Community Engagement Report

Theodore Wind Farm

Prepared for: RWE Renewables Australia Pty Ltd

Date: 14/05/2025

Document information

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Overview

Theodore Energy Development Pty Ltd (TED) is a wholly owned subsidiary of RWE Renewables Europe & Australia (RWE). TED proposes to develop, construct and operate the Theodore Wind Farm on land located approximately 22 km east of Theodore in the Banana Shire Council (BSC) local government area. The Project is approximately 46,830 ha in size, consisting of nine lots on three private properties. The total development footprint has a maximum area of approximately 1,900 ha, which is about 4% of the Project area.

In September 2024, RWE submitted the development application for the Theodore Wind Farm to the State Assessment and Referral Agency (SARA). The Deputy Premier and Minister for Planning issued a direction notice on 16 January 2025 to suspend the assessment of the application for four months to allow the Planning Minister to consider the assessment framework. Since that time, State code 23 has been updated and now includes further requirements relating to social impacts and community and stakeholder engagement.

Although the Project is subject to the previous version of State code 23 (v3.1), this report has been prepared to address the updated requirements in State code 23 (v3.2). Specifically, this report provides information to demonstrate RWE's compliance with the new Performance Outcome (PO) 26 – *Impacts on communities and individuals are identified, addressed and mitigated to avoid any adverse impacts*. In accordance with the Planning guideline for State code 23: Wind farm development, this report includes:

- a profile of the Theodore community and analysis of key stakeholders and Project Area of Influence (see Figure 2.1)
- details of all pre-lodgement engagement activities undertaken
- a summary of the nature of stakeholder feedback and issues raised during engagement activities
- details of how feedback and issues have been or will be addressed
- copies of documents evidencing outcomes from engagement activities, including with BSC.

Key findings

RWE delivered a comprehensive stakeholder and community engagement program consistent with the new requirements set out in the updated State code 23 (v3.2). RWE's approach to community and stakeholder engagement is underpinned by the principles of honesty, respect, adaptability, consistency and consideration.

RWE has demonstrated these principles by adapting community engagement activities to meet the community's needs and being transparent about potential project impacts. For example, RWE:

- Worked closely with Banana Shire Council from the outset of project development to inform project design, workforce accommodation plans, and to provide long-term housing benefits to the wider community, with Council a strong supporter of the project, evidenced by their letter of support.
- Increased the duration of community drop-in sessions to all day events to provide people in the community with greater opportunity to attend.
- Provided technical reports to the community, addressing queries and questions about potential impacts and management measures.
- Proactively engaged with directly impacted stakeholders on aerial mustering, workforce accommodation, noise, traffic and local procurement to identify issues, opportunities and management measures.
- Engaged early with Wulli Wulli people to guide project design and applied the avoidance principle to cultural heritage management.
- Received positive feedback from the community and a representative of the Federal Member of Parliament regarding their approach to community engagement.

- Provided $100,000 of social investment to grassroots community organisations, with an ongoing public commitment to $100,000 in community funds per year of development, and $500,000 per year during construction and lifetime operations.
- Established a complaints channel both via email and toll-free number as a platform for the community to resolve issues. To date no formal complaints have been received.

The community is largely supportive of the Project. Queries received from the community about the Project related to noise, visual amenity, local housing, biodiversity, cultural heritage, and traffic. These issues have been or will be addressed in relevant technical assessments and management plans submitted as part of the development application. Several matters require ongoing stakeholder and community engagement including workforce accommodation, construction traffic, potential demands on council infrastructure, services and materials. Agreements are currently in development with key stakeholders regarding potential project impacts and benefits, including a memorandum of understanding (MOU) and infrastructure agreement with BSC.

Potential benefits were also identified in consultation with key stakeholders. Potential benefits include but are not limited to:

- upskilling Wulli Wulli people to work on Project construction
- supporting local businesses through procurement opportunities
- improving telecommunications, and meeting community needs through the sponsorship fund and legacy projects
- project benefit programs and plans are being or will be developed in consultation with key stakeholders, including Shared Benefits and Project Services Agreement with the Wulli Wulli Nation Aboriginal Corporation (WWNAC)
- Local Participation Plan and Indigenous Participation Plan with local and regional councils and chambers of commerce, and a community benefit fund with the local community.

RWE has developed a proposed forward engagement plan with actions linked to monitoring mechanisms to guide the resolution of key matters and development of agreements, plans and programs for the Project.

Conclusion

RWE's comprehensive community and stakeholder engagement program has identified potential project impacts and benefits and provided a platform to address and mitigate potential impacts to avoid adverse impacts on the community. Their proactive and transparent engagement approach has resulted in zero complaints to date.

RWE has designed the Project to avoid and mitigate adverse impacts on the community and is developing agreements, programs and plans in consultation with stakeholders to ensure potential impacts during construction and operation are in the first instance avoided. If identified and impacts are unavoidable, RWE's forward program will establish mechanisms to manage and mitigate these impacts and to realise potential benefits that deliver practical social value.

1. Introduction

1.1 Background

Theodore Energy Development Pty Ltd (TED) is a wholly owned subsidiary of RWE Renewables Europe & Australia (RWE). TED proposes to develop, construct and operate the Theodore Wind Farm on land located approximately 22 km east of Theodore in the Banana Shire Council Local Government Area. The Project is approximately 46,830 ha in size, consisting of nine lots on three private properties. The total development footprint has a maximum area of approximately 1,900 ha, which is about 4% of the Project area.

In September 2024, RWE submitted the development application for the Theodore Wind Farm to the State Assessment and Referral Agency (SARA). The Deputy Premier and Minister for Planning issued a direction notice on 16 January 2025 to suspend the assessment of the application for four months to allow the Planning Minister to consider the assessment framework. Since that time, State code 23 has been updated and now includes further requirements relating to social impacts and community and stakeholder engagement.

1.2 Purpose and scope of the report

The purpose of this report is to demonstrate that RWE has met the requirements of the updated State Code 23 (v3.2), specifically Performance Outcome (PO) 26 – *Impacts on communities and individuals are identified, addressed and mitigated to avoid any adverse impacts*.

In accordance with the Planning guideline for State code 23: Wind farm development, all wind farm applications need to prepare and submit a Community Engagement Report.

This report presents a summary of information provided in the Project's Community and Stakeholder Engagement Plan, reports prepared for the Project's development application and information provided by RWE regarding community and stakeholder engagement undertaken for the Project to date.

1.3 Structure of the report

The report outlines the following:

- Section 2 – Community profile
- Section 3 – Stakeholder engagement, including:
  - analysis of key stakeholders
  - details of all pre-lodgement engagement activities undertaken
- Section 4 – Stakeholder feedback, including:
  - the nature of stakeholder feedback and issues raised during engagement activities
  - how feedback and issues have been or will be addressed
  - any documents evidencing outcomes from engagement activities.
- Section 5 – Complaint and investigation response plan
- Section 6 – Proposed forward engagement plan
- Section 7 – Conclusion
- Section 8 – References.

1.4 Methodology

The methodology for preparing this report involved the following steps:

- reviewed plans and reports prepared for the Project and identified gaps requiring further engagement

- liaised with RWE to confirm outcomes of engagement and status of engagement activities undertaken since the development application was submitted
- built on information from plans and reports prepared for the Project to present a comprehensive summary of engagement activities, outcomes of engagement and responses to engagement
- prepared a proposed forward engagement plan including planned engagement activities, and activities to address gaps and resolve Project matters with key stakeholders.

2. Community profile

The information in this section is based on the community context from the Theodore Wind Farm Community & Stakeholder Engagement Plan (v4) prepared by Premier Strategy in December 2024.

2.1 Project site context

The proposed Theodore Wind Farm site is in Central Queensland, about 22 km east of Theodore and 40 km south-west of Biloela (Figure 2.1). RWE has agreements in place with all the project landowners.

The site is used for cattle grazing. Due to the land use much of the site has been cleared of native woodland and forest vegetation, with scattered vegetation in some areas.

The road network near the site incorporates a range of local and state sealed and unsealed roads including Defence Road, Crowsdale-Camboon Road, and the Leichardt Highway. Additional infrastructure on the site and in the surrounding regions includes farm residences and agricultural infrastructure, unsealed tracks, fencing, outbuildings, dams, private roads and sheds.

The Social and Economic Impact Assessment, which was submitted as part of the development application, identified a Primary and Secondary area of influence (AoI) (Figure 2.1). The Primary AoI consists of the Project Site and an area 5 km from the site boundary, including the Urban Centres and Localities (UCL) of Theodore, Banana, Moura, and Biloela (Figure 2.1). The Secondary AoI consists of the Local Government Areas of the Banana Shire LGA and Gladstone Region LGA (Figure 2.1). For context, the surrounding local government areas of Rockhampton, Livingstone, Isaac, Central Highlands, Woorabinda Aboriginal Shire, Bundaberg, North Burnet, and Western Downs are included in Figure 2.1.

Isaac Regional LGA
Livingstone Shire LGA
Rockhampton Regional LGA
Rockhampton
Blackwater
Mount Morgan
Woorabinda Aboriginal Shire LGA
Gladstone Regional LGA
Calliope
Woorabinda
Central Highlands Regional LGA
Miriam Vale
Biloela
Rolleston
Moura
Theodore
Monto
Bundaberg
Bundaberg Regional LGA
North Burnett Regional LGA
Banana Shire LGA
Eidsvold
Fraser Coast Regional LGA
Maryborough
Gayndah
Taroom
Maranoa Regional LGA
Injune
Western Downs Regional LGA
South Burnett Regional LGA
Gympie Regional LGA

- Cities and Towns
- Project Area
- Primary Area of Influence
- Secondary Area of Influence
- Local Government Area

THEODORE WIND FARM
Project Area of Influence

Figure 2.1

N
0 km 50
GDA2020 MGA Zone 56

Attexo

REVIEWED: SS | **DRAWN:** JT | **SCALE (A3):** 1:1,500,000 | **DATE:** 25/03/2025 | **DWG No:** RWE-003-001[A]

2.2 Other renewable developments in the area

There are several other proposed renewable energy projects in the Central and Southern Queensland Renewable Energy Zones. The closest neighbouring development to the Theodore Wind Farm is EDF Renewables Australia's Banana Range Wind Farm, which is a proposed 38 wind turbine development located north of Theodore, near the regions of Biloela and Banana. To the north-east of the Theodore Wind Farm is BayWa r.e.'s proposed Kariboe Wind Farm, a proposed 170 wind turbine and battery storage development, located between Biloela and Monto. Both projects fall within the Banana Shire Council's local government area.

To the south of the Theodore Wind Farm and located in both the Banana Shire and Western Downs Regional Council area is Windlab's Bungaban Renewable Energy Farm, which is a proposed wind, solar and battery project. Nearby also in the Western Downs Regional Council area is Cubico Sustainable Investments' proposed Middle Creek Energy Hub – a wind, solar and battery project.

2.3 Theodore community

In 2021, Theodore had a population of 451 people (Australian Bureau of Statistics, 2021). Just above 15 per cent of Theodore's population identified as Aboriginal or Torres Strait Islander.

Theodore has a strong sense of community, evidenced by the high number of community-operated services and facilities. For example, until recently the Theodore Hotel was the only pub in Queensland owned by an entire community (Banana Shire Council 2023). While the town's economy is closely linked to coal mining, Theodore does not identify as a mining town, unlike nearby Moura and Biloela. Beef cattle farming, log sawmilling, cotton and grain growing are other key industries for the town.

Major towns in the area are:

- Theodore (about 22 kilometres to the west of the site)
- Cracow (about 35 kilometres to the south)
- Banana (about 60 kilometres to the north-west)
- Moura (about 60 kilometres to the north-west)
- Biloela (about 60 kilometres to the north-east)
- Monto (about 75 kilometres to the east)
- Gladstone (about 150 kilometres to the north-east)
- Rockhampton (about 150 kilometres to the north).

2.4 Banana Shire

Banana Shire is in Central Queensland, 120 km west and 200 km south-west of the cities of Gladstone and Rockhampton and has a population of 14,513 (ABS 2021). The area has extensive natural resources, with several major coal deposits (including in the Theodore area). Two gas transmission pipelines run through the shire from the Surat and Bowen Basins to Gladstone.

Coal mining is one of the shire's major industries, as are power generation and farming enterprises including beef production and cropping (lucerne and cotton).

Biloela is the shire's largest town, with a population of 5,371. It is the main residential base for workers from the Callide Coal Mine and Callide power station. The Callide power station produces about 20 per cent of Queensland's electricity. Only 27 km^2 of the shire's 28,577 km^2 are urbanised, creating the need for communications and engagement strategies that could target existing hubs, such as major employers, to access the community.

Data from the 2021 Census shows an approximate 50/50 split of males and females in the Banana Shire, with a median age of 39. These statistics are typical for a rural area.

2.5 First Nations People and Traditional Owners

The traditional owners of the land, waterways, and skies within the region are the Wulli Wulli people.

Other First Nations people who are not Traditional Owners likely reside in the local community, however at this stage have not made themselves known to RWE. RWE will continue to engage directly with the Wulli Wulli Nation Aboriginal Corporation (WWNAC) and will be guided by them regarding who their appropriate community representatives are. They will also remain aware and open to engagement with other non-Wulli Wulli First Nations people who may want to discuss matters of importance to them about the project.

The WWNAC was founded in 2015 as the Registered Native Title Body Corporate for the Wulli Wulli people. The Corporation is responsible for looking after the native title rights and interests of the Wulli Wulli people, as recognised by the Federal Court of Australia and is a key stakeholder in this project.

The judgment that recognised the Wulli Wulli people's native title rights and interests referenced historical, linguistic, anthropological and archaeological evidence, noting a commonality throughout the evidence in respect of matters including, respect for elders and old people, the importance of family, bush tucker and bush medicine, hunting and gathering, spirits and totems, relationships within the family and relationship of the Wulli Wulli people with their Country (AIATSIS, 2015).

The Theodore region is of particular interest to the Wulli Wulli people, particularly the Project site, as it is located partially on Camboon Station. Camboon Station is recognised as a place that is "*located in the heart of this country*" and was a place "*of gathering – where traditional law and customs were learned – and where many Wulli Wulli people were also employed*" (State Library Queensland, 2021).

3. Stakeholder engagement

3.1 Approach to stakeholder engagement

RWE's overarching approach to stakeholder engagement is focused on delivering best practice engagement founded on the principles of honesty, respect, adaptability, consistency and consideration, described in Figure 3.1.

Figure 3.1: RWE's guiding principles for stakeholder engagement

Honesty

- RWE builds relationships with local communities based on trust, respect, and inclusion, by acting with integrity and honesty, engaging in genuine dialogue and relevant communication with all parties and ensuring they provide information as soon as they can.

Respect

- RWE respect the communities and stakeholders where our projects are based and understand they are passionate about their homes, communities and areas where they live, work and socialise. RWE also bring empathy and understanding to engagement.

Adapability

- RWE's approach involves collaboration with communities and incorporates multiple methods of engagement that can adapt to stakeholders' particular needs. This fluid approach allows RWE to be inclusive by identifying and categorising stakeholders according to their requirements, which informs their approach to each engagement. RWE can then provide multiple channels of engagement to make it easy for them to obtain project information and be involved.

Consistency

- RWE's engagement is ongoing and focuses on consistently keeping our stakeholders informed and engaged through all stages of the project lifecycle.

Consideration

- Consultation with communities and key stakeholders is always used to shape projects where possible. Feedback is key to ensuring projects are developed with a solid knowledge of the area, its residents and social fabric. RWE also ensure the benefits generated from the development are spread fairly within the community, by identifying the needs of the community and addressing them.

RWE is guided by consultation with host communities and key stakeholders to shape their Projects. Feedback is key to ensuring Projects are developed with a solid knowledge of the area, its residents and social fabric. RWE also ensures the benefits generated from the Project are shared equitably within the community, by identifying the needs of the community and addressing them.

RWE's stakeholder engagement activities are informed by the following industry guidelines, engagement frameworks, and relevant contextual documents:

- RWE's Australian Community and Stakeholder Engagement Framework
- The International Association for Public Participation's (IAP2) public participation spectrum
- Clean Energy Council's Community Engagement Guidelines for the Australian Wind Industry
- Clean Energy Council's Guide to Benefit Sharing Options for Renewable Energy Projects.

- Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Guidance on Engaging with Traditional Owners
- Queensland Government Renewable Energy Zone Roadmap (Mach 2024)
- Queensland Local Energy Partnerships Plan (October 2023)
- Banana Shire Council Planning Scheme (2021).

3.1.1 Stakeholder engagement objectives

- Clearly define and communicate the approach to engagement, including when, how, and what information will be provided
- Clearly communicate the opportunities for stakeholders to participate in the Project development
- Report on and share the outcomes and findings of the engagement activities, including what was heard, and where the community has influenced decision making on the project
- Promote opportunities for community interest, co-design and participation in benefit sharing initiatives including, where possible, community-led decision making
- Meet and, where possible, exceed requirements for community and stakeholder engagement as set out in statutory and regulatory processes for project development
- Explore opportunities for innovation in engagement, in response to community and stakeholder preferences and the social and local context of the region
- Seek opportunities to collaborate with other renewable energy developers, government and other key stakeholders to develop and implement large-scale, sustainable community-led shared benefits initiatives.

3.2 Community and stakeholder engagement plans

RWE has a community and stakeholder engagement plan (CSEP) and a First Nations Engagement and Communications Plan (FNECP) for the Project (Appendix D), which are routinely updated to reflect changing circumstances, community feedback, and ongoing improvements in the community engagement approach.

The CSEP and FNECP guided engagement with the broader community and key stakeholders, and with First Nations stakeholders, respectively for the Project. They each include:

- an analysis of project stakeholders
- a description of engagement tools and methods to be used
- a high-level risk assessment
- communication protocols including recording engagement activities, managing complaints and reporting.

Relevant information from the CSEP and FNECP is presented below and supplemented with information about engagement activities undertaken, including the outcomes of engagement and how RWE has or proposes to address feedback received from stakeholders.

3.3 Project stakeholders

Project stakeholders were identified by considering the groups or individuals within the Project region that could be either directly or indirectly impacted by the Project. These stakeholders are listed in Table 3.1.

Table 3.1: Project stakeholders

Stakeholder group	Details
Landowners	Landowners hosting project infrastructure for the proposed Theodore Wind Farm.

Stakeholder group	Details
Fenceline Neighbours	Fenceline neighbours are identified as neighbours that share a fence line or property boundary with the host landowner(s)/project site.
Near Neighbours	Neighbours with a dwelling within 10 kms of the proposed Theodore Wind Farm site boundary.
Traditional Owners and First Nations people	• Wulli Wulli People • Wulli Wulli Nation Aboriginal Corporation RNTBC • Wulli Wulli Ranger program • Wulli Wulli Elders Group
Opponents (no active opponents identified)	Individuals and organised groups actively opposed to the proposal in proximity to the proposed project area.
Wider Community	Residents of the local geographic area hosting the proposed project, as well as local interest groups not defined in any previous categories, including: • Residents outside of the boundary determined for neighbours • Aged care and healthcare organisations • Business organisations, including but not limited to farmer associations, local progress associations, chambers of commerce or local business structures • Churches and faith-based organisations • Conservation and environmental organisations • Local climate action and sustainability groups • Not-for-profit organisations • Primary, secondary, or tertiary educational institutions • Recreational groups and clubs.
Local Government	Councillors and staff employed by the Banana Shire Council, including but not limited to: • Mayor Cr Neville Ferrier • Deputy Mayor Cr Terri Boyce • Cr Adam Burling • Cr Ashley Jensen • Cr Phillip Casey • Cr Kerrith Bailey • Cr Brooke Leo • CEO Tom Upton • Other executive staff Gladstone Regional Council
Infrastructure owners / operators	• Australia Pacific LNG Pty Limited • Bureau of Meteorology • Geoscience Australia • Telstra • Optus
Aviation Industry	• Airservices Australia • Department of Defence

Stakeholder group	Details
	• IDS Australia (Procedure designer for Theodore Airport instrument flight procedures) • Queensland Royal Flying Doctor Services
Industry Bodies	• Clean Energy Council (CEC) • Re-Alliance • Gladstone Ports Corporation • Stanwell Corporation • Barfield Road Producers Group
Government Agencies	• Federal Department of Climate Change, Energy, the Environment and Water (DCCEEW) • State Assessment and Referral Agency (SARA) • Queensland Department of Environment, Technology, Science and Innovation (DETSI) • Queensland Department of Resources • Queensland Department of Transport and Main Roads (TMR) • Australian Energy Infrastructure Commissioner
Emergency services	• Queensland Fire Department (QFD) • Camboon Rural Fire Brigade • Moura Rural Fire Brigade • Rural Fire Service Gladstone • Queensland Ambulance Service • Queensland Police Services
State and Federal Members of Parliament (MPs)	• Federal Member for Flynn Colin Boyce MP (LNP) • State Member for Callide Bryson Head MP (LNP)
Media	Print and online media: • The Focus Magazine • The Gladstone Observer • The Courier Mail • CQ Today • Biloela Beacon Broadcast media (radio and TV): • ABC 4CC • Hot FM • Triple M Central Queensland • Fresh FM • Win News • Channel 7 • Nine News

Adapted from RWE (2024).

3.4 Stakeholders and engagement activities

RWE proactively engaged with stakeholders on the Project. Engagement commenced in 2021, despite the Project first becoming public in August 2023. The next round of community drop-in sessions is scheduled for May, June and July 2025.

RWE's stakeholder engagement has been varied and multi-faceted, with multiple methods of engagement that were adapted to stakeholders' needs. For example, engagement activities have included working from local cafes and visiting community groups and organisations at their places of operation. RWE actively welcomes the community to get in touch with the Project team via the Project website, email, or free call line.

A summary of engagement activities undertaken with Banana Shire Council, WWNAC and the community is provided graphically below.

Banana Shire Council

2022 engagement commenced

5 briefings held with Council

Key matters discussed

- Project updates
- Community engagement
- Transport route options
- Workforce accommodation
- Technical assessments
- Local benefits and procurement
- Emergency management
- Fairness to host landholders

WWNAC

Early 2023 engagement commenced

7 meetings & workshops

2 site visits

Geotechnical inspections and reconnaissance **4 weeks**

Community

RWE has also undertaken the following engagement activities for the Project:

- Approved $100,000 in community sponsorship funding
- Press release about RWE signing an MOU with Stanwell Corporation
- Met with Gladstone Regional Council local procurement team aligning programs
- Meetings with Powerlink to collaborate on the preferred transmission corridor
- Discussions with proponents of nearby projects to identify and minimise cumulative impacts.

Engagement with key stakeholders was also undertaken to inform technical assessments prepared for the development application. These engagement activities included emails to and meetings with key stakeholders seeking feedback on the proposed Project design in relation to potential impacts on traffic and transport, aviation, and electromagnetic interference. Feedback informed changes to the Project design and proposed mitigation measures, as outlined in Section 4.3.

4. Stakeholder feedback

RWE has had strong community attendance and participation at the drop-in sessions (100+ attendees across various sessions) and received positive feedback about their community and stakeholder engagement activities.

The community is generally pleased with the consultative approach RWE has taken and is highly appreciative of the technical information readily disseminated about the Project. Members of the community noted that other developers in the region could use RWE's approach as a benchmark to community and stakeholder engagement. Members of the community also noted their appreciation that the people who work on the project day-to-day are the primary point of contact, which is not typical for other developers.

An officer from the Federal Member's office attended one of the drop-in sessions and shared with RWE that she was impressed by the information and level of detail RWE provided in the session about the Project and appreciated that all queries were answered.

> *The community is pleased by RWE's experience and commitment to the region rather than commitment to do the bare minimum.*

This section provides a summary of stakeholder feedback on the Project and the actions RWE has taken or will take to address key matters. It includes a summary of key themes raised in consultation, an outline of documents evidencing the outcomes of engagement (documents are included in Appendix A), and a matrix linking RWE's actions and plans to specific feedback received from stakeholders.

4.1 Summary of key themes raised in consultation

Table 4.1 includes a summary of the key themes raised in consultation.

Table 4.1: Key consultation themes

Theme	Description
Workforce accommodation	Stakeholders expressed an interest in understanding the Project's workforce accommodation arrangements for construction and if there would be an impact on the local housing market. This is a particular topic of interest for the Theodore community due to the significant number of mining camps and FIFO workers in the area.
Grid connection	The community was generally not supportive of the proposed multiple grid route options and had expressed concerns about transmission lines crossing strategic cropping land. It is noted that Powerlink is responsible for the grid connection engagement with landowners and community as part of the Theodore Wind Farm Connection Project.[1]
Road network	Stakeholders expressed concerns about potential impacts on the road network and traffic safety during construction. The community also raised concerns about potential impacts on school bus routes.
Aerial operations	Graziers in the local area use helicopter mustering as part of their grazing operations. Some graziers queried if the Project would impact on their ability to muster using helicopters.
Noise	Stakeholders expressed concerns about potential noise impacts on nearby sensitive land uses, including residential dwellings.

[1] Powerlink (2025) Theodore Wind Farm Connection Project, Powerlink website, accessed 4 March 2025.

Theme	Description
Biodiversity	Stakeholders expressed concerns about the potential impacts of the Project on matters of state environmental significance and matters of national environmental significance.
Fire risk and mitigation	The local Rural Fire Services (RFS) Brigades indicated that they would like to see firebreaks incorporated into the Project design. Their preference is that the Project actively manages and mitigates bushfire risk.
Visual amenity	Stakeholders queried the potential impacts of the Project on the landscape.
Wind farm preference	Generally, the local community expressed a preference for wind farms over solar farms. In their experience, solar proponents have not properly engaged with or considered the community in project design or layout. The community also feels that solar farms take up high quality agricultural land (cropping) whereas wind farms can coexist with grazing.
Local employment and procurement	There is a lack of interest from locals in working on the wind farm, however there is interest from local businesses to provide services and supplies for construction and operation of workforce accommodation and wind farm development.

Adapted from ERM (2024)

4.2 Evidence of engagement

Documents evidencing outcomes from engagement activities are included in Appendix A and include the following:

- Correspondence from stakeholders potentially affected by the Project's electromagnetic interference
- Letter of support from Banana Shire Council
- Sponsorship fund outcomes
- Letters sent to all homes within 10 km of the Project
- Pre-lodgement meeting minutes with SARA
- Press release regarding Memorandum of Understanding with Stanwell to investigate and assess energy offtakes and potential equity investment in the proposed Theodore Wind Farm.
- These documents confirm the engagement RWE has undertaken with stakeholders and demonstrates resolution of or actions to resolve key matters.
- Further evidence of engagement is provided in Appendix B relating to information provided to key stakeholders about the Project including:
- Awareness Notice to aviators
- Community newsletters
- Flyer inviting stakeholders to community drop-in sessions
- Invitation and participation in Co-existence Queensland Community Leaders Council 26 and 27 March 2025 in Biloela.

4.3 RWE's responses to stakeholder feedback

This section provides a summary of the outcomes of engagement undertaken with stakeholder groups. The feedback received from stakeholders and the actions RWE has taken or plans to take in response to feedback are presented by stakeholder group in Table 4.2 to Table 4.5 below.

4.3.1 Traditional Owners

Table 4.2: RWE's responses to feedback from Traditional Owners

What we heard from Traditional Owners	RWE's actions
Community and stakeholder engagement	
Ensure meaningful engagement with the Wulli Wulli Nation Aboriginal Corporation (WWNAC) across the Project's lifecycle.	• An Implementation Committee comprising of WWNAC and RWE members will meet at agreed frequency over the life of the Project, ensuring ongoing input, a forum to explore new opportunities and drive matters to resolution. • The primary approach to cultural heritage management is the avoidance principle whereby the Project will, in the first instance, seek to avoid harm to Aboriginal cultural heritage by modifying Project design and layout. This process has already come into effect with WWNAC inspecting a total of 164 early works locations across the Project and 14 requiring adjustments due to cultural sensitivities that were identified. • The WWNAC were proactively engaged in site review and agreed the locations of proposed met masts and monitoring of excavations for agreed locations. • Regarding Cultural Heritage management and Project layout, the Cultural Heritage Management Plan (CHMP), which is reaching agreement, requires a complete survey of the proposed Project footprint and a report on the cultural heritage identified. RWE has structured the timing of the engagement and agreement making such that the findings of the Cultural Heritage survey can be used to inform final design and layout. RWE will engage with WWNAC about findings, management measures and ways in which the Project can be designed and constructed taking account of and minimising impacts on Wulli Wulli Cultural Heritage. • The WWNAC First Nations Engagement and Communications Plan is a working document, and it will guide engagement with WWNAC across the project life cycle.
Workforce management	
Upskilling of Wulli Wulli people to be job ready and participate in the Project and other development projects in the region. Support and facilitate Wulli Wulli people's participation in the project in skilled roles.	• RWE has been collaborating with WWNAC in the development of a Shared Benefits and Project Services Agreement. The following initiatives are currently under consideration: • Funding a Project officer to manage the identification of Wulli Wulli people who may wish to seek employment during construction – role will be to provide details to RWE and Principal Contractor the details and experience of Wulli Wulli people.

What we heard from Traditional Owners	RWE's actions
	• Building into the required Indigenous Participation Plans of each major contractor to RWE, the requirement to actively use the information on interested and available Wulli Wulli people to maximise employment opportunities. • Funding ongoing annual Apprenticeship scheme – up to 4 completed apprenticeship programs over the life of the Project. • Providing an education fund to meet the cost of tuition of Wulli Wulli people – each year a Wulli Wulli person will be selected and funded the value of tuition (typically 3–4-year undergraduate degrees). Where lesser cost education i.e., vocational or TAFE, more people may have costs of tuition met by RWE. • A traineeship program which will provide funding up to an annual cap to enable Wulli Wulli people to undertake training such as: - White card - First aid training - Machinery operator/heavy vehicle training - Mental health training - 4-wheel drive training.
Local business and industry procurement	
Build capacity to allow WWNAC to provide rehabilitation services to the Project as part of their Caring for Country and ranger programs.	A service contract with the Wulli Wulli Rangers is proposed where they will be paid fee for service rates to undertake work on the Project in areas such as: • Erosion and sedimentation control devices and structures install and maintenance. • Weed spraying and weed infestation inspections and recording. • Daily and weekly site environmental management plan compliance checking. • Seed collection (if required). • Fauna spotter catcher. • Revegetation and rehabilitation.
Health and community wellbeing	

What we heard from Traditional Owners	RWE's actions
Upskilling of Wulli Wulli People for cultural heritage surveys and record keeping.	• A program is proposed to supply hardware and software to WWNAC to assist with spatial data capture and management by Wulli Wulli people when on country managing cultural heritage sites and surveys.
Expansion of ranger program – opportunities to undertake Caring for Country works such as cleaning waterways, conducting cultural burns, undertaking work on significant sites, sediment and erosion control and weed management.	• A proposed Ranger Program funding package which will see a pool of new Wulli Wulli Rangers trained and accredited to the National Indigenous Australians Agency (NIAA) standards.
Wulli Wulli people want to return to Country, for special occasions and events but costs for some people are a challenge.	• A proposed program to provide funding each year for 10 years to enable WWNAC to assist members returning to 'Country' for events via meeting the costs of: - Improved attendance at annual general meetings (AGM). - AGM venue hire. - Bus travel for members from Brisbane region to 'on country' events including Elders funerals and AGM. - Reasonable costs of an annual 'Elders meeting' which may be held day before AGM.
Develop material to allow WWNAC to introduce themselves and their Country to proponents.	• It is proposed funding to support WWNAC to develop high quality awareness material via video and Powerpoint which can tell the story of Wulli Wulli people and showcase their connection to country. The produced material will be able to be used for cultural awareness purposes for the Project and be used by WWNAC for broader processes, including presentation to other project proponents in Wulli Wulli country.
Artwork, signage and naming – To recognise and acknowledge that projects are being developed on Wulli Wulli Country and respecting their status as the Traditional Owners for the area.	• RWE will work with WWNAC to co-design an artwork initiative that respects their status as the Traditional Owners for the area.
Community fund managed by a charitable trust.	• In collaboration with WWNAC co-design a Community Benefit Fund which will be managed via WWNAC Charitable Trust. RWE will make annual indexed payments which will be calculated on the final installed MW capacity of the project.
WWNAC to establish own office to operate its own business and be its own Service Provider.	• A funding program is proposed to assist WWNAC with office and operational costs. Examples of costs which can be met by this program include: - Software subscriptions e.g., Office 365 and accounting packages such as Xero or Quick Books.

What we heard from Traditional Owners	RWE's actions
	- Rates for an owned office. - Rent for a non-owned office. - Insurance of WWNAC – PL and contents. - Accounting fees for annual returns. - Other office related costs by agreement.
Impacts to cultural sites, both tangible and intangible, need to be appropriately managed	• All cultural heritage will be managed in accordance with the early works agreements and subsequent CHMP. Both these agreements provide processes for Wulli Wulli to assess locations prior to proposed Project works and make recommendations based on the nature of any cultural heritage values that may be present. • Any locations which are deemed to be sensitive or need to be avoided will be reviewed and be part of ongoing discussions with WWNAC as part of the detailed design phase. • Spatial information provided to WWNAC to review Project layout and any intersection with areas that may hold cultural values.
Impacts to environmental areas within Wulli Wulli Country need to be appropriately managed	• Information sharing of the design map, Environmental Assessment Report and rehabilitation information. • Ongoing engagement and consultation with WWNAC regarding the shared benefits and opportunities including ranger programs and service work packages.
Wulli Wulli people shared negative experiences with other development proponents	• RWE is committed to consistent and meaningful engagement with WWNAC under the terms of the current early works agreement and subsequent CHMP. • Ongoing engagement and consultation with WWNAC regarding the shared benefits package and understanding the aspirations of WWNAC.
Need confirmation of timing of works and WWNAC resourcing	• RWE is committed to working with WWNAC and within the terms of the early works agreement and subsequent CHMP to ensure adequate notice and time is allocated to complete survey works.
Limited number of experienced WWNAC resources for surveys and investigations	• RWE delivered on the commitment to fund a training workshop for nominated WWNAC representatives (workshop completed on 7 and 8 November 2024), covering stone tool identification, field work methods and GIS/GPS training.

4.3.2 Local Government

Table 4.3: RWE's responses to feedback from local government

What we heard from BSC	RWE's actions
Community and stakeholder engagement	
BSC expressed a strong interest in our community and stakeholder engagement approach	• The Project's community and stakeholder engagement approach is guided by RWE's Community Engagement Policy and is anchored by following principles honesty, respect, adaptability, consistency and consideration. • We work closely with BSC to ensure our community and stakeholder engagement methodology is fit for purpose for their community. • To date we have had five formal briefings with BSC where we have provided our community and stakeholder engagement approach regarding local benefits, procurement, workforce accommodation, transport routes, emergency management, and fairness to host landowners.
Workforce management/Local business and industry procurement	
BSC expressed a strong desire for workers to move to the region, although recognises the project needs skilled workers and RWE likely needs to bring workers from outside the region.	• RWE is developing a local participation plan and Indigenous participation plan in collaboration with our contractors with a focus on: • Prioritising hiring local workers, wherever practical. • Determining appropriate roles that can be targeted to local workers. • Investigating training and education opportunities to build skills locally for operation.
BSC appreciates that an on-site workforce accommodation facility is likely to achieve the best outcomes for the community and the Project. The local area is accustomed to FIFO workforces in the area from when the APLNG pipeline was constructed.	• RWE has engaged with the community and BSC and confirmed that the preferred solution is an onsite camp to minimize the impact on local infrastructure. • RWE will continue working with stakeholders to ensure potential impacts of the on-site camp on the local community are minimised, and potential benefits for the community are realised. • RWE proposes that the camp will be designed to be largely self-sufficient, incorporating its own: – Water supply

What we heard from BSC	RWE's actions
	– Wastewater treatment – Electricity – Communications – Catering services – Recreational facilities – Health and safety provisions – Transport shuttle services.
Local procurement to align with BSC Procurement Policy	• RWE is developing a local participation plan and Indigenous participation plan in collaboration with our contractors with a focus on providing opportunities for local suppliers. These plans will be developed in accordance with: • BSC Procurement Policy • Queensland Local Energy Partnerships Plan • Queensland Charter for Local Content • As part of executing the local participation plan and Indigenous participation plans, RWE in collaboration with our contractors will: - Conduct market sounding to identify local suppliers - Hold workshops with local suppliers - Hold 'Meet the buyer' events - How 'How to tender' workshops.
Housing and accommodation	
BSC expressed an interest in more housing development in the region.	• RWE has committed to working with BSC to assess housing needs in Theodore or other local towns for the operational phase and are currently negotiating a MOU. • RWE is entering into an agreement with Council that will address several matters including housing.
BSC plans to develop a 700-bed workforce accommodation facility in Biloela that could be used by RWE's workforce.	• RWE's health and safety assessments have found that an on-site temporary camp is the optimal option for workforce and community safety.

What we heard from BSC	RWE's actions
	• There is an opportunity for RWE to utilise the proposed facility as an overflow option for the on-site temporary camp.
BSC's preferred solution is to situate the workforce accommodation on-site to minimise the impacts on local infrastructure and services. This was reinforced at a meeting with BSC on December 3, 2025, where consensus was reached in favour of the on-site workforce accommodation facility.	• RWE proposed to develop an on-site workforce accommodation facility.
Health and community wellbeing	
BSC expects local roads that will be utilised during the construction phase will be upgraded and/or maintained in accordance with Council's specifications. BSC has plans to upgrade the dilapidated Six Mile Creek bridge, which is located along the construction route.	• RWE is entering into an agreement with Council regarding road upgrades. • The agreement will include upgrades to the bridge so it can accommodate heavy vehicles. • Local roads used by the Project such as Defence Road will be upgraded and/or maintained according to relevant specifications (e.g. unsealed roads).

