

Bowmans Creek BESS Social Licence Commitments

Shared benefits for the Local community

Scope	Date of deliverable	Value to beneficiary (\$/year)
Community Benefit Fund	2029 - 2049	\$300,000 per calendar year
VPAs *	Operational phase of the Project	\$360,150 per calendar year
Neighbour Agreements *	Operational phase of the Project	\$609,000 per calendar year
Energy Bill Reductions *	Operational phase of the Project	\$52,500 per calendar year
Biodiversity Initiatives *	Construction phase of the Project	\$87,000

* These specific commitments are conditional upon the delivery of the Bowmans Creek Wind Farm, by the proposed date of deliverable.

SOCIAL LICENCE COMMITMENTS

Local supply chain commitments

Purchase Local Content with a value equal to or greater than the percentages specified below for the relevant phase of the Project.

Local Content commitments	% of total CAPEX	Cost in real dollars AU\$
Before COD - Development and construction phase	24%	\$162,640,000
Local Content commitments	% of total OPEX	Cost in real dollars AU\$
After COD - Operation and maintenance phase	35%	\$194,508,180
Local Content commitments	% of total Steel	Cost in real dollars AU\$
Local steel	95%	\$1,425,000

Investment and innovation commitments

Invest in, or acquire goods and services, from Local supply chains or Local innovators in at least the following amounts, and in each case by the date specified.

Specific commitment	Start Date	End Date	Cost in real dollars AU\$
Funding to support the upskilling of the local workforce through education initiatives with TAFE NSW and other RTOs.	15/01/2027	14/01/2032	\$250,000
Funding to support the development of the local First Nations Supply Chain and workforce.	15/01/2027	14/01/2032	\$250,000
Funding to facilitate First Nations education programs in the local region to raise awareness of local cultural heritage.	15/01/2027	14/01/2032	\$100,000

Employment and workforce commitments

Employ a number of relevant workers for a number of hours equal to or greater than the percentage of the Total Project Workforce or Total Trades specified in the table below.

Workforce Category	Pre -COD (hours)	Post-COD (hours)	Total (hours)	Note
Total Project Workforce	720,000	315,000	1,035,000	
Total Trade Positions	600,000	150,000	750,000	
Workforce Category	Pre-COD (% of TPW)	Post-COD (% of TPW)	% of TPW	
Learning Workers	20%	20%	20%	The LTES Operator must achieve a minimum of 70% of the ' % of Total Project Workforce' commitment for each of the workforce categories by COD.
Underrepresented Groups	15%	15%	15%	
Women	15%	10%	13.5%	
Local Workers	60%	80%	66.1%	
Workforce Category	Pre-COD (% of trades)	Post-COD (% of trades)	% of total trades	
Apprentices in Trades	20%	20%	20%	The LTES Operator must achieve a minimum of 70% of the % of total trades positions' commitment for each of the workforce categories by COD.
Women in Trades	5%	5%	5%	
Local Trades	70%	80%	72%	

First Nations participation

- Subcontract work related to the Project to First Nations Businesses with an aggregate contract value equal to or greater than the percentage of the Total Project Contract Value specified in the second row of the below Table.
- Employ a number of people from a First Nations background for a number of hours equal to or greater than the percentage of the Total Project Workforce specified in the fourth row of the below Table.
- Make First Nations economic participation commitments equal to or greater than the amount specified in the sixth row of the below Table.

First Nations economic participation commitments	Delivery Timeframe	% of Total Project Contract Value
Subcontracting	Pre-COD	1.65%
	Post-COD	1.35%
First Nations economic participation commitments	Delivery Timeframe	Cost in real \$AUD
Training & workforce development	Pre-COD	\$125,000
	Post-COD	\$125,000
First Nations economic participation commitments	Delivery Timeframe	% of Total Project Workforce (Pro-rated to the length of the LTESA term)
First Nations Workers	Pre-COD	2.5%
	Post-COD	5%

OTHER SOCIAL LICENCE COMMITMENTS

Local supply chain commitments, investment and innovation, employment and workforce commitments.

Will undertake to implement the following strategies and approaches to achieve Local procurement, Local supply chain targets, employment and workforce targets.

Will report in a timely manner and with appropriate information. Will employ the following strategies and approaches to deliver on shared benefits for the local community:

- Implementation – Identify key stakeholders in respect of each funding and employment commitment, inform them of our objectives and seek feedback on the best approach to implementation. The implementation approach will be tailored to the objective and to the community.
- Monitoring – Liaise with the relevant body for each respective funding commitment to maintain visibility of the use of funds, enabling reporting on progress towards commitments.
- Roles & Responsibilities – Clearly define the roles and responsibilities of key stakeholders for each respective funding commitment such that appropriate governance measures can be implemented.

