



Examples of working with First Nations communities and Traditional Owners

From the Best Practice Charter 2025 reports

Developer	Project Name	Case Study
Acciona	Mt Gellibrand	We have changed the locations of project infrastructure to avoid culturally significant sites like Indigenous scar trees, and the Mt Gellibrand Wind Farm turbine design was altered to avoid a rock formation that held notable meaning for Traditional Owners.
Acciona	Various	Our First Nations Engagement Team, comprised of First Nations professionals, leads the development of genuine culturally informed engagement strategies. Their work is guided by the principles of the UN Declaration on the Rights of Indigenous Peoples, ensuring that our teams uphold and promote the fundamental human rights of First Nations peoples. We work in close partnership with Traditional Owners groups to co-develop Cultural Heritage Management Plans. These plans establish agreed processes to avoid or minimise harm to Aboriginal cultural heritage sites and support ongoing access to Country at every stage.
Acciona	Warwick State High School	First Nations Grants are offered as part of our commitment to supporting local First Nations initiatives and projects. Funding is available to help local groups focused on making a difference by enhancing social well-being and/or improving environmental, educational, cultural or economic outcomes for their communities. For example, we supported Warwick State High School to run a series of targeted initiatives including mentorship programs and cultural workshops. Aimed at Aboriginal and Torres Strait Islander girls, these initiatives are equipping students with the skills and resources necessary to achieve their academic goals and become leaders within their community.
Ace Power	Kerang Solar and BES	During the development of the Cultural Heritage Management Plan, several culturally significant items were identified. In consultation with Traditional Owners, some items were respectfully reburied on-site in culturally appropriate locations, while others were preserved according to guidance provided by Elders.
Ace Power	Parooga Wind Farm – First Nations Training and Employment	Early engagement with the Yirendali people resulted in ACE Power finalising a benefits agreement that provides educational pathways, training programs, and procurement opportunities for First Nations individuals and businesses.
Ace Power	Raglan BESS – First Nations Benefit Co-design	Following engagement with Traditional Owners in June 2025, ACE Power committed to co-designing a community benefit agreement that supports self determination and delivers culturally meaningful outcomes.
AGL	Barn Hill	In early 2025, AGL hosted a three-nation workshop, to discuss cultural heritage and benefit sharing. It was noted at the time that this workshop, with three nations together talking about care of Country, cultural heritage and community priorities, was a first of its kind in living memory for many who attended. All three Aboriginal Boards have since endorsed the cultural heritage survey report and draft cultural heritage management plan. Bringing three Traditional Custodian groups together to collaborate on cultural heritage is not a common approach, but one which AGL supports based on advice from the groups themselves. This work and the relationships are taking time, and AGL is investing in this to ensure the protection of cultural heritage and culturally significant sites, and to foster trust and respect for the Traditional lands on which we will operate.
AGL	Liddell Battery	During FY25, AGL and Fluence, our construction contractor, partnered with Blackrock Industries, a local First Nations-owned business, at our Liddell Battery project. Through the Second Chance for Change program, 12 incarcerated First Nations men on work release were employed in meaningful, above-award wage roles on the project. This initiative provided more than just training – it offered dignified employment, skill development, and a renewed sense of purpose. Several participants have since transitioned into full-time roles within the energy sector. Participants were supported through a structured, culturally safe employment and training pathway that included above-award wages, nationally accredited training in areas such as construction, electrical safety, and battery systems, and hands-on experience working directly on the Liddell Battery project. The program was co-designed with local Aboriginal Elders and community leaders, embedding cultural safety and respect for Country throughout. In recognition of its impact, the program was awarded the Clean Energy Council's Diversity and Inclusion Award in 2025. The program was initiated by Steven Fordham, Managing Director of Blackrock Industries and a proud Kamilaroi man. He launched the Second Chance for Change program in 2016 after employing a formerly incarcerated First Nations man and witnessing the transformative impact of meaningful work.

