Applicant must ensure that the development is constructed in accordance with the Final Layout Plans.

Work as Executed Plans

- C9. Prior to commencing operations or following the upgrades of any battery storage components or ancillary infrastructure, the Applicant must submit work as executed plans of the development showing comparison to the final layout plans to the Department via the Major Projects website.

COMPLIANCE

Incident Notification

- C10. The Applicant must notify the Department within 24 hours of becoming aware of an incident. The notification must be made via the NSW planning portal (Major Projects) and address details of the incident including:

- (a) date, time and location;
- (b) a brief description of what occurred and why it has been classified as an incident;
- (c) a description of what immediate steps were taken in relation to the incident; and
- (d) identifying a contact person for further communication regarding the incident.

- C11. The Applicant must provide the Department with a subsequent incident report in accordance with Appendix 7 (Incident Notification and Reporting Requirements).

Non-Compliance Notification

- C12. Within seven days of becoming aware of a non-compliance, the Applicant must notify the Department of the non-compliance. The notification must be in writing and must be submitted via the NSW planning portal (Major Projects). The notification must identify the development (including the development application number and name), set out the condition of this consent that the development is non-compliant with, why it does not comply, the reasons for the non-compliance (if known), and what actions have been undertaken, or will be undertaken, and when, to address the non-compliance.

Note: A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.

INDEPENDENT ENVIRONMENTAL AUDIT

- C13. Independent Environmental Audits of the development must be conducted and carried out in accordance with the *Independent Audit Post Approval Requirements (2020)* or as updated from time to time and published on the Department's website.

ACCESS TO INFORMATION

- C14. The Applicant must:
- (a) make the following information publicly available on its website as relevant to the stage of the development:
 - (i) the EIS;
 - (ii) the final layout plans for the development;

- (iii) current statutory approvals for the development;
 - (iv) approved strategies, plans or programs required under the conditions of this consent (other than the Fire Safety Study and Emergency Plan);
 - (v) the proposed staging plans for the development if the construction, operation or decommissioning of the development is to be staged;
 - (vi) how complaints about the development can be made;
 - (vii) a complaints register;
 - (viii) compliance reports;
 - (ix) any independent environmental audit prepared in accordance with condition C13, and the Applicant's response to the recommendations in any audit; and
 - (x) any other matter required by the Planning Secretary; and
- (b) keep this information up to date.

