

APPENDIX B COMMUNITY AND STAKEHOLDER ENGAGEMENT PLAN

Community and Stakeholder Consultation Plan

Keri Keri Renewable Energy Project (working title)



COMMUNITY AND STAKEHOLDER CONSULTATION PLAN KERI KERI RENEWALBE ENERGY PROJECT

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File name: Keri Keri Community Engagement Plan
Document version: Version - Draft

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1 Overview

ACCIONA recognises that community engagement is crucial to ensuring successful delivery of all projects, and it is also essential for the provision of positive outcomes for all the stakeholders we engage with – including State and Local Government, and local communities.

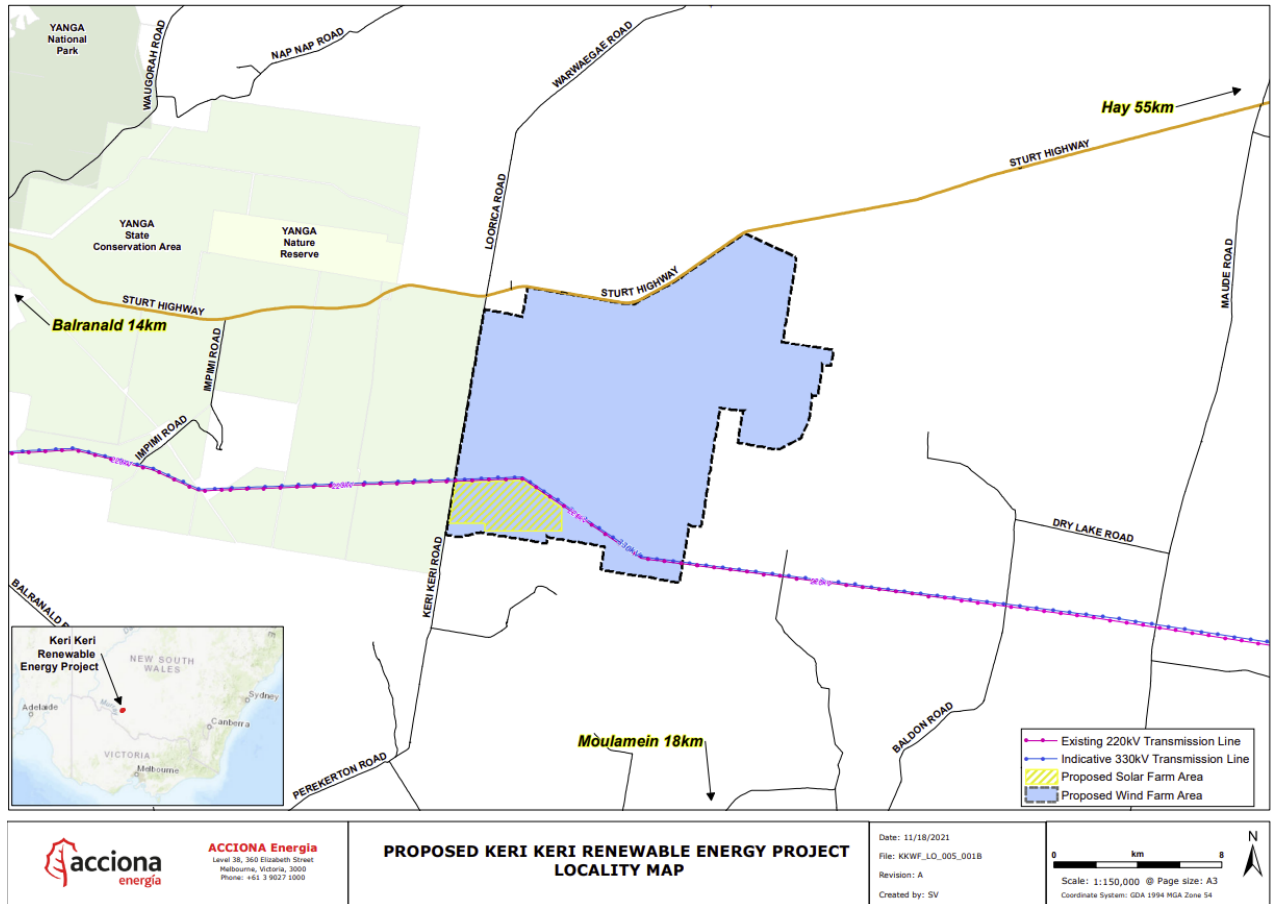
We are committed to active consultation with stakeholders from the early phases of the development of the wind farm to ensure community issues and opportunities form part of planning and execution processes.

1.1 PROJECT BACKGROUND

The Keri Keri Wind Renewable Energy Project is proposed for a site located approximately 40 kms from Moulamein in the Murray Region of New South Wales, within the Murray River Council area. The land is situated in a remote area characterised by very large pastoral landholdings, and the current project boundary encompasses more than 18,000 Ha of land. The site is very flat and has good access to transport infrastructure. There is also potential for a solar farm to be developed at the site. The land at the site and in the surrounding area is generally used for large-scale pastoral operations, with a predominant focus on sheep for Merino wool.

There is existing 220 kV transmission infrastructure running through the landholding; however, this is not considered suitable for a current project connection due to existing thermal constraints and competing generation activity on this line. However, the landholding is expected to be close to (or traversed by) the unbuilt 330kV South Australia / New South Wales interconnector which is planned to be energised by 2023-24. Connection route options will need to be determined following the announcement of the interconnector alignment. Easements for a future transmission line may not be required if the South Australia /New South Wales 330kV interconnector traverses through the KKWF.

Figure 1: Location of ACCIONA's proposed Keri Keri Renewable Energy Project



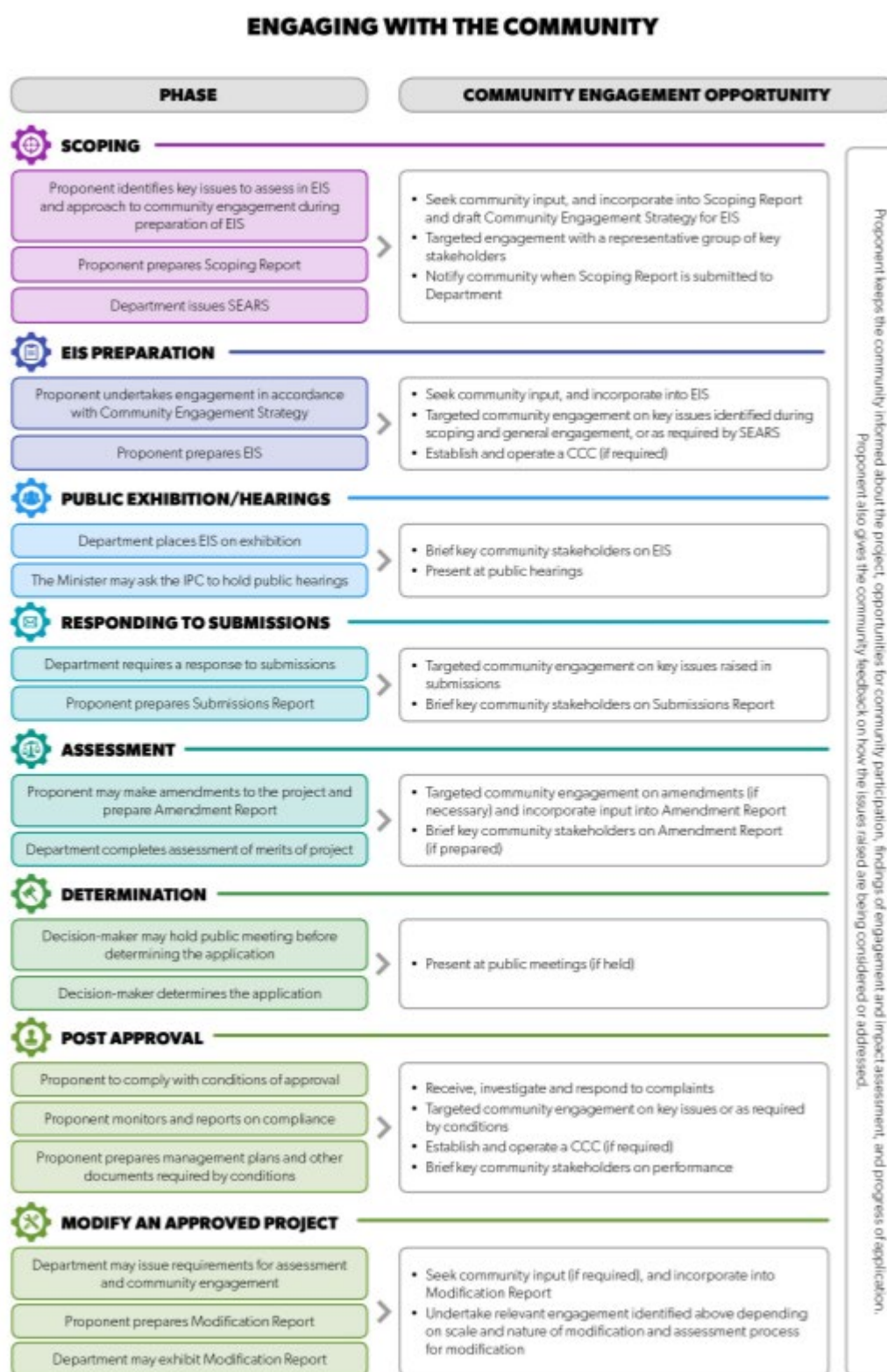
1.2 THE APPLICATION PROCESS

ACCIONA intends to lodge a Scoping Report / Request for SEARs to develop a wind facility (and potential solar facility) to the NSW Department of Planning, Industry and Environment under the *Environmental Planning and Assessment Act 1979* in Q1 2022.

