



CLEAN ENERGY COUNCIL BEST PRACTICE CHARTER REPORT

NOVEMBER 2024

TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
1. ENGAGE WITH LOCAL COMMUNITIES AND TRADITIONAL OWNERS FOR INPUT BEFORE FINALISING PROJECT DESIGNS	4
1.1 COMMUNITY INFORMATION SESSIONS	4
1.2 INDUSTRY EVENTS.....	5
1.3 MEETINGS AND GATHERINGS WITH TRADITIONAL OWNERS	6
1.4 MARKETING COMMUNICATION CHANNELS	8
1.5 COLLABORATION WITH LOCAL COUNCILS.....	8
2. PROVIDE TIMELY UPDATES AND ADDRESS COMMUNITY FEEDBACK THROUGHOUT THE PROJECT	9
2.1 COMPANY NEWSLETTERS.....	9
2.2 WEBSITE	10
2.3 MARKETING COMMUNICATION CHANNELS	10
2.4 SPONSORSHIPS.....	11
2.5 EDUCATIONAL RESOURCES	12
2.6 INDUSTRY CONFERENCES, EXHIBITIONS, SPEAKING PANELS, PODCASTS AND OTHER FORUMS	13
3. RESPECT HIGH-BIODIVERSITY, CULTURAL, AND SCENIC AREAS IN PROJECT DESIGN AND OPERATION	13
3.1 REPURPOSE OF KIDSTON GOLD MINE.....	13
3.2 CULTURAL AND ENVIRONMENTAL SENSITIVITIES	14
4. MINIMISE IMPACTS ON PRODUCTIVE FARMLAND AND EXPLORE INTEGRATION WITH AGRICULTURE	15
5. CONSULT THE COMMUNITY ON VISUAL, NOISE, AND TRAFFIC IMPACTS AND DISCUSS MITIGATION OPTIONS	16
5.1 USE OF CONSTRUCTION CAMPS	16
5.2 TRAFFIC IMPACT ASSESSMENTS AND ROAD USER AGREEMENTS.....	17
5.3 ENVIRONMENTAL SCREENING	17
6. SUPPORT THE LOCAL ECONOMY THROUGH LOCAL HIRING AND PROCUREMENT	17
6.1 EMPLOYMENT OPPORTUNITIES.....	18
6.2 PROCUREMENT OPPORTUNITIES	20
7. OFFER COMMUNITIES OPTIONS TO SHARE IN PROJECT BENEFITS, INCLUDING GOVERNANCE DISCUSSIONS	20
7.1 COMMUNITY ENHANCEMENT FUNDS.....	20
7.2 UPGRADE OF INFRASTRUCTURE	21
8. SUPPORT EDUCATIONAL AND TOURISM OPPORTUNITIES LINKED TO THE PROJECT	23
9. PRACTICE RESPONSIBLE LAND STEWARDSHIP AND ENHANCE ECOLOGICAL, CULTURAL, OR AGRICULTURAL VALUE	25
10. RECYCLE MATERIALS WHERE FEASIBLE AND RESPONSIBLY DECOMMISSION OR REPOWER THE SITE	25
10.1 RECYCLING PROGRAMS.....	25
10.2 RESPONSIBLE DECOMMISSIONING AND REFURBISHMENT.....	26

EXECUTIVE SUMMARY

Genex Power Limited (**Genex**) is an Australian-based company established since 2014, focused on developing a diverse portfolio of renewable energy generation and storage projects in Australia. Our operations span Queensland and New South Wales, encompassing large-scale batteries, pumped storage hydro, wind, and solar energy solutions. As of 31 July 2024, Genex is a wholly owned subsidiary of Electric Power Development Co., Ltd (**J-POWER**) which is an electricity generation and distribution utility listed on the Tokyo Stock Exchange.

Genex is a member of the Clean Energy Council (**CEC**), which allows us to engage with industry peers, participate in policy development, and stay informed about industry events, trends, and best practices.

Genex is committed to advancing Australia's renewable energy generation and storage industry with integrity, transparency, and a deep respect for communities and the environment. As part of this commitment, we have sought to align our practices with the CEC's Best Practice Charter, adhering to each of its ten commitments:

- 1) We will engage respectfully with the local community, including Traditional Owners of the land, to seek their views and input before submitting a development application and finalising the design of the project.**
- 2) We will provide timely information and be accessible and responsive in addressing the local community's feedback and concerns throughout the life of the project.**
- 3) We will be sensitive to areas of high biodiversity, cultural and landscape value in the design and operation of projects.**
- 4) We will minimise the impacts on highly productive agricultural land and explore opportunities to integrate agricultural production.**
- 5) We will consult the community on the potential visual, noise, traffic and other impacts of the project, and on the mitigation options.**
- 6) We will support the local economy by providing local employment and procurement opportunities.**
- 7) We will offer communities the opportunity to share in the benefits of the project, and consult them on the options available, including the relevant governance arrangements.**
- 8) We commit to using the project to support educational and tourism opportunities where appropriate.**
- 9) We will demonstrate responsible land stewardship over the life of the project and welcome opportunities to enhance the ecological, cultural and/or agricultural value of the land.**

10) During the life of the project, we will recycle waste materials where feasible and commit to responsible decommissioning or refurbishment/repowering of the site at the end of the project's life.

This report provides an overview of how Genex integrates these commitments across its portfolio of energy projects as we seek sustainable and positive outcomes for all stakeholders.