AGL	Tomago Battery	The Worimi Green Team, a not-for-profit Aboriginal community-based organisation, is dedicated to regenerating natural environments and promoting urban environmental education. Their land management practices are deeply rooted in Aboriginal cultural values and support biodiversity conservation. Unlike conventional weed control methods that rely heavily on broad-spectrum chemical applications, the Worimi Green Team employs a targeted, ecologically informed approach that integrates manual handling, selective chemical use, and local ecological knowledge. This method minimises harm to native flora and fauna, reduces chemical runoff and soil degradation, and protects sensitive habitats and waterways. It also respects cultural landscapes and supports local Aboriginal employment and capacity building, embedding benefit sharing into environmental stewardship.
Alinta		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.
Ark Energy	Various	Engagement with First Nations stakeholders including Native title holders, Prescribed Body Corporates, Registered Aboriginal Parties and Land Councils commences early and is ongoing. Traditional Owners are involved in site surveys to protect cultural heritage and help inform project design. The approach is customised. It is based on principles outlined by the Clean Energy Council and First Nations Clean Energy Network, and also free, prior and informed consent, self-determination and cultural safety. Input from community members, Traditional Owners and other local stakeholders is sought proactively, welcomed, valued, considered and incorporated into project design to minimise impacts and optimise outcomes.
Atmos	Merredin BESS Project	The Atmos team formed a strong relationship with the Njaki Njaki group and Ballardong Aboriginal Corporation to co-design economic opportunities for the Merredin BESS Project. As a result of this consultation, the project's Principal Contractor, Genus, developed custom work packages suitable for Merredin-based First Nations civil contractor Maarli Services. These work packages, valued at over \$3 million, include civil and structural works as well as ongoing facility maintenance such as roads, fencing, and vegetation control. This effort provides employment opportunities for local First Nations people and supports the expansion of their contracting business.
Atmos	Teebar Bess	At our Teebar BESS Project, Atmos has engaged in a collaborative and respectful consultation process with the Kabi Kabi People Aboriginal Corporation (KKPAC) to gain a comprehensive understanding of the tangible and intangible cultural heritage values associated with the site and its surrounding areas. Through this partnership, the Kabi Kabi people identified several culturally significant trees located on the eastern part of the site, emphasising their importance to their cultural practices, stories, and traditions. In response to their input and to uphold our commitment to cultural sensitivity and respect, Atmos redesigned the project site boundaries to ensure the avoidance of these culturally significant trees. This approach reflects our dedication to protecting and preserving Indigenous cultural heritage while progressing with the development in a manner that honours the values and traditions of the Kabi Kabi community.
Beon Energy Solutions	Broadsound Solar Farm and Battery	In 2024, Beon was engaged by Iberdrola Australia to construct the Broadsound Solar Farm and Battery. The site is located 150km northwest of Rockhampton on Barada Kabalbara Yetimarala (BKY) Country in Central Queensland. The Solar Farm component is a 377MW project that covers approximately 900 hectares. Construction is ongoing. As of August 2025, Beon has employed 130 workers in a variety of roles via our labour hire partner, Chandler Macleod. As a result of Beon's employment program, 42 percent of these workers identify as Aboriginal and Torres Strait Islander, including 14 percent that identify as part of the BKY Traditional Owner group. This is the highest percentage of Aboriginal and Torres Strait Islander workers on any of Beon's projects to date.
Beon Energy Solutions	Broadsound Solar Farm	To date, Beon has spent approximately thirteen per cent of its contract value with First Nations businesses at the Broadsound Solar Farm. Much of this expenditure has occurred with the main civil contractor on the project, which was engaged to deliver a range of services, including road upgrades, compound civil works, installation of PCU foundations, fencing and site testing and assessment services. Other First Nations contractors have provided services including crane hire, operation and maintenance building design and construction, site signage, cleaning and slashing services. This has also resulted in the flow-on benefit of a higher number of First Nations staff working on site to provide these goods and services.