In NSW, any generation project with a capital value of >\$30 million is considered a state significant development (SSD). Development consents for SSD projects must be considered under an Environmental Impact Statement (EIS). The key phases in the EIS are:

- Prepare a scoping / preliminary environmental assessment, including preliminary consultation with stakeholders and communities.
- Request the Secretary's Environmental Assessment Requirement (SEARS). The SEARS will specify what an EIS is required to consider and contain.
- Prepare and submit an EIS and Development Consent Application to the Department of Planning.
- The EIS is publicly exhibited. After the exhibition, the proponent prepares a report which responds to the submissions received and any subsequent changes to the project.
- The Department will prepare a comprehensive assessment on the EIS.
- The Development Consent Application is determined by either the Minister for Planning or the Independent Planning Commission.

Figure 2: DPIE's Engagement Process



1.3 COMMUNITY AND STAKEHOLDER CONSULTATION PLAN

The Community and Stakeholder Engagement Plan contained herein outlines how ACCIONA will continue to engage with the local community and key stakeholders associated with the proposed Keri Keri Renewable Energy Project (Project).

The Community and Stakeholder Engagement Plan aligns with the Clean Energy Council (CEC) 'Community Engagement Guidelines for the Australian Wind Industry'; 'Best practice community engagement in wind development'; CEC "Community Engagement Guidelines for Building Powerlines for Renewable Developments"; the principles of the International Association for Public Participation (IAP2) Spectrum Model; and the 'Undertaking Engagement Guidelines for State Significant Projects', DPIE July 2021.

This Plan will be continually monitored and updated as conditions, requirements or issues change.

1.4 COMMUNITY ENGAGEMENT OBJECTIVES

The objectives of our community engagement strategy are to:

- identify and engage with the local community and key stakeholders
- build a foundation of strong relationships and community support
- ensure stakeholders are *informed, consulted* and *involved*
- wherever possible, activities will continue to be conducted with emphasis on stakeholder *collaboration* and *empowerment*
- uphold the four Clean Energy Council's principles (accepted rules of conduct) of community engagement which include: *openness, inclusiveness, responsiveness and accountability*, and
- provide an *accessible complaints management process* as a mechanism for feedback to ACCIONA.

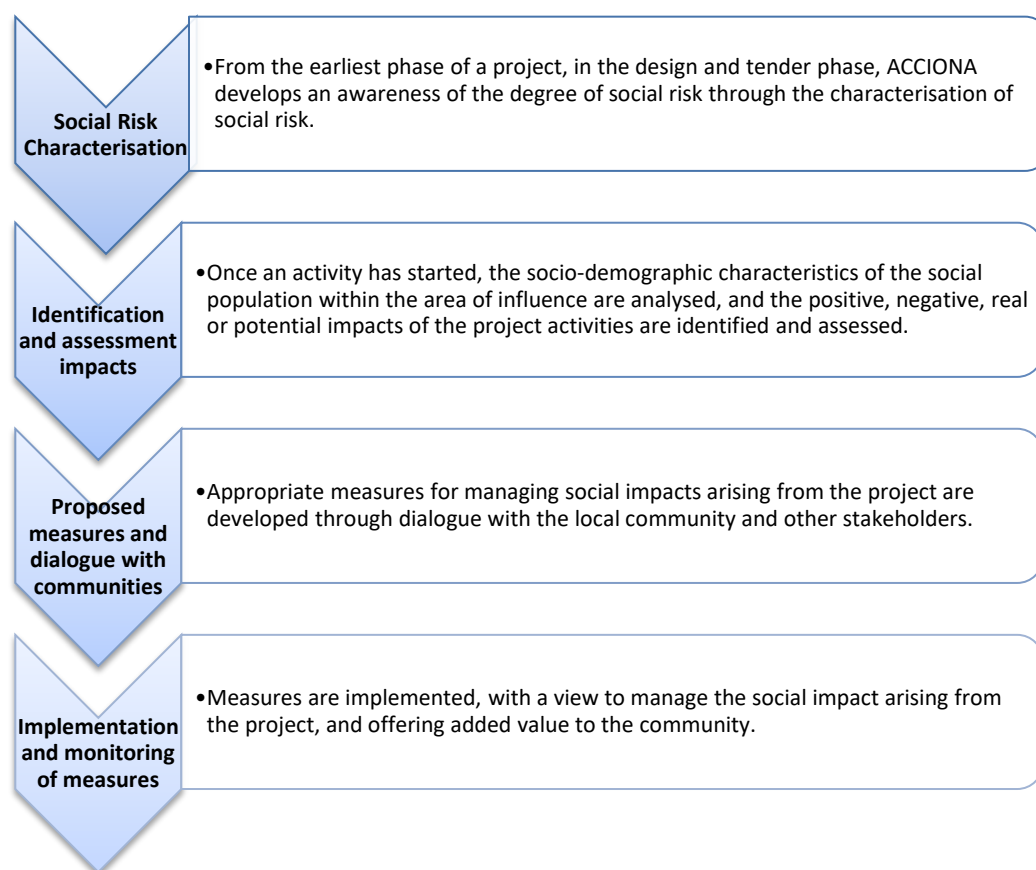
Inherent in these objectives is the need to engage with the community in a timely manner. Importantly, the desired outcome of our community engagement activities is to maintain our 'social licence to operate' by developing positive relationships built on trust and transparency.

2 Social Risk Analysis

ACCIONA understands Social Impact Management as a process of **identification, analysis and management of social consequences**, intentional or unintentional, both negative and positive, derived from a project within a community. We also understand that **community engagement and benefit sharing strategies must be tailored to the local context** and take the community's needs, concerns, opportunities and values into account.

Within its sustainable business model, ACCIONA continues to study the social impact derived from the development of its projects and services in the community, understanding Social Impact Management (SIM) as a process of analysis and treatment of social consequences, both negative and positive.

Figure 3: ACCIONA's social impact management methodology



The methodology makes it possible to mitigate risks affecting local stakeholder groups such as:

- impact on basic services in communities' electricity, water, education, health or communications
- change in the continuity of the economic activities of the local communities
- impact on the rights of vulnerable groups including Indigenous people, people with low income, children and elderly people
- impact on the direct or indirect rights of employees

Our social risk analysis has identified key community issues, concerns and opportunities relating to the Project. The information we gathered from the social risk analysis has influenced the strategies proposed in our community engagement and benefit sharing strategies.

2.1 CONTEXT NARRATIVE

The Project is situated in a remote area. Within a 10 km radius of the site, there are 15 private landholdings and seven known dwellings including the host landowners. Only one dwelling is within a 2km setback from a potential turbine location (approx. 1800m). Immediately west of the Keri Keri Wind Farm site is the Yanga Conservation Area and National Park.

The area is largely agricultural, sparsely populated, with a rich indigenous and European history and in proximity of an important environmental area. Therefore, the studies and recording of this history will be a focus of the project.

The historic townships of Moulamein, Balranald and Hay will be most affected by the construction and operation of the Project due to their proximity – Moulamein (45kms); Balranald (50kms) and Hay (90kms). The surrounding areas are largely agricultural, with sheep farming, forestry, charcoal production and irrigated crop-growing being the main activities. The Project is within the local government area of Murray River.

The Project will be constructed on 18,000 hectares of leased land – a location which has been selected for its high exposure to consistent winds across this part of the state and its proximity to the transmission network.

The Project is estimated to create up to 400 construction jobs and potentially 12 fulltime operations positions. It will an economic boost to the region and help diversify the region's income base from traditional sources.

