



## APPENDIX T SOCIAL IMPACT ASSESSMENT



# The Plains Wind Farm

## Social Impact Assessment

PREPARED FOR



DATE  
4 April 2024

REFERENCE  
0667692



## DOCUMENT DETAILS

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# The Plains Wind Farm

## Social Impact Assessment

0667692



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## ACRONYMS AND ABBREVIATIONS

Acronyms	Description
ABS	Australian Bureau of Statistics
ACHAR	Aboriginal Cultural Heritage Assessment Report
AHIMS	Aboriginal Heritage Information Management System
BESS	Battery energy storage system
CASA	Civil Aviation Safety Authority
CBF	Community Benefit Fund
CEMP	Construction Environmental Management Plan
CES	Community Engagement Strategy
CHMP	Cultural Heritage Management Plan
CSP	Community Strategic Plan
CWA	Country Women's Association
DCCEEW	Commonwealth Department of Climate Change, Energy, the Environment and Water
DPE	NSW Department of Planning and Environment (formerly DPIE)
DPIE	NSW Department of Planning, Industry and Environment
EMI	Electro-Magnetic Interference
ERM	Environmental Resources Management
EIS	Environmental Impact Statement
EPBC	Environment Protection and Biodiversity Conservation Act, 1999
EP&A Act	Environmental Planning and Assessment Act, 1979
EPC	Engineering, Procurement and Construction
EMS	Environmental Management Strategy
GW	Gigawatts
ha	Hectares
IAIA	International Association for Impact Assessment
IRSAD	Index of Relative Socio-economic Advantage and Disadvantage
km	Kilometres
kV	Kilovolts
LGA	Local Government Area
LEP	Local Employment Plan
LSPS	Local Strategic Planning Statement
LVIA	Landscape Visual Impact Assessment
m	Metres
MNES	Matters of National Environmental Significance
MW	Megawatts

<b>Acronyms</b>	<b>Description</b>
MWn	MW-nominal
NEM	National Electricity Market
NSW	New South Wales
NVIA	Noise and Vibration Impact Assessment
OEMP	Operational Environmental Management Plan
PV	Photovoltaic
RAI	Rental Affordability Index
RAPs	Registered Aboriginal Parties
REZ	Renewable Energy Zone
RSL	Returned Services League
SA	South Australia
SA1	ABS Statistical Area 1
SAL	Suburbs and Localities
SEARs	Secretary's Environmental Assessment Requirements
SEIFA	ABS Socio-Economic Index for Areas
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SSD	State Significant Development
SES	State Emergency Service
TIA	Traffic Impact Assessment
TMP	Traffic Management Plan
TO	Traditional Owner
UCL	Urban Centres and Localities
Vic	Victoria
VIA	Visual Impact Assessment
WAMP	Workforce Accommodation Management Plan
ZVI	Zones of Visual Influence

## 1. INTRODUCTION

ENGIE (the Applicant) proposes to construct and operate The Plains Wind Farm (the Project) as part of the Plains Renewable Energy Park Project, a renewable energy development located south of Hay in the Riverina Murray region of New South Wales (NSW).

The Proponent is seeking State Significant Development (SSD) Consent for the Project under Division 4.7, Part 4 of the *Environmental Planning and Assessment Act 1979* (EP&A Act). ENGIE has engaged Environmental Resources Management Australia Pty Ltd (ERM) to prepare an Environmental Impact Statement (EIS) for the Project, as part of the SSD consent process. This Social Impact Assessment (SIA) is a technical study to support the EIS.

### 1.1 PROJECT PROPONENT

ENGIE is a French multinational organisation that specialises in the development, operation and maintenance of large-scale assets, predominantly focusing on wind, solar and industrial-scale battery storage. ENGIE has been driving innovation in the energy sector for over 180 years globally. Today, ENGIE operates in over 70 countries, and employs over 101,504 persons. ENGIE was established in Australia in 1964 and currently employs over 337 staff.

ENGIE's purpose is to act to accelerate the transition towards a carbon neutral economy, through reduced energy consumption and more environmentally friendly solutions. The purpose brings together the company, its employees, its clients and its shareholders, and reconciles economic performance with a positive impact on people and the planet. ENGIE is committed to a long-term sustainable growth and an ambitious Net Zero Carbon target by 2045 in all areas and have identified targets for 2030 to have 80 gigawatts (GW) of installed renewables capacity globally and achieve 45 Mt CO<sub>2</sub> equivalent avoided by clients per year.

As a key player in the low-carbon energy transition, in Australia, ENGIE is developing the energy portfolio of the future, with more than 2,000 MW of wind, solar and industrial-scale battery storage capacity projects under development, 165 MW of renewable capacity in operation, 150 MW of battery project and 10 MW electrolyser.

The Australian Business Number (ABN) and address of International Power (Australia) Pty Limited (trading as ENGIE ANZ) are listed below:

- **ABN:** 59 092 560 793
- **Address:** Level 23, 2 Southbank Boulevard, Southbank VIC 3006.

### 1.2 PROJECT DESCRIPTION

The Project is situated on Mungadal Station and neighbouring properties to the east and west of the Cobb Highway in the Riverina Murray Region of NSW. The Project Area extends across an area of approximately 53,894 hectares (ha), over 314 freehold land parcels (and 6 parcels of Crown Land/ 'Road Casement'), in the Hay Shire Local Government Area (LGA). The Project is about 15 kilometres (km) (by road) south of Hay town centre and 6.6 km (by road) north of Boorooban village, via the Cobb Highway. The Project Area is located on land predominately used for agricultural activities.

**Figure 1-1** shows the Project locality in a regional setting. Project Layout is provided in **Figure 1-2**.

The Project involves the construction, operation and where relevant decommissioning of:

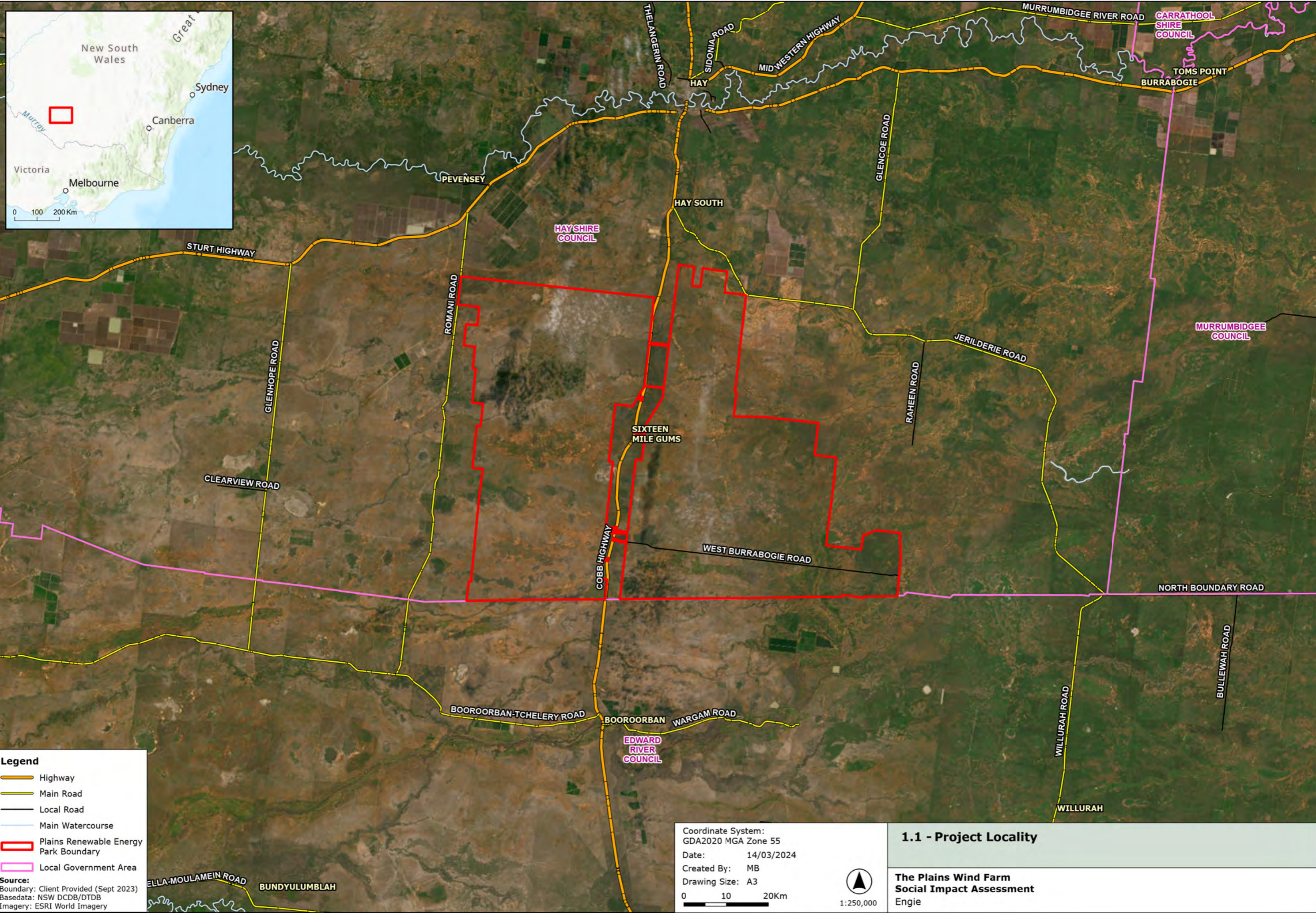
- 188 wind turbine generators (WTGs), with each having a hub height of up to 180 metres (m) and tip height of up to 270 m, and a total maximum capacity of up to 1,350 megawatts (MW);
- Electrical reticulation; and
- Associated and ancillary facilities.

The Project will connect to either an existing 220 kV transmission line or the 330 kV Project EnergyConnect, both owned by TransGrid and located south of the Project Area. Project EnergyConnect was recently approved for construction and will run between South Australia (SA) and NSW, with an added connection to northwest Victoria (Vic) and a total length of around 900 km. EnergyConnect has available network capacity and provides a suitable grid connection point for the Project. The Applicant intends to bid for access rights to this interconnector. An overhead transmission line will connect the Project to the Transgrid transmission network.

Details of consultation undertaken to date with TransGrid regarding the Project connecting to their transmission assets are provided in the EIS.

Of the 53,894 ha Project Area, the Development Footprint covers 1,996.9 ha. The Development Footprint represents the expected impacts associated with the construction and operation of the Project.

The final layout remains subject to further detailed design and refinement. To allow the Applicant to make general design refinements without the need to modify the application, the EIS has assessed impacts for an area that includes temporary and permanent Project infrastructure with, generally, a 100 m micro-siting buffer applied (the Project Area).



**Legend**

- Highway
- Main Road
- Local Road
- Main Watercourse
- Plains Renewable Energy Park Boundary
- Local Government Area

**Source:**  
 Boundary: Client Provided (Sept 2023)  
 Basedata: NSW DCDB/DTDB  
 Imagery: ESRI World Imagery

Coordinate System:  
GDA2020 MGA Zone 55

Date: 14/03/2024

Created By: MB

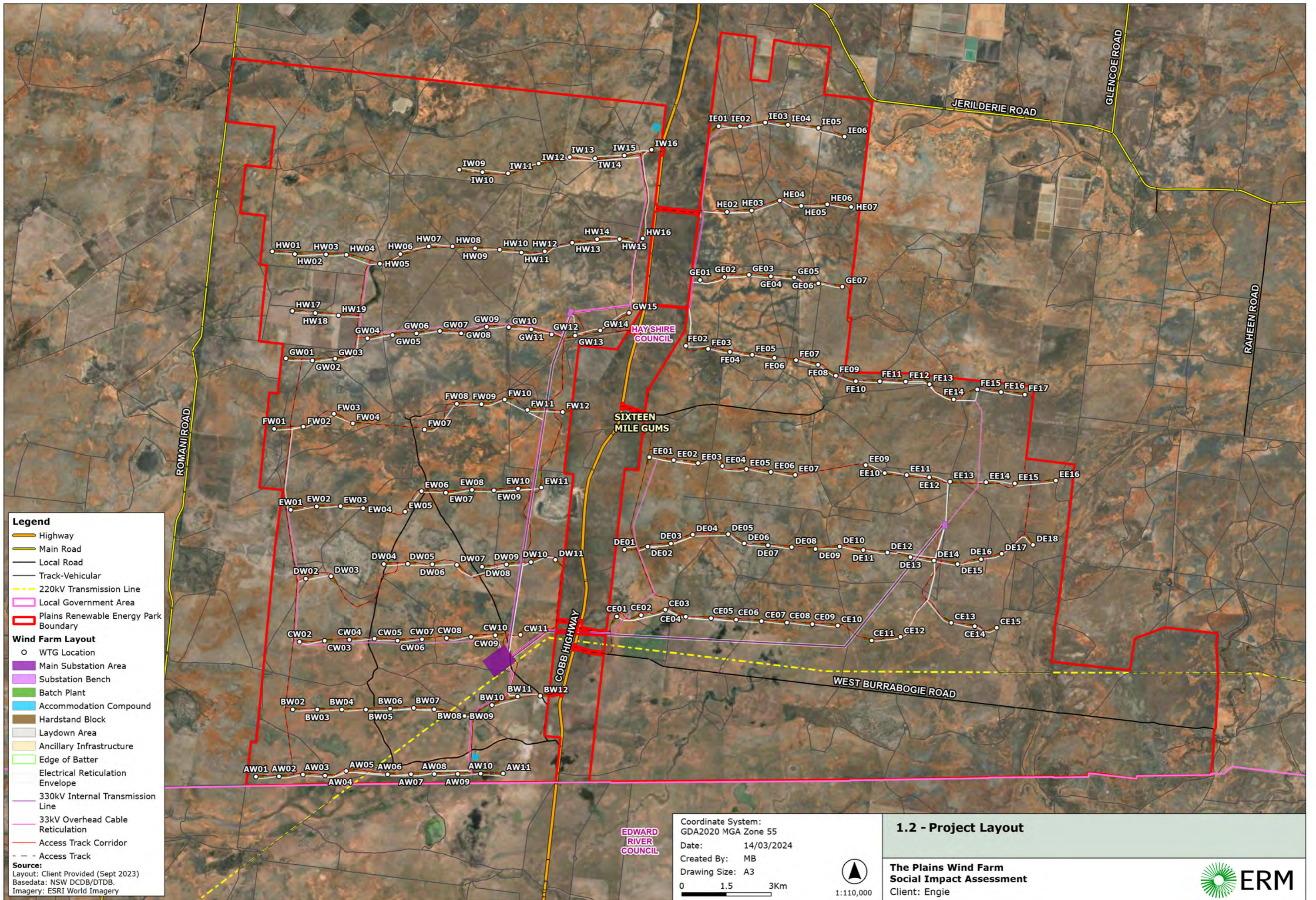
Drawing Size: A3

0 10 20Km

1:250,000

**1.1 - Project Locality**

**The Plains Wind Farm**  
 Social Impact Assessment  
 Engie



**Legend**

- Highway
- Main Road
- Local Road
- Track-Vehicular
- 220kV Transmission Line
- Local Government Area
- Plains Renewable Energy Park Boundary

**Wind Farm Layout**

- WTG Location
- Main Substation Area
- Substation Bench
- Batch Plant
- Accommodation Compound
- Hardstand Block
- Laydown Area
- Ancillary Infrastructure
- Edge of Batter
- Electrical Reticulation Envelope
- 330kV Internal Transmission Line
- 33kV Overhead Cable Reticulation
- Access Track Corridor
- Access Track

**Source:**  
 Layout: Client Provided (Sept 2023)  
 Basedata: NSW DCDB/DTDB.  
 Imagery: ESRI World Imagery

EDWARD RIVER COUNCIL

Coordinate System:  
GDA2020 MGA Zone 55  
 Date: 14/03/2024  
 Created By: MB  
 Drawing Size: A3  
 0 1.5 3Km  
 1:110,000



**1.2 - Project Layout**

**The Plains Wind Farm  
 Social Impact Assessment**  
 Client: Engie



## 1.3 LEGISLATIVE AND REGULATORY CONTEXT

### 1.3.1 COMMONWEALTH LEGISLATION

The *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) provides for the protection of nationally significant environments, including the implementation of measures consistent with Australia's international environmental responsibilities. To this end, the EPBC Act establishes a legal framework to protect and manage prescribed Matters of National Environmental Significance (MNES).

Approval from the Minister for the Commonwealth Department of Climate Change, Energy, the Environment and Water (DCCEEW) is required for any action that will or is likely to have a significant impact on one or more MNES. The Project was referred under the EPBC Act (EPBC Ref: 2023/09584) and was determined to be a controlled action on 8 November 2023.

Commonwealth legislation does not include requirements or guidelines specific to conducting a SIA; these are provided under NSW legislation.

### 1.3.2 NSW LEGISLATION

The Project has been determined to be an SSD under Division 4.7 of Part 4 of the *Environmental Planning and Assessment Act, 1979* (EP&A Act). The Minister for Planning is the consent authority, who delegates the consent authority function to the Secretary of the NSW Department of Planning, Housing and Infrastructure (DPHI).<sup>1</sup> DPHI guides all aspects of the EIS through the SEARs. The Project SEARs were issued on 23 December 2022. **Table 1-1** summarises the SEARs relevant to the SIA.

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<sup>1</sup> In December 2021 the NSW Department of Planning, Industry and Environment (DPIE) became the Department of Planning and Environment (DPE) after a NSW State Government portfolio reshuffle. DPE is primarily used throughout this report replacing DPIE, including where documents were published under DPIE.

**TABLE 1-1 SEARS REQUIREMENTS RELEVANT TO THE SIA**

Issue	SEARs Requirement	Relevance to the SIA
General Requirements	<p>The environmental impact statement (EIS) must meet the minimum form and content requirements as prescribed by Part 8, Division 5 of the <i>Environmental Planning and Assessment Regulation 2021</i> (EP&amp;A Regulation) and must have regard to the <i>State Significant Development Guidelines</i> and the Large-Scale Wind Energy Guideline (DPE, 2022b).</p> <p>In particular, the EIS must include:</p> <ul style="list-style-type: none"> <li>• [...]</li> <li>• an assessment of the likely impacts of the development on the environment, focusing on the specific issues identified below, including: <ul style="list-style-type: none"> <li>◦ a description of the existing environment likely to be affected by the development using sufficient baseline data;</li> <li>◦ an assessment of the likely impacts of all stages of the development (which is commensurate with the level of impact), including any cumulative impacts of the site and existing or proposed developments in the region, taking into consideration any relevant legislation, environmental planning instruments, guidelines, policies, plans and industry codes of practice including the Wind Guideline (DPE, 2022b) and Cumulative Impact Assessment Guideline (DPE, 2022a);</li> <li>◦ a description of the measures that would be implemented to avoid, mitigate and/or offset the impacts of the development (including draft management plans for specific issues as identified below); and</li> <li>◦ a description of the measures that would be implemented to monitor and report on the environmental performance of the development;</li> </ul> </li> </ul> <p>[...]</p> <p><b>Capital Investment and Employment</b></p> <ul style="list-style-type: none"> <li>• Provide an estimate of the retained and new jobs that would be created during the construction and operational phases of the development, including details of the methodology to determine figures provided.</li> </ul>	<p>Outlines the requirements for consideration in the SIA of the Project neighbour consultation (<b>Section 4</b>); social baseline (<b>Section 5</b>); project phases and cumulative impacts; avoidance, mitigation and offset measures (<b>Section 6</b>); and monitoring measures (<b>Section 7</b>).</p>
Key Issues	<p><b>Social impact</b> – including an assessment of the social impacts in accordance with <i>Social Impact Assessment Guideline</i> (DPE 2023) and consideration of construction workforce accommodation.</p> <p><b>Economic</b> – including an assessment of the economic impacts or benefits of the project for the region and the State as a whole and provide details of any proposed voluntary benefit sharing programs in accordance with the Wind Guideline.</p>	<p>This standalone SIA addresses this SEARs requirement.</p> <p>Gillespie Economics (2023) provided a standalone Economic Assessment, which informs the impact assessment in <b>Section 6</b></p>

Issue	SEARs Requirement	Relevance to the SIA
Legislation, Policies & Guidelines	<p>The assessment of the key issues listed above must take into account relevant guidelines, policies, and plans as identified. While not exhaustive, a list of some of the legislation, policies and guidelines that may be relevant to the assessment of this project can be found at:</p> <ul style="list-style-type: none"> <li>• <a href="https://www.planning.nsw.gov.au/Policy-and-Legislation/Planning-reforms/Rapid-Assessment-Framework/Improving-assessment-guidance">https://www.planning.nsw.gov.au/Policy-and-Legislation/Planning-reforms/Rapid-Assessment-Framework/Improving-assessment-guidance</a></li> <li>• <a href="https://www.planningportal.nsw.gov.au/major-projects/assessment/policies-and-guidelines">https://www.planningportal.nsw.gov.au/major-projects/assessment/policies-and-guidelines</a>; and</li> <li>• <a href="http://www.environment.gov.au/epbc/publications#assessments">http://www.environment.gov.au/epbc/publications#assessments</a></li> </ul>	DPE's SIA Guidelines (DPE, 2023b; 2023a) are discussed below ( <b>Section 1.3.3</b> ).
Engagement	<p>During the preparation of the EIS, one should consult with the relevant local, State or Commonwealth Government authorities, infrastructure and service providers, community groups, affected landowners and any exploration licence and/or mineral title holders.</p> <p>In particular, one must undertake detailed consultation with affected landowners surrounding the development, Hay Shire Council, Edward River Council and relevant government agencies. The EIS must:</p> <ul style="list-style-type: none"> <li>• detail how engagement undertaken was consistent with the <i>Undertaking Engagement Guidelines for State Significant Projects</i> (DPE, 2022d); and</li> <li>• describe the consultation process and the issues raised and identify where the design of the development has been amended in response to these issues. Where amendments have not been made to address an issue, an explanation should be provided.</li> </ul>	Outlines the broader consultation requirements for the EIS. <b>Section 4</b> summarises consultation relevant to the SIA.

Additional elements of the SEARs relating to Landscape and Visual, Noise, Heritage, and Land Use Conflict are relevant to the SIA and are discussed in **Section 6**.

### 1.3.3 NSW SIA GUIDELINES

DPE's *Social Impact Assessment Guideline: For State Significant Projects* ('the Guideline') (DPE 2023a) and *Technical Supplement: Social Impact Assessment Guideline for State Significant Projects* ('Technical Supplement') (DPE, 2023b), together referred to as 'the Guidelines', provide the most up to date guidance on undertaking SIAs in NSW. Together they update the 2021 draft versions of the same documents and supersede the 2020 Social Impact Assessment Guideline for State Significant Mining, Petroleum, and Extractive Industry Development (DPE, 2017) which had become the de facto guideline for all SSDs.

The Guideline intends to provide a rigorous framework to identify, evaluate, and respond to social impacts, guide meaningful stakeholder and community consultation on social impacts throughout project phases, and advise on ongoing project development, monitoring, and adaptive management. The Technical Supplement provides additional specific advice including on how the SIA should be presented, how to define likelihood and magnitude levels of social impacts, and how to determine impact significance (DPE, 2022c). This SIA has been prepared in line with DPE's preferred approach drawing on the Guideline and Technical Supplement.

## 1.3.4 STATE, REGIONAL AND COMMUNITY PLANNING

### 1.3.4.1 NSW ELECTRICITY INFRASTRUCTURE ROADMAP

The NSW Government's *Electricity Infrastructure Roadmap* is a framework to transition NSW to clean, reliable and affordable energy as existing carbon intensive power generation capacity is decommissioned over the coming years. It intends to modernise the electricity system by coordinating investment across power generation, storage and delivery activities. The Roadmap is expected to attract \$32 billion in private sector investment by 2030, creating 6,300 construction and 2,800 ongoing jobs, mainly in regional NSW, and is also expected to create an estimated \$1.5 billion in lease payments to landholders in regional NSW by 2042 (NSW Government, 2021). It is underpinned by the NSW Electricity Strategy (NSW Government, 2019) and the Electricity Infrastructure Investment Act 2020 (NSW), and makes a significant contribution to the NSW Government's Net Zero Plan for reaching net zero carbon emissions by 2050 (NSW Government, 2020).

The Roadmap commits the NSW Government to establishing five Renewable Energy Zones (REZs), including the South West REZ, which was formally declared on 4 November 2022<sup>2</sup>. The South West REZ is expected to receive up to \$2.8 billion in private investment by 2030 and at its peak is expected to support over 2,000 construction jobs. The REZ's proximity to existing and new transmission lines including Project Energy Connect, a 500kV transmission line (under development) and the 500kV HumeLink transmission line will enable around 2.5 gigawatts of transmission capacity to support developments in the region in connecting to the National Electricity Market (NEM).

### 1.3.4.2 RIVERINA MURRAY REGIONAL PLAN 2041

The *Riverina Murray Regional Plan 2041* is undergoing its first 5-yearly review to reset its priorities and to extend the plan's reach to 2041. The Plan is an update to the *Riverina Murray Regional Plan 2036*, which provided the NSW Government's vision for land uses in the Riverina Murray Region. The Regional Plan 2041 focuses on a targeted land use planning approach by drawing on the concepts of sequencing planning and infrastructure, creating great places, enriching community character and unlocking sustainable growth opportunities that come from the regions' proximity to Victoria and Canberra and its existing endowments.

The *Riverina Murray Regional Plan 2041* outlines the vision for the region as being supported by objectives, strategies and actions in terms of the environment, communities and places, and the economy. To achieve this vision, the plan focuses on these objectives in three parts:

- Environment:
  - Objective 1: Protect, connect and enhance biodiversity;
  - Objective 2: Manage development impacts;
  - Objective 3: Increase natural hazard resilience;

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<sup>2</sup> EnergyCo (2022), "South West Renewable Energy Zone", <https://www.energyco.nsw.gov.au/sw-rez>, accessed 9 January 2023.

- Communities and Places:
  - Objective 4: Supporting Aboriginal aspirations through land use planning;
  - Objective 5: Ensure housing supply, diversity, affordability and resilience;
  - Objective 6: Support housing in regional cities and their sub-regions;
  - Objective 6: Provide for appropriate rural residential development;
  - Objective 7: Provide for short-term accommodation;
  - Objective 8: Resilient places that respect local character;
  - Objective 9: Improve connections between Murray River communities;
  - Objective 10: Plan for integrated and resilient utility infrastructure;
- Economy:
  - Objective 11: Strategically planning for rural industries;
  - Objective 12: Support the transition to net zero by 2050;
  - Objective 13: Protect and promoting industrial and manufacturing land;
  - Objective 14: Support the economic vitality of CBDs and main streets;
  - Objective 15: Supporting tourism;
  - Objective 16: Strategically plan for health and education precincts; and
  - Objective 17: Value the integration of transport and land use planning.

#### 1.3.4.3 HAY SHIRE COUNCIL COMMUNITY STRATEGIC PLAN 2022-2032

The Hay Shire Council Community Strategic Plan (CSP) 2022-2032 is a 10-year plan that sets out the communities vision, objectives strategies, priorities and aspiration. It was adopted by Hay Shire Council and aligns with the NSW State Plan, the Regional Development Australia Riverina Regional Plan, and other strategic documents. The CSP provides a road map for guiding decisions in relation to planning and investment throughout the LGA. It was developed through a collaboration between the Hay Shire Council and the local community following extensive consultation with the community.