Beon Energy Solutions	Various	On every large-scale solar farm we have built, First Nations people have represented over ten percent of our mechanical workforce. Beon's increasing Aboriginal employment rate on our projects reflects our targeted approach to employment through programs that engage local communities and support applicants through the recruitment and the job readiness process. Local community engagement coordinators help this process by supporting referral, recruitment, interview and job readiness aspects of the employment process for Aboriginal applicants.

BJEI	Wollar Solar Farm	Prior to construction commencement in 2023, extensive investigations were undertaken as part of the Environmental Impact Study, which showed several sites of cultural significance across the development area. This also led to the safe removal of more than 450 stone artefacts ahead of construction. With construction beginning to reach conclusion in early 2025, initial outreach to Registered Aboriginal Parties commenced regarding repatriating these culturally significant items back to Country. These discussions helped to identify suitable locations for reburial of the artefacts outside of the project footprint, ensuring that they could be returned to the area with limited risk of future disturbance. Finalisation of the reburial will be developed in coordination with Registered Aboriginal Parties towards the end of 2025 when construction activities are expected to be complete.
Cubico	The Marmadua Energy Park	Traditional Owner groups have played a critical role in influencing project design. Through desktop assessment and early consultation with the Barunggam and Bigambul Peoples, Cubico identified culturally sensitive sites within the project area. Infrastructure has been relocated or excluded from these areas to ensure their protection, consistent with Cubico's cultural heritage management commitments.
Cubico	Wambo Wind Farm	At the Wambo Wind Farm site, Traditional Owners from the Western Wakka Wakka Nation are leading cultural heritage work by carefully sifting and recovering significant artifacts — flakes, cores, spearheads, and axes — that reflect deep connections to the land. These discoveries tell stories of traditional hunting grounds and enduring cultural presence. The Project fosters strong relationships between Traditional Owners, landowners, and developers, grounded in mutual respect and education. Everything found is carefully stored and will be permanently displayed to honour the site's heritage – a visible commitment to reconciliation and respect for Country.
EDF	Balala Wind Farm	The Anaiwan traditional owners focus was on highlighting the importance of Bulagaranda (Mount Yarrowyck) – a highly significant Aboriginal place – and the need for the project to be sympathetic to the surrounding cultural landscape. Critically, they also had a strong interest in providing opportunities for young Indigenous people to get involved and be able to stay on their Country, with a lack of employment in the Armidale region resulting in them travelling elsewhere for work. Discussions on supporting and enabling education and vocational training opportunities for young people in the Armidale region were undertaken, and EDF is exploring how it can input and support these activities to achieve the Anaiwan traditional owner's concerns.
EDF	Dungowan Pumped Hydro	For the Gomeroi traditional owners, a focus on the importance of the cultural flows of Dungowan Creek (that feeds the Peel River and ultimately Namoi River) and proposed activities in the vicinity of Moonbi and Bendemeer formed a focus of discussions. All of these areas have strong cultural histories and values. EDF has undertaken several further on Country meetings that has resulted in substantive project re-design to avoid places and stories of value as a result of these engagements. Additional activities have included exploration of renaming the project to a Gomeroi word at the suggestion of the cultural owner of Dungowan Valley, the inclusion of traditional ecological knowledge into the project, and development of an Indigenous-led artwork. All of these activities are in various stages of progression by EDF.
Energy Australia	Lake Lyell Pumped Hydro	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.
Engie	Willogeleche 2 Wind Farm	The Willogeleche 2 Wind Farm Project is being shaped through meaningful collaboration with both First Nations peoples and the broader community. Over the past year, the project team has maintained regular, face-to-face engagement with the Ngadjuri Nation Aboriginal Corporation to understand their perspectives on key elements of the project, including infrastructure placement, and to co-design long-term benefits tailored specifically to First Nations communities. Community input has also been a vital part of the process, with local engagement sessions held in March 2025 to gather feedback and inform the draft project designs. The development application will not be submitted until a comprehensive cultural heritage survey confirms that Aboriginal cultural values are fully understood and reflected in the project - ensuring that any necessary design changes are made to protect these values with integrity and respect.