The local government areas of Hay and Balranald were impacted by drought that was considered “the most severe in 120 years of records” and ended in early 2020, followed by floods that resulted from the breaking of the drought.

Host landowners will benefit from additional income whilst allowing normal farming activity to continue.

Introductory meetings have been held with Murray River Council, Balranald Shire Council and Hay Shire Council. The Councils have indicated that there would be support for renewable projects in the region. The key areas of interest at this early stage, are in regard to transport routes; roads management; and benefits to the local community.

2.1.1 SOCIAL AND CULTURAL VALUES

The key social characteristics identified for people living in the local area:

The population statistics in the 2016 Census, show Moulamein had a population of 438 persons, which is 3.8% of the Murray River LGA. Median age is 48 years.

The township of Balranald had a population of 1,343 persons.

- 51% male
- 49% female
- 12.2% indigenous
- Average age is 45 years

The township of Hay had a population of 2,946 persons.

- 50.3% male
 - 49.7% female
 - 6% Indigenous
 - Average age is 46 years
- population and age structure that is typical of rural towns, including a greater proportion of families and children, fewer people aged 25 to 44 years.
 - Agriculture, tourism and manufacturing are the main industries
 - strong agricultural lifestyle – large percentage of population working in sheep farming and dryland crops
 - community cohesion, including involvement in volunteer activities, community groups and clubs
 - minimum access to social infrastructure, health and education services
 - limited local employment and business opportunities, and
 - limited education and training opportunities, particularly for young adults and school leavers.

2.1.2 HOUSING AND ACCOMMODATION

ACCIONA is aware that identifying and managing accommodation requirements for the Project workforce is critical so that undue demand is not placed on local resources. We will aim to have a neutral impact on housing affordability and availability for locals, and minimal impacts on temporary accommodation providers during major tourist events and other major construction activities, whilst providing additional business opportunities for local accommodation providers.

To minimise impact on the community, we will:

- Undertake an SIA to fully understand the current housing and accommodation availability; requirement of the workforce during construction; and community sentiment etc.
- Maximise local employment to minimise the number of construction workers moving into the area and placing demand on the local housing market.
- Encourage workers to share accommodation.
- Liaise with local real estate agents to provide appropriate housing for the workforce.
- Review and assess existing and underutilised accommodation, i.e., boarding facilities etc. to determine suitable usage.
- Undertake early consultation with local accommodation providers to discuss peak employment periods and capacity to absorb the workforce and provide the opportunity to meet requirements locally; and

- Undertake early consultation with other project developers / businesses in the area to discuss overlapping periods of peak employment and how we can minimise potential constraints on accommodation requirements from cumulative impacts.

2.2 STAKEHOLDER MAPPING

The Keri Keri Wind Farm Project has a diverse range of stakeholders. To respond to the diversity of stakeholders in a tailored manner, a range of engagement processes and methods will be used to ensure we meet the unique requirements of each stakeholder group, and according to the level of interest and influence in the Project. This will be continually updated as the Project progresses and develops through the phases. It will also be updated when key contacts for the stakeholder group's change or new stakeholders are identified. A detailed stakeholder register is maintained in our cloud-based community engagement software program, *Consultation Manager*.

Table 1 provides details of key stakeholders that we have identified for the Project, their interest in, and influence on, the Project, and the phase of the Project where engagement will be undertaken. Full stakeholder contact details are recorded in *Consultation Manager*.

2.2.1 STAKEHOLDER IDENTIFICATION

Our stakeholder mapping process includes:

1. identification of stakeholder and stakeholder groups
2. determining stakeholder and stakeholder group interests
3. assessing stakeholders' level of interest and influence towards the Project
4. developing the stakeholder engagement strategy

Table 1: Stakeholder Mapping Spreadsheet

Stakeholder Group	Details	Key Areas of Interest	Level of Interest (Low, Moderate, High)	Level of Influence (Low, Moderate, High)	Level of Engagement (Low, Moderate, High)	Engagement Activity Type	Initial Engagement	Duration of Engagement (Phases of the Project)
Host Landowners	Landowners hosting physical wind farm infrastructure	Impacts from construction and operational activities – visual impact, noise, dust, traffic management, road maintenance, land management, decommissioning, Lease Agreements. Potential Offset program opportunities	High	High	High	Face-to-face meetings Email / letter / phone calls/ factsheet / newsletter updates/ website/ 1800 number Community Information Sessions	Pre-feasibility	Planning and Approvals - <i>Scoping</i> <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Neighbours	Directly adjoining landowners Neighbours within 10km of the Project boundary	Impacts from construction and operational activities – visual impacts, noise, dust, traffic management, land management, road maintenance, landscape plans; decommissioning, employment opportunities, community investment / programs. Visual impacts from turbines and other infrastructure. Potential Offset program opportunities.	High	Moderate	Moderate	Door knocking Face-to-face meetings Email / letter / phone calls / factsheet / 1800 numbers / website / newsletter updates Community Information Sessions	Scoping	Planning and Approvals - <i>Scoping</i> <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Nearby towns	Balranald, Hay, Moulamein	Impacts from construction and operational activities – noise, dust, traffic management, land	Moderate	Moderate	Moderate	Information sessions / Website /	EIS Preparation	Planning and Approvals - <i>Public Exhibition</i>

		management, road maintenance, decommissioning, employment opportunities, community investment / programs. Visual impacts from turbines and powerlines.				1800 number/ Fact sheet/ Newsletters Advertising in local newspapers Information hub (during construction)		<i>Post Approval</i> Construction Operations
Local businesses	Primary producers Landscape suppliers Rural services, retail, service and hospitality Trades, including builders	Supply and contract opportunities, economic development. Impacts from construction and operational activities – visual impacts, noise, dust, traffic management, road maintenance, land management, decommissioning	Moderate	Low	Moderate	Meetings / briefings/ emails/ phone / website / 1800 number / newsletters Community Information sessions Advertising in local newspapers Information hub (during construction)	EIS preparation	Planning and Approvals – EIS Preparation <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Project partners	Civil works suppliers, manufacturers and other contractors	Supply and contract opportunities, economic development	High	High	High	Information Session Advertising in local newspapers Information hub (during construction)	Public Exhibition	Planning and Approvals EIS Preparation - <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Emergency Services	Fire and Rescue NSW Hay Office, Balranald, NSW Rural Fire Service – Balranald NSW Police, Hay	Impacts from construction and operational activities – traffic management, land management, road maintenance, community investment / programs	High	Moderate	Moderate	Meetings / briefings/ emails /phone calls / factsheet / website / 1800 number / newsletters	EIS Preparation	Planning and Approvals EIS Preparation - <i>Public Exhibition</i> <i>Post Approval</i>

	NSW Police, Balranald	Training opportunities, safety demonstrations, safety plan				Community open days / Information sessions		Construction Operations
Community / sporting groups	Sporting teams – Hay Lions FNC, Hay Magpies Rugby League, Hay Cutters Rugby Union Club, Hay Bowling and Golf Club, Moulamein Bowling Club, Moulamein FNC, Hay and District Cricket Association, Hay Tennis Club, Balranald FNC, Balranald Bowling Club, Hay Historical Society Inc, Balranald Discovery Centre	Education opportunities, community investment / programs, community events Impacts from construction and operational activities – traffic management, land management, road maintenance	Moderate	Low	Low	Information Sessions Meetings / briefings/ emails /phone calls / factsheet / website / 1800 number / newsletters Advertising in local newspapers Information hub (during construction)	EIS Preparation	Planning and Approvals EIS Preparation - <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Local Schools	Hay War Memorial High School, Hay Preschool, Hay Public School, Saint Mary's Primary School, Balranald Central School, Moulamein Public School	Education opportunities, community investment / programs	Moderate	Low	Low	Presentations Meetings Information Sessions Emails /phone calls / factsheet / website / 1800 number / newsletters	EIS Preparation	Planning and Approvals EIS Preparation - <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Chambers of Commerce / Key Industry Groups	Moulamein Community Development Inc NSW Farmers, Hay Branch	Supply and contract opportunities, economic development. Employment and training opportunities	Moderate	Low	Moderate	Presentations Meetings Information Sessions	EIS Preparation	Planning and Approvals EIS Preparation - <i>Public Exhibition</i> <i>Post Approval</i>

