

# NEOEN



NARROGIN WIND FARM  
COMMUNITY ENGAGEMENT PLAN

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## 1. COMMUNITY ENGAGEMENT APPROACH

### 1.1 Our approach

Stakeholder and community engagement are led by Neoen's project managers with support from community engagement specialists. We consider it important that trusting relationships are developed between the people on the ground who know the project the best, and the stakeholders that are part of and connected to their region and local community. Due to the rural nature of the community, our overall approach to consultation for the Narrogin Wind Farm is open, relaxed, flexible and responsive.

Neoen has a vertically integrated business model, meaning that we 'develop to own' our projects. This model is unusual in the industry, affording us a clear advantage over our competitors in respect to community engagement – our starting point is the clear understanding that we will be long-term neighbours and participants in the local community for the lifetime of the project. As such we are able to establish and nurture relationships, embrace partnerships and innovation, confident that we will be there to see projects and benefits to fruition.

### 1.2 Our values

As a company Neoen has a clear set of values that underpin and guide our work. How these internal values translate into our external approach to building relationships with communities is described in Table 1.



#### Integrity

We operate with integrity, whatever we do, whenever and wherever we do it. We work with partners who abide by the same rules.



#### Commitment

We uphold all our commitments, internal and external. We believe in hard work and take pleasure in seeing a good job well done.



#### Audacity

We believe we can become a world leader in renewable energy. We have the audacity to operate globally, imagining, designing and implementing competitive, effective energy solutions.



#### Esprit de corps

We are loyal to each other and form a close-knit team. We are proud of our company, our goals and our accomplishments.

Table 1: Principles and practice

Value & Principle	In practice
Integrity Mutual Respect	– We provide a space for genuine dialogue where people can participate in respectful discussions.
Integrity Transparency	– We demystify the development process for local stakeholders and clearly communicate which points, when and to what extent they are able to influence decisions. – We are transparent about how and why decisions are made.
Integrity Inclusiveness	– We reach out to involve key stakeholders and the local community so they can play a part in decisions that affect them. – We provide a range of opportunities and avenues for ongoing and meaningful dialogue, allowing for detailed and timely discussions.
Commitment Responsiveness	– We communicate well and are responsive to emerging issues, concerns and ideas.

	<ul style="list-style-type: none"> <li>– We provide timely information and ensure people have time to digest information, understand the project and make informed decisions.</li> </ul>
Commitment Mutual Benefit	<ul style="list-style-type: none"> <li>– We seek shared outcomes of mutual benefit for the local host community over the long term.</li> </ul>
Audacity Innovation	<ul style="list-style-type: none"> <li>– We deliver engagement beyond regulatory conditions and compliance</li> <li>– We are open to and pursue bold and creative ideas and solutions tailored to and driven by the local context of the project.</li> </ul>
Esprit de corps Relationship building	<ul style="list-style-type: none"> <li>– We build and nurture long term local relationships and make meaningful links with local leaders and organisations.</li> <li>– We provide many avenues for interaction across the project lifecycle.</li> </ul>
Esprit de corps Celebration	<ul style="list-style-type: none"> <li>– We value and celebrate community; our own and those of the communities we work with.</li> <li>– We enjoy celebrating our successes together.</li> </ul>

## 1.3 Industry Best Practice

Our approach to engaging stakeholders is informed by the Public Participation Spectrum developed by the International Association of Public Participation (IAP2) and widely adopted as a framework for structuring consultation by the renewables industry. The approaches and spectrum are represented in the Table 2.