4.3.3 Landowners, neighbours and wider community

Table 4.4: RWE's responses to feedback from landowners, neighbours and wider community

What we heard from landowners, neighbours and wider community	RWE's actions
Community and stakeholder engagement	
Community happy with the level of engagement and information provided. Technical information being readily disseminated was highly appreciated. Community pleased by RWE's experience and commitment to the region rather than commitment to do the bare minimum.	• The Project's CSEP is guided by RWE's Community Engagement Policy and is anchored by the following principles: honesty, respect, adaptability, consistency and consideration. • RWE continues to engage with the community, adapting engagement activities in response to stakeholder feedback. For example, RWE adapted the duration of their community engagement events to include weekdays and weekends to offer residents the opportunity to provide feedback and increased the duration of community drop-in sessions to all day events. • In consultation with the community, BSC and State Government, RWE will assess the approach to using shopfronts during the construction phase.

What we heard from landowners, neighbours and wider community	RWE's actions
Workforce management	
Queries about Project impacts on traffic and road safety, including impacts on school bus routes.	• Construction workers will be bussed between the on-site workforce accommodation facility and airport to minimise local traffic. • A preliminary route assessment report has been prepared for the Project, which investigated and identified appropriate routes to the site for wind farm components. Oversized vehicles will be required for blades, towers, and transformers. • A preliminary traffic impact assessment report was developed to determine potential impacts of construction traffic on the road network. RWE has shared the results with the community and will continue to work with the community to manage traffic impacts and gain local knowledge on existing road usage. • RWE is considering measures to minimise impacts, including scheduling construction traffic outside of school pick up and drop off times.
There is limited available workforce locally for the Project and low unemployment rates make it difficult to source construction workers locally. To illustrate this issue, Parkside Theodore Green Mill relies on workers from outside the region because they can't hire local workers.	• RWE is collaborating with local and surrounding councils and chambers of commerce to identify local jobs opportunities and measures to support the local and regional economy. • RWE is preparing a Local Participation Plan and Indigenous Participation Plan that will seek to support local businesses and sustain local employment.
Local business and industry procurement	
Local businesses are keen to supply to the Project.	• RWE undertook a social procurement roadshow to identify local and regional workforce skills and suppliers with: - Banana Shire Council - Theodore Chamber of Commerce - Biloela Chamber of commerce - Gladstone Chamber of Commerce and Industry - Gladstone Regional Council - Rockhampton Regional Council - Western Downs Regional Council

What we heard from landowners, neighbours and wider community	RWE's actions
	- North Burnett Regional Council. - RWE is preparing a Local Participation Plan and Indigenous Participation Plan.
Housing and accommodation	
The Theodore community does not want 400 construction workers staying in town. They will overwhelm the township and impact on capacity of services and infrastructure.	• RWE's preference is to develop a temporary on-site camp to house most of the construction workers. • RWE has committed to working with BSC to assess housing needs in Theodore or other local towns for the operational phase. RWE and BSC are currently negotiating a MOU. • RWE's health and safety assessments have found that a temporary on-site camp is the optimal option for workforce and community safety.
Queries about potential impacts on the local housing market during construction.	• RWE will develop an on-site workforce accommodation facility to house most of the construction workforce. • Local short-term accommodation will be used for RWE management and overflow workforce in peak periods. • RWE is working with BSC to assess housing needs in Theodore or other local towns for the operational phase.
Short-term accommodation in the local area mostly services agricultural/energy sector workers rather than tourists. Most tourists use caravans.	• While most workers will be housed in the temporary on-site camp, RWE will also use local short-term accommodation for management staff and for overflow workforce during peak construction periods. This will be economically beneficial for local businesses.
Health and community wellbeing	
Theodore is very community-focussed. A lot of community services are community-owned and run. For example, until recently the pub was the only community-owned pub in Queensland.	• RWE acknowledges and embraces the 100-year long Theodore community's strong community focus. • Engagement activities and the community sponsorship fund seek to support the community's values. • RWE has implemented a sponsorship fund for the proposed Theodore Wind Farm, which is currently open for applications and will remain active throughout the planning and approvals process. More than $30,000 has been approved to date.

What we heard from landowners, neighbours and wider community	RWE's actions
	• In line with our development approach, community philosophy and industry best practice, RWE will establish a Community Benefit Fund of at least $500,000 per year – equating to about $17.5 million across the approximate 35-year operational life of the wind farm – once the project moves into the construction phase.
Potential impact on surrounding sensitive receptors.	• Project site was set back to minimise potential impacts to surrounding landowners.
The Theodore Multipurpose Health Service has limited capacity and is underutilised. For example, the maternity ward recently closed.	• RWE seek to have first responders on site, to avoid creating demand for local emergency services. • RWE commits to the on-site camp being self-sufficient with respect to health and emergency services, to avoid creating demand for local health and emergency services. For example, RWE is considering measures such as providing access to a medical professional and/or telehealth on-site.
Telecommunication blackspots were identified as an issue for the local community and for construction of the wind farm.	• RWE is assessing telecommunications solutions for construction including opportunities to improve telecommunications infrastructure/coverage for the community. • There is an ongoing workstream with a telecommunications company and construction contractor regarding installing a permanent or temporary communication solution. • Considering options for using satellite internet providers, although it would have limited ability to cater for 400 construction workers. • Construction site communications will primarily be UHF.
The local community has preference for wind farms over solar. Their experience and/or perception is that some solar proponents don't properly engage and consider the community in project design and layout. In addition, solar farms take up high quality agricultural land (cropping) whereas wind farms coexist with grazing. Anecdotally, solar farms affect rainfall patterns in the region.	• The Project's community and stakeholder engagement approach is guided by RWE's Community Engagement Policy and is anchored by the following principles: honesty, respect, adaptability, consistency and consideration. • RWE will continue proactively engaging with the community to build strong relationships and supporting their needs through the community sponsorship and benefits fund.
Landholders in the vicinity of the Project are known to practice helicopter mustering, which could be affected by the wind farm.	• RWE proactively provided Awareness Notices about met mast locations to landholders and local pilots who practice helicopter mustering and sought details

What we heard from landowners, neighbours and wider community	RWE's actions
	of others in the community who do the same and provided the Awareness Notices to them too. • Met mast locations are also shared with AirServices Australia for inclusion on navigational charts.
Landholders and neighbours (who make up the local RFS Brigades) would like to see firebreaks as part of the Project.	• Firebreaks and asset protection zones will be applied. • The area to be cleared for WTG foundations and supporting infrastructure will act as a firebreak. • A detailed Bushfire Management Plan will be prepared and implemented to treat residual landscape bushfire risk. • RWE will continue to liaise with fire and other emergency services as part of the Project development process.
The community had queries on visual and landscape amenity.	• A landscape and visual impact assessment has been completed with photomontages from points around the Project site confirming minimal visual impact from publicly accessible locations. • Due to the modified nature of the surrounding area, the existing landscape can incorporate the Project with a relatively low degree of visual impact.
The community raised concerns about potential impacts on biodiversity.	• The Project is designed to avoid and mitigate potential impacts on environmentally sensitive sites. • RWE will provide the community and stakeholders with biodiversity studies and findings. • RWE has prepared a Draft Offset Management Plan (OMP) that presents the Theodore Wind Farm proposed offsets for the likely impacts to Matters of National Environmental Significance (MNES), developed in accordance with the EPBC Act Environmental Offsets Policy (the Offsets Policy) and the Proposed Action-specific requirements.
A neighbour raised concerns about potential noise impacts from the Project.	• RWE undertook background noise monitoring at the neighbour's property, identified that wind turbines would be located more than 10 km from the dwelling and have continued to engage with the neighbour. No further concerns have been raised.

What we heard from landowners, neighbours and wider community	RWE's actions
	• A noise impact assessment has been undertaken for the Project and confirms that the allowable noise levels and separation distances required for wind turbine generators by State code 23 and the State Development Assessment Provisions at all sensitive land uses can be achieved. The battery energy storage systems and transformers can also achieve the consolidated requirements of the Environmental Protection (Noise) Policy 2019 to ensure no adverse impacts on sensitive land uses (including dwellings). • RWE is committed to establishing a neighbour's benefit package in accordance with industry best practice.
Queries about potential construction traffic impacts including how transporting components, materials and workers will impact local roads.	• OSOM loads will be carefully controlled to avoid peak periods and will be limited in frequency by specialist haulage vehicle availability, pilots, and escorts. • Construction materials may be sourced from local suppliers, where possible. • Workers will be bussed to the site from the airport to minimise traffic on local roads.
Members of the community expressed concerns with multiple options for the grid connection route. General sentiment is that transmission across cropping land is not preferred.	• RWE recognised that OHTL connection can have a significant impact on communities. • Prior to the launch of Powerlink's TWF Connection Project, RWE had proactively consulted with the six landholders for the transmission corridor. This was instrumental in building relationships. • In designing the preferred route, RWE integrated community feedback. The preferred route responds to community concerns by minimising impacts to strategic cropping land, biodiversity values and dwellings. The preferred route also avoids impacting landholders who are not already hosting wind farm infrastructure for either the Project or another proposed wind farm nearby. • RWE and PLQ delivered joint engagement activities for the Project and the TWF Connection Project including shopfronts in Banana and Theodore. • Community engagement for the TWF Connection Project was delivered by Powerlink.

4.3.4 Other project stakeholders

RWE received feedback from other project stakeholders including accommodation providers, industry bodies, government agencies, and State and Federal Members of Parliament. This feedback and RWE's actions are summarised in Table 4.5.

Table 4.5: RWE's responses to stakeholder feedback

What we heard from other project stakeholders	RWE's actions
Local short-term accommodation providers are interested in accommodating the Project's workforce.	• RWE is currently engaging with local short-term accommodation providers to confirm availability during construction to accommodate RWE's management staff and overflow workforce in peak periods.
• Queensland Government Departments: - Department of State Development, Infrastructure, Local Government and Planning (DSDILGP) - State Assessment and Referral Agency (SARA) - Department of Environment, Technology, Science and Innovation (DETSI) - Department of Resources - Department of Transport and Main Roads (TMR)	• RWE has been working proactively with DSDILGP to ensure they are aligning with the recent changes in Wind Code 23 https://www.planning.qld.gov.au/__data/assets/pdf_file/0033/96594/planning-guidance-state-code-23-wind-farm-development.pdf with a focus on the following performance outcomes: - PO26 Meeting performance outcomes: Community impact - PO16, PO17, & PO23 Workforce Accommodation and Infrastructure Report
- Department of Climate Change, Energy, the Environment and Water (DCCEEW)	- RWE has been proactively engaging with DCCEEW in accordance with our obligation under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC). The Australian Government on 7 March 2025 listed the Theodore Wind Farm National Priority List of Renewable Energy Projects (https://www.dcceew.gov.au/energy/renewable/priority-list), which are important for Australia's renewable energy transition. The Australian Government is working with jurisdictions and RWE to accelerate environment assessments.
Australia Pacific LNG Pty Limited has approximately five (5) pipeline crossings in proximity to the Project Site.	• RWE entering into an agreement with Australia Pacific LNG Pty Limited for the pipeline crossings.
The Bureau of Meteorology has indicated the Project has a significant impact on their radar services. Multiple scans of their Taroom radar are impacted by the Project, affecting their ability to provide comprehensive meteorological and	• RWE is awaiting further details from BOM regarding potential mitigation options. This matter is ongoing.

What we heard from other project stakeholders	RWE's actions
emergency services notifications. They will be conducting a risk assessment and will discuss potential mitigation options with RWE.	
Geoscience Australia, Telstra and Optus confirmed the Project will not impact on their services.	• No response required.
Federal Member Electorate officer attended community engagement drop-in sessions in Theodore and Banana. Provided positive feedback about the information and level of detail RWE provided.	• RWE to continue implementing CSEP and proactively engage with all levels of Government.

5. Complaint and investigation response plan

RWE believes effective and responsive communication is essential for continual development of strong community relations. RWE has a Complaints and Enquiries Handling Policy (Appendix D), which is accessible on the Project website[2] and summarised below.

The primary objectives of RWE's Complaints Management Policy are to:

- create an environment where feedback is welcomed and valued
- provide a clear and consistent process for fair and transparent management of complaints and enquiries
- ensure complaints and enquiries are addressed and resolved in a timely and effective manner.
- In handling complaints and enquiries, RWE will:
- manage personal and private information in accordance with the Australian *Privacy Act 1988*
- ensure fair treatment for all individuals who provide feedback or lodge complaints
- address complaints and enquiries objectively and without bias
- clearly communicate timing and process for complaints resolution.

RWE commits to the principles of accessibility, responsiveness, fairness, consideration, a customer-focused approach, confidentiality, and continual improvement regarding the management of complaints and enquiries under the Policy, which has the following steps:

- Stage One: Receiving
- Stage Two: Acknowledging
- Stage Three: Validating
- Stage Four: Investigating
- Stage Five: Resolving
- Stage Six: Closing.

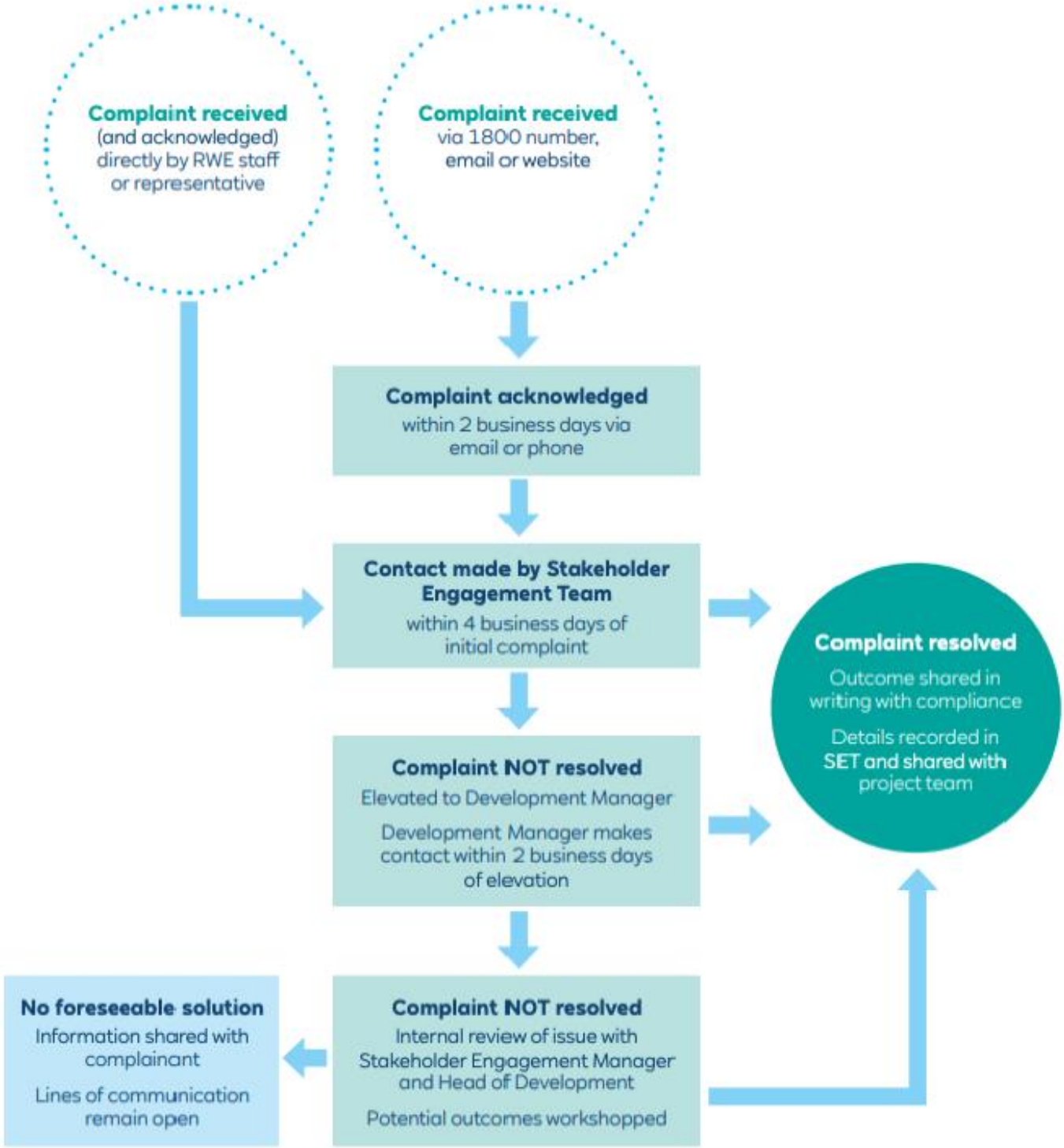
Complaints can be made in-person with a staff member or contractor, via written correspondence (email, post or website) or via phone call to the Project's 1800 number.

All instances are recorded within RWE's internal Stakeholder Engagement Tool (SET), with the intent to archive, allocate, monitor, action, resolve, close and analyse all relevant enquiries. RWE aims to resolve complaints within 10 working days. If this is not possible RWE commits to continued engagement with the stakeholder.

The process is illustrated in Figure 5.1 below.

[2] RWE (2025) RWE Renewables Australia Complaints and Enquiries Handling Policy, RWE website, accessed 4 March 2025.

Figure 5.1: Complaints management flowchart



6. Proposed forward engagement plan

RWE has continued to engage with the community and stakeholders on the Project since the development application was submitted. Table 6.1 presents the proposed engagement activities to resolve key matters, deliver benefits to the community and stakeholders, and continue consulting with the community and key stakeholders regarding the Project.

Table 6.1 Proposed forward engagement plan

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
Community and Stakeholder Engagement				
• Host landholders • Theodore community • Fenceline Neighbours • Near Neighbours • Banana Shire Council • Local, State and Federal Members • The wider Banana Shire Council local government area community • Chambers of commerce • Federal and State Government agencies	• Ongoing implementation of the Project's CSEP • Commenced early engagement with key stakeholders in 2021 and announce the project publicly in Q3 2023 (engagement ongoing). • Forward engagement program (in development) • Utilisation of RWE's custom-built stakeholder engagement platform Stakeholder Engagement Tool (SET) to track stakeholder interactions, feedback, and concerns to maintain positive relationships (ongoing).	• Ongoing • In progress	• Strategy is developed and executed in accordance with the project schedule. • Community and stakeholders' level of confidence and fairness in engagement approach • Strengthened relationships with stakeholders and community • Level of acceptance of project across the social area of influence • Number of and frequency of interactions with stakeholder/community members • A clear line of sight between decision/action and	• SET Governance Framework • Stakeholder and Communication Plans level of alignment with best practice standards and compliance with regulatory obligations

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
			stakeholder/communities' input • Community members level of participation and satisfaction with engagement approach • % of reach among communities' regarding project information across the social area of influence.	
• Host landholders • Theodore community • Fenceline Neighbours • Near Neighbours • The wider Banana Shire Council local government area community	• Develop and implement Complaint Investigation and Response Plan (CIRP) (completed) • In accordance with PO26 established: - a toll-free telephone number (1800 879 435) and email for complaints - how contact details will be communicated to the public - a process of investigation to resolve complaints - a requirement that all complaints will be recorded in an incident register	• Completed and ongoing • Completed	• Level of convenience for stakeholders and community to lodge a complaint. • Number of complaints recorded in stakeholder management system. • Number of complaints resolved in a timely manner. • Complainant level of satisfaction with complaint process and resolution.	• Stakeholder Engagement Tool • RWE Complaints Policy

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
	- a requirement to summarise complaints, investigations and responses.			
Local community	Establishment of a Community Engagement Committee (in development)	• In development	• Established in accordance with the project schedule. • Adequate and diversity of representation of impacted stakeholders. • Number of meetings held. • Members level of participation and satisfaction with its operations. • Extent to the group's input has informed decision making.	Community Engagement Committee Terms of Reference
	Continue delivering drop-in sessions to share information with the community about the Project and provide an avenue for feedback.	• Ongoing	• Community remains informed about the Project • The nature of stakeholder feedback and issues raised during engagement activities • Outline how feedback and issues have been or will be addressed	• Stakeholder and Communication Plan • Stakeholder Engagement Tool • Stakeholder engagement report
Traditional Owners and Wulli Wulli Peoples	Cultural Heritage Management Plan (CHMP) meetings (multiple meetings)	• Upcoming	• Developed under Part 7 of the *Aboriginal Cultural Heritage Act 2003*.	WWNAC

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
			• Number of meetings held with Wulli Wulli people and the WWNAC. • Wulli Wulli people and the WWNAC are satisfied with the CHMP. • All cultural heritage will be managed in accordance with the early works agreements and subsequent CHMP	
	• Develop and implement First Nations Engagement and Communications Plan (Implementation ongoing) • Ensure WWNAC are continually consulted and engaged in the Project's lifecycle (ongoing)	• Ongoing	• Meet objective outlined in the First Nations Engagement and Communications Plan • Strengthened relationships with WWNAC • WWNAC's level of participation and satisfaction with engagement approach	• SET Governance Framework • First Nations Engagement and Communication Plan's level of alignment with best practice standards and compliance with regulatory obligations
• Gladstone Regional Council • Rockhampton Regional Council • Western Downs Regional Council • North Burnett Regional Council.	Engage with local councils and various chambers of commerce to keep them updated on the Project and discuss issues such as route assessment.	• Ongoing	• Councils and chambers are well informed of the Project • Councils and chambers updated at Project milestones or Project changes • Gladstone Regional Council provide input into route assessment	• SET Governance Framework • Stakeholder and Communication Plans level of alignment with best practice standards and compliance with regulatory obligations

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
• Theodore Chamber of Commerce • Biloela Chamber of Commerce • Gladstone Chamber of Commerce and Industry				
Housing and Accommodation				
Accommodation providers	Engage with local short-term accommodation providers to confirm availability and capacity during construction to cater for peak construction workforce and specialist consultants (in development)	• In development	Identify and quantify the number of short-term accommodation facilities and rooms available at the expected time of construction.	• SET Governance Framework • Local participation framework • Workforce management framework
Local business and industry procurement				
Local businesses	Engage with local businesses to explore opportunities for procurement services for development and operation of the on-site workforce accommodation and construction of wind farm and associated infrastructure (in development).	• In development	Number of local businesses identified.	• Local participation framework • Indigenous participation framework • Local and Indigenous participation plans level of alignment with best practice standards and compliance with regulatory obligations
• Banana Shire Council • Theodore Chamber of Commerce	Develop and implement a Local Participation Plan and Indigenous Participation Plan. (in development)	• In development	• Number of local/regional businesses contracted to provide goods and/or services to the Project.	• Local participation framework • Indigenous participation framework

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
• Biloela Chamber of commerce • Gladstone Chamber of Commerce and Industry • Gladstone Regional Council • Rockhampton Regional Council • Western Downs Regional Council • North Burnett Regional Council • Local business • WWNAC			• Value of contract with local/regional businesses to provide goods and/or services to the Project.	• Local and Indigenous participation plans level of alignment with best practice standards and compliance with regulatory obligations
Health and community wellbeing				
Banana Shire Council	Finalise MoU and infrastructure agreement. (ongoing)	• Ongoing	• Signed MoU and Infrastructure Agreement	• MOU and Infrastructure Agreement framework
	Preliminary discussions availability and capacity of infrastructure, services, and construction materials potentially including potable water, waste facilities, etc. (ongoing)	• Ongoing	• Availability, capacity and quantity of infrastructure, services, and construction materials confirmed. • If required, reach an agreement with BSC regarding sharing infrastructure, services and materials.	• SET Governance Framework • Stakeholder and Communication Plans level of alignment with best practice standards and compliance with regulatory obligations
WWNAC	Develop and implement the Shared Benefits and Project	• Ongoing	• Shared Benefits and Project Services package	• Shared Benefits and Project Services Agreement framework

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
	Services package including (ongoing): • Cultural heritage upskilling and record keeping • Expansion of the Ranger program • Return to Country program • WWNAC introduction media package • Co-designed artwork • Co-designed community benefit fund • Establishment of business operations.		developed and implemented. • Number of Wulli Wulli people upskilled in cultural heritage identification, management and record keeping. • Number of new Wulli Wulli Rangers trained and accredited to NIAA standards. • Number of attendees supported to Return to Country. • WWNAC introduction media package completed. • Artwork co-designed. • Community benefit fund co-designed and implemented. • Business operations established.	
Landowners, fenceline neighbour, near neighbours and wider community	Implement the community sponsorship fund (ongoing).	• Ongoing	• Number of applications received • Number of successful applications • Value of sponsorships disbursed	• Community sponsorship governance framework

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
	Develop and implement the community benefit fund (in progress).	• Ongoing	• Develop the community benefit fund.	• Community benefit fund governance framework
	Develop and implement neighbours benefit package (in development).	• In development	• Develop the neighbours benefit package. • Number of neighbours receiving benefits. • Value of benefits disbursed.	• Neighbours benefit package governance framework
	Discuss opportunities to access water with host landowners (in development).	• In development	• Opportunities to access water are identified and documented.	SET Governance Framework
Health and emergency services	Develop Bushfire Management Plan in consultation with RFS and Queensland Fire Department (QFD) (in development).	• In development	• RFS and QFD endorse the BMP.	• BMP monitoring framework.
Infrastructure and material suppliers	Engage with local construction material suppliers and quarry owners to understand availability and capacity of local construction materials (in development).	• In development	• Availability and capacity of local construction materials are quantified.	• SET Governance Framework • Stakeholder and Communication Plans level of alignment with best practice standards and compliance with regulatory obligations
Telecommunication providers	Engage with telecommunication providers to discuss telecommunication infrastructure opportunities (in development).	• In development	• Telecommunication infrastructure opportunities are identified and documented.	• OHS framework

Stakeholders	Key mitigation/management actions	Status	Broad Key Performance Indicators	Monitoring Mechanism
Australia Pacific LNG Pty Limited	Finalise agreement with Australia Pacific LNG Pty Limited for the pipeline crossings (in progress).	• In development	• Signed pipeline crossing agreement between RWE and Australia Pacific LNG Pty Limited.	SET Governance Framework
BoM	Follow up with the Bureau of Meteorology (BoM) regarding potential mitigation options for impacts on the Taroom radar (ongoing).	• Ongoing	• Mitigations agreed and implemented.	SET Governance Framework Agreement with BoM.
Aviation	Share met mast and WTG locations, as the project progresses, with local pilots, aviation businesses, and AirServices Australia for inclusion on navigational charts (ongoing).	• Ongoing	Met mast and WTG locations are shared with all local pilots, aviation businesses, and AirServices Australia.	SET Governance Framework

7. Conclusion

RWE delivered a comprehensive stakeholder and community engagement program consistent with the new requirements set out in the updated State code 23 (v3.2). RWE's approach to community and stakeholder engagement is underpinned by the principles of honesty, respect, adaptability, consistency and consideration.

RWE has demonstrated these principles by adapting community engagement activities to meet the community's needs and being transparent about potential project impacts. For example, RWE:

- Increased the duration of community drop-in sessions to all day events to provide people in the community with greater opportunity to attend.
- Provided technical reports to the community, addressing queries and questions about potential impacts and management measures.
- Proactively engaged with directly impacted stakeholders on aerial mustering, workforce accommodation, noise, traffic and local procurement to identify issues, opportunities and management measures.
- Early engagement with Wulli Wulli people to guide project design and applied the avoidance principle to cultural heritage management.
- Received positive feedback from the community and a representative of the Federal Member regarding their approach to community engagement.
- Provided $100,000 of social investment to grassroots community organisations
- Established a complaints channel both via email and toll-free number as a platform for the community to resolve issues. To date no formal complaints have been received.

The community is largely supportive of the Project. Queries received from the community about the Project related to noise, visual amenity, local housing, biodiversity, cultural heritage, and traffic. These issues have been or will be addressed in relevant technical assessments and management plans submitted as part of the development application. Several matters require ongoing stakeholder and community engagement including workforce accommodation, construction traffic, potential demands on council infrastructure, services and materials. Agreements are currently in development with key stakeholders regarding potential project impacts and benefits, including a memorandum of understanding (MOU) and infrastructure agreement with BSC.

Potential benefits were also identified in consultation with key stakeholders. Potential benefits include but are not limited to:

- upskilling Wulli Wulli people to work on Project construction,
- supporting local businesses through procurement opportunities,
- improving telecommunications, and meeting community needs through the sponsorship fund and legacy projects.
- project benefit programs and plans are being or will be developed in consultation with key stakeholders, including Shared Benefits and Project Services Agreement with the Wulli Wulli Nation Aboriginal Corporation (WWNAC)
- Local Participation Plan and Indigenous Participation Plan with local and regional councils and chambers of commerce, and a community benefit fund with the local community.

RWE has developed a proposed forward engagement plan with actions linked to monitoring mechanisms to guide the resolution of key matters and development of agreements, plans and programs for the Project.

RWE has and continues to engage meaningfully with key stakeholders and the broader community regarding the Theodore Wind Farm. Importantly, RWE has considered feedback from stakeholders and the community about the Project and the potential impacts and opportunities and responded through:

- **Project design –** changes to the Project design to minimise impacts, including:

  - incorporating fire breaks and committing to developing a Bushfire Management Plan to manage bushfire risk
  - locating WTGs, BESS and transformers away from dwellings and other sensitive land uses to appropriately manage potential noise impacts.
- **Community and stakeholder engagement –** adapting community engagement activities to meet the community's needs, including:
  - establishing an Implementation Committee with the WWNAC
  - adapting the duration of community engagement events to include weekdays and weekends
  - increasing the duration of community drop-in sessions to all day events.
  - providing technical reports and Project information to community members.
- **Workforce management** – managing potential workforce impacts on the community and maximising local employment opportunities, including:
  - accommodating most of the construction workforce in a temporary on-site camp to avoid impacting the local housing market
  - bussing workers to and from the airport to the site to minimise local traffic impacts
  - providing health and emergency services on-site to avoid creating demand for local health and emergency services
  - collaborating with WWNAC to develop a Shared Benefits and Project Services Agreement.
- **Housing and accommodation –** managing potential Project impacts on local housing and accommodation, including:
  - committing to engage with local short-term accommodation providers regarding accommodating RWE management and overflow workforce during peak construction periods
  - entering into an agreement with BSC that includes assessing housing needs for the operational phase of the Project in Theodore and nearby towns.
- **Local business and industry procurement** – investigating opportunities to maximise local benefits, including:
  - commencing consultation with local and regional councils and chambers of commerce to identify opportunities
  - developing a Local Participation Plan and Indigenous Participation Plan
  - entering a service contract with Wulli Wulli Rangers to undertake specific work programs for the Project.
- **Community health and wellbeing** – collaborating with BSC and supporting the community's needs, including:
  - entering into agreements with BSC regarding infrastructure maintenance and upgrades
  - supporting the WWNAC's needs and aspirations through a variety of programs
  - implementing a community sponsorship fund to support the community value and needs
  - committing to develop a neighbourhood benefit scheme
  - developing a community benefit fund in collaboration with the local community.

RWE's comprehensive community and stakeholder engagement program has identified potential project impacts and benefits and provided a platform to address and mitigate potential impacts to avoid adverse impacts on the community. Their proactive and transparent engagement approach has resulted in zero complaints to date.

RWE has designed the Project to avoid and mitigate adverse impacts on the community and is developing agreements, programs and plans in consultation with key stakeholders to ensure potential impacts during construction and operation are in the first instance avoided. If identified and emerging impacts are unavoidable RWE's forward program will establish mechanisms to manage/mitigate these and establish mechanism to realise potential benefits that deliver practical social value.

8. References

ABS (Australian Bureau of Statistics) (2021) 2021 Census Data.

AIATSIS (Australian Institute of Aboriginal and Torres Strait Islander Studies) (2015) *What's new in native title* – April 2015, AIATSIS website, accessed 11 March 2025.

ERM (2024) Socio-Economic Impact Analysis, Theodore Wind Farm, v4.

RWE (2024) Community & Stakeholder Engagement Plan, Theodore Wind Farm, v4.

RWE (2024) First Nations Engagement and Communications Plan, Theodore Wind Farm, v1.

RWE (2025) Theodore Wind Farm, RWE website, accessed 4 March 2025.

Attexo

Appendix A

Outcomes of engagement

RWE

Press release

RWE and Stanwell sign Memorandum of Understanding for two renewable energy projects in Queensland, Australia

Essen/Brisbane, 30 August 2023

RWE and Stanwell Corporation have signed a Memorandum of Understanding (MoU) to deliver two Queensland onshore wind projects with a combined capacity of up to 1.8 gigawatts (GW).

Under the MoU, Stanwell will investigate and assess energy offtakes and potential equity investment in RWE's Theodore Wind Farm, a project of up to 1,100 megawatts (MW) under development near Biloela, and a second wind farm of up to 720 MW in early-stage development in southern Queensland. According to current plans, the two projects could be completed and start operations by 2029, subject to securing the necessary permits, grid connection and final investment decisions. The proposed Theodore Wind Farm is expected to generate enough electricity to power 410,000 homes, as well as create more than 500 jobs during peak construction periods and up to 50 ongoing jobs during the project's 35-year operations.

Markus Krebber, CEO of RWE AG: "RWE is excited to be partnering with Stanwell on these two major projects and assisting Queensland to achieve their renewable energy ambitions. RWE sees Australia as a very attractive renewable energy growth market and we are looking forward to working on developing the proposed Theodore Wind Farm. We are committed to increasing our presence in the Australian market, and the signing of this memorandum of understanding with Stanwell for Theodore, and another of our Queensland projects, is a demonstration of this commitment."

Michael O'Rourke, CEO of Stanwell: "We are thrilled to partner with RWE on two such significant projects. An additional 1.8 GW of clean energy by 2029 represents a major boost in our rapidly growing portfolio of renewable energy projects. This is a win-win agreement for the energy industry, Queensland and our commercial and industrial customers who want clean, reliable, and affordable energy to power their businesses. And it strengthens Queensland's position to deliver on the targets set out in the Queensland Energy and Jobs Plan, bringing more investment and jobs into our regional communities."

RWE Renewables Europe & Australia GmbH | Group Corporate Communications & Public Affairs | RWE Platz 4 | 45141 Essen | Germany
T +49 201 5179-5008 | communications@rwe.com | www.rwe.com/press

The agreement envisages the offtake of renewable electricity by Stanwell and the potential equity involvement of Stanwell in the projects.

RWE is one of the world's leading producers of renewable energy and operates a global portfolio of about 16 GW of renewable energy projects comprising onshore and offshore wind, solar and battery storage. The company is vigorously driving forward the expansion of its renewables portfolio and investing globally more than 50 billion euros (the equivalent of 85 billion Australian dollars) in growing its green portfolio by 2030. Currently RWE has more than 70 renewable energy projects in 12 countries under construction all over the world, totalling over 7 gigawatts.

Australia is one of RWE's focus markets, where it has been present for 10 years. In 2018, RWE started its first renewable energy project on the continent with the construction and subsequent operation of the Limondale solar farm in Balranald, New South Wales. With an installed capacity of 249 MWac, the large-scale solar farm consists of 872,000 panels and covers an area of 770 hectares. Full commercial operation started in 2021. In May 2023, RWE was successful in AEMO Services inaugural competitive tender for generation and long duration storage infrastructure and has been awarded a Long-Term Energy Service Agreement (LTESA) to deliver and operate Australia's first eight-hour battery.

RWE Renewables Australia is working on developing utility-scale wind, solar and battery projects in Queensland and other states. The company has an exciting pipeline of projects and a growing team of more than 45 people, backed by the experience of the 5,300 people strong team of RWE dedicated to onshore wind, solar, battery and offshore across the European, North American and Asia Pacific regions.

Stanwell Corporation is a major provider of electricity and energy solutions to Queensland, the National Electricity Market and large energy users throughout Australia. Stanwell's portfolio includes more than 3,000 MW of renewable energy under contract, in construction or development.

For further enquiries:

Vera Bücker
Head of Media Relations
International & Finance
T +49 201 162 251 7329
E vera buecker@rwe.com

RWE
RWE is leading the way to a green energy world. With an extensive investment and growth strategy, the company will expand its powerful, green generation capacity to 50 gigawatts internationally by 2030. RWE is globally investing more than €50 billion gross for this purpose in this decade. The portfolio is based on offshore and onshore wind, solar, hydropower, hydrogen, batteries, biomass, and gas. RWE Supply & Trading provides tailored energy solutions for large customers. RWE has locations in the attractive markets of Europe, North America, and the Asia-Pacific region. The company wants to phase out coal by 2030. RWE employs around 19,000 people worldwide and has a clear target: to get to net zero by 2040. On its way there, the company has set itself ambitious targets for all activities that cause greenhouse gas emissions. The Science Based Targets initiative has confirmed that these emission reduction targets are in line with the Paris Agreement. Very much in the spirit of the company's purpose: Our energy for a sustainable life.

Forward-looking statements

This press release contains forward-looking statements. These statements reflect the current views, expectations, and assumptions of management, and are based on information currently available to management. Forward-looking statements do not guarantee the occurrence of future results and developments and are subject to known and unknown risks and uncertainties. Actual future results and developments may deviate materially from the expectations and assumptions expressed in this document due to various factors. These factors primarily include changes in the general economic and competitive environment. Furthermore, developments on financial markets and changes in currency exchange rates as well as changes in national and international laws, in particular in respect of fiscal regulation, and other factors influence the company's future results and developments. Neither the company nor any of its affiliates undertakes to update the statements contained in this press release.

Data Protection

The personal data processed in connection with the press releases will be processed in compliance with the legal data protection requirements. If you are not interested in continuing to receive the press release, please inform us at Datenschutz-kommunikation@rwe.com. Your data will then be deleted and you will not receive any further press releases from us in this regard. If you have any questions about our data protection policy or the exercise of your rights under the GDPR, please contact datenschutz@rwe.com.

