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wind farm

TAGENERGY · GOLDEN PLAINS WIND FARM

First Nations Engagement Strategy

Respect · Relationships · Reconciliation

Prepared on behalf of Golden Plains Wind Farm (GPWF), a TagEnergy company.
We acknowledge the Traditional Custodians of the lands on which this project is delivered, and pay our respects to Elders past, present and emerging.

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This strategy is a living document. It will be reviewed annually by the Community Engagement team and refreshed as our relationships with First Nations communities grow.

OUR COMMITMENT

Acknowledgement of Country

GPWF acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today."

Naming Protocol

GPWF acknowledges that Australia is a signatory to the UN Declaration on the Rights of Indigenous Peoples that supports First Nations Peoples' rights and interests.

The First Nations Engagement Strategy uses the following terms when referring to Aboriginal and Torres Strait Islander peoples:

First Nations | **Aboriginal and Torres Strait Islander peoples** | **Indigenous** | **Traditional Owners**

GPWF respects the diverse First Nations culture and preference for different people to be recognised as they wish. We recognise the importance of all Aboriginal and Torres Strait Islander peoples who live in the communities or beyond, where we work and live, and where our projects are delivered.

LEADERSHIP

Message from the Chief Executive Officer

“

The First Nations Engagement Strategy holds profound importance for our organization's culture and future trajectory. Operating across diverse regions in Australia, this strategy is not just a guideline but a commitment to building respectful and collaborative relationships with First Nations communities. Our focus on renewable energy aligns well with the strategy, recognizing the deep connection First Nations peoples have with the land. By embracing their perspectives, we not only enhance the sustainability of our projects but also contribute to a more inclusive and equitable energy landscape.

The First Nations Engagement Strategy shapes our company culture by fostering respect, collaboration, and cultural awareness. It is not a checkbox; it's a commitment to genuine partnership, ensuring our operations honor the rich heritage of First Nations peoples. By actively involving First Nations communities in decision-making, we contribute to sustainable, long-term success and the well-being of the environments and communities we serve.

— Franck Woitiez, Chief Executive Officer, TagEnergy Australia

WHO WE ARE

Our Organisation

TagEnergy is a clean energy enterprise for a new cycle in the renewable energy industry. It was formed in 2019 to accelerate the energy transition by developing and investing in competitive and clean power stations in order to compete directly and actively on the energy markets.

Renewables have now become the main source of energy able to provide both social responsibility and price efficiency, and we are delivering this in the countries where we have established our activity.

TagEnergy is operated by a highly-experienced team of manager-shareholders. Its operations span the renewables value chain, from development, financing, construction and asset management of wind, solar and storage projects, to commercialisation of its competitive energy.

TagEnergy has assembled a portfolio of more than 6 GW in the UK, Australia, Spain, Portugal and France, and intends to drive the pace of transition through projects that deliver reliable energy affordably, and at scale.

2019	6 GW+	5
FOUNDED	PORTFOLIO	COUNTRIES

OUR COMMITMENT

Vision and Commitment

“To make positive change for First Nations people and communities through engagement and working together to respect, value and celebrate the rich Indigenous cultural heritage.”

This First Nations Engagement Strategy provides GPWF with a documented framework to build the organisations cultural awareness, understanding and capacity to achieve a vison of a more united, collaborative, and respectful Australia. It also ensures that the GPWF is committed to valuing local heritage and adopting a holistic approach to active and genuine engagement with Indigenous Australian people.

We will achieve this by incorporating GPWF’s values and ensuring these align with the overarching First Nations Engagement Strategy.

These are:

Respect

we embody a deep respect for people inside and outside our company and for the communities in which we work and live.

Teamwork

We believe in building and creating a diverse team environment where employees are supportive of each other’s efforts, loyal to one another, and respect each other both personally and professionally. Our employees think big, have fun, and feel proud of the work they do.

High Standards

We have high standards for ourselves and partner with people and companies that value a job well done.

Passion

Passion and determination are the heart of our company. We are committed to continuously moving forward, innovating, and improving.

THE STRATEGY

Key Focus Areas

GPWF will embed First Nations Engagement into our current organisational practices and initiatives, and ensure it helps shape any future practices that are implemented within the company. Our key focus areas are as follows:

01

Acknowledgement and Respect

GPWF will acknowledge, respect, and celebrate the diverse history and knowledge of Indigenous people. We will increase...

02

Relationships and Engagement

GPWF is committed to establishing effective and respectful social and professional relationships with First Nations people to...

03

Capacity Building and Community Development

GPWF will focus on increasing the participation of First Nation communities, identifying local needs and opportunities, then...

04

Professional Development

GPWF is focused on building the Indigenous cultural awareness of staff, and to offer opportunities to increase understanding...

