Iberdrola Australia

CLEAN ENERGY COUNCIL BEST PRACTICE CHARTER **2025 REPORT**

INTRODUCTION

Iberdrola Australia operates one of the largest renewable energy fleets in the country, with over 2.5 GW of installed capacity (in operation or construction) delivering reliable, clean energy to homes, businesses, and industries nationwide. Our diverse portfolio includes onshore wind farms, solar farms, grid-scale batteries, and fast-start gas peakers—a mix that enables us to offer customers firm supplies of renewable energy. By combining intermittent renewables with fast-response firming assets, we provide energy that's not only sustainable but also dependable and competitively priced.

We serve commercial and industrial customers across Victoria, Queensland, New South Wales, South Australia, and Western Australia, supported by Battery Energy Storage Systems (BESS) and firming capacity across the National Electricity Market (NEM) to ensure power system reliability.

Beyond generation and storage, we're exploring opportunities in offshore wind, green hydrogen, and investing in smart energy solutions. We are also expanding into transmission infrastructure through Iberdrola Australia Networks, with the goal of becoming Australia's next Transmission Network Service Provider.

Originally known as Infigen Energy, we joined the global Iberdrola Group in 2020. Our values and long-term vision are reflected in the 2024 Sustainability Report, audited by KPMG, which highlights our performance, community partnerships, and our evolving role in supporting an inclusive, long-term energy transition.

For a visual overview of our national footprint, visit our asset map available on our website.

CHARTER COMMITMENTS

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.

Our commitment to respectful and inclusive engagement is reflected in our approach, which embraces early and ongoing consultation.

Case study: Aurora Green Offshore Wind Project

As part of our Aurora Green Offshore Wind project, located more than 25 kilometres off the coastline, we spent eighteen months engaging with the Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC), actively listening and building mutual trust. The culmination of this early engagement saw Iberdrola Australia become the first offshore wind developer to achieve a landmark Engagement Agreement with GLaWAC. This Agreement supports resourcing and participation in ongoing discussions, and frames the pathway for the coming decades of engagement, contribution, and collaboration. More detail can be found here: Landmark Agreement Ensuring Gunaikurnai Voice in Offshore Wind Feasibility | Gunaikurnai Land and Waters Aboriginal Corporation

"This agreement sets a strong precedent for how offshore wind proponents should engage with Traditional Owners, demonstrating the value of meaningful partnerships based on respect and shared outcomes"

Daniel Miller, former CEO of GLaWAC

Gunaikurnai Land and Waters Aboriginal Corporation

CHARTER COMMITMENTS

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.

Iberdrola Australia is committed to maintaining open, transparent, and responsive communication with local communities throughout the entire lifecycle of our projects—from planning and construction to operation and decommissioning. To support this commitment, we provide a 24/7 phone service via **1800 917 372** for enquiries and grievances, with a dedicated escalation process.

We are also implementing Borealis, a centralised engagement platform that enables consistent tracking and follow-up on community feedback, grievance management and response, and social impact management—from project inception through to decommissioning.

Case study: Community Information Hub now open in Orange

For our two prospective NSW Forestry projects, we have established a dedicated Community Information Hub at 119 Byng Street, Orange. The Hub is open on Tuesday mornings from 9:00 am to 1:00 pm and Thursday afternoons from 1:00 pm to 5:00 pm. It serves as a welcoming space where locals can connect with project representatives, ask questions, and share input. This includes information on local employment opportunities and engagement with local suppliers and contractors.

Community Information Hub in Orange, NSW

CHARTER COMMITMENTS

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

Iberdrola Australia's Environment Policy embodies our commitment to respect the natural environment as a central element in our approach to sustainability. The Iberdrola Group is a signatory to the UN Global Compact, while Iberdrola Australia is a subsidiary member of the UN Global Compact—a voluntary initiative to implement ten universal sustainability principles, which relevantly include the following environmental principles:

- Supporting a precautionary approach to environmental challenges;
- Undertaking initiatives to promote greater environmental responsibility; and
- Encouraging the development and diffusion of environmentally friendly technologies.

As a member of the Iberdrola Group, Iberdrola Australia is guided by the Group's Environment Policy, which requires the application of the following principles to all our activities:

- Develop a sustainable model that respects nature-related values, biodiversity, cultural heritage, and both natural and social history;
- Meet or exceed legal and applicable environmental standards;
- Apply the principles of avoid, mitigate, or offset in all activities;
- Promote innovation through research and support for the development of new technologies and best environmental practices;
- Use natural capital sustainably; and
- Conserve, protect, and promote the development and growth of natural heritage.

