

Clean Energy Council Best Practice 2025



EnergyAustralia
LIGHT THE WAY

About EnergyAustralia

EnergyAustralia¹ is one of Australia's largest energy companies, operating as both an energy retailer and energy generator. Our purpose is "to lead and accelerate the clean energy transformation for all".



We strive to be a trusted member of the communities in which we operate and develop new energy projects. We aim to deliver tangible and positive outcomes to these communities and share the benefits that the clean energy transition can provide.



Why we engage

- To provide information so community members understand our plans and the impact they may have
- To demonstrate how our projects accelerate the clean energy transformation and could benefit communities
- To understand sensitivities or key interests communities have and incorporate their feedback into our designs and project outcomes
- To identify win-win outcomes for us and communities in which we work
- To avoid consequences of misinformation, or a lack of information.



Our commitment

We understand that what we do impacts communities. EnergyAustralia will:

- Engage communities early to understand key local issues and sensitivities
- Listen to community feedback and adjust plans wherever possible
- Work with communities to identify mutually beneficial outcomes
- Act with honesty, transparency, and respect
- Establish long term partnerships with communities based on trust

At EnergyAustralia, we are committed to implementing best practice in the ways we interact with communities.

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.

EnergyAustralia recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the lands on which we operate and the communities we serve. Our goal is to build working relationships with Aboriginal and Torres Strait Islander peoples and communities more broadly.

At the centre of the Reconciliation Action Plan (RAP) is our determination to strengthen relationships and build positive long-term connections with Aboriginal and Torres Strait Islander peoples, communities, and organisations.

We take a partnership approach to engaging with Traditional Owners and will seek involvement on a range of topics beyond Cultural Heritage, such as employment, social procurement opportunities, project footprint, construction and operations.

This partnership extends to sharing the benefits with First Nations communities (see Commitment 7 for further information). Our work in this space is guided by the Clean Energy Council's First Nations Engagement Guide.



PROJECT IN FOCUS

Hallett Battery Energy Storage System

We thank the Ngadjuri Nation Aboriginal Corporation and Native Title South Australia for their early and ongoing engagement with us on our Hallett BESS project near Canowie, South Australia. In July 2025, representatives from both organisations joined EnergyAustralia on Country to complete a heritage survey of the proposed Hallett BESS site.

We are appreciative of the considerable time spent inspecting the site. We look forward to continuing our work with the Ngadjuri Nation Aboriginal Corporation and Native Title South Australia through the project's development with a Ngadjuri cultural observer being present on site during the levelling and bench works.

We are committed to working proactively with the Ngadjuri Board to identify opportunities for employment and supplier opportunities for local First Nations businesses.



PROJECT IN FOCUS

Lake Lyell Pumped Hydro Energy Storage

The site of the proposed Lake Lyell Pumped Hydro project is on the traditional Country of the Wiradjuri People.

EnergyAustralia and EDF power solutions Australia are co-developing the Lake Lyell Pumped Hydro Energy Storage (PHES) Project which is anticipated to store up to 2,680 MWhrs of energy and generate at 385 MW for 8 hours or generate up to around 440 MW for a shorter period.

Wiradjuri peoples have held a deep connection to Country for thousands of years. Cultural heritage provides essential links between the past and present – it is an essential part of Wiradjuri people's cultural identity, connection and sense of belonging to Country.

The Project created the opportunity to make artefact findings in an unexplored area by applying a formal Aboriginal Cultural Heritage Assessment (Assessment) to the site. Ensuring Wiradjuri cultural heritage is recorded

and managed is an important part of the development of the Lake Lyell Pumped Hydro Energy Storage Project.

22 Registered Aboriginal Parties (RAPs) became actively involved working alongside an archaeologist to uncover 1,344 artefacts and cultural materials, including small rocks which may have been used as sharpening tools.

The artefacts were carefully catalogued and analysed by experts in Sydney before being respectfully returned in March to Wiradjuri Country. Artefacts such as tools, weapons, clothing and artworks are created with deep symbolism and meaning, reflecting a profound understanding of land, animals, water and sky.

They are being safely held in the 'Keeping Place' at our Mt Piper power station before a permanent location is chosen in consultation with RAPs pending the outcome of the project.

Artefact discoveries increase our collective and shared understanding of how Wiradjuri people used the area of Lake Lyell and Mt Walker where the project would be built and operated.

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.