Genex	Talaroo Hot Springs	Genex's \$0.53M contribution towards the Talaroo Hot Springs, an Ewamian people-owned tourism venture, remains one of our most impactful partnerships. The funding enabled the EAC to: • Use Genex's significant contribution to securing further federal and state grant funding for the establishment of a significant Indigenous-owned cultural tourism attraction providing benefits to the local tourism sector and ESC businesses; and • Continue to pursue agreed and prioritised self-determination aspirations.
Genex	K2H	The project has allocated \$7.2 million to Indigenous procurement, underscoring its commitment to supporting Indigenous economic participation and exceeding established engagement goals and we will update this in 2025/26 reporting period.
Genex	Kidston	In collaboration with Australian Training Works (ATW) a 100% Indigenous owned and managed Group Training Organisation, we have been able to provide Indigenous traineeship opportunities to work at Kidston, the Indigenous labour as a percentage of overall construction workforce for the project has averaged 7.9%.
Genex	Kidston	Establish a significant Indigenous-owned cultural tourism attraction providing benefits to the local tourism sector and ESC businesses; and continue to pursue agreed and prioritised self-determination aspirations.
Iberdrola	Aurora Green Offshore Wind	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.
Iberdrola	First Nations Scholarship 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.
Iberdrola	Various	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.
Intium	Various	Intium acknowledges the Traditional Custodians of the lands where we operate and is committed to fostering genuine, long-term engagement that respects and uplifts First Nations' rights and aspirations. In accordance with our frameworks developed by our parent organisation, our teams proactively pursue free, prior and informed consent in consultation, ensuring communities are engaged early, with full transparency and culturally appropriate information. This is to guide our design, decision-making, and ongoing collaboration. Our tailored approach incorporates acknowledging cultural protocols, employment, and training, and ensures procurement pathways are designed to strengthen equity and capability, with investments in culturally aware workforce development and supplier inclusion. We embed First Nations perspectives and cultural practices into our planning and operations. These actions reflect our dedication to meeting challenges with innovation, respect, and shared prosperity.
Kilara	Wilan project	During the project's formative stages, Kilara Energy and NNTC adopted an approach to First Nations engagement that focused on several key values. These values are ubiquitous in the ongoing engagement and partnership with NNTC and include: • Recognition of Nari Nari's cultural and environmental stewardship priorities and respect for areas on Gayini (part of the Lowbidgee floodplain, within the southern Murray-Darling Basin) that were not suited to renewable energy as a result of those values; • Recognition of the value of Nari Nari's contribution of knowledge and skills; • Openness to engaging with Nari Nari in decision making and sharing of knowledge and skills; • Agreement to seek Nari Nari's free, prior, and informed consent; and • Agreement that Nari Nari should share in wealth creation, above and beyond standard landowner arrangements, as a way of enabling self-determination for the community

Lightsource BP	Partnership with the Clontarf Foundation	The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men and by doing so equips them to participate more meaningfully in society. From the start of each project's construction, we enter into an agreement with the Clontarf Foundation to provide annual funding and support from that project to an academy close to the site. This year, we've added our Goulburn River, West Mokoan and Lower Wonga sites bringing the total number of Clontarf Academies that we support to eight.
Neoen	Goyder South	Worlds End Gorge was purchased as the native vegetation offset for Neoen's Goyder South Stage 1 Wind Farm. In 2023, it was gifted to the South Australian Government to own and manage together with Traditional Owners, the Ngadjuri Nation. Combined with an adjacent conservation area, it will form a new 1,600 hectare National Park. Ngadjuri will co-name the park, along with Aboriginal ranger positions created to help maintain it, and a Community Reference Group will be established including Ngadjuri representatives among other stakeholders. The project shows what can be achieved through enthusiastic and respectful collaboration between private industry, government and Traditional Owners.