The Project responds to Objective B - Liveable and vibrant community which states, "Our community has access to a range of employment opportunities", and Objective C - Economic prosperity and sustainability which states, "Our community welcomes new and innovative industry to support our future" (Hay Shire Council, 2022, pp. 15-16). The Project is therefore consistent with the CSP.

#### 1.3.4.4 HAY SHIRE COUNCIL LOCAL STRATEGIC PLANNING STATEMENT 2020-2040

The Hay Shire Council Local Strategic Planning Statement (LSPS) is a 20-year vision for land use planning in the Hay Shire, the plan outlines the social, environmental, and economic land use needs of Hay Shire (Hay Shire Council, 2020). The LSPS was adopted by the Hay Shire Council on 20 May 2020 and aims to guide planning decisions on future land uses. Specifically, it identifies:

- A 20-year vision for land use within the Hay Shire LGA;
- Shared community values and characteristics that contribute to the area's local identity;
- An approach to managing growth and change in the future;
- Actions to maintain the high levels of environmental amenity, liveability and landscape quality within the LGA;
- Strategic investigations required for future development; and
- Relevant actions to guide and inform future development throughout the Hay Shire LGA.

Renewable energy is addressed in *LSPS Priority 9 - Renewable Energy* under the overarching theme of Environment and Resources. Priority 9 states that council will 'encourage the growth of Renewable Energy Installations'. This Priority is in line with the Riverina Murray Regional Plan and NSW Renewable Energy Action Plan 2018, the LSPS acknowledges the opportunity that Hay Shire presents for renewable energy generation. The Project is consistent with LSPS Priority 9 and supports Hay Shire's growth of renewable energy installations.

#### 1.3.4.5 EDWARD RIVER COUNCIL COMMUNITY STRATEGIC PLAN 2022-2050

*The project is located entirely within the Hay LGA although the neighbouring Edward River LGA has been considered in this SIA as part of the broader social locality.*

The Edward River Council Community Strategy Plan 2022-2050, which identifies that community's main priorities and aspirations for the future (Edward River Council, 2022). In developing the Community Strategic Plan, Council has undertaken significant consultation with community, government, business and industry. The Plan was developed in consultation with the community and aligns with the Riverina Murray Regional Plan 2041 and other strategic documents.

The Project responds to *Strategic Outcome 2 - An open and connected community* which states, "Our region provides strong education, employment and training opportunities", *Strategic Outcome 3 - Encouraging growth through partnerships* which states, "We plan for the future to accommodate and facilitate sustainable growth and development" (Edward River Council 2022, p. 26). The Project is therefore consistent with the CSP.

## 1.4 PURPOSE AND OUTLINE

This SIA has been prepared in accordance with the provisions of the Guideline (DPE, 2023a) and Technical Supplement (DPE, 2023b). The purpose of this SIA is to provide the DPE with an understanding of the Project's potential social impacts, and the means by which these social impacts are identified, assessed, managed, and monitored, consistent with the legislative and regulatory context outlined above.

The SIA is structured as follows:

- **Section 2** provides an overview of the social impact assessment methodology;
- **Section 3** describes the scoping for the Project's Social Locality and Stakeholder Identification;
- **Section 4** provides an overview of stakeholder engagement undertaken for the Project to date, focusing on engagement relevant to the SIA;
- **Section 5** describes the existing baseline conditions in the Project's Social Locality;
- **Section 6** assesses the social impacts that may result from the Project, provides an overview of social impact enhancement and mitigation measures, and an assessment of residual impacts; and
- **Section 7** outlines and approach that will be followed in monitoring and managing social impacts into the construction and operation phases of the Project.

## 1.5 AUTHORSHIP

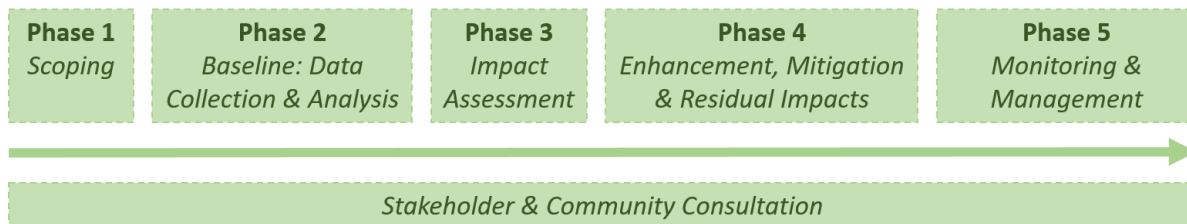
The SIA Report was completed 11 March 2024 by Dr Hilton Penfold, lead author, and contains all relevant information. The lead author holds a PhD in human geography from the University of Wollongong and is a member of the International Association for Impact Assessment (IAIA). The Report was completed in good faith in accordance with the relevant ethical frameworks, and to the lead author's knowledge does not contain any false or misleading information.

## 2. SOCIAL IMPACT ASSESSMENT METHODOLOGY

This SIA has been prepared in accordance with the NSW Guideline and Technical Supplement (DPE 2023a, 2023b) which aim to enhance the rigour applied to SIAs with a view to minimising impacts and enhancing benefits in line with good international industry practice. The assessment has been undertaken in accordance with these Guidelines and the Project SEARs (outlined in **Section 1.3.2** of the SIA).

**Figure 2-1** outlines the steps taken to complete the SIA, which are described in the following sections.

FIGURE 2-1 SIA PROCESS



### 2.1 PHASE 1: SCOPING

Following good international industry practice (Vanclay, 2015) and the NSW Guideline and Technical Supplement (DPE, 2023a; 2023b), the scoping undertaken for this SIA aimed to:

- Capture and characterise the likely social impacts to inform Project planning before social impacts start occurring;
- Enable a consistent but scalable approach to SIA where the level of assessment is proportionate to the scale and nature of the likely social impacts;
- Consider the information to be assessed during the SIA scoping and initial assessment and the approach to community engagement;
- Identify potential Project refinements and possible mitigation and enhancement measures; and
- Identify the impacts that may require further assessment in the EIS and the possible level of assessment for each impact.

The NSW Guideline and Technical Supplement (DPE, 2023a; 2023b), provided the basis to identify potential social impacts through the following steps:

- Identification of Project activities that may cause impacts;
- Categorisation of impacts according to their effects on way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, decision-making system; and whether the impacts are positive or negative, tangible or intangible;
- Determination as to which prior investigations are relevant to the Project;
- Identification of cumulative and combined impacts, including spatial, temporal, and linked impacts;
- Definition of material impact, including the extent of people affected, duration of impacts, intensity/scale of impacts, sensitivity of the people affected, and their level of concern or interest; and
- Assignment of assessment levels, such as detailed, standard, minor, or not relevant, for each identified impact.

## 2.2 PHASE 2: SOCIAL BASELINE DATA COLLECTION AND ANALYSIS

The social baseline describes the social context without the Project. It documents the existing social environment, conditions and trends relevant to the impacts identified. The social baseline is the benchmark against which direct, indirect and cumulative impacts are predicted and analysed.

The scope and content of the social baseline has been tailored to the Project context and the level of assessment of social impacts using meaningful indicators and information, including stakeholder engagement activities relevant to the SIA (**Section 4**). Where scoping identified that primary data was required for the assessment, stakeholder engagement activities for the EIS were adapted to provide this information (**Section 3**).

The data collected and presented in this SIA is based on a review of available data from a range of primary and secondary sources. This includes, but is not limited to:

- The Australian Bureau of Statistics (ABS) – Census (Community Profile), Socio-Economic Index for Areas (SEIFA), etc.;
- NSW Government Department data (e.g., NSW Health, Transport for NSW, and NSW Police Force);
- Local Government data;
- Stakeholder engagement outcomes – community insights, including issues and concerns, gathered through the stakeholder consultation process (**Section 4**);
- Local and State government planning, policy, and strategy documentation; and
- Plans, policies and other documents provided by the Project.

Combined, this data seeks to portray community values, and how people and the things they value may be impacted by the Project. This includes consideration of:

- The features of the community, the social locality, and/or the landscape that people value which ranges from urban areas and the sense of community or the accessibility of services that the community experiences, to natural and diverse environments or quiet/vibrant neighbourhoods;
- How these features influence local people's way of life, health or wellbeing;
- How the Project might affect these features, and for which groups;
- How the Project could be modified to enhance these features and how they affect people's wellbeing; and
- How the Project may be designed to avoid and minimise any short-term adverse impacts.

In considering the above, the social baseline identifies and describes:

- Different social groups who may be affected by the Project;
- Built and natural features that local people value and why they value them;
- Historical, current and expected social trends, including as a result of this Project and other projects in the area; and
- Various social elements of value, and interpretations of them<sup>3</sup> while demonstrating appropriate social-science research methods and data limitations.

<sup>3</sup> Social elements of value to people are defined in the Guideline as people's: way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, and decision-making systems (DPE, 2023a, p. 7).

The key limitations of the data collection and analysis undertaken for the SIA are provided in **Table 2-1**.

**TABLE 2-1 ADDRESSING METHODOLOGICAL LIMITATIONS**

Limitations	Description	Adopted Methods to Address
Subjectivity	Qualitative data can be influenced by community perceptions, biases, and values. Whilst these aspects have sought to be validated through the data analysis conducted there always remains the possibility of these influences remaining.	The SIA employs the method of data triangulation to reduce the potential for subjectivity to influence the impact assessment. Triangulation entails cross-referencing findings from multiple data sources (qualitative and quantitative), research methodologies (i.e. various methods employed by each technical assessment) and community perspectives (supportive, neutral and oppositional). Accordingly, the SIA draws on a combination of both qualitative and quantitative data sets, including Project specifications, baseline data, multiple sources of stakeholder engagement and technical studies conducted for the EIS.
Data Collection	Time and resource constraints and concern about consultation fatigue in communities make best practice social science data collection difficult to achieve.	In addition to stakeholder engagement data, the SIA has utilised the multiple sources of stakeholder engagement across the various technical studies undertaken for the EIS. Accordingly, the extent of data presented within the SIA is appropriate for the nature and scale of the Project.
Cumulative Impacts	At the Development Approval stage of a project cumulative impact assessments are typically based on the limited amount of publicly available information of surrounding projects applying for Development Approval. The limited extent of information, and associated knowledge gaps, results in a fragmented approach to forecasting cumulative social impacts.	Stakeholder engagement asked direct questions about the perception of cumulative impacts to key stakeholders. Additionally, the SIA draws on Section 2.5 of the EIS, which provides a comprehensive overview of proximate SSDs with potential for cumulative impacts. The SIA has also considered the social implications of the cumulative impact assessments conducted by the relevant technical appendices of the EIS.
Implementation	As with all SIAs, successful management and/or mitigation of potential social impacts will require the successful implementation of recommended measures.	That Applicant has a reliable track record regarding management of project-related impacts and will adhere to the regulatory standards outlined in <b>Section 1.3</b> .
Predictivity	SIAs are conducted before a project is implemented and prior to the community experiencing project-related benefits and impacts.	The social impacts identified are those which have the potential to occur, not those which are occurring at the time of writing. In identifying and assessing potential impacts, the SIA has drawn on academic literature (with a focus on studies that have evaluated impacts of similar types of projects), and insights from experienced practitioners. In addition, consideration is given to existing and emerging community trends to help identify potential impacts that may occur, and their likely significance.

## 2.3 PHASE 3: IMPACT ASSESSMENT

The impact assessment undertaken in the SIA differs from the EIS by placing people at the centre and considering the impacts from their perspective. The primary and secondary data collected and compiled for the social baseline, including community voices, is then assessed with the rigorous impact significance methodology, as described in the Technical Supplement (DPE, 2023b).

In this approach, impact significance is understood as the likelihood of an impact occurring combined with the magnitude of impact, both positive and negative, and prior to the application of any mitigation or management measures. The likelihood level refers to the probability of a social impact occurring as a result of the Project, while the magnitude is considered as a combination of the following characteristics rated from very low to very high:

- **Extent:** Who specifically is expected to be affected (directly, indirectly, and/or cumulatively), including any potential vulnerable people? Which location(s) and people are affected? (e.g., near neighbours, local, regional).
- **Duration:** When is the social impact expected to occur? Will it be time-limited (e.g., over particular Project phases) or permanent?
- **Severity:** What is the likely scale or degree of change? (e.g., mild, moderate, severe).
- **Intensity:** How sensitive/vulnerable (or how adaptable/resilient) are affected people to the impact, or (for positive impacts) how important is it to them? This might depend on the value they attach to the matter; whether it is rare/unique or replaceable; the extent to which it is tied to their identity; and their capacity to cope with or adapt to change.
- **Level of Concern/Interest:** How concerned/interested are people? Sometimes, concerns may be disproportionate to findings from technical assessments of likelihood, duration and/or severity. Concern itself can lead to negative impacts, while interest can lead to expectations of positive impacts.

Qualitative and quantitative indicators described in the social baseline are used to inform an understanding of the social impacts identified in the EIS phase across each of these five characteristics.

The magnitude for each impact from the following five levels can then be defined on the following scale:

- **Transformational:** Substantial change experienced in community wellbeing, livelihood, infrastructure, services, health, and/or heritage values; permanent displacement or addition of at least 20% of a community;
- **Major:** Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area;
- **Moderate:** Noticeable deterioration/improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people;
- **Minor:** Mild deterioration/improvement, for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable; and
- **Minimal:** Little noticeable change experienced by people in the locality.

The likelihood of an impact occurring along with its magnitude of impact as assessed above combine to yield a rating of social impact significance, as described in **Table 2-2**.

TABLE 2-2 ADAPTED DPE SOCIAL IMPACT SIGNIFIANCE MATRIX (2021B)

		Magnitude level				
		1 Minimal	2 Minor	3 Moderate	4 Major	5 Transformational
Likelihood level	A Almost certain	Medium	Medium	High	Very High	Very High
	B Likely	Low	Medium	High	High	Very High
	C Possible	Low	Medium	Medium	High	High
	D Unlikely	Low	Low	Medium	Medium	High
	E Very unlikely	Low	Low	Low	Medium	Medium

\*Where impacts are positive the following colour scale is used:

Positive	Low	Medium	High	Very High
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## 2.4 PHASE 4: ENHANCEMENT, MITIGATION AND RESIDUAL IMPACTS

Following the assessment of impacts, measures to avoid and/or minimise negative impacts are considered, including those implemented in earlier stages of Project planning and development. Where avoidance or minimisation is not possible, management strategies are identified. Where an impact is predicted to be positive, measures to enhance positive impacts are identified to ensure the maximum benefit to the community across all impact significance ratings.

The following factors (DPE, 2023b) were considered in the development of mitigation measures:

- Ensuring a clear connection between the mitigation measure and the negative social impact being mitigated;
- Whether there is an applicable standard that defines what is acceptable;
- Whether the Project is the sole or primary cause of the negative social impact, and the scale of its relative contribution to the overall or cumulative impact;
- Whether the mitigation measure requires action by another party separate to the proponent;
- Whether the mitigation measure itself is likely to cause secondary social impacts;
- Whether the mitigation measure is reasonable or practicable;
- Whether and in what ways the mitigation measure is acceptable to affected people;
- Whether the mitigation measure will address all reasonably foreseeable scenarios; and
- Whether the mitigation approach is prescribed in a government policy, or if alternative formalised arrangements are required.

Social impact significance, as outlined in **Table 2-2**, is used to determine the level of management required with a proportional focus on impacts with a higher impact significance (i.e., medium, high and very high). The impact assessment and impact significance ratings derived in the assessment are revised after the application of management and mitigation strategies have been applied to provide a residual impact significance rating for each impact.

These management and mitigation strategies are arranged according to Project phase (e.g., Construction and Operation) and in the following categories: stakeholder and community; employment and procurement; local disruptions during construction; accommodation and worker influx; land use and landscape, and cumulative impacts. The management and mitigation strategies summarised in **Section 6** provide a preliminary Social Impact Management Plan (SIMP). The preliminary SIMP focuses on effective, adaptive, and actionable measures and includes consideration of the likelihood of their implementation and sustainability from the community's perspective.

## 2.5 PHASE 5: MONITORING AND MANAGEMENT FRAMEWORK

The accuracy of the impact assessment, progress towards implementation of the SIMP, and the effectiveness of measures it contains is accompanied by a monitoring and management framework. The framework (and subsequent plan) includes and program for monitoring the predicted social impacts against actual impacts and describes:

- The desired outcomes in social terms, including measures and strategies detailed in the SIMP;
- The indicator(s) that will be used to monitor change;
- The targets against which performance will be assessed;
- The methods that will be used to monitor the social impact;
- The frequency of monitoring;
- The roles and responsibilities involved in the monitoring framework (and subsequent plan); and
- The process for responding to monitoring results, including the process, and roles and responsibilities for identifying and implementing adaptive management strategies as required.

The framework also outlines any relevant social incident notification and reporting process, a program for ongoing analysis of social impacts positive and negative, identification of any data gaps and how they might be addressed, and processes for reviewing and reporting on the results of monitoring. Monitoring and evaluation plans are conditions typically applied during the Project's state assessment and approvals process. The framework outlined in **Section 7** provides the basis for developing a more detailed plan that will be required to meet this likely condition of approval and will be consistent with any additional SIMP development that may also likely be required as conditions of approval.

### 3. SCOPING: SOCIAL LOCALITY AND STAKEHOLDER IDENTIFICATION

This section outlines the approach to determining the Social Locality for the Project and provides a description of the Social Locality. Additionally, this section highlights the relevant ABS data sets and key stakeholder groups that were identified through the determination of the Social Locality, and which inform later sections of the assessment (such as the Social Baseline in **Section 5**).

#### 3.1 APPROACH TO DETERMINING THE SOCIAL LOCALITY

One of the first steps in a SIA is the scoping process, which helps to define the social area of influence, or Sociality Locality. Determining the Social Locality for the project involves understanding the nature of the project, the characteristics of the surrounding communities, and how potential positive and/or negative impacts will be experienced by different community members/groups.

In determining the Social Locality, the following project aspects were taken into consideration:

- The number of wind turbines and their locations across the Project Area, and the layout of the access tracks, the substation and transmission line;
- The location of these components within the overall Project Area relative to sensitive land uses. This includes proximity to environmental values and topographical features;
- Construction and operation phase activities, such as:
  - Land clearing and ongoing access for maintenance;
  - Workforce requirements, including skills required and accommodation arrangements;
  - Goods and services required by the Project; and
  - Haulage routes to and from the Project Area.

When considering these aspects, it was determined that the Project's Social Locality should include the Project Area, the area surrounding the Project Area where noise, visual and other impacts may occur, the haulage routes where similar amenity impacts may be experienced and the communities in larger centres that may provide workers or goods and services to the Project.

#### 3.2 DESCRIPTION OF THE SOCIAL LOCALITY

The Project Area is located approximately 15 km south of the township of Hay, NSW, approximately 750 km west of Sydney (by road) and within the Riverina Murray region of NSW. It is to the south of the Sturt Highway, which is a national highway travelling east-west through the region connecting NSW, Victoria, and South Australia, and is split by the Cobb Highway which is a state highway travelling north-south through the region connecting NSW and Victoria.

The Project Area is situated within the Hay Shire LGA. Hay Shire was established in 1965 by the amalgamation of the Municipality of Hay with the surrounding Waradgery Shire. The Shire covers a total area of 11,326 km<sup>2</sup> and has a population of 2,882 (ABS, Census Community Profiles, 2021b). Edward River LGA was formed in 2016 from the merger of the Deniliquin Council with the surrounding Conargo Shire. The LGA covers a total area of 8,881 km<sup>2</sup> and has a population of 8,456 (ABS, Census Community Profiles, 2021b).

The key land uses and economic activities within the Hay LGA is primarily agricultural, and in recent years tourism has been embraced to diversity employment and business opportunities. Hay has established itself as an Australian leader in the Merino sheep and wool industry, has sheep and beef cattle industries, and a cropping industry including rice, corn, wheat, cotton fruits and vegetables (Hay Shire Council, 2022).

The Project Area is located within the Murrumbidgee Catchment of the Murray Darling Basin. At the closest points, the Project Area is located approximately 33 km south of the Murrumbidgee River and 116 km north of the Murray River.

### Nearby Towns and Population Centres

The closest population centre is the township of Hay, NSW, which is located 38 kilometres (km) (by road) south of Hay town centre and 12 km (by road) north of Boorooban village, via the Cobb Highway. The Hay Shire and urban centre has a population of 2,897 and 2,208, respectively (ABS, 2021 Census Data, 2021a). Other key towns in the region and approximate travel distance (by road off the West Burrabogie Road access) include:

- Balranald, NSW – 170 km northwest (Suburbs and Localities (SAL) population 1,240);
- Deniliquin, NSW – 95 km south (SAL population 7,432);
- Darlington Point, NSW – 153 km northeast (SAL population 1,030);
- Griffith, NSW – 175 km northeast (Urban Centres and Localities (UCL) population 20,799); and
- Swan Hill, NSW – 174 km southwest (SAL population 11,186).

The Project's Social Locality, as defined for the purposes of the SIA is comprised of the following three components:

- The **Project Area and immediate surrounding areas**, located within the Australian Bureau of Statistics (ABS) Statistical Area Level 1 (SA1) Nos. 10902117711, and adjacent to SA1 Nos.: 10902117712 and 10903118311. SA1 data has been used to identify key baseline indicators for the Social Locality, where applicable. Additionally, LGA level data for the Hay LGA (LGA13850) and adjacent Edward River LGA (LGA12730), and State level data for NSW were used to provide an understanding of the broader and comparative social context within the Project is located.
- The Port of Geelong in Victoria will be used for **transportation and haulage** of the major Project components. Other specialist equipment will be sourced from various areas whilst consumables will be sourced locally from the Hay region (where available and commercially viable). Site access for the wind farm is proposed along Cobb Highway and West Burrabogie Road.
- The **surrounding towns and regional centres** of Hay, Swan Hill, Griffith, Balranald, Deniliquin and Darlington Point, which may provide goods and services to support the construction phase of the Project. ABS Urban Centres and Localities (UCLs) data were used to provide baseline information for the surrounding towns and regional centres.

The Project Area and immediate surrounding areas, SA1s, LGAs, transportation and haulage routes, and UCLs form the Social Locality, is depicted in **Figure 3-1**.

### 3.2.1 ABS DATASETS

The data presented in the baseline provides an understanding of the communities within the Social Locality, including the Project Area and immediate surrounding areas, local transportation and haulage routes, and nearby regional centres. It is noted that not all data sets (e.g., health, crime, transport) are readily available at a (Statistical Area 1) SA1 level. Where this is the case, the most appropriate data is presented, which may be at a LGA or regional level.

**Table 3-1** outlines the primary ABS datasets used to provide key demographic data across the Project's Social Locality. Where available, 2016 and 2021 Census data is used for the purposes of trend analysis.

**TABLE 3-1 SUMMARY OF RELEVANT ABS DATASETS**

Location	2016		2021	
	Approx. area	ABS Data Reference	Approx. area	ABS Data Reference
Edward River LGA	8,883.4 km <sup>2</sup>	12730 (LGA)	8,883.4 km <sup>2</sup>	12730 (LGA)
Hay LGA	11,325.9 km <sup>2</sup>	13850 (LGA)	11,325.9 km <sup>2</sup>	13850 (LGA)
SA1 (north of Project Area)	-	1117712 (SA1)	-	10902117712 (SA1)
SA1 (contains Project Area)	-	1117711 (SA1)	-	10902117711 (SA1)
SA1 (south of Project Area)	-	1118311 (SA1)	-	10903118311 (SA1)
Hay	10.7 km <sup>2</sup>	115075 (UCL)	10.7 km <sup>2</sup>	115079 (UCL)
Balranald	3.5 km <sup>2</sup>	115004 (UCL)	3.5 km <sup>2</sup>	115005 (UCL)
Swan Hill	21.0 km <sup>2</sup>	213015 (UCL)	21.1 km <sup>2</sup>	213014 (UCL)
Deniliquin	35.4 km <sup>2</sup>	114010 (UCL)	35.4 km <sup>2</sup>	114008 (UCL)
Darlington Point	4.4 km <sup>2</sup>	121031 (UCL)	4.3 km <sup>2</sup>	121030 (UCL)
Griffith	47.9 km <sup>2</sup>	113007 (UCL)	47.9 km <sup>2</sup>	112010 (UCL)
NSW	800,808.8 km <sup>2</sup>	1	800,810.8 km <sup>2</sup>	Code 1 (STE)

### 3.3 IDENTIFICATION OF KEY STAKEHOLDER GROUPS

Based on this understanding of the Project's Social Locality and Chapter 5 of the EIS, the stakeholder groups identified as potentially impacted by the Project are outlined in **Table 3-2**.