1. ENGAGE WITH LOCAL COMMUNITIES AND TRADITIONAL OWNERS FOR INPUT BEFORE FINALISING PROJECT DESIGNS

At Genex, we believe that respectful, early engagement with the communities we operate within is fundamental to successful project development. Our team prioritises understanding the perspectives of residents, including Traditional Owners of the land. These approaches demonstrate our genuine commitment to incorporating community views and Traditional Owner insights before advancing in the application process and finalising project design.

1.1 Community Information Sessions

These are an essential way to foster open, transparent communication between us and the local community, including Traditional Owners. We aim to conduct public forums or town hall meetings where community members can learn about the project, ask questions, and provide feedback on potential impacts and benefits. The primary goal of these sessions is to present the project details to the community, clarify any potential impacts, and actively listen to the views, concerns, and suggestions of the community, including Traditional Owners.

At such sessions, community members can voice their concerns, suggestions, and feedback directly to the project team. This time is essential for understanding local expectations, needs, and worries, as well as gathering ideas to enhance the project's alignment with community values.

If any adjustments to the project are made in response to community feedback, these would be clearly communicated, reinforcing that input was valued and acted upon.

By organising thorough and inclusive Community Information Sessions, Genex demonstrates respect and accountability, ensuring that the community's needs and values are central to the project's planning and development stages.

Examples of Community Information Sessions

Genex has recently conducted community information sessions to engage with local stakeholders regarding the Bulli Creek Clean Energy Park project (**BCCEP** or **Energy Park**).

- **October 2024:** A session at The Mill Inn Tavern, Millmerran, Queensland, from 6 pm to 7 pm. The session provided updates on the multi-stage development, which includes up to 2GW of solar capacity and a Battery Energy Storage System (**BESS**). The first stage, a 775MW solar farm (**BCS-1**), is scheduled to begin construction in early 2025.
- **May 2024:** An earlier session at the same venue introduced the project, the team, and discussed the proposed workers' accommodation camp in Millmerran, aimed at supporting the Energy Park's development.

Genex, in partnership with Powerlink, has also been engaged with the community and Traditional Owners for the 250MW Kidston Pumped Storage Hydro Project (**K2H**) and associated transmission infrastructure over several years, commencing in 2016.

Room for Improvement

Notwithstanding this, Genex recognises room for improvement within its portfolio particularly at its 50MW/100MWh Bouldercombe Battery Project (**BBP**). For this project, there was limited community engagement as part of the planning approval process and no community information sessions, which was in part owing to the persisting COVID-19 pandemic which restricted travel at the time, as well as the perceived limited impact of the project being small in scale and located adjacent to an existing Powerlink substation.

Following recent feedback from the community, Genex is now actively engaged with the community having held an information and discussion session at Bouldercombe to seek to understand and address their concerns post-construction, and to seek to share the project benefits more broadly in line with CEC guidelines.

1.2 Industry Events

Over the years, we have demonstrated commitment to engaging with communities by actively participating in numerous industry events, including speaking panels, exhibitions, and conferences. These events serve as valuable opportunities to share detailed information about our projects, answer questions, and offer insights into the benefits and impact of renewable energy developments. Just as importantly, these forums create an open platform where community members and stakeholders can express their views, provide feedback, and contribute their ideas, helping to shape our projects in alignment with local needs and expectations.

Examples of Industry Events

Examples of recent industry events in which Genex has participated include:

- **February 2024:** Podcast at Aurora Energy Unplugged Podcast;

- **February 2024:** In person presentation at Informa Australian Energy and Battery Storage Conference;
- **February 2024:** In person presentation at Informa Queensland Energy Development Conference;
- **May 2024:** In person panellist at Informa Energy Storage Summit Australia;
- **June 2024:** In person panellist at CEC Australian Large-Scale Solar and Storage Summit;
- **June 2024:** Online presentation at Connecting Industry Update;
- **August 2024:** Exhibitor at the Toowoomba and Surat Basin Enterprise Summit; and
- **August 2024:** Exhibitor at the Clean Energy Council and Energy Efficiency Council Careers for Net Zero Roadshows in Toowoomba and Townsville.

Examples of the abovementioned engagements can be viewed at the Genex YouTube Channel via the following link: [Genex Power - YouTube](#)

1.3 Meetings and Gatherings with Traditional Owners

Initiating contact with Traditional Owners early in the project planning process is crucial to building trust and establishing open communication channels. These meetings serve as a starting point for building a respectful relationship with Traditional Owners, where the project's purpose and scope are shared, and the Traditional Owners' insights on cultural heritage, local customs, and values are welcomed.

We maintain this rapport and relationship with Traditional Owners via the following ways:

- **Cultural Heritage Site Visits:** These provide an opportunity for Traditional Owners to share on-the-ground insights into culturally significant sites and landscapes, guiding the project team on areas that should be protected or managed with extra sensitivity in relation to specific flora, fauna, and natural landmarks. Traditional Owners' recommendations and observations are documented and are used to adjust project plans to preserve or avoid culturally significant areas and demonstrate respect for Indigenous knowledge;
- **Traditional Ceremonies:** An appropriate way to mark the start of the project is by conducting smoking ceremonies with Traditional Owners and community leaders. These traditional ceremonies symbolise cultural sensitivity, respect, and genuine intent to collaborate with the Traditional Owners. It acknowledges the deep cultural connection Indigenous Australians have to the land and recognises their role as custodians; and

- **Cultural Heritage Assessments:** We emphasise the significance of conducting these assessments as it promotes trust with the communities affected, ensures we adhere to our social responsibilities, whilst minimising project risks.

