

The background of the slide is a photograph of a solar farm. In the foreground, there are rows of solar panels. In the background, there are rolling hills under a blue sky with scattered white clouds. A large white circle is overlaid on the image, containing the text.

Tallawang Solar Hybrid

Social License Commitments

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1. Definitions

Apprentice means a person who is working on the Hybrid Project who is undertaking an approved structured employment-based training program (apprenticeship) under a registered training contract that leads to a nationally recognised qualification.

First Nations Businesses means a business that is at least 50 per cent First Nations-owned and is certified as a First Nations business through an appropriate organisation, such as Supply Nation, Indigenous Chamber of Commerce or equivalent.

Full-time Equivalent (FTE) means the estimated FTE number for a group which is calculated as: $((\text{estimated working hours of a group} / \text{working days}) \times 7.6 \text{ hours})$.

Learning Worker means a worker with or without qualifications, who needs to update their qualifications or skills to meet the needs of the infrastructure project. This includes (but is not limited to):

- (a) Trainees and Apprentices;
- (b) School-Based Apprenticeships and Traineeships (**SBATs**) and other vocational education and training (**VET**) training from Certificate I through to Advanced Diploma, as well as part-qualification short courses and Micro-credentials; and
- (c) Cadet or undergraduate engineers working on site.

Local or **Locally** means Australia and New Zealand.

Local Content means goods or services procured from Australia and New Zealand.

Local Trade means jobs for people from the Relevant Jurisdiction who have completed a contract of training as an apprentice, and who hold a certificate of proficiency in that trade and are working in that occupation on the Hybrid Project.

Local Worker means jobs for people from the Relevant Jurisdiction.

Micro-credentials means a certification of assessed learning or competency, with a minimum volume of learning of three (3) hours and less than an AQF award qualification, that is additional, alternate, complementary to, or a component of, an AQF award qualification. It can be accredited or non-accredited learning.

Overarching Apprentice Target for Women is a target, expressed as a minimum that requires a minimum percentage, of all apprentice labour hours spent on the Project which must be undertaken by women.

Social Licence Commitments including those made in respect of First Nations and means the social licence commitments described in this **Error! Reference source not found.**

Steel means all steel intensive components, such as anchor cages, wind turbine tower sections, racking and mounting for solar, transmission towers, piling, and civil and structural works for substations, but excludes steel components integral to a component not available locally at the time of bidding, such as steel inside a solar module, and miscellaneous small hardware items such as nails and bolts.

Total Hybrid Project Contract Value means the sum of all the costs that Project Operator has to pay to develop, construct, operate and maintain the Hybrid Project exclusive of GST calculated as follows:

$$TPCV = A + B$$

where:

- TPCV = Total Hybrid Project Contract Value;
- A = Total capital expenditure (**CAPEX**) (which can include development (DEVEX) costs); and
- B = Total operation and maintenance expenditure (**OPEX**)

which as at the Signing Date is estimated to be (*the total project value has been withheld due to commercial sensitivities*), which will be updated from time to time under this **Error!**
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Total Hybrid Project Workforce means the total working hours that Project Operator will engage to deliver the Hybrid Project calculated as follows:

$$TPW = A \times B$$

where:

- TPW = Total Hybrid Project Workforce in hours;
- A = number of FTE days that Project Operator will engage to deliver the Hybrid Project; and
- B = 7.6 hours.

which as at the Signing Date is estimated to be around 1.9 million hours, which will be updated from time to time under this **Error! Reference source not found..**

Trade refers to sub-major occupations that are classified as Technicians and Trades Workers using Australian and New Zealand Standard Classification of Occupations (ANZSCO).

Trade-specific Apprenticeship Target for Women is a target, expressed as a minimum percentage, of Trade Apprenticeship labour hours spent on the Project which must be undertaken by women.

Training means undertaking an accredited vocational education and training (VET) or nationally recognised professional qualification that meets the needs of the Hybrid Project and can be full or part qualifications (such as one or more units of competency). It may be subsidised by government funding or through a fee-for service arrangement.