05

Continuous Improvement

GPWF will remain proactive in learning from experiences and sharing the progress and the First Nations Engagement Strategy...

GOVERNANCE

Our Approach

Our expectation is that the GPWF First Nations Engagement Strategy remains a living document, continually updated to reflect our learnings throughout our journey with First Nations people and community. The development and implementation of the strategy will be driven and monitored by representatives at all levels of the company and community. To ensure this we will establish:

First Nations Working Group

Responsible for the development and management of the First Nations Engagement Strategy and establishing the governance structure. This includes but is not limited to, establishing the overall company vision for reconciliation, the governance framework, the overall scope to determine how the organisation can contribute to reconciliation providing support, advice and guidance to the organisation, delivering progress reports and evaluating projects, initiatives and outcomes.

Management Team

The Executive / Management Team of GPWF will play an active role in the delivery and implementation of the First Nations Engagement Strategy. This will be achieved through ensuring First Nations Engagement initiatives and strategies are implemented and embedded in the organisational culture of the company. Support to deliver progress reports relating to First Nations Engagement will also be undertaken by this team.

Culture Champions

GPWF will establish a small team of employees who will be responsible for driving, organising, and communicating / promoting First Nations initiatives across the organisation. This role incorporates leadership and advocacy guidance for First Nations engagement across the organisation.

01

FOCUS AREA 01

Acknowledgement and Respect

GPWF is committed to developing stronger relationships with First Nations people, acknowledging the diversity and history of First Nations culture. We will acknowledge and demonstrate the deep respect we have for First Nations people through our practices and project delivery.

Acknowledgement of Country for major meetings, events and formal occasions.

WHO

Whole organisation

WHEN

Immediate commencement, ongoing delivery. Share accurate information source (e.g. achris.vic.gov.au/)

HOW WE'LL KNOW IT'S WORKING

Acknowledgement of country written on all agendas, included in meeting minutes.

Develop Cultural Protocols to identify effective and respectful communication with First Nations people, including (but not limited to) Welcome to Country, Acknowledgement of Country, Smoking ceremonies etc.

WHO

Community Engagement Team · Communications & Marketing · Executive Management

WHEN

November 2024

HOW WE'LL KNOW IT'S WORKING

Cultural Protocols document hosted on GPWF website.

Cultural Protocols included in new staff inductions

Fly the Australian, Aboriginal and Torres Strait Islander flags at workplaces

WHO

Governance · Community Engagement · Executive Management

WHEN

July 2024

HOW WE'LL KNOW IT'S WORKING

Compliance with the Department of the Prime Minister and Cabinet flag protocol

Flags in view at all working locations (smaller flags including desktop flags if required)

Stickers on entrance office / building window or doors if flying flags is not feasible.

Acknowledgement of First Nations peoples and country within signature blocks on email correspondence

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Governance · Communications & Marketing	Current and ongoing	Standard email signatures established and implemented across the organisation. Flexible wording to include the country on which most of an employees work occurs

Establish a naming convention for all projects to reference the traditional name for each project related to its first national location

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Development team & Working Group	2025	All current and future projects have joint naming conventions referenced on all publicly available information.

Acknowledgement of First Nations peoples and country on website

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Communications & Marketing · Community Engagement	Current and ongoing	First Nations people acknowledged on homepage of GPWF website as well as footers on all web pages and a pop-up on the home / landing page (pop up?)

First Nations / Traditional Owners to conduct Welcome to Country and / or smoking ceremony at all GPWF major events and functions

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Governance · Communications & Marketing · Community Engagement	December 2024 (with TagEnergy approval)	Allocated budget for events to include Welcome to Country Number of Welcome to Country ceremonies delivered by First Nations people

02

FOCUS AREA 02

Relationships and Engagement

GPWF is committed to forging mutually respectful and authentic relationships between First Nations people and other Australians to achieve positive outcomes for all. We believe in genuine collaboration, working together to identify opportunities, solve problems and deliver success that is in the best interest of everyone.

Establish a First Nations liaison to provide guidance and ongoing communications with First Nations communities, organisations, stakeholders etc. Ongoing consultation and collaboration with Councils etc.

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Executive Management	November 2024	GPWF to endorse Terms of Reference for First Nations Liaison. Relationships developed with First Nations people / communities / organisations and Councils.

