



Hexham Wind Farm

Social and Economic Impact Assessment

Final

October 2025



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Social and Economic Impact Assessment

Final

Prepared by
Umwelt (Australia) Pty Limited

On behalf of
Wind Prospect (on behalf of Hexham Wind Farm Pty Ltd)

Project Director: Dr Sheridan Coakes
Project Manager: Tanya Martin
Report No.: 23064 / R01
Date: October 2025



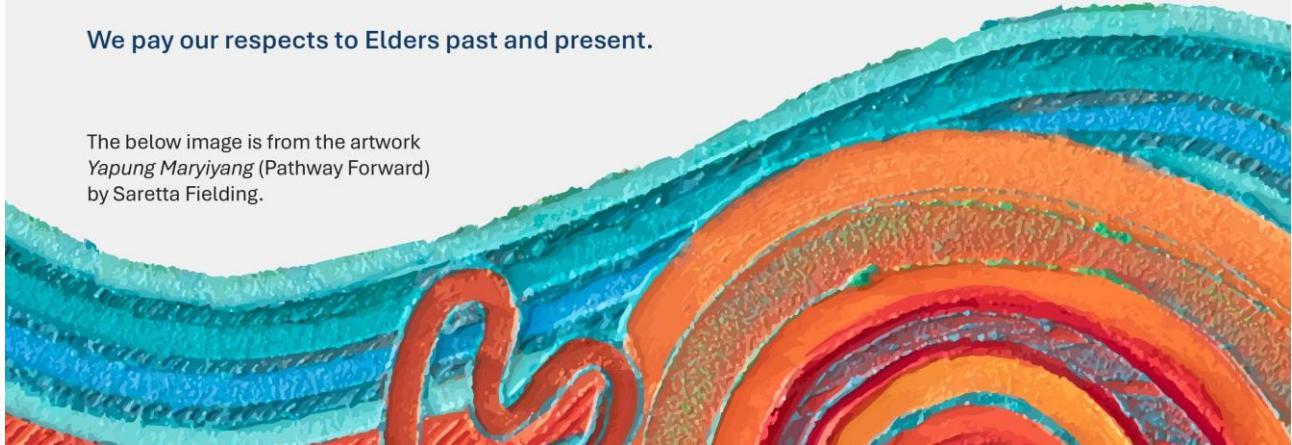
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Acknowledgement of Country

Umwelt acknowledges the Traditional Owners of Country throughout Australia and their continuing values, culture and connection to the land, waters and sky.

We pay our respects to Elders past and present.

The below image is from the artwork *Yapung Maryiyang* (Pathway Forward) by Saretta Fielding.



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Document Status

Rev No.	Reviewer Name	Date	Approved for Issue Name	Date
V1	Dr Sheridan Coakes	8/01/2025	Louisa McPhee	8/01/2025
V2	Dr Sheridan Coakes	23/01/2025	Dr Sheridan Coakes	23/01/2025
V3	Dr Sheridan Coakes	29/07/2025	Dr Sheridan Coakes	12/08/2025
V4	-	-	Dr Sheridan Coakes	10/10/2025

Executive Summary

Hexham Wind Farm Pty Ltd (the proponent) proposes to develop the Hexham Wind Farm (the Project) on approximately 16,000 hectares (ha) of farming land across 14 separate landholdings located between the townships of Hexham, Caramut and Ellerslie in Moyne Shire, Victoria.

The project is seeking to construct and operate over 25 years, up to 106 wind turbines and associated infrastructure including a battery energy storage system (BESS), an operations and maintenance (O&M) facility, comprising site offices and amenities, and supporting transmission infrastructure. Within 12 months of ceasing operation, the wind farm would be decommissioned and above ground infrastructure removed and revegetated in consultation with, and agreement of, the landowner.

Umwelt has been engaged by Wind Prospect (on behalf of Hexham Wind Farm Pty Ltd) to undertake a Social and Economic Impact Assessment (SEIA) in relation to the development of the Project. This SEIA forms part of the Project's Environment Effects Statement (EES) as designated under the *Victorian Environment Effects Act 1978* (or 'the EE Act'), and the *section 60(1)(f) of the Planning and Environment Act 1987*.

Methodology

The SEIA has been prepared in accordance with the Victorian Ministerial guidelines for the assessment of environmental effects (refer **Section 2.0**) and with consideration of best practice social impact assessment approaches, including the *International Principles for Social Impact Assessment* (Vanclay 2003) and the *Social Impact Assessment: Guidance for assessing and managing the social impacts of projects* (IAIA 2015).

The SEIA Report incorporates the following key steps:

- Definition of the social locality.
- Review of stakeholder analysis and mapping undertaken by Wind Prospect and its community engagement advisor, Premier Strategy.
- Development of a social baseline profile including compilation of community characteristics, analysis of existing social conditions and trends, including opportunities and challenges across the social locality.
- Consultation with key stakeholders to support participatory social assessment methods, and review of documented outcomes of consultation and engagement undertaken by Wind Prospect and / or Premier Strategy (as available).
- Preparation of an economic impact assessment, including consideration of high-level agricultural impacts.
- Social impact identification and evaluation including an impact significance assessment.
- Development of mitigation, enhancement and management measures to address social impacts.
- Preparation of a social impact management framework to guide the implementation of the proposed social impact management measures.

Social Baseline Summary

The social baseline provides a comprehensive overview of the existing social conditions and trends in the social locality which covers the host Local Government Area (LGA) of Moyne Shire and proximal townships within the broader region including Warrnambool, Portland, Ararat, Hamilton and the neighbouring LGAs of Southern Grampians, Glenelg Ararat, Warrnambool and Corangamite. The social baseline draws on a range of primary and secondary data sources to describe the key characteristics and existing conditions of the communities within the social locality.

The Moyne LGA includes 20–30 different communities within the Shire with considerable social and economic disparity. Despite this disparity, the locality demonstrates high levels of social cohesion and connectedness; is comprised of predominantly couples with children, lower levels of population mobility, compared with other parts of the state, and greater levels of volunteerism and community participation. The local economy is driven by agriculture, forestry and fishing, and the LGA is part of the Great South Coast Region encompassing five LGAs that attract nearly one million tourists /visitors annually.

The Moyne Shire LGA is a key area for wind farm development within the South West (Victoria) Renewable Energy Zone (REZ). If all proposed wind farms are constructed, the Shire will be host to approximately 800 wind turbines, covering over 12% of Moyne's land area, generating enough electricity to power around 75% of homes across Victoria (Moyne Shire Council website, December 2024).

Wind farm developments are occurring predominantly in two distinct geographical clusters, one in the west of the Shire near Hawkesdale, Macarthur and Woolsthorpe; and the other in the northeast (where the Hexham wind farm is proposed) surrounding Mortlake. As a result, these communities are likely to experience more significant cumulative impacts relative to other residents in the Shire. Collaboration across developers/proponents is likely to be required to appropriately address relevant cumulative impacts. Regionally, there are mixed views on wind farm developments, and there has been significant opposition in Moyne Shire LGA in recent years which has prompted the local Council to recommend that any new wind farm permits be paused until strategic land use planning is complete.

Neighbouring and proximal towns and LGAs such as Warrnambool, Portland, Ararat and Ballarat are likely to provide the majority of local employment and procurement to the Project (refer to **Appendix E** for the AES).

Outcomes of Assessment

Social impacts are rarely evenly distributed and consequently the Project will result in a number of positive and negative social impacts. Where negative impacts are identified, appropriate mitigation and management approaches will need to be put in place to address these; with enhancement of positive impacts also considered where possible.

Positive social impacts of the Project include:

- Intergenerational equity, given emphasis on renewable energy production to address the climate crisis.
- Increased financial sustainability for landholders that are hosting project infrastructure.
- Enhancement of the local economy and livelihoods due to construction workforce influx and economic project activity.

- Enhanced social outcomes for local and regional communities through targeted community benefit sharing and investment initiatives.
- Local economic development (employment, procurement and skills development) resulting in enhanced human and economic capital.

Positive quarry social impacts of the Project include:

- Increased employment and procurement opportunities, associated with the construction and operation of the quarry
- Enhanced community safety on local roads due to on-site quarry activities and reduced use of local road network

The SEIA has also identified and assessed potential negative impacts of the Project. The insights from SEIA engagement, secondary data analysis, social research, and technical studies have been used to determine the social impact in line with standard social impact significance assessment.

Impacts that are likely to be of medium to high significance are listed in **ES Table 1** and **ES Table 2**. In response to these identified impacts, a number of mitigation and management measures are proposed to manage social impacts, as well as to enhance project benefits at the local and regional level.

ES Table 1 Negative Social Impacts of Medium, High and Very High Significance

Impact Description	Significance Ranking	Residual Impacts Post Mitigation
Reduced sense of community and cohesion due to differing attitudes to renewable energy development in the social locality	Very High	Medium
Change in community composition and character due to temporary workforce influx	High	Low
Increased demand for housing/accommodation due to construction workforce influx affecting accessibility, availability and affordability.	High	Low
Decreased accessibility and increased wait time for local health services and emergency services	High	Medium
Reduced safety on local roads along transport route (non-arterial) due to light and heavy vehicle movements.	High	Medium
Increased disruption (stress and frustration) associated with increased travel times on nominated transport routes	High	Medium
Loss of biodiversity highly valued by the community e.g., protection of wildlife habitats for nesting brolgas, other birds	High	Low
Loss of trust and engagement in decision-making systems and assessment process	High	Medium
Disruption to sense of place due to changes in surroundings and visual amenity associated with the attributes and function of the landscape (industrialisation)	High	Medium
Reduced community safety due to deterioration of local roads	Medium	Low

Impact Description	Significance Ranking	Residual Impacts Post Mitigation
Increased risk to public safety due to reduced access for aerial firefighting (perceived or otherwise)	Medium	Medium
Inequitable distribution of costs and benefits associated with the Project	Medium	Low
Reduced access for agricultural aviation and agricultural production due to changes in land use (perceived or otherwise)	Medium	Low
Anxiety/ stress relating to the uncertainties associated with Project development and lifecycle	Medium	Low
Heightened levels of community outrage associated with perceived inability to inform regional and state Renewable Energy planning and decision-making processes	Medium	Low
Reduction in livelihood due to reduced property value	Medium	Low
Reduction in social amenity due to increased construction related traffic	Medium	Low
Reduction in social amenity due to increased noise, dust and vibrations	Medium	Low
Reduced mental health and wellbeing due to turbine noise (perceived or otherwise)	Medium	Low
Health and wellbeing impacts associated with shadow flicker from turbines	Medium	Low

Source: Umwelt, 2025

ES Table 2 Negative Quarry Social Impacts of High and Medium Significance

Impact Description	Significance Ranking	Residual Impacts Post Mitigation
Changes in the visual landscape, impacting resident's sense of place and experience of the local area	High	Medium
Real or perceived increase in noise, vibration and over pressure from the quarry, impacting residents' sense of place and enjoyment of their homes and neighbourhood	Medium	Low
Reduced safety along on-site quarry transport route impacting livestock and agricultural machinery movements	Medium	Low
Reduced air quality as a result of increased dust and particle matter causing potential impacts to respiratory health	Medium	Low

Source: © Umwelt, 2025

Social Impact Management Planning

A social impact management framework has been developed to guide the implementation of proposed strategies to manage key social impacts (positive and negative).

A number of commitments have been made by Hexham Wind Farm Pty Ltd prior, and in response, to outcomes of the SEIA, to reduce the impacts of the project, including design changes and management measures.

Key design changes of relevance include:

- Application of buffer zones around key townships e.g. a 4 km buffer from the Caramut township zone, and 3 km buffer from Ellerslie and Hexham township zones.
- Application of 1.5 km buffer from neighbouring dwellings to closest turbine.
- Reducing potential impacts to Brolga populations by avoided long rows of turbines.
- The windfarm layout footprint has been developed by avoiding registered Aboriginal places and minimising layout encroachment on legislated areas of Aboriginal cultural heritage sensitivity
- Incorporating turbine free buffers around confirmed or valid historical Brolga breeding wetlands
- Placement of 100 m buffers around DEECA-mapped wetlands, specific watercourses and ephemeral drainage lines
- Realignment and micro-siting of infrastructure to avoid most of the native vegetation within the development footprint (Nature Advisory, 2025).

Management strategies identified in the social impact management planning framework also include Hexham Wind Farm Pty Ltd undertaking the following:

- Application of Host and Neighbouring landholder agreements.
- Implementation of an Accommodation and Employment Strategy (prepared by Umwelt in December 2024, refer to **Appendix E**) to promote measures that maximise benefits to the local economy and business community while also considering the potential cumulative impacts associated with concurrent developments within the social locality.
- Delivering a Neighbour Benefit Sharing Program and a Community Benefit Fund to ensure that proximal residents can share in the economic benefits of the project.
- Development of a Community and Stakeholder Engagement Plan (CSEP) specific to the (post approvals) construction, operation and decommissioning phases of the project.

Affected Parties

ES Table 3 provides the description of the terms used to describe Affected Parties in the social impact evaluation tables in **Section 5.0**.

Affected Parties have been identified as those expected to experience social impacts, with some predicted impacts expected to affect multiple Parties. Certain parties may also experience multiple or compounding impacts with some impacts likely to be cumulative in nature.

ES Table 3 Affected Parties

Affected Party	Description
Host landholder	Landholders whose properties are within the Project Area.
Neighbouring landholder	Residents/landholders whose properties are adjacent to the Project Area.
Proximal landholders	Residents / landholders who reside, or own properties, within an approximate 6 km radius of the Project, particularly those more vulnerable to changes to amenity.
Local community	Residents / landholders who reside within the social locality within the townships/ localities of Hexham, Caramut, Minjah, Woolsthorpe & Ellerslie.
Bus Users	Residents / students who use public transport along the proposed Project transport route.
Local Road Users	Residents who use local roads in and surrounding the Project site along the transport route and local access roads.
Residents along the transport route	Residents who live along the transport routes from either the Port of Portland or the Port of Geelong.
Broader community	Residents within the social locality which includes the adjacent LGAs of Warrnambool, Glenelg, Southern Grampians, Ararat and Corangamite.
Local government	The host LGA to the Project being Moyne Shire Council.
Health care providers	Health care services, facilities or providers located within the social locality.
Eastern Maar community	The Eastern Maar community including the Eastern Maar Aboriginal Corporation who are the Aboriginal people of the project area.
Aboriginal Stakeholders or Traditional Owners	Aboriginal and/or Torres Strait Islander Groups/ Corporations representing community or Traditional Owners in the social locality.
Construction workforce	Workers who are involved in the construction and / or construction-related activities of the Project, whether direct or indirect employees/contractors.
Special interest groups	Existing community groups/organisations/representative bodies of special interest groups in the social locality.
Accommodation providers	Short-term commercial accommodation providers/businesses within the social locality.
Homelessness service providers	Specialists in homelessness services in the social locality which assist women, men, young people, families, Aboriginal people and those from culturally and linguistically diverse backgrounds.
Those who are homeless/At risk of homelessness	Key vulnerable groups within the population in the social locality.
Unemployed/looking for work	A cohort of the population in the social locality who are currently unemployed or looking for paid work.
Tourist/ visitors	A cohort visiting the region for pleasure and interest.
Tourism operators	Tourism operators within the social locality
Local educational and training Service Providers	Tertiary education and training providers and facilities in the social locality such as TAFEs and Universities.
Local businesses and service providers	Local businesses and suppliers in the social locality.
Emergency service volunteers/ workers	Emergency and rescue services within the social locality.

Abbreviations

Abbreviation	Definition
ABS	Australian Bureau of Statistics
ACHIA	Aboriginal Cultural Heritage Impact Assessment
AES	Accommodation and Employment Strategy
AEMO	Australian Energy Market Operator
AHURI	Australian Housing and Urban Research Institute
ANZSCO	Australian and New Zealand Standard Classification of Occupations
APRETC	Federation University TAFE – Asia Pacific Renewable Energy Training Centre
BAM	Bat and Avifauna Management
BESS	Battery Energy Storage System
CASA	Civil Aviation Safety Authority
CBF	Community Benefit Fund
CEC	Community Engagement Committee
CFA	Country Fire Association
CMA	Catchment Management Authority
CNVMP	Construction Noise and Vibration Management Plan
CRM	Collision Risk Modelling
CSEP	Community and Stakeholder Engagement Plan
CTMP	Construction Traffic Management Plan
DCCEW	Commonwealth Department of Climate Change, Energy, the Environment and Water (formerly DAWE)
DEECA	Department of Energy, Environment and Climate Action (formerly DELWP)
DELWP	Department of Environment, Land, Water and Planning (former)
DFID	The Department for International Development
DPE	Department Planning and Environment (former)
DPHI	Department Planning, Housing and Infrastructure (formerly DPE)
DTP	Department of Transport and Planning
EES	Environment Effects Statement
EMAC	Eastern Maar Aboriginal Corporation
EMF	Electromagnetic Fields
EMI	Electromagnetic Interference
EPA	Environmental Protection Authority
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
FFG Act	<i>Flora and Fauna Guarantee Act 1988</i>
FTE	Full Time Equivalent
GP	General Practitioner or family doctor
PGP	Global Power Generation Australia

Abbreviation	Definition
GW	Gigawatt
GWh	Gigawatt hours
Ha	Hectare
HADDAC	Hawkesdale and District Development Association Committee
HHIA	Historic Heritage and Impact Assessment
HMP	Heritage Management Plan
IAIA	International Association for Impact Assessment
IEO	SEIFA Index of Education and Occupation
IER	SEIFA Index Economic Resources
IRSD	Index of Relative Socio-economic Disadvantage
ISP	AEMO's Integrated System Plan
Km	Kilometre/s
Kv	Kilovolt/s
LGA	Local Government Area
LSC	Land and Soil Capability
LVIA	Landscape and Visual Impact Assessment
MCDC	Mortlake Community Development Committee
MW	Megawatts
NEM	National Electricity Market
NSW	New South Wales
NVIA	Noise and Vibration Impact Assessment
OEMP	Operational Environmental Management Plan
OMP	Operational Management Plan
O&M	Operation and Maintenance
PHIDU	Public Health Information Development Unit
RAP	Registered Aboriginal Party
REZ	Renewable Energy Zone
RoI	Radius of Investigation
SAL	Suburb and Locality
SEIFA	Socio-Economic Indexes of Area
SEIA	Social and Economic Impact Assessment
SES	State Emergency Services
'the EE Act'	the Victorian <i>Environment Effects Act 1978</i>
the Guideline	the Ministerial guidelines for assessment of environmental effects
The Project	Hexham Wind Farm project
The Proponent	Hexham Wind Farm Pty Ltd
TIA	Traffic Impact Assessment
TRG	Technical Reference Group
TWA	Temporary Workforce Accommodation

Abbreviation	Definition
Umwelt	Umwelt Environmental and Social Consultants
VIC	Victoria
VRET	Victorian Renewable Energy Target
WHO	World Health Organisation
WTE	Wedge-tailed Eagles

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1.0 Introduction

This Social and Economic Impact Report documents the process and outcomes of the Social and Economic Impact Assessment (SEIA) undertaken by Umwelt Environmental and Social Consultants (Umwelt) for the Hexham Wind Farm project (the Project). The SEIA forms part of the Project's Environment Effects Statement (EES) as designated under the Victorian *Environment Effects Act 1978* (or 'the EE Act'), and the *section 60(1)(f) of the Planning and Environment Act 1987*.

The SEIA report includes the following key components:

- **Social Baseline Profiling:** to define the baseline social locality and context in which the Project is situated.
- **Issue Scoping:** identification of social impacts relevant to the Project, as determined through stakeholder engagement.
- **Social Impact Evaluation:** evaluation of social impacts, as informed by stakeholder engagement and technical assessment.
- **Strategy Development:** identification of potential strategies to enhance positive social impacts of the Project and mitigate potential negative social impacts.

1.1 Project Overview

Hexham Wind Farm Pty Ltd (the proponent) is developing the proposed Hexham Wind Farm (the Project) in Moyne Shire, Victoria. The Project will harness strong and reliable winds to generate renewable energy through the construction and operation of up to 106 wind turbines generators and would operate for a period of at least 25 years following a two-year construction period.

The wind farm would generate approximately 2,559 gigawatt hours (GWh) of renewable electricity each year. Electricity produced by the project would be fed through underground and overhead cables to a new on-site terminal station, where it would be exported to the national electricity network via the Moorabool to Heywood 500 kilovolt (kV) transmission line.

The Project extends across approximately 16,000 hectares (ha) of private and public land located between the townships of Hexham, Caramut and Ellerslie in south-western Victoria. The main land use within the project site is agricultural (predominantly cattle and sheep grazing, along with some cropping). Much of the area has been cleared of native vegetation with remnant vegetation largely restricted to roadside reserves and along watercourses, with small, isolated areas on private land.

Around 151 kilometres (km) of new access tracks, including upgrades to around 16.7 km of existing access tracks within the project site, would be required to provide for construction and maintenance access from the public road network to each wind turbine and supporting infrastructure. These access tracks can also be used by emergency vehicles and by landowners for their farming operations. Other project infrastructure would include:

- a 200 Megawatt (MW) /800 Megawatt-hour (MWh) battery energy storage system (BESS)
- an operations and maintenance (O&M) facility, consisting of site offices and amenities

- up to 5 meteorological masts, to be in place for the life of the project
- a main temporary construction compound, consisting of office facilities, amenities and car parking. Four additional temporary construction compounds are also planned
- up to 26 temporary staging areas.

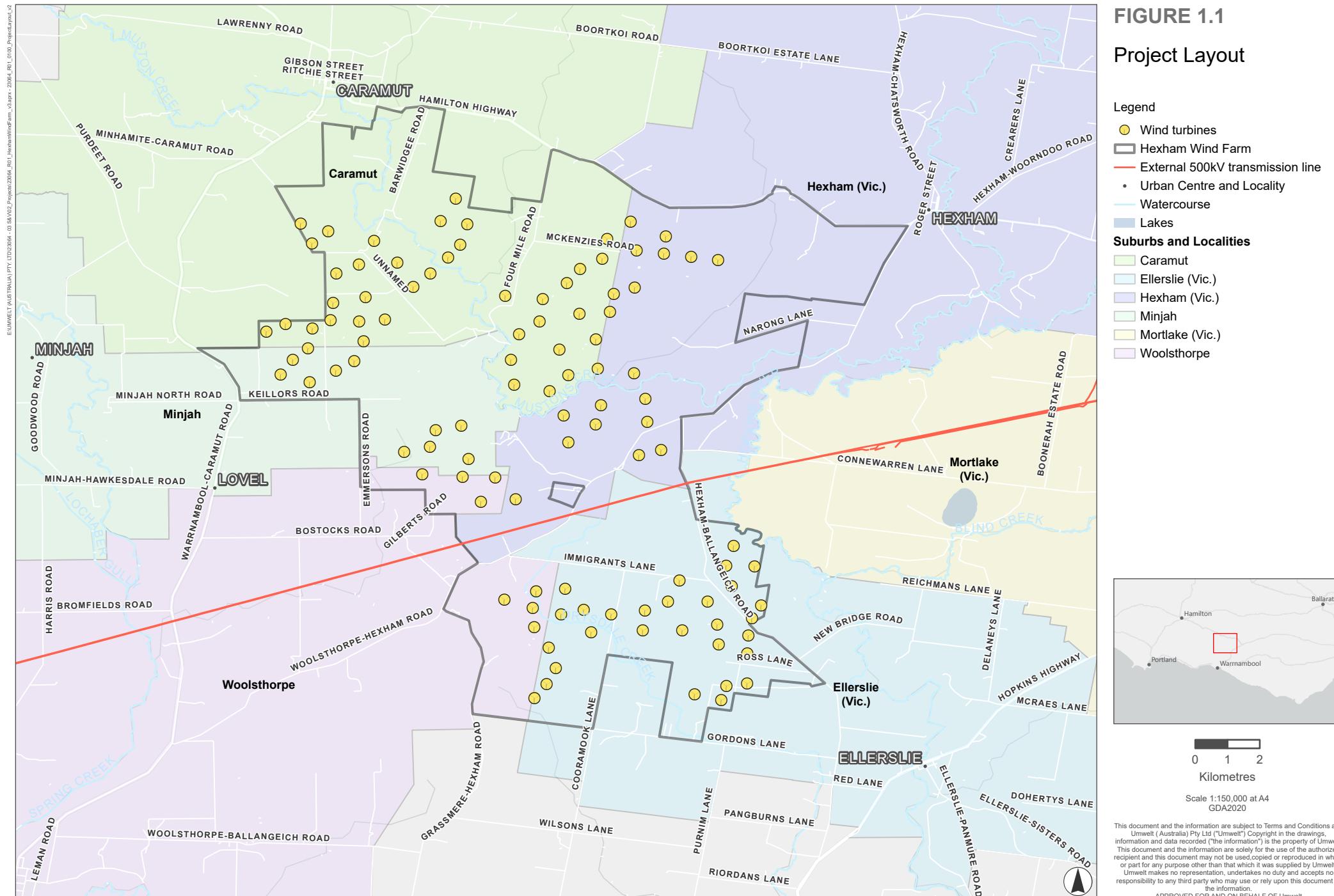
A temporary on-site quarry is being investigated for the purposes of providing aggregate materials for access tracks and hardstand areas, and to minimise traffic movements on local roads during construction. If an on-site quarry is not deemed viable, aggregate material would be supplied from one or more nearby quarries. Potential quarries that have been investigated to supply the necessary raw materials required include Mt Hexham Wind Farm Pty Ltd Feb 23 1 Shadwell Quarry, Mt Napier Quarry, Tarrone Quarry, Gillear Sand and Limestone Quarry and/or Camperdown quarries). All quarries have good access to the project site via major arterial roads. Consequently, the SEIA also considers social impacts associated with potential quarry development on the project site.

Within 12 months of wind turbines permanently ceasing to generate electricity (assuming the turbines are not repowered), the wind farm would be decommissioned. This would include removing all above ground equipment, restoration of all areas associated with the project, unless otherwise useful to the ongoing management of the land, and post-decommissioning revegetation with pasture or crop (in consultation, and as agreed with the landowner).

An overview of the Project layout is provided in **Figure 1.1**.

FIGURE 1.1

Project Layout



1.2 EES Scoping Requirements

As required by the Ministerial Guidelines for Assessment of Environment Effects, the scope of an EES is a set of matters to be investigated in relation to the Project. These matters are considered by the Minister for Planning and relevant agencies and inform the ‘scoping requirements’ which are issued for each project by the Minister.

Under Section 4.6 of the Scoping Requirements (2024): land use and socio-economic, the evaluation objective of assessing land use and infrastructure effects of the Project is “To avoid and minimise adverse effects on land use (including agricultural and residential), social fabric of the community (with regard to wellbeing and community cohesion), local infrastructure, electromagnetic interference, aviation safety and to neighbouring landowners during construction, operation and decommissioning of the project.” (Scoping Requirement 2024, p. 22).

The Scoping Requirements, as well as those requirements contained within the Reasons for Decision (2024), addressed within this assessment are outlined in **Table 1.1**.

Table 1.1 Scoping Requirements Addressed in this Assessment

Scoping Requirement	Section of Report Where Scoping Requirement is Addressed
Key Issues	
Significant disruption to existing and/or proposed land uses, with associated economic and social effects	Potential disruption to existing land uses that the Project may cause and the associated social effects are outlined in Section 4.16 .
Potential adverse economic and social effects	Potential adverse social effects of the Project are discussed in Section 4.0 and evaluated in Section 6.0 .
Existing Environment	
Describe the project area and its environs in terms of land use (existing and proposed), residences, zoning and overlays and public infrastructure that support current and strategic patterns of economic and social activity	A description of the existing land use, settlement pattern and public infrastructure is contained within Section 3.3 , particularly within Section 3.3.2 and Section 3.3.6 respectively. Section 3.2 outlines the strategic planning and regional development setting of the Project locality.
Describe the local community and social setting	Section 3.0 describes the local community and social setting where the Project is proposed using indicators outlined in Appendix D .
Characterise tourism usage of the project area and its surroundings, including national parks and reserves	Section 3.0 , under Section 3.3.5 describes the current tourism sector in the locality where the Project is proposed, with Section 3.3.2 outlining the area’s natural capital, recreational attractions, conservation areas and key environmental assets.
Likely Effects	
Identify potential impact on tourism and tourist attractions within the project area and surrounding natural reserves	Section 4.0 outlines the potential effect on the local tourism sector, particularly within Section 4.8 .

Scoping Requirement	Section of Report Where Scoping Requirement is Addressed
Effects on the socio-economic environment, at local and regional scales, including the indirect effects of construction on the capacity of local community infrastructure (Reasons for Decision, 2019)	Effects on the social-economic environment at local and regional scales is discussed and assessed within Section 4.0 and Section 6.0 . Effects on local infrastructure and services are contained within Section 4.11 , Section 4.8 , and Section 4.9 .
Cumulative effects on social values, considering other operating or approved wind farms and development in the region (Reasons for Decision, 2019)	Cumulative effects of the Project are discussed within Section 4.23 , considering the regional development context outlined within Section 3.2.4 .
Mitigation Measures	
Outline measures to minimise potential adverse effects of the project and enhance benefits to the community and local businesses	Proposed strategies to be implemented in response to the predicted social impacts associated with the Project are described in Section 6.0 as part of the social impact evaluation, with a social impact management framework presented in Section 5.2 .
Performance Objectives	
Describe proposed measures to mitigate, offset or manage social, land use and economic outcomes for communities living within the project area and its environs as well as proposed measures to enhance beneficial outcomes	Section 5.0 and Section 6.0 outline the mitigation, enhancement management measures appropriate to the social impacts identified and assessed within this report.

Source: (DTP, 2024)

2.0 Methodology

2.1 Ministerial Requirements

The Assessment methodology adopted is based on the Victorian Ministerial guidelines for assessment of environmental effects (as summarised in **Figure 2.1**). Best practice social impact assessment has been used to guide the approach adopted in this assessment, including consideration of the International Principles for Social Impact Assessment (Vanclay, 2003) and the Social Impact Assessment: Guidance for assessing and managing the social impacts of projects (IAIA, 2015).



Figure 2.1 Social Impact Assessment Methodology and Purpose

©Umwelt, 2024; Adapted from the Ministerial Guidelines

The SEIA has been prepared in accordance with the Ministerial guidelines for assessment of environmental effects (the Guideline) (DTP, 2023). The guideline outlines that:

- An EES needs to assess the social aspects including amenity (related to air quality, noise, vibration and traffic and visual changes), continuation of social and recreation activities, access to social infrastructure and community cohesion. Due to the complexity of human behaviour and perceptions, this assessment may need to assess likely scenarios for change, rather than establishing accurate predictions. An EES may therefore need to use a combination of recognised quantitative and qualitative methods to meaningfully assess potential social effects (Page 26).
- The Victorian Government's Guide to Community Engagement and Benefit Sharing in Renewable Energy Development in Victoria (DELWP, 2021) outlines the following definition of social impacts applicable to Victorian renewable energy projects:

Social impacts in the context of SEIAs include all issues associated with a renewable energy project that affect local and regional communities, both directly and indirectly in a positive or negative way. The impacts can be perceptual or physical and can be felt by individuals, families, social groups, workplaces, and other segments of the community.

The social impacts to be assessed according to the Guideline therefore include:

- potential changes to local population and demographic profile
- social structure and networks
- residential amenity and social well-being
- social vulnerability and differential effects on parts of the community
- housing and social infrastructure needs
- perceptions of aesthetic, recreational and other social values of landscape or locality
- attitudes to proposed development.

2.2 SEIA Methodology

SEIA is an approach to predicting and assessing the likely social consequences of a proposed action and developing options and opportunities to improve outcomes for people. Best practice SEIA is participatory and involves understanding impacts from the perspectives of those involved in a personal, community, social or cultural sense, to provide a complete picture of potential impacts, their context and implications (Ross, 1992).

Social impacts can be grouped according to several different social impact categories and may involve changes to people's way of life, community, accessibility, culture, health and wellbeing, surroundings, livelihoods, and decision-making systems (refer to **Figure 2.2**).



Figure 2.2 Social Impact Categories

©Umwelt, 2024; derived from DPE, 2023

While some social impacts may directly occur because of the Project, others may be indirectly caused by changes in the biophysical environment and biophysical impacts, as outlined in **Figure 2.3**. Consequently, both direct and indirect social impacts are equally valid and should be considered.

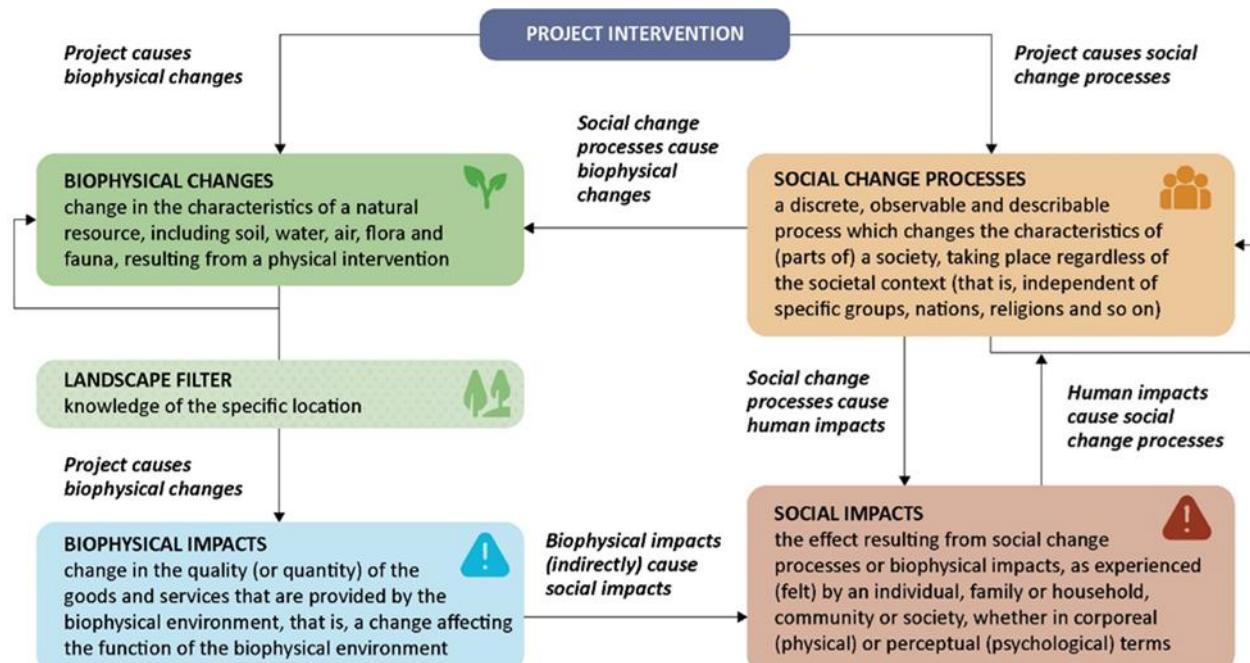


Figure 2.3 Direct and Indirect Social Impacts

Source: Umwelt, 2023, Adapted from Slootweg et al, 2013 (p.28).

Social impacts may also manifest as tangible impacts, these being impacts that may have a material outcome on the lives of individuals and communities, and more intangible impacts, such as justified fears or aspirations associated with a project:

'Social impacts may be physically observable or may manifest as rational or justified fears or aspirations; may be experienced positively and negatively by different stakeholders; and may be tangible or more tangible' (DPE, 2023).

As is the case with any type of change, some individuals or groups within the community may benefit, while others may experience negative impacts. If negative impacts are predicted, it is the role of the SEIA to determine how such impacts may be addressed effectively to reduce the degree of disruption to those affected. If positive impacts are predicted, the aim of the SEIA is to maximise these opportunities and identify how they might be further enhanced and realised.

Community and stakeholder engagement is a key component of a SEIA, to identify key social impacts from the perspectives of those likely to be most affected/interested in the Project, and to explore strategies that may be put in place to reduce negative impacts and enhance social benefits and outcomes.

Ongoing monitoring and evaluation are also key components of a SEIA process, to identify any unanticipated impacts that may arise because of the Project, and which may not have been anticipated, and to monitor social impacts, should the project proceed.

2.3 Social Impact Assessment Methods

Figure 2.4 outlines the phases involved in the SEIA for the Project with **Table 2.1** outlining the social and economic assessment methods that have been utilised to identify and evaluate social impacts relating to the Project.



Figure 2.4 SEIA Phases

Source: ©Umwelt, 2024

01 SCOPING

- Identify the extent of the Project's social locality, which includes the specific geographies and communities relevant to the SIA, which are unique to the Project and its potential impacts.
- Prepare a community and stakeholder engagement strategy that outlines recommended and requested engagement activities, materials and proposed responsibilities.
- Develop a social baseline of the locality in which the Project is located to understand the current social environment and the communities, groups and individuals potentially affected by a project. This profile is created using both primary and secondary data and is essential for identifying and predicting social impacts.
- Engage key stakeholders to validate social baseline and inform initial prediction and evaluation of likely social impacts.

02 IMPACT ASSESSMENT AND PREDICTION

- Work collaboratively with the Project team to ensure that relevant stakeholders (individuals and groups) are aware of the Project and have been provided with an opportunity to provide input.
- Undertake specific SIA engagement to identify key social impacts from the perspectives of those likely to be most affected/interested in the project, particularly any vulnerable or marginalised groups.
- Undertake an assessment of the social impact(s) of each project activity, providing an evidence base for impact significance through review of relevant literature and other technical studies.
- Identify mitigation and/or enhancement measures in collaboration with impacted stakeholders to reduce negative impacts and enhance social/community benefits and outcomes.
- Determine residual social impact rankings with consideration of likelihood and magnitude dimensions – extent, duration, severity or scale, intensity or importance and level of stakeholder concern/interest – combining stakeholder and expert perceptions of risk and impact.
- Prepare the SIA to DPHI requirements.

03 SOCIAL IMPACT MANAGEMENT

- Develop appropriate and justified responses (e.g., avoidance mitigation and enhancement measures) to social impacts utilising stakeholder input.
- Ensure key stakeholders and communities are aware of the outcomes of key technical studies, including the SIA, and how significant impacts are to be managed and enhanced; including any residual impacts post management.

Table 2.1 Social Assessment and Engagement Methods

Phase	Assessment Method	Description	Assessment Approach
Scoping	Social Locality Definition	<p>The term 'social locality' commonly used in SEIA practice refers to the geographies included within the SEIA. There is no fixed meaning or predefined geographic boundary to determining a social locality, instead, the scale of the social locality should be established on a case-by-case basis, having regard to the nature of the project, and its impacts.</p>	<p>The social locality has been defined with consideration of the:</p> <ul style="list-style-type: none"> • Project Scale and Nature: Including activities, infrastructure, and potential impacts (direct, indirect, and cumulative). • Affected Groups: Who they are, how they are affected, their characteristics, interests, values, and community interests. • Vulnerable Populations: Including low-income individuals, people with disabilities, culturally diverse communities, and others in vulnerable situations. • Built/Natural Features: Impact on features and associated intangible values like community cohesion and connection to Country. • Social Trends: Current and past trends, community resilience, and experiences with changes and natural hazards. • Project and Area History: Previous experiences with similar projects, community reactions, and traditional Aboriginal use. <p>Statistical areas from the ABS and land tenure composition are also considered.</p>
Scoping	Community Capitals Analysis	<p>Analysis of ABS Census data and other relevant social and community indicators / data sets to develop a detailed social baseline of the locality relevant to the Project, from which social impacts can be predicted.</p>	<p>A social baseline utilises primary and secondary data to understand the social environment and potentially affected communities associated with a proposed project. To evaluate community resilience and adaptive capacity, the Sustainable Livelihoods or Community Capitals Approach (DFID, 1999) has been used. This method, further developed by Coakes and Sadler (2011), assesses vulnerability and adaptive capacity of communities across human, social, natural, physical, and economic capitals using specific socio-economic indicators. Further details are provided in Figure 3.6 and Section 3.0.</p>

Phase	Assessment Method	Description	Assessment Approach
	Documentary Review and Analysis	<p>Review and analysis of secondary data including local histories, local government strategic plans and assessment studies, local media, previous project assessments, relevant social impact literature to understand community response to change and historical, existing and emerging issues and opportunities across the communities within the social locality.</p>	<p>Appendix A provides the range of sources that have been utilised in the social baseline profile to understand the socio-economic, cultural and demographic characteristics of the communities within the Project's social locality. This has included analysis of publicly available secondary datasets, including the most recent Australian Census (2021), as well as a thorough review of local media, government plans and strategies and other literature and data sets.</p>
Scoping	Stakeholder interviews to inform the SEIA	<p>Interviews with key stakeholders, and analysis of interview transcripts to develop an understanding of likely project impacts and potential management and enhancement measures (n=7)</p>	<p>Stakeholder interviews were held with identified key stakeholders to identify social and economic impacts and opportunities associated with the Project. Outcomes of engagement have been used to inform social impact evaluation and prediction.</p>
	Online Community Survey	Administration and analysis of an online community survey of residents residing across the social locality (n=52).	The survey was distributed to landowners, local businesses and service providers, government departments, local community groups, Traditional Owners, and local media to identify salient social and economic impacts relating to the Project and key community values, needs and aspirations.
	Review of previous engagement undertaken by WP and Premier Strategy	<p>Since commencement of the Project, Wind Prospect and Premier Strategy (appointed Engagement Consultant) have undertaken engagement with a range of stakeholder groups, as identified in the EES Consultation Plan (Appendix B). This engagement has occurred over the period of 2019 to 2024 and is defined in the next column.</p> <p>Umwelt was provided with the records of this engagement for consideration in the development of the SEIA.</p>	<p>Mechanisms utilised have included:</p> <ul style="list-style-type: none"> • Doorknocking of properties (n=218) within 6 km of a proposed wind turbine location during March and August 2019. Of this number, 134 landholders were engaged in a personal interview. • Public opinion surveys were distributed to all neighbouring landowners within 10 km of the project site, with 121 residents completing the survey. • Community drop in sessions – Two community info sessions were held on 9 and 10 May 2019 in Caramut and Ellerslie (total of 110 attendees), 3 sessions held across Caramut, Hexham and Ellerslie in 2020 (approximately 5 attendees), three sessions in on 1 and 2 June 2022 at Hexham, Caramut and Ellerslie (8 attendees across

Phase	Assessment Method	Description	Assessment Approach
			three venues), July 2023 (8 attendees), 3 drop in sessions in Hexham, Caramut and Ellerslie in May 2025 (23 attendees), a community pop-up at Mortlake Markets. Personal meetings – [Approx] 100 face-to-face meetings with landholders and neighbours.
Social Assessment	Accommodation Provider Survey	Survey of 50 accommodation providers from across the defined social locality. Response rate of 26% (n-13).	Survey undertaken of Accommodation Providers within a one-hour driving distance from the Project site. Providers with larger accommodation services, with the capacity to house construction workforce were prioritised.
	Accommodation Provider Interviews	10 telephone interviews undertaken with a sample of accommodation providers across the social locality.	The Accommodation Provider sample was selected based on their location (LGA of operation); drive distance from the Project; and the number of rooms. Interviews sought to gather qualitative data on availability, demand trends, challenges and opportunities, as well as capacity to house workforce.
Social Impact Evaluation	Social Impact Significance	Prediction of social impacts relating to the Project.	<p>The SIA has utilised data from various sources to assess potential social impacts of the project. Social impact significance is evaluated based on magnitude and likelihood levels. A risk-based framework prioritises impacts, integrating technical ratings and stakeholder perceptions of impact.</p> <p>The social significance matrix evaluates impact's as 'low', 'medium', 'high', or 'very high'. Mitigation and enhancement strategies are then considered to determine any residual impacts (further detailed below). Both positive and negative impacts are assessed, with adjustments for positive impacts.</p>
	Monitoring and Management	Identification of relevant social impact strategies (mitigation and enhancement) to address social impacts of moderate to high significance and consideration of how social impacts may be monitored should the Project proceed.	<p>The final stage of the SIA involves recommending strategies to mitigate negative impacts and enhance positive outcomes. Strategies may include both changes to the project design to reduce negative impacts as well as identification of relevant mitigation measures to reduce negative social impacts and/or measures to enhance positive social impacts relating to the Project.</p> <p>Where relevant, strategies identified by the community to address key social impacts have been considered.</p>

Source: ©Umwelt, 2025 (DPE, 2023; Franks & Vanclay, 2013; Coakes & Sadler, 2011; IAIA, 2015)

The significance assessment has been undertaken using the significance matrix provided in the NSW Guideline (DPE, 2023) and shown in **Table 2.2** which considers social impact magnitude and likelihood, as well as key characteristics of impact (extent, duration, intensity or scale, sensitivity or importance and level of concern or interest). The NSW Guideline is considered the best available SIA methodology in Australia and is based on international guidance. The level of perceived interest or concern in relation to each impact, has been assigned from the perspective of the affected stakeholder group, based on analysis of engagement outcomes.

The social significance matrix (refer to **Table 2.2**) is then used to determine an overall significance of social impact as ‘low’, ‘medium’, ‘high’ or ‘very high’. **Table 2.3** and **Table 2.4** contain further details regarding magnitude and likelihood classifications. Both positive and negative impacts are rated using this methodology.

Table 2.2 Social Impact Significance Matrix

Likelihood Level	Magnitude Level				
	1 Minimal	2 Minor	3 Moderate	4 Major	5 Transformational
A Almost Certain	Medium	Medium	High	Very High	Very High
B Likely	Low	Medium	High	High	Very High
C Possible	Low	Medium	Medium	High	High
D Unlikely	Low	Low	Medium	Medium	High
E Very Unlikely	Low	Low	Low	Medium	Medium

Source: (DPE,2023)

Table 2.3 Defining the Magnitude Levels for Social Impacts

Magnitude Level	Meaning
Transformational	Substantial change experienced in community wellbeing, livelihood, infrastructure, services, health, and/or heritage values; permanent displacement or addition of at least 20% of a community.
Major	Substantial deterioration/improvement to something that people value highly, either lasting for an indefinite time, or affecting many people in a widespread area.
Moderate	Noticeable deterioration/improvement to something that people value highly, either lasting for an extensive time, or affecting a group of people.
Minor	Mild deterioration/improvement, for a reasonably short time, for a small number of people who are generally adaptable and not vulnerable.
Minimal	Little noticeable change experienced by people in the locality.

Source: (DPE, 2023)

Table 2.4 Defining Likelihood Levels for Social Impacts

	Meaning
Almost Certain	Definite or almost definitely expected (e.g. has happened on similar projects)
Likely	High probability
Possible	Medium probability
Unlikely	Low probability
Very Unlikely	Improbable or remote probability

Source: (DPE, 2023)

2.3.1 Economic Impact Assessment

An economic impact assessment has been undertaken to identify the economic impacts and flow on effects related to the Project by Geographia (2025).

A calibrated regional input-output (I-O) model was used to estimate the economic impact of the project.

I-O models track the flow of expenditure within a region's economy, involving industries, households, government, and businesses. The assessment employed an augmented Flegg Location Quotient methodology to create regional input-output tables and multipliers, using local job ratios by industry. The Leontief Inverse formula was then applied to calculate Total Economic Multipliers, which represent the additional expenditure generated in other industries and households.

Modelling assumptions are outlined below:

- **Fixed Prices:** Prices remain constant during the project's construction and operation phases, a standard assumption for I-O models.
- **Discount Rate:** A 4% discount rate is applied to future cash flows, as recommended by the Victorian Department of Treasury and Finance.
- **Economic Growth:** The study area's economy and industry values are assumed to grow at 2.5% per annum, matching the historical GRP growth rate.
- **Local Economic Impacts:** Annual expenditure inputs from the project's construction and operations phases are used to determine local direct economic impacts, based on information from the Project Proponent and economic analysis.

For further details refer to **Appendix F**.

2.3.2 Agricultural Industry Impact Assessment

The economic impact assessment (completed by Geographia, refer to **Appendix F**) also included consideration of the potential impacts to the Agricultural Industry. Given the Project's size relative to the study area's economy, there is a concern that its impact will raise prices (including the cost of labour) in the region. Price increases can have a negative multiplier effect when scarce local resources from other industries are reallocated to the Project. The consequence of not factoring in this 'crowding-out' is that the net economic impact results may be overestimated.

To assess whether constant (rather than increasing) prices are a reasonable assumption or whether the Project could result in a crowding-out effect, a Vector Auto-Regressive (VAR) economic model was used to estimate the historical multiplier impacts of industry employment in Warrnambool and Southwest Victoria.

Using ABS Labour Force Industry by SA4 data, the VAR model found no flow-on negative multiplier effect from price effects in the region's Agricultural industry (detailed in **Appendix F**). Given this, the economic impact assessment notes that the modelling assumption of constant prices is a reasonable assumption.

2.4 Stakeholder Engagement

The stakeholder engagement program for the Project has informed the understanding and assessment of a range of social impacts. The program has involved the development and delivery of an EES and SIA Consultation Plan, including face-to-face meetings, in-person events, online surveys and targeted stakeholder interviews.

2.4.1 Stakeholder Identification

SIA involves the participation and collaboration of people that may have an interest in, or those that are affected by, a project. As Burdge (2004) outlines, stakeholders may be affected groups or individuals that may:

- live nearby the resource or Project
- have an interest in the proposed action or change
- use or value a resource
- are interested in the use of the resource
- may be forced to relocate as a result of the Project.

Wind Prospect has undertaken a stakeholder identification process to inform the development of the Project's EES Consultation Plan (refer to **Appendix B**). This process involved identifying stakeholders with an interest in the Project, or those that may be directly and/or indirectly affected by the Project, including any potentially vulnerable or marginalised groups. Umwelt provided some guidance on stakeholder groups and issues through a workshop with Wind Prospect and Premier Strategy.

Figure 2.5 outlines the key stakeholders identified in the Project's EES Consultation Plan.

Key stakeholders consulted or engaged during the preparation of the assessment by the Project team (including Umwelt, Premier Strategy and Wind Prospect) are italicised in **Figure 2.5**, with further detail provided in **Section 2.3.2**. Roles and responsibilities for engagement are further outlined in **Section 2.4.3**.

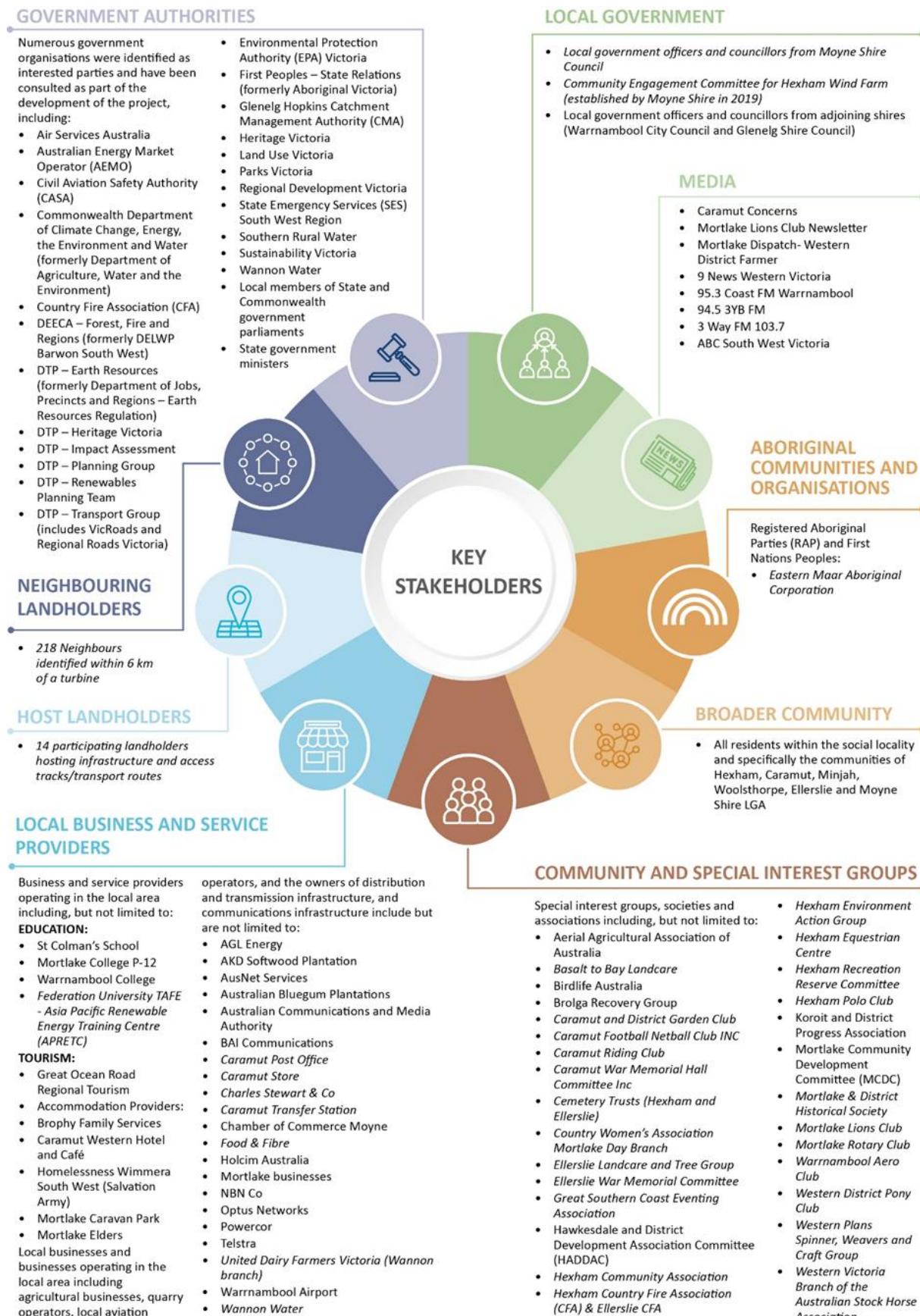


Figure 2.5 List of Identified Key Stakeholders

Source: (Umwelt, 2024; Premier Strategy, 2024; Wind Prospect; 2024)

2.4.2 Engagement Activities and Mechanisms

Engagement activities undertaken to inform the SEIA have focused on:

- providing information on the Project and planning process (inform)
- building an understanding of the social context within which the Project is being proposed (inform/involve)
- identifying the social impacts of the proposed Project (involve)
- gathering community feedback on potential management measures to address social impacts (involve).

Table 2.2 outlines the information provision and engagement mechanisms that have been utilised to inform and involve key stakeholders in the Project.

As outlined in **Section 2.3** responsibility for engagement activities has been divided between Wind Prospect and Premier Strategy (community and key stakeholder consultation and engagement), with Umwelt undertaking targeted stakeholder interviews for the purpose of informing the SEIA.

Engagement has been undertaken across two rounds as outlined in **Table 2.3**.

Table 2.5 Engagement Mechanisms by Stakeholder Group

STAKEHOLDER	COMMITTEES/ GROUPS*	BRIEFINGS*	MEETINGS**	NEWSLETTERS*	WEBSITE*	TELEPHONE**	SITE TOURS *	DWELLING VISITS/ DOOR KNOCKS*	ONE ON ONE DISCUSSIONS*	INFORMATION SESSIONS*	COMMUNITY SURVEYS	STAKEHOLDER INTERVIEWS**	MEDIA RELEASES*
HOST LANDHOLDERS													
NEIGHBOURS													
TRADITIONAL OWNERS	TRG												
BROADER COMMUNITY													
LOCAL GOVERNMENT													
LOCAL BUSINESS													
LOCAL SERVICE PROVIDERS													
COMMUNITY & ENVIRONMENTAL GROUPS													
COMMUNITY ADVISORY COMMITTEE	CEC												
GOVERNMENT BODIES	TRG (STATE)												
AUTHORITIES	TRG						TRG						

*Indicates whether mechanisms were led by Premier Strategy or Wind Prospect

** Indicates whether mechanisms were led by Umwelt, Premier Strategy and/or Wind Prospect

Source: (Umwelt, 2024; Premier Strategy, 2023; Premier Strategy; 2024)

Table 2.6 Engagement Program

Round	Mechanism	Timing	Purpose	Stakeholders Consulted	Response Rates	Responsibility
1	Perception survey	2019	To build an understanding of the community's acceptance of the Project, views on renewable energy, perceived benefits and concerns relating to the Project, community benefits fund (CBF) suggestions for a community benefit fund, and what people would like to be consulted on going forward. See Appendix G .	Distributed to all neighbouring landholders within 10 km of the Project (via door knock, information sessions, mailouts, face-to-face meetings, and Project website)	<p>As of 2023, 121 public opinion survey responses had been received.</p> <ul style="list-style-type: none"> 76 (62.8%) responses were supportive of the project. 20 (16.5%) responses indicated that after viewing the information provided, they were either neutral, undecided or required further information regarding the project. 25 (20.7%) responses were against the project. 	Wind Prospect
	CEC meetings	2019–2024	The Moyne Shire established a Community Engagement Committee (CEC) for the project to provide a forum for consultation and information sharing about the project between Wind Prospect and the local community.	The CEC comprises one Moyne Shire councillor, six members of the local community and two Wind Prospect staff members.	Sixteen meetings were held between 2019 – September 2024.	Wind Prospect
	TRG meetings	2023–2024	DTP has convened a Technical Reference Group (TRG) to advise Wind Prospect and the Department on the scoping and adequacy of the EES studies during the	The TRG members are drawn from government agencies, local government and regional authorities.	Nine meetings were held between November 2022 – December 2024	Wind Prospect/ DTP

Round	Mechanism	Timing	Purpose	Stakeholders Consulted	Response Rates	Responsibility	
			<p>preparation of the EES, as well as coordination with statutory approval processes.</p> <p>One-on-one meetings, newsletters, emails and phone conversations and community drop-in sessions.</p> <p>Full list available in Appendix B.</p>	<ul style="list-style-type: none"> Project introductions and to keep stakeholder informed on project updates. Developing an understanding of landowner and neighbour perceptions to inform Project layout, and to inform flora and fauna assessment. 	<p>Moyne Shire Council, Landowners, Neighbours, Businesses, Community groups, Authorities, State Government, Indigenous groups, residents within the Shire of Moyne. Full list of stakeholders available in Appendix B.</p>	<p>Approximately 100 face-to-face meetings have been held with involved landowners and neighbours.</p> <p>40 interviews conducted with landowners within the project area and neighbouring landowners to inform the flora and fauna assessment.</p> <p>Six project newsletters have been issued.</p> <p>Two rounds of door knocking in March and August 2019 to include all neighbouring dwellings within 6 km of the proposed project area. 218 households were visited.</p> <p>Two initial community information sessions were held in May 2019. 110 people attended. Information sessions were also held in 2019 and 2020. Three information sessions were held on 1 June and 2 June 2022. Three sessions were held on 18 May and 19 May 2025.</p>	<p>Wordwiz, Premier Strategy and Wind Prospect</p>

Round	Mechanism	Timing	Purpose	Stakeholders Consulted	Response Rates	Responsibility
					Drop-in sessions were held in Hexham, Ellerslie and Caramut on 20 and 21 July 2023	Wind Prospect
					Pop up at Mortlake Markets on 18 May 2025.	
2	Quarry Notification	2025	<ul style="list-style-type: none"> Provide an update on the Project and further information in relation to the temporary onsite quarry. 	Host and neighbouring landholders within 3 km of the proposed on-site quarry	10 dwellings within 3 kilometres of the proposed on-site quarry were sent the Quarry Notification in May 2025	Umwelt
	SEIA Stakeholder Interviews	between June to July 2023	To inform the SEIA	Moyne Shire Council, Great Ocean Road Tourism, Federation University TAFE – Asia Pacific Renewable Energy Training Centre (APRETC), Food and Fibre, Brophy Family Services, Homelessness Wimmera South West, Hexham Recreation Committee.	Seven interviews ¹ were conducted	
	SEIA Online Community Survey	June to July 2023	To inform the SEIA	Landholders, businesses, Moyne Shire Council Staff, State and Federal electoral staff, community groups and Traditional Owner groups.	468 hard copies distributed 230 emailed A total of 52 people responded to the SEIA survey	Umwelt

¹ One interview with each identified stakeholder

Round	Mechanism	Timing	Purpose	Stakeholders Consulted	Response Rates	Responsibility
	SEIA Stakeholder Interviews (follow-up)	December 2024	Follow-up meetings with consulted stakeholders to understand if their positions, perspectives, key challenges or opportunities have changed in the past 18 months since the earlier engagement.	Moyne Shire Council, Federation University TAFE – Asia Pacific Renewable Energy Training Centre (APRETC), Food and Fibre, United Dairy Farmers (Wannon), Hexham Recreation Reserve	Five meetings ¹ were conducted	Umwelt
	SEIA Quarry Interviews	July 2025	Interviews with the host and neighbouring landholders within 3 km of the proposed on-site quarry to understand if their positions, perspectives, key impacts or opportunities.	Host and neighbouring landholders within 3 km of the proposed on-site quarry	Nine Landholders were contacted up to three times with five interviews conducted.	Umwelt

Source: (Umwelt, 2023; Umwelt, 2025; Premier Strategy, 2023; Premier Strategy; 2024)

A total of 52 people responded to the SEIA survey, refer to **Table 2.4** for further demographic details. The majority of survey participants (75%) lived within the host LGA of Moyne, with the most common towns of residence being Caramut (10 participants), Ellerslie (10 participants) and Hexham (8 participants). Additionally, 36 participants were located within 6 km of the Project. Most survey participants (71%) were a member of one or more community group(s), with the most common being the CFA /Fire brigade (35% of survey participants).

Table 2.7 Demographics of Survey Participants

Indicator	Tally	Proportion of Survey Participants
Age		
18–34	1	2%
35–49	6	12%
50–64	19	37%
65 +	20	38%
Prefer not to say	6	-
Gender		
Female	18	35%
Male	29	56%
Prefer not to say	4	-
Housing		
Homeowner	46	88%
Renter	2	4%
Prefer not to say	3	-
Location		
Live within Moyne LGA	39	75%
Work within Moyne LGA	33	63%
Do not live nor work within Moyne LGA	6	12%

Source: (Umwelt, 2024)

Outcomes from engagement activities have been reviewed and analysed to understand the range of community views, concerns, interests, and feedback on the Project and to inform the evaluation of social impacts as outlined in **Section 3.4**.

2.4.3 Engagement Roles and Responsibilities

Wind Prospect engaged Premier Strategy to support in delivering stakeholder engagement and consultation outlined in the EES Consultation Plan (**Appendix B**). The roles and responsibilities of the relevant parties are outlined below.

Wordwiz (2019–2022) and Premier Strategy (2022 onwards):

- Delivering agency consultation, including consultation with government departments, relevant Traditional Owner Corporations, management authorities and emergency services providers to provide EES phase updates.
- Facilitating engagement with project neighbours through doorknocking, public opinions survey, information sessions, face-to-face meetings, direct mail-outs, newsletters (from 2022 onwards).
- Maintaining the Project website and providing electronic mail to ensure the broader community and referral agencies were aware of the Project.
- Hosting a windfarm tour.
- Responding to inquiries from phone calls, letters and emails.
- Managing a stakeholder database.
- Informing relevant stakeholders of the outcomes of technical studies.

Wind Prospect:

- Early engagement with the local community including face-to-face and information sessions in 2019 and 2020.
- Attending Community Engagement Committee (CEC) meetings. The CEC was established by the Moyne Shire in 2019 and meets on a quarterly basis. Wind Prospect also developed a perceptions survey, sent to neighbours in 2019.

Umwelt:

- Targeted SEIA interviews with key representatives from local government, regional tourism, education providers, accommodation and service providers, development committees and community groups to understand significant Project impacts.
- Targeted SEIA quarry interviews with neighbouring landholders within 3 km of the proposed on-site quarry.
- Design and delivery of an online SEIA survey instrument for the broader community to provide feedback and to evaluate Project opportunities and challenges.

2.4.3.1 Assessment Assumptions and Limitations

The following assessment assumptions and limitations are noted:

- The views of the community represented throughout the report are based on the sample of community members and stakeholders consulted as outlined above, and do not represent the views of all community members.

- The SEIA has been informed by information collected from secondary data sources and community consultation. It is assumed that secondary data sources contain valid, representative data and have not been misconstrued.
- Umwelt were not involved in consultation with all stakeholders (as outlined in **Section 2.3**) with Wind Prospect and Premier Strategy and/or Wordwiz undertaking the majority of engagement activities. Consequently, Umwelt has relied on engagement records collated and maintained by Wind Prospect and Premier Strategy. Umwelt notes there is limited documentation of stakeholder and community feedback in 2020 and 2022, therefore the assessment relies on high level information gathered through engagement undertaken by Wind Prospect and / or Premier Strategy in 2019 and 2023.
- Engagement with EMAC has occurred as outlined in the Biocultural Values Consultation report (Umwelt, 2025). Though this engagement was focussed on Aboriginal cultural heritage and biocultural impacts and mitigations.
- The most recent engagement has been primarily managed by Wind Prospect. This limitation may affect the comprehensiveness and accuracy of the findings, as key stakeholder input and feedback from this round of engagement have not been incorporated.
- The SEIA report defines the ‘broader community’ as all residents within the social locality which includes the adjacent LGAs of Warrnambool, Glenelg, Southern Grampians, Ararat and Corangamite (refer to **Section 3.1** which outlines how the social locality has been defined). This represents a wider catchment than the defined broader community referenced in the EES Consultation Plan and EES Consultation Chapter, which is more focused on the Moyne Shire.
- Residents in the adjacent Shires have had limited opportunities through the EES Consultation to date to learn about the Project and provide their feedback. However, the social impact evaluation (refer to **Section 5.0**) and the Accommodation and Employment Strategy (AES) captures the potential social impacts on these residents and provides mitigation measures, including through ongoing engagement strategies.

3.0 Social Baseline

The social baseline has been developed and is based on the definition of the Project's social locality. The social baseline profile provides information on the existing social environment, conditions and trends from which potential social impacts may arise and importantly provides a foundation from which social and economic impacts can be predicted.

3.1 Social Locality

As outlined in **Table 2.1** in **Section 2.2**, the social locality for the Project has been defined with consideration of the scale and nature of the Project; who may be affected by the Project and how they may be affected, including consideration of any vulnerable or marginalised people that may be affected by the Project; built or natural features on or near the Project that could be affected, and the intangible values that people may associate with these features; relevant social, cultural, demographic trends or social change processes occurring now or in the past near the project site and in the broader region; and the history of the proposed Project and the area.

In defining the social locality for Project, statistical areas prescribed by the Australian Bureau of Statistics (ABS), as well as the land tenure composition of properties in or nearby the Project Site have also been considered.

Table 3.1 provides a justification for the locality definition with **Figure 3.1** and **Figure 3.2** illustrating the extent of the social locality and relevant attributes.