Underrepresented Groups include:

- (a) people with characteristics defined in the *Anti-Discrimination Act 1977* (NSW);
- (b) people who are long-term unemployed;
- (c) young people; and
- (d) women.

2. First Nations Commitments

In accordance with clause **Error! Reference source not found.** (“**Error! Reference source not found.**”), Project Operator must, to at least the values and within the timeframes specified in Table 2.1 below:

- (a) subcontract work related to the Hybrid Project to First Nations Businesses with an aggregate contract value equal to or greater than the percentage of the Total Hybrid Project Contract Value specified in Table 2.1;
- (b) employ a number of people from a First Nations background for a number of hours equal to, or greater than, the percentage of the Total Hybrid Project Workforce specified in Table 2.1; and
- (c) fund First Nations training and workforce development initiatives equal to, or greater than, the amount specified in Table 2.1.

Table 2.1 – First Nations Commitments

First Nations economic participation commitments	Commitment timeframe	% of Total Hybrid Project Contract Value	Cost in real AU\$ as at the Signing Date
Work contracted to First Nations Businesses	During operations Between 8 March 2031 and 8 March 2061	1.5%	<i>The total project value has been withheld due to commercial sensitivities</i>
First Nations economic participation commitments	Date of deliverable	% of Total Hybrid Project Workforce	
First Nations Workers	During construction Between 10 February 2027 and 7 March 2031	1.1%	

In accordance with clause **Error! Reference source not found.** (“**Error! Reference source not found.**”), Project Operator must deliver additional First Nations Commitments to at least the values, and within the timeframes, specified in Table 2.2 for the relevant phase of the Hybrid Project.

Table 2.2 – Additional First Nations commitments

Specific commitment	Commitment timeframe	Date of deliverable	Cost in real dollars AU\$ as at the Signing Date
30 year Partnership Agreement with Wellington Valley Wiradjuri Aboriginal Corporation (WVWAC) relating to the protection of cultural heritage, staff training, and operational support for the Project. The details of the Agreement are subject to a confidentiality clause with WVWAC.	Between Construction and Operations (upon receipt of NTP)	Between 30 June 2025 and 30 June 2055	\$1,500,000 total (\$50,000 per annum)

3. Local Content, supply chain, employment and innovation commitments

(a) Local supply chain commitments

In accordance with clause **Error! Reference source not found.** (“**Error! Reference source not found.**”), Project Operator must purchase Local Content to least the values, and within the timeframes, specified in Table 3.1 below for the relevant phase of the Hybrid Project.

Table 3.1 – Commitments related to use of Local Content

Local Content commitments	% of total CAPEX	Cost in real dollars AU\$ as at the Signing Date
Before COD – Development and construction	21.5%	<i>The total project value has been withheld due to commercial sensitivities</i>
Local Content commitments	% of total OPEX	Cost in real dollars AU\$ as at the Signing Date
After COD – Operation and maintenance	61%	<i>The total project value has been withheld due to commercial sensitivities</i>
Local Content commitments	% of total Steel	Cost in real dollars AU\$ as at the Signing Date
Local Steel	0%	\$0

(b) Investment and innovation commitments

In accordance with clause **Error! Reference source not found.** (“**Error! Reference source not found.**”), Project Operator must invest in, or acquire goods and services from, Local supply chains or Local innovators in at least the following amounts, and in each case by the date specified in Table 3.2 below.

Table 3.2 – Local supply chain investment and innovation

Specific commitment	Commitment timeframe	Date of deliverable	Cost in real dollars AU\$ as at the Signing Date
Long-term agreement with Melbourne-based industrial solar panel recycling company Elecsome.	During operations	Between 8 March 2031 and 23 April 2061	\$20,000 total (\$667 per annum)
Project Operator representatives attending the Department of Primary Industries and Regional Development Business Briefings in Mudgee to strengthen local procurement connections.	During development	By 31 December 2027	\$2,000 total (\$1,000 per annum)

The event is an opportunity for proponents to meet local business, and for local business to find out about projects in the area. It is also an opportunity for local businesses to see what support is around to help put them in the best possible place to compete for work on projects.