*Table 2: Spectrums of engagement*

Spectrum	Inform	Consult	Involve	Collaborate	Empower
Community engagement objective	<ul style="list-style-type: none"> <li>– Provide balanced and objective information</li> <li>– assist the community in understanding all aspects of the project, including possible problems/issues</li> </ul>	<ul style="list-style-type: none"> <li>– Obtain feedback from the community on plans, options and/or decisions</li> </ul>	<ul style="list-style-type: none"> <li>– Work directly with the community throughout all stages of the project</li> <li>– ensure community concerns and aspirations are consistently understood and considered</li> </ul>	<ul style="list-style-type: none"> <li>– Partner with the community in each aspect of planning, development and decision-making, including the development of alternatives and the identification of the preferred solution</li> </ul>	<ul style="list-style-type: none"> <li>– Community leads the development of the renewable energy project</li> <li>– Place decision-making in the hands of the community</li> </ul>
Promise to community	<ul style="list-style-type: none"> <li>– Keep the community informed through all stages of development, including issues and delays</li> </ul>	<ul style="list-style-type: none"> <li>– Keep the community informed</li> <li>– listen and acknowledge suggestions and concerns</li> <li>– provide feedback on how input</li> </ul>	<ul style="list-style-type: none"> <li>– Work with the community to ensure concerns and aspirations are directly reflected in the alternatives developed</li> <li>– provide feedback on</li> </ul>	<ul style="list-style-type: none"> <li>– Look to the community for direct advice and innovation in formulating solutions</li> <li>– incorporate advice and recommendations into decisions to</li> </ul>	<ul style="list-style-type: none"> <li>– Implement what the community decides</li> </ul>

		influenced the decision	how input influenced the decision	the maximum extent possible	
Community engagement outcomes	<ul style="list-style-type: none"> <li>– Securing a good site to install the renewable energy facility</li> <li>– gaining planning permission</li> <li>– meeting compliance regulations</li> </ul>	<ul style="list-style-type: none"> <li>– Minimising objections</li> <li>– effectively managing complaints</li> <li>– good stakeholder relations</li> <li>– a level of community awareness and trust in the project</li> </ul>	<ul style="list-style-type: none"> <li>– Long-term broad local social acceptance and knowledge of the project</li> <li>– strengthened local relationships and trust</li> <li>– local advocates for renewable energy</li> </ul>	<ul style="list-style-type: none"> <li>– Broad community participation, support and awareness</li> <li>– some sense of local ownership</li> <li>– greater community benefit and strong local relationships and trust</li> <li>– timely development and easier planning approval</li> <li>– some sharing of benefits beyond investors</li> </ul>	<ul style="list-style-type: none"> <li>– Benefit sharing program tailored to the local context</li> <li>– Harness the skills and capital of the community</li> <li>– Upskill community members to manage the project</li> <li>– Largely community owned and controlled</li> </ul>

This CEP aims to move our engagement activities and benefit sharing approach along the spectrum listed above so that across our project portfolio we are:

- **Involving** the community in the development, construction, and operation of the Wind farm
- **Collaborating** with the community to ensure that local advice and insights are shaping our approach to engagement and benefit sharing
- **Empowering** the community to shape key elements of the project, such as co-designing the long-term framework of the shared benefits program

## 1.4 Emerging trends

Table 2 in the prior section shows that differing levels of participation are legitimate, depending on the goals, timeframes, resources, and levels of interest/concern in the decision to be made. At all levels of engagement, it is fundamental to define the promise and ensure it is clearly understood by both the

decision makers and the stakeholders to be engaged. The following figure<sup>1</sup> shows the emergent key elements of best practice as of 2018.



Stakeholder groups are likely to have differing communication and engagement needs. A level of engagement is therefore necessarily assigned to each stakeholder identified. It is possible for the level of engagement to alter at different milestones of the project; as a consequence, some stakeholders will be assigned more than one level of engagement. Each level of engagement is a valid one, provided it is delivered in a meaningful way and to a group that expects to be engaged with at that level.

The project team will engage broadly but understands there are stakeholders seeking different levels of engagement in the project. Stakeholder level of interest will evolve over the duration of the project and this analysis will be updated regularly to reflect changes and emerging issues or opportunities. A detailed Stakeholder Register incorporating the stakeholders and communities affected and/or interested in the project is maintained by the manager responsible for the CEP.

## 1.5 Objectives

1. Foster a transparent and open approach to the development of Narrogin Wind Farm and ensure 'no surprises' for the local community.
2. Keep the community and stakeholders informed about Narrogin Wind Farm through the provision of accurate, timely and factual project information.
3. Identify and address community and stakeholder concerns and maintain transparency in the project design, implementation and ongoing operations.
4. Involve stakeholders and community regarding key decisions.
5. Identify opportunities for local business involvement and local employment in the construction and operations of Narrogin Wind Farm and where appropriate develop a Local Participation Plan.