FIGURE 3.1
Social Locality
Legend

- Hexham Wind Farm
- Dwellings
- Hospital
- Airport
- Residents within 5km of a turbine
- Residents within 6km of a turbine
- 100km Site Buffer
- National Park
- Lakes
- LGA
- Solar Farm Approved
- Wind Farm Operating
- Wind Farm Approved
- External 500kV transmission line

Primary Transport Routes

- Port of Geelong
- Port of Portland
- Transport Route 6km from the turbines

Suburbs and Localities

- Caramut
- Ellerslie (Vic.)
- Hamilton (Vic.)
- Hexham (Vic.)
- Koroit
- Minjah
- Mortlake (Vic.)
- Port Fairy
- Terang
- Warrnambool
- Woolsthorpe

Renewable Energy Zones - REZ

- V4 South West Victoria



Scale 1:520,000 at A4
GDA2020 MGA Zone 54

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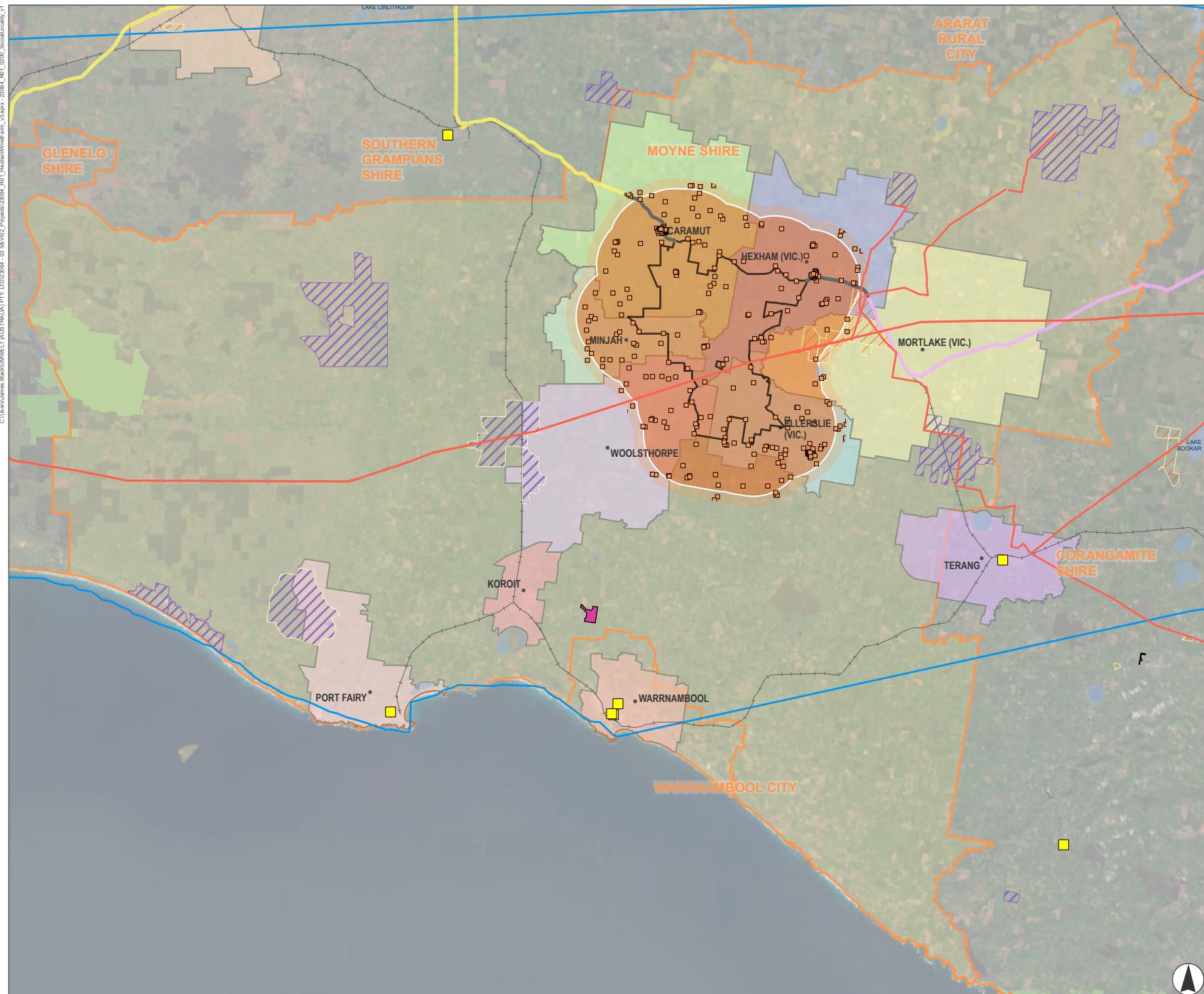


FIGURE 3.2

Social Locality: Local

Legend

- Wind turbines
- Hexham Wind Farm
- Urban Centre and Locality
- Dwellings
- Residents within 5km of a turbine
- Residents within 6km of a turbine
- Wind Farm Operating
- Wind Farm Approved
- Solar Farm Approved
- External 500kV transmission line
- HXM Radio Routes
- Watercourse
- Lakes

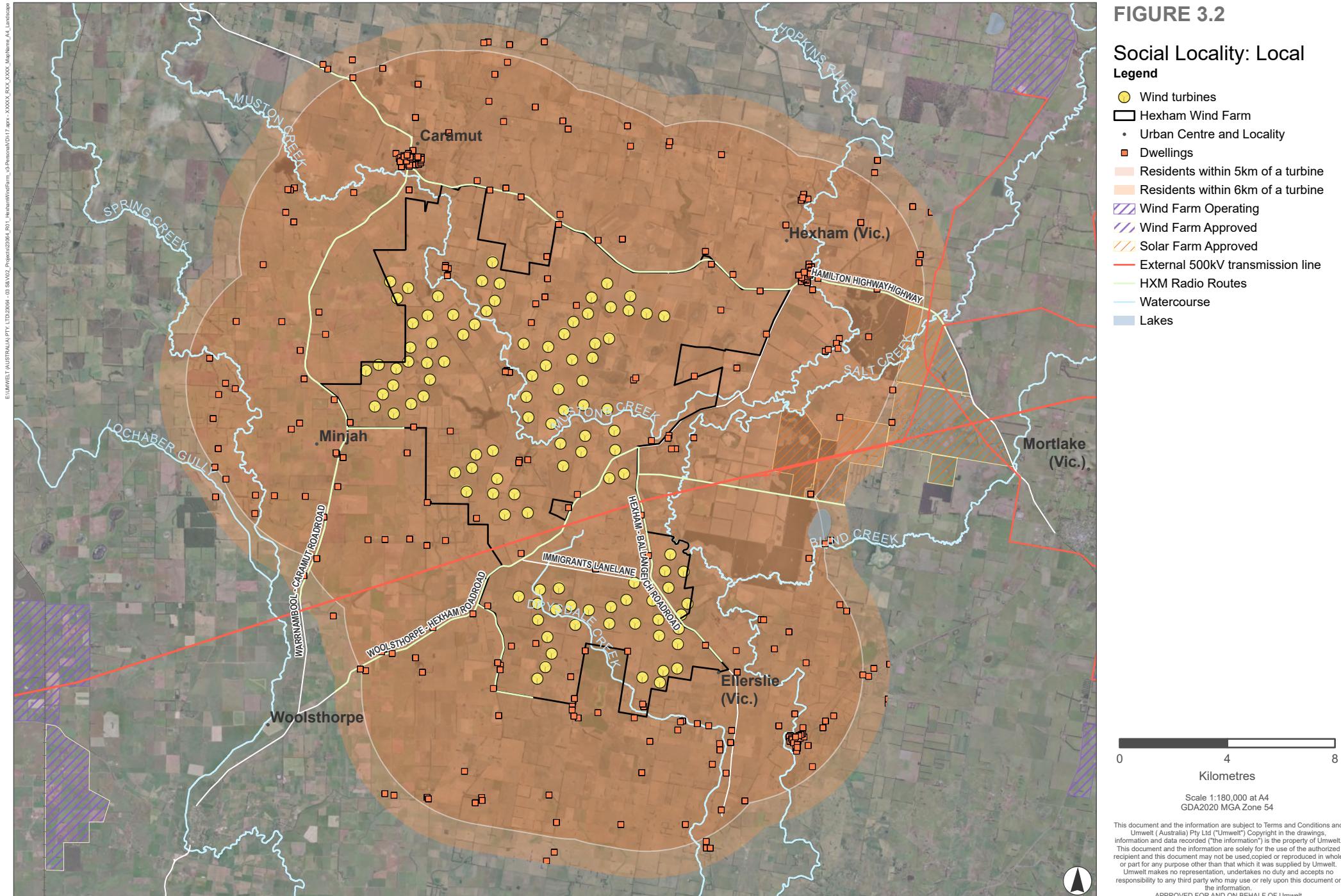


Table 3.1 Social Locality and Justifications

Settlement Aspect	Township / Locality / Community & Population ²	Reason for Inclusion
Host Landholders	14 landowners with project infrastructure to be located on their land.	<p>Host landholders are those that have agreed to house Project infrastructure including turbines, BESS, and access routes relevant to the Project. While these host landholders may experience impacts of the project, they have agreements in place with the proponent that afford access and use of their land for Project purposes.</p> <p>The context and impact for these households will be assessed qualitatively rather than drawing on statistical data due to the small number of impacted households.</p>
Proximal Neighbours	Residents within 6 km of a turbine associated with the Project.	<p>There are 218 stakeholders (households) within 6 km of a turbine who are most likely to experience impacts associated with construction and operations generated by the Project.</p>
Surrounding Locality Residents	Hexham 130 Caramut 256 Minjah 65 Woolsthorpe 264 Ellerslie 157	<p>Residents of surrounding localities will likely experience direct project impacts, with these areas. Localities are considered to understand local community attributes and potential effects.</p> <p>It is noted that the Project intersects or is proximally located to the following Suburbs and Localities (SALs), all of which recorded comparably small populations at the time of the 2021 Census (<300 persons), and as such, have been statistically represented in aggregate form at the LGA level for accuracy in reporting purposes. Notwithstanding, these localities are considered of high importance to the Project and are included as key areas in the Project's social locality.</p> <p>Insights into the characteristics of landholders most impacted by the project will be assessed qualitatively, rather than using statistical data, due to small populations and confidentiality adjustments assumed by the ABS.</p>
Indigenous Communities	Eastern Maar Peoples	<p>As identified in Section 3.3.3 there is a high proportion of Aboriginal and/or Torres Strait Islander people within the social locality.</p> <p>Traditional owners of the land and other Aboriginal people who value and have connection to land may have concerns relating to cultural heritage and sites of significance within or surrounding the Project Area.</p>

² Total population from 2021 ABS Census

Settlement Aspect	Township / Locality / Community & Population ²	Reason for Inclusion
Local Transport/ Access Routes	Hamilton Highway Hamilton Lane Woolsthorpe-Hexham Road Hexham-Ballangeich Road Immigrants Lane Gordons Lane Keillor Road Warrnambool-Caramut Road	These roads are expected to increase in traffic as a result of construction activities associated with the Project.
Major Transport Routes	Port of Portland preferred Route <ul style="list-style-type: none"> Henty Highway / New Street, Portland Princes Highway / Henty Highway, Portland Henty Highway / Mt Baimbridge Road, Hamilton Mt Baimbridge Road / Coleraine, Hamilton Coleraine Road / Henty Highway, Hamilton Scott Street / Dunkeld-Cavendish Road, Cavendish Dunkeld-Cavendish Road / Penhurst-Dunkeld Road / Glenelg Highway, Dunkeld Penhurst-Dunkeld Road / Hamilton Highway, Penshurst Warrnambool-Caramut Road / Hamilton Highway, Caramut 	Residents along the transport route may experience higher traffic volumes, leading to congestion and longer travel times. The presence of heavy vehicles on school bus routes could also raise safety concerns for children and other road users. The Traffic Impact Assessment (TIA) outlines that indicative Project transport routes extend from the Port of Portland and Port of Geelong to the Project site.

Settlement Aspect	Township / Locality / Community & Population ²	Reason for Inclusion
	<p>Port of Portland – Secondary Route</p> <ul style="list-style-type: none"> • Henty Highway / New Street, Portland • Princes Highway / Henty Highway, Portland • Princes Highway / Penshurst-Port Fairy Road, Killarney • Penshurst-Port Fairy Road / Woolsthorpe-Heywood Road • Woolsthorpe-Heywood Road / Warrnambool-Caramut Road <p>Port of Geelong Route</p> <ul style="list-style-type: none"> • Princes Highway/ Geelong Ring Road onramp, Waurn Ponds • Geelong Ring Road/ Hamilton Highway, Fyansford • Hamilton Highway/ Connewarren Lande, Mortlake 	
Host Local Government Area	Moyn Shire: 17,372	Moyn LGA is the LGA in which the Project site is located. The LGA forms a large portion of the South West REZ and is considered a major growth area for wind energy in the State. The region's key industries include agriculture, forestry and fishing, tourism and manufacturing. Most of the population is dispersed amongst 20–30 different communities in the shire with considerable disparity between communities.
Geographically adjacent rural centres	<p>Mortlake 15 min/ 1,477 Koroit 26 min/ 2,184 Terang 25 min/ 2,254 Port Fairy 42 min/ 3,742</p>	<p>These settlements are included due to their physical proximity to the Project which indicates that they may be most likely to provide services to support the Project. The SEIA refers to SALs where fine-grain analysis of locality-level economic or social context is relevant. This usually relates to provision of local services and labour force.</p> <p><i>Mortlake</i> is one of the main inland towns in the local area and is a 10-minute drive from the Project. Mortlake has a small number of accommodation options, recreation facilities and retail establishments which could be used by an incoming project workforce.</p>

Settlement Aspect	Township / Locality / Community & Population ²	Reason for Inclusion
		<p>Koroit is a small rural settlement located approximately 30-minute drive from the Project site and is Moyne Shire's second largest town. Several commercial, manufacturing and community infrastructure in Koroit have undergone upgrades/expansion.</p> <p><i>Terang</i> is a rural town in Corangamite LGA located 25 min from the Project. The town has various recreational facilities, key services such as aged care facilities, rail and bus services and a P-12 school.</p> <p><i>Port Fairy</i> is a popular holiday destination located in the Moyne LGA and approximately 45-minute drive from the Project site. Port Fairy has a working port managed by Moyne Council and used by commercial fishers and recreational boaters and anglers (Moyne Shire, 2023). Port Fairy provides a wide range of retail, medical, hospitality, professional and cultural services. There are also a number of patrolled beaches, parks, Moyne River, sporting clubs and bike trails to provide recreational activity.</p> <p>Port Fairy was a popular base for workers during the construction of the Macarthur Wind Farm.</p>
Regional Centres (within 90-minute drive) (SAL)	Warrnambool 30 min/31,308 Portland 1 hr 16 min/10,016 Ararat 1 hr 5 min/ 8,500 Hamilton 57 min/10,346	<p>These larger major townships are likely to have capacity to support accommodation and service needs of the Project. These SALs will be analysis within the LGA data unless fine-grain analysis is relevant. Portland has a deep-water seaport between Adelaide and Melbourne making it a key centre for the sea transport of goods to the area.</p> <p><i>Warrnambool City</i>, located 30 min south of the Project, is a growing regional centre and provides larger-scale retail, education, professional, community and health services (Warrnambool City Council, 2023). The City is the eighth-largest city in Victoria in terms of population and its diverse housing stock, services and amenities is attracting a range of new residents.</p> <p>Services available in <i>Portland</i> include the Port, freight services, a number of accommodation options, primary and tertiary health care, public and private education providers, and medium scale retail providers. Portland Airport is a major gateway and transport link in southwest Victoria connecting both the domestic business and leisure travel markets to some of Australia's major capital cities.</p>

Settlement Aspect	Township / Locality / Community & Population ²	Reason for Inclusion
		<p><i>Ararat</i>, a key regional service centre in Victoria's mid-west, offers a variety of essential services. These include healthcare facilities, educational institutions, and reliable transport options. The town also boasts community facilities such as sports centres and support services, alongside local government administrative services and programs. These amenities contribute to a well-rounded and supportive community environment.</p> <p><i>Hamilton</i>, a regional service hub in Victoria, offers a variety of essential services. These include healthcare facilities, educational institutions, and reliable transport options. The town also provides community amenities such as sports centres and support services, along with local government administrative services and programs. These resources contribute to a supportive and well-equipped community environment.</p>
Neighbouring and Proximal Local Government Areas (LGAs)	<p>Neighbouring LGAs:</p> <p>Warrnambool 35,406</p> <p>Glenelg: 20,152</p> <p>Southern Grampians: 16, 588</p> <p>Ararat: 11,880</p> <p>Corangamite: 16,115</p>	<p>The neighbouring LGAs surrounding Moyne LGA are likely to provide employment, accommodation and services to the Project and therefore the SEIA outlines the high level social and economic context as relevant throughout the report.</p> <p><i>Warrnambool LGA</i> is located south of the Project and is a key regional LGA in the Great South Coast. It is considered the most liveable city in the State as well as the most productive farming region. The LGA has various education facilities including TAFE and Deakin University as well as a Base Hospital and rail services.</p> <p>Warrnambool is connected to the Project via the Principal Freight Network of Hopkins and Hamilton Highways, with links to Geelong and Melbourne via road and rail. A number of freight and logistics businesses are based in Warrnambool as it is considered a regional intermodal hub by Freight Victoria linking transport solutions in the region.</p> <p><i>Glenelg LGA</i> is located west of the Project. The LGA is located around a deep-water port with Portland being a major township and home to one of only two aluminium smelters in Victoria. The Shire's economy is based around service industries, timber production, grazing and manufacturing. Glenelg Shire is served by the Glenelg Highway, the Henty Highway, the Princes Highway, the Port of Portland and Portland Airport.</p> <p>The <i>Southern Grampians Shire</i> is located west of the Project. The LGA is a predominately rural area with the main township being Hamilton. Much of the rural landscape is used for agriculture and sheep grazing, with some mining. Southern Grampians Shire is served by the Glenelg Highway, the Hamilton Highway and the Henty Highway.</p>

Settlement Aspect	Township / Locality / Community & Population ²	Reason for Inclusion
		The LGA of Ararat is located north west of the Project. Ararat sits at an important road junction with the Pyrenees Highway which connects north western Victoria with the Port of Portland in the south. The township of Ararat is a major regional service centre in Victoria's mid-west and is supported by a number of small rural townships. The region is connected through passenger and rail freight to Ballarat, Melbourne, Adelaide and the Port of Portland in the south.
	Proximal: Ballarat 1hr 30 min/ 113, 763	<i>Ballarat</i> is located east of the Project and is considered the State third most populous city and therefore is likely to provide high-order services and employment to the Project. Though not directly neighbouring the Project Ballarat is Victoria's largest inland city and is a major manufacturing, health, retail and education centre, and the principal service centre for the eastern part of the Grampians Central Highlands Region. Ballarat has about 9,156 businesses and a workforce of approximately 57,045 people.
Proximal projects with the capacity to generate cumulative impacts	Mount Fyans Wind Farm Darlington Wind Farm Woolsthorpe Wind Farm Swansons Lane Wind Farm	These projects are proposed or approved and not yet constructed are included as they are likely to generate cumulative impacts by exacerbating or enhancing the impact of the Project. For further details refer to Section 3.2.2 .
Transmission Line	Moorabool-Heywood	The Project will connect to the existing transmission line.
Renewable Energy Zone	South West REZ	The South West REZ in Vic has been identified by the State Government as areas which not only have abundant renewable energy resources, such as wind and sun, but are also appropriate for development from a land use and environmental perspective.
Natural Attributes	Budj Bim Cultural Landscape Lake Bolac	These natural attributes are understood to hold significant value to the local and regional community and contribute to people's and the community's local identity.

Source: ©Umwelt, 2024 (ABS, 2021)

3.2 Development Context

This section draws on several data sources to build an understanding of the development context within the region, and the social locality relevant to the Project, including an assessment of likely cumulative impacts that may be experienced given additional development in the locality.

3.2.1 Energy Policy in Victoria

Australia's commitment at the international level to the Paris Climate Accord, public expectations, and rapidly decreasing energy prices from renewable sources, has influenced the growth of, and investment in, the renewable energy sector across the country. The Victorian Government's current energy security policy and approach to a clean energy transition is being delivered through the strategic development of the renewable energy sector, as outlined in the Victorian Government's plan 'Cheaper, Cleaner, Renewable: Our Plan for Victoria's Electricity Future' (DEECA, 2024).

The Plan aligns with the Victorian Renewable Energy Target (VRET) of 95% renewable energy generation by 2035. The key actions for meeting this target and delivering the future electricity system, as outlined in the Plan, include:

- Enabling the renewables big build
- Empowering households and businesses to lower energy bills
- Managing the transition away from fossil fuels
- Creating jobs, skills and supply chains.

As part of 'enabling the renewables big build', in 2020 the Australian Energy Market Operator's (AEMO) Integrated System Plan (ISP) identified six Victorian REZs that the Victorian Government committed to develop, these being the Central North, Gippsland, Murray River, Ovens Murray, South West and Western Victoria (DELWP 2021). The Hexham Wind Farm Project is located within the South West REZ. The 2025 Draft Victorian Transmission Plan was released in May 2025 for public consultation. Seven proposed onshore renewable energy zones (REZs) have been identified in the plan and were chosen for their suitability to host renewable energy projects, taking into account feedback from communities, landholders, Traditional Owners, the quality of wind and solar resources, existing land uses and how projects can connect to the grid. The Project lies within the draft proposed South West REZ (VicGrid, 2025).

Key policies and strategies relevant to the Project include:

- Victorian Climate Change Act 2017
- Victoria's Climate Change Strategy
- Victorian Renewable Energy Targets (VRET)
- Development of Wind Energy Facilities in Victoria
- Renewable Energy Roadmap
- Renewable Energy Action Plan.

For further details on Victoria's energy policies refer to **Appendix C**.

3.2.2 Barwon South West Region

The 2019 Roadmap outlines a strategic vision for transitioning the Barwon South West region of Victoria to a renewable energy future. Developed through extensive community consultation, it highlights the region's strong potential in wind, solar, bioenergy, and emerging technologies.

Key themes include:

- **Community-led energy:** Support for local ownership and benefit-sharing models.
- **Economic development:** Emphasis on job creation, skills training, and regional investment.
- **Infrastructure needs:** Identifies grid limitations and the need for transmission upgrades.
- **Environmental and social values:** Advocates for careful planning to protect landscapes and community wellbeing.
- **Policy alignment:** Calls for clearer state and federal coordination to support regional energy goals.

The roadmap serves as a foundation for future planning, investment, and advocacy in the region's renewable energy transition (DELWP, 2019).

3.2.3 Moyne Shire Council

In 2023, Moyne Shire Council released the Wind Farm Advocacy Booklet (2023), outlining its official position on wind energy development within the LGA. The booklet provides key considerations for wind farm proponents, informed by community consultation, to help minimise impacts on local residents and the surrounding environment.

Moyne Shire Council has called for a pause on new wind farm permits until a comprehensive land use strategy is developed.

Concerns include:

- Lack of coordinated planning across the REZ.
- Cumulative impacts on landscape, infrastructure, and communities.
- Need for stronger community consultation and benefit-sharing mechanisms.

3.2.4 Proximal Development Projects

The host LGA of the Project, Moyne Shire Council, is home to many other renewable energy projects. The Shire forms a large proportion of the South West Renewable Energy Zone (REZ) in Victoria and is considered a major growth centre for wind energy development due to its access to a 500 kV network and strong wind resources (REMPPLAN, 2023). If all proposed wind farms are constructed the Shire will host approximately 800 turbines, covering over 12% of Moyne's land area and will generate approximately 3 GW of electricity – enough to power 2.1 million homes, around 75% of the total number of homes in Victoria (Moyne Shire Council website, December 2024).

As of February 2025, nine wind farms and one gas fired power station, and associated transmission lines, are operating in the Moyne Shire, one more wind farm about to start construction, a major Battery Energy Storage System (BESS) under construction, five further wind farms are proposed, and a major combined solar and BESS project has been approved. Regarding wind energy, this equates to 371 operational wind turbines, 12 further turbines to be constructed in 2025, and a further 297 approved or seeking planning approval. If all these are constructed the Shire will host approximately 700 turbines generating around 3 GW of electricity. Wind farms will cover approximately 12% of Moyne Shire's rural land area. **Figure 3.3**, highlights the busy development space within the Shire. Since the original development of this map in 2023, the following updates regarding renewable energy projects have occurred:

- Wind farms 8 & 9 are now operational.
- The following projects are not included on the map:
 - Mortlake Battery Energy Storage System (BESS) (Origin) - under construction
 - Mortlake Terminal Station Turn-In project (AusNet) - under construction
 - Tarrone BESS (GPG) - application lodged
 - Yangery BESS – proposed.

Given this activity, the Moyne Shire Council has played an active role in these projects, with Council establishing several Community Engagement Committees (CECs) across a number of these wind farm projects. These committees comprise members of the community, members of council, and members of the proponents' project team to facilitate timely information flow about the wind farm projects between relevant stakeholders.

Due to the number of wind farms projects in the LGA, Moyne Shire released a public statement in 2022, following extensive community consultation, urging the State Government to pause issuing any further wind farm planning permits in the LGA until strategic land use planning in the South West REZ is complete between Moyne Shire and other impacted Councils and communities. Examples of the strategic planning Moyne Council is seeking includes understanding the extent of cumulative impacts on agriculture, emergency management, road conditions and housing availability. Council is also seeking a decommissioning policy, highlighting the need for statewide decommissioning guidelines and a standardised system for financial security deposits before proponents commence construction.

The Council has mapped all proposed and approved wind farms across the LGA in September 2023 which are displayed in **Figure 3.3**. **Appendix C** provides further details about these projects, including their location, stage of development, economic contribution and community engagement undertaken.

Within 60 km of the project site, there are a number of wind farm developments at various stages: seven operational, three in construction, two approved and yet to commence construction and four in planning. Given the number of projects in the Shire, cumulative impacts of these developments, particularly if developed concurrently will likely cause significant cumulative impacts for Moyne and the neighbouring LGAs. Such impacts may include changes in landscape amenity, noise levels, access to services, as well as potential economic benefits and changes in community composition and character. In this regard, the Moyne Shire Council has reported that the community has raised concerns in relation to noise, traffic, environment, impacts on agriculture, visual, housing, and other social and economic impacts (Moyne Shire Council, 2023). Understanding and managing these

cumulative effects is crucial for maintaining community well-being. Such impacts (positive and negative) are further explored in **Section 3.4** and **Section 5.0. Appendix C** further details other renewable energy projects within the social locality.

Cumulative impacts from multiple wind farms in the Shire have also been raised as areas of concern in Social Impact Assessments for other wind farms in the Shire, specifically regarding noise and visual impacts (Ethos Urban, 2022). Additionally, in March 2024, the Federal Government declared the Southern Ocean offshore wind zone located off the south-west coast between Port Fairy and Peterborough (Moyn Shire Council, 2024). As a result, the Moyn Shire may also be a focus for further renewable energy development and associated energy infrastructure.

In June 2024, Moyn Shire Council provided recommendations to VicGrid on REZ Community Energy Fund uses as a strategy for reducing the cumulative impacts of wind farms and transmission infrastructure in the Shire. These recommendations included planning and developing key worker housing, employment and energy bill offset programs (McNamara, 2024).

Interestingly within the Shire, wind farm developments are creating two distinct geographical clusters, one in the west of the Shire near Hawkesdale, Macarthur and Woolsthorpe; and the other in the north east (where the Hexham wind farm is proposed) surrounding Mortlake. As a result, these communities are likely to experience more significant cumulative impacts relative to other residents in the Shire, including cumulative effects related to changes in sense of place because of industrialisation of the landscape.

The establishment of CECs will assist in ensuring that community members have greater awareness of the scale of renewable energy developments, however, collaboration across developers/proponents is likely to be required to appropriately address relevant cumulative impacts.

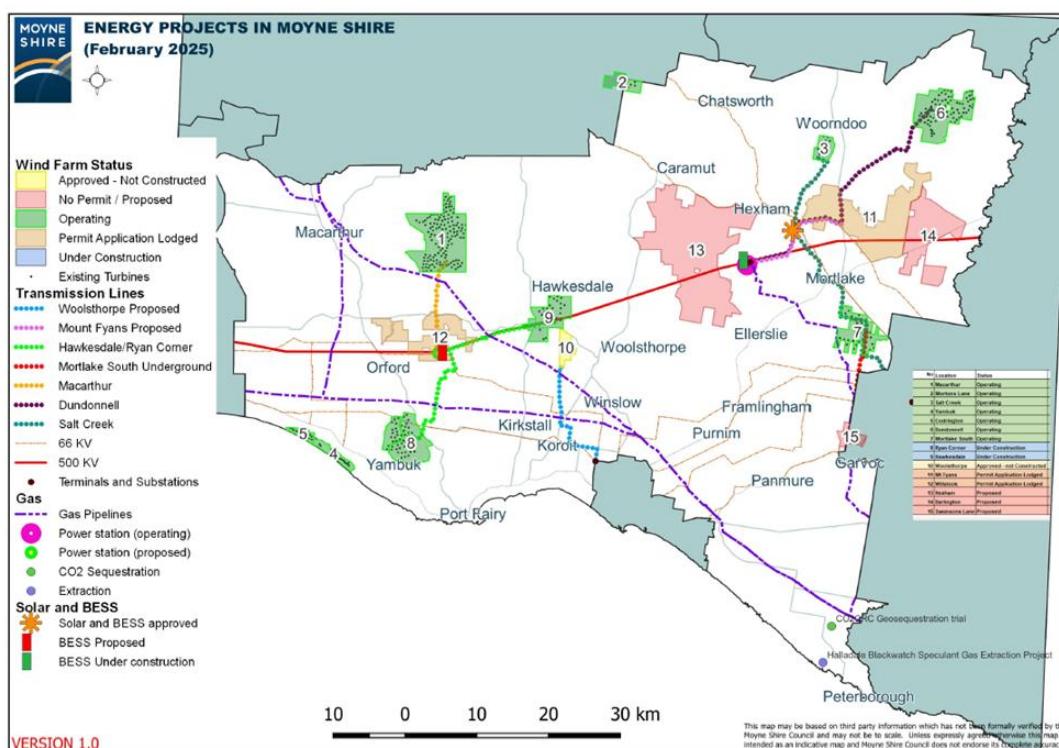


Figure 3.3 Proposed and Approved Wind Farms in Moyn Shire

Source: Moyn Shire Council, 2025

3.2.5 Local and Broader Locality

The Project Area, approximately 16,000 ha, is located within the Moyne Shire Council. The closest settlement is Hexham SAL, with a population of 130, situated on the Hopkins River along Hamilton Highway, 47 km northeast of Warrnambool and 15 km northwest of Mortlake.

Moyne Shire is part of the Barwon-South West Region, also known as the Great South Coast Region, which spans 27,000 km² from Colac and Apollo Bay to the South Australian border, encompassing five LGAs. The region attracts nearly a million tourists annually, drawn to sites like the Shipwreck Coast, Twelve Apostles, and the Budj Bim Cultural Landscape (Great South Coast Group, 2014; State of Victoria, 2022).

Moyne Shire, with a population of 17,374 in 2021, covers 5,482 km². It is a 3.5-hour drive from Melbourne, with 96.7% of its land used for primary production. The economy is driven by agriculture, forestry, and fishing, and the Shire surrounds Warrnambool City LGA (Victoria State Government, 2022; Moyne Shire Council, 2019).

As has been highlighted above, the Shire is a key area for wind farm development within the South West (Victoria) Renewable Energy Zone (REZ) as highlighted in **Section 3.2.1**. A 2022 survey of 400 residents in the Moyne Shire, revealed mixed views on wind farm developments: 54% positive, 29% negative, with Moyne East residents most divided. While 62% of residents favoured wind energy, 81% preferred solar. Due to significant opposition in Moyne East, the Shire has recommended that any new wind farm permits be paused, until strategic land use planning is complete (Moyne Shire Council, 2022).

3.2.5.1 Local Area

In relation to the SEIA, and in considering the ABS geographic boundaries, the local area includes the host SALs (Hexham, Caramut, Minjah, Woolsthorpe, Ellerslie), adjacent townships (Mortlake, Koroit), and the Moyne LGA. Key aspects of these localities are summarised in **Figure 3.4**.

MOYNE LGA

- Situated within the Great South Coast Region of Victoria.
- Population of 17,374 people (ABS, 2021) and covers an area of 5,482km2.
- More than half of the Shire's population live in the southern coastal area, where most of the Shire's population growth is occurring.
- Larger settlements on the coast include Port Fairy and Kororoit, with the main inland towns of Mortlake, Macarthur and Hawkesdale.
- Agriculture, Forestry & Fishing is Moyne's largest employment sector, supporting an estimated 2,340 jobs (REMLAN, 2024).
- Approximately 96.7% of the land is used for primary production (Victorian State Government, 2022).
- Moyne sits in the 7th decile of relative socio-economic advantage and disadvantage, indicating greater advantage in general compared to residents living elsewhere across Victoria (ABS SEIFA, 2021).

HEXHAM SAL	CARAMUT SAL	MINJAH SAL	WOOLSTHORPE SAL	ELLERSLIE SAL	MORTLAKE SAL	KOROIT SAL
<ul style="list-style-type: none"> • The township of Hexham, population 130, is located in Moyne East and is the nearest settlement to the Project, approximately three kilometres north-east • Characterised by an aging population, with the median age of 53 (ABS, 2021). 	<ul style="list-style-type: none"> • The township of Caramut, population 256 and is situated on the Hamilton Highway. • There are 47 dwellings in the Caramut locality that are within 4 kilometres of a Project wind turbine. • Characterised by a slow growing (increased by 4% from 2016 to 2021) and aging population, with the median age of 43 (ABS, 2021). 	<ul style="list-style-type: none"> • The locality of Minjah has a small population of 65 people. • Characterised by a younger population, with a median age of 32 (ABS, 2021). 	<ul style="list-style-type: none"> • The locality has a population of 364 people. • Characterised by aging population (median age of 46), without the majority of households being couples without children (51.4%) (ABS, 2021). 	<ul style="list-style-type: none"> • The locality has a population of 157 people. • The most common household composition for this community is couple family with children (47.6%) (ABS, 2021). • There are approximately 17 dwellings in the Ellerslie township within 5 kilometres of a Project wind turbine. 	<ul style="list-style-type: none"> • One of the main inland towns for the Shire, with a population of 1,477 people • The town is at the junction of Hamilton and Hopkins Highways, a 10-minute drive from the Project. • Mortlake South Wind Farm sits 5 kilometres south-east of the town and employs 10 ongoing roles. 	<ul style="list-style-type: none"> • A small rural settlement located approximately 30-minute drive from the Project site. • Kororoit has 2,184 residents and is Moyne Shire's second largest town. • Steadily growing population (6% growth between 2016 and 2021).

Figure 3.4 Key Features of the Local Area

Source: Umwelt, 2024

3.2.5.2 Broader Region

As noted in **Section 3.2**, the Project is located within the South West REZ, which is seeing increased activity from renewable energy projects. Consequently, the broader region includes the proximal townships of Warrnambool, Portland, Port Fairy, Ararat, Hamilton, and the neighbouring LGAs of Southern Grampians, Glenelg, Ararat, Warrnambool and Corangamite, considering cumulative impacts. Key aspects of these localities are summarised in **Figure 3.5**. Further details of both the local and broader region can be found in **Appendix C**.

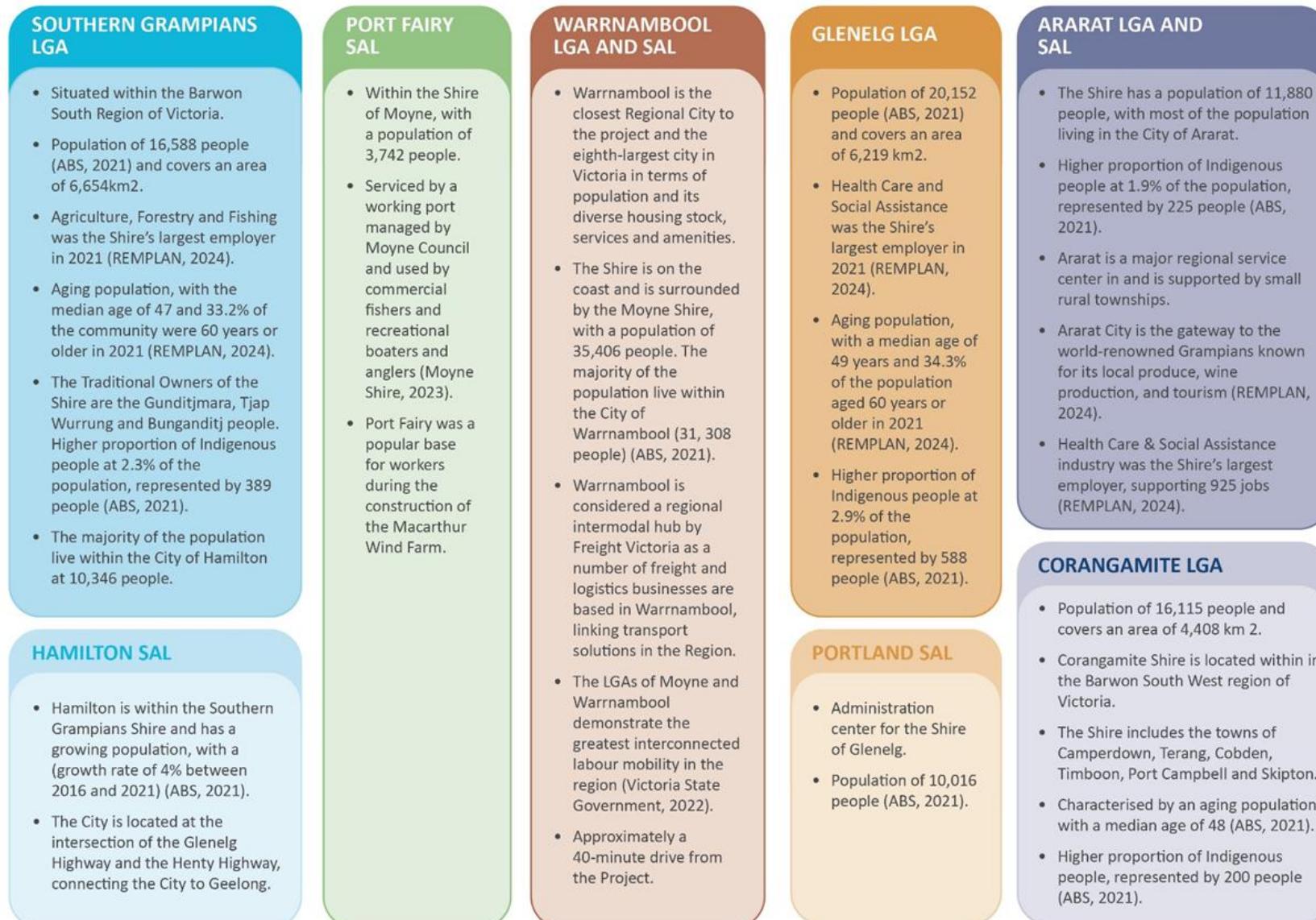


Figure 3.5 Key Features of the Broader Region

Source: (Umwelt, 2024)

3.3 Community Capital Analysis

As outlined in **Section 2.2**, the social baseline has utilised the Sustainable Livelihoods or Community Capitals Approach (DFID, 2001) to evaluate community resilience and adaptive capacity. The framework assesses the vulnerability and adaptive capacity of communities through the capitals illustrated in Appendix D outlines further information relating to the capitals analysis.

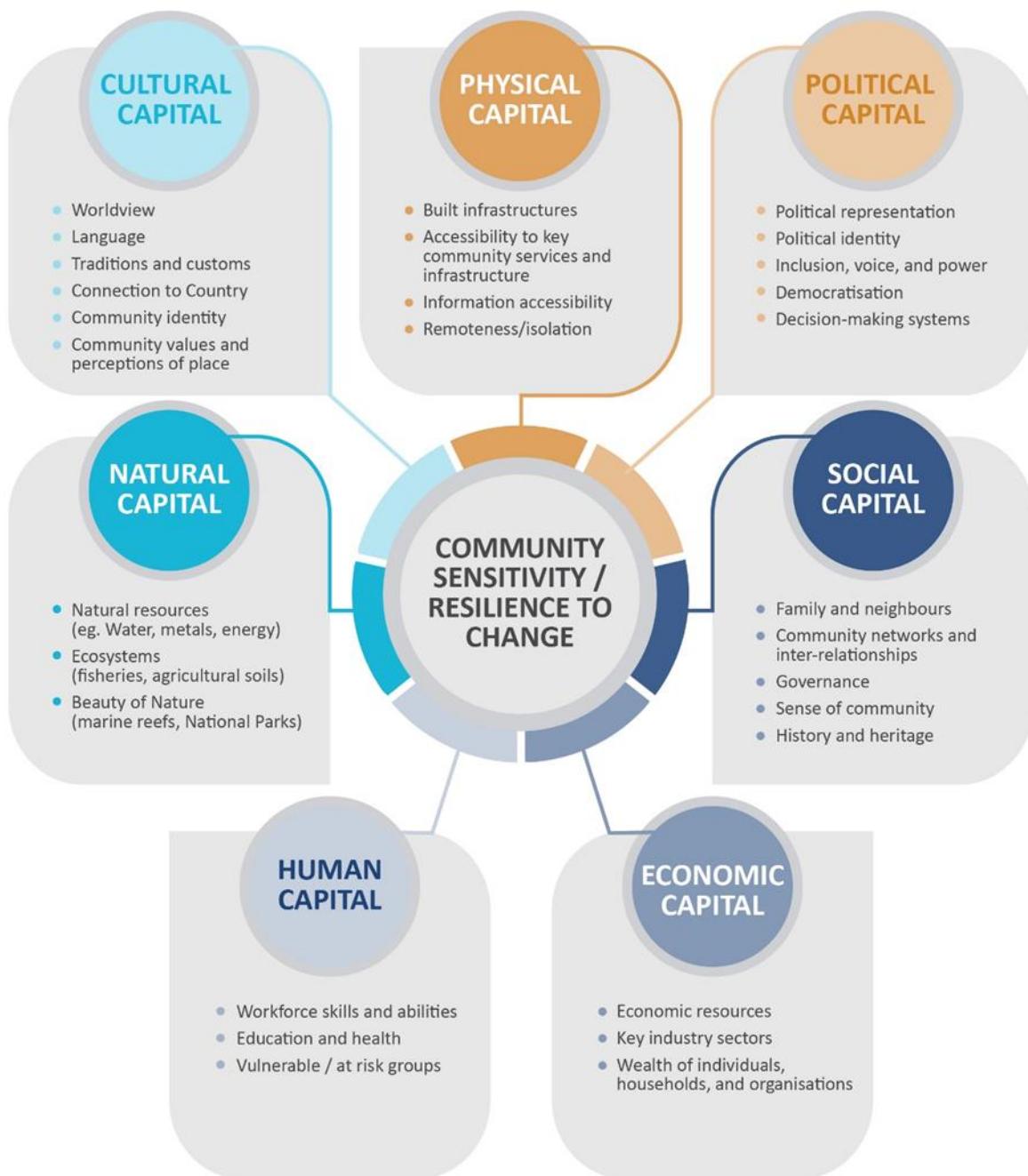


Figure 3.6 Community Capitals Framework

Source: Adapted from Coakes and Sadler (2011).

3.3.1 Political Capital

Political capital refers to the structures and capabilities in place to impact change, to ensure representation in formal governance structures and/or involvement in democratic decision making. A summary of the political capital relating to the social locality is provided in **Table 3.2**.

Table 3.2 Political Capital Key Aspects

Key Characteristics	Description
Eastern Maar Aboriginal Corporation is the RAP	<p>The Eastern Maar Aboriginal Corporation oversees native title rights for the Eastern Maar Peoples and serves as the Registered Aboriginal Party (RAP) for their country which the Project is located. The Corporation is currently negotiating a Recognition and Settlement Agreement under the <i>Traditional Owner Settlement Act 2010</i>.</p> <p>The <i>Victorian Aboriginal Heritage Act 2006</i> acknowledges Traditional Owners as the main custodians of Aboriginal cultural heritage. Locally, Registered Aboriginal Parties represent Aboriginal people in managing and protecting this heritage in Victoria. The determined area extends along the coast from east of Port Fairy to west of Anglesea and extends inland to include the Great Otway National Park and the townships of Warrnambool, Terang, Mortlake, Camperdown, Colac, Apollo Bay, Lorne and Cressy. The extended RAP covers an area of 17,880 km² or 7.53% of the land area of the state (Eastern Maar Aboriginal Corporation, 2020).</p>
The Federal Electorate of Wannon in which the Project is located is the second largest in Victoria held by the Liberal Party	<p>The Project is located within Wannon, which is Victoria's second largest electorate, covering an area of more than 33,500 km², reaching from the southern coastline of Victoria, north to the Glenelg River and from the South Australian border to the townships of Beaufort, Skipton and Winchelsea.</p> <p>Liberal MP the Hon. Dan Tehan has held the federal seat of Wannon since 2010. The Hon. Dan Tehan has previously shown support for renewable though has highlighted that the benefits of renewable energy plans are not reaching local communities (Grassby, 2024).</p>
The State Electorate of South-West Coast is held by the Liberal Party, with some criticism levelled at the State Govt regarding approval processes and consideration of community concerns and impacts	<p>At a state level, the Project sits within the Electoral District of South-West Coast, the current sitting MP for the district is Roma Britnell who is a representative of the Liberal party elected in 2022 with an 8.5% preferential swing (ABC News, 2022). The liberal party has been the representative of the district since 2002.</p> <p>Roma Britnell has stated that her vision for the district is to improve connectivity and infrastructure. She has further criticised the state government's approval of wind farms such as the Gavoc Wind farm which she believes did not adequately consider community concerns and impacts (Silvester, 2023)</p>
The Moyne Shire is the LGA in which the Project is located and is experiencing intense wind farm development within the Shire	<p>The Project Area is located within the Moyne. The Shire has 7 councillors who were elected in October 2024 and will serve in their role until the next election scheduled for 2028. The mayor is Cr Karen Foster.</p> <p>Moyne Shire Councils statement and position towards wind farms is as follows:</p> <p><i>'Council has revised its position on wind farm development in the Shire. Council strongly recommends that the State Government pause the issuing of all wind farm planning permits in the Shire until strategic land use planning in the South West Renewable Energy Zone is completed in consultation with Moyne Shire and other affected Councils and communities.'</i></p>

Source: (ABC News, 2022; ABC News, 2022; Eastern Maar Aboriginal Corporation, 2020; Moyne Shire Council, 2023)

3.3.2 Natural Capital

Natural capital refers to the natural assets and resources that contribute to community sustainability. Natural capital can include resources such as minerals, land, forests, and waterways, which provide benefit to the community, as well as environmental assets that provide social, cultural, or recreational value.

The social locality is characterised by a number of significant natural capital assets and factors including:

- Extensive agriculture within the project area mainly for grazing of cattle and sheep.
- A rich natural coastline, cultural heritage and scenic beauty and unique biodiversity.
- The Budj Bim Cultural Landscape, located in Moyne Shire and co-managed by the Gunditjmara, is renowned for its rugged stone country, woodlands, wetlands, and lakes. Recognised on the National Heritage List in 2004 and the UNESCO World Heritage List in 2019, it features one of the world's oldest and most extensive aquaculture systems.
- Proximal National Parks, areas of cultural and historic significance as well as important wetlands and biodiversity including the Mortlake Common Flora Reserve and the Cobra Killuc Wildlife Reserve, and Lake Bolac which forms the boundary between Eastern Maar Aboriginal Corporation and Wadawurrung Traditional Owners Aboriginal Corporation Registered Aboriginal Party areas.
- The region is vulnerable to climate change impacts including higher temperatures and changed rainfall patterns, declining in the winter and spring months but with extreme rainfall events also predicted at other times.

Key natural capital features are presented in **Figure 3.7**.

FIGURE 3.7
Natural Capital Assets
Legend

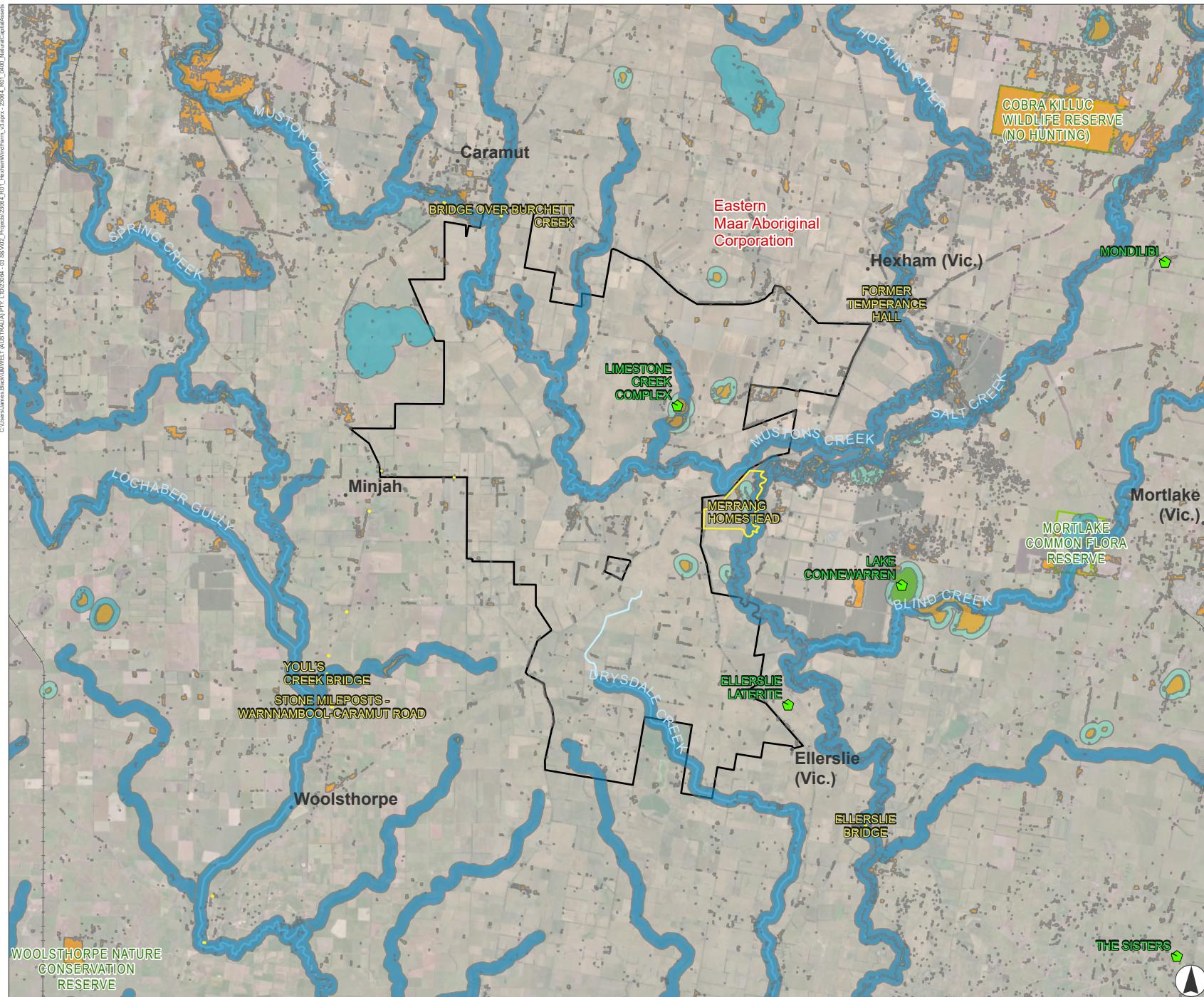
- Hexham Wind Farm
- Key Landmarks
- Urban Centre and Locality
- Watercourse
- Heritage Registry
- Aboriginal Heritage Locality
- National Parks and Reserves

Areas of Cultural Heritage Sensitivity

- Lake
- Swamp/Wetland
- Watercourse

Native Vegetation Extent

- Endangered
- Vulnerable
- Least Concern



3.3.3 Human Capital

The level of human capital within a community is assessed by considering population size, age distribution, education and skills, general population health and the prevalence of vulnerable groups within the community.

Table 3.3 highlights the key human capital characteristics of the social locality in comparison to the broader population of VIC.

Table 3.3 Human Capital Key Characteristics

Key Characteristics	Description
An older population	<p>The social locality has an older population compared to Victoria's median age of 38 years. Moyne LGA has a median age of 45 years, while the broader locality ranges from 42 years in Warrnambool LGA to 49 years in Glenelg.</p> <p>In the Moyne LGA, 29.4% of the population is aged 60 years or older indicating a higher proportion of early retirement and more elderly population.</p> <p>An older population increases the demand for healthcare services, including geriatric care, chronic disease management, and home health services. This can strain local healthcare systems and require additional resources and infrastructure. With a higher proportion of retirees, there may be a reduced workforce, potentially impacting local businesses and economic growth.</p>
Slower future projected population growth	<p>Between 2013 and 2023, Moyne LGA's population grew by 1,179 people, a 0.7% annual growth rate (REPLAN, 2023). Most growth occurred in the southern coastal area, which is slower than regional Victoria's 1.1% annual growth rate (Victoria Government, 2023).</p>
Greater proportion of Aboriginal and/or Torres Strait Islander population in the social locality	<p>Across the social locality there is a greater proportion of the population who are Aboriginal and/or Torres Strait Islander population compared to VIC (1%). Portland SAL had the greatest proportion with 2.9% followed by Glenelg at 2.7%. The higher proportion of Aboriginal and/or Torres Strait Islander populations highlights the importance of preserving and promoting Indigenous cultures, traditions, and languages.</p>
Lower year 10 & 12 attainment across the social locality.	<p>When compared to broader VIC (60%), the social locality demonstrated lower year 12 attainment. In Moyne LGA, 38% of the population had completed year 12 or equivalent, though most notably Port Fairy SAL had the highest attainment at 51% and Mortlake had the lowest at 28%.</p> <p>Similarly, there was lower attainment of year 10 education or equivalent across the social locality when compared to VIC (12%). Port Fairy SALs had the highest attainment at 10% and the SALs of Mortlake, Terang, Portland, Ararat, Glenelg had the lowest attainment at 5%.</p>
Higher levels of certificate attainment and lower bachelor's degree attainment when compared to the VIC	<p>Education, health and wellbeing are shown to be intrinsically linked. Research reveals that educational attainment plays a significant role in health by affecting opportunities, employment, and income (The Lancet Public Health, 2020). Consequently, a well-educated population across all levels of an economy and society can act as indicators of a more sustainable and resilient community (OECD, 2021).</p> <p>Across the social locality there was a lower attainment of bachelor's degree qualifications compared to VIC (12%).</p> <p>At the LGA level both Moyne and Warrnambool had the greatest attainment at 8% followed by Southern Grampians at 7%, Ararat and Corangamite at 6% and Glenelg at 5%.</p>

Key Characteristics	Description
	<p>Certificate attainment was lower across the social locality compared to VIC (14%). The LGA of Glenelg had the highest attainment at 21% followed by Southern Grampians and Moyne at 19%, Corangamite and Warrnambool at 18% and Ararat at 17%.</p>
<p>On Par or levels of tertiary level education³ in relevant fields of study for wind farm construction and operation</p>	<p>Relevant tertiary fields of study including engineering and related technologies⁴ and architecture and building⁵ have been utilised to gain a broad perspective of the social locality's capability to provide a local workforce for the construction of a wind farm. In Moyne LGA, 14% of those who had completed tertiary education had done so in engineering and related technologies, while 8% had completed their studies in the field of architecture and building. Thus, demonstrating on par or higher capabilities in the relevant tertiary education field of study compared to VIC.</p>
<p>Higher wind energy workforce capabilities in relevant fields of study at certificate level.</p>	<p>Certificate level qualifications are the most common post school qualification across the LGAs, in line with VIC, accounting for 17–21% of the population. According to the Clean Energy Council (CEC, n.d.) relevant qualifications for those completing certificate level education related to tradespeople and technicians stating that this will be a dominant occupation required for the construction and operation of a wind farm. The field of study engineering and related technologies and architecture and building directly correlate to jobs requirements for those employed as trade and technicians.</p> <p>The field of study engineering and related technologies and architecture and building directly correlate to jobs requirements for those employed as trade and technicians.</p> <p>The relevant LGAs of Moyne, Warrnambool, Glenelg, Ararat, Southern Grampians and Corangamite demonstrated higher capabilities in these fields of study –</p> <ul style="list-style-type: none"> • Engineering and Related Technologies • Architecture and Building. <p>Compared to Victoria at 16.7% for engineering and related technologies and 3.2% in architecture and building.</p> <p>Most notably Moyne LGA demonstrated the highest capabilities in engineering and related studies with 17.7% attainment and Ararat in architecture and building at 13.8% (ABS Tablebuilder Pro, 2021).</p>
<p>Varying levels of education attainment and occupational skills.</p>	<p>Across the LGAs there are varying levels of education and occupational. Moyne LGA had the greatest levels of education and occupation as they are within the 7th decile therefore indicating there are many people with higher education qualifications or many people in highly skilled occupations, and few people without qualifications or few people in low skilled occupations. In comparison Southern Grampians is within the 5th decile and Warrnambool within the 4th decile indicating less people with higher education attainment and occupations. The SALs are further illustrated in Figure 3.8.</p>

³ Tertiary fields of study are classified as all fields of study acquired from non-school qualifications ranging from certificate level to post graduate degree.

⁴ ABS Census classification of engineering and relate technologies encompasses fields of study such as mechanical engineering, electrical and electronic engineering and technology, environmental engineering.

⁵ ABS Census classification of architecture and building encompasses field of studies such as building, construction management, building science and technology, landscape architecture and urban design and regional planning.

Key Characteristics	Description
Higher burden of disease experienced in Moyne LGA.	<p>Health data (PHIDU, 2023) suggests that when compared to VIC at ASR per 100, Moyne LGA has a greater prevalence of obesity (32.7 compared to 31.0), high blood pressure (23.2 compared to 22.7) and mental health and behavioural problems (21.1. compared to 20.0).</p> <p>The Moyne Shire Council is currently investing in the community's health and wellbeing as outlined in the Health and Wellbeing Plan and Open Space Strategy (Moyne Shire Council, 2021). This plan highlights the Council's investment of \$4 million into recreational opportunities such as walking, running, and cycling through creation of active transport routes between smaller towns in the Shire. Boosting recreational fitness is an aim to attract more people to the community and for promotion of physical activity to help improve health outcomes of the community.</p>

Source: (ABS, 2021; ABS Table Builder Pro, 2021; PHIDU, 2023; SEIFA, 2021)

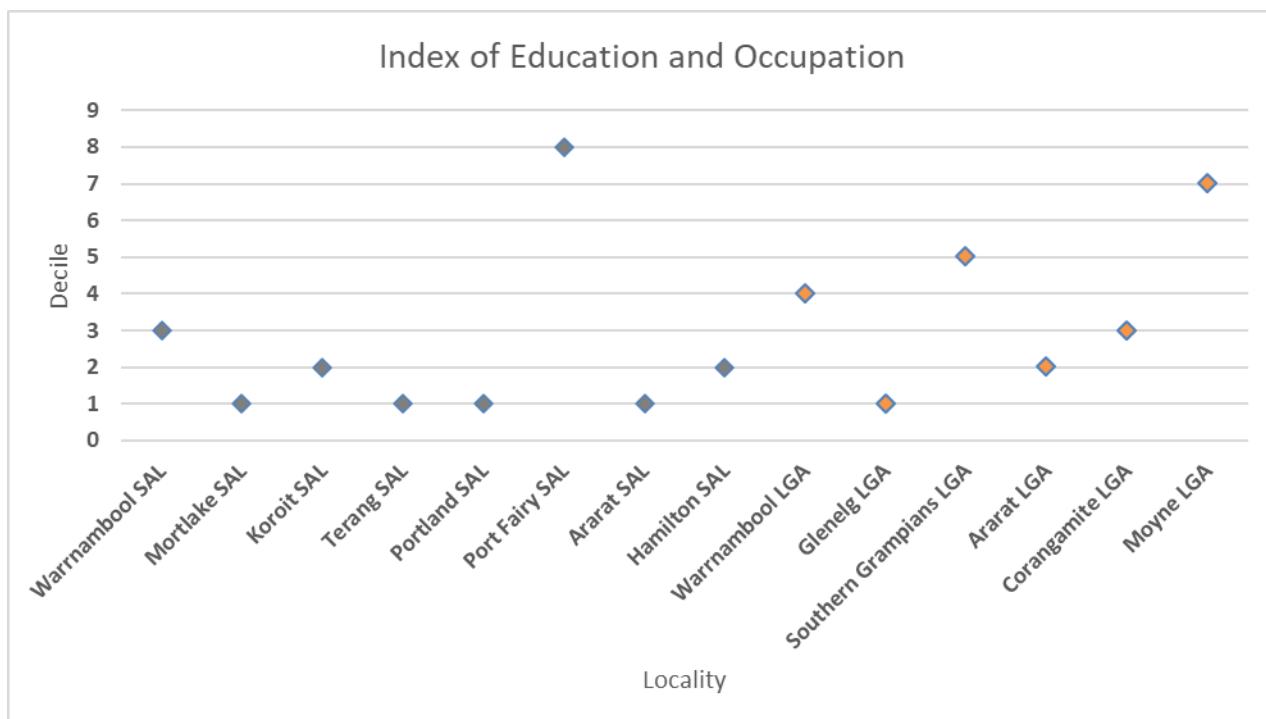


Figure 3.8 Index of Education and Occupation

* It should be noted that no comparison can be made between LGAs and SALs on ranking, as rankings are only comparative within each geographic classification. Blue indicates SALs and orange indicates LGAs.

Source: (SEIFA, 2021)

3.3.4 Social Capital

Various indicators can be used to examine and assess social capital. Such indicators may include the level of volunteering, population mobility, crime rates, and the demographic composition of the community, such as the percentage of people born overseas, language proficiency etc. **Table 3.4** provides a summary of the key characteristics of the study areas from a social capital perspective.

Table 3.4 Social Capital Key Aspects

Key Characteristics	Description
Predominately family households – couples with children	<p>Household composition significantly influences the demand for services and facilities, particularly education and healthcare.</p> <p>Family households were the dominated household type across the social locality, with Moyne LGA having the highest proportion at 73.1% (compared to 70% in VIC). Family composition was predominately couples with children, though lower across the social locality compared to VIC (59.9%).</p>
Lower levels of population mobility	<p>The social locality has a slightly less transient population compared to VIC. In 2021, 58% of Moyne LGA residents and 53% of Warrnambool residents had lived at the same address for the past five years, compared to 51% for Victoria.</p>
Greater levels of community participation with greater rates of volunteering in the social locality compared to the VIC average.	<p>Rates of volunteering can be an indicator of social connection and inclusion in a community (United Nations, 2014). Across the social locality there was a greater proportion of the population who had completed volunteer work compared to VIC at 11%. In Moyne LGA 19.8% had completed volunteer work. Most notably Southern Grampians LGA had the greatest proportion of volunteerism at 20.9% while Warrnambool LGA had the lowest at 14.4%.</p>
Increase in criminal incidents in the past 12 months indicating lower feelings of personal safety.	<p>Levels of crime can be indicative of feelings of personal safety in an area. Below is a summary of criminal incidents and rends in Moyne Shire LGA year ending June 2024.</p> <p>Between 2023 and 2024 there has been a 16.1% increase in criminal incidents at a rate per 100,000 people of 2,878.7, compared to the State rate of 5,885.5.</p> <p>The top 5 principal offence subgroups include, criminal damage, other theft, breach family order violence, steal from a motor vehicle and common assault.</p> <p>Top 5 suburbs in the LGA for rate of criminal incidents include Port Fairy, Mortlake, Koroit, Panmure and Peterborough.</p>
Lower proportion of vulnerable communities compared to the State.	<p>Communities facing barriers (sometimes called “vulnerable communities”) are typically defined as groups of people at a higher risk of experiencing social, economic, or health-related challenges than the general population (Australian Charities and Not-for-profits Commission, n.d.).</p> <p>As of June 2023, 49% of Moyne LGAs population were people considered pensioner age or the age of 65 years, this was lower than the State at 55.6%. Though there was a slightly higher proportion of the population in the LGA on a disability support pension compared to the State (4.8% compared to 4.4%).</p> <p>A higher percentage of elderly residents may require increased healthcare and social services.</p> <p>Disability Support: Higher disability support pension rates suggest a need for enhanced disability services and support programs.</p> <p>Economic Strain: Vulnerable communities may face economic challenges, necessitating targeted economic assistance and job creation initiatives.</p> <p>Social Services: There may be a greater demand for social services to address the needs of at-risk populations.</p>

Key Characteristics	Description
Greater risk of primary homelessness	<p>The Australian Housing and Urban Research Institute (AHURI) (AHURI, n.d.) defines homelessness as three types:</p> <p>Primary homelessness: rough sleeping</p> <p>Secondary homelessness: temporary accommodation (includes people moving frequently from one form of temporary accommodation to another, including emergency housing, boarding houses or staying with family or friends, couch surfing)</p> <p>Tertiary homelessness: inappropriate housing (refers to people staying for longer than 13 weeks in rooming houses or equivalent tertiary accommodation).</p> <p>ABS data provides an estimate of homelessness at the LGA level⁶. In VIC, it is estimated that 0.8% of the population is experiencing some form of homelessness, while in the social locality Warrnambool and Glenelg have the greatest estimated homelessness population at 0.8% followed by Ararat LGA at 0.6%, Corangamite LGA and Southern Grampians LGA at 0.5% and Moyne at 0.3%</p> <p>In the social locality, the majority of the homeless population is classified as experiencing secondary homelessness. This includes 100% in both Moyne and Warrnambool LGAs, 90.8% in Ararat LGA, 86.7% in Corangamite and Glenelg LGAs, and 75.9% in Southern Grampians LGA.</p>
Varying levels of relative socio-economic disadvantage	<p>At the LGA level there are varying levels of socio-economic disadvantage with Moyne LGA having the lowest, sitting within the 8th decile indicating fewer households with low incomes, without qualifications, and those in low skilled occupations. Followed by Warrnambool and Southern Grampians within the 5th decile, Corangamite in the 4th decile and Glenelg and Ararat in the 2nd decile as illustrated in Figure 3.9.</p>
There are various vulnerable cohorts within the social locality.	<p>The WHO (WHO, 2023) defines vulnerability as the inability to anticipate, cope with, resist, and recover from significant changes. The Australian Charities and Not-for-profits Commission identifies vulnerable populations needing extra protection, including children, seniors, people with disabilities, low socio-economic backgrounds, Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse individuals, those with low literacy or education, and the homeless or those at risk of homelessness (Australian Charities and Not-for-profits Commission, n.d.).</p> <p>In the social locality, the following groups are identified as particularly vulnerable to the project's social and economic changes:</p> <p>Older residents may face service access issues due to increased demand from a temporary construction workforce.</p> <p>Indigenous residents may experience changes to culturally significant landscapes.</p> <p>Homeless individuals or those at risk of homelessness.</p> <p>Residents or property owners whose access, livelihoods, and way of life may be affected by the project's construction and operation.</p>

Source: (ABS, 2021; ABS Table Builder Pro, 2021; AHURI, n.d.; Victorian Government, 2024; SEIFA, 2021)

⁶ The ABS considers a person to be homeless if their current living arrangement has one or more of the following characteristics: is in a dwelling that is inadequate; has no tenure, or their initial tenure is short and not extendable; does not allow them to have control of and access to space for social relations; provide a sense of security, stability, privacy or safety; or provide the ability to control living space.

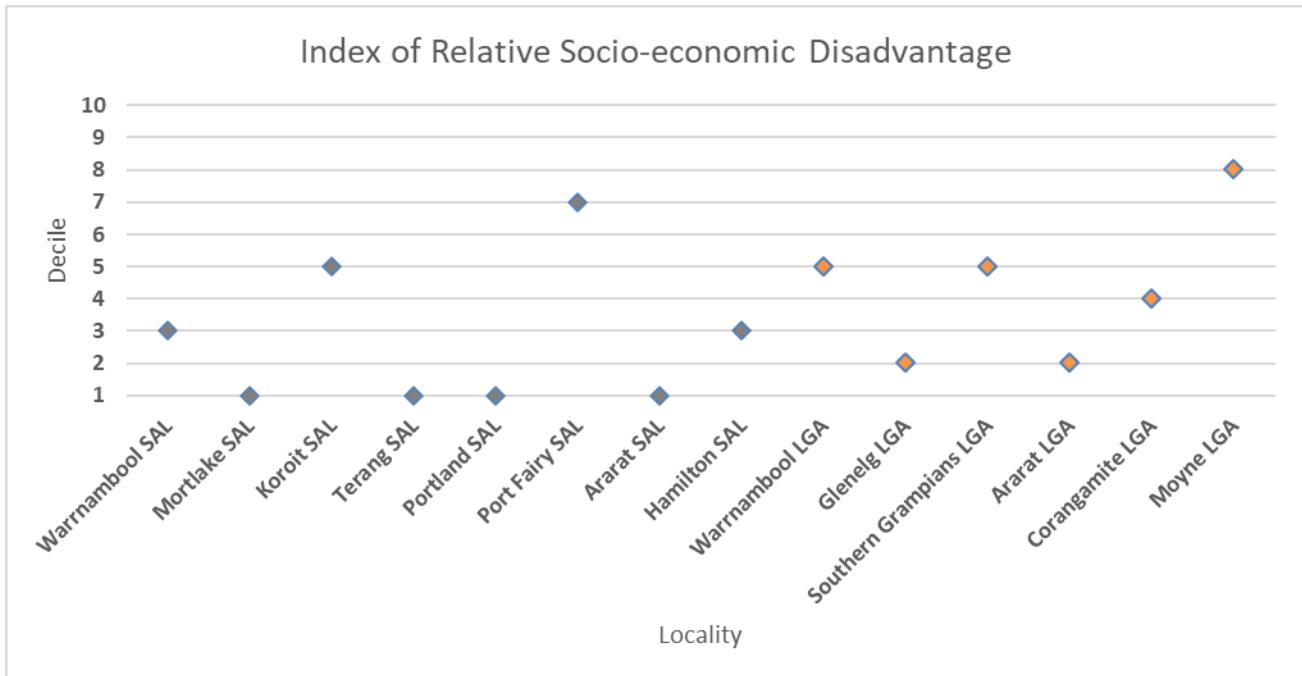


Figure 3.9 Index of Relative Socio-economic Disadvantage

* It should be noted that no comparison can be made between LGAs and SALs on ranking, as rankings are only comparative within each geographic classification. Blue indicates SALs and orange indicates LGAs

Source: (SEIFA, 2021)

3.3.5 Economic Capital

Economic capital is defined as the extent of financial or economic resources within a town or community, including access to credit (Black & Hughes, 2001). Examining a community's economic capital involves consideration of several indicators, including industry and employment distribution, workforce participation and unemployment, income levels and cost of living pressures, such as weekly rent or mortgage repayments.

Table 3.5 highlights key economic capital aspects in the social locality in comparison to the broader VIC population.