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Queensland Government

SARA reference: 2303-33770 SPL
Applicant reference: 0661076

26 April 2023

RWE Renewables Australia
Level 9, 260 Queen Street
BRISBANE CITY QLD 4000
michael.rookwood@erm.com

Attention: Michael Rookwood

Dear Michael,

Pre-lodgement advice – Theodore Wind Farm

I refer to the pre-lodgement meeting held on 12 April 2023 in which you sought advice from the State Assessment and Referral Agency (SARA) regarding the proposed development at the above address. This notice provides advice on aspects of the proposal that are of relevance to SARA.

SARA's understanding of the project

RWE propose to construct a wind farm within eight lots, near the township of Theodore in Queensland. The proposed Project is approximately 43,700 ha in size and is located approximately 25 km east of the township of Theodore Development of a wind farm and associated infrastructure. Clearing of native vegetation is also proposed to facilitate the development of the wind farm.

Supporting information
The advice in this letter is based on the following documentation that was submitted with the pre-lodgement request or tabled at the pre-lodgement meeting.

Drawing/report title	Prepared by	Date
Theodore properties 20220815.kmz	ERM	15 March 2023
Theodore Wind Farm prelodgement presentation	RWE and ERM	12 April 2023

Pre-lodgement meeting record

Meeting date	12 April 2023
Meeting location	Level 12, 1 William Street Brisbane
Meeting chair	Lucy Stenzel

Wind Farms Team
Level 13, 1 William Street, Brisbane
PO Box 15009 CITY EAST QLD 4002

Meeting attendees	Refer to Attachment 1

Pre-lodgement advice

The following advice outlines the aspects of the proposal that are of relevance to SARA.

SARA's jurisdiction and fees	
1.	The application will require lodgement to SARA under the following provisions of the Planning Regulation 2017: • Schedule 10, Part 3, Division 2, Item 5 – operational work that is the clearing of native vegetation • Part 4, Division 2, Section 21, Item 2.bi – material change of use for a wind farm. SARA would be the assessment manager for the proposed application.
Key matters and action items	
2.	**Development ancillary to the wind farm** To ensure a wholistic assessment, all aspects of the wind farm should be assessed. On site accommodation is considered ancillary to the wind farm. The wind farm team recommends consideration of the following aspects of works accommodation to ensure they are appropriately developed, and impacts are managed: • Infrastructure / services • Amenity (acoustics, location) • Open space / recreation Any quarry, concrete batching plant or other such use required to support the project would require a separate development application. Development applications for such uses are usually assessable by the local government against its planning scheme, with SARA involved as a referral agency.
3.	**General items** Wind Farms Team have identified the following for consideration: • A second prelodgement meeting is recommended once a project layout and number of turbines is confirmed • Landowner consents provided in accordance with the requirements of the *Planning Act 2016* and should have regard for subsequent minor change applications • Whether there are any land uses, beyond the general purpose of a road, in road reserves, and ensuring landowner's consent from the relevant road manager is provided • Planning report and site plan(s) should clearly demonstrate location of turbines to sensitive land uses • Ensure development application includes detailed MCU plans showing the full extent of temporary and permanent disturbance areas (including any micrositing areas) for all site infrastructure including (but not limited to) turbine pads, meteorological mast areas, substations, construction areas and access roads. Specifically, the MCU plans should identify: o the proposed project footprint, including: ▯ the total area of disturbance ▯ all temporary and permanent disturbance footprints ▯ any micrositing areas o turbine locations o indicative locations of other infrastructure including (but not limited to) BESS, substation, construction camp and any other linear infrastructure. • Transmission lines external to the project site are not "ancillary" to the wind farm, however internal distribution lines are ancillary. May need to consider alternative

	approvals if connecting externally (i.e. Infrastructure Designation or through other Powerlink process) • Rehabilitation, including general principles and cross sections for temporary disturbed areas to be rehabilitated, with a particular in areas of essential habitat. • Ensure supporting reports consider local road impacts (not just State-controlled roads) • consider general impacts, including bushfire protection, during construction and operation • Preliminary management plans to be submitted with DA for assessment, noting the Wind Farms Team generally does not approve plans via conditions. • Outline the proposed rehabilitation approaches under different conditions through a rehabilitation plan that addresses the following: o site-wide rehabilitation principles that addresses the full range of scenarios which may include (but are not limited to) narrow tracks, wide tracks, battered tracks, watercourse track crossings, specific habitat track crossings, turbine pads and transmission corridors o provision of a cross-section for each scenario o consideration of principles both during the construction and operational phases of development o consideration of species-specific requirements across the site • It is recommended that temporary meteorological (MET) masts (if applicable) are obtained in isolation through local government, rather than through the wind farm development application, to avoid having to enact upon the conditions of the wind farm decision notice (which includes a vegetation management plan) • Where necessary, provide a general description and concept of waterway barrier works, particularly those that are assessable development. While these are typically lodged separately, this approach is recommended to ensure the general location and design of such crossings can be supported in the future • Any development application that proposes access onto a State-controlled road is also taken to be an application under Section 62 of the *Transport Infrastructure Act 1994*. Details of the intersection design will be need provided demonstrating suitable sight lines etc. It is recommend liaising with a suitably qualified traffic and transport consultant regarding this aspect • Any development application that proposes infrastructure over a State-controlled road (such as overhead powerlines) will require a separate approval from the Department of Transport and Main Roads pursuant to Section 50 of the *Transport Infrastructure Act 1994* • It is highly recommend engaging with the local government to accommodate any broad concerns they have, noting that the Wind Farms Team will seek their advice during the development assessment process.

This advice outlines aspects of the proposed development that are relevant to SARA's jurisdiction. This advice is provided in good faith and is:

- based on the material and information provided to SARA
- current at the time of issue
- not applicable if the proposal is changed from that which formed the basis of this advice.

The advice in this letter does not constitute an approval or an endorsement that SARA supports the development proposal. Additional information may be required to allow SARA to properly assess the development proposal after a formal application has been lodged.

For further information please contact Dean Jones, A/Manager, on 07 3244 9322 or via email windfarms@dsdilgp.qld.gov.au who will be pleased to assist.

Yours sincerely

Dean Jones
A/Manager

enc Attachment 1 – Pre-lodgement meeting attendance record

Development details	
Proposal:	MCU for Wind Farm Operational works for clearing of native vegetation
Street address:	806 Hamiltons Road, Camboon; 130 Hamiltons Road, Camboon; 7647 Crowsdale Camboon Road, Camboon; Coates Road, Castle Creek; Lyndale Road, Camboon; 880 Coates Road, Castle Creek; Coates Road, Castle Creek; 6364 Crowsdale Camboon Road, Camboon
Real property description:	11DW446, 18DW550, 19DW551, 1RP617748, 20SP100500, 2RP617749, 4SP131475, 8DW2
SARA role:	Assessment manager
Assessment Manager:	Wind Farm Team
Assessment criteria:	State Development Assessment Provisions (SDAP): State code 16 and State code 23
Existing use:	Agricultural

Attachment 1 — Pre-lodgement meeting attendance record

Meeting attendees:

Name	Position	Organisation
Lucy Stenzel	Principal Planner	DSDILGP
Dean Jones	A/Manager	DSDILGP
Michael Rookwood	Principal Town and Environmental Planner	ERM
David Dique	Office Managing Partner	ERM
Heidi Creighton (MS Teams)	Senior Development Manager	RWE
Matthew Walker	Senior Development Officer	RWE

Council Chambers
62 Valentine Plains Road
Valentine Plains
Biloela Qld 4715

All Correspondence to
Chief Executive Officer
PO Box 412
Biloela Qld 4715

Phone 07 4992 9500
Fax 07 4992 3493
enquiries@banana.qld.gov.au
www.banana.qld.gov.au
ABN 85 946 116 646

Your Reference:
Our Reference: NF:CW:jma (ID.93626)
Contact:

20 March 2025

RWE Renewables Australia
ATTN: Ms Heidi Creighton
Head of Theodore Energy Park
Suite 5, Level 9
350 Collins Street
MELBOURNE VIC 3000

Dear Heidi

Re: Support for planning application to Queensland Government

Banana Shire Council strongly supports RWE Renewables Australia's planning application to the Queensland Government for Theodore Wind Farm.

Banana Shire will host significant infrastructure and renewable energy project investment over the next 10 to 15 years. The area is already the subject of the State's first Renewable Energy Zone (REZ) Readiness Assessment and housing implications is one of the key pillars of that assessment.

RWE Renewables Australia, through the Theodore Wind Farm project, has shown consistent and proactive collaboration with Banana Shire Council and the local community. RWE Renewables Australia is demonstrating ongoing commitment to implementation of the Banana Shire Major Projects Housing Demand & Levy Policy and the wider community through establishment of a Memorandum of Understanding

Without adequate accommodation for the workforce needed to complete and operate these projects, the timelines and success of these developments are at risk, adding further strain to an already limited housing supply.

The high-level concepts proposed for the Memorandum of Understanding between RWE Renewables Australia and Banana Shire Council include:

- RWE commits to working together with the Banana Shire Council to ensure long term housing benefits to the communities surrounding the Theodore Wind Farm through provision of permanent accommodation in a nearby town. RWE commits to providing at least 10 permanent dwellings.

- RWE will commit to working with the Banana Shire Council to providing regular updates on operational staff predictions. Banana Shire Council

and RWE will work together to ensure that the location of the proposed housing optimises for: Local community outcomes, appropriate locality to site for operational staff, planning and council services provision, and community support.

- Banana Shire Council will undertake review of town plans and planning overlays to help steer the best locations for the proposed dwellings.

- RWE commits to continuing to work together to ensure that the proposed onsite accommodation camp is optimised for community, council, and worker outcomes while facilitating efficient construction

Banana Shire Council appreciates the time, energy and value with which RWE Renewables Australia has approached and progressed project development of Theodore Wind Energy Park and associated worker accommodation and housing actions.

Banana Shire Council anticipates that this letter will positively support RWE Renewables Australia's project proposition and planning application with the Queensland Government.

Should you require any further assistance, please do not hesitate to contact my office on 07 4992 9500.

Yours sincerely

Cr Neville Ferrier
MAYOR – BANANA SHIRE COUNCIL

Sponsorship fund now open

RWE Renewables Australia has implemented a sponsorship fund for the proposed Theodore Wind Farm, which is currently open for applications and will remain active throughout the planning and approvals process. More than $30,000 has been approved to date. If you would like to apply for sponsorship please download our application form here.

Sponsorship distributed to date includes:

$5,000	Theodore Junior Roosters Rugby League Club
$5,000	Theodore Centenary Celebrations
$5,000	Theodore State School P&C
$5,000	Camboon Campdraft
$5,000	Theodore Show
$3,000	Theodore Musuem
$3,000	Bulls N Barrels Bonanza
$3,000	Moura Marlins

Attexo

Appendix B

Evidence of engagement

Theodore
Wind Farm

160m Meteorological Mast – Awareness Notice

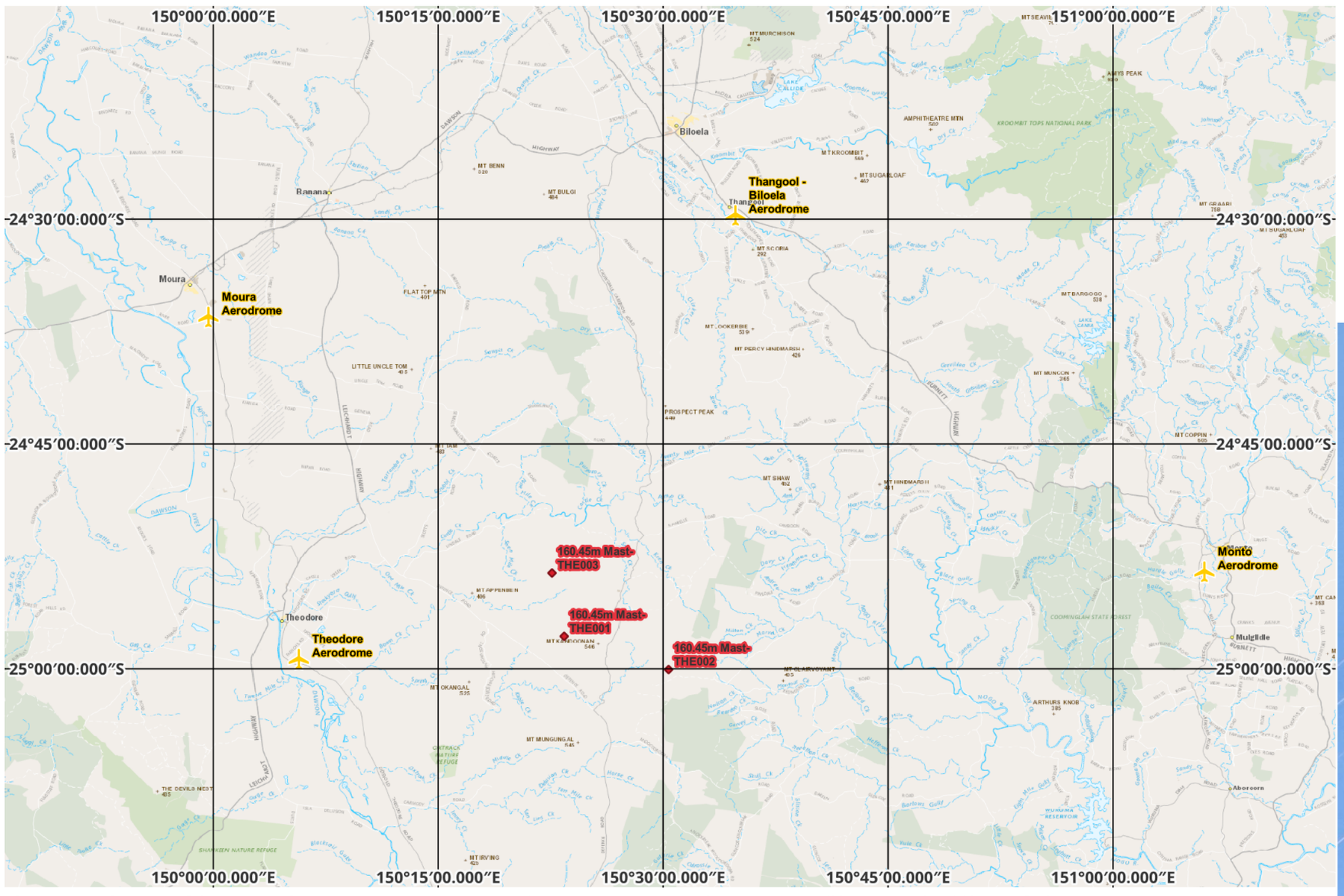
RWE are in the process of constructing Meteorological Monitoring Masts for the proposed Theodore Wind Farm. Details include:

- 160.45m above ground level (527ft above ground level)
- Red and White Aviation painting
- Marker balls on outermost guy wires for visibility
- Lighting for night time visibility
- Further notices will be provided for when additional masts are constructed

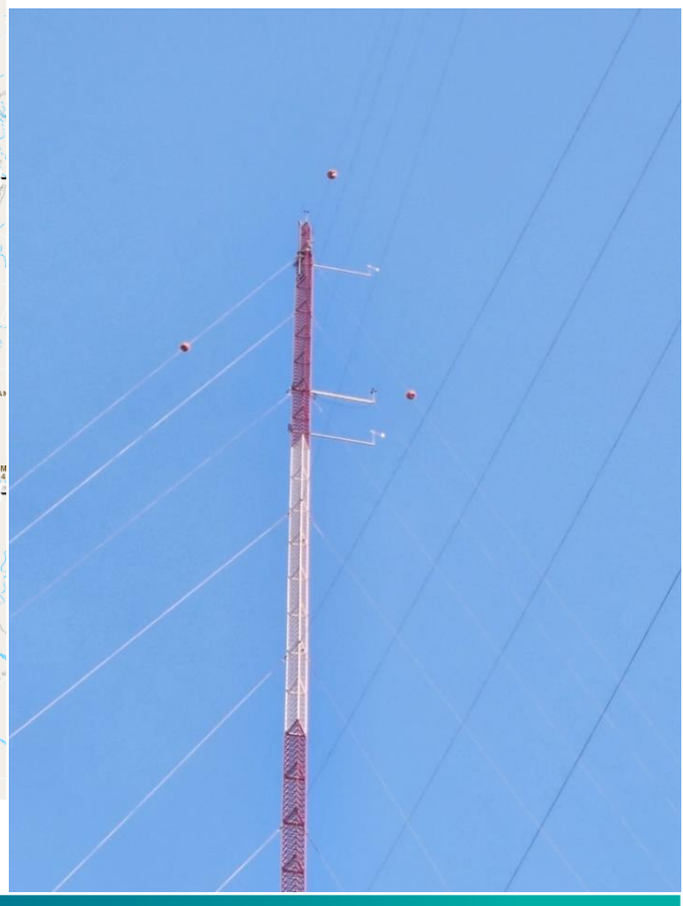
First Mast Erected (THE003)
- **24°53'36.4"S 150°22'34.9"E**
- **North of Hamiltons Road, Camboon, QLD,4719**

Second Mast Erected (THE001)
- **24°57'32.4"S 150°23'19.3"E**
- **South of Hamiltons Road, Camboon, QLD,4719**

Third Mast Erected (THE002)
- **25°00'03.5"S 150°30'21.7"E**
- **Near Crowsdale Camboon Road, Camboon QLD 4719**



QR Code to Google Maps locations



Coordinates in WGS84 Coordinate System. All locatoins should be verified on appropriate aviation mapping.
RWE has notified locations to Airservices Australia and CASA

1800 879 435
theodorewindfarm@rwe.com
au.rwe.com

Theodore
Wind Farm

RWE

Introducing the Theodore Wind Farm

RWE Renewables Australia is working on developing a renewable energy project near Theodore.

The project is in the early stages of development and we are seeking your feedback on the proposal.

Community drop-in sessions

We invite you to drop in to the Theodore and Banana community halls to speak with project team members and technical specialists about the proposed project and view information on a variety of topics, including biodiversity, landscape and visual, fire mitigation, wind farms and agriculture and more.

Please drop in to see us at:

Theodore

- Friday, August 25, 2023
- RSL Hall, 30 The Boulevard, Theodore
- 2pm-8pm

Banana

- Saturday, August 26, 2023
- Sutherland Hall, 32 Bowen Street, Banana
- 9am-3pm

At a glance

TURBINES
About 160

BATTERY STORAGE
Yes

HEIGHT
Up to 260m

LOCATION
About 30 kilometres north-east of Theodore and 40 kilometres south-west of Biloela

SIZE
About 46,000 hectares

INSTALLED CAPACITY
About 1,100 megawatts (MW)

HOMES POWERED
More than 410,000 – the equivalent of powering all private dwellings in the Banana Shire about 57 times, or the city of Rockhampton close to 15 times

PROJECT STATUS
Development – undertaking studies, preparing potential layouts, seeking community opinion

PROPOSED CONNECTION
Working with Powerlink to determine best connection point

OPERATION
Targeting 2027 for initial operations

For further information please contact us at:
T: 03 9600 2698
E: theodorewindfarm@rwe.com
au.rwe.com

Theodore Wind Farm | RWE

Theodore Wind Farm

Newsletter
Edition 3, March 2025

Photomontage of view from Defence Road

RWE Renewables Australia is continuing to work on developing a wind farm project near Theodore, in the Banana Shire, about 22 kilometres east of Theodore and 50 kilometres south-west of Biloela.

The Development Application (DA) for the proposed project was submitted to the state government in September last year. In January the government issued a four-month pause on consideration of the Project's DA. RWE remains confident in the quality and compliance of our submission and we are actively working with the Queensland Minister and the Department of State Development, Infrastructure and Planning to provide further detail on the project. We believe the proposed Theodore Wind Farm is a quality project and will continue to develop and invest in the project in line with our current timeframes.

Our sponsorship fund remains open and we continue to be committed to ongoing engagement. We are regularly out and about in your community, meeting with individuals and organisations. We invite community groups and eligible organisations who may benefit from our existing $100,000 per annum sponsorship fund to make contact so we can support your community.

We have Community drop-in sessions scheduled for later this month, and open café sessions in May, June and July. We invite you to stay engaged by liaising with the project team directly or via these opportunities, which are outlined in more detail on page four of this newsletter. We value your input and look forward to continuing to work together to ensure the proposed Theodore Wind Farm delivers lasting benefits to your community.

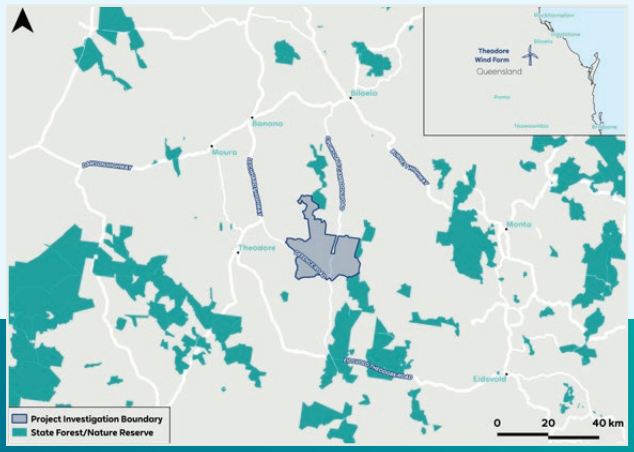
Kind regards,

Matt Walker
Development Manager –Theodore Wind Farm

RWE Renewables Australia respectfully acknowledges the Wulli Wulli people, the Traditional Owners of the lands where the Theodore Wind Farm is proposed, and pay our respect to their Elders, past, present and emerging.

At a glance

- Up to 170 *wind turbines* with a tip height of up to 270m
- *Located* about 22km east of Theodore, 50km south-west of Biloela and 150km south-west of Gladstone. The area is predominantly used for cattle grazing
- Site investigation area of about *46,000* hectares, with an expected operating footprint of less than 3% of this land
- *Installed capacity* of about 1,100 megawatts (MW)
- About *500,000 Queensland homes powered*
- *Project status:* Planning and approvals
- Start of *construction* planned for 2026
  Estimated 3-4 year construction period
- Targeting 2027 for initial *operations*
  Expected to be fully operational in 2029



Find out more

1800 879 435

theodorewindfarm@rwe.com

Drop into an open cafe session:
see back page of this newsletter

Scan the QR code to
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What we've heard from you

Frequently asked questions and answers

Will local businesses and employees be engaged during development?

RWE is committed to prioritising the use of regional Queensland businesses and employees when practical for the project and local community. If the project is approved, construction is expected to take up to four years and require a workforce of up to 500 people at peak periods. In addition to this construction workforce, there will be substantial additional economic benefits for the local area. As the project progresses throughout the planning and approvals phase, we will create a register on the Theodore Wind Farm project site to enable expressions of interest for provision of goods and/or services and provide further information on how you can be involved. We are currently going through the process of developing local and Indigenous procurement plans. We will also hold supplier specific information sessions at a later date, where interested goods and service providers will be able to meet with our construction contractors.

How will RWE manage accommodation for construction workers?

RWE has identified the need to provide accommodation for workers involved in the construction, operation and decommissioning of the proposed Theodore Wind Farm. Up to 500 workers will be required during peak construction periods, and some of these workers will be sourced from outside the Banana Shire Local Government Area.

RWE commissioned a study into potential accommodation options and is now working with Banana Shire Council on the best options for accommodating the workforce. To date the preferred option under discussion is primarily on-site camp during construction along with utilisation of local accommodation providers.

RWE has also committed to working with council to develop in-town permanent accommodation. The format, location and quantity is yet to be determined.

We will share further information as it becomes available.

Will the wind turbines generate noise?

Wind farm developments generate noise, like many other built and natural environments. Wind farms in Queensland must currently comply with the noise guidelines in State code 23: wind farm development. This code provides two acoustic assessment criteria: one for host landholders and a second for dwellings not involved in the project. The project must have a 1.5 kilometre buffer to dwellings, and all neighbouring dwellings are well beyond this distance. Although not required due to the project's distance from dwellings, RWE has conducted background noise monitoring and modelling at 11 host and non-host sites at and near the area as part of our commitment to best practice.

What impact will the wind farm have on aviation in the area?

Aviation is an important consideration when developing a wind farm. RWE is aware of the existing aviation in the Theodore area, including aerial mustering. An aviation impact assessment has been completed and indicates the proposed wind farm will have minimal impact on aviation in the area. The current indicative turbine layout also satisfies the aviation planning provisions of Banana Shire Council. The proposed project is more than 20 kilometres from Theodore Airport and initial studies have indicated the wind farm would not compromise the safety of existing airports and associated navigation and communication facilities. If the wind farm is constructed, we will work with the project's landowners to plan when turbines will need to be turned off for aerial mustering. RWE will share met mast and turbine locations with local pilots and aviation businesses on request, as the project progresses.

What is RWE doing to minimise and offset biodiversity impacts?

RWE has undertaken significant flora and fauna studies as part of the project and these reports are available on the SARA and EPBC portals. RWE is committed to conducting best practice assessment of the environment. As part of this we have:

- Completed more than two years of ecological site surveys across a range of seasons
- Prepared draft post construction rehabilitation plans that were submitted as part of the DA, and will be refined through the planning process
- Committed to end of life decommissioning.

Has a landscape and visual assessment been undertaken?

A landscape and visual impact assessment has been completed with photomontages from points around the Project site showing minimal visual impact from publicly accessible locations. Photomontages have been shared at our community drop-in sessions and will be available at future sessions. These photomontages are also viewable as part of the DA application on the SARA portal: www.planning.qld.gov.au/planning-framework/state-assessment-and-referral-agency/sara-application-material.

Photomontage of view from Defence Road

Our sponsorship fund

We are proud that our sponsorship fund of $100,000 per calendar year during the planning and approvals phase of the project has already contributed close to $100,000 to local community groups and organisations.

Apply for Community Sponsorship

If you are part of a community or non-profit group, we want to hear from you. We are meeting with community groups to understand their needs and welcome your feedback.

If your group could benefit from sponsorship, please contact the team to arrange a meeting on:

1800 879 435

theodorewindfarm@rwe.com

Almost

$100K already allocated

Sponsorship distributed to date includes:

$55,000	Theodore State School Multipurpose Courts
$5,097	Theodore Council on the Ageing
$5,000	Theodore Junior Roosters Rugby League Club
$5,000	Theodore Show
$5,000	Theodore Centenary Celebrations
$5,000	Theodore State School P&C
$5,000	Camboon Campdraft
$3,000	Moura Marlins Swimming Club
$3,000	Theodore Museum
$3,000	Bulls N Barrels Bonanza

How to apply

If you would like to apply for sponsorship, scan the QR code and download the application form from the website, or visit **au.rwe.com/projects/theodore-wind-farm**.

Have your say on the Community Benefit Fund

RWE will establish a Community Benefit Fund of at least $500,000 per year – equating to about $17.5 million across the operational life of the wind farm – once the project moves into the construction phase.

This fund will be administered by a local community committee, that will be responsible for deciding how the money is spent.

In other communities, funds have supported initiatives including new uniforms for sporting clubs, through to medical equipment for rural hospitals.

We want to hear your suggestions about how this fund can make a positive difference to your community.

To have your say, contact the team or drop into an open cafe session, as outlined on the back page of this newsletter.

Engaging with you

If you are a community group, business or other organisation who would like a project briefing or meeting, please reach out to us on 1800 879 435 or email theodorewindfarm@rwe.com. Alternatively, please call in to see us at our community drop-in and open café sessions, as detailed below.

Throughout 2023 and 2024, in addition to personal meetings, briefings and other communications we held:

4 community drop-in sessions

with technical exerts available to provide expert insights

Held across two consecutive days at Theodore and Banana in August 2023 and February 2024.

More sessions planned for 2025.

8 shopfronts

where team members were on hand to answer questions and share information

Held at the Theodore RSL Hall during March, April, May and June 2024.

4 open café sessions

where people could drop in for a coffee and learn more about the project

Held at Theodore in October and November 2024.

More sessions scheduled for 2025.

Join us!

Community drop-in sessions

Would you like to know more about the proposed Theodore Wind Farm? We are holding community drop-in sessions in March and invite you to drop in to see us at:

BANANA
Sutherland Hall
32 Bowen St. Banana
Saturday, 29 March 2025 8am to 4pm

THEODORE
RSL Hall
30 The Boulevard, Theodore
Friday, 28 March 2025 8am to 4pm

Wind farm open café sessions

Call into an open café session in Theodore, where you can chat with our team members over a coffee and learn more about the proposed Theodore Wind Farm.

Tuesday, 13 May
12:30pm to 4.30pm
Theodore Home & Garden Cafe

Wednesday, 14 May
8:30am to 12 noon
Castle Creek Cafe

Tuesday, 10 June
12:30pm to 4.30pm
Theodore Home & Garden Cafe

Wednesday, 11 June
8:30am to 12 noon
Castle Creek Cafe

Tuesday, 8 July
12:30pm to 4.30pm
Theodore Home & Garden Cafe

Wednesday, 9 July
8:30am to 12 noon
Castle Creek Cafe

Find out more

1800 879 435

theodorewindfarm@rwe.com

Drop into an open cafe session: see back page of this newsletter

Scan the QR code to Join our mailing list

Theodore Wind Farm | RWE

theodorewindfarm.com.au

Theodore
Wind Farm

RWE

Proposed Theodore Wind Farm

Community Drop-in Sessions 28 and 29 March, 2025

Information booklet

1800 879 435

theodorewindfarm@rwe.com

theodorewindfarm.com.au

Contents

At a glance

About
500,000
homes powered

The equivalent of powering all private dwellings in the Banana Shire close to 70 times, or the city of Rockhampton more than 15 times

Up to
170
wind turbines

Height up to
270 metres

About
1100 MW
installed capacity

Battery energy storage

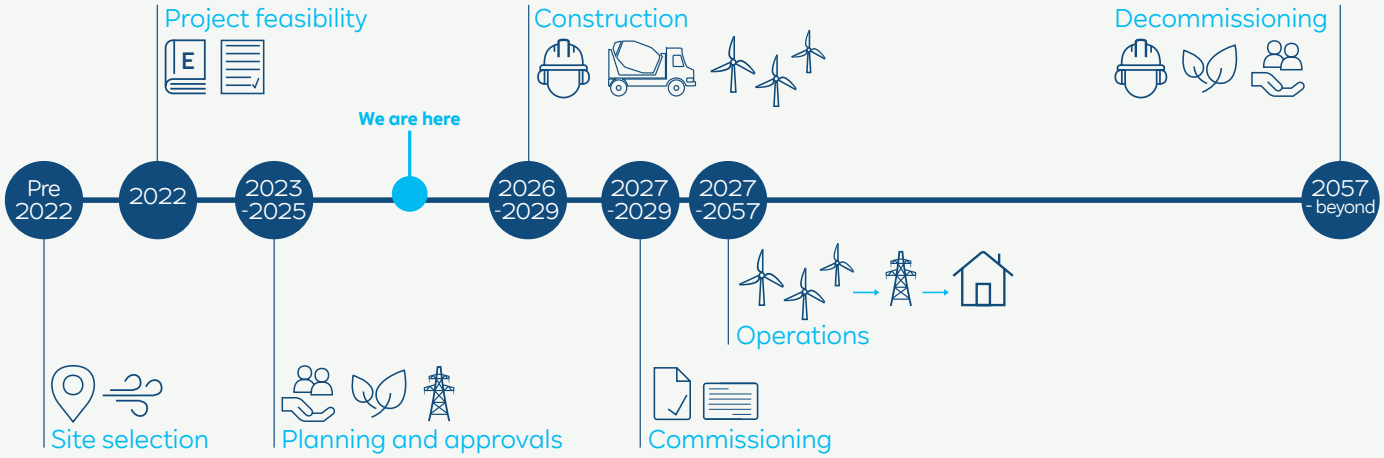
Located about
22 KM
east of Theodore and 50 kms south-west of Biloela

Local Government Area
LGA
Banana Shire Council

Close to
46,000 ha
investigation area
with the project footprint expected to occupy less than 3 per cent of this area

Targeting
2027
initial operations

Estimated project timeline



Theodore Wind Farm | RWE

Project benefits

Employment

- Up to 50 ongoing jobs for the 35-year operation of the wind farm
- Up to 500 jobs at peak construction periods
- Support local supply chains through increased demand for goods and services, including hospitality, trades and other suppliers

Community

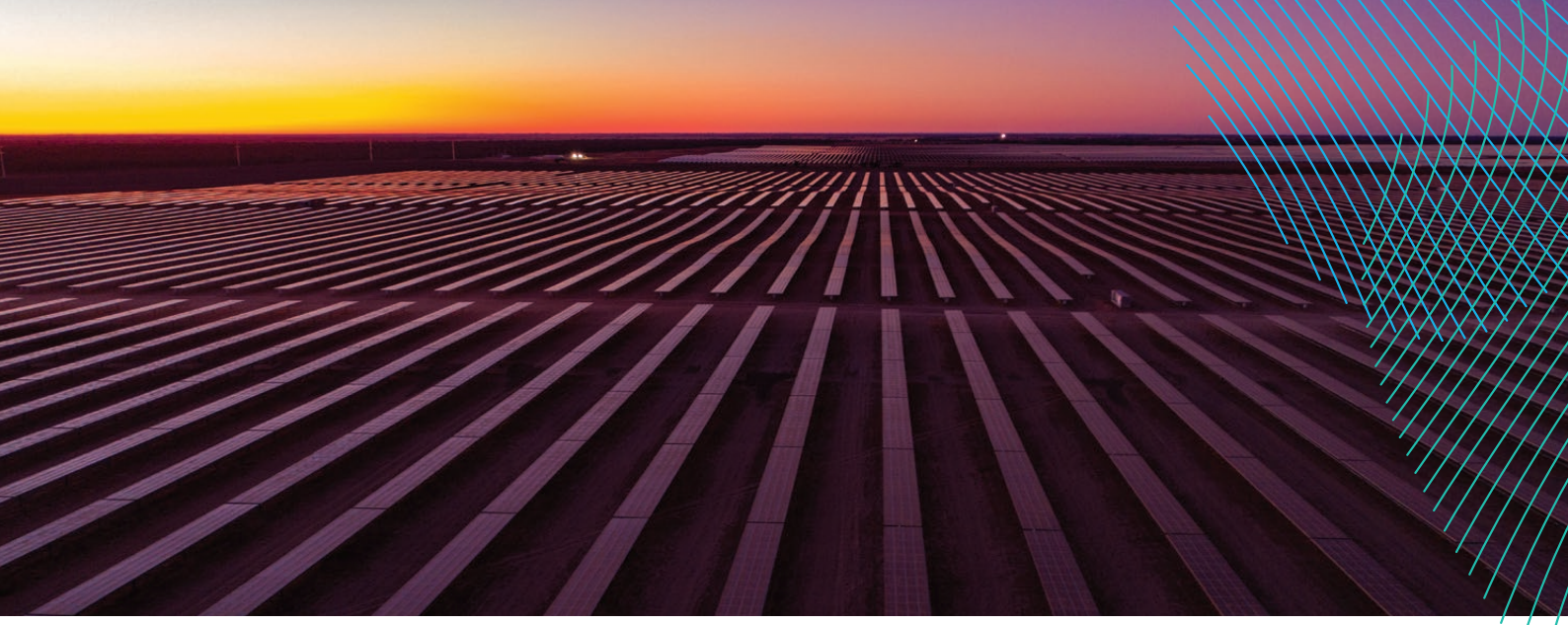
- Community Benefit Fund of at least $500k per year, to begin when construction commences and operate for the 35-year operational lifespan of the project
- Sponsorship fund during project development with almost $100k already allocated to local community groups and organisations

Economic

- Ongoing economic stimulus in the region, across the project's 35 years of operation
- Community Benefit Fund to be delivered over the operational life of the wind farm
- Rates payments to the Banana Shire Council
- Sponsorship fund during the development of the project
- Sponsorship fund of $100k p.a. currently operational

Environmental

- Proposed to generate enough electricity to power 500,000 homes - the equivalent of powering all private dwellings in the Banana Shire close to 70 times, or the city of Rockhampton more than 15 times
- Help provide electricity security for Queenslanders



About RWE

RWE is one of the world's leading producers of renewable energy and operates a global portfolio of about 19 gigawatts (GW) of renewable wind, solar and battery storage projects.

In addition, there are various renewable energy projects under construction in multiple countries throughout the world, totalling about 12 GW.

The RWE Group has been present in Australia since 2013. In 2018 it began construction of one of the country's largest solar farms – the 249 megawatt (MW) Limondale Solar Farm in New South Wales (NSW) and has been operating it ever since.

RWE is now developing an exciting portfolio of wind, solar and battery storage projects across Australia. Our growing team of about 80 people – largely based in Victoria and Queensland – is backed by the experience of RWE Renewables' 5,300 strong team across the European, North American, and Asia Pacific regions.

We have a planned gross investment in Australia of $6 billion, to develop up to 3 GW of onshore wind, solar and battery projects across multiple states.

Our Limondale project is one of the country's largest solar farms. We have built a strong relationship with the Balranald community and were chosen to deliver and operate Australia's first eight-hour battery within the existing project site through New South Wales' first Long-Term Energy Service Agreements tender process. This project is currently under construction and commissioning is planned for late 2025.

Global portfolio of about

19 GW

A further 12 GW of global renewable energy projects under construction

RWE has a strong focus on working with and making positive contributions to the communities where our projects are based, as well as being a key driver of Australia's energy transition.

We are committed to fostering transparent and lasting relationships with stakeholders, with particular consideration for local communities and landowners. Our business model is to develop, own and operate renewable energy projects and we look forward to working with your community.

Find out more about our Australian projects at **au.rwe.com**

A wind farm's lifecycle

Developing a wind farm in Australia requires extensive studies, assessments and engagement with stakeholders before submitting a planning application, which is tailored to the relevant state's planning process. This infographic outlines the stages of a wind farm, from site selection to decommissioning.