Neoen	Culcairn Solar Farm project	Neoen Australia is committed to respectful, ongoing engagement with First Nations communities as part of the Culcairn Solar Farm project in southern New South Wales. We have partnered with the Dyiraaramalang Gibang – Wiradjuri Elders as the cultural authority for activities and initiatives, some of which are ongoing. Engagement & Cultural Protocols — Supported and facilitated an artefact reburial ceremony with the Registered Aboriginal Parties. — Supported and facilitated an onsite training for Cultural Heritage and Artefacts findings for the site teams with the Registered Aboriginal Parties. — Recorded a site induction video with Dyiraaramalang Gibang – Wiradjuri Elders to ensure cultural heritage and cultural protocols are embedded for all personnel working on site. — Hosted a Welcome to Country event in partnership with Dyiraaramalang Gibang including traditional smoking ceremony, officiated by Auntie Edna Stewart and Wiradjuri Cultural Dancing from Maliyan Mob (James Fallan High School). The event was attended by all of Bouygues Construction Australia and Equans Solar and Storage Australia site teams, other stakeholders, landowners and Neoen staff. — Co-developed a First Nations training program to be delivered in H2 2025, grounded in local cultural knowledge and employment pathways. — Long-term First Nations benefit-sharing included within project benefit-sharing. Indigenous Participation Officer In order to maximise First Nations participation, she: — Worked closely with EPC contractor Bouygues Construction Australia and Equans Solar & Storage Australia, and recruitment company Spinifex to ensure compliance and inclusion of First Nations people employed at Culcairn Solar Farm. — Facilitated First Nations site tour and cultural briefings for project stakeholders. — Led local First Nations employment sessions in Albury, Wodonga and Lavington to connect community members to job opportunities. — Participated in fortnightly engagement meetings with First Nations communities and recruitment agencies to support participation and transparency throughout the project lifecycle. — Provided ongoing reporting to Dyiraaramalang Gibang – Wiradjuri Elders. This engagement approach prioritises cultural respect, community participation, and long term impact — forming part of Neoen's broader commitment to reconciliation and responsible development.
Origin	New England	Engagement processes have prioritised collaboration with local stakeholders in the New England region to gain meaningful insight into cultural significance, historical locations and environmental features. The lived experience and traditional knowledge shared by community members has been instrumental in identifying sacred sites, cultural practices and stories warranting preservation. Cultural heritage assessments have been formally integrated into projects' environmental planning frameworks. These assessments inform design modifications— such as footprint adjustments and the establishment of protective buffers—aimed at avoiding or minimising disruption to culturally sensitive areas. Wherever possible, cultural elements are incorporated into public spaces and architectural features to enhance awareness and acknowledgement.
OSMI	Delburn Wind Farm	OSMI first approached the Gunaikurnai Land and Water Aboriginal Corporation (GKLWAC), at the Delburn Wind Farm prospecting stage to understand any environmental or cultural sensitivities across the site. Through a partnership approach, areas of cultural significance were identified and informed the projects planning and design. Cultural heritage assessments and site investigations were undertaken throughout 2020-2023. A Cultural Heritage Management Plan has been developed to build awareness of the local First Nations people and place storytelling and culture at the centre of the project. OSMI is engaging with Traditional Owners on a number of other potential project sites that are yet to be announced.
OX2	Cultural awareness training	OX2 is committed to providing company-wide cultural awareness training to develop greater awareness and understanding within the team. This will lead to improved engagement with Traditional Owners during project development, construction, and operation. This training will be expanded and localised for individual projects to reflect the unique aspects of different Traditional Owner Groups across the country
OX2	Musslebrook Solar Farm and Battery	OX2 is collaborating closely with BlackRock Industry's Second Chance for Change Program, which provides Indigenous incarcerated men with opportunities for long-term, stable employment. This initiative aims to reduce recidivism by offering eligible participants comprehensive support, including pre- and post-employment services, training, and mentoring. As the project advances toward construction, OX2 seeks to partner with the Muswell brook program to actively support local employment opportunities.