Table 3.5 Economic Capital Key Characteristics

Key Characteristics	Description
Moyn Shire is strategically placed with a range of key industries including agriculture, renewable energy and tourism.	<p>Moyn Shire LGA is a significant contributor to Australia's agriculture, particularly in dairy, accounting for about 25% of the nation's dairy exports. The region's economic output is heavily driven by the agriculture, forestry, and fishing sector, which contributes \$1.1 billion, or 34.14% of the total output (REPLAN, 2023).</p> <p>Tourism is another vital industry, with the LGAs coastlines, pristine beaches, volcanic lakes, historical villages, and vibrant arts and food scene attracting many visitors. The tourism sector generates an estimated \$84.476 million, making up 2.6% of the total output, with accommodation and food services being the largest sub-sector, supported by \$48.589 million in tourist expenditure (REPLAN, 2023).</p> <p>Additionally, Moyn Shire is poised for future growth with an estimated \$7 billion in renewable energy projects in development, as identified in the Shire's Economic Development Strategy (2019). This positions the LGA for long-term innovation and sustainability.</p> <p>The region's close ties with Warrnambool provides residents with access to affordable living, healthcare, education, and job opportunities, enhancing the overall economic and social well-being of the community.</p>
Moyn and Warrnambool LGAs benefit economically from tourism but must address seasonal challenges to sustain growth and support local businesses.	<p>Moyn LGA attracts a mix of domestic and international tourists, with a significant portion visiting for its coastal attractions. Tourism contributes notably to the local economy, supporting hospitality, retail, and recreational services. Popular sites include the Great Ocean Road, Port Fairy, and various natural reserves, which draw visitors year-round. However, seasonal fluctuations in visitor numbers can impact local businesses, requiring strategies to boost off-peak tourism.</p> <p>Tourism is also a major economic driver in the Warrnambool LGA, with a diverse range of visitors, including families, nature enthusiasts, and those interested in historical heritage. Similar to Moyn, Warrnambool faces seasonal tourism variations, necessitating efforts to maintain steady visitor engagement throughout the year (Warrnambool City Council, 2022).</p>
Dominant agriculture, forestry and fishing industry of employment in Moyn and surrounding LGAs.	<p>The top industry of employment in Moyn LGA is agriculture, forestry, and fishing, accounting for 28.7% of jobs. This trend is similar in Glenelg (14.1%), Southern Grampians (21.4%), Ararat (15.4%), and Corangamite (28.7%). In contrast, the leading industry in Warrnambool is health care and social assistance, comprising 19.4% of employment. The dominance of agriculture, forestry, and fishing in Moyn LGA and surrounding areas suggests a strong reliance on these industries for economic stability and employment, with deep rooted ties to the land and local economy.</p>
Generally lower unemployment rates across the LGAs (except in Ararat) indicating more constrained labour markets.	<p>Across the LGAs there is varying rates of unemployment. As of June 2024, unemployment rates across the LGAs were lower than VIC at 4.0% except for Ararat at 4.4% (refer to Figure 3.10).</p> <p>Strong employment growth since the COVID-19 pandemic has seen a significant shift towards full-time employment and permanent work (Victoria Government, 2023).</p>

Key Characteristics	Description
Potential transferable skills to wind farm construction occupations	<p>In Moyne LGA the top 3 occupations are:</p> <ul style="list-style-type: none"> • Professionals: 20.0% • Technicians and Trades workers: 13.9% • Labourers: 13.8%. <p>According to the Clean Energy Council (CEC, n.d.) the top occupations for the construction of wind farms include electricians (10.1%), construction and Project managers (8.1%) and mechanical trades and technicians (6.0%).</p> <p>The LGAs of Warrnambool, and Glenelg demonstrate the greatest capacity across the LGAs to support wind farm construction (refer to Appendix D for further information).</p> <p>Across all LGAs there is 163 managers, 495 electricians and 122 labourers (ABS Tablebuilder Pro, 2021).</p>
Lower economic resilience in the LGAs	<p>The Herfindahl index measures a community's economic resilience by assessing its economic diversity and industry concentration. A higher index indicates greater reliance on fewer industries, making the community more vulnerable to economic changes. Compared to Victoria's index of 0.0104, Corangamite has the highest index at 0.0413, followed by Southern Grampians at 0.0247, Moyne at 0.0243, Ararat at 0.0230, Glenelg at 0.0189, and Warrnambool at 0.0174. For Moyne, the Herfindahl index of 0.0243 suggests a relatively high economic concentration, indicating a reliance on fewer industries. This makes Moyne more vulnerable to economic changes compared to the state average of 0.0104. The lack of economic diversity means that any significant changes in the dominant industries could have a substantial impact on the local economy and community resilience.</p>
Lower total median weekly household incomes across the broader social locality	<p>The social locality had lower weekly median incomes compared to Victoria's average of \$1,759. Most notably, Mortlake SAL had the lowest median household income at \$984, while Moyne LGA had the highest at \$1,530. These lower household incomes may partially indicate limited access to higher-paying jobs.</p>
Lower median house prices and median monthly mortgage repayments in key suburbs except for Port Fairy.	<p>The townships in the social locality have lower median house prices except for Port Fairy, when compared to the VIC (+2.09%) ; though have seen varying trends across the 12 months from November 2023 – October 2024 (refer to Appendix D for further data).</p> <p>Across the key townships median house process ranged from \$350,000 in Ararat to \$895, 000 in Port Fairy (realestate.com.au, 2024).</p> <p>In 2021, median monthly mortgage repayments were lower across the social locality compared to VIC's average of \$1,859. This reflects the higher average house prices in VIC compared to key suburbs in the social locality. Mortlake SAL had the lowest median monthly mortgage repayments at \$932, while Port Fairy SAL had the highest at \$1,733. Additionally, the social locality had lower proportions of the population in mortgage stress compared to VIC at 15.5%. Mortlake SAL had the highest proportion of mortgage stress at 15.1%, while Southern Grampians LGA had the lowest at 8.4%.</p>

Key Characteristics	Description
Lower rental repayments, though with higher increasing rents and rental stress.	<p>As of December 2024, median weekly rent was lower across the key social locality townships compared to VIC. Though lower majority of the suburbs had seen a greater increase in median weekly rents compared to VIC at 3.77%. Similarly, all rental vacancy rates were lower compared to the VIC average (0.98%) as further outlined in Appendix D (realestate.com.au, 2024).</p> <p>In 2021, rental stress varied across the social locality. The SALs of Warrnambool (31.1%), Mortlake (35.5%), Port Fairy (32.8%), and Ararat (31.2%), as well as the LGA of Warrnambool (31.1%), had higher proportions of renters experiencing rental stress compared to the broader Victoria average of 30.9%.</p>
Lower access to economic resources across the SALs.	<p>The SEIFA Index Economic Resources (IER) reflects the economic resources of households within an area and includes variables such as household income, housing expenditures (e.g., rent) and wealth (e.g., home ownership). It should be noted that no comparison can be made between LGAs and SALs on ranking, as rankings are only comparative within each geographic classification.</p> <p>At the LGA level Moyne demonstrates the greatest access to economic resources as they are within the 9th decile followed by Corangamite in the 6th decile, and Southern Grampians within the 5th decile. The populations within these LGAs indicate many households with high income and home ownership, and fewer low-income households, or those paying lower rent. In comparison Warrnambool is within the 4th decile, followed by Glenelg in the 3rd decile and Ararat in the 2nd decile indicating reduced access to economic resources as illustrated in Figure 3.11.</p>

Source: (ABS Table Builder Pro, 2021; Realestate.com.au, 2023; REMPLAN, 2024; Moyne Shire Council, 2019; SEIFA, 2021; SALM, 2024)

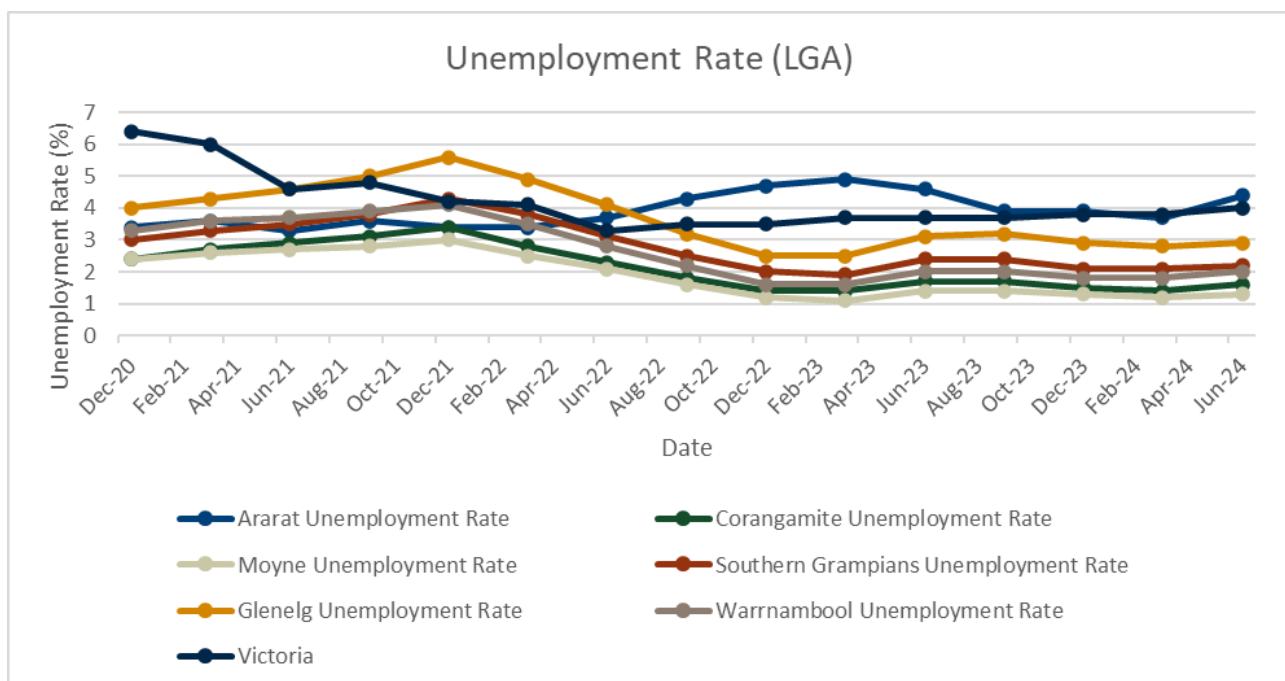


Figure 3.10 Unemployment Rates in the LGAs

Source: (SALM, 2024)

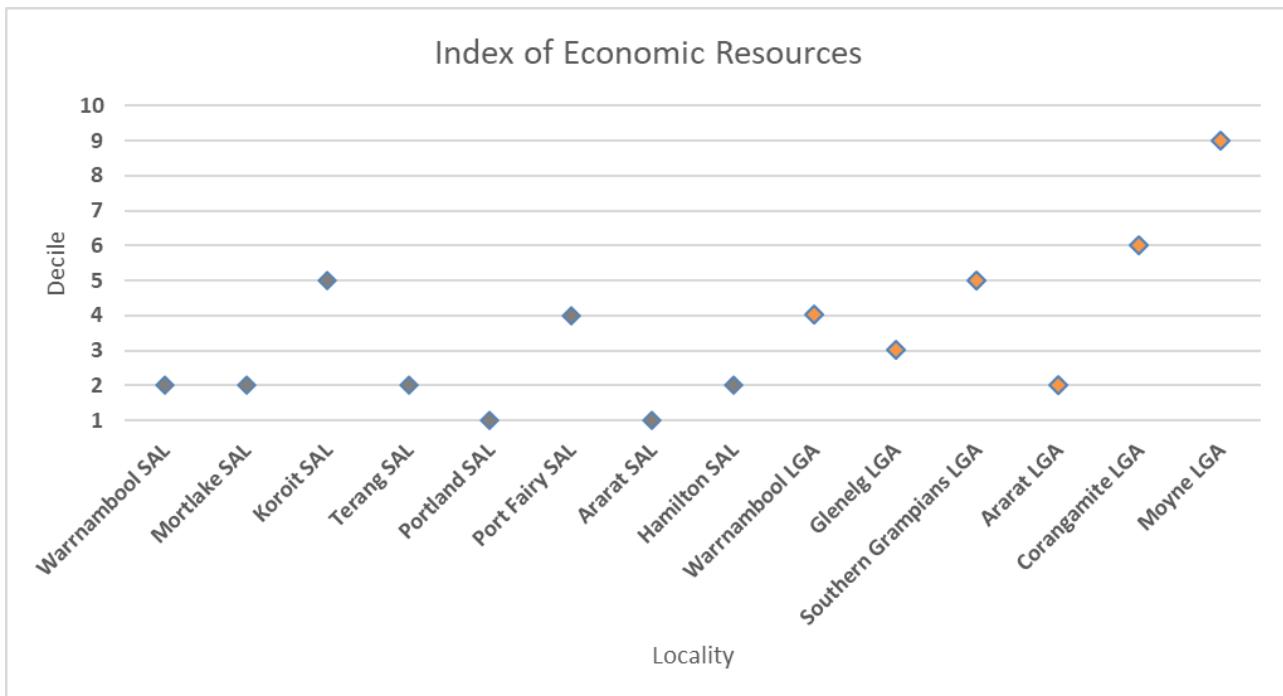


Figure 3.11 Index of Economic Resources

* It should be noted that no comparison can be made between LGAs and SALs on ranking, as rankings are only comparative within each geographic classification. Blue indicates SALs and orange indicates LGAs

Source: (SEIFA, 2021)

3.3.6 Physical Capital

Physical or built capital includes provision of infrastructure and services to the community. Within this capital area it is important to consider the type, quality, and degree of access to public, built and community infrastructure (including amenities, services, and utilities) as well as housing. The social locality is characterised by the following physical capital aspects, as outlined in **Table 3.6**.

Table 3.6 Physical Capital Key Aspects

Key Characteristics	Description
Access to a range of social infrastructure and facilities	<p>Moyne LGA is home to a variety of facilities and infrastructure which support community vitality.</p> <p>The LGA has a total of 19 schools, including a mix of primary and secondary schools.</p> <p>The Shire does not have any universities or major tertiary institutions. However, it is served by nearby facilities in larger centres such as Warrnambool, which hosts campuses of Deakin University and Southwest TAFE.</p> <p>There are numerous parks, sports facilities, and cultural venues, such as the Port Fairy Community Centre and various local sports clubs.</p> <p>The area has various community centres and services, including libraries, recreational facilities, and support services for families and individuals.</p>

Key Characteristics	Description
<p>Moyne LGA is proximal to key regions such as Ararat, Southern Grampians, Glenelg, Corangamite and Warrnambool</p>	<p>Warrnambool is located south of the Project and has a range of social infrastructure which may be accessed by those living and working in Moyne LGA.</p> <p>Healthcare: Warrnambool is served by the South West Healthcare facility, which provides comprehensive medical services, including emergency care, surgery, and specialist services.</p> <p>Education: The city hosts several primary and secondary schools, as well as higher education institutions such as Deakin University and South West TAFE.</p> <p>Community Services: Warrnambool has various community centres and hubs that offer a range of services, including support for families, youth, and the elderly.</p> <p>Recreation: The city boasts numerous parks, sports facilities, and cultural venues, such as the Warrnambool Art Gallery and the Lighthouse Theatre.</p> <p>Transport: Public transport options include bus services that connect different parts of the city and surrounding areas.</p> <p>Social Services: There are multiple social service organisations that provide support for mental health, housing, and other community needs.</p> <p>Similarly, in the Ararat, Southern Grampians, Glenelg, and Corangamite LGAs, there are key facilities such as healthcare services, educational institutions, and various primary schools which may be accessed by residents from Moyne LGA.</p>
<p>Moyne LGA is accessible by bus, car and train</p>	<p>The region is well-connected by major roads, including the Princes Highway and the Hamilton Highway, facilitating easy travel to and from nearby cities like Warrnambool and Geelong.</p> <p>The Moyne Shire has an airport located 13 km north-west of the township of Warrnambool. The Warrnambool Regional Airport is owned and operated by the local council. The airport is used for business and recreational purposes. The airport also contains Ambulance Victoria and Helicopter Medical Services.</p> <p>While there are no major train stations within Moyne LGA itself, nearby Warrnambool provides access to V/Line train services that connect to Melbourne and other regional areas.</p> <p>Bus services operate within the LGA, connecting towns such as Port Fairy, Koroit, and Mortlake with larger hubs.</p>
<p>High private car usage</p>	<p>The social locality has a higher proportion of people who travel to work as a driver in comparison to the VIC average (50%). The Host LGA of Moyne had a usage of 58%, Portland SAL had the highest car usage as driver at 70% while Port Fairy SAL had the lowest at 56%.</p> <p>The high proportion of drivers can be partially attributed to many regional Victorian towns being highly underserviced by public transport. According to Infrastructure Australia, public transport in regional Victoria is largely unreliable or non-existent stating:</p> <p><i>“... limited options to access critical public services affects liveability and can re-enforce disadvantage and social isolation in regional communities.”</i></p>

Key Characteristics	Description
Lower access to medical practitioners in Moyne LGA	<p>The host LGA of Moyne has significantly lower access to medical practitioners compared to VIC (GPs: 68.7, Nurses: 503.7 & Specialists: 0.0 in Moyne compared to GPs: 124.6, Specialists: 164.2 & Nurses 1,252.0 in VIC))</p> <p>Most notably in 2022, both Moyne and Corangamite recorded no specialists per 100,00 people indicating that the population heavily rely on neighbouring LGAs for access.</p> <p>This has been further highlighted with the closure of the medical clinic in Port Fairy which was forced to close after 21 years of operations due to a lack of doctors in 2022, there were no public dental services in the Moyne LGA with residents reporting poor dental health, among the lowest in VIC.</p>
Higher rates of homeownership linking to greater place identity	<p>Higher levels of homeownership with a higher proportion of the population who own a dwelling compared to VIC at 32.2%. Across the LGAs homeownership averaged 44.0%, with Warrnambool the lowest at 36.8% and Glenelg at the highest at 46.3%.</p>
Minimal affordable housing for vulnerable communities in the region	<p>Affordable housing is housing, including social housing, that is appropriate for the needs of very low-, low- and moderate-income households. There is currently a lack of affordable housing in the LGAs with 56 houses considered affordable in Ararat, 27 in Corangamite, 39 in Glenelg, 23 in Moyne, 36 in Southern Grampians, and 28 in Warrnambool as of March 2024.</p>
Lack of short-term accommodation availability and highly seasonal demand	<p>Moyne Shire Council highlighted that currently the LGA has a larger proportion of transient workforces with many FIFO workers in the region occupying rentals and short-term accommodation (Umwelt, 2024). The council, attempting to ease housing availability and enhance short term accommodation, brought in short-term accommodation units in the region's caravan parks to better cater for new workers which can then be repurposed into holiday houses.</p> <p>In 2021, all Moyne Shire residents were home during the census, largely due to COVID-19 lockdowns limiting travel. In contrast, 98% of the population was home during the 2016 census, suggesting that accommodation and workforce trends are seasonal.</p> <p>Considering a 1-hour drive time limit, average local occupancy rates of 66% for traditional providers⁷ and 49.5% for Airbnbs, a base case local procurement target of 5% and a 30% accommodation capacity limit, there are a total of 342 rooms available to house the workforce. Of these, 133 consist of traditional providers (hotels, motels, caravan parks etc.) while the remaining 209 are Airbnbs. Further, accommodation demand is highly seasonal, with a busy summer-through-May period and quieter winter off-season.</p>
Moyne Shire has identified the need to address housing	<p>Moyne Shire is actively addressing a housing shortage through its rural housing and settlement strategy, which includes rezoning farmland to develop 1,000 new homes in the suburbs of Grassmere, Hawkesdale, Illowa, Southern Cross, and Woolsthorpe, with 700 planned for Port Fairy. This initiative is part of a broader effort to meet the projected need for 87,000 homes in rural Victoria over the next 15 years to mitigate economic impacts</p>

⁷ Accommodation providers including hotels, motels and caravan parks.

Key Characteristics	Description
	<p>Key actions relating to this initiative include:</p> <ul style="list-style-type: none"> • Rezoning agricultural land to accommodate new housing developments. • Securing funds to support necessary infrastructure for new housing areas. • Investing in temporary housing solutions to address immediate needs. • Seeking funding specifically for affordable housing projects. <p>Ensuring accessible housing for workers in growing industries, which is crucial for economic stability and growth. Additionally, the Victorian Government's Regional Purchase Program aims to boost social and affordable housing, further supporting these efforts.</p>

Source: (ABS, 2021; ABS Table Builder Pro, 2021; AirDNA, 2024; Moyne Shire Council, 2020; real estate investar, 2024; realestate.com.au, 2024; DFFH, 2024)

3.3.7 Cultural Capital

Cultural capital refers to underlying factors that provide human societies with the means to adapt to their environment (Cochrane, 2006). It includes the way people know and understand their place within the world. It may also refer to the extent to which the local culture, traditions, or language, may promote or hinder wellbeing, social inclusion, and development (IAIA, 2015). This section provides a summary of the key characteristics of the social locality from a cultural capital perspective. **Table 3.7** summaries the cultural capital characteristics of the social locality.

Table 3.7 Cultural Capital Characteristics

Key Characteristics	Description
<p>The Eastern Maar are the formally recognised traditional owners in the Project locality</p>	<p>As outlined in Section 3.3.3, there is a high proportion of Aboriginal and/or Torres Strait Islander population across the social locality with Moyne having 1.7% compared to VIC at 1%.</p> <p>The formally recognised traditional owners for the Project area are the Eastern Maar peoples.</p> <p>In 2015 EMAC facilitated the development of a Country Plan, Meerreengeeye Ngakepoorryeet, with six identified goals underpinned by the law of the land. These include wellbeing, active youth, strong identity, healthy country, cultural strengths and economic independence. The Eastern Maar strongly advocate that they are involved in the management of Country to ensure it becomes healthy and productive into the future – this includes any major developments of changes to the landscape.</p> <p>Within the Eastern Maar boundaries there is a rich cultural history of Aboriginal people with over 1,206 registered cultural heritage places. Cultural heritage places include Budj Bim, Framlingham Mission Reserve and Cemetery, Framlingham Forest, Hopkins Falls and Hopkins River Fish Traps, Tower Hill, Tooram Stones, Killarney Beach Middens, and Deen Maar.</p> <p>In late 2021 Deen Maar, an Indigenous Protected Area, was the focus of a proposed wind farm development by Alinta Energy. The Eastern Maar people strongly objected due to the cultural significance of the island, with major news outlets suggesting Alinta, and other developers, “might need a crash course in ancient culture” (Wright 2021).</p>

Key Characteristics	Description
	<p>In 2022 the Kooyang Stone arrangement, believed to be created more than 1,500 years ago, was accidentally destroyed by the owner of the land. The arrangement holds deep cultural significance to the Eastern Maar people and is registered as a landmark with Aboriginal Victoria. EMAC was quoted as being devastated by the incident (Johnson & Bewley 2021).</p>
Significant Aboriginal cultural values and heritage	<p>The Budj Bim Cultural Landscape, a UNESCO World Heritage site, highlights the ancient aquaculture systems of the Gunditjmara people. This combination of European and Indigenous heritage makes Moyne LGA a historically significant region in Victoria (Port Fairy Historical Society n.d.)</p>
Lower proportion of the population born overseas.	<p>When compared to VIC (30.0%), the social locality had lower proportions of people who were born overseas. Most notably Ararat SAL had the highest proportion at 12.2% and Terang SAL had the lowest at 6.0%. This indicates lower cultural diversity within the social locality.</p>
Regional pride and events	<p>The LGA hosts several key events that celebrate its rich cultural heritage and community spirit. One of the standout events is the Port Fairy Folk Festival, which attracts thousands of visitors each year with its diverse lineup of music, arts, and cultural activities. Other key events include:</p> <ul style="list-style-type: none"> • The Australian Heritage Festival • Koroit Truck Show • Koroit Irish Festival <p>In the neighbouring LGA of Warrnambool there are a variety of key events that draw both locals and visitors. One of the highlights is the Warrnambool May Racing Carnival, a premier horse racing event that spans three days and includes the famous Grand Annual Steeplechase. Additionally, the Warrnambool Show is a traditional agricultural show that showcases local produce, livestock, and crafts. These events, along with regular markets, live music, and cultural festivals, make Warrnambool a lively and engaging place throughout the year. Other key events include:</p> <ul style="list-style-type: none"> • Flagstaff Hill Sound and Light Show • Summer Carnival • Wunta Fiesta • Melbourne to Warrnambool cycling classic • Warrnambool May Racing Carnival
Diverse built heritage supporting community pride.	<p>The Moyne LGA, particularly Port Fairy, is notable for its built heritage, featuring a rich collection of 19th-century architecture. This includes cottages and public buildings, many of which are recognized by the National Trust. The area's heritage also includes heritage-listed trees and stone walls.</p>

Source: (ABS, 2021; Port Fairy Historical Society, n.d.; Wright, 2021; Moyne Shire Council, n.d.; Warrnambool City Council, 2023)

3.4 Community Resilience and Adaptive Capacity

This section outlines the resilience and adaptive capacity of the locality and the region to change associated with the Project across the key community capitals (refer to **Table 3.8**).

Table 3.8 Community Capital Analysis Summary

Capital	Key Aspects
Political	<ul style="list-style-type: none"> Local council has proposed a pause on planning permits for all wind farm developments to ensure consultation with Moyne and other affected Councils and communities. Thus, providing an opportunity to facilitate more effective planning and identification of strategies to better manage project and cumulative impacts. This in turn poses a risk to developers of renewable energy projects and State government in meeting renewable energy targets.
Natural	<ul style="list-style-type: none"> The community highly values the natural landscape which is vast and rural. This land has been identified as having favourable natural resources for renewable energy development (sun and wind). The area has high quality agricultural land, with wind farm development enabling continuation of agricultural activities for host landholders, however results in changes to the sense of place due to industrialisation of the landscape.
Human	<ul style="list-style-type: none"> The social locality has an aging population with slower projected population growth which impacts the availability of those within working ages (18-64 years). Higher levels of certificate attainment - result in an opportunity to train or employ local workforce. Lower attainment of bachelor's degree level limits potential skills pool for wind farm construction workforces. Tertiary education attainment in key fields of study for wind farm construction workforces such as engineering and related technologies and architecture and building were greater across the social locality especially at certificate level. There is a higher burden of disease in Moyne LGA increasing demand for health services and medical practitioners.
Social	<ul style="list-style-type: none"> Lower levels of population transiency indicating greater social ties and connection to the local area. Predominately family households across the social locality indicating greater demand for social and health services. Increase in crime which may be further exacerbated by transient workforces or significant population changes. Disproportionate levels of socio-economic disadvantage between key townships such as Mortlake, Terang and Port Fairy indicating unequal distribution of income, housing and employment.
Economic	<ul style="list-style-type: none"> The social locality demonstrates lower levels of unemployed indicating tighter labour markets which are constrained and impact both large and small businesses. Moyne LGA has lower economic resilience with reliance on few industries making them vulnerable to significant changes. Though the recent rise in renewable energy sees the LGA better positioned to support multiple industries and grow its economic resilience.

Capital	Key Aspects
	<ul style="list-style-type: none"> The region has a workforce skilled in key wind farm occupations, enhancing its renewable energy sector. Residents enjoy lower house prices and mortgage repayments, making homeownership more affordable. Though household costs show a contrast between rising rental payments and lower house prices, highlighting the disparity between vulnerable renters and those who can afford to buy a home.
Physical	<ul style="list-style-type: none"> There is limited access to rail transport which restricts mobility options for residents, making it harder to travel for work, education, or healthcare especially within the host LGA of Moyne. The social locality has a greater reliance on cars, increasing congestion on local roads. Lower access to medical practitioners highlights the populations struggle in obtaining timely healthcare, which can affect overall community health. Minimal affordable housing further marginalising vulnerable communities who struggle to find affordable living options, exacerbating issues of homelessness and financial instability. Though Moyne Shire Council is actively making efforts to address the housing demands of the community through housing initiatives. The higher rate of home ownership indicates that the community has stronger sense of place and community identity. Though Moyne LGA is strategically placed between various key LGAs and regional townships such as Warrnambool which provides close access to the airport enhances connectivity and travel options.
Cultural	<ul style="list-style-type: none"> There is a higher Aboriginal and/or Torres Strait Islander population within Moyne and the broader LGAs who may potentially be vulnerable to changes to the region. The social locality is rich with Indigenous culture which is celebrated by the Eastern Maar community. The region further celebrates events which highlight the regions pride in agriculture and as a tourism destination.

Source: ©Umwelt, 2024 (ABS, 2021; REMPLAN, 2023; WHO, 2023; SEIFA, 2021; real estate investor, 2024)

The issues identified within the Moyne LGA encompass a wide range of community capitals: natural, social, human, physical, and economic. Development in areas such as physical capital can enhance other assets like economic, social, and human capital. Therefore, investment and community development strategies should aim to maximize returns across these collective assets while aligning with local community values and aspirations.

Locally, residents have expressed a desire to protect their rural and social amenities and to see improvements in physical capital, such as better access to health, education, and housing. These communities possess strong social, natural, and cultural capital, fostering a sense of community, but they are concerned about the potential cumulative impacts of further development.

Regionally, issues include climate change vulnerability affecting natural capital, disparities in human capital between neighbouring LGAs, reduced economic diversity, increased cost of living, and a tighter labour market. Addressing these challenges requires a balanced approach that considers both local and regional perspectives.

Overall, the community's capacity to adapt to change, particularly in relation to the construction, operation, and decommissioning of renewable energy projects, faces significant challenges. This historically agricultural region is grappling with an aging population and a disproportionate socio-economic disadvantage, which exacerbate resistance to new developments. The cumulative impact of renewable energy projects in the South West REZ region further complicates acceptance. Additionally, the presence of an Aboriginal population, with lower access to medical services and practitioners, minimal affordable housing, increasing crime rates, and lower educational attainment levels, further hinders the community's ability to adapt. These barriers highlight the need for tailored strategies that address the unique socio-economic and demographic characteristics of the community to foster a more adaptive and accepting environment for renewable energy initiatives.

4.0 Social Impact Evaluation

This section provides an evaluation of the social impacts identified as part of the Project's SEIA. Insights gained through SEIA engagement, analysis of secondary data, review of relevant social research, and other technical studies undertaken for the Project, have been considered to further contextualise, benchmark and qualify the matters raised to inform the evaluation of each social impact.

A key component of SEIA is the process of understanding issues and impacts from the perspectives of those that may be most affected and identifying ways in which such impacts could be better managed or enhanced to reduce social impacts. Consequently, where relevant, quotes obtained through SEIA engagement have been utilised to illustrate the social impacts identified. Outcomes of engagement undertaken by Wind Prospect and Premier Strategy for the Project, have also been incorporated in the evaluation of each impact, as relevant, to provide a comprehensive overview of community perspectives of impact – both positive and negative.

The following charts provide a summary of the outcomes of engagement undertaken to inform the SEIA. The charts illustrate the analysis of positive and negative impacts of importance/concern relating to the Project as recorded in personal interviews and community survey responses (refer to **Section 2.3.2** for further detail of these mechanisms).

As highlighted in **Figure 4.1** community stakeholders consulted identified the positive impacts of the Project as including reduced energy costs, economic benefits to the community, including employment opportunities, improved community services through effective community benefit sharing programs, and reduced climate change impacts.

Figure 4.2 also outlines the level of concern relating to potential negative social impacts that may be associated with the Project.

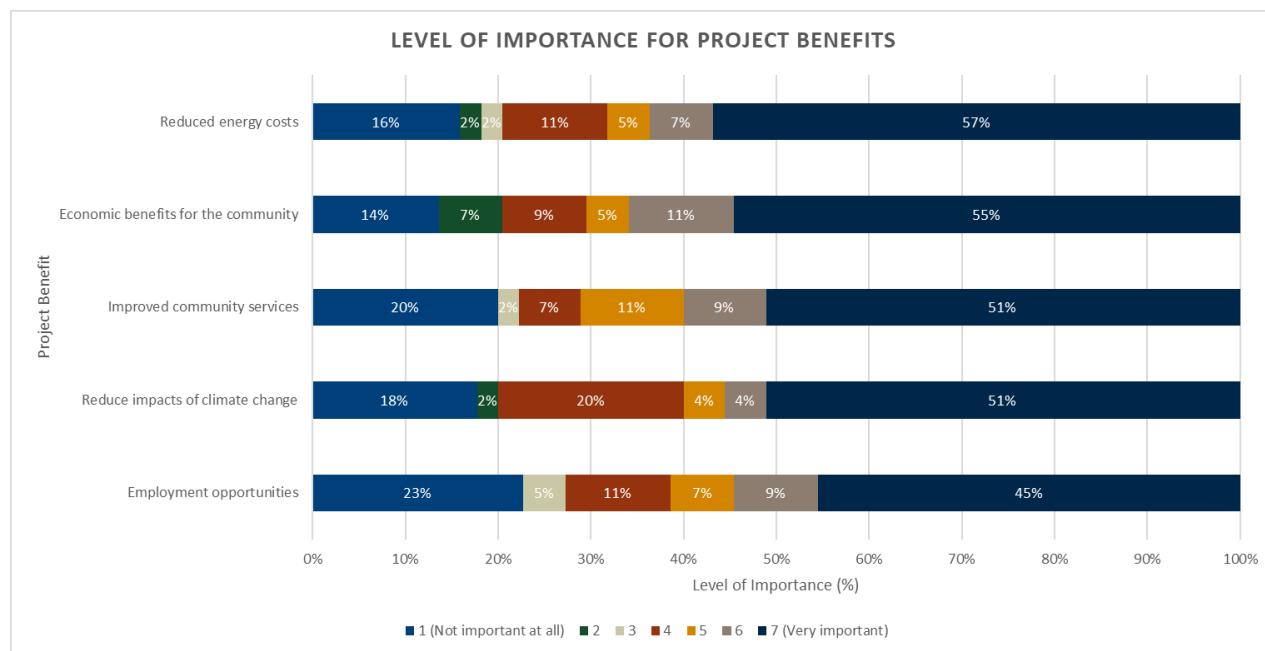


Figure 4.1 Positive Social Impacts Associated with the Project

Note: Responses based on outcomes of SEIA survey (n=45)

Source: Umwelt, 2024

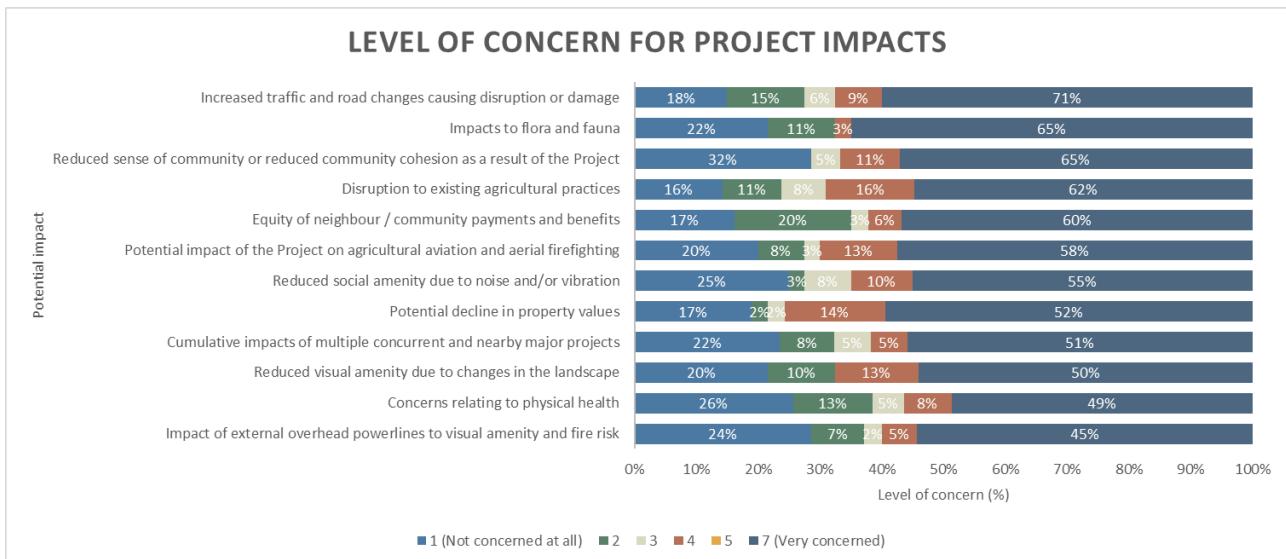


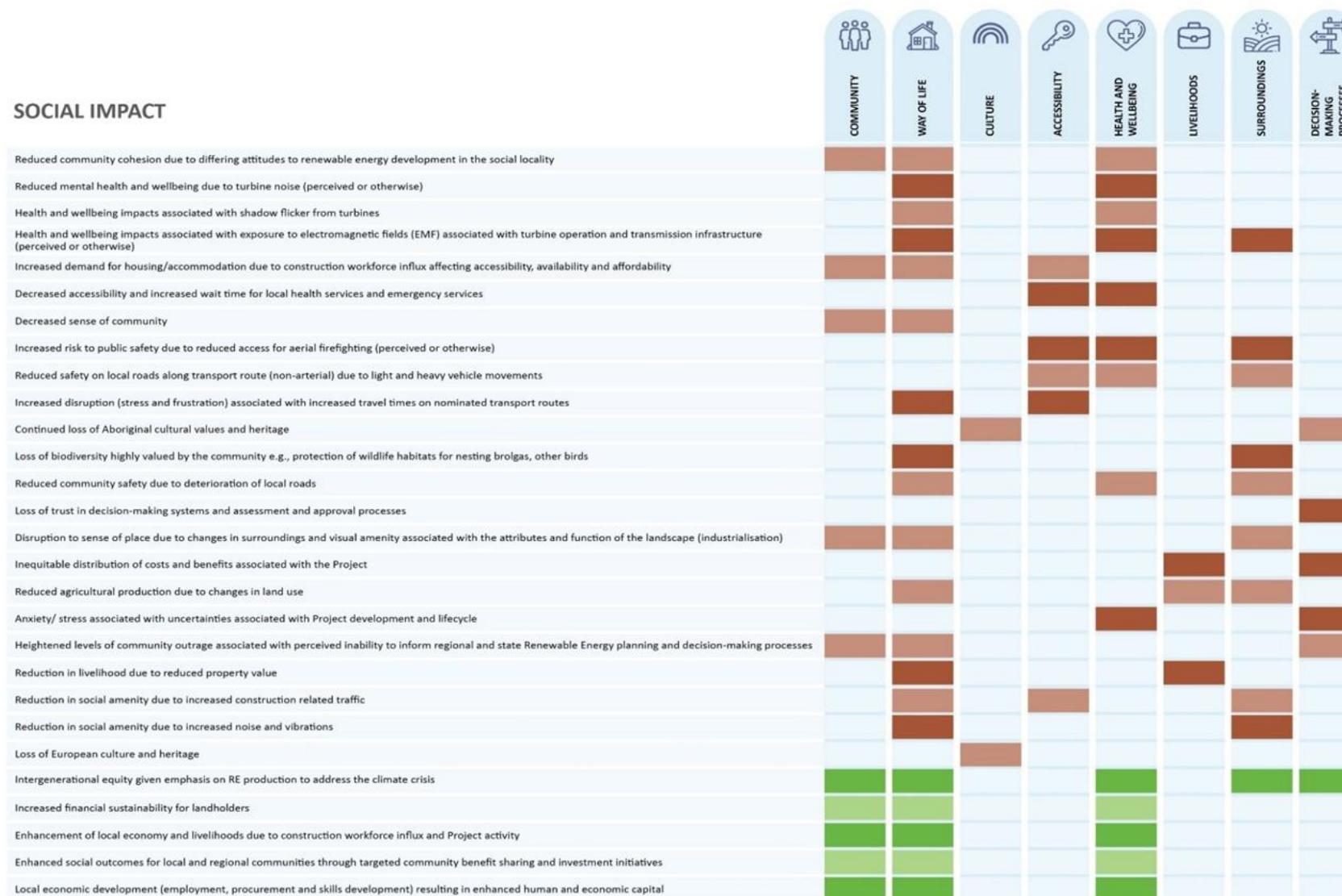
Figure 4.2 Negative Social Impacts Associated with the Project

Note: Responses based on outcomes of SEIA survey (n=45)

Source: Umwelt, 2024

Table 4.1 provides a matrix of the social impacts identified in relation to the Project and highlights how each impact relates to the relevant social impact categories outlined in **Section 2.2**. Subsequent sections further detail the social impacts identified, both positive and negative, associated with the Project. These social impacts are further discussed in the sections below.

Table 4.1 Social Impact Matrix- Wind Farm Component



Source: © Umwelt, 2025

4.1 Decreased Sense of Community and Cohesion

Large-scale projects have the potential to alter or change sense of community and cohesion, place identity and attachment and sense of place, which are developed through the interaction that people have with their environment and their involvement and membership in the communities in which they reside.

When change is proposed to a place, it can be perceived as a “disruption” or ‘threat’ and can be met with opposition or in some instances psychosocial impacts such as stress and anxiety. Conversely, where change is perceived as being in keeping with place values, it may be met with a greater level of acceptance and support (Carlisle et al., 2014).

Concurrent positive or negative perceptions of a project are not unusual, but if not managed through appropriate communication or engagement can impact community cohesion. Feedback gathered by Wind Prospect through doorknocking activities in 2023 indicated 35% of residents were very supportive of the Project, 25% were not supportive and 40% were neutral, unknown/undecided.

Stakeholders have described the Moyne Shire as a region of small communities with a strong sense of pride and belonging, commonly describing their town using terms such as ‘tight-knit’ and ‘peaceful’. The local area within and surrounding the Project is largely agricultural land with many residents valuing the region’s agricultural history of production, from livestock to food and fibre. As stakeholders noted:

They are very tight knit communities and organisations like the CFA in those towns are the things that help hold together those communities; and when we say those communities not just within those township boundaries, it's the surrounding area - they're more like districts really. And I think a really good example of that is Hexham

– Interviewee

Hard working community minded people. Natural beauty, fertile land. Peaceful lifestyle, minimal noise pollution and traffic. – Survey Respondent

A sustainable rural community. Farmers with a vested interest in the long-term viability of the land. Prospects for the younger rural generation are positive. – Survey Respondent

For many long-term residents of the Moyne Shire, there is a common view that the Shire does the ‘heavy lifting’ for energy provision for the rest of the State, particularly those in urban areas, and that such development has, and is currently changing the sense of community and agricultural nature of the region.

The introduction of the Project and renewable energy developments more broadly was also seen by some to be ‘fracturing communities’, with increased divisions created between those that are benefiting from such projects and those that are not.

[The Project is] Fracturing communities. Neighbours turning against neighbours. And I know lifelong friends that are no longer talking to each other. They are ostracised. I think in the early days in particular, there was those that have, and those that don't have. - Interviewee

Most importantly is that wind farms divide communities. The host towns become a place of haves and have nots. Friendships are shattered; it is absolutely devastating when you love the place that you live to see friends turn into enemies due to wind farms. The developers aren't living in the communities, they are not seeing what they are doing to these towns, turning people against each other from 500 km away.

– Interviewee

People have had friendships affected by wind farms. You need your neighbour in a country town and we're now seeing neighbours not talking to each other – completely broken down. So do you take a pragmatic approach and say the wind farms are here so let's bleed them dry for the impact that they are causing to our communities. If they want to be on our land and in our communities, they better be prepared to open up their chequebooks. – Interviewee

I have lived here my whole life, and I don't like the division that has occurred as result of these wind farms. It is so distressing to me to see this. This isn't what country communities are about – we are about helping your neighbour. Wind farms have attacked our community spirit – it's just not there anymore. – Interviewee

Given the scale of development within the South West REZ, there are a number of renewable development projects either operational (7), approved (2), in construction (3) or in their planning phase⁽⁴⁾. The cumulative impact of these multiple concurrent renewable energy projects, as well as other development in the region, are seen to be further contributing to reduced levels of social cohesion.

So, in terms of social vitality or social connectedness; in the last probably five years there [has become] a definite issue about social cohesiveness and the effect of a proposed or an actual wind farm on that social cohesiveness... We are no different to any other rural area. We've lived here for a long time. We know the connections that people have between families, between generational farming families, and the effect of a wind farm [the Project] on that social cohesiveness. – Interviewee

Recent research has demonstrated that the strongest predictor of acceptance of wind farms are the affective or emotional responses; with how a person feels about a project highly influencing all other aspects of social licence (Cousse, 2021; Scovell, McCrea, Walton & Poruschi, 2024). Feelings such as dislike, anxiety, and frustration can produce protective approaches in which people and things that aren't part of the 'familiar' are excluded based on their difference (Pretty, Bishop, Fisher & Sonn, 2007). Communities may then reinforce who is 'part' of the 'real' community and who 'doesn't belong' leading to a sense of exclusion for those depicted as the 'others' (Pretty, Bishop, Fisher & Sonn, 2007; Fisher & Sonn, 2007). This includes project proponents who are often not considered to be part of the local community.

This has been home to many generations...and you have to recognise that many of us fought for this country and feel walked over by these [renewable energy] companies many of which aren't even Australian. – Interviewee

There are a number of monitoring and management measures that can be employed by Wind Prospect to address the community's concerns and foster a sense of inclusion. Management measures, such as a Community and Stakeholder Engagement Plan (CSEP), aims to provide transparent and timely information regarding the Project. These measures acknowledge the stages of psychological response to place change and focus on generating place-based community benefits. Further management strategies involve facilitating discussions between community members and Project representatives about the impacts and their management or enhancement is therefore recommended (outlined in **Section 6.0**) Examples include support for community events that promote cohesion, such as the Community Benefit Fund and Neighbouring Benefit Sharing Program (refer to **Section 6.0**). These initiatives provide direct benefits to affected communities and serve to lessen the perceived disruption or division caused by the Project. Both types of strategies will be further detailed in the Social Impact Management **Section 6.0**.

4.2 Change in Community Composition and Character Due to Temporary Workforce Influx

To develop the Project, there is expected to be a temporary population increase of around 360 construction workers over a 24-month period. While some of this workforce may be sourced locally (refer to **Appendix E** for further detail), this influx has the potential to decrease community cohesion and result in a change in the composition and demographics of the community. This is likely to be further exacerbated due to the development of multiple projects concurrently.

For instance, the influx of a largely male workforce may have negative impacts on the safety or perceived safety of female and older community members. Research has also shown that largely male (and younger) workforces often demonstrate higher rates of alcohol consumption and therefore their presence may result in an increase in the potential for alcohol-fuelled behaviour and reduced public safety (Ruddell & Ortiz, 2015).

In this regard, several stakeholders raised concerns about their lived experience of the impact of incoming workforces, explaining that previous large-scale projects have driven up local house prices, displacing lower income households due to no longer being able to afford housing in the area. The livelihood impacts relating to this change are further discussed in **Section 4.14**.

Furthermore, research also indicates that an 'us versus them' mentality is often reported between local residents and temporary DIDO or FIFO workforces, potentially leading to disruptions in social networks and greater division within a community (Commonwealth of Australia, 2013; Sibbel, Kaczmarek, & Drake, 2016).

The management measures aim to proactively address workforce integration and minimise the risk of social division. These include strategies outlined in the already-developed Accommodation and Employment Strategy (further detailed in **Section 5.2.1** and **Appendix E**), which includes:

- Selection, development, and appropriate siting of workforce housing.
- Development of workforce codes of conduct to establish behavioural standards.
- Promotion of workforce integration strategies to integrate the temporary workforce into community life, such as workforce welcome packs, community inductions, and participation in local events.

- Support for local community groups, organizations, and programs that address community needs, through both in-kind participation and monetary investment, fostering social value at the community level.

Other management and enhancement strategies focus on reducing adverse impacts resulting from workforce influx while addressing cumulative effects of multiple projects within the locality. Examples include:

- Collaboration between developers to manage overlapping workforce demands.
- Support for initiatives that promote community cohesion, such as funding community events and programs through mechanisms like the Community Benefit Fund and Neighbouring Benefit Sharing Program (refer to **Section 5.2.3**).

4.3 Disruption to Sense of Place

Aligned with the discussion above, Project development also has the potential to significantly affect community members sense of place, given the introduction of a new Project(s) into the locality. This may particularly be the case where the nature of the Project is different to the existing environmental context (Devine-Wright, 2009; Giuliani, 2003; Marshall et al., 2019).

Sense of place identity and attachment may be described as how community members define who and what they are, and relates to the ‘memories, ideas, feelings, attitudes, values, meanings and experience’ that are attached to the physical settings around them (Proshansky, Fabian & Kaminoff, 1983).

A stronger place attachment often tends to be associated with length of residence, reduced mobility, higher levels of volunteering and home ownership, and may be particularly salient for those with a close living and working relationship with the natural world such as agriculture and forestry.

Interviews with landholders and community members highlighted the importance of these values and the rural and agricultural amenity and character of the community.

I'm going to say the unspoilt landscape. It's got green grass, it's got trees, it's got nature, it's got sheep and cattle or whatever munching. Looks healthy and makes you feel good. Makes you feel grounded, connected to country. It's peaceful. – Interviewee

A close-knit community that looks out for one another. That are proud of their town and take pride in their town. The rural aspects of the town the fact that we live in a blue-ribbon belt of a thriving productive area, its serenity and great community spirit. Close proximity to beaches, Grampians, Otway's etc... Beauty of Mortlake, employment opportunities. – Survey Respondent

This connection to place was also reinforced through analysis of secondary data in the social locality. For instance:

- the locality has a less transient population. In 2021, 58% of Moyne LGA residents and 53% of Warrnambool residents had lived at the same address for the past five years, compared to 51% for Victoria.

- there is a higher level of volunteering evident in the social locality. Within the 12 months prior to the 2021 Census the percentage of people engaging in voluntary work was generally above the VIC average of 11% with Moyne LGA demonstrating the highest levels of volunteering (19.8%).
- the locality has a higher rate of homeownership compared to VIC (32.2%).
- Agriculture, forestry and fishing is the top industry of employment in Moyne LGA.

There was also a strong generational connection, with many families having lived and worked in the area for many years. As a result, the introduction of a wind farm into the locality, and the industrialisation of the landscape was perceived by some as a key threat.

Keep your hands off our area. We have been absolutely saturated with these mechanical monsters we've had enough of them and the wind farm companies' arrogance and lack of understanding of our point of view. Their snatch and grab attitude to our area. Enough is enough. Hands down we reject this proposed project.

– Survey Respondent

I am concerned it [The Project] will damage our community and cause people to move away, something we have discussed ourselves as we are unsure if we will be able to live with the towers. – Survey Respondent

The Landscape and Visual Impact Assessment (LVIA) undertaken by Moir Landscape Architecture Pty Ltd (trading as Moir Studio) (Moir Studio, 2025), found that the project could be undertaken while maintaining key visual features of the landscape. A total of 25 public viewpoint locations were selected to assess potential visual impacts from varying distances, landscape character units, and viewing directions. The LVIA determined that 16 public viewpoint locations had a low visual impact rating, three had a moderate-low visual impact rating, and six had a moderate visual impact rating.

Additionally, 49 dwellings within 3,000 m of a proposed turbine were identified. Screening elements like vegetation or structures will limit visual impacts for 39 of these dwellings. Representative assessments were undertaken at 24 dwellings considering distance and direction. The LVIA found two dwellings with high visual impact, six with moderate impact, and 16 with low impact (Moir Studio, 2025).

The LVIA has identified the following mitigation measures for each of the eight (non-involved) dwellings with a moderate or high visual impact rating. These include:

- Use of appropriate colouring of wind turbines (matte white finish): The use of simple muted colours and non-reflective materials to reduce distant visibility and avoid drawing the eye.
- Screen planting at impacted residential properties.

Additionally, the Neighbour Benefit Fund will be established to provide financial support for landholders with a dwelling within 6 km of a turbine. This fund aims to address any inconvenience and disruption caused by the proximity of turbines. Alongside this, an Energy Offset Program will be introduced to further mitigate these impacts by offering measures such as energy efficiency upgrades or renewable energy installations (refer to **Section 5.2.3** for further detail).

By integrating these measures, the Project can mitigate its challenges while fostering a sense of collaboration and benefit for all stakeholders involved.

4.4 Increased Travel Times Due to Project Related Construction Traffic

Impacts to way of life due to greater travel times associated with construction related traffic activities was raised as a concern by those consulted. Concerns related to the delivery of wind turbine components from either the Port of Portland or Port of Geelong and the increased travel times on major transport routes and local roads, and accessibility impacts for road users and emergency responders. For many of those consulted, this had been their lived experience because of other renewable energy development in the locality.

...it is annoying because I travel around the area quite a lot. When they put 80, 60, 40 [km per hour] signs for kilometres because they've got trucks coming in and out when they're doing the construction. So that can add 10 minutes to my trip one way. And that is frustrating, which is a productivity issue again for us. – Interviewee

When you know roads are closed [because of a] convoy [of trucks due to] the big movement of the wind tower down the road that is slowing traffic or may cause an emergency incident- Interviewee

As outlined in **Section 3.3.6**, there is a higher percentage of people in the area that commute to work by car in the social locality (with 58% in Moyne LGA), indicating a greater dependence on road use. The Traffic Impact Assessment (TIA) Report undertaken by Ratio Consultants (2025) has determined that local road users along the transport route are likely to be impacted by additional traffic during construction. The assessment noted that this may exceed the capacity of the road network and result in congestion and compromise road safety, with slow-moving WTG components and OSOM vehicle traffic disrupting, and/or delaying traffic.

Local roads within and surrounding the Project area, such as Hexham-Ballangeich Road, Gordons Lane, Immigrants Lane, Hamiltons Lane, and Ross Lane, were identified as requiring upgrades to accommodate construction traffic. These upgrades represent a design change aimed at improving road safety and meeting traffic capacity needs during the Project's construction phase.

To address some of these challenges, the implementation of a Temporary Workforce Accommodation (TWA) has been proposed (refer to **Appendix E**). The TWA aims to reduce travel-related impacts by housing workers closer to the project site. The TWA would decrease the number of daily commutes, thereby alleviating congestion on local roads and reducing associated travel times for local residents. Additionally, it provides an opportunity to centralise workforce facilities, ensuring better management of vehicle movements and reducing strain on the existing road network. The TWA is complemented by strategies such as the establishment of a Green Travel Plan. This Plan will encourage carpooling and the use of shuttle buses to minimise light vehicle traffic associated with the workforce and DIDO/FIFO roster periods, thereby reducing congestion on local roads.

Similarly, the proposed development of an on-site quarry would further reduce construction related traffic on external roads through reducing the impact on traffic congestion from heavy vehicle movements between off-site quarries and the project area. Selected routes seek to adopt the shortest travel distance/most direct via the arterial road network between the quarry site and the Project area.

To manage construction traffic efficiently, a Construction Traffic Management Plan (CTMP) will be developed as a key mitigation measure. It is recommended to mitigate impacts including scheduling construction traffic outside of peak travel times (including school zones), engaging local councils and VicRoads for coordination, and providing timely updates to community members about construction activities.

Additionally, a mitigation measure for resolving issues faced by road users is the establishment of a Complaints and Grievance Mechanism. This mechanism will allow stakeholders to raise concerns related to construction activities and ensure timely resolution (further detailed in **Section 5.2.2.1**).

Neighbouring landholders and local road users are likely to experience more significant impacts due to the capacity of the local road network to handle heavy vehicle movements. These stakeholders will benefit from the outlined measures aimed at mitigating disruptions and enhancing road conditions around the Project site.

4.5 Increased Risk to Public Safety Associated with Project Related Traffic on Local Roads

Furthermore, in relation to increased traffic movements associated with Project construction activities, consulted stakeholders raised concerns regarding the current standard and capacity of existing roads to accommodate additional traffic movements; and the safety of community road users, particularly school children utilising local bus stops and school bus routes.

Let alone what happens to our roads. Because they do make a mess of our roads, yeah. And our roads aren't good in this area anyway because we are neglected.

There's federal, state and council roads as they use all three. – Interviewee

One surprisingly critical issue that our community takes really seriously is avoiding school bus routes. So, making sure their children aren't at danger when they're accessing the same roads. We only build that in because the community is so concerned, and they don't want their kids to have to be on the bus longer. They don't want to be at risk. - Interviewee

Such concerns may be further exacerbated given the extent of development underway within the Southwest REZ, and the potential for up to six proximal concurrent project construction periods. As outlined in the Accommodation and Employment Strategy (refer to Appendix E) this cumulative construction workforce has the potential to peak at around 1,200 workers between April and December 2026.

The TIA (Ratio Consultants, 2025) has indicated that there will be a significant increase in traffic movements especially during peak construction, with external roads estimated to have up to 870–1,360 vehicle movements per day across the road network. Highest increases in traffic volumes will be along Woolsthorpe Hexham Road, with the Project generating in the order of 700-760 vehicle movements per day, subject to the level of on-site materials sourcing from the on-site quarry. Increased traffic has the potential to increase the risk to community safety due to potential workforce fatigue.

It is noted that traffic impacts would primarily occur during the construction phase, associated with workforce mobilisation and delivery of materials and equipment. Impacts during operations would be significantly reduced. As stated above, the development of an on-site quarry would reduce heavy vehicle traffic movements along external transport routes therefore reducing impact to public safety.

Landholders within 3 km of the on-site quarry have voiced significant concerns about the heightened risk to safety resulting from increased traffic along Keilors Road and Emersons Road, both of which border their properties. The increase in heavy vehicle and construction traffic from quarry operations could pose dangers to local residents, particularly in relation to livestock crossings, the movement of farm machinery, and the safe use of rural roads by the wider community. These safety risks are amplified by the presence of slow-moving agricultural vehicles, increasing the potential for traffic incidents and accidents.

To mitigate traffic impacts, as previously noted, the implementation of a Construction Traffic Management Plan (CTMP) is proposed. This plan is aimed at controlling and reducing disruptions caused by workforce mobilisation and material deliveries during peak construction activities. It is recommended that the CTMP include a Community Traffic Monitoring Program to assist in mitigating traffic impacts.

The Community Traffic Monitoring Program would provide a mechanism for road users to report traffic-related concerns, enabling authorities to address safety issues, enhance road conditions, and ensure efficient movement during the construction phase. Further, this may include workshops with local schools which have bus routes along the transport route to increase education for families and children on required behaviours and risks regarding OSOM vehicles and increased traffic movements.

The CSEP will detail consultation to be undertaken with local schools regarding bus routes and timetables to identify suitable periods for project inactivity (curfew times) or other measures to minimise or avoid impacts on school buses and local students (refer to **Section 5.2.2**). A Green Travel Plan will also be developed to shuttle workers to and from the site, along with community engagement initiatives such as school workshops noted above. Maintenance funding for local roads is also planned to ensure road conditions are preserved for local users.

4.6 Impact on Cultural Values and Indigenous Connection to Country

The Eastern Maar are the traditional owners of the land on which the Project is situated and are the registered Aboriginal party that speak for their country and cultural values. Across the Moyne LGA, around 1.7% of the population identify as Aboriginal and/or Torres Strait Island (compared to an average Aboriginal-identifying population of 1% in Victoria more broadly).

Consultation with local Indigenous peoples is crucial to understanding their views on places of cultural significance and their cultural values and connections (both tangible and intangible).

The Aboriginal Cultural Heritage Impact Assessment (ACHIA) conducted by Tardis Archaeology in 2025 noted Aboriginal cultural values within the Project area. The assessment determined that while there is potential for direct impact on tangible Aboriginal places due to ground disturbance, the project is unlikely to affect Aboriginal places outside the project area. Earth works during construction may impact unknown or unregistered Aboriginal place, for example, previously unrecorded subsurface stone artefacts. As a result, the Cultural Heritage Management Plan (CHMP) will include a Contingency Plan which manages the discovery of Aboriginal cultural heritage.

Umwelt has engaged with Eastern Maar Aboriginal Corporation (EMAC) to better understand cultural values associated with the Project area. This has included developing a Biocultural Values Report and a Consultation Report that documents engagement with EMAC representatives to date. During these consultations, EMAC raised concerns about the impacts of the Project on native vegetation, wetlands, bats, and specifically Wedge-tailed Eagles.

Wedge-tailed Eagles hold particular significance for EMAC due to their totemic value. Surveys conducted in spring 2018 and summer 2019 observed 2–3 pairs of Wedge-tailed Eagles using the Project site. Further targeted searches in June 2023 found six Wedge-tailed Eagle nests and three potential nests, although no active nests were observed at that time. A total of six observations of Wedge-tailed Eagles were recorded during this survey.

To mitigate impacts on Wedge-tailed Eagles, the following measures have been proposed:

- Establishing a 500 m buffer around Wedge-tailed Eagle (WTE) nests to any wind turbine generator (WTG), overhead powerline line infrastructure, or project-related building. In response, EMAC have highlighted that evidence is needed to prove that the proposed buffer alone will be sufficient in reducing fatalities and additional/alternative mechanisms need to be presented that provide sufficient confidence that the WTE population will be protected.
- Avoiding the removal of large trees, particularly stags or trees with bare branches in the canopy, up to 500 m from known nests.

The Project has outlined avoidance and mitigation approaches for other biocultural values highlighted by EMAC, including native vegetation, wetlands, and bats; and includes the implementation of a Bat and Avifauna Management (BAM) Plan and Pest Management Plan. EMAC have also proposed the involvement of "on Country guardians" as a component of the Project's management approach and a CHMP. Furthermore, Wind Prospect have also committed to working with EMAC to further develop strategies to avoid and reduce impacts on Wedge-tailed Eagles – this process is still in progress.

In ranking the significance of the impact on cultural values, particularly the totemic value that EMAC associate with Wedge-tailed Eagles, this impact has been ranked from Eastern Maar's perspective only, rather than applying the traditional social impact risk approach. The impact has therefore been ranked as of high significance in relation to level of stakeholder concern.

4.7 Impact on Valued European Heritage Sites

The Project is located in a region known for its historic European heritage, which is highly valued by the community, and is a key attraction for visitors/tourists to the area. European heritage sites identified in the Project Area include Stone Mile posts, with other sites within 100 m of the site, including the Merrang Homestead, Sonte Mileposts, Burchett Creek Bridge, Youl's Creek Bridge and Former Temperance Hall (Tardis Archaeology Heritage Advisors, 2025).

The Historic Heritage and Impact Assessment (HHIA) undertaken by Tardis Archaeology (2025) has determined that there was no known historic heritage, or historic archaeological deposits that will be affected by the Project and that the risk to historic heritage and historic archaeology was negligible.

To manage and mitigate potential harm to unknown historical heritage, it is recommended to conduct a review of the Historic Heritage and Impact Assessment (HHIA) prior to any fieldwork. Additionally, preparing a Heritage Management Plan (HMP) is advised to outline specific measures that will prevent impacts to registered historic heritage places and minimise harm to unidentified historical archaeological sites that may emerge during ground-disturbing activities.

4.8 Increased Demand on Housing and Accommodation

The accommodation and housing needs of the Project's construction workforce (estimated to be around 360 FTE at peak) was raised as a concern by stakeholders given the nature of the region and the presence of other key industry sectors e.g. agriculture and tourism. For instance, the region is a known tourist destination with many of the coastal towns such as Port Fairy (42 mins drive from the Project) being key localities for visitors/tourists as well as inland destinations such as Koroit (located within 30 min drive of the Project) and Tower Hill (35 min drive), the later boasting dormant volcanic craters and an abundance of wildlife that attracts visitors. In 2019, Moyne LGA had 205,000 domestic overnight visitors and 24,000 international visitors who visited the region for holiday purposes (TRA, 2019).

A survey of accommodation providers (n=23) undertaken across the social locality (refer to Appendix E), indicated that while 14% of accommodation providers outlined that they had no further capacity to meet additional accommodation demand from the Project due to current occupancy, particularly in school holidays and around key tourism events in the region; 36% indicated that there would be some availability to meet Project demand, but this capacity would be subject to the time of year.

We're a tourist region that's highly attractive to people, after the disasters and the pandemic people couldn't holiday north or holiday overseas so they came south which then impacts prices, production, rentals, and availability. I think about 40% of those are Airbnb or holiday homes that are vacant most of the year. So, all those things are impacting the ability to get any traction in housing supply at all. -

Interviewee

In relation to short-term accommodation Warrnambool LGA has both the highest number of short-term accommodation rooms (702) and beds (2,822), given its regional centre status. Warrnambool also is a popular stop on the Great Ocean Road and a significant tourism hotspot (Visit Victoria, 2024). Although Glenelg has a high number of accommodation providers, none are located within a one-hour drive of the Project site. The Moyne LGA has the second-highest supply (349 rooms) in the locality due to its proximity to the Project.

Overall, there appears to be sufficient short term accommodation supply within 1.5 hours drive of the Project across the LGAs of Moyne, Glenelg, Warrnambool, Southern Grampians, Ararat and Corangamite. As outlined in the Accommodation and Employment Strategy (refer to Appendix E) and under a base case (5%) local employment scenario target for the current Project, 84.5% of the incoming workforce would be able to be housed in existing traditional short-term accommodation such as hotels, motels and caravan parks within 1.5 hours drive of the Project site, without causing strain on the existing accommodation profile. The additional 14.5% of the incoming construction workforce may also be feasibly accommodated within other short-term accommodation providers like Airbnb, which has a significant supply in the social locality. However, there is a notable challenge evident in the management of temporary workers housed between 1 to 1.5-hrs from site, which relates to worker/driver fatigue. Solutions to this may include the provision of shuttle bus services for workers housed more than an hour from site in key service centres and potentially shorter workdays to reflect the additional drive distance. However, the above prediction does not consider the cumulative effect of concurrent workforces in the locality associated with the development of other projects, which are likely to significantly exacerbate housing/accommodation provision.

The cumulative impact of multiple project development in the locality on housing and accommodation was raised by a number of those consulted, who suggested that existing accommodation levels would not be sufficient to house the Project's construction workforce, and that the use of existing housing could result in the flow-on effect of pushing existing community residents out of town due to a lack of available housing or a change in their existing rental agreements. There was also a view that those on the list for rental housing support may be further disadvantaged.

There is a waiting list for rental support, especially coming off COVID we are about three years behind. – Interviewee

The impact on available accommodation in a climate where there is already a lot of competition for what is available. I see very well cashed up companies like wind farm operators being able to sweep in and take places that might otherwise be available for others. It's already a pressured environment and then it's adding another layer of pressure because people who have a ready pool of money are able to come in and get those properties. -Interviewee

Rental prices that are absolutely out of reach to anyone on either Centrelink, pension support or job seeker- Interviewee

There is generally an insufficient rental housing supply in the social locality. Rental vacancy rates are extremely low (<0.5% across 2024) and consequently any incoming workforce would have difficulty in obtaining housing in the private rental market.

In considering other vulnerable groups within the community, those who may be currently experiencing homelessness may also be affected by the lack of available housing given increased demand for temporary accommodation by Project workforces. Providers of social housing and crisis accommodation have also outlined difficulties in retaining emergency and crisis accommodation in tight housing markets where owners are able to obtain inflated rents for properties given high demand. As outlined in **Section 3.3.4**, the Warrnambool and Glenelg LGAs are seen to have the highest proportion of secondary homelessness at 0.8% (ABS Table Builder, 2021).

The lack of availability is more widespread than just the vulnerable, but it is growing to more regional areas like Hamilton, and with no free camping in the area there's nowhere for these people to go. -Interviewee

Interviews conducted with short-term accommodation providers (refer to **Appendix E** for further detail) also revealed that lower-cost providers, such as caravan parks and motels, have also seen an increase in residents experiencing homelessness or housing precarity in 2024. Those consulted were therefore very concerned about vulnerable individuals and groups who are already struggling to find affordable housing.

Rental prices are absolutely out of reach to anyone on either Centrelink, pension support or job seeker. The lack of availability is more widespread than just the vulnerable, but it is growing to more regional areas like Hamilton, and with no free camping in the area there is nowhere for these people to go. – Interviewee

Not a lot of availability and what there is, is quite expensive. I think there's about that many or just a touch more that are actually available, which are over \$500 a week, but we don't sort of bother looking at those for any of our clients... Our private rental assistance program worker just keeps tabs on the properties that are under \$500 a week. – Interviewee

Though the influx of a temporary construction workforce may impact the availability of housing, additional demand for housing/accommodation may also have economic benefits, particularly for local accommodation providers. However, as members of their respective communities, this was seen to cause some quandary for providers given the potential for impacts to be experienced by other members of the community.

There's an economic plus for local accommodation providers when a wind farm is being constructed. But we know the other side of the coin is the flow on or domino effect on the availability of accommodation for local people or for people moving to this region, but you know given the price of rent and the cost of renting, I think that's even more important right now and for the next couple of years. – Interviewee

Stakeholders suggested that the Project could have additional long-term community benefits through providing affordable housing which could be used by the community once the Project's construction is complete. It was also noted that this may improve rates of community acceptance of the Project.

In an ideal world, we would say provide your own modular accommodation for workers. If they really wanted to try and do something to help house community members in the South West, they could perhaps make these [modular houses] available for use or for sale afterwards. – Interviewee

Measures to mitigate these impacts include implementation of the AES and associated management measures (refer to **Section 6.0** and **Appendix E**) such as:

- Provision of information and engagement with accommodation providers to outline workforce planning and enable providers to respond to relevant accommodation and housing demands.
- Development of a TWA facility (refer to **Appendix E** for further information).
- Consideration of alternate housing options such as repurposing of existing buildings and housing options that facilitate community legacy.

4.9 Increased Demand on Health Services

Access to healthcare services is a substantial concern in the social locality with per capita access to GPs and specialists being among the lowest in the state. As outlined in **Section 3.3.6**, the region has identified challenges in attracting and retaining health care and social assistance involvement in rural areas, an issue characteristic of other rural regions across Australia.

Non-resident workforces are likely to use Emergency Health services and Hospital Emergency Departments at a level higher than the resident population and are also likely to present at health services with more complex or challenging cases due to workplace accidents, fatigue related road incidents, and/or reckless behaviour (for example drug/alcohol abuse) (Erny-Albrecht, 2014).

Treating these patients is challenged by a lack of existing relationship with medical staff, which may result in low cooperation, the danger of drug interaction and/or unidentified allergy risks; and dissatisfaction with perceived ‘small town’ medical services (Erny-Albrecht, 2014). Consequently, an existing lack of access to medical services for existing communities is likely to be exacerbated by incoming non-resident workforces.

The Project may also have an impact over the 24-month construction period on emergency services, either through changes in demand, access and capacity. It is possible that a temporary population influx of construction workers may result in an elevated utilisation of emergency services and contribute to increased wait times for emergency departments.

In this regard, approximately 5.5% of labourers and technicians experience a workplace related injury each year in Australia (Safe Work Australia, 2023). In applying this statistic to the Project, under a worst-case scenario (where all reported injuries require medical attention), approximately 20 workers per annum (based on peak workforce of 360 workers) over the 24-month construction period may need to access a local GP service and/or attend a hospital Emergency Department. A small proportion of the workforce may be local and thus already have an established GP relationship in place; however, this does not consider the potential cumulative effects of multiple projects, and access that may be required to allied health services to provide rehabilitation support post injury or other services.

