POWER FOR GOOD

Annual Best Practice Charter Report

2024-2025

RES is committed to upholding the Clean Energy Council's Best Practice Charter by engaging respectfully with communities, including Traditional Owners, and making positive contributions to the regions where we seek to operate.

This submission highlights our adherence to the 10 charter commitments, showcasing our tailored community engagement, environmental stewardship, support for local economies, and dedication to shared benefits.

Through detailed case studies, we demonstrate how RES integrates agricultural production, respects cultural values, and sets a benchmark for responsible and sustainable renewable energy development.

RES acknowledges First Nations peoples as the Traditional Owners and Custodians of Country throughout Australia and their ongoing connections to land, sea and community.

We pay our respect to Elders past and present and to all First Nations peoples.

RES acknowledges that we live, work and develop projects on First Nations lands. We acknowledge that their sovereignty was never ceded and that it always was, and always will be, First Nations land. We recognise and respect First Nations peoples' deep and ongoing connection to the land and their valuable knowledge of how to care for and sustainably manage Country.

The RES Reconciliation Action Plan

RES launched its first Reconciliation Action Plan (RAP), 'Reflect,' in 2023 and progressed to its second 'Innovate' RAP in February 2025.

Click or scan to read our RAP:

"Unity of Light and Life" was created by Mandandanji and Mithaka artist Marion Mitchell to represent the next step in our RAP journey.

This piece is a celebration of the way RES and its communities come together, working hand in hand to create something meaningful. The artwork hopes to inspire a feeling of hope, unity, and shared responsibility.

About RES

Collaboration is central to how we work. We combine our technology and talents to deliver better outcomes for people and the planet. With over 40 years of experience and over 4,500 people employed around the world, we're able to put our expertise to good use and power positive change.

Established in the 1980's within the UK's Sir Robert McAlpine engineering and construction group, today, RES (Renewable Energy Systems) is the world's largest independent renewable energy company, with the expertise to develop, construct and operate projects around the globe.

Our customers benefit from our unrivalled experience in a wide variety of services across our core generation and enabling technologies. Our experience is as vast as it is valuable, having delivered over 28GW of renewable generation globally for over 40 years.