	Accommodation providers					Emails /phone calls / factsheet / website / 1800 number / newsletters		Construction Operations
Local Media	Radio Stations Newspapers Community Newsletters Community Facebook Groups	Construction and operational activities, environmental management, employment opportunities, local housing impacts, reductions in emissions, community relations, community investment / programs	Moderate	Moderate	Moderate	Meetings Information Sessions Emails /phone calls / factsheet / website / 1800 number / newsletters	EIS Preparation	Planning and Approvals EIS Preparation - <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Environmental Bodies / Interest Groups	Local environmental interest groups, Local Land Services, Hay	Impacts on and management of flora and fauna. Reductions in emissions due to replacing fossil fuels with renewable energy.	High	Moderate	Moderate	Emails /phone calls / factsheet / website / 1800 number / newsletters Meetings Information Sessions	EIS Preparation	Planning and Approvals EIS Preparation - <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Local Indigenous groups	Local Aboriginal Land Council – Hay and Balranald	Cultural heritage and land management – CHMP. Employment opportunities.	High	Moderate	High	Public Notification for Cultural Heritage Meetings CHMP Negotiations and development Emails /phone calls / factsheet / website / 1800	Scoping	Planning and Approvals EIS Preparation - <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations

						number / newsletters Information Sessions		
Advocacy Groups	RE-Alliance Renew Economy	Construction and operational activities, land management, environmental management, decommissioning.	Moderate	Low	Low	Emails Phone Calls Meetings Newsletters Website	EIS Preparations	Planning and Approvals EIS Preparation - <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Local Councils	Murray River Council Hay Shire Council Balranald Shire Council	Adherence to Planning Permit conditions, impacts from construction and operational activities – noise, dust, visual, traffic management, land management, road maintenance, decommissioning, economic development, employment opportunities, community investment / programs Economic Development Decommissioning Community investment / programs	High	Moderate	High	Meetings Newsletters Emails /phone calls / factsheet / website / 1800 number / newsletters Site Tours Open Days	Scoping	Planning and Approvals - <i>Scoping</i> <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Members of Parliament	Hon Sussan Ley, MP (Minister of Environment) Helen Dalton, MP (Member for Murray)	Adherence to Planning Permit conditions, impacts from construction and operational activities – noise, dust, traffic management, land management, road maintenance, decommissioning, economic development, employment	Moderate	High	Low	Meetings / Presentations Emails /phone calls / factsheet / website / 1800 number / newsletters	EIS Preparation	Planning and Approvals - <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction

	Matt Keane (NSW Minister for Energy and Environment)	opportunities, community investment / programs. Climate change benefits/ reduction in emissions. Opportunities for skills development and investment in regional NSW.				Open Days Site Tours		Operations
State Government Agencies and Departments	Department of Planning, Industry and Environment Transport for NSW Department of Regional NSW EPA Office of Environment and Heritage Energy Corporation of NSW NSW National Parks and Wildlife Service Yanga National Park	Adherence to Planning Permit conditions, impacts from construction and operational activities – noise, dust, traffic management, land management, road maintenance, decommissioning, economic development, employment and training opportunities, community investment / programs Achievement of net zero targets for NSW Adherence to consent conditions	High	High	High	Meetings / Presentations	EIS Preparation	Planning and Approvals - <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Federal Government Departments	Department of Environment Department of Infrastructure and Regional Development Department of Agriculture, Water and Environment	Impacts from construction and operational activities – noise, dust, traffic management, land management, road maintenance, decommissioning, economic development, employment opportunities, community investment / programs. Adherence to Approval conditions (If EPBC referral is required)	Moderate	Low	Low	Meetings / Presentations	EIS Preparation	Planning and Approvals - <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations

Electricity / Utility Network Service Providers	Transgrid Essential Energy Telstra Optus NBN Co	Electricity infrastructure, connection and supply	Moderate	Low	Moderate	Meetings / Presentations	EIS Preparation	Planning and Approvals - <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Job Network and Training Providers	Sureway Employment and Training Hay, Balranald, Summit Employment and Training	Jobs, apprenticeships and traineeships	Moderate	Low	Low	Meetings Information Session	Public Exhibition	Planning and Approvals - <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations
Education and Training Providers	TAFE NSW – Hay, Griffith, Sunraysia, Finley Charles Sturt University, Wagga Wagga	Cadetships, research projects, scholarships, employee training programs	Moderate	Low	Low	Meetings Information Session	Public Exhibition	Planning and Approvals - <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction
Other Infrastructure Developers	Project Developers	Wind farm and infrastructure footprint, community engagement	Low	Low	Low	Meetings	EIS Preparation	Planning and Approvals - <i>EIS Preparation</i> <i>Public Exhibition</i> <i>Post Approval</i> Construction Operations

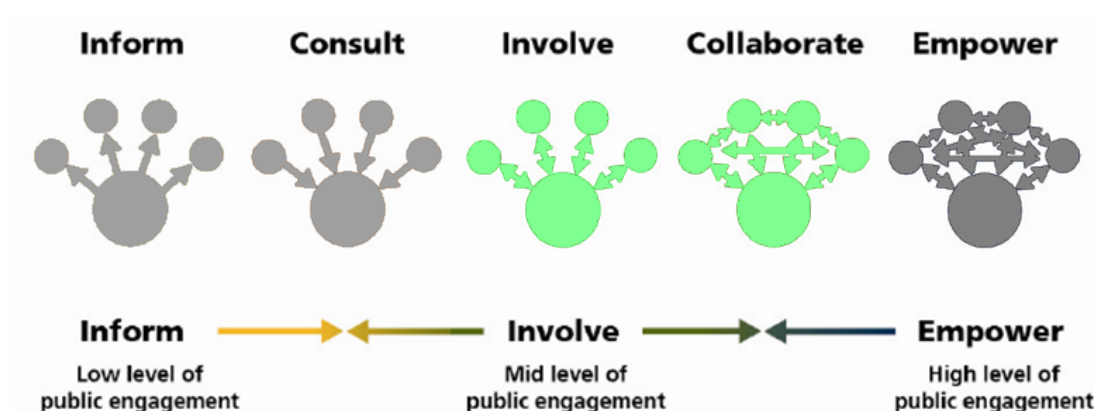
3 Community Engagement Strategy

ACCIONA recognises community and stakeholder engagement as an important element of risk management and as a proactive - not reactive – discipline. We also recognise that developing sound relationships with local communities and other stakeholders requires a tailored approach and consistent performance.

We intend to commence early engagement for the Project by involving and consulting with the community, through a stakeholder management program that has been tailored to the local context. Through this extensive exposure to the community, we believe we will achieve broad local social acceptance, develop strong local relationships and trust.

We recognise that providing the community with the information they need to be involved in a meaningful way fosters sustainable decision making.

Figure3: ACCIONA's community engagement program



3.1 OBJECTIVES AND DESIRED OUTCOMES

To achieve accepted and mutually beneficial outcomes for the local community, our approach to community engagement for the Project will be guided by a set of principles that foster mutual benefits, respect and enduring relationships. This will be achieved through ongoing and appropriate engagement, in a transparent, responsive and authentic manner in alignment with the following:

- Project negotiables and non-negotiables will be communicated to the community at each project phase, and the rationale behind the 'non-negotiables' will be explained to build trust and demonstrate openness and transparency. We will clearly articulate project phases and ensure we use stakeholder feedback to meaningfully inform and influence development and construction.
- We will continue to focus on early engagement to ensure the community has adequate time to understand new project aspects and the potential impact.

- Engagement and communications tools will be selected to respond to the project scope, local demographics, stakeholder preference, and level of project interest and influence.
- Engagement barriers and the needs of hard to reach groups will be understood, and efforts made to respond to these.
- To avoid consultation fatigue, we will leverage existing local engagement and communications channels. Examples include existing community events, regular community group meetings, and community publications and newsletters.
- Strong stakeholder relationships will be maintained through our regular local presence, a strong staff retention strategy, timely and appropriate responses to stakeholder enquires and complaints, and pursuit of opportunities with the potential for positive long-term project legacy.
- Face-to-face **interactions** will be used where impact is highest, such as with host landowners and neighbours proximate to the proposed turbine locations and site works.
- Strong partnerships **will** be maintained with the Murray River and Hay Councils, community groups and project partners to support the project objectives. We will seek out partnership opportunities through our community reference groups, and participation and involvement in the wider communities. Through our partnerships, we will continue to identify and deliver events and promotional activities to build community ownership of the outcome.
- Online engagement, using a range of platforms tailored to audience preferences will be employed as an additional tool to add to the more traditional means of communication. Community Facebook groups and hosting twitter chats are tools that can help build community trust and provide efficient communications. Social media can serve to publicise consultations - to reach beyond the 'famous few' – identify potential collaborators, raise awareness of new developments. Consequential benefits can include a shift in attitudes and stakeholder perceptions. Social media platforms also provide analytics to measure engagement and understand the interacting demographics.