Background: Iberdrola Australia and Habitat Innovation & Management personnel take in the Glossy Black-Cockatoo Conservation Area at Capital Wind Farm

CHARTER COMMITMENTS

Iberdrola Australia's approach to the protection of the environment, encompassed in our Environment Policy, is to:

- Respect our privilege to operate our assets and preserve the environmental and nature-related values of our asset locations and communities;
- Adopt procurement principles that consider the environmental impact of products and services, supporting the purchase of sustainable products;
- Strive to mitigate our environmental impact by actively avoiding environmental impacts through the design phase and conducting environmental impact mitigation at all sites;
- Promote the protection and enhancement of biodiversity through employee awareness, stakeholder engagement, and direct support of community campaigns, studies, and initiatives; and
- Pursue continuous improvement by reviewing our environmental management system, objectives, targets, and plans.

Members of the Iberdrola Australia team installing Spotted Quoll dens to support recovery of this endangered native species

CHARTER COMMITMENTS

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

Iberdrola Australia is committed to minimising the impact of renewable energy developments on highly productive agricultural land. Our selection of development sites avoids such land wherever possible.

However, where appropriate, practical approaches are adopted to support the coexistence of clean energy infrastructure and farming operations.

Case study: Sheep Grazing at Avonlie Solar Farm

Our Avonlie Solar Farm, near Narrandera, NSW, is an example of agrivoltaics, combining sheep grazing with solar energy production. This approach to coexistence with farming is proving successful. The 245 MW solar farm operates across two Merino wool properties. Each spring—during the peak sheep growth season—around 2,500 sheep graze across the site for four months.

Sheep grazing has also proven to be an effective means of reducing bushfire risk by lowering the vegetation fuel load, while simultaneously reducing tractor and mower emissions and associated workforce hazards.

Agrivoltaics in action at Avonlie Solar Farm

CHARTER COMMITMENTS

Case study: Grazing Partnership at Lake Bonney Wind Farms and BESS

A similar model is in place at our Lake Bonney Wind Farms and Battery Energy Storage System (BESS), where Iberdrola Australia owns three properties. Through a low-cost grazing arrangement, a local farmer runs sheep and cattle on the land. In return, the farmer maintains fencing and provides water for the livestock. This partnership enables our team to manage vegetation naturally, reducing active maintenance and lowering bushfire risk—reinforcing the value of integrated land use.

Sheep graze near wind turbines at Lake Bonney Wind Farm

Together, these initiatives demonstrate how renewable energy projects can complement agricultural practices, offering straightforward, mutually beneficial solutions that support both land productivity and environmental sustainability.

CHARTER COMMITMENTS

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

Iberdrola Australia follows the IAP2 Spectrum standard of public participation across Inform, Consult, Involve, Collaborate, and Empower. We use a broad range of communication tools to identify and engage with the community and stakeholders, including direct letters, project newsletters, door knocks, community drop-in sessions, media events, digital FAQs, and site tours.

We understand the importance of consulting with communities on the potential impacts of our projects—including visual, noise, traffic, and other considerations. We engage with stakeholders to identify local concerns and work collaboratively to explore practical mitigation measures.

Our approach to community engagement is conducted in accordance with our stakeholder engagement principles, which aim to build trust-based relationships. These principles are outlined in our Community and Stakeholder Engagement Policy (https://www.iberdrola.com.au/assets/IAL-Community-and-Stakeholder-Engagement-Policy.pdf) and are shared by all Iberdrola Australia personnel. They guide our daily stakeholder interactions and include:

- Responsibility
- Transparency
- Active Listening
- Participation & Engagement
- Consensus
- Collaboration; and
- Continuous Improvement.

Background: Avonlie Solar Farm – view from above

CHARTER COMMITMENTS

Case study: Location of our Aurora Green Offshore Wind Project.

A good example of this approach is our offshore wind consultations in Gippsland.

Through focus groups and dedicated community engagement sessions, we gained valuable insights that informed the location of our proposed Aurora Green Offshore Wind Project.

By positioning the project more than 25 km from the coastline, we have taken steps to minimise visual impact and respond to the priorities expressed by the community.

