



ALINTA ENERGY BEST PRACTICE CHARTER REPORT 2025



Acknowledgement

In the spirit of reconciliation, Alinta Energy acknowledges the Traditional Custodians of the land on which we live, work and conduct our business operations. We acknowledge the continuing connections of Aboriginal and Torres Strait Islander Peoples to Country and community. We pay our respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander people.



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A MESSAGE FROM JEFF DIMERY

Alinta Energy has been powering Australian homes and businesses for 25 years as a leading energy retailer, investor, generator, and developer.

We recognise that energy needs are evolving, which is why we're actively working on new projects to meet this future demand. We're developing over 4 GW of projects – including wind, batteries, pumped hydro and gas – to help ensure a balanced mix of affordability, reliability and sustainability.

We aim to be an energy developer that communities trust. Being a good neighbour, pursuing a social licence to operate and positively impacting communities based on localised needs help to guide our actions, connections and project execution.

Over the past year, there's been a concerted effort to uplift our ability to engage meaningfully with communities, build partnerships and support community benefit initiatives. It's crucial that the community knows what to expect when we work together. Our approach is driven by transparency, respect and responsiveness – always aiming to go beyond minimum regulatory requirements.

This report helps to ensure a level of accountability that aligns with our values. Importantly, it highlights great outcomes, celebrates best practice efforts and reaffirms our dedication to being a positive contributor for the communities we work in.

Jeff Dimery
Managing Director & CEO



OUR PROJECTS



For a full list of operating assets and more details on our projects, please visit www.alintaenergy.com.au

REPORTING AGAINST THE BEST PRACTICE CHARTER AND ITS COMMITMENTS

SELF-REFLECTION

In developing this inaugural report, we have taken the opportunity to reflect on our current practice and provide a self-evaluation of where we believe the Charter principles are well established in our project delivery, as well as areas for future improvement.

The self-evaluation has resulted in an assessment against each commitment of Emerging, Evolving or Exceeding:



EMERGING

Emerging and repeatable approach to the commitment.



EVOLVING

Evolved and defined approach to the commitment and implemented.



EXCEEDING

Exceeding the commitment and achieving optimal outcomes.

THE 10 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.



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.



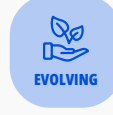
3. We will be sensitive to areas of high biodiversity, cultural and landscape value in the design and operation of projects.



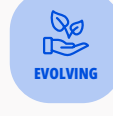
4. We will minimise the impacts on highly productive agricultural land and explore opportunities to integrate agricultural production.



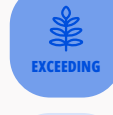
5. We will consult with the community on the potential visual, noise, traffic and other impacts of the project, and on the mitigation options.



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



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.



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



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.



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.



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 SCORECARD



EVOLVING



RESPECTFUL ENGAGEMENT WITH TRADITIONAL OWNERS AND COMMUNITY

We actively engage with communities and foster strong relationships with Traditional Owners and First Nations groups.

Guided by our Community Engagement & Social Performance Standard, we strive for respectful, collaborative interactions from planning to project completion, creating positive social and economic outcomes.

We focus on community-led participation, involving stakeholders early, respecting First Nations' decision-making and promoting self-determination through resource sharing and empowerment.



Walking Together (Yabera Dandjoo): A new partnership agreement

We have entered the Walking Together (Yabera Dandjoo) Partnership Agreement with the Gnaala Karla Booja Aboriginal Corporation.

It builds on our positive relationship, based on mutual information exchange about Country, culture and strategy, and sets cultural principles for respectful collaboration — including respecting cultural authority, meeting on Country, and pursuing projects for mutual benefit in south-west Western Australia.



Building trust and social licence: Engagement on Spinifex

The Spinifex Offshore Wind Farm Project has prioritised building genuine relationships with the community in south-west Victoria.

