

A photograph of three workers in orange high-visibility jackets and white hard hats walking away from the camera on a grassy field. They are next to a large solar panel array. The worker on the right is gesturing with their hand. The background shows a cloudy sky and some trees.

Best Practice Charter Report

Beon Energy Solutions 2025

Acknowledgement of Country

Beon Energy Solutions acknowledges and pays our respects to Australia's Aboriginal and Torres Strait Islander Peoples.

We recognise them as the Traditional Custodians of the lands and waterways on which we work and live and acknowledge that they have occupied and cared for these lands and waterways for tens of thousands of years.

We acknowledge the Wurundjeri Woi Wurrung People of the Kulin Nation as the traditional Custodians of the land in Melbourne's CBD where our company's head office is located. We pay our respects to their Ancestors and Elders, past and present.

Beon acknowledges and pays respect to the Traditional Custodians of the regions across Australia where we work.



Alkira Moore, Bel Atkinson, and Shaurntae Lyons on the Avonlie Solar Farm.

Warning: Aboriginal and Torres Strait Islander readers are warned that the following report may contain names and images of deceased persons.

Beon Energy Solutions

Beon Energy Solutions is a trusted partner that is delivering complex and significant projects in multiple locations. Our mission is to deliver safe, innovative and high-quality energy solutions that exceed our stakeholder expectations, while also making a positive contribution to the local community.

As a leading EPC company, Beon has constructed and connected almost 2GW of renewable generation assets, as well as managing ongoing operations and maintenance activities on numerous solar farms.

We currently have projects spanning multiple states in Australia and New Zealand.

As a signatory to the Clean Energy Council's Best Practice Charter for Renewable Energy Projects, Beon is committed to engaging respectfully with the communities in which we construct and operate projects. We are also sensitive to environmental and cultural values and strive to make a positive contribution to the regions in which we operate.

The following report provides a brief overview of Beon's adherence to these commitments and provides examples from our recent work.



First Nations engagement

'We will engage respectfully with the local community, including Traditional Owners of the land, to seek their views and input before submitting a development application and finalising the design of the project.'

Beon launched its second Reconciliation Action Plan (RAP) in 2025 – an Innovate RAP. This builds on our inaugural RAP and continue to establish Beon's vision for an inclusive and unified Australia, in which Aboriginal and Torres Strait Islander Peoples participate in - and benefit from - the energy transition.

Our goals within this RAP are to:

- Build positive, respectful and mutually beneficial relationships with Aboriginal and Torres Strait Islander communities where we work.
- Increase knowledge, understanding and respect within our workforce of Aboriginal and Torres Strait Islander cultures, histories, heritage, connection to Country, spirituality and rights.
- Create training, employment and business opportunities for Aboriginal and Torres Strait Islander people and organisations, on projects where Beon operates.



Photos of the 2025 RAP Launch with members of the RAP Working Group and Shaurntae Lyon's family members.

We put engagement with First Nations Peoples at the forefront of our business practices. This relationship is built on mutual respect, understanding, and benefit sharing. Beon has employed Aboriginal and/or Torres Strait Islander people and engaged with Aboriginal businesses on our renewable energy projects across multiple states. On every large-scale solar farm we have built, First Nations people have represented over ten percent of our mechanical workforce. This commitment is explored more in the social procurement section of this report.

Key to the success of these projects are the Aboriginal and Torres Strait Islander people we have engaged as community engagement coordinators on our projects. As such, we dedicated our second Innovate Reconciliation Action Plan to Shaurntae Lyons, a proud Wiradjuri and Yorta Yorta woman, whose passion and dedication to her community has touched the lives of many and left a lasting legacy at Beon.



Staff at a cultural awareness training session at the Broadsound Solar Farm, May 2025.



Broadsound Solar Farm's Community Engagement Coordinator, Claudine Walsh, awarded a coolamon to the camp staff for their support during NAIDOC Week, July 2025.

Communication with community

'We will provide timely information and be accessible and responsive in addressing the local community's feedback and concerns throughout the life of the project.'

'We will consult the community on the potential visual, noise, traffic and other impacts of the project, and on the mitigation options.'

Beon is committed to providing clear and accessible information to the local communities near our projects. To achieve this, we work with our partners to ensure that project websites are implemented, in-person community events and meetings are held and that we respond to community feedback.