Offshore wind engagement session with community members at Woodside, Gippsland

CHARTER COMMITMENTS

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

Iberdrola Australia is actively delivering on its commitment to support the local economy through targeted employment and procurement initiatives. We profile local economic participation opportunities by utilising platforms such as the Industry Capability Network (ICN) and our membership with Supply Nation to actively source First Nations goods and services providers. To further complement this, our teams host local and regional supplier workshop days to support capability and capacity building.

During the construction period, and in alignment with the localised environment, our teams seek to utilise local services such as accommodation, food and beverage, and retail providers.

The Broadsound Solar Farm and Battery project is expected to create up to 350 jobs over its two-year construction period, with workforce accommodation already completed to support rapid mobilisation. The project has actively engaged First Nations businesses and suppliers—including those registered with Supply Nation.

Case study: New O&M office

In 2024, a fit-for-purpose Operations and Maintenance (O&M) office was sourced from Prefabulous, a local supplier based in Wagga Wagga, for our Avonlie Solar Farm near Narrandera, NSW—demonstrating our commitment to local procurement. This high-quality building not only meets our operational needs but also delivers tangible economic benefits to the region, supporting local jobs through the procurement, planning, and project management of local tradespeople.

Local Procurement – Avonlie O&M Office, NSW

CHARTER COMMITMENTS

In 2023, we established Equal Opportunity and Inclusion targets for our major construction contractors including for First Nations and female apprenticeships and traineeships. These targets (below) continued to be included in our major construction contracts in 2024.

- **1.5% of contract price** to **First Nations economic community participation** (which can be achieved through a combination of Indigenous business involvement, employment and/or through expenditure on education, training or capability building)
- **20% of workforce** comprises under-represented groups (i.e. women, long-term unemployed, young people aged 15-24 and people with characteristics described in the *Anti-discrimination Act 1977* (NSW))

Together, these measures form part of our broader strategy to support job creation, encourage inclusive participation, and contribute to the resilience of regional economies.

Background: Wind turbine painted with Indigenous artwork at Bodangora Wind Farm, NSW

CHARTER COMMITMENTS

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.

We are committed to ensuring that communities benefit from our local and regional community investment and development initiatives, and are actively consulted—including through appropriate governance arrangements.

In 2024, Iberdrola Australia **indirectly** invested over **$21 million** in **local communities** through events, advocacy, engagement activities, and procurement from regional suppliers. Of this, more than **$900,000** was **directly invested** in **communities hosting our assets** — delivered through donations, sponsorships, and dedicated community development funds.

These investments reflect our commitment to fair and inclusive support for the regions in which we operate. They also demonstrate our integrated planning approach, which is designed to respond to broader regional priorities and ensure long-term value.

Case study: Partnering with Isaac Regional Council for Regional Investment

Multiple leading renewable energy developers have convened to collaborate with Isaac Regional Council on regional investment opportunities. This collective commitment seeks to pilot a replicable model using an integrated regional approach, delivering investment with enhanced, legacy outcomes. Focus areas currently being explored include upgraded regional digital connectivity, pest management programs (specifically targeting feral pigs), and comprehensive training opportunities for residents of the Isaac Region.

Broadsound Solar Farm

CHARTER COMMITMENTS

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

Iberdrola Australia is proud to support inclusive education and workforce development as part of our broader commitment to creating opportunities across our renewable energy projects.

Case study: Scholarships Available Across All Operating Wind and Solar Farms

In regional areas, we offer scholarships like the Bodangora Wind Farm Scholarship, with the first scholarship awarded early in 2025, providing up to $5,000 annually for vocational or university studies in the Wellington and Dubbo regions. In late 2025, we are expanding access to scholarships across all operating wind and solar farms with those recipients to be awarded scholarships for 2026.

Beyond formal education, we support immersive learning experiences at our wind farms. At Bodangora, primary school students and community groups participate in interactive tours, exploring turbine bases, trying climbing harnesses, and inspecting cable samples. High school and adult learners also engage in hands-on visits, including substations and grounded turbine blades, followed by shared lunches and take-home souvenirs.

Bodangora Wind Farm – T16 in the foreground, with T28, T29 and T30 in the background

CHARTER COMMITMENTS

Case study: First Nations Scholarships Program

Launched in 2023, our First Nations Scholarships Program provides Aboriginal and Torres Strait Islander students with up to $15,000 annually to support university studies related to renewable energy.