TABLE 3-2 KEY STAKEHOLDERS

Category	Stakeholder	Description
<b>Community</b>		
Landowners	<ul style="list-style-type: none"> <li>• Host landowner</li> <li>• Associated landowners</li> </ul>	<p>Landowners hosting infrastructures of the Project or that have entered into an agreement.</p> <p>The Project could affect hydrology, soil, land capability and agricultural production.</p> <p>The Project will provide a diversified income stream, which can assist host Landowner in making farm more resilient to the impacts of droughts, fires and commodity price fluctuations.</p>
	<ul style="list-style-type: none"> <li>• Adjacent landowners - non-associated</li> </ul>	<p>Landowners located on land adjacent to the Project Area, with a potential to be affected by the Project construction and/ or operation. Impacts may include noise, visual, land use and agriculture.</p> <p>Based on technical assessments undertaken for the EIS and the implementation of mitigation measures, the Project will not impact any adjacent non-associated landowners located within the Study Area.</p> <p>As necessary, the Applicant will engage with immediate non-associated Project neighbours regarding agreements that may be executed to address 'perceived' impacts of the Project.</p>
	<ul style="list-style-type: none"> <li>• Nearby landowners - non-associated</li> </ul>	<p>Nearby Landowners with a potential to be affected by the Project construction and/ or operation, particularly along the Project construction access route, or that may have views of the Project.</p> <p>Based on technical assessments undertaken for this EIS and the implementation of mitigation measures, nearby non-associated Landowners will not be affected by the Project.</p>

Category	Stakeholder	Description
Nearby communities, business and groups	<ul style="list-style-type: none"> <li>Local community members</li> <li>Local religious organisations, schools and clubs</li> <li>Local churches, such as Hay Baptist Church of Hope, Saint Andrew's Presbyterian Church, St Fergal's Catholic Church</li> <li>Primary and high schools, such as Hay Public School, Hay War Memorial High School and Saint Mary's Primary School</li> <li>Sporting organisations, such as Hay Bowling &amp; Golf Club Regional Centres</li> <li>Local media</li> <li>2Hay FM Community Radio</li> <li>ABC Radio Riverina</li> <li>Deniliquin Pastoral Times</li> <li>The Land (Australian Community Media)</li> <li>The Riverine Grazier</li> <li>WIN News Riverina</li> <li>Business groups, suppliers and economic groups</li> <li>Industry Capability Network</li> <li>Murray-Riverina Business Chamber</li> <li>Regional Development Australia – Riverina and Murray Murray-Riverina Business Chamber</li> <li>Regional/local suppliers and businesses</li> </ul>	Nearby communities and community groups have the potential to be affected by the Project, particularly during the construction phase of the Project with the influx of workforce and service and infrastructure requirements. Impacts will generally be positive through capital investment, the provision of employment and generation of clean energy.
Industry and interest groups	<ul style="list-style-type: none"> <li>Clean Energy Council</li> <li>NSW Farmers Association</li> <li>Local Land Services</li> <li>NSW Irrigators' Council</li> <li>CAN Assist</li> <li>Interreach</li> <li>Country Women's Association</li> <li>Agricultural Tours Riverina</li> <li>Murray Regional Tourism</li> <li>Destination Riverina Murray</li> <li>TAFE – Lani Houston (local team leader)</li> </ul>	

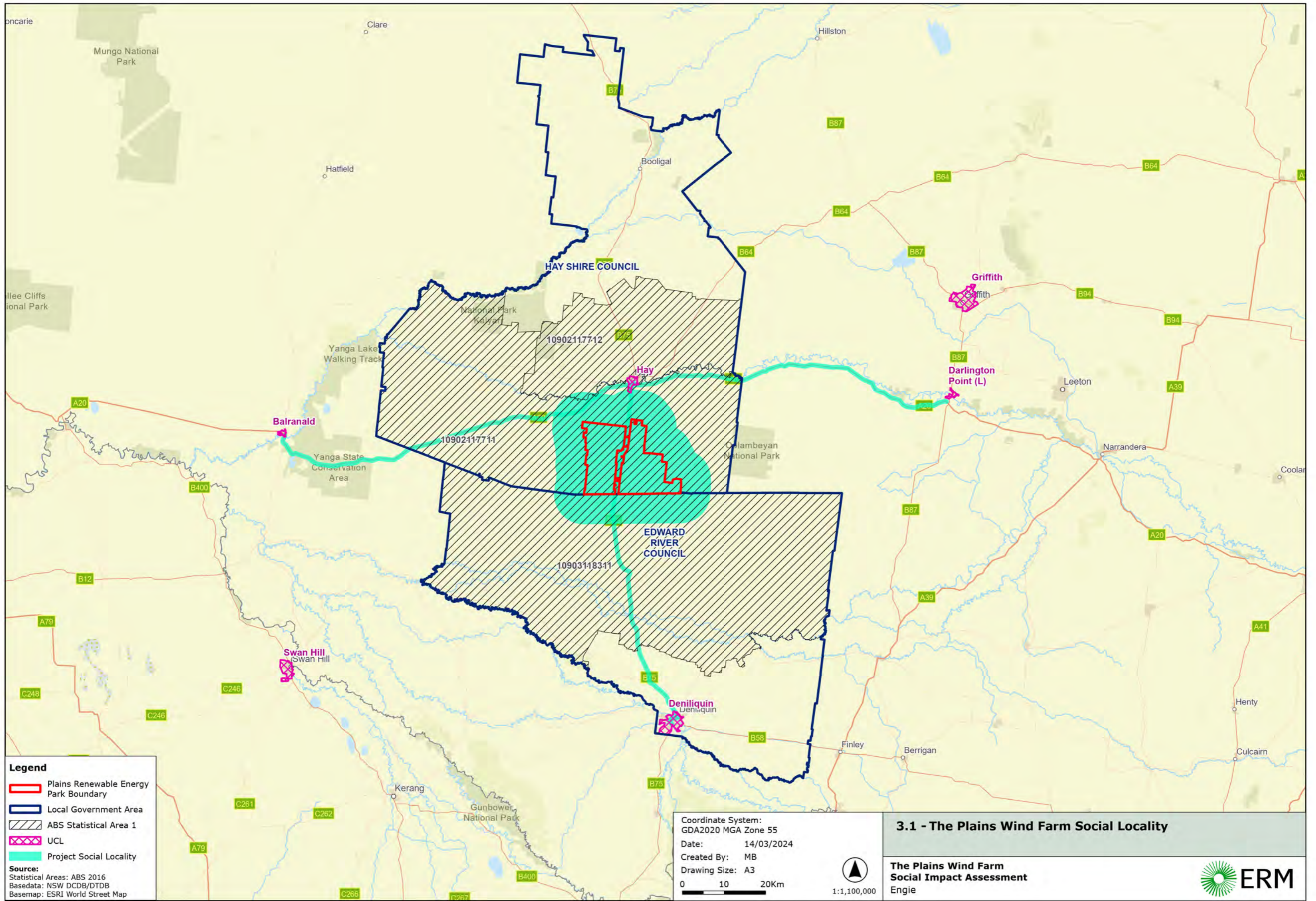
### Aboriginal Stakeholders

Aboriginal communities and groups	<ul style="list-style-type: none"> <li>Registered Aboriginal Parties (RAPs) groups and individuals:</li> <li>John Jackson</li> <li>Wakool Indigenous Corporation</li> <li>Pappin Family Aboriginal Corporation</li> <li>Hay Local Aboriginal Land Council (LALC)</li> <li>Deniliquin LALC</li> <li>Neville Whyman</li> <li>Patricia Winch</li> <li>Bangerang Aboriginal Corporation</li> <li>Yarkuwa Indigenous Knowledge Centre</li> <li>Other Aboriginal groups and individuals:</li> <li>Hay Aboriginal Working Party (HAWP)</li> <li>Konanggo Aboriginal Cultural Heritage Service</li> <li>Marie Havea</li> <li>Miyagan Culture &amp; Heritage</li> <li>Tiem Wilson</li> <li>Riverina Murray Regional Alliance</li> <li>Alice Pettit</li> <li>Alvira Wighton</li> </ul>	Specific cultural values of importance to Aboriginal parties may be affected by the Project. Refer to Section <b>6.3</b> of the EIS and <b>Appendix H</b> .
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Category	Stakeholder	Description
	<ul style="list-style-type: none"> <li>• Brian Gash Jnr</li> <li>• Cherokee Dixon</li> <li>• Corey Hughes</li> <li>• Daryl Singh</li> <li>• Galen Pettit</li> <li>• Gary Pappin</li> <li>• Geraldine Johnson</li> <li>• Jamie Woods</li> <li>• Josephine Goulding</li> <li>• Kerrie Parker</li> <li>• Mabel Fitzpatrick</li> <li>• Richard Dixon</li> <li>• Rod Pettit</li> <li>• Tara Dixon</li> <li>• Terence Singh</li> </ul>	
Aboriginal Agencies	<ul style="list-style-type: none"> <li>• Office of the Registrar - Aboriginal Land Rights Act 1983</li> <li>• Heritage NSW</li> <li>• Hay LALC</li> <li>• Deniliquin LALC</li> <li>• Riverina Local Land Services</li> <li>• National Native Title Tribunal</li> <li>• Native Title Services Corporation</li> </ul>	
<b>Other Industry and Stakeholders</b>		
Infrastructure Owners	<ul style="list-style-type: none"> <li>• Water NSW</li> <li>• TransGrid</li> </ul>	Infrastructure located within the Project Area could be affected by the Project during construction. Restrictions and covenants have been considered in this EIS and will not be impacted by the Project.
Exploration holders	<ul style="list-style-type: none"> <li>• None</li> </ul>	
<b>Regulatory</b>		
Federal Government representatives	<ul style="list-style-type: none"> <li>• Member for Farrer, the Hon Sussan Ley MP</li> <li>• Australian Energy Infrastructure Commissioner, Andrew Dyer</li> </ul>	The Project is aligned with specific regulatory requirements and provides mitigation measures to achieve compliance as required (refer <b>Appendix B</b> of the EIS).
State Government representatives	<ul style="list-style-type: none"> <li>• NSW Minister for Energy and Environment, the Hon Penny Sharp</li> <li>• Member for Murray, Helen Dalton MP</li> </ul>	
Local Councils	<ul style="list-style-type: none"> <li>• Hay Shire Council representatives and executives including: <ul style="list-style-type: none"> <li>◦ General Manager: David Webb</li> <li>◦ Director Planning and Development: Jack Treblanche</li> <li>◦ Mayor – Cr Carol Oatway</li> <li>◦ Deputy Mayor – Cr Lionel Garner</li> <li>◦ Cr. Geoff Chapman</li> <li>◦ Cr. Jenny Dwyer</li> <li>◦ Cr. Peter Handford</li> <li>◦ Cr. Paul Porter</li> <li>◦ Cr. Martyn Quinn</li> <li>◦ Cr. Darren Clarke</li> </ul> </li> <li>• Edward River Council representatives and executives including General Manager, Phil Stone, Director Infrastructure, Mayor, and Deputy Mayor</li> </ul>	

Category	Stakeholder	Description
	<ul style="list-style-type: none"> <li>Other Local Councils including Berigan Shire Council, Carrathool Shire Council, Murray River Council, Murrumbidgee Council, and Riverina &amp; Murray Joint Organization</li> </ul>	
State Government Agencies and Representatives	<ul style="list-style-type: none"> <li>DPE – Planning, Water, Heritage NSW, Crown Lands, Biodiversity and Conservation Division</li> <li>DPI – Agriculture, Fisheries</li> <li>NSW National Parks and Wildlife Service</li> <li>NSW Rural Fire Service</li> <li>Fire and Rescue NSW</li> <li>Mining, Exploration and Geoscience</li> <li>Transport for NSW</li> <li>NSW Environmental Protection Authority (EPA)</li> <li>Member for Murray</li> <li>NSW Minister for Energy</li> <li>NSW Minister for Environment and Heritage</li> <li>Riverina LLS</li> <li>Office of the National Wind Farm Commissioner</li> <li>Regional Development Australia</li> </ul>	
Australian Government Agencies and Representatives	<ul style="list-style-type: none"> <li>Australian Department of Climate Change, Energy, Environment and Water (DCCEEW)</li> <li>Civil Aviation and Safety Authority</li> <li>Airservices Australia</li> <li>Australian Energy Infrastructure Commissioner</li> <li>Member for Farrer</li> <li>Minister for the Environment and Water</li> </ul>	

A summary of the outcomes of engagement undertaken to-date with these groups is described in **Section 4**.



**Legend**

- Plains Renewable Energy Park Boundary
- Local Government Area
- ABS Statistical Area 1
- UCL
- Project Social Locality

**Source:**  
 Statistical Areas: ABS 2016  
 Basedata: NSW DCDB/DTDB  
 Basemap: ESRI World Street Map

Coordinate System:  
 GDA2020 MGA Zone 55  
 Date: 14/03/2024  
 Created By: MB  
 Drawing Size: A3

0 10 20km

1:1,100,000

**3.1 - The Plains Wind Farm Social Locality**

**The Plains Wind Farm Social Impact Assessment**  
 Engie



## 4. STAKEHOLDER ENGAGEMENT ACTIVITIES AND OUTCOMES

ENGIE has had active and regular engagement with the community and stakeholders from 2021. This engagement is ongoing and will ensure identified issues and opportunities inform the planning and delivery of the Project as best as practical. For a detailed breakdown of stakeholder engagement conducted for the EIS refer to Chapter 5 and Appendix D of the EIS.

ERM's community and stakeholder engagement specialists developed the original Community Engagement Strategy in mid-2021, subsequently ENGIE has been leading the engagement as delineated in the *Community Engagement Strategy* (Appendix D of EIS) which is a live document prepared for the Project in accordance with the *Undertaking Engagement Guidelines for State Significant Projects* (DPE, 2022d).

In addition, other studies prepared for the EIS have involved stakeholder engagement to ensure their assessments and mitigation measures are appropriate. These studies include the Landscape and Visual Impact Assessment (LVIA) (Moir Landscape Architecture, 2024) and the Aboriginal Cultural Heritage Assessment Report (ACHAR) (ERM, 2023). Accordingly, the outcomes of these engagements have also been incorporated into this SIA to inform the impact assessment and preliminary Social Impact Management Plan (SIMP).

The following sections detail the extent of consultation undertaken for the EIS which have informed the findings of the SIA (**Section 4.1**).

### 4.1 ENGAGEMENT UNDERTAKEN FOR THE EIS

Chapter 5 of the EIS provides an overview of the engagement activities carried out before and during the preparation of the EIS. It also provides indicative community engagement planned in the future should the project be approved. In line with NSW engagement guidelines for SSD projects, Chapter 5 of the EIS provides a summary of how the "engagement has shaped the project being assessed" (DPE, 2022d).

To summarise the outcomes of Chapter 5 of the EIS, the following engagement has been carried out for the purposes of the Project EIS:

- Meetings with host landowners and near neighbours; Several meetings and workshops have been conducted including with Hay Shire Council, Edward River Council Hay Local Aboriginal Land Council (LALC), Hay Aboriginal Working Party, and TOs;
- Several community information sessions were conducted at Hay and Boorooban;
- An online engagement portal with interactive mapping was developed;
- The project team engaged with local community through sponsoring and attending local events;
- A shopfront was established in Hay to provide the community with a consistent source of information;
- Visual assessments for neighbours within 10km of the project;
- Constant emails, phone calls and face to face meetings with host landowners, neighbours and members of the local communities; and
- Regular project updates were provided to the wider community through newsletters distributed to all local addresses, advertising in local newspapers, on local radio and through local social media pages.

**Appendix D** of the EIS provides a summary of a range of engagement activities and tools deployed to consult with and seek feedback from the various stakeholders of the Project.

The engagement activities used in the engagement process with various stakeholders include:

- Stakeholder and feedback database to record stakeholders engagements and feedback received during engagement;
- Project's website, email address, phone calls and video calls were established to promote community awareness on the most up to date information of the Project and address any concerns;
- Community Information Hub is a dedicated Project's physical space for the community and stakeholders to speak with a representative from the Project and get informed. The hub also provides a space for school groups to learn more about renewable energy and REZs;
- Frequently Asked Questions, Project visualisation video, public relations and media advertisement, briefings, factsheets and newsletters were developed to share Project key updates, messages, milestones, announcements and answer community common questions;
- Project site visits, community survey, community drop-in/ information sessions and one-on-one meetings were undertaken during development of the EIS to discuss the Project, answer questions and address concerns on a range of technical environmental and social aspects; and
- Sponsorship programs:
  - Rainbow on The Plains Festival is a 3-year sponsorship with funds provided by the Applicant; and
  - The Community sponsorship program established by the Applicant with the aim to support the local community and share the benefits of the Project. **Table 5-4** of the EIS provides a summary of the fundings, over \$40,000, awarded to 14 local community groups and not for profit organisations assisting key areas including mental health, environment, First Nations, and education.

#### 4.1.1 ABORIGINAL COMMUNITY CONSULTATION

Consultation with the Aboriginal community has been led by ERM Cultural Heritage Team as part of the development of the Aboriginal Cultural Heritage Assessment Report (ACHAR) (ERM, 2023). Consultation was undertaken in accordance with the *Aboriginal Cultural Heritage Consultation Requirements for Proponents* (DECCW, 2010).

Consultation with the Aboriginal community is described in Section 4 of the ACHAR (ERM, 2023) and includes a description of how the Aboriginal community were notified of the Project and how Registered Aboriginal Parties (RAPs) were involved throughout the development and undertaking of the heritage surveys.

#### Hay LALC First Nations Workshop Day – Q1 2023:

- Engie ANZ: Attendees: Aref Taleb (Project Developer), Merri Bartlett (Senior Community Engagement Officer), Meredith Anderson (Former Senior Development Manager), Jacqui Niemand (Head of Stakeholder Relations), Leigh Newbery (General Manager, Development and Deployment), Dusan Hadzi-Nikolov (Senior Delivery Manager), Ricardo Alvarez (Assistant Project Manager), Natalie Lukies (Engineering Manager), Navdeep Atwal (Project Engineer); and
- Hay LALC: Ian Woods (Hay LALC CEO), Hay LALC team, HAY LALC rangers.

#### Hay LALC Cultural Heritage Workshop Q3 2023:

- ENGIE ANZ: Attendees: Aref Taleb (Project Developer), Merri Bartlett (Senior Community Engagement Officer); and
- Hay LALC: Ian Woods (Hay LALC CEO), Tara Dixon (IPA Project Coordinator).

#### Hay Aboriginal Working Party Project Update Q3 2023:

- Attendees: Aref Taleb (Project Developer), Merri Bartlett (Senior Community Engagement Officer); and
- Hay Aboriginal Working Party: Gubba Woods (Director).

The workshop allowed an opportunity to discuss:

- Key topics relating to the Project, including construction, employment and training, cultural access, and tourism;
- Outcomes of heritage fieldwork and the significance and intangible values of its findings;
- Social impacts and opportunities; and
- Heritage management recommendations and opportunities.

A summary of key issues and opportunities raised is provided in **Section 4.1** with detailed outcomes of this engagement incorporated into the impact assessment in **Section 6**.

## 4.2 ENGAGEMENT FINDINGS

Further Engagement was undertaken in May 2023 by Voconiq as part of the planning process to ensure a social lens was taken during the impact assessment process. They conducted fifteen interviews as part of the community consultation, which were carried out involving 21 people in total, with some interviews conducted with multiple people. Interviewees included:

- Eight (8) landowners near the proposed project;
- Two (2) local business representatives;
- Six (6) people involved in local community groups;
- Three (3) employees of local councils / councillors; and
- Two (2) members of the community who did not fall into any of the above groups.

**Figure 4-1** and **Figure 4-2** provide a breakdown of the key themes that were identified through the coding of qualitative engagement data provided by Voconiq. Landowners and non-landowners have been separated in the figures due to the potential bias in the qualitative data provided by landowners associated with the Project.

FIGURE 4-1 LANDOWNER CODING ANALYSIS

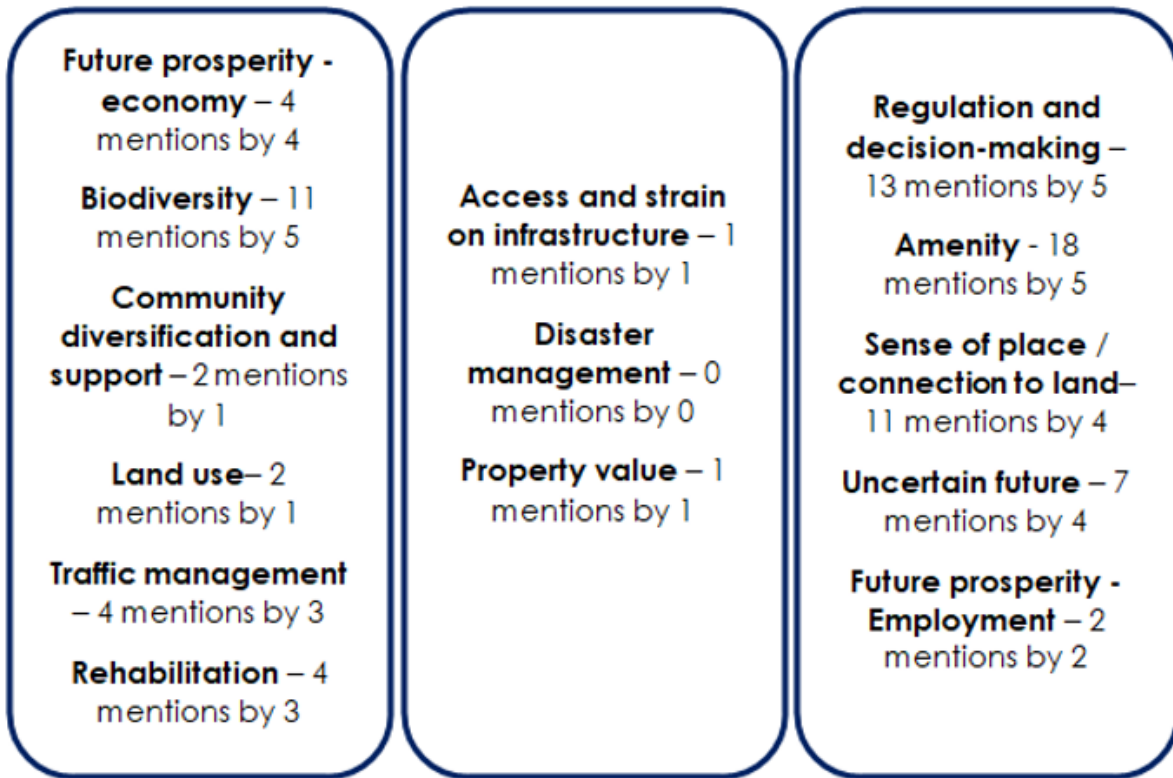
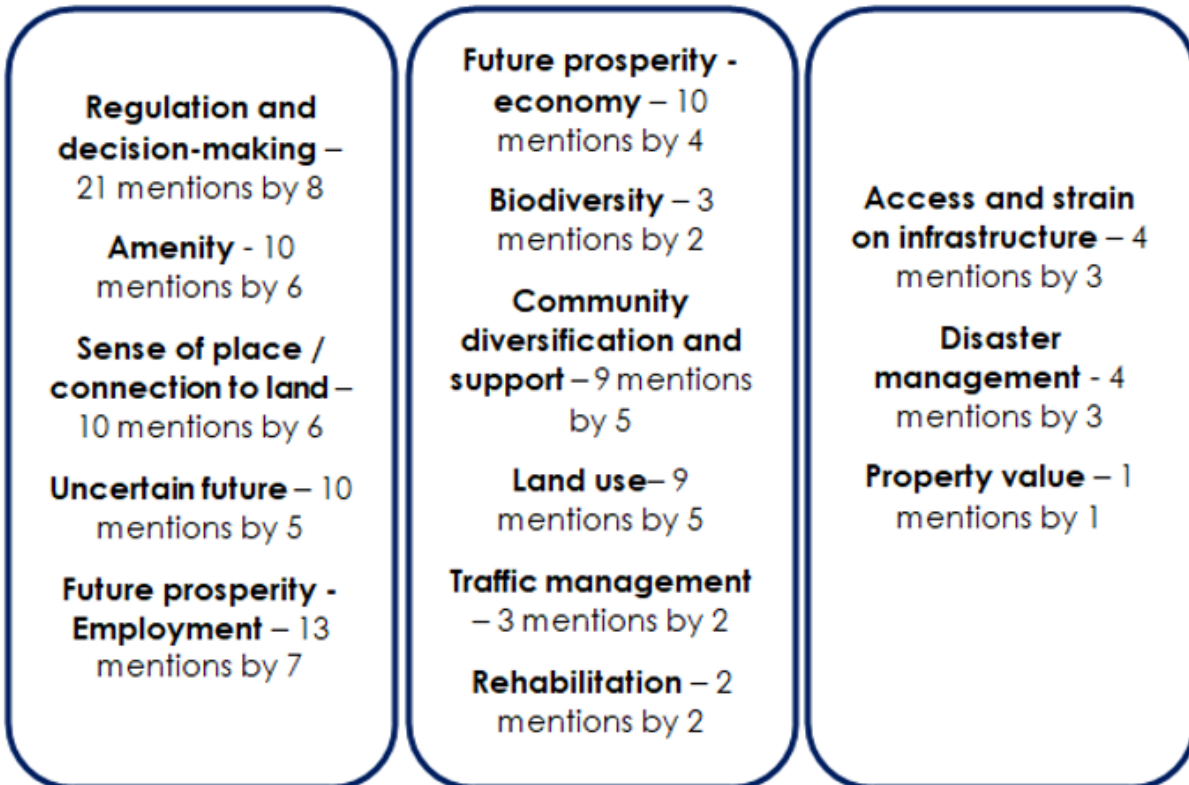


FIGURE 4-2 NON-LANDOWNER CODING ANALYSIS



**Table 4-1** outlines specific comments provided on each of these areas of interest by various stakeholder groups. In line with participatory research methods, SIA focused engagement by Voconiq recognises all stakeholders as key knowledge holders who can provide valuable information about the local community, economy, infrastructure, and environment (Vanclay, 2015).

**TABLE 4-1 ENGAGEMENT FINDINGS SUMMARY**

Theme / Topic	Comment Raised
Environmental	Stated that the project enables the community to be good global citizens.
	Questioned how the Project will impact on the "Twitchers" (bird watchers) who are known visitors in the area.
	Discussed that people have done more damage on the ground than renewable energy will do. Environmentally speaking, considering that solar will impact the land more than wind.
	The community experienced catastrophic droughts, demonstrating direct impact from climate change on the area over time. States that forms of renewable energy are needed.
	Commented that a lot of people still talk about climate change as being 'mother nature' rather than climate change.
	Impact to land is more important than amenity issues. Questioned what drives compensation conversations.
	Wind doesn't seem like as big a problem as there is a tower and nothing other than that is impacted, you can still use your property. Solar seems to take up more land.
	Worried about the biodiversity of the area.
	Questioned if there will there be impacts on native vegetation.
	Worried about the iconic endangered bird species (i.e. Plains Wanderer) with TransGrid offset buying this land for the bird. Questioning what the Project will do in this regard.
	Worried about the impacts on ecosystems, concern steaming from Landcare projects and native pastures.
	Discussed if there is going to be a meaningful impact on climate change and the environment. Worried that the Projects is just a transfer of cash from taxpayer to big companies.
	Groundwater for the frogs from "next-door" need to be considered.
Landscape	Keen to acknowledge the connection to the area and the landscape. Worried about the need to plant trees 'as soon as possible'. The property is a part of a generational family, and it is preferred to keep the landscape as is.
	Expressed the sentimental attachments to the Plains because the area is so unmarked by development – there is no industrial landscape there.
	With both wind and solar it's a bit incongruous with the landscape.
	Concern around if the Projects will lock up land that was once used for farming. Will be good if they can keep livestock moving around the turbines and panels.
	Important to know if there are grass fire risks around solar farms. Hard to get fire trucks access into solar farms.

Theme / Topic	Comment Raised
	Worried about the Project coming in and leaving defunct infrastructure when they go.
	Much rather have solar compared to wind, as there is so much sunshine and for the landscape solar is far more aesthetic than wind turbines.
	Discussed that wind and solar will not save the planet. Asked if it is worth changing the landscape to such an extent.
Workforce Accommodation	Suggested that 80% of people buying homes are retired.
	Hay can accommodate the influx of people during tourist events, such as the races and pavilion.
	Community mentions that Hay has one of the highest rates of motel occupancy.
	Accommodation is a big sector for Hay.
	Would be good to have an accommodation camp, who also use local suppliers.
	TransGrid is building a worker's accommodation in the area – supposedly started – will have the Project built by the beginning of next year.
	Concern about the housing shortage. It is impossible to get a house built in 18 months. Really tight market. What is available is low quality. Pressure from the infrastructure projects like Project EnergyConnect will require more housing in Hay. The problem is attracting capital into Hay to develop properties.
	One of the biggest challenges is a lack of housing. Hay has never had a residential housing developer.
	Worried about the lack of accommodation options with no houses for sale, accommodation is very tight.
	Highlighted that the Project could contribute to the community by utilising local businesses for accommodation.
	Suggested that Boooroban needs houses to make the community larger.
	Suggested for the Project to look at a housing strategy with the local council as the stakeholder is worried there is not enough housing for this future opportunity.
	Hay is a place people come to retire so it is normally quite cheap to rent a place. Worried about the workforce taking these places and others not being able to afford these.
Visual and Amenity	Neutral about visual and noise impacts, can understand both sides.
	Could be viewed as an eye sore or mesmerizing. Mentioned that you will always have the Plains to look at.
	Prefer solar over wind farms due to the lower visual impact. Suggested they integrate with the agricultural landscape.
	Suggested that the biggest impacts will be the visual impacts. Requested virtual representation of impacts.
	Expressed 'not in my backyard' (NIMBY) view towards visual impacts.
	The major difference would obviously be the visual difference of the landscape out on the Hay Plains.
	Could be an eyesore but really it is fascinating and not ugly, it is mesmerising.