EnergyAustralia's approach to community and stakeholder engagement is guided by industry best practice. Further, we are also guided by the following EA principles, informed by the IAP2 Spectrum of Engagement, relevant state government guidelines and policies for engagement on major infrastructure projects, as well as the CEC Best Practice Charter and the Energy Charter Guidelines on Engagement. This year, EnergyAustralia will deliver its first Community Engagement Framework. This is a foundation document for the business as it will clearly and succinctly articulate our commitment to community engagement, roles and responsibilities across our business, and clearly establish what communities can expect from us.

All EnergyAustralia sites and projects have a comprehensive Community and Stakeholder Engagement Plan (CSEP). These documents include a well-established procedure for managing community enquiries and complaints.

EnergyAustralia takes a proactive approach to setting and managing community and stakeholder expectations during early project initiation and development.



PROJECT IN FOCUS

Wooreen Battery Energy Storage System

Early community and stakeholder engagement on the proposed Wooreen BESS saw concerns regarding noise levels raised. In response, EnergyAustralia completed three independent noise studies and undertook design changes to improve inverter fan design and the bespoke design of noise attenuation devices which will reduce noise levels.

PROJECT IN FOCUS

Lake Lyell Pumped Hydro Energy Storage

In 2023, EnergyAustralia announced substantial changes to the concept design of our Lake Lyell PHES project. This included relocating the upper reservoir from the ridge of Mt Walker to a new location in the gully on the southwest flank of Mt Walker. This was in direct response to community feedback, ensuring it remains out of sight for the majority of Lithgow. It will also be constructed from rock sourced from Mt Walker, to reduce visual impact as well as minimise heavy vehicle movements along Sir Thomas Mitchell Drive and Magpie Hollow Road.

While guidance exists for landowners hosting energy infrastructure, there was no specific guidance for pumped hydro projects adjacent to semi-rural residents, our project neighbours. Thus in 2024, EnergyAustralia released the Neighbour Agreement Guide, a mitigation program co-designed through one-on-one discussions with neighbours that would tailor agreements to each property.

In 2025, EnergyAustralia announced a second potential worker accommodation site in the town of Lithgow in response to community feedback. The second site would bring approximately 500 workers near the business heart of the community and potentially increase the economic stimulus – a direct request from the community through their participation in Community Benefit Sharing workshops in July 2024.

3. We will be sensitive to areas of high biodiversity, cultural and landscape value in the development and operation of projects.
4. We will minimise the impacts on highly productive agricultural land and explore opportunities to integrate agricultural production.
5. We will consult the community on the potential visual, noise, traffic and other impacts of the project, and on the mitigation options.

EnergyAustralia has taken a conscious decision to co-locate current new energy projects with our existing generation assets. This ensures that they are located on land already associated and zoned for energy generation, and in many cases, land that has been disturbed thereby posing limited value for agricultural purposes.

Where possible, land owned by EnergyAustralia that is not currently used for the purposes of energy generation is leased for other uses, including agriculture.

Prior to planning approval and during the public exhibition of planning documents (like an Environmental Impact Statement (NSW), Environmental Effects Statement (Victoria), or similar), EnergyAustralia consults with local communities on potential visual, noise, traffic and other impacts of the project as required by those statutory processes.

PROJECT IN FOCUS

Hallett Battery Energy Storage System

Early community and stakeholder engagement on this project highlighted community concerns around the further degradation of Booborowie Road (which links the site to the Wilkins Highway) due to expected heavy vehicle volumes associated with the project.

EnergyAustralia has listened to the community and, should the project proceed, has made a commitment to Goyder Council to provide funding for the road's maintenance as part of the project's Community Benefit Sharing program.



PROJECT IN FOCUS

Tallawarra Lands

Land owned by EnergyAustralia at Tallawarra is an example of leasing unused lands for agriculture where various agistment agreements are in place. EnergyAustralia is also in a multi-year process to release otherwise unused land around Tallawarra for residential and commercial development, playing our part in creating vibrant communities and employment opportunities in the Illawarra.

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



Across our operations, we maintain strong relationships with regional stakeholders, support local manufacturers and service providers, and embed local content requirements into our tenders – demonstrating our longstanding commitment to local economic sustainability. EnergyAustralia is an employer of choice in all regions where we operate. We are proud to support local small and medium enterprises through our procurement of goods and services. Our Mt Piper and Yallourn operations highlight this commitment.

	Employment	Local annual contribution	Local supply
Mt Piper Power Station	189	\$40 million	30–40%
Yallourn	500+	\$180 million	90%

Our development projects are an opportunity to support the local economy through the energy transition, particularly in Lithgow and the Central West region of NSW and in the Latrobe Valley.

