



CIS Tender 4 - NEM Generation Nowingi Solar Power Station

Social Licence Commitments

Social Licence Commitment	Commitment Description
First Nations economic participation commitments	<p>During construction (pre-COD), the project will deliver in real terms:</p> <ul style="list-style-type: none">• Work contracted to First Nations Businesses: In line with our commitment to supporting First Nations businesses, throughout the construction phase (1 November 2027 – 31 December 2029), we will commit \$1,500,000 over 2 years (on average, \$750,000 per annum) to First Nations–registered businesses.• First Nations Workers: Throughout the construction phase 1 November 2027 – 31 December 2029 we are committed to supporting First Nations participation within our workforce, ensuring that 1.5% of the Total Hybrid Project Workforce is dedicated to First Nations workers.
Commitments related to use of local content	<p>During construction (pre-COD), the project will deliver in real terms:</p> <ul style="list-style-type: none">• Local CAPEX: \$310,335,994 of total CAPEX over the period 1 November 2027 – 31 December 2029 will be committed to local expenditure (Australia and New Zealand), ensuring local businesses benefit from procurement opportunities.• Local Steel: \$25,650,000 of total steel expenditure over the period 1 November 2027 – 31 December 2029 will be committed to the Australian supply chain, supporting local manufacturing. <p>During operations (post-COD) the project will deliver in real terms:</p> <ul style="list-style-type: none">• Local OPEX: \$211,532,659 of total OPEX over the 35-year operational life (31 December 2029 and 31 December 2064) will be committed to the local supply chain (Australia and New Zealand). This includes labour (including management roles) and locally sourced goods and services.



Commitments to Local employment

During construction (pre-COD), the project will deliver:

- **Learning Workers:** We are committed to supporting learning workers over the period from 1 November 2027 – 31 December 2029 and are investing in education and skills development. This will ensure that roles equating to 20% of the Total Project Workforce are created for apprenticeships, traineeships, and other learning workers on our project.
- **Underrepresented Groups:** Throughout the project lifecycle (1 November 2027 – 31 December 2029), the project is targeting 15% of the Total Project Workforce consisting of underrepresented groups, including women in construction, people with disabilities, and young job seekers.
- **Local Workers:** We are committed to maximising local participation, with 50% of the Total Project Workforce to be filled by local workers across development, construction, and operations phases (1 November 2027 – 31 December 2029).
- **Women:** The project is targeting increased gender diversity across the workforce, with roles equating to 7% of the Total Project Workforce to be allocated to women over the project lifecycle (1 November 2027 – 31 December 2029).
- **Apprentices in Trades:** We are committed to supporting apprentices in trades over the period from 1 November 2027 – 31 December 2029 ensuring 20% of Total Trades roles are created for trade apprentices and trainees on our project.
- **Local Trades:** We are committed to maximising local participation within the trades workforce, with 50% of Total Trades roles to be filled by local workers across development, construction, and operations phases (1 November 2027 – 31 December 2029).
- **Women in Trades:** The project is targeting increased gender diversity within the trades workforce, with 1% of Total Trades roles to be allocated to women in trades over the project lifecycle (1 November 2027 – 31 December 2029).
- **Women Apprentices (percentage of total apprentice/trainee hours):** The project is committed to increasing participation of women in apprenticeship and trainee pathways over the period from 1 November 2027 – 31 December 2029. This will ensure that women represent 10% of total apprentice and trainee hours, supporting improved gender diversity in early career pathways across the project.
- **Trade-specific Apprentices (percentage of trade apprentice/trainee hours):** The project is targeting increased participation of women specifically within trade apprenticeship pathways over the period from 1 November 2027 – 31 December 2029. This will ensure that women represent 10% of trade apprentice and trainee hours, supporting gender diversity within the trades workforce.

Shared community benefits commitments

During construction (pre-COD), the project will deliver:



- **Community Benefits Fund:** Designed to support projects that create positive, lasting benefits across the region. Initiatives may include community gardens, cultural festivals, mental health programs, sustainable energy programs, local tourism and sporting activities, as well as renewable energy project site tours that engage, educates and connects the broader community. Total funding of \$76,500 will be delivered prior to 31 December 2029.
- **Education Fund:** This fund will build regional capacity through STEM education, career pathways, and skills development. It will support students and jobseekers for future opportunities in the renewable energy sector and beyond, with a focus on underrepresented groups and women in construction. Total funding of \$43,350 will be delivered over the period 1 November 2027 – 31 December 2029.
- **Environmental Restoration Fund:** This fund will support initiatives such as habitat rehabilitation, rewilding, and tree planting to enhance biodiversity and environmental resilience. Total funding of \$66,300 will be delivered over the period 1 November 2027 – 31 December 2029.

During Operations (post-COD), the project will deliver:

- **Community Benefits Fund:** Designed to support projects that create positive, lasting benefits across the region. Initiatives may include community gardens, cultural festivals, mental health programs, sustainable energy programs, local tourism and sporting activities, as well as renewable energy project site tours that engage, educates and connects the broader community. The fund will spend \$1,249,500 in total, between 31 December 2029 and 31 December 2064.
- **Energy Fund:** Initiatives that promote sustainable energy use, reduce environmental impact, and improve energy access for local community groups. The funding may support projects that deliver long-term community energy benefits such as solar installations, battery storage, and energy-saving upgrades. The funding will also provide direct funds for bill relief supporting eligible local not-for-profit organisations, helping reduce energy costs for groups that support the wider community. The fund will spend \$1,338,750 total, between 31 December 2029 and 31 December 2064.

First Nations Funding Commitments

During construction (pre-COD), the project will deliver in real terms:

- **Work readiness programs:** Support First Nations people to access, participate in, and complete education and training that builds skills, supports employment, and strengthens community capability both in the renewable energy sector and in general employment. The funding is intended to provide traineeships and First Nations women in construction training, scholarship opportunities with local universities, and provide work readiness programs with local providers. The fund will spend \$130,050 total
 - \$43,350 prior to 31 October 2027
 - \$86,700 between 1 November 2027 – 31 December 2029.

During Operations (post-COD), the project will deliver:



- **Youth programs:** Assist young First Nations people through opportunities that support cultural identity, leadership, education, and wellbeing. The funding will invest in programs and initiatives that are led by or for First Nations youth, fostering pride, confidence, and connection to culture and Country. The fund will spend \$1,517,250 total, between 31 December 2029 and 31 December 2064.
- **Cultural programs:** Support the preservation, revitalisation, and celebration of First Nations culture, language, and identity. Led by and for First Nations people, the funding promotes cultural pride, intergenerational knowledge transfer, and community resilience. It may support wide range of initiatives including Indigenous art, language preservation, cultural events, storytelling, caring for country and land stewardship activities rooted in traditional practices. The fund will spend \$1,517,250 total, between 31 December 2029 and 31 December 2064.
- **First Nations revenue sharing:** A formal agreement established with First Nations People providing an opportunity to share in the revenue generated from the project. This agreement will provide direct economic benefits to the First Nations community, with an annual amount to be received by the group. The agreement will share \$1,517,250 total, between 31 December 2029 and 31 December 2064.

Definitions

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

Local means Australia and New Zealand.

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

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

Notes

Total project CAPEX and OPEX values have been withheld due to commercial sensitivities.