We've had more than 680 engagements with individuals, organisations and businesses, and hosted or attended 10 events. Over two years, we consulted with government, First Nations groups, businesses, industry, marine users, community groups, media, environmental advocates and education providers — building social licence and understanding local values before submitting our feasibility licence application.



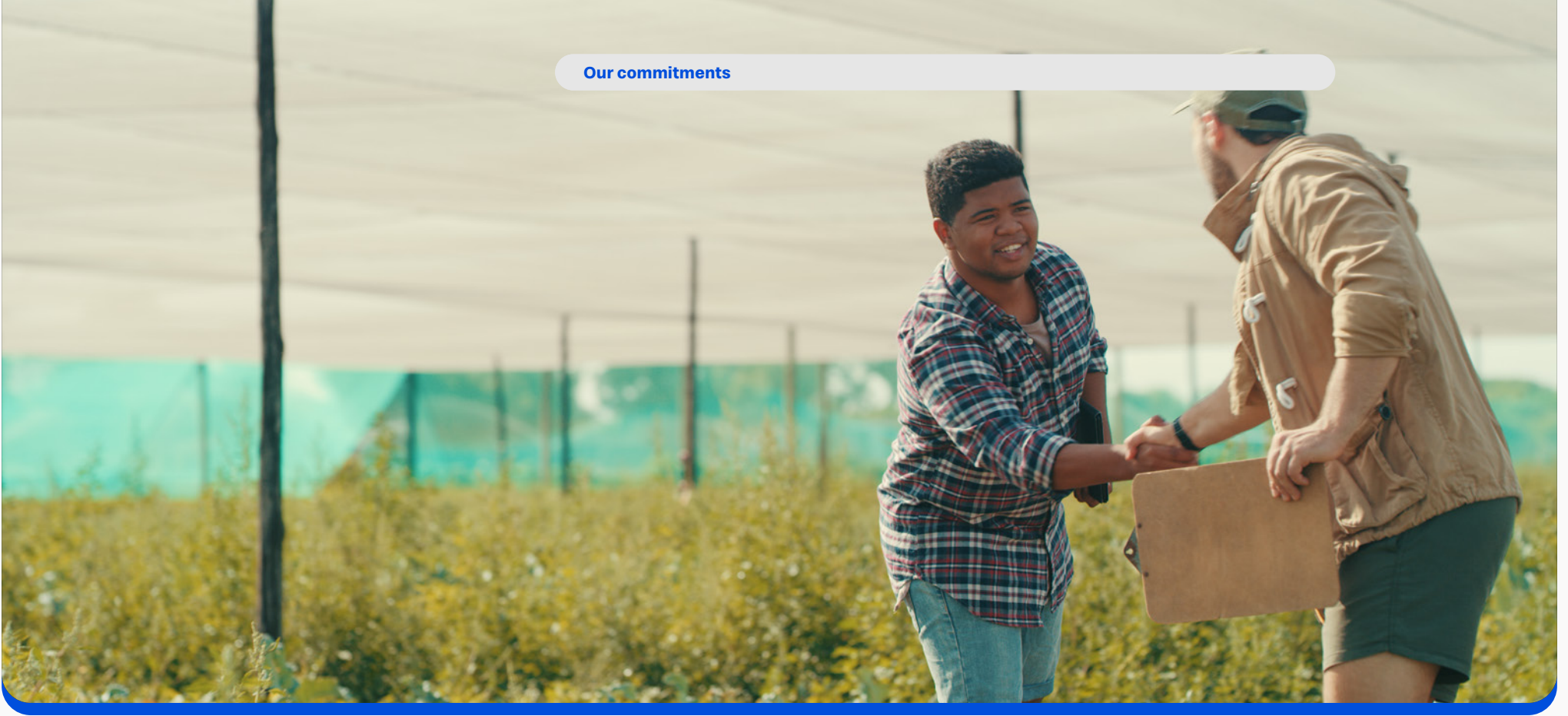
**10 ENGAGEMENT
EVENTS**



**680 COMMUNITY
ENGAGEMENTS**



**OVER 2 YEARS OF
COMMUNITY ENGAGEMENT**



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.