Potentia	Agreement with the Yorta Yorta National Aboriginal Corporation	Potentia Energy's cultural agreement with the Yorta Yorta National Aboriginal Corporation includes an annual Opportunity Fund, contribution towards upskilling for renewable project-related training, funding for a dedicated solar farm liaison resource during construction, and a commitment to a target of employing approximately 10% Yorta Yorta people as part of the project's construction workforce. During the mechanical build phase of the project construction, approximately 27% of the engaged mechanical workforce by the EPC contractor identified as Indigenous.
Potentia	Bungala Solar Farm	During land surveys with Nukunu Peoples Council Inc (NCPI), three Aboriginal archaeological sites were identified along the western boundary of the Bungala Solar Farm. These sites are of high cultural significance to the NCPI and were assessed as being of high archaeological significance. The stone artefacts found at these locations provide evidence of the manufacture of stone tools, indicating that knapping (stone working) has previously occurred there. Two of the sites were excised from the project area completely, and a third was fenced-off prior to and during construction, to prevent impact on these important sites.
Potentia	Capricorn Battery Energy Storage System	The proposed Capricorn Battery Energy Storage System (BESS) in Bouldercombe is located on the traditional lands of the Darumbal people. Potentia Energy has engaged early with the Traditional Owners to provide information about the project and explore meaningful benefit-sharing opportunities. Discussions to date have included support for the Darumbal Charitable Trust (with a focus on education), employment pathways, and civil works in partnership with Darumbal Civil. We also engaged Darumbal Enterprises to undertake early survey work and assess the project area to ensure appropriate cultural heritage protection.
Ratch	Springlands Wind Farm	As part of the feasibility phase for the proposed Springlands Wind Farm in Central Queensland, we have commenced early consultation with Traditional Owners to foster collaboration and deepen our understanding of Country and its cultural sensitivities. This consultation included a tour of the proposed project site. Insights from Traditional Owners will guide project design, environmental and heritage management planning, resourcing, and benefit-sharing strategies. This approach to engagement is standard practice for RAC, even on freehold lease land, such as the Springlands site. To ensure culturally appropriate communication and engagement, RAC is working with specialist advisers, and working with the Traditional Owners in developing a cultural heritage awareness package for all employees and contractors involved in the project. Internally, we are also strengthening team capability through the Clean Energy Council's First Nations Engagement training, reinforcing our commitment to best-practice and respectful collaboration.
RES	Kerrs Creek Wind Farm	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.
RES	Moah Creek Wind Farm	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. Case Study - Moah Creek agreement 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.
Spark Renewables	Dinawan Energy Hub	In 2024, Spark Renewables proudly partnered with the Griffith Local Aboriginal Land Council (LALC) to seize opportunities for the Aboriginal community through the Dinawan Energy Hub. The focus of the partnership is to identify opportunities for mutual benefit, collaboration, training and employment pathway co-design.
Spark Renewables	Various	Spark Renewables has appointed local Aboriginal community members as engagement coordinators to build connections with community stakeholders, Traditional Owners and Registered Aboriginal Parties, and to guide the development of our First Nations Engagement Strategy. Through this consultation Spark Renewables has gained a valuable insight on community opportunities and issues that impact First Nations peoples, which will inform the initiatives we can design for a shared vision for change. In 2024 Spark Renewables launched its Reflect Reconciliation Action Plan and established a working group to implement it in accordance with Reconciliation Australia's formal program.

Squadron	Workforce training for First Nations locals in Wellington	Squadron facilitated an intensive, four-week training program for First Nations identified Wellington people. The program was run by local Registered Training Organisations SKIVL and Integral and funded by Training Services. In July 2025, eight students completed the course, with many moving onto jobs in the local area. The course provides training to equip participants for roles on project sites throughout the Central-West Orana REZ, including civil construction skills, vehicle operation and maintenance, and work safety. The presence of multiple projects and employers seeking the graduates underscores the depth of renewable energy opportunities available.