We are delivering this opportunity through targeted local employment and procurement initiatives, aligned with NSW and Victorian Government policy and local economic transition goals.

We have set clear targets for local employment and supply chain engagement, with a strong focus on increasing First Nations participation in line with the NSW Industry Participation Policy. We are actively working with the Industry Capability Network NSW and Supply Nation to identify and engage local and Indigenous businesses in the renewable energy supply chain.

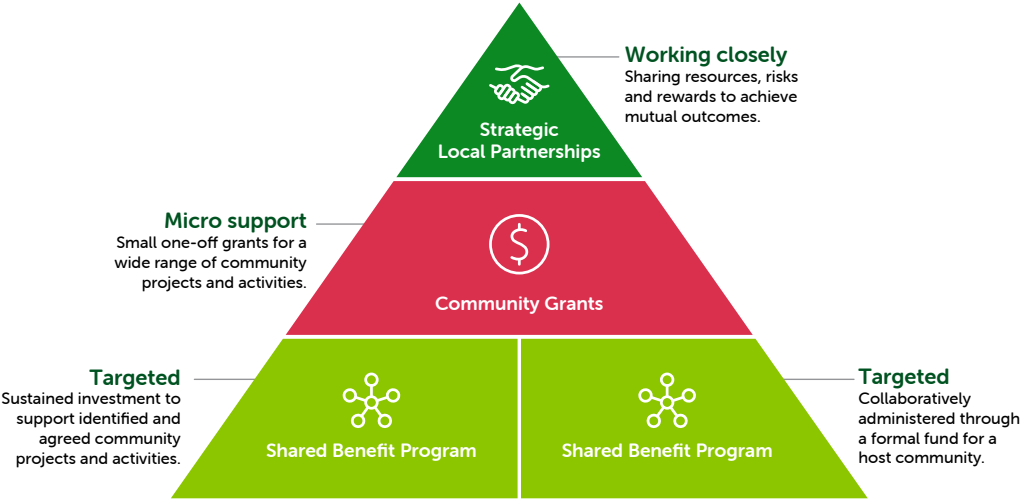
We are targeting up to 65% local employment on our projects and offering pathways for apprentices, trainees, and cadets –particularly for those transitioning from coal-based industries. Our employment and training programs include micro-credentialing through the Central West Adaptive Skills Hub and mentoring for learning workers to help remove barriers to participation and build long-term workforce capability.

In addition to our work in NSW, our approach is informed by successful delivery in other regions—such as the Wooreen BESS project in Victoria, which is on track to exceed its 25% local content goal and includes over 21,500 workforce hours dedicated to apprentices and cadets.

Through these efforts, EnergyAustralia is actively enabling local communities to participate in and benefit from the clean energy transition.

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

EnergyAustralia has made significant commitments through Community Benefit Sharing programs, including a co-designed process for our Lake Lyell Pumped Hydro Energy Storage Project and independent Community Future Funds for our Wooreen and Hallett projects. We have empowered those communities to choose the investments they want to see for the benefit of their community.



PROJECT IN FOCUS

Lake Lyell Pumped Hydro Energy Storage

In February 2025, we announced a \$20 million Benefit Sharing Scheme which focusses on eight key projects for further investigation as determined by the local community.

Funding for the initiatives will kick off upon approval of the Lake Lyell project’s development application and the green light from investors to begin construction. The initiatives developed through this process represent millions of dollars’ worth of investments in the Lithgow region.

To develop the Community Benefit Sharing, EnergyAustralia sought alignment with both the Clean Energy Council’s *Best Practice Charter for Renewable Energy Projects* principles and the *NSW Benefit Sharing Guideline* for large-scale renewable energy projects. To support this alignment and a meaningful co-design with the community, independent facilitators supported the process.

Projects for further investigation



New signage and wayfinding for Lithgow
A new wayfinding and signage initiative for the Lithgow local government area to significantly enhance visitor experience



Development of new Lake Lyell visitor infrastructure
New visitor infrastructure on Lake Lyell to improve appeal to visitors and locals



Light the Way Community Future Fund
A competitively funded program administered by a representative group of community members to support community infrastructure and events



Lighthouse Education and Training Trust
Creation of a charitable trust, funded through a single, start-up contribution from the Project and other partners, to support and enhance educational opportunities within the community



Lake Lyell Workforce Readiness Program
Through education, outreach and established targets, support local workers, businesses and disadvantaged groups to participate in Project delivery



Lithgow 360° Youth Hub
Increase accessibility for young people to key services, activities and support by providing a youth hub



Repurposing the Lake Lyell Workers Accommodation Village
Incorporate a legacy plan into the design of the proposed Lake Lyell workers camp to offer long term value to communities in need



Wiradjuri Cultural Centre
Improve cultural understanding and immersion by providing a cultural centre within the Lithgow local government area

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

Across all our existing generation sites and new energy projects, EnergyAustralia is committed to using our new energy projects to support educational and tourism opportunities.