OUR SCORECARD



EMERGING

2

TIMELY, TRANSPARENT COMMUNICATION

We actively engage with the local community from the start and strive to maintain consistent communication throughout our projects.

We host drop-in sessions, send newsletters, make calls, host meetings and send email updates to ensure we're accessible in the community's preferred formats.

Our goal is to incorporate community feedback and address concerns and complaints effectively and in a timely manner, as outlined in our Community Engagement & Social Performance Standard.

Seeking community insight for the Marri Wind Farm Project



DANDARAGAN DROP-IN SESSION



OVER 30 COMMUNITY MEMBERS



HELD APRIL 2025



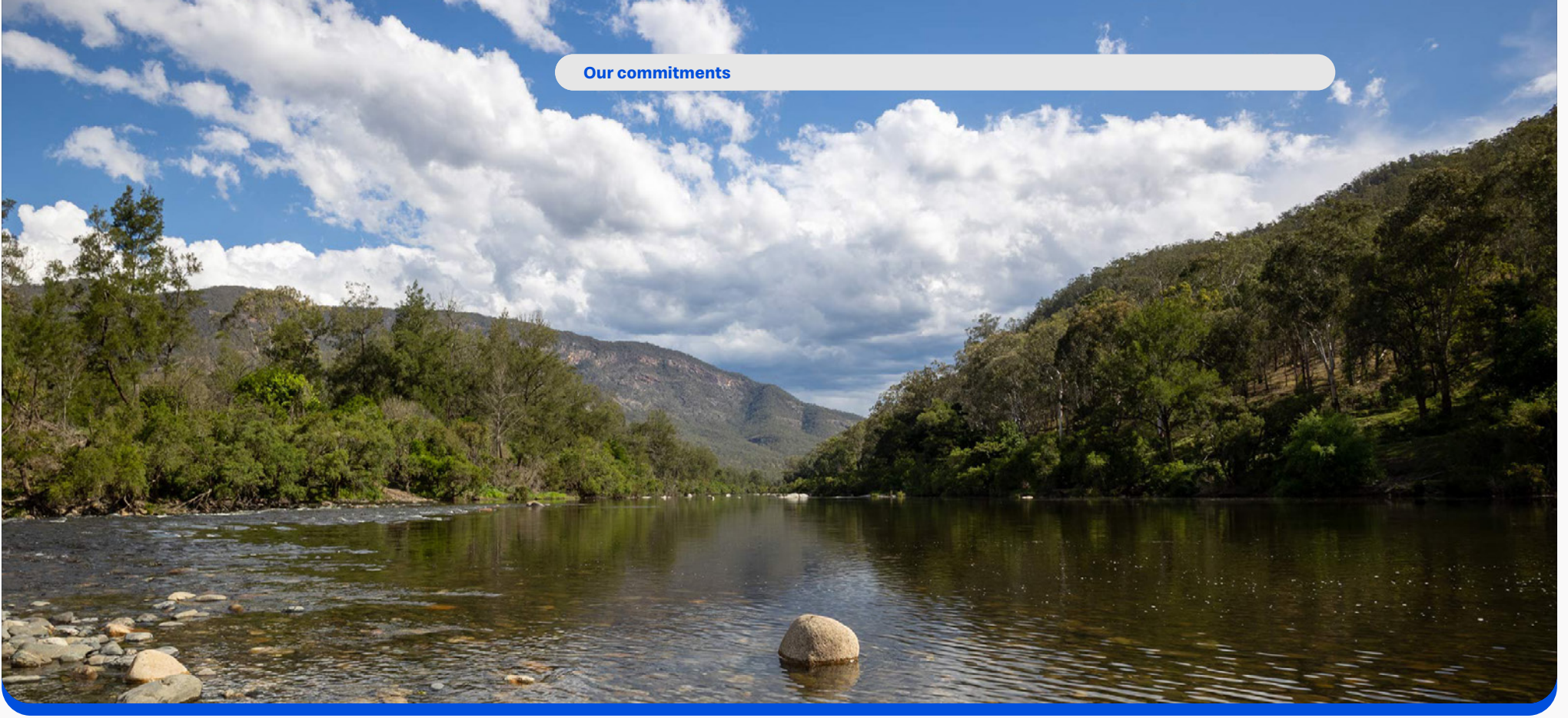
In April 2025, we hosted the first community engagement session for the Marri Wind Farm Project. The session aimed to inform the community and gather valuable feedback on the proposed project.

