

Corop Solar Farm Capacity Investment Scheme Social Licence Commitments

Social Licence Commitments – Corop Solar Farm	
Shared community benefits commitments	- During construction and operations, the project will deliver: \$6,400,000.00 million towards a Community Benefit Fund that will support key community initiatives and community investment projects.
First Nations economic participation commitments	- During development, Corop Solar Farm has committed to .0008% of the total workforce being First Nations Workers. - During construction, Corop Solar Farm has committed \$314,000.00 towards First Nations workers, training and workforce development. - During construction, Corop Solar Farm has committed to a minimum 1.7% target and a stretch target of 10% for First Nations workers (% of Total Hybrid Project Workforce). - During operations, Corop Solar Farm has committed \$2,556,000.00 towards First Nations workers, training and workforce development. - During operations, Corop Solar Farm has committed to a minimum 4.7% target and a stretch target of 20% for First Nations workers (% of Total Hybrid Project Workforce). - During operations, Corop Solar Farm has committed \$3,200,000.00 million over the life of the Project towards an Access and Benefits Agreement with the applicable Traditional Owners. Final programs and initiatives are subject to ongoing co-design with Traditional Owners.
First Nations content commitments	- During development, Corop Solar Farm has committed \$49,654.00 towards work contracted to First Nations owned businesses. - During construction, Corop Solar Farm has committed \$240,000.00 towards work contracted to First Nations owned businesses. - During operations, Corop Solar Farm has committed \$12,600,000.00 towards work contracted to First Nations owned businesses.
Commitments to local employment	- Local employment represents: 132 construction FTE, 26 operational FTE positions, totalling 1.81 million workforce hours or 54.7% of the workforce. - Underrepresented groups: 43 construction FTE, 7 operational FTE, totalling 432,140 workforce hours or 13.1% of the workforce. - Women are projected to fill: 2 development FTE, 41 construction FTE and 7 operational FTE positions, totalling 484,784 workforce hours, or 14.7% of the workforce. - Opportunities for learning workers: 1 development FTE, 33 construction FTE and 3 operational FTE positions, totalling 227,960 workforce hours or 6.9% of the workforce. - Apprenticeship roles: 10 construction apprentices and 2 operational apprentices, totalling 137,760 workforce hours, representing 4.17% of all trade positions. - Local tradespeople: 20 construction FTE, 1 operational FTE position, representing 4.17% of trade positions. - Women in skilled trades: 4 construction FTE, 2 operational FTE, totalling 133,824 workforce hours or 4.06% of trade positions.

	- Overarching apprentice target for women: 8 construction apprentice positions, 1 operational apprentice position, totalling 71,832 workforce hours, or 2.18% of the relevant workforce metric. - Trade-specific apprentice target for women: 8 construction apprentice positions, 1 operational apprentice position, totalling 71,832 workforce hours, or 2.18% of the relevant workforce metric.
Commitments related to use of local content	- During development and construction, prior to the Commercial Operation Date (COD), the project commits to sourcing 50% of total capital expenditure (CAPEX) locally, representing an investment of approximately \$280.3 million. - Following COD, during operations and maintenance, the project commits to achieving 72% local content expenditure, equating to approximately \$230.7 million in operating expenditure (OPEX). This commitment is intended to support ongoing regional economic activity, local businesses and long-term employment opportunities. - The project has committed to sourcing 100% of its steel requirements from local suppliers, representing an investment of approximately \$16.188 million.
Local supply chain investment and innovation	Corop Solar Farm has committed \$1,880.000 million to the Central North renewable energy zone (REZ) pooled developer community fund to be administered by VicGrid.

In addition to the above, Corop Solar Farm will implement the following strategies and approaches to achieve local procurement, local supply chain targets, employment and workforce targets –

- Undertake annual monitoring and evaluation of Australian industry participation in Project construction and operations.
- Engage LaTrobe University to undertake a capability-building program, creating pathways to employment via tertiary and vocational training opportunities funded by the Project, with a focus on empowering under-represented groups including First Nations, and developing the local workforce.
- Facilitate cadets and interns with an average remuneration aligned with industry benchmarks and Fair Work guidelines.
- Commit to hosting 10% of Total Hybrid Project Workforce as Learner Workers, with at least 33 Learning Workers full-time equivalents during Project construction. Sourcing of these individuals will be undertaken through the LaTrobe University schools program, using Shine Recruitment, and other means.

First Nations participation

Corop Solar Farm will implement the following strategies and approaches to achieve First Nations targets regarding economic participation and engagement –

- Subcontract all vegetation management work packages to Indigenous enterprises in Victoria. On-going co-design with local registered Aboriginal parties (RAPs) in the first instance, and their land management subsidiaries.
- Engage LaTrobe University to undertake a capability-building program creating pathways for First Nations people to access employment via tertiary and vocational training opportunities, funded the by the Project.
- Engage Shine Recruitment, where necessary, to undertake sourcing of First Nations people

into learner worker roles and higher employment.

- Facilitate pre-apprenticeship training, by committing funds to source, onboard, and host ten First-Nations pre-apprenticeships per year for 20 years, with a view to creating pathways into employment.
- Undertake annual monitoring and evaluation of First Nations industry participation in Project construction and operations.

Environmentally sustainable procurement throughout supply chain

Corop Solar Farm will undertake to implement the following strategies and approaches to promote environmentally sustainable procurement throughout the supply chain.

- Establish and implement clear sustainability expectations for all suppliers and subcontractors through contractual requirements and tender selection criteria. This shall include a preference for products and services with demonstrably lower environmental impacts and a requirement, where feasible, to utilise renewable, recycled, or locally sourced materials.
- Prioritise the engagement of suppliers who can demonstrate robust environmental management systems, established carbon reduction targets, or relevant sustainability certifications (including but not limited to ISO 14001).
- Assess the environmental performance of goods and services during procurement processes, including life-cycle environmental impacts, in addition to cost considerations. The contractor must take reasonable steps to minimise greenhouse gas emissions, waste generation, and natural resource consumption during Project construction, operations, and maintenance phases.
- Engage with suppliers at the earliest practicable opportunity to communicate the sustainability objectives of the Project, and to collaborate in identifying and implementing innovative practices and solutions that reduce environmental harm.
- Monitor and support the implementation of sustainability initiatives across the supply chain, including but not limited to the use of energy-efficient equipment, eco-friendly packaging materials, and low-emission logistics solutions.