1 Site selection

Generally 6-18 months

Factors that need to be considered when selecting a site include:

- Wind resource
- Grid connection (distance and connection point)
- Population density

2 Project feasibility

Generally 6-18 months

This incorporates:

- Wind monitoring to determine strength and the site's viability
- Consideration of social and environmental factors
- Developer meetings with potential host landowners to inform and sign land use contracts
- Initial studies

The project generally becomes public knowledge during this stage or the next.

3 Planning and approvals

Can be up to several years

Extensive studies, reports, and community and stakeholder feedback help shape the project that is submitted to the required planning authorities. If approvals are received, RWE will seek goods and services providers, and create job opportunities.

4 Construction

Dependent on the project size, but usually 18 months to 3 years

Larger wind farms (more than 60 turbines) may be built in stages. Turbines are often operational once constructed, even if construction of the overall project is ongoing. Community updates continue in this stage and benefit sharing programs are finalised or sometimes become operational.

5 Commissioning and operations

A wind farm can operate between 25 and 35 years

Commissioning begins when the first turbines are built and continues until all turbines are operational – delivering clean, green power. A community benefit fund, administered by a community committee, and a permanent workforce are implemented during operations.

6 Decommissioning

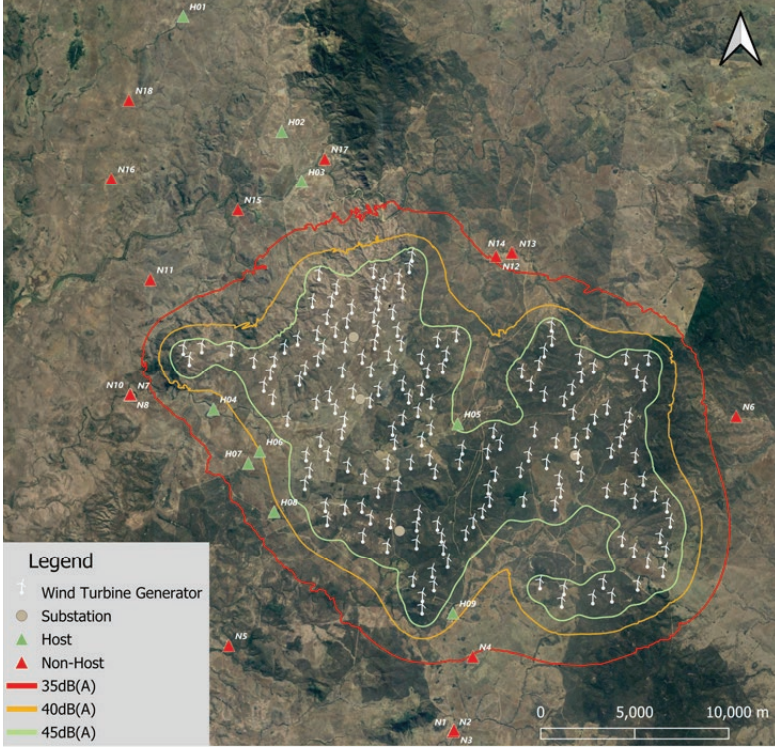
Several months to years, depending on the project size

Options at the end of a wind farm's life include:

- Remove infrastructure and return land to prior state or a state desired by the landowner (this is RWE's responsibility)
- Extend the operating lifespan through the relevant planning pathway
- Incorporate modern wind farm technology

Noise Impact Assessment

The Noise Impact Assessment for the proposed Theodore Wind Farm models the potential noise levels from 170 wind turbines, battery storage systems and transformers and compares them to government regulations.



What regulations are in place for noise from wind farms?

Queensland's State Code 23 requires wind farms to be designed in a way that ensures acceptable noise levels for everyone – both host and non-host landholders.

The proposed project is assessed for noise impacts under the Banana Shire Council Planning Scheme 2021 and the relevant State Development Assessment Provisions.

What type of noise is generated by wind farms?

Wind farms generate two types of noise:

- **Aerodynamic**, which is the sound of turbine blades moving through the air.
- **Mechanical**, which is the sound generated from the turbine's mechanics.

What did the noise assessment involve?

Specialist consultants Echo Acoustics measured the existing noise in the environment using precise instruments over time to establish baseline noise levels. They then compared these with the predicted noise from the proposed facility to assess the impact on nearby residential areas, ensuring it meets government regulations.

What did the noise assessment conclude?

The noise assessment found that the proposed Theodore Wind Farm will be within the required noise levels and separation distances for wind turbines. The layout ensures that the nearest non-host homes are more than twice the required distance from the proposed turbine locations.

What noise is allowed under the guidelines?

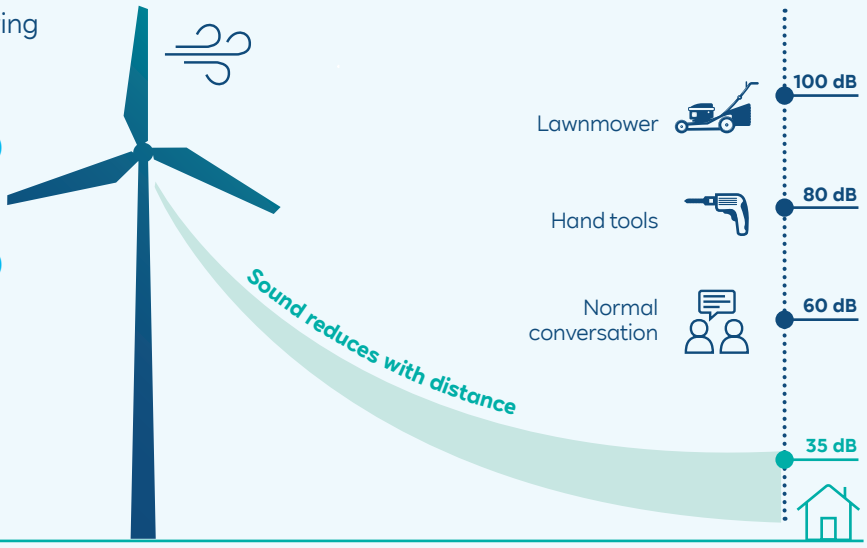
State Code 23 version 3.1sets the following noise limits for wind turbines:

Host landholders:
45 dB(A) or background noise + 5 dB(A)

All other dwellings:
35 dB(A) or background noise + 5 dB(A)

The wind farm noise limit at non-participating dwellings is 35 dB(A), or +5 dB(A) above ambient levels, whichever is higher.

Decibel levels of sound comparable to a wind turbine



Socio-economic Impact Analysis

The socio-economic impact analysis for the proposed Theodore Wind Farm provides an overview of the social and economic context of the communities around the proposed project and establishes a baseline. This means the impact of the proposed project can be successfully monitored over time, and any social, economic, and demographic changes can be evaluated and measured.

How was this analysis undertaken?

The assessment was undertaken in line with state guidelines to document the existing social and economic environments of the Area of Influence (AoI).

The report:

- Found there were two AoIs; a primary and secondary area. The primary area is the project area and immediate surrounds; the secondary AoI is the Banana Shire and Gladstone Region LGAs.
- Identified nearby areas that are likely to experience social impacts.
- Collected baseline data from the Australian Bureau of Statistics and Queensland government.
- Incorporated stakeholder input.
- Reviewed local and state planning policies and project information.

After analysis, further community consultation will occur and consideration be given to managing or reducing negative impacts.

What were the key learnings?

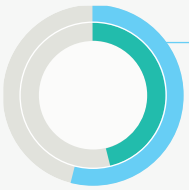
Community profile

In the Banana Shire and Gladstone LGAs the median age is 38, similar to Queensland's average. The Indigenous population is 4.6% in Banana Shire and 6.2% in Gladstone, close to Queensland's 4.6%. However, Theodore and Moura have higher Indigenous populations at 15.1% and 8%, respectively. Additionally, there are slightly more males than females in the local government areas more broadly.

Economic and employment profile

Banana Shire

Full time employment



65.4%

against a Qld average of 55.9%

Top employment industry

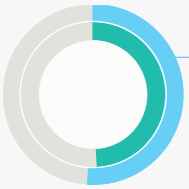
Beef cattle farming

Household income 2016-2021

Higher compared to the state and nationally

Gladstone Region

Full time employment



58.1%

against a Qld average of 55.9%

Top employment industry

Aluminium smelting

Household income 2016-2021

Lower compared to the state and nationally

There is a higher percentage of technicians, trades workers, labourers and machinery operators in the Banana Shire and Gladstone Region LGAs than Queensland as a state. This means the local population has a range of skills that can be drawn on for the proposed project's construction. Some additional training might be required, however, this will benefit the community overall.

Accommodation considerations

The report analysed existing accommodation options and a workforce accommodation strategy is being prepared. Please refer to the workforce accommodation poster for further information.

Social infrastructure

Social infrastructure includes recreational facilities, community organisations, schools, and health and emergency services. The report also identified the area's recreation and community facilities, health services, schools and other education facilities.

What happens with this information?

This information helps shape the Project development by allowing RWE to better understand project risks, positively impact communities, and effectively contribute to social and economic development.

Natural Hazard Risk Assessment

The Natural Hazard Risk Assessment for the proposed Theodore Wind Farm explores the potential bushfire impacts to people, property, economic activity and the environment, and addresses them within the relevant regulations.

How was this assessment done?

The assessment incorporated detailed desktop analysis of fire, weather and fuel in the proposed project area, and then used advanced modelling and data analysis to complete radiant heat flux modelling. Radiant heat flux modelling measures how much heat is transferred; in the context of wind farms, it specifies the minimum distances between the structures and vegetation that is required to reduce the risk of fire damage.

What are the bushfire risks associated with the proposed project?

State Planning Policy area mapping shows that the proposed wind farm site and surrounding areas have medium to high potential bushfire intensity, with very high intensity in rugged terrain.

The fire season is from August to January, and peaks in October. It is influenced by rainfall — wet years lead to higher fuel loads, while dry years reduce them.

How will bushfire risks be managed?

The Radiant Heat Flux modelling determines safe distances between critical wind farm infrastructure and bushfire-prone vegetation. These distances must be at least 20 metres. The development area is large enough to include these safety zones.

We will work with the CFA to determine where best to place water tanks for firefighting.

Wind farm turbines are also constructed from non-flammable exterior materials and are highly unlikely to be ignited.

In regards to the wind turbines, the assessment recommended the following measures:

- Minimum fire breaks around key infrastructure, generally 20m around BESS, switchboards, substations, static water supply, on site accommodation
- Turbines will be at least 300 metres apart
- Each turbine will have an automatic shut-down system, and be able to be disconnected from the power supply in the event of fire
- Nacelles will include automatic fire detection, alarm and fire suppression systems
- The Civil Aviation Safety Authority (CASA) will be notified of any masts and turbines of 110m or more above ground
- All guy wires and monitoring masts will be clearly marked, even when not required by CASA.

Aviation Impact Assessment

This Aviation Impact Assessment (AIA) examines possible aviation impacts from the proposed Theodore Wind Farm and provides safety advice for the construction and operation of the project, in line with air safety rules in Australia. It also includes an Aviation Impact Statement (AIS) that evaluates current aviation operations and suggests ways to reduce risks.

What aviation sites are impacted by the proposed Theodore Wind Farm?

There are two certified airports in the Banana Shire: Theodore Airport (YTRD) and Thangool Airport (YTNG). Both are within 60 km of the proposed Theodore Wind Farm. Therefore, the impact assessment includes the air space, air routes, and circling areas of these airports, as well as navigation, radar, and communication facilities. It also considers obstacle marking and lighting for the wind turbines and any impacts on aerial firefighting.

Who has been consulted?

Airservices Australia and the Civil Aviation Safety Authority (CASA) have been consulted on the minimum requirements for wind turbines.

There will be ongoing engagement with Airservices Australia and CASA, as well as local and regional aircraft operators, landowners and aerial agricultural operators, to continue reviewing and updating the risk assessment.

What do I need to know from the AIA?

The height of the wind turbines and related structures like meteorological masts and transmission lines won't affect the safety of the existing airports or their navigation, radar, and communication systems. However, at Theodore Airport, minor changes to airspace and some air routes are needed to keep safe altitudes, including raising the minimum sector altitude (MSA). No changes are required at Thangool Airport.

What about lighting or markings for the wind turbines?

A safety risk assessment found that obstacle lighting for wind turbines and transmission lines isn't needed to keep aircraft safe. However, CASA might still require obstacle lighting, and we are working closely together to ensure the proposed project meets aviation safety standards.

The wind turbines will be painted white, like most in Australia. No extra markings are needed.

Electromagnetic Interference Assessment

The Electromagnetic Interference (EMI) Assessment looks at the potential impact of the proposed Theodore Wind Farm on telecommunication services and if there is a need for any mitigation measures.

What is electromagnetic interference (EMI)?

EMI is interference in an electrical circuit from an outside source. It can affect electronics like mobile phones, radios, satellites, and wireless services. The towers, blades and generators of a wind turbine can block some EMI signals.

How was the EMI assessment undertaken?

Specialist consultants Middleton Group used desktop studies and engaged with key stakeholders including Australia Pacific LNG, Bureau of Meteorology (BoM), Geoscience Australia, Telstra, and Optus. An assessment was undertaken of the potential impact of the proposed Theodore Wind Farm on their services, as well as radio communications within 150km of the site. These were identified using the Australian Communications and Media Authority (ACMA) database.

What was the conclusion of the EMI assessment?

The assessment concluded that the proposed Theodore Wind Farm is unlikely to significantly impact existing telecommunication services. However, BoM has noted that some of its Taroom weather radar scans might be affected. BoM will conduct a risk assessment, and we will work closely with BoM to develop a solution.

Landscape and Visual Impact Assessment

Photomontage of view from Defence Road

The Landscape and Visual Impact Assessment (LVIA) evaluates how the turbines and infrastructure incorporated in the proposed Theodore Wind Farm might affect the area's landscape and views.

How was the LVIA prepared?

Field work was completed in 2023 to document the landscape and its current visual appearance. This was then assessed within relevant guidelines and regulations, and measures were suggested to reduce any visual impacts from the proposed project.

What are the key conclusions of the LVIA?

The proposed project will have very little visual impact on the landscape. Mapping shows that the wind turbines can be seen from the north and south in areas close to the project. In areas north-east that are further than about 6.18 km, up to 56 wind turbines can be seen. Natural landscape features in the area such as ridgelines, hills and vegetation, limit views of wind turbines that are further than 6.18 km.

Most wind turbines could be visible along Defence Road and Crowsdale-Camboon Road. They would not be visible from surrounding towns due to the distance.

What type of infrastructure will the proposed project have and have these been assessed for their visual impact in the LVIA?

Infrastructure includes the following and all have been assessed in the LVIA:

- Up to 170 wind turbines with an anticipated maximum tip height of 270 m above the average ground height
- Access roads and tracks
- Underground and overhead electricity cabling
- Substations
- Battery energy storage systems (BESS)
- An operations and maintenance facility.

Are there photomontages?

Yes. Photomontages have been prepared from five locations (varying in distance and direction) and represent a worst-case scenario. Photomontages are available at community sessions and are within the DA package.

How are viewpoints impacted by the infrastructure and how will this be managed?

The proposed project can be seen from surrounding areas because of its size and height, however, because it is in an isolated area, the visual impact is very minimal.

Mitigation measures will still be put in place to help the infrastructure more effectively blend into the landscape. This includes:

- Considering the wind farm's layout, including infrastructure design, colour and material
- Aligning access roads and tracks with existing roads and tracks where possible
- Planting boundary screens
- Minimising vegetation loss
- Avoiding unnecessary lighting and signage.

Public viewpoints

Of the 26 public viewpoints assessed, 17 were rated as having very low visual impact and 9 as low.

Houses

No non-host houses are within 3.09 km of the nearest wind turbine, but 11 are between 3.09 km and 6.18 km, with eight having low and three having moderate visual impact. There are six non-host dwellings between 6.18 and 10 kilometres of the nearest turbine. Mitigation measures like screen planting can reduce these impacts.

What is shadow flicker and what is the impact?

Shadow flickers are caused by the moving shadows as the rotating blades of the wind turbines pass in front of the sun. No non-associated houses are affected. Two associated houses might experience shadow flicker, but vegetation and their distance from the proposed project would likely minimise this.

Ecological Assessment Report

The Ecological Assessment Report for the proposed Theodore Wind Farm provides an overview of the environment in and around the proposed project area, so the project can be designed to avoid and minimise impacts on vegetation and habitats for threatened species.

How was the ecological assessment done?

Specialist consultants ERM reviewed public databases and conducted field surveys across the properties proposed to host project infrastructure. These properties make up the approximate 47,000-hectare study area. The surveys were undertaken from October 2022 to September 2024 to understand the area's ecology (animal and plant species and habitat) and potential impacts on threatened species.

How is the landscape characterised?

The report found that almost half of the study area has been cleared for pastoral use. It is typically dominated by native and exotic grass, environmental and invasive weeds, as well as sparse native vegetation.

There are areas that contain mature woody vegetation, including open eucalypt forest, trees and shrubs adjacent to streams, and small isolated areas of dry rainforest and scrub.

What did the ecological assessment find?

The study area has a range of landscape features, including steep ridgelines, flat alluvial plains and streams and creeks. Specific regulations and protections may apply during the construction of the proposed project and further consents will be obtained if required. The assessment found:

Habitat types

Six main habitat types:

- Grasslands and cultivated agricultural land (22,700 hectares)
- Eucalypt woodland and open forest (21,700 hectares)
- Brigalow woodlands (330 hectares)
- Riparian woodlands (vegetation that grows near streams and creeks) (1730 hectares)
- Vine forest/ thickets and dry rainforest (230 hectares)
- Waterbodies and drainage features (56 hectares).

These habitats support foraging, breeding, roosting and movement for species (including threatened species) that are present or may be present in the area.

Animal species

Four Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) threatened species are known or likely to be in the area:

- Koala
- Squatter pigeon (southern)
- Greater glider (southern and central)
- Large-eared pied-bat.

One EPBC Act migratory species is likely to be in the area:

- Satin flycatcher.

Ecological communities

Two EPBC Act listed Threatened Ecological Communities (TEC) were also found:

- Brigalow woodlands and forest
- Poplar Box Grassy Woodland on Alluvial Plains.

The presence or likely presence of listed species and communities means several steps will be taken to ensure their protection and minimise the impact of the proposed project.

What are the impacts of the proposed project?

In general, potential impacts during construction relate to habitat loss, disturbance and degradation.

The four EPBC Act listed species — squatter pigeon (southern), koala, greater glider (southern and central) and large-eared pied-bat, are likely or have the potential to be significantly impacted by the construction of the proposed wind farm.

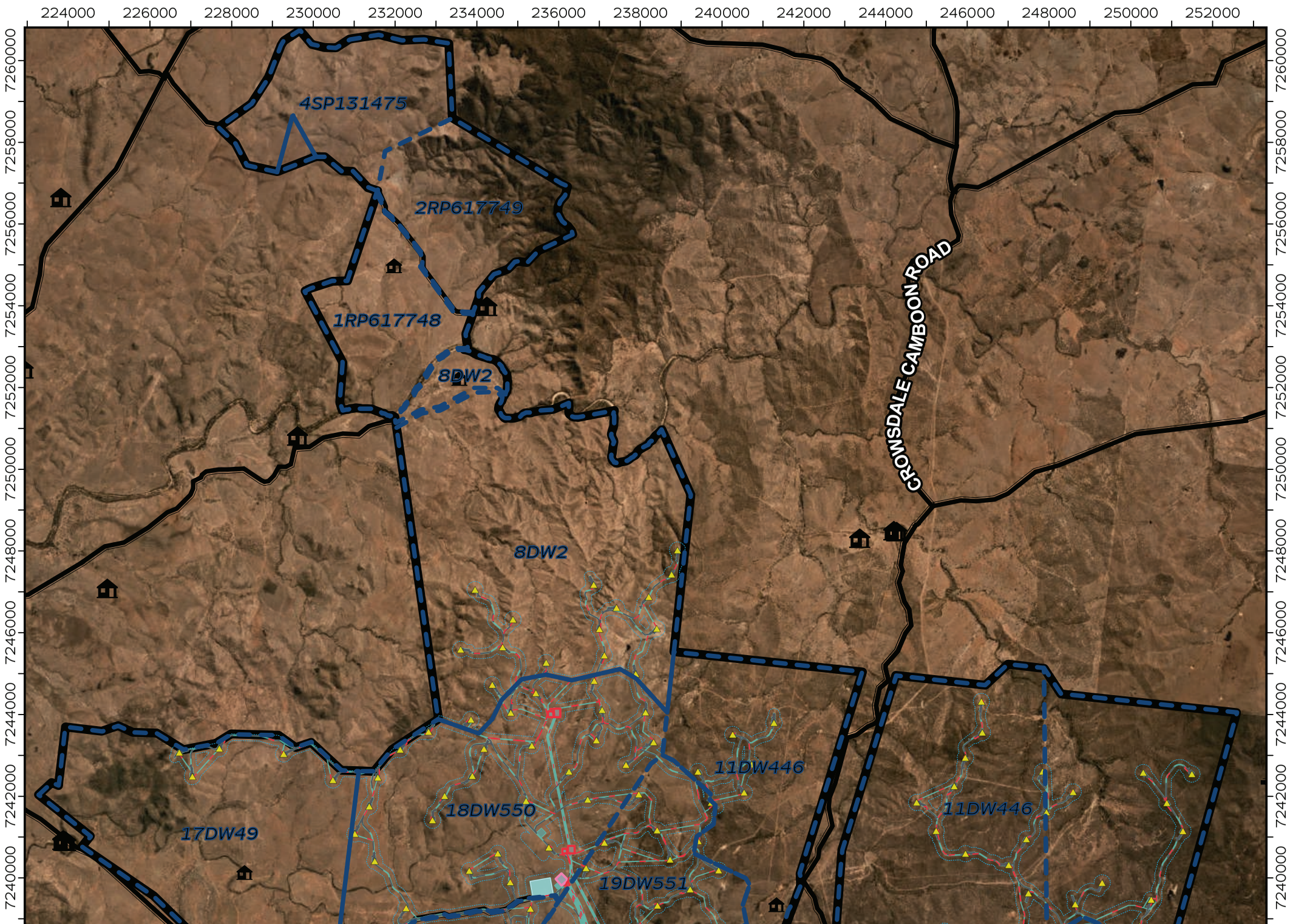
Two EPBC Act listed TECs, Brigalow and Poplar Box Grassy Woodland on Alluvial Plains, are also likely to be significantly impacted.

There will also likely be an ongoing impact to listed threatened species, protected vegetation, and vegetation that overlaps with streams and other watercourses once the proposed wind farm is in operation. This includes the possibility of bird and bat strikes with operational wind turbines.

How will these impacts be managed?

The layout of the proposed wind farm (including turbines, access tracks and other infrastructure) will be carefully planned around local plant and animal habitat, with additional surveys to take place to further optimise the placement of infrastructure.

Where significant impacts cannot be avoided, we will work to improve the existing habitat of threatened species in accordance with the EPBC Act.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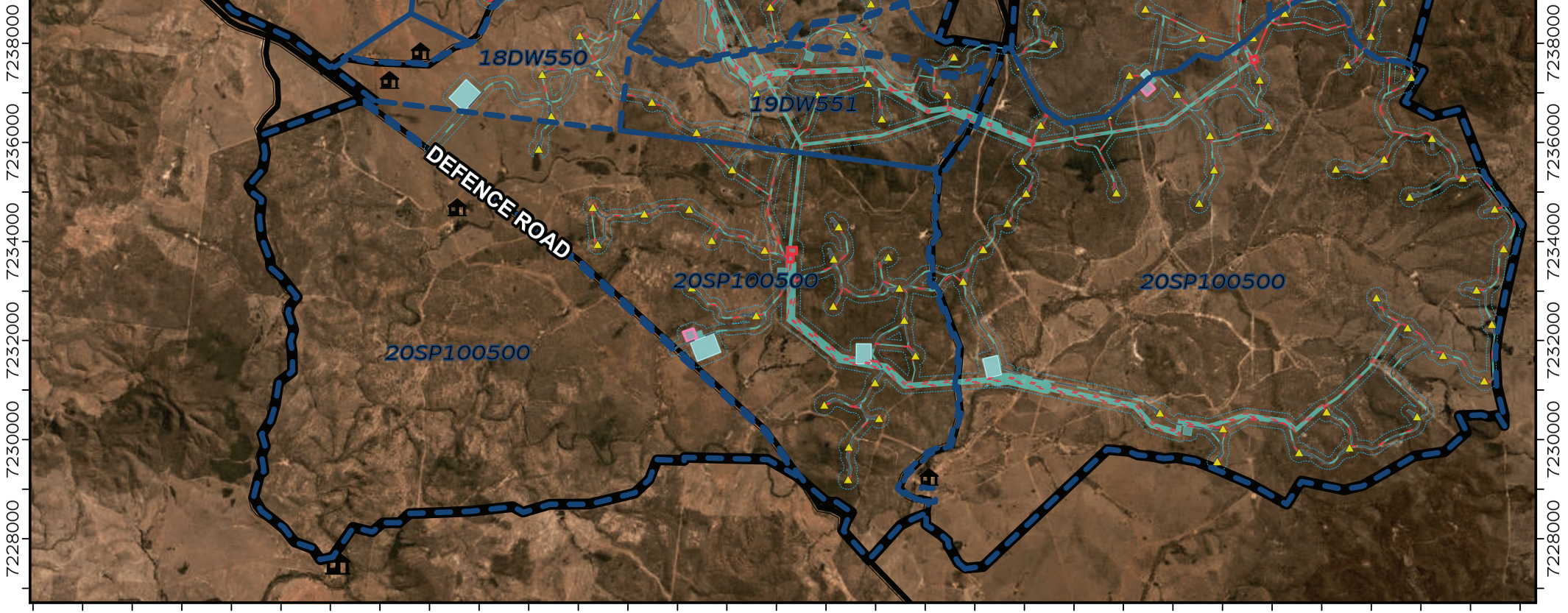


Legend

- Study Area
- Project Lots
- Wind Turbine Generator
- Disturbance Footprint
- Micro Siting Buffer
- Tracks/Turning Bays/ WTG Hardstands
- Electrical Reticulation
- O&M Compound
- Construction Site Compound
- Laydown Area
- Substation/BESS
- Concrete Batching Plant
- Dwellings

RWE

Theodore Energy Development Pty Ltd: Theodore Wind Farm

Proposed Footprint Overview

0 5 Km

N

CRS: GDA2020 MGA Zone 56
Produced By: MW
Reviewed By: JP
26/09/2024

Bird and Bat Management Plan (BBMP)

The Bird and Bat Management Plan for the proposed Theodore Wind Farm identifies potential impacts on birds and bats in the area, identifies species of concern and establishes mitigation measures to help minimise and manage potential impacts.

What does this Bird and Bat Management Plan consider?

The plan considers the risk to threatened and migratory birds and bats using survey data, historical records and ecological studies. It explores how the construction and operation of the wind farm might impact these species and suggests ways to reduce the impact.

What are the main causes of impact from a wind farm?

1. **Direct mortality:** Birds and bats may collide with wind turbine blades. This can result in mortality.
2. **Bird utilisation of study area:** Water and foraging resources near wind turbines can attract birds and bats, increasing collision risks and potential injuries or deaths. Nesting may also occur near turbines.
3. **Lighting:** Lights on turbines and buildings can attract prey species for birds and bats, leading to increased bird and bat activity near the infrastructure, and therefore increasing the potential for collisions.

Which birds and bats were identified to be at risk in the proposed project area?

The plan evaluates the risk for each threatened or migratory species that is known, potentially present, or likely to be in the area. It also assesses the potential risk for species that fly at typical rotor swept areas (the area covered by the rotating blades of a wind turbine).

A total of 127 species were identified, including two listed under the Australian Environment Protection and Biodiversity Conservation (EPBC) Act, as shown in the table in the next column. Although the large-eared pied bat was not recorded during the assessment, it is likely to be present in this area and is therefore included in our management plan.

What is the likely impact?

Species	EPBC Act status	Impact
Squatter pigeon (southern)	Vulnerable	Significant impact to nearly 4 per cent of mapped foraging, roosting and breeding habitat during construction.
Satin flycatcher	Migratory	Unlikely to result in any significant impact; 1 per cent of habitat will be disturbed during construction. Species does not fly at collision risk height.
Large-eared pied bat	Endangered	Potential to result in a significant impact to 4.1 per cent of foraging habitat. Low risk of collision.

How will habitat impacts be offset?

An Offset Management Strategy (OMS) is currently being prepared according to the EPBC Act Environmental Offsets Policy.

What were the results of the collision risk assessment?

Five listed threatened species and 21 non-listed species were conservatively assessed as having a low risk of collision. One listed threatened species, the white-throated needletail, was assessed as a moderate risk.

All other listed bird and bat species were considered to have 'negligible' risk of impact from collision with wind turbines.

Preliminary Vegetation and Fauna Management Plan (VFMP)

Preliminary Vegetation and Fauna Management Plan (VFMP) describes how impacts on vegetation and fauna will be minimised and managed during the construction and operation of the proposed Theodore Wind Farm. This plan supports the Ecology Impact Assessment.

What is the biggest impact to vegetation and fauna?

The main impact on plant and animal life in the project area is likely to result from clearing and grading during construction of the proposed wind farm. Impacts could include:

- Mortality or harm to animals
- Dust impacts
- Noise and light impacts
- An increase in animal pests and weeds.

How will this be managed?

The wind farm layout has been designed to avoid vegetation and habitat whenever possible. Where avoidance is not possible, work is undertaken to minimise disturbance through ongoing, detailed design.

If clearing of regulated vegetation is required, this would be undertaken in line with the EPBC and DA planning approvals and conditions.

What other avoidance measures could be implemented during construction?

- Implement the Vegetation and Fauna Management Plan (VFMP).
- Mark approved clearance zones to prevent over-clearing.
- Minimise the impact on mature trees through careful placement of wind turbines.
- Have a qualified fauna spotter check for animals and important habitats before clearing. If found, the fauna spotter will take steps to avoid or minimise impacts.

Preliminary Construction Environmental Management Plan

The Preliminary Construction Environmental Management Plan (CEMP) for the proposed Theodore Wind Farm provides an overview of the key infrastructure required, outlines the project's potential impacts, and provides baseline management and mitigation measures for the proposed project.

It is supported by individual management plans for vegetation and fauna; bird and bat; stormwater; ecological and traffic impact.

What factors were considered when designing the project?

The proposed project's design considers a variety of factors, including the environment, wind resources, constructability, landowners, Traditional Owners and the transmission network. We will continue to refine the project through detailed design to reduce ecological impacts.

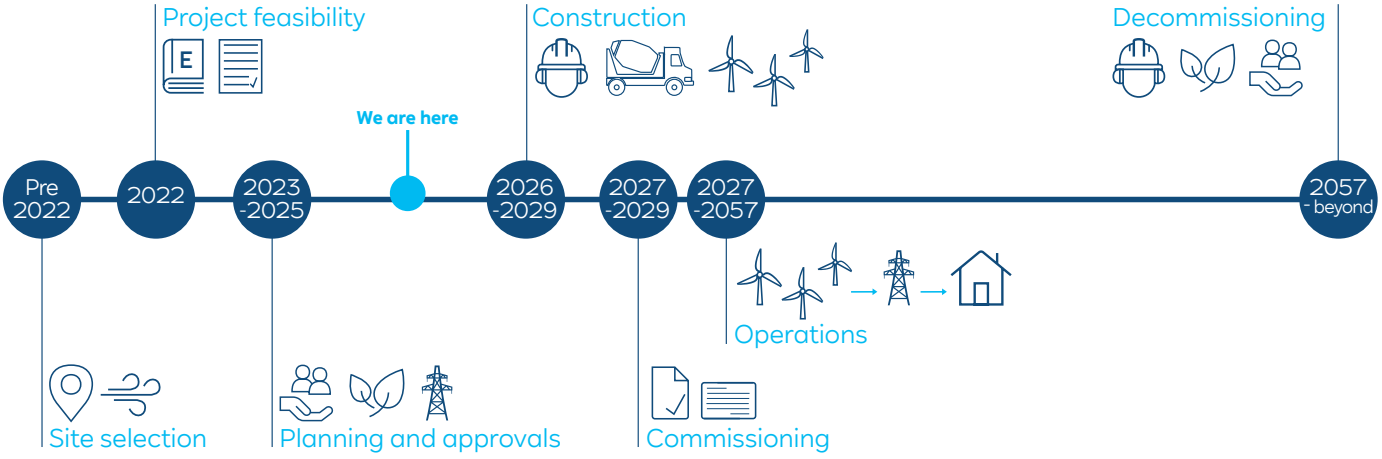
Will existing land use be affected?

Host properties can continue agricultural, farming and other land management activities largely unaffected throughout the construction and life of the proposed project.

When will construction take place?

The project is currently in the planning and approvals stage. We are targeting construction to commence in 2026.

Estimated project timeline



What infrastructure is proposed?

The preliminary layout (which will be refined) incorporates:

- WTG foundations and hardstand areas
- Turbine foundations and hardstand areas
- Temporary infrastructure such as concrete batching plants, laydown areas
- Temporary construction offices and parking and on-site accommodation
- Access tracks and electrical reticulation
- Switching stations and substations
- Battery Energy Storage Systems (BESS)
- Temporary and Permanent meteorological masts
- Permanent operations and maintenance facilities, with a variety of associated site facilities, and
- Storage laydowns around the proposed site.

How will the wind turbines be constructed?

Each wind turbine will have a concrete foundation, with its size depending on the turbine model, ground conditions and drainage design.

A hardstand area up to 2.67 hectares may be set up for each wind turbine. This area will be used to store equipment and assemble the turbine.

What will construction work include?

Subject to geotechnical (ground) conditions, the following works are expected to be undertaken:

- Erection of turbines
- Cut and fill earthworks, including excavations, blasting, hammering, compacting and crushing
- Cabling works, including trenching
- Vegetation clearing
- Construction of site compounds, camps and facilities
- An on-site borrow pit to source as much of the construction material as possible
- Temporary lighting and motion activated lighting where necessary.

What are the proposed construction hours?

The general construction hours will be refined prior to construction, but would be within the following parameters:

- Monday to Sunday 7 am to 7 pm
- Public holidays as required.

On occasion, work outside of these times may be needed to take advantage of favourable weather conditions, for emergency work or safety issues. Any night work will be minimised.

Will you be employing locals?

Between 300 and 500 staff will be employed during peak construction, including local workers, contractors, and manufacturers based on qualifications and local policies. It is anticipated some of these will be from the local area.

Will there be an increase in traffic?

Yes, there will be an increase in traffic on Defence Road during the construction phases of the proposed project. Please see the Traffic Impact Assessment fact sheet for further information.

What about water supply?

A water sourcing strategy will be developed so water used during the construction phase does not cause issues to adjacent landholders or other stakeholders.

Theodore
Wind Farm

Preliminary Route Assessment

The preliminary route assessment report for the proposed Theodore Wind Farm considers how the largest components of the proposed project can be transported from the Port of Gladstone to the site. Please also see the Preliminary Traffic Impact Assessment poster.

What is covered in the preliminary route assessment?

The preliminary route assessment report explores different ways to transport wind turbine parts from the Port of Gladstone to their destination in the proposed project area. It:

- Identifies transport issues, intersections and interchanges where traffic or haulage may be hindered by over-size/over-mass (OSOM) vehicles.
- Suggests solutions to streamline the movement of OSOM vehicles which will be hauling the components.

How was the preliminary route assessment undertaken?

It incorporated desktop analysis, driving of the potential routes, and completed assessments on the turns and manoeuvres OSOM vehicles may need to make.

The report also considered Queensland government and local council requirements, traffic and road conditions, noting that different routes may be used to transport different components.

What were the key conclusions?

As the report modelled wind turbine blades measuring up to 84.6 metres, two main routes were identified.

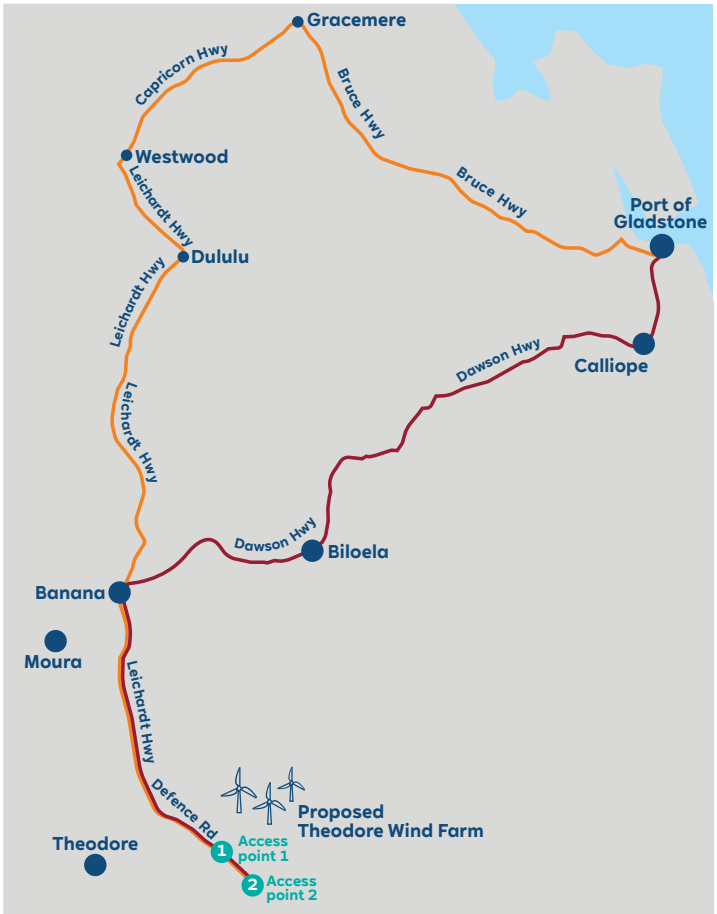
What are the recommended routes?