(c) Employment and workforce commitments

In accordance with clause **Error! Reference source not found. (“Error! Reference source not found.”)**, Project Operator must employ a number of the relevant workforce category below for a number of hours equal or greater than the percentage of the Total Hybrid Project Workforce specified in Table 3.3 below.

Table 3.3 –Commitments to Local employment

Row	Workforce category	Development (FTE)	Construction (FTE)	Operations (FTE)	Total Hybrid Project Workforce (hours)	% of Total Hybrid Project Workforce
1	Learning Workers	1	23	1	206,492	11%
2	Underrepresented Groups	3	34.5	1	281,580	15%
3	Local Workers	5	23	7	600,704	32%
4	Women	2	3	0	37,544	2%
Row	Workforce category	Development (FTE)	Construction (FTE)	Operations (FTE)	Total Hybrid Project Workforce (hours)	% of total trades positions
5	Apprentices	0	9	0	53,352	10%
6	Local Trades	0	4	2	144,050.4	27%
7	Women in Trades	0	2	0	10,670.4	2%
Row	Workforce category	Development (FTE)	Construction (FTE)	Operations (FTE)	Total Hybrid Project Workforce (hours)	% of relevant metric

8	Overarching Apprentice Target for Women	0	2	0	1067.04	2%
9	Trade-specific Apprentices Target for Women	0	2	0	1067.04	2%

4. Community Benefits Sharing Commitments

In accordance with clause **Error! Reference source not found. ("Error! Reference source not found.")**, Project Operator must fund benefits to the local community to at least the values and within the timeframe specified in Table 4.1 below.

Table 4.1 – Shared community benefits commitments

Specific commitment	Date of deliverable	Cost in real dollars AU\$ as at the Signing Date	Frequency (i.e. annually, over term of contract)
Purchasing of ecosystem and species credits under NSW Biodiversity Offset Scheme, based on biodiversity assessment.	From signing date to up to 10 May 2027	\$1,000,000 total	One off payment
Contribution to projects identified in Mid-Western Regional Council's community plan and delivery program - \$850/MWac at maximum capacity at COD per year.	Between 23 April 2031 and 23 April 2061	\$12,750,000 total (\$425,000 per annum)	Annually, during operation
Neighbourhood Shared Benefit Scheme This initiative is targeted to immediately adjacent neighbouring properties to the project and to property with dwelling(s) within 200 metres from the project land. The initiative aims to share project financial benefit with project's neighbours through an annual payment scheme, and it is separate and different to any neighbourhood impact compensations implemented by the project.	Between 23 April 2031 and 23 April 2061	\$3,980,000 total (\$132,667 per annum)	Annually, during operation

Development of renewable energy interpretive displays at Red Hill environmental education centre, with the final design to be determined at later stage.	By 1 February 2028	\$50,000 total	One-time payment
Construction of a Temporary Workers Facility (in accordance with DA conditions).	From signing date to 23 April 2027	\$30,000,000 total (\$ 15,000,000 per annum)	During development
Community and Employment Benefit Program paid to EnergyCo,	Between 23 April 2031 and 23 April 2061	\$34,500,000 total (\$ 1,150,000 per annum)	During operation
Partnership with Lifeline Central West, dedicated to the setup of a support hub in Mudgee. This initiative will enable Lifeline Central West to place a dedicated staff member in Mudgee and create locally-led outreach and community engagement initiatives, relieving pressure on the Dubbo branch.	By 31 December 2025 (Partnership agreement executed in September 2025, payment to be released in Q4 2025)	\$10,000 total	One time payment
Support of the Henry Lawson Heritage Festival 2025. The Henry Lawson Heritage Festival is run each June long weekend to encourage tourists to visit the town. The community of Gulgong have full ownership of the festival and have great pride in their Festival. Some of the Festival's highlights are professional & amateur poetry, Stagecoach rides, bands, historic light shows & many activities for families with children. The Project Operator has sponsored the 2025 Henry Lawson Heritage Festival to contribute towards costs of children's activities during the festival.	By 6 July 2025	\$4,000 total	One time payment
Gulgong Medical Centre Gulgong did not have a medical practice for many years, resulting in the lack of essential services availability for the local community. With the shortage of medical service providers in the region, Bradford Care Company has worked to re-open the	By 31 July 2025	\$18,821.25	One time payment

Gulgong Medical Centre in 2025. The organisation had approached the Project Operator to request support for the clinic's additional funding requirements, critical to the establishment and effective operation of the medical practice.