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<sup>1</sup> Lane, T., Wood, E. Hall, N., Webb, A. and Mey, F. Enhancing Social Outcomes from Wind Development in Australia: Evaluating Community Engagement and Benefit Sharing. Clean Energy Council, Melbourne.

6. Identify opportunities for Indigenous Participation and employment in the construction and operations of Narrogin Wind Farm and where appropriate co-develop and implement an Indigenous Engagement Plan.
7. Co-design, develop and deliver a benefit-sharing program in collaboration with the community, and in partnership with local stakeholders where possible.
8. Develop long-term relationships and partnerships with community and stakeholders.

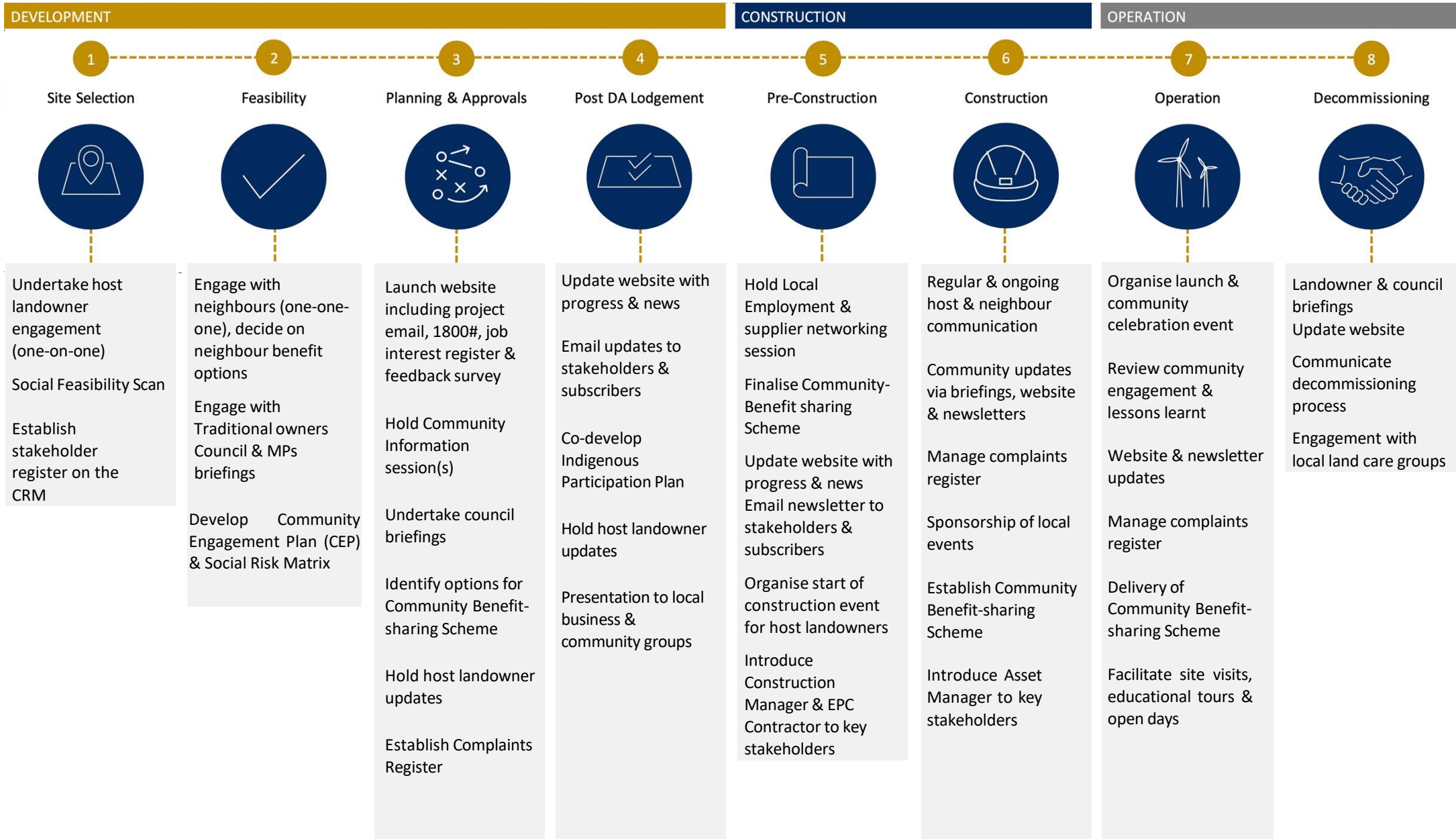
## 1.6 Community Engagement Framework

A seven-phased approach will guide the implementation of community engagement strategy in alignment with each of the project stages.