In addition to Traditional Owners, cultural heritage specialists including but not limited to anthropologists and cultural consultants are engaged for their insights on assessment methods, cultural protocols, and historical context.

Examples of Engagement with Traditional Owners

Genex has been extensively engaged with Ewamian Aboriginal Corporation (**EAC**) at its Kidston Clean Energy Hub, since 2018 where cultural heritage site visits and assessments were undertaken for the previously proposed stage 2 solar project, K2H and the in-development Kidston Stage 3 Wind Project (**K3W**). Traditional ceremonies have been held at various times over this period including commencement of construction of K2H and the opening of the Oaks Rush Constuction Camp.

Genex is also engaged with the Bigambul people in relation to the BCCEP where we have conducted cultural heritage assessments and site visits and are actively seeking opportunities for Traditional Owners to be involved in the construction activities when they commence in 2025.



Image 1 and 2: Talaroo Hot Springs Opening Smoking Ceremony (K2H), 2021.
 Image 3 and 4: Oaks Rush Accommodation Camp Opening Smoking Ceremony (K2H), 2022.

1.4 Marketing Communication Channels

Genex is committed to keeping the community well-informed on projects and providing accessible platforms for community members to express their views and reach out with any questions.

- **Company Newsletters:** Updates are shared allowing community members to follow project progress and understand milestones as they happen. These newsletters highlight upcoming events or opportunities for community involvement, ensuring that everyone feels connected to a project's journey;
- **National and Local Media Outlets:** National media helps inform the public about Genex's contributions to renewable energy, while local media provides residents and nearby communities with pertinent updates and specific local impacts, keeping them engaged and informed;
- **Company Social Media Channels:** Genex provides key updates as they happen, and community members are encouraged to engage through comments, questions, or messages. These open channels allow stakeholders to participate actively in the dialogue, express their thoughts, and receive responses from Genex; and
- **Corporate Website:** A comprehensive resource, hosting all essential project information, FAQs, and downloadable resources for those seeking in-depth understanding. The website provides contact options, allowing community members to reach out directly with questions, feedback, or concerns, ensuring their voices are heard.

Examples of Marketing and Communications

Genex publishes a regular newsletter for the Etheridge Shire Council (**ESC**) which is distributed among the broader shire in Northern Queensland. The newsletter is focused on our activity in the shire which principally relates to the construction activities at K2H.

Until recently, Genex's listing on the Australian Securities Exchange provided a strong focal point from which to disseminate updates on its activities. Since the acquisition by J-POWER in July 2024, Genex has been more focused on LinkedIn and discrete updates in online and print media to disseminate news of its activities.

1.5 Collaboration with Local Councils

Partnering with local councils helps to ensure a project aligns with local development goals and addresses any community-specific concerns. This collaborative approach highlights our commitment to building sustainable and mutually beneficial relationships within the communities in which we operate.

Examples of Engagement with Local Councils

In particular, Genex has been closely engaged with ESC in relation to the Kidston Clean Energy Hub. A number of examples have included:

- Holding a long term lease and maintaining the Kidston Airstrip for access to the site, which is used for the Kidston projects but also for other broader community and government purposes;
- Committing to road maintenance/upgrade agreements as part of planning approvals;
- Regular site visits for senior council staff to visit the K2H project under construction;
- Support with managing roads over the wet season with heavy machinery; and
- As mentioned previously, contributing to community updates via council newsletters.

Genex has taken this approach elsewhere across its portfolio where it has regular engagement with Toowoomba and Rockhampton regional councils for its BCCEP and BBP projects.

2. PROVIDE TIMELY UPDATES AND ADDRESS COMMUNITY FEEDBACK THROUGHOUT THE PROJECT

We recognise the importance of providing timely information to the community, and as our company has grown and evolved, we've continuously enhanced our channels to keep stakeholders well-informed. We aim to make it easy for community members to also access information or reach out to us whenever needed. We set out examples of these as follows:

2.1 Company Newsletters

In addition to community newsletters, Genex publishes a regular company newsletter to subscribers:

- **Content:** We issue company newsletters to our subscribers on key happenings within the company which include any major organisational changes, project milestones, current and upcoming development and construction activities, upcoming industry conferences, panels, and other forums including the results from these engagements and other community engagement events such as sponsorships; and
- **Frequency:** These are distributed on an ad-hoc basis for any major announcements, otherwise generally quarterly, as another layer to other avenues of communication.

2.2 Website

Genex maintains a comprehensive website which provides several avenues of communication to stakeholders about its activities:

- **Project Webpages:** Covering key information including but not limited to overview of projects, quick facts and data, key contractors, any public reports, and key advantages and benefits;
- **Complaints and Concerns Section:** Contact details provided to address any complaints and/or concerns;
- **Community Webpage:** Up-to-date information on our key social and economic contributions to the communities and environments where we operate. This page highlights our ongoing impact, shares updates, and serves as a central resource for community members to stay informed as we progress;
- **News Webpage:** Vast archive of published news articles and reports from relevant news outlets and organisations, both local and national, on key announcements and case studies featuring our projects;
- **Media Webpage:** Videos from various media programs, highlighting Genex's participation in industry-focused conferences, interviews, and stakeholder engagement projects;
- **Contact Us Webpage:** Links to our social media channels (LinkedIn, YouTube), head office email address (info@genexpower.com.au), head office phone number (+61 2 9048 8850), and enquiry box to submit any enquiries;
- **Homepage:** Contain up to date 'Company Factsheet', 'Kidston Renewable Energy Factsheet', and 'Bulli Creek Energy Factsheet' are for viewing and download;
- **Other Documents:** Development Approvals, Public Reports (Financial Report, Construction Report and Lessons Learnt Reports) and Community Consultation Plan documents are shared for public knowledge on certain project webpages; and
- **Newsletter:** Subscription submission links and fields are present throughout the website pertaining to Bulli Creek Energy Park updates.