3.1.1 KEY OBJECTIVES

Our community engagement strategy aims to provide clear and relevant directions for community engagement initiatives and activities. Key objectives underpinning our strategy are:

- Engage with the community in a tailored manner through different platforms to provide a broad range of opportunities for the community to be involved
- actively engage key decision makers and project advocates within the community to assist with the promotion of community engagement activities and initiatives

Enable involvement – actively engage and enable community members to engage with the team.

- encourage community participation using existing engagement tools
- consider accessibility requirements when selecting engagement methods
- continually review current methods of communication to ensure resources and methods are appropriate.

Ensure effective communication and feedback processes are consistently used to help the community to understand, and have confidence in, the community engagement process.

- proactively communicate all opportunities to provide input to ensure that those who are impacted by, or interested in a decision have the opportunity to be involved
- ensure all information available to the community is accessible
- provide community engagement participants with timely and relevant feedback.

Continuous improvement – continually develop and improve the community engagement practices and capacity through regular review and improvement mechanisms.

- ensure community engagement training is available to all project staff
- empower the community engagement team.

3.2 COMMUNITY ENGAGEMENT ACTIVITIES

ACCIONA recognises that community engagement is not a single process or set of activities, but rather an ongoing conversation that builds trust and relationships.

We are committed to maintaining comprehensive, tailored and robust community engagement practices throughout all phases of the Project. We believe authentic stakeholder input into key project negotiables is essential to build community ownership, excitement and pride in the Project, mitigate construction impacts, and promote and celebrate the benefits of this new large-scale renewable generation project.

Table 3 shows the key activities ACCIONA will undertake with the community and broader stakeholders as the Project progresses through the project lifecycle.

Table 2: Key Activities to be conducted throughout entire Project lifecycle - from project planning through to decommissioning.

Activity	Community segment	IAP2 Category	Timing	Description	Responsible
Community Information Sessions	General community / local residents / key stakeholders	Consult	Scoping EIS Preparation Public Exhibition	Meetings held periodically to discuss project updates and plans, and for ACCIONA to provide information on potential changes to the wind farm. Visualisations (photomontages and virtual reality technology) of the proposed tip heights will be presented. Feedback sought by ACCIONA relating to any community issues and concerns.	Snr Community and Stakeholder Relations Project Manager Environment & Planning Coordinator
Industry Briefings	Suppliers and contractors	Consult	Scoping EIS Preparation Public Exhibition	Meetings and presentations to interested suppliers and contractors to provide details on business opportunities during construction.	Snr Community and Stakeholder Relations Project Manager Procurement & Supply
Newsletters	All neighbours within 10km of the wind farm, interested business owners, and the general community. Neighbours along transport route	Inform	Scoping EIS Preparation Public Exhibition Post Approval Construction Operations	Periodically produced to provide project updates and advertise sponsorship opportunities, and other relevant information. Will be published on the ACCIONA website.	Snr Community and Stakeholder Relations
Other community newsletters	Newsletters developed by community groups	Inform	EIS Preparation Public Exhibition Post Approval Construction Operations	Project updates and important information will be published in the local community newsletter / Facebook page (where permitted)	Snr Community and Stakeholder Relations

Activity	Community segment	IAP2 Category	Timing	Description	Responsible
Social Impact Assessment (SIA)	General community / local residents / key stakeholders	Involve	Scoping EIS preparation Public exhibition	Every State significant project is subject to a SIA. The SIA should be targeted and proportionate to the likely project impacts, and to the project's context. The SIA aims to identify, predict and evaluate likely social impacts arising from a project and propose responses to the predicted impacts.	Consultant Snr Community and Stakeholder Liaison
Stakeholder database (<i>Consultation Manager</i>)	A record of key stakeholders and organisations with relevance to the Project	Consult	Scoping EIS Preparation Public Exhibition Post Approval Construction Operations	A comprehensive cloud-based register (<i>Consultation Manager</i>) of stakeholders that enables secure, universal access by every member of the project team. It offers real time access, providing a single source of truth to the whole team. The range of stakeholders includes those that are active, inactive and those identified as potential stakeholders but yet to engage with the Project. Includes details of complaints received, contact details, and all interactions (via phone, email, letter or meetings).	Snr Community and Stakeholder Relations Project Manager Environment & Planning Coordinator
Wind Farm Tours	Host landowners Neighbours All community	Involve	Scoping (Host Landowners) Construction Operations	Tours of Gunning Wind Farm will be conducted to provide insights of an operating wind farm. Site Tours of the Keri Keri Wind Farm will also be offered once it is operational.	Project Manager Snr Community and Stakeholder Relations E&C
Community events	Festivals, events and local service clubs	Inform	EIS Preparation Public Exhibition Post Approval Construction	ACCIONA will attend and sponsor various local events and community meetings to promote the company and project. Such events will provide the opportunity to actively engage with a wide range of stakeholders that can be difficult to reach	Project Manager Snr Community and Stakeholder Relations E&C

Activity	Community segment	IAP2 Category	Timing	Description	Responsible
			Operations	via other engagement methods. This approach will continue through the construction phase.	Site Manager
Community Surveys	All Stakeholders	Consult	Scoping EIS Preparation Public Exhibition Construction Operations	Survey local residents and other stakeholders on their views and expectations. On-line, postal and face-to-face options.	Snr Community and Stakeholder Relations Brand & Marketing
Project-specific website, email address, and free call 1800 community hotline	All stakeholders	Inform	Scoping EIS Preparation Public Exhibition Post Approval Construction Operations	Stakeholders can access Keri Keri Project staff through these communication options, providing opportunity for feedback, support and complaints. Copies of the current newsletter and other relevant project and construction updates will be accessible via the Keri Keri website. A free call 1800 number has been established to take project enquiries and complaints. This number will be prominent to the community on media releases, the Project website, and newsletters.	Snr Community and Stakeholder Relations Brand & Marketing
Information Hub	All stakeholders	Consult	Construction	An Information Hub will be established in Moulamein. Information relating to the Project will be displayed at the Hub, and ACCIONA project staff will be present to handle enquiries and receive feedback. Information available at the Hub will include maps of the wind farm site and photomontages relating to the Project.	Snr Community and Stakeholder Relations Project Manager Brand & Marketing Office Services

Activity	Community segment	IAP2 Category	Timing	Description	Responsible
Community Consultation Committee (CCC)	Key Influencers as appointed by DPIE	Consult	Scoping EIS Preparation Public Exhibition Post Approval Construction	The CCC will provide a forum for community review and feedback on planning and construction activities, as well as regular opportunities for communication between the community and ACCIONA.	Snr Community and Stakeholder Relations Project Manager E&C
Personal visits	Host Landowners and Neighbours	Collaborate	Scoping EIS Preparation Public Exhibition Post Approval Construction Operations	Personal visits to host landowners and neighbours to provide project information to keep them informed about progress of development activities. This engagement will continue throughout the development and construction phases of the Project.	Project Manager Snr Community and Stakeholder Relations E&C Site Manager
Project Briefings with State and Federal Politicians	Members of Parliament – Helen Dalton, MP - Shooters, Fishers and Farmer Party (State); Sussan Ley, MP, Member for Farrer (Federal) Matt Keane, MP – NSW Minister for Energy and Environment	Inform, Consult	Scoping EIS Preparation Public Exhibition Post Approval Construction	Provide an overview of the Project design and timeline. Discuss local industry opportunities and construction activities.	Managing Director Project Manager
Project Briefings and presentations with Regional Councils	Councillors and Staff – Murray River Council, Balranald Shire and Hay Shire.	Consult	Scoping EIS Preparation Public Exhibition Post Approval Construction	Presentations to Councillors and staff to create awareness of project progress. Presentations to Councillors and staff to discuss progress and relevant management plans.	Managing Director Project Manager Snr Community and Stakeholder Relations E&C Planning & Environmental Coordinator

Activity	Community segment	IAP2 Category	Timing	Description	Responsible
Project Briefings and presentations with State Government Departments	Transport for NSW, Department of Regional NSW, NSW Office of Environment and Heritage, EPA	Consult	Scoping EIS Preparation Public Exhibition Post Approval Construction	Discuss access roads, rail corridors, water ways, ecology and planning applications requirements and management plans.	Planning & Environmental Coordinator Project Manager Snr Community and Stakeholder Relations E&C
Project Briefings	DPIE	Consult	Scoping EIS Preparation Public Exhibition Post Approval Construction	Planning application for wind farm and transmission line.	Planning & Environmental Coordinator Project Manager
Project Briefings	CASA	Consult	Scoping EIS Preparation	Discuss turbine heights, flight paths and wind farm design.	Planning & Environmental Coordinator Project Manager E&C
Project Briefings	Transgrid Essential Energy	Collaborate	Scoping EIS Preparation Public Exhibition Post Approval Construction	Location, construction and maintenance of powerlines.	Project Manager E&C