APPENDIX 1 GENERAL DEVELOPMENT LAYOUT

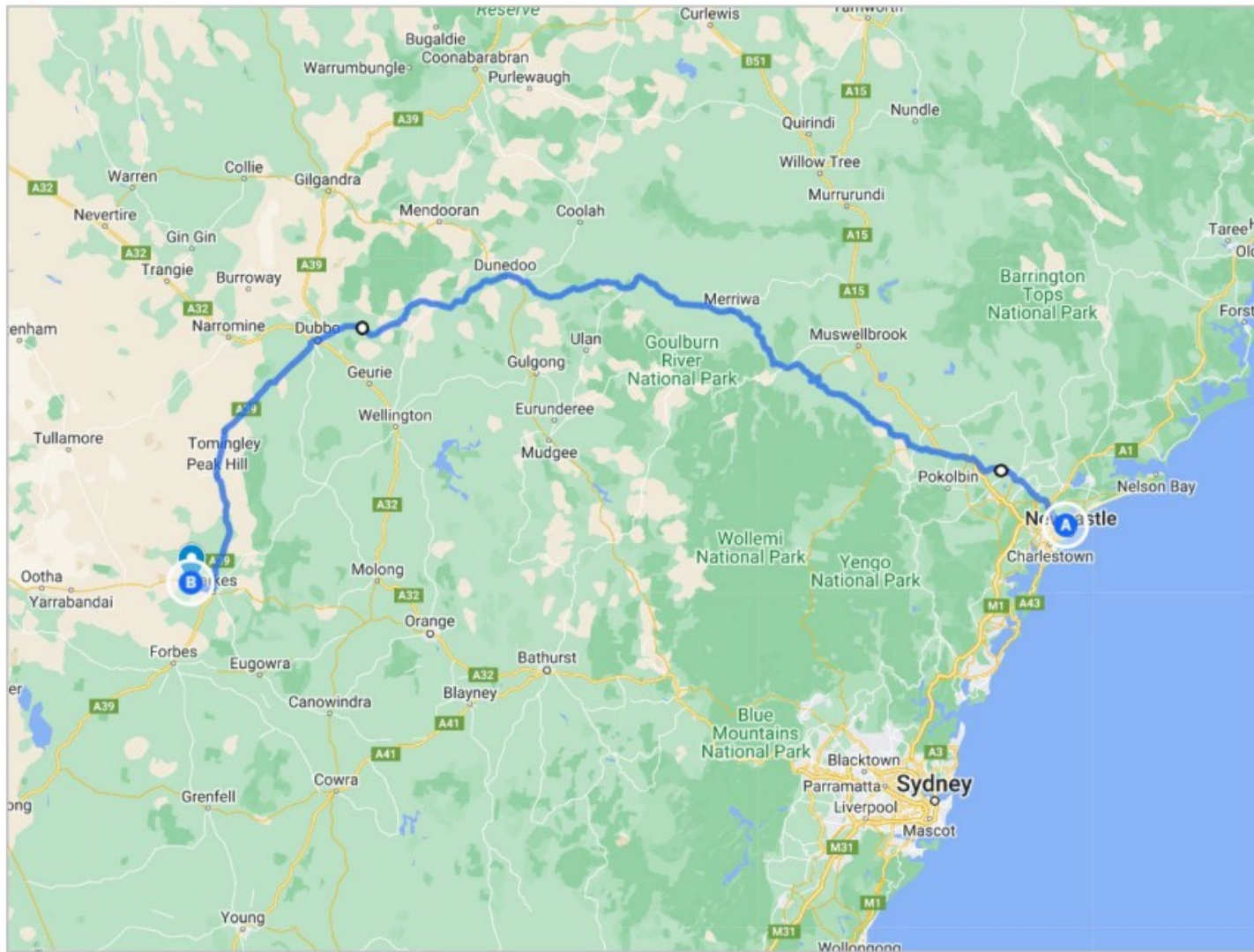


APPENDIX 2 SCHEDULE OF LANDS

<i>Lot Number (the portion of which is identified in Appendix 1)</i>	<i>Deposited Plan (DP)</i>
504	DP750152
409	DP750152
1	DP717829
Henry Parkes Way road reserve	

Note: The project site will also be taken to include any Crown land and road reserves contained within the site.

APPENDIX 3 SITE ACCESS ROUTE



Source: Google Maps

APPENDIX 5 GENERAL TERMS OF THE APPLICANT'S VPA OFFER

The VPA must include provisions for the payment, collection, management and distribution of the contributions under the agreement, with a focus on funding community enhancement in the area surrounding the project site.

<i>Council</i>	<i>Payment Details</i>
Parkes Shire Council	<ul style="list-style-type: none"><li data-bbox="810 443 1315 495">• A payment of \$250,000 up front at the commencement of commercial operations.<li data-bbox="810 517 1382 622">• Annual development contributions of \$21,500, including CPI increases, first paid at the commencement of operation and for a total of 20 years.

APPENDIX 6 WRITTEN INCIDENT NOTIFICATION AND REPORTING REQUIREMENTS

1. All incident notifications and reports must be submitted via the NSW planning portal (Major Projects).
2. The Applicant must provide notification as required under these requirements, even if the Applicant fails to give the notification required under condition C10, Schedule 2 or, having given such notification, subsequently forms the view that an incident has not occurred.
3. Within **7 days** (or as otherwise agreed by the Planning Secretary) of the Applicant making the immediate incident notification (in accordance with condition C10, Schedule 2), the Applicant is required to submit a subsequent incident report that:
 - a) identifies how the incident was detected;
 - b) identifies when the Applicant became aware of the incident;
 - c) identifies any actual or potential non-compliance with conditions of consent;
 - d) identifies further action(s) that will be taken in relation to the incident; and
 - e) a summary of the incident;
 - (i) outcomes of an incident investigation, including identification of the cause of the incident;
 - (ii) details of the corrective and preventative actions that have been, or will be, implemented to address the incident and prevent recurrence, including the period for implementing any corrective and/or preventative actions; and
 - (iii) details of any communication with other stakeholders regarding the incident.
4. The Applicant must submit any further reports as directed by the Planning Secretary.