The Genex Website can be viewed via the following link: [Genex Power - Renewable Energy On Tap](#)

2.3 Marketing Communication Channels

As noted in section 1.4, Genex has an active ongoing presence on a number of marketing communications channels which are used to update stakeholders on our activities in the project development and construction space.

2.4 Sponsorships

By investing in local initiatives, we contribute towards the community's economic and social vitality, community life and culture, while also opening an avenue for the community to have open discussions with Genex staff about our projects. Sponsorships include supporting local festivals and events, sport clubs, and non-profit organisations that bring residents together.

Examples of Sponsorships

Examples of sponsorships where we have contributed most recently:

- Einasleigh Sports Club Campdraft 2023 (Kidston);
- Gulf Stockman's Challenge and Campdraft at Etheridge Shire 2023 (Kidston);
- Special Children's Christmas Party at Townsville, Cairns, and Rockhampton 2023 (Kidston, BBP);
- Millmerran Commerce & Progress Inc. Christmas in the Bush Event 2023 (BCCEP);
- Einasleigh Sports Club Campdraft 2024 (Kidston);
- Millmerran Show Society Inc. Millmerran Show 2024 (BCCEP);
- Special Children's Christmas Party at Cairns 2024 (Kidston);
- Greenvale Horse Sports Club Inc. Annual Event at Einasleigh 2024 (Kidston);
- Millmerran Campdraft Committee 2024 (BCCEP);
- Millmerran Academy of Performing Arts A Christmas Wish Event 2024 (BCCEP); and
- Millmerran Show Society Inc. Millmerran Show 2025 (BCCEP – planned).



Images: Millmerran Campdraft Committee, '2024 Campdraft' (BCCEP)

2.5 Educational Resources

By investing in educational resources, we provide people with timely, accessible information about our projects, renewable energy benefits, and industry advancements. This commitment not only helps demystify the technology and environmental impact of renewable energy through data, statistics, and scientific research, but it also creates an open channel to address any community concerns.

Examples of Sponsorships

A prime example was our collaboration with Australian social enterprise Cool.org. This organisation provides high-quality, curriculum-aligned teaching resources and professional development courses for educators and students. Their mission is to empower teachers and students with tools that engage students in real-world issues, fostering critical thinking and environmental awareness.

In collaboration with us, Cool.org developed educational materials centered on K2H. In this interdisciplinary unit, students explore renewable energy, with a focus on pumped hydropower, through science, mathematics, and design and technology. Throughout the lessons, K2H is used as the lens through which students learn about forces, electricity generation, the impacts of renewables, ethical and sustainability considerations, and careers in the clean energy sector.

Developed in partnership with the Queensland Government through Queensland's Clean Energy Workforce Roadmap and alongside industry experts at the CEC, this unit has been designed to allow students to:

- Investigate the types of energy present in renewable energy sources;
- Understand the transfers and transformations taking place in the K2H and the 50MW Kidston Solar Farm (**KS1**) projects, as well as other renewable energy types;
- Explore environmental, social and economic impacts of innovative rehabilitation projects, like the Kidston Clean Energy Hub, which was created from an abandoned mine site;
- Explore how electricity is generated from the kinetic energy of water, designing and creating turbines for experimentation;
- Learn about the ethical and sustainability factors relevant to professions in the clean energy sector and understand how these jobs respect communities, protect the environment, and promote sustainability; and
- Solve problems involving volume, capacity and rates by investigating how K2H operates.

The units have been released for free download for the public as of September 2024. Link to access: [STEM Futures: Understanding Hydropower | Cool.org](#)

Genex will continue to explore other educational opportunities with Cool.org, in partnership with the CEC.

2.6 Industry Conferences, Exhibitions, Speaking Panels, Podcasts and other Forums

By actively engaging in these platforms, we make our work more accessible, transparent, and understandable, helping people stay informed about the progress and impact of our projects. These engagements provide valuable opportunities to address questions, discuss industry trends, and highlight the positive changes renewable energy brings to both local communities and the environment. Refer to section 1.2 for participation undertaken in CY2024.



Image 1: Informa 'Queensland Energy' conference, 2024. Image 2: Aurora Energy 'Energy Unplugged' podcast, 2024.

3. RESPECT HIGH-BIODIVERSITY, CULTURAL, AND SCENIC AREAS IN PROJECT DESIGN AND OPERATION

Our comprehensive environmental and cultural heritage management highlights our adherence to being sensitive to areas of high biodiversity, cultural, and landscape value.

3.1 Repurpose of Kidston Gold Mine

Located in North Queensland, the Kidston Clean Energy Hub integrates solar, hydro, and wind energy sources. The site repurposed the former Kidston gold mine, transforming it into a renewable energy facility, thereby mitigating environmental degradation associated with abandoned mines.

An Impact Assessment Report was conducted, addressing potential environmental impacts and outlining mitigation strategies, which largely focused upon the management of water on the K2H site.

This included water quality monitoring, management of hazardous materials, and rehabilitation plans for disturbed areas.

The repurposing of the Kidston Gold Mine featured in a recent publication “102 Things to Do with a Hole in the Ground”. For more information please refer to: [enviroMETS Qld Limited - Online store product](#).