Our existing generation sites at Mt Piper and Yallourn already provide exceptional educational opportunities through apprenticeships and traineeships. At Mt Piper, we currently have 21 apprentices across various trade and two administration trainees. At Yallourn, we have 19 apprentices across various disciplines, including 4 mature aged electrical apprentices. We are delighted to continue providing these opportunities with two apprenticeships each for the Wooreen and Hallett BESS projects.

EnergyAustralia has been a strong supporter of tourism related activities, especially in the Lithgow region near our Mt Piper Battery Energy Storage System and our Lake Lyell Pumped Hydro project. At our existing Mt Piper operations, we offer tours of the facility and are in the early phases of planning for the revitalisation of our Energy Expo building, with new exhibits to celebrate Connection to Country and our role in the energy transition. These new exhibits will provide not only an education opportunity, but support efforts of the local community to provide new tourism attractions in the Lithgow region.



PROJECT IN FOCUS

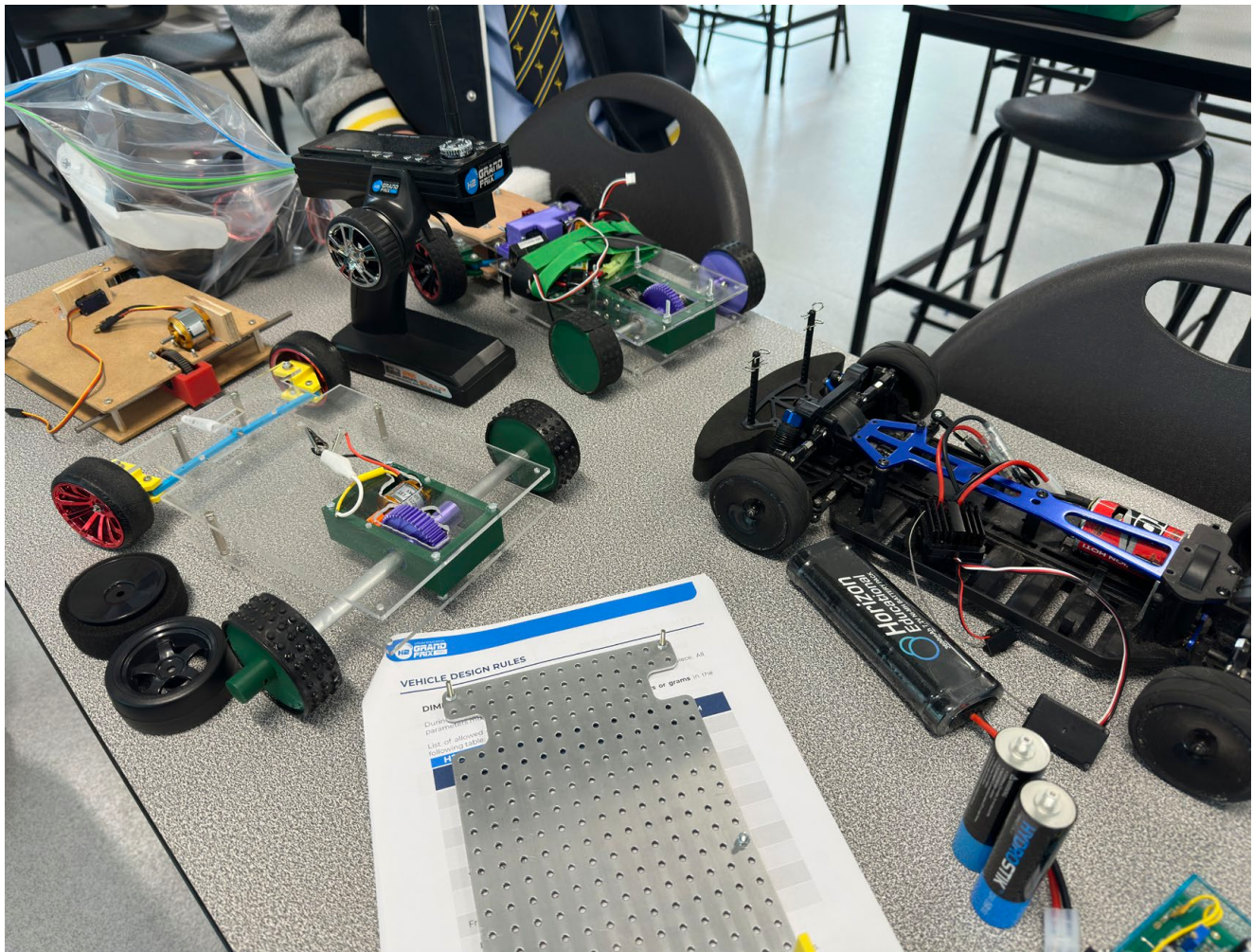
Mt Piper Battery Energy Storage System

In May and June 2025, EnergyAustralia delivered an engaging STEM-based education program to nearly 1,000 students across nine schools in the Lithgow Local Government Area. This exciting program was designed to deliver an interactive experience for local school students, providing an opportunity to explore the world of clean energy and learn about the critical role that battery storage plays in the energy transition.

The program aimed to introduce students to these technologies while fostering interest in science, technology, engineering and mathematics (STEM). Delivered in conjunction with the development of EnergyAustralia's Mt Piper Battery Energy Storage

System (BESS), the initiative connected local students to a significant energy infrastructure project in their own region.

Students from Kindergarten to Year 12 participated in age-appropriate, hands-on activities such as building circuits, designing energy-efficient homes, experimenting with potato batteries, and exploring renewable technologies. Feedback indicated high levels of student engagement and enthusiasm, particularly in Stages 1–3 (Years K–6), where activities were found to be both enjoyable and educational. Among students who responded to surveys, 75% recommended the sessions be shared with other students, and 83% reported that the activities either supported classroom learning or sparked new ideas. Teachers echoed these sentiments, with 100% noting strong student engagement and 93% expressing interest in similar future sessions.



PROJECT IN FOCUS

Wooreen Battery Energy Storage System

For the past three years, EnergyAustralia has been an active participant and supporter of the New Energy Technology (NET) Program based in Victoria's Latrobe Valley.

Local Years 9-10 students at the Gippsland Tech School learn about emerging jobs of the future in renewable energy, technologies, and industries, enabling young people to learn more about energy and technologies.