Theme / Topic	Comment Raised
	Suggested that the stakeholders should be provided the visual assessment quicker rather than waiting until after the tender and interviews.
Noise and Vibration	Other community members not bothered by noise as an issue.
	Explained that noise and vibration are not a major talking point in the community.
	Shared some concern about noise in town.
	Believed that noise is not an issue. Particularly, when compared to communities that are beside coal stations.
	Suggested there is a possibility that potential noise and health impacts will cause some people distress.
	Discussed the potential for noise to set off migraines.
	Concern of the noise.
	Noise not an issue as it beats having a coal station on the backdoor.
Health Impacts	Concern surrounding unknown dangers of the Project that may cause distress (worried if children are at risk).
Traffic and Road Condition	Would like an understanding of where the access to site will be.
	Hay is currently a good place to live at; you're not dealing with traffic; you're not in the rat race or hamster wheel.
	Some concerned as they are on a non-through road and would like to keep it that way. The stakeholder does not want unauthorised people wandering around.
	Traffic impacts during construction could be an issue.
	There is a lot of local jobs in road maintenance.
	Worried about big vehicles going on minor unsealed roads with impact and degrade roading – how maintenance is done is important to fix them up
Community benefits	Excited to see an opportunity for economic growth in Hay with the wind and solar farms. Has experienced a hard time with family businesses starting up and shutting down.
	It is difficult to keep people in town with challenges due to, lack of housing, childcare, health facilities, young people spreading their wings for opportunities. Some community benefits could be centred around these.
	What are the community benefits that extend for 25 years into the future? Cheap energy into the town could be a suggestion.
	Funds to support community groups as no engagement with the community would not be ideal.
	Housing for aged care with a potential for looking into an independent living complex.
	Community benefits could focus on some of the areas of concern in the town (e.g., lack of children, population of school, lack of housing).
	Connectivity one of the biggest issues, need changes to the technology (i.e., internet connection).
	Hay needs heating in the winter and cooling in the summer (a lot of energy). The Project could see this has providing a benefit.

Theme / Topic	Comment Raised
	<p>Suggested the need for a community swimming pool upgrade.</p> <p>Community benefit could involve around the health aspects (e.g., more public health / preventative health services). Several stakeholders mentioned a large drug and alcohol problem in Hay – could be an area that needs community benefit programs.</p> <p>Programs need to be tailored to different communities (e.g., Deniliquin aligns south to Victoria; Hay aligns east to NSW).</p> <p>Suggestion of helping with the Rainbow of the Plains festival; helps with the local radio station.</p> <p>Suggested community benefits in land care – native seed bank or Hay pool.</p> <p>Strong desire for councils to work together as part of a consolidated group (e.g., Riverina, Edward River) something the councils could work on better.</p> <p>Hoping to benefit from renewables, wanting to be self-sufficient and not so vulnerable if lines get knocked out (currently getting a lot of blackouts reasonably frequently).</p> <p>Concern of the reliability of 'this type of power' – 'will it keep the lights on'.</p>
Tourism	<p>Suggested that tourism has picked up after COVID-19 and is now the second biggest industry.</p> <p>Worried about the impact on the night sky for the tourism business.</p>
Stakeholder Engagement	<p>Suggested for ENGIE to be visible within the town, have more communicative and community consultation as part of their events. The newsletter has been well received.</p> <p>Unable to understand what ENGIE is proposing to do from looking at the website.</p> <p>Hay needs to weigh up economic development against maintaining its actual viability. Hay is isolated, and it doesn't change rapidly.</p> <p>It can be hard to connect because people just don't engage even with traditional media like paper and radio.</p> <p>Concern there is not enough public meetings about the Project and wants to understand the scale of the Project and if it will be a long-term thing.</p>
Employment	<p>Are there long-term jobs available for community members living in Hay? How many long-term jobs are available? People will be more accepting if there are long-term jobs with people and their families are based here.</p> <p>Cotton Gin made people a bit sour – lots of promise of jobs but not many locals got those jobs because they didn't have the skills to meet those jobs.</p> <p>On solar – suggestion that the community needs this work. Creates jobs in construction – even those construction workers will pump money in and even the smaller maintenance jobs will benefit the jobs (e.g., fencing contractors, road maintenance, lots of jobs. Plus, it's sustainable energy).</p> <p>Would be good to have an accommodation camp but you'd want them to use local suppliers. It would be upsetting if the Project came in and hired people and equipment from Wagga and further away.</p> <p>Worried about managing the impact on the town, boom bust with the short-term boom with construction (e.g., Mad Max production integrated themselves within the town, they turned up at community events).</p>

Theme / Topic	Comment Raised
Construction / Decommissioning	Mentioned that solar farms impact grazing land more than wind farms, since the land cannot be used for grazing and because cows and sheep will rub up alongside panels.
	Have heard that there's been a bunch of pushbacks from the farmers around Trans grid and energy connect – just don't understand why. Trans grid has been good about trying to find local businesses to supply the future worker's camp.
	Does the construction impact on the ecosystem (e.g., birds)? Can the species survive the construction period?
	What are the full lifecycle costs of solar and wind – what does it cost to make and maintain over the lifetime of the Project? And what does the disposal of it take?
	Worried about the Project coming in and leaving defunct infrastructure when they leave (e.g., Ravensworth.)
Cumulative impacts	Questioned what the collective impact to the region is.
	Once one windfarm is built, it may set a precedent to for wind farms in the area (or solar farms).
Safety	Concerns surrounding if the community/neighbours will have to have security (has seen this occur with other communities) such as gates being left open.
	Will the Project impact on pest control?

## 5. SOCIAL BASELINE

This section provides an overview of the social baseline for the Project's Social Locality through a series of socio-economic datasets. In line with the *Social Impact Assessment Guideline* (DPE, 2023a), the social baseline describes the Social Locality without the project and informs the assessment of impacts outlined in **Section 6**.

### 5.1 LAND USE CONTEXT

The Project occupies an area of approximately 2572.88 ha. The Project Area and its surroundings are zoned RU1 (Primary Production) under the *Hay Shire Local Environmental Plan 2011*.

The Project Area's immediate surroundings comprise sparsely populated rural communities mainly employed in sheep and/or beef cattle farming. The demographic profile of the area indicates a higher median age population and larger proportion of the population over 65 years of age, strong indigenous representation, and a higher percentage of unoccupied dwellings than the state average. The Project Area contains little to no social infrastructure or commerce with the closest such services available at Hay.

### 5.2 POPULATION DEMOGRAPHICS

**Table 5-1** draws on the ABS datasets listed in **Table 3-1** to provide a demographic overview of the Social Locality. As outlined in **Section 3.2**, the Project Area is located within ABS SA1 No. 10902117711 and adjacent to SA1 Nos.: 10902117712 and 10903118311. This Statistical Area is the primary source providing details of the impacted community's defining characteristics and is used to provide an understanding of vulnerable groups within the Project's immediate Social Locality.

The ABS SA1 within which the Project is located has an aging population, consistent with that of the LGA and surrounding Town Centres. The Social Locality Area has a much higher proportion of residents identifying as Indigenous Australian when compared to the state of NSW. Between 2016-2021, the Hay LGA experienced modest population decline and trended toward a higher proportion of residents identifying as Indigenous Australian, and a relatively high median age.

**TABLE 5-1 KEY POPULATION INDICATORS ACROSS THE PROJECT'S SOCIAL LOCALITY**

ABS Statistical Area	Census Year	Pop.	Pop. Δ (avg. annual growth rate, %)	Median Age	Indigenous Pop. (%)	Pop. over 65 Years of Age (%)
<b>Hay LGA LGA13850</b>	2021	2,882	-0.43	48	8.3	23.3
	2016	2,946		46	6.8	21.8
<b>Edward River LGA LGA12730</b>	2021	8,456	-0.89	46	4.8	24.9
	2016	8,851		45	4.0	22.2
<b>SA1 (north of Project Area) SA1-10902117712</b>	2021	345	0.41	45	3.8	16.1
	2016	338		42	5.3	13.8

ABS Statistical Area	Census Year	Pop.	Pop. Δ (avg. annual growth rate, %)	Median Age	Indigenous Pop. (%)	Pop. over 65 Years of Age (%)
<b>SA1 (contains Project Area)</b> <b>SA1-10902117711</b>	2021	202	0.51	52	14.4	27.4
	2016	197		45	2.0	12.5
<b>SA1 (south of Project Area)</b> <b>SA1-10903118311</b>	2021	254	-3.51	47	14.1	22.4
	2016	308		45	3.5	13.3
<b>Hay</b> <b>UCL115079</b>	2021	2,208	-0.93	49	9.3	26.1
	2016	2,316		47	6.3	24.4
<b>Balranald</b> <b>UCL115005</b>	2021	1,063	-1.66	49	9.6	24.4
	2016	1,159		46	13.4	21.5
<b>Swan Hill</b> <b>UCL213014</b>	2021	10,869	0.51	38	4.3	26.9
	2016	10,600		39	3.6	20.6
<b>Deniliquin</b> <b>UCL114008</b>	2021	6,431	-1.18	47	5.6	26.9
	2016	6,833		45	4.7	24.1
<b>Darlington Point</b> <b>UCL121030</b>	2021	868	-1.33	44	18.9	20.8
	2016	930		41	17.8	17.4
<b>Griffith</b> <b>UCL113007</b>	2021	20,799	2.04	37	5.7	16.7
	2016	18,874		36	5.0	16.9
<b>NSW</b> <b>Code 1 (STE)</b>	2021	8,072,163	1.53	39	3.4	17.7
	2016	7,480,228		38	2.9	16.2

### 5.2.1 SEIFA

SEIFA is a product developed by the ABS<sup>4</sup> that ranks areas in Australia according to Index of Relative Socio-economic Advantage and Disadvantage (IRSAD). The indexes are based on information from the five-yearly Census. The SEIFA is commonly used to determine areas that require funding and services, identify new business opportunities, and assist research into the relationship between socio-economic disadvantage and various social outcomes. A relative measure of socio-economic disadvantage was first produced by the ABS following the 1971 Census while the SEIFA in its present form was first produced from the 1986 Census data (ABS, 2018; ABS, 2023a).

<sup>4</sup> 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. The indexes are based on information from the five-yearly Census, available at: <https://www.abs.gov.au/statistics/people/people-and-communities/socio-economic-indexes-areas-seifa-australia/latest-release>

The concept of relative socio-economic advantage and disadvantage used in the SEIFA 2016 and 2021 is the same as that used for the previous two censuses (2006 and 2011). The ABS broadly defines relative socio-economic advantage in terms of people's access to material and social resources, and their ability to participate in society. This recognises the many concepts that have emerged in the literature to describe advantage and disadvantage.

The dimensions included in SEIFA are guided by international research, given the constraints of Census data. The Census does collect information on the key dimensions of income, education, employment, occupation, housing, and some other miscellaneous indicators of advantage and disadvantage; these are the candidate variables used to construct the SEIFA (ABS, 2018; ABS, 2023a).

The latest available SEIFA indicators across the Project's Social Locality are reported in **Table 5-2**. Areas with higher percentiles indicates a higher degree of advantage and a relatively low incidence of disadvantage (ABS, 2018). The Murray River LGA exhibits an above average degree of socio-economic disadvantage, while the Hay LGA is on average significantly more disadvantaged compared to the Murray LGA and the surrounding SA1s. The SA1 within the Project Area and the western SA1 portion exhibits a similar degree of socio-economic disadvantage across the social locality while the northern portion exhibits a slightly higher degree of advantage.

**TABLE 5-2 SEIFA INDICATORS ACROSS THE PROJECT'S SOCIAL LOCALITY\***

<b>ABS Statistical Area</b>	<b>Census Year</b>	<b>SEIFA (percentile in NSW)</b>
<b>Hay LGA LGA13850</b>	2016	24
	2021	24
<b>Edward River LGA LGA12730</b>	2016	37
	2021	32
<b>SA1 (north of Project Area) SA1-10902117712</b>	2016	52
	2021	48
<b>SA1 (contains Project Area) SA1-10902117711</b>	2016	69
	2021	57
<b>SA1 (south of Project Area) SA1-10903118311</b>	2016	55
	2021	51
<b>Hay UCL115079</b>	*	*
<b>Balranald UCL115005</b>	*	*
<b>Swan Hill UCL213014</b>	*	*
<b>Deniliquin UCL114008</b>	*	*
<b>Darlington Point UCL121030</b>	*	*
<b>Griffith</b>	*	*

ABS Statistical Area	Census Year	SEIFA (percentile in NSW)
<b>UCL113007</b>		
<b>NSW Code 1 (STE)</b>	*	*

\* SEIFA is not provided for ABS UCL and STE Statistical Areas.

### 5.3 ECONOMIC PROFILE

**Table 5-3** characterises the economic profile of the Social Locality through the key industries and areas of employment for the three SA1s, the LGAs (Hay and Edward River), the five UCL (Hay, Balranald, Swan Hill, Deniliquin, Darlington Point, and Griffith) and NSW.

**TABLE 5-3 KEY INDUSTRIES FOR SELECT ABS STATISTICAL AREAS (2021 CENSUS DATA)**

Location	Key Occupation and Industries
<b>Hay LGA LGA13850</b>	<ul style="list-style-type: none"> <li>55.3% of the LGA's residents reported being in the workforce.</li> <li>The top occupations reported in Hay LGA were Managers (19.9%), Labourers (17.7%), Technicians and Trades Workers (14.8%), Clerical and Administrative Workers (10.4%), Professionals (10.3%), Community and Personal Service Workers (9.5%), Sales Workers (8.6%), and Machinery Operators and Drivers (7.5%).</li> <li>Of the employed people in Hay LGA, the top industries of employment were Sheep Farming (specialised) (7.5%), Local Government Administration (3.0%), Primary Education (3.8%), Supermarket and Grocery Stores (3.4%), and State Government Administration (3.1%).</li> </ul>
<b>Edward River LGA LGA12730</b>	<ul style="list-style-type: none"> <li>56.2% of the LGA's residents reported being in the workforce.</li> <li>The top occupations reported in the LGA were Managers (19.3%), Professionals (14.7%), Community and Personal Service Workers (13.1%), Technicians and Trades Workers (12.6%), Labourers (12.0%), Clerical and Administrative Workers (11.3%), Sales Workers (7.9%), and Machinery Operators and Drivers (6.7%).</li> <li>Of the employed people in the LGA, the top industries of employment were Other Social Assistance Services (4.5%), Hospitals (3.7%), Grain-Sheep or Grain-Beef Cattle Farming (3.3%), Primary Education (3.2%), and Supermarkets and Grocery Stores (3.2%).</li> </ul>
<b>SA1 (north of Project Area) SA1-10902117712</b>	<ul style="list-style-type: none"> <li>67.8% of the SA1's residents reported being in the workforce.</li> <li>The top occupations reported in the SA1 were Managers (27.2%), Clerical and Administrative Workers (16.3%), Labourers (14.7%), Technicians and Trades Workers (10.9%), Professionals (10.3%), Community and Personal Service Workers (9.2%), Sales Workers (8.2%), and Machinery Operators and Drivers (2.7%).</li> <li>Of the employed people in the SA1, the top industries of employment were Sheep Farming (specialised) (9.2%), Primary Education (8.2%), Landscape Construction Services (6.0%), Other Grain Growing (4.9%), and Hospitals (4.9%).</li> </ul>
<b>SA1 (contains Project Area) SA1-10902117711</b>	<ul style="list-style-type: none"> <li>62.4% of the SA1's residents reported being in the workforce.</li> <li>The top occupations reported in the SA1 were Managers (48.1%), Labourers (17.6%), Clerical and Administrative Workers (11.1%), Professionals (8.3%), Machinery Operators and Drivers (7.4%), Technicians and Trades Workers (4.6%), Sales Workers (3.7%), and Community and Personal Service Workers (2.8%).</li> <li>Of the employed people in the SA1, the top industries of employment were Sheep Farming (specialised) (24.1%), Beef Cattle Farming (specialised) (13.0%), (10.9%), Sheep-Beef Cattle Farming (6.5%), Cotton Growing (5.6%), and Site preparation Services (5.6%).</li> </ul>

Location	Key Occupation and Industries
<b>SA1 (south of Project Area)</b> <b>SA1-10903118311</b>	<ul style="list-style-type: none"> <li>66.7% of the UCL's residents reported being in the workforce.</li> <li>The top occupations reported in the UCL were Managers (53.7%), Labourers (20.8%), Clerical and Administrative Workers (5.4%), Community and Personal Service Workers (4.7%), Technicians and Trades Workers (3.4%), Machinery Operators and Drivers (3.4%), professionals (2.0%), and Sales Workers (2.0%).</li> <li>Of the employed people in the UCL, the top industries of employment were Sheep Farming (specialised) (24.2%), Grain-Sheep or Grain-Beed Cattle Farming (13.4%), State Government Administration (8.7%), Sheep-Beef Cattle Farming (8.1%), and Beef Cattle Feedlots (specialised) (3.4%).</li> </ul>
<b>Hay</b> <b>UCL115079</b>	<ul style="list-style-type: none"> <li>52.2% of the UCL's residents reported being in the workforce.</li> <li>The top occupations reported in the UCL were Labourers (18.0%), Technicians and Trades Workers (17.6%), Managers (12.8%), Professionals (11.0%), Community and Personal Service Workers (11.0%), Clerical and Administrative Workers (10.1%), Sales Workers (9.6%), and Machinery Operators and Drivers (9.0%).</li> <li>Of the employed people in the UCL, the top industries of employment were Supermarket and Grocery Stores (4.3%), Local Government Administration (4.1%), Accommodation (3.7%), Primary Education (3.3%), and Secondary Education (3.1%),</li> </ul>
<b>Balranald</b> <b>UCL115005</b>	<ul style="list-style-type: none"> <li>52.6% of the UCL's residents reported being in the workforce.</li> <li>The top occupations reported in the UCL were Labourers (16.7%), Community and Personal Service Workers (14.9%), Technicians and Trades Workers (13.5%), Machinery Operators and Drivers (13.5%), Managers (12.8%), Professionals (12.4%), Clerical and Administrative Workers (9.4%), and Sales Workers (5.5%).</li> <li>Of the employed people in the UCL, the top industries of employment were Local Government Administration (9.2%), Other Fruit and Tree Nut Growing (5.9%), Combined Primary and Secondary Education (5.5%), Hospitals (5.3%), and Road Freight Transport (3.9%).</li> </ul>
<b>Swan Hill</b> <b>UCL213014</b>	<ul style="list-style-type: none"> <li>59.5% of the UCL's residents reported being in the workforce.</li> <li>The top occupations reported in the UCL were Professionals (17.2%), Labourers (15.1%), Technicians and Trades Workers (13.5%), Managers (13.5%), Community and Personal Service Workers (12.9%), Clerical and Administrative Workers (11.2%), Sales Workers (9.7%), and Machinery Operators and Drivers (4.9%).</li> <li>Of the employed people in the UCL, the top industries of employment were Hospitals (7.1%), Primary Education (3.4%), Supermarket and Grocery Stores (2.6%), Secondary Education (2.5%), and Meat Processing (2.4%).</li> </ul>
<b>Deniliquin</b> <b>UCL114008</b>	<ul style="list-style-type: none"> <li>52.6% of the UCL's residents reported being in the workforce.</li> <li>The top occupations reported in the UCL were Professionals (15.9%), Community and Personal Service Workers (15.2%), Technicians and Trades Workers (14.2%), Labourers (12.0%), Clerical and Administrative Workers (11.6%), Managers (11.0%), Sales Workers (9.6%), and Machinery Operators and Drivers (7.2%).</li> <li>Of the employed people in the UCL, the top industries of employment were Other Social Assistance Services (5.3%), Hospitals (4.1%), Supermarket and Grocery Stores (3.8%), Ages Care Residential Services (3.3%), and Primary Education (3.1%).</li> </ul>

Location	Key Occupation and Industries
<b>Darlington Point UCL121030</b>	<ul style="list-style-type: none"> <li>51.8% of the UCL's residents reported being in the workforce.</li> <li>The top occupations reported in the UCL were Labourers (19.2%), Machinery Operators and Drivers (16.2%), Technicians and Trades Workers (15.9%), Community and Personal Service Workers (12.0%), Clerical and Administrative Workers (11.7%), Managers (11.4%), Professionals (5.8%), and Sales Workers (5.8%).</li> <li>Of the employed people in the UCL, the top industries of employment were Local Government Administration (5.6%), Poultry Processing (5.3%), Wine and Other Alcoholic Beverage Manufacturing (3.1%), Site Preparation Services (3.1%), and Primary Education (3.1%).</li> </ul>
<b>Griffith UCL113007</b>	<ul style="list-style-type: none"> <li>64.4% of the UCL's residents reported being in the workforce.</li> <li>The top occupations reported in the UCL were Labourers (20.8%), Professionals (14.3%), Technicians and Trades Workers (13.3%), Managers (12.8%), Clerical and Administrative Workers (10.8%), Community and Personal Service Workers (9.7%), Sales Workers (9.0%), and Machinery Operators and Drivers (6.8%).</li> <li>Of the employed people in the UCL, the top industries of employment were Poultry Processing (8.6%), Wine and Other Alcoholic Beverage Manufacturing (5.2%), Hospitals (3.8%), Supermarket and Grocery Stores (3.1%), and Primary Education (2.4%).</li> </ul>
<b>NSW Code 1 (STE)</b>	<ul style="list-style-type: none"> <li>58.7% of the State's residents reported being in the workforce.</li> <li>The top occupations reported in NSW were Professionals (25.8%), Managers (14.6%), Clerical and Administrative Workers (13.0%), Technicians and Trades Workers (11.9%), and Community and Personal Service Workers (10.6%), Labourers (8.2%), Sales Workers (8.0%), and Machinery Operators and Drivers (6.0%).</li> <li>Of the employed people in NSW, the top industries of employment were Hospitals (4.2%), Supermarket and Grocery Stores (2.5%), Other Social Assistance Services (2.4%), Computer System Design and Related Services (2.3%), and Aged Care Residential Services (2.2%).</li> </ul>

TABLE 5-4 KEY INCOME AND ECONOMIC INDICATORS ACROSS THE SOCIAL LOCALITY

Location	Census Year	Unemployment (%)	Median Weekly Household Income	Labour Force Population / (%)
<b>Hay LGA LGA13850</b>	2021	4.0%	\$1,236	1,337
	2016	4.6%	\$1,075	1,355
<b>Edward River LGA LGA12730</b>	2021	3.6%	\$1,240	3,918
	2016	5.0%	\$1,080	4,012
<b>SA1 (north of Project Area) SA1-10902117712</b>	2021	1.6%	\$1,575	187
	2016	2.3%	\$1,465	174
<b>SA1 (contains Project Area) SA1-10902117711</b>	2021	3.6%	\$1,797	111
	2016	0.0%	\$1,437	103
<b>SA1 (south of Project Area) SA1-10903118311</b>	2021	2.0%	\$1,412	148
	2016	2.6%	\$1,211	151
<b>Hay UCL115079</b>	2021	4.9%	\$1,116	978
	2016	5.5%	\$1,013	1,024
<b>Balranald UCL115005</b>	2021	4.6%	\$1,166	458
	2016	7.9%	\$1,012	521

Location	Census Year	Unemployment (%)	Median Weekly Household Income	Labour Force Population / (%)
<b>Swan Hill UCL213014</b>	2021	3.1%	\$1,380	5,235
	2016	5.0%	\$1,090	4,724
<b>Deniliquin UCL114008</b>	2021	4.4%	\$1,159	2,840
	2016	5.9%	\$1,018	2,959
<b>Darlington Point UCL121030</b>	2021	7.6%	\$1,197	380
	2016	6.9%	\$1,066	403
<b>Griffith UCL112010</b>	2021	3.3%	\$1,706	10,811
	2016	5.3%	\$1,304	8,854
<b>NSW Code 1 (STE)</b>	2021	4.9%	\$1,829	3,874,012
	2016	6.3%	\$1,486	3,605,872

## 5.4 HOUSING AND ACCOMMODATION

Rental affordability and availability are the most likely portion of the housing market to respond to change in population prompted by large projects and is a key component for economic vitality of communities and wellbeing of individuals (Lawrie, Tonts, & Plummer, 2011). Generally, housing stress can occur when rent exceeds 30% of a low-income household gross income.<sup>5</sup> SGS Economics and Planning in partnership with National Shelter, Beyond Bank, and Brotherhood of St Laurence have published the Rental Affordability Index (RAI) since 2015 (SGS, 2023). The findings identify that in Quarter 2, 2022 postcode 2711 which includes Hay UCL was considered 'Very Affordable', whilst postcode 2710 which includes Deniliquin was listed as 'Acceptable' (SGS, 2023).

The LGAs in the Social Locality are included in both the Riverina and Murray tourism regions, which according to Tourism Research Australia (2021) have occupancy rates of 59.7% and 51.1% respectively. **Figure 5-1** Overnight Visitors and **Table 5-9** provide a breakdown of the main purposes to which end tourists are using short-term accommodation in the Murray and Riverina Tourist Regions (Tourism Research Australia, 2021). According to the National Visitor Survey methodology (Tourism Research Australia, n.d.) the main categories of tourism include Visiting Friends and Relatives (VRF), Holiday, Business and Education and Employment.

<sup>5</sup> Specifically, the ABS and the Australian Institute of Health and Welfare apply the 30/40 rule which identifies households in the lowest 40% of incomes that spend more than 30% of gross household income on housing costs as being subject to financial housing stress (AIHW, 2022; ABS, 2023c).