Image: Book featuring K2H, published by Eden Project, written by Peter Whitbread Abrutat and Robert Lowe - ‘102 Things to Do with a Hole in the Ground’.

Future initiatives include working in conjunction with the Cooperative Research Centre for Transition in Mining Economies on a research project regarding the transition of tenure associated with post-mining land use when repurposing a mine site. The intent of the research is to explore the opportunities and constraints within existing land administration statutes and processes within WA, NSW, and QLD, engage with relevant stakeholders and model how the transition to post-mining land use can be undertaken.

In terms of managing cultural sensitivities, in May 2018, Genex engaged with the EAC to develop a Cultural Heritage Management Agreement (**CHMA**) for its Kidston projects. The CHMA identifies roles and responsibilities for both parties, ensuring the protection of cultural heritage during project development and operation.

3.2 Cultural and Environmental Sensitivities

Genex takes a proactive approach to cultural and environmental sensitivities in its projects through a comprehensive development phase. Any part of the optimisation of a project’s design considers the impact on areas of environmental and cultural significance, which are typically avoided or if not feasible, the impact upon these is minimised.

Examples of Consideration of Cultural and Environmental Sensitivities

The approach to design of the K3W project has had a significant focus on mitigation of impacts on culturally and environmentally sensitive areas. During design, following desktop analysis an extensive on the ground survey was conducted with engineering, cultural heritage (including Traditional Owners) and ecology experts to identify sensitive areas and feed into the design optimisation. This resulted in minimising the disturbance footprint, avoidance of some highly culturally sensitive areas (including identification of areas which were not known previously such as “Hanging Rock”) and avoidance of sensitive flora species. The diligent approach has resulted in an optimised design not only for economic feasibility and constructability, but also to minimise broader cultural and environmental impacts.

The BCCEP aims to encompass 2GW of large-scale solar and battery energy storage capacity. All planning, cultural heritage, and environmental approvals have been received for the project. Genex appointed PCL Constructors (**PCL**) as the preferred Engineering, Procurement, and Construction (**EPC**) contractor under an Early Contractor Involvement arrangement, ensuring that environmental and cultural considerations are integrated into the project's development. The site design approach has focused upon the avoidance of environmentally sensitive areas (including creeks and water bodies) and also the undertaking of cultural heritage surveys to identify any areas of cultural sensitivity.

4. MINIMISE IMPACTS ON PRODUCTIVE FARMLAND AND EXPLORE INTEGRATION WITH AGRICULTURE

Through strategic project planning and site selection, we have demonstrated adherence to minimising impacts on highly productive agricultural land and exploring opportunities to integrate agricultural production, largely through site selection.

Examples of Approach to Site Selection

The former Kidston gold mine was a highly disturbed site, which has been repurposed into a renewable energy and storage facility giving it a new industrial purpose for the next 100 years. By utilising a previously disturbed mining site, Genex avoids encroachment on productive agricultural land, thereby preserving it for agricultural use. This approach extends to the first stage of the Kidston Clean Energy Hub, KS1 which was constructed on the rehabilitated tailings storage facility for the mine site.

The third stage of the Kidston Clean Energy Hub, K3W, is purposely located in elevated and rocky terrain to the south of K2H and KS1 which is not suitable for agricultural purposes.

The BCCEP is planned on land that is not classified as highly productive agricultural land. This strategic site selection ensures that the project does not displace agricultural activities. Notwithstanding this, Genex continues to consider the use of sheep for vegetation management over the operating life of the project.

BBP is located on Powerlink land next to the existing Bouldercombe substation, which is zoned for utility purposes and is not suitable for agricultural purposes.



Image 1: Eldridge Pit 'lower reservoir' in its natural form (K2H), 2018. Image 2: KS1 co-located with K2H at the Kidston Renewable Energy Hub, 2018.

5. CONSULT THE COMMUNITY ON VISUAL, NOISE, AND TRAFFIC IMPACTS AND DISCUSS MITIGATION OPTIONS

Genex has developed Community Consultation Plans for a number of its projects, outlining strategies to inform and involve stakeholders throughout the project lifecycle. These plans detail objectives, stakeholder analyses, engagement activities, and communication protocols. The community consultation activities of Genex are described in further detail in section 1.1, however below we detail further some of the mitigation measures adopted across the portfolio.

5.1 Use of Construction Camps

Genex recognises the impact that a large construction workforce can have on a community and therefore, for some of its larger projects, employs the use of construction camps. This enables the workforce to locate outside of a local community to avoid the direct impact of a large increase in population, as well as to manage noise and traffic in the local area through managed transport to site.

Examples of Use of Construction Camps

At Kidston, Genex managed a construction camp for 170 people for the KS1 project which has since been expanded to accommodate 400 people for K2H. It is expected that a similar arrangement will be employed for K3W when it commences construction. Personnel are transferred from camp to site predominantly by bus and the camp is located a significant distance away from the nearest significant local population at Einasleigh.

For BCCEP, while the project site is close to the centre of Milmerran, Genex is proposing to utilise a purpose built construction camp to accommodate up to 800 workers for the first stage of the project, BCS-1. This is located on the outskirts of the centre and buses will be utilised to transfer personnel to the nearby site. It is expected that this facility will be utilised for subsequent stages of the BCCEP.