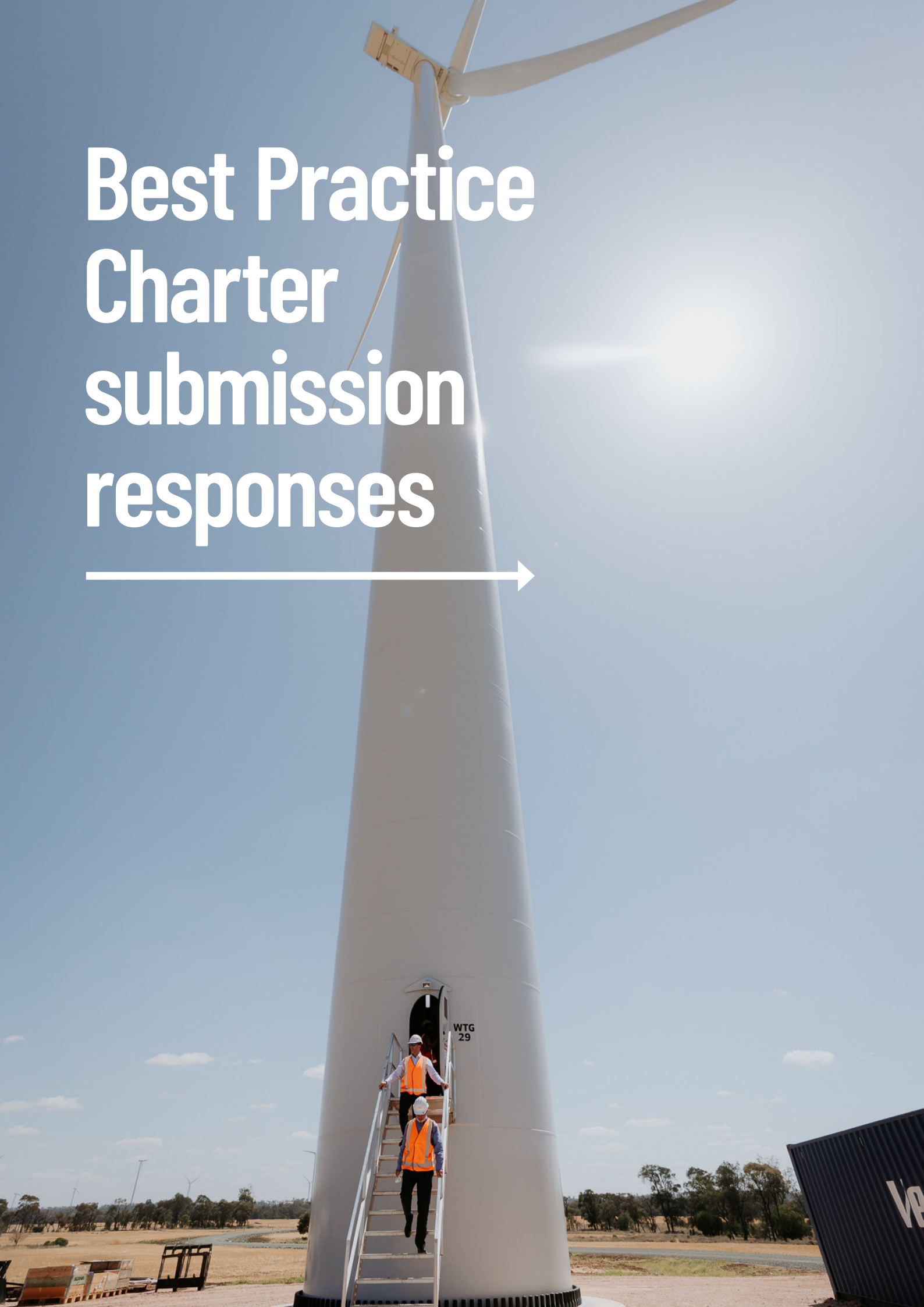
> **We've delivered over 28GW of renewable generation globally over 40 years.**

We provide large scale renewable energy, energy storage and transmission projects for utility, commercial and industrial partners. We are also active in green hydrogen projects.

As early pioneers of wind turbine technology, we are proud to have been innovators in the development of the global renewable energy market.

RES entered the Australian market in 2004 and now employs over 180 people across metropolitan and regional locations. RES' exceptional work in Australia has been acknowledged with the Clean Energy Council's Innovation Award 2022, the Diversity & Inclusion Award 2023 and most recently as finalists for the Community Value & Impact Award 2025.

Best Practice Charter submission responses



1. 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.

Fostering genuine and positive relationships with communities is vital to the success of renewable energy projects.

RES is committed to early and respectful engagement with community, First Nations, special interest and government stakeholders. Commencing shortly after assessing feasibility, consultation with key stakeholders is based on detailed social mapping to identify who may be interested in a project, as well as what change a project may bring to a region.

This approach of planning and engaging early gives the project access from the outset to local insights that can help guide development, and allows for relationships to form that will span the life of a project.

Case Study - Moah Creek agreement

In 2025, a Relationship and Benefits Agreement was finalised with the Darumbal Peoples Aboriginal Corporation (DPAC) for the Moah Creek Wind Farm (QLD). This Agreement is the result of Traditional Owner and developer coming together around shared interests of conserving Country and building a sustainable future.

In early 2022, RES sought to form a respectful and productive relationship with DPAC based on Free Prior and Informed Consent (FPIC) and best practice principles for engagement.

A clear understanding of the Project from all parties formed the basis of honest discussions about strategies to manage impacts prior to the finalisation of design.

A collaboratively designed Cultural Heritage Management Plan (CHMP) and Indigenous Land Use Agreement (ILUA) ultimately supported the development application for the Moah Creek Wind Farm, which received Development Approval in late 2023.

2. 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.

For each project that RES develops, constructs and/or manages, a dedicated project phone number, email and website is established as a point of contact for the community for enquiries, feedback and complaints.