Developed with Professor Valerie Cooms and overseen by our CEO, the program welcomed three scholars in 2024, with three more joining in 2025.

Scholars also engage with energy leaders during events at our Sydney headquarters.

Case study: Graduate Program

Our Graduate Program, introduced in 2023, is a two-year rotational experience across Development, Energy Markets, Networks, Operations, and Projects.

The first cohort of 14 graduates are based in Sydney and Melbourne, with Brisbane joining in 2025 to host 18 graduates across all three offices—building a diverse pipeline of future energy professionals.

Iberdrola Australia's 2025 graduate cohort

Together, these initiatives foster talent, strengthen community ties, and deepen public understanding of Australia's clean energy transition.

CHARTER COMMITMENTS

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.

Case study: Flyers Creek Wind Farm – Squirrel Glider Habitat Improvement Project

Following confirmed sightings of Squirrel Gliders at our Flyers Creek Wind Farm site near Orange, NSW, we partnered with ecologists from *Habitat Innovation & Management* to design a targeted habitat enhancement project to support this vulnerable native species.

Key Actions Taken:

- **Habitat Structures Installed:** We installed 25 custom-designed modular nesting boxes and glider poles specifically tailored to meet the needs of Squirrel Gliders, providing safe nesting and movement options within the landscape.

- **Native Tree Planting:** To expand and reconnect fragmented habitat, 1,200 native tubestock species—consistent with the local Box-Gum Woodland habitat favoured by the gliders—were planted to increase this critically endangered ecological community.

- **Wildlife Monitoring:** Remote sensor cameras were installed to monitor glider activity and assess the effectiveness of the habitat improvements.

Site works were undertaken in November 2024, and footage captured in May 2025 on the remote sensor cameras confirmed the active use of the new habitat structures by Squirrel Gliders. You can see the gliders in action in the Flyers Creek Wind Farm Squirrel Glider Cam video, which offers a glimpse into their use of the nest boxes and glider poles.

Iberdrola employees volunteered to plant over 1,000 native trees favoured by gliders at our Flyers Creek Wind Farm

An ecologist from Habitat Innovation & Management installs a nesting box at Flyers Creek Wind Farm to support the habitat of squirrel gliders

Family of squirrel gliders actively using our nest boxes at Flyers Creek

CHARTER COMMITMENTS

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.

Throughout the life of each project, Iberdrola Australia aims to recycle waste materials where practical and is committed to undertaking responsible decommissioning, refurbishment, or repowering of sites at the end of their operational life—acknowledging that recycling options may currently be limited or evolving.

Case study: Frenchs Forest Office

In late 2024, the closure of our Frenchs Forest office in NSW—following the integration of the Smart Energy Solutions team into our Sydney CBD office—required us to responsibly clear and restore the vacated site. This involved removing and recycling all rooftop solar panels and warehouse stock. As our utility-scale solar farms have not yet reached end-of-life recycling milestones, the project presented an opportunity to explore available recycling options. We partnered with *PV Industries*, a local Sydney specialist in solar panel and inverter recycling, successfully recycling 91 solar panels.

Obsolete panel & alloy product from Frenchs Forest (NSW) solar panel recycling process

Looking ahead, Iberdrola Australia has set clear targets to further enhance its circular economy practices:

- Wind turbine blades: **50% recycled** by **2025**; **100%** by **2030**
- Solar units: **50% recycled** by **2025**; **100%** by **2030**

These actions reflect our commitment to minimising waste, promoting resource recovery, and leading by example in sustainable project lifecycle management.

CONCLUSION

Iberdrola Australia is committed to fostering positive social and environmental outcomes in the communities that host our renewable energy projects.

We take a considered approach to decision-making, recognising the impact our actions can have on First Nations and regional communities, employees and contractors, customers, the environment, our supply chain, and regulators. This commitment is guided by the Clean Energy Council's Best Practice Charter for Renewable Energy Projects, which underpins our approach to earning and maintaining a social licence.

We prioritise respectful community engagement, environmental and cultural sensitivity, local economic participation, benefit-sharing, and responsible land stewardship. These principles shape our operations and guide Iberdrola Australia's efforts to deliver meaningful, lasting contributions across the regions in which we operate.

Background: Iberdrola Australia employees at Bodangora Wind Farm, NSW