5.2 Traffic Impact Assessments and Road User Agreements

As part of the planning process for any project, Genex undertakes extensive traffic impact assessments with its contractors to understand and plan for the quantity of road movements of personnel, supplies and equipment. This typically results in Genex entering into a Road User Agreement with the local council under which we are typically obliged to rehabilitate the local roads following conclusion of construction. These processes have been adopted across the portfolio, and Road User Agreements put in place when it is deemed that the construction activities will have a material impact on the road network.

5.3 Environmental Screening

From a noise and aesthetic perspective, on select projects located near sensitive populations Genex has installed environmental screening. This has the effect of minimising the aesthetic impact of the project and also shielding against noise pollution.

At the 50MW Jemalong Solar Project (**JSP**) in NSW, Genex has installed environmental screening through the planting of trees to shield the project from view of a local neighbour. While these trees were destroyed by flood, we are in the process of replacing these with a flood proof solution which is being worked through the planning process.

At BBP, Genex is in discussions with the local community to install screening which will improve the aesthetic of the project but also shield from noise pollution for the small nearby community. As noted in section 1.1, Genex did not engage extensively with the community during the planning phase however is now proactively discussing potential screening solutions with community representatives.

6. SUPPORT THE LOCAL ECONOMY THROUGH LOCAL HIRING AND PROCUREMENT

Community development in regional areas is a cornerstone of our commitment as a renewable energy developer. By promoting local employment, and where feasible sourcing materials and services from local businesses, we aim to help stimulate the regional economy and support sustainable growth.

6.1 Employment Opportunities

We encourage all of our contractors to employ local people where possible and usually set targets within contracts to hold contractors accountable. At Kidston, Genex has employed 3 local residents on a full time basis to manage its operations at the site and has engaged several other locals on a casual or contractor basis since 2015. Examples of our employment record on our committed (operating or in construction projects) is outlined below.

KS1

- During construction 170 jobs were created, with 35% of these positions filled by women and 15% by Indigenous individuals. A vast number of employees were from within the local region;

K2H

- Over 800 jobs were generated at the Kidston site and along the transmission route to Guybal Munjan during construction;
- Genex has implemented an Indigenous Engagement Strategy (**IES**) for the project. This strategy outlines commitments to enhance Indigenous participation through employment and procurement opportunities that reflect the Indigenous population in the project's region. Together with our partners, McConnell Dowell Pty Ltd and John Holland Pty Ltd in joint venture (**MDJH JV**), we collaborated with EAC and Australian Training Works (**ATW**) to develop the IES, aiming to drive Indigenous apprenticeships, employment, and indigenous suppliers in the project;
- As at July 2024, MDJH JV has reported a total of 44,585.2 man hours dedicated to Indigenous labour on the project, translating to 16 full-time equivalents or 10.36% Indigenous employment - significantly surpassing the original 5% target. When the project becomes operational, opportunities are likely for further traineeships as part of the Operations Maintenance Team;
- Additionally, the project has allocated \$7.2 million to Indigenous procurement, underscoring its commitment to supporting Indigenous economic participation and exceeding established engagement goals;
- A video highlighting the Indigenous outcomes of the strategy and progress in local employment, can be viewed on Genex's YouTube channel via the following link: [June 2023: First Nations Employment and Training - A Best Practice Model](#);

JSP

- JSP created 151 jobs during its construction phase. Of these, 68% were sourced locally, 22% were filled by women, and 11% by Indigenous individuals;

BCS-1

- BCS-1, is expected to create over 800 jobs during construction which commences 1H 2025, for which Genex is encouraging its contractor PCL to engage with local recruitment companies and contractors;
- The Bigambul people are the traditional custodians of the lands encompassing parts of southern Queensland and northern New South Wales. Their ancestral territory is where BCCEP will be constructed. Mirroring what we have successfully achieved at the Kidston Clean Energy Hub, Genex aims to promote Indigenous employment at the BCCEP, reflecting Genex's ongoing dedication to fostering positive relationships with Indigenous communities; and

BBP

- Owing to the small scale and specialist nature of personnel employed on the site, the works for BBP were largely undertaken by existing employees of Genex's contractors – there remains opportunity to improve on this with the second stage of the project, being a 50MW/100MWh expansion (**BBP2**).



Image 1 and 2: Genex Indigenous Traineeship Program (K2H), 2021.

Image 3 and 4: Indigenous employees Marlu Brown (right) and Ross Rosas (K2H), 2024.

6.2 Procurement Opportunities

Genex seeks to encourage local procurement among its contractors during the construction stage of its projects and on an ongoing basis, and typically engages local contractors directly for smaller works within its remit.

Examples of Local Procurement

PCL, as EPC contractor for the BCS-1, is committed to fostering local employment and skill development within the community. PCL has actively engaged with local suppliers and the workforce through initiatives such as the Connecting Industry Update held on July 25, 2024. During this event, PCL outlined the project's scope, timelines, procurement processes, and available work packages, emphasizing opportunities for local businesses and individuals to participate in the project.

MDJH JV used a number of local contractors for works relating to the K2H project. One example was Bolwarra Enterprises which operates extensively within the region, which ran a crushing and screening operation to supply aggregates for the project over some 18 months.

Genex has had a long term relationship with Cairns based aviation group Hinterland Aviation during the development of the Kidston Clean Energy Hub and signed a long term contract with Hinterland to provide charter flights for Genex and other contractor staff for the duration of construction of the K2H project. During the COVID-19 pandemic, this contract was pivotal in the survival of the business which is now a prominent supplier north Queensland.