Main routes identified

1. **Project Transport Route 1 (PTR1):** Uses Bruce Highway, Capricorn Highway, and Leichhardt Highway.
2. **Project Transport Route 2 (PTR2):** This alternative route uses Dawson Highway and joins PTR1 at Leichhardt Highway.

What are the approximate route distances?

Route	Origin	Via	Distance (approx.)
PTR 1	Gladstone Port (Auckland Point)	Gladstone, Mount Larcom, Gracemere, Westwood, Dululu, Banana	300 km
PTR2	Gladstone Port (Auckland Point)	Gladstone, Mount Larcom, Calliope, Biloela, Banana	242 km



What happens next?

Theodore Wind Farm is working actively with the Department of Transport and Main Road and Council to ensure that any necessary permits and impacts are understood and undertaken in advance of project construction.

Preliminary Traffic Impact Assessment

The preliminary traffic impact assessment report for the proposed Theodore Wind Farm helps us understand the potential impact of construction traffic on traffic flows and the road network. It complements the route assessment report by providing an overview of potential traffic issues and solutions.

How was the traffic impact assessment report completed?

The report was undertaken by specialist consultants Cambray Consulting. It examined the existing transport network and potential access points to the proposed site for construction traffic, including haulage and worker movements.

It also evaluated the Defence Road and Leichhardt Highway intersection for traffic impact, vehicle types, and possible road upgrades, and considered alternative access within the local road network.

Where and how will the proposed project site be accessed?

More information on the proposed project transport routes for Over-size and Over-mass (OSOM) vehicles can be found in the Preliminary Route Assessment poster.

What about over size, over mass (OSOM) loads?

These will be carefully controlled to avoid peak periods, and will be limited in frequency based on specialist haulage vehicle availability, pilots, and escorts.

What else do I need to know?

- The majority of traffic is planned to come south along the Leichardt Highway onto Defence Road with access to the proposed project site via Defence Road.
- The current intersection configuration with the Leichardt Highway is adequate for peak construction traffic However, upgrades may be necessary for OSOM movements.
- Crowsdale-Camboon Road is not currently planned to handle through traffic for construction. Construction traffic will have to cross Crowsdale-Camboon Road to move between parts of the site.
- Sight distances at the proposed site entrances meet Austroads standards.

The construction phase is expected to last about 48 months. Once completed, the proposed project will operate seven days a week, 365 days a year with up to about 20 light vehicles accessing the site each day. There will also be a weekly refuse collection during operations as well as regular deliveries for site needs and general maintenance.

Cultural heritage

RWE is committed to preserving heritage and working with Traditional Owners in the development, operation and decommissioning of our projects.

We engage with Traditional Owners, along with heritage specialists and archaeologists, to deepen our understanding of the project site and its cultural significance. RWE will seek to avoid and minimise any impacts to cultural heritage through the design of the project, in collaboration with the Traditional Owners.

During the development of the project, RWE has been working closely with Wulli Wulli Nation Aboriginal Corporation to building a strong relationship to create a lasting connection between the project and the Traditional Owners.

Since the last community drop-in session, RWE has executed an Early Works Agreement and is in discussions around executing a Cultural Heritage Management Plan. Additionally, RWE is looking to finalise cultural heritage surveys within the project boundary.

Accommodation Options Report and Workforce Accommodation Plan

The proposed Theodore Wind Farm will require up to 500 workers during peak construction periods. While we will endeavour to employ locally when we can, some of these workers will come from outside the region. The Accommodation Options Report explores potential options to accommodate the workforce for required during construction. A Workforce Accommodation Plan is also being developed.

What engagement has RWE undertaken regarding accommodation?

To identify the best solution for accommodating the workforce we have been consulting closely with Banana Shire Council and other stakeholders, listening to their feedback and ensuring it is considered as part of the report.

What is the Workforce Accommodation Plan?

The plan maps out the implementation of the Accommodation Options Report. It details an **on-site accommodation camp** for the majority of workers. The planned camp would incorporate about 400 beds with self-sufficiency for power and wastewater.

What about when the workforce exceeds 400?

Local accommodation providers will be used for overflow of workers beyond the capacity of the camp. Local accommodation providers will likely also be used for some consultants and short-term visitors.

Why has on-site accommodation been identified as the preferred option?

- Consultation with council and local community members has highlighted this as the preferred option
- Analysis of accommodation availability in local towns
- Capacity of local towns to provide services to the large number of workers without negatively impacting the community
- Local road safety (on-site accommodation reduces the number of potential vehicles on the road)
- Worker safety; workers will have maximum work durations due to fatigue.

Will there be opportunities for local businesses?

RWE is looking into options to involve local businesses in on-site accommodation camps and/or to bring workers to town to ensure that towns benefit. As part of our local procurement planning we will be opening up enquiries for local businesses later in 2025.

Is the Workforce Accommodation Plan completed?

No – it is still exploring all accommodation options. It will be available to all stakeholders once completed.

Theodore Wind Farm | RWE

Decommissioning

At the end of a project's life, RWE is responsible for restoring the project land to a standard agreed between us (as the project owner and operator) and the relevant landowner to allow agricultural operations to continue.

Decommissioning can take various forms, including infrastructure removal or repowering. The latter mainly consists of partially or totally replacing the old turbines with new models using the latest technology.

RWE will also implement a security commitment, or a bond, for the project. This security is for the landowners and will be enough to cover decommissioning of infrastructure for each property.

The decommissioning process and agreement with landowners will be finalised prior to construction and will be included in the landowner lease.

RWE tests world's first recyclable wind turbine blades

At the end of a project's life, many wind turbine components (such as the tower and nacelle components) are recycled.

However, we are paving the way for full recyclability of wind turbines through our pilot of Siemens Gamesa's recyclable blades at a wind farm off the coast of Germany.

Until now, the composite materials used in wind turbine blades have been more challenging to recycle because a resin system binds all components together.

In its recyclable blade, Siemens Gamesa is using a new resin type with a chemical structure that makes it possible to efficiently separate the resin from other components.

Supporting your community

What are the needs of your community?

In line with our development approach, community philosophy and industry best practice, RWE will establish a **Community Benefit Fund** for the Theodore Wind Farm, if the project proceeds to construction.

The fund will operate for the expected 30-year lifetime of the project and will incorporate at least $500,000 per year – $17.5 million for the operational life of the wind farm – and will be administered by a community committee.

How do you think the fund should be spent?

- Education support?
- Community group funding?
- Infrastructure upgrades?
- Other?

Sponsorship fund

We are proud that our sponsorship fund of $100,000 per calendar year during the planning and approvals phase of the project has already contributed close to $100,000 to local community groups and organisations.

If you are part of a community or non-profit group, we want to hear from you. We are meeting with community groups to understand their needs and welcome your feedback.

If your group could benefit from sponsorship, please contact the team to arrange a meeting on:

1800 879 435

theodorewindfarm@rwe.com

Almost

$100K already allocated

Sponsorship distributed to date includes:

$55,000	Theodore State School Multipurpose Courts
$5,097	Theodore Council on the Ageing
$5,000	Theodore Junior Roosters Rugby League Club
$5,000	Theodore Show
$5,000	Theodore Centenary Celebrations
$5,000	Theodore State School P&C
$5,000	Camboon Campdraft
$3,000	Moura Marlins Swimming Club
$3,000	Theodore Museum
$3,000	Bulls N Barrels Bonanza

How to apply

If you would like to apply for sponsorship, scan the QR code and download the application form from the website, or visit **theodorewindfarm.com.au**.

Notes

Notes

Notes

For further information please contact us at:
T: 1800 879 435
E: theodorewindfarm@rwe.com

theodorewindfarm.com.au

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Theodore Wind Farm

Newsletter
Edition 1, February 2024

RWE

At a glance

TURBINES
Up to 170

BATTERY STORAGE
Yes

HEIGHT
Up to 270m

LOCATION
About 22 kilometres north-east of Theodore and 50 kilometres south-west of Biloela

SITE INVESTIGATION AREA
About 46,000 hectares, with an expected operating footprint of less than 3% of this land

INSTALLED CAPACITY
About 1100 megawatts (MW)

HOMES POWERED
More than 410,000 – the equivalent of powering all private dwellings in the Banana Shire about 57 times, or the city of Rockhampton close to 15 times

PROJECT STATUS
Studies being finalised, planning to submit the first instalment of the Development Application

PROPOSED CONNECTION
Continuing to work with Powerlink to determine best connection point

OPERATION
Targeting 2027 for initial operations

Project update

RWE Renewables Australia is preparing to submit the Development Application for the proposed Theodore Wind Farm and is seeking your feedback on the proposal.

After more than 12 months of studies across a variety of subjects, we expect to submit the first component of the Development Application – the Relevant Purpose Determination – at the end of the month. This follows engagement with landowners, neighbours, Traditional Owners, Council, community members, government organisations and other stakeholders, as well as the completion of all major rounds of ecology and other surveys required for planning.

We are planning to complete the process and submit the final component of the Development Application to the State Government in the coming months.

You will see in our At A Glance section the number of turbines in the proposed layout has been increased from 160 to up to 170.

While we expect the number of constructed turbines (if the project is approved) to be no more than 160, the Development Application includes the increased number of 170 for the following reasons:

1. As with most wind farm proposals, some turbines will likely be unable to be constructed due to external factors or planning limitations.
2. Incorporating additional turbines during the development process means these locations have been considered in the studies undertaken for the Development Application, including environmental, visual and noise, so appropriate consideration can be given to all potential turbine locations.

The proposed wind farm layout will be available for viewing at our upcoming community drop-in sessions at the **Banana Sutherland Hall on Friday 16 February** and the **Theodore RSL Hall on Saturday 17 February,** as well as updates on the assessments undertaken to date.

If you are unable to attend the community drop-in sessions but would like further information please don't hesitate to reach out via **1800 879 435** or **theodorewindfarm@rwe.com**. Updates are also available on our project website, **theodorewindfarm.com.au**.

Heidi Creighton & Matt Walker
Theodore Wind Farm

Theodore
Wind Farm

The planning process

The first step in the Queensland Government's planning process, the Relevant Purpose Determination, includes submission of the proposed site layout and initial planning documentation.

The complete Development Application is expected to be submitted in the coming months and will include the detailed assessments that have been undertaken (listed below). These also include the results of the noise monitoring undertaken at nine locations within and around the project boundary across a six-week period, and an Accommodation Options Report to assess the impact of housing workers during construction and operation.

We will also be submitting a referral under the Federal Government's Environment Protection and Biodiversity Conservation (EPBC) Act in the coming months.

Further information on the planning processes will be available at our Community Drop-in Sessions.

Project assessments

- Landscape and visual impact
- Traffic impact
- Transport route
- Aviation impact
- Electromagnetic interference
- Noise
- Erosion and stormwater
- Accommodation options
- Social and economic impact
- Baseline ecology

Speak with us

We value your feedback and are committed to listening and responding to your questions about the Theodore Wind Farm.

If you have any questions or comments, please call 1800 879 435 or email theodorewindfarm@rwe.com

You can also visit our website at theodorewindfarm.com.au

Community benefit fund

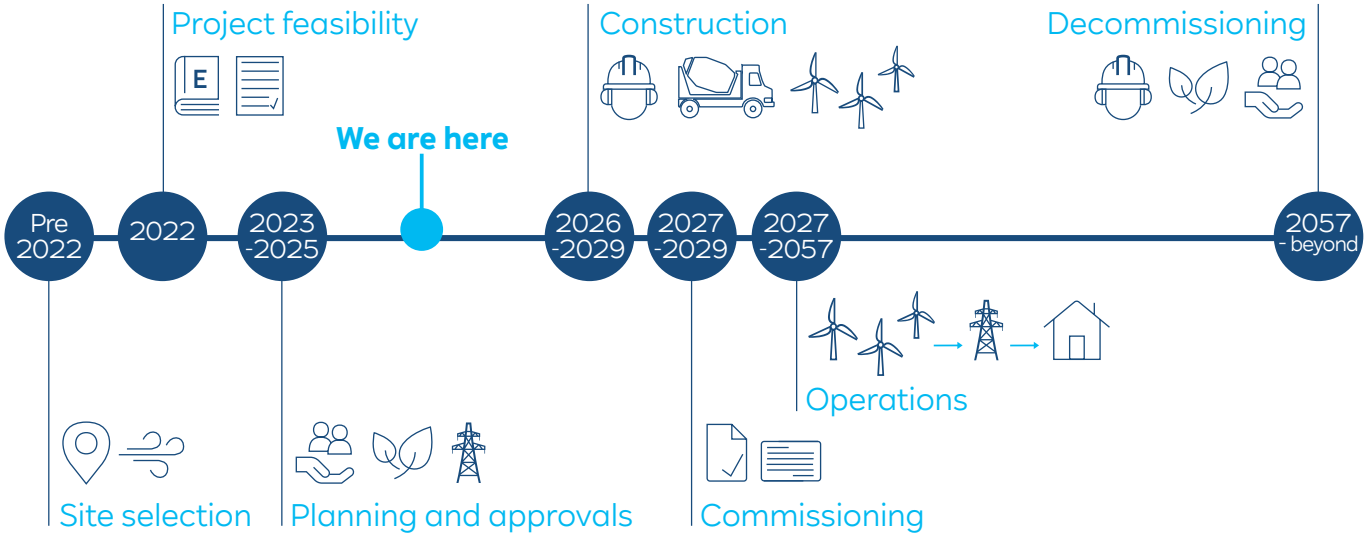
What are the biggest needs in the Theodore community?

At RWE we are passionate about supporting the communities where our projects are based and have committed to a **Community Benefit Fund of at least $500,000 per year,** which will contribute a minimum of $17.5 million into the local community throughout the operational life of the wind farm.

How should this be distributed? What structure should a fund have? We want to hear from you!

Visit us at our Community Drop-in Sessions and let us know how you think we should support your community, call us at 1800 879 435 or email theodorewindfarm@rwe.com.

Estimated project timeline



Community Drop-In Sessions

Would you like to know more about the proposed Theodore Wind Farm?

We are holding Community Drop-in Sessions in February and invite you to call in to say hello, view the proposed project layout, learn more about the studies that have been undertaken as part of the Development Application process and provide suggestions for our Community Benefit Fund.

We look forward to receiving your feedback on the proposal.

Please drop in to see us at:

Banana

- Friday, 16 February, 2024
- Sutherland Hall,
  32 Bowen Street, Banana
- 2pm-6.30pm

Theodore

- Saturday, 17 February, 2024
- RSL Hall,
  30 The Boulevard, Theodore
- 8.30am-3pm

Theodore shopfront

RWE will soon have a monthly presence in Theodore! We are currently searching for a shopfront to rent and will be working from the Theodore RSL Hall on a regular basis while we establish a permanent space.

If you know of an available space please contact us!

Theodore RSL Hall

- 30 The Boulevard, Theodore

Opening hours:

MARCH:

- Wednesday 13 March, 1.30pm-5.30pm
- Thursday 14 March, 7.30am-12.30pm

APRIL:

- Wednesday 10 April, 1.30pm-5.30pm
- Thursday 11 April, 7.30am-12.30pm

MAY:

- Wednesday 15 May, 1.30pm-5.30pm
- Thursday 16 May, 7.30am-12.30pm

JUNE:

- Wednesday 12 June, 1.30pm-5.30pm
- Thursday 13 June, 7.30am-12.30pm

And other times by appointment.

For further information please contact us at:
T: 1800 879 435
E: theodorewindfarm@rwe.com
theodorewindfarm.com.au

Theodore Wind Farm

Newsletter
Edition 2, September 2024

RWE Renewables Australia has submitted the development application (DA) for the proposed Theodore Wind Farm, in the Banana Shire, to the Queensland Government.

The submission to the State Assessment and Referral Agency (SARA) incorporates the detailed studies and investigations undertaken by independent experts over the past two years. You can read more about these studies in this newsletter. The DA will be open for public comment after submission. We will provide further details on dates via our project website, as soon as they become available.

At a federal level, the project has been determined as a 'controlled action' under the *Environment Protection Authority Act 1999* (EPBC Act), meaning further assessment is needed. This process is underway.

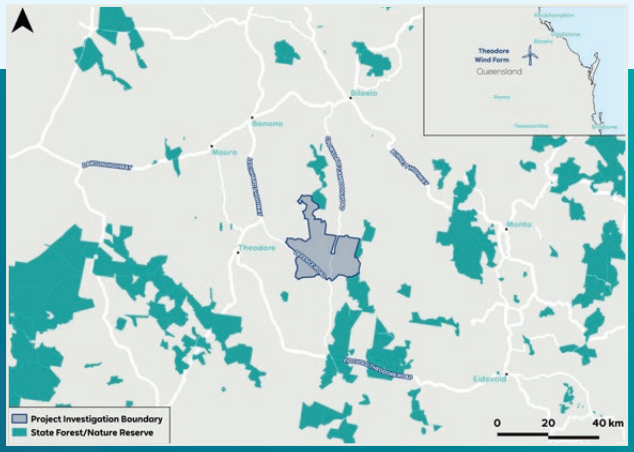
We have remained engaged with the community throughout the planning and approvals process and thank you for your feedback on the project to date. We invite you to stay engaged by liaising with the project team directly or via the opportunities outlined in this newsletter, or commenting on the DA through SARA. We value your input and look forward to continuing to work together to ensure the proposed Theodore Wind Farm delivers lasting benefits to your community.

Best regards,

Matt Walker
Theodore Wind Farm, Project Lead

At a glance

- Up to 170 **wind turbines** with a tip height of up to 270m
- **Located** about 22km east of Theodore, 50km south-west of Biloela and 150km south-west of Gladstone. The area is predominantly used for cattle grazing
- Site investigation area of about **46,000** hectares, with an expected operating footprint of less than 3% of this land
- **Installed capacity** of about 1,100 megawatts (MW)
- About **500,000 Queensland homes powered**
- **Project status:** Planning and approvals
- Start of **construction** planned for 2026
  Estimated 3-4 year construction period
- Targeting 2027 for initial **operations**
  Expected to be fully operational in 2029



RWE Renewables Australia respectfully acknowledges the Wulli Wulli people, the Traditional Owners of the lands where the Theodore Wind Farm is proposed, and pay our respect to their Elders, past, present and emerging.

Find out more

1800 879 435

theodorewindfarm@rwe.com

Drop into an open cafe session:
see back page of this newsletter

Scan the QR code to
Join our mailing list

Theodore Wind Farm | RWE

au.rwe.com/projects/theodore-wind-farm

Supporting your community

Apply for Community Sponsorship

We have established a sponsorship fund of $100,000 per calendar year to support community groups and events in the Theodore area during the planning and approvals phase of the project.

We welcome funding submissions from not-for-profit organisations including sporting and recreational clubs, charities, community volunteer groups, parent groups, playgroups, environmental organisations, aged and/or disability support, event organising committees, community-led development groups and business chambers.

If you are part of a community or non-profit group, we want to hear from you. We are meeting with community groups to understand their needs and welcome your feedback.

If your group could benefit from sponsorship, please contact the team to arrange a meeting on:

1800 879 435

theodorewindfarm@rwe.com

More than

$25K already allocated

Sponsorship distributed to date includes:

$5,000	Theodore Junior Roosters Rugby League Club
$5,000	Theodore Centenary Celebrations
$5,000	Theodore State School P&C
$5,000	Camboon Campdraft
$3,000	Theodore Museum
$3,000	Bulls N Barrels Bonanza

How to apply

If you would like to apply for sponsorship, scan the QR code and download the application form from the website, or visit **au.rwe.com/projects/theodore-wind-farm**.

Have your say on the Community Benefit Fund

RWE will establish a Community Benefit Fund of at least $500,000 per year – equating to about $17.5 million across the operational life of the wind farm – once the project moves into the construction phase.

This fund will be administered by a local community committee, who will be responsible for deciding how the money is spent.

In other communities, funds have supported initiatives including new uniforms for sporting clubs, through to medical equipment for rural hospitals.

We want to hear your suggestions about how this fund can make a positive difference to your community.

To have your say, contact the team or drop into an open cafe session, as outlined on the back page of this newsletter.

Delivering benefits
A snapshot

Community contributions

- $100,000 per year in community sponsorship during the planning and approvals phase of the project.
- Community Benefit Fund of at least $500,000 per year commencing at the construction phase ($17.5 million over the wind farm's operational life) to support local projects and improve community connections.
- Unused funds from community sponsorship program will be rolled over to the Community Benefit Fund.

Economic impact

- Ongoing economic stimulus for the region across the proposed project's 35 years of operation.
- Up to 50 permanent jobs during the wind farm's operations.
- Up to 500 jobs at peak construction periods.
- Support for local supply chains including hospitality, trades and other suppliers.
- Rates payments to Banana Shire Council.

Energy and infrastructure

- Proposed generation of electricity to power about 500,000 homes - equivalent to powering all private dwellings in the Banana Shire 57 times or the city of Rockhampton close to 15 times.
- Significant contribution to Queensland's Renewable Energy Targets (70% by 2032, 80% by 2035).
- Enhanced electricity security for Queenslanders.

Theodore Wind Farm | RWE

An update on the wind farm's status

Independent subject matter experts have been conducting detailed studies and investigations on various topics since 2022.

These studies include:

- Site Access and Route Assessment
- Post-Construction Rehabilitation Plan
- Environmental Assessment Report
- Stormwater Assessment
- Natural Hazard Risk Assessment
- Bird and Bat Management Plan
- Aviation Impact Assessment
- Accommodation Options Report
- Vegetation and Fauna Management Plan
- Landscape and Visual Impact Assessment
- Socio-Economic Impact Analysis
- Erosion Risk Assessment
- Electromagnetic Interference Assessment
- Traffic Impact Assessment
- Noise Impact Assessment
- Construction Management Plan

- **The studies have been included in the development application* (DA) to the Queensland Government's State Assessment and Referral Agency (SARA)** to be assessed against State code 23: Wind farm development. Banana Shire Council will be asked to provide all relevant secondary consents (minor planning amendments) such as road upgrades or construction workforce accommodation as the project progresses. The DA will soon be open for public comment.
- An Ecological Assessment Report (EAR) was included in the application to the Federal Government in March 2024 under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act). The EPBC referral was open for public comment for two weeks in June, and in July it was determined that **the project is a controlled action**. This means further assessment is needed under the EPBC Act. This process is underway. You can view the Theodore submission via the EPBC Act Public Portal at **epbcpublicportal.awe.gov.au**.

*The planning documentation refers to Theodore Energy Development Pty Ltd (TED) as the 'client name'. TED is a subsidiary of RWE RENEWABLES EUROPE & AUSTRALIA GMBH.

Join us!

Wind farm open cafe sessions

Tuesday, 15 October
12:30pm to 4.30pm
at Theodore Home & Garden Cafe

Wednesday, 16 October
8:30am to 12 noon
at Castle Creek Cafe

Monday, 18 November
12:30pm to 4.30pm
Theodore Home & Garden Cafe

Tuesday, 19 November
8:30am to 12 noon
at Castle Creek Cafe

Planning progress

Queensland Government

- **Site selection, initial concept and preliminary investigations**
- **Pre-lodgement meeting with State Assessment and Referral Agency (SARA)**
- **Studies and assessments prescribed by SARA State code 23**
- **Application and assessments lodged with SARA**
- **SARA will refer development application to regulatory stakeholders**
  (such as Council and government departments) for review and input.
  During this stage, if required, SARA will request more information and responses.
- **Assessment**
- **Decision of development application by SARA**

Federal Government

- **Referral to the Department of Climate Change, Energy, the Environment and Water (DCCEEW) for review under the federal *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act).**
- **DCCEEW reviews referral and decision from Minister**
  - → **Controlled action**
    Further assessment is required. This may include survey work.
  - → **Not a controlled action - particular manner**
    Development must be undertaken according to the particular manner in the decision notice.
  - → **Not a controlled action**
    Development must be undertaken as described in the referral.
- **Submission of further information**
  Referral placed on public exhibition for comment.
- **Government assessment**
- **Minister's decision**

Find out more

1800 879 435

theodorewindfarm@rwe.com

Drop into an open cafe session:
see back page of this newsletter

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RWE
Renewables Australia

For more information about RWE Renewables Australia, scan the QR code or visit **au.rwe.com**

Engaging with you

Thank you to everyone in the community who has engaged with us to date. Your feedback is vital in shaping our ongoing assessments and decision-making processes. We look forward to continuing our collaboration as the proposed wind farm progresses.

- We have been discussing the project and seeking feedback from various stakeholders including landholders, neighbours, individuals, councils, community groups and organisations.
- This includes engagement with the Native Title Holders of the proposed wind farm site, the Wulli Wulli Nation Aboriginal Corporation, in relation to a Cultural Heritage Management Plan (CHMP).
- We have held a series of community drop-in sessions in the Theodore and Banana communities during 2023 and 2024. The sessions were opportunities for the community to speak with the project team and technical specialists about the proposed project and view information on a variety of topics. The topics included biodiversity, landscape and visual, traffic and transportation, wind farms and agriculture, and more. If you missed out on attending the sessions please contact us via phone or email for further information.
- The community had the opportunity to review the project details and have its say during the Federal Government's public exhibition of the proposal under the *Environment Protection and Biodiversity Conservation Act* (EPBC Act) in June 2024.

Other engagement opportunities

We are meeting with community groups to understand their needs in relation to funding opportunities, as outlined on the previous page of this newsletter, and gain their perspective on the community's needs. If your group could benefit, please call or email the team on **1800 879 435** or email **theodorewindfarm@rwe.com** to arrange a meeting and provide feedback.

We will continue to engage with other key project stakeholders across various methods. This includes continued engagement with the Wulli Wulli Nation Aboriginal Corporation in relation to a CHMP.

We will also be engaging with local businesses and service providers in 2025 as part of our commitment to engaging local goods and services where possible.

Join us!

Theodore Wind Farm | RWE

Wind farm open cafe sessions

Drop in to an open cafe session in the township of Theodore and chat with our team to learn more about the project.

We look forward to welcoming you at the below dates, times and locations:

Tuesday, 15 October 2024
from 12:30pm to 4.30pm
at Theodore Home & Garden Cafe

Wednesday, 16 October 2024
from 8:30am to 12 noon
at Castle Creek Cafe

Monday, 18 November 2024
from 12:30pm to 4.30pm
Theodore Home & Garden Cafe

Tuesday, 19 November 2024
from 8:30am to 12 noon
at Castle Creek Cafe

Name:
Address
Date:

RWE Renewables Australia Pty Ltd
Suite 5, Level 9
350 Collins Street
Melbourne, VIC 3000
Australia
+61 (0) 3 9600 2698
www.rwe.com
ABN 72 626 156 894
ACN 626 156 894

Subject

Dear <name>,

RWE Renewables Australia is working on developing a renewable energy project near Theodore, in the Banana Shire.

The proposed project would incorporate a wind farm with about 160 turbines and a battery storage facility. Located about 31 kilometres north-east of Theodore and 41 kilometres south-west of Biloela, the site consists of 46,000 hectares of land across three land holdings. We are also exploring the possibility of a solar farm within the project boundary.

The area is predominantly modified farmland used for cattle grazing, which can continue if the wind farm proceeds. The project would connect into the Powerlink network, with studies underway to determine the best location to connect. As part of the initial feasibility stage, we have been undertaking wind monitoring at the proposed project site for more than 12 months and engaging with landholders who would host the proposed turbines. We have also undertaken a number of studies including ecology, landscape and visual assessment, transport and cultural heritage surveys.

Our company has extensive experience in the renewable energy sector. Founded in Essen, Germany, in 1898, RWE has embraced the energy transition and is helping shape the sustainable future of the world's power supply.

We have more than 18,000 employees throughout Europe, North America and the Asia Pacific region and joined the Australian market in 2018 with the construction of the 249MW Limondale Solar Farm in New South Wales. RWE Renewables Australia is currently developing an exciting portfolio of onshore wind, solar and battery storage projects across Australia. Our growing team of more than 40 people are located across the eastern seaboard of Australia and are progressing numerous renewable energy projects across various states.

This letter marks the first step in our broader community engagement, where we are reaching out to you as a neighbour of the proposed project. We would like to meet with you to talk through the proposed project, answer any queries you may have and step through the process of developing a wind farm.

We will be contacting you to set up a time for a personal meeting, which we will schedule at your convenience. We look forward to discussing the wind farm proposal with you in person.

Yours faithfully

Heidi Creighton
RWE Renewables Australia
M: +61 (0) 458 008 774
E: heidi.creighton@rwe.com

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Appendix C

Engagement with WWNAC

Table C.1: Engagement activities with WWNAC

Date	First Nations Community	Method of Communication	Details
Early 2023	Wulli Wulli People via Wulli Wulli Nation Aboriginal Corporation (WWNAC) RNTBC plus legal and technical advisors	Meeting	Initial engagement and introductory meeting. Project overview. Understanding of how WWNAC wish to be engaged and communication protocols.
Sept 2023	WWNAC representatives including Elders and technical advisor	Site visit	Site visit to review and agree the locations of proposed met masts. To visit other parts of the Project area that may be of interest to the Wulli Wulli People.
Oct 2023	WWNAC plus legal and technical advisors	Meeting	Finalisation and signing of early works agreement.
Late 2023	WWNAC representatives	Site visit	Monitoring of agreed met mast locations.
10 October 2024	As above	Meeting	Meeting to discuss arrangements for geotechnical inspections and monitoring. Discussion of Wulli Wulli aspirations and capacity
Oct 2024	As above	Email/mail correspondence	Sending of community newsletter as per meeting commitment. Sending copy of Environmental Assessment Report as per meeting commitment. Provide examples of rehabilitation works. Copy of design map posted to WWNAC office. Provide company portal and weblinks to access reports and information. Provide geospatial information and data for review.
31 October 2024	As above	Meeting	Meeting to discuss arrangements for geotechnical inspections and monitoring. Planning for the RWE funded training of more Wulli Wulli cultural field officers

Date	First Nations Community	Method of Communication	Details
			RWE provides feedback and seeks further clarification of benefits areas of interests from WWNAC
7 and 8 Nov 2024	WWNAC nominated persons for cultural training which also involved senior RWE representatives	Workshop	Classroom and fieldwork training on artefact identification and site recording, use of GPS and field methods, delivered by WWNAC's technical advisor (Everick).
18 Nov to 14 Dec 2024	Representatives nominated by WWNAC accompanied by their technical advisors.	Geotechnical inspections and reconnaissance	Avoidance surveys and reconnaissance for early works including Geotech 4 weeks in total.
18 Nov to 14 Dec 2024	As above	Geotechnical inspections and reconnaissance	Monitoring of geotechnical works. 4 weeks in total.
5 Dec 2024	WWNAC and legal and technical advisors	Meeting	Negotiation of remaining CHMP clauses. Briefing new WWNAC Director, recap and progress review of geotechnical work. Tabling term sheet offer of Shared Benefits and Project Services Agreement.
3 March 2025	WWNAC Representatives	Meeting	Meeting with the WWNAC representatives and RWE held in Brisbane

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Appendix D

Engagement policies and plans

RWE

Community Engagement Policy

December 2023

Content

Foreword

At RWE, we believe that community engagement is an important aspect of our business activities. We are committed to implementing effective mitigation measures and where possible creating positive and lasting impacts in the communities in which we operate. We believe that active involvement and collaboration with local communities is essential to achieving this goal. It is crucial to RWE that all projects endeavour to achieve strong community relations and positive long-standing impacts - this is something that the company is dedicated to, which has led to the prioritisation of community engagement as a key strategic initiative within our overarching sustainability strategy.

As one of the largest renewable energy companies globally, we are at the forefront of the energy transition, planning to invest more than €55 billion gross by 2030 in renewable and low-carbon technologies to combat climate change. We are working towards an ambitious target of achieving climate neutrality by 2040, having aligned our emissions reduction trajectory with a 1.5°C compliant pathway. Inspired by the United Nations Sustainable Development Goals (SDGs), we aim to grow our assets sustainably, ensuring that our business activities maximize positive impact while minimizing potential adverse effects on communities, wildlife and ecosystems.

Working across diverse global regions underscores the significance of community engagement. Recognizing this importance, we have introduced specialized community engagement and stakeholder management roles. These roles exemplify our commitment to fostering focused interactions with communities. Our aim is to comprehend potential impacts thoroughly, employ suitable and effective minimization and mitigation measures, and, wherever feasible, establish positive and long-standing impacts within the communities in which we operate. These initiatives are designed to ensure our projects align with local contexts and cultures, promoting mutual understanding and sustainable growth.

1 Purpose

This Community Engagement Policy expresses our commitment to actively listen to communities, integrate local knowledge, and cultivate meaningful partnerships. To ensure this, the document describes an internal RWE framework developed to integrate community engagement into our business activities. As a company with ambitious growth goals, we acknowledge there may be durations of unavoidable impact on local communities and stakeholders. It is essential to recognize that although the infrastructure necessary for all forms of our business activities support public interest, they inherently bring localized effects on surrounding communities and the environment. Therefore, RWE is committed to following recognised mitigation hierarchy, first avoiding and then, as far as reasonably possible, minimising and compensating/offsetting any relevant negative impacts which may occur. By adhering to this Community Engagement Policy, we aim to be a trusted partner and a good neighbour, contributing to the well-being and sustainable development of the communities in which we operate.

We at RWE understand Community Engagement as a continuous process, with the long-term goal of creating shared value in the communities in which we operate. Relevant Community Engagement activities include initiatives to build trust and constructive relationships through e.g., active listening, considering local knowledge and expectations in decision making and transparent communication. We consider this to be an important prerequisite to become or maintain the position of preferred developer based on the community's choice.

RWE considers communities in and near to the areas in which we operate as a group of stakeholders, including but not limited to residents, local businesses, other sea users, elected officials, regulators, educational institutions and civic as well as non-profit organizations which are potentially impacted by our activities and which impact RWE in return. We aim to consult with stakeholders so that we can better understand potential impacts and identify how appropriate amendments to project design and decision-making process can be considered to

minimise impacts and maximise the potential for positive outcomes for local communities as far as reasonably possible throughout every life cycle stage. Specific stakeholder groups may vary by business activity, country and legal requirements.

2 Our principles

As a responsible energy company, we take pride in our role as a good neighbour, cultivating positive relationships, and fostering shared value. This commitment is embodied by every business unit and employee at RWE, who are dedicated to upholding the following principles.

Our principles for having a positive impact on the communities in which we operate:

- **Transparency:** We prioritize transparency by consistently maintaining open and clear communication with the community regarding our business operations, plans, and potential impacts. We engage with communities and stakeholders throughout the entire lifecycle phase to build relationships and incorporate minimisation and mitigation measures, as well as value-creation initiatives into our decision-making processes.
- **Long-term intention:** Our approach is to build a strong partnership with communities throughout the lifecycle of our activities. We continuously assess and seek to improve the social and environmental impact of our operations. We aim for long-term contributions to the well-being of the community e.g. by supporting local initiatives, charities, and social programs.
- **Co-creating positive impact:** We focus on co-creating positive impact through collaboration with our stakeholders to understand their concerns as well as where efforts in identifying positive impacts would be most valued and impactful. We guide behaviours and decisions toward beneficial outcomes while respecting individual choices and autonomy whenever reasonable. Our approach involves enhancing our

positive impact with the ambition that our actions and initiatives are optimized to generate beneficial effects to communities.

- **Cultural sensitivity**: We prioritize cultural sensitivity and diversity by actively engaging with communities to understand and integrate their cultural values and practices into our business activities, demonstrating our commitment to preserving and promoting cultural heritage.
- **RWE's dedication to indigenous peoples**: RWE is dedicated to respecting the legal, constitutional, and regulatory rights of Indigenous Peoples. The company is committed to fostering meaningful relationships with Indigenous Peoples and collaborating on sustainable initiatives and economic development opportunities that align with their cultural values and priorities.
- **Mitigation of negative impacts:** We adhere to the mitigation hierarchy principles of avoiding, minimizing, mitigating/offsetting[1] strategies to effectively address and reduce adverse consequences.

3 Ongoing developments

We are proud of the progress we have made in our community engagement efforts at RWE. We have undertaken numerous initiatives to engage with our communities, many of which can be found on our website and in our sustainability report. In addition, we have published an internal community engagement framework that serves as a guideline for our employees and helps to ensure the successful implementation of our community engagement policy. We believe that these efforts are critical to building strong, long-lasting relationships with our communities, and we remain committed to continuing to engage with our communities in a meaningful and impactful way.

[1] IFC Performance Standards on Environmental and Social Sustainability (2012), p. 6

4 Responsibilities

At RWE, we take our commitment to community engagement seriously. As part of this commitment, our Director for Strategy & Sustainability of RWE AG is responsible for overseeing the development and implementation of our community engagement efforts.

This policy applies to RWE AG and its operating companies. As every country, business activity and site have its own conditions, the principles are implemented in accordance with the respective country and project-specific conditions and in compliance with regulations.

This policy shall also apply, to the extent relevant, to new joint ventures formed, temporary joint ventures and other equivalent associations, if RWE assumes the management thereof. We communicate about our community engagement activities on our website and in our annual sustainability reporting.

This policy was initially approved by the Board of Directors on December 13, 2023 and will be regularly updated as necessary.

Dr. Markus Krebber	**Dr. Michael Müller**	**Katja van Doren**
CEO, RWE AG	CFO, RWE AG	CHO, RWE AG
		

RWE Aktiengesellschaft
RWE Platz 1
45141 Essen
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Theodore Wind Farm

First Nations Engagement and Communications Plan

Acknowledgement of Traditional Owners

RWE Renewables Australia acknowledge the Traditional Custodians of all of these lands and waters upon which we work, live, and play. We particularly acknowledge the Wulli Wulli people who are the Traditional Custodians of the lands proposed for the Theodore Wind Farm. We recognise that for many thousands of years, the Traditional Custodians of this Country cared for and lived harmoniously with this place, and we pay our respects to Elders past, present, and emerging.