Constraints on health services are more likely to be experienced at the GP level. On average 79.2% of Australian adults between the ages of 25 to 54 years attended a GP in 2022–2023 (ABS, 2023). Based on the number of GPs and the provision rate of GPs, presented in **Table 4.2**, Warrnambool LGA has the highest supply of GPs and the highest provision rate of GPs to residents across the social locality. The provision rate of GPs in Warrnambool LGA is above the Victorian provision rates, indicating above average access to GPs. All other LGAs in the social locality have a minimal supply of GPs and very low provision rates (with the exception of the Southern Grampians LGA). The Moyne Shire, in comparison, has a very low provision rate for GPs, alongside Glenelg, Ararat and Corangamite LGAs.

Table 4.2 Supply and Provision of GPs Across the Social Locality

	Moyne	Glenelg	Warrnambool	Southern Grampians	Ararat	Corangamite	Victoria	Rest of Victoria
Number of GPs	12	11	61	18	7	10	8,255	1,940
Provision rate (GPs per 100,000 people)	68.7	54.9	171.5	109.8	59.6	62.5	124.6	122.0

Source: PHIDU, 2024

Given the limited health service provision capacity in the locality (as outlined in **Section 3.3.6**), particularly concerning GP access, it will be essential to implement management measures to address this impact effectively. Management measures include the implementation of the AES (refer to **Appendix E**) and developing a Construction Management Plan (CMP) prior to construction, which commits to providing telehealth services and dedicated medical facilities, within the TWA facility to ensure the workforce has access to these health services, alleviating pressure on existing local healthcare systems, while safeguarding worker wellbeing.

4.10 Reduced Access for Agricultural Aviation Activities and Aerial Firefighting Emergency Response

The host region of the Project is vulnerable to bushfires. After a drier-than-average autumn and winter, Victoria's west and southwest are facing an increased fire risk leading into summer, with substantial amounts of dead and dry plant material in forested areas, making it easier for fires to ignite and spread (CFA, 2024).

Potential impact of the Project on agricultural aviation and aerial firefighting was of concern to survey respondents, particularly regarding maintaining community safety.

Fire danger, as fires in the area are quick to spread because the area is so flat and there is a lot of long grass, and you would battle to get a plane into the area. We discuss this concern a lot in the community – even when the turbines or lines aren't on our property it is a concern for the whole community and a genuine concern. – Interviewee

The only concern I have will be the impact of a fire if it occurs within the wind farm boundary. - Survey Respondent

The Aeronautical Impact Assessment undertaken by Chiron Aviation Consultants (2025), determined that the Project is assessed as low risk to aviation and therefore does not pose a hazard to aircraft safety.

The Risk Management Plan by Fire Risk Consultants (2025) also notes that the Project area is in a landscape with a history of large bushfires. Although the Project area site has not experienced such fires, bushfires remain possible during elevated fire danger conditions. The fire risk assessment concluded that the Project would not increase fire risk to nearby communities, farming assets, or infrastructure.

Management measures in this regard would include the development and implementation of a Fire Management Plan and Emergency Management Plan, that meets the requirements of the CFA Guideline, to assist with managing the risk of fire (Fire Risks Consultants, 2025).

Mitigation measures to manage fire risk include:

- Consultation with the CFA as outlined in the CSEP or EES Engagement Plan aimed at addressing communication regarding Project activities and ensuring preparedness for fire risk management. Installing preventative infrastructure like water tanks, smoke detectors, fire suppression systems, and fire safety systems (further detailed in the LVIA),
- Provision of access tracks including overtaking bays.

4.11 Reduced Access to Telecommunication Services

Wind turbines can cause electromagnetic interference (EMI), which can affect TV and radio transmissions, microwave transmissions, mobile phones, and radar systems (Adeyeye & Colton, 2020). This interference has the potential to disrupt communication services, thereby impacting daily life and emergency response capabilities. To mitigate these effects, it is recommended that wind farms be constructed in locations that do not obstruct communication signals.

Additionally, using turbine blades made of synthetic and composite materials, rather than steel, can also assist in reducing EMI (Adeyeye & Colton, 2020). These measures are crucial for ensuring that wind energy projects do not adversely affect essential communication infrastructure.

While not a significant issue raised by the community through consultation, the EMI Assessment undertaken by DNV (2025) has determined that interference is also possible for satellite television and internet signals; but the signals that are likely to be intercepted by turbines in the Project area are from satellites that do not provide services designed for Australian audiences.

There is potential for increased interference to mobile phone signals where coverage is marginal and there are multiple turbines between the mobile phone tower and the user. However, current feedback from Optus and Vodafone indicates no concern and no response has been received from Telstra.

Therefore, as it is unlikely that nearby residents will be using these services, impacts are considered unlikely and minimal. If interference occurs, the complaint and grievance mechanism provides a means for affected stakeholders to communicate and resolve the issue (further detailed in **Appendix B**).

4.12 Reduced Health and Wellbeing Associated with Wind Turbine Operation

Major environmental changes can affect the social and psychological well-being of individuals.

Psycho-social impacts can be seen in how people experience their world - their 'lifescape' and their patterns of daily activities - their 'lifestyle', as well as their mental health. Where stress associated with project development increases, coping resources within the community can diminish, and overall psychological functioning can decline - 'lifestrain' (Edelstein, 2004).

Increased stress and anxiety due to uncertainty associated with Project development and changes to way of life was identified as a concern by stakeholders consulted, with a number of those interviewed outlining that Project development was already impacting their mental health. This is a common theme in large infrastructure projects, where uncertainty, fear of the unknown and a sense of loss of control over surroundings and processes can drive anxiety and stress (psychosocial impacts) surrounding projects.

[I am] very concerned, [the Project is] already effecting my mental health with the worry of it being built so close. – Survey Respondent

In addition, stakeholders raised concerns regarding the impact of turbine noise on their mental health. Those living within 5 km of a turbine (approximately 218 residents) have the potential to be most impacted by noise from turbines during operations.

Noise can be the biggest concern about the operating of the wind farm and it's a very scientific field. It's very difficult to convert [conclusions about impacts] into plain English. But it's the number one concern or anxiety of people living around the wind farm. They're scared that they're sleep will change and the impact of the sleep, particularly on farmers who are out on heavy machinery. So, when you're looking at the social and economic impact, when we're talking operation, it is about noise... – Survey Respondent

The impact of not sharing ALL noise study information and any other information the wind farms genuinely hold back from the public!!- Survey Respondent

Previous experiences of individuals affected by noise from wind farms appear to underscore the sentiment in this regard. These lived experiences reveal that persistent noise can lead to a range of adverse effects on quality of life and wellbeing, including sleep disturbances, stress, and a general sense of discomfort.

Noise seems to be a big issue in the community. For some it can sound like a train coming through your paddock every day and others have sold their farm and moved as a result [of the noise] which meant they had to take their kids out of school – huge impact on their personal lives. - Interviewee.

Construction of a renewable energy project will generate noise and vibration due to activities occurring both on and off site. The Noise and Vibration Impact Assessment (NVIA) (Marshall Day Acoustics, 2025), outlined that wind turbine noise levels associated with the Project are predicted to comply with the noise limits for all resident receivers and candidate wind turbine models in accordance with NZS 6808. However, landholders that maybe hosting Project infrastructure and/or neighbouring landholders (within 5 km of a turbine) who may have a heightened sensitivity to noise, are likely to be more impacted by the Project.

The rotating blades of wind turbines can also cast intermittent shadows to a person located in the shadow of the wind turbine – termed shadow flicker. Given wind turbines are tall structures, shadow flicker can be observed at considerable distances but usually only for a brief time (a matter of a few hours a year) at any given location. Even though this duration is brief, ongoing exposure to shadow flicker can cause annoyance and may lead to discomfort and potential health issues such as headaches and visual disturbances.

The repetitive nature of shadow flicker can also contribute to stress and anxiety, impacting the overall quality of life. The Shadow Flicker Assessment undertaken by entura (2025) outlined that in a worse-case scenario, twenty-four (24) neighbouring landholders would receive some shadow flicker; however, the impact was considered to be low.

Further concerns relating to wind turbine operation centre on the health and wellbeing impacts associated with electromagnetic fields (EMF) from wind turbines, that may impact neighbouring and host landholders. EMFs are generated by the electrical components of wind turbines, including generators and transmission lines. While the levels of EMF produced by wind turbines are generally low, and within international safety guidelines, some individuals worry about potential long-term health effects. These concerns include possible links to headaches, sleep disturbances, and other health issues. The uncertainty and anxiety surrounding EMF exposure can also contribute to stress and negatively impact overall wellbeing. Addressing these concerns through transparent communication, provision of ongoing research, and adherence to safety standards is critical to alleviate fears and ensure the health and safety of communities living in proximity to wind farms.

Management measures to be implemented include:

- development and implementation of a Noise Management Plan (NMP) and Construction Noise and Vibration Management Plan (CNVMP).

- screening (vegetation or artificial) or selective turbine control and shutdown to reduce the annoyance of shadow flicker impacts.
- Provision of further information in relation to likelihood of EMF exposure, to address perceptions of EMF impacts.

4.13 Skills Development and Local Employment Opportunities

The Project is projected to create approximately 360 jobs during construction between 2026 and 2028 and 26.8 jobs during operation, for up to 30 years. Stakeholders consulted considered employment opportunities to be a positive impact of the Project, outlining the need for tailored skills development programs to upskill local workforce.

I really see that that renewable energy projects have a huge opportunity to in fact actually lift the education levels that exist in regional communities, to provide scholarships, to provide opportunities for folks that wouldn't normally have the opportunity to study either whether it's an apprenticeship or whether it's, a trade qualification or it's a higher qualification, that's what a training specific community benefit can do and yes, certainly it adds economic impact. - Interviewee

The opportunity to get turbine technicians employed locally will be significant as a part of this project. Yeah, because the operations and maintenance operators don't want to bring them in. They want locals that can respond to issues at a local level when an issue occurs. So, there's a huge benefit in terms of lifting the average salary that occurs in the local community. - Interviewee

To ensure that local employment is maximised, Wind Prospect should strive to ensure that appropriate programs are in place to upskill and train local residents and through transparent and accessible procurement processes. It was also suggested that proponents in the region should seek to work together, with local employment, training and education providers to support skills and capacity development across the social locality.

Make the local employment benefits a bit more tangible. People [need to] be able to see and read about stories of people that live and work in Moyne getting a direct benefit either in terms of their knowledge or their skills or direct employment and things that can last, I think that's just lacking and it has been the whole way through.
- Interviewee

The construction of other wind farms in the region, however, provide an opportunity for construction workers to transition from one renewable development to the next but also to facilitate learning and knowledge sharing.

There's no doubt that there's probably been some good experience built up in amongst some of our tradies over the years where they've been able to work on more than one construction project for a wind farm because they've they get on easier the second time. – Interviewee

I am continually frustrated as the industry grows; we're seeing a whole lot of experts come to our shire that we've never had here before. We're finding it very difficult to leverage that expertise. So, our dairy industry has particular issues with power supply and three phase power. We're finding it difficult to create the links between dairy bodies and wind farm consultants, our TAFE, our Uni's. So, we think there's a whole lot of opportunity in training and education and knowledge sharing that we'd love to facilitate, but it's quite difficult when that's company by company or industry by industry. - Interviewee

The AES (refer to **Appendix E**) has considered employment and procurement targets at the local scale (encompassing the host and proximal LGAs of Moyne and Warrnambool) and the regional scale (encompassing the LGAs of Ararat, Southern Grampians, Corangamite and Glenelg) to determine the feasibility of local employment in the Project's construction phase. The locality defined above, includes a total labour force of around 56,734 people, including 7,205 technicians and trades workers (of which 499 are employed as electricians, and 3,402 work in the construction industry). Furthermore, around 3.1% of the labour force in the locality (1,759 people) are also currently unemployed and looking for work (Umwelt, 2024).

Project local employment targets have been developed for the AES (Appendix E). The base case scenario, which is seen as the most likely, suggests that up to 5% local employment during construction (18 FTE) is feasible to achieve. However, a moderate case (10% / 36 FTE) and aspirational case (20% / 72 FTE) have also been considered. While the base case target is conservative, it is recognised that a higher local employment target may also place pressure on and result in a skills drain from other key sectors e.g. agriculture or otherwise create additional strain on the local construction industry.

For the operation period, a local procurement target of 100% has been proposed, targeting 50% women and 33% First Nations workers. These targets have been developed with the consideration of the following:

- Demand for construction services in the locality currently outweighs supply of construction workers.
- There are currently a limited number of education and training opportunities within the Moyne Shire and broader social locality.
- Women and First Nations residents are significantly underrepresented in the construction industry.
- The rate of unemployment is lower in the social locality than the Victorian average.
- The locality is geographically large, with many towns and urban centres spaced out by drive times of 1-1.5 hours. As such, workers living further away from the Project site would have a reduced likelihood of onsite Project employment.

One stakeholder suggested that Wind Prospect support the Asia Pacific Renewable Energy Training Centre (APRETC), established by Federation University in November 2021 with funding from the Victorian Government's TAFE Clean Energy Fund and industry. APRETC addresses the wind energy sector's need for skilled local workers, with collaboration between developers and training institutes creating new pathways for students and offering longer-term community benefits.

Training and workforce skills development was one of the most raised topics by stakeholders consulted, with interest expressed in potential Project workforce opportunities and the pathways available for local jobseekers to access training and develop skills to take advantage of these future opportunities. As outlined in the AES (refer to **Appendix E**), there are significant opportunities relating to the upskilling and training of local workers to maximise benefits for the Project, especially for women and First Nations workers who are currently underrepresented. Prioritising flexible work arrangements for local staff should be an option to assist in supporting women and other underrepresented groups to participate in long term employment with the Project.

4.14 Procurement of Local Suppliers and Contractors

Local procurement must be done in a considered way, in partnership with the community, to ensure it doesn't result in unintended consequences. Consultation with Moyne Shire Council, identified that the potential concurrence of construction timeframes of multiple renewable energy projects may result in cumulative impacts on other industries, particularly the availability of local supplier and contractor resources.

Roughly you know wind farm projects definitely have an impact on our economy. A lot of the service supply chains for agriculture are similar to what would be used for wind farm construction, not the same but there's an overlap there. Local trades people that you know, which includes all those subcategories of fencing, electricians. It has an impact on the availability of things like quarry resources, transport, local transport providers, fencing contractors, electricians and so on for our local communities and our local farmers as well. So, they find it harder to get trades. – Interviewee

They're [wind farms] taking all the gravel away from you know, it's very hard for a farmer to get gravel at the moment because all the wind farms are using it. So, it is pushing up the prices of contractors to do earthworks and stuff like that and for road materials and concreting. - Interviewee

The number and capability of local contractors is growing from project to project. We would really like to see I think more detailed analysis from [renewable energy] companies about the impact on local trades and local businesses. - Interviewee

To enhance opportunities for local contractors, one stakeholder raised the need for appropriate advertisement of procurement opportunities, to ensure local contractors and suppliers were aware, and could take advantage of such opportunities associated with the construction of the Project.

Furthermore, the importance of clearly identifying the types of skills and qualifications that are required for the Project's construction and operational phase was also noted, to again increased opportunities for local employment and training.

The EIA ((Geographia, 2025) refer to Appendix F) outlines that during the peak of the construction phase, the Project is expected to support 552.6 FTE jobs in the study area (Warrnambool and Moyne LGAs), including 360 directly related to the Project's construction activities (direct FTE), and 192.6 FTE jobs through employment generated from supplying industries across the two LGAs.

The EIA notes that during the construction phase of the project, the majority of procurement and employment opportunities will be within the Construction industry (supporting an additional 390.4 Direct and Indirect FTE jobs), followed by Health & Social Services (+26.5), Manufacturing (+21.2) and Public Administration and Safety (+13.9). Appendix F provides additional detail regarding this breakdown.

During an average year in the operational phase, the EIA notes that the Project is expected to support a total of 32.7 FTE jobs in the region, including 26.8 FTE jobs directly related to the operations (direct FTE) and an additional 7.1 FTE jobs through employment generated from supplying industries in the region. These impacts are likely to be experienced within the Electricity, Gas, Water and Waste Services industry (supporting an additional 25.7 Direct and Indirect FTE jobs), followed by Healthcare and Social Assistance (+1.0) and Professional Services (+0.8). Importantly, the Agricultural, Forestry and Fishing industry is set to see a modest +0.1 change in direct and indirect FTE jobs, suggesting a marginally positive impact on the local industry (refer to **Appendix F** for additional detail).

As outlined in **Appendix E**, management measures such as partnerships with businesses, local employment agencies, training and education providers to maximise local employment and contract opportunities will be employed. Measures are likely to include:

- partnering with education and training organisations to offer special apprenticeships and programs
- providing preference to local and regional residents and businesses, including incorporating local content requirements into key project contracts to maximise local employment opportunities including First Nations businesses.

4.15 Inequitable Distribution of Costs and Benefits Associated with the Project

The impacts of a Project are rarely evenly distributed, with some stakeholders gaining benefits from a Project's development and others experiencing the negative impacts. This was previously raised by stakeholders who suggested that rural communities were paying the price for the provision of clean energy to cities and urban areas, without fairly receiving the benefits of such development.

There are particular regions in Australia who are being forced to wear the cost of that more so than other regions. Like they're not getting power from the renewable energy, it's all going to Melbourne, so it's all getting transported out of the region.

That's inequitable. – Interviewee

Moyne, we've been told that wind farms that we have can generate enough power for 9000 / 800 to 900,000 dwellings. Across Moyne we've got 12,000 dwellings, but we're not seeing much local benefit to any of our residents from bearing the burden of generating renewable energy. I think there's a whole lot of room for improvement there. - Interviewee

Further disparity was noted between payments made to host and proximal landholders. A stakeholder commented that the Neighbour Benefit Sharing Program should be calculated based upon each individual dwelling rather than by distance, noting that neighbouring landholders were not being fairly compensated.

The economic difference between what the host landholders are paid and what a neighbour might be offered isn't simple in terms of impact. If all the landowners that had signed up and who were going to be hosts were all absentee land holders, and all the neighbours with turbines that go fairly close to property boundaries were actually living on their farms, then the impact on the farming properties that are hosting versus the neighbouring properties is hugely different. - Interviewee

There are some landholders who make so much money from the turbines that they can afford to buy or rent in town away from the turbines because they can afford it from the money they get but this is not feasible for most people and the neighbours are left to deal with the impacts- Interviewee

The real crux of the issue is the haves and have nots. Some people have missed out and are outraged at this – why am I not receiving a benefit when others so close by are – it's not fair. These people need to be appeased, and money is often [one of the] ways that this can occur. It doesn't make their experience any less pleasant in terms of the impact of the wind farm but at least they feel like they have been compensated. -Interviewee

Stakeholders also raised concerns about the fairness of distribution of monies associated with Community Benefit Funds, noting that such funds should be allocated to the host localities most impacted by the Project. It was outlined that often the greatest distribution of funds is targeted towards key townships within the LGA, who thus receive the most benefits from such initiatives. It was suggested that a fairer and more inclusive approach would be to more fairly allocate funding to those most impacted thus fostering greater local community support.

But how? How are they [community benefit funds] determined? And who gets them [community benefit fund]? Doesn't it go to Moyne Shire at the moment, and they disperse it? But there needs to be a level of transparency and a level playing field, equity, in that process about who and how and where and why. Giving back to the community that it's affecting but understanding that every community is going to be slightly different. It's about actually adjusting for levels of vulnerability or levels of impact and that kind of thing as well and not who can just write the glossiest proposal. – Interviewee

There was also the view expressed that the funds should be more substantial to enable more significant projects to be undertaken that address community needs, and result in a legacy for the community.

The wind farms offer grants, but they are very rarely enough to do something of importance or long term in the community. Big projects, big thinking about really supporting the community to break down barriers...if you are going to have to do that why not do it on something that is going to benefit all in a very real and long-term way – not just a few hosts of wind turbines but the whole community – think Big! These small amounts of money for bits of equipment or whatever are just tokenism – if you fair dinkum want to compensate us for coming into our communities and using our land and changing the landscape and create divisions in the towns then it has to be worthwhile and big picture...Focus on projects for the greater good, not just those who benefit a small proportion of the population. Make the benefits visible and perhaps focus on significant investments for long term benefit- Interviewee

It's created a bit of a boom bust economy and we're not seeing the type of legacy that we probably would want to see. So, we're asking for more in terms of long-term benefit, the community aren't seeing that type of benefit at the moment. – Interviewee

Those receiving benefit payments due to the Project are likely to experience improvements in their livelihoods. Fourteen (14) landholders who have agreed to host Project infrastructure will receive financial benefits and a diversified income stream. These agreements enable agricultural activities to continue on their land during both the construction and operational phases of the Project. The co-use of land serves as a management measure, ensuring that traditional farming practices can coexist with renewable energy development, thereby enhancing economic stability for these stakeholders.

Wind Prospect has proposed specific mitigations aimed at reducing the negative impacts of the Project on the broader community. One such mitigation is the development of a Neighbour Benefit Sharing Program, which provides financial compensation to eligible dwellings and retail premises within 6 km of the Project. This program includes a one-off construction payment, an annual energy cost offset plan, and an annual payment calculated based on proximity to the Project and the number of wind farms within a 6 km catchment of the property. Although an individual property owner can only receive a maximum payment of \$30,000 per year (refer to **Section 5.2.3** for further details).

Stakeholders have noted support for the Neighbour Benefit Sharing Program.

A further enhancement initiative is the Community Benefit Fund (CBF). Wind Prospect has committed to allocating \$1,000 per turbine annually to the local community once the Project becomes operational. These funds are intended to support community projects and provide a legacy for the region. By distributing these funds fairly and transparently among impacted localities, the CBF seeks to support community cohesion while addressing disparities in the distribution of benefits (refer to **Section 6.0** for further details).

Both the management and mitigation strategies outlined above play a critical role in balancing the economic and social impacts of the Project. While management measures focus on ensuring the coexistence of renewable energy infrastructure with existing land uses, mitigations aim to manage impacts and address the broader community's concerns, while also providing tangible benefits to those affected by the Project.

4.16 Reduced Agricultural Production Due to Multiple Project Development

Agriculture is the predominant land use in the project area consisting mainly of grazing (cattle and sheep) along with some cropping. Native vegetation is largely restricted to roadside reserves with small, isolated areas on private land.

The area of land required for the construction of the Project is currently estimated to be approximately 440 ha which equates to approximately 2.7% of the Project site. The Project site consists of broad acre agricultural land holdings and includes livestock production and associated grazing of cattle and sheep and cropping of grains and cereals.

Land within the Project site consists of 349 titles held by 14 landowners. The pattern of subdivision provides for rural and agricultural allotments, ranging from 3 ha to 309 ha. The landscape is best described as flat to undulating and is planted with crops for consumption or to sustain stock such as cattle.

Stakeholders frequently raised the importance of the agriculture industry in the region. This is central to community sense of place and regional economic productivity. The region has substantial economic strengths in agriculture, being the top industry of employment in the Moyne LGA. As a result, some community members consulted, expressed that the introduction of renewable energy projects may impact on their way of life, with these concerns largely associated with changes in land use, and the potential impact on their agricultural business.

I think it's important from an agricultural perspective to understand that our region contributes 25% of Australia's milk supply. So really once you get up around where the Hexham site is proposed, you get that blending of still some dairy, but that site is probably unique as a proposed wind farm site because it's got dairy and it also has beef, sheep and possibly some cropping, more so cropping north of that. It's prime agricultural land. - Interviewee

Some stakeholders were opposed to the wind farm Project because they felt it would take up too much productive and valuable farmland.

I don't understand farmers who can make the decision to consider hosting turbines as a valid source of income. That's not farming. - Interviewee

Well, it impacts productivity because it takes out quite a bit of area. So, if you've got 500 acres it takes out, I mean every, every square foot of your land you are aiming to be productive. If you're looking for productivity, you look after every square centimetre of your property, Yeah, and it takes out quite a big area, But affecting animals? I don't think so. - Interviewee

Haven't we got enough wind farms in the community already? Wouldn't it make more sense to establish wind farms a long way from people, and away from prime farming land. I've been farming all my life and I am seeing more and more intrusion on quality farming land by these developers. - Interviewee

The Project will be decommissioned within 12 months of the Project ceasing to generate electricity. The decommissioning will include removing all above ground equipment, restoration of all areas associated with the Project, unless otherwise useful to the ongoing management of the land, and post-decommissioning revegetation with pasture or crop (in consultation with and as agreed with the landowner).

The Land Use and Planning Assessment undertaken by Bunjil Planning (Bunjil Planning, 2025) has outlined that the Project impacts on the reduction of available agricultural land during construction, decommissioning and operation are minor, with a short term reversible localised impact on a small percentage of the Project site. The proposed use of the land is compatible with the existing agricultural land use and will have a negligible impact on agricultural land use during the wind farm's operation, providing diversification of the local agricultural economy.

The temporary quarry is expected to cause short-term, reversible changes with localised effects, resulting in limited disruption to current land use, which can be managed within the existing land use. The quarry would be remediated and returned to an agricultural land use.

The Economic Impact Assessment (EIA) undertaken by Geographia (2025), also outlined that the Project will have an impact on approximately 148.7 ha of agricultural land. Assuming an 80% agricultural land coverage in the proposed permanent structure area, this may result in a potential loss in agricultural output of \$272,800 annually on the site's permanent footprint. The Project is consequently considered unlikely to generate a negative multiplier effect on the agricultural industry.

4.17 Reduction in Livelihood Due to Reduced Property Value

Livelihood impacts associated with potential property devaluation, due to proximity to the Project, was also raised as a concern by consulted stakeholders.

There are people who say that it devalues their land if they live next to it. -
Interviewee

It is understood by the renewable energy industry nationwide that neighbouring landholders to renewable energy projects have recurring concerns regarding the potential impact of project infrastructure on their property values (Office of the Australian Energy and Wind Farm Commissioner, 2020). A recent report by the NSW Agriculture Commissioner however, concluded that there is very little reliable evidence of large-scale renewable energy developments influencing adjacent land values (DPI, 2023). Furthermore, a study determined that (Energy Markets & Policy, 2023) 'Adverse effects are not evident within a half mile nor outside of 1.25 miles (2 km) of the nearest turbine' in regards to property values. There are no non-involved dwellings within 1.5 km of a wind turbine except for the two dwellings constructed in ~2020 purely for the purpose of creating a buffer for their property.

The Economic Impact Assessment also determined that the surrounding land is primarily for agricultural production, and that development designs have no substantive impact on transport accessibility or agricultural production. Where permanent land structures impair agricultural production potential, analysis shows that these are sufficiently compensated for through Neighbourhood Benefit Sharing programs. (Geographia, 2025).

Management measures such as monitoring local property sales and land value data to address concerns about potential property devaluation may be useful to determine any effects e.g. CoreLogic Data. The Neighbour Benefit Sharing Program, which provides financial compensation to eligible dwellings and retail premises within 6 km of the Project, is also to be developed to provide some benefits to local landholders.

4.18 Enhancement of the Local Economy and Local Livelihoods

During the construction period, the Project's incoming workforce will likely provide a significant injection into the local economy as workers are housed and spend wages in local townships over the construction period in the areas of retail, recreation, personal medical and other services. Such an effect is further enhanced given the cumulative economic inflows associated with multiple project development across the locality and within the South West REZ.

The EIA (Geographia, 2025), determined that the construction phase of the Project is expected to contribute over \$2,440 million to the Australian economy, supporting 360 FTE direct jobs in the region (LGAs of Moyne and Warrnambool) over two years. Local capital expenditure is estimated at \$249.8 million, or 10% of the total, with much of the spending on imported manufacturing products. This 10% local spending assumption is deemed reasonable for economic analysis.

The operations phase is expected to generate \$31 million annually in operational and maintenance costs across Australia, supporting 26.8 direct FTE jobs locally. This translates to an estimated \$13.4 million per year in local operational expenditure, or 43% of the total.

The decommissioning phase, with costs estimated at \$400,000 per wind turbine, totals \$47.9 million for 106 turbines. Local expenditure during decommissioning is projected at \$4.8 million, based on a 10% local spending assumption.

Based on the cumulative workforce predictions presented in **Section 3.3.2**, it is estimated that there would be a peak cumulative construction workforce of 1,200 FTEs in the region (within 80 km of Project site) in 2026, which collectively are likely to generate large scale economic benefits across the region, including an increase in commercial activity for local businesses and services.

Management measures such as the establishment of a Community Benefit Sharing Scheme are designed to ensure that the broader community experiences benefits from the Project throughout its lifecycle. This includes annual funding provided to support local organisations and community programs, with additional benefits arising from other proposed renewable energy developments within the REZ and their associated community investment schemes (further discussed in **Section 6.0**). These measures are aimed at delivering long-term economic and social enhancements while addressing any potential concerns related to the Project's impact.

4.19 Effect on Local Community Values Associated with Protection of Wildlife and their Habitat

The impact on flora and fauna due to the introduction of the Project was also a key concern for those consulted, with a particular importance placed on bird life and habitat in the locality, and specifically the Brolga.

The importance of wildlife. And you know, it's no surprise to say that brolga and other bird life is it way up the top of that list. We've been through enough panel hearings now and listen to our community and for the last decade to know just how important that is- Interviewee

Peaceful, haven for birds- Survey Respondent

We are very concerned for the local fauna, particularly birds and bats. We have many brolga and raptors on our land and in the windfarm itself, which is enormous concern. - Interviewee

Environment impacts of Brolgas in the Caramut area. The impact of the blades is a genuine concern. - Interviewee

Not enough known about long term effects of these wind towers - concern how many birds they hit with their blades. – Survey Respondent

One particular stakeholder noted that brolgas and black swans' nest and roost on their property, suggesting that the project design should keep towers far away from the property to lessen the impact.

A Flora and Fauna Assessment and Brolga Impact Assessment have been undertaken by Nature Advisory (2025) as part of the project. The assessment outlines that impacts to native vegetation, including EPBC Act or Flora and Fauna Guarantee 1988 Act-list communities and species (e.g. Grassy Eucalypt Woodland of the Victorian Volcanic Plain, Western Basalt Plains (River Red Gum) Grassy Woodland, Natural Temperate Grassland of the Victorian Volcanic Plain and Western (Basalt) Plains Grasslands Community, Western (Basalt) Plains Grassy Woodland and Seasonal Herbaceous Wetlands (Freshwater) of the Temperate Lowland Plain) have been assessed as very low or low.

The Assessment also notes that the following species are listed under the EPBC Act as likely, or have the potential, to occur in the project area:

- Migratory birds: Common Greenshank, Common Sandpiper, Curlew Sandpiper, Double-banded Plover, Fork-tailed Swift, Latham's Snipe, Marsh Sandpiper, Red-necked Stint, Sharp-tailed Sandpiper and White-throated Needletail.
- Non-migratory birds: Blue-winged Parrot.
- Bats: Grey-headed Flying-fox and Southern Bent-wing Bat.
- Reptiles: Striped Legless Lizard.
- Frogs: Growling Grass Frog.

Additional threatened fauna species listed only under the FFG Act include:

- Birds: Australasian Shoveler, Black Falcon, Blue-billed Duck, Brolga, Eastern Great Egret, Freckled Duck, Little Eagle and Musk Duck.
- Bats: Yellow-bellied Sheath-tail Bat.
- Mammals: Fat-tailed Dunnart.
- Reptiles: Tussock Skink.

- Invertebrates: Hairy Burrowing Crayfish.

Impacts to the above fauna species were assessed as either low or very low and unlikely to occur (refer to Nature Advisory, 2025 Flora and Fauna Assessment, in Appendix D of the EES)

4.19.1 Brolga Impacts

The Brolga Impact Assessment (Nature Advisory, 2025) notes that the Brolga is an iconic bird that is secure nationally but listed as endangered in Victoria under the *Flora and Fauna Guarantee Act 1988* (FFG Act). It has experienced significant decline in Victoria since European settlement attributed to habitat loss from agriculture and wetland drainage, predation from foxes and collisions with fences and powerlines.

While Brolga collisions with wind turbines have not been reported, due to potential interaction with wind farms within the Brolga's range, the Victorian Government have issued the Interim guidelines for the assessment, avoidance, mitigation, and offsetting of potential wind farm impacts on the Victorian Brolga Population 2011 (DSE, 2012). The objective of these guidelines is to provide a standardised approach to assess and manage the potential impacts of wind farms on the Victorian Brolga population. These guidelines aim to:

- Assess the potential risks and impacts of wind farms on Brolgas.
- Avoid and mitigate negative impacts through careful planning and implementation of protective measures.
- Offset any unavoidable impacts to ensure no net loss to the Brolga population.

The Brolga Impact Assessment (Nature Advisory, 2025) (further detail outlined in Appendix C of the EES) outlines the following key findings:

- A significant proportion (62%) of wetlands in the radius of investigation (within and up to 10 km from the project site) have been permanently drained.
- A significant proportion of the radius of investigation, in particular the southern and northwestern portions, lacks wetlands and the Brolga has not historically been recorded in these areas.
- Eight breeding pairs of Brolga were confirmed to inhabit the radius of investigation during 2019. Breeding success and attempts were greater during this year due to good rainfall and related wetland availability, and therefore eight breeding pairs of Brolga have been assumed to be the maximum that would occur in the radius of investigation in any given exceptional year.
- No Brolga flocking activities have been recorded during the flocking season within the radius of investigation, with the closest flocking site being 20 km to the northwest near Penshurst.
- Based on the historical activity of the Brolga in the radius of investigation and the findings of this assessment, the focus has been on the use of the area for breeding. Little risk to the Brolga is considered to arise from the lack of use of the region during the flocking season.
- A level three assessment as per the Interim Brolga Guidelines has been undertaken due to Brolga breeding within the wind farm boundary and outside the northern and eastern boundaries.

Twenty-two Brolga breeding wetlands are located within 5 km of the project site and are considered to provide Brolga breeding habitat now and into the future. Appropriate turbine free buffers around those wetlands on and near the project site have been delineated to ensure the project does not significantly impact their breeding success.

- Collision Risk Modelling has found that based on the most conservative avoidance rate of 90%, the residual impact of the wind farm on breeding Brolgas may lead to the loss of between one and 11 Brolga (median 4.6) over the 30-year life of the project.
- Implementation of the Interim Brolga Guidelines has ensured that the project does not contribute to the cumulative impact of the wind energy industry in southwestern Victoria on the Victorian Brolga population.

A Brolga Compensation Plan will be prepared for HWF in consultation with DEECA, the Glenelg Hopkins CMA, Moyne Shire Council, as well as participating private landowners.

4.19.2 Bat Impacts

The Bat Assessment conducted by Nature Advisory (2025) identified nine species of bats during bat detector surveys. Seven of the recorded bats were common, widely distributed species that are not listed under State or Federal conservation legislation. Two of the recorded species were listed as threatened bats: the Southern Bent-Wing Bat (SBWB) (EPBC Act Critically Endangered, FFG Act Critically Endangered) and Yellow-bellied Sheathtail Bat (YBSB) (FFG Act Vulnerable). The Grey-headed Flying-fox (GHFF; EPBC Act Vulnerable, FFG Act Vulnerable) was also recorded in the project area.

Management measures to be implemented to minimise this impact include changes to the Project design, development of the Bat and Avifauna Management Plan (BAM Plan), involvement of key stakeholder in appropriate monitoring and citizen science projects, and provision of support for environmental programs that target key species and habitat improvement, which may be funded through the Community Benefit Fund.

4.20 Reduced Social Amenity

The construction and operation of a wind farm will result in increased noise, dust and vibration and consequently has the potential to impact both host landholders and neighbouring landholders' amenity and way of life, due to their proximity to the Project Area. As was outlined in **Section 4.1**, residents consulted outlined how they valued the peace and quiet of their locality and raised concerns regarding the potential for noise to be an issue from turbine operation and transmission, as well as from construction traffic. As a number of stakeholders noted:

And I don't know whether you've ever sat under a transmission line. A high-tension power line runs through our property. Horrible buzzing noise. That's worse sometimes than others. And it's not pleasant to be under. - Interviewee

Concern about noise and visual impact and overlay on our property. - Survey Respondent

Construction related traffic will likely increase noise and potentially reduce air quality along the transport route and local roads. It has been identified that potentially impacted landholders are located more than 20 m from the road and therefore construction traffic impacts are expected to be lower. As outlined in **Section 4.5** there will be an increase of up to 1,306 traffic movements (Ratio Consultants, 2025).

Marshall Day Acoustics' Noise and Vibration Impact Assessment (2025) found that construction noise levels for the wind farm would be higher than predicted for a wind farm. Though this can be managed through a combination of restricted working hours and good practice working measures.

The Air Quality Impact Assessment undertaken by Jacobs (Jacobs, 2025), determined that dust curing construction was a key air-quality issue. The assessment found that there was a 'high' risk of dust impacting neighbouring landholders within 3 km. Though this is considered conservative given other variables such as sensitivity to changes in air quality and the nature of construction activities. A dust management plan (DMP) should be developed to outline best practices for design controls and management to minimise dust.

Management measures to reduce the projects impact on social amenity includes:

- A Construction Noise and Vibration Management Plan (CNVMP) will be developed to mitigate the impacts of construction noise arising from onsite activities and off-site traffic movements, as well as construction vibration from activities expected to occur within 100 m of a neighbouring landholder. Given that brief periods of high noise levels are anticipated from certain activities, the plan should incorporate provisions to inform receivers about the timing of nearby construction activities and respite periods if required.
- An Air Quality Management Plan (AQMP) as part of a Construction Environment Management Plan (CEMP) to manage and effectively control dust emissions during construction.

Mitigation measures which are currently in place or proposed include:

- Noise agreements which are either currently in place or proposed between the landowners and the proponent at seven receivers outside the Project boundary and within 5 km of a wind turbine, with all agreements established prior to November 2021.
- Development of the Noise Management Plan (NMP) for operational wind turbine noise, as mandated by the EP Regulations, before the commencement of facility operations.
- Health and well-being issues related to shadow flicker are discussed in **Section 4.12**.
- Landholders within a 3 km radius of the on-site quarry have also expressed concerns regarding potential dust generation, noise from on-site blasting, and general nuisance, particularly given that the surrounding land is used for agricultural grazing.

The on-site quarry is expected to increase noise and vibration levels, particularly affecting adjacent properties and landholders. Although the onsite quarry would be temporary, the need for the quarry may be about 2 years due to the Project's size. The NVIA determined that the predicted noise level from the on-site quarry at the nearest dwelling (located approximately 3.9 km away) would be below the noise limit applicable to the day period. Though the development of an on-site quarry would increase local road traffic noise, it will be less noticeable compared to off-site sourcing (Marshall Day Acoustics, 2025). Consequently, a Quarry Noise Management Plan should be prepared, as part of the overall quarry work plan along with the CNVMP to address the effects of construction noise related to onsite activities and off-site traffic movements, and construction vibration associated with any activities expected to occur at less than 100 m from a neighbouring landholder.

Landholders located within 3 kilometres of the proposed on-site quarry also suggested that gravel produced from the quarry could be made available to neighbouring properties or such landholders included in the Neighbour Benefit Sharing Program. Other stakeholders inquired about post-decommissioning rehabilitation measures, offering suggestions such as converting the quarry into a lake or dam once quarrying activities were complete.

Dust generated from the onsite quarry operations is likely to come from blasting, extraction, treatment and transport of materials on site. The Air Quality Impact Assessment determined that there was a high likelihood of nuisance dust related impacts if emissions to air are not mitigated. The DMP, part of the CEMP, outlines key mitigation and management controls for blasting as detailed in the Air Quality Impact Assessment (Jacobs, 2025). These include the following management and mitigation measures:

- Development of a Quarry Noise Management Plan.
- Pre-wetting areas of the onsite quarry which may generate dust.
- Blasting to only occur between 10am and 4pm, and when winds are not blowing towards neighbouring landholders.
- Notification to surrounding public at least seven days prior to planned blasting.
- Apply post-blasting watering and misting as required to suppress dust.

4.21 Benefits for Future Generations

Intergenerational equity relates to applying fairness or facilitating distribution of well-being between/across generations, preserving natural resources and/or caring for the environment for the benefit of future generations. ‘A sustainable world is one in which human needs are met equitably without sacrificing the ability of future generations to meet their needs’ (Summers & Smith, 2014, p. 718).

Respondents frequently noted the potential Project benefits to the broader environmental values arising from the generation of low emission energy and the role of the Project in this regard. It was emphasised that this shift not only contributes to the sustainability and wellbeing of future generations but also positions the Project as a key player in this transformative journey. In this regard, stakeholders consulted recognised the Project’s potential to facilitate research and promote knowledge sharing, especially in areas related to community decarbonisation efforts and biodiversity protection.

And then there's the bigger issue which is about the greater good in terms of the environment and in terms of our transition to renewable energy and the greater good, and then you get down to that there's a huge change in what our communities are used to. - Interviewee

We need renewable energy. Climate change is going to cause a MUCH BIGGER disruption to our lives than a wind farm. - Survey Respondent

4.22 Decision Making Systems and Assessment and Approval Processes

Impacts on decision-making systems include the extent to which people can have a say in decisions that affect their lives, and have access to complaint, remedy, and grievance mechanisms (IAIA, 2015). It also refers to the degree to which people feel they have access to sufficient information and the opportunity to make informed decisions about changes to their homes and communities.

During the engagement process, numerous community members emphasised the importance of Wind Prospect offering frequent and structured opportunities for dialogue. They also stressed the need for community access to project information, to ensure that stakeholders could communicate their concerns and stay informed about the Project and its development.

Some community members shared their experience of working with other companies, with a genuine desire to see improved engagement processes and a greater consideration by renewable energy developers of community issues and concerns.

We've seen a lot of these wind farms and renewable energy projects come in and going back maybe five years or so ago there was information that was provided to us; that there were going to be these several projects on the cards for the area over the coming 10 years. We don't sort of get information now on how many workers are coming and they are doing this or doing that. You're just hearing sort of incidentally that you know properties are being purchased by companies or rented by companies. - Interviewee

Wind Farm companies need to communicate with people better. Explain in everyday speech what is happening and when to humanize what is going on and in interactions with people. - Interviewee

Don't come at it like a PR exercise – we don't like that approach in the country because we feel it's not genuine. The biggest mistake you could make is coming in and acting like a slick salesman – like a real smartarse. We need genuineness, if we don't feel that, the shutters go up and it's very difficult for them to come down again. For example, the engagement undertaken for another wind farm was done so poorly that I would imagine that they wouldn't be brave enough or stupid enough to show their face in the community again. - Interviewee

Treat concerns with dignity, with genuineness – these are real concerns of local people. Don't brush them off, don't hard sell – communicate. Handle any concerns appropriately. Understand in this area there might be resistance because of the amount of WF in the area. - Interviewee

Like always and previous dealings everyone kept in the dark. Lack of transparency is scary. The locals have no idea of the impact visually how invasive these are until the recent turbines were erected. - Survey Respondent

This was also evident in the SEIA survey responses, where participants were asked to rate their level of agreement with statements relating to trust for the Proponent and the Victorian Government, as summarised in **Figure 4.3**. Responses in relation to trust, transparency and community benefit varied significantly across survey respondents. Trust in Government was particularly low.

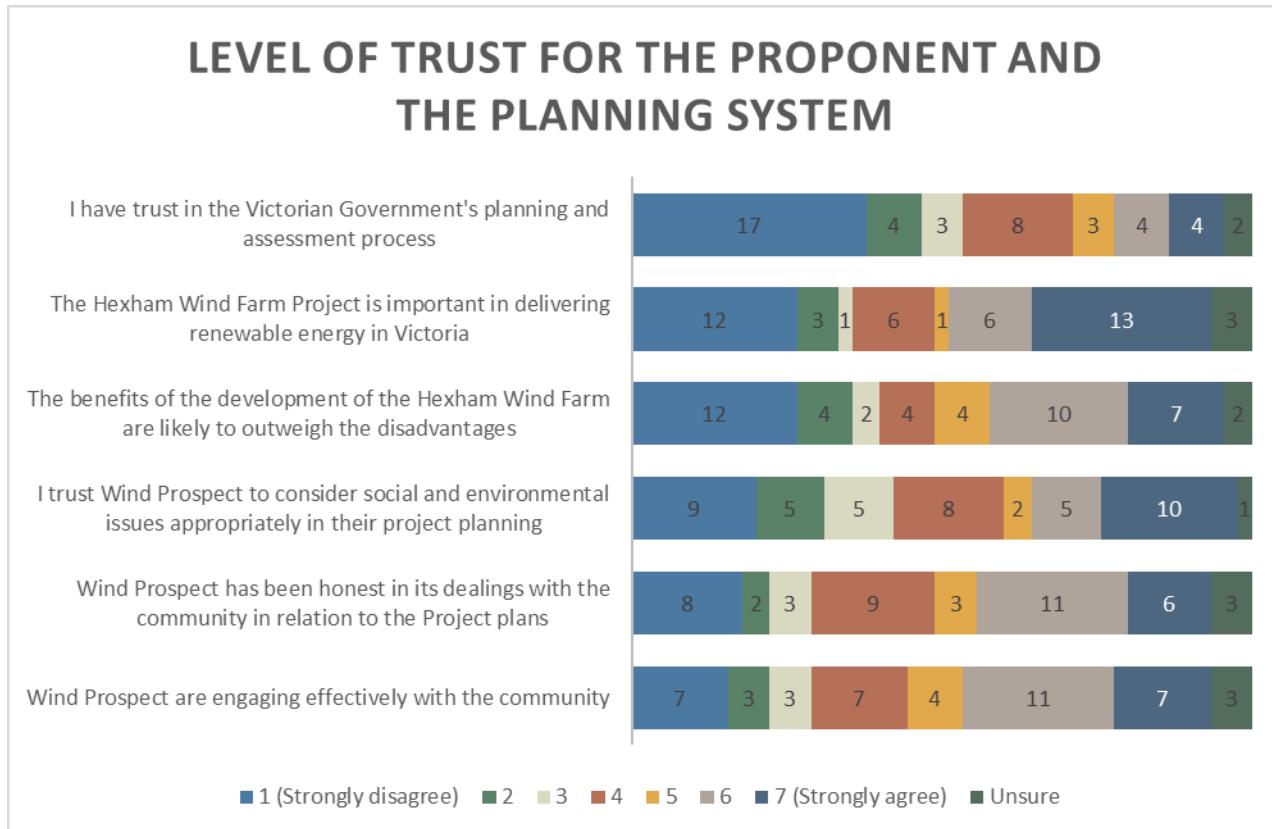


Figure 4.3 Level of Trust for the Proponent and the Victorian Planning System

Note: Responses based on outcomes of SEIA survey (n=45)

Source: Umwelt, 2024

Additionally, stakeholders expressed significant concerns about the uncertainty surrounding the future management of the Project should it be approved. A number of those consulted, felt uneasy, fearing that the commitments made by Wind Prospect during the initial phases might not be upheld throughout the construction, operation, and eventual decommissioning stages. This uncertainty has led to a lack of trust and confidence in the Project's long-term execution and adherence to promised standards.

From a social and economic point of view for this project we'd be remiss not to mention a level of scepticism knowing that Wind Prospect gets the permit and then sells it, and that the benefits that they're putting on the table aren't embedded into the planning permit in any way at the moment. So, we're relying on goodwill of the company that buys the project to deliver on what Wind Prospect has promised our community. - Interviewee

This survey is a total load of bullshit! The reality is we, as local landholders, are going to be dictated to by foreign investors who are supported by a fundamentally broken state government and will not receive any net benefits except for a couple of token donations to local sports clubs. Profits flow offshore and we get left with damaged roads, eyesores of towers, a horrible noise and increased power prices and less reliability. - Survey Respondent

Such perspectives are reflective of the outcomes of community research undertaken by the Moyne Shire Council in June 2022. The purpose of the research was to understand community views on wind farms and the level of support for their continued development, in the context of Council's updated wind farm position statement: ...that the State Government pauses the issuing of all wind farm planning permits in the Shire until strategic land use planning in the South West Renewable Energy Zone (REZ) is completed in consultation with Moyne Shire and other affected Councils and communities.

The research found there was significant opposition to the continued construction of wind farms by respondents in East Moyne (relevant to the location of the project) because of the impact on the number of turbines already in the area, visual amenity, people's health, noise, as well as concerns about decommissioning and wind's efficiency as a form of energy generation. The research also found that residents are wanting more information on the location of new turbines, and the potential impacts on the land, environment, animals and the local population.

Wind Prospect has implemented engagement at the local community level since inception of the Project in 2019. Early engagement has been undertaken by Wind Prospect and Premier Strategy (their nominated Engagement Consultant) with additional and more targeted consultation undertaken by Umwelt to inform this SEIA.

Management measures to be implemented to increase community trust in the process should include (if the Project is approved), continued implementation of a CSEP/EES Engagement Plan throughout the Project lifecycle, which should clearly outline engagement activities to be undertaken by the new owner of the Project, the development of a dedicated project website to provide information on project updates and activities, and development of a Complaints and Grievance Mechanism to ensure that any community complaints are appropriately responded to and addressed as outlined in **Section 5.2.2.1**.

4.23 Management of Cumulative Impacts

It is recognised that the majority of the social and economic impacts raised throughout **Section 4.0** have the potential to also result in cumulative impacts when considered in conjunction with other projects in the social locality (refer to **Section 3.2.2**). **Appendix C** highlights projects which may generate cumulative effects.

Consequently, there is a responsibility for Government and proponents developing projects in the South West REZ to consider these impacts collectively, and develop strategies for appropriate management, mitigation, and enhancement through effective and proactive multi-stakeholder collaboration.

5.0 Social Impact Management

This section provides further detail on the proposed strategies to be implemented in response to the predicted social impacts associated with the Project and relates to those impacts (both positive and negative) that have been evaluated as of moderate to high significance.

Social impact management planning is a key consideration of SEIA and ensures that the impacts identified through the SEIA process, and through community consultation activities, are managed effectively across the life cycle of the development (Franks & Vanclay, 2013).

The identification of management and enhancement strategies has considered those proposed by the community and identified through consultation; industry benchmarking; strategies proposed in the environmental technical studies; and through the social team's experience and expertise in undertaking SEIAs for similar projects across Australia.

5.1 Design Refinements

Since the scoping phase, the Project has undergone several design refinements. Changes to the Disturbance Area and internal Project layout have been made to address concerns raised by the community and in response to advice from technical specialists based on the outcomes of technical assessment studies.

Such changes have included:

- Application of buffer zones around key townships e.g. a 4 km buffer from the Caramut township zone, and 3 km buffer from Ellerslie and Hexham township zones.
- Application of 1.5 km buffer from neighbouring dwellings to closest turbine.
- Reducing potential impacts to Brolga populations by avoided long rows of turbines. Gaps between turbines effectively mitigate any potential barrier effects, regardless of whether an additional wind farm is constructed nearby (Nature Advisory, 2025).
- The windfarm layout footprint has been developed to avoid registered Aboriginal places and minimise layout encroachment on legislated areas of Aboriginal cultural heritage sensitivity (Tardis 2025).
- Incorporating turbine free buffers around confirmed or valid historical Brolga breeding wetlands (Nature Advisory, 2025).
- Placement of 100 m buffers around DEECA-mapped wetlands, specific watercourses and ephemeral drainage lines to minimise impacts on native vegetation, threatened ecological communities and listed flora species (Nature Advisory, 2025).
- Realignment and micro-siting of infrastructure to avoid most of the native vegetation, Grassy Eucalypt Woodland of the Victorian Volcanic Plain and Natural Temperate Grasslands of the Victorian Volcanic Plain within the development footprint (Nature Advisory, 2025).
- A range of commitments to mitigate impacts to vegetation and habitat during construction have also been proposed (refer Flora and Fauna Assessment, Nature Advisory, July 2025).

5.2 Preliminary Social Impact Management Framework

In addition to the above, a framework to guide social impact management for the Project is, to be developed before construction commences, and is presented in **Figure 5.1**. Guiding principles and key components of the social impact management strategies to be developed are outlined in the following sections to ensure effective management of the social impacts associated with the Project.

Social Impact Management Framework

Accommodation and Employment Strategy

Community Benefit Sharing Strategy

Community and Stakeholder Engagement Strategy

Neighbour Benefits Sharing Program

Figure 5.1 Social Impact Management Framework

Source: Umwelt, 2024.

5.2.1 Accommodation and Employment Strategy

The main objective of the AES for the Project is to outline the measures to ensure that there is sufficient accommodation available for the construction and operational workforces associated with the Project, while managing the potential effects of workforce influx on the local community. The AES has informed the assessment undertaken in **Section 4.0**.

The AES also considers measures to maximise benefits to the local economy and business community, whilst also considering the potential cumulative impacts associated with concurrent developments in the social locality.

5.2.2 Community and Stakeholder Engagement Plan (CSEP)

It is acknowledged that Wind Prospect has developed an EES Consultation Plan (**Appendix B**) which has guided the engagement approach and objectives for the Project, including the identification of key stakeholders, engagement mechanisms adopted to inform the public, consult with key stakeholders, and provide opportunity for input into the preparation of the EES and Planning Permit Application.

Ongoing engagement with key stakeholders and community members during construction and operational phases will be important, should the Project be approved. Ensuring fairness in the Project's development process requires the establishment and implementation of engagement processes to ensure that the community has meaningful opportunities to influence Project planning and development, and to ensure that benefits are maximised where possible at the local community level.

Wind Prospect/new Project owner will develop an ongoing Community and Stakeholder Engagement Plan (CSEP), prioritising the implementation of the CSEP in the remaining development phase of the Project, and throughout the pre-construction and construction phases should the project be approved. Such a Plan will be developed by an appropriately qualified engagement or social specialist

and will outline who will be responsible for the engagement and communication mechanisms to be utilised, action plans, targets, as well as the development of a monitoring and evaluation framework for the life of the Project.

The approach for community engagement and public participation continues to be guided by the following industry and government standards and frameworks, namely:

- The International Association for Public Participation (IAP2)'s Spectrum of Public Participation (2018)
- The Clean Energy Council's Community Engagement Guideline (2018).

The CSEP would:

- provide an approach for ongoing engagement with the broader community about the long-term benefits and opportunities of the project
- outline how the proponent will maintain a stakeholder database throughout the life of the project to assist identifying and resolving project issues experienced by stakeholders efficiently, placing stakeholder communication and issue resolution at the heart of stakeholder relations
- outline procedures and mechanisms for the regular distribution of accessible information about or relevant to the project
- identify opportunities to provide timely, useful and accurate information regularly about construction activities, schedules and milestones
- include measures to notify affected landowners and neighbours well in advance about any specific construction issues with direct impacts on properties (e.g., traffic management, out-of-hours work) and how they can easily reach the project team with questions
- include mechanisms to facilitate community feedback on impact management
- detail the mechanisms for advising the community in advance of upcoming works (where necessary) and how the proponent will work with community to mitigate the negative impacts of construction whenever possible
- be reviewed and adapted based on community feedback so that the communications and engagement approach is fit for purpose and meets the needs of the community.

The notification process for landowners in proximity of the quarry and wind turbines that require blasting would be contained within the Blast Management Plan.

In relation to ongoing consultation pre-construction, consultation would continue to be carried out with affected communities to understand their preferences for mitigation and management measures, including:

- consulting with local schools regarding bus routes and timetables to identify suitable windows for project inactivity (curfew times), or other measures to minimise or avoid impacts to school buses
- proactively engaging with highly impacted landholders through one-on-one personal methods to discuss upcoming disruptions and how they can be managed to minimise impacts when possible
- holding regular meetings with neighbouring residents to discuss any issues or concerns and ensure adaptive management responses as appropriate

- engaging with local farmers to minimise disruptions to farming activities, and creating a forward plan for managing disruptions around farming cycles
- maintaining the project website to provide up-to-date information on the status of the project during construction and operation, as well as provide a means for the community to contact the project's team.

5.2.2.1 Complaints and Grievance Mechanism

As part of the EES Consultation Plan (**Appendix B**) and the CSEP for ongoing engagement, Wind Prospect will implement a complaints and grievance management system to provide an effective and responsive complaints mechanism. A comprehensive complaints management procedure, including a noise complaints response process, will be developed as part of the Community and Stakeholder Engagement Plan that:

- outlines the process for making and recording complaints
- provides a range of avenues (e.g., direct phone number, email) for community members to express their concerns or ask questions
- specifies response and resolution procedures to ensure timely responses are provided to complaints raised
- outlines roles and responsibilities within the project team for the receipt, handling and escalation of complaints
- outlines how community members can escalate their concerns should they not receive a response that meets their expectations.

5.2.3 Community Benefit Sharing

Community benefit sharing in the context of the renewable energy sector in Australia relates to the establishment of an integrated model within projects to share the rewards of the development proactively and purposefully with local communities (Clean Energy Council, 2019). Outcomes of such a model are seen to contribute positively to the development and sustainability of a region.

The Clean Energy Council of Australia outlines a framework to be considered in developing a Benefit Sharing Scheme for renewable energy projects as follows:

- Establishment of benefit sharing objectives in partnership and consultation with community representatives.
- Research and understanding of community need, interests, and ideas from the community.
- Define the financial scope of the benefit sharing package.
- Plan community engagement process to support the development of the strategy.
- Determine preliminary criteria and 'negotiables'.
- Commence community consultation with an aim of building local networks and relationships.
- Assess, refine, and decide on key components, parameters, criteria, and governance arrangements.

- Establish the strategy and implementation.
- Governance and administration in collaboration with key stakeholders and members of the community.
- Monitoring, evaluation, and continual improvement.

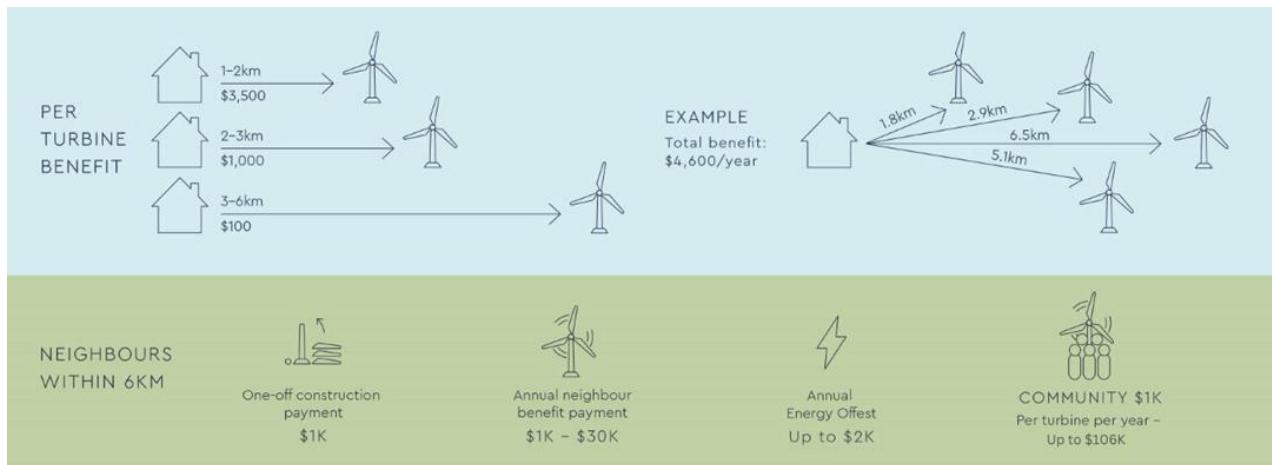


Figure 5.2 Summary of Hexham Wind Farm Benefit Sharing Mechanisms

Source: (Wind Prospect, n.d.)

At the time of reporting, Wind Prospect has committed to developing a Neighbour Benefit Sharing Program and a Community Benefit Fund (refer to **Figure 5.2**), to ensure that proximal residents can share in the economic benefits of the Project. Wind Prospect has incorporated community feedback in the development of the benefit sharing initiatives, with submissions and responses summarised in **Appendix H**.

The Neighbour Benefits Sharing Program includes annual benefit payments commencing at the commissioning of the wind farm, with the benefit received dependent on proximity (refer to **Table 6.1**) and involving a one-off construction payment (\$1,000) and an Energy Cost Offset Plan (up to \$2,000 of annual value). The Program is offered to eligible dwellings and/or operating retail premises (non-host) within 6 km of the Project (specifically 6 km from a constructed turbine).

Further details on eligibility, terms and recipients for the Neighbour Benefits Sharing Program can be found in **Appendix H**. Under the program, individual property owners can only receive a maximum of \$30,000 per year, regardless of the number of turbines located within 6 km of their property.

Table 5.1 Neighbourhood Benefit Scheme

Distance from constructed turbine	Payment (annual) per constructed turbine
Within 2 km of eligible dwelling or retail premises	\$3,500
2-3 km of eligible dwelling or retail premises	\$1,000
3-6 km of eligible dwelling or retail premises	\$100
More than 6 km of eligible dwelling or retail premises	Nil.

Source: ©Wind Prospect, 2025

Wind Prospect has also committed to establishing a Community Benefit Fund (CBF) once the Project is operational to deliver benefits to the local community. The fund will allocate \$1,000 per turbine per year to local communities within the Moyne Shire. A funding committee will be established to assess eligibility and acceptance of funding applications. The Moyne Shire Council may also participate as a non-voting representative.

6.0 Social Impact Summary

In line with the process defined in **Section 2.0** this section summarises the technical and perceived social impacts (positive and negative) that may be experienced by different stakeholders due to anticipated changes associated with the Project. The SEIA focuses on assessing social impacts based upon outcomes of engagement, analysis of secondary data, review of relevant social research and consideration of other technical assessments, and consequently social impact rankings may differ from other technical studies.

Social impacts in **Table 6.1** and **Table 6.2** have been categorised in line with the social impact categories outlined in the assessment methodology. **Table 6.3** specifically details the positive and negative social impacts associated with the on-site quarry. Proposed management strategies to manage predicted social impacts of moderate to very high significance, and to enhance the opportunities associated with the Project, are further described in **Section 5.0**.

Social impacts have been assessed in line with international best practice, as outlined in **Section 2.2**. While such methods are not explicitly recommended by the Victorian Government, they form the basis of sound social impact assessment practice. In line with Victorian Government guidance (2021), this study has considered the following:

- social impact theme (Column A)
- project aspect or component (Column B)
- description of direct and indirect impacts (Column C)
- discussion of magnitude (Column H, which is a function of assessed impact magnitude and likelihood), extent (Column D) and duration (Column E) of impacts (refer to **Section 2.2** for further details)
- does this impact generate a cumulative impact (Column F)
- description of perceived significance, based on community ranking (Column G)
- description of the mitigation strategies (Column I)
- identification of (post mitigation) residual impacts (Column J).

Table 6.1 **Negative Social Impacts**

A: Social impact theme	B: Project aspect	C: Social impact description	D: Extent / affected parties	E: Duration	F: Cumulative Effect	G: Level of Stakeholder concern ⁸	H: Significance Rating ⁹			I: Refinements/ mitigations/ management measures	J: Residual impacts post mitigation ¹⁰
							L	M	S		
Community Way of Life Health and Wellbeing	Project approval, construction & operations	Reduced community cohesion due to differing attitudes to renewable energy development in the social locality	Host landholders Neighbouring landholders Broader community	C&O	Yes	VH	A	4	+VH	Mitigation Measure: Community benefit fund targeting social investment in programs and activities that enhance community cohesion Management Measure: Implementation of the CSEP/ EES Engagement Plan to provide transparent and timely information regarding the Project acknowledging psycho-social impacts	M
Community Way of Life	Project construction workforce	Change in community composition and character due to temporary workforce influx	Broader community	C	Yes	L	B	3	H	Management Measure: Implementation of AES including workforce code of conduct and workforce integration planning Mitigation Measure: Neighbouring Benefit Sharing Program Enhancement Measure: Community Benefit Fund which targets initiatives that promote community cohesion	L
Community Way of Life Accessibility	Project construction – construction workforce influx (360)	Increased demand for housing/accommodation due to construction workforce influx affecting accessibility, availability and affordability	People at risk of homelessness; Existing community residents in rental accommodation Tourists/ Visitors Broader community Local tourism operators	C	Yes	L	B	4	H	Management Measure: TWA or alternate housing options (Refer to AES)	L
Accessibility	Project construction – construction workforce influx (360 Construction)	Decreased accessibility and increased wait time for local health services and emergency services	Broader community Health & Emergency Service Providers	C	Yes	H	B	3	H	Management Measures: CMP Provision of medical services for the Project workforce. If TWA constructed, such services to be included onsite. Mitigation Measure: Ensuring all construction workers have access to health services to reduce demand on local services	M

⁸ Level of concern or interest from the perspective of the affected party (L = Low, M = Medium, H = High).

⁹ L = Likelihood (A: Almost Certain, B: Likely, C: Possible, D: Unlikely, E: Very Unlikely); M = Magnitude (1: Minimal, 2: Minor, 3: Moderate, 4: Major, 5: Transformational); S = Significance rating (L: Low, M: Medium, H: High, VH: Very High).

¹⁰ Residual significance post mitigation measure (L = Low, M = Medium, H = High).