7. OFFER COMMUNITIES OPTIONS TO SHARE IN PROJECT BENEFITS, INCLUDING GOVERNANCE DISCUSSIONS

We have actively engaged with local communities to ensure they share in the benefits of our renewable energy projects. This commitment is evident through various initiatives and consultation processes across our projects.

7.1 Community Enhancement Funds

Allocating funds to support local development projects, infrastructure, or services, thereby directly benefiting the community. These funds are often managed in consultation with community members to address local needs effectively.

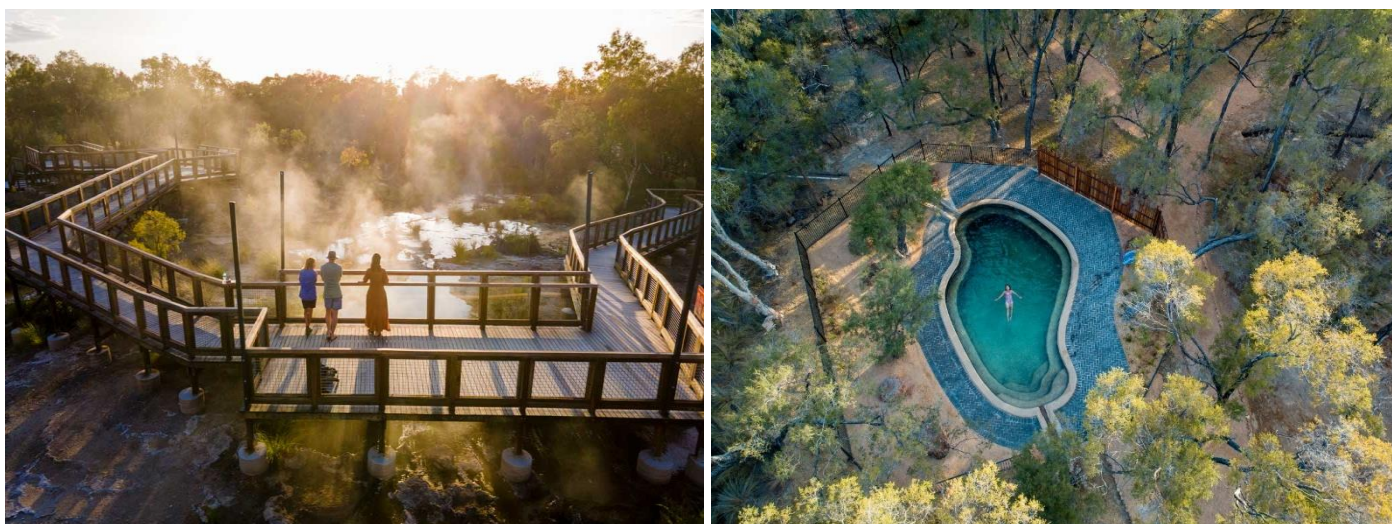
Talaroo Hot Springs

As noted in section 6.1, in collaboration with EAC, Genex developed an IES aimed at promoting Indigenous employment and engagement in their projects. As part of this strategy, a Sponsorship Agreement was established, whereas Genex committed \$536,500 towards the development of the

Talaroo Hot Springs, an Indigenous-owned tourism venture. By providing this funding to EAC, we have enabled the following:

- A cornerstone contribution to support EAC in securing further federal and state grant funding for the project;
- The establishment of a significant Indigenous-owned cultural tourism attraction providing benefits to the local tourism sector and ESC businesses; and
- The EAC to continue to pursue agreed and prioritised self-determination aspirations.

By backing a project like Talaroo Hot Springs, we are enabling the Ewamian people to build a sustainable, Indigenous-owned tourism venture that aligns with their cultural values and vision for the future, fostering long-term opportunities for economic growth and self-governance. Further information about the project can be found at the Talaroo Hot Springs website via the following link: [Talaroo Outback Camping and Caravan Park | Talaroo Hot Springs | Einasleigh](#)



Images: Talaroo Hot Springs at Mount Surprise, Queensland.

7.2 Upgrade of Infrastructure

In several of its projects, Genex has contributed to the upgrade of local infrastructure which will have a lasting impact on the community. A select number of examples are described below:

Oaks Rush Accommodation Camp

Genex has undertaken significant renovations of the Oaks Rush Accommodation Camp to support the Kidston Clean Energy Hub. These upgrades include refurbishing existing facilities such as the kitchen, cold rooms, gymnasium, tennis court, water treatment plant, and backup generator. The enhanced camp now accommodates up to 400 personnel, providing comfortable living conditions for workers during the construction and operational phases of the K2H. When spare capacity is available, the

facility also provides accommodation, meals and refreshments to the local community as well as tourists travelling through the area.



Image 1 and 2: Upgraded tennis court and kitchen at Oaks Rush Accomodation Camp (K2H), 2024.

Airstrip

Genex has undertaken significant refurbishments of the existing airstrip at the Kidston Clean Energy Hub in Far North Queensland. These upgrades include re-sealing the airstrip to facilitate fly-in-fly-out services, enabling efficient transportation of personnel and equipment during the construction and operational phases of the K2H project. The airstrip is also used by locals and other government operators and in operating and maintaining the airstrip, we are saving council expenditure on such activities.



Image 1 and 2: Upgraded airstrip for fly-in-fly-out workers (K2H), 2024.

Domville Place

As part of development activities for the BCCEP, we have made a commitment to contribute up to \$160k toward the upgrade of Domville Place which would be paid to Millmerran Chamber of Commerce Inc. (**MCPI**) upon financial close of the BCS-1 project.