RWE Renewables Australia is committed to a just, equitable, and reconciled Australia and recognises that we all have a role to play in achieving this vision.

Document control

The following table outlines any revisions made to this document.

Project Title	Theodore Wind Farm
Project Number	
Project File Name	V1_Theodore First Nations Engagement and Communications Plan

Table 1 Document Revision Register

Version	Date of Issue	Prepared By	Reviewed By	Approved By	Issued By
Version 1	16/12/2024	**Attexo Group**			

Periodic evaluation and reviews of this First Nations Engagement and Communications Plan will ensure that the Plan is routinely updated and informed to reflect changing circumstances, community feedback, and ongoing improvements in RWE's community engagement approach.

This will ensure that RWE's communication and engagement remain:

- Relevant to the Project's evolving needs, issues, and outcomes.
- Responsive and tailored to the needs of First Nations Communities.
- At the leading edge of industry and global best practice.

Table of Contents

List of abbreviations

The following table outlines any abbreviations used throughout this document.

Table 2 Abbreviation Reference List

Abbreviation	Meaning
ABS	Australian Bureau of Statistics
AC	Alternating Current
AEA	Access and Exclusivity Agreement
APPs	Australian Privacy Principles
CEC	Clean Energy Council
CHMP	Cultural Heritage Management Plan
CMA	Catchment Management Authority
CRG	Community Reference Group
CSEF	Community & Stakeholder Engagement Framework
CSEP	Community & Stakeholder Engagement Plan
DCCEEW	Department of Climate Change, Energy, the Environment, and Water
DES	Department of Environment and Science
DELWP	Department of Environment, Land, Water, and Planning
FZ	Farm Zone
GW	Gigawatt: Equal to 1,000,000,000 watts
ha	Hectare: Equal to 10,000 square metres
IAP2	International Association for Public Participation
km(s)	Kilometre(s)
kV	Kilovolt: Equal to 1,000 volts

LGA	Local Government Area
m^2	Square metres
MP	Member of Parliament
MW	Megawatts: Equal to 1,000,000 watts
NEM	National Electricity Market
NGO	Non-Government Organisation
PV	Photovoltaic
QFES	Queensland Fire and Emergency Services
RACI Matrix	Responsibility Assignment Matrix
RAP	Registered Aboriginal Party
SARA	State Assessment and Referral Agency
SME	Subject Matter Expert
TMR	Department of Transport and Main Roads
WTG	Wind Turbine Generator

List of tables

The following list captures all tables used throughout this document.

List of figures

The following list captures all figures and charts used throughout this document.

Introduction

This First Nations Engagement and Communications Plan addresses the approach to First Nations engagement for the Theodore Wind Farm and BESS Project (the Project). This plan:

- Describes the Theodore Wind Farm and BESS Project, the proponent and the First Nations Community where the project is situated.
- Outlines the approach to First Nations community engagement.
- Identifies the objectives of engagement.
- Highlights the guiding principles.
- Identifies the key stakeholders and their interests.
- Details past engagement activities and proposed future activities.
- Establishes the project's complaints handling policy and processes.

As with any development, the proposed Project is expected to evolve over time when new information is obtained as part of specialist studies and as First Nations Community engagement progresses.

This document will be periodically revised by RWE and tracked as part of the Document Information found at the start of this document.

Acknowledgement of Traditional Owners

Aboriginal and Torres Strait Islander peoples' rights and interests in land are formally recognised over approximately 50 per cent of Australia's land area and recent statistics show that approximately 43 per cent of renewable energy infrastructure is proposed to be sited on First Nations land (Clean Energy Council & KPMG, 2024). It is important to understand that, regardless of tenure, First Nations peoples have occupied and cared for Country for over 65,000 years and they have an unbroken custodianship with the land and waters.

RWE Renewables Australia respectfully acknowledges the Wulli Wulli people, the Traditional Owners of the lands and waters where the Theodore Wind Farm BESS Project is proposed. RWE Renewables Australia recognises and acknowledges the Wulli Wulli people's continuing connection to lands, waters and communities and acknowledges their long journey to having their native title rights recognised

RWE Renewables Australia is committed to forging strong relationships with the Wulli Wulli people, First Nations Communities and stakeholders and recognises their unique perspectives and aspirations. RWE Renewables Australia is committed to a just, equitable,

and reconciled Australia and recognises that we all have a role to play in achieving this vision.

RWE Renewables Australia

RWE is one of the world's leading producers of renewable energy and operates a global portfolio of about 17 GW of renewable wind, solar and battery storage projects. In addition, there more than 100 renewable energy projects under construction in 12 countries worldwide, totally more than 8 GW.

The RWE Group entered the Australian market in 2018 with the construction and subsequent operation of the one of the country's largest solar farms, the 249 MW Limondale Solar Farm, located in New South Wales' South West Renewable Energy Zone.

Project Overview

The Theodore Wind Farm Project incorporates multiple components including a wind farm, Battery Energy Storage System (BESS) and possibly a solar farm (the Project).

The Project is in the Banana Shire Council local government area (LGA), approximately 22 kilometres (km) east of Theodore, in the localities of Camboon and Castle Creek.

Construction for the Project is scheduled to commence in 2026 and finish in 2029, requiring up to 500 workers. Commissioning and operations are expected to occur from 2027 through to 2057. It is anticipated that between 15 and 50 operational workers will be required. Figure 2.1 provides the proposed project timeline.

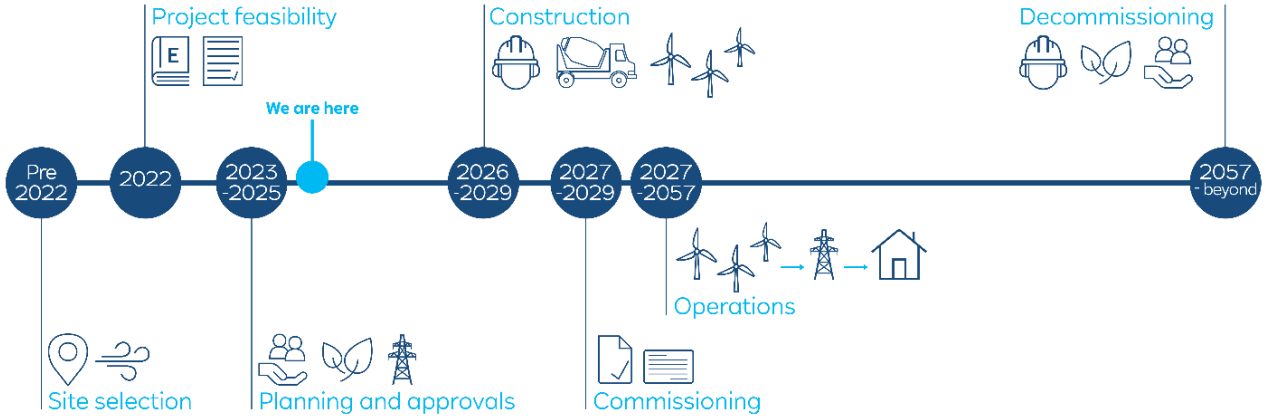
The Project will require a Development Application (DA) from the Banana Shire Council as well as Federal Government approval under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act). A referral under section 68 of the EPBC Act was lodged on with the Department of Climate Change, Energy, the Environment and Water (DCCEEW). DCCEEW determined that the proposed action is a controlled action noting the proposed action is likely to have significant impacts on the following matters protected by the EPBC Act:

- The world heritage values of a declared World Heritage property.
- The national heritage values of a National Heritage place.
- Listed threatened species and communities.
- Listed migratory species.

- The environment in the Great Barrier Reef Marine Park.

DCCEEW also determined that the proposed action would be assessed by Public Environment Report (PER) which will include a public consultation phase.

Figure 1 Proposed project timeline (Wind Farm and BESS)



Project infrastructure description

Initial investigations suggest the Project may consist of the following:

- Battery Energy Storage System.
- Hardstands/crane pads at each WTG location.
- All weather gravel internal access tracks to provide access for WTG installation and Project works.
- Access points to facilitate entry onto the site for construction and operation purposes and will stem from public roads.
- At least three Wind Monitoring Masts to collect and validate wind resource data.
- Underground (and overhead if needed) electrical reticulation cabling will be installed, allowing connection between the WTGs and the substations.
- Substations.
- Operations and maintenance buildings to host the site office and associated amenities as well as storage and maintenance sheds and parking.

Installed on an as needs basis, the following temporary infrastructure has also been proposed as part of the Project:

- Construction compounds to host site office and associated amenities as well as laydown areas, construction staff car parking, tool and maintenance storage sheds and truck parking.
- Concrete batching plant(s) may be erected to supply concrete for the WTG and permanent building foundations.
- Borrow pit(s) and/or ancillary onsite quarries for the construction of access tracks.
- Dams and/or bores may be constructed to supply adequate water during the construction of the Project.

First Nations Community

At a Commonwealth and State level respectively, the *Native Title Act 1993* (NT Act) and *Aboriginal Cultural Heritage Act 2003* (ACH Act), determine who an Aboriginal party is and therefore who proponents must consult with in regard to the Traditional Owners for the area where a project is situated.

For the purposes of this plan and as per the statutory requirements, the Wulli Wulli People, via the Wulli Wulli Nation Aboriginal Corporation (WWNAC) Registered Native Title Body Corporate (RNTBC) are recognised as the Traditional Owners and the First Nations Community for the Project. Other First Nations people who are not Traditional Owners may reside in the community, however at this stage have not made themselves known to RWE. RWE will continue to engage directly with the WWNAC and will be guided by WWNAC in regard to who their appate community representatives are, while remaining aware and open to engagement with other non Wulli Wulli First Nations people who may want to discuss matters of importance to them about the project.

The Project is located within the localities of Camboon and Castle Creek, on the traditional lands of the Wulli Wulli people. In 2015, the Wulli Wulli peoples' native title rights and interests were recognised across approximately 5,432 square kilometres of land, comprising two towns, two national parks and numerous pastoral properties. The judgement referenced historical, linguistic, anthropological and archaeological evidence, noting a commonality throughout the evidence in respect of matters including, respect for elders and old people, the importance of family, bush tucker and bush medicine, hunting and gathering, spirits and totems, relationships within the family and relationship of the Wulli Wulli people with their Country (AIATSIS, 2015).

In the broader central Queensland region, Wulli Wulli Country is bordered by the Gaangalu Nation People to the north, the Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People in the east, the Auburn Hawkwood People (previously Wulli Wulli People #2) in the south, Iman to the southwest and the Wadja People to the northwest. It is important to note that

the project is wholly located within the lands of the Wulli Wulli People and there is no intersection of project works within these other claim areas.

In 2021, the Banana Shire LGA (ABS area code: LGA30370) had a total population of 14,513 people with 737 (approximately 5%) of those identifying as Aboriginal and/or Torres Strait Islander (ABS, 2021).

The results of the desktop research into the First Nations Community for the Project are provided in the table below.

Table 3 First Nations Community for the Project Area

Party	Details	Role	Proximity to Project
Wulli Wulli Nation Aboriginal Corporation RNTBC	Registered Native Title Body Corporate for the Wulli Wulli People native title holders	Registered Native Title Body Corporate (RNTBC) manages native title and is the first point of contact for proponents wishing to undertake activities on Wulli Wulli Country covered by the native title determination	Within Project
Wulli Wulli People	Those determined to hold native title in the determination *Anderson on behalf of the Wulli Wulli People v State of Queensland (QUD6006/2000)*	Represented by the Wulli Wulli Nation Aboriginal Corporation RNTBC	Within Project

Cultural Heritage

The ACH Act requires anyone who carries out a land use activity to exercise a duty of care with respect to the protection of Aboriginal cultural heritage and identifies the Aboriginal party for an area that must be consulted with respect to Aboriginal cultural heritage. The Wulli Wulli People are the Aboriginal party for the Project area and are represented by WWNAC.

The 'duty of care' means land users must take all reasonable and practicable measures to ensure their activity does not harm Aboriginal cultural heritage.

The duty of care applies to any activity where Aboriginal cultural heritage is located, including Aboriginal cultural heritage located on freehold land and regardless of whether or not it has been identified or recorded in a database.

The cultural heritage duty of care can be met by acting:

- In compliance with gazetted cultural heritage duty of care guidelines.
- Under an approved Cultural Heritage Management Plan (CHMP) developed under Part 7 of the ACH Act.
- Under a native title agreement or another agreement with an Aboriginal party that addresses cultural heritage.
- In compliance with native title protection conditions (for low-impact mineral exploration), but only if the conditions address cultural heritage.

RWE Renewables Australia has entered into 'another agreement' with the WWNAC for the purposes of undertaking early works for the project, and negotiations of a whole of project life CHMP are substantially advanced and expected to be concluded early 2025.

Under the terms of the early works agreement, avoidance surveys and reconnaissance site visits have been undertaken to facilitate access to Country for the Wulli Wulli People as well as to assess locations for proposed geotechnical works. Geotechnical works have been adjusted as required at the direction of the Wulli Wulli People to avoid any areas of cultural interest or sensitivity. Details are included in the table below.

Once the CHMP is in place, the entirety of the proposed project footprint and nearby environs will be the subject of a detailed cultural heritage survey and subsequent technical report.

Table 4 Summary of Avoidance Surveys

Number of locations assessed with no constraints	80
Number of locations requiring monitoring	70
Number of locations adjusted due to cultural sensitivity	14
Number of locations not yet assessed	12
Total number of locations	176

Engagement Approach

RWE Renewables Australia recognises that engaging with First Nations Communities requires an understanding of the diversity of beliefs, customs, traditions, social structures, cultural practices and histories of the communities in which projects are located.

To date RWE has focussed on engagement with the recognised Traditional Owners of the Project footprint the Wulli Wulli via WWNAC.

Australian law recognises that Aboriginal people have rights and interests in the land and sea under their traditional law and customs, that they are Traditional Owners. This First Nations Engagement and Communications Plan has been developed to support engagement with First Nations communities through the approvals process and is based on the principles of Free, Prior and Informed Consent (FPIC), that recognises the critical decision-making role of Traditional Owners. The Plan will be updated for construction and operations once all project approvals have been secured.

The Plan is underpinned by the overarching principles outlined in the *Leading Practice Principles: First Nations and Renewable Energy Projects* and *the Interim Engaging with First Nations People and Communities on Assessment and Approvals under the Environment Protection and Biodiversity Conservation Act 1999.*

Throughout engagement with WWNAC, RWE has ensured that WWNAC have been supported by legal advisors and technical advisors (archaeology and anthropology) of their choosing, RWE has and will continue to ensure WWNAC are supported and advised and will continue to meet the costs of this advice.

Guiding Principles

The following guiding principles are based on the *Leading Practice Principles: First Nations and Renewable Energy Projects*, the *Interim Engaging with First Nations People and Communities on Assessment and Approvals under the Environment Protection and Biodiversity Conservation Act 1999* and the International Association for Public Participation's (IAP2) Public Participation Spectrum.

The Leading Practice Principles outlines First Nations expectations for the renewable energy sector and details the key considerations for First Nations engagement at each stage of the project lifecycle. The principles include:

- Engage respectfully
- Prioritise clear, accessible and accurate information
- Ensure cultural heritage is protected
- Protect Country and environment
- Be a good neighbour
- Ensure economic benefits are shared
- Provide social benefits for community
- Embed land stewardship
- Ensure cultural competency
- Implement, monitor and report back

The Interim Engaging with First Nations People and Communities outlines DCCEEW's expectations for proponents regarding respectful and effective engagement with First Nations People and Communities as part of the environment referral, assessment and approval process under Chapter 4 of the EPBC Act. Broadly, DCCEEW considers that respectful and effective engagement includes (but may not be limited to):

- Ensuring cultural safety
- Building and maintaining trust
- Engaging early and often
- Negotiating suitable timeframes
- Negotiating suitable submission formats

The IAP2's Public Participation Spectrum provides a framework for selecting the appropriate style of engagement and activities relevant to a stakeholder and the project development stage.

Figure 2 IAP2 Spectrum for Public Participation

Increasing impact on the decisions

	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions	To obtain public feedback on analysis, alternatives and/or decisions	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution	To place final decision making in the hands of the public
PROMISE TO THE PUBLIC	We will keep you informed	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision	We will work with you to ensure your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how the public input influenced the decision	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible	We will implement what you decide
RWE'S COMMITMENTNT	Early engagement with WWNAC on the proposal, benefits and early socialisation of project	Raising awareness of the project to WWNAC and continuing to build relationships, continue to communicate	Build support and sustained interest in the project through consistent engagement opportunities WWNAC to provide input	Build on participation and relationships with WWNAC on planning future stages of the project. Share decision making on shared benefits and long term and sustainable initiatives	Implement benefit sharing initiatives that are co-designed and tailored to WWNAC, with decisions for investment in these initiatives

	timelines and milestones	the wider project benefits and establishing a robust inquiry and complaints management procedures and sharing these with WWNAC	into the planning and design process, enabling multiple opportunities to seek WWNAC input and adjust the project design in response to feedback, where feasible	from WWNAC. Investment in recruitment of local WWNAC workforce and procurement of local goods and services, purchasing from WWNAC community suppliers where possible	determined by WWNAC representatives

Engagement Objectives

RWE Renewables Australia recognises and values the unique relationship that First Nations peoples and communities have to care for Country and recognises their right to be fully engaged in projects and activities that may impact them. The following engagement objectives have been informed and developed through consultation with the First Nations Community and are based on their previous experience with other proponents:

- Engage directly with First Nations Communities early in the program and clearly communicate the approach to engagement, including when, how and what information will be provided.
- Clearly communicate the opportunities for First Nations Communities to participate in the project.
- Report on and share the outcomes of engagement activities, including what was heard, and where the First Nations Community has influenced decision making on the project.
- Explore opportunities for innovative engagement, in response to First Nations Community preferences and the social context of the region.
- Ensure cultural safety for the First Nations Community through the protection and respect of their cultural identity and the wants and needs of the community.
- Build and maintain a relationship with the First Nations Community based on trust, acting with integrity and engage in a way that is respectful, ethical honest and fair.

Engagement to Date

First Nations Community engagement commenced in early 2023, with RWE undertaking early consultation with the Wulli Wulli Nation Aboriginal Corporation RNTBC as the

Aboriginal party for the project area. Engagement has included consultation on cultural heritage requirements for the project and agreement making, shared benefits negotiations, site visits for the Board and Elders and cultural heritage surveys for early project works. A summary of the engagement to date is included in the table below.

Table 5 Summary of First Nations Community Engagement

Date	First Nations Community	Method of Communication	Details
Early 2023	Wulli Wulli People via Wulli Wulli Nation Aboriginal Corporation RNTBC plus legal and technical advisors	Meeting	• Initial engagement and introductory meeting. • Project overview. • Understanding of how WWNAC wish to be engaged and communication protocols.
Sep 2023	WWNAC representatives including Elders and technical advisor	Site visit	• Site visit to review and agree the locations of proposed met masts. • To visit other parts of the Project area that may be of interest to the Wulli Wulli People.
Oct 2023	WWNAC plus legal and technical advisors	Meeting	• Finalisation and signing of early works agreement.
Late 2023	WWNAC representatives	Site visit	• Monitoring of agreed met mast locations.
10th October 2024	As above	Meeting	• Meeting to discuss arrangements for geotechnical inspections and monitoring. • Discussion of Wulli Wulli aspirations and capacity

Date	First Nations Community	Method of Communication	Details
Oct 2024	As above	Email/mail correspondence	• Sending of community newsletter as per meeting commitment. • Sending copy of Environmental Assessment Report as per meeting commitment. • Provide examples of rehabilitation works. • Copy of design map posted to WWNAC office. • Provide company portal and weblinks to access reports and information. • Provide geospatial information and data for review.
31st October 2024	As above	Meeting	• Meeting to discuss arrangements for geotechnical inspections and monitoring. • Planning for the RWE funded training of more Wulli Wulli cultural field officers • RWE provides feedback and seeks further clarification of benefits areas of interests from WWNAC
7th and 8th Nov 2024	WWNAC nominated persons for cultural training which also involved senior RWE representatives	Workshop	• Classroom and fieldwork training on artefact identification and site recording, use of GPS and field methods, delivered by

Date	First Nations Community	Method of Communication	Details
			WWNAC's technical advisor (Everick).
18th Nov ongoing through Dec 2024	Representatives nominated by WWNAC accompanied by their technical advisors.	Geotechnical inspections and reconnaissance	• Avoidance surveys and reconnaissance for early works including Geotech • 15 weeks in total.
18th Nov ongoing through Dec 2024	As above	Geotechnical inspections and reconnaissance	• Monitoring of geotechnical works. • 15 weeks in total.
5th Dec 2024	WWNAC and legal and technical advisors	Meeting	• Negotiation of remaining CHMP clauses. • Briefing new WWNAC Director, recap and progress review of geotechnical work. • Tabling term sheet offer of Shared Benefits and Project Services Agreement.

Site Selection

RWE has been engaging with WWNAC since early 2023. During the course of engagement, the site and proposed Project layout has been presented to WWNAC along with the Environmental Assessment Report detailing the proposed Project's environmental impacts and constraints.

RWE has undertaken regular meetings with WWNAC and also concluded an early works agreement for geotechnical investigations which includes the provision for up to 15 weeks of site investigations and monitoring for geotechnical works.

During the course of this early engagement and preliminary agreement setting, the Project layout is still ongoing and will be refined through the detailed design phase. This is being developed in consultation with WWNAC through the processes in the early works agreement and subsequent CHMP.

These processes are based on the avoidance principle whereby the Project will, in the first instance, seek to avoid harm to Aboriginal cultural heritage by modifying Project design and layout. This process has already come into effect during the site investigations for the geotechnical works with 14 of the total 176 locations requiring adjustment due to cultural sensitivity.

WWNAC have been consulted on the site selection and will continue to be involved in the ongoing Project layout and detailed design phase. RWE will continue to seek and where possible, implement their feedback into the detailed design.

Summary of First Nations Concerns

Early engagement with the WWNAC identified the potential areas of concern outlined below. The Project team will continue to engage with WWNAC and monitor sentiment on these issues and proactively manage any other areas of concern that may emerge as the Project progresses.

Table 6 First Nations Community Concerns for the Project

Concern	Detail	RWE Response
Impacts to cultural sites, both tangible and intangible	WWNAC noted that Story Lines and Song Lines exist within the Project area and that the project had the potential to impact on areas of cultural sensitivity.	All cultural heritage will be managed in accordance with the early works agreements and subsequent CHMP. Both these agreements provide processes for Wulli Wulli to assess locations prior to proposed Project works and make recommendations based on the nature of any cultural heritage values that may be present. Any locations which are deemed to be sensitive or need to be avoided will be reviewed and be part of ongoing discussions with WWNAC as part of the detailed design phase.

Concern	Detail	RWE Response
		Spatial information provided to WWNAC to review Project layout and any intersection with areas that may hold cultural values.
Impacts to environmental areas within Wulli Wulli Country	WWNAC noted that they want to be involved in the active management of protecting environmental areas within Wulli Wulli Country.	Information sharing of the design map, Environmental Assessment Report and rehabilitation information. Ongoing engagement and consultation with WWNAC in regard to the shared benefits and opportunities including ranger programs and service work packages.
Prior experience with development proponents	WWNAC have had prior negative experiences with development proponents which has caused a break down in relationships.	RWE is committed to consistent and meaningful engagement with WWNAC under the terms of the current early works agreement and subsequent CHMP. Ongoing engagement and consultation with WWNAC in regard to the shared benefits package and understanding the aspirations of WWNAC.
Timing of works and WWNAC resourcing	WWNAC notes that notice is required, and time provided to undertake surveys to record what is on Country.	RWE is committed to working with WWNAC and within the terms of the early works agreement and subsequent CHMP to ensure adequate notice and time is allocated to complete survey works.
Limited number of experienced WWNAC resources for surveys and investigations	Due to the size of the proposed Project and the scale of the work programs, WWNAC noted that while they wanted to facilitate the work for RWE, WWNAC representatives required	RWE delivered on the commitment to fund a training workshop for nominated WWNAC representatives (workshop completed on 7th & 8th November 2024), covering stone tool identification, field work methods and GIS/GPS training.

Concern	Detail	RWE Response
	training to expand their workforce.	

Future Engagement

RWE is committed to ongoing engagement with WWNAC throughout the Project lifecycle. The next steps for engagement include ongoing consultation and negotiation of the CHMP, Shared Benefits, Project Services Agreement along with cultural heritage surveys, reporting and mitigation. These are summarised in the table below.

Table 7 Summary of Future Engagement

Task	Steps	Timeframe
CHMP meetings (multiple meetings)	Continue engagement with WWNAC and schedule meetings based on availability and capacity	Likely to conclude CHMP meetings and finalise CHMP early 2025
Cultural heritage surveys for whole of Project (multiple visits)	• Notice issued under CHMP for survey • Conduct survey • Report developed, reviewed and agreed • Implement mitigation measures	Due to the scope and scale of the survey, it could take more than 12 months to finalise
Shared Benefits and Project Services Package meetings (multiple meetings)	Continue engagement with WWNAC and schedule meetings based on availability and capacity	Ongoing

Task	Steps	Timeframe
Training Workshops	Discuss capacity requirements with WWNAC and deliver based on availability and Project need	Ongoing

Proposed Project Impacts

Early engagement with WWNAC has identified potential impacts that the Project may have to WWNAC as a community and to their Country. Working with WWNAC RWE has developed a number of approaches that aim to minimise and offset impacts where possible. Consultation regarding impacts will be ongoing throughout the life of the Project and these impacts and approaches to mitigate them, may change over time.

Table 8 Project Impacts

Impact	Proposed Approach	Details
Impacts to cultural heritage both tangible and intangible through Project works	• Early works agreement • CHMP	All cultural heritage will be managed in accordance with the early works agreement which has been developed with WWNAC and the subsequent CHMP. These documents are negotiated agreements between WWNAC and RWE and consider both tangible and intangible cultural heritage and set out agreed processes to manage impacts.
Impacts to the environment and broader Wulli Wulli Country through Project works	• Information sharing • Utilisation of Wulli Wulli rangers for land management services	RWE shared Environmental Assessment Report to enable Wulli Wulli to understand Project scope and proposed impacts. Shared Benefits and Project Services Agreement provides opportunity for Wulli Wulli rangers to undertake 'On Country' services for

Impact	Proposed Approach	Details
		the Project, enabling and facilitating Wulli Wulli to Care for Country.
Impact on availability and capacity of WWNAC due to Project needs and timeframes	• Capacity building • Training	Shared Benefits and Project Services Agreement provides support and opportunity for Wulli Wulli people to undertake training identified by WWNAC. This ensures training is provided in an appropriate manner and is fit for purpose based on the needs of WWNAC.
Impact on WWNAC staff through consultation fatigue and burn out	• Capacity building • Informed engagement	RWE will continue to be directed by WWNAC on the schedule of engagement and ensure, where possible, meetings are held in locations that are convenient for WWNAC to attend. Shared Benefits and Project Services Agreement provides support and opportunity for Wulli Wulli people to undertake training identified by WWNAC.

Key First Nations Stakeholders

The table below identifies the key First Nation Stakeholders that will be engaged throughout the project. This table will be modified in response to feedback from the First Nations Community.

Stakeholder analysis is a key part of mapping communications and community engagement. This enables developers to identify key First Nations Groups, and their stakeholder needs to deliver comprehensive and focussed engagement.

In categorising Fist Nations Stakeholders, RWE considers the impact that the proposed development will have, either directly or indirectly, on groups or individuals within the project region. Within the context of the proposed development the categorisation exists as follows:

Table 9 First Nations Stakeholder category list

Stakeholder Category	Description	Engagement Activities
Wulli Wulli People	Those determined to hold native title in the determination *Anderson on behalf of the Wulli Wulli People v State of Queensland (QUD6006/2000)*	• Engaged through the Wulli Wulli Nation Aboriginal Corporation RNTBC – see below for engagement activities.
Wulli Wulli Nation Aboriginal Corporation RNTBC	Registered Native Title Body Corporate for the Wulli Wulli People native title holders	• Meetings • Project updates • Site visits and surveys • Invitation to co-design Indigenous Participation/Procurement Plans • Input into detailed design Invitations and involvement in community events

Stakeholder Category	Description	Engagement Activities
Wulli Wulli Ranger program	Made up of Wulli Wulli people including two rangers plus seniors.	• Engagement coordinated through Wulli Wulli Nation Aboriginal Corporation RNTBC.
Wulli Wulli Elders Group	An advisory group to assist Directors in cultural considerations and engagement with families /community	• Post the election of Elders Group, representatives will be invited to participate in meetings RWE holds with WWNAC directors and advisors

Engagement tools and methods

The First Nations Community engagement tools set out in the table below have been developed in consultation with the WWNAC and as part of RWE's commitment to genuine dialogue with WWNAC.

To facilitate appropriate, relevant and meaningful opportunities for WWNAC to have input into the Project, we will develop action plans that will guide the consultation process for each major project milestone. It is not anticipated that each of the below engagement/communication tools will be used across all Project milestones, and some may not be sed at all; our approach will depend on the ongoing consultation with WWNAC and their preferences and the purposes of each activity.

Table 10 First Nations Community Engagement Tools and Objectives

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
Meetings	Meetings with WWNAC and their legal and technical advisors will be a key avenue of personalised engagement. Meetings provide an opportunity to inform and listen to issues and concerns as well as to negotiate outcomes	All project phases.	• To establish a relationship and build trust and confidence at the start of and during the engagement process. • To help share factual and informed information about the project among individuals and stakeholder networks. • To understand existing concerns and perspectives. • To gain feedback on the engagement reach and gather information about communication and engagement preferences.	• WWNAC are informed and engaged early. • Establish a connection and build trust and confidence in the engagement process early on. • Information around current concerns and ideas to be shared with the project team to inform the development of the project and mitigate risk. • Satisfy regulatory and legislative requirements around consultation with WWNAC.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
			• To obtain stakeholder opinions and intel on consultation and engagement approaches undertaken by nearby, similar energy projects. • To understand sentiment towards renewable energy projects. • To establish negotiables/non-negotiables and explain how community feedback can influence the project.	
Emails/letters	Emails and letters will be used to provide notification of important information, such as works, other activities, or provide stakeholder-specific information and engagement.	Development phase through to commissioning phase.	• To create a formal engagement mechanism that can be utilised with all stakeholder groups. • Letters can also be adopted for engagement with stakeholders who do not have access to email or SMS.	• Communication with WWNAC at key milestones or to ensure that key information is received.
Shopfront (permanent or pop up)	A shopfront in a project area can take on a variety of forms. It can be a fixed space that is open one or multiple days per fortnight. Another option is a temporary 'pop up' venue which could include a stall in a public	Construction phase.	• A central in-town location that hosts project information and establishes a consistent connection between the project team and the community.	• Demonstrate depth and breadth of consultation. • An informed community is less likely to spread/hold on to misinformation/disinformation. • Continued brand awareness and trust being built within the community.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	space such as a Council office, shopping centre or public library. This option is usually more informal and may occur as a one-off or for shorter periods.		• Can act as a central meeting space for focus groups and community feedback sessions. • An education space to share knowledge and engage the community in on-ground works through digital technologies that they may not have access to due to low or no internet access.	• Build social licence as a developer demonstrating a commitment to strong and varied consultation.
Drop-in sessions/ pop-ups	Drop-in sessions provide an opportunity for stakeholders to meet with members of the project team and Subject Matter Experts (SMEs) about the project. Drop-in sessions are advertised in the local community and generally held over multiple days (often two consecutive days) in a local hall or halls. These drop-in sessions do not have a formal structure, but usually incorporate project poster and fact sheets, industry materials, and catering. Subject materials should be selected in	Development / pre-construction phases.	• To allow direct interactions with community members and the distribution of project collateral designed to inform, educate, and drive feedback through the project website. • Deliver up-to-date information about the project. • Serves as a tool to identify risks, including evidence of misinformation and disinformation campaigns. • Establishes an on-ground connection between the project team and the community.	• Demonstrate depth and breadth of consultation. • An informed community is less likely to spread/hold on to misinformation/disinformation. • Continued brand awareness and trust being built within the community. • Build social licence as a developer demonstrating a commitment to strong and varied consultation.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	response to the community's interests.			
Attendance at community events	This may include information stands at agricultural shows, sporting, and other events, providing a platform for community members to ask questions and provide feedback.	Development phase through to commissioning phase.	• Deliver up-to-date information about the project. • Serves as a tool to identify risks arising, including evidence of misinformation and disinformation campaigns. • Establishes an on-ground connection between the project team and the community.	• Demonstrate depth and breadth of consultation. • An informed community is less likely to spread/hold on to misinformation/disinformation. • Continued brand awareness and trust being built within the community. • Build social licence as a developer demonstrating a commitment to strong and varied consultation.
Site tours and visits	This does not need to be limited to the actual project site. Site tours could occur at other projects throughout the planning and approvals and construction stages to familiarise stakeholders with an operating renewable energy project.	All project phases.	• Increasing transparency and visibility of the project site. • Start to build an understanding of visual amenity impacts and turbine layouts.	• A greater understanding of proposed land use and visual amenity. • Continued relationship building with the community and key stakeholders.
Workshops	Workshops can create a space for stakeholders to discuss any questions or concerns with the project team and/or SMEs, as well	Development / pre-construction phases.	• Provides opportunities for the project team to provide information and workshop solutions with targeted groups of stakeholders.	• Early and ongoing risk identification and mitigation • The co-development of solutions between the project team and community members.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	as positively contribute to the development of the project by brainstorming ideas and community-led problem solving.			
Focus groups	Create an opportunity for key stakeholders, selected by the project team, to provide detailed community feedback in a group setting, as well as raise project-related concerns, considerations, or issues with the RWE team and/or SMEs.	Development / pre-construction phases.	• Focus groups will enable deeper discussion and gather important data, which will inform risk levels and community sentiment around key elements of the project. • To understand community sentiment. • To test project messaging/ engagement methods/future benefit sharing options.	• Early and ongoing risk identification and mitigation. • The co-development of solutions between the project team and community members.
Free call 1800 number	A free call 1800 number, 1800 879 435, has been established for the project.	All project phases.	• To provide all stakeholders with a toll-free number to engage with the project team.	• Removal of communication barriers for stakeholders that do not have access to the internet and would like to obtain project information or ask questions.
Engagement tools – digital communication				
Electronic direct mail (EDMs)	EDM campaigns are founded on a database of subscribers – in this case	Developmen t phase through to	• EDMs will be an important part of communications and could be used to share information	• To inform development of the project and community benefit

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	from interested project stakeholders. A sign-up list will be made available on the project website and at community events.	commissioning phase.	such as newsletters, flyers, invitations to upcoming events, fact sheets and more.	opportunities that reflect the aspirations of the community.
SMS notifications	SMS notifications can be used for time-critical notifications, such as works and deadlines for public submissions.	Development phase through to commissioning phase.	• To provide affected stakeholders and neighbours with a fast and efficient way to receive important information/ updates.	• The delivery of real-time project updates/information.
RWE website	The RWE Australia website is now live and can be found at www.au.rwe.com. This site contains information about RWE globally, RWE Renewables Australia and Australian projects, as well as links to project-specific sites.	All project phases.	• To provide all stakeholders with overarching information about RWE and its Australian profile.	• To provide stakeholders with additional information on RWE. • To provide stakeholders with an additional mechanism to contact RWE.
Project website	A project website has been established at theodorewindfarm.com.au and will be regularly updated to provide more information, as well as digital versions of project	All project phases.	• To provide a central online information source that is accessible to many stakeholders and community members • To provide links to engagement opportunities	• Well informed stakeholders and community members who can access online information and provide feedback to inform discussion and reduce the impact of false information.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	collateral. The website URL is included on printed and digital collateral.		including online survey, webform submissions and project email address.	
Project email address	A project-specific email address, theodorewindfarm@rwe.com has been created and will be used as a central point of obtaining community feedback.	All project phases.	• To enable an easy enquiry process and feedback loop in relation to the project. • Feedback received will be shared with the project team for consideration in the development of the project.	• Easy feedback loops for those who wish to provide responses to the engagement process. • To inform development of the project and community benefit opportunities that reflect the aspirations of the community.
Engagement tool – printed communication/materials				
Newsletters	Project newsletters should be developed and distributed regularly, with a suggested timeframe of every three months. These should provide project updates and be posted to all landowners within a pre-determined project radius (suggested to be 10 kms from the project boundary). They can also be delivered electronically. Newsletters will also be uploaded to the project website.	Development phase through to decommissioning phase.	• An easily accessible 'teaser' delivered directly to mailboxes to inform residents about the project and consultation process. This activity will ensure those with low-or-no access to the internet are informed and included in the communications and engagement opportunity. • A call to action to become informed and participate in the engagement process.	• Improve engagement rates by keeping the project at top of mind and sharing accessible links and information about engagement opportunities.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
			• Provide contact details for the Project Communications and/or Development team.	
Fact sheets/posters	Fact sheets will be topic-specific and could include subjects such as: farming, environment, community, fire mitigation and response, health and more. Posters used at community drop-in sessions will likely incorporate information contained in fact sheets. Material developed in this category will also be uploaded to the project website.	Development phase through to commissioning phase.	• To provide clear, concise, and accurate project information that can be downloaded as needed to inform discussions/ engagement activities.	• Easily accessible and succinct information to deliver facts to inform discussion and reduce the impact of false information.
Frequently Asked Questions (FAQs)	Frequently Asked Questions (FAQs) can be used to focus on a particular topic or a range of topics in one document. These can be developed in response to queries raised by the community and stakeholders throughout the engagement process.	Development phase through to operations phase.	• To provide additional information to commonly asked questions in an easy-to-follow format to inform discussion.	• A better-informed community who may be seeking answers to similar questions, to inform discussion and reduce the impact of false information.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	Material developed in this category will also be uploaded to the project website.			
Flyers	Flyers can be used to promote information sessions or events. Flyers can reach community members who may not have access to digital communications or online platforms.	Development phase through to commissioning phase.	• To provide clear, concise and accurate project information that can be downloaded as needed to inform discussion.	• Easily accessible and succinct information to deliver facts to inform discussion and reduce the impact of false information.
Information packs	Information packs can include a combination of project collateral, such as newsletters, fact sheets, maps, information on upcoming events, photo montages, independent third-party studies and more. These can be tailored to the specific needs of the community or individual stakeholders and can include information on topics of particular focus for the project community. These	All project phases.	• To ensure that stakeholders have access to all of the relevant project information required in simple pack.	• Well informed stakeholders and community members with access to key project information that can be taken away for further consideration. Packs will assist with building stakeholder's knowledge and understanding of the project, will inform discussions, and reduce the impact of false information.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	could be posted to individuals as required or left at key locations, such as Council offices.			
Engagement Tool – Community Committees				
Engagement Committee	In line with industry best practice, RWE is committed to establishing a Engagement Committee (EC) to capture the voice and sentiments of the community, to help inform the project, how RWE engages and the content of engagement. A EC also provides a tool to share factual information with the community and – if used and populated effectively – can be a powerful means of creating trust.	Commence 2024 and continue on an ongoing basis (frequency tbc)	• Acting as a conduit in order to ensure that important, project-related information is made available to the community and other stakeholders • Assisting with prioritising and administering benefits within the community • Encouraging the development of, and participation in, community partnerships and initiatives, and • Facilitating communication between RWE and the community.	• Community is involved in some of the decision-making aspects of the Project • Community can advise on engagement preferences, best practice approach facilitate wide reaching opportunities for community information, knowledge sharing and interest in the Project • Key issues and concerns raised by community can be resolved successfully, by using community insights and recommendations to address from a local perspective.