APPENDIX B

CONSULTATION



Table 28 - Consultation and Stakeholder Comments

Stakeholder	Comments Received	Response / Section
Parkes Shire Council	Refer Table 9	Refer Table 9



David Walker

From: David Walker
Sent: Wednesday, 1 April 2026 9:06 AM
To: Scott Brakenridge
Cc: Hugh Shackcloth-Bertinetti; Annalise Teale
Subject: RE: [#P001697] Ridgely Creek BESS accommodation and employment strategy SSD-48756517

Thanks Scott

David Walker

Senior General Manager – Central | Principal Town Planner

0437 621 057 | 02 6393 5000 | David.Walker@premise.com.au
Level 1, 60-62 McNamara Street, Orange NSW, 2800, Australia



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From: Scott Brakenridge <Scott.Brakenridge@parkes.nsw.gov.au>
Sent: Wednesday, 1 April 2026 9:04 AM
To: David Walker <David.Walker@premise.com.au>
Cc: Hugh Shackcloth-Bertinetti <hugh.bertinetti@premise.com.au>; Annalise Teale <Annalise.Teale@parkes.nsw.gov.au>
Subject: RE: [#P001697] Ridgely Creek BESS accommodation and employment strategy SSD-48756517

Hi David,
Council is happy with the updated AES and has no further comments.

Cheers,
Scott

Scott Brakenridge

Executive Manager Planning & Certification

Parkes Shire Council | Wiradjuri Country
2 Cecile Street (PO Box 337), Parkes NSW 2870
P 02 6861 2333 | M 0456 854 817
scott.brakenridge@parkes.nsw.gov.au
www.parkes.nsw.gov.au



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From: David Walker <David.Walker@premise.com.au>
Sent: Tuesday, 31 March 2026 2:05 PM
To: Scott Brakenridge <Scott.Brakenridge@parkes.nsw.gov.au>
Cc: Hugh Shackcloth-Bertinetti <hugh.bertinetti@premise.com.au>; Annalise Teale <Annalise.Teale@parkes.nsw.gov.au>
Subject: RE: [#P001697] Ridgely Creek BESS accommodation and employment strategy SSD-48756517

Hi Scott

Can you advise if Council has any comments on the revised AES?

Cheers,

David Walker
Senior General Manager – Central | Principal Town Planner

0437 621 057 | 02 6393 5000 | David.Walker@premise.com.au
Level 1, 60-62 McNamara Street, Orange NSW, 2800, Australia



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From: Scott Brakenridge <Scott.Brakenridge@parkes.nsw.gov.au>
Sent: Thursday, 19 March 2026 9:07 AM
To: David Walker <David.Walker@premise.com.au>

Cc: Hugh Shackcloth-Bertinetti <hugh.bertinetti@premise.com.au>; Annalise Teale <Annalise.Teale@parkes.nsw.gov.au>
Subject: RE: [#P001697] Ridgely Creek BESS accommodation and employment strategy SSD-48756517

Received, thanks very much David.

I will be in touch if we have any questions.

Regards,
Scott

Scott Brakenridge
Executive Manager Planning & Certification

Parkes Shire Council | Wiradjuri Country
2 Cecile Street (PO Box 337), Parkes NSW 2870
P 02 6861 2333 | M 0456 854 817
scott.brakenridge@parkes.nsw.gov.au
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From: David Walker <David.Walker@premise.com.au>
Sent: Wednesday, 18 March 2026 3:49 PM
To: Scott Brakenridge <Scott.Brakenridge@parkes.nsw.gov.au>
Cc: Hugh Shackcloth-Bertinetti <hugh.bertinetti@premise.com.au>; Annalise Teale <Annalise.Teale@parkes.nsw.gov.au>
Subject: RE: [#P001697] Ridgely Creek BESS accommodation and employment strategy SSD-48756517

Hi Scott

Thanks for your feedback. Find attached an updated AES that addresses Council's comments. Table 9 specifically responds to each point and provides a link to the relevant section of the document that has been updated.

Happy to answer any further questions.