The development of Domville Place in Millmerran into a ‘civic place’ represents an exciting step forward for the town, providing a green space that connects to the town centre and serves as a community hub for public gatherings. This project is moving forward following Toowoomba Regional Council’s approval of MCPI’s proposal to fund and upgrade Domville Place, as outlined in MCPI’s Master Plan for the area.

Toowoomba Region Mayor Geoff McDonald emphasised that the Domville Place upgrade could serve as a model for future collaborations between community groups and the Council, showcasing how community-driven projects can transform and enhance public spaces. This initiative highlights a shared commitment to enriching Millmerran’s community environment and quality of life.



Image: Proposed final design of Domville Place after upgrade (for illustrative purposes only). (BCCEP), 2024.

8. SUPPORT EDUCATIONAL AND TOURISM OPPORTUNITIES LINKED TO THE PROJECT

In several of its projects, Genex has supported both educational and tourism opportunities which provides ancillary benefits to the community. A select number of examples are described below:

Cool.org

As noted in section 2.5, Genex has partnered with Cool.org to create high-quality, curriculum-aligned resources centred around the K2H project. These resources, developed in collaboration with the Queensland Government’s Clean Energy Workforce Roadmap and the CEC, provide teachers and students with tools to explore renewable energy concepts, environmental impacts, and clean energy careers. By offering this interdisciplinary unit, Genex fosters critical thinking and environmental awareness, empowering the next generation to understand and participate in Australia’s transition to renewable energy.

Talaroo Hot Springs

As noted in section 7.1, through a sponsorship agreement, Genex provided \$536,500 to the EAC to support this Indigenous-owned tourism project. Talaroo Hot Springs not only attracts visitors but also celebrates Indigenous culture, providing economic growth and self-governance opportunities for the Ewamian people.

CEC 'Energising Queensland' Campaign

The 'Energising Queensland' campaign was launched in July 2021. This campaign highlights the significant work occurring in remote areas of Australia, featuring individuals driving renewable energy projects, including some of the world's largest infrastructure. For example, Tony Ford (Project Director, K2H), shared insights into the project's development and its role in Australia's renewable energy landscape. By participating in this campaign, Genex contributes to educating the public about renewable energy initiatives, fostering a deeper understanding of the industry's impact and the importance of sustainable energy solutions. Furthermore, this campaign aimed to boost the state's tourism industry by encouraging Queenslanders to explore local attractions and support tourism businesses.

CEC and EEC 'Careers for Net Zero Economy' Roadshow

Genex actively participated as an exhibitor in the Careers for Net Zero Roadshow in August 2024 in Toowoomba and Townsville. In Toowoomba, Genex showcased BCS-1, while focusing on K3W in Townsville. The roadshow emphasised education, upskilling, and career pathways at the grassroots level, providing students, graduates, career changers, and job seekers with valuable insights into career and training opportunities in renewable energy, critical minerals, and green manufacturing. Through this involvement, Genex not only promotes education on the sector but reinforced our commitment to fostering local talent and supporting pathways into the clean energy industry.



Images: CEC and EEC 'Careers for Net Zero' Roadshow, (BCCEP) 2024.

9. PRACTICE RESPONSIBLE LAND STEWARDSHIP AND ENHANCE ECOLOGICAL, CULTURAL, OR AGRICULTURAL VALUE

Genex has actively demonstrated responsible stewardship of the lands upon which it operates as described in section 3. A select number of examples are detailed below.

Examples of Effective Land Stewardship

At the Kidston Clean Energy Hub, Genex is demonstrating effective land stewardship by repurposing a disused and highly disturbed former gold mine, to a renewable energy generation and storage facility with a new industrial purpose for the next 100 years. This will safeguard the mine's care and maintenance for the next multiple generations.

At K3W, Genex is planning to create dedicated environmental offset areas which will be safeguards for impacted species for the duration of the project's life. Our development activities at K3W have also enhanced the cultural value of the area through the discovery of the cultural site of Hanging Rock, which contains ancient indigenous rock paintings which are of immense cultural value. This discovery will ensure the area is avoided and protected for future generations.

10. RECYCLE MATERIALS WHERE FEASIBLE AND RESPONSIBLY DECOMMISSION OR REPOWER THE SITE

10.1 Recycling Programs

Where feasible, Genex has sought to establish on-site recycling facilities to process construction waste, including metals, plastics, and packaging materials, ensuring that recyclable materials are diverted from landfills across its projects.

Examples of Recycling Programs

The K2H project is a great example of recycling of materials. The project required construction of a new rock fill dam, which was built largely from on-site materials. The dam walls were constructed from mine waste rock which was used to reprofile existing waste rock dumps to form the new dam walls. A new embankment was constructed using further mine waste rock. Leftover rock from crushing and screening operations was used to create a concrete screed for the dam liner placement. This saved cost but also provided an innovative re-use of the existing mine site materials for a new industrial purpose.

In addition, while operating a 400 person accommodation camp Genex participates in the "Containers for Change" recycling program. As of October 2024, Genex had raised a total of \$4,313.50 with the proceeds going to the Etheridge Cares Inc. fundraising initiative.

10.2 Responsible Decommissioning and Refurbishment

Genex's projects are at an early stage in their economic lives however Genex has developed early stage plans for the end-of-life phase of its projects by considering decommissioning and repowering activities. Where decommissioning is identified as a likely course of action, Genex has specific obligations with landowners to provide financial bonding at various stages of that project's life to support this cost.

This will be an area of continued focus for Genex as it expands its portfolio and its operating assets approach maturity.