Identify and communicate partnership opportunities with First Nations communities

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Community Engagement · Planning	Ongoing	Number of communications with First Nations communities. Uptake of partnership opportunities

Develop the first Reconciliation Action Plan (RAP) for GPWF

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Executive Management	2025	Successful launch and implementation of registered / accredited 'Reflect' RAP

Ensure we are meeting our Australian Industry Participation (AIP) requirements regarding First Nations spend

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Procurement · Project · Executive Management	Ongoing	Percentage / dollar spend with First Nations suppliers

Develop and implement Community Engagement Plan for organisation using First Nations Engagement Plan to drive / direct this

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Community Engagement · Communications & Marketing	Ongoing	Number of Community Engagement Plans that incorporate First Nations Engagement Plan directives.

03

FOCUS AREA 03

Capacity Building and Community Development

GPWF is committed to supporting community organisations to provide programs, projects and other initiatives that respond to local needs and create a sense of place and connection. We believe in celebrating diversity and commit to play our role in developing a cohesive and engaged community.

Build the capacity of the communities we work in through delivering workshops in collaboration with First Nations people.

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Community Engagement	Annually commencing 2025	A minimum of 4 workshop delivered annually Number of attendees First Nations people included in the process Incorporate into each project CHMP

Facilitate opportunities for First Nations people to network within the communities we are working in

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Community Engagement	Ongoing	Attendee numbers at meetings, networking events, other opportunities

Aim to develop partnerships with First Nations organisations, people, community groups etc to deliver services, programs, projects, events.

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Community Engagement	Ongoing	Number of partnerships formed Numbers of events, services, programs, projects etc delivered.

Provide support and resourcing to community groups to deliver NAIDOC Week and Reconciliation Week events in the communities we work in.

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Community Engagement	Twice per year (NAIDOC Week & Reconciliation Week)	Support a minimum of 1 event annually. Number of community groups involved

04

FOCUS AREA 04

Professional Development

GPWF is intent on creating a culturally diverse workplace that respects and appreciates cultural difference at an individual and organisational level. GPWF will ensure opportunities for current and new staff are provided to develop a stronger knowledge and understanding of First Nations culture and protocols to ensure best-practice engagement across the organisation.

Deliver First Nations Cultural Awareness training for new employees

WHO
Community Engagement · Human Resources · Executive Management

WHEN
Ongoing / Annually

HOW WE'LL KNOW IT'S WORKING
Recorded attendance and delivered sessions of Cultural Awareness training for all new employees

Provide First Nations Cultural Awareness training for current employees

WHO
Human Resources · Executive Management

WHEN
Ongoing / Annually

HOW WE'LL KNOW IT'S WORKING
Recorded attendance and delivered sessions of Cultural Awareness training and the delivery of an annual Lunch & Learn session

Include local First Nations history and cultural information / contact lists in New Employee Orientation packs (or built into the induction / onboarding process)

WHO
Human Resources · Executive Management

WHEN
Ongoing

HOW WE'LL KNOW IT'S WORKING
Every induction pack containing the correct and most current information.

Information accessible on Intranet.

Deliver First Nations Engagement Protocols training for all staff involved with engagement activities or community consultations

WHO
Human Resources

WHEN
Ongoing

HOW WE'LL KNOW IT'S WORKING
Recorded attendance and delivered sessions of First Nations Engagement Protocols training

Establish an internal team of First Nations Champions to develop, lead and deliver the respective elements of the First Nations Engagement Plan and the proposed Reconciliation Action Plan (RAP).

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Executive Management · Human Resources · Community Engagement	November 2024, then ongoing	Minutes recorded from meetings conducted by First Nations Champions.

05

FOCUS AREA 05

Continuous Improvement

GPWF believes deeply in continuously moving forward, innovating, and improving. We will embed these values in our commitment to a whole of organisation approach to reconciliation and incorporating First Nations Engagement initiatives in operational outcomes. GPWF will also ensure inclusive delivery and engagement by monitoring and annual reporting on the First Nations Engagement Strategy.

Review and refresh the First Nations Engagement Strategy

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Community Engagement	Annually	Completed report of alterations, amendments and updates included in revised First Nations Engagement Strategy

Review and build upon the Reconciliation Action Plan (RAP)

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Community Engagement	Annually	Completed report of alterations, amendments and updates included in revised Reconciliation Action Plan (RAP)

Develop and implement second Reconciliation Action Plan (RAP)

WHO	WHEN	HOW WE'LL KNOW IT'S WORKING
Community Engagement	Annually / duration of RAP	Delivery and implementation of INNOVATE Reconciliation Action Plan (RAP)

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Working together, respectfully.

Golden Plains Wind Farm acknowledges the Traditional Custodians of the land on which this project is delivered, and recognises their continuing connection to land, sea and community. We pay our respects to Elders past, present and emerging, and to all Aboriginal and Torres Strait Islander peoples engaging with this strategy.

Golden Plains Wind Farm is a TagEnergy company.
This document is reviewed annually by the GPWF Community Engagement team.