Communication protocols

Records Management

RWE has a custom-built stakeholder engagement platform called Stakeholder Engagement Tool (SET), which has been designed to document and manage stakeholder interactions, including individual and group meetings, briefings, phone calls and information sessions.

The tool records engagements, including sentiment and feedback raised from stakeholders. At a practical level, it requires the manual input of engagement activities. Complex or more detailed engagement activities may necessitate written recording of details which will then be uploaded to SET.

The tool is also able to record commitments made by RWE, as well as items for follow up and allocate engagement tasks to team members for follow up.

All data inputted into SET is kept in line with RWE's privacy policy. We have technical and organisational measures in place to ensure we observe relevant legislation at all times and the collection, management and use of personal information is in accordance with the Australian Privacy Act 1988, the Australian Privacy Principles and related legislation and regulation (Australian Privacy Law). RWE Renewables Australia is part of the RWE Group, a group of companies with RWE AG as their ultimate parent company. RWE AG is ultimately responsible for setting the policies for the RWE Group, and so we also comply with the RWE General Data Privacy Policy and other group directives relating to data protection and privacy.

Complaints management

RWE believes effective and responsive communication is essential for continual development of strong community relations.

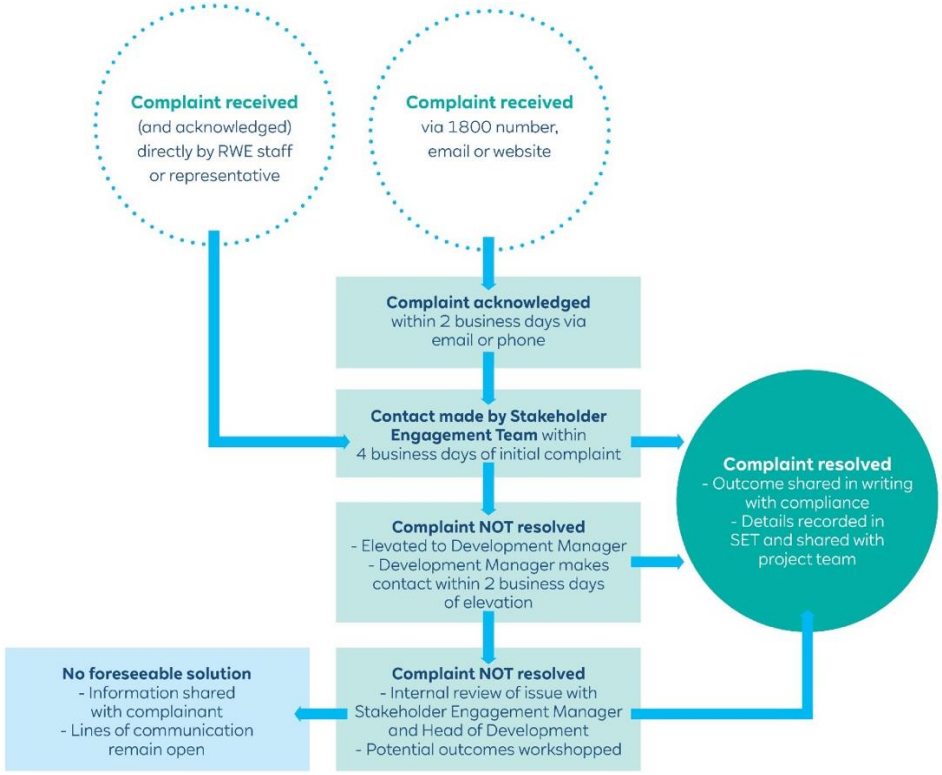
The complaints and grievance management system that will be implemented by the proposed Theodore Wind Farm is in accordance with the Australian Standard AS/NZS 10002:2014 – Guidelines for Complaint Management in Organisations. The RWE Complaints Handling Procedure ensures that complaints are dealt with in a timely and effective manner, and has been outlined below:

- Stage One: Receiving
- Stage Two: Responding
- Stage Three: Managing

- Stage Four: Closing
- Stage Five: Continuous Improvement

All instances are recorded within RWE's internal SET, with the intent to archive, allocate, monitor, action, resolve, close and analyse all relevant enquiries. RWE aims to resolve complaints within 10 working days. If this is not possible RWE commits to continued engagement with the stakeholder.

Figure 2Complaints management flowchart



Dispute Resolution

Specific to the relationship between RWE and WWNAC is the dispute resolution process included in the early works agreement, noting that a similar process will also be included in the CHMP.

The dispute resolution process applies only to disputes that occur as a result of the implementation of the relevant agreement but set out a series of steps to resolve the dispute.

1. RWE or WWNAC claim that a dispute has arisen under the agreement, the party claiming the dispute gives notice to the other party setting out the full details of the dispute.
2. Parties meet as soon as possible after receipt of notice and make reasonable efforts to resolve dispute within 3 days.
3. If the dispute cannot be resolved within 3 days of receiving the notice any party can refer the matter to mediation.
4. Mediator is to be a person agreed between the parties or if this cannot be agreed the mediator will be appointed by the Queensland Chapter of the Resolution Institute.
5. If the dispute is not resolved within 10 days of appointing a mediator, either party may request the dispute be referred to a suitably qualified and independent expert for determination.
6. Parties must agree on the person to be appointed expert or where they cannot agree, the expert will be a person who is nominated by the Chairperson of the Queensland Chapter of the Resolution Institute.
7. Parties will be bound by the determination of the expert.

Reporting

RWE is committed to establishing procedures and policies which ensure a robust and regular framework for internal reporting and monitoring. This Plan will be incorporated into the relevant induction materials for new employees, while existing employees will be provided with copies of the document.

Internal communication pathways will be utilised to ensure that all concerns, grievances, and learnings are effectively communicated to all employees relevant to the Project. These communication techniques include, but are not limited to:

- Frequent communication email updates.
- Historical activity summaries presented during team meetings, which are scheduled to coincide with regular reporting intervals.
- Summary of planned future activities scheduled prior to the upcoming reporting period.

References

- Aboriginal Cultural Heritage Act 2003
- Australian Bureau of Statistics – 2021 Census Data
- Australian Institute of Aboriginal and Torres Strait Islander Studies
- Australian Standard AS/NZS 10002:2014 – Guidelines for Complaint Management in Organisations
- Australian Privacy Principles
- Best Practise Community Engagement in Wind Development
- Best Practise Guidelines for Implementation of Wind Energy Projects in Australia (AusWind, December 2006)
- Clean Energy Council's (CECs) Guide to Benefit Sharing Options for Renewable Energy Projects
- Community Planning Toolkit
- Cultural Heritage Management Plan Guidelines
- Leading Practice Principles: First Nations and Renewable Energy Projects
- IAP2 Public Participation Toolbox
- Interim Engaging with First Nations People and Communities on Assessments and Approvals under the Environment Protection and Biodiversity Conservation Act 1999
- Privacy Act 1988
- RWE's Corporate Australian Community Engagement Framework
- Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets, IFC, May 2007
- The International Association for Public Participation (IAP2) Framework
- The International Association for Public Participation (IAP2) Toolkit
- Torres Strait Islander Cultural Heritage Act 2003

Theodore Wind Farm

Community & Stakeholder Engagement Plan

Acknowledgement of Traditional Owners

RWE Renewables Australia acknowledge the Traditional Custodians of all of these lands and waters upon which we work, live, and play. We particularly acknowledge the Wulli Wulli people who are the Traditional Custodians of the lands proposed for the Theodore Wind Farm. We recognise that for many thousands of years, the Traditional Custodians of this Country cared for and lived harmoniously with this place, and we pay our respects to Elders past, present, and emerging.

RWE Renewables Australia is committed to a just, equitable, and reconciled Australia and recognises that we all have a role to play in achieving this vision.

Document control

The following table outlines any revisions made to this document.

Project Title	Theodore Wind Farm
Project Number	
Project File Name	V3_Theodore Community and Stakeholder Engagement Plan

Table 1 Document Revision Register

Version	Date of Issue	Prepared By	Reviewed By	Approved By	Issued By
Version 3	8/4/2024	**Premier Strategy**	Premier Strategy	Tanya Waterson	
Version 4	18/12/2024	RWE	RWE	Tanya Waterson	

Periodic evaluation and reviews of this CSEP will ensure that the Plan is routinely updated and informed to reflect changing circumstances, community feedback, and ongoing improvements in RWE's community engagement approach.

This will ensure that RWE's communication and engagement remain:

- Relevant to the Project's evolving needs, issues, and outcomes.
- Responsive and tailored to the needs of key stakeholders and the local community.
- At the leading edge of industry and global best practice.

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List of abbreviations

The following table outlines any abbreviations used throughout this document.

Table 2 Abbreviation Reference List

Abbreviation	Meaning
ABS	Australian Bureau of Statistics
AC	Alternating Current
AEA	Access and Exclusivity Agreement
APPs	Australian Privacy Principles
CEC	Clean Energy Council
CHMP	Cultural Heritage Management Plan
CMA	Catchment Management Authority
CRG	Community Reference Group
CSEF	Community & Stakeholder Engagement Framework
CSEP	Community & Stakeholder Engagement Plan
DCCEEW	Department of Climate Change, Energy, the Environment, and Water
DES	Department of Environment and Science
DELWP	Department of Environment, Land, Water, and Planning
FZ	Farm Zone
GW	Gigawatt: Equal to 1,000,000,000 watts
ha	Hectare: Equal to 10,000 square metres
IAP2	International Association for Public Participation
km(s)	Kilometre(s)
kV	Kilovolt: Equal to 1,000 volts

LGA	Local Government Area
m^2	Square metres
MP	Member of Parliament
MW	Megawatts: Equal to 1,000,000 watts
NEM	National Electricity Market
NGO	Non-Government Organisation
PV	Photovoltaic
QFES	Queensland Fire and Emergency Services
RACI Matrix	Responsibility Assignment Matrix
RAP	Registered Aboriginal Party
SARA	State Assessment and Referral Agency
SME	Subject Matter Expert
TMR	Department of Transport and Main Roads
WTG	Wind Turbine Generator

List of tables

The following list captures all tables used throughout this document.

List of figures

The following list captures all figures and charts used throughout this document.

Document purpose

This Community & Stakeholder Engagement Plan (CSEP) has been developed to establish the overarching guidelines, principles, objectives and approach to delivering stakeholder engagement as the Theodore Wind Farm project progresses through the planning and approvals stage to operations and beyond.

It identifies the tools and methods that will be used to engage with stakeholders during all stages of the project lifecycle, and the considerations applied when determining the most suitable approach for individual stakeholders and stakeholder groups.

It sets the foundation for a robust community engagement process that meets our engagement principles of honesty, respect, adaptability, consistency, and consideration. These engagement principles will be applied by RWE to deliver best practice engagement.

To guide the consultation and engagement activities to support major project milestones, separate action plans will be developed. Action plans will prescribe the activities, timing, stakeholders, and engagement tools and tactics to drive project and consultation outcomes for each milestone.

The aim of this CSEP document is to;

- Detail an inclusive, thorough, and transparent strategy for the disclosure of project information.
- Outline the overarching objectives, principles, and consultation and engagement tools to engage stakeholders across the project lifecycle.
- Establish a grievance process to ensure that appropriate measures are taken to respond to any concerns arising from stakeholder groups.
- Identify key stakeholders with an interest in the project, and determine appropriate engagement techniques and mechanisms, and
- Proactively engage and collaborate with all stakeholder groups.

As with any wind farm development, the proposed Theodore project is expected to evolve over time when new information is obtained as part of specialist studies and as our community and stakeholder engagement progresses.

This document will be periodically revised by RWE's Communications and Community Engagement Manager and tracked as part of the Document Revision Register found in the Document History and Status section of this CSEP.

Project overview

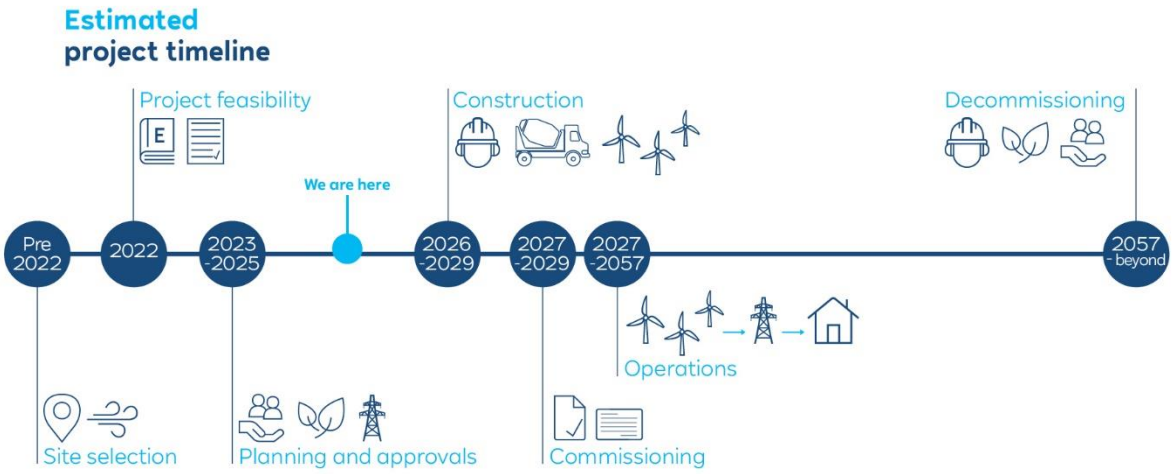
RWE is one of the world's leading producers of renewable energy and operates a global portfolio of about 17 GW of renewable wind, solar and battery storage projects. In addition, there are more than 100 renewable energy projects under construction in 12 countries throughout the world, totalling more than 8 GW.

The RWE Group entered the Australian market in 2018 with the construction and subsequent operation of one of the country's largest solar farms – the 249 MW Limondale Solar Farm, located in New South Wales' (NSW) South West Renewable Energy Zone.

RWE is proposing to develop and construct a wind farm in Central Queensland (QLD) about 30 kms from Theodore, a rural town on the Dawson River. The project is known as the Theodore Wind Farm and incorporates a site investigation area of about 46,000 ha of private land. The project is owned by RWE Renewables Australia Pty Ltd., a subsidiary of RWE AG.

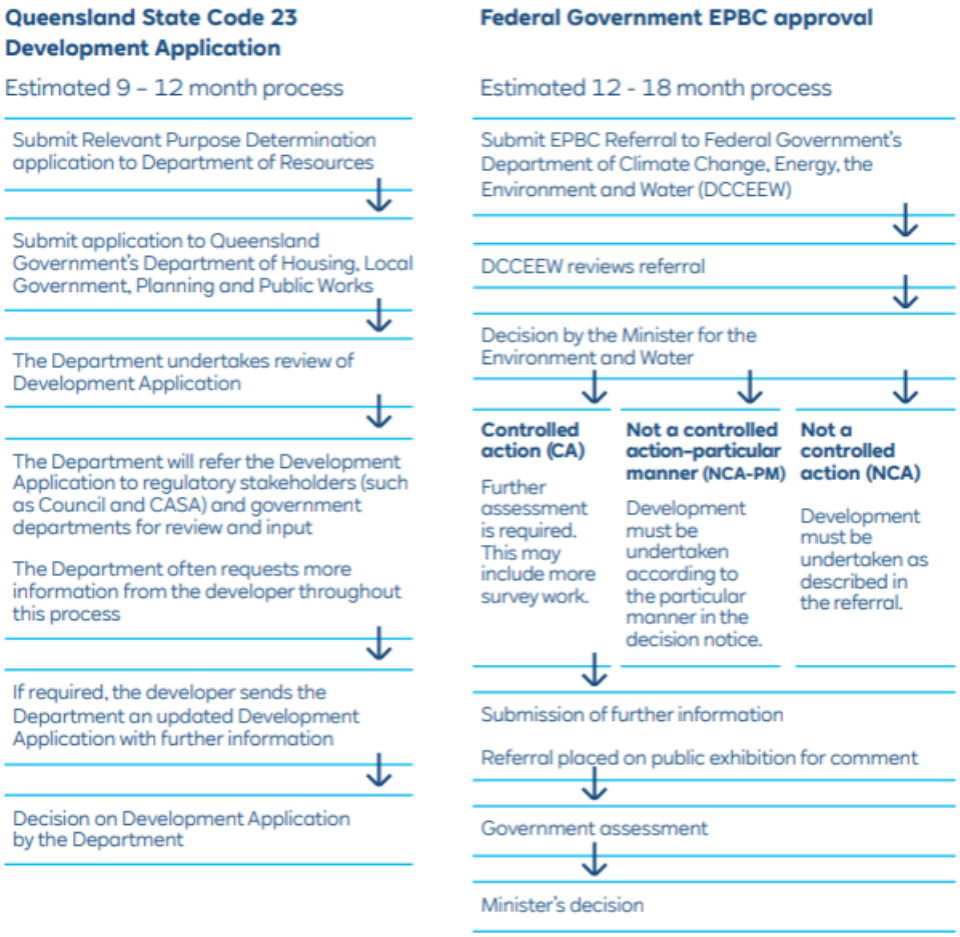
The Theodore Wind Farm is currently in the planning and approvals stage of development. Future key milestones and timeframes for the project are subject to change, based on the outcomes of environmental and technical studies and government approval processes.

Figure 1 Proposed project timeline



The approvals process

The Theodore Wind Farm project will need to obtain Development Approval (DA) from the Banana Shire Council as well as Federal Government approval under the *Environment Protection and Biodiversity Conservation Act 1999* (aka EPBC approval).



Project infrastructure description

Initial investigations suggest the project may consist of up to 170 Wind Turbine Generators (WTGs), a number which could change as studies identify project constraints, or if grid restrictions are removed. The WTGs will be constructed from tubular steel or concrete sectional towers and will support a nacelle as well as a rotor assembly consisting of a hub and three blades.

While a specific turbine model and tip height have not yet been determined, the hub height of the candidate turbines is 150-170 meters (measured from the ground to the middle of the turbine's rotor), with a rotor diameter of up to 172 metres, and tip height of up to 270 metres. Turbine model selection will be subject to a competitive tendering process which will occur in sync with the planning process. The model selected will be within the envelope provided by the planning permit.

Permanent Site Infrastructure

In addition to the WTGs, the following permanent infrastructure has been proposed as part of the Theodore Wind Farm:

- Hardstands/crane pads at each WTG location, which will be installed to provide a stable foundation for cranes to erect and install the WTG and associated components. The size of these is being refined and is dependent on the location of each WTG.
- All-weather gravel internal access tracks to provide access for WTG installation and ongoing operation and maintenance. These are expected to be at least 5 metres wide and provide an allowance for drainage and erosion management as required.
- Access points will be created to facilitate entry into the site for construction and operation purposes and will stem from public roads. RWE will upgrade local roads at access points, local intersections and along road sections as required and in line with Council requirements.
- Three Wind Monitoring Masts have been erected to collect and validate wind resource data, including information relating to direction and speed. These masts will be 160 metres tall with appropriate aviation markings.
- Underground (and overhead where needed) electrical reticulation cabling will be installed, allowing connection between the WTGs and the substations.
- Substations with a footprint of up to 10 ha will be installed allowing the underground reticulation cabling to connect to the overhead transmission lines as outlined above.
- Operations and maintenance building(s) with a footprint of about 1.5 hectares will host the site office and associated amenities, as well as storage and maintenance sheds and staff car parking.

Temporary Site Infrastructure

Installed on an as-needed basis, the following temporary infrastructure has also been proposed as part of the Theodore Wind Farm:

- Construction compound(s) with a footprint of about 1.5 hectares will host the site office and associated amenities, as well as component laydown areas, construction staff car parking, tool and material storage sheds, and truck parking.
- Concrete batch plant(s) may be erected to supply concrete for the WTG and permanent building foundations. Precise locations and footprints will be determined as part of the detailed design phase. Borrow pit(s) and/or ancillary onsite quarries may be excavated to source material for the construction of onsite access tracks. Precise locations and footprints will be determined as part of the detailed design phase.
- Dams and/or bores may be constructed to supply adequate water during the construction of the wind farm, including but not limited to track dust minimisation, soil compaction and firefighting.

All infrastructure and equipment listed in the above sections will be transported to the proposed site along major roads and highways from nearby ports during the construction phase.

Engagement to date (at December 18 2024)

The proposed Project became public in 2023, but engagement with some stakeholders began in 2021. Engagement activities to date include:

- Meetings with landowners, near neighbours, the community and other interested parties
- Meetings with and site visits by Traditional Owners
- Letterbox drops to all homes within 10 kilometres (km) of the project
- Two newsletters and multiple flyers
- Two two-day community drop-in sessions attended by about 90 community and other key stakeholders
- Formal presentations to Banana Shire Council
- Monthly 'shopfronts' at the Theodore Community Hall for two consecutive days over four months
- Community survey with three responses
- Four chatty café sessions, two consecutive days during two months (four in total)
- A dedicated website that includes project information, news, updates and engagement opportunities.

Summary of community and stakeholder concerns

Early engagement has identified the potential areas of concern outlined in Table 3. The project team will monitor community and stakeholder sentiment on these issues, and proactively manage other emerging areas of concern as the project progresses. A key part of our commitment to transparent and open communication is providing community and stakeholders with factual and timely information, and where possible, collaborating with them to find solutions to concerns and/or issues.

Table 3 Consultation Themes

Workforce accommodation	Workforce accommodation during construction, and the impact on the local housing market, has been identified as a key concern. This is a particular topic of interest for the Theodore district community due to the significant number of mining camps and FIFO workers in the area. RWE will work with Council and seek feedback from the community on the potential ways to accommodate a workforce of up to 500 people at peak construction periods.
Grid connection	Powerlink is responsible for the grid connection engagement with landowners and community as part of the Theodore Wind Farm Connection Project Theodore Wind Farm Connection Project | Powerlink
Road network	A transport route study has been undertaken which investigated and identify appropriate routes to the site for wind farm components. Oversized vehicles will be required for blades, towers, and transformers. In parallel, a traffic impact assessment is also underway to ascertain traffic flows during construction and the impact this will have on the road network. RWE has shared the results with the community and will continue to work with the community to manage traffic impacts and gain local knowledge on existing road usage, including – for example – school bus routes, if the project proceeds to construction.

Aerial operations	RWE is aware of the existing aviation in the Theodore area, including aerial mustering. Studies have shown the proposed wind farm will have minimal impact on aviation in the area. The current indicative turbine layout also satisfies the aviation planning provisions of the Banana Shire Council. This information will be shared in newsletters and fact sheets, at community drop-in sessions and other briefings/meetings as required. RWE will share met mast locations with local pilots and aviation businesses on request, as well as turbine locations as the project progresses.
Noise	RWE, as part of best practice, has undertaken background noise monitoring in the project area even though it is not required to do so due to the distance from the site to the dwellings. The project must have a 1.5 kilometre buffer to dwellings, and all neighbouring dwellings are currently well in excess of this.
Biodiversity	RWE has provided the community and stakeholders with information on biodiversity studies and findings, as well as commited to: • Avoiding areas of environmental significance wherever possible. (Turbines have been sited to avoid Queensland government-identified matters of state environmental significance) • Pre-clearance surveys and micro-siting of infrastructure • Post-construction rehabilitation of disturbed areas not required for ongoing project operation • Ongoing monitoring and management of bird and bat impacts, including management resources that can adapt as required.
Fire risk and mitigation	RWE will continue to liaise with fire services in the proposed project area and other emergency services stakeholders as part of the development process of the proposed Theodore Wind Farm. Wind farm developments incorporate many fire mitigation measures, and these will be communicated with the community, as well as the benefits of access tracks as fire breaks in the event of a fire.
Visual amenity	Photomontages undertaken from key points in and around the project site have shown minimal visual impact from most locations that will be seen by external stakeholders. These have been shared with the community.

Community and Stakeholder Engagement Strategy

Engagement Key Principles and Objectives

This plan aligns with RWEs overarching approach to stakeholder engagement which focuses on delivering best practice engagement that is founded on the principles of honesty, respect, adaptability, consistency and consideration.

1. **Honesty**
   We build relationships with local communities based on trust, respect, and inclusion, by acting with integrity and honesty, engaging in genuine dialogue and relevant communication with all parties and ensuring we provide information as soon as we can.
2. **Respect**
   We respect the communities and stakeholders where our projects are based and understand they are passionate about their homes, communities and areas where they live, work and socialise. We also bring empathy and understanding to engagement.
3. **Adaptability**
   Our approach involves collaboration with communities and incorporates multiple methods of engagement that can adapt to stakeholders' particular needs. This fluid approach allows us to be inclusive by identifying and categorising stakeholders according to their requirements, which informs our approach to each engagement. We can then provide multiple channels of engagement to make it easy for them to obtain project information and be involved.
4. **Consistency**
   Our engagement is ongoing and focuses on consistently keeping our stakeholders informed and engaged through all stages of the project lifecycle.
5. **Consideration**
   Consultation with communities and key stakeholders is always used to shape projects where possible. Feedback is key to ensuring projects are developed with a solid knowledge of the area, its residents and social fabric. We also ensure the benefits generated from the development are spread fairly within the community, by identifying the needs of the community and addressing them.

Engagement objectives

- Clearly define and communicate the approach to engagement, including when, how, and what information will be provided

- Clearly communicate the opportunities for stakeholders to participate in the Project development
- Report on and share the outcomes and findings of the engagement activities, including what was heard, and where the community has influenced decision making on the project
- Promote opportunities for community interest, co-design and participation in benefit sharing initiatives, including, where possible community-led decision making
- Meet, and where possible, exceed requirements for community and stakeholder engagement as set out in statutory and regulatory processes for project development
- Explore opportunities for innovation in engagement, in response to community and stakeholder preferences and the social and local context of the region
- Consider opportunities to collaborate with other renewable energy developers, government and other key stakeholders to develop and implement large-scale, sustainable community-led shared benefits initiatives.

Industry guidelines and engagement frameworks

This CSEP has been developed to deliver a best practice approach that has been informed by the values and principles in the following industry guidelines and engagement frameworks.

- RWE's Australian Community and Stakeholder Engagement Framework (Appendix A).
- The International Association for Public Participation's (IAP2) public participation spectrum
- Clean Energy Council's Community Engagement Guidelines for the Australian Wind Industry
- Clean Energy Council's Guide to Benefit Sharing Options for Renewable Energy Projects.
- Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Guidance on Engaging with Traditional Owners
- Queensland Government Renewable Energy Zone Roadmap (Mach 2024)
- Queensland Local Energy Partnerships Plan (October 2023)
- Banana Shire Council Planning Scheme (2021).

International Association for Public Participation (IAP2) Quality Assurance Standard

The Quality Assurance Standard was endorsed by the IAP2 Federation in May 2015 and is recognised as the International Standard for Public Participation practice.

Designed to respond to market requirements for evidence that effective community and stakeholder engagement has been delivered, the standard supports the delivery of the IAP2 spectrum of public participation which aims to move engagement from one of inform, consult, or involve to more actively **collaborating** and **empowering** stakeholders and local communities.

Figure 2 below below outlines RWEs commitment to community consultation and engagement, and how we intend to facilitate public participation across the project lifecycle.

Figure 2 IAP2 Spectrum for Public Participation

Increasing impact on the decisions

	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions	To obtain public feedback on analysis, alternatives and/or decisions	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution	To place final decision making in the hands of the public
PROMISE TO THE PUBLIC	We will keep you informed	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision	We will work with you to ensure your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how the public input influenced the decision	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible	We will implement what you decide
RWE'S COMMI	Early engagement with key stakeholders,	Raising awareness of the project to the wider	Build support and sustained interest in the project through	Build on participation and relationships with the community and stakeholders on	Implement benefit sharing initiatives that are tailored to

	host landowners, fence-line neighbours and Traditional Owners on the proposal, benefits and early socialisation of project timelines and milestones.	community and continuing to build stakeholder and community relationships, continuing to communicate the wider project benefits and establishing robust inquiry and complaints management procedures and sharing these with the community	targeted and consistent opportunities for the community and stakeholders to provide input into the planning and design process, enabling multiple opportunities to seek community input and adjust the project design in response to feedback, where feasible.	planning future stages of the project. Share decision making on shared benefits and long-term and sustainable initiatives from stakeholders and community. Investment in recruitment of local workforce and procurement of local goods and services, including purchasing from Traditional Owner suppliers and underrepresented groups where possible.	the region, with decisions for investment in these initiatives determined by community representatives.

Clean Energy Council's (CEC) Community Engagement Guidelines for the Australian Wind Industry

These CEC Guidelines aim to help the industry strengthen and maintain its social licence to operate in communities located near wind farms. It sets out the community engagement principles, methods and frameworks specific to the wind industry. These principles, methods and frameworks underpin the Guidelines' recommended approach to community engagement. It also identified the specific community engagement actions developers can implement at each stage of the wind farm lifecycle to improve communication, ease and address community concerns, and improve the likelihood of project success.

Clean Energy Council's (CEC) Guide to Benefit Sharing Options for Renewable Energy Projects

The CEC's Guide to Benefit Sharing Options for Renewable Energy Projects provides a comprehensive study of the various community benefit sharing options available to the proponents of large-scale renewable energy projects.

Featuring a number of detailed case studies on the benefit sharing strategies employed at existing projects, the guide serves as a practical tool to assist project proponents, financiers, policy makers and communities in understanding the range of benefit sharing methods available.

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Guidance on Engaging with Traditional Owners

All Australians, including government departments, agencies, councils, land and resource managers, developers, and tourism operators, should be aware that Traditional Owners have legal rights and interests across their Country. Consideration must be given to Traditional Owner rights and interests at the earliest stages of all new projects and activities. The AIATSIS Guidance on Engaging with Traditional Owners outlines key engagement principals for engaging with Traditional Owners.

Queensland Government Renewable Energy Zone Roadmap (Mach 2024)

The roadmap is the Queensland Government's framework for connecting around 22GW of renewable energy to the grid. It identifies 12 potential renewable energy zones (REZs) across Queensland. REZs are areas that help coordinate the development of clean energy infrastructure delivering better outcomes for Queensland communities and industries. The roadmap was developed in line with the Queensland Energy and Jobs Plan and will help meet targets of:

- 50% renewable energy by 2030
- 70% renewable energy by 2032
- 80% renewable energy by 2035.

Queensland Local Energy Partnerships Plan (October 2023)

Through the Queensland Energy and Jobs Plan (the plan) the QLD Government has committed to partnering with communities to realise the benefits and opportunities created by the energy transformation. We have considered the seven principles for energy transformation as set out in the Local Energy Partnerships Plan including:

- Driving genuine and ongoing engagement
- Share benefits with communities
- Buy local, build local
- Increase jobs and secure work
- Preserve Queensland's environment
- Empower First Nations people
- Build local capacity.

Community Context

Project site context

The proposed Theodore Wind Farm site is located in Central QLD, about 30 kms east of Theodore and 40 kms south-west of Biloela. RWE has signed agreements with all the project landowners.

The site is currently used for cattle grazing. Due to the land use much of the site has been cleared of native woodland and forest vegetation, with scattered vegetation in some areas.

The road network near the site incorporates a range of local and state sealed and unsealed roads including Defence Road, Crowsdale-Camboon Road, and the Leichardt Highway. Additional infrastructure on the site and in the surrounding regions includes farm residences and agricultural infrastructure, dirt tracks, fencing, outbuildings, dams, private roads and sheds.

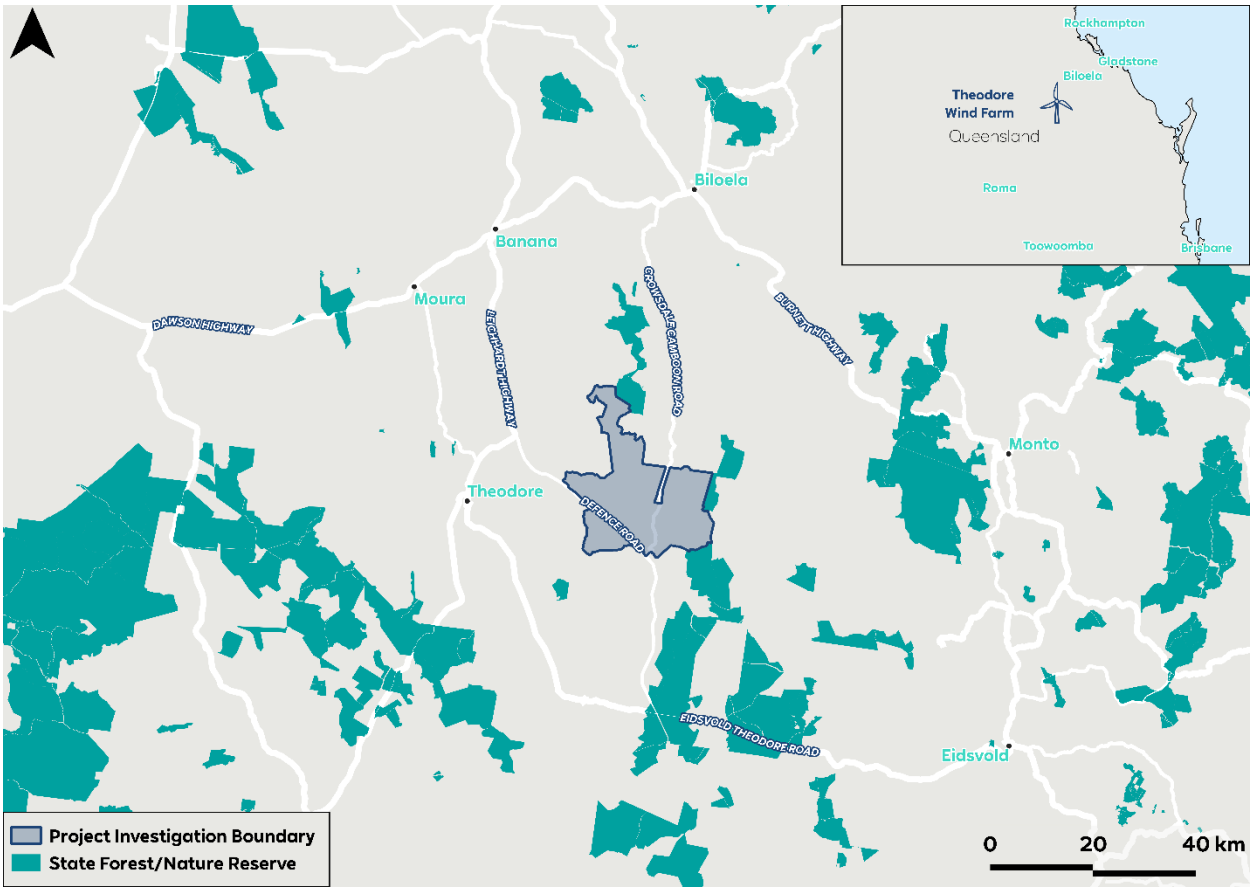
Other renewable developments in the area

There are several other proposed renewable energy projects in the Central and Southern Queensland Renewable Energy Zones. The closest neighbouring development to the Theodore Wind Farm is the Banana Range Wind Farm, which is a proposed 38 wind turbine development located north of Theodore, near the regions of Biloela and Banana. To the north-east of the Theodore Wind Farm is the proposed Kariboe Wind Farm, a proposed 170 wind turbine and battery storage development, located between Biloela and Monto. Both of these projects fall within the Banana Shire Council.

To the south of the Theodore Wind Farm and located in both the Banana Shire and Western Downs Regional Council area is the Bungaban Renewable Energy Farm, which is a proposed wind, solar and battery project.

RWE will seek out opportunities to collaborate with other renewable energy developers in the region and the Banana Shire Council to address community concerns, where feasible, and explore opportunities to create sustainable and large-scale legacy community benefit sharing initiatives.