As the organisation progressed toward AGAPAL accreditation and readiness for clinical service delivery, IT and Essential Equipment requirements have been identified as necessary for the Medical Centre's operations, which the Project Operator has been able to support through a sponsorship agreement.

Gulgong Swimming Pool Club Sponsorship – 2025-2028

The Gulgong Swimming Club is seeking sponsorship contributions to support the initial set up and re-establishment of the local swimming club, which is a valuable recreational and sport facility for the local community.

By 31 December 2025

\$4,000

One time payment

The Project Operator will support the Recipient's initial venue set up costs.

Historic Vehicle Club Gulgong Book Project

The general scope of the project was to capture in a book all the companies and people who supported the automobile in Gulgong during the 20th century, without whom progress could not have evolved.

By 31 August 2025

\$3,000

One time payment

The Project Operator has supported the book publication, which is a relevant community project undertaken by the Historic Vehicle Club Gulgong. The club is an active social hub within the local community, who is proud of Gulgong's history and heritage, and is working to ensure the town's vibrant history can be passed down to future generations.

5. Other Social Licence Commitments

- (d) Local supply chain commitments, investment and innovation, employment and workforce commitments

In accordance with clause **Error! Reference source not found.** (“**Error! Reference source not found.**”), Project Operator will implement the following strategies and approaches to achieve Local procurement, Local supply chain targets, employment and workforce targets.

Project Operator has committed to responsibly recycling solar panels across its Australian projects at their end of life. In July 2024, Project Operator signed a long-term agreement with Elecsome, a Melbourne-based industrial solar panel upcycling company. The partnership will advance Project Operator’s plans to upcycle panels across its portfolio of solar assets. Elecsome produce a pre-mix concrete product from researching methods for recycling silicon for reuse in solar panels or alternative use in construction materials.

To increase local procurement opportunities and connections, Project Operator representatives will attend the Department of Primary Industries and Regional Development’s Business Briefing to be held in Mudgee on 10 June 2025. The June series follows a successful round of Briefings hosted by the Department in March, where around 150 participants (local business representatives) attended over the three evenings. The event is an opportunity for proponents to meet local business, and for local business to find out about projects in the area. It is also an opportunity for local businesses to see what support is around to help put them in the best possible place to compete for work on projects.

Project Operator will report against the above strategies and approaches in its report to the Commonwealth under clause **Error! Reference source not found.** (“**Error! Reference source not found.**”).

- (e) **First Nations participation**

In accordance with clause **Error! Reference source not found.** (“**Error! Reference source not found.**”), Project Operator will implement following strategies and approaches to achieve First Nations targets regarding economic participation and engagement, including approach to reporting, monitoring and compliance.

Project Operator is committed to ensuring that Aboriginal people in and around Tallawang benefit socio-economically from the shift to renewable energy. We have designed strategies to stimulate Indigenous entrepreneurship, businesses and economic development through the Tallawang project. These strategies will provide Aboriginal people with more opportunities to participate in the economy, in line with the Australian Government’s Indigenous Procurement Policy. Project Operator’s approach to achieving the commitments regarding First Nations procurement and workforce participation include on-the-ground engagement and outreach with local First Nations businesses and service providers, and developing a First Nations Procurement Business Case and Procurement Guidelines.

