

Our Land and Community Engagement Commitment



At Windlab, we prioritise meaningful and respectful engagement with our community stakeholders across our project areas. Our approach is grounded in transparency, trust and the belief that strong community relationships are key to responsible renewable energy development. As a signatory to the Clean Energy Council's Best Practice Charter, Windlab is committed to leading practice engagement across our project portfolio.



Who we are

Windlab is Australia's clean energy pioneer. Our purpose is to be the driving force, changing the energy industry for good — by delivering projects that serve communities, respect Country, and protect the planet, while raising the bar for how renewables are done.

Our commitment

1 Engage respectfully

We are committed to respectful, open, and inclusive engagement with all individuals and groups who have an interest in or may be impacted by our projects. This includes early consultation and clear communication of project short, medium and long term benefits, opportunities and potential impacts.

We actively engage with a broad range of community stakeholders including, but not limited to:

- Local community
- Traditional Owners and the broader Aboriginal and Torres Strait Islander community and organisations
- Landholders and neighbours
- Local businesses and industry

- Local government (Council staff and elected officials)
- Emergency and community support services
- Schools, childcare, healthcare, places of worship
- Special interest and community groups
- Regional advocacy organisations
- Federal and State elected representatives
- Government agencies and departments.

As guests in the community, we expect our people to be safe, respectful and considerate at all times. All staff and contractors are expected to treat property, the public and community members with respect and to follow site rules and management plans to help minimise disruption and impacts.

Respecting Country and culture

At Windlab we recognise that we work on Aboriginal Country and with that comes responsibility. Working on Country is a privilege, and we need to earn the trust of Traditional Owners who have a sacred connection to the lands where our projects are located. Genuine, long-lasting relationships based on respect, trust, and mutual understanding with the Traditional Owners, and the broader Aboriginal and Torres Strait Islander community are fundamental to our core business. This reflects our belief that energy projects must do right by people, respect Country, and protect the planet – principles that guide our work.

As part of our commitment, Windlab's Innovate Reconciliation Action Plan, formally endorsed by Reconciliation Australia, guides how we embed cultural integrity, respect and inclusion across our operations and engagement. It strengthens our obligations to uphold cultural heritage, enable Aboriginal and Torres Strait Islander participation, and build enduring partnerships that deliver shared value.

Aboriginal and Torres Strait Islander peoples have a rightful and knowledgeable place in the clean energy transition, and we will enable that participation in our projects. We do the right thing because we want to – not because we have to.

Our engagement upholds the principles of respect for Country and culture, self-determination, and Free, Prior and Informed Consent (FPIC) in line with the United Nations Declaration on the Rights of Indigenous Peoples.

Engagement with landholders & neighbours

We couldn't do what we do without the support of our host landholders. We deeply value the trust they place in us and are committed to working alongside them to ensure our projects coexist with productive agricultural operations.

Our approach goes beyond contracts – we're long-term partners. We foster relationships that support diversification, build resilience, and deliver lasting value for landholders, neighbours, and the broader community.

We engage landholders and neighbours early and often, ensuring they have clear information and opportunities for input at key project stages. We ensure our projects have a dedicated, qualified Land Manager who is their main point of contact throughout the project, ensuring consistency and enabling us to build a strong relationship.

We carefully plan infrastructure to minimise disruption, offer fair and transparent commercial agreements, and prioritise respectful, two-way communication throughout the project lifecycle.



2 Provide timely and clear information

We keep stakeholders and communities informed at every stage of the project lifecycle. This includes:

- Sharing clear, consistent, and timely updates
- Being responsive to questions and concerns
- Raising awareness of project timelines, impacts, and benefits.

We know that trust is earned through transparency. That's why we're committed to clear, honest communication — and listening, learning, and responding to what matters most to our communities.

We do so by offering multiple channels for communication and feedback:

- Toll-free 1800 number
- Dedicated project email addresses
- Project websites with FAQs and fact sheets
- Newsletters and email updates
- Drop-in sessions and public information events
- Briefings and individual meetings
- Advertising in local media.

3 Consult early and often

We consult early and continuously throughout the phases of our projects. We ensure we address issues early on what matters to landholders and the community, from planning, assessment, construction, operation and eventually decommissioning. Landholders and the broader community input helps shape project design, inform strategies and guide how benefits are shared to ensure we leave a positive legacy.