Figure 3 Location of the Theodore Wind Farm



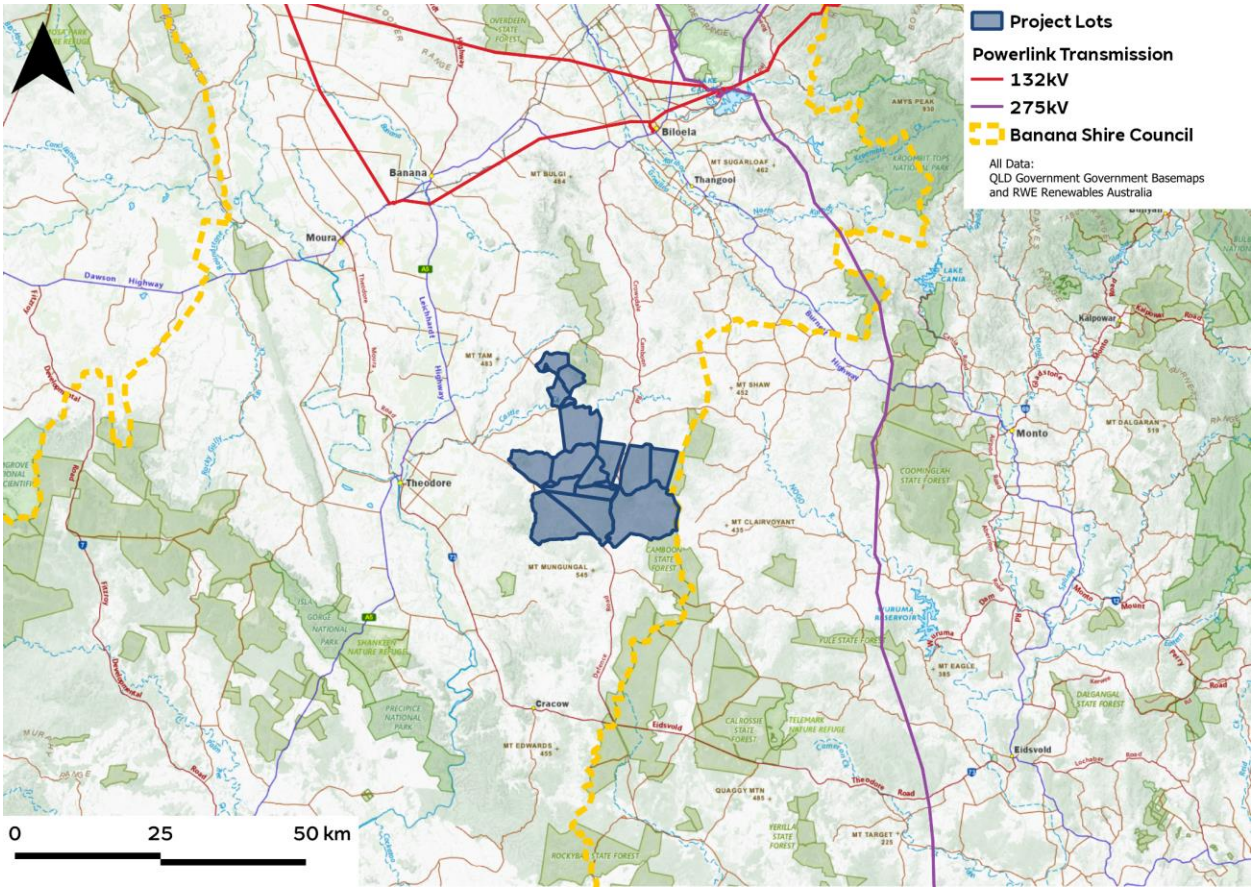
Theodore Community Profile

The proposed Theodore Wind Farm sits within the Banana Shire Council in Central QLD. The Banana Shire incorporates an area of more than 28,550 kilometres, with a population of 14,513 (Australian Bureau of Statistics, 2021). Just above 5 per cent of the Banana Shire population identify as Indigenous or Torres Strait Islander.

Major towns in the area are:

- Theodore (about 22 kilometres to the west of the site)
- Cracow (about 35 kilometres to the south)
- Banana (about 60 kilometres to the north-west)
- Moura (about 60 kilometres to the north-west)
- Biloela (about 60 kilometres to the north-east)
- Monto (about 75 kilometres to the east)
- Gladstone (about 150 kilometres to the north-east)
- Rockhampton (about 150 kilometres to the north)

Figure 4 Local government areas adjacent to Theodore Wind Farm



Banana Shire Community Profile

Banana Shire is located in Central QLD, 120 km west and 200 km south-west of the cities of Gladstone and Rockhampton and has a population of 14,513. The area has extensive natural resources, with several major coal deposits (including in the Theodore area). Two gas transmission pipelines run through the shire, from the Surat and Bowen Basins to Gladstone.

Coal mining is one of the shire's major industries, as are power generation and farming enterprises including beef production and cropping (lucerne and cotton).

Biloela is the shire's largest town, with a population of 5,371. It is the main residential base for workers from the Callide Coal Mine and Callide power station. The Callide power station produces about 20 per cent of QLD's electricity. Only 27 of the shire's 28,577 square kilometres are urbanised, creating the need for communications and engagement

strategies that could target existing hubs such as major employers to access the community.

Data from the 2021 Census shows an approximate 50/50 split of males and females in the Banana Shire, with a median age of 39. These statistics are fairly typical for a rural area.

Banana Shire Planning Scheme 2021

Banana Shire Council has identified the following goals to ensure that appropriate development occurs within the region between 2021 and 2026:

- A fair, orderly, and sustainable pattern of development
- A strong sense of community identity
- A viable, complex, and diverse economy
- The enhancement of infrastructure to meet the needs of the community
- The preservation of economic and environmental values in rural areas; and
- The protection of the natural environment, and the mitigation of both natural and human-made hazards.

The Council has made commitments to meet the above goals through the development of strategic direction plans, as well as the creation of objectives and strategies that identify the key steps and resources required to achieve the vision.

The proposed Theodore Wind Farm diversifies the economy of the region while creating renewable energy to support Queensland's Renewable Energy Zone Roadmap supply.

Renewable Energy Zone (REZ) Roadmap

First Nations People and Traditional Owners

The traditional owners of the land, waterways, and skies within the region are the Wulli Wulli people.

The Wulli Wulli Nation Aboriginal Corporation (WWNAC) was founded in 2015 as the Registered Native Title Body Corporate for the Wulli Wulli people. The Corporation is responsible for looking after the rights and interests of the Wulli Wulli people and will be a key stakeholder in this project.

Key Stakeholders

The table below identifies the key stakeholder groups that will be engaged throughout the Project. This table will be modified in response to feedback and as additional stakeholders are identified.

Stakeholder analysis is a key part of mapping communications and community engagement. This enables developers to identify key groups and their stakeholder needs to deliver comprehensive and focused engagement.

In categorising project stakeholders, RWE considers the impact that the proposed development will have, either directly or indirectly, on groups or individuals within the project region. Within the context of Theodore, the categorisation exists as follows:

Table 4 Stakeholder category list

Stakeholder category	Details	Objectives	Engagement activities
Landowners (3)	Landowners hosting project infrastructure for the proposed Theodore Wind Farm.	Ongoing communication and discussions as the Project progresses. Contribution to the Project's progress, ability to provide local knowledge, advice, and input. Involvement in the development and delivery of a community benefit-sharing scheme.	• One-on-one meetings • Landholder updates • Letterbox drops • Project updates • Invitations and involvement in community events.
Fenceline Neighbours	Fenceline neighbours are identified as neighbours that share a fence line or property boundary with the host landowner(s)/project site.	Ongoing communication and discussions as the Project progresses. Contribution to the Project's progress, ability to provide local knowledge, advice, and input. Involvement in the development and delivery of a community benefit-	• One-on-one meetings • Landholder updates • Letterbox drops • Project updates • Invitations and involvement in community events.

Stakeholder category	Details	Objectives	Engagement activities
		sharing scheme. Individual negotiations regarding neighbour benefit payments.	
Near Neighbours	Neighbours with a dwelling within 10 kms of the proposed Theodore Wind Farm site boundary.	To create and maintain a close connection with neighbours that live within 10km radius of the wind farm. To keep neighbours informed about the Project from early in the planning phase and provide opportunities to raise issues and provide feedback. To ensure that neighbours share in the benefits of the Project.	• One-on-one meetings • Landholder updates • Letterbox drops • Project updates • Invitations and involvement in community events.
Traditional Owners	Local Aboriginal elders, representatives, and organisations, specifically the Wulli Wulli people and the Wulli Wulli Nation Aboriginal Corporation (WWNAC).	Engaging with local Indigenous groups beyond planning requirements such as Cultural Heritage Management Plans.	• One-on-one meetings • Letters at key milestones • Project updates • Invitations and involvement in community events • Invitation to co-design Indigenous participation/ procurement plans • Website content and 1800 number.
Opponents (no active opponents identified)	Individuals and organised groups actively opposed to the proposal in proximity to the proposed project area.	To be accessible, help to address concerns proactively, and to have a best practice complaints system in place.	• Website content and 1800 number • Complaints process implemented and transparent

Stakeholder category	Details	Objectives	Engagement activities
Wider Community	Residents of the local geographic area hosting the proposed project, as well as local interest groups not defined in any previous categories, including: • Residents outside of the boundary determined for neighbours • Aged care and healthcare organisations • Business organisations, including but not limited to farmer associations, local progress associations, chambers of commerce or local business structures • Churches and faith-based organisations • Conservation and environmental organisations • Local climate action and sustainability groups • Not-for-profit organisations • Primary, secondary, or tertiary educational institutions • Recreational groups and clubs.	To provide information and raise awareness of the Project so local community groups can update their members.	• Project updates • Invitations and involvement in community events • Website content and 1800 number.

Stakeholder category	Details	Objectives	Engagement activities
Local Government	Councillors and staff employed by the Banana Shire Council, including but not limited to: • Mayor Cr Neville Ferrier • Deputy Mayor Cr Terri Boyce • Cr Adam Burling • Cr Ashley Jensen • Cr Phillip Casey • Cr Kerrith Bailey • Cr Brooke Leo • CEO Tom Upton • Other executive staff Gladstone Regional Council	To ensure a positive and collaborative relationship with the LGA that can support the long-term goals of the local community.	• Council briefings • Updates at key milestones • Project updates • Community information sessions • Invitations and involvement in community events.
Industry Bodies	• Clean Energy Council (CEC) • Re-Alliance • Queensland Fire and Emergency Services (QFES) • Gladstone Ports Corporation • Camboon Rural Fire Brigade • Moura Rural Fire Brigade • Rural Fire Service Gladstone	To strengthen RWE's community and stakeholder engagement by collaborating with relevant industry bodies. This includes identifying key industry stakeholders, establishing productive relationships, and leveraging industry expertise to inform engagement initiatives and develop mutual understanding and support. This also ensures RWE complies with industry requirements.	• One-on-one meetings • Updates at key milestones • Project updates • Invitations and involvement in community events and the planning and application process.
Government Agencies	• Federal Department of Climate Change, Energy, the	To strengthen RWE's community and stakeholder engagement by	• One-on-one meetings • Updates at key milestones

Stakeholder category	Details	Objectives	Engagement activities
	Environment, and Water (DCCEEW) • State Assessment and Referral Agency (SARA) • Queensland Department of Environment and Science (DES) • Queensland Department of Resources • Queensland Department of Transport and Main Roads (TMR) • Australian Energy Infrastructure Commissioner	collaborating with relevant industry bodies. This includes identifying key industry stakeholders, establishing productive relationships, and leveraging industry expertise to inform engagement initiatives and develop mutual understanding and support. This also ensures RWE complies with industry requirements.	• Project updates • Invitations and involvement in community events and the planning and application process.
State and Federal Members of Parliament (MPs)	• Federal Member for Flynn Colin Boyce MP (LNP) • State Member for Callide Bryson Head MP (LNP)	To ensure the local member is updated on the project and its progress.	• In person Project Briefings • Updates at key milestones
Media	Print and online media: • The Focus Magazine • The Gladstone Observer • The Courier Mail • CQ Today • Biloela Beacon Broadcast media (radio and TV):	Provide opportunities for the community to be keep up date with the project, key milestones and events.	• Media releases • Interviews • Editorials • Advertising campaigns including project announcements • Invitations/adverts to events

Stakeholder category	Details	Objectives	Engagement activities
	• ABC • 4CC • Hot FM • Triple M Central Queensland • Fresh FM • Win News • Channel 7 • Nine News		• Media statements

Engagement tools and methods

The stakeholder engagement tools set out in the below table have been developed as part of RWE's commitment to genuine dialogue with the community and stakeholders. To facilitate relevant and meaningful opportunities for stakeholder input into the Project, we will develop action plans that will guide the consultation approach for each major project milestone. It is not anticipated that each of the below engagement/communication tools will be used across all project milestones and some may not be used at all; our approach will depend on the communication preferences of stakeholders, the purpose of each activity and how we can meet – and where possible exceed – the expectations of community engagement and requirements as set out by the responsible authority.

Table 5 Engagement tools and objectives

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
Personal phone calls	Personal phone calls will be a significant aspect of stakeholder engagement, particularly with stakeholder groups most interested in the project. Direct phone calls are a deliberative engagement tool to facilitate immediate and direct conversations.	Site selection/ confirmation through to commissionin g phase.	• To establish a relationship and build trust and confidence at the start of and during the engagement process by being able to liaise with a direct contact.	• To build rapport with stakeholders and to provide them with a direct line to project staff.
Meetings	Personal meetings with individuals and sometimes groups will be a key avenue of personalised engagement. These may be one-on-one meetings with landowners or near neighbours, or group meetings with a local community group. Meetings provide an opportunity to educate and inform, and listen to issues and concerns.	All project phases.	• To establish a relationship and build trust and confidence at the start of and during the engagement process. • To help share factual and informed information about the project among individuals and stakeholder networks. • To understand existing concerns and perspectives. • To gain feedback on the engagement reach and gather information about communication and engagement preferences. • To obtain stakeholder opinions and intel on consultation and engagement approaches	• Key stakeholders are informed and engaged early. • Establish a connection and build trust and confidence in the engagement process early on. • Information around current concerns and ideas to be shared with the project team to inform the development of the project and mitigate risk. • Satisfy regulatory and legislative requirements around consultation with communities.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
			undertaken by nearby, similar energy projects. • To understand community sentiment towards renewable energy projects. • To establish negotiables/non-negotiables and explain how community feedback can influence the project.	
Emails/letters	Emails and letters will be used to provide notification of important information, such as works, surveys or other activities, or provide stakeholder-specific information and engagement.	Development phase through to commissioning phase.	• To create a formal engagement mechanism that can be utilised with all stakeholder groups. • Letters can also be adopted for engagement with stakeholders who do not have access to email or SMS.	• Communication with all stakeholder groups at key milestones or to ensure that key information is received.
Briefings	Briefings will take place as and when required with representatives of stakeholder groups including local Councillors and Council executives, Members of Parliament and government departments. Briefings allow stakeholders to stay informed about the project's progress.	Development phase through to the commissioning phase.	• To provide up-to-date information about the project and consultation process with an opportunity to ask the project team specific questions. • To provide a briefing pack containing all key project information that government stakeholders can confidently	• Key government stakeholders are informed and engaged early. • Establish a connection and build trust and confidence in the engagement process early on. • Gain a robust understanding of current community concerns and feedback/ideas to be shared with the project team to inform the development of the project and mitigate risk throughout.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
			relay to the media or constituent enquiries. • To help build trusted relationships. • To understand existing concerns and community perspectives. • To establish negotiables/non-negotiables and explain how community feedback will influence the project.	
Door knocks	Door knocks can be used to speak personally with neighbours within a pre-determined distance band of the project. Direct outreach allows community members to engage and interact in their environment.	Site selection through to construction phase.	• To establish face-to-face engagement with key affected landholders and neighbours. • To help build trusted relationships. • To build brand recognition and an understanding of who RWE is.	• Increased engagement with directly affected and neighbouring stakeholders.
Letterbox drops	Letterbox drops provide the opportunity to directly contact residents and/or ratepayers within a certain geographical boundary depending on the delivery method employed. RWE is hand-delivering correspondence to dwellings	All project phases.	• To provide stakeholders within a specific location with hard copy information of an upcoming milestone or engagement opportunity.	• Demonstrate depth and breadth of consultation. • Removal of communication barriers for stakeholders that do not have access to the internet.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	within 10kms of the project. Letterbox drops can be used to distribute newsletters, flyers, FAQs, and other project information.			
Shopfront (permanent or pop up)	A shopfront in a project area can take on a variety of forms. It can be a fixed space that is open one or multiple days per fortnight. Another option is a temporary 'pop up' venue which could include a stall in a public space such as a Council office, shopping centre or public library. This option is usually more informal and may occur as a one-off or for shorter periods.	Construction phase.	• A central in-town location that hosts project information and establishes a consistent connection between the project team and the community. • Can act as a central meeting space for focus groups and community feedback sessions. • An education space to share knowledge and engage the community in on-ground works through digital technologies that they may not have access to due to low or no internet access.	• Demonstrate depth and breadth of consultation. • An informed community is less likely to spread/hold on to misinformation/disinformation. • Continued brand awareness and trust being built within the community. • Build social licence as a developer demonstrating a commitment to strong and varied consultation.
Drop-in sessions/ pop-ups	Drop-in sessions provide an opportunity for stakeholders to meet with members of the project team and Subject Matter Experts (SMEs) about the project. Drop-in sessions are advertised in the local	Development / pre-construction phases.	• To allow direct interactions with community members and the distribution of project collateral designed to inform, educate, and drive feedback through the project website.	• Demonstrate depth and breadth of consultation. • An informed community is less likely to spread/hold on to misinformation/disinformation.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	community and generally held over multiple days (often two consecutive days) in a local hall or halls. These drop-in sessions do not have a formal structure, but usually incorporate project poster and fact sheets, industry materials, and catering. Subject materials should be selected in response to the community's interests.		• Deliver up-to-date information about the project. • Allow myths to be debunked. • Serves as a tool to identify risks, including evidence of misinformation and disinformation campaigns. • Establishes an on-ground connection between the project team and the community.	• Continued brand awareness and trust being built within the community. • Build social licence as a developer demonstrating a commitment to strong and varied consultation.
Attendance at community events	This may include information stands at agricultural shows, sporting, and other events, providing a platform for community members to ask questions and provide feedback.	Development phase through to commissioning phase.	• Deliver up-to-date information about the project. • Allow myths to be debunked. • Serves as a tool to identify risks arising, including evidence of misinformation and disinformation campaigns. • Establishes an on-ground connection between the project team and the community.	• Demonstrate depth and breadth of consultation. • An informed community is less likely to spread/hold on to misinformation/disinformation. • Continued brand awareness and trust being built within the community. • Build social licence as a developer demonstrating a commitment to strong and varied consultation.
Site tours and visits	This does not need to be limited to the actual project site. Site tours could occur at other projects throughout	All project phases.	• Allow myths to be debunked by increasing transparency and visibility of the project site.	• A greater understanding of proposed land use and visual amenity.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	the planning and approvals and construction stages to familiarise stakeholders with an operating renewable energy project.		• Start to build an understanding of visual amenity impacts and turbine layouts.	• Continued myths debunked and greater informed stakeholders. • Continued relationship building with the community and key stakeholders.
Workshops	Workshops can create a space for stakeholders to discuss any questions or concerns with the project team and/or SMEs, as well as positively contribute to the development of the project by brainstorming ideas and community-led problem solving.	Development / pre-construction phases.	• Provides opportunities for the project team to provide information and workshop solutions with targeted groups of stakeholders.	• Early and ongoing risk identification and mitigation • The co-development of solutions between the project team and community members.
Focus groups	Create an opportunity for key stakeholders, selected by the project team, to provide detailed community feedback in a group setting, as well as raise project-related concerns, considerations, or issues with the RWE team and/or SMEs.	Development / pre-construction phases.	• Focus groups will enable deeper discussion and gather important data, which will inform risk levels and community sentiment around key elements of the project. • To understand community sentiment. • To test project messaging/ engagement methods/future benefit sharing options.	• Early and ongoing risk identification and mitigation. • The co-development of solutions between the project team and community members.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
Interviews	Interviews create a one-on-one opportunity for key stakeholders, selected by the project team, to provide an insight into individual concerns and considerations, or to work through issues unique to them. An expected outcome would be the co-development of solutions to issues raised in the interview.	Development / pre-construction phases.	• Provides stakeholders with one-on-one access to the project team. • Provides the project team with opportunities to further investigate issues raised by community members/gain further insights.	• Early and ongoing risk identification and mitigation. • The co-development of solutions between the project team and community members.
Free call 1800 number	A free call 1800 number, 1800 879 435, has been established for the project.	All project phases.	• To provide all stakeholders with a toll-free number to engage with the project team.	• Removal of communication barriers for stakeholders that do not have access to the internet and would like to obtain project information or ask questions.
Engagement tools – digital communication				
Electronic direct mail (EDMs)	EDM campaigns are founded on a database of subscribers – in this case from interested project stakeholders. A sign-up list will be made available on the project	Development phase through to commissioning phase.	• EDMs will be an important part of communications and could be used to share information such as newsletters, flyers, invitations to upcoming events, fact sheets and more.	• To inform development of the project and community benefit opportunities that reflect the aspirations of the community.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	website and at community events.			
SMS notifications	SMS notifications can be used for time-critical notifications, such as works and deadlines for public submissions.	Development phase through to commissioning phase.	• To provide affected stakeholders and neighbours with a fast and efficient way to receive important information/ updates.	• The delivery of real-time project updates/information.
RWE website	The RWE Australia website is now live and can be found at www.au.rwe.com. This site contains information about RWE globally, RWE Renewables Australia and Australian projects, as well as links to project-specific sites.	All project phases.	• To provide all stakeholders with overarching information about RWE and its Australian profile.	• To provide stakeholders with additional information on RWE. • To provide stakeholders with an additional mechanism to contact RWE.
Project website	A project website has been established at theodorewindfarm.com.au and will be regularly updated to provide more information, as well as digital versions of project collateral. The website URL is included on printed and digital collateral.	All project phases.	• To provide a central online information source that is accessible to many stakeholders and community members • To provide links to engagement opportunities including online survey, webform submissions and project email address.	• Well informed stakeholders and community members who can access online information and provide feedback to inform discussion and reduce the impact of false information.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome

Media releases and advertisements	Media releases will be prepared and shared with media outlets based on communications objectives throughout the project timeline. Advertisements will be booked when required.	All project phases.	• To provide factual information to a broad audience early in the process, including a call to action.
			• To establish contact with relevant journalists and encourage them to contact RWE with further questions, ensuring a direct line to a source of factual information.
			• To positively position RWE's commitment to
			  ○ the environment
			  ○ climate and renewable energy
			  ○ consultation with Traditional Owners and non-indigenous communities
			  ○ the community
				• Increase opportunity for factual and balanced information in the local media which can then help to further inform the local community and encourage engagement buy-in.
				• Establishment of strong relationships with journalists, including:
				  ○ provision of a media briefing pack
				  ○ agreement on a schedule of media articles/announcements (where practical).
				• Influence positive commentary about the project and RWE.
				• Satisfy regulatory and legislative requirements around consultation with communities.

Social media	Social media may or may not be used.	All project phases.	• To provide timely and factual information to a broad audience including upcoming engagement opportunities.	• Increase opportunities for factual and balanced information on social media which may also counteract any misinformation being posted by opposition groups.
Project email address	A project-specific email address, theodorewindfarm@rwe.c	All project phases.	• To enable an easy enquiry process and feedback loop in relation to the project.	• Easy feedback loops for those who wish to provide responses to the engagement process.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	om has been created and will be used as a central point of obtaining community feedback.		• Feedback received will be shared with the project team for consideration in the development of the project.	• To inform development of the project and community benefit opportunities that reflect the aspirations of the community.
Engagement tool – printed communication/materials				
Newsletters	Project newsletters should be developed and distributed regularly, with a suggested timeframe of every three months. These should provide project updates and be posted to all landowners within a pre-determined project radius (suggested to be 10 kms from the project boundary). They can also be delivered electronically. Newsletters will also be uploaded to the project website.	Development phase through to decommissioning phase.	• An easily accessible 'teaser' delivered directly to mailboxes to inform residents about the project and consultation process. This activity will ensure those with low-or-no access to the internet are informed and included in the communications and engagement opportunity. • A call to action to become informed and participate in the engagement process. • Provide contact details for the Project Communications and/or Development team.	• Improve engagement rates by keeping the project at top of mind and sharing accessible links and information about engagement opportunities.
Fact sheets/posters	Fact sheets will be topic-specific and could include subjects such as: farming, environment, community, fire mitigation and	Development phase through to commissioning phase.	• To provide clear, concise, and accurate project information that can be downloaded as needed to inform discussions/ engagement activities.	• Easily accessible and succinct information to deliver facts to inform discussion and reduce the impact of false information.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	response, health and more. Posters used at community drop-in sessions will likely incorporate information contained in fact sheets. Material developed in this category will also be uploaded to the project website.			
Frequently Asked Questions (FAQs)	Frequently Asked Questions (FAQs) can be used to focus on a particular topic or a range of topics in one document. These can be developed in response to queries raised by the community and stakeholders throughout the engagement process. Material developed in this category will also be uploaded to the project website.	Development phase through to operations phase.	• To provide additional information to commonly asked questions in an easy-to-follow format to inform discussion.	• A better-informed community who may be seeking answers to similar questions, to inform discussion and reduce the impact of false information.
Flyers	Flyers can be used to promote information sessions or events. Flyers can reach community	Development phase through to	• To provide clear, concise and accurate project information that can be downloaded as needed to inform discussion.	• Easily accessible and succinct information to deliver facts to inform discussion and reduce the impact of false information.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	members who may not have access to digital communications or online platforms.	commissioning phase.		
Information packs	Information packs can include a combination of project collateral, such as newsletters, fact sheets, maps, information on upcoming events, photo montages, independent third-party studies and more. These can be tailored to the specific needs of the community or individual stakeholders and can include information on topics of particular focus for the project community. These could be posted to individuals as required or left at key locations, such as Council offices.	All project phases.	• To ensure that stakeholders have access to all of the relevant project information required in simple pack.	• Well informed stakeholders and community members with access to key project information that can be taken away for further consideration. Packs will assist with building stakeholder's knowledge and understanding of the project, will inform discussions, and reduce the impact of false information.
Business and Sorry we missed you cards	'Sorry we missed you' cards can be printed and left at residences to inform the resident that	Development phase through to	• To alert affected stakeholders of RWE's attempt to engage and to provide them with a call to action.	• Clear information on how to reach RWE to set up future meetings/engagements.

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
	RWE has attempted to contact them. Traditional business cards will also be printed to share with stakeholders who may not use contacts on mobile phones.	commissioning phase.		
Surveys	Surveys are a useful data collection tool to understand community issues, needs and preferences. Surveys can help gauge public opinion on a variety of topics, including framing of benefit sharing initiatives, the project, and renewable energy in general.	Development/ pre-construction phases.	• To gain insight from highly engaged members of the community about their current perceptions of their local area and concerns /opportunities arising from planned developments in the area. • To focus respondent thinking on current challenges and perceived opportunities for community, economic and social development in the region. • To understand the aspects of the region that are highly valued in the community to inform key messaging and early risk mitigation.	• Valuable feedback about what community benefits might be most appropriate/favoured. • Assist in the early identification of risk and formation of key messaging.
Engagement Tool – Community Committees				

Engagement/ Communications Tool	Description	Timing	Purpose	Desired outcome
Community Engagement Committee	In line with industry best practice, RWE is committed to establishing a Community Engagement Committee (CEC) to capture the voice and sentiments of the community, to help inform the project, how RWE engages and the content of engagement. A CEC also provides a tool to share factual information with the community and – if used and populated effectively – can be a powerful means of creating trust.	Commence 2024 and continue on an ongoing basis (frequency tbc)	• Acting as a conduit in order to ensure that important, project-related information is made available to the community and other stakeholders • Assisting with prioritising and administering benefits within the community • Encouraging the development of, and participation in, community partnerships and initiatives, and • Facilitating communication between RWE and the community.	• Community is involved in some of the decision-making aspects of the Project • Community can advise on engagement preferences, best practice approach facilitate wide reaching opportunities for community information, knowledge sharing and interest in the Project • Key issues and concerns raised by community can be resolved successfully, by using community insights and recommendations to address from a local perspective

Potential risks

A summary of potential high-level risks and proposed management strategies are outlined in 6 below.

Table 6 Potential CSE Risks and Mitigations

Subject	Risk / Issue / Concern	Potential management strategy / project response
Mistrust in the consultation process	Stakeholder concerns that the consultation process is 'merely for show' and is not genuine.	• Clear messaging on how stakeholder feedback has been and will continue to be used going forward (transparency). • All team members to show genuine interest in stakeholder feedback and always capture feedback irrespective of sentiment.
Active 'anti' campaign commenced against RWE and/or the Project proposal	Engagement and communications focus on vocal minorities (including anti-renewable groups) taking focus away from the broader engagement process.	• Structured and transparent early engagement. • Consistent approach to engagement and communications. • Promotion of consultation with broad stakeholder groups, with varied interests. • Structured and responsive (rather than reactive) issues management. • Positive media strategy.
	Unsupportive community and/ or the activation of community/ landholder protest groups.	• Structured and transparent early engagement. • Consistent approach to engagement and communications, including Project benefits targeted at the local community. • Development of a local procurement strategy. • Structured and responsive (rather than reactive) issues management.
Negative media interest	The media takes a negative interest in the Project and launches an	• Structured media strategy to address media issues. • Clear media protocols for management of media enquiries.

Subject	Risk / Issue / Concern	Potential management strategy / project response
	active campaign with a negative focus.	• Transparent, open, ongoing communications to external stakeholders. • Ongoing appropriate issues management.
Project impact concerns	Cultural heritage	• Ongoing engagement and collaboration with key stakeholders, including Aboriginal groups and other heritage knowledge holders. • Develop clear messaging on how cultural heritage assessments are conducted and the process that occurs if an artifact or place of significance is identified and confirmed.
	Construction impacts	• Consulting with the local community to include construction impacts. • Development of a construction impact management and mitigation strategy addressing potential construction impact including traffic, noise, and air quality. • Development of an emergency response plan.
	Environment, flora and fauna	• Ongoing engagement and community involvement in identifying key areas of flora or fauna importance. • Develop clear messaging on how ecology surveys are conducted and what happens if specific flora or fauna are identified and confirmed.

Communication protocols

Records Management

RWE has a custom-built stakeholder engagement platform called Stakeholder Engagement Tool (SET), which has been designed to document and manage stakeholder interactions, including individual and group meetings, briefings, phone calls and information sessions.

The tool records engagements, including sentiment and feedback raised from stakeholders. At a practical level, it requires the manual input of engagement activities. Complex or more detailed engagement activities may necessitate written recording of details which will then be uploaded to SET.

The tool is also able to record commitments made by RWE, as well as items for follow up and allocate engagement tasks to team members for follow up.

All data inputted into SET is kept in line with RWE's privacy policy. We have technical and organisational measures in place to ensure we observe relevant legislation at all times and the collection, management and use of personal information is in accordance with the Australian Privacy Act 1988, the Australian Privacy Principles and related legislation and regulation (Australian Privacy Law). RWE Renewables Australia is part of the RWE Group, a group of companies with RWE AG as their ultimate parent company. RWE AG is ultimately responsible for setting the policies for the RWE Group, and so we also comply with the RWE General Data Privacy Policy and other group directives relating to data protection and privacy.

Complaints management

RWE believes effective and responsive communication is essential for continual development of strong community relations.

The primary objectives of RWE's Complaints Management Policy are to:

- create an environment where feedback is welcomed and valued
- provide a clear and consistent process for fair and transparent management of complaints and enquiries
- ensure complaints and enquiries are addressed and resolved in a timely and effective manner.

In handling complaints and enquiries, RWE will:

- manage personal and private information in accordance with the Australian Privacy Act (1988)

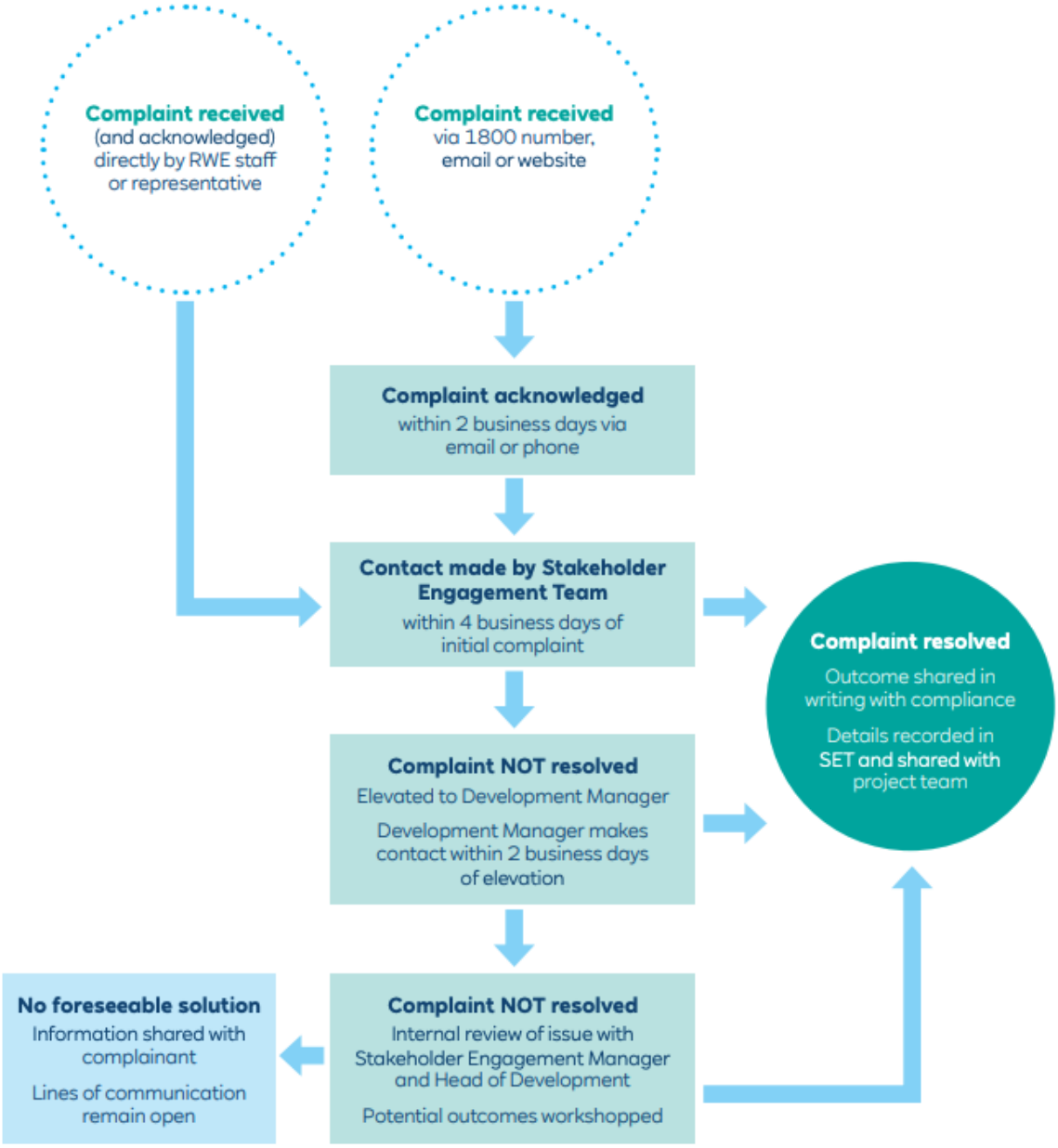
- ensure fair treatment for all individuals who provide feedback or lodge complaints
- address complaints and enquiries objectively and without bias
- clearly communicate timing and process for complaints resolution.

RWE commits to the principles of accessibility, responsiveness, fairness, consideration, a customer-focused approach, confidentiality, and continual improvement regarding the management of complaints and enquiries under the Policy, which has the following steps:

- Stage One: Receiving
- Stage Two: Acknowledging
- Stage Three: Validating
- Stage Four: Investigating
- Stage Five: Resolving
- Stage Six: Closing

All instances are recorded within RWE's internal SET, with the intent to archive, allocate, monitor, action, resolve, close and analyse all relevant enquiries. RWE aims to resolve complaints within 10 working days. If this is not possible RWE commits to continued engagement with the stakeholder.

Figure 6 2 Complaints management flowchart



Reporting

RWE is committed to establishing procedures and policies which ensure a robust and regular framework for internal reporting and monitoring. This CSEP is shared with new employees, while existing employees involved with the Theodore project have access to and are across the document.

Internal communication pathways will be utilised to ensure that all concerns, grievances, and learnings are effectively communicated to all employees relevant to Theodore Wind Farm. These communication techniques include, but are not limited to:

- Frequent communication email updates;
- Historical activity summaries presented during team meetings, which are scheduled to coincide with regular reporting intervals; and
- Summary of planned future activities scheduled prior to the upcoming reporting period.

References

- Aboriginal Cultural Heritage Act 2003
- Australian Bureau of Statistics – 2021 Census Data
- Australian Standard AS/NZS 10002:2014 – Guidelines for Complaint Management in Organisations
- Australian Privacy Principles
- Best Practise Community Engagement in Wind Development
- Best Practise Guidelines for Implementation of Wind Energy Projects in Australia (AusWind, December 2006)
- Biosecurity Act 2015, www.legislation.gov.au
- Clean Energy Council's (CECs) Guide to Benefit Sharing Options for Renewable Energy Projects
- Community Engagement Guidelines for the Australian Wind Industry
- Community Planning Toolkit
- Cultural Heritage Management Plan Guidelines
- IAP2 Public Participation Toolbox
- Privacy Act 1988
- RWE's Corporate Australian Community Engagement Framework
- Stakeholder Engagement: A Good Practice Handbook for Companies Doing Business in Emerging Markets, IFC, May 2007
- The International Association for Public Participation (IAP2) Framework
- The International Association for Public Participation (IAP2) Toolkit
- Torres Strait Islander Cultural Heritage Act 2003

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