First Nations participation

Will undertake the following strategies and approaches to achieve First Nations targets, First Nations targets, economic participation, general engagement, reporting, monitoring and compliance.

Will report in a timely manner and with appropriate information. Will employ the following strategies and approaches to deliver on shared benefits for the local community:

- Implementation – Will identify key stakeholders in respect of each funding and employment commitment, inform them of our objectives and seek feedback on the best approach to implementation. The implementation approach will be tailored to the objective and to the community.
- Monitoring – Liaise with the relevant body for each respective funding commitment to maintain visibility of the use of funds, enabling reporting on progress towards commitments.
- Roles & Responsibilities – Clearly define the roles and responsibilities of key stakeholders for each respective funding commitment such that appropriate governance measures can be implemented.

Environmentally sustainable procurement throughout supply chain

Will undertake to implement the following strategies and approaches to promote environmentally sustainable procurement throughout the supply chain.

Environmentally sustainable procurement is a key priority for Ark Energy in its delivery of the Project. The following steps will be taken to deliver environmentally sustainable procurement outcomes:

- Supply chain analysis & threshold requirements. Ark Energy will utilise prequalification criteria and include environmental performance as part of supplier selection and premobilisation requirements.
- Transport optimisation. Ark Energy will work with its BOP Contractor and the logistics provider to optimise Project component transportation. to unlock efficiencies in the Project's logistics and minimise road congestion and emissions.
- End-of-life recycling - Ark Energy's sister company, PedalPoint Recycling, is a market-leading e-waste recycler with six processing facilities in the US. One of the materials that PedalPoint processes are Li-Ion batteries. Ark Energy will explore a partnership agreement with its sister company for the recycling of the Project's battery materials.

Definitions

Apprentice means a person undertaking an approved structured employment-based training program (apprenticeship) under a registered training contract that leads to a nationally recognised qualification who is working on the Project.

First Nations Businesses means a business that is at least 50 per cent Aboriginal and/or Torres Strait Islander-owned and is recognised as an Aboriginal business through an appropriate organisation, such as Supply Nation or the NSW Indigenous Chamber of Commerce.

Learning Worker means a worker without qualifications or who needs to update their qualifications or skills to meet the needs of the infrastructure project. This includes:

- (a) trainees and Apprentices;
- (b) non-construction workers;
- (c) managers, engineers, finance team, environmental team, safety team, construction employees consisting of supervisors, those in leadership roles, tradespeople and operators who contribute to the Project; and
- (d) people who undertake training organised by the contractor prior to employment but only if they are employed on the project.

Once defined as a learning worker, the worker maintains this status for the duration of the Project. Non-accredited Microcredentials must not account for more than 25% of the learning worker target.

For example, if the Learning Worker target is 20%, non-accredited Microcredentials must be less than 5%.

Local Content means goods, services, and resources produced, manufactured, or supplied within Australia and New Zealand.

Local Trade means jobs for people from NSW who have completed a contract of training as an apprentice and who hold a certificate of proficiency in that trade and are working in that occupation on the Project.

Local Worker means jobs for people from NSW.

Microcredentials are defined as a certification of assessed learning or competency, with a minimum volume of learning of three hours and less than an Australian Qualification Framework (AQF) award qualification, that is additional, alternate, complementary to or a component part of an AQF award qualification.

Note: Microcredentials can be accredited and non-accredited learning. Accredited Microcredentials are already included in the learning worker definition as they are covered under part qualifications.

Total Project Contract Value means the sum of all the costs that the Proponent has to pay to deliver the Project exclusive of GST.

Total Project Workforce means

- (a) in the case of pre-COD (hours), the total working hours that the Proponent will engage to achieve COD; and
- (b) in the case of post-COD (hours), the total working hours that the Proponent will engage between the period of achieving COD until the end of the term of the LTESA.

Trade refers to sub-major occupations that are classified as Technicians and Trades Workers using Australian and New Zealand Standard Classification of Occupations (ANZSCO).

Training means undertaking an accredited vocational education and training ("VET") or nationally recognised professional qualifications that meet the needs of the Project and can be full or part qualifications (such as one or more units of competency). It may be subsidised by government funding or through a fee-for-service arrangement and includes participating in the NSW Government Trade Pathways Program.

Steel means all steel intensive components, such as anchor cages, wind turbine tower sections, racking and mounting for solar, transmission towers, piling, and civil and structural works for substations, but excludes steel components integral to a component not available locally at the time of bidding, such as steel inside a solar module, and miscellaneous small hardware items such as nails and bolts.

Underrepresented Groups includes people with characteristics defined in the Anti-Discrimination Act 1977 (NSW) and people who are long-term unemployed in addition to young people and women.