Tilt	Palmer Wind Farm	Engagement with First Nations groups in relation to the Palmer Wind Farm has focused on working respectfully and collaboratively with the Peramangk People, the Traditional Owners of the land. This has included site walkovers to provide an opportunity for Peramangk representatives to re-familiarise themselves with the landscape and discuss areas of cultural significance. Additional cultural heritage inspections were also undertaken, supplementing the extensive heritage surveys previously completed for the originally approved project. Tilt Renewables has held a series of meetings with Peramangk representatives to explain the revised project design, seek feedback, and discuss how cultural heritage values can be protected through all phases of the project—design, construction, and operation. These discussions have also explored how the project can deliver long-term benefits for the Peramangk community, including opportunities for employment, training, and career progression. This engagement remains ongoing as we continue to build relationships based on trust, respect and shared outcomes. Artwork from Peramangk artist Ivy Campbell was selected to represent Tilt Renewables' Reflect Reconciliation Action Plan.
Vestas	Cleve Wind Farm	While the Cleve Wind Farm is unlikely to impact Aboriginal cultural heritage, Vestas initiated consultation with the Barngarla Determination Aboriginal Corporation (BDAC) and intends to continue to engage with BDAC throughout all stages of the Project in relation to Native Title and heritage matters. In addition to further site assessment and consultation with the Barngarla Traditional Owners, appropriate management actions, in accordance with legislative requirements, will be adopted throughout the development and construction stages of the Project with respect to Aboriginal heritage and artefacts identified at the project site.
Vestas	Tara Wind Farm	Tara Wind Farm, a Cultural Heritage Management Plan (CHMP) is currently being developed under Queensland's Aboriginal Cultural Heritage Act 2003 in consultation with the Bigambul People. This process involves extensive cultural heritage surveys and a thorough assessment of the project area's cultural and natural landscape. These steps ensure the project is delivered in a way that safeguards and honours the cultural values of the land while enabling sustainable development.
West Wind	Warracknabeal Energy Park	Warracknabeal Energy Park is located on the unceded lands of the Wotjobaluk Nation, with Traditional Owners represented by the Barengi Gadjin Land Council (BGLC). Tangible cultural heritage values have been assessed across the project site, with Aboriginal Places expected to be registered through the Cultural Heritage Management Plan. We also recognise the potential impact on intangible cultural heritage values - such as changes to the visual landscape and areas connected to traditional Wotjobaluk stories and oral histories. These will be assessed through a Cultural Values Assessment (CVA). Currently being prepared, the CVA will map and record intangible values to deepen understanding and provide a valuable resource for both Traditional Owners and the project. BGLC has expressed a preference for this cultural mapping approach over a conventional report. Over the past two years, WestWind has been meeting with the Traditional Owners several times each month to build relationships, share project updates, and ensure their perspectives are fully considered. WestWind is committed to developing a benefit sharing model with the BGLC and maintaining a close relationship throughout the project lifecycle.
Wind prospect	Hexham	In 2025 we have several projects that are progressing through planning and environmental assessments from state and Commonwealth regulators. We are always looking for ways to improve our processes to identify and protect the values that are on our project sites. As part of the Aboriginal Cultural Heritage assessment for our Hexham project, our team trialled new technology to support the identification of Aboriginal Cultural heritage beyond standard survey methodologies. Here we worked with Latrobe University researchers alongside the Eastern Maar Aboriginal Corporation to use LiDAR imagery and innovative modelling techniques to identify undocumented mounds to investigate during cultural heritage surveys.
Windlab	Gawara Bay	Gawara Baya is on Gugu Badhun Country and, in recognising the Native Title and cultural rights of Gugu Badhun Peoples, Windlab formed an Indigenous Land Use Agreement (ILUA) with the Gugu Badhun Aboriginal Corporation. The ILUA provides meaningful Gugu Badhun language, employment, education, and contracting outcomes for Gugu Badhun peoples. This includes funding a Gugu Badhun Liaison Officer within GBAC to support implementation, as well as the formation of an Employment Committee with Windlab and GBAC representatives working together to develop strategies needed to meet the binding employment and training commitments. As we move from agreement-making to implementation, Windlab is working closely with GBAC and our main contractors to embed these commitments across the project.