During our consultation we seek feedback on potential impacts and opportunities such as:

- **Coexistence and land use:** we work with landholders to ensure projects coexist and support farming and rural land use throughout the life of a project.
- **Environment:** we minimise environmental impacts and commit to long-term ecological care.
- **Cultural heritage and First Nations priorities:** we recognise that we operate on Aboriginal land and respect the sacred connection to that land.
- **Construction:** we consult on key areas like workforce accommodation options, traffic, noise, dust and disruptions, and plan to reduce impacts.
- **Economic and social benefits:** we shape jobs, training, and funding initiatives based on local priorities.
- **Governance and legacy:** we ensure clear decisions, responsible land use, and long-term community involvement.

We tailor our approach for each project area and community because we understand that local needs, priorities, and expectations differ. Some of the best-practice engagement methods we utilise include:

- Face-to-face meetings, phone calls and emails
- Community drop-in sessions and pop-up stalls
- In-person briefings (or online where in person is not possible)
- Participation in established community forums and events
- Workshops and feedback sessions
- Local supplier information sessions.



4 Be accessible and responsive

Local landholder and community feedback helps shape our projects. We record, review and respond to feedback, ensuring we review all suggestions to better understand the needs and wants of the project area and community.

Your feedback is important to us, and we encourage you to reach out with any questions, comments or concerns, at any time. We also

provide opportunities for feedback at key project milestones, including formal exhibition periods required as part of the approvals process.

We are available to respond to your enquiries, at engagement events or when it suits you. Each project has dedicated communication channels including a website, 1800 number and project email address.

Our team includes:

- A Community Engagement Lead who manages project-wide engagement activities
- A dedicated Land Manager who is the primary contact for landholder or neighbour enquiries
- A First Nations Manager who advises on the engagement with Traditional Owners and supports opportunities for cultural and economic inclusion.

We take any concerns raised seriously and respond in accordance with a Complaint Investigation and Response Plan (CIRP), which aligns with regulatory requirements for wind farms.

How complaints or concerns are managed:

- Received via phone, email, or in person
- Acknowledged within set timeframes
- Logged and managed by our Land and Community Teams
- Investigated and responded to in a timely and respectful manner.

5 Share community benefits

We believe that renewable energy projects should deliver lasting, meaningful benefits for the communities that host them. We understand that the energy transition must be fair and inclusive. That's why we co-design benefit-sharing initiatives with local communities and stakeholders that reflect local priorities, ensuring the value created by our projects is shared meaningfully and transparently. We're not just building infrastructure; we're building a legacy.

Across all our projects, we support:

- **Community Benefit Frameworks:**
Multi-year funding programs that support local infrastructure, education, health, environment, tourism, cultural activities and more.
- **Traditional Owner Shared-Benefit Agreements:**
Structured partnerships that include employment, contracting, education, and cultural outcomes. These are shaped through ILUAs or co-developed frameworks that uphold Free, Prior and Informed Consent and cultural heritage responsibilities.
- **Capacity-building and training initiatives:**
From sponsoring agricultural skills programs to supporting school engagement and employment pathways, we aim to build long-term capability in our host regions.

- **Local employment and procurement:**

We prioritise local jobs and suppliers. Contractors are required to prepare Local Content Plans, and we actively engage with councils, regional industry bodies and Traditional Owner businesses to maximise regional economic participation.

- **Aboriginal and Torres Strait Islander participation plans:**

Structured plans to increase the participation of the broader Aboriginal and Torres Strait Islander community and organisations in our projects as employees, contractors or community partners.

- **Voluntary Planning Agreements and/or Community Benefit Agreements:**

Where relevant, we collaborate with councils to formalise financial contributions and support public infrastructure, amenity, and services.

- **Good Neighbours Program:**

Ensuring those closest to the project footprint benefit, contributing toward area-wide economic diversification and resilience.

We're proud to be raising the bar on renewables – and we invite you to be part of the journey toward a cleaner, fairer energy future.

Contact us

We welcome your questions, feedback, and ideas. You can view our Privacy Policy or register for updates for specific projects, by emailing us or visiting the website.

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🌐 www.windlab.com