A: Social impact theme	B: Project aspect	C: Social impact description	D: Extent / affected parties	E: Duration	F: Cumulative Effect	G: Level of Stakeholder concern ⁸	H: Significance Rating ⁹			I: Refinements/ mitigations/ management measures	J: Residual impacts post mitigation ¹⁰
							L	M	S		
Health and Wellbeing Surroundings Accessibility	Project construction & transport	Reduced safety on local roads along transport routes (non-arterial) due to light and heavy vehicle movements	Bus users (students, residents) (in the local area) Local road users and residents residing along the transport route	C	Yes	H	C	4	H	Management Measure: Complaints and Grievance Mechanism CTMP Green Travel Plan, including busing of workers to and from the site Mitigation Measure: On-site temporary quarry Within the CTMP- <ul style="list-style-type: none">• Directives which control or reduce disruptions during construction• Community Traffic Monitoring Program CSEP - engagement mechanisms such as school workshops to educate families and children on required behaviours and risks regarding OSOM vehicles and increased traffic movements	M
Surroundings Way of Life	Project construction & transport	Increased disruption (stress and frustration) associated with increased travel times on nominated transport routes	Broader community Bus users (students, residents) (in the local area) Local road users and residents residing along the transport route	C	Yes	M	B	3	H	Management Measure: CTMP- consulting with Local council and VicRoads to identify peak travel times and schedule construction traffic to minimise impact Works and other notifications to residents along local transport routes. Green Travel Plan, including busing of workers to and from site Mitigation Measure: Complaints and Grievance Mechanism	M
Culture Decision Making systems	Project approval and construction	Loss of culturally valued totemic Wedge-tailed Eagles	Eastern Maar	C & O	Yes	H	Unable to be assessed			Refinement: The windfarm layout footprint has been developed to avoid registered Aboriginal places and minimise layout encroachment on legislated areas of Aboriginal cultural heritage sensitivity Management Measure: ACHMP BAMP CHMP Brolga Compensation Plan Agreement/ benefits specific to Traditional Owners (MoU). Ongoing engagement process is in place to collaborate with the RAP on appropriate management strategies including on Country guardians	Unable to be assessed

A: Social impact theme	B: Project aspect	C: Social impact description	D: Extent / affected parties	E: Duration	F: Cumulative Effect	G: Level of Stakeholder concern ⁸	H: Significance Rating ⁹			I: Refinements/ mitigations/ management measures	J: Residual impacts post mitigation ¹⁰
							L	M	S		
Surroundings Way of Life	Project approval, construction & operations	Loss of biodiversity highly valued by the community e.g., protection of wildlife habitats for nesting brolgas, other birds	Special Interest groups- Environmental Broader community Eastern Maar	C & O	Yes	H	C	4	H	Refinement: Appropriate turbine free buffers around breeding wetlands Management Measure: Implementation of the Interim Brolga Guidelines BAMP CSEP/EES Consultation Plan – to inform community of relevant management approaches Mitigation Measure: Community Benefit Fund- support initiatives that enhance the habitat of nesting brolgas and other bird species in collaboration with local environmental groups.	L
Decision making systems	Project approval, construction and operations	Loss of trust and engagement in decision-making systems and assessment process	Host landholders Neighbouring landholders Broader community Local government	P, C, O, D	Yes	VH	B	3	H	Management Measure: CSEP/EES Consultation Plan Mitigation Measure: Complaints and Grievance and Mechanism	M
Way of Life Surroundings Community	Project construction and operations	Disruption to sense of place due to changes in surroundings and visual amenity associated with the attributes and function of the landscape (industrialisation)	Host landholders Neighbouring landholders Broader community	C & O	Yes	H	A	3	H	Management Measure: Host landholder agreements Neighbour agreements addressing issues/concerns on a case-by-case basis CSEP/EES Consultation Plan Mitigation Measure: Implementation and review of the Neighbour Benefit Sharing Program with CRG Community Benefit Fund – focus on place-based community benefits Vegetation screening and/or landscaping mechanisms as per LVIA Selection of recommended infrastructure paint colours as per LVIA (e.g. matte white)	M
Health and wellbeing Accessibility	Project construction and operation	Increased risk to public safety due to reduced access for aerial firefighting (perceived or otherwise)	Host landholders Broader community Emergency service volunteers/ workers (Regional CFA)	C & O	Yes	M	C	3	M	Management Measure: Preparation and communication of the Bushfire Emergency Management and Evacuation Plan CSEP/EES Engagement Plan Mitigation Measure: Company to look at opportunities to work with CFA (regional) to implement best practice firefighting approaches in the form of know-how; and/or equipment	M

A: Social impact theme	B: Project aspect	C: Social impact description	D: Extent / affected parties	E: Duration	F: Cumulative Effect	G: Level of Stakeholder concern ⁸	H: Significance Rating ⁹			I: Refinements/ mitigations/ management measures	J: Residual impacts post mitigation ¹⁰
							L	M	S		
Decision-making Livelihoods	Project construction & Operations – Benefit sharing	Inequitable distribution of costs and benefits associated with the Project	Broader community Neighbouring landholders Traditional Owners	C & O	No	H	A	3	M	Management Measure: Neighbour agreements addressing issues/concerns on a case-by-case basis CSEP/EES Consultation Plan Mitigation Measure: Implementation and review of the Neighbour Benefit Sharing Program with CRG with focus on place-based community benefits through the Community Benefit Fund	L
Way of life Livelihoods Surroundings	Cumulative Project construction & Operations	Reduced access for agricultural aviation and agricultural production due to changes in land use (perceived or otherwise)	Host landholders Broader community Service providers-agriculture	C O	Yes	M	C	2	M	Management Measure: Host landholder Agreements – opportunity to continue agricultural activities. CSEP/Engagement Plan- engagement with key stakeholder e.g. local aerodrome	L
										Mitigation Measure: Community Benefit Fund	L
Health and Wellbeing Decision-making	Project construction, Operations & Decommissioning	Anxiety/ stress relating to the uncertainties associated with Project development and lifecycle	Host landholders Neighbouring landholders Broader community	C, O & D	Yes	H	B	2	M	Management Measure: CSEP/EES Consultation Plan Continue proactive personal engagement with community members and proximal landholders by the Project Manager.	L
Community Way of Life Decision-making	Construction & Operations	Heightened levels of community outrage associated with perceived inability to inform regional and state Renewable Energy planning and decision-making processes	Host landholders Neighbouring landholders Broader community Traditional Owners Special interest groups Local government	C&O	Yes	H	C	2	M	Management Measure: CSEP/EES Consultation Plan Continue to provide direct access to technical experts and the Project Manager to provide timely responses to any information requests in formats that are accessible to multiple stakeholder types.	L
Livelihoods Way of Life	Project construction and operation	Reduction in livelihood due to reduced property value	Neighbouring landholders	C & O	Yes	M	C	2	M	Management Measure: Monitoring property values Mitigation Measure: Neighbour Benefit Sharing Program Consultation with proximal landholders in relation to property values	L

A: Social impact theme	B: Project aspect	C: Social impact description	D: Extent / affected parties	E: Duration	F: Cumulative Effect	G: Level of Stakeholder concern ⁸	H: Significance Rating ⁹			I: Refinements/ mitigations/ management measures	J: Residual impacts post mitigation ¹⁰
							L	M	S		
Surroundings Way of Life Accessibility	Project construction	Reduction in social amenity, due to increased construction related traffic	Host landholders Neighbouring landholders Residents along the transport route Broader community	C	Yes	M	B	2	M	Management Measure: AQMP CTMP CNVMP CSEP/Engagement Plan - Works and other notifications to residents along local transport routes.	L
Surroundings Way of Life	Project construction	Reduction in social amenity due to increased noise, dust and vibrations	Host landholders Neighbouring landholders	C & O	Yes	M	C	3	M	Refinement: 1.5 km buffer from turbines to neighbouring dwellings Management Measure: OMP CTMP CNVMP- including notification to neighbouring landholders CSEP/EES Consultation Plan Complaints and Grievance Mechanism	L
Health and Wellbeing Way of Life	Operations	Reduced mental health and wellbeing due to turbine noise (perceived or otherwise)	Host/ Neighbouring landholders with severely heightened sensitivities to noise	O	Yes	M	C	3	M	Refinement: 1.5 km buffer from turbines to neighbouring dwellings Management Measure: OMP Noise Management Plan CSEP/EES Consultation Plan Implement measures outlined in the EES relating to hazard and risk management. Mitigation Measure: Property treatments in consultation with effected landholders	L
Health and Wellbeing Way of Life	Operations	Health and wellbeing impacts associated with shadow flicker from turbines	Host/ Neighbouring landholders with severely heightened sensitivities to shadow flicker	O	Yes	M	C	3	M	Refinement: 1.5 km buffer from turbines to neighbouring dwellings Management Measure: OMP CSEP/EES Consultation Plan Mitigation Measure: Screening (vegetation or artificial) or selective turbine control and shutdown. Property treatments in consultation with effected landholders Implement measures outlined in the EES relating to hazard and risk management.	L

A: Social impact theme	B: Project aspect	C: Social impact description	D: Extent / affected parties	E: Duration	F: Cumulative Effect	G: Level of Stakeholder concern ⁸	H: Significance Rating ⁹			I: Refinements/ mitigations/ management measures	J: Residual impacts post mitigation ¹⁰
							L	M	S		
Health and Wellbeing Surroundings Way of Life	Operations	Health and wellbeing impacts associated with frequency of electromagnetic fields (EMF) associated with turbine operation and transmission infrastructure (perceived or otherwise)	Host/ Neighbouring landholders with severely heightened sensitivities to EMF	O	Yes	M	D	2	L	Management Measure: OMP CSEP/EES Consultation Plan- transparent communication that includes relevant research and safety standards to be shared with key stakeholders Implement measures outlined in the EES relating to hazard and risk management.	L
Culture	Construction	Loss of European culture and heritage	Broader community	C	Yes	M	D	1	L	Management Measure: CSEP/EES Consultation Plan HMP Complaints and Grievance Mechanism	L
Surroundings	Operations	Reduced access to telecommunication services	Host/ Neighbouring landholders Broader community	O	Yes	L	D	1	L	Management Measure: CSEP/EES Consultation Plan Complaints and Grievance Mechanism	L

Table 6.2 Positive Social Impacts

A: Social impact theme	B: Project aspect	C: Social impact description	D: Extent / affected parties	E: Duration	F: Cumulative	G: Level of Stakeholder concern ¹¹	H: Significance Rating ¹²			I: Enhancement measures	J: Residual impacts post enhancement ¹³
							L	M	S		
Surroundings + Community + Health and Wellbeing + Decision-making +	Project operation	Intergenerational equity given emphasis on renewable energy production to address the climate crisis	Broader community State of Victoria The World	O	Yes	H+	A	4	VH+	-	VH+
Livelihoods + Community + Way of Life +	Project host and neighbour benefits	Increased financial sustainability for landholders	Host and/or Neighbouring landholders (within 6 km of a turbine)	C & O	No	H+	A	3	H+	Host and Neighbouring Landholder Agreements Community Benefit Funds	H+
Livelihoods + Community + Way of Life +	Construction	Enhancement of local economy and livelihoods due to construction workforce influx and Project activity	Special interest groups Broader community Local businesses and service providers Local government	C	Yes	H+	B	3	H+	Refer to AES Commitments e.g. Local Employment and Procurement Strategy	H+
Livelihoods + Community + Way of Life +	Project construction & Operations	Enhanced social outcomes for local and regional communities through targeted community benefit sharing and investment initiatives	Aboriginal Stakeholders Special interest groups Broader community Local businesses and service providers Local government	C&O	Yes	H+	B	3	H+	Co-design of Community Benefit Fund Co-design a dedicated TO Benefit Framework	H+
Livelihoods + Community + Way of Life +	Project construction & Operations	Local economic development (employment, procurement and skills development) resulting in enhanced human and economic capital	Unemployed Local Businesses and Suppliers Students Under-represented groups (e.g. First Nations, Women) Broader community	C & O	Yes	H+	B	3	H+	Refer to AES commitments Community Benefits Fund Seek opportunities to collaborate with / support local education and training initiatives	H+

¹¹ Level of concern or interest from the perspective of the affected party (L = Low, M = Medium, H = High).

¹² L = Likelihood (A: Almost Certain, B: Likely, C: Possible, D: Unlikely, E: Very Unlikely); M = Magnitude (1: Minimal, 2: Minor, 3: Moderate, 4: Major, 5: Transformational); S = Significance rating (L: Low, M: Medium, H: High, VH: Very High).

¹³ Residual significance post enhancement measure (L = Low, M = Medium, H = High).

Table 6.3 Quarry Social Impacts

A: Social impact theme	B: Project aspect	C: Social impact description	D: Extent / affected parties	E: Duration ¹⁴	F: Cumulative	G: Level of Stakeholder concern ¹¹	H: Significance Rating 12			I: Refinements/ mitigations/ management measures	J: Significance after ¹³
							L	M	S		
Surroundings	Quarry planning, construction, operation and decommissioning activities.	Changes in the visual landscape, impacting resident's sense of place and experience of the local area.	Host landholder Neighbouring landholders Broader community	P, C, O, D	Yes	M	B	3	H	Design Refinement/ Mitigation Measure: Quarry to be designed to minimise impacts to surroundings through vegetated visual screening, siting and design with consideration of final landform with beneficial use following decommissioning.	M
Surroundings Health and wellbeing	Quarry construction and operation activities such as blasting. Cumulative interaction with Project noise.	Real or perceived increase in noise, vibration and over pressure from the quarry, impacting residents' sense of place and enjoyment of their homes and neighbourhood.	Host and/or Neighbouring landholders	C & O	Yes	H	C	2	M	Management Measure: Prior to commencing construction works, assessment of neighbouring landholder sensitivities to inform development of the CMP. Quarry Noise Management Plan Host landholder informed of potential noise impacts as part of the commercial negotiations regarding the use of their land. Complaints and Grievances mechanisms to ensure community can inform proponent if noise, vibration and over pressure issues are experienced. Mitigation Measure: Restrict operations to day-time hours, with only limited maintenance activities in the evening. CSEP/EES Engagement Plan: engagement with proximal landholders, overview of construction program, alerts prior to key operational activities including blasting.	L
Surroundings Health and wellbeing Livelihoods	Quarry traffic	Reduced safety along on-site quarry transport route impacting livestock and agricultural machinery movements	Neighbouring Landholders	C,O	Yes	H	B	2	M	Management Measure: Complaints and Grievances mechanisms to ensure community can inform proponent of incidents or concerns arising from heavy vehicle traffic. Mitigation Measure: CSEP/EES Engagement Plan: engagement with proximal landholders, to minimise disruptions to farming activities, and to ensure impacts on farming cycles are appropriately managed	L
Health and wellbeing	Quarry construction and operation activities.	Reduced air quality as a result of increased dust and particle matter causing potential impacts to respiratory health.	Host landholder Neighbouring landholder Broader community	C	No	H	C	2	M	Management Measure: Implementation of a DMP apart of the CEMP Mitigation Measure: Implementation of a blast notification system to give landholders notice and communication relating to blasting times, such as SMS alerts or phone calls.	L
Surroundings	Quarry construction and operation activities.	Surrounding dwellings and buildings may be impacted by vibrations from blasting	Host landholder Neighbouring landholders	C	Yes	H	D	2	L	Management measure: Implementation of a DMP apart of the CEMP and a CNVMP Quarry Noise Management Plan Predevelopment building condition surveys of buildings in relative proximity to the quarry.	L

¹⁴ Duration: P=Planning, C=Construction, O= Operation, D=Decommissioning

A: Social impact theme	B: Project aspect	C: Social impact description	D: Extent / affected parties	E: Duration 14	F: Cumulative	G: Level of Stakeholder concern11	H: Significance Rating 12			I: Refinements/ mitigations/ management measures	J: Significance after13
							L	M	S		
										Complaints and Grievances Mechanism to ensure community can inform proponent where there is noise, vibration and over pressure issues. Mitigation Measure: Development of a Quarry Work Plan Implementation of pre-blast protocol and appropriate blast management Implementation of a blast notification system to give landholders notice and communication relating to blasting times, such as SMS alerts or phone calls.	
Surroundings Accessibility Health and Wellbeing	Transport of quarry material and vehicle movements around the broader project site	Enhanced community safety on local roads due to on-site quarry activities and reduced use of local road network	Host landholders Neighbouring landholders Broader community Residents along the transport route	C & O	Yes	M	B	3	H+	Management Measure: Development of on-site quarry, reducing truck movements associated with accessing quarry product further afield. Routes seek to adopt the shortest travel distance/most direct via the arterial road network between the quarry site and the Project area.	H +
Livelihoods	Construction and operational workforce requirements. Cumulative interaction with other regional Projects.	Increased employment and procurement opportunities, associated with the construction and operation of the quarry	Broader community Unemployed/ looking for work	C	Yes	M	A	2	M+	Openly communicating employment opportunities within the broader community in a way that maximises local employment.	H+

7.0 Conclusion

The SEIA has included the compilation of a social baseline profile for the Project as a basis from which social impacts may be predicted; and has consolidated outcomes of engagement with key stakeholders and community members to inform the assessment and evaluation of Project related social and economic impacts and opportunities, including recommendations regarding social impact management planning.

The social impact evaluation has been undertaken to inform and support the refinement of Project design and planning, to reduce negative project impacts, and achieve greater positive benefits and social outcomes for landholders and communities within the social locality.

Positive impacts of the Project include:

- Intergenerational equity given emphasis on renewable energy production to address the climate crisis.
- Increased financial sustainability for landholders that are hosting project infrastructure.
- Enhancement of the local economy and livelihoods due to construction workforce influx and economic project activity.
- Enhanced social outcomes for local and regional communities through targeted community benefit sharing and investment initiatives.
- Local economic development (employment, procurement and skills development) resulting in enhanced human and economic capital.

A number of commitments have been made by Hexham Wind Farm Pty Ltd prior to and then further in response to outcomes of the SEIA which include:

- Ongoing transparent engagement as outlined in the CSE.
- Implementation of the EES Consultation Plan.
- Application of Host and Neighbouring landholder agreements.
- Development of an Accommodation and Employment Strategy (prepared by Umwelt in December 2024, refer to **Appendix E**) to promote measures that maximise benefits to the local economy and business community while also considering the potential cumulative impacts associated with concurrent developments within the social locality.
- Delivering a Neighbour Benefit Sharing Program and a Community Benefit Fund to ensure that proximal residents can share in the economic benefits of the project.
- Development of a Community and Stakeholder Engagement Plan (CSEP) specific to the (post approvals) construction, operation and decommissioning phases of the project.

The implementation of these management strategies will assist in managing negative social impacts, which have a residual impact ranking of medium, as summarised below:

- Reduced sense of community and cohesion due to differing attitudes to renewable energy development in the social locality.

- Decreased accessibility and increased wait time for local health services and emergency services.
- Reduced safety on local roads along transport route (non-arterial) due to light and heavy vehicle movements.
- Increased disruption (stress and frustration) associated with increased travel times on nominated transport routes.
- Loss of trust and engagement in decision-making systems and assessment process.
- Disruption to sense of place due to changes in surroundings and visual amenity associated with the attributes and function of the landscape (industrialisation).
- Changes in the visual landscape, impacting resident's sense of place and experience of the local area (Quarry related).

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Appendix A

Data Sources

Table A.1 outlines the social indicators and datasets that have been used to inform the social baseline as well as additional detail on the community capitals analysis.

Table A.1 Data Sources

Capital	Social indicators	Data Sources
Political	Levels of government support. LALCs and Traditional Owners. State election, political views. Political figures and relation to project.	ABC Elections. Aboriginal Cultural Heritage Register and Information System (ACHRIS). Media. Parliament of Australia. Local Government websites Government strategic plans.
Natural	Key landscape features. National Parks. Biodiversity. Cultural Heritage. Natural disasters.	Government strategic plans. CSIRO. Parks Victoria. National Heritage List. UNESCO World Heritage List. Sustainability Victoria.
Human	Educational Attainment. Wind energy workforce capabilities. Age profile. Population projections. Chronic diseases. Rate of mental health conditions. Proportion of Aboriginal and/or Torres Strait Islander population. Index of Education and Occupation.	ABS Census. Australian and New Zealand Standard Classification of Occupations. Government strategic plans. Socio-Economic Indexes for Areas (SEIFA). Social Health Atlas of Australia (PHIDU, 2023). Victoria in Future. REPLAN (2023).
Social	Household composition. Population mobility. Rate of volunteerism. Crime rates. Index of socio-economic disadvantage.	Government strategic plans. ABS Census. Socio-Economic Indexes for Areas (SEIFA). Crime Statistics Agency.
Economic	Top industries of employment. Rates of unemployment. Transferable skills to wind farm construction occupations. Index of Economic Resource. Median household income. Median mortgage repayments. Median house prices. Rental stress.	ABS Census. Government strategic plans. Realestate investor. SALM. Socio-Economic Indexes for Areas (SEIFA).

Capital	Social indicators	Data Sources
Physical	Social infrastructure. Car usage. Housing tenure type. Housing and rental availability. Availability of short-term accommodation. Availability of health care services. Rates of access to health care practitioners. Regional connectivity and transport.	ABS Census. Government strategic plans. Media. Victoria State Government Department of Families, Fairness and Housing. Social Health Atlas of Australia (PHIDU, 2023).
Cultural	Indigenous population. Aboriginal community. Proportion of people born overseas. Regional events.	ABS Census. Engagement outcomes. Government Strategic Plans. Tourism websites.

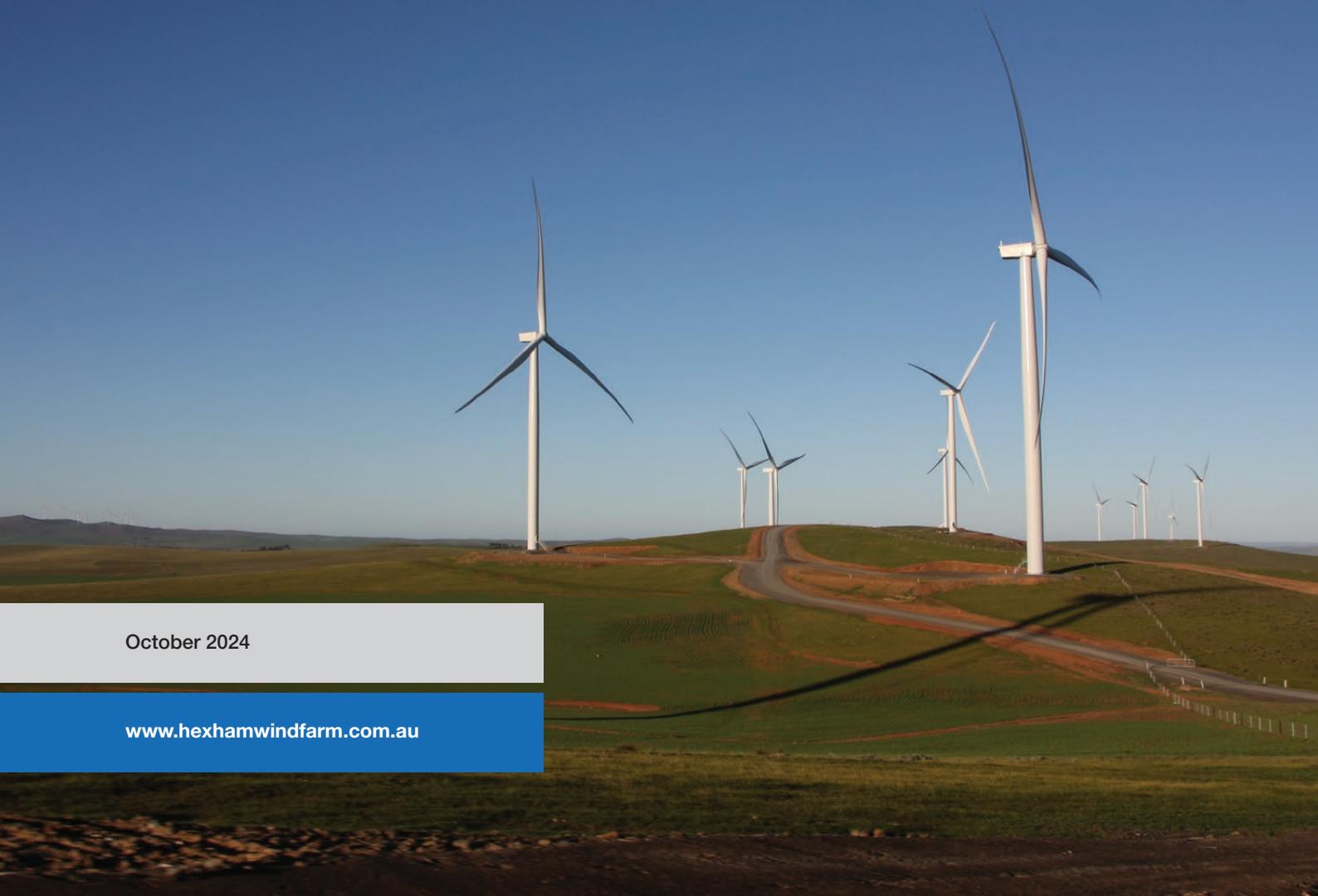
Appendix B

EES Consultation Plan



Hexham Wind Farm

Environment Effects Statement
Consultation Plan



October 2024

www.hexhamwindfarm.com.au

Acknowledgement of Country

Wind Prospect acknowledges the traditional custodians of the land on which the Project is located, the Eastern Maar People, and pays respect to Elders, both past and present. We acknowledge the ongoing connection between the Traditional Owners with the land and waters.

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1.0 Purpose

This Environment Effects Statement (EES) Consultation Plan (Plan) for the Hexham Wind Farm has been prepared as a requirement of the Ministerial Guidelines for Assessment of Environmental Effects under the *Environment Effects Act 1978*.

As part of the preparation of an EES, Hexham Wind Farm Pty Ltd (the Proponent) has the responsibility of informing and consulting with the public and other stakeholders.

This document provides an overview of the guiding principles and engagement objectives. It identifies key stakeholders, the political and community environment and methodology for collecting and recording stakeholder input, feedback and grievances.

This Plan also outlines the engagement program, and methods and tools that will be delivered to inform the public, consult with key stakeholders, and provide opportunity for input into the preparation of the EES and Planning Permit Application for the Hexham Wind Farm (the Project). This Plan is not intended to follow a highly prescriptive approach however it establishes the engagement program for the EES stages of the project. Engagement plans and implementation schedules will evolve as the Project moves through the EES stages and will respond to issues and stakeholder needs as they arise during the EES process.

The Plan also provides a framework for action and accountability and documents how the Proponent will:

- inform the public about the Project and program of EES studies
- seek targeted input from stakeholders to identify issues of potential concern, obtain local knowledge of existing conditions, understand perceptions of potential effects, and gain feedback on measures that might provide reasonable responses to stakeholder concerns
- respond to stakeholder input.

2.0 Project background

2.1 Wind Prospect

Wind Prospect Pty Ltd (Wind Prospect) is the owner of Hexham Wind Farm Pty Ltd and will manage the EES process. Wind Prospect has been developing renewable energy projects in Australia since 2000 and has achieved planning approval for 22 wind farms and two solar farms totalling more than 3,400 megawatts of electricity generating capacity, of which more than 2,500 megawatts is operational or under construction. Wind Prospect is a signatory to the Clean Energy Council's Best Practice Charter for Renewable Energy Developments.

2.2 The Project

Wind Prospect has been exploring the feasibility of the Project for several years and announced the Project publicly in March 2019.

The Project is located between the townships of Hexham, Caramut and Ellerslie in the Moyne Shire local government area (LGA) of south-western Victoria. It is approximately 15 kilometres west of Mortlake and 15 kilometres north-east of Woolsthorpe. Hexham is the nearest settlement, approximately three kilometres north-east of the Project area.

The proposed Project consists of up to 106 turbines, a battery energy storage facility and associated infrastructure. A temporary on-site quarry to provide aggregate materials for use during construction is also being investigated.

The Project area, which covers approximately 16,000 hectares, has been selected primarily due to its high wind resource and proximity to existing transmission line infrastructure. A new terminal station would be constructed within the Project area to facilitate grid connection to the existing 500 kilovolt (kV) Moorabool-Heywood high voltage transmission line which traverses the southern section of the site.

2.3 Project benefits and objectives

Overall, the Project represents a \$1 billion investment to the Moyne Shire and wider region and will create direct and indirect jobs during both construction and ongoing operations, supporting the local community and economy.

The environmental benefits are significant with the Project contributing to Victoria's renewable energy generation and greenhouse gas emissions targets. The Project, if successful, will have capacity to produce approximately 2,850 gigawatt hours annually of clean renewable electricity, enough to power up to 515,000 homes.

Key objectives of the Project are to construct a wind farm in the Hexham area which would generate green energy and connect into the existing transmission network. Wind Prospect plans to engage with stakeholders and local community to identify any potential environmental impacts and implement appropriate mitigation and management measures to minimise negative impacts and to deliver ongoing community benefits. In addition, the Project aims to improve electricity network strength and stability, contribute to government policies relating to greenhouse gas reduction and renewable energy targets, and deliver affordable and reliable electricity to Victorians.

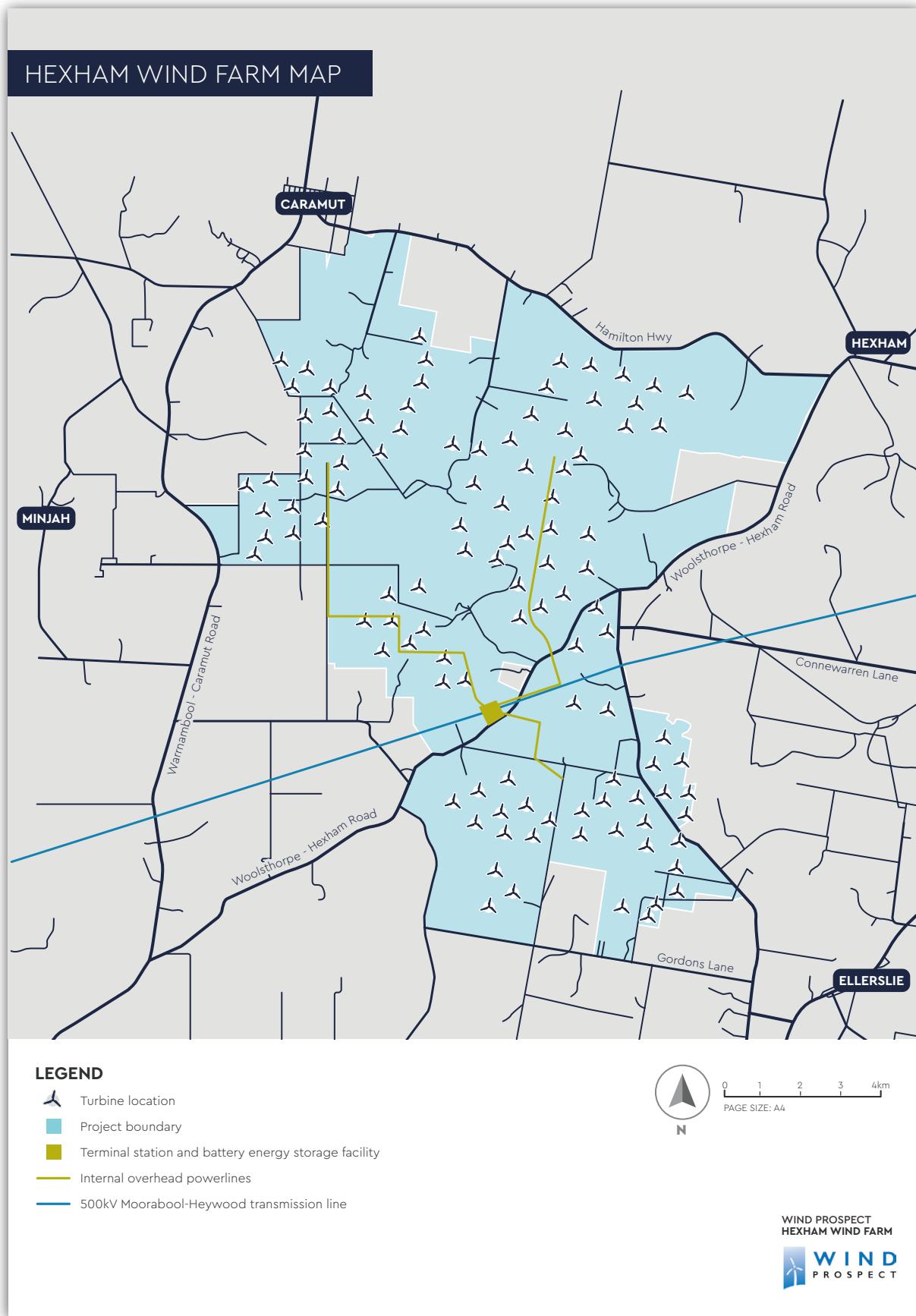


Figure 1 Project map: indicative wind farm site boundary and proposed turbine layout.

2.4 Requirement for an Environment Effects Statement

In April 2022, the Victorian Planning Minister decided that an EES was required for the Project under the Environment Effects Act 1978 (the EE Act). It was determined the Project has the potential for a range of significant and complex effects that require rigorous assessment. The Minister for Planning's decision on the EES referral (number 2022R-03) is provided in Appendix 1.

A Technical Reference Group (TRG) has been convened by the Department of Transport and Planning (DTP) to advise on the preparation of the EES. This comprises statutory decision-makers and government-appointed subject matter experts. The TRG meet regularly to provide advice to the Proponent and DTP during the EES process.

An EES is an assessment process, providing for the analysis of potential effects on environmental and social assets and values, and considers the means of avoiding, minimising and managing any adverse effects.

Following public exhibition of the EES and subsequent Inquiry (appointed under the EE Act) the Minister for Planning will provide a final assessment to relevant decision makers. The assessment will enable them to make decisions equipped with the knowledge of the Project's expected environmental effects and the Minister's advice about whether the proposal provides an acceptable outcome.

2.5 The EES process

During the EES process, Wind Prospect will provide opportunities for community members and stakeholders to seek information, ask questions, and provide input and feedback. On behalf of the Victorian Minister for Planning, DTP will provide two formal opportunities for community and other stakeholders to input into EES process. These opportunities are via submissions during the exhibition period for the EES scoping requirements and the EES itself once all the assessments have been completed.

Following an Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) referral to the Commonwealth Department of Climate Change, Energy, the Environment and Water, the department determined the Project "a controlled action" as it may have significant impacts on listed threatened species and communities and listed migratory species. As a result, the Project will also require assessment under the EPBC Act before it can proceed.

The EES process is accredited to assess impacts on matters of national environmental significance under the EPBC Act through a Bilateral Agreement between the Commonwealth and the State of Victoria. The EES for this Project will be undertaken in accordance with the Bilateral Agreement, with the Minister's assessment report provided to the Commonwealth to inform the approval decision under the EPBC Act. This Plan outlines Wind Prospect's approach to stakeholder and community engagement during all stages of the EES process.

This Plan includes an engagement program that includes identified stakeholders, level of engagement (for each EES stage) and proposed methods and tools.

Figure 2 is a snapshot of the EES process and highlights the formal and ongoing opportunities for engagement.

Environmental Effects Statement Process



*REFERRAL

Victorian Government EES Referral determination



*^SCOPING

EES Scoping Phase including publication of Draft EES Scoping Requirements for public submissions and issuing the Final Scoping Requirements



* PREPARING THE EES

Preparation and submission of the EES (~12months)



*^ PUBLIC EXHIBITION

Public review of EES including exhibition, submissions and public inquiry



*^ PLANNING APPROVAL

Decision makers consider the assessment

* Ongoing consultation opportunities

A planned engagement program delivered by Hexham Wind Farm will provide ongoing opportunities for stakeholders to access information and share feedback that informs project design and development. The proposed program is included in this Plan.

^ Formal consultation opportunities

Members of the public can also participate in the EES process by providing written comments on the draft scoping requirements and exhibited EES.

Figure 2 The EES process and engagement opportunities.

3.0 Our approach

3.1 Engagement and consultation policy

Gaining community and key stakeholder support is fundamental to the success of the Project. This support will be best garnered by developing genuine and open relationships with key stakeholders and the local community. Wind Prospect recognises the importance of ensuring a “no surprises” approach with the local community and is committed to long-term relationships between the Project team and stakeholders.

Wind Prospect is dedicated to an open and transparent consultation process with all stakeholders and to providing accurate and timely information as the Project progresses. It is important that the engagement and communication activities are proactive and where possible, address issues before they arise, are responsive to issues as they are identified, and are flexible wherever possible to reflect the wishes and concerns of those who provide input.

Wind Prospect’s engagement approach aims to create respectful, honest two-way relationships with communities and key stakeholders; engagement that reflects our values and offers stakeholders and communities the opportunity to provide feedback. Proactive engagement creates a framework for discussion that will be the foundation for a positive long-term relationship with Project communities.

3.2 Our commitment

Wind Prospect recognises that the Project is a major development and relevant to the whole community. The company’s successful track-record of developing renewable energy projects in Australia since 2000 demonstrates a commitment to appropriate engagement.

This commitment includes:

- Respectful and ongoing engagement with local communities and key stakeholders.
- Embracing the values of trust and good faith.
- Ensuring respectful and timely engagement across a range of mediums and throughout the Project’s progression from planning through to operation and decommissioning.
- Designing and delivering effective stakeholder engagement to ensure community members and other stakeholders are informed, consulted, and given opportunities to be involved and to influence project outcomes.

3.3 Engagement principles

Key guiding principles are that the consultation will be:

- Constructive – all parties involved will consult in a positive manner that allows all parties to listen and contribute.
- Inclusive – the proponent will seek to understand the full range of local opinion.
- Fair and evidence based – project design decisions will be based on scientific and social studies, with important information provided by the community.
- Unconditional – engagement does not mean support for the Project and does not mean that a planning permit is more likely.

3.4 Engagement objectives

The objectives of stakeholder engagement are to:

- Identify stakeholders, and their preferred methods of engagement.
- Facilitate genuine engagement to ensure stakeholders are informed, consulted and involved during the EES process and issues are proactively acknowledged and addressed.
- Engage meaningfully with broader community and key stakeholders to address key issues raised through consultation and consider and respond to potential Project impacts.
- Provide opportunities for stakeholders and the community to gain further information and provide feedback that informs the Project development.

3.5 Engagement approach

Consultation is a key aspect of the environment assessment process in Victoria that helps build understanding around the issues and implications of projects. It enables stakeholder and community knowledge and views to be considered in both project planning and formal decision-making.²

The key stages of the EES process and engagement approach are outlined in Table 1.

² Victorian Government Department of Environment, Land, Water and Planning, EES Consultation Plan Advisory Note, October 2018.

Table 1 Proposed consultation during the EES stage

EES Stage	Key EES Activities	Consultation Objective	Consultation Focus	Key Messages	Timing
Scoping of EES	<ul style="list-style-type: none"> - Draft scoping requirements for public comment for a minimum of 15 business days - Final scoping requirements to Hexham Wind Farm Pty Ltd issued 	<ul style="list-style-type: none"> - Inform the community and key stakeholders about the EES process, the draft scoping requirements and public comment process led by the DTP and an opportunity to provide feedback - Gather feedback and report this to the TRG for consideration - Gather insight into sentiment and key areas of concern for local community for consideration as part of the planning process 	<ul style="list-style-type: none"> - Drop-in / info session in two or three locations on planning and assessment process (advertising these sessions required in local newspaper, project newsletter and e-update) - Quarterly project update (newsletter) - TRG site tour - Community Engagement Committee - Ongoing briefings and meetings - Project website - Ongoing information updates via project hotline and email, project website updates 	<ul style="list-style-type: none"> - This is an opportunity to shape the scope of the EES assessments and provide feedback on the Project and on other areas of interest, the planning process and the community engagement approach 	Consultation on draft scoping requirements occurred in 2023
Preparing the EES	<ul style="list-style-type: none"> - Ongoing EES consultation and development of assessment - Completing EES technical studies - EES quality assurance 	<ul style="list-style-type: none"> - Update the community and key stakeholders on the Project planning and assessment process, including information on the range of investigations being completed to understand existing conditions and potential project impacts and proposed management measures - Provide ongoing opportunities for community and key stakeholders to discuss the Project with the team and technical specialists and give feedback to inform the studies - Enable specialist teams access to land to complete the technical studies, as required - Update TRG with stakeholder feedback for their consideration - Gather insight into sentiment and key areas of concern for local community for consideration as part of the planning process and to seek ongoing feedback on engagement preferences 	<ul style="list-style-type: none"> - At least two information sessions in two or three locations on EES technical study program - Webinars of key EES technical investigations - Project collateral including general information booklet, fact sheets and summaries on key technical studies and areas of interest - Quarterly project updates (newsletter) - Community Engagement Committee - Regular meetings with community groups, landowners and neighbours - Ongoing information updates via project hotline and email, project website updates 	<ul style="list-style-type: none"> - This is an opportunity to provide input into the technical studies which inform the project design and support the planning and approval process - You can provide information to help the Project team determine existing conditions, areas of interest, assessment methods, impacts and management measures and this information will be considered as part of the planning process 	March 2025

EES Stage	Key EES Activities	Consultation Objective	Consultation Focus	Key Messages	Timing
Public exhibition of the EES	<ul style="list-style-type: none"> - Exhibition of EES for information and public comment - An inquiry by public hearing - Inquiry established and submission considered - Preparation of submissions report 	<ul style="list-style-type: none"> - Provide access to information about the EES exhibition process, how to access the EES and how to make a submission - Provide further opportunities for the Project team to provide face to face information if required - Public exhibition of EES - Receive submissions - Prepare and share the submissions report that address feedback and shows how it has been considered as part of the assessment process - Support the independent panel and inquiry process 	<ul style="list-style-type: none"> - Print advertising - Website update for EES content - Targeted stakeholder letters and emails to inform of submission process - Quarterly project updates (newsletter) - Further face-to-face or online information on the EES if required - Ongoing information updates via project hotline and email, project website updates 	<ul style="list-style-type: none"> - Your input is being considered as part of the planning process, to mitigate impacts and deliver benefits and this is how it is being considered - This is your opportunity to formally participate in the EES process and in the planning and assessment of the Project, though we will continue to consider your feedback will throughout all project stages 	Apr – Oct 2025
Making an assessment	<ul style="list-style-type: none"> - Minister's assessment and advice to decision makers - The Minister's assessment is normally provided to decision-makers and the proponent within 25 business days of receiving the report of an inquiry 	<ul style="list-style-type: none"> - Inform community and key stakeholders of the process, outcome and next steps 	<ul style="list-style-type: none"> - Ongoing information updates via project hotline and email, project website updates including next steps 	<ul style="list-style-type: none"> - Your feedback has been considered as part of the assessment and is a key part of the approval process - Thank you for taking the time to provide feedback - We will continue to seek and consider your feedback will throughout all project stages 	Nov - Dec 2025

4.0 Stakeholder identification

4.1 Community profile

The Project is within the Moyne Shire (the Shire) in south-western Victoria. The Shire covers an area of 5,482 km² and has a population of 17,610.² Most of the growth within the shire is in the coastal areas to the south, with the entire population growing at about 0.5% per annum. Most of the population is dispersed in rural areas across the Shire.

The shire is surrounded by Southern Grampians Shire to the north, Warrnambool City Council to the south-east and Glenelg Shire Council to the west. Moyne Shire includes the townships of Port Fairy, Kororoit, Mortlake, Macarthur, Peterborough, Caramut, Hexham, Ellerslie, Framlingham, Garvoc, Hawkesdale, Kirkstall, Panmure, Mailors Flat, Purnim, Wangoom and Woolsthorpe.

Moyne Shire supports 6,950 jobs and has an annual economic output of \$3.305 billion.³ The main industries in the region include agriculture, forestry and fishing. These industries support 2,340 jobs representing 34% of total employment in the shire. The agricultural, forestry and fishing sector makes the greatest contribution to economic output in the region, accounting for 33.7% of total output⁴. Regionally, the unemployment rate (in 2021) was 2.6% compared with 6.5% for the state.

4.2 Political context and energy projects

The Moyne Shire Council area is a major location for wind farm development in Victoria, due to the strong and reliable winds, low population density and the proximity of electricity infrastructure such as large transmission lines and terminal stations. The Moyne Shire forms a large proportion of South West Victoria's Renewable Energy Zone (REZ), recently established by the State Government.

The South West REZ offers Moyne Shire an opportunity to play a key role in the national renewable energy transition and provides opportunities for economic diversification in the region beyond the hosting of nationally significant critical infrastructure.

There are several wind farm projects in the area and the Moyne Shire Council (Council) has sought to ensure the interests of the community are reflected in the development of these projects. Currently, within Moyne Shire there are seven operational wind farms, two under construction, a further six proposed wind farms are undergoing assessment. A major solar and Battery Energy Storage System project has been approved.

Should all projects be constructed, the Shire would host over 800 wind turbines, generating more than three gigawatts of electricity and covering over 12% of Moyne Shire's land area⁵.

The Moyne Shire Council contacted the Minister for Planning on 1 May 2024 to reiterate its commitment to continuing to work with the DTP as a key stakeholder in the assessment of renewable energy developments in the area. To support this role, DTP confirmed that prior to the end of a planning application notice period, Council can request a copy of all submissions the Minister receives to Council to ensure their submission considers the issues raised by the community. Council has also developed a policy to support this and to provide the community with more clarity on the planning and approval process.

Previously, the Council passed several resolutions in relation to the development and operation of wind farms. These resolutions have been considered during the project design process, with several actions taken to address issues.

The Project falls within the Victorian lower house electorates of the South-West Coast District and Polwarth District and the Federal lower house seat of Wannon.

4.3 Community and stakeholders

According to the *Community Engagement and Benefit Sharing in Renewable Energy Development in Victoria* guide published by DELWP (2017 and updated July 2021), the 'community' for renewable energy development is all the people who live within and identify with the geographic area surrounding the proposed site.

The wind industry defines its project stakeholders in two primary categories. The differentiator for a wind farm project is commonly between those who will or are likely to be either affected in either a positive or negative manner (i.e., affected parties) and those who might have an interest in or may influence the Project (i.e., interested parties).

Affected parties: People / entities directly affected by the Project. Typically affected parties occur within a project's defined area of influence, however, can occur outside this area in unique circumstances. This category includes:

- Communities, groups and individuals who are near neighbours (within six kilometres of a project) and the wider community (within 10 kilometres of a project).
- Project participating landholders who intend to host wind farm infrastructure, including any landholders along the transport route and transmission line route.
- The owners of, or those responsible for, infrastructure and airspace proximate to a project including communication towers and roads.
- Traditional Owners including those groups with designated Registered Aboriginal Party (RAP) or applicant RAP status.
- Businesses operating proximate to a project.

² Moyne Shire Remplan: Remplan.com.au/moyne/economy

³ Remplan.com.au/moyne/economy

⁴ Remplan.com.au/moyne/economy

⁵ Moyne Shire Council

- Government bodies responsible for planning and environment and management of local resources and infrastructure.
- Residents of the Local Government Area in which a project is located who may be indirectly affected by economic development and employment opportunities and additional pressures on resources and services.
- Local community, environmental and business groups such as sporting groups, Lions Club, Rotary Club and groups with a focus on local economic development and advancement.
- Other stakeholders with an interest in the Project including elected representatives, absentee landowners and government bodies that don't fall into other categories mentioned.

Interested parties: This category encompasses people or entities that are interested in the Project and / or could affect the Project in some way, including:

- Residents of the greater LGA.
- Community-based, faith-based or non-government organisations.
- Suppliers and service providers to the proponent.
- Other notable projects in the region.
- Federal, State and Local Governments.
- Project investors and financiers.
- Media, academics and / or other special interest groups.

A more detailed list of key stakeholder groups and organisations is available in Appendix 2.

4.4 Traditional Owners

The Eastern Maar peoples are the Traditional Owners and hold native title over the proposed Project area. The Eastern Maar Traditional Owners Corporation (EMAC) manages native title rights for the Eastern Maar Peoples and is a Registered Aboriginal Party.

EMAC and the Victorian government department First Peoples - State Relations (FP-SR) are being consulted in the development of the Project's Cultural Heritage Management Plan (CHMP). Consultation with EMAC and FP-SR will guide the cultural heritage assessment process and approach to the subsurface testing of areas considered to have Aboriginal heritage significance. Consultation will also include the identification, recording and significance assessment of any intangible Aboriginal cultural heritage within the Project area.

With the support of specialist Indigenous heritage advisors, Wind Prospect will also involve and consult with Traditional Owners during the EES process on the potential economic and social benefits of the Project for Indigenous people in the region.



4.5 Hard to reach communities

Recognising that not every community member has access to reliable internet in the Moyne Shire, Wind Prospect commits to delivering an engagement program that is a mix of digital, written and in person methods and tools. The 'hard to reach' groups, perceived barriers to them engaging with this project, and proposed tools and tactics to ensure equal access for all are included in Table 2.

Table 2 Hard to reach communities and barriers to engagement

Group	Barriers to engagement	Tools / tactics
No internet access	Cannot participate in online engagement activities as they do not have access to the internet connection.	<ul style="list-style-type: none"> - Use a mix of digital and written communication tools to provide information about the Project. - Ensure online activities and platforms are compatible with a mobile device. - Partner with local libraries and organisations who can support residents who don't have access to an internet connection.
Not digitally savvy	Do not feel confident or have the skills to participate in online engagement activities.	<ul style="list-style-type: none"> - Provide support to individuals on how to use digital tools, like Zoom, to encourage participation. - Encourage them to call the 1800 hotline to ask questions and troubleshoot issues. - Use a range of communication and engagement tools to provide the community with a choice of how they would like to participate.
Geographically isolated individuals	Do not have access to a strong internet connection or long distances mean they cannot participate in face-to-face engagement activities.	<ul style="list-style-type: none"> - Use a mix of digital and written communication tools to provide information about the Project. - Face-to-face meetings at their properties if feasible - Tap into existing local networks to engage with as many people as possible.
Distrusting community members	Community members feel that the Project will progress regardless of community support.	<ul style="list-style-type: none"> - Continue to promote engagement opportunities and enforce that the Project is still subject to approval and that community feedback is a key part of the approval process.
Renters (transient population)	Do not feel a strong connection to the local area so do not feel a need to participate. Given the increasing cost of home ownership, renting properties is more often than not a necessity increasing and this community should also have the opportunity to participate in the planning of the Project and to receive project updates.	<ul style="list-style-type: none"> - Send communication materials to both landowners and tenants so they are aware of the Project and to confirm that their feedback is still valued.

5.0 Consultation to date

Early and ongoing consultation and engagement with the community and stakeholders is a priority. Wind Prospect is taking a planned approach that aligns with the project development phase and guides stakeholder engagement and consultation for the proposed Hexham Wind Farm. The Project is currently in the environmental and planning approvals phase and consultation activities are aligned with key project milestones during this phase. This Plan, and specifically Table 3 below, outline the consultation activities that have been completed to date. Feedback will continue to be gathered to gain insights into project sentiment and key areas of concern for the local community. These insights will be considered as part of the planning process.

Table 3 Engagement activities to date

Activity	Details
Agency consultation	Preparation of the EES referral and the Scoping Requirements has required consultation with various key agencies including the DTP (formerly DELWP Planning), FP – SR, the Moyne Shire Council, Transport Victoria, Airservices Australia, Civil Aviation Safety Authority (CASA), DEECA (formerly DELWP Environment), Glenelg Hopkins Catchment Management Authority, Southern Rural Water, Country Fire Authority, AusNet Services, Eastern Maar Aboriginal Corporation, Gunditj Mirring Traditional Owners Aboriginal Corporation, the Australian Energy Market Operator, and the Commonwealth Department of Climate Change, Energy, the Environment and Water. Regular TRG meetings continue to be held. These include DTP, government agencies, regional authorities and councils that have a statutory or policy interest in the Project. The purpose of the meetings is to discuss key aspects of the Project, potential impacts, assessments, and proposed mitigation approaches.
Community Engagement Committee	The Moyne Shire Council established a Community Engagement Committee (CEC) for the Project in June 2019. The CEC comprises three Moyne Shire councillors, six members of the local community and two Wind Prospect staff members. Sixteen meetings have been held to date and are expected to continue on a quarterly basis, with the last CEC held in September 2024. In September 2024, the Council endorsed the continuation of these CECs for a further two years.
Stakeholder database	A database has been developed and continues to evolve. It currently includes over 360 stakeholders. The Project uses a stakeholder management tool to keep stakeholder information updated and interactions recorded.
Door knocking	Two rounds of door knocking have been undertaken; round one is March 2019 and round two in August 2019. All neighbouring dwellings within six kilometres of the proposed Project area were visited, which was 218 dwellings in total.
Public opinion surveys	Public opinion surveys were provided to all neighbouring landowners within 10 kilometres of the Project when the Project was launched via a combination of door knocking activities, information sessions, mailouts and face-to-face meetings. The surveys are also available on the Project website. At the time of writing, 121 public opinion survey responses had been received. <ul style="list-style-type: none">- 76 responses were supportive of the Project (62.8%).- 20 responses indicated that after viewing the information provided, they were either neutral, undecided or required further information regarding the Project (16.5%).- 25 responses were against the Project (20.7%).
Information sessions	Two initial community information sessions have been held at the Caramut Hall and Ellerslie Hall in May 2019. 110 people attended. Information sessions were also held in 2019, 2020 and 2022. Another three information sessions were held on June 1 and 2 2023 at Hexham, Caramut and Ellerslie to detail the EES process, explain how residents could be involved and to provide a project update.
Face-to-face meetings	About 100 face-to-face meetings have been held with involved landowners and neighbours. The Project team continue to meet with involved landowners and neighbours as required. The Project team meet with Traditional Owners and Indigenous groups monthly, at key project stages and as required.

Activity	Details
Direct mail-out	Mailouts are used to communicate with owners of land within 10 kilometres of the Project. To date, direct mail has been used to introduce the Project, and provide regular updates and newsletters.
Flora and fauna interviews	40 interviews conducted with landowners within the Project area and neighbouring landowners to inform the flora and fauna assessment. Assessments are ongoing.
Newsletters and fact sheets	<p>Ten project newsletters have been issued and are published on the Project website. These newsletters are also emailed out to interested community and printed versions are sent to the surrounding neighbours with 10km of the Project area.</p> <p>A fact sheet on the EES process is available on the Project website, frequently asked questions (FAQs) and information on the Hexham Wind Farm's Neighbour Benefit Sharing Program are also available on the Project website.</p>
Project website	The Project website (https://www.hexhamwindfarm.com.au) provides easy access to information about the Project including newsletters, fact sheets and other project information such as Neighbour Benefit Sharing Program, sponsorships and FAQs. The website also has details on how to contact the Project for further engagement and a live public opinion survey.
Media release	A media release was distributed to select local media for the public launch in 2019.
Electronic mail	<p>Letters introducing the proposed Project were sent to the responsible authority, to the referral agencies (including DEECA and DTP, Moyne Shire Council, Glenelg Hopkins Catchment Management Authority (CMA), Southern Rural Water, Country Fire Authority and Transport Victoria), local state and federal politicians, the National Infrastructure Commissioner, Moyne Shire Council councillors, aviation operators (including recreational, agricultural / business and emergency services), transmission and distribution network service providers, communication service operators and naturalist / Landcare groups.</p> <p>The Project team continue to email stakeholders to provide updates at key project stages, and as required.</p>
Murra Warra Wind Farm Tour	A facilitated site visit of an operational wind farm was held in November 2019. A total of 19 people attended.
Meetings, phone calls, letters and emails	Various methods are used regularly to keep stakeholders informed and to provide an opportunity for feedback. This includes regular phone calls with involved landowners. As planning progresses, the Project team will meet special interest groups, schools and councils to investigate partnership opportunities

5.1 Summary of concerns

Engagement activities to date have identified community concerns. A summary of the concerns is listed in Table 4 below.

Table 4 Summary of concerns

Issues / concerns	Details
Cumulative effects	Cumulative effects associated with other existing, operational or proposed wind farms in the local area are potentially the issue of greatest concern and have been raised in relation to noise, visual effects and the potential impact of increased Wind Turbine Generator (WTG) numbers on aerial fire-fighting capabilities.
Noise	Local residents are concerned about wind farm noise.
Visual and landscape effect	Concerns that this Project, along with other approved wind farm projects in the local area, will result in too many turbines being visible and that this effect could change the character of the area making it more of an industrial landscape rather than an agricultural landscape.
Property values	Property devaluation and potential impacts on resale value and retirement funds of resale value and retirement funds.
Aviation	The potential impact of the Project on agricultural aviation and aerial firefighting.
Overhead powerlines	Concerns around the impact of external overhead powerlines and visual effects, risk of electrical faults causing bushfires and traffic safety.
Other issues	Other concerns raised include <ul style="list-style-type: none">- construction noise,- disruption during construction,- damage to roads,- impact on TV reception,- effects on Brolga, avifauna and Hopkins River effects to health,- increased fire risk,- concerns about impacts to existing land use and agricultural operations, and- creation of division in the local community.

5.2 Feedback

Based on extensive technical investigations and consultation over several years, Wind Prospect has identified key environmental values or assets that are important to stakeholders. These are integral to assessing potential hazards and impacts of a project and influence the Project's development and design.

Feedback has led to changes to the initial design proposed during the public launch in March 2019 with various protection buffers and exclusion areas implemented to protect environmental values as outlined in the EES referral. The Project will continue to refine the design in response to feedback and consultation with stakeholders during the EES process informed by further technical investigations on environmental values.

6.0 Engagement program

6.1 Level of engagement

Our approach to engaging stakeholders is based on the Public Participation Spectrum developed by the International Association of Public Participation (IAP2) and globally recognised as the primary framework for structuring consultation by the Victorian Government.

Table 5 shows that differing levels of participation are legitimate depending on the goals, timeframes, resources and levels of interest / concern in the decision to be made. At all levels of engagement, it is fundamental to define the promise and ensure it is clearly understood by both the decision makers and the stakeholders to be engaged.

There is potential for expectations to not be effectively managed and dissatisfaction with the engagement process to occur if stakeholders or the community do not clearly understand the promise for each engagement event.

Our objective is to inform, consult and involve with stakeholders using a range of methods and tools listed. This will evolve as feedback is sought during the EES process.

Table 5 Levels of engagement based on IAP2's Public Participation Spectrum

Level of Engagement	Engagement objective	Our promise
Inform	Provide balanced and objective information to assist understanding of the problem, opportunities and solutions.	We will keep stakeholders informed at all stages of development.
Consult	Obtain feedback on analysis, alternatives, as part of the planning process, to reduce potential impacts and to inform decisions.	We will keep stakeholders informed, listen to and acknowledge concerns and aspirations and provide feedback on how your input has influenced the planning process, to mitigate potential impacts and to inform project decisions.
Involve	Work directly with the community. This can occur throughout the project or at stages of the project.	We will work with stakeholders to ensure your concerns and aspirations are considered in the planning process, to mitigate potential Impacts both construction and operation and to design and deliver the final project outcomes.

6.2 Proposed engagement methods and tools

Engagement methods (Table 6) and communication tools (Table 7) will be developed based on the needs of each stakeholder group and this will evolve as the Project progresses through the various stages of development. Each level of engagement is a valid one, provided it is delivered in a meaningful way.

Table 6 Proposed engagement methods

Method	Description	IAP2 level of engagement
One-on-one discussions	Discussions with individual landowners or community members.	Consult
Project briefings / meetings	Presentations and discussions with key stakeholder groups (see Appendix 2).	Consult
Advisory group meetings	Community Engagement Committee (CEC) meetings Technical Reference Group (TRG) meetings Department of Transport (DTP) meetings	Inform (CEC) Involve (TRG, DTP)
Site tours / visits	A forum for face-to-face discussions with Project team and technical experts as required on site.	Involve
Webinars	Online information session to provide information about the Project and provide stakeholders and community with an opportunity to ask questions. Indicative topics for Project webinars based on stakeholder and community feedback received to date include: - Project update - Landscape and visual impacts and mitigation / management - Ecology and biodiversity impacts and mitigation / management - Noise impacts and mitigation / management.	Inform
TRG meetings	Monthly meetings with the DTP convened TRG, in person and via online platform. At these meetings the proponent provides TRG with feedback and input gathered from stakeholder engagement activities in the form of reports and presentations.	Consult
Tailored landholder engagement	One-on-one conversations (in person, at their properties, via phone) with affected landowners and Project neighbours.	Consult
Information / Drop-in sessions	Public information sessions incorporating a series of displays or stations staffed by technical experts, engagement professionals or the Project team. This method of engagement will be critical to inform community of the formal opportunities for them to input into the EES (scoping requirements and public exhibition). Indicative Drop-in session topics: - Session 1: EES scoping requirements - Session 2: EES process and technical studies - Session 3: Project update - Session 4: EES lodgment and public exhibition.	Inform
Attendance at community events / pop-ups / schools	Regular attendance at community events will allow the community to view displays of information about the Project and have face-to-face discussion with representatives from the Project team. Suggested events include farmers markets, agricultural and vintage shows in the Moyne and surrounding shires.	Consult
Partnerships / joint projects and initiatives	Engagement with community groups, industry and business organisations to achieve shared outcomes (for example industry forums and community sponsorship program).	Involve
Visualisation tools	Innovative visualisation engagement tools will be available to stakeholder groups in a range of opportunities	Consult
Fieldwork / studies	EES technical specialists conduct surveys and investigations on site to inform EES process. The process of seeking access to properties to complete these studies provides an opportunity for engagement. The findings from the studies can be shared with interested community to provide more information about the Project. In addition, the specialists who complete the studies will be available at community sessions to answer further questions and / or provide more context.	Inform
Digital engagement	Online engagement enables the Project team to engage hard to reach sections of the community, to provide a space for people who can't attend face to face forums and to provide a source of ongoing up to date information. This forum can be interactive at certain stages, provide opportunities for ongoing feedback, provide access to updates and other information and to be available when it suits the community. Online surveys are also used for feedback and sentiment analysis	Inform / Consult

Table 7 Proposed communication tools and level of engagement

Tools	Description	IAP2 level of engagement
Email	Email to provide project updates, promote engagement events and respond to enquiries.	Inform
Letters and postcards	Provide project updates, promote engagement events and respond to enquiries.	Inform
Media and events pack	Media pack to include media release, key pieces of communications collateral and video / visuals. Local newspapers have a high readership and will be an important tool in promoting the Project benefits and engagement events.	Inform
1800 hotline number	Phone line for people to contact the Project team and ask questions about the Project. These are recorded in the stakeholder management database and provided to the Project manager.	Consult
Project email	Email for people to ask questions about the Project.	Consult
Project website	Central place of information regarding the Project including; <ul style="list-style-type: none"> - Project details - EES technical study information and fact sheets - Project maps - Details on how to provide information and feedback to Project team and EES process - Project newsletters and latest project updates - Community sponsorship and Neighbour Benefit Sharing Program 	Inform
Project announcements	Formally announce the Project or project milestones. Announcements will be made via e-news, and media.	Inform
Frequently Asked Questions (FAQs)	Q&As to support internal and external communications, briefings and presentations.	Inform
Fact sheets / information sheets	Materials to support the sharing of Project information and developments.	Inform
Advertising	Press advertisements in local and national papers to inform the community and stakeholders on the public exhibition of the draft scoping requirements and exhibition of the EES periods. Press advertising to inform the community and stakeholders of public information sessions.	Inform
Briefing packs	Provide identified stakeholders with key information about the Project.	Inform
Video (simulation of final design)	Video content to capture project milestones, explain complex concepts and record community engagement events.	Inform
Infographics and designed maps	Stylised visual content to explain complex or technical concepts. Content will be embedded on project websites, newsletters and social media.	Inform
Newsletters	Use of e-news channel to send out regular updates to stakeholders and the community including the exhibition of draft EES scoping requirements and the EES exhibition periods.	Inform
Visualisation and digital engagement tools	Use of innovative visualisation and digital engagement tools.	Involve
Feedback forms / note-taking forms	Feedback / note-taking forms are used at drop-in sessions and one-on-one visits and meetings. These enable the Project team to record the interaction and identify key areas of concerns raised by the stakeholder. Notes are taken by the Project team member and added to the stakeholder management database and provided to the Project manager. This creates an evidence base for engagement and to assess whether engagement approach and community engagement is effect. It also can be used to reassure stakeholders that we listen and consider their feedback, and we are accountable for our commitments to the community.	
Reports	Summary reports of stakeholder engagement activities, attendance and key issues to be provided to the TRG and at advisory group meetings.	Inform
Surveys	Online or hard copy surveys to gather feedback and input at key project milestones and for technical study findings.	Involve
Key stakeholder communication channels	Seek to share information through key stakeholders' communication channels such as social media, newsletters, websites. Key stakeholders include councils, community and special interest groups.	Inform

6.3 Program

Following initial consultation, key stakeholder groups and their anticipated level of interest have been identified, a proposed engagement program has been established as shown in Table 8 below.

This approach to engagement focuses on stakeholders and their specific needs and interest areas. A schedule of activities has been developed and is delivered quarterly as the Project progresses. A schedule of activity planned for the has been provided as an addendum to this Plan.

Table 8 Engagement program for each stakeholder group

Stakeholder group	Details	Likely needs and interest	Engagement methods	IAP2 Engagement Approach
Local Councils	<p>Councillors, executive and officers from the following Councils:</p> <ul style="list-style-type: none"> - Moyne Shire Council - Warrnambool City Council - Glenelg Shire Council <p>Community Engagement Committee (CEC) convened by Moyne Shire Council</p>	<p>Social and economic impacts to local residents and businesses</p> <p>Environmental impacts and impacts to cultural heritage significance</p> <p>Local community impacts and local opportunities including jobs creation</p> <p>Regulatory permits and approvals processes, including program and coordination</p> <p>Opportunities for communities and stakeholders to be involved in planning and approval processes (specifically opportunities for people to comment on the draft scoping requirements and the exhibited EES)</p> <p>How feedback influences EES</p> <p>Opportunities for community benefit sharing</p> <p>Cumulative impacts and assessments</p> <p>Community benefits</p>	<p>Meetings and briefings (CEC meetings and Moyne Shire attendance at TRG meetings).</p> <p>Partnering with community groups through local Council.</p>	Inform / Consult / Involve
State Government representatives and departments	<p>Victorian Minister for Planning</p> <p>Minister for Regional Development</p> <p>Municipal Association of Victoria</p> <p>Member of Legislative Assembly</p> <p>Members of Legislative Council for Western Victoria – ALP, Liberal, Greens</p> <p>DEECA</p> <p>DTP</p> <p>Transport Victoria</p> <p>Regional Development Victoria</p>	<p>Environmental, social, economic impacts</p> <p>Potential impacts to sites and areas with cultural heritage significance</p> <p>Measures to avoid, minimise and manage impacts and enhance community benefit</p>	<p>Regular meetings</p> <p>Briefings as required</p>	Inform / Consult / Involve
Federal Government representatives and departments	<p>Federal Minister for the Environment and Water</p> <p>Federal Member for Wannon</p> <p>Australian Energy Infrastructure Commissioner</p> <p>Department of Climate Change, Energy, the Environment and Water</p>	<p>Environmental assessment and approval</p> <p>Social, economic and environmental impacts</p>	<p>Briefings as required</p>	Inform / Consult / Involve

Stakeholder group	Details	Likely needs and interest	Engagement methods	IAP2 Engagement Approach
Technical Reference Group (TRG)	Convened by the DTP, TRG members are from government agencies, regional authorities and councils with a statutory or policy interest in the Project	Environmental, social, economic impacts Environmental assessment and approvals including cumulative impacts Stakeholder engagement and community sentiment and feedback / input Review draft EES documentation including EES Consultation Plan	TRG meetings Stakeholder engagement reports Briefings Site tours	Inform / Consult / Involve
Authorities	Australian Energy Market Operator (AEMO) Country Fire Association (CFA) State Emergency Services (SES) South West Region Civil Aviation Safety Authority (CASA) Southern Rural Water AusNet Services Airservices Australia Glenelg Hopkins Catchment Management Authority	Environmental assessment and approvals Environmental, social, economic and safety impacts Potential disruption to essential services business	Briefings as required	Inform / Consult / Involve
Landowners	Landholders include the 14 participating landholders as well as the landholders hosting infrastructure and transport routes	Impacts to property and any business activities during construction and operation Compensation Access for surveys to inform EES Amenity and environmental impacts during construction and operation including; - Visual amenity - Noise - Air quality - Cumulative impacts - Traffic and road conditions - Ecology - Access and safety - Fire risk management - Communication towers and electronic signal - Neighbour Benefit Sharing Program Opportunities to comment on the draft scoping requirements and the exhibited EES and to provide ongoing feedback, including on how to minimise impacts	Newsletters Website Telephone One-on-one discussions Dwelling visits / doorknocks Drop-in sessions Visual impact assessments Visualisation tools	Inform / Consult / Involve
Neighbours	Neighbours within six kilometres	Impacts to property and any business activities during construction and operation Compensation Neighbour Benefit Sharing Program Amenity, social and environmental impacts including; - Visual amenity - Noise - Air quality - Cumulative impacts - Traffic and road conditions - Ecology - Access and safety - Fire risk management - Communication towers and electronic signals - Social considerations, including community cohesion and impacts on social infrastructure, i.e. housing, roads, water, etc. Opportunities to comment on the draft scoping requirements and the exhibited EES. Opportunities to provide ongoing feedback, including on how to minimise impacts.	Newsletters Website Telephone One-on-one discussions Dwelling visits / doorknocks Drop-in sessions Visual impact assessments Visualisation tools	Inform

Stakeholder group	Details	Likely needs and interest	Engagement methods	IAP2 Engagement Approach
Traditional Owners and Indigenous groups	Eastern Maar Aboriginal Corporation	Economic and social benefits in relation to Aboriginal participation and employment opportunities Neighbour Benefit Sharing Program Aboriginal and cultural heritage impacts and CHMP Caring for Country and a Whole of Country approach Opportunities to comment on the draft scoping requirements and the exhibited EES and to provide ongoing feedback	Meetings as required TRG meetings Site tours Cultural Heritage Surveys	Inform / Consult / Involve
Broader community	Residents of the Moyne Shire including those living and working in Hexham, Caramut, Ellerslie and Mortlake	Project information and updates including progression and impacts Social and economic benefits Community impacts Amenity and environmental impacts Cumulative impacts Road access and disturbance during construction Local community benefits Economic impacts Impacts and opportunities in regard to community cohesion and social infrastructure Opportunities to comment on the draft scoping requirements and the exhibited EES	Website Newsletter Drop-in sessions Meetings as required Surveys / questionnaires Project hotline Visualisation tools Local media / advertising Attendance at community events Sponsorship program	Inform
Special interest groups	<ul style="list-style-type: none"> - Community groups - Landcare / environmental groups - Schools, kindergartens - CFA - Sports Clubs - Lions Clubs - Rotary Clubs - Country Women's Association - Hexham Environment Action Group 	Visual amenity Employment opportunities Neighbour Benefit Sharing Program Cumulative impacts Opportunities to comment on the draft scoping requirements and the exhibited EES, including on how to minimise impacts Impacts and opportunities in regard to community cohesion and social infrastructure	Website Newsletter Drop-in sessions Meetings as required Project 1800 hotline Visualisation tools Partnerships / joint projects and initiatives	Involve
Businesses and regional industry bodies	Businesses and regional industry bodies such as Great Ocean Road Regional Tourism	Employment opportunities and benefit program Network and economic impacts Social, economic and environmental impacts Opportunities to comment on the draft scoping requirements and the exhibited EES Cumulative impacts including social infrastructure	Website Newsletter Drop-in and information sessions Meetings as required Project 1800 hotline Partnerships / joint projects and initiatives	Inform / Involve / Collaborate
Media		As above	Media releases as required Media responses	Inform

6.4 Proposed engagement for EES Technical Study Program

Community and stakeholder engagement are a key element of the EES process. It enables key issues to be identified and addressed during the EES process and project design. Technical studies are completed to assess the potential effects of the Project. These studies require engagement with a range of stakeholders including government agencies and the local community.

Consultation will be specific to each technical study and focussed on seeking relevant information and identifying any particular concerns that will inform project design, planning and approval (see Table 9).

Table 9 Snapshot of technical study program and engagement

Assessment topic / Key values	Technical study and assessment of effects	Stakeholder	Form of engagement	Approximate timing
Catchment values and hydrology	Surface water Ground water	Landholders, neighbours, Moyne Shire Council, Traditional Owners, Glenelg Hopkins CMA, Southern Rural Water, DEECA	Phone calls, meetings, emails, website and project newsletters	Currently underway
Biodiversity and habitat	Native vegetation and project ecological communities Flora Brolga Southern Bent-wing bat Grey-headed flying fox Other fauna	Landholders, Moyne Shire Council, DEECA, Traditional Owners, Glenelg Hopkins CMA, DEECA special interest groups such as the Southwest Environment Alliance	Phone calls, meetings, emails, drop-in sessions, webinars, website content and project newsletters	Currently underway
Landscape and visual	Landscape and visual Shadow flicker and blade glint Landforms and soils	Landholders, neighbours, Moyne Shire Council, DEECA, special interest groups	Phone calls, One-on-one discussions Dwelling visits / doorknocks Drop-in sessions Visual impact assessments Visualisation tools, Webinar, Newsletters Website	Currently underway
Amenity	Noise and vibration Aviation Air quality Electromagnetic interference Fire hazards	Landholders, neighbours, Moyne Shire Council, DEECA, EPA, Air Services Australia, Department of Defence, CFA, CASA, Department of Health and Human Services, broader community, special interest groups	Phone calls, meetings, drop-in and information sessions, webinar, website content and project newsletters	Currently underway
Cultural heritage	Aboriginal cultural heritage Historical heritage	Traditional Owners and Indigenous groups, landholders and neighbours, DEECA, Heritage Victoria, special interest groups	Phone calls, meetings, emails, website, drop-in and information sessions, fact sheets and project newsletters.	Currently underway
Land use and socioeconomic	Land use and planning Socio-Economic and community	Landholders, neighbours, Moyne Shire Council, DEECA, DTP	Phone calls, meetings, emails, website, drop-in and information sessions, fact sheets and project newsletters	Currently underway
Traffic and roads	Traffic and transport	Landholders, neighbours, Moyne Shire Council, DEECA, DTP, DEECA, broader community	Phone calls, meetings, emails, website, drop-in sessions, fact sheets and project newsletters	Currently underway

Cumulative impacts will be considered within the technical studies particularly for biodiversity, landscape and visual, social and amenity values given the proximity of other proposed, approved and operating wind farms.

Wind Prospect will engage with interested stakeholders and involved community on the technical studies being undertaken and how these studies form part of the Project assessment process and enable the community to contribute to the EES process by providing informed feedback.

6.5 Technical Reference Group

DTP has convened a Technical Reference Group (TRG) to advise Wind Prospect and the department on the scoping and adequacy of the EES studies during the preparation of the EES, as well as coordination with statutory approval processes.