Activity	Community segment	IAP2 Category	Timing	Description	Responsible
Project Briefings	NSW Rural Fire Service	Collaborate	EIS Preparation Public Exhibition Post Approval Construction Operations	Fire safety and management Construction impacts (for example, vehicle access for firefighting)	Planning & Environmental Coordinator Project Manager, E&C, Safety and Health Manager Snr Community and Stakeholder Relations
Journalist briefings	Local media – radio; newspaper; TV	Inform	EIS Preparation Public Exhibition Post Approval Construction Operations	Communicate projects updates, amendments and approvals, community engagement and sponsorship activities.	Community Relations Brand & Marketing
Consultation on Cumulative Impacts	Other developers or contractors undertaking construction in the area	Consult, Collaborate	EIS Preparation Public Exhibition Post Approval Construction	A proactive initiative by ACCIONA to enhance community engagement and knowledge of potential cumulative impacts.	Project Manager Planning & Environmental Coordinator
Land Access Protocols	Host Landowners	Collaborate	Scoping EIS Preparation Public Exhibition Post Approval Construction Operations	Discuss and document specific requirements with each landowner about property access, special requests etc. during construction phase.	Project Manager E&C

Activity	Community segment	IAP2 Category	Timing	Description	Responsible
Management of Cultural Heritage	Local Aboriginal Lands Council Other Traditional Owner groups	Collaborate	Scoping EIS Preparation Public Exhibition Post Approval Construction	Develop Cultural Heritage Management Plan (CHMP). Conduct cultural heritage surveys and assessments. Discuss and implement training, apprenticeship and employment opportunities. Cultural Heritage Committee meetings.	Community Relations Planning & Environmental Coordinator Project Manager
Research and Development Programs	Partner Universities TBC	Collaborate	Post Approval Construction Operations	Discuss partnership opportunities for research and development programs.	Project Manager Community Relations
Scholarship Program	Local primary and secondary schools, Universities in the broader area, opportunities for local students	Consult	Construction Operations	Promote and advertise the annual scholarship program to prospective university students, local schools, TAFEs and university.	Community Relations
Pre-Vocational Training, Traineeships and Apprenticeships	TBC – Local employment and training providers	Collaborate	EIS Preparation Public Exhibition Post Approval Construction	Training programs and job opportunities	Community Relations E&C Project Manager
Membership	Smart Energy Council	Collaborate	Post Approval Construction	Meetings, conferences, industry updates and networking	E&C Project Manager Brand & Marketing Community Relations
Membership	Clean Energy Council	Collaborate	Post Approval Construction	Meetings, conferences, industry updates and networking	E&C Project Manager Brand & Marketing

Activity	Community segment	IAP2 Category	Timing	Description	Responsible
					Community Relations

3.2.1 COMMUNITY CONSULTATIVE COMMITTEE

A Community Consultative Committee (CCC) is required to be established for the Keri Keri Wind Farm during the Planning and Approvals phase.

The CCC consists of an Independent Chair, community members, local government representatives, and project team members. The CCC performs an advisory and consultative role, providing a forum for open discussion on issues directly related the project. Meeting minutes are published on the project website, as they become available.

Guidance on the operation of a CCC is provided by the NSW Department of Planning, Industry and Environment in the Community Consultative Committee Guidelines (January 2019). Members of the CCC will be appointed by the Department.

3.3 EDUCATION AND AWARENESS RAISING ACTIVITIES

We recognise that when done well, engagement can result in greater community awareness, better decisions, and outcomes that are aligned with community needs and values. A significant influencing factor to achieve such success is implementing an effective education and awareness program, a program that also recognises that no one mode of education is universally effective.

Education and awareness raising activities will be a core part of our consultation and engagement process, and an important mechanism in assuring project transparency, to achieve broad community trust and support.

The program will be tailored not just to the local context, but also to the relevant project phase and the level of awareness or knowledge that the particular target group or individual has. Our education and awareness raising initiatives assume that even at an advanced construction phase (or even operational phase), we may have new community members that will require introductory information about the Project.

The target audience includes all community groups and stakeholders, including school groups, the general community, host landowners, local businesses and nearby towns.

Table 3 outlines our key education and awareness raising activities (used both historically and to be used in the future).

Table 3: Education and Awareness Activities

Education and awareness tools	Site selection	Feasibility	Planning & Approval	Construction	Commissioning & Operations	Decommissioning
Tours for members of the local community to visit ACCIONA's Gunning Wind Farm (or other)		✓	✓			
Targeted tours of the Keri Keri Project					✓	
Community events and Information Days			✓	✓	✓	✓
Newsletters		✓	✓	✓	✓	✓
Information Hub at Moulamein			✓	✓		
Personal visits to host landowners	✓	✓	✓	✓	✓	✓
Media releases, social media			✓	✓	✓	✓
Project website			✓	✓	✓	✓
Community Consultative Committee			✓	✓	✓	✓
Fact Sheets		✓	✓	✓	✓	✓
Newspaper ads			✓	✓	✓	
School and community presentations			✓	✓	✓	✓
Digital platforms			✓	✓	✓	✓
Video Flyover			✓	✓	✓	✓
Awareness and Education programs that address community issues			✓	✓	✓	

3.3.1 INFORMATION HUB

ACCIONA intends to establish an Information Hub for the Project in Moulamein. The Information Hub will provide a place for the community and visitors alike, where they can view up-to-date information on the Project, including photomontages, video flyover and interactive virtual reality exhibits. The Information hub is planned to be on the main street in the town, so that the location that is easily accessible for residents and visitors. The presence of the office will also demonstrate our commitment to the Project and our willingness to openly engage with the community.

During the pre-construction and construction phases, presence of Project team members will be increased at the Information Hub to provide the community with face-to-face access to the relevant subject matter experts.

Information relating to available jobs and supplier opportunities during the construction phase will be on display at the Information Hub and interested applicants will be able to drop in resumes and register their interest in the Project. The Information Hub will also be an important location to source information relating to the community benefits.

3.3.2 WIND FARM TOURS

To further educate host landowners and near neighbours about renewable energy and wind farms, ACCIONA will provide community members with the opportunity to visit the Gunning Wind Farm to see an operating wind farm in action.

The tours are designed to provide host landowners and near neighbours the community with an up-close experience of wind turbines in action and to learn more about the engineering that goes into the designing, building and operation of wind farms, together with the benefits of how farming operations and renewable facilities can co-exist.

Once the Keri Keri Wind Farm is in the operations phase, tours of the wind farm will be available to the community.

3.3.3 INFORMATION SESSIONS

ACCIONA project members will attend community meetings and visit local schools to provide information on the Project. These meetings provide the opportunity for the project Team to better understand community interests and aspirations and for the community and students to learn about wind farms and renewables, hear updates on the Project's progress, see visual imagery of the various phases of wind farm development and ask questions.

Community Information Sessions offer a forum for the ACCIONA team to actively elicit community issues and concerns, and to engage in dialogue, which occasionally serves to mitigate potential downstream concerns.

These will continue throughout the planning, construction, operations and decommissioning phases of the Project.

3.3.4 COMMUNITY EVENTS

ACCIONA will look for opportunities to attend and contribute to local events. Including wind farm open days and 'get to know the project' events for the projects.

Attendance at community events enables community members with direct access to project team members to learn about the Project and to ask questions in a casual one-on-one setting.

3.3.5 NEWSLETTERS

Newsletters provide a vehicle for sharing project updates, sponsorship opportunities and other valuable information. The newsletters aim to reach a broad section of the local community and provide detailed contact methods (e.g. phone number and email address) so that community members have direct access to ACCIONA staff.

3.3.6 PERSONAL VISITS TO HOST LANDOWNERS

Due to the close and unique working relationship between host landowners and the Project team, and to meet the individual needs of each host landowner, we tailor specific communication programs for each landowner. The program for each landowner is developed in accordance with their personal preferences regarding communication modes and frequency of communication. The information imparted is also a function of their personal needs. Personal visits provide opportunity for dialogue between members of the Project team and landowners, to address aspects of the Project which are unique to them, and to keep them informed on the progress of the wind farm development.

Meetings are arranged on an 'as needs' basis to:

- discuss lease agreements
- provide updates on project development
- provide updates on the application and related requirements
- introduce new members of the Project team
- discuss access protocols to allow staff to conduct surveys on their property and maintain equipment e.g. met masts and sodars

3.3.7 PROJECT WEBSITE

ACCIONA will establish a project website www.accionacom.au/keri-keri

as a source of both historical and new information for all stakeholders to access at a time that is convenient to them. The website will contain:

- General project information, including a fact sheet
- Keri Wind Farm newsletters
- The application process for our Sponsorship and Scholarship Programs
- information regarding supply and subcontracting opportunities
- information on job opportunities
- our complaints procedure, and

- contact information (phone, post and email).