Example in practice: Quorn Park Employment Information Sessions

Quorn Park Solar Hybrid is a 210 GWh/year solar and 40 MWh/year battery storage project, located on Wiradjuri Country in Parkes Shire, New South Wales. This is the second project Beon has been engaged to construct for project owner Potentia Energy.

Alongside Chandler Macleod, Beon Energy Solutions hosted information sessions in Peak Hill and Parkes to provide the community with information regarding employment opportunities and project timelines. Across the sessions, 70 interested individuals attended to learn more about the jobs available on the project.

Additionally, the Beon team collaborated with local Council, small businesses, and First Nations groups to ensure the local community benefited from our work. Our stakeholder engagement plan also detailed how we involve the community in various initiatives.



Community information session about employment opportunities at Quorn Park Solar Hybrid, July 2025.

Local employment and social procurement

'We will support the local economy by providing local employment and procurement opportunities.'

Beon seeks to leverage procurement to generate economic, environmental and social outcomes beyond simply the goods, services or works being purchased.

By furthering partnerships with First Nations-owned businesses, gender diversity employment initiatives and social enterprises, Beon aims to maximise social procurement opportunities at every stage of the projects we deliver.

Local employment

Beon seeks to employ local workers on its projects. For our solar projects, we target workers from local communities to ensure that they benefit from projects being built nearby. We also seek to provide opportunities to people facing barriers to employment.

Beon's increasing Aboriginal employment rate on our projects reflects our targeted approach to employment through programs that engage local communities and support applicants through the recruitment and the job readiness process. Local community engagement coordinators help this process by supporting referral, recruitment, interview and job readiness aspects of the employment process for Aboriginal applicants.

Example in practice: First Nations employment at Broadsound

In 2024, Beon was engaged by Iberdrola Australia to construct the Broadsound Solar Farm and Battery. The site is located 150km northwest of Rockhampton on Barada Kabalbara Yetimarala (BKY) Country in Central Queensland. The Solar Farm component is a 377MW project that covers approximately 900 hectares. Construction is ongoing.

As of August 2025, Beon has employed 130 workers in a variety of roles via our labour hire partner, Chandler Macleod. As a result of Beon's employment program, 42 percent of these workers identify as Aboriginal and Torres Strait Islander, including 14 percent that identify as part of the BKY Traditional Owner group. This is the highest percentage of Aboriginal and Torres Strait Islander workers on any of Beon's projects to date.

Example in practice: Women in Solar Program

Beon seeks to employ more women in clean energy through our Women in Solar pre-employment training program. This is part of Beon's employment program and is a commitment to supporting women to enter the large-scale solar construction industry. The program targets those with no prior construction experience and aims to build their knowledge, complementary life skills and confidence before officially commencing in their role.

The Women in Solar program has three core components.

1. *Recruit* - Create training and employment opportunities specifically for women.
2. *Prepare* - A pathways program to assist young women in the region get employment in renewables.
3. *Retain* - A scholarship program to promote and retain women in renewable construction jobs.

Chandler Macleod and Beon ran two Women in Solar (WIS) pre-employment training programs in July 2025 for workers at two of our solar farms.

- **Broadsound Solar Farm, Clarke Creek, QLD:** the WIS program ran for two weeks for ten First Nations women. It involved a site visit and camp stay for participants to understand the working and living environment of the project.
- **Quorn Park Solar Hybrid, Parkes, NSW:** the WIS program ran for one week and had seven participants. It included a site visit for participants to understand the solar farm working environment.



Women in Solar trainees onsite at Broadsound Solar Farm, July 2025.

Example in practice: Apprentices at Girgarre Solar Farm



Electrotechnology apprentices at Girgarre Solar Farm, June 2024.

Beon was thrilled to support a group of electrotechnology apprentices to work on Potentia Energy's Girgarre Solar Farm in northern Victoria. These apprentices were engaged through PR Projects GTO and were able to gain valuable hands-on experience by working alongside seasoned professionals. They learned diverse new skills from accomplished electrical experts, including cabling systems, circuit design, switchboard installation, testing equipment, compliance testing, and industry applications. At Beon, we believe that investing in education and training is crucial for the growth of the renewable energy sector.