Throughout the project's duration, we'll continue engaging with the community. Key topics of interest raised during the community engagement session included the project layout, planning process, transmission location, benefit sharing opportunities, visual impacts, understanding bushfire management and job opportunities.

This proactive approach aims to align with community expectations and addresses their concerns, fostering a collaborative and transparent development process.

Top community questions:

- Turbine locations and how close they would be to homes.
- Construction timelines and potential impacts (traffic, noise, roads).
- Environmental concerns, especially bird life and bushfire risk.
- Eligibility for the Neighbour Program and benefit sharing.



3

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

OUR SCORECARD



EXCEEDING



PROTECTING BIODIVERSITY AND CULTURAL VALUES

We're committed to protecting the environment and supporting the communities where we operate, as outlined in our Environment and Community Policy.

We implement measures and technologies to manage and minimise environmental impacts wherever possible, while being sensitive to biodiversity, heritage and the natural environment. We have processes in place for implementing sustainable practices into project development, construction and operational activities.

We recognise the First Nations communities and historic heritage associated with all our projects and aim to genuinely contribute to the well-being and aspirations of the communities we engage with.

Balancing progress and preservation: The Oven Mountain Pumped Hydro Project



90 SUBMISSIONS



**INCLUDING 62
SUBMISSIONS
FROM THE COMMUNITY**



**2 PERMANENT SPOIL
LOCATION AREAS**



The Oven Mountain Pumped Hydro Project near Armidale, NSW, has included a robust biodiversity and cultural heritage assessment process through a detailed Environmental Impact Statement.

This included evaluating potential impacts on local ecosystems and communities.

Based on the findings from cultural and biodiversity assessments, we refined the project design to avoid significant cultural sites and minimise impacts on high-value biodiversity areas.

There was a realignment of the Upper Dam Access Road in the amended project design to avoid known habitat and potentially significant impacts to the threatened brush-tailed rock-wallaby. Stockpile areas were also redesigned to minimise impacts associated with threatened flora species.

Detailed and robust surveys were completed across the project area to ensure that Aboriginal heritage sites were identified and adverse impacts to any culturally significant areas avoided.



4

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

OUR SCORECARD



EMERGING

4

MINIMISING AGRICULTURAL LAND IMPACTS

We pursue opportunities that will reduce impacts on highly productive agricultural land. We're committed to co-land use and minimising environmental impacts at every stage in the life cycle of our operational activities.

Harmonising our development and agriculture

"Being able to lease the land whilst it was unused just made sense – I was able to consistently harvest hay from Alinta Energy's site for many years. It's been better for the cattle and sheep, better for the land, and it worked well for me. By using the site for harvesting hay, this prevented the growth and spread of weeds on the unused site.

It's a win all around."

Jo, Reeves Plains Energy Hub neighbour and farmer



In our efforts to develop projects, integrating renewable energy initiatives with agricultural practices has proven to be highly promising.

For the Marri Wind Farm Project, which is currently in development, we're working closely with project landowners on road placement and turbine locations. This approach aims to harness optimal wind resources while minimising disruption to farming operations, ensuring the continued productivity of agricultural land.