3.3.8 FACT SHEETS

Fact Sheets will be compiled to help to provide specific information about the Project including information about ACCIONA's history and capabilities in the renewable sector, features and benefits of wind farm technology, and project related details about the development, construction and operations of the Keri Keri Wind Farm.

3.3.9 FLYOVER VIDEO

To assist with our community engagement and to provide an understanding of the size, workings and a visual imagery of the wind farm, ACCIONA will create a 3D Fly through Animation of the Keri Keri Wind Farm. The video will showcase the entire project including wind turbines generators (WTG), ancillary infrastructure, including an on-site substation, and the overhead transmission line. The video will be used to engage and consult with our stakeholders via meetings, the website, conferences and social media.

3.3.10 NEWSPAPER AND NEWSLETTER ADVERTISEMENTS

Newspaper advertisements will be utilised to notify the community about opportunities to provide feedback and input to the project, in addition to the regulatory requirements of the planning and approval processes. Advertisements will also be placed in newspapers and newsletters to advertise the Annual Sponsorship Program, expressions of interest for contracting and supply opportunities, and to notify the community of forthcoming public meetings. Further advertisements will be placed at the appropriate time to alert community members and businesses of key activities.

3.3.11 DIGITAL PLATFORMS

ACCIONA understands that different social media platforms appeal to different audiences, and we use a variety of platforms to interact with and keep the public informed about our projects. We will leverage all our digital and social media platforms including the ACCIONA website, Twitter, Facebook, You Tube, Instagram and LinkedIn to increase awareness of our company and projects and connect with our audiences.

3.4 COMPLAINTS MANAGEMENT

In addition to proactive communication with stakeholders and the broader community, our community engagement processes also aim to ensure that there is a clear mechanism to raise concerns that the community may have about the Project. We recognise the community has expectations that they will be heard and that their concerns will be addressed in a timely manner.

ACCIONA's policy of providing an accessible complaints management process that facilitates rapid access and response, is a direct reflection of our respect for the communities in which we operate.

We are aware that if our team is not responsive or effective in communications, there is a risk of reputational damage to our company. Our complaint management procedure has been developed to ensure prompt allocation of responsibility, action and feedback to the appropriate and responsible person. The core objective is to respond and provide feedback to all complaints in a timely manner.

A tailored complaint management plan will be developed for ACCIONA's Keri Keri Wind Farm. The plan will outline the process for the receipt, management and resolution of complaints. This document will be accessible to the community via our Keri Keri Project web page.

Stakeholders will be notified about the complaint management process via newsletters, the Project-specific website and other (as appropriate) communication methods associated with the Keri Keri Wind Farm.

3.4.1 THE COMPLAINT MANAGEMENT PROCESS

Figure 5 shows the 5 key steps of the complaint management process. The process will be presented on the Project website to ensure accessibility and transparency.

We maintain a detailed complaint register (*Consultation Manager*) for capturing, managing investigations and resolution of all complaints received. This will be maintained through to the end of the decommissioning phase of the wind facility.

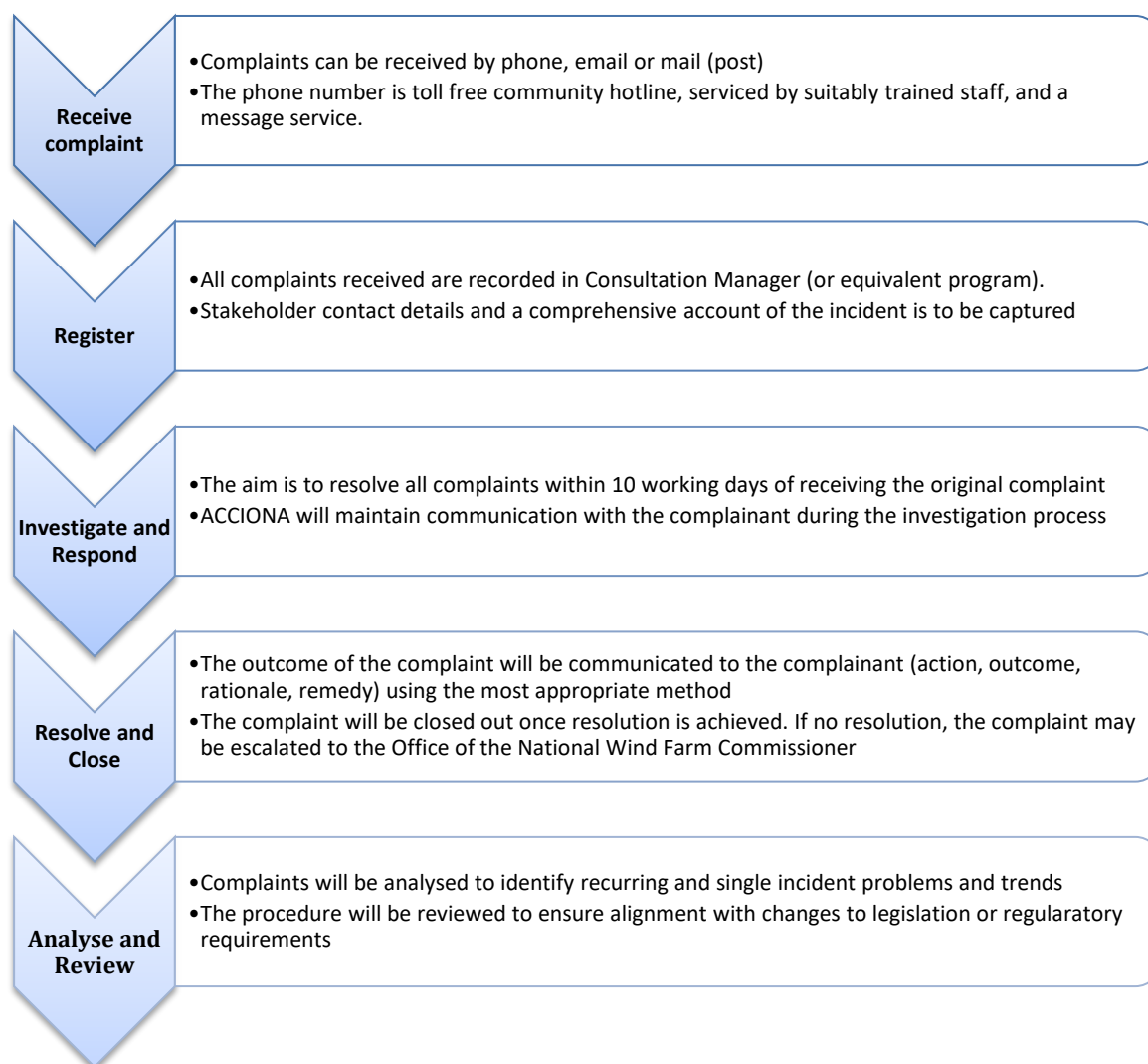


Figure 3: Complaint management process

Our Project Community Relations manager is responsible for the complaints process and is accountable for ensuring all complaints are managed in accordance with this plan.

Specific investigation processes have been developed for common complaints associated with wind farm projects. Such complaints include:

- Complaints during construction
- Complaints received by third parties
- Noise or shadow flicker complaints during operations
- Telecommunications reception and interference complaints

We will undertake regular reviews and updates of the Complaint Investigation and Response Plan. Reviews will evaluate the performance of the complaint management system, and provide us with information on:

- conformity to complaint management procedures
- suitability to achieve complaint management objectives.

4 Community Benefits

4.1 GOAL AND OVERALL OBJECTIVES OF THE PROGRAM

Communities are typically aware of the potential economic benefits renewable projects may bring into the region. It may also be perceived that developers earn profits without adequately sharing the benefits of the Project. As a result, community members expect ‘adequate’ returns such as job opportunities, infrastructure development, increase in economic activities and funding.

The Project is expected to bring significant economic and social benefits to the region that are independent of, but complimentary to traditional economic activities.

ACCIONA is committed to help improve the social and economic platform of the region and share the benefits as widely and equitably as possible to deliver fair outcomes. The Project will:

- generate a construction peak workforce of up to 400 jobs
- provide 12 ongoing full-time equivalent positions on site
- provide contracts for local businesses to provide goods and services
- provide a diversified income for host landowners
- result in increased business activities in the Murray River, Hay, Balranald, and broader regions
- provide financial contributions to local community programs, events and initiatives.