The TRG members are drawn from government agencies, local government and regional authorities and are appointed to provide technical advice to both DTP and the proponent on preparing a quality EES.

The TRG also provides feedback on the EES Consultation Plan and monitors the delivery of the EES consultation program.

A TRG members site visit took place on December 1, 2022. This method of engagement provided an opportunity for members to see the proposed Project area firsthand.

The TRG meets regularly in a hybrid meeting model, consisting of online and in-person meetings. Wind Prospect will continue to work collaboratively with members of the TRG, sharing information and presenting assessment reports including assessment of cumulative adverse effects and assessment of project design alternatives.

An update on community and stakeholder activities and outcomes including sentiment and key emerging themes will be regularly presented to the TRG. This information will be provided in the form of reports and presentations.

6.6 Community Engagement Committee

The Moyne Shire Council established a Community Engagement Committee (CEC) for the Project in 2019. The CEC members are Moyne Shire councillors, local community members and Wind Prospect staff members. The meetings are conducted formally with a Chair, an agenda and with meeting minutes recorded.

Wind Prospect, the Moyne Shire Council and community representatives each present an update, and an opportunity is provided for all to ask questions of one another. The first meeting was in October 2019 and meetings are held quarterly.

The purpose of the CEC, as described in the charter, is:

- To develop strategies to create an effective flow of information to and from the community regarding the proposed Hexham Wind Farm project;
- To act as a conduit for information flow between Council, the Project proponent, the community, and relevant stakeholders regarding the progress of the Hexham Wind Farm project;
- To assist in the resolution of issues that may arise during the pre-application, application, and if necessary, during the construction and operational phases of the Hexham Wind Farm project.

In September 2024, Council passed a motion to continue the CECs with a review within two years and noted that the CECs for wind farm projects provided an opportunity for Council and community to be involved in the planning process.

6.7 Reporting, monitoring and evaluation

The Project uses a stakeholder management database to record phone calls, meetings and minutes of formal meetings with key stakeholders. A stakeholder communications folder also holds records of interactions including incoming and outgoing letters, and meeting records relating to host landowners, neighbouring residents, key interest groups, government and non-government organisations and, the Community Engagement Committee. All data is recorded and stored in line with relevant privacy acts and regulations.

These tools enable the Project team to capture the wide-ranging information, stakeholder and community questions, comments and views on the Project, including specific issues of concern.

The effectiveness of this Plan will be measured and evaluated against the communications and engagement objectives (see Table 10 for detail). This will continue throughout the EES process.

Table 10 Evaluation process

Objective	What will be achieved?	What is measured as part of the EES program
Identify stakeholders, and their preferred methods of engagement	The Project successfully identifying stakeholders and their engagement needs Widespread understanding of the Project among impacted residents, stakeholders and the broader community Responsiveness to issues and complaints	An effective database management system The timeliness of information received by impacted community and stakeholders regarding impacts Hybrid engagement activities scheduled to suit community needs Number and diversity of participants
Facilitate genuine engagement to ensure stakeholders are informed, consulted and involved during the EES process and issues are proactively acknowledged and addressed	General community awareness and understanding of the Project General satisfaction among stakeholders that they have been given the opportunity to express their views and that they have been heard Strong local relationships and trust	Issue timely and relevant communications (project newsletters, direct mail, letters and FAQs) Participant satisfaction with delivery of engagement activities Website visits and downloads of information documents Number and diversity of participants at engagement events.
Engage meaningfully with broader community and key stakeholders to address key issues raised through consultation and consider and respond to potential impacts the Project	The timeliness of information received by impacted community and stakeholders regarding impacts	Participant feedback is captured during activities. Response times in getting back to enquiries from the public Review of methods used to distribute communications Timely delivery of engagement activities to maximise opportunities to influence design and planning
Provide opportunities for stakeholders to provide feedback that informs the project development	Monitoring and responding to issues and complaints Demonstrated consideration of community and stakeholder input in project development / decision-making	Expectations and issues managed effectively through communications and meaningful engagement Participant feedback is captured during activities Number and diversity of submissions received on the draft scoping requirements and the exhibited EES

6.8 Incorporating feedback

Community or stakeholder concerns, issues and feedback raised will be recorded along with the response(s) to the points raised. Where the issue relates to a specific technical assessment, it will be considered in the technical study, along with any discussion on and response to the issue.

A response to a particular issue or concern could be as follows:

- Provision of further information,
- Consideration as part of the Neighbour Benefit Sharing Program,
- Changes to the assessment to include the issue(s) raised,
- Mitigation measures, or
- Changes to the Project design.

A summary of all issues raised, along with responses and references to any relevant technical reports will be provided within the EES documentation. During construction and operation of the wind farm, any issues or concerns will continue to be recorded and responded to.

Feedback from the community on the Project including technical studies is critically important as is feedback on where, when and how the Project engages with its community. We have a commitment to continuous improvement and will refine and adjust the engagement approach and activities as required to ensure that our information is reaching the community in a manner that is appropriate and desired.

6.9 Key project information

A summary of relevant contact information is supplied in Table 11.

Table 11 Project contact information

Project contact information	
Proponent	Hexham Wind Farm Pty Ltd
Owner	Wind Prospect Pty Ltd (Wind Prospect) is the owner of Hexham Wind Farm Pty Ltd (the proponent) and will manage the EES process.
Project website	www.hexhamwindfarm.com.au
Postal Address	PO Box 110 Fitzroy VIC 3065
Project telephone	1800 934 322
Project email	info@hexhamwindfarm.com.au
Register for project updates	www.hexhamwindfarm.com.au/news

6.10 Complaints and grievances

Successful stakeholder engagement can often be measured by the effectiveness and suitability of the implemented grievance process or mechanism. Effective and responsive communication when dealing with community complaints and feedback is essential for continual development of strong robust community relations.

The complaints and grievance management system that will be implemented by Wind Prospect will align with the methodology established in Appendix 3.

Continuous improvement of the grievance mechanism is an important priority, and the Project will therefore use the following practices to assist in achieving this aim.

- Easily accessible and understandable information relating to complaint lodgment;
- Acknowledgement and registering of all complaints within one business day of receipt;
- Regular communication and feedback to complainants relating to proposed courses of action or resolution strategies;
- Where possible, documented resolution of all complaints. Alternatively, if agreement has not been achieved, demonstration of compliance and implementation of suitable engagement strategies
- Implementation of regular auditing and review process.

Appendices

Appendix 1: Minister's Decision EES Referral

For Public Notice via Internet

REASONS FOR DECISION UNDER *ENVIRONMENT EFFECTS ACT 1978* (REFERRAL NUMBER 2022R-03)

Proponent
Hexham Wind Farm Pty Ltd

Project
Hexham Wind Farm

Description

The proposed Hexham Wind Farm project comprises up to 108 wind turbine generators (WTGs) with a maximum blade tip height of up to 250 metres, across an area of approximately 16,000 hectares in south-west Victoria. The windfarm has an anticipated operational life of 25 years, after a 2-year construction period, with preliminary assessment indicating power generation of 2,400 gigawatt hours (GWh) per annum.

Project components, other than the WTGs, would include access tracks, connections to existing overhead 500kV transmission lines via a new terminal station, underground cabling and new overhead powerlines, a battery storage facility, meteorological masts and an on-site compound. The project may also include a temporary on-site quarry depending on the outcomes of further investigations.

Decision

The Minister for Planning has decided that an environment effects statement (EES) is required for the Hexham Wind Farm project, as described in the referral accepted on 16 March 2022.

Reasons

- The project has the potential for a range of significant and complex effects that require rigorous assessment. In particular, the project as proposed could have significant effects on:
 - i. Significant biodiversity values, including threatened species and communities listed under the *Flora and Fauna Guarantee Act 1988* and *Environment Protection and Biodiversity Conservation Act 1999*;
 - ii. Native vegetation and ecology of the area's terrestrial environments and freshwater environments, including wetlands and creeks;
 - iii. Aboriginal cultural heritage; and
 - iv. Landscape and visual amenity.
- There is uncertainty about the extent and magnitude of potential effects related to historic heritage, traffic, shadow flicker, soils, groundwater, electromagnetic interference, aviation, amenity and socioeconomic values that also require further assessment.
- The project has potential for cumulative adverse effects on local and regional environmental values in the context of other existing and publicly known proposed projects within the region.

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- An EES is warranted to enable an integrated assessment of the environmental effects of the project and associated uncertainties, to inform decision-making for required approvals. The EES will evaluate feasible, relevant alternatives, the effectiveness of proposed mitigation and offsetting measures, including opportunities to avoid or minimise significant adverse effects through alternative layouts, designs and other mitigation measures.

Date *19/4/22*

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Appendix 2: List of key stakeholders

Category	Stakeholder	Level of engagement	
Local Government	<p>Councillors, executive and officers from the following Councils:</p> <ul style="list-style-type: none"> - Moyne Shire Council - Warrnambool City Council - Glenelg Shire Council <p>Community Engagement Committee (convened by Moyne Shire Council)</p>	Inform, Involve	
State Government	<p>Members of Parliament</p> <p>Victorian Minister for Planning Minister for Regional Development Municipal Association of Victoria Member of Legislative Assembly Members of Legislative Council for Western Victoria</p> <p>Departments</p> <p>Department of Energy, Environment and Climate Action Transport Victoria Regional Development Victoria</p>	Inform, Involve	
Federal Government	<p>Ministers</p> <p>Federal Minister for the Environment and Water Federal Member for Wannon Australian Energy Infrastructure Commissioner</p> <p>Departments</p> <p>Department of Climate Change, Energy, the Environment and Water</p>	Inform	
Authorities	<p>Australian Energy Market Operator (AEMO) Country Fire Association (CFA) State Emergency Services (SES) South West Region Civil Aviation Safety Authority (CASA) Southern Rural Water AusNet Services Airservices Australia Glenelg Hopkins Catchment Management Authority</p>	Inform	
Directly impacted	<p>14 participating landholders Neighbours within 6 kilometres Participating landholders hosting infrastructure and transport routes</p>	Inform, Consult	
Indigenous groups	Registered Aboriginal Parties and first nations peoples including the Eastern Maar Aboriginal Corporation	Inform, Consult, Involve	
Broader community and special interest groups	<ul style="list-style-type: none"> - Residents and businesses within 10 kilometres - Schools - St Coleman's School - Mortlake College P-12 - Warrnambool College - Cemetery Trusts (Hexham and Ellerslie) - Hexham Community Association - Hexham CFA & Ellerslie CFA - Ellerslie War Memorial Committee - Caramut Football Netball Club INC - Western District Pony Club - Hexham Equestrian Centre - Great Southern Coast Eventing Association - Caramut Riding Club - Great South Coast Eventing Association - Hexham Polo Club 	<ul style="list-style-type: none"> - Western Victoria Branch of the Australian Stock Horse Association - Caramut War Memorial Hall Committee Inc - Caramut and District Garden Club - Mortlake Lions Club - Mortlake Rotary Club - Country Women's Association Mortlake Day Branch - Western Plans Spinner, Weavers and Craft Group - Environmental Groups - Hexham Environment Action Group - Ellerslie Landcare and Tree Group - Basalt to Bay Landcare - Other relevant and / or interested community groups 	Inform, Consult, Involve

Category	Stakeholder	Level of engagement
Businesses	<ul style="list-style-type: none"> - Caramut Western Hotel and Café - Caramut Store - Caramut Post Office - Caramut Transfer Station - Mortlake businesses 	Inform, Consult, Involve
Media	<ul style="list-style-type: none"> - Caramut Concerns - Mortlake Lions Club Newsletter - Mortlake Dispatch - Western District Farmer - 9 News Western Victoria - 95.3 Coast FM Warrnambool - 94.5 3YB FM - 3 Way FM 103.7 - ABC South West Victoria 	Inform

Appendix 3: Complaints and grievance procedure

The purpose of this document is to describe the process that would be followed should Wind Prospect receive a complaint regarding the Project. The procedure is a mechanism that stakeholders can use to lodge complaints in a formal way that provides a stepwise approach to the handling of and response to the complaint. Information relating to the complaint would be recorded and the procedure would be reviewed following the close out of any complaint to ensure that the process is effective. Figure 3 outlines the complaints management process and a description of each step is provided below.

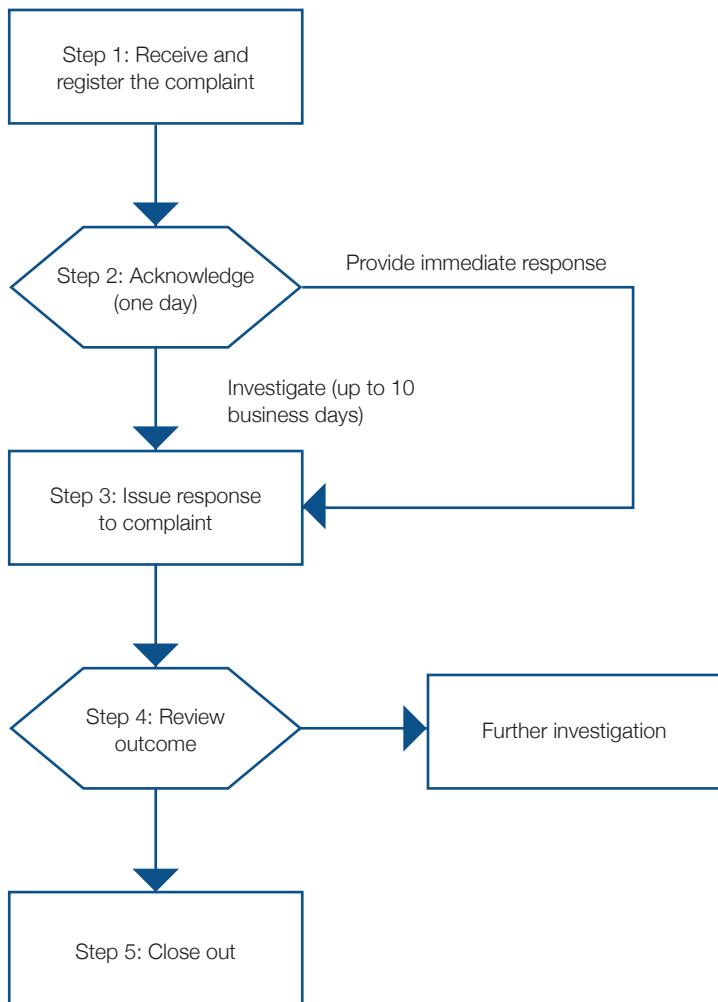


Figure 3 Wind Prospect complaints management process

Step 1: Receive and Register the Complaint

On receipt of a complaint, whether by telephone, email, letter or in person, specific information will be gathered and entered into the Customer Relationship Management (CRM) database. This information will include, where available, the name and address of the complainant; the date; a description of the complaint; and, the date when acknowledged (including how acknowledged and by who). Complaints may be lodged anonymously, however, they may then be more difficult to follow up.

Step 2: Acknowledge the Complaint

Within one business day, the complaint will be acknowledged and assessed according to whether a response can be provided immediately, or whether further investigations are required before a response can be provided. Further investigations may involve discussions with the relevant technical consultant, who may need to do further work in order to address the issue raised. The time required for this will depend on the nature of the complaint, however, Wind Prospect will endeavour to seek a response within the prescribed time. A record of the actions taken to address the complaint will be included in the CRM database.

Step 3: Issue a Response to the Stakeholder

The aim will be for a response to be issued to the complainant within 10 business days of receipt of the complaint. Should this not be achievable, the stakeholder will be contacted to provide an update on progress in responding to the issue(s) raised. The response will be

issued by email or letter, depending on the preference of the complainant.

Step 4: Review Outcome of Response

Once the complainant has had an opportunity to review the response provided, Wind Prospect will ask whether it is considered that the complaint has been dealt with satisfactorily. If the complainant is satisfied with the response, the complaint can be considered to be resolved and closed out. If the complaint is not resolved then further investigation may be required.

Further Investigation

This may involve Wind Prospect investigating the complaint further and Wind Prospect will endeavour to do this within 10 business days. Alternatively, the complainant may decide to follow up their complaint with an alternative stakeholder, such as the Australian Energy Infrastructure Commissioner.

Step 5: Close Out

An email or letter will be issued to the complainant to advise that the complaint has been closed out and this will be recorded in the CRM database.



The Project website is a useful resource to learn about the Project, keep up to date with community engagement events and opportunities and to register for project updates.

For further information:

Visit www.hexhamwindfarm.com.au

Call 1800 934 322

Email info@hexhamwindfarm.com.au

Hexham Wind Farm Pty Ltd
Suite 10, 19-35 Gertrude Street
Fitzroy Victoria 3065



Appendix C

Development Context

C.1 Background Energy Policy Context in Victoria

Victoria has a relatively emission intensive power supply compared to other advanced economies worldwide (DELWP 2019). Most of Victoria's greenhouse gas emissions (70% in 2019 (DELWP 2021)) are from fossil fuel combustion for energy and transport, with 76% of the State's electricity produced by the State's three brown coal-fired power plants (DELWP 2018). As a result, the Victorian Government has acknowledged that the future reliability of the State's energy supply and the economic and social benefits associated with the renewable energy sector, in addition to the need to decarbonise the economy, rely on the development of a diverse and secure energy generation network (DELWP 2021).

Victoria Renewable Energy Policy

The Victorian *Climate Change Act 2017* (VCC Act) provides Victoria with a legislative foundation to manage climate change risks, maximise the opportunities that arise from decisive action, and drive a transition towards a climate-resilient community and economy. Under the VCC Act, Victoria has legally enshrined GHG emission reductions targets.

The Climate Change and Energy Legislation Amendment (Renewable Energy and Storage targets) Bill 2023 (the climate change amendment) amended the CC Act to legislate revised targets to reduce Victoria's emissions:

- 28–33 % below 2005 levels by 2025
- 45–50 % below 2005 levels by 2030
- 75–80 % below 2005 levels by 2035
- Net-zero emissions by 2045.

This change was driven by recognition that state emissions in 2020 decreased to almost 30% below 2005 levels, achieving and exceeding the 2020 emissions reductions target of 15–20% below 2005 levels (DEECA, 2023).

The VCC Act also introduced policy objectives and guiding principles embedding the consideration of climate change in government decision making.

Victoria's Climate Change Strategy provides a roadmap for achieving these targets, including an energy pledge by the Victorian Government to accelerate Victoria's transition to a 'clean and efficient energy future'. (DECCA, 2025)

As for the national climate change targets, the Project will contribute a significant amount of renewable energy into the NEM, reducing the reliance on fossil fuel energy sources and in turn reducing the associated GHG emissions to help achieve the Victorian emission reduction targets.

Renewable Energy Roadmap

In 2015, the Victorian Government released its Renewable Energy Roadmap (Department of Economic Development, Jobs, Transport & Resources 2015), that reported a substantial increase in renewable energy generation in the State, from 6% in 2009 to 12% in 2014. The roadmap recognised that despite this increase, energy generation was still largely sourced from brown coal (84%), with four priority areas proposed to diversify the energy mix:

- Transforming Victoria's generation stock towards renewable energy.

- Addressing barriers to distributed generation and storage.
- Encouraging household and community renewable generation.
- Expanding the Government's role in facilitating the uptake of renewable energy.
- Renewable Energy Action Plan

Alongside the Roadmap, the Renewable Energy Action Plan was released in 2015. The Plan outlines the State's approach to 'transitioning Victoria to a clean and modern energy future' to 'create jobs and build skills and capabilities across the sector' (Victoria State Government, 2015). The Plan outlines several actions and initiatives to encourage investment in the energy sector, with a \$146 million allocation for three focus areas – supporting sector growth, empowering communities and consumers, and modernising the energy system.

Victoria's Climate Change Strategy

The Victorian Government has developed the Victoria's Climate Change Strategy (DECCA, 2025), which outlines the States first of a five yearly roadmap to assist in achieving net-zero emissions and a climate resilient Victoria by 2045. The Government has legislated ambitious, but achievable emission reduction targets of; 28–33% by 2025; 45–50% by 2030; 75–80% by 2040.

To achieve these emissions reduction targets Victoria's Climate Change Strategy includes actions to:

- transition our state to a clean energy future that create jobs, cut costs for households and businesses and strengthen our energy system
- invest in innovative technologies, such as zero emissions vehicles and hydrogen, and partner with businesses and communities to set Victoria up for their adoption
- recognise and safeguard the role of our natural environment in reducing emissions, and ensure our farmers are well placed to embrace new technologies and practices that reduce emissions
- support Victorian businesses and communities to cut emissions and thrive in a net-zero emissions future.

Victorian Renewable Energy Targets (VRET)

The Victorian State Government has legislated Victorian Renewable Energy Targets (VRET) of 65% renewable energy generation by 2030, and 95% by 2035, under the *Renewable Energy (Jobs and Investment) Act 2017* (Vic).

In 2020, renewable energy sources generated more than 26% of Victoria's electricity, enabling the state to meet the first VRET target for 25% renewable energy generation by 2020. The Government has reported that the state is on track to achieve the 2025 and 2030 targets (DELWP, 2021a).

The VRET includes an emphasis on increasing the Social License to Operate (SLO) or the "level of acceptance or approval continually granted to an organisation's operations or project by the local community" (DELWP, 2021), requiring that community engagement should be based on openness, inclusiveness, responsiveness, and accountability and should be undertaken throughout all Project phases from site selection to decommissioning.

Development of Wind Energy Facilities in Victoria

The Policy and Planning Guidelines for Development of Wind Energy Facilities in Victoria 2023 set out a framework to provide a consistent and balanced approach to assist the assessment of wind energy projects; a set of consistent operational performance standards to inform the assessment and operation of a wind energy facility project; guidance as to how planning permit application requirements might be met; and a framework for the regulation of wind turbine noise.

The guidelines provide a framework to ensure proposals for wind energy facilities are thoroughly assessed, including other considerations and approvals required in the process (DTP, 2023). The Wind Energy Guidelines highly recommend pre-application consultation to identify and understand stakeholder concerns and to obtain information and feedback on existing conditions and potential issues to address in relation to a project.

C.2 Other Renewable Energy Projects within the Social Locality

Table C.1 provides further details on each project including assessment status and distance from the Project Area.

Table C.1 Other Renewable Energy Projects within the Social Locality

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
Planning Stage						
Mount Fyans Wind Farm, Woolnorth Renewables	Moyne LGA	20 km Northeast	<p>Approx 81 turbines proposed, with a max tip height of 200 m.</p> <p>Onsite substation, an overhead 200 kV transmission line on compact poles, and a 500 kV transmission line from an off-site substation to the Mortlake Terminal Station.</p> <p>Production of up to 1,500 GWH of clean energy.</p> <p>The project area is approximately 13,600 ha with 8 host landholders.</p>	<p>Moyne Shire established a CEC in August 2018 to provide advisory recommendations to the Council.</p> <p>Local coverage of the Mt Fyans wind farm referenced the reduction in wind turbines and changed transport routes due to community feedback (Lovell 2022), and given Moyne Shire Council's unanimous objection to the farm (Western District News 2023, Silvester 2023) which resulted in 90 community submissions and 608 letters received by the Council. Key concerns included bushfire risk, visual amenity, noise and disruptions to community cohesion (WD News Publications 2023).</p>	<p>Construction: 100 local jobs over 20 months.</p> <p>Proposed to be fully operational by 2026</p> <p>Operations: 10 local jobs 25 years</p>	<p>Due to proximity and when construction will commence, cumulative impacts are likely to be experienced, such as traffic congestion during construction period as project is adjacent to the Hamilton Highway and the Mortlake-Ararat road is within the project area. Competing demands on the local workforce may also be experienced, as well as competition for local resources for workforce, including accommodation and other key services.</p>

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
Swansons Lane Wind Farm, RE Future	Moyne LGA	30 km southeast	Approx 5 turbines, with generating capacity of up to 35 MW.	Public notice has not yet been provided on the planning permit application.	Construction: 1 year Operational: 25–30 years	Due to proximity and anticipated construction commencement, cumulative impacts are likely to be experienced, e.g., competing demands on local workforce, as well as competition for local services including accommodation and other key services.
Darlington Wind Farm, Global Power Generation Australia Pty	Moyne LGA	35 km west	Approx 45 turbines with a max tip height of up 240 m.	The Draft scoping requirements for the EES were on public exhibition between June and July 2024. Community open day hosted in July 2024. EES preparation between 2024-2025. Council has raised concerns regarding the potential cumulative impacts of this Project on environmental, social and landscape matters as the site is known for its wetland and Brolga breeding area (Moyne Shire Council n.d.).	Construction: 300 FTE over a 22-month period Operations: 6FTE for up to 30 years	Due to proximity and anticipated construction commencement, cumulative impacts are likely to be experienced, e.g., competing demands on local workforce, as well as competition for local services including accommodation and other key services.
Approved						
Woolsthorpe Wind Farm	Moyne LGA	25 km southwest	Approx 12 turbines with a potential installed capacity of 72 MW. The amended application went on exhibition in September 2022 and received submissions from the public on the proposed changes In September 2023, approval granted.	Moyn Shire Council established a CEC in 2012 to provide recommendations to the Council regarding the Project. The CEC last met in June 2024. During public information sessions, residents were primarily interested in noise, visual impact and structure of the community benefit scheme. Some residents noted concern about the view of turbines from the township. The planning permit amendment application received 47 submissions, including from 7 government agencies, with most submissions from individuals objecting to the changes, citing concerns around landscape	Construction: up to 2 years from Q2 2025	Proposed site access is via Princes Highway, which may have implications in relation to traffic congestion for road users in the Shire.

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact			
				and visual amenity, noise and dangers to local fauna (Vorrath 2023).					
Willatook Wind Farm, Wind Prospect	Moyne LGA	35 km southwest	Approx 59 turbines, a battery energy storage facility and supporting infrastructure. The Moorabool to Heywood 500 kV transmission line passes through the Project site, which is of importance for the Southwest REZ.	A CEC has been established by the Moyne Shire Council in 2011. They last met in August 2023. Public exhibition of the EES and planning permit application was undertaken between July-August 2022. The socio-economic impact assessment as part of the EES concluded that during construction, temporary negative impacts to the current way of life, community, culture, health and wellbeing, and environment and amenity are anticipated, specifically with the generation of dust, noise and vibration, changes to the visual character of the landscape, increased traffic on local roads, and the presence of a construction workforce affecting the community's sense of place. Cumulative impacts from other nearby existing and approved wind farms such as visual and noise were also noted (Ethos Urban 2022). Media coverage relating to the farm centred on council objections (Australian Rural and Regional News 2022, Silvester 2022), and impacts on house prices due to proximity to renewable energy projects (PRD Research Hub 2022). A "No Willatook Windfarm" Facebook group has been established with 364 followers.	Construction: 180 jobs, over 24 months (peaks potentially up to 270 people) Operational: 12 ongoing jobs				

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
In Construction						
Mortlake Energy Hub, BrightNight	Moyne LGA	-	<p>The project will combine a 360-megawatt solar energy facility with a 300-megawatt battery energy storage system (BESS) capable of powering 140,000 homes.</p> <p>This Project was fast-tracked through the new streamlined pathway (Victoria State Government 2024).</p> <p>The project will leverage the existing Mortlake Terminal Station to store energy and solar power and release it into the grid when needed.</p> <p>The proponent is evaluating what type of agrivoltaic solution (solar farm combined with traditional agricultural activity) would best suit the land and support local needs to reduce the loss of agricultural productivity for host</p>	<p>No community concerns able to be noted.</p>	<p>Construction: 300 Anticipated to be operational by 2027.</p>	

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
	landholders (BrightNight n.d.).					
Operational						
Salt Creek Wind Farm, Tilt Renewables	Moyne LGA	20 km Northeast	Approx. 15 wind turbines, with a max tip height of up to 150 m. MW output capacity is up to 54. Operational since 2018. The project involved the development of a 50.5 km 66 kV overhead transmission line, connecting the project to the NEM - owned and operated by AusNet Services.	The CEC operated for several years between the permit being issued, throughout construction, and was dissolved after the wind farm had been operating for 2 years in 2023. Moyne Shire Councillors expressed concerns regarding the increased number of bat and bird carcasses found on the site. Initially reported in the Warrnambool Standard, the article was picked up by several individuals and organisations online and focused on the 3–4% increase in bat and bird deaths since the wind farm commenced operation. Mitigation measures to reduce these deaths by the wind farm operator were covered in the original story (Silvester 2022). The proponent provided Grant Program funds initiatives that protect the Grey-headed Flying-foxes during heat stress events as a means of contributing to the sustainability and conservation of this species.		Due to proximity cumulative impacts such as visual, noise and impacts to sense of place may occur. No cumulative workforce impacts.
Mortlake South Wind Farm, Acciona Energy	Moyne LGA	25 km East	Approx 35 wind turbines, capable of producing 157.5 MW of electricity, enough to power 117,000 households. Operational since 2023.	The Moyne Shire Council supported the establishment of a Community Engagement Committee (CEC) to support Council decision making. The CEC is comprised of Council and community representatives, and last met in June 2023. As there is an abundance of above ground transmission lines in the Shire due to	Construction: 100 Operations: 10	

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
				development of wind farms, all transmission lines for the Mortlake South Wind Farm were placed underground to try and minimise cumulative impacts (Davis 2022).		
Morton's Lane Wind Farm, CGN Energy	Moyne LGA	25 km Northwest	Approx 13 wind turbines, with a generating capacity up to 19.5 MW. Operational since 2012. 6 of the 13 turbines are within the Moyne Shire Council.	Morton's Lane Wind Farm has contributed over \$10,000 to study the behaviour of Brolga and Southern Bent-wing Bat and the cumulative impact of human activities on these species; and has worked closely with local residents and CFA workers around bushfire risk and management.	Construction: 120 jobs Operations: 25-30 jobs	
Hawkesdale Wind Farm, Global Power Generation Australia Pty	Moyne LGA	25 km southwest	Approx 23 turbines, with a max tip height up to 180 m. Project area covers approximately 2,280 ha. As of December 2023, 13 turbines have been erected and most of the civil works has been completed. Construction is now focusing on progressing the transmission line from the wind farm to the Tarrone Terminal Station.	A CEC was established by the Moyne Shire Council. The committee last met in February 2024. In a 2021 amendment submission, Council has stated that they believe the wind farm is too close to the township of Hawkesdale due to bushfire risk, impacts on noise and visual amenity. Council requested that if any turbines are to be removed from the Project they should be those located closest to the town (Meade, 2006-0221-2 Hawkesdale Wind Farm – Amendment to Planning Permit Application 2021).	Construction: 200 jobs Operations: 6 jobs Some of the construction workforce were housed in Koroit Caravan Park (Regional Development Victoria n.d.).	Due to proximity cumulative impacts such as visual, noise and impacts to sense of place may occur.

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
Dundonnell Wind Farm, Tilt Renewables	Moyne LGA	30 km Northeast	<p>Approx 80 turbines, with a max tip height of up to 189 m.</p> <p>MW output is 336.</p> <p>Operational since 2021.</p> <p>The project included a 38 km 220 kV overhead transmission line and a new substation at the Mortlake Gas Fired Power Station.</p>	<p>A Community Engagement Committee (CEC) was established by the Moyne Shire Council in 2017. The CEC last met in March 2024.</p>		<p>Due to proximity cumulative impacts such as visual, noise and impacts to sense of place likely to be experienced. No cumulative workforce impacts.</p>
Macarthur Wind Farm, AGL	Moyne LGA	35 km West	<p>Approx 140 turbines, with 420 MW power generation, enough to power approximately 167,000 Australian homes.</p> <p>Operational since 2013.</p> <p>Project area covers approximately 5,500 ha of agricultural land.</p> <p>The wind farm involved the development of a 15 km 132 kV transmission line between the wind farm and Tarrone Terminal Station.</p>	<p>Macarthur Wind Farm has received a variety of press and social media attention since its operations commenced in late 2013, as it was one of the first significant wind farm projects in the Southern Hemisphere.</p> <p>Media coverage included concerns regarding noise (Graham 2021, Sinnott 2018) and legal action due to livestock loss on a neighbouring farm (Cuthbertson 2019).</p> <p>Positive coverage related to investment and the labour force when the farm was first established (Parkinson 2013) as well as Macarthur's status as a flagship project as the largest wind farm in the Southern Hemisphere at that time (Lee 2012).</p> <p>AGL has hosted several site tours with residents from Sunnyside Aged Care Facility, the Macarthur and District Association, the David Newman Centre, Moyne Shire</p>	<p>Construction: 2.5 years</p>	

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
				Councillors, and Year 10 students from the Heywood and District Secondary College.		
Ryan Corner Wind Farm, Global Power Generation Australia (GPG)	Moyn LGA	50 km southwest	<p>Approx 52 turbines, with a max tip height of up to 180 m.</p> <p>The MW output is predicted to be 218.</p> <p>The project covers an area of 3,388 ha, current land use is primarily agriculture (sheep and cattle).</p> <p>As of December 2023, all foundations have been poured and 20 turbines were fully erected.</p> <p>The external transmission line between the wind farm and the Tarrone Terminal Station is complete.</p>	<p>Nominations are now open for the CEC. In a 2021 amendment submission, Council has shared concerns regarding an on-site substation due to impacts on visual amenity, native vegetation and bushfire safety.</p> <p>Additionally, community concerns raised regarding this project include changes in rural character and farming activities due to aviation lighting changes, blade glint, shadow flicker and noise. Management of bushfire risk has also been raised, as aerial firefighting is needed in the area due to limitations regarding road access (Meade 2021).</p>	<p>Construction: 300</p> <p>Operations: 8 jobs</p>	Due to the distance from the Project, cumulative impacts will likely be minimal.
Codrington Wind Farm, Pacific Blue	Moyn LGA	50 km southwest	<p>Approx 14 turbines, with max tip height up to 81 m</p> <p>Total installed capacity of 18.2 MW.</p> <p>Operational since 2001.</p>	At this stage, community concerns have not been made available.	Construction: 30 jobs	No cumulative impact given operational since 2001.

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
Yambuk Wind Farm, Pacific Blue	Moyne LGA	57 km southwest	<p>The windfarm comprises of 20 turbines that generate enough energy to power 35,000 homes, with an average electricity generation of 92.6 GWh per year.</p> <p>Operational since 2005</p>		Construction: 60 jobs	

Appendix D

Indicator Table

D.1 Social Indicators

Table D.1 Social Indicators Data – Year 2021

Indicators	Warrnambool SAL	Mortlake SAL	Koroit SAL	Terang SAL	Portland SAL	Port Fairy SAL	Ararat SAL	Hamilton SAL	Warrnambool LGA	Glenelg LGA	Southern Grampians LGA	Ararat LGA	Corangamite LGA	Moystown LGA	Great South Coast Region (Warrnambool and South West SA4)	Victoria
Year	2021															
Population Size	31,308	1,477	2,184	2,254	10,016	3,742	8,500	10,346	35,406	20,152	16,588	11,880	16,115	17,374	123,069	6,503,491
Proportion Indigenous Population (%)	1.9%	1.8%	2.4%	1.2%	2.9%	1.0%	2.0%	2.4%	1.9%	2.7%	2.3%	1.8%	1.2%	1.7%	1.9%	1.0%
Median Age	42	49	41	49	47	51	45	45	42	49	47	46	48	45	45	38
Year 10 highest year of schooling (%)	18%	24%	21%	20%	23%	15%	31%	21%	18%	23%	21%	28%	21%	21%	20%	13%
Year 12 highest year of schooling (%)	45%	28%	39%	34%	32%	51%	29%	38%	44%	31%	38%	31%	33%	38%	38%	60%
Bachelor degree (%)	8%	5%	7%	5%	5%	10%	5%	6%	8%	5%	7%	6%	6%	8%	7%	12%
Certificate (%)	18%	18%	22%	19%	20%	15%	17%	20%	18%	21%	19%	17%	18%	19%	19%	14%
Proportion of population with a different address 1 year ago (%)	12.6%	12.7%	11.4%	10.9%	13.0%	9.9%	12.2%	13.8%	12.3%	10.9%	12.2%	10.9%	9.8%	9.8%	11.2%	14.2%
Proportion of population with a different address 5 year ago (%)	36.3%	30.7%	34.2%	29.7%	36.0%	35.1%	32.2%	34.5%	35.6%	31.9%	31.2%	30.2%	28.1%	29.3%	32.0%	37.7%
Proportion of population aged 15+ who volunteer (%)	14.5%	19.0%	16.9%	16.9%	14.4%	24.8%	12.5%	17.5%	14.4%	17.0%	20.9%	16.1%	19.0%	19.8%	17.2%	10.9%
Proportion of population born overseas (%)	10.1%	8.3%	6.8%	6.0%	9.5%	8.1%	12.2%	7.9%	9.6%	8.7%	7.7%	11.3%	7.4%	7.4%	8.8%	30.0%
Proportion of family households (%)	65.1%	63.2%	75.1%	64.3%	63.1%	68.1%	62.7%	62.1%	66.5%	65.9%	63.8%	64.7%	67.0%	73.1%	67%	70.1%
Proportion of group households (%)	3.4%	1.5%	1.1%	3.1%	2.9%	1.7%	3.1%	2.1%	3.2%	2.5%	2.1%	2.8%	2.6%	1.7%	3%	4.0%
Proportion of lone person households (%)	31.5%	35.1%	23.4%	32.0%	34.1%	29.9%	34.1%	35.7%	30.2%	31.6%	34.1%	32.4%	30.4%	25.3%	31%	25.9%
Proportion of the labour force employed full-time (%)	53.2%	48.6%	50.4%	54.4%	50.8%	48.0%	55.1%	53.9%	53.5%	53.0%	55.5%	55.3%	56.1%	53.2%	54.1%	56.2%

Indicators	Warrnambool SAL	Mortlake SAL	Koroit SAL	Terang SAL	Portland SAL	Port Fairy SAL	Ararat SAL	Hamilton SAL	Warrnambool LGA	Glenelg LGA	Southern Grampians LGA	Ararat LGA	Corangamite LGA	Moone LGA	Great South Coast Region (Warrnambool and South West SA4)	Victoria
Proportion of the labour force employed part-time (%)	36.9%	37.8%	38.4%	33.7%	36.4%	38.9%	33.3%	35.8%	36.6%	34.7%	34.3%	33.3%	33.5%	36.9%	35.1%	32.3%
Proportion of the labour force who are unemployed (%)	3.2%	4.5%	1.4%	3.1%	5.3%	2.7%	4.0%	3.1%	3.1%	4.4%	2.9%	3.5%	2.6%	3.2%	3.1%	5.0%
Median household income (\$/week)	1,385	984	1,466	1,162	1,146	1,450	1,216	1,247	1,420	1,214	1,261	1,252	1,263	1,530	\$1,335	\$1,759
Median mortgage repayment (\$/month)	1,408	932	1,400	1,066	1,083	1,733	1,083	1,083	1,430	1,083	1,083	1,083	1,083	1,452	\$1,300	\$1,859
Median rent (\$/week)	290	220	280	225	250	300	250	235	295	220	220	245	225	250	\$250	\$370
Proportion of occupied private dwellings that are fully owned (%)	36.9%	46.3%	40.1%	44.8%	40.4%	49.7%	40.4%	41.8%	36.8%	46.3%	46.0%	44.2%	46.0%	44.8%	42.9%	32.2%
Proportion of occupied private dwellings that are being purchased/owned by a mortgage (%)	30.2%	29.4%	39.3%	29.4%	29.6%	26.6%	29.3%	31.3%	32.1%	30.3%	28.8%	28.7%	29.0%	32.8%	30.9%	36.1%
Proportion of occupied private dwellings that are being rented (%)	29.7%	17.6%	16.7%	20.3%	26.7%	19.9%	26.3%	23.5%	28.0%	19.3%	19.8%	21.6%	17.8%	15.5%	21.5%	28.5%
Proportion of households in mortgage stress (%)¹⁵	10.6%	15.1%	9.5%	10.3%	9.4%	12.1%	9.7%	7.1%	10.6%	9.6%	8.4%	10.2%	11.1%	13.8%	11.0%	15.5%
Proportion of households in rental stress (%)¹⁶	31.1%	35.5%	29.5%	22.3%	28.8%	32.8%	31.2%	27.4%	31.1%	26.7%	24.9%	27.7%	24.6%	23.8%	28.2%	30.9%

¹⁵ Mortgage stress is mortgage repayments equalling 30% or more of household income.

¹⁶ Rental Stress is rental repayments equalling 30% or more of household income

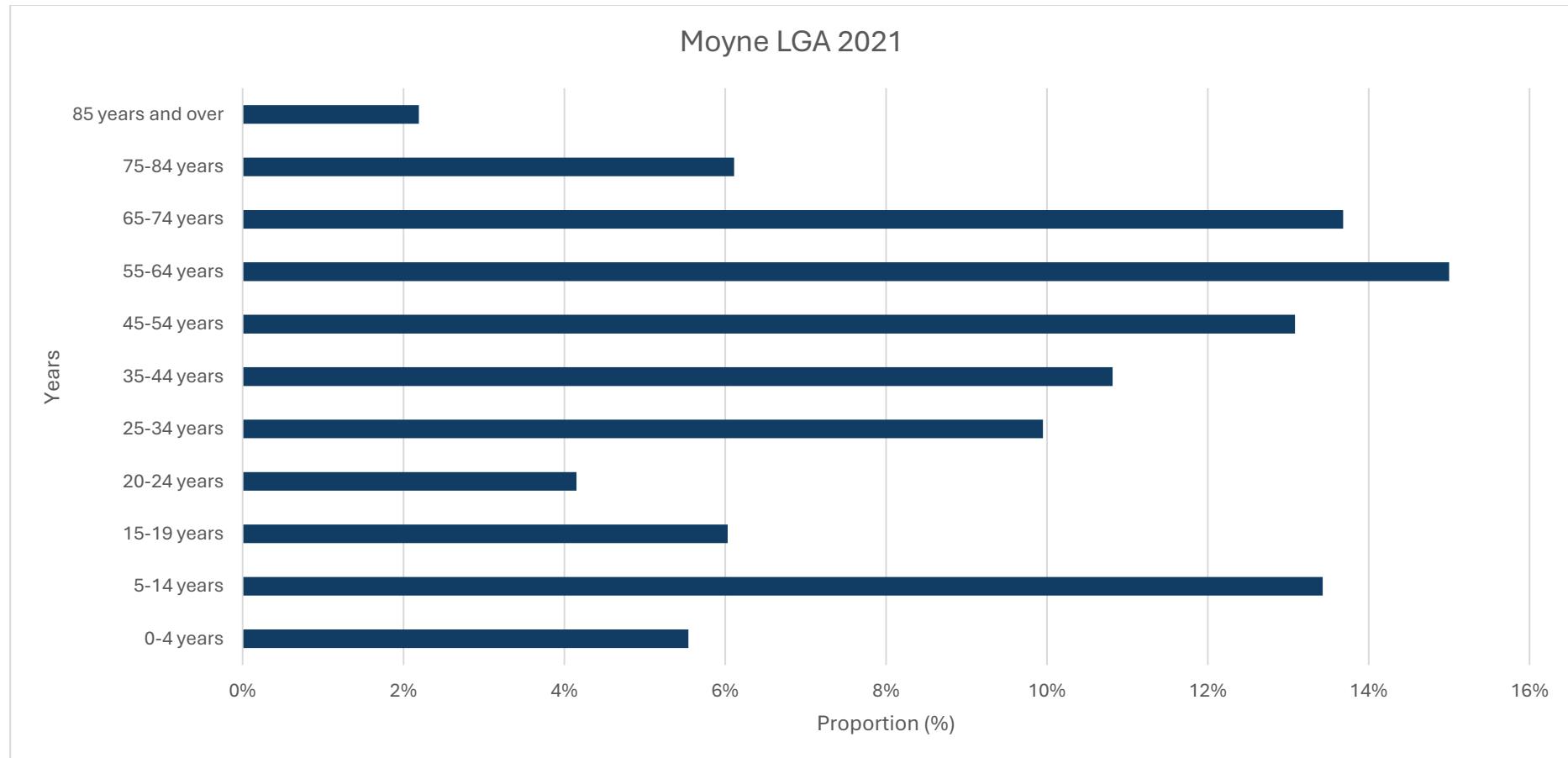
Table D.2 PHIDU Health Indicators

Category	Health Indicator	Source	Measure	Moyn Shire LGA	Victoria
Chronic diseases	Estimated number of people with mental and behavioural problems (modelled estimates)	PHIDU 2017–18	ASR per 100	21.1	20.0
	Estimated number of people with heart, stroke and vascular disease	PHIDU 2017–18	ASR per 100	4.8	4.9
	Estimated number of people aged 15 years and over with fair or poor self-assessed health	PHIDU 2017–18	ASR per 100	12.1	14.2
Risk factors	Estimated number of males aged 18 years and over with high or very high psychological distress, based on the Kessler 10 Scale (K10)	PHIDU 2017–18	ASR per 100	10.7	13.3
	Estimated number of people aged 18 years and over who had high blood pressure	PHIDU 2017–18	ASR per 100	23.2	22.7
	Estimated number of people aged 18 years and over who were obese	PHIDU 2017–18	ASR per 100	32.7	31.0
	Estimated number of people aged 18 years and over who were current smokers	PHIDU 2017–18	ASR per 100	18.5	155
Premature death	Total deaths, 0 to 74 years	PHIDU 2018–2022	ASR per 100,000	242.3	228.7

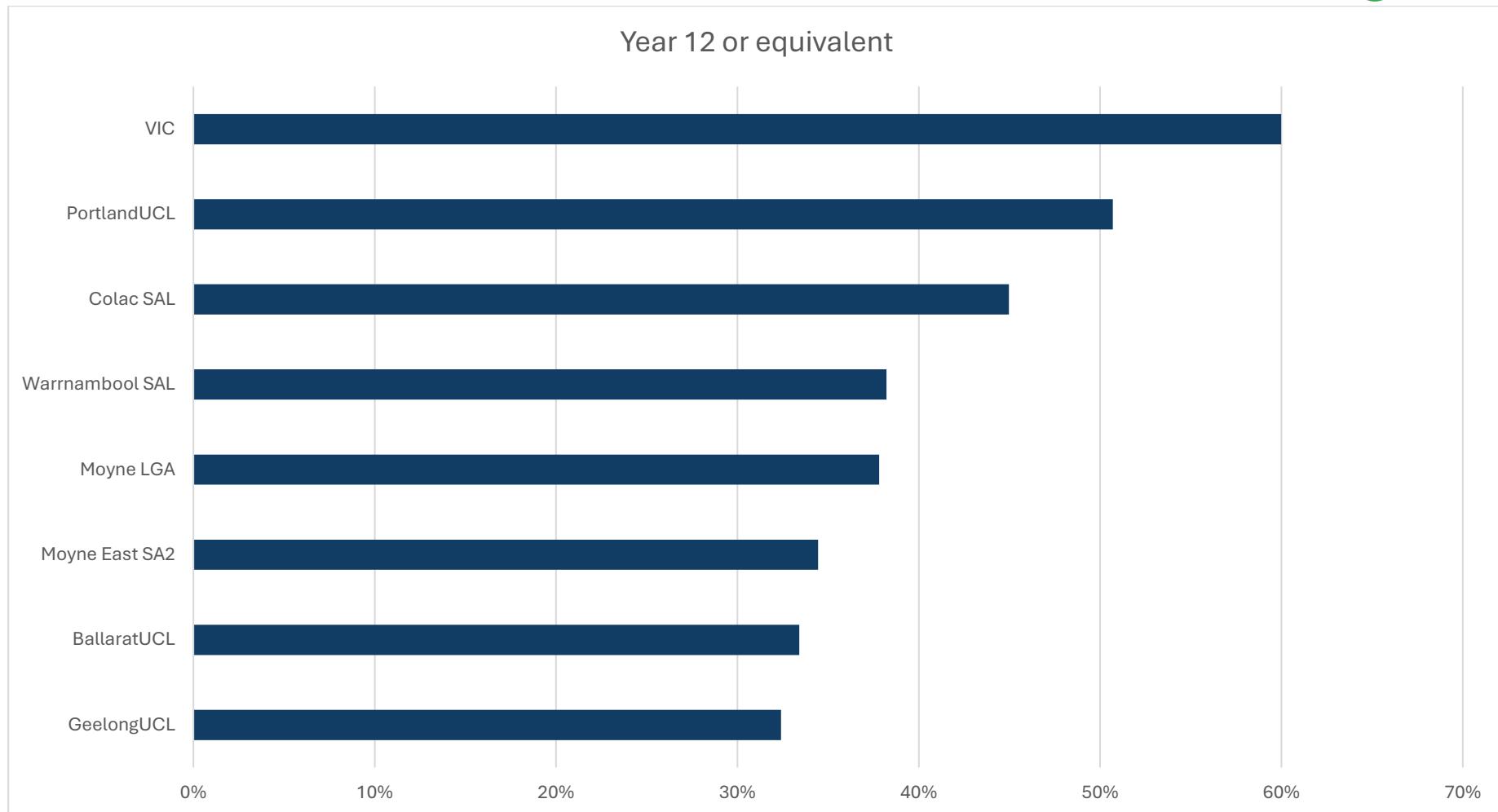
Table D.3 Wind Farm Occupations

Occupations	Ararat	Corangamite	Glenelg	Moyne	Warrnambool	Southern Grampians	All LGAs
Managers, nfd	7	22	39	20	55	20	163
Electricians	24	60	105	75	181	50	495
Labourers, nfd	18	11	41	13	23	16	122

D.2 Graphs



Graph D.1 Age Distribution Moyne LGA 2021



Graph D.2 Year 12 or Equivalent Highest Year of Schooling Achieved

Appendix E

Accommodation and Employment Strategy



Hexham Wind Farm

Accommodation and Employment Strategy

FINAL

August 2025

Hexham Wind Farm

Accommodation and Employment Strategy

FINAL

Prepared by
Umwelt (Australia) Pty Limited

On behalf of
Hexham Wind Farm Pty Ltd

Project Director: Dr Sheridan Coakes
Project Manager: Tanya Martin
Report No.: 23064_R02
Date: August 2025



[Add Address here if required]



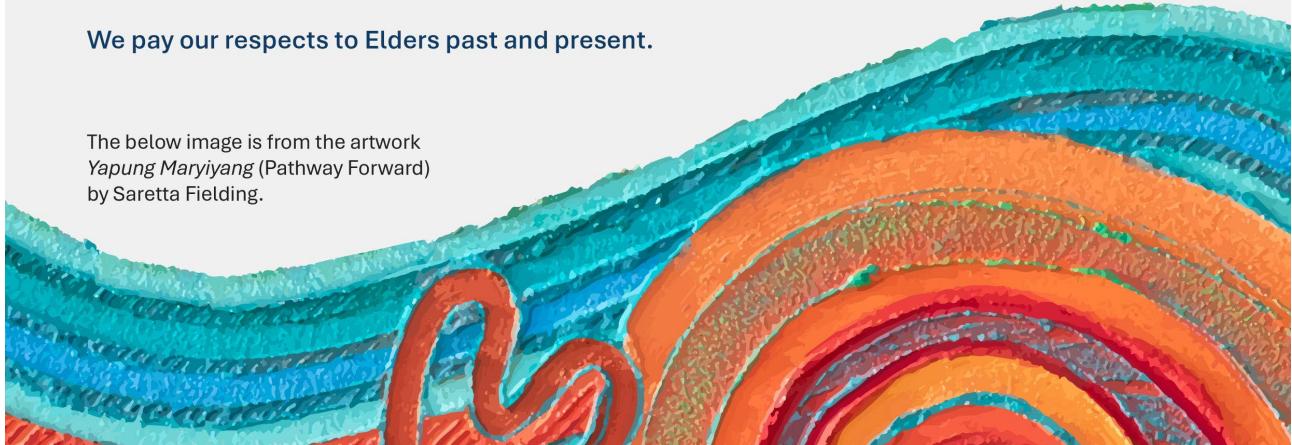
This report was prepared using
Umwelt's ISO 9001 certified
Quality Management System.

Acknowledgement of Country

Umwelt acknowledges the Traditional Owners of Country throughout Australia and their continuing values, culture and connection to the land, waters and sky.

We pay our respects to Elders past and present.

The below image is from the artwork *Yapung Maryiyang* (Pathway Forward) by Saretta Fielding.



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Document Status

Rev No.	Reviewer Name	Date	Approved for Issue Name	Date
V1	Tanya Martin	31/12/2024	Louisa McPhee	13/01/2025
V2	Tanya Martin	02/02/2025	Dr Sheridan Coakes	05/02/2025
V3	Tanya Martin	13/05/2025	Dr Sheridan Coakes	13/05/2025

Executive Summary

Hexham Wind Farm Pty Ltd (the proponent) proposes to develop the Hexham Wind Farm (the project) on approximately 16,000 hectares of farming land across 14 separate landholdings located between the townships of Hexham, Caramut and Ellerslie in Moyne Shire, Victoria.

The project is seeking to construct and operate over 25 years, up to 106 wind turbines and associated infrastructure including a battery energy storage system (BESS), an operations and maintenance (O&M) facility, comprising site offices and amenities, and supporting transmission infrastructure. Within 12 months of ceasing operation, the wind farm would be decommissioned and above ground infrastructure removed and revegetated in consultation with and as agreed with the landowner.

Umwelt has been engaged by Wind Prospect (on behalf of Hexham Wind Farm Pty Ltd) to prepare this Accommodation and Employment Strategy (AES) to guide management strategies for the Project relating to workforce accommodation and employment.

Method

The study area for the AES focuses on six Local Government Authorities (LGAs) - Moyne, Glenelg, Warrnambool, Southern Grampians, Ararat and Corangamite - reflecting the social locality of the Social and Economic Impact Assessment (SEIA) also prepared by Umwelt.

- The development of the AES has been informed by:
- the strategic context through reviewing relevant local and state government policies and documents related to socio-economic, employment, accommodation and housing
- a desktop audit of accommodation providers within a 1–2-hour drive time from the project site
- the identification of a theoretical labour pool the project could potentially draw from utilising ABS data
- targeted consultation including interviews with host LGA and accommodation providers within a one-hour drive from the project site, and survey of 50 accommodation providers within a 1.5-hour drive distance.
- employment challenges and opportunities.

There are a range of factors that will likely limit local employment opportunities for the project particularly during construction including:

- Low local unemployment rates
- A very low number of First Nations residents employed in the construction industry
- Lower participation rates of women in the labour force (reflecting a small existing labour pool)
- Moderate rates of inward migration into the Moyne Shire for construction workers

The AES recommends a range of activities to achieve employment targets as outlined in **ES Table 1**.

ES Table 1 Activities to Achieve Employment Targets

Employment target	Activity
Base case – construction	<ul style="list-style-type: none"> Establish and maintain an expression of interest (EOI) register for workers Establish and use local networks to promote employment opportunities Commercially incentivise the EPC contractor to meet and exceed employment, workforce development and procurement targets
Moderate/aspirational employment - construction	<ul style="list-style-type: none"> Build understanding of workforce readiness in conjunction with local industry and key employment stakeholders Provide transport to the project site from key population centres Establish and use local networks to promote employment opportunities Partner with service and education providers to provide local training Provide training opportunities and pathways for unemployed First National people Appoint a Local Employment and Procurement Officer to build relationships and opportunities
Local employment - operation	<ul style="list-style-type: none"> 100% of the workforce local Commence training/upskilling of local employees at the start of construction Implement specific engagement with First Nations people regarding tailored training opportunities Flexible work arrangements to assist in supporting women and other underrepresented groups in long term employment
Local and First Nations	<ul style="list-style-type: none"> Operate an EOI register for local and First Nations businesses and services providers Inform the local and First Nations business community of opportunities Incorporate additional weighting in tenders and EOIs to prioritise procurement from local and First National companies

Accommodation Challenges and Opportunities

While there are a significant number of Airbnb listings in the study area, costs vary considerably and it is expected that dynamic pricing models would drive up prices, which would have a flow on effect for tourism and the local housing market.

Generally, fewer rental properties are available than five years ago, and all LGAs are experiencing low vacancy rates, therefore this accommodation is not considered a viable option for the project.

Further, rental costs have steadily increased across the study area.

The following table (**ES Table 2**) overviews the range of accommodation options and key considerations.

ES Table 2 Accommodation Operations and Considerations

Option	Consideration
Housing workforce within 1-hour drive	<ul style="list-style-type: none"> Notable supply, cost and management risks: Airbnb and other non-traditional short-term accommodation are volatile in price and supply Difficult for construction workforce manager to maintain official and well-communicated long-term contracts/agreements with Airbnb hosts than it is with traditional short-term accommodation providers
Housing workforce within 1.5-hour drive distance	<ul style="list-style-type: none"> Larger supply of available short-term accommodation to house workers More equitable distribution of workers across LGAs Challenge in managing driver and worker fatigue – could be mitigated through shuttle bus services and shorter workdays Impacts availability of short-term rental accommodation
Purpose-built worker accommodation	<ul style="list-style-type: none"> TWA required to be self-contained/accompanied by supporting services to minimise local impacts Work with Council, landholders and/or developers to identify strategic site and support alternative uses post-construction Development of infrastructure and services to adaptive reuse/future repurposing of the site Legacy opportunities: partnering with Council and other providers/developers regarding future users/mutual benefits Lead time and processes associated with planning and approval Reduced economic benefits for local accommodation providers

Key Recommendations of the AES

Through a robust engagement and review process this AES has identified a range of practical and beneficial opportunities for the project's accommodation and employment. Key recommendations related to employment include:

- Build local relationships and networks and communicate employment and procurement opportunities to local community and stakeholders.
- Pro-actively generate employment opportunities for under-represented communities, including First Nations people, women, and unemployed people.
- Aim for 100% local employment targets during the project's operation phase and commence training/upskilling early, during construction.

The key recommendation related to accommodation is to establish a purpose-built temporary workforce accommodation facility close to the site, that has the potential for strategic reuse in its entirety or in the form of legacy infrastructure.

This option would help avoid a number of social and economic impacts and support beneficial opportunities to be realised. It would however require close collaboration with Council and other key stakeholders as well as further planning and an assessment of environmental effects.

It should be noted that the AES assessment has utilised employment numbers provided by the client as opposed to those subsequently estimated in the Economic Impact Assessment.

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Appendix A Major Projects and Accommodation Providers Proximal to the Project Site

1.0 Introduction

1.1 Purpose

This Accommodation and Employment Strategy (AES) has been prepared by Umwelt for Hexham Wind Farm Pty Ltd (the Proponent) for the Hexham Wind Farm (the Project) as part of a broader Environment Effects Statement (EES) to outline the approach and strategies for the Project relating to workforce accommodation and employment.

This AES has been prepared to meet the following objectives:

- Propose measures to ensure there is sufficient accommodation for the workforce associated with the Project.
- Consider the cumulative effects associated with population influx and other developments across the region.
- Investigate options for the employment of local workers for the construction and operation of the Project.
- Include a program to monitor and review the effectiveness of the AES over the life of the Project, including regular monitoring and review during the construction phase.

1.2 Project Overview and Location

Hexham Wind Farm Pty Ltd (the proponent) is developing the proposed Hexham Wind Farm (the Project) in Moyne Shire, Victoria. The Project will harness strong and reliable winds to generate renewable energy through the construction and operation of up to 106 wind turbines generators and would operate for a period of at least 25 years following a two-year construction period.

The wind farm would generate approximately 2,559 gigawatt hours (GWh) of renewable electricity each year. Electricity produced by the project would be fed through underground and overhead cables to a new on-site terminal station, where it would be exported to the national electricity network via the Moorabool to Heywood 500 kilovolt transmission line.

The Project extends across approximately 16,000 hectares of private and public land located between the townships of Hexham, Caramut and Ellerslie in south-western Victoria. The main land use within the project site is agricultural (predominantly cattle and sheep grazing, along with some cropping). Much of the area has been cleared of native vegetation with remnant vegetation largely restricted to roadside reserves and along watercourses, with small, isolated areas on private land.

Around 151 kilometres of new access tracks, including upgrades to around 16.7 kilometres of existing access tracks within the project site, would be required to provide for construction and maintenance access from the public road network to each wind turbine and supporting infrastructure. These access tracks can also be used by emergency vehicles and by landowners for their farming operations. Other project infrastructure would include:

- a 200 Megawatt (MW) /800 Megawatt-hour (MWh) battery energy storage system (BESS)
- an operations and maintenance (O&M) facility, consisting of site offices and amenities
- up to five meteorological masts, to be in place for the life of the project
- a main temporary construction compound, consisting of office facilities, amenities and car parking. Four additional temporary construction compounds are also planned
- up to 26 temporary staging areas.

A temporary on-site quarry is being investigated for the purposes of providing aggregate materials for access tracks and hardstand areas, and to minimise traffic movements on local roads during construction. If an on-site quarry is not deemed viable, aggregate material would be supplied from one or more nearby quarries. Potential quarries that have been investigated to supply the necessary raw materials required include Mt Hexham Wind Farm Pty Ltd Feb 23 1 Shadwell Quarry, Mt Napier Quarry, Tarrone Quarry, Gillear Sand and Limestone Quarry and/or Camperdown quarries). All quarries have good access to the project site via major arterial roads. Consequently, the SEIA also considers social impacts associated with potential quarry development on the project site.

Within 12 months of wind turbines permanently ceasing to generate electricity (assuming the turbines are not repowered), the wind farm would be decommissioned. This would include removing all above ground equipment, restoration of all areas associated with the project, unless otherwise useful to the ongoing management of the land, and post-decommissioning revegetation with pasture or crop (in consultation, and as agreed with the landowner).

This strategy has been prepared for the construction and operation phases of the project. It does not address accommodation or employment needs during the decommissioning phase.

Project specifications most relevant to the AES are as follows:

- **Construction:** Construction and commissioning of the Project would take approximately 24 months, which is planned to commence in 2027. Operations would commence in 2029.
- **Employment:** 950 full-time equivalent (FTE) jobs, on average, would be generated during the 24-month construction period, with a peak of 360 FTE workers. The indirect number of jobs is 590. The Project is expected to generate up to 26.8 FTE roles in the operational phase of the Project. **(source: client)**. The economic input / output modelling subsequently undertaken by the Consultant Economist estimates 360 FTE annually over two years. This AES has utilised the client-provided figures in its assessment.

1.3 Project Study Area

The Study Area for this AES is based on drive-time. **Figure 1.1** illustrates the townships within 1 hour and 1.5-hour drive times from the Project site. It is assumed that those townships within a 1-hour drive - if accommodation was available and affordable, and the associated social impacts were not significant - would service the Project's local accommodation and employment requirements due to the maximum daily commute time for workers to safely get to and from their place of work (Department of Infrastructure and Regional Development, 2008).

The drive time analysis includes the six LGAs that make up the Broader Social Locality in the Social Impact Assessment. These two documents are aligned. The Study Area refers to the following:

- For traditional short-term accommodation providers (e.g. hotels, motels, caravan parks etc.):
 - Six (6) LGAs – Moyne, Glenelg, Warrnambool, Southern Grampians, Ararat and Corangamite – within a one-hour drive time radius from the Project site.
- For Airbnb providers:
 - Six (6) LGAs as above, regardless of drive time.¹
- For private housing market:
 - Six (6) LGAs as above, regardless of drive time².

¹ The availability of Airbnb data presents a limitation in methodology; however, most of the Study Area is within a 1.5-hour drive from the Project.

² The availability of rental and sales data presents a limitation in methodology, however, most of the Study Area is within a 1.5-hour drive from the Project

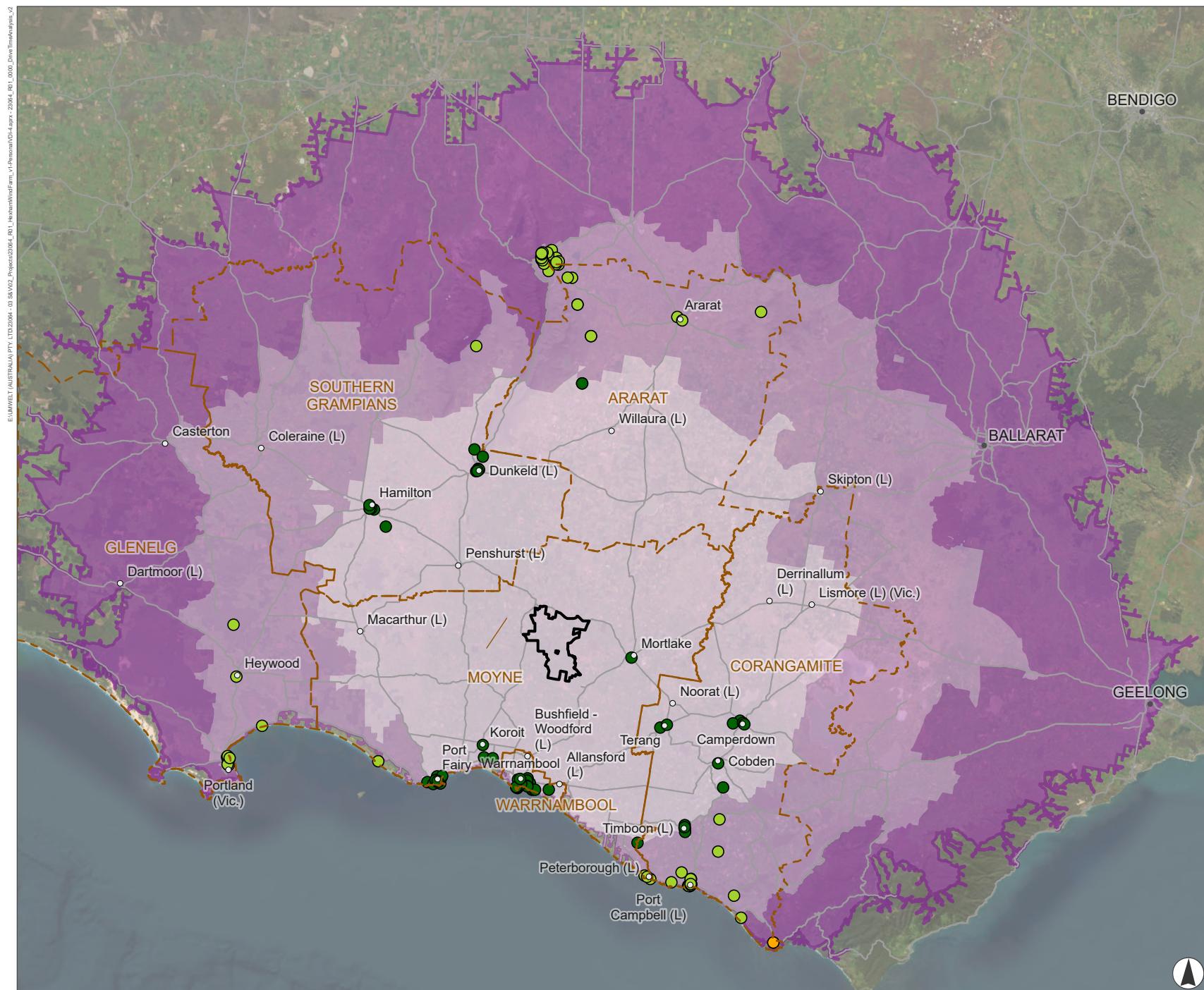


Figure 1.1 Drive Time Analysis

Legend

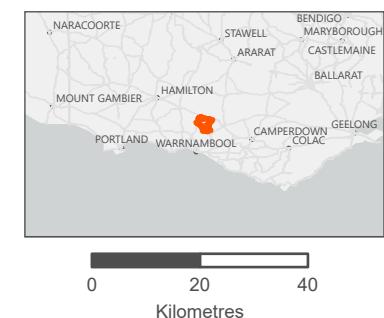
- Hexham Wind Farm
- Urban Centre Locality
- Major Town/City
- Major Road

Local Government Drive Time Analysis

- 1.5hr - 2hr
- 1hr - 1.5hr
- Less than 1hr

Drive Time

- Less than 1hr
- 1hr - 1.5hr
- 1.5hr - 2hr



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1.4 Stakeholder Consultation

Three key engagement approaches have been undertaken to inform the development of the AES. These are outlined below in **Table 1.1**.

Table 1.1 Stakeholder Consultation Undertaken to Inform AES

Mechanism	Stakeholder	Purpose	Details
Key Stakeholder Interview	Moyne Shire Council	To understand Council's preference, concerns and areas of interest relating to local employment and temporary accommodation.	December 2024
Accommodation Provider Interviews	Accommodation Providers	To gather qualitative data on availability, demand trends, challenges and opportunities, as well as level of interest in potentially hosting some of the construction workforce.	10 interviews
Accommodation Provider Survey	Accommodation Providers	To gather quantitative and qualitative data on availability, demand trends, challenges and opportunities, as well as level of interest in potentially hosting some of the construction workforce.	50 accommodation providers were approached in the Study Area. A response rate of 26% (n=13) was achieved.

Source: Umwelt, 2024

1.4.1 Accommodation Provider Engagement Approach

Accommodation Providers were selected for the interview and survey based on:

- LGA of operation.
- Drive time distance from the Project site.
- Number of rooms.

For the interviews, Accommodation Providers with the greatest number of rooms and within a one-hour driving distance from the Project site were prioritised. Accommodation Providers with more rooms were prioritised over smaller providers due to:

- Economies of scale.
- The likelihood that a larger provider could potentially provide service to more workers, if required.
- The assumption that larger providers may experience more seasonal trends in availability, providing greater insight into demand.

For the surveys, Accommodation Providers were identified across the Study Area up to a 1.5-hour drive distance from the Project site. Accommodation Providers were approached based on the distribution of providers across relevant LGAs with a 1.5-hour drive distance.

For example, Moyne LGA has a total of seven (7) providers representing 7.2% of total providers across the Study Area within a 1.5-hour drive distance from the Project site. Consequently, four Accommodation Providers were approached in Moyne LGA representing 7.2% of the total sample of 50 Accommodation Providers.