Similarly, the Reeves Plains Energy Hub demonstrates the compatibility of renewable energy with agriculture. We've committed to building the Reeves Plains Energy Hub Battery Stage 1, and while the project was at an advanced stage in its planning, sheep continued to graze on the surrounding land. This method maintains agricultural productivity and prepares the site for future energy storage infrastructure with minimal disruption to the farming community.



5

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

OUR SCORECARD



EXCEEDING



CONSULTING ON VISUAL, NOISE AND TRAFFIC IMPACTS

The environmental assessments which we conduct in the planning process ensure the visual, noise and other impacts of the project are understood and consulted with community.



**KEMPSEY,
WILLAWARRIN AND
ARMIDALE DROP-IN
SESSIONS**



**OVER 60 COMMUNITY
MEMBERS**



**HELD
OCTOBER 2024**

Comprehensive Environmental Impact Statement and project amendment process



On the Oven Mountain Pumped Hydro Project, we conducted all technical assessments as part of the comprehensive Environmental Impact Statement and a Project Amendment Report process.

All reports are publicly available and we've held community sessions to ensure transparency, engagement and understanding of all aspects of the project. We continue to provide newsletters and fact sheets on topics of interest and concern to keep the community informed and involved.

We held community drop-in sessions in October 2024 to share

project updates, which included a chance for the community to ask questions about the project's Response to Submissions Report and Amendment Report.

We've pulled together a summary of what we heard from these sessions, which is available via ompshydro.com/resources.

This approach demonstrates our commitment to open communication and active participation with the community, ensuring that everyone has access to important information and the opportunity to voice their concerns.



6

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

OUR SCORECARD



EVOLVING



BOOSTING LOCAL JOBS AND PROCUREMENT

We prioritise sourcing and employing locally whenever possible on our projects. Contracts are set up and require local content targets.

This approach ensures that our initiatives not only contribute to renewable energy but also support local communities by creating job opportunities and fostering economic growth.

Empowering future generations: Partnering with TAFE NSW



We've partnered with TAFE NSW's Microskills program to create a pumped hydroelectric power module within the course.

Microskills are short, self-directed online courses designed to develop specific skills for school students, recent graduates and others. The course aims to raise awareness about the long-term

opportunities and benefits of starting or transitioning to a career in the renewable energy sector.

We've helped to shape this section of the course content, providing a high-level overview of the sector, including various roles and career opportunities.



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.

OUR SCORECARD



EVOLVING



SHARING COMMUNITY BENEFITS FAIRLY

Our Community Engagement and Social Performance Standard, and its accompanying guidelines and procedures, inform our benefit sharing and act as a starting point for all projects.

It guides us and our approach to benefit sharing across our development projects. We start conversations about benefit sharing with the communities we work in as soon as possible in a project's lifecycle, and we do this in line with the Clean Energy Council's Benefit Sharing Guide.

Marri Wind Farm's benefit sharing kicks off

Benefit Sharing themes



EDUCATION



EMPLOYMENT



ENVIRONMENT - CARING FOR COUNTRY



ECONOMIC PARTICIPATION AND PROCUREMENT



EMPLOYEE VOLUNTEERING



On the Marri Wind Farm Project, we've been consulting with the local community and key stakeholders to determine how benefit sharing funding could be used to help meet local needs.

These early conversations are already delivering tangible outcomes. We've provided sponsorship for the Solar Panels with Battery Backup project at the Dandaragan Community

Centre, which officially marks the beginning of the project's commitment to support local initiatives to positively impact the region.

The Dandaragan Golf Club has also benefited from a sponsorship towards purchasing a mower, enabling essential maintenance and keeping the greens in top condition.



8

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

OUR SCORECARD



EXCEEDING



SUPPORTING EDUCATION AND TOURISM

We're dedicated to fostering the next generation of innovators and driving the growth of the renewable energy sector.