The NET program provides an opportunity for students to work with and be mentored by energy professionals to design, research and develop an innovation with a real-world application. Examples have included solving for a housing shortage in areas where new energy is being constructed and how to rehabilitate open cut coal mines once they cease operating.

The Wooreen project have sponsored a local secondary college in the 2025 Hydrogen Grand Prix challenge for Year 12 secondary students. In the program, students design a remote-controlled race car powered by a battery fuelled from a hydrogen fuel cell. As part of our sponsorship, EnergyAustralia has run a learning session with students regarding the Wooreen project and the proposed technology.

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.

Please refer to Commitment 3: We will be sensitive to areas of high biodiversity, cultural and landscape value in the development and operation of projects.

EnergyAustralia has made a conscious decision to co-locate the majority of new energy projects with our existing assets. By reusing brownfield sites for our BESS projects, we minimise the impact on available agricultural lands. This also minimises the impacts of the project by reusing existing transmission and other associated infrastructure.

PROJECT IN FOCUS

Tallawarra Lands

As part of the Tallawarra B development, vegetation offset plants were arranged on EnergyAustralia land at Tallawarra otherwise not used for power generation. EA engaged Wollongong Botanic Garden to assist with the selection and germination of appropriate native tree

species and location. EA then engaged the Illawarra Local Aboriginal Land Council whose team undertook the land preparation, fencing, planting, watering and care for the ecological area. Additionally, EnergyAustralia has ensured the protection of sensitive environments, land and waterways to the southwest of the power station including the freshwater wetlands renowned for its diverse birdlife.

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.

EnergyAustralia has made a conscious decision to co-locate the majority of new energy projects with our existing assets. By reusing brownfield sites for our BESS projects, we recycle existing transmission and other associated infrastructure.

PROJECT IN FOCUS

Lake Lyell Pumped Hydro Energy Storage

Lake Lyell was created through the damming of the Cox’s River during the NSW Government’s ownership of Mt Piper. Its purpose was to provide a reliable cooling water supply for the Mt Piper and Wallerawang Power Stations.

The Wallerawang Power Station has closed, and EnergyAustralia’s Mt Piper Power Station will close by 2040. Beyond the power station itself, there is significant supporting infrastructure which will need to be reused or decommissioned.

EnergyAustralia in partnership with EDF power solutions Australia intends to reuse Lake Lyell as the lower reservoir in a pumped hydro energy storage facility.