2.0 Regional Profile

2.1 Socioeconomic Context

Regional Development Victoria (RDV) Barwon South West (RDA BSW) is the chief body responsible for advocacy and program development in the Barwon South West (BSW) region, which stretches from Queenscliff in the east to the South Australian border in the west. The Project is centrally located within the BSW region. RDA BSW has authored a number of policy and strategy documents relevant to the Project's socioeconomic context. These include the vision document *Enhancing Collaboration to Grow Our Regional Prosperity* (2017), its *Submission to the Infrastructure Australia Priority List* (2019), and the *Barwon South West Business Plan 2023-2024* (2023).

A summary of the key themes contained within these policies and guiding documents is provided below:

- **Importance of economic and social collaboration** – Linking local/regional organisations and programs for maximum efficiency and coverage; providing a comprehensive safety net for regional Victorians.
- **High priority for major infrastructure funding in the region** – A number of critical transport, logistics and industrial infrastructure projects as well as tourism funding earmarked, reflecting the BSW region's diverse economic strengths in agriculture and aquaculture, resources, freight and tourism.
- **Sustainable economic transformation** – The region is supportive of the Commonwealth transition to net zero carbon emissions, emphasising the importance of new low-carbon jobs and renewable energy infrastructure.

The region is within the Southwest Victoria Renewable Energy Zone (SW REZ). As such, renewable energy is expected to be a key regional economic driver as the state and nation transition to net zero greenhouse gas emissions by 2050. Already, renewable energy projects in the Shire of Moyne have a strong workforce presence among the seven operating and two construction-phase projects in the LGA, with many more projects in the assessment pipeline. The Shire has been an advocate for wind energy and has hosted wind farms since 2001 (Moyne Shire Council, 2024). However, in 2022, a Council survey of 400 Moyne Shire residents indicated that there was community division on renewable energy projects in the region, with mixed opinions on the benefit of local wind and solar projects, for shire residents. (Moyne Shire Council, 2022).

The Shire has strongly recommended a moratorium on new wind farm planning permits in the LGA by the Victorian Government until strategic land use planning for the South West REZ is complete. This position by the Shire has the potential to affect the rate of transition to renewable energy in the BSW region and Victoria as a whole. Given that the state's REZs are still in their planning phase (Victoria State Government, 2024), the time frame of Moyne Shire's recommended pause is currently uncertain.

The Council-recommended pause on renewable energy developments in Moyne LGA is a challenge yet to be addressed within the larger South West REZ plan. Another regional socioeconomic challenge raised by Moyne Shire Council is the localisation of green energy benefits (2022).

While large-scale renewable energy projects provide great benefit to the Victorian electricity grid, the benefits of cheap and clean energy are not explicitly retained in local communities that host these projects. Given that regional Victoria and parts of the Study Area face socioeconomic disadvantage, relative to Melbourne; community members and local governments alike have advocated for direct electricity cost benefits for host communities (Moyne Shire Council, 2022; REMPLAN, 2023). Community benefit funds, otherwise known as benefit-sharing plans or schemes, can be one component of this localisation, but potential local energy solutions such as microgrids or subsidies are yet to be explored in Victoria.

Looking ahead, RDV has Strategic Directions for each of its subregions. Ararat LGA is contained within the Central Highlands subregion, while all other Study Area LGAs are within the Great South Coast subregion. As such, they have separate Strategic Directions. Both documents highlight the importance of diversifying and adding value to the agri-food supply chain, as well as the burgeoning renewable energy sector. While a priority for Ararat (Central Highlands) is to strengthen its visitor and creative economies, the Great South Coast has a priority to grow its renewable energy generation capacity, including strengthening and equipping its workforce to adapt to this change (Victoria State Government, 2022). As such, the Project aligns strongly with regional strategic objectives. The Strategic Directions also note the Great South Coast region's strength in primary production, with agriculture, forestry and fishing being the largest industry of employment (10,700 workers). Retooling the workforce to meet energy generation demands without compromising the agribusiness industry is both a key challenge and opportunity for the region.

2.2 Housing

In 2020, local governments of the Barwon South West region issued a report titled *Key and Essential Worker Housing Supply Action Plan* (Action Plan) in collaboration with the Victorian Planning Authority (2020). The Action Plan recognises that there is a significant undersupply of suitable rental accommodation for temporary and permanent workers in key industries in the region. The Action Plan's main objective is to facilitate a strategic increase in the supply of such housing. It is doing so by channelling all levels of government to encourage private and public housing investment in the region.

In June 2024, acting CEO at Moyne Shire Council provided feedback on the draft REZ Community Benefit Plan to the VicGrid CEO, noting that the planning and development of key worker housing should be a potential use of the Funds (Moyne Shire Council, 2024).

Within the broader issue of a lack of quality rental accommodation in the Barwon South West, there are several components. One component is the concentration of holiday homes and short-term rentals such as Airbnbs in coastal areas. These dominate the stock of new housing and are often owned by investors or an otherwise largely non-resident population. Another facet according to the Plan is the region's ageing population. As the demand for accommodation that is affordable, accessible and allows an older population to 'age in place' increases, pressure on the housing market is amplified. Due to a combination of these factors and others, the region is experiencing the following:

- Minimal growth in housing stock.
- High proportion of unoccupied dwellings.
- High proportion of short-term rentals, especially in tourist destinations.

- Decrease in suitable rental properties for workers in key industries.
- Increase in median rent price due to the lack of supply.
- A low return on investment for land and building development due to the high initial cost.

Due to these factors, many key workers travel large distances for employment. In 2020, according to the Plan, there were approximately 4,000 key workers who regularly travelled into the region for work but were unable to find suitable accommodation for themselves and/or their families. A further 2,610 jobs were predicted to be created by 2024, contributing to further strain on the local housing market. The effect of workers being able to live locally in the region they work was estimated in 2019 as contributing \$396–596 million to the economy, in addition to creating 600-900 new local jobs (VPA, 2020).

The Action Plan identifies the following key intervention actions:

- Creating new developable land at significantly reduced costs (e.g. Community Land Trusts, redeveloping council-owned land for housing, etc.).
- Fast-tracking and streamlining the rezoning and development application processes in support of creating affordable housing supply.
- Advocating for state and federal government support (e.g. grant schemes for key worker housing, build-to-rent schemes, etc.).
- Enabling better collaboration between councils, developers and the broader community.

2.3 Tourism

The Study Area contains two main tourism zones: the **Grampians** and the **Great Ocean Road** (Visit Victoria, 2024). Both are popular for differing reasons, and are important to consider in accommodation and employment contexts:

- The **Grampians** is a region of Victoria centred on the mountain range of the Grampians. The Study Area LGAs of Southern Grampians and Ararat are part of this region, as well as further LGAs to the north. The area is popular for its hiking and camping as well as other nature-based tourism activities. The main urban centres in the Grampians region are Hamilton, Ararat, Horsham, Dunkeld and Stawell.
- The **Great Ocean Road** region of Victoria, encompassing the Study Area LGAs of Moyne, Glenelg, Warrnambool and Corangamite as well as the neighbouring LGAs of Colac Otway and Surf Coast, is known for its rugged coastline and national/marine parkland. The eponymous road extends east-west from around Torquay to Allansford, just east of Warrnambool. The most well-known landmark in this region is the Twelve Apostles, an offshore coastal limestone formation one hour's drive southeast from Warrnambool.

In the year before the COVID-19 pandemic (2019), the Grampians contributed a quarter of a billion dollars to the Victorian economy and generated 4,618 tourism-related jobs (Grampians Tourism, 2020). In the same period, the Great Ocean Road generated \$1.9 billion in visitor spend as well as creating 9,800 related jobs (Great Ocean Road Tourism, 2020). Together, these regions are a backbone of the Victorian economy, as well as an integral part of the state's identity (DCCEEW, n.d.).

Therefore, it is pertinent for the Project to consider its position between strategically important tourism zones. Especially important is the potential impact on short-term accommodation availability for visiting tourists. Existing supply of short-term accommodation is analysed in **Section 5.0** with a strategy for accommodation provision.

3.0 Cumulative Impact Considerations

Table 3.1, below, provides an overview of proximal major projects which need to be considered for cumulative accommodation and employment impacts. **Table 3.1** primarily focuses on proposed and recently approved projects that would have potential construction period overlap with the Project.

An expanded version can be found in **Appendix A**, which provides further detail about each project.

Table 3.1 Proximal Major Projects

Project	Distance to Project	Brief Description	Timing / Stage	Workforce (FTE)
Mount Fyans Wind Farm	20 km NE	Up to 81 turbines + ancillary infrastructure including 200 kV transmission line covering 13,600 ha in Moyne LGA.	Planning and assessment 20 months construction Operational 2026	100 (construction) 20 (operation)
Swansons Lane Wind Farm	30 km SE	5 turbines with 35 MW capacity in Moyne LGA.	Planning and assessment (public notice not yet provided) 12 months construction	N/A
Bushy Creek Wind Farm	30 km N	Up to 24 turbines with up to 150 MW output, plus 27 km 66 kV transmission line to Salt Creek Wind Farm	Planning and assessment (public notice not yet provided) 30 years operation	N/A
Darlington Wind Farm	35 km W	Up to 45 turbines in Moyne LGA	Planning and assessment 22 months construction 30 years operation	300 (construction) 6 (operation)
Woolsthorpe Wind Farm	25 km SW	Up to 12 turbines with 72 MW capacity in Moyne LGA	Approved 24 months construction	N/A
Willatook Wind Farm	35 km SW	59 turbines + BESS and supporting infrastructure, connecting to Moorabool to Heywood 500 kV transmission line.	Approved 24 months construction	180 (construction) 12 (operation)
Mortlake Energy Hub	20 km E	360 MW solar facility with 600 MW BESS in Mortlake, combining agricultural land use with energy generation.	Approved Operational 2027	300 (construction)
Maroona – Portland Freight Rail Upgrade	80 km W	Redevelopment of the Maroona to Portland freight rail line to double speed of freight. Relevant due to proposed Iluka Wimmera mineral sands mine as well as WIM Resources' similar mine in the area.	Approved Operational 2027	N/A

Source: GeoVic (2024); Development Victoria (2024); Department of Health (2024); Vic Gov (2024); Department of Planning (2024).

Figure 3.1 illustrates the overlap between the construction workforces of proximal major projects on a time series. It can be seen that 2026 is a particularly busy time for major project construction, especially from April onwards, with a workforce in the order of 1,200 potentially required to service the concurrent major projects in an 80 km radius from the Project site.

Based on **Table 3.1** and **Figure 3.1**, several key themes and considerations arise. These include:

- Due to the Project's location within the Victorian South West Renewable Energy Zone (REZ), there are a significant number of renewable energy projects either currently operating or in planning and construction stages. Many of these are within a 20-30-kilometre proximity. Implications include:
 - Pressure on accommodation service providers for construction workforces
 - Potential workforce shortages to service the construction of multiple concurrent projects
- There are relatively few non-renewable energy major projects occurring within close proximity to the Project.

From 2027 onwards cumulative construction activities are expected to tail off with minimal to no proposed construction workforces from September 2027 onwards. Considering the Project is proposing to commence construction in 2027, it is likely that there will be minimal overlap between the Project's peak construction period and other construction projects. This indicates that there is limited cumulative workforce impacts and risks. It is important to note there are more renewable energy projects likely to be fast-tracked through the Victorian Government's new streamlined pathway in the future (December 2024).

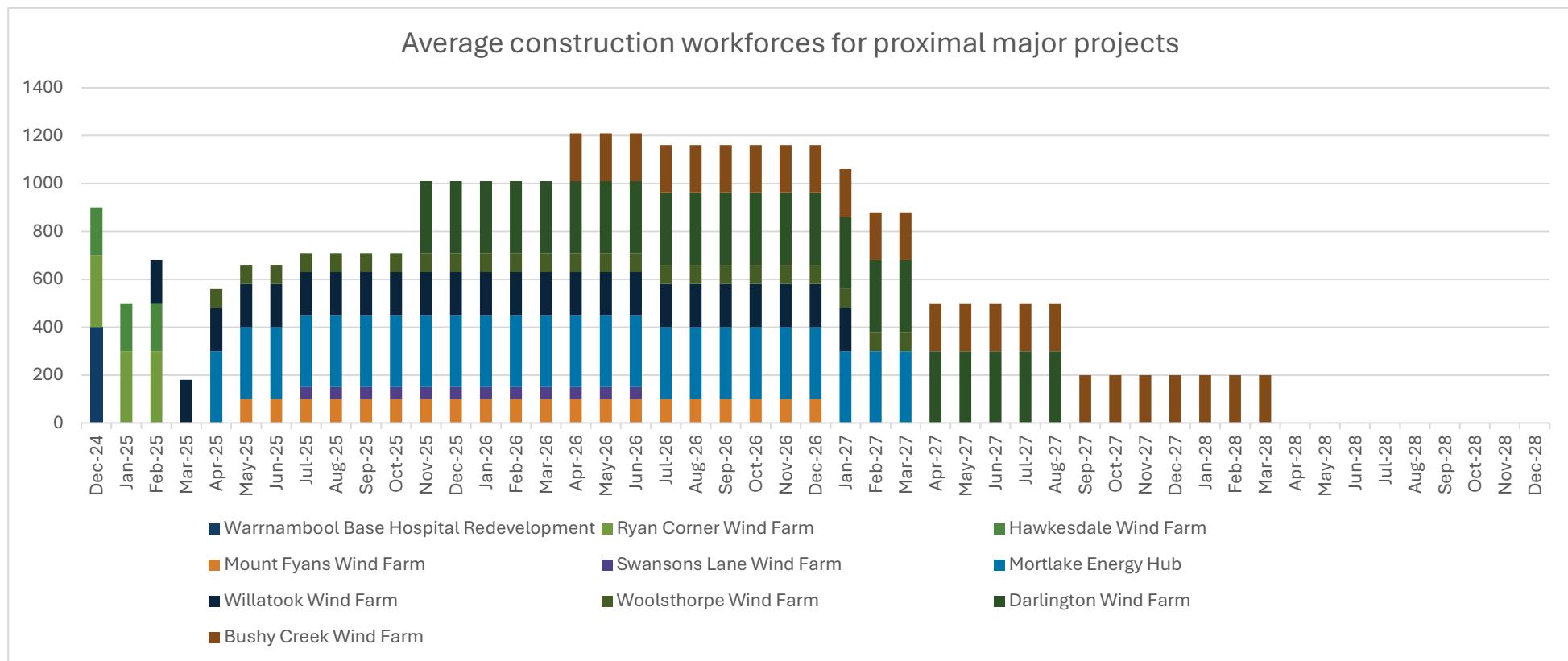


Figure 3.1 Cumulative Construction Workforce Timeframes

Source: Umwelt (2024).

Note limitations and assumptions for above figure: for projects where exact construction workforces are unknown, an average was calculated using other projects based on size of project and construction timeframe. The inverse was done for projects without a known construction timeframe. Projects already in operation are not displayed here as the figure only relates to construction workforces for December 2024 onwards.

4.0 Local Employment Strategy

4.1 Purpose and Objectives

The main objective of the Employment Strategy for the Project is to understand the existing conditions; and identify opportunities and challenges. The Strategy seeks to identify measures to prioritise the employment of local workers (both direct and indirect); where feasible to maximise the benefits of the Project for the local community; and mitigate any impacts.

This Employment Strategy identifies the following:

- Key employment and training challenges or constraints for the Project
- Opportunities, including communication pathways, for local businesses and industry to engage with the Project
- A framework and strategies for monitoring and responding to employment needs for the Project.

The key objectives of the employment strategy are to:

- Implement strategies to achieve a minimum of 5% of the construction workforce sourced locally
- Provide guidance on how higher local employment targets could be achieved
- Support and encourage the engagement of local businesses and services.

4.2 Employment and Labour Context

Across the six LGAs that make up the Study Area, there is a total residential labour force of 56,734 people. Of those in the labour force, a total of 1,773 (or 3.1%), of the labour force is unemployed and looking for work. As shown below in **Figure 4.1**, Warrnambool LGA has the largest labour force of 17,863 people, representing 31.5% of the total Study Area labour force. Ararat LGA has the smallest labour force of 5,151 people.

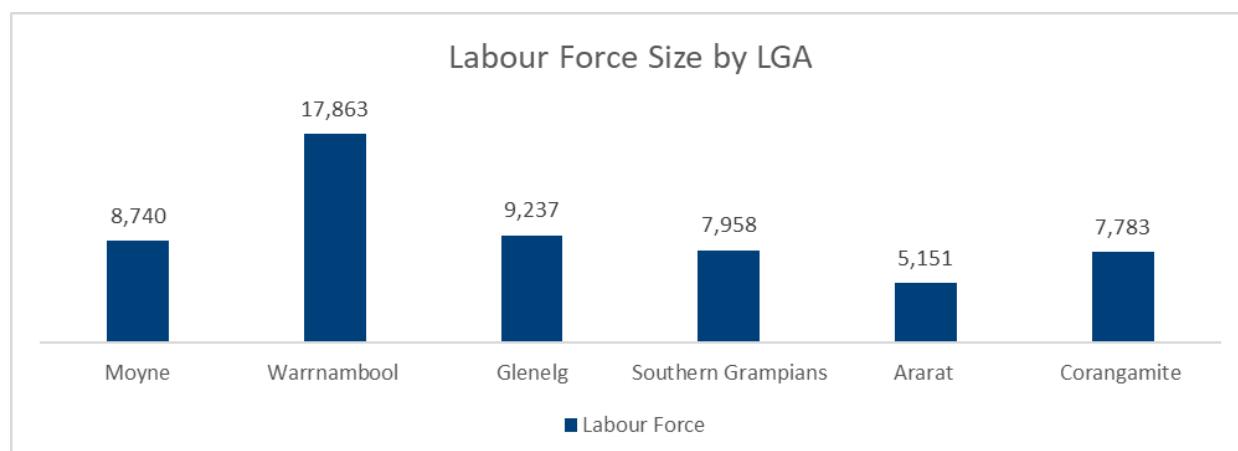


Figure 4.1 Labour Force Size by LGA

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

When considering the dimension of labour force across the different LGAs within the Study Area, it is evident that:

- Glenelg LGA has the highest representation of residents unemployed and looking for work, relative to the LGA's total labour force
- Moyne LGA has the lowest representation of residents unemployed and looking for work, relative to the LGA's total labour force.

Conversely:

- Moyne LGA has the highest rates of employed residents, relative to the LGA's total labour force
- Glenelg LGA has the lowest rates of employed residents, relative to the LGA's total labour force.

Importantly, while unemployment rates varied across the Study Area, all unemployment rates within the Study Area were below the Victorian unemployment rate of 5.0%, as shown in **Table 4.1** and **Figure 4.2**.

Table 4.1 Labour Force Status Across the Study Area

LGA	Employed			Unemployed		Total
	Full-time	Part-time	Away from work	Looking for part-time work	Looking for full-time work	
Moyne	55.0%	33.9%	8.8%	1.1%	1.2%	2.3%
Warrnambool	53.5%	36.6%	6.8%	1.4%	1.7%	3.1%
Glenelg	53.0%	34.7%	7.9%	2.1%	2.1%	4.4%
Southern Grampians	55.5%	34.3%	7.2%	1.7%	1.3%	2.9%
Ararat	55.3%	33.3%	7.7%	2.2%	1.1%	3.3%
Corangamite	56.1%	33.5%	7.7%	1.3%	1.2%	2.5%
Study Area	54.5%	34.8%	7.6%	1.6%	1.5%	3.1%

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

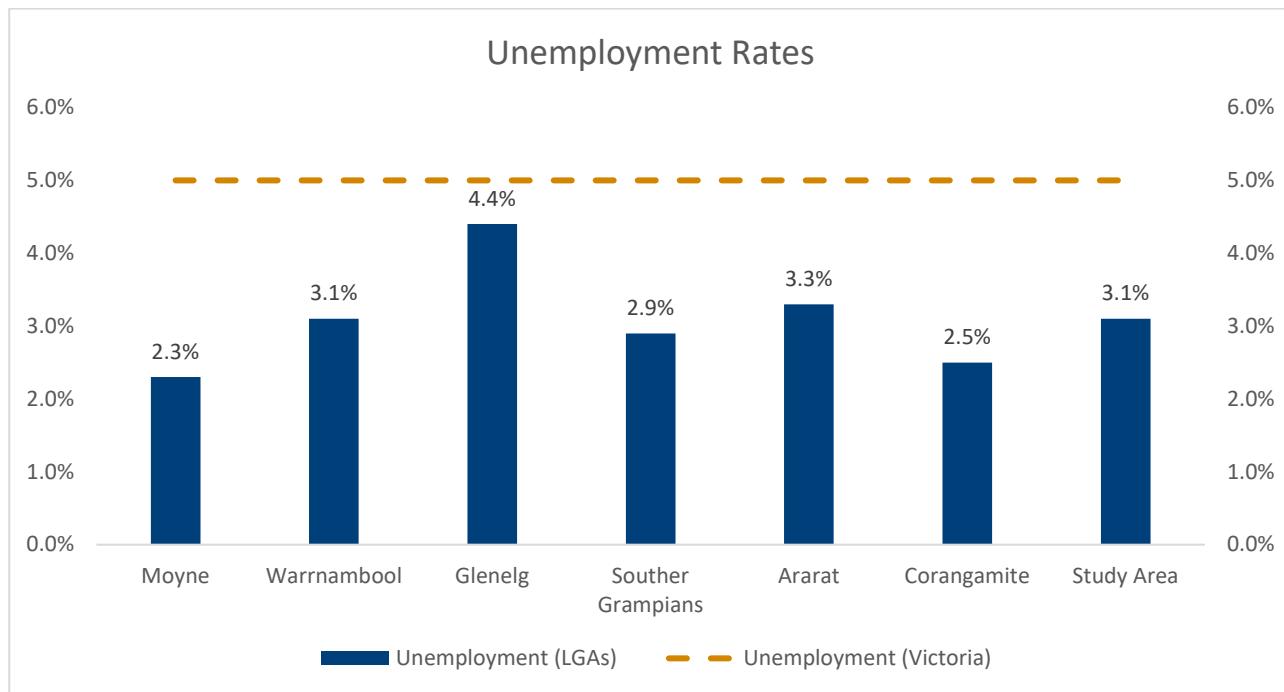


Figure 4.2 Unemployment Rates Across the Study Area

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

As shown in **Table 4.2**, more than half of the unemployed residents across the Study Area do not have a Non-School qualification (53.0%) i.e. any qualifications reported via the 2021 census. When considering potentially relevant areas of study that could support this Project, there is a relatively high proportion of unemployed residents in the Study Area with non-school qualifications in engineering and related technologies and management and commerce (6.7% and 7.5% respectively). Collectively these two cohorts account for 251 unemployed residents who could support the Project.

Table 4.2 Non-School Area of Study of Unemployed Residents

	Natural and Physical Sciences	Information Technology	Engineering and Related Technologies	Architecture and Building	Agriculture, Environmental and Related	Health	Education	Management and Commerce	Society and Culture	Creative Arts	Food, Hospitality and Personal Services	Mixed Field Programmes	Not applicable
Moyne	0.0%	0.0%	6.5%	2.5%	4.0%	4.5%	5.0%	9.0%	6.5%	0.0%	5.0%	0.0%	53.7%
Warrnambool	1.1%	1.4%	5.2%	2.2%	2.0%	4.7%	5.1%	8.3%	9.0%	2.5%	4.7%	0.0%	51.3%
Glenelg	0.0%	1.2%	9.2%	3.6%	1.2%	3.2%	2.7%	7.5%	7.5%	1.0%	2.9%	0.0%	54.5%
Southern Grampians	0.0%	2.1%	9.2%	1.3%	2.5%	4.6%	4.2%	6.7%	5.9%	2.1%	4.6%	0.0%	54.4%
Ararat	0.0%	3.5%	2.9%	7.1%	2.9%	0.0%	1.8%	6.5%	12.9%	0.0%	2.9%	0.0%	57.1%
Corangamite	2.4%	1.4%	5.3%	4.3%	3.8%	4.8%	3.3%	8.1%	8.6%	2.4%	4.8%	0.0%	45.0%
Study Area	1.0%	1.5%	6.7%	2.8%	2.8%	4.0%	3.2%	7.5%	8.6%	1.6%	4.1%	0.0%	53.0%

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

4.2.1 Employment of Underrepresented Groups

This section considers often economic marginalised, underrepresented and/or discriminated groups within the labour force. For the purpose of this Project, this includes First Nations residents and women.

4.2.1.1 Women

Across the Study Area there is a slightly higher representation of men than women in the labour force (51.7% compared to 48.3% respectively), as shown below in **Figure 4.3**. Corangamite LGA had the largest imbalance, with women constituting only 46.5% of the labour force.

When considering unemployment rates of residents by sex, shown in **Figure 4.4**, the representation of men and women who were unemployed and actively seeking employment was comparable across all LGAs. Across the Study Area there was a 10% difference between unemployment rates for men and women who were actively seeking work, with relatively more men unemployed and looking for work. Corangamite LGA was the only LGA where there were proportionally more women unemployed and looking for work than men (3.0% compared to 2.3%).

As shown in **Table 4.3**, approximately just under half of unemployed women across the Study Area do not have a non-school qualification (47.1%). 10.9% of unemployed women across the Study Area have studied management and commerce and may have transferable skills to support this Project (89 people).

While the representation of women in the labour force and relative unemployment rates by sex indicate that there are minimal differences between employment opportunities between men and women across the Study Area, there are notable differences between men and women engaged in full time and part time work. Across all LGAs in the Study Area, relatively more men are engaged in full time work than women, while notably more women are engaged in part time work compared to men. This is shown below in **Figure 4.5**.

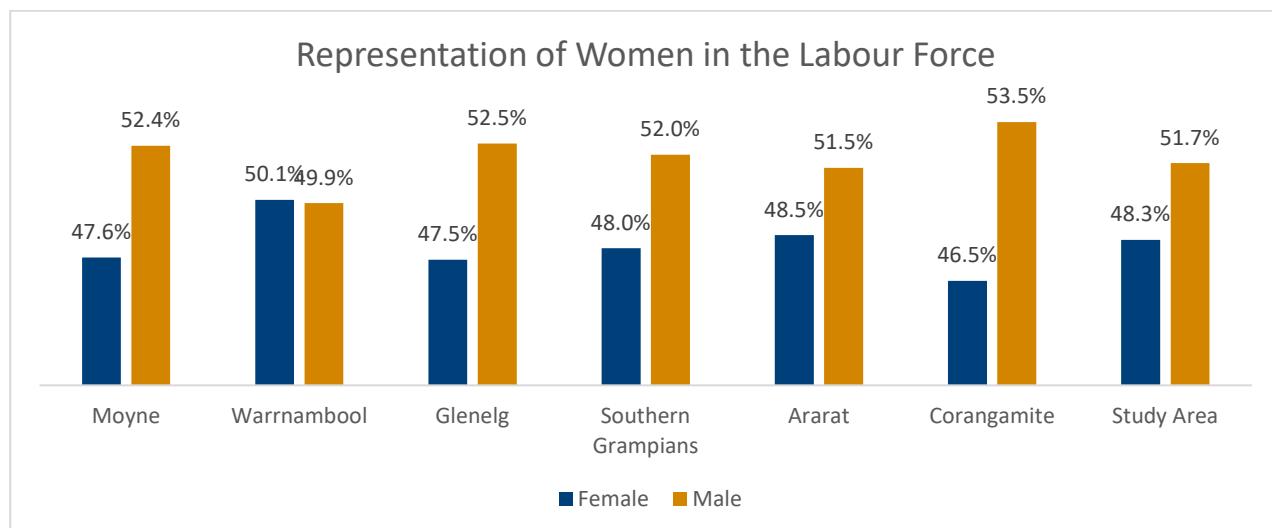


Figure 4.3 Representation of Women in the Labour Force

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

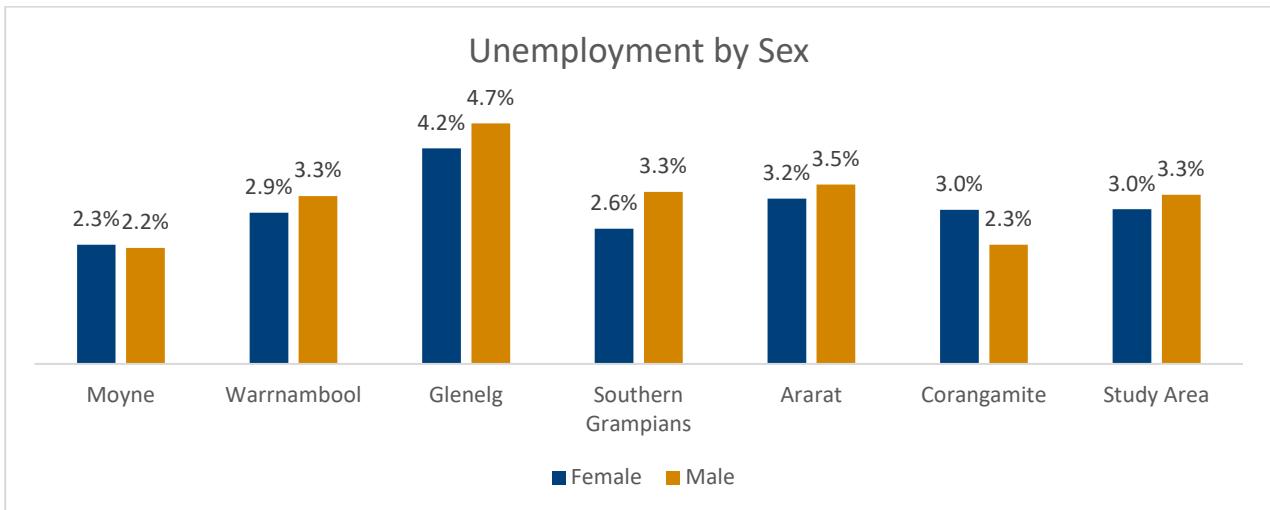


Figure 4.4 Unemployment Rate by Sex

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

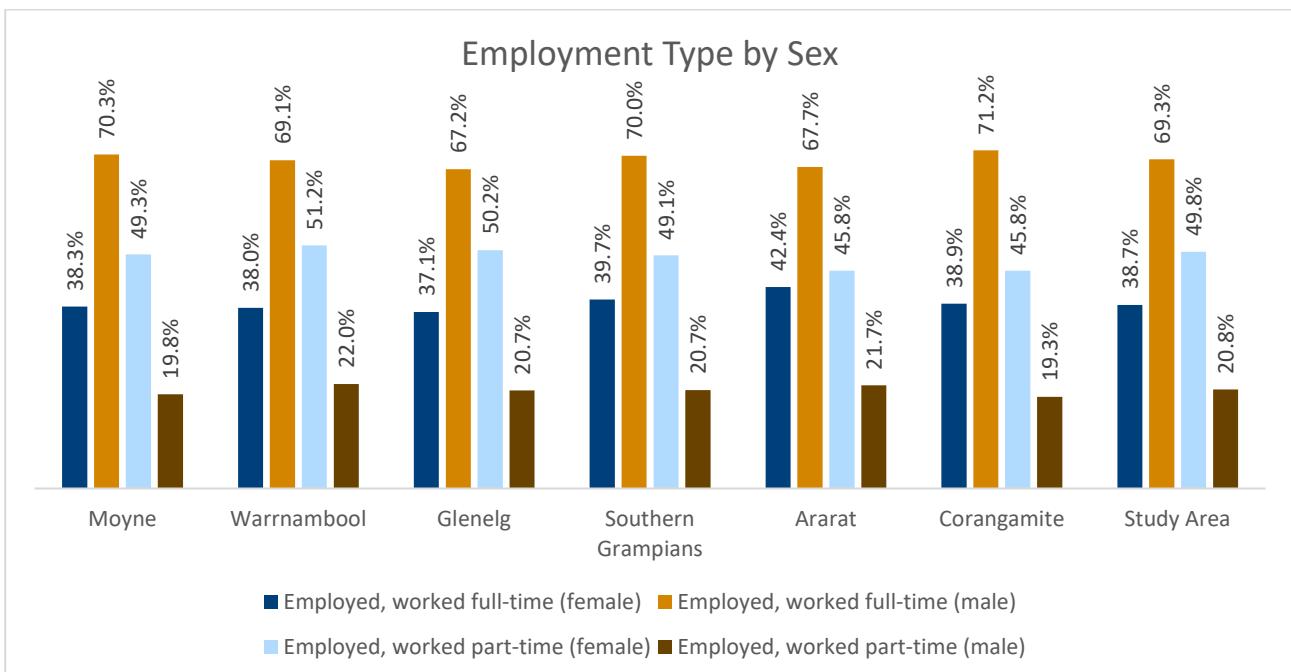


Figure 4.5 Employment Type by Sex

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

Table 4.3 Non-School Area of Study of Unemployed Women

	Natural and Physical Sciences	Information Technology	Engineering and Related Technologies	Architecture and Building	Agriculture, Environmental and Related	Health	Education	Management and Commerce	Society and Culture	Creative Arts	Food, Hospitality and Personal Services	Mixed Field Programmes	Not applicable
Moyné	0.0%	0.0%	0.0%	0.0%	5.6%	10.0%	7.8%	7.8%	13.3%	0.0%	5.6%	0.0%	50.0%
Warrnambool	2.2%	1.1%	1.1%	0.0%	1.5%	7.7%	7.7%	11.0%	12.9%	3.3%	4.4%	0.0%	46.0%
Glenelg	0.0%	2.2%	2.2%	0.0%	2.2%	7.1%	5.5%	10.4%	15.3%	1.6%	5.5%	0.0%	45.4%
Southern Grampians	0.0%	0.0%	3.2%	0.0%	4.2%	5.3%	4.2%	7.4%	12.6%	3.2%	4.2%	0.0%	51.6%
Ararat	0.0%	3.7%	6.1%	0.0%	4.9%	0.0%	3.7%	13.4%	19.5%	0.0%	0.0%	0.0%	45.1%
Corangamite	0.0%	0.0%	2.7%	0.0%	8.2%	9.1%	5.5%	10.9%	17.3%	0.0%	2.7%	0.0%	39.1%
Study Area	1.1%	1.0%	2.1%	0.0%	2.0%	7.2%	6.1%	10.9%	13.2%	2.1%	4.9%	0.0%	47.1%

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

4.2.1.2 First Nations People

Across the Study Area there is a total of 869 First Nations residents in the labour force, with the largest number of residents in Warrnambool and Glenelg LGAs (227 and 229 respectively), as shown below in **Figure 4.6**. First Nations residents represent 1.5% of the labour force across the Study Area.

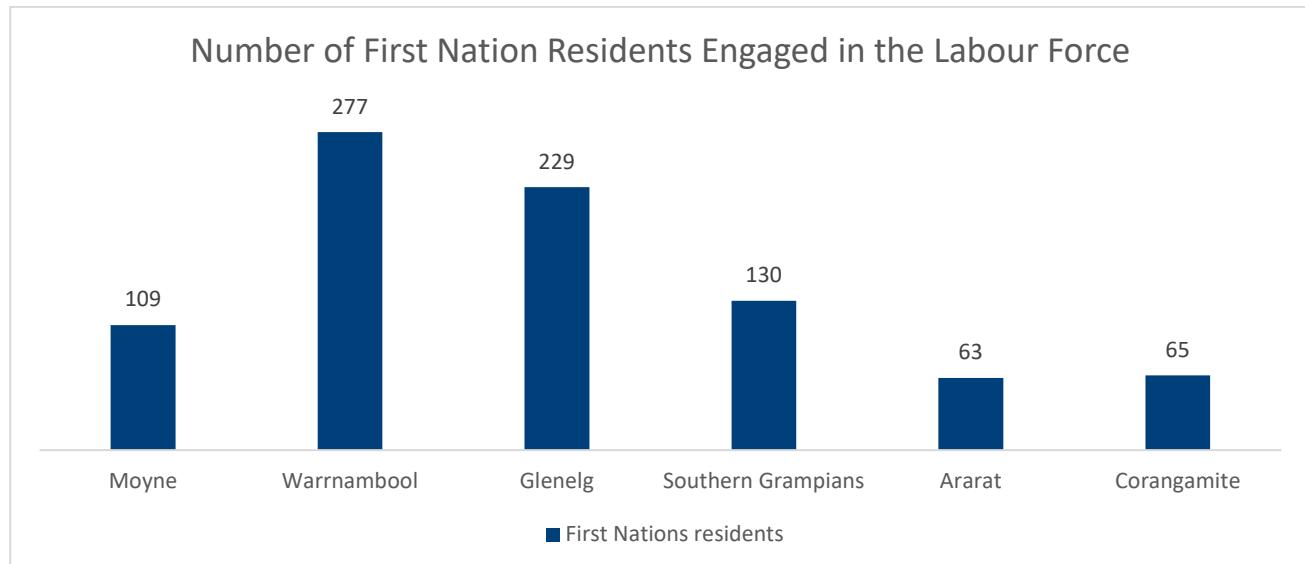


Figure 4.6 Number of First Nations Residents Engaged in the Labour Force

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

When considering relative unemployment rates between First Nations and non-Indigenous residential labour forces, the Study Area, and all LGAs, have a higher representation of First Nations residents who are unemployed and looking for work compared to non-Indigenous residents. Across the Study Area, unemployment rates amongst First Nations residents are nearly three times the rate of non-Indigenous residents, shown below in **Figure 4.7**. First Nations unemployment rates were highest in Glenelg (12.2%) and Warrnambool LGAs (10.8%). Corangamite LGA reportedly had 0 First Nations residents who were unemployed and looking for work.

Area of study for unemployed First Nations residents was considered across the Study Area.

Approximately 64.8% of unemployed First Nations residents did not have a non-school qualification (46 people). However, in some LGAs across the Study Area this represented 100% of unemployed First Nations residents. While 14.1% of unemployed First Nations residents had non-school qualifications in management and commerce, this only represented 10 people.



Figure 4.7 Relative Unemployment Rates for First Nations and Non-Indigenous Labour Forces

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

Across the Study Area, First Nations people generally participate in full-time work at a lower rate than non-Indigenous residents, as shown below in **Figure 4.8**. However, it is important to note that rates of engagement in full-time work for first Nations residents varied across LGAs, with some LGAs showing minimal differences between First Nations and non-Indigenous residents (such as Ararat, Moyne and Glenelg LGAs).

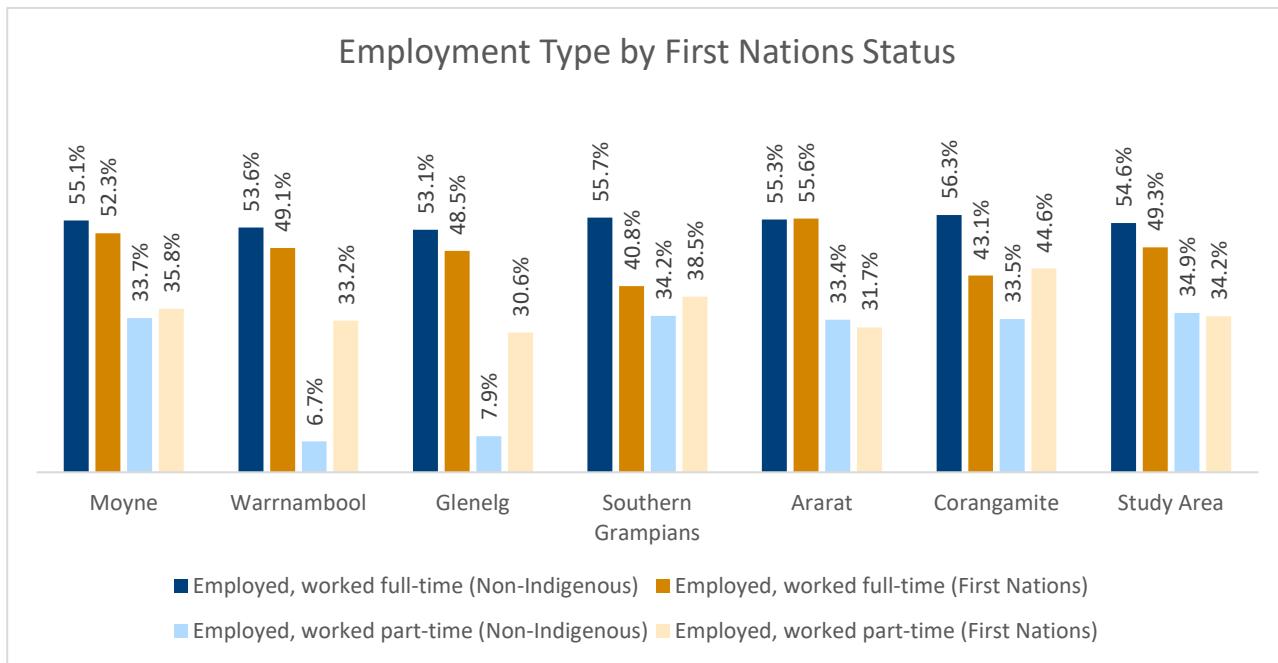


Figure 4.8 Employment Type by first Nations Status

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

4.2.2 Construction Industry Employment

In 2021, a total of 3,402 people were reportedly working in the construction industry across the Study Area. As shown in **Table 4.4** below, considerably more Warrnambool LGA residents work in construction than elsewhere across the Study Area (1,230) accounting for 36.2% of all construction jobs across the Study Area. Ararat LGA has the smallest construction workforce of 234 workers.

Table 4.4 Construction Industry Employment Across the Study Area

Moyne	Warrnambool	Glenelg	Southern Grampians	Ararat	Corangamite	Study Area
500	1,230	506	511	234	421	3,402

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

When considering inter-LGA worker migration for the construction industry across the Study Area, it is evident that very few workers from outside the Study Area travel into the Study Area for employment in the Construction Industry (approximately 6.3%). **Figure 4.9** below outlines Construction workforce migration by considering workers in the construction industry's place of work and usual residency. While LGAs such as Moyne Shire had a high representation of workers travelling to the LGA for work, these workers likely reside in other LGAs within the Study Area, considering the low inward migration of construction workers into the Study Area.

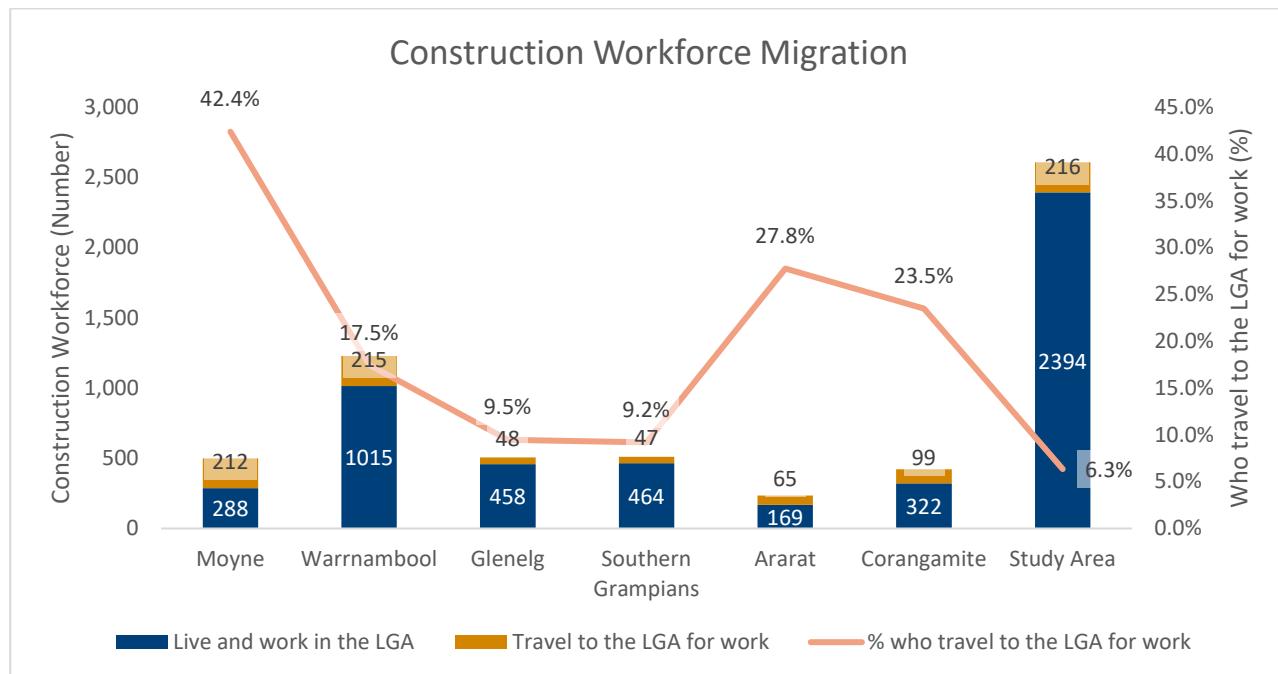


Figure 4.9 Construction Workforce Migration³

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021.

4.2.2.1 Representation of Women and First Nations Residents in Construction

While the representation of women in the labour force across the Study Area is comparable to men, there are significant fewer women employed in the construction industry.

³ Construction workforce migration has been limited to LGAs within Victoria.

Less than one in 10 construction workers are women across the Study Area, while all LGAs within the Study Area reflected high representation of men in the construction industry, ranging from 88.9% to 91.5%. This is shown below in **Figure 4.10**.

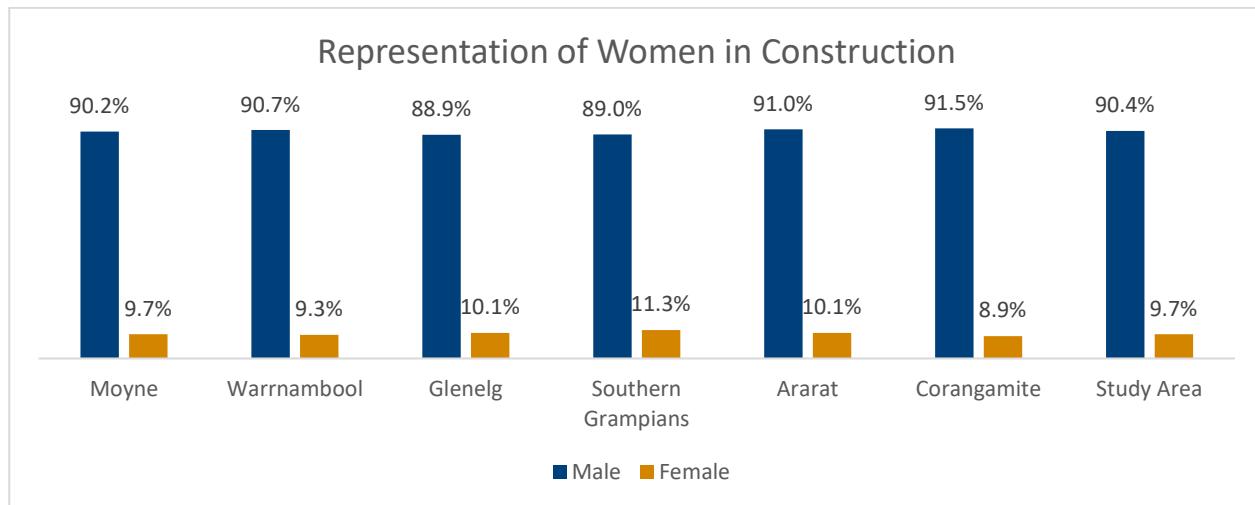


Figure 4.10 Representation of Women in Construction

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

Across the Study Area, a higher representation of First Nations residents are employed in the construction industry compared to non-indigenous residents (8.1% compared to 7.6% respectively). However, there are notably fewer First Nations residents employed in the construction industry compared to non-Indigenous residents (64 compared to 4,119), as shown below in **Table 4.5**.

Table 4.5 Representation of First Nations Residents in Construction

Study Area	Non-Indigenous	First Nations
Number of residents employed in construction	4,119	64
% of labour force employed in construction	7.6%	8.1%

Source: Australian Bureau of Statistics, TableBuilder Pro, 2021

4.3 Employment Opportunities and Challenges

While the Project workforce demand is expected to be relatively smaller compared to the labour pool of relevant LGAs, there are a range of factors that are expected to limit local employment opportunities for the Project. These include:

- There are **moderate rates of inward migration into Moyne Shire from across the Study Area for construction workers**, suggesting there is likely more demand for construction services than supply of local workers.
- When considering inter-LGA worker migration for the construction industry across the Study Area, it is evident that **very few workers from outside the Study Area travel into the Study Area for employment in the Construction Industry** (approximately 6.3%).
- There is a **low proportion of females employed in the construction** in the Study Area compared to males indicating likely barriers to entry in a male dominated workforce. This may be further exacerbated due to limited training opportunities in the Study Area.

- **Women across the Study Area are generally less engaged in the labour force** despite lower unemployment rates. This likely reflects a high proportion of women ‘away from work’ and a relatively smaller labour pool to locally procure from.
- There is a **very low number of First Nations residents employed in the construction industry** across the Study Area (64), reflecting a very small existing labour pool for local procurement.
- Unemployment rates varied across the Study Area, and **unemployment rates are below the Victorian unemployment rate of 5.0%**, indicating higher rates of employment.
- The Study Area is large in nature, with some townships and urban centres more than 1.5-hour drive, reducing the likelihood that residents living further away would choose to work on site.

Based on the information presented above, the Project may expect to experience the following local procurement opportunities and challenges as outlined in **Table 4.6**.

Table 4.6 Employment and Labour Opportunities and Challenges

Consideration	Opportunities	Challenges
Labour force	<ul style="list-style-type: none"> • The Study Area has a relatively large labour force. • There is a total of 1,773 residents within the Study Area who are unemployed and looking for work. • There is a total of 3,402 residents employed in the construction industry across the Study Area. • There are approximately 251 unemployed residents with potentially relevant non-school qualifications. 	<ul style="list-style-type: none"> • The distribution of residents employed in the construction industry are not evenly spread across the Study Area and are concentrated in the Warrnambool LGA. Warrnambool LGA is an adjacent LGA suggesting that much of the potential construction workforce reside a moderate (greater than 1 hour) drive from the Project site. • There are moderate rates of inward migration to the Study Area for construction workers.
Employment of women residing in Study Area	<ul style="list-style-type: none"> • 89 unemployed women have studied management and commerce and may have transferable skills for this Project. • Greater representation of women in the Project workforce supported by targeted training/upskilling programs, flexible work arrangements and hiring provisions, would provide tangible benefits for both the Project and the region. 	<ul style="list-style-type: none"> • Women across the Study Area proportionally have lower participation rates in the labour force despite lower unemployment rates. This likely reflects a high proportion of women ‘away from work’ and a relatively smaller labour pool. • Women’s participation rates in full time work are lower than men in the Study Area. • There are very few women employed in the construction industry, reflecting a very small existing labour pool.
Employment of First Nations people	<ul style="list-style-type: none"> • First Nations residents currently face significant disadvantage (see right). Therefore, achieving a minimum First Nations 	<ul style="list-style-type: none"> • 64.8% of unemployed First Nations residents in the Study Area did not have any non-school qualifications.

Consideration	Opportunities	Challenges
residing in Study Area	employment target as explored in Section 4.4.3 by providing specific training and upskilling opportunities (including leadership programs), hiring provisions and enabling a culturally aware workplace environment would create tangible benefits for the Project, First Nations workers and the future renewable energy workforce.	<ul style="list-style-type: none"> There are currently only 64 First Nations residents employed in the construction industry across the Study Area, reflecting a very small existing labour pool. First Nations residents are likely to experience greater rates of unemployment, reflecting likely challenges for First Nations people to enter and/or retain employment opportunities.

Source: Umwelt, 2024

4.4 Local Employment Target – Construction

This Strategy assumes that the local workforce for the Project would predominantly derive of residents from the six LGAs currently working in trades, as technicians or labourers, those working in the construction industry or those currently unemployed and looking for work. It is unlikely that a significant proportion of the workforce would be sourced locally from Moyne Shire given existing workforce constraints. Three local employment targets therefore have been considered:

- Base case (5%)
- Moderate (10%)
- Aspirational (20%).

The Base case scenario (5%) has been developed as the local employment target for the Project, equivalent to 18 FTEs during peak construction. While this is a conservatively low target, it recognises that a higher local employment target may result in skills drain from other key industries or create additional strain on the existing construction industry. Higher local employment targets should utilise support, education and/or upskilling programs to avoid impacting other industries and/or the construction industry.

Table 4.7 provides potential local employment targets that can be applied to the construction workforce.

Table 4.7 Local Employment Targets

Scenarios	Local Employment Targets	Total Local Employment	% of total unemployed ^{3F} ⁴	% of total construction industry ^{4F} ⁵	Total Incoming Workforce
Base case	5%	18	1.0%	0.5%	342
Moderate	10%	36	2.0%	1.1%	324
Aspirational	20%	72	4.1%	2.1%	288

Source: (Umwelt, 2024); Proposed construction workforce of 360 FTEs during peak construction period

⁴ Proportion of local employment target scenario of the total number of people unemployed in the social locality

⁵ Proportion of local employment target scenario of the total number of people employed in the construction industry in the social locality.

It should be noted that the peak construction workforce number (360) has been used in **Table 4.7** calculations to represent the peak workforce scenario.

4.4.1 Reaching a Base Employment Target

To achieve the Base case (5%) local employment target, the following activities would need to be undertaken:

- **Establish and maintain an Expression of Interest (EOI) register** for workers and contractors in the local area while in the Project planning and development phase (pre-construction).
- **Establish and use local networks to promote employment opportunities:** Collaborate with employment stakeholders and promote employment opportunities through local media sources including social media
- **Commercially incentivize the EPC Contractor to meet and exceed employment**, workforce development and procurement targets (both of local and underrepresented groups) including utilisation of the EOI as a primary source of workforce recruitment and contract procurement.

4.4.2 Reaching a Moderate or Aspirational Employment Target

To increase local employment outcomes for the Project beyond the Base case scenario of 5%, combinations of the below measures would need to be resourced, funded and implemented to reach the Moderate (10%) and Aspirational (20%) scenarios:

- **Workforce readiness:** Work with local industry and employment stakeholders (such as the Asia Pacific Renewable Energy Training Centre (APRETC) and RDV) to understand workforce readiness in the local area. This may include face-to-face 'business engagement sessions' with local and regional businesses. For underrepresented workforce groups, such as women and First Nations, as well as those who have relevant workplace skills but may lack the technology skills associated with online job seeking and resume preparation, specific outreach programs could enable higher and more equitable Project participation.
- **Provide transport to the site:** Provide a shuttle bus service from key population centres to the site. It is expected that this would assist local residents to engage in employment opportunities who otherwise would not be able to reach site. This would also benefit the Project and potential community safety impacts associated with fatigue.
- **Establish and use local networks to promote employment opportunities:** Collaborate with employment stakeholders and promote employment opportunities through local media sources including social media.
- **Partner to provide local training:** Facilitate opportunities for reskilling or upskilling local workforces during the planning phase and beyond to meet Project needs by partnering with service providers, education providers and procurement stakeholders. Identify relevant training programs and provide traineeship opportunities. Include training opportunities that are tailored for women and First Nations people. Consideration should be given to APRETC as a potential partner. APRETC is a Federation University unit with centres in Ballarat and Gippsland which aims to equip/upskill the workforce with training and education relevant to wind energy.

- **Legacy Planning:** Targeted meaningful training opportunities for unemployed local First Nations people. Provide clear pathways for these workers to become qualified and develop (on-the-job) the required skillsets to be in supervisory and/or leadership positions for their next project.
- **Local Employment and Procurement Officer:** A dedicated Project Officer who facilitates relationships with local workforces and provides information on Project related opportunities.

4.4.3 Local Employment Target – Operation

During discussions with Moyne Shire, the importance of long-term local employment was highlighted.

During the operational phase of the Project a smaller workforce of 26.8 FTEs would be required. Considering the relatively small workforce requirement and long-term nature of operational jobs, it is recommended that the operational workforce be completely sourced from the Study Area (100% local employment target). Upskilling and training of local employees for operational roles should commence around the start of construction. This would ensure that there would be ‘job ready’ residents to engage. It is also important to note that the employment of women and First Nations residents would require specific engagement approaches and tailored training opportunities.

Considering the low number of First Nations people and women employed in the construction industry across the Study Area, recruitment for the operational roles should have a focus on employing and upskilling these two under-represented groups within the industry. Within the 100% local employment target, it is recommended that 50% of employees be women (13.4 FTEs) and 33% First Nations residents (8.8 FTEs), as shown below in **Table 4.8**. The employment targets for First Nations residents and women are not mutually exclusive.

Table 4.8 Operational Local Employment Targets

Target Metrics	Local Employment	First Nations Residents	Women
Procurement target	100%	33%	50%
Number	26.8	8.8	13.4

Source: (Umwelt, 2024)

Flexible work arrangements for local staff should be an option to assist in supporting women and other underrepresented groups to participate in long term employment with the Project.

4.5 Local and First Nations Procurement

During discussions with Moyne Shire Council, economic development in the form of local procurement and worker expenditure in the impacted communities was noted as highly important for local communities. Enhancing First Nations economic participation is an aspiration of Federal, State and Local Governments. While the AES does not provide specific local procurement targets, the proponent seeks to maximise local procurement opportunities for local and First Nations businesses and commercially incentivise the EPC contractor accordingly.

Commitments to support local procurement include:

- **Operate an EOI Register for local and First Nations businesses and service providers:** This includes establishment and maintenance of relationships with registered interested businesses and service providers in the local area.
- **Inform the local and First Nations business community of Project related opportunities:** Providing open tenders which are advertised through community groups or local Facebook pages.
- **Local and First Nations procurement preferences:** Incorporate additional weighting in tenders and EOIs to prioritise procurement from local and First Nations companies.

Specific strategies to support First Nations Procurement are listed below in **Figure 4.11**.

Procurement and Tendering Processes	Contractor Prequalification	Supporting First Nations Businesses to Grow	Identify and Communicate Potential Opportunities
<ul style="list-style-type: none"> Additional weighting and/or ring-fencing for tenders and EOIs from local First Nations companies Provisions for supporting services such as fencing, cleaning, land management etc. Integrated approach with directories such as Supply Nation as well as Eastern Maar RAP and local businesses to ensure First Nations suppliers are job-ready Appropriate feedback to unsuccessful tenders Suppliers Forums providing information on doing business with the applicant / EPC contractor Preferential weighting of all contracts who meaningfully include Indigenous engagement Centralised point of contact with 1800 telephone number and dedicated email address Use of contract templates Business Tender information sheet Centralised supplier database with \$50,000 sole sourcing level e-Procurement tool modified to include tender opportunity 	<ul style="list-style-type: none"> Facilitate access to consultants Training workshops on prequalification components Financial awareness and literacy training Safety Coach program Information sessions Prequalification Tool Kit Safety culture site visits 	<ul style="list-style-type: none"> Support third party workshops Business opportunity for each Traditional Owner group Leverage top 5 suppliers to increase First Nations engagement Structured supplier performance management Tendering Forum with detailed steps Onboarding school for new contractors Micro-financing partnerships Practical business information for startups Business incubation scholarships 	<ul style="list-style-type: none"> Local Supplier Forums to connect and network First Nations suppliers Invite to tender for specific contract opportunities Turnkey business templates for environmental-related work on Country Identify goods and services that could be supplied locally

Figure 4.11 Strategies and Resources to Support Local First Nations Economic Participation

Source: Umwelt (2024)

The strategies outlined above in **Figure 4.11** have been employed in various other real-world scenarios and have led to significant increases in meaningful opportunities for First Nations people.

4.6 Monitoring and Evaluation

The following section provides a practical approach for how construction and operation local employment targets could be met through management measures, while also prioritising procurement of local businesses and services. The below material explores five key aspects of proposed management measures. These are:

- **The measure:** outlining the proposed measure and how it would improve local employment and/or procurement of local services and businesses.
- **Timing:** stipulates when management measures should be implemented to be most effective.
- **Responsibility:** who is responsible for the delivery and recording of management measures.
- **Documented:** how the design and delivery of management measures would be documented.
- **Key Performance Indicators (KPIs):** how successful design and implementation of management would be determined.

The management measures have been grouped by construction phase, with **Table 4.9** focusing on the construction phase and **Table 4.10** focusing on the operational phase. It is important to note that some management measures are relevant to more than one phase and/or scenario.

Table 4.9 Construction Local Employment and Procurement Management Measures

Measure	Timing	Responsibility	Documentation	KPI
Base case (5%) Local Employment Target				
Operate an EOI Register for local employees. This includes establishment and maintenance of relationships with registered workers in the local area. This includes promoting local employment opportunities.	Pre-Construction Construction	Proponent and EPC Contractor	Register established on the Project website	Establishment and maintenance of the register
Commercially incentivizing the EPC Contractor to meet targets	Pre-Construction	Proponent and EPC Contractor	Procurement contract	Number of local workers engaged in the project
Flexible work arrangements. Where appropriate, the option for flexible work arrangements should be made available to better support women and underrepresented groups. Also relevant for the Project's operational period.	Pre-Construction Construction	Proponent and EPC Contractor	This strategy	Flexible work arrangements are made available, accessible and communicated
Moderate (10%) and Aspirational (20%) Local Employment Targets				
Workforce readiness Work with local employment stakeholders to understand workforce readiness in the local area. Face-to-face business engagement sessions This may include engaging harder to reach groups who have relevant skills but may lack the technology skills associated with online job seeking and resume preparation.	Pre-Construction	Proponent and EPC Contractor	Engagement records	Number of local employees
Provide transport to the site Deliver a shuttle bus service from key population centres to the site. It is expected that this would assist local residents to engage in employment opportunities who otherwise would not be able to reach site.	Construction	EPC Contractor	Contractor TMP	Delivery of shuttle bus service

Measure	Timing	Responsibility	Documentation	KPI
Establish and use local networks to promote employment opportunities. Collaborate with employment stakeholders. Promote employment opportunities through local media sources including social media.	Pre-Construction	Proponent and EPC Contractor	Contractor records	Promotion of EOI through stakeholder communication channels Number of people/businesses who have expressed interest
Provide local training opportunities. Targeted training opportunities for reskilling or upskilling local workforces. Work with local service providers, education providers and employment stakeholders. Provide traineeship opportunities. Targeted female and First Nations training opportunities	Pre-Construction Construction	Proponent and EPC Contractor	This strategy	Number of female employees Number of traineeships Number of workers which have undertaken reskilling or upskilling
Local Employment and Procurement Officer A dedicated project member located within the local community who facilitates relationships with local workforces and provides information on Project related opportunities.	Pre-Construction Construction	Proponent and EPC Contractor	This strategy	Employment and appointment of Local Employment and Procurement Officer
Local Procurement of Business and Services				
Operate an EOI Register for local businesses and service providers. This includes establishment and maintenance of relationships with registered interested businesses and service providers in the local area.	Pre-Construction Construction	Proponent and EPC Contractor	Register established on the Project website	Establishment and maintenance of the register
Inform the local community and local business community of Project related opportunities. Providing open tenders which are advertised through community groups or local Facebook pages	Pre-Construction	Proponent and EPC Contractor	Newsletters and Project website	Promotion of EOI through stakeholder communication channels Number of local businesses who have expressed interest

Measure	Timing	Responsibility	Documentation	KPI
Local procurement preferences Incorporate additional weighting in tenders and EOIs to prioritise procurement from local companies.	Pre-Construction	Proponent and EPC Contractor	Tender documents	Number of local businesses engaged in the project
Local procurement preferences for local First Nations Businesses Incorporate additional weighting as well as ring-fencing in tenders and EOIs to prioritise procurement from local First Nation companies.	Pre-Construction	Proponent and EPC Contractor	Tender documents	Number of local First Nations businesses engaged in the Project
Invitation to tender for specific local and First Nations contract opportunities. Lowering the barriers to access for First Nations suppliers would boost uptake and simplify applications process.	Pre-Construction	Proponent and EPC Contractor	Tender documents	Proportion and/or number of First Nations businesses engaged in the Project
Communication initiatives for First Nations suppliers Including appropriate feedback for unsuccessful tenders, Suppliers Forums, central point of contact with dedicated telephone and email line, use of templates, and prequalification toolkit.	Pre-Construction	Proponent and EPC Contractor	Project website Suppliers Forum	Checklist of measures implemented and documented, usage monitoring`
Supporting First Nations businesses to grow Providing support for First Nations businesses to increase capacity and capability of suppliers, including initiatives such as third-party workshops, performance management programs, tendering fora, micro-financing etc.	Pre-Construction Construction	Proponent and EPC Contractor	Project website Newsletter Financial records	Promotion of initiatives through communication channels
Local Employment and Procurement Officer	Pre-Construction Construction	Proponent and EPC Contractor	This strategy	Employment and appointment of Local Employment and Procurement Officer

Source: Umwelt, 2024

Table 4.10 Operational Local Employment Management Measures

Measure	Timing	Responsibility	Documented	KPI
Local Employment – Operation				
Local Employment and Procurement Officer A dedicated project officers who facilitates relationships with local workforces, specifically women and First Nations people, and provides information on Project related opportunities. The Local Employment and Procurement Officer would also be responsible for on-going and meaningful engagement with key stakeholders and play an important role in establishing the training and upskilling programs.	Pre-Construction	Proponent	This strategy	Employment and appointment of Local Employment and Procurement Officer
Engagement with Key Stakeholders The Local Employment and Procurement Office would engage with key stakeholder groups such as Council, First Nations groups, local employment services and education providers to understand the key challenges and opportunities facing First Nations residents and women in the Study Area. These experiences would need to be front and centre in the design and delivery of training and upskilling programs.	Construction	Proponent	Engagement record	Engagement with relevant key stakeholder groups Evidence of key recommendations for training and upskilling programs from key stakeholder groups
Tailored and culturally appropriate training and upskilling programs For training and upskilling programs targeted at First Nations people and women to be effective, they need to be tailored to the needs of these residents. Training and upskilling programs should be delivered in conjunction with key stakeholders and local training providers.	Pre-Construction Construction	Proponent		Number of First Nations people and women participating in training and upskilling programs. Completion of training and upskilling prior to operation.
Integration of stakeholders and programs for First Nations employment Working with Indigenous organisations such as the Eastern Maar RAP as well as Giraiwurung, Gunditjmara and Djabwurung Traditional Owners to promote and support employment and training opportunities.	Construction Operation	Proponent	Engagement record	Number of First Nations people participating in training programs and employed on the Project.

Source: Umwelt, 2024

5.0 Accommodation Strategy

5.1 Purpose and Objectives

The main objective of the Accommodation Strategy for the Project is to outline measures to ensure that there is sufficient accommodation available for the construction phase of the Project, while managing and minimizing the potential impacts of the workforce influx on the local community.

This Accommodation Strategy identifies the following:

- Key accommodation challenges or constraints for the Project
- The preferred and most appropriate workforce accommodation options
- Additional measures that would be employed to ensure sufficient accommodation
- A framework and strategies for monitoring and responding to the workforce accommodation needs for the Project.

The Accommodation Strategy has been developed to achieve the following objectives:

- Avoid or reduce any upward pressure on housing prices, rental costs and demand that may result from the Project's activities
- Avoid or reduce any secondary social and/or economic impacts
- Enhance opportunities to bring social and/or economic benefits
- Monitor and adjust the Accommodation Strategy throughout the Project's development planning and construction in response to workforce needs, impacts on the community and stakeholder feedback.

The Accommodation Strategy has utilised the following assumptions to inform the Strategy:

- There is 61.0% occupancy rate of short-term accommodation (hotel, motel, caravan, camping and holiday park rooms run by commercial operators), based upon current performance (source: engagement with accommodation providers within LGAs in a 1-hour drive)
- There is 49.5% average occupancy rate of Airbnb properties, based on current data in December 2024 across the LGAs of Moyne, Warrnambool, Glenelg, Southern Grampians, Ararat and Corangamite (the Study Area).
- A maximum of 30% of the total available rooms of short-term accommodation may be available to construction workers from the Project, given the volume of the concurrent project and other transient workforces in the area.
- On average Airbnb properties have two rooms per home. A multiplier has been added to adequately assess the rooms available.
- Private rental options have not been considered due to extremely low rental vacancy rates across the Study Area.

5.2 Accommodation and Housing Context

5.2.1 Traditional Short Term Rental Accommodation Providers

Accommodation providers refer to traditional accommodation providers such as hotels, motels, inns holiday parks and caravan parks. Two key metrics have been considered geographically; these are supply (number of rooms) and availability.

5.2.1.1 Supply

The following figures provide a snapshot of short-term accommodation providers available in the Study Area. As illustrated in **Figure 5.1** and **Figure 5.2**, there is a significant disparity between the number of available *rooms* and the number of available *beds*. According to **Figure 5.1**, there are 5,064 beds within a one-hour drive of the Project site, but only 1,306 separate rooms. This averages out as approximately 3.9 beds per room for short-term accommodation within one hour's drive. This relatively high number may be explained by the largest accommodation providers being holiday/caravan parks, whose cabins often contain 4–6 beds or more (NRMA, 2024). For the purposes of this AES, rooms are considered a more important measure of accommodation availability for construction workforces. This is because shared rooms are unlikely to be a realistic solution for housing a temporary workforce.