Kind regards,

David Walker

Senior General Manager – Central | Principal Town Planner

0437 621 057 | 02 6393 5000 | David.Walker@premise.com.au
Level 1, 60-62 McNamara Street, Orange NSW, 2800, Australia



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From: Scott Brakenridge Scott.Brakenridge@parkes.nsw.gov.au
Sent: Monday, 23 February 2026 10:48 AM
To: David Walker <David.Walker@premise.com.au>
Cc: Hugh Shackcloth-Bertinetti <hugh.bertinetti@premise.com.au>; Annalise Teale <Annalise.Teale@parkes.nsw.gov.au>
Subject: RE: [#P001697] Ridgely Creek BESS accommodation and employment strategy SSD-48756517

Hi David,

As requested, please see attached council's comments in relation to the Ridgely Creek Accommodation & Employment Strategy.

Should you have any questions or require any additional information, please do not hesitate to call or reply email.

Regards,
Scott

Scott Brakenridge
Executive Manager Planning & Certification

Parkes Shire Council | Wiradjuri Country
2 Cecile Street (PO Box 337), Parkes NSW 2870
P 02 6861 2333 | M 0456 854 817
scott.brakenridge@parkes.nsw.gov.au
www.parkes.nsw.gov.au





From: David Walker <David.Walker@premise.com.au>
Sent: Friday, 6 February 2026 12:41 PM
To: Annalise Teale <Annalise.Teale@parkes.nsw.gov.au>
Cc: Hugh Shackcloth-Bertinetti <hugh.bertinetti@premise.com.au>; Scott Brakenridge <Scott.Brakenridge@parkes.nsw.gov.au>; Council <Council@parkes.nsw.gov.au>
Subject: [#P001697] Ridgely Creek BESS accommodation and employment strategy SSD-48756517

Hi Annalise

Hope all is well?

Attached is the Accommodation and Employment Strategy for the Ridgely Creek BESS, responding to condition B33 of SSD- 48756517. The condition seeks Council consultation on the document prior to finalising.

We would appreciate your review and any comments so that we can finalise the document and issue to DPPI for information.

Happy to meet and/or chat if you have any questions.

Many thanks

David Walker
Senior General Manager – Central | Principal Town Planner

0437 621 057 | 02 6393 5000 | David.Walker@premise.com.au
Level 1, 60-62 McNamara Street, Orange NSW, 2800, Australia



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APPENDIX C

LIST OF ACCOMODATION OPTIONS

Table 29 – Accommodation Options within 100km of Ridgey Creek

Accommodation Provider Name	Type	Location	Approximate Driving Distance / Time	Number of rooms	Contact	Website
Station Motel	Motel	82 Peak Hill Road (Newell Highway), 2870 Parkes		38	(02) 6862 8444 or (07) 4924 5756 reservations@stationmotel.com.au	https://southerncrossmotelgroup.com.au/portfolio-item/parkes-accommodation-station-motel/
North Parkes Motel	Motel	54-56 Peak Hill Road, 2870 Parkes		36	(02) 6863 4333 northparkesmotel@bigpond.com.au	http://www.northparkesmotel.com.au
Parkes Country Cabins	Caravan Park	15-21 Peak Hill Road, 2870 Parkes		35	02 6862 3400 parkescountrycabins@gmail.com	https://parkescountrycabins.com.au/2022/
Parkes International	Motel	18-32 Peak Hill Road, 2870 Parkes		26	(02) 6862 5222 or (02) 6862 8468 reservations@parkesinternational.com.au	https://southerncrossmotelgroup.com.au/portfolio-item/parkes-accommodation-parkes-international-motel/#:~:text=in%20your%20browser,-.Rooms,%2C%20and%20complimentary%20Wi%2DFi.
Moonraker Motor Inn	Motel	444 Clarinda Street, 2870 Parkes		25	0268622355	https://www.moonrakermotorinn.com.au/
Spicer Caravan Park	Caravan Park	37A Albert Street, 2870 Parkes		13	(02) 6862 6162 enquiries@spicercaravanpark.com.au	https://www.spicercaravanpark.com.au/
Lunar Cabins	Caravan Park	48 Bushman Street, 2870 Parkes		14	(02) 6862 1707 parkes@lunarcabins.com.au	https://www.lunarcabins.com.au/