Social procurement

Beon actively seeks goods and services from local and First Nations businesses as part of its social procurement approach. We retain a social procurement database of businesses that the project procurement team can consult when seeking requests for quotations, and social procurement criteria are built into the supplier evaluation and selection process. Beon staff are responsible for supporting these businesses to engage in the procurement process.

Example in practice: Broadsound Solar Farm

To date, Beon has spent approximately thirteen per cent of its contract value with First Nations businesses at the Broadsound Solar Farm.

Much of this expenditure has occurred with the main civil contractor on the project, which was engaged to deliver a range of services, including road upgrades, compound civil works, installation of PCU foundations, fencing and site testing and assessment services.

Other First Nations contractors have provided services including crane hire, operation and maintenance building design and construction, site signage, cleaning and slashing services. This has also resulted in the flow-on benefit of a higher number of First Nations staff working on site to provide these goods and services.



Example in practice: Limondale BESS

Beon delivered a range of social license commitments as part of its construction of the Limondale BESS project. These included local content, indigenous participation and opportunities for small-medium enterprises.

In line with this, Beon:

- Engaged a First Nations contractor over a three-month period to provide on-site civil works including permanent fencing, bollard installation and set-out works.
- Spent 67 percent of the contract value on goods and services from local businesses in Australia.

Example in practice: Quorn Park local procurement

Beon's efforts to procure local goods and services have resulted in approximately five percent of the total Quorn Park Solar Hybrid project's contract value (to date) being spent on businesses in the region. Of the total local spend, 85 percent has been with businesses in Parkes, and a further 13 percent with businesses in other regional cities including Forbes, Dubbo and Orange. Three percent of local spend was with First Nations businesses.



Waste management & recycling

‘During the life of the project, we will recycle waste materials where feasible and commit to responsible decommissioning or refurbishment/repowering of the site at the end of the project’s life.’

During construction, Beon seeks to implement opportunities to reduce waste onsite. This limits the environmental impact of our projects, whilst also being conscious of the “waste legacy” left for local communities. This includes recycling of materials such as steel, cardboard, concrete and timber.

Where possible, Beon explores the donation of waste materials to community groups, such as timber pallets and vegetative mulch.

Example in practice: Hybrid power system

Quorn Park Solar Hybrid is a 210 GWh/year solar and 40 MWh/year battery storage project, located on Wiradjuri Country in Parkes Shire, New South Wales. This is the second project Beon has been engaged to construct for the project owner Potentia Energy.

In past projects, site compounds that housed office spaces, toilet blocks, break and meeting rooms ran on diesel generators that used almost 6,000 litres of diesel per month. With a focus on sustainability, Beon and Potentia Energy addresses this issue by constructing a hybrid power system (HPS), which uses a combination of solar panels, batteries and back-up generator.

The HPS at Quorn Park runs entirely on energy generated from the ‘golden row’ – the first few rows of installed solar panels. Utilising these solar panels to run the HPS was based on lessons learned from its initial set up at Girgarre, a solar farm that Beon built in northern Victoria, on Yorta Yorta Country.



Hybrid Power System located at Quorn Park Solar Hybrid project, May 2025.

Example in practice: PV Industries partnership

Beon installs hundreds of thousands of solar panels every year, with a small proportion inevitably defective or damaged. Sending these panels to landfill doesn't align with our commitment to sustainability so we partnered with PV Industries to close the loop. Through our partnership, Beon and PV Industries have been able to process bi-facial solar panels to produce clean output materials that can be utilised in other manufacturing components.

Solar panels present unique recycling challenges. Components are sealed within a plastic polymer to ensure reliable performance in harsh outdoor conditions, making cells difficult to dismantle and process at the end of their life.

PV Industries has developed a mechanical recycling process designed specifically for solar panels, improving on existing systems that rely on chemicals or repurposed electronic waste recycling methods.

In July 2025, Beon delivered 500 damaged panels to PV Industries' Derrimut facility to support the company's research and development program. These panels are the latest handover from more than 5,000 Beon has collected through the construction of solar farms across Australia's eastern states since 2022.

Beon and PV Industries recently completed a collaborative video to highlight our partnership.



Aluminium frames collected from damaged solar panels to be recycled.

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