Information sessions, presentations, newsletters and other direct methods for connecting with communities were utilised throughout 2025 across the RES Australia portfolio. Over 3000 interactions were recorded, informing Social Impact Assessments for developments in QLD, NSW, VIC and SA.

Case Study - Kerrs Creek design changes

In 2025, the Kerrs Creek Wind Farm (NSW) reported back to the nearby Euchareena and Molong communities several design changes directly resulting from community feedback:

Design changes: In direct response to community concerns about turbine height and visual impact, both were reduced, helping ease visual amenity concerns and supporting broader local acceptance.

Transport rerouted: Concerns from Molong led to the confirmation of an alternate transport route via the Port of Newcastle, avoiding the town entirely. This alleviated fears around road safety, noise and disruption to daily life and demonstrated a willingness to respond to feedback

Cultural heritage protected: The project footprint was amended to avoid culturally significant sites, reinforcing respect for Traditional Owners and fostering trust in the project's cultural sensitivity.

Neighbour benefit scheme: Responding to calls for equity, RES committed to annual payments to approximately 130 neighbouring properties. This broadened the scope of benefit-sharing and has helped address some concerns from non-host community members.

Turbine realignment: From on-site engagement with Local Aboriginal Land Councils, turbines were shifted to avoid culturally modified trees and heritage areas, preserving cultural values and deepening First Nations partnerships.

Access track adjustments: Following feedback from landowners, track alignments were revised to minimise impacts on fencing, stockyards and water access, reducing disruption to farming operations, demonstrating the ability of renewable energy and agriculture to deliver mutually beneficial coexistence outcomes

Community engagement processes are evaluated regularly within the business against leading practice and co-design principles, and the outcomes of engagement are reported to internal business leaders monthly to ensure community feedback and concerns are a key consideration during development.

3. We will be sensitive to areas of high biodiversity, cultural and landscape value in the design and operation of projects.

At RES, we strive to implement the principles of the 'mitigation hierarchy' to the greatest extent practicable and innovate, where possible, to protect and enhance the natural features within our project sites.

Areas of high biodiversity, cultural and landscape values are key considerations throughout the development lifecycle of our projects. Through extensive on-ground surveys by subject matter experts and engagement with relevant stakeholder groups, these values are identified and incorporated into the iterative design process. This ensures that avoidance, minimisation, mitigation and enhancement are implemented to the greatest extent practicable. This approach balances best practice environmental protection and commercially viability.

Case Study - Kerrs Creek Scar Trees

From 2023 to 2024 the RES development team, along with local First Nations Rightsholders and heritage consultants, undertook Aboriginal heritage surveys throughout the project area of the proposed Kerrs Creek Wind Farm located on Wiradjuri country, approximately 26 kilometres north of Orange in New South Wales.

Through the efforts of those involved in the surveys, spiritually significant areas and items of cultural significance such as scar trees were identified, recorded and buffers were applied as a design constraint to avoid impacts.

As a result, the project design has been amended to ensure that the vast majority of cultural values are avoided by project infrastructure.

In addition, an Aboriginal Cultural Heritage Management Plan will be prepared in consultation with First Nations Rightsholders, prior to construction to ensure the ongoing protection of tangible and intangible cultural heritage values.

Case Study - Moah Creek Ghost Bats

Within the project area of the proposed Moah Creek Wind Farm, located 30 kilometres west of Rockhampton on Darumbal country, the RES team in collaboration with a multi-disciplinary team of ecologists and engineers updated the design of the project to completely avoid impacts to Commonwealth-listed Threatened Ecological Communities, and significantly reduce impacts to ghost bat (Macroderma gigas) roosting habitat.

Ghost bats are listed as Vulnerable under the *Commonwealth Environment Protection and Biodiversity Conservation Act 1999* and Endangered under the *Queensland Nature Conservation (Animals) Regulation 2020*. The application of LiDAR modelling to identify potential caves and roosting sites guided the targeted survey of areas within the project footprint, which was undertaken using traditional and remote sensing survey techniques. This approach allowed for these ecological values to be identified and avoided to the greatest extent practicable.

Case Study - Wooderson Design Changes

The introduction of renewable energy infrastructure into a new locality can disrupt the existing landscape character of an area, especially for those with direct views of the project.