Accommodation Provider Name	Type	Location	Approximate Driving Distance / Time	Number of rooms	Contact	Website
Broadway Hotel	Motel	277 Clarinda Street, 2870 Parkes		9	(02) 6863 8898 admin@broadwayhotelparkes.com.au	Broadway Hotel, Parkes (updated prices 2025)
Court Street Motel	Motel	10-14 Court St, 2870 Parkes		14	(02) 68623844 admin@courtstmotel.com.au	https://www.courtstmotel.com.au/
Coachman Hotel Motel	Motel	48 Welcome Street, 2870 Parkes		36	(02) 6862 2622 coachman@mpkhotels.com.au	Coachman Hotel Motel, Parkes (updated prices 2025)
Old Parkes Convent	B&B	33 Currajong Street, 2870 Parkes		2	(02) 6862 5385	https://www.parkesconvent.com.au/directions.html
Hamilton Henry Parkes Motor Inn	Motel	25 Welcome Street, 2870 Parkes		24	02 6862 4644 info@henryparkesmotorinn.com	https://www.henryparkesmotorinn.com/
Astro Dish Motor Inn	Motel	10-16 Bogan Street, 2870 Parkes		19	02 6862 3000 info@astrodish.com.au	https://www.astrodish.com.au/#:~:text=19%20Room%204.5%20Star%20Motel,Fi%20Internet%20access%20%E2%96%A0%20FOXTEL
All Settlers Motor Inn Parkes	Motel	20-24 Welcome Street, 2870 Parkes		17	02 6862 2022 admin@allsettlers.com.au	https://www.allsettlers.com.au/
Parkes Hotel	Hotel	1 Welcome Street, 2870 Parkes,		13	0400 996 983 admin@courtstmotel.com.au	https://www.parkeshotel.com.au/



Accommodation Provider Name	Type	Location	Approximate Driving Distance / Time	Number of rooms	Contact	Website
Memphis Motor Inn	Motel	72 Clarinda Street, 2870 Parkes		24	02 6862 1655 info@mmiparkes.com.au	https://www.memphismotorinn.com.au/
Parkes Federation Motel	Motel	10 Station street, 2870 Parkes		12	0400 996 983 info@parkesfederationmotel.com.au	https://www.parkesfederationmotel.com.au/
Parkview Motor Inn	Motel	34 Forbes Road (Newell Hwy), 2870 Parkes		39	0268622888 enquiries@parkviewmotorinn.net.au	https://www.parkviewmotorinn.net.au/
Town & Country Motor Inn	Motel	13 Newell Highway, 2871 Forbes		20	0268523444 tc@forbesmotel.net.au	https://www.forbesmotel.net.au/
Adrian Motel	Motel	3 Dowling Street, 2871 Forbes		22	0268516371	https://adrianmotel.com.au/
Ben Hall Motor Inn	Motel	5-7 Cross Street, 2871 Forbes		29	(02) 6851 2345	Ben Hall Motor Inn, Forbes (updated prices 2025)
Forbes Victoria Inn	Motel	8-12 Sherriff Street (Newell HWY), 2871 Forbes		25	0268512233	https://victoriainnforbes.godaddysites.com/
Plainsman Motel	Motel	22 Sheriff St, 2871 Forbes		41	02 6852 2466	https://www.plainsmanmotel.com.au/
Lake Forbes Motel	Motel	8 Junction Street, 2871 Forbes		16	0473 576 671	Lake Forbes Motel, Forbes (updated prices 2025)
Golden Peak Motel Peak Hill	Motel	25 Caswell St, 2869 Peak Hill		15	(02) 6869 1093 goldenpeakmotels@gmail.com	https://goldenpeakmotel.com.au/



Accommodation Provider Name	Type	Location	Approximate Driving Distance / Time	Number of rooms	Contact	Website
Oasis Motel	Motel	150-152 Caswell Street, 2869 Peak Hill		12	02 6869 1383 bookings@oasismotelpeakhill.com.au	https://www.oasismotelpeakhill.com.au/
Canowindra Riverview Motel	Mote	3 Tilga Street Canowindra, 2804 Canowindra		13	0423700019 info@canowindrariverviewmotel.com.au	https://www.canowindrariverviewmotel.com.au/