FIGURE 5-1 OVERNIGHT VISITORS IN THE MURRAY TOURIST REGION

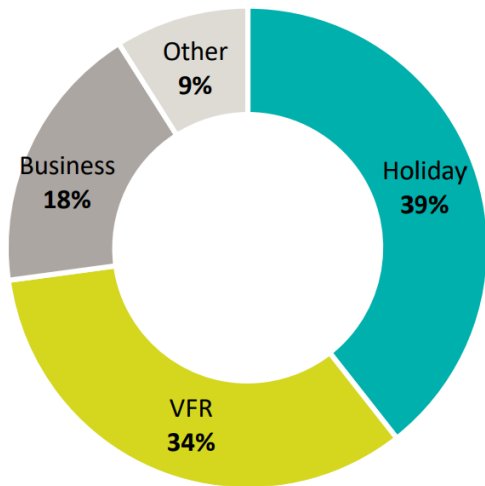


FIGURE 5-2 OVERNIGHT VISITORS IN THE RIVERINA TOURIST REGION

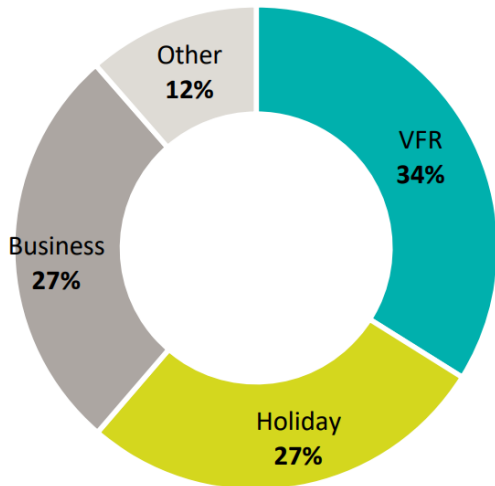


FIGURE 5-3 POSTCODE 2711 (CONTAINING HAY)

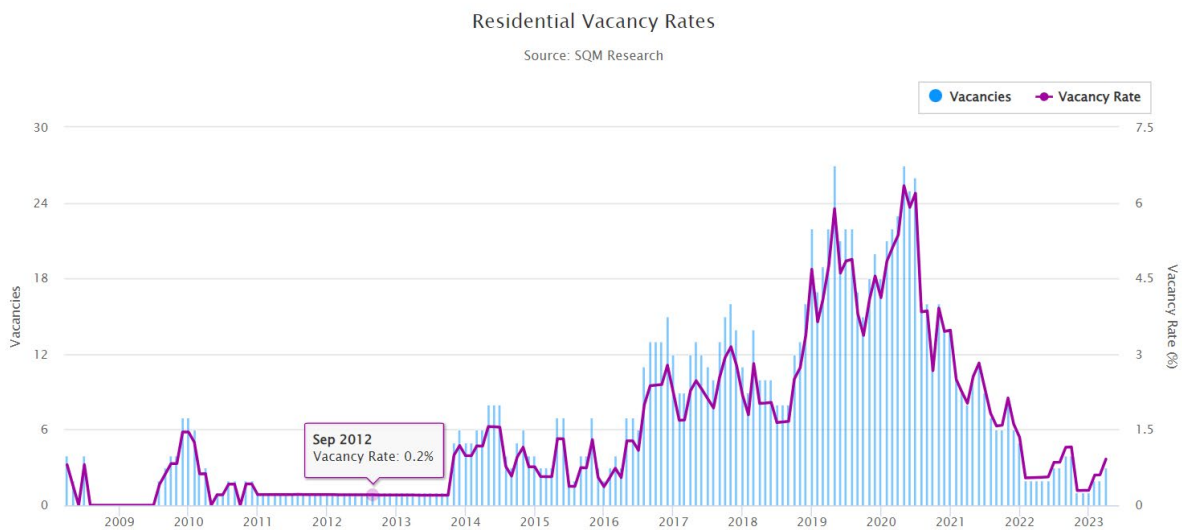


FIGURE 5-4 POSTCODE 2710 (CONTAINING DENILQUIN)

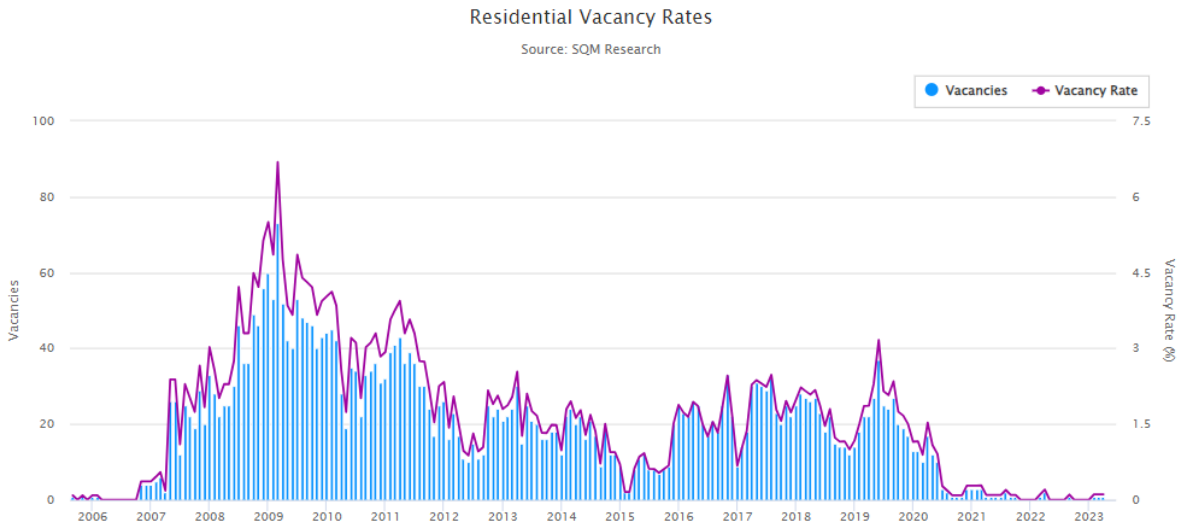
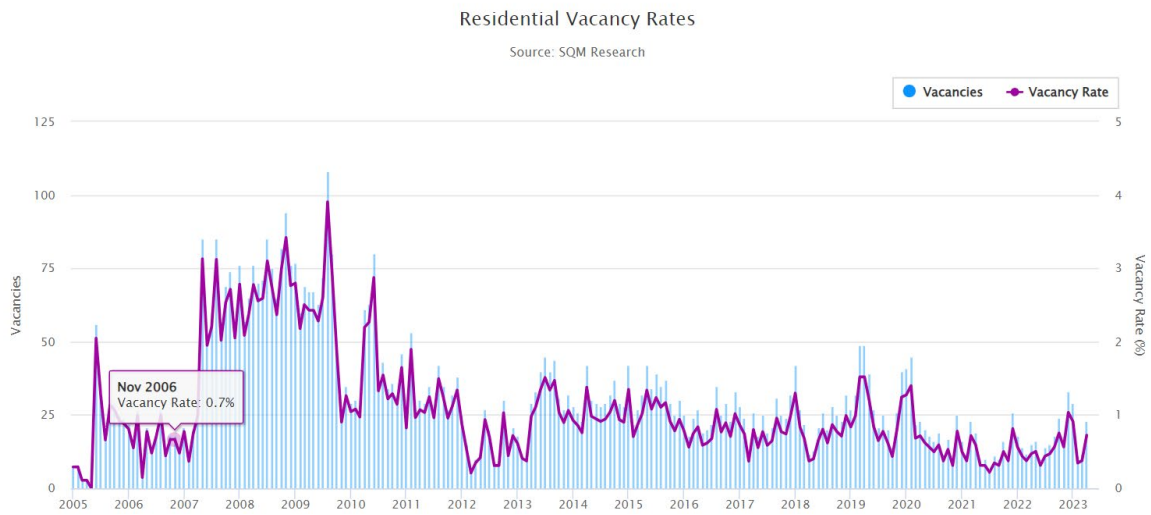


FIGURE 5-5 POSTCODE 2680 (CONTAINING GRIFFITH)



Short-term tourist accommodation such as hotels, motels, cabins and caravan parks are important in regional areas to provide accommodation for visitors and to support regional tourism and economic activity. The LGA's of the Social Locality include the Hay LGA which has 17.4% of dwellings unoccupied, and Edward River LGA which has only 3.6% of dwellings unoccupied (ABS, 2021b).

Key income and housing indicators across the Project's Social Locality are reported in **Table 5-5**.

**TABLE 5-5 KEY HOUSING INDICATORS ACROSS THE SOCIAL LOCALITY**

<b>ABS Statistical Area</b>	<b>Census Year</b>	<b>Dwelling count (occupied/ unoccupied/ (%))</b>	<b>Dwelling tenure (owned outright + mortgaged / rented, %)*</b>
<b>Hay LGA LGA13850</b>	2021	1134 / 239 (17.4%)	64.7% / 26.4%
	2016	1,087/ 294 (21.3%)	62.8%/ 30.3%
<b>Edward River LGA LGA12730</b>	2021	3,331 / 523 (13.6%)	70.0% / 24.8%
	2016	3,378/ 472 (12.3%)	67.5% / 28.4%
<b>SA1 (north of Project Area) SA1-10902117712</b>	2021	113 / 19 (14.8%)	77.2% / 6.1%
	2016	103 / 29 (22.0%)	87.0% / 13.0%
<b>SA1 (contains Project Area) SA1-10902117711</b>	2021	73 / 29 (28.2%)	52.0% / 6.8%
	2016	61 / 30 (33.0%)	63.5% / 28.4%
<b>SA1 (south of Project Area) SA1-10903118311</b>	2021	97 / 34 (25.8%)	66.0% / 14.4%
	2016	106 / 48 (31.2%)	60.0% / 31.3%
<b>Hay UCL115079</b>	2021	899 / 177 (16.4%)	64.1% / 31.1%
	2016	891 / 213 (19.3%)	60.9% / 32.8%
<b>Balranald UCL115005</b>	2021	411 / 134 (24.9%)	65.5% / 29.9%
	2016	450 / 108 (19.4%)	63.8% / 33.6%
<b>Swan Hill UCL213014</b>	2021	4,246 / 309 (8.8%)	64.4% / 32.2%
	2016	3,924 / 426 (9.8%)	62.1% / 33.6%
<b>Deniliquin UCL114008</b>	2021	2,646 / 376 (12.5%)	68.0% / 28.4%
	2016	2,704/ 298 (9.9%)	66.0% / 30.6%
<b>Darlington Point UCL121030</b>	2021	350 / 37 (9.5%)	62.6% / 26.3%
	2016	341 / 45 (11.7%)	57.6% / 38.4%
<b>Griffith UCL112010</b>	2021	7,272 / 594 (7.5%)	59.8% / 35.7%
	2016	6,354 / 682 (9.7%)	59.9% / 35.4%
<b>NSW Code 1 (STE)</b>	2021	2,900,486 / 299,524 (9.4%)	64.0% / 32.6%
	2016	2,604,320 / 284,741 (10%)	64.5% / 31.8%

\*The residual percentage comprises other tenure types and tenure not stated.

## 5.5 SOCIAL INFRASTRUCTURE AND COMMUNITY WELLBEING

Social infrastructure comprises schools and other education institutions, medical services, emergency services, recreational facilities and community organisations. Some commercial services are also listed under social infrastructure, such as childcare facilities.

Social infrastructure in the rural localities in the immediate vicinity of the Project Area is limited to outdoor recreation areas in Lachlan Valley National Park and Oolambeyan National Park, various trails throughout the National Park and lookout points.

The nearest town is Hay (population of 2,208) (ABS UCL), located approximately 38 km north of the Project Area. Hay hosts a private and public primary school, a public high school, a childcare centre, TAFE campus, a hospital, a church, two NSW Rural Fire stations, and various shops, restaurants, and cafes. Bendemeer also has a range of accommodation options, a corner store, IGA, and Foodworks.

Griffith (population of 20,799) is the nearest regional centre servicing the west of the Project Area. The Griffith Base Hospital is public hospital providing a variety of medical services, including a 24-hour emergency facility. St Vincent's Private Community Hospital is a private hospital providing various medical services and specialisations. Griffith also has multiple separate medical centres with general practitioners. Griffith is located in the Murrumbidgee NSW Local Health District, along all other regional centres within the Social Locality. Emergency services based in Griffith include NSW Police, Ambulance, Fire and Rescue, RFS, and the State Emergency Service (SES). Griffith has private and public primary and high schools. A variety of religious organisations and churches are present in Griffith, along with branches of the Returned Services League (RSL), the Lions and Rotary Clubs, and several sporting and recreation clubs including for AFL, boating, cycling, golf, pistol, rugby union, tennis, swimming, and gardening.

Deniliquin is a regional centre to the south of the Project Area with a population of 6,431. Deniliquin is located approximately 95 km south travelling distance from the Project Area. Deniliquin is the largest centre in the Edward River LGA hosting the council offices. Medical services available in Deniliquin include the Deniliquin District Hospital, Deniliquin Community Health Centre, Orche Medical Centre Deniliquin, and aged care services. All major emergency services are present in Deniliquin: NSW Police, Ambulance, Fire and Rescue, RFS, and the SES. Deniliquin has several public and private primary and high schools. A wide variety of community organisations are present in the town including the Country Women's Association (CWA), historical society, Lions, APEX, and Rotary Clubs, an RSL Club, a branch of the Red Cross, and a Men's Shed.

Public health and education services in surrounding towns and regional centres which may support the construction phase of the Project are identified in **Table 5-6** and **Table 5-7**. Key health and education indicators across the Project's Social Locality are reported in **Table 5-8**.

TABLE 5-6 PUBLIC HEALTH SERVICES

Location	Public Health Service
Hay	<ul style="list-style-type: none"> <li>• Hay Medical Centre</li> <li>• Hay Hospital</li> <li>• Local Dental Clinic - Hay</li> </ul>
Balranald	<ul style="list-style-type: none"> <li>• Balranald District Hospital</li> <li>• Balranald Medical Centre</li> <li>• Mallee Family Car</li> <li>• Maari Ma Health Balranald</li> </ul>
Swan Hill	<ul style="list-style-type: none"> <li>• Swan Hill District Hospital</li> <li>• Swan Hill Primary Health Medical Centre</li> <li>• Swan Hill Medical Group</li> <li>• Stacey's Dental Laboratory</li> <li>• Country Hearing Care Swan Hill</li> <li>• Headspace Swan Hill</li> <li>• Swan Hill Community Mental Health Service</li> <li>• Swan Hill Ambulance Station</li> </ul>
Deniliquin	<ul style="list-style-type: none"> <li>• Deniliquin Community Health Centre</li> <li>• Deniliquin District Hospital</li> <li>• Deniliquin Hospital and Health Services</li> <li>• Orche Medical Centre Deniliquin</li> <li>• Deniliquin Clinic</li> <li>• Local Dental Centre, Deniliquin</li> <li>• Community Mental Health and Drug and Alcohol Service - Deniliquin</li> <li>• Shiloh Medical Practice</li> <li>• Deniliquin Physiotherapy and Sports Injury Centre</li> <li>• NSW Ambulance – Deniliquin</li> </ul>
Darlington Point	<ul style="list-style-type: none"> <li>• Darlington Point Community Health</li> </ul>
Griffith	<ul style="list-style-type: none"> <li>• Griffith Base Hospital</li> <li>• St Vincent's Private Community Hospital</li> <li>• Griffith Medical Centre</li> <li>• Dr Thevashangar Vasuthevan</li> <li>• Griffith Dental Surgery</li> <li>• Griffith Dental Lounge</li> <li>• Griffith Aboriginal Medical Service</li> <li>• Your Health Griffith</li> <li>• Griffith Community Mental Health Centre – Women's Health</li> <li>• Hanwood Surgery</li> <li>• Griffith Ambulance Station</li> </ul>

TABLE 5-7 EDUCATIONAL FACILITIES

Location	Educational Centre
<b>Hay</b>	<ul style="list-style-type: none"> <li>• Hay War Memorial High School</li> <li>• Hay Public School</li> <li>• Saint Mary's Primary School</li> <li>• TAFE NSW - Hay</li> <li>• Hay Children's Services</li> </ul>
<b>Balranald</b>	<ul style="list-style-type: none"> <li>• Balranald Central School</li> <li>• St Joseph's Parish Primary School</li> <li>• Balranald Early Learning Centre</li> </ul>
<b>Swan Hill</b>	<ul style="list-style-type: none"> <li>• Swan Hill Primary School</li> <li>• Swan Hill North Primary School</li> <li>• Swan Hill College</li> <li>• St Mary MacKillop College</li> <li>• St Mary's Primary School</li> <li>• Swan Hill Specialist School</li> <li>• Son Centre Christian College</li> <li>• OneSchool Global Swan Hill Campus</li> <li>• Vic College of Koorie Education – Payika Campus</li> <li>• Shine Bright Kunawaa North Kindergarten</li> <li>• Shine Bright Swan Hill North Kindergarten</li> <li>• Shine Bright Swan Hill South Kindergarten</li> <li>• Shine Bright Shamrock Park Kindergarten</li> </ul>
<b>Deniliquin</b>	<ul style="list-style-type: none"> <li>• Nyrung Public School</li> <li>• Conargo Public School</li> <li>• Deniliquin Christian School</li> <li>• Deniliquin North Public School</li> <li>• Deniliquin South Public School</li> <li>• Deniliquin High School</li> <li>• Edward Public School</li> <li>• St Michael's Primary School</li> <li>• NSW TAFE – Deniliquin</li> <li>• Riverina Community College Inc.</li> <li>• Goodstart Early Learning Deniliquin</li> <li>• Deniliquin Children's Centre</li> </ul>
<b>Darlington Point</b>	<ul style="list-style-type: none"> <li>• Darlington Point Public School</li> <li>• Hanwood Public School</li> </ul>
<b>Griffith</b>	<ul style="list-style-type: none"> <li>• Lake Wyangan Public School</li> <li>• Tharbogang Public School</li> <li>• Griffith North Public School</li> <li>• Griffith East Public School</li> <li>• Griffith Public School</li> <li>• Griffith North Primary School</li> <li>• Saint Patrick's School</li> <li>• Kalinda School</li> <li>• Marian Catholic College</li> <li>• Murrumbidgee Regional High School – Griffith</li> <li>• Murrumbidgee Regional High School - Wade</li> <li>• Contaf – Griffith Academy</li> <li>• Yoogali Public School</li> <li>• Saint Mary's Yooglai</li> <li>• Verity Christian College</li> <li>• Hanwood Public School</li> <li>• Headstart Early Learning Centre Griffith</li> <li>• Griffith Child Care Centre</li> <li>• Community Kids Griffith Early Education Centre</li> <li>• Griffith Preschool Kindergarten</li> <li>• Griffith East Preschool</li> <li>• Goodstart Early Learning Griffith – Sanders Street</li> <li>• Goodstart Early Learning Griffith – Coolah Street</li> <li>• Griffith Central Preschool</li> <li>• Griffiths Wiradjuri Aboriginal Preschool</li> <li>• Western Riverina Family Day Care Scheme</li> <li>• TAFE NSW Griffith</li> </ul>

**TABLE 5-8 KEY HEALTH AND EDUCATION INDICATORS ACROSS THE PROJECT'S SOCIAL LOCALITY**

<b>ABS Statistical Area</b>	<b>Census Year</b>	<b>Count of selected long-term health conditions: 0 / 1 / 2 / 3 or more conditions</b>	<b>Educational attainment year 12 or equiv.</b>	<b>Educational attainment, vocational training</b>	<b>Educational attainment, university</b>
<b>Hay LGA LGA13850</b>	2021	52.5% / 21.3% / 7.8% / 4.2%	13.7%	24.9%	8.3%
	2016	-*	13.1%	22.1%	7.3%
<b>Edward River LGA LGA12730</b>	2021	54.4% / 21.9% / 8.1% / 4.1%	10.4%	27.4%	12.4%
	2016	-*	10.9%	25.2%	10.1%
<b>SA1 (north of Project Area) SA1-10902117712</b>	2021	63.5% / 14.2% / 3.8% / 1.7%	14.1%	29.1%	6.9%
	2016	-*	13.4%	27.8%	9.5%
<b>SA1 (contains Project Area) SA1-10902117711</b>	2021	57.7% / 18.5% / 2.3% / 4.5%	11.8%	28.1%	11.8%
	2016	-*	18.5%	23.8%	10.6%
<b>SA1 (south of Project Area) SA1-10903118311</b>	2021	60.0% / 16.8% / 3.9% / 2.5%	12.6%	24.8%	17.6%
	2016	-*	16.2%	21.4%	12.0%
<b>Hay UCL115079</b>	2021	49.5% / 22.8% / 9.2% / 4.9%	13.8%	23.5%	7.5%
	2016	-*	13.0%	21.2%	6.5%
<b>Balranald UCL115005</b>	2021	54.8% / 18.7% / 7.4% / 4.3%	13.7%	22.2%	8.5%
	2016	-*	11.1%	19.4%	6.1%
<b>Swan Hill UCL213014</b>	2021	59.2% / 20.3% / 7.1% / 3.8%	15.0%	26.9%	13.3%
	2016	-*	12.1%	24.2%	10.7%
<b>Deniliquin UCL114008</b>	2021	51.6% / 23.1% / 8.7% / 4.6%	10.2%	26.4%	11.4%
	2016	-*	10.7%	24.7%	9.6%
<b>Darlington Point UCL121030</b>	2021	47.2% / 20.5% / 10.1% / 8.1%	9.5%	20.0%	5.3%
	2016	-*	7.4%	21.2%	5.8%
<b>Griffith UCL113007</b>	2021	64.1% / 18.0% / 5.4% / 2.9%	14.7%	24.4%	14.9%
	2016	-*	13.0%	27.5%	11.1%
<b>NSW Code 1 (STE)</b>	2021	64.9% / 18.3% / 5.7% / 3.0%	14.5%	24.3%	27.8%
	2016	-*	15.3%	23.7%	23.4%

\*Count of select long-term health conditions was not reported in the 2016 Census Quick-stats.

## 5.6 ACCESS AND CONNECTIVITY

The Cobb Highway splits the Project Area into two sections – east and west. The Cobb Highway is a state highway travelling north-south through the region connecting Barrer Highway near Wilcannia, NSW and Echuca, Victoria. The Project Area is 38 km south of the Sturt Highway, which is a national highway travelling east-west through the region connecting the Hume Highway near Tarcutta, NSW, through Mildura, Victoria to Gawler, South Australia.

The Hay LGA, approximately eight hours from Sydney and five hours from Melbourne, is ideally located with highways and main roads leading south to Shepparton, Bendigo and Melbourne, east to Wagga Wagga and Canberra, and northeast to Bathurst and Dubbo, making the route a popular drive and destination for tourists, bringing economic activity into the area.

Attractions associated with the natural environment and cultural activities, such as national parks, retreats, historic buildings and museums and country experiences assist with bringing tourists to visit the region.

Griffith, Deniliquin, Swan Hill, and Balranald have airports that service the area, with the Griffith Airport, that connects direct flights to Sydney, approximately an hour and a half drive from Hay. Hay can be accessed by public transport via a train from Sydney or Melbourne to Cootamundra, with connecting bus services to Hay. There are also taxi services available in both Hay and Edward River LGAs.

## 5.7 ABORIGINAL CULTURAL HERITAGE

The Project Area is located approximately 200 km south-east of Lake Mungo, one of the most famous archaeological sites in Australia that has been dated back as far as 45,000 years (Hiscock, 2000: 21-22). According to Pardoe & Martin (2001) in their Murrumbidgee Province Aboriginal Cultural Heritage Study, the Project Area is within the boundaries of the Kulin language group of the Western Murrumbidgee, encompassing the Nari Nari, Mathi Mathi, Wathi Wathi, and Wemba Wemba language groups, the boundaries of which are difficult to define and often overlap.

The Project Area is comprised of a landscape which is predominantly flat with small rises generally adjacent to clay pans, ephemeral lakes, and small ponds. Some of these rises are natural dunes formed along palaeochannels or lake lunettes, and others are culturally created earth mounds, or a combination of both. These rises have been identified as suitable to retain archaeological deposits as they were the focus of Aboriginal occupation, to have easy access to the nearby retained water during dry seasons, and also to stay dry when much of the surrounding area was underwater during wet seasons.

Archaeological investigations have revealed several Aboriginal heritage sites located within the Project Area, with the majority of sites identified as artefact scatters. Section 6 of the ACHAR (ERM, 2023) provides further information on the Aboriginal archaeological background of the Project Area and surrounds, and Section 9 of the ACHAR (ERM, 2023) provides further information on the findings of the archaeological investigations conducted for the Project.

## 5.8 COMMUNITY VALUES

Hay and Deniliquin are the regional centres of the Hay and Edward River LGAs. Hay, Deniliquin and Griffith host a large rural community providing services to surrounding towns. The Hay LGA is known as an agricultural and cropping region, that is generally regarded as one of the best merino wool growing regions in Australia. In addition to wool, the LGA supports sheep meat and beef cattle industries, an established cropping industry including the production of lettuce, pumpkins, tomatoes, maize, cotton, and wheat. Attractions such as festivals, museums and galleries has allowed tourism to act as another economic driver. Outdoor pursuits throughout the region include gardens, parks, and camping sites which are popular for locals and tourists.

The stakeholder engagement conducted for the Project indicated that community values most strongly resonate with the natural environment, farming, and community and family.

**Table 5-9** provides an overview of the significant festivals and events in the regional centers immediately surrounding the projects.

**TABLE 5-9 SIGNIFICANT FESTIVALS AND EVENTS**

Location	Event / Festival	Indicative Start Date	Indicative End Date
<b>Hay</b>	Hay Show	9 <sup>th</sup> September 2023	1 day
	Hay Rodeo	4 <sup>th</sup> November 2023	1 day
	Rainbow on the Plains Festival	7 <sup>th</sup> November 2023	19 <sup>th</sup> November 2023
	Breakfast Under the Vines- Hay War Memorial	24 <sup>th</sup> April 2023	1 day
	Hay Merino Sheep Show	17 <sup>th</sup> June 2023	1 day
<b>Deniliquin</b>	Deni Festival	29 <sup>th</sup> March 2024	31 <sup>st</sup> March 2024
	Muso Night	7 <sup>th</sup> July 2023	1 day
	Play on the Plains	9 <sup>th</sup> March 2024	1 day
	Deni Ute Muster	29 <sup>th</sup> September 2023	30 <sup>th</sup> September 2023

## 6. SOCIAL IMPACT ASSESSMENT AND MANAGEMENT

As outlined in **Section 2.3**, the impact assessment methodology follows that outlined in DPE's Technical Supplement (DPE, Technical Supplement: Technical Supplement to Support the Social Impact Assessment Guideline for State-significant Projects, 2023b). Overall, the key drivers of social change that may affect communities in the Social Locality resulting from the Project relate to:

- The commencement of the Community Benefit Fund during Project construction and operation;
- Procurement opportunities for local businesses and employment opportunities for the local workforce;
- Opportunities for diversification of income streams for host landowners;
- Disruptions due to construction related activities (noise, dust, transportation of materials and workers, etc.);
- Accommodation arrangements for construction workforce; and
- Amenity (noise, visual) and other land use and landscape changes due to altered landscapes.

Technology to support renewable energy projects is continuously evolving and improving. Following the 30 year operational timeframe, components of the wind farm may be upgraded to prolong the life of operation, or decommissioned and the land rehabilitated to the original land use. Given the timeframe involved, the decommissioning phase has not been assessed in this SIA. It is noted that the potential social impacts associated with the decommissioning of the Project will be considered as part of a future Decommissioning and Rehabilitation Plan (or similar).

In assessing the potential impacts, ERM has considered the:

- Characteristics of the Project, including the timing, duration and intensity of activities (where known);
- Issues raised by stakeholders during the engagement process; and
- Outcomes from technical studies undertaken by the Project (noise, visual, cultural heritage etc.).

The impacts have been assessed based on the likelihood of the impact occurring, the magnitude of the impact (degree of change caused by the impact) if it occurs, and the vulnerability of the impacted receptors (refer to **Section 2.3**).

### 6.1 DESCRIPTION OF SOCIAL IMPACT MITIGATIONS ALREADY UNDERTAKEN

The design revisions of the Project have been an iterative process informed by landowner feedback, in addition to technical, environmental, social, and commercial constraints.