Recognising this, the RES team for the Wooderson Solar Farm undertook extensive design iterations to avoid impacts to ecological values and limit the visibility of the project from public viewpoints.

Through the use of remote sensing techniques and visual renders, the placement of project infrastructure has been deliberately designed to significantly reduce the project's visuality from the Dawson Highway and all regulated vegetation has been avoided. This balances the economic viability of the project without significantly compromising the landscape or ecological values of the region.

Wooderson Solar Farm is located 40 kilometres south-west of Gladstone in central Queensland on the lands of the First Nations Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda Peoples.

4. We will minimise the impacts on highly productive agricultural land and explore opportunities to integrate agricultural production.

Through careful site selection, detailed design and close liaison with host landholders, the RES team seeks to minimise the impacts of projects on highly productive agricultural land.

RES is committed to fostering long-term, mutually beneficial relationships with landowners and stakeholders by promoting effective co-existence between renewable energy infrastructure and ongoing agricultural operations. A key component of this commitment is early and ongoing consultation with landowners to ensure the design and construction of the Project supports existing farming and business activities. Through the Land Access Management Protocols, RES seeks to gain a comprehensive understanding of each property's operations, including cropping and grazing patterns, machinery types, GPS systems and accuracy, as well as crop and paddock rotations.

Landowner input plays a pivotal role in shaping project design. RES integrates the landowners' recommendations where possible — particularly in relation to access track placement and design — into the planning process to minimise disruption and maximise operational compatibility.

Utilising the Landowners recommendations ensures that project infrastructure minimises the unusable areas of the property with design considering current and potential future farming practices (i.e. larger machinery for planting, fertilising, spraying and harvesting).

RES undertakes multiple rounds of co-design consultations to ensure that project infrastructure can be integrated into the working farm. Once RES has an understanding of the landowners' property and business, it can focus on further consultations regarding the project's key infrastructure needs, specifically:

Wind turbine locations, hardstands, and associated temporary laydown areas (co-designing with direction of farming, existing tram lines, GPS, tractor and planter, spray rig and harvesting machinery).

Internal access track alignments.

Preferred locations for substations.

Internal transmission routes.

Siting of construction compounds, concrete batching plants, additional temporary laydown areas, and Operations & Maintenance facilities.

Through this collaborative and adaptive approach, RES aims to ensure that wind farm infrastructure can successfully co-exist with ongoing agricultural activities, supporting both the proposed renewable energy development and the continued productivity of the land.

Case Study - Kerrs Creek grazing & Murra Warra farming

The proposed Kerrs Creek Wind Farm is located on land which will continue to be used for grazing purposes while providing supplementary income to landholders. The overall footprint of the wind farm and associated infrastructure will take up only a small portion of the overall project site, (approximately two percent), with the improvements to on-farm infrastructure such as tracks and fencing supporting day-to-day management of the existing grazing enterprises.

Another example is throughout development of the Murra Warra Wind Farm (VIC), the team worked closely with the grain farming land holders to ensure that tracks and turbines were appropriately aligned to maximise their cropping operations within their paddocks and take up as little as two per cent of their paddock footprint.

Where possible, tracks were aligned to fence lines and spaced to best match with their farming equipment operation. The success of this is evident on the now operational wind farm, with farmers positively integrating the turbines into their cropping operations.

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

RES is committed to the development of socially responsible renewable energy projects. This begins with a deep understanding of the places, people and Country where our projects are proposed.

Renewable energy projects are often proposed in regional areas of Australia where the landscape has remained largely unchanged for generations. At RES, our goal is to develop projects that deliver net benefits, both locally to communities and nationally to energy consumers.

As part of this commitment, we place a strong focus on early engagement, working closely with communities to identify, discuss, and minimise potential impacts during the project design phase

RES undertakes detailed and independent impact assessments for each individual project. This can include visual, noise, social and environmental assessments, and consults broadly with stakeholders potentially impacted to ensure that feedback is considered in the design of mitigation and benefit enhancement options.