By forming strategic partnerships and launching educational initiatives, we aim to build local capabilities and inspire young minds.

Preparing the future workforce: Spinifex's educational initiatives



Spinifex has been working with education providers to understand opportunities to build capabilities for the offshore wind industry with meetings, interviews and participation in events.

This engagement is driven by our desire to help prepare a local workforce for offshore wind and support from educational institutes in related research.

Spinifex has established Memorandum of Understandings with The University of Melbourne and Deakin University with a focus on shared

research interests and supporting educational opportunities to train the next generation of offshore wind workers.

In January 2024, we sponsored an Offshore Wind 4 Kids event in Port Melbourne, in partnership with The University of Melbourne. The event was an interactive demo day where families could learn about how offshore wind turbines are built.



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.

OUR SCORECARD



EMERGING



RESPONSIBLE LAND STEWARDSHIP

We're dedicated to responsible land stewardship by enhancing and protecting the ecological, cultural, and agricultural value of the land we manage.

We collaborate closely with local communities, including First Nations groups, to ensure our projects respect and integrate cultural and community values.

We continuously improve our practices through regular monitoring and targeted stakeholder engagement.

Planned energy storage that fits the landscape



The Ovens Mountain Pumped Hydro Project is designed to work with the natural landscape of the New South Wales New England region.

Using a closed-loop, off-river system, the upper and lower reservoirs are positioned to minimise direct impacts on the Macleay River. These reservoirs will be connected via underground tunnels and a hydroelectric station, reducing impacts associated with surface disturbance and maintaining minimal environmental footprint.

By harnessing the steep terrain of Ovens Mountain, the project is planned to deliver over 600 metres of hydraulic head, enabling efficient energy storage and generation. Importantly, it's engineered to have no net effect on local water resource, which means it does not increase or decrease the overall amount of water available for use in the local area. Flood modelling and environmental assessments ensure the design of the project is aligned with existing catchment conditions.

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.

OUR SCORECARD



EXCEEDING



SUSTAINABLE WASTE AND PROJECT LIFECYCLE MANAGEMENT

Environmentally sustainable procurement is fundamental to how we plan, design and deliver projects.

Guided by our Environment and Community Policy, we actively seek to reduce the environmental impact of construction, operations and procurement decisions by promoting resource efficiency, prioritising low-emissions technologies and considering lifecycle impacts of goods and services.

Our procurement approach prioritises the use of local goods and services wherever feasible, however we recognise that some highly specialised equipment must be sourced internationally due to limited or no domestic manufacturing capability.

A sustainable procurement approach for the Reeves Plains Energy Hub



EV CHARGERS TO BE INSTALLED ON-SITE TO REDUCE OPERATIONAL EMISSIONS



MATERIALS SELECTED FOR RECYCLABILITY AND LOW ENVIRONMENTAL IMPACT



Artist's impression

At the Reeves Plains Energy Hub, we're embedding environmentally sustainable procurement into our project delivery through practical actions.

We'll be installing electric vehicle chargers to encourage the use of electric vehicles during the operational phase, reducing on-site emissions and supporting our broader commitment to electrification.

Our main works contractor must follow our environmental standards and ensure these, and all regulatory obligations, are passed through their supply chain.

This includes selecting suppliers with a proven track record of using sustainable sourcing practices. They will select materials for recyclability and low environmental footprint and engage suppliers who support circular economy principles to minimise waste.

We regularly engage with suppliers to promote sustainable practices, offering guidance and training. Alinta Energy and our contractor will maintain processes for reviewing and improving procurement performance, actively monitor progress toward sustainability targets and report transparently on outcomes.

**Western
Australia**

**South
Australia**

Queensland





REPORT FEEDBACK



We welcome feedback and suggestions regarding our Best Practice Charter Report and performance, which can be provided by emailing us at:

powertoyou@alintaenergy.com.au