The design process and need for design revisions has been focused around three main principles:

- Minimising and/or avoiding negative environmental and social impacts;
- Maximising wind energy production; and

- Incorporating feasible and reasonable mitigation / management measures, safeguards, and provisions into the construction and operational aspects of the Project.

The Applicant has completed environmental assessment of the Project Area in accordance with the SEARs and has modified the project layout based on the outcomes of these assessments, as well as consideration of technical, environmental, and constructability issues, and community feedback (refer to **Section 4**).

**Table 6-1** outlines the evolution of Project. It is expected that some further adjustment may be necessary in response to feedback received during public exhibition of the EIS.

Design evolution and impact minimisation is further discussed in Section 2.7.3 of the EIS.

**TABLE 6-1 PROJECT REFINEMENTS SINCE SCOPING PHASE**

Project Component	Scoping Report	Project
Development Footprint	58,784 ha	53,894 ha
Number of wind turbines	240 WTGs on pre-scoping phase down to 226 WTGs on scoping phase. Tip height of up to 290 m.	188 WTGs Tip height of up to 290 m.
Generation capacity	1,800 MW	1,350 MW
Associated infrastructure:	<ul style="list-style-type: none"> <li>• One 330 kV substation;</li> <li>• Two 132 kV collector substations;</li> <li>• Construction compound and temporary construction laydown area;</li> <li>• Accommodation camp</li> </ul>	<ul style="list-style-type: none"> <li>• One 330 kV substation;</li> <li>• Two 132 kV collector substations;</li> <li>• O&amp;M Building;</li> <li>• Construction compound and temporary construction laydown area;</li> <li>• Accommodation camp</li> </ul>

## 6.2 KEY IMPACTS AND MITIGATIONS

The assessment has identified the potential for social impacts to occur due to the construction and operation of the Project. These impacts have either been drawn from feedback received from the community, regulators, and other stakeholders, or has been included based on the experience of other wind farm developments in NSW, particularly within the South West Renewable Energy Zone (REZ) (refer to **Section 4** for additional information relating to stakeholder engagement).

The following sections have determined impact ratings and mitigations through a three-part analytical framework. First, the analysis begins by considering the characteristics of the Project, including the timing, duration and intensity of activities (where known). Second, each social impact section begins with a desktop review of quantitative indicators from baseline data (refer to **Section 5**) and relevant academic or practitioner literature to form assumptions about key social impacts. Third, we draw on stakeholder engagement findings (refer to **Section 4, Table 4-1**) to test these assumptions against qualitative data. Fourth, we consider whether the quantitative-qualitative findings of the SIA align with the findings of associated technical studies from the EIS. Where technical studies are not present, an extended baseline analysis and literature review has been conducted.

The key impacts and mitigations discussed in each of the following sections are further summarised and expanded on in **Table 6-10**.

## 6.2.1 CONSTRUCTION PHASE

### 6.2.1.1 STAKEHOLDER AND COMMUNITY

#### Stakeholder Engagement

Stakeholder engagement has been undertaken by the Proponent since 2021. The range of project changes outlined in **Section 6.1** demonstrates that consultation with stakeholders does influence Project decisions.

During the stakeholder engagement, a mixture of viewpoints were presented by the local community. The main concerns surrounding the Project were centred on the themes of visual amenity, environmental and land use issues, community cohesion, social fabric change, community and agricultural connection to land, changes to existing water flows, in addition to accommodation concerns. Further, stakeholder questions focused on how the Project would impact on the landscape of the Plains, the use of valuable agricultural land, the impacts to the biodiversity of the area, and the lack of accommodation options for the Project workforce.

The cumulative effects of multiple projects proposed in the South West REZ has been a noticeable concern for some community members and stakeholders. Some responses indicated a feeling of uncertainty about the future, as well as feelings that consultation for the South West REZ has been inadequate. However, several community members and stakeholders have spoken positively about the transparent and openness of the Project. Some responses from the community have indicated that ENGIE was the first, and in some instances, the only renewable company that has directly engaged with them. Moreover, stakeholders positively spoke about the opportunities to alter the Project design and the impact the Project could provide; including future employment, economic diversification within the town, and support for local community groups (including festivals and/or sporting teams). Examples of ENGIE participating in the community include:

- Hosting a stall at the Rust n Dust Festival 2023;
- Hosting a stall at the 2023 Hay Show;
- Sponsoring 13 local organisations as part of the 2023 sponsorship program, with ENGIE providing over \$40,000 in funding;
- Sponsorship for the Rainbow on the Plains Festival for 2023, 2024 and 2025; and
- Opening a shopfront in the main street of Hay.

Other stakeholders expressed a need for further transparency from the Proponent in relation to environmental impacts, stating that, *"The big one for companies like [the Proponent] is transparency. Can they be 100% transparent and honest about what the impact is going to be on the environment? Show us the connection between ability of these projects to address climate change."* This concern has been addressed in Section 7.7 of the EIS which includes a discussion on how the Project is ecologically sustainable and is a step forward for climate change action.

### Management, Mitigation/Enhancement Strategies

As the Project moves into the Construction Phase more transparent and inclusive engagement can be achieved through the implementation of the following management and mitigation strategies:

- Development and implementation of Construction Phase specific Community Engagement Strategy (CES), which will provide for:
  - Ongoing monitoring of toll-free community enquiry number, email and post box for complaints and other feedback from the community;
  - Development and implementation of a grievance mechanism (or process) to deal with any concerns that may arise including during day-to-day construction activities (refer to Appendix D, Section 7: Engagement and Communication Approach); and
  - Regular Project updates across a variety of platforms (e.g., electronic and hard-copy communication materials). These Project updates should, where relevant, provide input from stakeholders on issues that may affect them and which they may influence.

**Table 6-2** provides a pre-mitigation impact assessment and proposed mitigation measures for stakeholder and community.

**TABLE 6-2 CONSTRUCTION PHASE: STAKEHOLDER AND COMMUNITY**

Potential Impact	Stakeholders	Magnitude	Likelihood	Impact Significance	Mitigation Measures / Enhancement Opportunities
Project engagement is not transparent and inclusive. Stakeholders do not feel they have been heard and are unable to influence Project decisions.	Project Neighbours, Wider Community	Moderate	Unlikely	<b>Medium</b>	<ul style="list-style-type: none"> <li>• Develop and implement a CES.</li> <li>• Develop and implement a grievance mechanism to ensure that road user concerns/complaints are identified and acted upon.</li> </ul>

### 6.2.1.2 EMPLOYMENT AND PROCUREMENT

An increased demand for labour during the Construction Phase of the Project not only creates direct employment opportunities for locals but also has positive spill-over effects in generating and supporting indirect employment in the local community. This benefit is further enhanced by the procurement of localised goods and services required during the Construction Phase, as well as local spend by the construction workforce. It is important to note, however, that the extent to which direct localised employment will be realised within the Social Locality will be constrained by the availability of labour, employee mobility<sup>6</sup> and the compatibility of skillsets as relative to those required by the Project.

Key ABS indicators of labour availability, employee mobility and compatibility are population size, unemployment rate and top industry and occupation data. Machinery Operators and Drivers and Technicians and Trades Workers were three of the top occupations throughout the social locality (refer to **Table 5-3**), which are compatible with the required skillsets of the Project may enable the Proponent to meet local employment goals. 40% of Hay's total workforce population are associated with occupations relevant to the Construction Phase of the Project. Importantly, Labourers and Technicians and Trades Workers have the largest proportion of independent contractors nationally (11% and 17% respectively), which is an indication of employee mobility that reduces the risk that the Project will contribute to skills shortages and impact local businesses (ABS, 2023b).

As noted in **Table 5-4**, unemployment levels within the Social Locality are below the NSW average but have trended higher since the 2016 Census – which may present localised labour availability opportunities for the Project. A desktop review of ABS data based on local skill compatibility and unemployment levels provides a preliminary indication that the Social Locality has a moderate capacity to meet the employment demands of the Construction Phase.

There are two components of local procurement that present distinct opportunities and challenges:

1. Increased economic activity from construction workforce; and
2. Material requirements of the Project.

It is anticipated that there is significant capacity in the Social Locality to support local procurement, notably, Griffith and Swan Hill ULCs are large regional centres with compatible industry clusters (refer to **Table 5-3**).

The primary Project benefit perceived by the local community was the creation of local job and training opportunities. Many see the potential benefit of increased future prosperity for the town but only if the project is developed in the right way. It was mentioned that workers and businesses in Hay want to have the opportunity to be employed for the Project. The engagement with stakeholders focused on how the Project could contribute to the community by utilising resources from local suppliers in and around the community. One community member stated, *"We don't have a mine – we don't have one big employer that pulls people in – but it has to be done the right way, responsibly."*

<sup>6</sup> Employee mobility refers to the movement of individual workers between different jobs and companies.

Gillespie Economics' (2024) indicates that the Project will provide economic activity to the regional economy during both the Construction and Operation Phases. Gillespie Economics' (2024) states that the economic activity associated with the Construction and Operation Phases of the Project would outweigh the loss of economic activity from the minor and temporary impact on agricultural production. However, it will create a demand for a suitably qualified construction workforce in the region and other inputs to production;

The average annual direct construction employment (full time equivalent) from the Project is estimated at 550 workers. The average construction impacts of the Project on the regional economy (during the three year Construction Phase) are estimated at up to:

- \$328M in annual direct and indirect output;
- \$120M in annual direct and indirect value-added;
- \$60M in annual direct and indirect household income; and
- 550 direct jobs and 298 indirect jobs..

The average annual construction impacts of the Project on the NSW economy are estimated at up to:

- \$599M in annual direct and indirect output;
- \$256M in annual direct and indirect value added;
- \$164M in annual direct and indirect household income; and
- 550 direct jobs and 1,177 indirect jobs.

It is suggested by Gillespie Economics' (2024) that the Project work in partnership with local councils and the local community so that, as far as possible, the benefits of the projected economic growth in the region are maximised and impacts minimised.

### **Management and Mitigation/Enhancement Measures**

To allow the communities within the Social Locality to capitalise on these economic opportunities, the Project will develop and implement a Local Employment Plan (LEP). Under the LEP, the Engineering, Procurement and Construction (EPC) Contractor will encourage the recruitment of regional residents where they have the required skills and experience. The plan will also require Project participation in business group meetings, events or programs in the regional community which can assist prospective local employees and businesses with becoming "job-ready".

The Project will also develop and implement local content initiatives which encourage the EPC Contractor to preference procurement of local non-labour inputs to production where local producers can be cost and quality competitive.

Economic benefits notwithstanding, however, the Project also may potentially impact the availability of skills within the region. This can occur when a large proportion of skilled workers available in a region are employed on a single large Project. During stakeholder engagement this was expressed as a concern around seasonal labour availability. To mitigate this, the Project will be attentive to skills shortages within the region, through ongoing communication with Murray River LGA and local business groups and take this into consideration in recruitment decisions in consultation with the EPC Contractor. These communications will be reflected in the CES.

**Table 6-3** provides a pre-mitigation impact assessment and proposed mitigation measures and enhancement opportunities for employment and procurement during the Construction Phase.

**TABLE 6-3 CONSTRUCTION PHASE: EMPLOYMENT AND PROCUREMENT**

Potential Impact	Impact Category, Stakeholders	Pre-Mitigation/ Enhancement Rating			Key Mitigation Measures / Enhancement Opportunities
		Magnitude	Magnitude	Impact Significance	
Direct and indirect employment and training opportunities.	Livelihoods: Local Workforce, Wider Community	Major	Likely	<b>High</b>	<ul style="list-style-type: none"> <li>• Develop and implement a LEP which includes local employment incentives for the EPC Contractor.</li> <li>• Work with the EPC Contractor during construction to achieve maximum local employment.</li> <li>• Create awareness of job opportunities amongst the community, in partnership with the relevant Councils and other partner organisations.</li> </ul>
Contribution to skills shortages	Livelihoods: Local Businesses	Minor	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>• Monitor for skills shortages within the region and take this into consideration with EPC recruitment objectives.</li> </ul>
Local procurement opportunities	Livelihoods: Local Businesses	Major	Likely	<b>High</b>	<ul style="list-style-type: none"> <li>• Develop and implement local content initiatives which includes local procurement incentives for the EPC Contractor.</li> <li>• Work with the EPC Contractor to achieve maximum local economic impact.</li> </ul>

### 6.2.1.3 LOCAL DISRUPTIONS

The transportation of construction materials and workers to/from the Project Area has the potential to cause local disruptions due to increased traffic congestion and wear and tear on local roads. Additionally, construction related activities that generate dust, noise, vibration, and visual impacts also have the potential to cause local disruptions to various stakeholders, notably host landowners and project neighbours.

The information presented in **Section 5.6** suggests that the proximity of the Project site to major highways will limit the severity of local traffic disruptions during the construction phase. Notably, the Sturt Highway functions as a national highway connecting NSW and Victoria to South Australia via the Hume Highway.

The Traffic Impact Assessment (TIA) shows that a site access intersection would perform acceptably with the construction traffic from the Project Area (Amber, 2024). The assessment notes that access to the wind turbine area is proposed via multiple (three) connections with Cobb Highway and one with West Burrabogie Road. Wind turbines and towers will be delivered from the Port of Adelaide and delivered to site via road, materials and equipment will generally be sourced from within the surrounding area where practicable.

To determine the traffic impact generated during construction, an assessment of the operation of Cobb Highway was carried out. This assessment included the cumulative traffic movements that may be generated by other major projects in the surrounding area. Overall, the construction traffic is expected to have a minimal impact on the operation of the road network, with the road network able to accommodate the traffic generated by the Project during the Construction of the wind farm is expected to generate approximately 126 vehicles per hour in the morning and evening peak hours during the peak construction period, which would reduce to 64 vehicles per hour during the average construction periods (Amber, 2024).

The LVIA assessment (Moir Landscape Architecture, 2024) notes that it is likely that other infrastructure elements in proximity of the Project including temporary construction compound, concrete batching plants, and the laydown area will be visible from the Cobb Highway and West Burrabogie Road during the construction phase. The surrounding dwellings are unlikely to be impacted by infrastructure elements to a combination of intervening vegetation and distance.

During engagement with stakeholders, there was a moderate level of concern raised in relation to the potential for the Project to cause local disruptions during the Construction Phase. There were concerns that the amount of heavy traffic required to build the Project will lead to disruptions to everyday life, as well as impacts on unsealed minor roads from the Projects vehicles. One stakeholder stated that, *"Roads [are] a concern – big vehicles going on minor unsealed roads – impact and degrade roading– how maintenance is done is important to fix them up."*

Air quality impacts associated with the Project will be temporary and minor during the construction phase, primarily associated with dust and vehicle emissions. Appropriate measures will be included in the Environmental Management Strategy (EMS) to minimise the potential for offsite air quality impacts resulting from construction.

Based on the noise sources and the distance to the noise sensitive receptors, the highest noise level predicted at the associated noise sensitive receivers is less than 20 dB(A) (during the earth works stage), which is below the Noise Management Level (NML).

### **Management and Mitigation/Enhancement Measures**

To address concerns associated with localised disruptions the following mitigations should be implemented as a priority:

- Develop and implement a CES requiring frequent communication around local impacts arising from construction related activities. The CES will include a grievance mechanism ensuring prompt addressing of any concerns raised by stakeholders and/or receptors;
- Develop and implement a CEMP that will include specific mitigations for Construction Phase impacts including but not limited to noise and vibration, dust and air quality, and relevant monitoring measures;
- Develop and implement a Traffic Management Plan (TMP) in accordance with the mitigation measures contained in the Project Traffic Impact Assessment (Amber, 2024);
- Prior to construction, a pre-condition survey of the relevant sections of the existing road network should be undertaken in consultation with Council;
- During construction the sections of the road network utilised by the proposal are to be monitored and maintained to ensure continued safe use by all road users, and any faults attributed to construction of the wind farm would be rectified; and
- Following the completion of construction, a post-condition survey will be conducted to verify that the condition of the road is either unchanged or improved compared to its state before the project commenced.

**Table 6-4** provides a pre-mitigation impact assessment and proposed mitigation measures for local disruptions that have been discussed.

**TABLE 6-4 CONSTRUCTION PHASE: LOCAL DISRUPTIONS**

Potential Impact	Impact Category, Stakeholders	Pre-Mitigation/ Enhancement Rating			Key Mitigation Measures / Enhancement Opportunities
		Magnitude	Likelihood	Impact Significance	
Transportation requirements have the potential to cause road traffic inconvenience and safety impacts for road users along the haulage routes to site and on local roads.	Health and Wellbeing: Host Landowners, Project Neighbours, Wider Community, Visitors to the Region	Moderate	Possible	Medium	<ul style="list-style-type: none"> <li>• Develop and implement a Traffic Management Plan.</li> <li>• Develop and implement a CES to engage surrounding landowners and understand traffic movements and local road use patterns and preferences.</li> <li>• Repair damaged Council roads and/or upgrade roads as required in accordance with Council Engineering Standards.</li> <li>• Develop and implement a grievance mechanism to ensure that concerns/ complaints are identified and acted upon.</li> </ul>
Increased disruption, congestion and wear and tear on local roads	Way of Life: Host Landowners, Project Neighbours, Wider Community	Moderate	Possible	Medium	
Risk of traffic injury or in the worst case a fatality, resulting from increased vehicle movements during the transportation of goods and workers to and from the Project Area.	Health and Wellbeing: Host Landowners, Project Neighbours, Wider Community, Visitors to the Region	Moderate	Likely	High	
Construction environmental impacts, including noise, vibration, dust, visual amenity, and increased risk of fire.	Health and Wellbeing: Host Landowners and Project Neighbours	Moderate	Likely	High	

#### 6.2.1.4 ACCOMMODATION AND WORKER INFLUX

Accommodating large construction workforces in regional areas is a multifaceted challenge that simultaneously requires mitigating socio-economic impacts and enhancing socio-economic benefits to various stakeholders. Achieving a socially equitable outcome for all stakeholder groups requires careful planning and communication between local governments, short-term accommodation providers and occupants and owners of the existing housing stock. Further challenges arise when considering the cumulative accommodation requirements of the utility-scale renewable energy projects that are being developed or proposed throughout the South West REZ.

Many of the social impacts arising from worker influx can be ameliorated using a workforce accommodation camp to avoid generating pressure on the short-term and long-term accommodation. Importantly, the Proponent is planning to develop an accommodation camp or use an existing camp to accommodate the construction workforce of the Project which could accommodate and cater for up to 350 workers.

As the Project plans to recruit 50% of the construction workforce from the region, it is anticipated that the magnitude of the impact is likely to be less acutely experienced (Gillespie Economics, 2024). The Project will develop and implement a Workforce Accommodation Management Plan (WAMP) to address stakeholder concerns. The WAMP should also consider workforce behavioural standards in a worker code of conduct should a large outside workforce be required.

#### **Accommodation Camp**

The use of accommodation camps can be an effective strategy to mitigate adverse impacts to existing communities caused via a large-scale influx in population, such as increase in rental prices, cost of living, and out-migration, and impacts to tourist accommodation. Further, the use of an accommodation camp may also concentrate the indirect economic benefits for the area within the Social Locality through spend in the local community. Benham (2016) identified that the development of large workforce accommodation camps may also reduce the economic benefits of worker influx for local property owners and investors, for this reason, the accommodation camp will not be a fully enclosed camp, to ensure goods and services in Hay benefit during the construction period.

#### **Management and Mitigation/Enhancement Measures**

An accommodation camp will be considered as the primary means of accommodating the construction workforce, notably for long-term construction workers. Impacts and benefits will also be managed through the development of a WAMP that includes a communication plan with local short-term accommodation providers and real estate agencies. The purpose of the WAMP will be to gain a clearer understanding of the goods and services provided by the accommodation camp and identifying those goods and services being accessed by the workforce in regional centres, notably Hay.

Impacts and benefits will also be managed through the development of a WAMP that includes a communication plan with local short-term accommodation providers and real estate agencies. The purpose of the WAMP will be to gain a clearer understanding of occupancy rates, including occupancy projections around key tourist events and feed into workforce accommodation outcomes.

**Table 6-5** provides a pre-mitigation impact assessment and proposed mitigation measures for accommodation and workforce influx that have been discussed.

**TABLE 6-5 CONSTRUCTION PHASE: ACCOMMODATION AND WORKER INFLUX**

Potential Impact	Impact Category, Stakeholders	Pre-Mitigation/ Enhancement Rating			Key Mitigation Measures / Enhancement Opportunities
		Magnitude	Likelihood	Impact Significance	
Potential increase in demand for short and long-term accommodation if local recruitment goals are not met.	Way of Life: Local Businesses, Visitors to the Region, Wider Community	Minor	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>• Accommodation Camp to be built.</li> <li>• Develop and implement a WAMP.</li> <li>• Monitor for impacts to accommodation availability and cost inflation attributable to Project workforce accommodation arrangements.</li> </ul>
Increased demand for social and emergency services and recreational facilities if local recruitment goals are not met.	Access: Wider Community	Minor	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>• Monitor for accessibility impacts to local services attributable to increased service demand from the Project workforce. If service accessibility is identified e.g., increased wait times to access medical services, consider recruiting additional temporary resources to the area.</li> </ul>

## 6.2.2 OPERATION PHASE

### 6.2.2.1 EMPLOYMENT AND PROCUREMENT

During the Operation Phase the Project is expected to generate 40 FTE jobs, 81 direct and indirect jobs regionally and 226 direct and indirect jobs in NSW.

The Project is estimated to make the following maximum total annual contribution to the regional economy during operation:

- \$374M in annual direct and indirect regional output;
- \$333M in annual direct and indirect regional value-added; and
- \$5M in annual direct and indirect household income.

The Project operation is estimated to make the following maximum total annual contribution to the NSW economy:

- \$421M in annual direct and indirect regional output;
- \$359M in annual direct and indirect regional value-added; and
- \$21M in annual direct and indirect household income (Gillespie Economics, 2024).

These figures include benefits arising through procurement of goods and services required during operation as well as the benefits of the diversification of income streams for the host landowners who are typically operating as rural businesses.

These financial benefits include those which arise through procurement of goods and services required during operation as well as the benefits of the diversification of income streams for the host landowners who are typically operating as rural businesses. Diversification of income streams was identified as a desirable economic benefit of the Project, which will have indirect benefits for local hospitality businesses.

### **Management and Mitigation/Enhancement Measures**

To take advantage of these employment and procurement opportunities, the following strategies should be implemented as a priority:

- The Project should extend the LEP and LCP developed during the Construction Phase into the Operation Phase, which includes local employment and procurement goals for the Operation Phase; and
- Create awareness amongst the community, in partnership with the relevant Councils and other partner organisations to foster a better understanding as to the ways prospective workers may be able to take part in the Project.

**Table 6-6** provides a pre-mitigation impact assessment and proposed mitigation measures and enhancement opportunities for employment and procurement during the Operation Phase.

**TABLE 6-6 OPERATION PHASE: EMPLOYMENT AND PROCUREMENT**

Potential Impact	Stakeholders	Magnitude	Likelihood	Impact Significance	Key Mitigation Measures / Enhancement Opportunities
Direct and indirect jobs will be created due to the Project.	Livelihoods: Local Workforce	Major	Likely	High	<ul style="list-style-type: none"> <li>Develop and implement local content initiatives which includes local employment goals for the Operation Phase.</li> <li>Develop and implement local content initiatives which includes local procurement goals for the Operation Phase.</li> </ul>
Demand for locally procured goods and services during the operation phase of the Project.	Livelihoods: Local Businesses	Major	Likely	High	
Diversification of income streams for rural businesses (host landowners).	Livelihoods: Local Businesses	Major	Almost Certain	Very High	<ul style="list-style-type: none"> <li>Enact host landowner and near neighbour agreements as agreed.</li> </ul>

**6.2.2.2 LAND USE AND LANDSCAPE**

The following land use and landscape impacts have been identified and analysed: property values, visual, connection to land and Aboriginal cultural heritage.

**Property Values**

The current literature analysing the effect of utility-scale wind and solar farms on property values suggests mixed outcomes for properties based on their underlying land use (Parliament of Australia, 2013; Brinkley & Leach, 2019). The Project can seek to mitigate potential issues of perceived property devaluation through developing and implementing the Community Benefit Fund which will enhance local economic benefits. One stakeholder’s perception reflected these academic discussions, as they explained, *“I don’t think anyone has worked out the long-term impacts on property values”*.

**Visual**

The landscape of the region can be characterised as a flat terrain with large expanses of uninhabited land with minimal obstructions in the landscape.

During stakeholder engagement there was community concern about visual impacts of the Project. Interviews were carried out prior to project visualisations had been made publicly available.

A Landscape and Visual Impact Assessment (LVIA) has been prepared by Moir Landscape Architecture (2024) to assess the potential visual impacts of the Project on the character, values, and amenity of the surrounding landscape.

Findings of the engagement indicate that the Murrumbidgee River and the open, flat saltbush plains are strongly valued by the local community from a visual perspective. The 16 Mile Gums rest area off the Cobb Highway was further identified as a key public viewing location. The rest area forms part of the 'The Long Paddock' touring route and is frequently used by motorists travelling between Hay and Deniliquin on the Cobb Highway.

The LVIA (2024) identified a total of eight (8) non-associated dwellings within 8,000 m of the nearest turbine, of which three (3) non-associated dwellings are located within the black line of visual magnitude (3,850 m of the nearest turbine) and two (2) non-associated dwellings are located within the blue line of visual magnitude (5,700 m of the nearest turbine). As of November 2023, one (1) lodged Development Application (DAD\_1) was identified within 8,000 m of the nearest turbine. Site inspections and desktop assessment identified that:

- None of the existing non-associated dwellings have the potential for a high visual impact;
- Five (5) non-associated dwellings have the potential for moderate visual impact; and
- The remaining three (3) non-associated dwellings and one (1) DA location were assessed as having a low visual impact rating.

Practical and feasible mitigation measures have been proposed for each of the five (5) non-associated dwellings with a moderate visual impact rating to reduce the visual impact. In keeping with the existing character proposed mitigation measures include screen planting and supplementary planting of existing vegetation.

Moir Landscape Architecture (2023) identified that 16 Mile Gums Rest Area is likely to experience 10 - <30 hours of shadow flicker per year, an acceptable level for dwellings. Since the rest area has been identified as a key viewpoint location during community consultation, similar inference can be drawn for the impact of shadow flicker on this location. Therefore, shadow flicker is likely to be experienced at the 16 Mile Gums Rest Area but at a level that is acceptable and poses minimal impact.

Additional impact from the wind turbine includes glare, it is recommended that the turbines should be finished with a low reflectivity surface treatment in accordance with NSW Government guidelines.

## **Biodiversity**

Another central concern during stakeholder engagement was the perceived impact of the Project on the local biodiversity. Numerous stakeholders discussed the social and environmental significance of a ground-dwelling bird referred to as the Plains-wanderer (*Pedionomus torquatus*) as a key priority for the Project to consider and protect, as well as the stakeholder's relationship to the landscape, and sense of pride of protecting the flora and fauna.

An extensive list of measures has been prepared by ERM in the Biodiversity Development Assessment Report (BDAR) (Appendix G of EIS) to manage and mitigate impacts to biodiversity.