Case Study - Dardadine neighbour consultation

The Dardadine Wind Farm (WA) is being designed in direct consultation with neighbouring landholders, who are helping to inform appropriate turbine setbacks from their property boundaries.

By involving potentially impacted neighbours early in the design process, RES aims to foster open communication, build trust, and create opportunities for shared benefit.

As of 2025, RES has engaged with all adjoining project neighbours and is in progressed discussions with most to ensure any potential impacts are thoroughly considered, clearly communicated and appropriately addressed during the design of the wind farm layout.

These ongoing discussions take place face-to-face, via online meetings, and through an always-open line of communication, ensuring neighbours can reach us in whatever way suits them best. Looking ahead, a series of public information sessions is planned for later this year, giving the community additional opportunities to inform key aspects of the project including impact management and benefit sharing development, so the project continues to evolve with local insights at its core.


res
power for good

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

Supply chain innovation is central to RES' commitment to powering positive change. Leveraging its extensive industry knowledge across the entire project lifecycle, RES builds strategic procurement relationships and fosters innovation with its delivery partners.

Before construction begins on any project, RES compiles and maintains a database of local businesses that express interest in providing services, which is then shared with head contractors. The company also invests in communities by publicising available work packages and assisting smaller businesses in developing capability statements and completing pre-qualification checks.

Case Study - Moah Creek Meet the Contractor

The Q2 2025 'Meet the Contractor' event for the Moah Creek Wind Farm attracted diverse local suppliers, allowing them to connect with the project and learn about how they can capitalise on the economic opportunities that will arise throughout the life of the project.

Opportunities for local service providers and contractors are further promoted via online portals such as the Industry Capability Network, local job and business forums, Chambers of Commerce, and direct communication with Engineering, Procurement, and Construction (EPC) contractors.

RES commissions Economic Impact Assessments and Accommodation and Employment Strategies to gather baseline data on local capabilities and opportunities throughout the project lifecycle.

On every project, RES aims to become a consistent procurement partner for identified local suppliers, enabling them to invest in capability expansion.

With deep experience across all phases of the renewable energy project lifecycle, RES is uniquely positioned to help local suppliers identify gaps for training, upskilling, and building their capabilities to support renewable energy developments.

7. We will offer communities the opportunity to share in the benefits of the project, and consult them on the options available, including the relevant governance arrangements.

RES is committed to ensuring that Australia's journey towards net zero also provides a net benefit to communities that host renewable energy projects.

Comprehensive shared-benefits programs are co-designed with the local community and First Nations stakeholders to provide tailored, long-term benefits that consider local values, aspirations and concerns.

These can include sponsorships, neighbour shared benefit schemes, contributions to local projects via a Voluntary Planning Agreement and partnership agreements with First Nations stakeholders.

RES has developed state-based Community Contribution Guidelines to ensure benefit sharing program development for RES projects has regard for regional planning contexts and embeds co-design principles in program design.

Case Study - Moah Creek LEDS

In response to community feedback obtained in 2024, the Moah Creek Wind Farm established a Local Energy Discount Scheme (LEDS) to provide energy rebates of $1000 to neighbours living within 3km of the Project.

This innovative program has been brought forward to provide benefits during the development phase of the Project, and will expand during construction to include residents within 5 km of a constructed turbine.

Later this year, RES will finalise the operational community benefit sharing arrangements for the Project by continuing to work with the local community to determine how the Project can best share benefits with the local community and broader region.

8. We commit to using the project to support educational and tourism opportunities where appropriate.

RES is a grateful supporter of regional Australian communities and is committed to their sustainable future.

Providing funding to support education and tourism outcomes is a focus during early project development, helping to establish lasting relationships that provide immediate community support and inform long term legacy benefit.

Whether it's:

- sponsoring the Biloela State School team to compete in the Horizon Educational Central Queensland Hydrogen Grand Prix (H2GP);
- sponsoring a filmmaking workshop for the Miles High School;
- providing electrotechnology certificate course scholarships through Central Queensland University; or
- contributing to the development of the Jerilderie Jeithi Cultural Centre and Keeping Place in NSW,

RES projects seek to earn their place in local landscapes by, in part, committing to the immediate success and future sustainability of what matters to communities.