Our Project team will engage with the broad community and various stakeholder groups to understand the key areas of need and issues that impact the community. Through this, we will develop and implement a Community Benefits Program (CBP) that meets local needs and addresses local impacts and opportunities.

We will seek feedback and regularly review the CBP to ensure it continues to create benefit, and to meet the evolving needs of our stakeholders throughout the Project lifecycle.

4.2 DESIGN AND DEVELOPMENT OF THE PROGRAM

The CBP may comprise the following components:

- Local jobs and training
- Local procurement opportunities
- Sponsorship and small grants program
- Scholarship program
- Research and development program

4.3 COMPONENTS OF THE PROGRAM

4.3.1 LOCAL JOBS AND TRAINING

ACCIONA strives to stay at the forefront when it comes to training our employees. We firmly believe in the importance of professional development and growth policies. One of the best training methods is the learning acquired from the situations and experiences experienced in the workplace, and where possible we implement formalised processes to ensure learning outcomes can be assessed and measured. Having said this, it is important to supplement that learning with the acquisition of knowledge, either through structured training programs or through independent study. As part of our training and development strategy we also encourage our contractors and subcontractors to provide similar opportunities for their workforce.

We recognise that a local workforce which is skilled and knowledgeable, improves opportunities for economic diversification, talent attraction and investment, therefore we are committed to providing workforce development opportunities. We will achieve this by providing:

PRE-VOCATIONAL TRAINING

We will work with our major contractor to seek partnerships with local training providers such as Sureway Employment and Training Hay & Balranald, and Summit Employment and Training Balranald – to implement pre-vocational training programs to enable local unemployed people to kick start their career path in the Construction trades. Concise details of this program will be further investigated during the Social Impact Assessment.

INDIGENOUS TRAINING AND EMPLOYMENT OPPORTUNITIES

The Project will provide significant opportunities to develop the skills and capabilities of not only the current workforce but also the future workforce. We intend on working with local Indigenous Land Councils and interested Indigenous groups, on driving the career development of indigenous peoples through:

- Traineeship Program focussed on getting individuals identifying as Indigenous ‘job ready’ for work on the Project site (part of the wider Local Workforce Development Initiatives), and upskilling them when they are in their role
- Mentoring and training – embedding a dedicated Industry Support Coordinator to support and facilitate the development of a culturally safe workplace on the Project, including support for Indigenous employees employed directly and through sub-contractors.

INDUSTRY BRIEFINGS

ACCIONA will undertake Industry Briefings for the Project, in collaboration with Industry Capability Network (ICN) or similar. We will inform and promote opportunities to provide goods and services to the regional industry through:

- Advertising in local media
- Advertising electronically through the website, passively through search engine queries and actively through advertising on prominent and relevant websites
- Direct contact with local suppliers and subcontractors through our own extensive database suppliers
- Continued involvement with the Murray River; Hay; and Balranald Councils to promote procurement opportunities
- Develop and distribute a fact sheet on tender requirements

4.3.2 SPONSORSHIP AND SMALL GRANTS PROGRAM

In recognition of the need to establish long term positive relationships, a community sponsorship program will be established. The nature of this program will be determined by a collaborative process, ensuring that it is structured in a way that brings a valuable contribution to community organisations, schools, sporting groups and local events. The size of the Sponsorship Program will be linked to the size of the renewable energy development.

BENEFITS TO STAKEHOLDERS

Each year community organisations and groups will have the opportunity to apply for small grants through an application process. Advertisements will be placed in local media and on the Keri Keri webpage annually, to promote the program and request applications.

Applications will be assessed by an internal panel, against criteria set by ACCIONA to align with our sustainability goals, values and code of conduct.

4.3.3 SCHOLARSHIP PROGRAM

ACCIONA understands that the cost of higher education, travel to educational institutions and living expenses whilst studying can be difficult for regional students and families. Therefore, we will implement a Scholarship Program once the wind farm enters the operations phase to provide a financial incentive to encourage students to pursue higher education and training.

4.3.4 NEAR NEIGHBOURS PROGRAM

One often-reported source of discord around renewable energy developments over the years has been that lease payments only accrue to host landholders, and that immediate neighbours, who may also live-in close proximity to wind turbines, solar arrays and transmission lines are not accommodated. Research using an Australian wind farm as a case study found that the local host community perceived there to be “winners and

losers” from the project - with the ‘winners’ being host landholders who would receive an annual income and the ‘losers’ being neighbouring landholders who would be impacted but receive no direct benefits. ACCIONA will implement a Neighbourhood Benefits program that will be determined in regard proximity to a wind turbine and / or impact from construction or other activities.

4.3.5 RESEARCH AND DEVELOPMENT PROGRAMS

ACCIONA will work with local Universities and training institutions to institutions to investigate potential research and development programs that support and benefit renewable energy development.

4.4 BENEFIT SHARING PROGRAM COMMUNICATIONS PLAN

The following Communications Plan (*Table 5*) outlines the elements of the Community Benefits, the phase of the Project that the programs will be offered, the communication methods to promote the program and inform the community, and the timing of the deliverables. The final details and monetary components of the programs, will be finalised following the Social Impact Assessment process, and once a better understanding of community impacts and needs is determined.

Table 4: Communications Plan – Community Benefits

Phase	Element of the BSP	Method of Communication	Timing
Planning and Approvals Construction Operations	Sponsorship and Small Grants	Advertisements in community newsletters CCC Meetings ACCIONA Newsletter Noticeboard at Information Hub Website	Place advertisements, notices and other communications methods in January and February each year
Construction Operations	Near Neighbours Program	Meetings with eligible landowners CCC Meetings Newsletters Website	To be finalised following outcomes of the SIA
Operations	Community Benefits Program	On-line Surveys CCC Meetings Newsletters Website	To be finalised following outcomes of the SIA
Operations	Scholarship	Meetings with local high schools and regional Universities Advertisements in Community Newsletters Noticeboard at Information Hub	November each year January each year

Phase	Element of the BSP	Method of Communication	Timing
Construction and Operations	Apprenticeship/ Traineeship/ Cadetships/ Pre-Vocational Training	Meetings with local high schools Meetings with regional universities Advertisements in Community Newsletters Noticeboard at Information Hub	
Construction	Local Jobs and Procurement	ICN Marketplace and / or Localised website Ads in community newsletters and newspapers Notices at Information Hub Industry Briefing Sessions Website ACCIONA Newsletters	
Construction Operations	Research and Development	TBC Community updates on the programs in newsletter Community updates on the programs at CEC Meetings Media Releases	TBC

4.5 PROGRAM DELIVERY TIMELINE

The delivery timeline for any program is dependent on a number of factors, including the level of impact, the level of community participation required, and the community engagement tools and techniques chosen for each stakeholder group. There are also interdependencies, predecessor activities and reporting requirements which can impact the sequencing of activities. Fundamentally, activities must be delivered in a timeframe that is realistic – time to implement, deliver an outcome, evaluate the outcome and process, and report on those findings.

Our delivery program has considered all these elements, and the timing of key activities are presented in *Table 5*.

Table 6: Proposed Activities by Project Phase

Proposed Program / Activity	Pre-construction	Construction	Commissioning and Operations	Decommissioning	Deliverable	Timeline / Frequency
Sponsorship / Small Grants Program	✓	✓	✓		Program to assist local community organisations to implement local community projects and events. That enhance education, health, environmental and renewable initiatives.	Annually
Near Neighbours Program		✓	✓		Program to provide neighbours closest to the project to assist in sharing the benefits. The program details will be determined in regard proximity to a wind turbine and / or impact from. construction or other activities.	

Proposed Program / Activity	Pre-construction	Construction	Commissioning and Operations	Decommissioning	Deliverable	Timeline / Frequency
Scholarship Program			✓		Improve access and affordability to higher education and skills development for local students. Four students per year granted a scholarship for the operating lifetime of the wind farm.	Annually from operations onwards
Local Jobs – traineeships, apprenticeships	✓	✓	✓	✓	Local jobs and training opportunities	Recruitment to start from prior to construction
Information Hub	✓	✓			Provide timely communication and education about the Project	Weekdays
Publications	✓	✓	✓	✓	Newsletters, fact sheets	Ongoing

Proposed Program / Activity	Pre-construction	Construction	Commissioning and Operations	Decommissioning	Deliverable	Timeline / Frequency
Events and promotion	✓	✓	✓		Attendance at local events	As required
Presentations and Site Tours	✓	✓	✓	✓	Improve knowledge and understanding of renewable and wind farm operations for students, residents and visitors to the area. Provide presentations and site tours on request.	Ongoing
Community Perception Surveys		✓	✓		Evaluate effectiveness of the community engagement and benefit sharing strategies	Every three years

END