## ENGIE Biodiversity conservation effort

Additionally, ENGIE have developed conservation efforts to mitigate the concerns associated with land use, landscape and biodiversity which include:

- Removal of 41 turbines to avoid impact to sensitive biodiversity areas, and the further removal of 23 turbines to avoid impacts to bird nest buffers and threatened flora areas;
- Design changes to avoid any desktop or surveyed Plains Wanderer habitat;
- Working with the ERM ecology team on a biodiversity offset and conservation strategy;
- Meetings with NSW Biodiversity, Conservation and Science (BCS) to discuss survey efforts and project design; and
- Partnering with Local Land services (LLS) on current conservation efforts and potential for ENGIE; sponsorship of efforts to support Black Falcon habitat.

## Aboriginal Country

Stakeholder engagement with the Traditional Owners revealed that local Aboriginal people experience the local landscape through the notion of Country. Aboriginal concept of Country refers to the reciprocal relationships that Aboriginal people have with biotic (human and non-human, plants and other living organisms), abiotic (weather and physical landscape and environment) and spiritual entities (ancestral spirits, burial sites, songlines and the Dreaming) (Country, et al., 2015). Through the holistic Aboriginal worldview of Country, the non-human world is personified to attribute power to entities of the landscape, which are given a lower status through a western anthropocentric worldview.

At a State level, the Project aligns with Aboriginal principles and practices of caring for Country through the opportunities for carbon abatement (refer to **Section 1.3.4**). At a local level, the Project will consider how the Project will affect local relationships that Aboriginal communities have with Country, such as traditional harvesting or hunting and cultural burning practices. The Project will likely result in increased opportunities for TO's and the wider Aboriginal community in the Social Locality to access Country in the Project area. For example, in developing the ACHAR for the Project, RAPs were accessed the Project site through undertaking a walkover survey.

## Aboriginal Heritage

The Project Area has been subject to an ACHAR (ERM, 2023). The Aboriginal Heritage Information Management System (AHIMS) database revealed 143 Aboriginal sites were identified within or near the Project Area. A total of 34 valid sites were located within Wind Farm boundary, seven additional sites recorded within the eastern portion of the Project Area have been destroyed or partly destroyed. An Aboriginal heritage impact permit (AHIP) permit (C0004833, 4399) was issued for the Combined Paraway Water Efficiency Scheme on 21 May 2019 for these seven artefact sites (AHIMS #48-5-0406, AHIMS #48-5-0410, AHIMS #48-5-0405, AHIMS #48-5-0404, AHIMS #48-5-0408, AHIMS #48-5-0409, AHIMS #48-5-0353). The presence of a variety of site types across the surrounding landscapes indicate that a variety of complex land uses may be associated with the Wind Farm Project Area. These sites comprise Artefact, Burial, Hearth, Potential Archaeological Deposit (PAD), Earth Mound, Modified Tree and (Carved or Scarred) which were assessed as having low to high significance (in relation to scientific, aesthetic, historical values and social/cultural values). None of these sites are located within the Wind Farm footprint, nor within the 100 m buffer corridor.

To manage these potential impacts, a Cultural Heritage Management Plan will be developed and implemented and include the following mitigations: cultural awareness inductions for workers, surface collection of artefact scatters, staged salvage excavation, archaeological monitoring, chance finds procedure, repatriation of archaeological material post-construction, fencing and erosion control measures around, and consultation with the local Aboriginal community to seek endorsement of these recommendations (ERM, 2023).

### **Management and Mitigation/Enhancement Measures**

It is recommended that the Project develops and implements the following to manage land use and landscape impacts:

- Implement visual impact mitigations as sensitive receptors identified in the LVIA (Moir Landscape Architecture, 2024);
- Foster open communication with surrounding landowners to understand land devaluation concerns;
- Develop and implement a grievance mechanism, so that community concerns can be identified and actively managed;
- Undertake localised visual impact assessments (VIA) where merited (including properties that may have previously declined a LVIA);
- Develop and implement a CES, and communicate the outcomes of the LVIA and localised VIA;
- Develop and implement a Project Landscaping Plan informed by the LVIA, to guide installation of vegetated screening;
- Work with local businesses and groups to supply, plant, and maintain (for an initial establishment period) landscape screening; and
- Develop and Implement a Cultural Heritage Management Plan (CHMP) to manage cultural heritage impacts.

**Table 6-7** provides a pre-mitigation impact assessment and proposed mitigation measures and enhancement opportunities for land use and landscape impacts during the Operation Phase

**TABLE 6-7 OPERATION PHASE: LAND USE AND LANDSCAPE IMPACTS**

Potential Impact	Impact Category, Stakeholders	Pre-Mitigation/ Enhancement Rating			Key Mitigation Measures / Enhancement Opportunities
		Magnitude	Likelihood	Impact Significance	
Perceived potential impacts to neighbouring land values	Livelihoods: Project Neighbours	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Implement visual impact mitigations as sensitive receptors identified in the LVIA (Moir Landscape Architecture, 2024).</li> <li>Foster open communication with surrounding landowners to understand land devaluation concerns.</li> <li>Develop and implement a grievance mechanism, so that community concerns can be identified and actively managed.</li> </ul>
Altered rural character, including visual and noise amenity impacts.	Surroundings: Host Landowners, Project Neighbours, Wider Community, Visitors to the Region	Transformative	Almost Certain	<b>Very High</b>	<ul style="list-style-type: none"> <li>Project Developer to undertake localised VIA where merited (including properties that may have previously declined a VIA).</li> <li>Develop and implement a CES, communicate the outcomes of the visual impact assessment.</li> <li>Develop and implement a grievance mechanism to ensure that concerns/ complaints are identified and acted upon.</li> <li>Develop and implement a Project Landscaping Plan informed by the LVIA, to guide installation of vegetated screening.</li> <li>Develop and implement the mitigation and management measures outlined in the NVIA.</li> <li>Work with local businesses and groups to supply, plant, and maintain (for an initial establishment period) landscape screening.</li> </ul>

Potential Impact	Impact Category, Stakeholders	Pre-Mitigation/ Enhancement Rating			Key Mitigation Measures / Enhancement Opportunities
		Magnitude	Likelihood	Impact Significance	
The Electro-Magnetic Interference (EMI) of the WTGs will impact the performance of electronic devices.	Livelihoods: Host Landowners, Project Neighbours, Wider Community, Visitors to the Region	Minor	Unlikely	Low	<ul style="list-style-type: none"> <li>Foster open communication with surrounding landowners and neighbours.</li> <li>Develop and implement a grievance mechanism, so that community concerns can be identified and actively managed.</li> </ul>
Aircraft safety associated with the WTG locations and tip heights.	Livelihoods: Host Landowners, Project Neighbours, Emergency Services	Minor	Possible	Medium	<ul style="list-style-type: none"> <li>Conduct an updated AIA for the amended turbine layout in order to confirm the impact on fixed-wing aircraft usage near WTGs.</li> </ul>
Altered landscapes have the potential to impact tangible and intangible Aboriginal heritage.	Culture: Traditional Owners	Moderate	Possible	Medium	<ul style="list-style-type: none"> <li>Develop and Implement a CHMP.</li> <li>Adjust location of Wind Turbines based on CHMP.</li> </ul>

### 6.2.2.3 STAKEHOLDER AND COMMUNITY

This section evaluates stakeholder and community impacts associated with the Operation Phase of the Project.

The SEIFA socio-economic disadvantage data highlighted in **Table 5-2** in both Hay and Edward River LGAs indicate that the proposed Project may be perceived as providing important economic benefits to the region. This potential was identified during stakeholder engagement with community members stating that there is anticipation of positive social impacts associated with long-term support to community groups, events, and service providers. It was noted that the community were already seeing the positive impacts of the Proponent supporting, and being active in, local community groups.

During the stakeholder engagement conducted a mixture of viewpoints were presented by the local community. The main concerns surrounding the Project during operation were centred on the themes of visual amenity, environmental, land use and landscape issues, community cohesion, social fabric change, community and agricultural connection to land, in addition to accommodation concerns and the lack of accommodation options for the Project workforce.

Strong interest in the Community Benefit Fund (CBF) associated with the Project was expressed during stakeholder engagement. This included queries about the nature and purpose of the fund, and eligibility, and suggestions for community funding initiatives to provide long-term benefits. There were also suggestions for the CBF to consider subsidizing energy for Hay and to strengthen education services.

Whilst there was support for the longer-term economic aspects of the Project, there were some mixed views shared by stakeholders in relation to noise, some being concerned by the noise emitted by the Wind Turbines and others were not. Regardless, a noise impact assessment has been completed for the Project to ensure appropriate noise levels can be achieved. The predicted noise levels show the Wind operational noise levels are less than 20 dB(A) at all associated and non-associated receivers during both day and night (Sonus , 2023). This achieves the criteria of 40 dB(A) and 35 dB(A) during the day and evening / night respectively, any work completed outside of standard construction hours should be conducted with the use of a noise management plan. Predictions also show noise levels below 20 dB(A) at the closest national parks. The low noise levels are due to the large separation distances between the noise sources and the sensitive receivers. The assessment has predicted that the noise emissions from the Project will not exceed the Project Noise Trigger Levels at any noise sensitive receiver, including construction, operation and decommissioning.

## Management and Mitigation/Enhancement Measures

To address these stakeholder and community aspects, it is recommended that the following occurs:

- Develop and implement a Community Benefit Fund, in consultation with key stakeholders and potential partners;
- Develop a Legacy Fund as part of the Community Benefit Fund, which will be administered by independent community groups following cessation of the Project;
- Publicise the opportunities and activities of the Community Benefit Fund to the wider community via Project communications channels as per the CES;
- Develop and implement an Operational Environmental Management Plan (OEMP);
- Develop and implement a CES. Communicate the outcomes of relevant assessments and proposed technical mitigation measures (if required); and
- Develop and implement a grievance mechanism to ensure that concerns/ complaints are identified and acted upon.

**Table 6-8** provides a pre-mitigation impact assessment and proposed mitigation measures and enhancement opportunities for stakeholder and community impacts during the Operation Phase.

TABLE 6-8 OPERATION PHASE: STAKEHOLDER AND COMMUNITY IMPACTS

Potential Impact	Impact Category, Stakeholders	Pre-Mitigation/ Enhancement Rating			Key Mitigation Measures / Enhancement Opportunities
		Magnitude	Likelihood	Impact Significance	
Establishment of a Community Benefit Fund.	Community: Wider Community	Major	Almost Certain	<b>Very High</b>	<ul style="list-style-type: none"> <li>• Develop and implement a Community Benefit Fund, consulting with key stakeholders and potential partners (e.g., Hay and Murray River LGA, community groups, etc.).</li> <li>• Develop a Legacy Fund as part of Community Benefit Fund, which will be administered by independent community groups following cessation of the Project.</li> <li>• Publish the Community Benefit Fund to the wider community via community newsletters and other communications channels as per the CES.</li> </ul>
Impacts to community cohesion through divided opinions about the desirability of the Project in the community.	Community: Project Neighbours, Wider Community	Minor	Unlikely	<b>Medium</b>	
Real or perceived adverse potential health impacts associated with wind farm operation.	Health and Wellbeing: Host Landowners and Project Neighbours	Minor	Possible	<b>Medium</b>	



A considerable portion of the feedback received during stakeholder engagement centred around the cumulative socio-economic benefits of large-scale renewable energy projects across the South West REZ. Various stakeholders explained the projects contributing to the sustainability of the region from both an economic and environment perspective.

The key cumulative impacts of concern to stakeholders included:

- Road traffic and condition;
- Worker's accommodation; and
- Visual.

### **Traffic and Road Conditions**

The TIA (Amber, 2024) identified the potential for cumulative traffic and road condition impacts. The TIA identified a cluster of 13 renewable energy projects proposed in the surrounding area of the REZ (Amber, 2024). The assessment determined that several projects are expected to generate additional vehicle movements within Hay and Deniliquin. However, these vehicle movements would be distributed on the surrounding road network and are expected to have a minimal cumulative impact on the operation of the road network and Cobb Highway has sufficient capacity to meet the transport requirements of the projects.

### **Accommodation and Worker Influx**

Dependent on the construction timeframes for other solar/wind farm projects within the South West REZ, there is the potential for their periods of peak construction to overlap with the Project. Like the Project, these other renewable energy projects are likely to employ large construction workforces (i.e. 200-350 persons) that may comprise both local and non-local workers. This cumulative worker influx has the potential to place additional pressure on community services (e.g., emergency services, recreational facilities, etc.).

Given the number of other renewables projects, there also remains the potential that the localised employment targets set by the Project and/or other projects may not be able to be achieved due to lack of available resources. If these localised employment targets are not achieved, a larger number of non-local workers will need to be employed to meet demand. If this occurs, the social impacts associated with worker influx may be further exacerbated.

The cumulative impacts associated with workforce accommodation influx is taken into consideration in ENGIE's accommodation strategy and will be addressed through the implementation of the Project LEP, WAMP, the associated mitigation and management measures.

## Visual

Moir Landscape Architecture's (2024) LVIA identified the potential for cumulative visual impacts arising from the simultaneous visibility of the Project, such as Bullawah Wind Farm (19 km East of the Project Area) was to be likely, and Baldon Wind Farm (51 km west of the Project Area). The assessment also considered cumulative impacts that might be experienced by persons moving across the landscape.

The LVIA determined there to be minimal cumulative visual impacts in the Eastern cluster of the South West REZ. Accordingly, consideration will need to be given to impacted dwellings, public viewpoints, and how visual impacts can be appropriately managed. During stakeholder engagement there was concern about the cumulative visual impact to the landscape, as well as the cumulative visual impact of infrastructures that will be seen around the town due to the development of the REZ. As such, the Hay Structure Plan has been developed and prepared for the Hay Shire Council to investigate largely unconstrained land that may be developed in the future as predicted by the Renewable Energy Zone. The Hay Structure Plan includes the preparation of relevant technical investigations where required, which may include a separate assessment of potential visual impacts of the South West REZ. Other concerns raised by the community were around the decommissioning of the Project and turbines being abandoned and permanently impacting the landscape.

## Management and Mitigation/Enhancement Measures

To address the potential for cumulative impacts, the following strategies should be implemented as a priority:

- Develop and implement a Traffic Management Plan (which may include developing a dilapidation report process for council for the repair and upgrade of roads);
- Develop and implement a CES to engage surrounding landowners and understand traffic movements and local road use patterns and preferences;
- Develop and implement ENGIE's accommodation strategy with guidance from Hay Shire Council;
- Develop and implement LEP and WAMP, and the associated mitigation and management measures;
- Apply mitigations as appropriate as recommended by Moir Landscape Architecture (2024); and
- Develop and implement a grievance mechanism.

**Table 6-9** provides a pre-mitigation impact assessment and proposed mitigation measures for cumulative impacts.

TABLE 6-9 CUMULATIVE IMPACTS

Potential Impact	Impact Category, Stakeholders	Pre-Mitigation/ Enhancement Rating			Key Mitigation Measures / Enhancement Opportunities
		Magnitude	Likelihood	Impact Significance	
Cumulative impacts to traffic congestion, road vehicle incidents and increased rate of transport infrastructure deterioration.	Surroundings: Wider Community	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Develop and implement a Traffic Management Plan, which includes but is not limited to:                             <ul style="list-style-type: none"> <li>Ensure drivers observe road traffic rules and speed limits.</li> <li>Ensure all vehicle drivers have a relevant licence and training before mobilisation.</li> <li>Ensure all vehicles are certified roadworthy and well maintained; and</li> <li>Avoid night driving where possible and practical.</li> </ul> </li> <li>Develop and implement a CES to engage surrounding landowners and understand traffic movements and local road use patterns and preferences.</li> <li>Develop and implement a grievance mechanism.</li> </ul>
Potential cumulative increase in demand for short and long-term accommodation if local recruitment goals are not met.	Way of Life: Local Businesses, Visitors to the Region, Wider Community	Moderate	Likely	<b>High</b>	<ul style="list-style-type: none"> <li>Develop and implement a WAMP to manage potential impacts from worker influx.</li> <li>Develop and implement a LEP which includes measures to encourage the EPC Contractor to reach the desired local recruitment goals.</li> </ul>
Cumulative increased demand for social and emergency services and recreational facilities if local recruitment goals are not met.	Access: Wider Community	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Develop and implement a WAMP to manage potential impacts from worker influx.</li> <li>Develop and implement a LEP which includes measures to encourage for the EPC Contractor to reach the desired local recruitment goals.</li> </ul>

Potential Impact	Impact Category, Stakeholders	Pre-Mitigation/ Enhancement Rating			Key Mitigation Measures / Enhancement Opportunities
		Magnitude	Likelihood	Impact Significance	
Cumulative visual amenity impacts from an additional project associated with the region (including the visual impact of infrastructures in and around the towns from several Projects).	Surroundings: Wider Community	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>• Apply mitigations as appropriate as recommended by Moir Landscape Architecture (2024).</li> <li>• Develop and implement a grievance mechanism to ensure that road user concerns/ complaints are identified and acted upon.</li> </ul>

### 6.4 SUMMARY OF PROJECT IMPACT ASSESSMENT AND ASSOCIATED MITIGATIONS

**Table 6-10** provides an overall summary of the social impacts identified in relation to the Project, as discussed in the proceeding sections. A residual impact significance rating has also been determined for each impact. This rating represents the potential impact likely to be experienced after the implementation of the identified mitigation measures / enhancement opportunities.

**TABLE 6-10 SUMMARY OF PROJECT IMPACT ASSESSMENT AND ASSOCIATED MITIGATIONS**

Project Activities and Potential Impacts	Impact Category and Stakeholders Affected	Impact Characteristics					Pre-Mitigation/ Enhancement Rating			Mitigation Measures / Enhancement Opportunities	Post-Mitigation / Enhancement (Residual Rating)		
		Extent	Duration	Severity	Intensity	Level of Concern/ Interest	Magnitude of Impact	Likelihood	Impact Significance		Residual Magnitude of Impact	Residual Likelihood	Residual Impact Significance
<b>Construction Phase</b>													
<b>Stakeholder and Community</b>													
Project engagement is not transparent and inclusive. Stakeholders do not feel they have been heard and are unable to influence Project decisions.	Decision-making Systems: Project Neighbours, Wider Community	Low	Medium	Medium	Medium	Medium	Moderate	Unlikely	<b>Medium</b>	<ul style="list-style-type: none"> <li>Develop and implement a CES.</li> <li>Develop and implement a grievance mechanism to ensure that road user concerns/ complaints are identified and acted upon.</li> </ul>	Minor	Unlikely	<b>Low</b>
<b>Employment and Procurement</b>													
Increased demand for labour creates direct and indirect employment opportunities for the local community.	Livelihoods: Local Workforce	Medium	Medium	High	High	High	Major	Likely	<b>High</b>	<ul style="list-style-type: none"> <li>Create awareness of job opportunities amongst the community, in partnership with the relevant Councils and other partner organisations to foster a better understanding as to the ways prospective workers may be able to take part in the Project. This awareness can be generated through the use of a Project specific website and through existing communication channels within the LGAs.</li> <li>Develop and implement a LEP which includes measures to encourage and set targets for local employment for the EPC Contractor.</li> <li>Work with the EPC Contractor during construction to achieve maximum local employment.</li> </ul>	Major	Likely	<b>High</b>

Project Activities and Potential Impacts	Impact Category and Stakeholders Affected	Impact Characteristics					Pre-Mitigation/ Enhancement Rating			Mitigation Measures / Enhancement Opportunities	Post-Mitigation / Enhancement (Residual Rating)		
		Extent	Duration	Severity	Intensity	Level of Concern/ Interest	Magnitude of Impact	Likelihood	Impact Significance		Residual Magnitude of Impact	Residual Likelihood	Residual Impact Significance
Increased demand for labour creates skills shortages. Other businesses in the region cannot find the skilled employees they need to operate their businesses due to the presence of the Project.	Livelihoods: Local Businesses	Medium	Medium	Low	Low	Low	Minor	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Monitor for skills shortages within the region and take this into consideration with EPC recruitment objectives.</li> </ul>	Minor	Unlikely	<b>Low</b>
Increased demand for goods and services helps to stimulate the local economies. Businesses within the Social Locality benefit from increased economic activity associated with the construction workforce and Project material requirements.	Livelihoods: Local Businesses	Medium	Medium	High	High	High	Major	Likely	<b>High</b>	<ul style="list-style-type: none"> <li>Create awareness amongst the community, in partnership with the relevant Councils and other partner organisations to foster a better understanding as to the ways local businesses may be able to take part in the Project. This awareness can be generated using a Project specific website and through existing communication channels within the LGAs.</li> <li>Develop and implement local content initiatives which includes local procurement incentives for the EPC Contractor.</li> <li>Work with the EPC Contractor to achieve maximum local economic impact through targeted procurement of local goods and services.</li> <li>Work with EPC Contractor to track and report on the local content used for the Project in order to demonstrate the extent to which local content is being accessed.</li> </ul>	Major	Likely	<b>High</b>

Project Activities and Potential Impacts	Impact Category and Stakeholders Affected	Impact Characteristics					Pre-Mitigation/ Enhancement Rating			Mitigation Measures / Enhancement Opportunities	Post-Mitigation / Enhancement (Residual Rating)		
		Extent	Duration	Severity	Intensity	Level of Concern/ Interest	Magnitude of Impact	Likelihood	Impact Significance		Residual Magnitude of Impact	Residual Likelihood	Residual Impact Significance
<b>Local Disruptions</b>													
Increased disruption, congestion and wear and tear on local roads, leading to frustration by road users and requirement for more frequent repairs.	Health and Wellbeing: Host Landowners, Project Neighbours, Wider Community, Visitors to the Region	Medium	Medium	Medium	Medium	High	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Develop and implement a TMP, which includes but is not limited to:                             <ul style="list-style-type: none"> <li>Ensure drivers observe road traffic rules and speed limits;</li> <li>Ensure all vehicle drivers have a relevant licence and training before mobilisation;</li> <li>Use road signs at strategic points, sirens and public announcements where necessary to warn people of oncoming heavy vehicles;</li> <li>Ensure all vehicles are certified roadworthy and well maintained; and</li> <li>Avoid night driving where possible and practical</li> </ul> </li> </ul>	Minor	Unlikely	<b>Low</b>
Interruptions to daily life because of Project construction. Daily life impacts, such as traffic changes, school buses, mail deliveries, utilities interruptions, etc. arising from increased construction traffic and local road upgrades.	Way of Life: Host Landowners, Project Neighbours, Wider Community	Medium	Medium	High	High	High	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Use road signs at strategic points, sirens and public announcements where necessary to warn people of oncoming heavy vehicles;</li> <li>Ensure all vehicles are certified roadworthy and well maintained; and</li> <li>Avoid night driving where possible and practical</li> </ul>	Minor	Unlikely	<b>Low</b>
Risk of traffic injury or in the worst case a fatality, resulting from increased vehicle movements during the transportation of goods and workers to and from the Project Area.	Health and Wellbeing: Host Landowners, Project Neighbours, Wider Community, Visitors to the Region	Medium	Medium	High	High	High	Major	Likely	<b>High</b>	<ul style="list-style-type: none"> <li>Develop and implement a CES to engage surrounding landowners and understand traffic movements and local road use patterns and preferences.</li> <li>Develop and implement a grievance mechanism to ensure that concerns/ complaints are identified and acted upon.</li> </ul>	Major	Possible	<b>High</b>
Various impacts resulting from construction activities, generally felt by people living in proximity to construction activities, such as degradation of air quality and health impacts as a result of increased generation of dust and particles from land clearing, and	Health and Wellbeing: Host Landowners, Project Neighbours, Wider Community, Local Workforce, Visitors to the Region	Medium	Low	Medium	Medium	Medium	Moderate	Likely	<b>High</b>	<ul style="list-style-type: none"> <li>Develop and implement a CEMP which includes but is not limited to:                             <ul style="list-style-type: none"> <li>Dust management;</li> <li>Construction hours align with statutory requirements / approvals;</li> <li>Conduct HSE awareness training where appropriate;</li> <li>Bushfire risk management; and</li> <li>Biosecurity risk management.</li> </ul> </li> </ul>	Moderate	Possible	<b>Medium</b>

Project Activities and Potential Impacts	Impact Category and Stakeholders Affected	Impact Characteristics					Pre-Mitigation/ Enhancement Rating			Mitigation Measures / Enhancement Opportunities	Post-Mitigation / Enhancement (Residual Rating)		
		Extent	Duration	Severity	Intensity	Level of Concern/ Interest	Magnitude of Impact	Likelihood	Impact Significance		Residual Magnitude of Impact	Residual Likelihood	Residual Impact Significance
the use of heavy vehicles and equipment.										<ul style="list-style-type: none"> <li>Develop and implement a TMP as above.</li> <li>Develop and implement a CES.</li> <li>Develop and implement a grievance mechanism to ensure that road user concerns/ complaints are identified and acted upon.</li> </ul>			
<b>Accommodation and Worker Influx</b>													
Potential increase in demand for short and long-term accommodation if local recruitment goals are not met.	Way of Life: Local Businesses, Visitors to the Region	Low	Medium	Low	Low	Medium	Minor	Possible	Medium	<ul style="list-style-type: none"> <li>Accommodation Camp to be built.</li> <li>Develop and implement a WAMP to manage potential impacts from worker influx.</li> <li>Monitor for impacts to accommodation availability and cost inflation attributable to Project workforce accommodation arrangements.</li> </ul>	Minimal	Unlikely	Low
Increased demand for social and emergency services and recreational facilities based on the temporary increase in local population if local recruitment goals are not met.	Access: Wider Community	Low	Medium	Low	Medium	Low	Minor	Possible	Medium	<ul style="list-style-type: none"> <li>Monitor for accessibility impacts to local services attributable to increased service demand from the Project workforce. If service accessibility is identified e.g., increased wait times to access medical services, consider recruiting additional temporary resources to the area.</li> </ul>	Minor	Unlikely	Low
<b>Operation Phase</b>													
<b>Employment and Procurement</b>													
Direct and indirect jobs will be created due to the Project.	Livelihoods: Local Workforce	Medium	High	Medium	Medium	High	Major	Likely	High	<ul style="list-style-type: none"> <li>Create awareness amongst the community, in partnership with the relevant Councils and other partner organisations to foster a better understanding as to the ways prospective workers may be able to take part in the Project. This awareness can be generated using a Project specific website</li> </ul>	Major	Likely	High
Demand for locally procured goods and services during the operation phase of the Project. There is strong interest in the local economic opportunities associated with	Livelihoods: Local Businesses	Medium	High	Medium	Medium	High	Major	Likely	High		Major	Likely	High