Key project activities and milestones are outlined on the page below, with the associated community engagement activities on the following page.



## Community Engagement Activities by Stage





## 2. COMMUNITY ENGAGEMENT STRATEGY

### 2.1 Needs-based approach

Each key stakeholder has a different need across each phase of the Narrogin Wind Farm project lifecycle. To address this nuance, a needs-based approach is described for each of the key stakeholders to this project in Table 3.

*Table 3: Key stakeholders*

Stakeholder Group	Overview	Objectives – Needs based approach	Activities – per development phase
Host Landowners	Residents who are hosting Wind on their land.	Ongoing communication and discussions as project progresses.  Contribution to the project's progress, ability to provide local knowledge, advice and input.	One-on-one engagement Landowner updates & dinners  Invitations & involvement in community events
Near neighbours	Residents adjacent to the project site have the potential to be affected by the visual impact of the turbines, the noise and heavy vehicle traffic associated with the construction phase.	To create and maintain a close connection with neighbours adjacent to the Narrogin Wind Farm.  To keep neighbours informed about the project from early in the project planning process and provide opportunities to raise issues, provide feedback and discuss interest to 'opt-in' the Neighbour Benefit Scheme.	One-on-one engagement Letterbox drop project updates  Invitation to community events  Participation in the Neighbour Benefit Scheme
Neighbourhood	The local people living within the Narrogin/ Williams townships adjacent to the project.	To keep neighbours informed about the project from early in the project planning phase  To provide opportunities to raise issues and provide feedback	Letterbox drop Project Updates  Community Information Sessions  Invitation to community events
Local Government	We will work with the Shire of Narrogin and the Shire of Williams to shape the Community Engagement Strategy and Benefit Sharing Program.	To ensure a positive and collaborative relationship with the LGA(s) that can support the long-term goals of the community.	One-on-one engagement  Project briefings & updates

			Community Information Sessions
State & Federal MP	We will work with the WA Government to shape the Community Engagement Strategy	To ensure the local member is kept updated about the project and its progress  To ensure a positive and collaborative relationship with the WA Government	One-on-one engagement  Invitation to community events
Traditional Owners – Indigenous communities	The Gnaala Karla Booja people are the Traditional Owners of this land.  We will seek to engage and understand what elements of the project are culturally relevant and/or sensitive.	Engaging with local Aboriginal groups beyond planning requirements, such as Cultural Heritage Management Plans.	One-on-one engagement  Input into community benefit-sharing scheme design  Invitation to community events
Local Fire Authority	Local volunteers representing the Local Fire Authority	To ensure project activities abide by safety and regulatory requirements	Provide indicative design plans and updates on the project to prepare for any local fire and emergency safety requirements
Schools, TAFEs and Universities	Local schools Local TAFE	To ensure organisations are updated on education and vocational opportunities associated with the project.  To use the opportunity of a local renewable project to dovetail relevant & practical educational content into the syllabus.	Information and project updates provided and invitation to future networking engagement  Opportunities for site visits for local schools.
Business groups / industry stakeholders	We will seek to engage and collaborate with local businesses and business networks around what opportunities may be available such as sourcing for the Wind farm development.	To ensure Neoen is leveraging existing networks to promote and advance local employment opportunities from its renewable energy projects.	Invitation to Local Employment and Networking Session
Wind farm opponents	We will seek to identify those issues that are of concern to local Wind farm opponents.	To be accessible, help to address concerns proactively, and to have a best practice complaint management process in place.	Complaint management process is implemented and transparent.  Clear communication on the website.

## 2.2 Sustained engagement across project lifecycle

As well as being oriented towards the needs of individual stakeholder groups, the engagement is also planned and staged in line with the project's seven phases.

