Byellee BESS Capacity Investment Scheme Agreement (CISA)

Social Licence Commitments (SLCs)

Byellee BESS CISA Social Licence Commitments	
Community Shared Benefits Commitments	During construction, the project will deliver: – $200,000 over two years toward community benefit initiatives in the form of a small grants program to organisations based in, or providing services to, the Gladstone region. – $500,000 over two years to support education opportunities and outcomes in the Gladstone or Central Queensland region. During operations, the project will deliver: – $3,780,000 for a Community Benefit Fund, established by a Community Benefit Agreement with Gladstone Regional Council. This equates to an annual contribution of $189,000 to Gladstone Regional Council from the beginning of commercial operations over the 20 year warranted life of the asset.
First Nations Commitments	During construction, we have committed: – $300,000 over two years for First Nations education and employment programs, which may include traineeships, apprenticeships or initiatives to support career progression. – $20,000 toward First Nations cultural awareness training for the project leadership team and construction workforce, facilitated by a local First Nations cultural awareness training provider. During operations, we have committed: – $100,000 toward First Nations education and employment programs, which may include traineeships, apprenticeships or initiatives to support career progression. – to enter into a Prosperity Agreement with the Port Curtis Coral Coast Aboriginal Peoples Charitable Trust (PCCCT). This First Nations Benefit Sharing initiative will fund benefits sharing each year over the 20 year warranted life of the asset.



Byellee BESS CISA Social Licence Commitments

Commitments to employment	- We are committed to creating employment and economic opportunities for First Nations people. First Nations workers will make up at least 5% of the construction workforce and will be part of the operational workforce. In addition, $10,000,000 will be contracted to First Nations businesses during construction, and at least $150,000 of operational works packages will be contracted to First Nations businesses once operational. - Local workers will make up 80% of the construction workforce during the construction phase and 12% of the operational workforce (50.1% of the Total Project Workforce). 50% of trades positions will be filled by local tradespeople. - Throughout the construction phase, we have committed to supporting learning workers and investing in education and skills development. Learning workers will make up 20% of the construction workforce (11.2% of the Total Project Workforce), including 20,000 hours of trade-specific apprenticeships. Apprentices will fill 10% of all trade's positions, with 5% of apprentice roles to be held by women. - As part of our commitment to supporting underrepresented groups, 15% of the construction workforce (8.4% of the Total Project Workforce) will comprise underrepresented groups. Women will make up at least 5% of the construction workforce, 4% of the operational workforce (4.6% of the Total Project Workforce).
Commitments related to use of Local Content	During development and construction, we have committed: – 39% of total capital expenditure (CAPEX) to local content, equivalent to $178,917,500 in real terms as at the Signing Date. During operations, we have committed: – 42% of total operating expenditure (OPEX) to local content, equivalent to $107,328,300 in real terms as at the Signing Date. In addition, 52.8% of the project's total steel will be locally sourced, equivalent to $3,960,000 in real terms as at the Signing Date.
Local supply chain investment and innovation	During operations, we have committed $100,000 to support investment and innovation in the local supply chain, prioritising, to the extent possible, sustainable technologies and the renewable energy sector. The commitment will support local research, manufacturing, capability building, end of life recycling or physical supply chains in the Central Queensland or in the Relevant Jurisdiction.