Project Activities and Potential Impacts	Impact Category and Stakeholders Affected	Impact Characteristics					Pre-Mitigation/ Enhancement Rating			Mitigation Measures / Enhancement Opportunities	Post-Mitigation / Enhancement (Residual Rating)		
		Extent	Duration	Severity	Intensity	Level of Concern/ Interest	Magnitude of Impact	Likelihood	Impact Significance		Residual Magnitude of Impact	Residual Likelihood	Residual Impact Significance
Project procurement.										and through existing communication channels within the LGAs. <ul style="list-style-type: none"> <li>Develop and implement local content initiatives which includes local procurement goals for the Operation Phase.</li> </ul>			
Diversification of income streams for rural businesses (host landowners). Landowners will receive payments for hosting wind infrastructure, diversifying the income streams that are available to them.	Livelihoods: Host Landowners	Low	High	High	High	High	Major	Almost Certain	<b>Very High</b>	<ul style="list-style-type: none"> <li>Enact host landowner and near neighbour agreements as agreed.</li> </ul>	Major	Almost Certain	<b>Very High</b>
<b>Land Use and Landscape</b>													
Perceived potential impacts to neighbouring land values is common with opposition to wind farms and was mentioned during stakeholder engagement.	Livelihoods: Host Landowners and Project Neighbours	Low	Medium	Medium	Low	Medium	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Foster open communication with surrounding landowners in order to understand land devaluation concerns.</li> <li>Develop and implement a grievance mechanism, so that community concerns can be identified and actively managed.</li> <li>Consider extending community benefits to surrounding landowners (the community typically views these as an "offset"), for the perceived devaluation of land through Neighbour Agreements.</li> </ul>	Minor	Possible	<b>Medium</b>
Altered rural character, including visual amenity impacts. Changes to rural landscape character through installation of industrial infrastructure.	Surroundings: Host Landowners, Project Neighbours, Wider Community, Visitors to the Region	Low	High	High	High	Medium	Transformational	Almost Certain	<b>Very High</b>	<ul style="list-style-type: none"> <li>Project Developer to undertake localised visual impact assessment where merited (including properties that may have previously declined a visual impact assessment).</li> <li>Develop and implement a CES, communicate the</li> </ul>	Moderate	Likely	<b>High</b>

Project Activities and Potential Impacts	Impact Category and Stakeholders Affected	Impact Characteristics					Pre-Mitigation/ Enhancement Rating			Mitigation Measures / Enhancement Opportunities	Post-Mitigation / Enhancement (Residual Rating)		
		Extent	Duration	Severity	Intensity	Level of Concern/ Interest	Magnitude of Impact	Likelihood	Impact Significance		Residual Magnitude of Impact	Residual Likelihood	Residual Impact Significance
										outcomes of the visual impact assessment. <ul style="list-style-type: none"> <li>Develop and implement a grievance mechanism to ensure that concerns/ complaints are identified and acted upon.</li> <li>Develop and implement the mitigation and management measures outlined in the NVIA.</li> <li>Work with local businesses and groups to supply, plant, and maintain (for an initial establishment period) landscape screening.</li> </ul>			
The EMI of the WTGs will impact the performance of electronic devices.	Livelihoods: Host Landowners, Project Neighbours, Wider Community, Visitors to the Region	Low	High	Low	Low	Low	Minor	Unlikely	Low	<ul style="list-style-type: none"> <li>Foster open communication with surrounding landowners and neighbours</li> <li>Develop and implement a grievance mechanism to ensure that concerns/ complaints are identified and acted upon.</li> </ul>	Minor	Unlikely	Low
Aircraft safety associated with the WTG locations and tip heights. Potential impacts on aerial agriculture and water bombing for fire suppression activities.	Livelihoods: Host Landowners, Project Neighbours, Emergency Services	Low	High	Low	Low	Low	Minor	Possible	Medium	<ul style="list-style-type: none"> <li>Conduct an updated Aerial Assessment for the amended turbine layout to confirm the impact on fixed-wing aircraft usage near WTGs.</li> <li>Develop and implement a CES, communicate the outcomes of the Airspace assessments and proposed technical mitigation measures (if required).</li> <li>Develop and implement a grievance mechanism to ensure that concerns/ complaints are identified and acted upon.</li> <li>Engage surrounding landowners, to discuss exclusion zones and address aerial spraying and water bombing concerns.</li> </ul>	Minor	Unlikely	Low

Project Activities and Potential Impacts	Impact Category and Stakeholders Affected	Impact Characteristics					Pre-Mitigation/ Enhancement Rating			Mitigation Measures / Enhancement Opportunities	Post-Mitigation / Enhancement (Residual Rating)		
		Extent	Duration	Severity	Intensity	Level of Concern/ Interest	Magnitude of Impact	Likelihood	Impact Significance		Residual Magnitude of Impact	Residual Likelihood	Residual Impact Significance
Altered landscapes have the potential to impact tangible and intangible Aboriginal heritage.	Culture: Traditional Owners	Medium	High	Medium	Medium	Medium	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Develop and Implement a Cultural Heritage Management Plan which includes but is not limited to:                             <ul style="list-style-type: none"> <li>Cultural awareness inductions for workers;</li> <li>Surface collection of artefact scatters</li> <li>Staged salvage excavation;</li> <li>Archaeological monitoring;</li> <li>Chance finds procedure;</li> <li>Repatriation of archaeological material post-construction; and</li> <li>Consultation with the local Aboriginal community.</li> </ul> </li> </ul>	Minor	Unlikely	<b>Low</b>
<b>Stakeholder and Community</b>													
Development of the Community Enhancement Fund, a Project-specific community benefit sharing scheme, which may generate positive outcomes for the local community.	Community: Wider Community	High	High	Medium	High	High	Major	Almost Certain	<b>Very High</b>	<ul style="list-style-type: none"> <li>Develop and implement a Community Benefit Fund, consulting with key stakeholders and potential partners (e.g., Hay and Murray River LGAs, community groups, etc.).</li> <li>Develop and implement a Legacy Fund as part of the Community Benefit Fund, which will be administered by independent community groups following cessation of the Project.</li> <li>Publish the Community Benefit Fund to the wider community via community newsletters and other communications channels as per the CES.</li> </ul>	Major	Almost Certain	<b>Very High</b>
Impacts to community cohesion through divided opinions about the desirability of the Project in the community. Community cohesion is potentially impacted at the level of relationships between individuals who support the Project and those who do not support the Project.	Community: Project Neighbours, Wider Community	Medium	Medium	Low	Low	Medium	Minor	Unlikely	<b>Low</b>	<ul style="list-style-type: none"> <li>Publish the Community Benefit Fund to the wider community via community newsletters and other communications channels as per the CES.</li> </ul>	Minor	Unlikely	<b>Low</b>

Project Activities and Potential Impacts	Impact Category and Stakeholders Affected	Impact Characteristics					Pre-Mitigation/ Enhancement Rating			Mitigation Measures / Enhancement Opportunities	Post-Mitigation / Enhancement (Residual Rating)		
		Extent	Duration	Severity	Intensity	Level of Concern/ Interest	Magnitude of Impact	Likelihood	Impact Significance		Residual Magnitude of Impact	Residual Likelihood	Residual Impact Significance
Real or perceived adverse potential health impacts associated with blade glint and shadow flicker, with electromagnetic interference, noise generation from WTG operation, or from potential damage to WTG structures (e.g. blade coming free).	Health and Wellbeing: Host Landowners and Project Neighbours	Low	High	Medium	High	High	Minor	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Develop and implement an OEMP.</li> <li>Develop and implement a CES. Communicate the outcomes of relevant assessments, such as the NVIA.</li> <li>Develop and implement a grievance mechanism to ensure that concerns/ complaints are identified and acted upon.</li> </ul>	Minor	Unlikely	<b>Low</b>
<b>Cumulative Impacts</b>													
Cumulative impacts to traffic congestion, road vehicle incidents and increased rate of transport infrastructure deterioration.	Surroundings: Wider Community	High	Medium	Low	Medium	Medium	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Develop and implement a Traffic Management Plan, which includes but is not limited to:                             <ul style="list-style-type: none"> <li>Ensure drivers observe road traffic rules and speed limits;</li> <li>Ensure all vehicle drivers have a relevant licence and training before mobilisation;</li> <li>Ensure all vehicles are certified roadworthy and well maintained; and</li> <li>Avoid night driving where possible and practical.</li> </ul> </li> <li>Develop and implement a CES to engage surrounding landowners and understand traffic movements and local road use patterns and preferences</li> <li>Develop and implement a grievance mechanism to ensure that concerns/ complaints are identified and acted upon.</li> </ul>	Minor	Unlikely	<b>Low</b>

Project Activities and Potential Impacts	Impact Category and Stakeholders Affected	Impact Characteristics					Pre-Mitigation/ Enhancement Rating			Mitigation Measures / Enhancement Opportunities	Post-Mitigation / Enhancement (Residual Rating)		
		Extent	Duration	Severity	Intensity	Level of Concern/ Interest	Magnitude of Impact	Likelihood	Impact Significance		Residual Magnitude of Impact	Residual Likelihood	Residual Impact Significance
Cumulative increase in demand for short and long-term accommodation.	Way of Life: Local Businesses, Visitors to the Region, Wider Community	High	Medium	Medium	Medium	Medium	Moderate	Likely	<b>High</b>	<ul style="list-style-type: none"> <li>Develop and implement a WAMP to manage potential impacts from worker influx.</li> <li>Develop and implement a LEP which includes measures to encourage the EPC Contractor to reach the desired local recruitment goals.</li> </ul>	Minor	Likely	<b>Medium</b>
Cumulative increased demand for social and emergency services and recreational facilities.	Access: Wider Community	High	Medium	Low	Medium	Low	Moderate	Possible	<b>Medium</b>		Minor	Possible	<b>Medium</b>
Cumulative visual amenity impacts from an additional project associated with the region. Cumulative impacts to surroundings are likely, particularly visual amenity across the wider area arising from this Project combined with other proposed renewable development projects in the region.	Surroundings: Wider Community	High	High	Low	Low	Medium	Moderate	Possible	<b>Medium</b>	<ul style="list-style-type: none"> <li>Apply mitigations as appropriate as recommended by Moir Landscape Architecture (2024).</li> </ul>	Moderate	Unlikely	<b>Medium</b>

## 7. DRAFT SOCIAL IMPACT MANAGEMENT PLAN

This section provides the framework for a complete Social Impact Management Plan (SIMP), required as part of the Post-Approval Phase. The SIMP is a live document which will involve continuous revision to enhance and manage social impacts through monitoring efforts. This management can help to nurture relations with communities and maximise broad community approval or acceptance. In accordance with the SIA Guideline, this section demonstrates the monitoring and adaptive management mitigations for the Project.

### 7.1 SUMMARY OF SOCIAL IMPACT MITIGATIONS

As outlined in **Section 6**, the following actions should be completed:

- Develop and implement the Community Engagement Strategy (CES);
- Develop and implement a Grievance Mechanism;
- Investigate creating awareness of job opportunities amongst the community (in partnership with the relevant Councils and other partner organisations);
- Develop and implement a Local Employment Plan (LEP);
- Work with the Engineering, Procurement and Construction (EPC) Contractor;
- Monitor for skills shortages within the region and take this into consideration with EPC recruitment objectives;
- Develop and implement a Traffic Management Plan (TMP);
- Develop and implement a Cultural Heritage Management Plan (CEMP);
- Build accommodation camp;
- Develop and implement a Workforce Accommodation Management Plan (WAMP);
- Develop and implement a Cultural Heritage Management Plan (CHMP); Develop and implement an Operational Environmental Management Plan (OEMP);
- Develop and implement the mitigation and management measures outlined in the Noise and Vibration Impact Assessment (NVIA);
- Monitor for impacts to accommodation availability and cost inflation attributable to Project workforce accommodation arrangements;
- Monitor for accessibility impacts to local services attributable to increased service demand from the Project workforce;
- Develop and implement local content initiatives which includes local procurement goals for the Operation Phase;
- Enact host and near neighbour landowner agreements as agreed;
- Foster open communication with surrounding landowners to understand land devaluation concerns;
- Consider extending community benefits to surrounding landowners (the community typically views these as an “offset”), for the perceived devaluation of land through Neighbour Agreements;
- Project Developer to undertake localised visual impact assessment where merited (including properties that may have previously declined a visual impact assessment) and communicate the outcomes of the visual impact assessment;
- Develop and implement a Community Benefit Fund, consulting with key stakeholders and potential partner and publish to the wider community; and

- Develop and implement a Legacy Fund as part of The Community Benefit Fund, which will be administered by independent community groups following cessation of the Project.

### 7.1.1 GRIEVANCE MECHANISM

To uphold best practice ENGIE engaged ERM in 2022 to develop and establish a grievance mechanism to address concerns, complaints, and issues raised by external stakeholders. This mechanism has allowed individuals and groups to report any grievances related to the company's activities, operations or impacts. ENGIE's grievance mechanism aims to ensure transparency, accountability and a fair resolution process for addressing concerns and maintaining positive relationships with stakeholders.

The grievance mechanism is being used throughout the Project to track stakeholder issues and concerns. In doing so, ENGIE will be able to track responses provided to each issue to ensure consistency, as well as identify trends over time. For the grievance mechanism to be effective across the lifespan of the Project, ENGIE will need to ensure that:

- Stakeholders are aware of the grievance mechanism, including how to lodge a complaint and the process that ENGIE follows in addressing complaints;
- Appropriate resources are allocated (e.g. a dedicated person with clearly defined responsibilities, an internal database to track complaints) so that complaints can be effectively and efficiently logged and addressed in a timely manner;
- All complaints and grievances will be registered, documented and tracked; and
- All Project staff are aware of how the mechanism operates should stakeholders raise complaints during formal and informal engagement activities.

## 7.2 SOCIAL IMPACT MONITORING AND MANAGEMENT FRAMEWORK

An overview of the recommended social impact monitoring and management frameworks put in place during the construction and operation phases of the Project is sighted below. For the post-mitigation impact significant levels to be achieved, as outlined in **Section 6**, the social impact mitigations will need to be monitored in accordance with the framework plan outlined in **Table 7-1** and integrated with the broader Environmental Management Strategy (EMS) to be developed for the Project.

The objectives of monitoring are to:

- Verify the predicted impacts and identify any other impacts that may arise;
- Verify that management measures are being implemented as planned;
- Assess the effectiveness of the management measures; and
- Provide data for any necessary regulatory reporting to the State Government or other internal compliance reporting.

Accordingly, **Table 7-1** identifies the following:

- **Potential Impacts:** Outlines the potential impacts from the Project activities;
- **Management Goals / Measures:** The overarching objective is to minimise the negative social impacts associated with the Project and enhance the positive impacts. As such, specific goals corresponding to each impact have been provided. These can be used to determine whether the management measures have been effectively implemented;
- **Proposed Monitoring Activities:** The monitoring activities proposed will ensure that relevant data is collected (e.g. the performance indicators) during the various phases of the Project to ensure the effectiveness of the management measures;
- **Performance Indicators:** The indicators provide a mechanism to determine whether the goals have been met;
- **Monitoring Frequency:** Outlines the period for data collection; and
- **Responsibility for Implementation:** Assigns the relevant person and/or entity to take charge of the proposed monitoring in order achieve the management goal.

TABLE 7-1 SOCIAL IMPACT MONITORING FRAMEWORK

Potential Impact	Management Goals / Measures	Monitoring Activities	Performance Indicators	Monitoring Frequency Given the timeframe involved, the Decommissioning Phase has not been assessed in this SIA.		Responsibility for Implementation
				Construction	Operation	
<b>Construction Phase</b>						
<b>Stakeholder and Community</b>						
Project engagement is not transparent and inclusive. Stakeholders do not feel they have been heard and are unable to influence Project decisions.	Minimise community grievances	<ul style="list-style-type: none"> <li>Record queries and complaints received from stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of complaints satisfactorily resolved</li> <li>Number of complaints</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>As required under other reporting obligations</li> </ul>	Applicant
<b>Employment and Procurement</b>						
Increased demand for labour creates direct and indirect employment opportunities for the local community.	Maximise local employment	<ul style="list-style-type: none"> <li>Record local employment</li> <li>Record employee retention rate</li> <li>Record number of apprenticeships</li> <li>Ensure major contractors report on local employment</li> <li>Record the number of training programs undertaken</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of people from the Region employed by the Project (including contractors)</li> <li>Number of training programs delivered</li> <li>Number of apprenticeships provided</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Increased demand for labour creates skills shortages. Other businesses in the region cannot find the skilled employees they need to operate their businesses due to the presence of the Project.	Timely communication of employment and contracting opportunities	<ul style="list-style-type: none"> <li>Record methods used and timing of notifications to stakeholders</li> <li>Record where workers live</li> <li>Record procurement spend</li> </ul>	<ul style="list-style-type: none"> <li>Number of notifications issued</li> <li>Percentage of workers living within the AoI</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Increased demand for goods and services helps to stimulate the local economies. Businesses within the Social Locality benefit from increased economic activity associated with the construction workforce and Project material requirements.	Maximise local procurement	<ul style="list-style-type: none"> <li>Report on number of, and value of contracts with local and regional businesses</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of local and regional businesses involved in the Project</li> <li>Percentage of total value of relevant Project expenditure awarded to local and regional businesses</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
<b>Local Disruptions</b>						
Increased disruption, congestion and wear and tear on local roads, leading to frustration by road users and requirement for more frequent repairs.	Minimise impacts to traffic and road conditions	<ul style="list-style-type: none"> <li>Record queries and complaints received from stakeholders about traffic congestion</li> <li>Stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Number of complaints</li> <li>Number of complaints satisfactorily resolved</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Interruptions to daily life because of Project construction. Daily life impacts, such as traffic changes, school buses, mail deliveries, utilities interruptions, etc. arising from increased construction traffic and local road upgrades.	Minimise impacts to traffic and road conditions	<ul style="list-style-type: none"> <li>Record queries and complaints received from stakeholders about road condition</li> <li>Stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Number of complaints</li> <li>Number of complaints satisfactorily resolved</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Various impacts resulting from construction activities, generally felt by people living in proximity to construction activities, such as degradation of air quality and health impacts as a result of increased generation of dust and particles from land clearing, and the use of heavy vehicles and equipment.	Minimise potential environmental and amenity impacts (i.e. noise, vibration, dust) on community members	<ul style="list-style-type: none"> <li>Record queries and complaints received from stakeholders</li> <li>Stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Number of complaints</li> <li>Number of complaints satisfactorily resolved</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor

Potential Impact	Management Goals / Measures	Monitoring Activities	Performance Indicators	Monitoring Frequency Given the timeframe involved, the Decommissioning Phase has not been assessed in this SIA.		Responsibility for Implementation
				Construction	Operation	
<b>Accommodation and Worker Influx</b>						
Potential increase in demand for short and long-term accommodation if local recruitment goals are not met.	Maximise local employment and minimise potential impacts on accommodation availability, community and emergency services, and community wellbeing	<ul style="list-style-type: none"> <li>Record local employment</li> <li>Record employee retention rate</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of people from the Region employed by the Project</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Increased demand for social and emergency services and recreational facilities based on the temporary increase in local population if local recruitment goals are not met.	Minimise potential impacts on community and emergency services, and community wellbeing	<ul style="list-style-type: none"> <li>Record local hospital and medical facilities intake</li> <li>Undertake a regular perception survey</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of people from the Region employed by the Project</li> <li>Changes in perception of impacts on emergency services, medical facilities and social facilities</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
<b>Operation Phase</b>						
<b>Employment and Procurement</b>						
Direct and indirect jobs will be created due to the Project.	Maximise local employment and procurement	<ul style="list-style-type: none"> <li>Record local employment</li> <li>Record employee retention rate</li> <li>Report on number of, and value of contracts with local and regional businesses</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of people from the Region employed by the Project</li> <li>Percentage of local and regional businesses involved in the Project</li> <li>Percentage of total value of relevant Project expenditure awarded to local and regional businesses</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Demand for locally procured goods and services during the operation phase of the Project. There is strong interest in the local economic opportunities associated with Project procurement.	Maximise local employment and procurement	<ul style="list-style-type: none"> <li>Record local employment</li> <li>Record employee retention rate</li> <li>Report on number of, and value of contracts with local and regional businesses</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of people from the Region employed by the Project</li> <li>Percentage of local and regional businesses involved in the Project</li> <li>Percentage of total value of relevant Project expenditure awarded to local and regional businesses</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Diversification of income streams for rural businesses (host landowners). Landowners will receive payments for hosting turbine/wind infrastructure, diversifying the income streams that are available to them.	Maximise diversification of income streams for rural businesses	<ul style="list-style-type: none"> <li>Record payments received</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of landowners receiving payments</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
<b>Land Use and Landscape</b>						
Perceived potential impacts to neighbouring land values is common with opposition to wind farms and was mentioned during stakeholder engagement.	Minimise impacts to decreasing land value	<ul style="list-style-type: none"> <li>Undertake perception survey</li> <li>Stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Number of grievances received</li> <li>Percentage of grievances satisfactorily resolved</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Altered rural character, including visual amenity impacts. Changes to rural landscape character through installation of industrial infrastructure.	Minimise impacts to visual amenity and rural character	<ul style="list-style-type: none"> <li>Record number of trees planted to fulfil required screening planting mitigations</li> </ul>	<ul style="list-style-type: none"> <li>Percentage survival rate of trees planted</li> </ul>	<ul style="list-style-type: none"> <li>Yearly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Altered landscapes have the potential to impact tangible and intangible Aboriginal heritage.	Minimise impacts to tangible and intangible Aboriginal heritage	<ul style="list-style-type: none"> <li>Record and publish detailed information of the potential impacts</li> </ul>	<ul style="list-style-type: none"> <li>Number of grievances received</li> <li>Percentage of grievances satisfactorily resolved</li> </ul>	<ul style="list-style-type: none"> <li>Daily</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor

Potential Impact	Management Goals / Measures	Monitoring Activities	Performance Indicators	Monitoring Frequency Given the timeframe involved, the Decommissioning Phase has not been assessed in this SIA.		Responsibility for Implementation
				Construction	Operation	
<b>Stakeholder and Community</b>						
Development of the Community Benefit Fund, a Project-specific community benefit sharing scheme, which may generate positive outcomes for the local community.	Distribute benefits from the Project among the wider community	<ul style="list-style-type: none"> <li>Record and publish detailed information on funds available and payments made through the Community Benefit Fund</li> </ul>	<ul style="list-style-type: none"> <li>Number and value of grants and payments made, in what realm</li> </ul>	<ul style="list-style-type: none"> <li>Yearly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant
Impacts to community cohesion through divided opinions about the desirability of the Project in the community. Community cohesion is potentially impacted at the level of relationships between individuals who support the Project and those who do not support the Project.	Provide advance notification to stakeholders prior to commencement of activities to gain community feedback	<ul style="list-style-type: none"> <li>Undertake perception survey</li> <li>Stakeholder engagement</li> <li>Record methods used and timing of notifications to stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Number of notifications issued</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Perceived adverse potential health impacts associated with wind farms.	Minimise impacts to health impacts	<ul style="list-style-type: none"> <li>Undertaken perception survey</li> <li>Stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Number of grievances received</li> <li>Percentage of grievances satisfactorily resolved</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
<b>Cumulative Impacts</b>						
Cumulative impacts to traffic congestion, road vehicle incidents and increased rate of transport infrastructure deterioration.	Implement a 'Traffic Management Plan' (e.g. enforce speed limits, specifies route etc)	<ul style="list-style-type: none"> <li>Record number of non-compliances with the management plan</li> <li>Record number of traffic incidents (including accidents)</li> <li>Record number of traffic related grievances received from stakeholders and the steps taken to resolve grievances</li> <li>Undertake a perception survey</li> <li>Stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Number of non-compliances</li> <li>Number of traffic incidents</li> <li>Number of grievances received</li> <li>Percentage of grievances satisfactorily resolved</li> <li>Report the type of issues identified through the grievances</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Cumulative increase in demand for short and long-term accommodation.	Minimise cumulative impacts to short and long-term accommodation providers.	<ul style="list-style-type: none"> <li>Record occupancy rates in short-term accommodation</li> <li>Record rental availability in private rental market</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of unoccupied rooms available (short-term accommodation)</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant
Cumulative increased demand for social and emergency services and recreational facilities.	Minimise impacts on emergency services and recreational facilities	<ul style="list-style-type: none"> <li>Record local hospital and medical facilities intake</li> <li>Undertake a perception survey</li> <li>Stakeholder engagement</li> </ul>	<ul style="list-style-type: none"> <li>Changes in perception of impacts on emergency services, medical facilities and social facilities</li> <li>Percentage of people from the Region employed by the Project</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor
Cumulative visual amenity impacts from an additional project associated with the region. Cumulative impacts to surroundings are likely, particularly visual amenity across the wider area arising from this Project combined with other proposed renewable development projects in the region.	Minimise cumulative visual impacts	<ul style="list-style-type: none"> <li>Record number of proposed and ongoing Projects in the area</li> <li>Record queries and complaints received from stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Number of Projects</li> <li>Number of grievances received</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>As required under other reporting obligations</li> </ul>	<ul style="list-style-type: none"> <li>As required under other reporting obligations</li> </ul>	Applicant / EPC Contractor

### 7.3 EVALUATION AND CONTINUOUS IMPROVEMENT

The SIMP should be evaluated at regular intervals. This involves collating and evaluating data from the monitoring efforts to evaluate the efficacy of the proposed management measures in the SIMP.

In addition, the evaluation process should also be used to determine if the predicted impacts eventuated and at what magnitude, or if new impacts have emerged.

Based on the evaluation outcomes, the SIMP should be updated, on at least an annual basis. The SIA should also be updated, at a minimum, every three years to incorporate changes in the baseline and/ or project description.

There may be instances where the SIMP evaluation occurs more frequently, this can be due to unforeseen changes and amendments in the project design or planned activities, introduction of new legislation or corporate policies, feedback from stakeholders that warrant changes to the management of an impact.

It is recommended that once a baseline of performance is achieved (i.e., at the conclusion of one full year of monitoring the SIMP) targets and KPIs can be established, which will provide inside and lead to continuous improvement.

The established targets as part of the SIMP evaluation process should be included in the reporting process and used as performance indicators.

### 7.4 REPORTING

In addition to ongoing monitoring, regular audits are to be undertaken by the Project. These audits are to be conducted throughout the construction and operation phases of the Project.

Audit findings will be reviewed, and where corrective actions are deemed necessary, specific actions (with designated responsibility and timing) will be developed. The focus of these actions will be on achieving the objectives set out in **Table 7-1**, as well as continuous improvement in performance.

### 7.5 ROLES & RESPONSIBILITIES

The Project will be principally responsible for implementation of the management measures and the monitoring activities carried out for the Project. However, there will be instances where data will need to be obtained from a third party, or implementation will require cooperation and involvement of others (e.g., contractors and relevant local stakeholders).

## 7.6 STRUCTURE OF SIMP

The SIA guidelines states that the plan should describe how the requirements of performance-based, and prescriptive conditions will be implemented and monitored through a robust monitoring and auditing program. The guideline mentions that the plan should set out elements such as indicators, baseline values, frequencies, triggers, stakeholders and responses. The structure of the future SIMP for the Project will therefore include the following:

- **A Project Summary:** typically including a brief overview of the Project's goals, objectives, scope, key deliverables and timeline;
- **Social Impacts:** including identification, plans for mitigation or enhancement and management commitments;
- **Engagement:** including how engagement informed the plan, including the engagement strategy and future activities, and how these will inform monitoring and management;
- **Targets and Actions:** including measurable and defined targets and actions for monitoring, reporting, auditing and reviewing progress, with clear numbering, wording and commitments to locations, timing, frequency, method and responsibilities;
- **Results:** including a commitment to measure the results, as well as, reporting these findings via a Project website; and
- **Management:** including how the Project will address shortfalls for example, if a target is not being met or an impact is being inadequately managed, the steps to address and report on the shortfall.

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