## 2.3 Facilitating opportunities for involvement

### Local Employment

One of our key areas of focus for the broader local community is facilitating the involvement of local jobseekers and businesses in the construction and operation of the wind farm to deliver a strong regional economic boost from the project.

During the feasibility & planning/approvals phases, expressions of interest for work are invited and received through community information days and a dedicated survey on the project website.

A job register for internal use is created and maintained in our CRM tool to ensure reference during construction and operation phases can be made to the list of interested workers.

In the pre-construction phase, a Local Employment & Supplier Networking Session will be held in Narrogin, WA, with invitations going out to those on the job register and listed with local employment agencies, ensuring they can meet with our appointed construction contractors. Local adverts will also be placed to ensure that upcoming work opportunities are known widely and in a timely manner.

A detailed Local Participation Plan will be created following determination on our Development Application.

### First Nations

Neoen's approach to First Nations engagement is informed by best practice guidelines and is in accordance with principles outlined in *The Interim Engaging with First Nations People and Communities on Assessments and Approvals* published by the Australian Government's Department of Climate Change, Energy, The Environment and Water in 2023. It is also informed by the Clean Energy Council's *Leading Practice Principles: First Nations and Renewable Energy Projects* published in 2024.

During the development stage, we identify and seek to engage with Traditional Owners with guidance from our in-house Indigenous Participation Advisor. We will co-design an Indigenous Engagement Plan with the Traditional Owners and First Nations communities. This plan incorporates the following three elements:

1. Cultural Heritage assessment and management approach
2. First Nations participation to reach nominated employment and supply chain targets during construction and operations phases
3. Benefit-sharing opportunities

### Education

We explore opportunities to present at local schools and colleges, both at primary and secondary, to help raise understanding of renewable energy technologies, the electricity market and careers in this sector.

In February 2022, Neoen launched its online Learning Hub, a website providing curriculum-aligned videos, resources and classroom activities on the basics of renewable energy and electricity. The first stage of content focussed on educating students in Years 5 to 8.

In August 2024, Neoen added the next stage of content focussing on introducing over 50 types of careers in the renewable energy sector to students in Year 9 to 12. Students can play a fun and engaging game called *Futureville*, meet different types of employees or workers in the sector, learn about their job and also play mini-games to solve challenges that aim to inform them of some environmental and social considerations made during the development of a renewable energy project. Teachers can also access resources and links to guide students on their career pathways.

## 2.4 Sharing benefits with local community

Benefit-sharing with the local community is integral to our approach to community engagement and this element is outlined in greater detail in Section 3 below.

## 3. COMMUNITY BENEFIT-SHARING PROGRAM

To ensure both short and long-term benefits flow through to the community as a result of the establishment and operation of Narrogin Wind Farm, we establish an annual Community Benefit Fund (CBF).

The CBF will be designed to deliver benefits to key stakeholders in the community in a way that aims to meet their needs and aspirations. Specifically, our objectives are to:

- deliver significant and meaningful improvements to the community surrounding Narrogin Wind Farm;
- ensure a wide range of different stakeholder groups benefit from Narrogin Wind Farm;
- empower the community to shape the design and implementation of the different initiatives;
- build support for renewable energy in the Narrogin locality.

The Fund is set up as an annual, open and competitive grants process once the project starts operating. It will invite applications from community organisations across a 4-5 week period under six growth areas:



### Arts, Culture & Events

Fostering creativity and connection in the community through art, culture & community events.



### Energy efficiency & Environment

We could provide grants to make rooftop solar and batteries more affordable for community centres or for local conservation initiatives.



### Disaster Relief & Emergency Services

We can support communities impacted by natural disasters near our project site or to local emergency services groups.



### Education & Training

Addressing local skills development and adding value to educational opportunities.



### First Nations Initiatives

We can allocate funds to local First Nations community for heritage conservation and self determined initiatives.



### Health & Wellbeing

Contributing to improved health and wellbeing outcomes in regional communities

In alignment with Neoen's organisational vision, it is important that the benefit be a true benefit and be tailored to meet each distinct communities' need.

This CBF does not include:

- required activities under our permit conditions

- annual council rates payments or fire levies (where applicable)
- host landowner payments
- the value of local jobs and investment.

However, it is worth noting that these activities will all deliver significant value to the community.