On Tallawang, Project Operator commits to engage with the local council and Project stakeholders to build on the work identifying local First Nations capabilities to deliver value to the Project. In collaboration with the EPC contractor, Project Operator will explore a shortlist of medium-sized construction businesses that are Aboriginal owned, and look to engage Indigenous labour hire companies to further help sourcing of skilled First Nations workers. Project Operator is committed to supporting

inclusion of First Nations businesses and working toward government goals for First Nations employment and training for Tallawang Solar Farm, aligned to the government's First Nations Guidelines in NSW.

The NSW Aboriginal Procurement Policy outlined in the NSW Guidelines provides a benchmark for Australia-wide projects, advising projects to reach 1.5% in the combination of employment, procurement, and training. Project Operator has committed to Aboriginal Participation by allocating 1.5% of TPCV (*the total project value has been withheld due to commercial sensitivities*) towards procurement, and at least 1.1% of the project workforce to be Aboriginal or Torres Strait Islander. These procurement targets support a shift to higher economic participation of First Nations people – on their own terms as business owners and operators with longevity. SMEs can continue and work with several projects and proponents over many years, particularly in the expansion of renewables across the country (with a national target of 82% renewable energy by 2030). The workforce targets increase Aboriginal participation in the renewable energy sector, particularly within the CWO REZ, where this large-scale project can provide career experience and credentials for further opportunities in proximity to Tallawang.

Project Operator will report against the above strategies and approaches in its report to the Commonwealth under clause **Error! Reference source not found.** (“**Error! Reference source not found.**”).

(f) Environmentally sustainable procurement throughout supply chain

In accordance with clause **Error! Reference source not found.** (“**Error! Reference source not found.**”), Project Operator will undertake to implement the following strategies and approaches to promote environmentally sustainable procurement throughout the supply chain.

In accordance with internal sustainability policies, and Project Operator's obligations as a CWO REZ access rights holder, Project Operator will undertake strategies and approaches to promote environmentally sustainable procurement throughout the supply chain. For example, consistent with Project Operator's other projects, we will adopt opportunities for waste avoidance and recycling, conduct equipment life cycle analysis, and promote the co-existence with agricultural practices.

Additionally, Project Operator's construction and O&M contractors shall administer the following requirements on site at a minimum (which will also be costed into the price during project tender phase):

- i. Recycle/reuse excavation soil at the site, which is intended to reduce the use of emissions from road transport and associated costs, and also recycle/repurpose heat-treated timber pallets into a useful product such as woodchips, which if cannot be used on site, can be donated to the community.
- ii. Implement a strategy to reduce energy consumption, including:
 - Use of Energy-saving lighting for internal and external lighting systems (for example, using light-emitting diode (LED) lights and halogen lights).
 - Connecting the construction site facilities to the existing electricity grid via a new or existing connection point, and utilising a 100% renewable

energy supply contract to power the site during the construction phase, or alternatively installing a solar mini-grid and batteries, which predominantly removes the usage of diesel/petrol gensets. This item must be itemised in the contractor's quotation.

- iii. Reduce potable water consumption by installing a rainwater catchment system featuring:
 - Rainwater collection from O&M building and warehouse, including a first flush diverter tank, sized sufficiently for the expected number of operations and maintenance personnel.
 - Water filtration system, including ultraviolet light, sediment filter, activated carbon filter and silver impregnated filter.
- iv. Permanent lighting installed on site for site buildings is to be sensor-activated to lower power usage, and directional/shaded to minimise light pollution and reduce impacts on local fauna during night time.
- v. Promote carpooling/ridesharing and utilise busses (where reasonably practicable) to reduce fuel consumption.

Implement a strategy to maximise hiring of personnel and contractors from the communities living in the construction and then O&M zone (within the shire/s that the project falls under, and thereafter expanding to surrounding shires), where reasonably practicable. During tender, Project Operator's tendering contractors must agree to make all reasonable efforts to source local talent for all positions required for the project. Project Operator mandates that its tendering contractors shall not hire expatriate workers other than where strictly necessary due to specialist skills not available in the local shires/councils or domestic markets. Project Operator will report against the above strategies and approaches in its report to the Commonwealth under clause **Error! Reference source not found.** ("**Error! Reference source not found.**").