9. We will demonstrate responsible land stewardship over the life of the project and welcome opportunities to enhance the ecological, cultural and/or agricultural value of the land.

Addressing the climate crisis goes beyond decarbonisation. A return to responsible stewardship over land and water will play a vital role in maintaining a healthy planet. At RES, we are dedicated to ensuring our projects maintain and, where practicable, enhance the ecological values present at our projects.

Impacts from renewable energy projects are inevitable. After avoidance, minimisation and mitigation measures have been implemented to the greatest extents practicable and impacts remain, RES will seek to offset residual impacts and look for opportunities to enhance existing ecological values.

Case Study - Watta Wella Golden Sun Moth

The Golden Sun Moth (*Synemon plana*) is a medium-sized, day-flying species found in grassy woodlands and grasslands across NSW, the ACT and Victoria. Listed as Critically Endangered under Commonwealth and Victorian legislation, it is threatened by habitat loss from agriculture and urbanisation.

During early planning for the proposed Watta Wella Renewable Energy Project (VIC), located 16 km north-east of Stawell on the lands of the Wotjobaluk, Jaadwa, Jardwadjali, Wergaia and Jupagalk Peoples, Golden Sun Moth was detected within the largely agricultural project area.

Surveys mapped its habitat, and multiple design revisions applied the mitigation hierarchy to avoid ecological impacts, resulting in 94 percent of mapped habitat being preserved.

To offset the residual impact, the project proposes to protect and manage at least 10 percent of mapped habitat in partnership with host landowners.

These areas will be legally secured, enhanced and managed in perpetuity, delivering a net positive outcome for the species, as a result of the project.

10. 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.

RES evaluates procurement options for products and services across the entire value chain, including development, engineering, construction, operations and decommissioning, to optimise lifecycle value while aligning with RES' vision and adhering to sustainable procurement principles and procedures.

RES takes responsibility for products and services through improving waste and material management, repurposing, recyclability and promoting the use of sustainable materials where possible.

Throughout construction of the Dulacca Wind Farm, the site contractors donated transport packaging and excess components to the Trade School at Miles High School, and the broader community, saving 104,000kg of steel, 61,000kg of timber and 50 cubic metres of high-density plastic from going to landfill or paying for it to be transported for recycling.

As a global company, RES has experience in end-of-life activity and has committed to responsibly reviewing the potential for repowering, assessing the possibility and effectiveness of extending the life of a project, and developing and implementing a strategy to manage aging assets.

Case Study: Dulacca Recycling Program

One person's trash is another person's treasure.

In the case of the Dulacca Wind Farm (QLD) construction site, a project in the Western Downs, the contractors on site donated transport packaging, excess components and aluminium cans used by workers to the community, demonstrating that community engagement and contribution can go further than traditional funding. The project team were able to identify several local organisations and community members that would benefit from access to excess construction materials, including the Trade School at Miles High School. This created immediate local benefits.

Throughout construction, turbine parts were regularly delivered to the site from the Port of Brisbane. Inverter cables were shipped with a protective covering of high-quality timber panels, bolts and tin. While standard practice discards the packaging, the Dulacca Wind Farm environmental manager organised for the project to donate the timber, tin and bolts to the community for repurposing.

This saved approximately 104,000kg of steel, 61,000kg of timber and 50 cubic metres of high-density plastic from going to landfill or paying for it to be transported for recycling.

With the recycling donations from Dulacca, Miles High School has more than enough materials to replace their entire materials budget, and this funding can now be reallocated elsewhere within the school.

The students have a regular supply of materials, all from the Dulacca packaging waste, to build their assessment projects, including:

95%

of steel waste was able to be reused

90%

of timber waste was able to be reused

25,000+

worth of timber and steel fixings donated just to Miles high School trade program

Approximately **15,000** cans used by workers were **RECYCLED**

- DULACCA SPORTS ASSOCIATION
- MILES DAY CARE
- WANDOAN HIGH SCHOOL
- MILES HIGH SCHOOL
- LOCAL COMMUNITY
- LOCAL FARMERS





Our vision is a future where everyone has access to affordable zero carbon energy