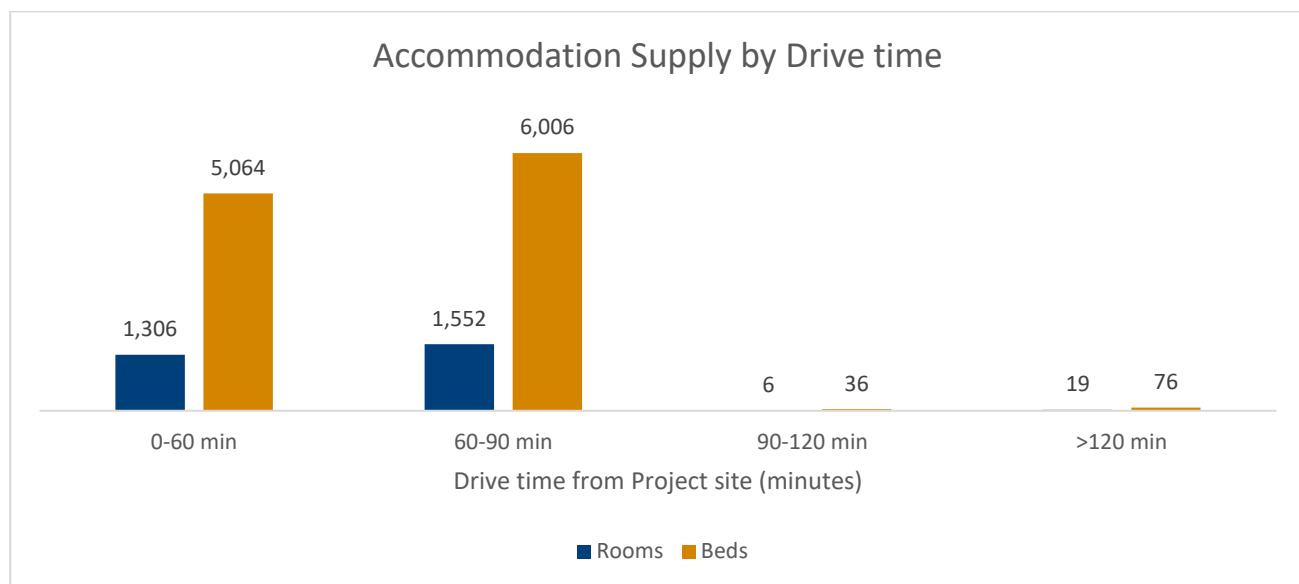


Figure 5.1 Accommodation Providers by Drive Time from Project Site

Source: Data Vic (2024).

Engagement with accommodation providers revealed that a number of motels and caravan park operators have had considerable experience hosting temporary construction workforces, especially for recent wind farm projects. One caravan park operator has been hosting temporary workforces since the construction of Yambuk Wind Farm (i.e. approximately twenty years). Thus, many short-term accommodation providers in the region are familiar and well-equipped to cater to temporary construction workforces.

As seen in **Figure 5.2**, Warrnambool LGA has both the highest number of short-term accommodation rooms and beds.

This may be explained by the fact that it is a regional city with a high population compared to the LGAs across the Study Area (ABS, 2021). In addition, Warrnambool is a popular stop on the Great Ocean Road and a significant tourism hotspot (Visit Victoria, 2024). Although Glenelg has a high number of accommodation providers, none are within a one-hour drive of the Project site (see **Figure 1.1**). The Project host LGA, Moyne, has the second-highest supply in the Study Area.

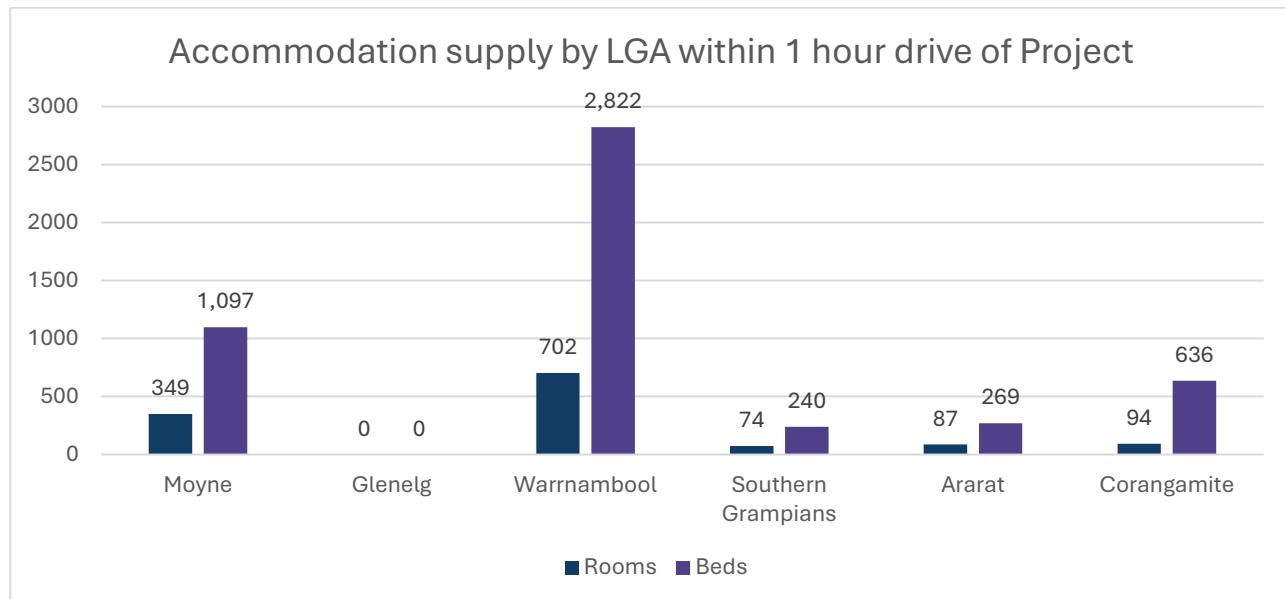


Figure 5.2 Traditional Short-term Accommodation Providers by LGA

Source: Data Vic (2024).

5.2.1.2 Availability

Engagement outcomes with traditional accommodation providers across the Study Area showed that occupancy in the region is generally high. From telephone interviews (n=10) and survey questionnaires (n=13) conducted in the week commencing 9/12/24, the average approximate occupancy rate for the previous 12 months was 66%. However, this figure varies considerably both between providers and depending on the time of year. Some providers had an average approximate occupancy rate below 50%, and as low as 30%, while others were booked out year-round (100%) as shown in **Figure 5.3** below.

Average approximate occupancy of large accommodation providers in Study Area LGAs within 1 hour drive of Project site

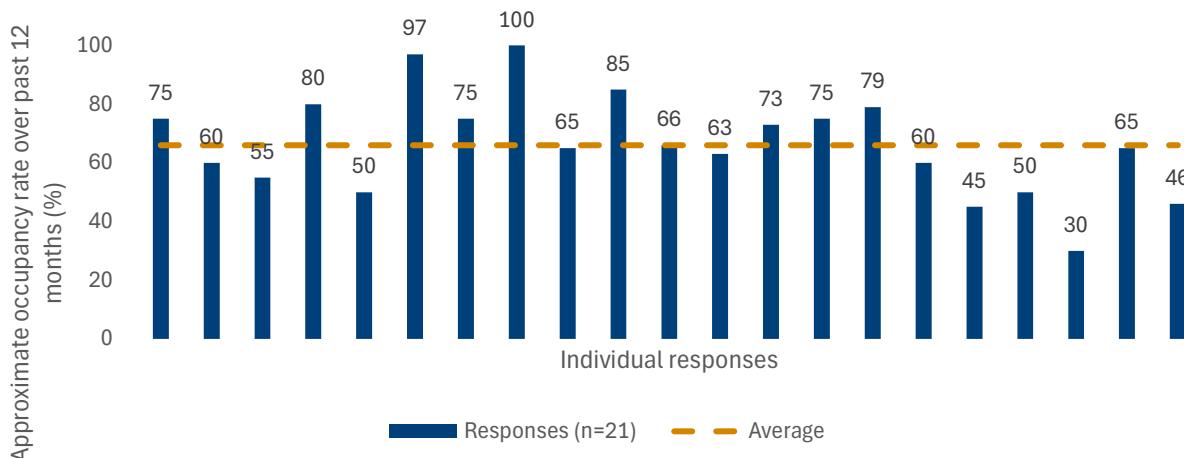


Figure 5.3 Occupancy Rates of Large Traditional Short-Term Accommodation Providers in Study Area LGAs within 1-hour Drive of Project site Study Area

Source: Umwelt (2024).

According to engagement with accommodation providers in the Study Area, the largest factor in occupancy rate is time of year. Several providers noted that the period from December to May each year is extremely busy with high demand for short-term accommodation. This is due to the summer months being a popular holiday period, as well as school holidays (December–January), and a slew of festivals and events in the region including New Year's celebrations, Australia Day motorsports events, the jazz festival in February and folk festival in March, Easter and the May Racing Carnival (horse racing event). However, outside of this peak period (especially during winter), providers noted that demand was generally much lower. A number of motel and caravan park operators commented on the higher-than-expected demand during winter in 2024, with several attributing this fact to a higher incidence of homelessness and housing precarity during the recent cost of living crisis, rather than a spike in winter tourism.

This trend is backed up by quantitative data from Airbnb, which is explored in **Section 5.2.2**.

In summary, while it may appear that there is a high volume of traditional short term rental accommodation rooms within the Study Area, they are already largely occupied by tourists for much of the year. If the Project were to utilise these accommodations, it would have likely have significant adverse impacts on tourism; in particular over the school holidays and during festivals and events.

5.2.2 Non-Traditional Short Term Rental Accommodation Providers

Non-Traditional Short Term Accommodation Providers such as Airbnb is another potential avenue for short-term accommodation provision for temporary construction workforces. A review of Airbnb data collator AirDNA indicated for the 12-month period to December 2024, there were on average 585 listings on Airbnb in the Moyne LGA⁶ with 257 of these booked at any given time on average (AirDNA, 2024). Results for other LGAs within the Study Area can be seen in **Table 5.1** and **Figure 5.4**.

⁶ Airbnb listings for the purposes of this AES refer to both categories of 'Entire Place' and 'Private Room', but not 'Shared Room'.

Table 5.1 Airbnb Availability within Study Area

LGA	Total supply	Booked ⁶ ⁷	Availability rate
Moyne	585	257	56.1%
Glenelg	262	125	52.3%
Warrnambool	431	248	42.5%
Southern Grampians	140	74	47.1%
Ararat	112	68	39.3%
Corangamite	289	129	55.4%
Study Area	1,819	901	50.5%

Source: AirDNA (2024).

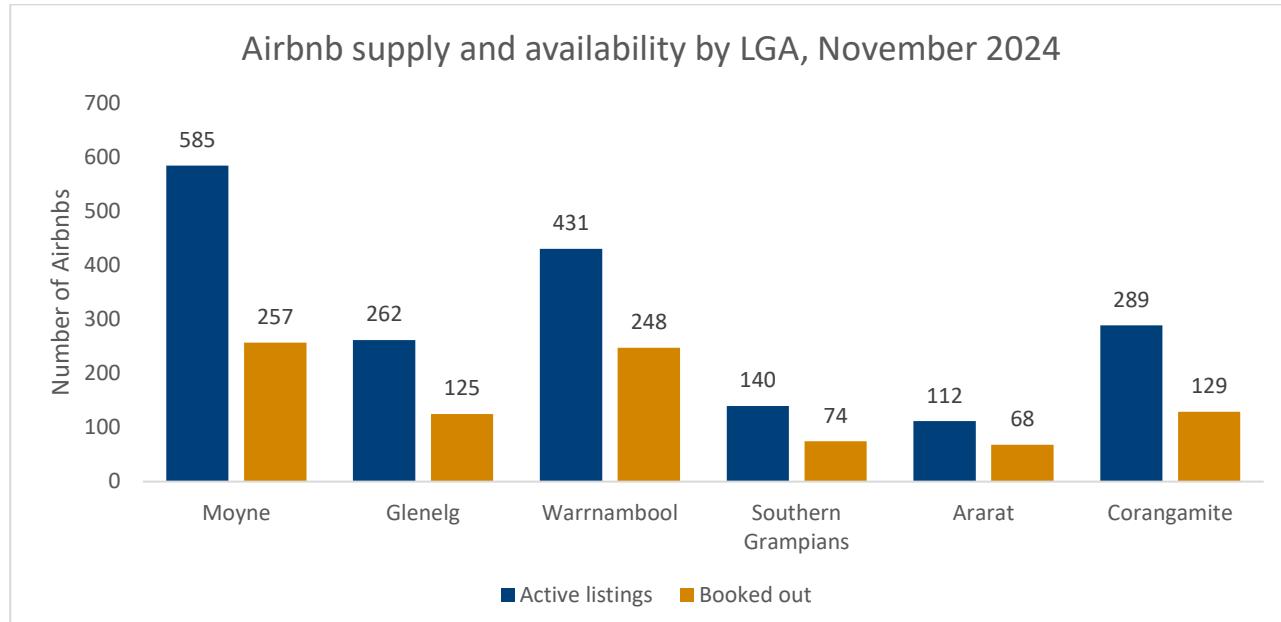


Figure 5.4 Airbnb Supply and Availability by LGA

Source: AirDNA (2024).

As shown in **Figure 5.4**, Moyne LGA has the highest number of listings on Airbnb in the Study Area. Several factors can be attributed to this. Firstly, the LGA is relatively large compared to some of the other LGAs in the Study Area (ABS, 2024). It is also home to the popular tourist town of Port Fairy, which a review of AirDNA spatial data shows has a high concentration of Airbnb listings (AirDNA, 2024). Moyne LGA has other popular tourist hotspots, such as sections of the Great Ocean Road as well as inland towns like Koroit, Woolsthorpe and Macarthur (AirDNA, 2024; Moyne Shire Council, 2024). Notably, there are very few Airbnb listings in the vicinity of Hexham, near the Project site.

⁷ Using extrapolated data based on Occupancy Rate as nominated by AirDNA.

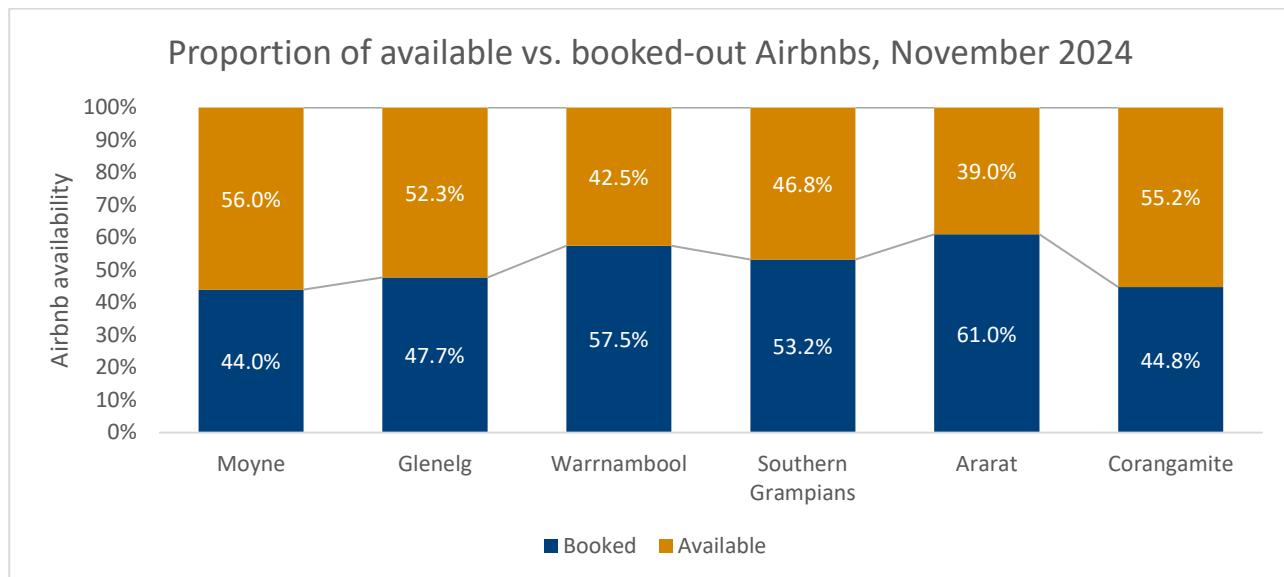


Figure 5.5 Occupancy Rate for Airbnbs by LGA

Source: Umwelt (2024); AirDNA (2024).

The Project host LGA, Moyne, has the highest proportion of available Airbnb listings, while Ararat has the lowest. As of 7 December 2024, no more than 61% of listings were booked in any given LGA within the Study Area. This is pre-school holidays.

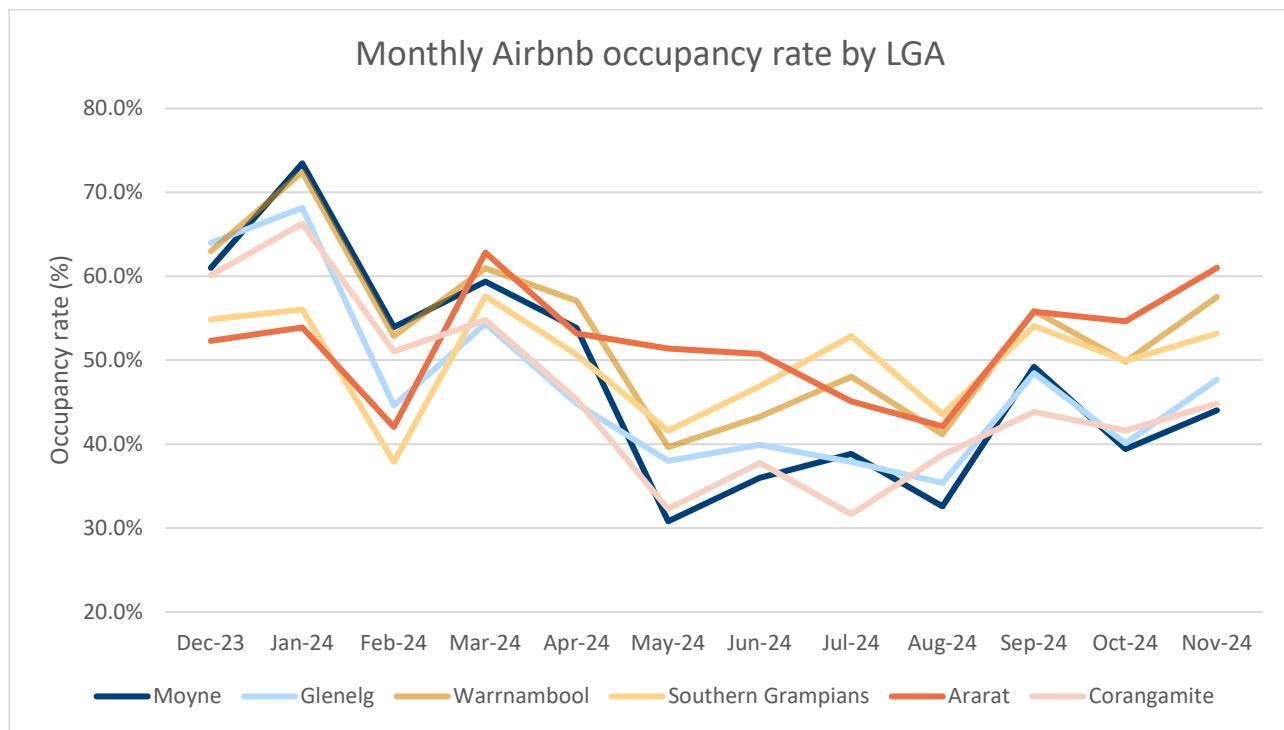


Figure 5.6 Monthly Occupancy Rates for Airbnbs in 12-month Period to November 2024 by LGA

Source: AirDNA (2024).

From **Figure 5.6** it is apparent that within the 12-month period to November 2024, occupancy for all LGAs except Southern Grampians and Ararat peaked in January 2024 before declining, with a generally smaller peak in March.

January is a popular month for holidaying in Australia due to the summer climate, School Holidays and New Year period (Tourism Australia, n.d.). Occupancy rates are increasing across the board towards the end of 2024, but not to the same extent as the same time in 2023 for Moyne, Glenelg and Corangamite LGAs. Conversely, Southern Grampians and Ararat LGAs have seen higher occupancy rates towards the end of 2024 than the same time last year. On a regional level, this is seen as somewhat of a shift in tourism from the Surf Coast region to the Grampians region.

Airbnb encourages its providers to utilise dynamic pricing also known as a demand tariff i.e. when demand is high, the rates are higher, than when demand is low. As referenced in the cumulative impact section (2.0), 2026 is forecast to be a particularly busy time for major project construction, especially from April onwards, with a workforce in the order of 1,200 potentially required to service the concurrent major projects in an 80 km radius from the Project site.

Further, the documented use of ‘dynamic pricing’ models would likely drive up prices due to the demand generated by incoming workforce (Gibbs, Guttentag, Gretzel, & Yao, 2017). This has the potential for serious flow-on effects for tourism and the local housing market as more residential homeowners choose to convert their housing into Airbnb accommodation due to the inflated prices. Ultimately, the consequence of these inflationary effects are such that any workforce accommodation strategies should not *primarily* rely on Airbnb to meet demand.

5.2.3 Total Short Term Rental Accommodation Providers

When combining traditional and non-traditional short term rental accommodation data as explored in **Section 5.2.17F**⁸, there are approximately 3,125 short-term accommodation rooms across the 6 LGAs of the Study Area within one hour drive from the Project site, as shown in **Table 5.2**. 41.8% of all short-term accommodation rooms are traditional short-term accommodation providers, while Airbnb accounts for 58.2% of short-term accommodation rooms. It is therefore estimated that there are approximately 3,125 private rooms listed for short-term stays in the Study Area^{9F}⁹. This does not consider availability.

Table 5.2 Total Accommodation Providers

LGA	Traditional short-term accommodation providers (Rooms)	Airbnbs	Total no. rooms	Distribution across Study Area
Moyne	349	585	934	29.9%
Glenelg	0	262	262	8.4%
Warrnambool	702	431	1,133	36.3%
Southern Grampians	74	140	214	6.8%
Ararat	87	112	199	6.4%
Corangamite	94	289	383	12.3%
Study Area (total)	1,306	1,819	3,125	100.0%^{9F}¹⁰

Source: Data Vic (2024); AirDNA (2024)

⁸ Added to ‘Rooms’, not ‘Beds’.

⁹ Note that this figure does not consider real-time availability – it is the total number of rooms regardless of capacity and current bookings.

¹⁰ Due to percentages being rounded to one decimal place, there is a slight discrepancy in the total (100.1%). The true values add to 100.0%.

5.3 Housing

5.3.1 Rental Housing

Table 5.3 examines rental vacancy rates by LGA within the Study Area. As shown, vacancy rates within the Study Area are extremely low, especially in the Project host LGA of Moyne. The Victorian and Australian vacancy rates are displayed for comparison. Both are relatively low, but still higher than those of the Study Area. The implications of this data for the Project are that traditional market rentals will likely comprise a minor component of the workforce accommodation makeup compared to short-term accommodation types.

Table 5.3 Rental Vacancy Rates

LGA	Rental vacancy rate
Moyne	0.16%
Glenelg	0.28%
Warrnambool	0.51%
Southern Grampians	0.25%
Ararat	0.49%
Corangamite	0.28%
Study Area (average)	0.33%
Victoria	0.98%
Australia	1.20%

Source: Real Estate Investar (2024); PropertyUpdate (2024).

Figure 5.7 and **Figure 5.8** provide an indication of both rental demand and cost for the past five years in the Study Area. According to Data Vic (2024), “median weekly rent is based on all new rental lettings for the quarter.” Similarly, rental supply is also defined as the number of new lettings becoming available on the market per quarter (Data Vic, 2024; Homes Victoria, 2024).

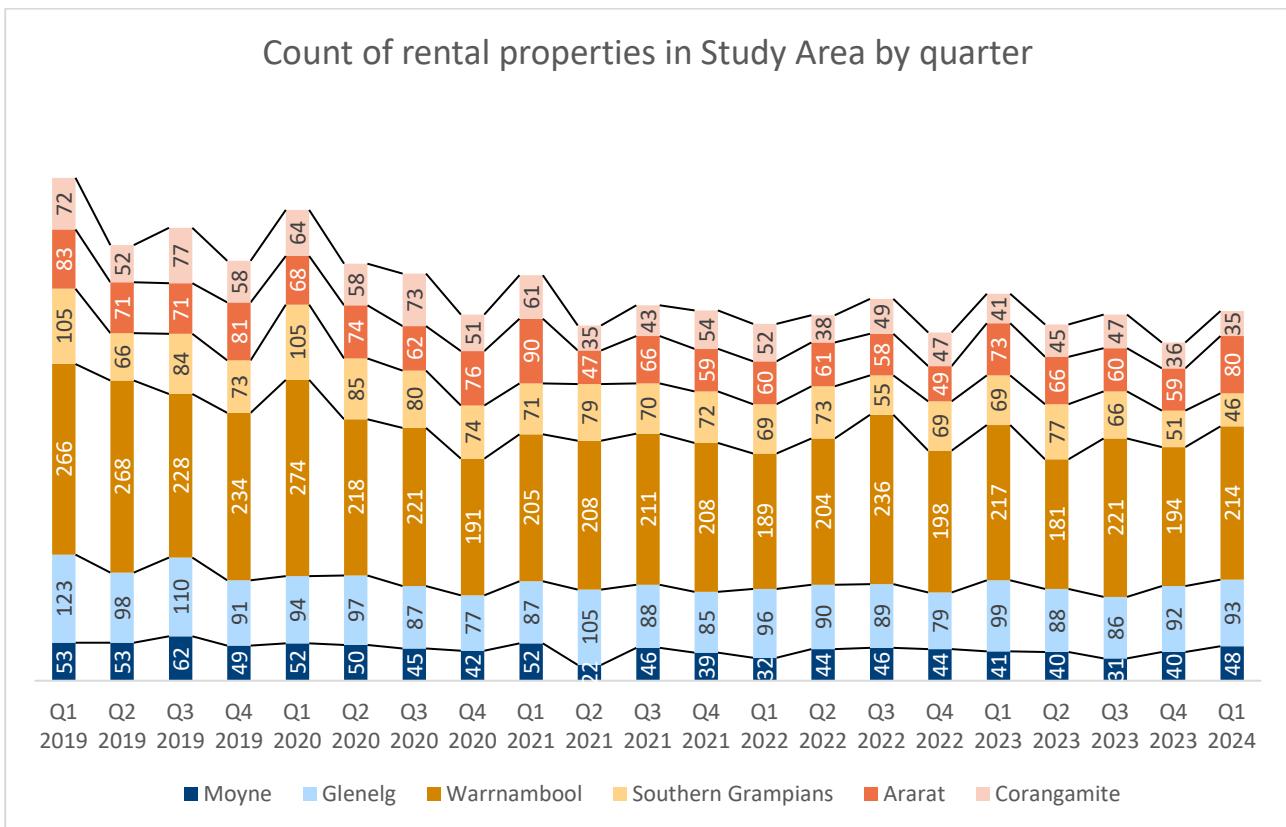


Figure 5.7 Rental Supply Over Time by LGA

Source: Data Vic (2024).

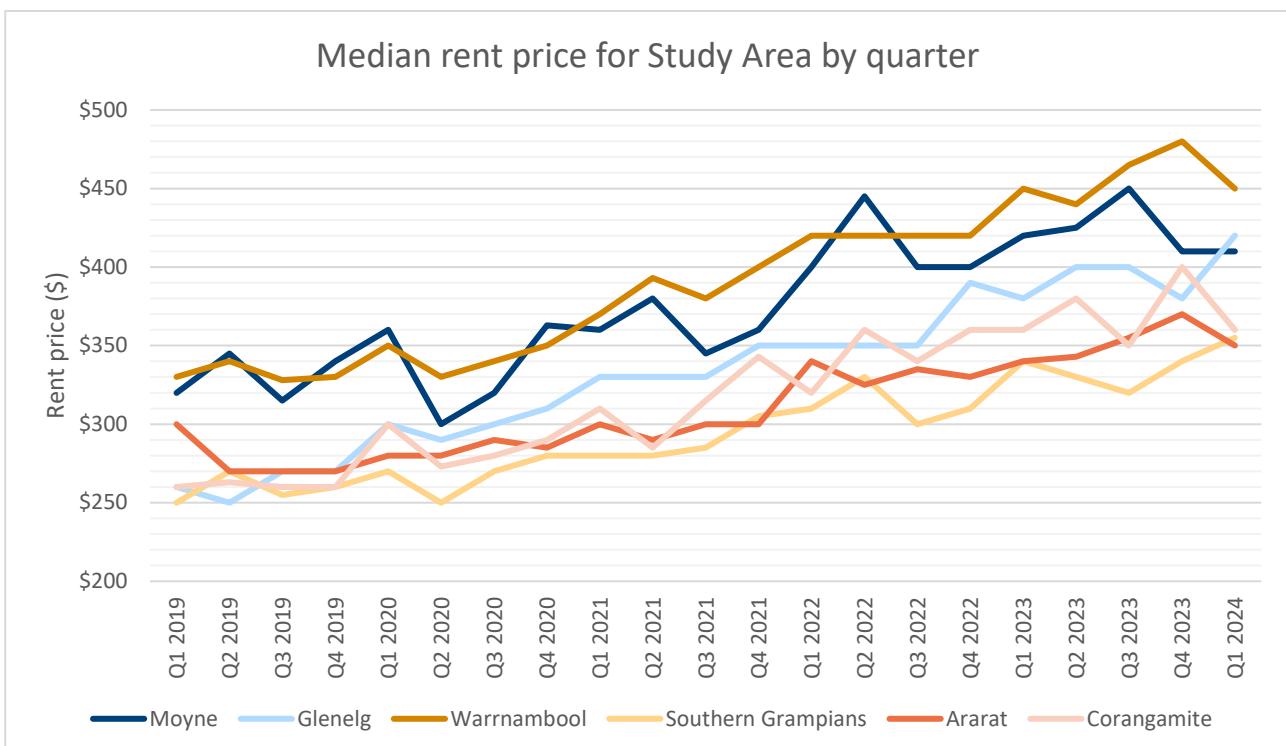


Figure 5.8 Median Rent Price Over Time by LGA

Source: Data Vic (2024).

Combined, the above data indicates an issue in supply and demand for market rentals in the Study Area. There is a trend toward fewer new rental lettings across the Study Area, while median weekly rent cost has increased across the board. Cross-referencing against the State, a similar trend is apparent, although interestingly, regional Victoria has been facing a larger increase in rent prices proportionally than metropolitan Victoria (Homes Victoria, 2024). Only Moyne and Ararat LGAs were relatively unchanged in terms of rental supply between 2019 and 2024, but all LGAs faced significant price increases. Supply and price data over the five-year study period are summarised in **Table 5.4** below.

Table 5.4 Market Rental Supply and Price Data for Study Area 2019-24

LGA	Moyne	Glenelg	Warrnambool	Southern Grampians	Ararat	Corangamite
Supply (new rental lettings)						
Q1 2019	53	123	266	105	83	72
Q1 2020	52	94	274	105	68	64
Q1 2021	52	87	205	71	90	61
Q1 2022	32	96	189	69	60	52
Q1 2023	41	99	217	69	73	41
Q1 2024	48	93	214	46	80	35
Average annual change	-4.0%	-4.7%	-3.3%	-13.6%	2.5%	-13.3%
Five year change	-9.4%	-24.4%	-19.5%	-56.2%	-3.6%	-51.4%
Price (new rental lettings)						
Q1 2019	\$320	\$260	\$330	\$250	\$300	\$260
Q1 2020	\$360	\$300	\$350	\$270	\$280	\$300
Q1 2021	\$360	\$330	\$370	\$280	\$300	\$310
Q1 2022	\$400	\$350	\$420	\$320	\$340	\$320
Q1 2023	\$420	\$380	\$450	\$340	\$340	\$360
Q1 2024	\$410	\$420	\$450	\$360	\$350	\$360
Average annual change	5.2%	10.1%	6.5%	7.6%	3.3%	6.9%
Five year change	28.1%	61.5%	36.4%	44.0%	16.7%	38.5%

Source: Data Vic (2024).

In comparison, median weekly rent for Melbourne in Q1 2024 was \$560, significantly above all LGAs within the Study Area. For regional Victoria as a whole, the median weekly rent in Q1 2024 was \$440, also above the majority of the Study Area with the exception of Warrnambool (\$450) (Victoria State Government, 2024).

5.3.2 Housing Sale Data

A similar pattern of house prices can be seen across all LGAs within the Study Area. Median house prices have increased significantly with the most rapid increase occurring between 2020 and 2022 (**Figure 5.9**). Prices stabilised in 2023, and so far in 2024 they have decreased somewhat. However, although accessible on **Figure 5.9** as a trendline, the values for 2024 are not included as confirmed data.

In comparison, median house prices for Victoria's capital Melbourne have grown by 96.2% during the same ten-year period (Warren, 2024). This places Melbourne ahead of Warrnambool LGA in terms of its house price growth, but behind all other LGAs within the Study Area. Nonetheless, a similar trend of rapidly increasing house prices can be seen across Australia, especially from 2020 to 2022 (Statista, 2024).

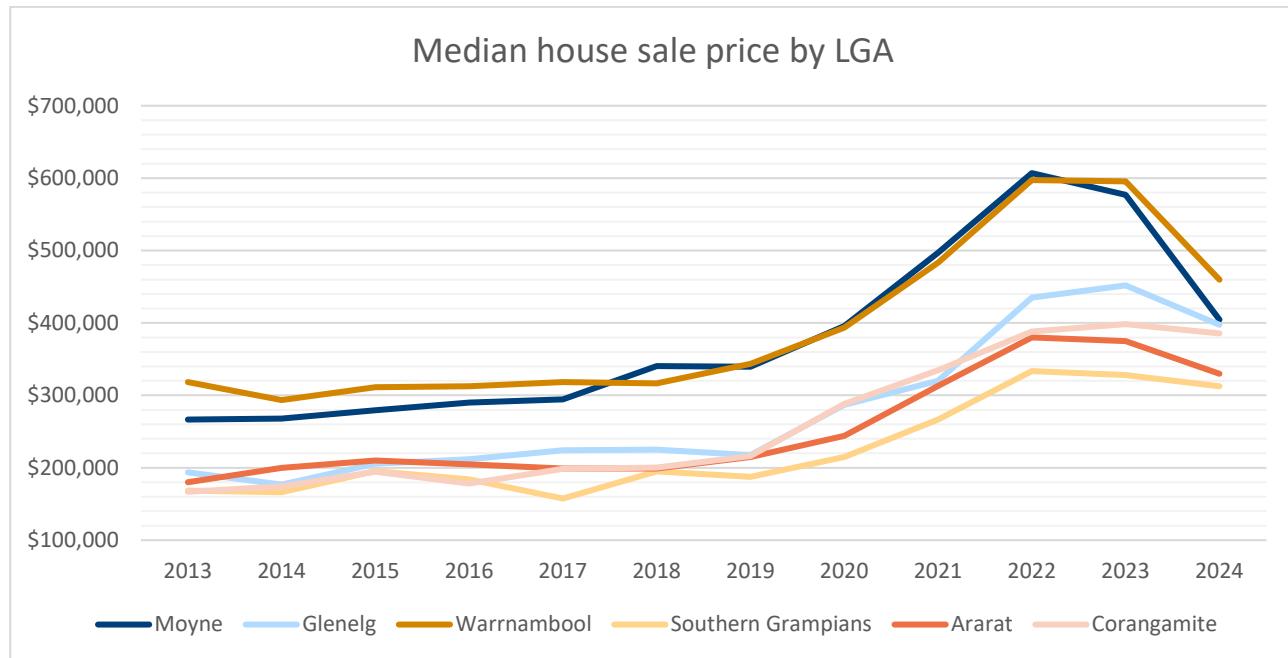


Figure 5.9 Median House Sale Price by LGA between 2013 and 2024

Source: Data Vic (2024).

Table 5.5 Change in Median House Prices in the Study Area between 2013 and 2023

LGA	Change 2022-23 (%)	Change 2013-23 (%)	Change p.a. to 2023 (%)
Moyne	-3.0%	119.1%	8.1%
Glenelg	2.0%	141.3%	9.1%
Warrnambool	-0.3%	87.3%	6.5%
Southern Grampians	-2.0%	95.5%	7.0%
Ararat	-1.0%	109.0%	7.6%
Corangamite	2.0%	137.7%	9.0%

Source: Data Vic (2024).

Table 5.6 indicates the number of dwellings sold in each LGA within the Study Area in the 30 days to December 2024, as well as the stock on the market in the same period. As shown, across all LGAs in the Study Area, there is a considerable discrepancy between the number of houses on the market in a given period and the number of houses sold. While Warrnambool has relatively high housing sales activity, being a coastal city and regional service centre, the majority of the Study Area has low real estate demand (**Table 5.6**).

Table 5.6 **Housing Stock and Sales Data**

LGA	No. sales (Nov-Dec 2024)	Stock on market (Nov-Dec 2024)
Moyne	12	153
Glenelg	21	275
Warrnambool	47	260
Southern Grampians	21	156
Ararat	20	156
Corangamite	10	96

Source: Real Estate Investar (2024).

5.3.3 Summary

Based on the information presented above, the Project may expect accommodation opportunities and challenges outlined in

Table 5.7 **Accommodation Opportunities and Challenges**

Consideration	Opportunities	Challenges
Distribution of traditional short-term rental accommodation providers	<ul style="list-style-type: none"> There are 2,858 traditional accommodation rooms within a 90-minute drive of the Project site, of which 1,306 are within 60 minutes. The Project's host LGA (Moyne) has 934 short-term rooms available across traditional and non-traditional providers plus a further 1,133 in neighbouring Warrnambool. 	<ul style="list-style-type: none"> On average for traditional providers in the Study Area, there are 3.9 beds per room. This high ratio of beds to rooms indicates a higher proportion of shared accommodation, family rooms or other similar typologies which are not well-suited to hosting professional workforces. Consequently, consideration of workforce housing needs to consider number of bedrooms rather than rooms. This also implies there are nearly four times the amount of beds than rooms within the Study Area.
Non-traditional short-term rental accommodation (Airbnb) supply in Study Area	<ul style="list-style-type: none"> There are a significant number of Airbnb listings within the Study Area. As of 7 December 2024, the occupancy rates for all LGAs in 	<ul style="list-style-type: none"> Airbnb listings are concentrated on the southern side of the Study Area, with relatively low supply in the Southern Grampians and Ararat LGAs.

Consideration	Opportunities	Challenges
	<p>the Study Area were relatively low (<61%).</p> <ul style="list-style-type: none"> 12-month Airbnb occupancy rate trends show that it is likely that current vacancies will remain relatively stable. 	<ul style="list-style-type: none"> Airbnb costs vary considerably compared to traditional accommodation providers. Further, the documented use of 'dynamic pricing' models would likely drive up prices due to the demand generated by incoming workforce (Gibbs, Guttentag, Gretzel, & Yao, 2017). This has the potential for serious flow-on effects for tourism and the local housing market as more residential homeowners choose to convert their housing into Airbnb accommodation due to the inflated prices. Ultimately, the consequence of these inflationary effects are such that any workforce accommodation strategies should not <i>primarily</i> rely on Airbnb to meet demand.
Rental supply	<ul style="list-style-type: none"> Warrnambool LGA has 214 new market rental listings for Q1 2024. Ararat LGA has an essentially unchanged supply of new market rental listings over the past five years (2019-24). 	<ul style="list-style-type: none"> In general, there are fewer rentals available than there were five years ago, with a consistent downward trend across the study period. All LGAs are experiencing very low rental vacancy rates, indicated a high demand low supply market. Because of the significantly low rental vacancy rates, rental accommodation has not been considered a viable option for housing any of the temporary workforce.
Rental cost	<ul style="list-style-type: none"> Median weekly rents for the Study Area are significantly below those of metropolitan Melbourne. All LGAs within the Study Area except Warrnambool have median rents below that of regional Victoria on average. Rental costs appear to be stabilising somewhat in 2024 compared to recent years. 	<ul style="list-style-type: none"> Rental costs have steadily increased across all LGAs within the Study Area between 2019 and 2024. Despite median weekly rents stabilising in 2024, they remain high and potentially unaffordable.
Home ownership trends	<ul style="list-style-type: none"> Real estate data shows that there is a reasonable supply of housing stock on the market as of December 2024. 	<ul style="list-style-type: none"> Over a ten-year period to 2024, house prices have risen considerably (in fact on average doubled) across all Study Area LGA for all except Warrnambool,

Consideration	Opportunities	Challenges
	<ul style="list-style-type: none"> Median house prices have decreased slightly since 2023. The Project's host LGA, Moyne, has experienced the sharpest decrease in median house price to 2024. 	growth rates have exceeded the state capital of Melbourne.

Source: Umwelt (2024).

5.4 Overview of Project Accommodation Options

Table 5.8 summarises the overview of potential workforce accommodation options considering the three scenarios from Section 5.5. To ensure that the housing of the construction workforce does not place unsustainable strain on temporary accommodation providers, data presented in **Table 5.8** represents the following formula:

[Supply*Availability Rate]*Capacity Limit (30%) = Number of viable rooms for Project workforce.

This formula ensures that viable rooms to service the construction workforce would only use up to 30% of available rooms, providing 70% of available rooms for other users and uses.

As highlighted in **Table 5.8**, as local procurement increases there is less need for accommodation to house construction workforces. There is a surplus of available accommodation within a 1-hour drive of the Project under all local procurement scenarios, however the majority of this capacity is within the Airbnb market rather than traditional short-term accommodation providers.

Because of the significantly low rental vacancy rates, rental accommodation has not been considered a viable option for housing any of the temporary workforce.

Table 5.8 Overview of Accommodation Options by Scenario

Accommodation Type	Number Housed
Base case scenario (5%, 342 incoming workforce)	
Short-term accommodation (hotels, motels and Airbnbs)	409
<i>Hotels and motels</i>	133
<i>Airbnb</i>	276
Rental Accommodation	-
Local employees living in own home (using 5% local procurement)	18
TOTAL	427
Moderate scenario (10%, 324 incoming workforce)	
Short-term accommodation (hotels, motels and Airbnbs)	409
<i>Hotels and motels</i>	133
<i>Airbnb</i>	276
Rental Accommodation	-
Local employees living in own home (using 10% local procurement)	36

Accommodation Type	Number Housed
TOTAL	445
Aspirational scenario (20%, 288 incoming workforce)	
Short-term accommodation (hotels, motels and Airbnbs)	409
Hotels and motels	133
Airbnb	276
Rental Accommodation	-
Local employees living in own home (using 20% local procurement)	72
TOTAL	481

Source: Umwelt, 2024

5.5 Accommodation Options

Based on analysis of desktop data and engagement outcomes as detailed above, three accommodation options have been considered for the Project:

- **Option 1:** Provision of Workforce Accommodation within a 1-hour drive distance
- **Option 2:** Housing all workforce in accommodation within a 1.5-hour drive distance
- **Option 3:** Housing all or part of the workforce within a purpose-built Temporary Workers Accommodation (TWA) arrangement on or near site.

In the following sections, these options are explored in further detail along with assessment of the opportunities and challenges of each.

5.5.1 Option 1: Provision of Workforce Accommodation within a 1-hour Drive Distance

Based on a local employment target of 5% and information presented in **Section 4.3**, Option 1 outlines the approach for the Project to appropriately house the 342 temporary incoming construction workers within the 1-hour driving distance from the site.

Table 5.9 outlines the proportion of the workforce to be housed in each LGA by accommodation type according to the total number of rooms available without causing significant strain on the current short-term accommodation and housing market¹⁰¹¹. **Table 5.10** further outlines the total number of rooms available to the construction workforce by LGA and accommodation type.

The accommodation option presented below has prioritised the utilisation of traditional short-term accommodation over Airbnbs where possible. To maximise traditional accommodation providers the following calculations were undertaken:

- Available supply of traditional accommodation providers (no.)¹¹F¹² – Accommodation need (no.) = Airbnb requirement (no.)¹²F¹³

¹¹ [Supply*Availability Rate]*Capacity Limit (0.3%).

¹² Taking into account capacity limit

¹³ Taking into account capacity limit

- LGA distribution of traditional accommodation providers (no.) / Accommodation need (no.) = LGA distribution of traditional accommodation providers (% of total accommodation need)
- LGA distribution of Airbnb (%) * Airbnb requirement (no.) = LGA distribution for Airbnb requirement (no.)
- LGA distribution of Airbnb requirement (no.) / Accommodation need (no.) = LGA distribution of Airbnb requirement (% of total accommodation need).

All calculations above have taken into account the 30% capacity limit.

Table 5.9 Percentage of Incoming Workforce Accommodation in each LGA by Accommodation Type

LGA	Short-term Accommodation Rooms	Airbnb Rooms	Rental Accommodation	Total
Moyne	10.4%	21.8%	-	32.2%
Glenelg	0.0%	9.1%	-	9.1%
Warrnambool	20.9%	12.2%	-	33.1%
Southern Grampians	2.2%	4.4%	-	6.6%
Ararat	2.6%	2.9%	-	5.5%
Corangamite	2.8%	10.6%	-	13.4%
Total	39.0%	61.0%	-	100.1%

Source: Umwelt, 2024

Table 5.10 Total Number of Rooms in each LGA by Accommodation Type

LGA	Short-term Accommodation Rooms	Airbnb Rooms	Rental Accommodation	Total
Moyne	36	75	-	110
Glenelg	0	31	-	31
Warrnambool	72	42	-	113
Southern Grampians	8	15	-	23
Ararat	9	10	-	19
Corangamite	10	36	-	46
Total	133	209	-	342

Source: Umwelt, 2024

5.5.1.1 Summary

As seen in **Section 5.5.1**, housing all the workforce within a 1-hour drive from the Project using a base case local employment target of 5% would rely on Airbnb (61.0%) and other traditional short-term accommodation providers (39.0%). This is undesirable due to two main reasons:

- The market for Airbnb and other non-traditional short-term accommodation providers (e.g. Stayz, Homeaway etc.) is frequently volatile in terms of both price and supply compared to traditional providers (Shi, Lin, Nian, & Joo, 2022).
- It is more difficult for the manager of a construction workforce to maintain official and well-communicated long-term contracts/agreements with Airbnb hosts than it is with traditional short-term accommodation providers.

Both these factors indicate that a high reliance on Airbnb for housing the construction workforce has notable supply and costs risks.

5.5.2 Option 2: Housing All Workforce Within a 1.5-hour Drive Distance

Based on a local employment target of 5% and information presented in **Section 5.3**, Option 2 outlines the approach for the Project to appropriately house the 342 temporary incoming construction workers across the 1.5-hour driving distance from the site. **Table 5.11** and **Table 5.12** outlines the available rooms in Airbnbs and short-term accommodation providers by LGA.

Based on the information presented below in **Table 5.11**, there is a significantly larger supply of available traditional short-term accommodation rooms under Option 2 compared to Option 1 (292 compared to 133). Consequently, under Option 2, all 342 construction workers could be housed within short-term accommodation providers with:

- Minimal use of Airbnb
- No use of private rentals
- Creating manageable demand within short-term accommodation providers.

In addition, Option 2 creates a more equitable distribution of construction workers across LGAs compared to Option 1, as shown below in **Table 5.13**.

The same prioritising of traditional short-term accommodation providers proposed in Option 1 has been adopted in Option 2, with Airbnbs only being utilised to meet the service gap.

Table 5.11 Supply of Available Short-term and Airbnb Rooms with 30% Capacity Limit

LGA	Short-term Accommodation Rooms	Airbnb Rooms	Rental Accommodation	Total
Moyne	40	98	-	139
Glenelg	65	41	-	106
Warrnambool	72	55	-	127
Southern Grampians	9	20	-	29
Ararat	62	13	-	75
Corangamite	44	48	-	92

LGA	Short-term Accommodation Rooms	Airbnb Rooms	Rental Accommodation	Total
Study Area	292	276	-	567

Source: Umwelt, 2024

Table 5.12 Distribution of Workforce Accommodation in each LGA by Accommodation Type

LGA	Short-term Accommodation Rooms	Airbnb Rooms	Rental Accommodation	Total
Moyne	40	18	-	58
Glenelg	65	7	-	72
Warrnambool	72	10	-	82
Southern Grampians	9	4	-	13
Ararat	62	2	-	64
Corangamite	44	9	-	53
Total	292	50	-	342

Source: Umwelt, 2024

Table 5.13 Distribution of Construction Workforce to be Housed

LGA	1-hr drive distance	1.5-hr drive distance	Difference
Moyne	32.2%	17.1%	-15.1%
Glenelg	9.1%	21.1%	+12.0%
Warrnambool	33.1%	23.8%	-9.3%
Southern Grampians	6.6%	3.6%	-3.0%
Ararat	5.5%	18.7%	+13.2%
Corangamite	13.4%	15.5%	+2.1%
Study Area	100.1%	99.8%	-0.3%

Source: Umwelt, 2024

5.5.2.1 Summary

Option 2 provides more certainty regarding supply and cost of accommodating the temporary construction workforce due to an 84.5% reliance on traditional short term accommodation providers. Option 2 also provides greater equity distribution of the temporary construction workforce, likely reducing the intensity of potential social impacts and sharing potential economic benefits (workforce expenditure and housing procurement) across LGAs within the Study Area.

However, there is a notable challenge in the management of temporary workers housed between 1 and 1.5-hrs from site. This is primarily driver and worker fatigue. Solutions to this may include shuttle bus service for workers housed more than an hour from site and potentially shorter workdays to reflect the additional drive distance.

5.5.3 Option 3: Purpose-Built Workers Accommodation

A third option is the construction and operation of a purpose-built workers' accommodation arrangement. This may apply if the options reviewed in **Sections 5.5.1** and **Section 5.5.2** are deemed unsatisfactory.

Purpose-built workers accommodation is defined as an accommodation type built solely to house temporary workforces relating to a project or projects; it can be located onsite or offsite, used for projects in a range of industries including mining, energy and agriculture, and are generally linked to the time frame of the project's construction period (NSW Government, 2023). While some purpose-built workers accommodation remains as a permanent fixture to cater to itinerant workforces, others (specifically Temporary Workers' Accommodation [TWA] arrangements) must either be decommissioned and removed from site or otherwise repurposed pending Development Application approval. Australian research suggests that implementation of such accommodation can help to mitigate negative impacts relating to the influx of temporary construction workforces on local communities – see for instance McElnea and Mudford (2024) regarding the role of TWAs in housing the NSW New England REZ workforces, as well as Chang-Richards et al. (2014) on TWA usage for reconstruction workforces in Queensland post-Cyclone Larry. Some case studies of worker accommodation solutions for relevant projects are provided below.

Table 5.14 TWA Case Studies

TWA project	LGA	Scale	Description
Borumba Temporary Accommodation Camps 	Gympie (QLD)	2x remote camps housing 336 workers each	For the Borumba Pumped Hydro Project in Queensland, Decmil was engaged to provide temporary accommodation camps for the project construction workforce. The two camps, located at each end of the pumped hydro inflow and outflow areas, provide accommodation, gym facilities, running tracks, social rooms and laundry facilities.
Koroit Worker Housing Project 	Moyne	5 units	State Government-funded units within Koroit Caravan Park managed by Moyne Shire Council. Units opened in 2022 and have maintained a 95% occupancy rate since January 2024. The self-contained units are explicitly reserved for temporary workers on nearby projects. The caravan park contains communal laundry, barbecue and dining services, and is within walking distance to local shops.
Warrnambool Key Worker and Affordable Housing Project	Warrnambool	50 units	This project is funded and approved by the Victorian Government's 2024 Regional

TWA project	LGA	Scale	Description
			
Unlocking Housing Timboon Project 	Corangamite	40 residential blocks	
Mortlake Caravan Park units 	Moyne	5 units	

5.5.3.1 Population Change

Assuming the TWA or otherwise purpose-built arrangement is located in close proximity to the Project, the large influx of temporary workers to the localities of Hexham, Mortlake and/or Caramut has the potential to create significant demographic change. The following **Table 5.15** indicates percentage population change for the respective SALs using the local procurement scenarios developed in **Section 4.4**, based on the peak construction workforce figure of 360 workers.

Table 5.15 Impact on Population of Nearby Localities from TWA Location

Scenario	Population change	% increase in SAL		
		Hexham13F ¹⁴	Mortlake14F ¹⁵	Caramut15F ¹⁶
Scenario 1 (5%)	+342	363.1%	23.2%	233.6%
Scenario 2 (10%)	+324	349.2%	21.9%	226.6%
Scenario 3 (20%)	+288	321.5%	19.5%	212.5%

Source: ABS (2021); Umwelt (2024).

As displayed in **Table 5.15**, due to the very low populations of Hexham and Caramut SALs, the addition of 288–342 temporary workers would create a significant change. It is important, therefore, for workers' accommodation to be either self-contained or accompanied by supporting services in order to not overwhelm the small service base of Hexham and Caramut.

5.5.3.2 Considerations

The delivery of a Purpose-Built Workers Accommodation should consider how the site could be used and be repurposed after the Project. Key considerations are summarised below:

- **Strategic Location:** Working with Council, private landowners and/or private developers to identify a site that is strategically close to the Project site and a local community such as Hexham, Mortlake or Caramut. This would likely enable a more diverse range of uses in the future such as key/essential worker accommodation, crisis housing, land release and/or visitor accommodation.
- **Adequate Services:** The delivery of adequate services on site such as roads, sewerage, electricity and water, would allow adaptive reuse and future repurposing of the Purpose-Built Workers Accommodation. The delivery of services should consider future uses and how future uses could be enabled.
- **Legacy Planning:** Beyond servicing this Project, there is opportunity for the Purpose-Built Workers Accommodation to be rented out to other projects in the future as well as be adapted for other housing types as outlined in Strategic Location. Partnering with Council, housing providers and/or private developers regarding future uses may assist in finding mutual benefits and co-funding opportunities.

The above considerations can provide notable benefits to local communities, especially with the delivery of temporary housing solutions for an area facing notably low housing supply and high housing costs.

Should the Purpose-built workers' accommodation proceed, significant engagement with Council would be necessary on a range of strategic matters. It would likely require further planning and an assessment of environmental effects.

¹⁴ Population 130

¹⁵ Population 1,477

¹⁶ Population 256

5.5.3.3 Summary

Purpose-built workers' accommodation, whether temporary or permanent, is an option which brings distinct benefits and challenges.

Benefits include:

- Lower social and economic impact on host communities due to temporary workforces not displacing local residents or tourist populations
- If incorporated into existing accommodation providers, purpose-built accommodation components can be an advantageous niche for local operators
- TWA arrangements may be repurposed to community benefit following the end of the Project construction timeline (for instance, social or affordable housing arrangements)
- Simpler and more straightforward workforce accommodation planning process compared to using market rentals and short-term accommodation providers.
- However, challenges include:
 - Increased lead time and possibility for complication associated with additional planning and approval processes
 - Lower economic livelihood opportunities for local accommodation providers such as hotels and motels.

5.5.4 Options Comparison

Table 5.16 below presents the opportunities and challenges association with each option for comparison.

Table 5.16 Opportunities and Challenges Comparison

Comparison	Option 1	Option 2	Option 3
Challenge	<ul style="list-style-type: none"> • High reliance on Airbnbs, creating uncertainty surrounding cost, supply and contract management. • Highly uneven distribution of construction workforce across the Study Area, with some LGAs hosting a notably greater proportion of workers than other LGAs. 	<ul style="list-style-type: none"> • Management of driver/worker fatigue for those housed 1-1.5 hours from site. • Additional management measures likely required to reduce risks associated with driver/worker fatigue 	<ul style="list-style-type: none"> • Planning and approval process for purpose-built worker accommodation • Lost livelihood opportunities for accommodation providers • Large-scale population change for small localities may disturb demographics
Opportunity	<ul style="list-style-type: none"> • Zero reliance of the rental housing market • Construction workforce is completely housed 	<ul style="list-style-type: none"> • Zero reliance on the rental housing market • Low reliance on Airbnbs, increasing 	<ul style="list-style-type: none"> • Simplifies accommodation planning • Zero reliance or strain on local housing market

Comparison	Option 1	Option 2	Option 3
	within a 1-hr drive distance from site, reducing risk of driver / worker fatigue	<ul style="list-style-type: none"> certainty of housing management and cost Greater distribution of economic benefits across the Study Area. Reduced intensity of potential social impacts within specific LGAs 	<ul style="list-style-type: none"> Zero reliance or strain on local accommodation providers Collaboration with key stakeholders for re-purposing post use, such as low-income housing, key worker accommodation or crisis housing.

Source: Umwelt, 2024

Finally, it must be noted that a large change in the population of a locality can affect its social cohesion.

Table 5.17 models the population change for each LGA under the local employment scenarios developed in **Section 5.3.1**. This calculation assumes that a single LGA is to host 100% of the incoming workforce, which is acknowledged to be unlikely, but useful to understand the potential maximum impact it would have on the other residents in the LGAs. For Options 1 and 2, the actual population change for each LGA is likely to be much smaller due to a realistically more even spread of accommodation across the Study Area, however Option 3 is an exception.

Table 5.17 Construction Workforce Population Change Estimates – All Scenarios

Scenario	Population change	% increase in LGA					
		Moonee ¹⁷	Warrnambool ¹⁸	Glenelg ¹⁹	Southern Grampians ¹⁹	Ararat ²⁰	Corangamite ²¹
Scenario 1 (5%)	+342	1.97%	0.97%	1.70%	2.06%	2.88%	2.12%
Scenario 2 (10%)	+324	1.86%	0.92%	1.61%	1.95%	2.73%	2.01%
Scenario 3 (20%)	+288	1.66%	0.81%	1.43%	1.74%	2.42%	1.79%

Source: (Umwelt, 2024)

Note: Population change estimates are provided at a LGA level only given there is insufficient data available to accurately model how the incoming workforce would be distributed within specific localities in each LGA.

¹⁷ Total residential population of 17,374

¹⁸ Total residential population of 35,406

¹⁹ Total residential population of 20,152

²⁰ Total residential population of 16,588

²¹ Total residential population of 11,880

²² Total residential population of 16,115

Burdge (2004) suggests that any increase or decrease in population greater than 5% may be considered a significant population impact. In the highest impact scenario in which there is 95% workforce migration into Moyne LGA, would result in a population change of 1.97%, though under Options 1 and 2 it is unlikely that the entire incoming construction workforces would be accommodated in one LGA. The effect on smaller localities created by the siting and location of Option 3 is explored earlier in **Section 5.5.3**.

Importantly, Council areas such as Moyne, Southern Grampians, Ararat and Corangamite LGAs are more likely to experience negative social impacts such as changes in community cohesion and impacts to access to services associated with temporary population changes due to their relatively small resident population. This would need to be considered as part of the accommodation strategy.

5.5.5 Recommendation

- Based on the options presented, Option 3 (a purpose built TWA) ideally located on the edge of a larger town such as Mortlake, where it has the potential for strategic reuse either in its entirety or simply in the form of legacy infrastructure, is recommended.
- Option 1 (Housing all workers in short term rental accommodation within 60 mins drive) and Option 2 (Housing all workers in short term rental accommodation within 90 mins drive) present challenges with locally accommodating the workforce in a sustainable and socially-responsible manner. Option 1 and 2, when considering cumulative impacts would adversely impact short term rental accommodation availability and affordability; and would have adverse impacts on tourism and potentially other industries. Option 2 would create an additional impact relating to community safety associated with worker / driver fatigue, which could be overcome through the provision of buses to transport all workers.
- Option 3 would house the workforce with no additional strain on the local housing market or accommodation market, as well as provide opportunity for adaptive re-use and/or future repurposing generating community benefit. The primary benefit is a significant lower social and economic impact on host communities due to temporary workforces not displacing local residents or tourist populations. It provides a simpler and more straightforward workforce accommodation planning process compared to using market rentals and short-term accommodation providers.
- However, challenges include:
 - Increased lead time and possibility for complication associated with additional planning and approval processes
 - Lower economic livelihood opportunities for local accommodation providers such as hotels and motels.
- Option 3 would enable many of the social and economic impacts to be avoided; and would enable the enhancement opportunities to be realised.

Should the Purpose-built workers' accommodation proceed, significant engagement with Council would be necessary on a range of strategic matters. It would require further planning and an assessment of environmental effects.

Appendix A

Major Projects and Accommodation Providers Proximal to the Project Site

Table A.1 below, provides an expanded description of major projects proximal to the Project site as well as relevant cumulative impact considerations.

Table A.2, below, details accommodation providers by bed capacity, excluding those with 10 or fewer beds available.

Table A.1 Summary of Proximal Major Projects

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
Planning Stage						
Mount Fyans Wind Farm, Woolnorth Renewables	Moyne LGA	20 km Northeast	Approx 81 turbines proposed, with a max tip height of 200 m. Onsite substation, an overhead 200 kV transmission line on compact poles, and a 500 kV transmission line from an off-site substation to the Mortlake Terminal Station. Production of up to 1,500 GWH of clean energy. The project area is approximately 13,600 ha with 8 host landholders.	Moyne Shire established a CEC in August 2018 to provide advisory recommendations to the Council. Local coverage of the Mt Fyans wind farm referenced the reduction in wind turbines and changed transport routes due to community feedback (Lovell, 2022), and given Moyne Shire Council's unanimous objection to the farm (Western District News, 2023; Silvester, 2023) which resulted in 90 community submissions and 608 letters received by the Council. Key concerns included bushfire risk, visual amenity, noise and disruptions to community cohesion (WD News Publications, 2023).	<i>Construction:</i> 100 local jobs over 20 months. <i>Proposed to be fully operational by 2026</i> <i>Operations:</i> 10 local jobs 25 years	Due to proximity and when construction will commence, cumulative impacts are likely to be experienced, such as traffic congestion during construction period as project is adjacent to the Hamilton Highway and the Mortlake-Ararat road is within the project area. Competing demands on the local workforce may also be experienced, as well as competition for local resources for workforce, including accommodation and other key services.

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
Swansons Lane Wind Farm, RE Future	Moyne LGA	30 km southeast	Approx 5 turbines, with generating capacity of up to 35 MW.	Public notice has not yet been provided on the planning permit application.	Construction: 1 year Operational: 25–30 years	Due to proximity and anticipated construction commencement, cumulative impacts are likely to be experienced, e.g., competing demands on local workforce, as well as competition for local services including accommodation and other key services.
Bushy Creek Wind Farm, NewEn and Tilt Renewables (proposed)	Southern Grampians LGA, and border on Moyne LGA and Ararat LGA	30 km North	Approx 24 turbines with max tip height of up to 250 m. MW output up to 150. Once constructed the farm will be connected to the NEM via a new 27 km long 66 kV transmission line to Tit Renewable's Salt Creek Wind farm.	It is unclear whether any community engagement has been conducted and when it will commence.	Operational: 30 years	
Darlington Wind Farm, Global Power Generation Australia Pty	Moyne LGA	35 km west	Approx 45 turbines with a max tip height of up 240 m.	The Draft scoping requirements for the EES were on public exhibition between June and July 2024. Community open day hosted in July 2024. EES preparation between 2024-2025. Council has raised concerns regarding the potential cumulative impacts of this Project on environmental, social and landscape matters as the site is known for its wetland and Brolga breeding area (Moyne Shire Council, n.d.).	Construction: 300 FTE over a 22-month period Operations: 6FTE for up to 30 years	
Approved						
Woolsthorpe Wind Farm	Moyne LGA	25 km southwest	Approx 12 turbines with a potential installed capacity of 72 MW. The amended application went on exhibition in September	Moyne Shire Council established a CEC in 2012 to provide recommendations to the Council regarding the Project. The CEC last met in June 2024. During public information sessions, residents were primarily interested in noise, visual	Construction: up to 2 years	Proposed site access is via Princes Highway, which may have implications in relation to traffic

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact		
		2022 and received submissions from the public on the proposed changes	impact and structure of the community benefit scheme. Some residents noted concern about the view of turbines from the township.	congestion for road users in the Shire.				
	In September 2023, approval granted.	The planning permit amendment application received 47 submissions, including from 7 government agencies, with most submissions from individuals objecting to the changes, citing concerns around landscape and visual amenity, noise and dangers to local fauna (Vorrath, 2023).	Willatook Wind Farm, Wind Prospect	Moyne LGA	35 km southwest	Approx 59 turbines, a battery energy storage facility and supporting infrastructure. The Moorabool to Heywood 500 kV transmission line passes through the Project site, which is of importance for the Southwest REZ.	A CEC has been established by the Moyne Shire Council in 2011. They last met in August 2023. Public exhibition of the EES and planning permit application was undertaken between July-August 2022. The socio-economic impact assessment as part of the EES concluded that during construction, temporary negative impacts to the current way of life, community, culture, health and wellbeing, and environment and amenity are anticipated, specifically with the generation of dust, noise and vibration, changes to the visual character of the landscape, increased traffic on local roads, and the presence of a construction workforce affecting the community's sense of place. Cumulative impacts from other nearby existing and approved wind farms such as visual and noise were also noted (Ethos Urban, 2022).	Construction: 180 jobs, over 24 months (peaks potentially up to 270 people) Operational: 12 ongoing jobs

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
				Media coverage relating to the farm centred on council objections (Australian Rural and Regional News, 2022; Silvester, 2022), and impacts on house prices due to proximity to renewable energy projects (PRD Research Hub, 2022). A “No Willatook Windfarm” Facebook group has been established with 364 followers.		
In Construction						
Mortlake Energy Hub, BrightNight	Moyne LGA	-	<p>The project will combine a 360-megawatt solar energy facility with a 300-megawatt battery energy storage system (BESS) capable of powering 140,000 homes.</p> <p>This Project was fast-tracked through the new streamlined pathway (Victoria State Government, 2024).</p> <p>The project will leverage the existing Mortlake Terminal Station to store energy and solar power and release it into the grid when needed.</p> <p>The proponent is evaluating what type of</p>	No community concerns able to be noted.	<i>Construction:</i> 300 Anticipated to be operational by 2027.	

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
			<p>agri voltaic solution (solar farm combined with traditional agricultural activity) would best suit the land and support local needs to reduce the loss of agricultural productivity for host landholders (BrightNight, n.d.).</p>			
Operational						
Salt Creek Wind Farm, Tilt Renewables	Moyne LGA	20 km Northeast	<p>Approx. 15 wind turbines, with a max tip height of up to 150 m. MW output capacity is up to 54. Operational since 2018. The project involved the development of a 50.5 km 66 kV overhead transmission line, connecting the project to the NEM - owned and operated by AusNet Services.</p>	<p>The CEC operated for several years between the permit being issued, throughout construction, and was dissolved after the wind farm had been operating for 2 years in 2023. Moyne Shire Councillors expressed concerns regarding the increased number of bat and bird carcasses found on the site. Initially reported in the Warrnambool Standard, the article was picked up by several individuals and organisations online and focused on the 3–4% increase in bat and bird deaths since the wind farm commenced operation. Mitigation measures to reduce these deaths by the wind farm operator were covered in the original story (Silvester, 2022). The proponent provided Grant Program funds initiatives that protect the Grey-headed Flying-foxes during heat stress events as a means of contributing to the sustainability and conservation of this species.</p>		<p>Due to proximity cumulative impacts such as visual, noise and impacts to sense of place may occur. No cumulative workforce impacts.</p>

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
Mortlake South Wind Farm, Acciona Energy	Moyne LGA	25 km East	Approx 35 wind turbines, capable of producing 157.5 MW of electricity, enough to power 117,000 households. Operational since 2023.	The Moyne Shire Council supported the establishment of a Community Engagement Committee (CEC) to support Council decision making. The CEC is comprised of Council and community representatives, and last met in June 2023. As there is an abundance of above ground transmission lines in the Shire due to development of wind farms, all transmission lines for the Mortlake South Wind Farm were placed underground to try and minimise cumulative impacts (Davis, 2022).	Construction: 100 Operations: 10	
Morton's Lane Wind Farm, CGN Energy	Moyne LGA	25 km Northwest	Approx 13 wind turbines, with a generating capacity up to 19.5 MW. Operational since 2012. 6 of the 13 turbines are within the Moyne Shire Council.	Morton's Lane Wind Farm has contributed over \$10,000 to study the behaviour of Brolga and Southern Bent-wing Bat and the cumulative impact of human activities on these species; and has worked closely with local residents and CFA workers around bushfire risk and management.	Construction: 120 jobs Operations: 25-30 jobs	
Hawkesdale Wind Farm, Global Power Generation Australia Pty	Moyne LGA	25 km southwest	Approx 23 turbines, with a max tip height up to 180 m. Project area covers approximately 2,280 ha. As of December 2023, 13 turbines have been erected and most of the civil works has been completed.	A CEC was established by the Moyne Shire Council. The committee last met in February 2024. In a 2021 amendment submission, Council has stated that they believe the wind farm is too close to the township of Hawkesdale due to bushfire risk, impacts on noise and visual amenity. Council requested that if any turbines are to be removed from the Project they should be those located closest to the town (Meade, 2006-0221-2 Hawkesdale Wind Farm –	Construction: 200 jobs Operations: 6 jobs Some of the construction workforce were housed in Koroit Caravan Park (Regional	Due to proximity cumulative impacts such as visual, noise and impacts to sense of place may occur.

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
			Construction is now focusing on progressing the transmission line from the wind farm to the Tarrone Terminal Station.	Amendment to Planning Permit Application, 2021).	Development Victoria , n.d.).	
Dundonnell Wind Farm, Tilt Renewables	Moyne LGA	30 km Northeast	Approx 80 turbines, with a max tip height of up to 189 m. MW output is 336. Operational since 2021. The project included a 38 km 220 kV overhead transmission line and a new substation at the Mortlake Gas Fired Power Station.	A Community Engagement Committee (CEC) was established by the Moyne Shire Council in 2017. The CEC last met in March 2024.		Due to proximity cumulative impacts such as visual, noise and impacts to sense of place likely to be experienced. No cumulative workforce impacts.
Macarthur Wind Farm, AGL	Moyne LGA	35 km West	Approx 140 turbines, with 420 MW power generation, enough to power approximately 167,000 Australian homes. Operational since 2013. Project area covers approximately 5,500 ha of agricultural land. The wind farm involved the development of a 15 km 132 kV	Macarthur Wind Farm has received a variety of press and social media attention since its operations commenced in late 2013, as it was one of the first significant wind farm projects in the Southern Hemisphere. Media coverage included concerns regarding noise (Graham, 2021; Sinnott, 2018) and legal action due to livestock loss on a neighbouring farm (Cuthbertson, 2019). Positive coverage related to investment and the labour force when the farm was first established (Parkinson, 2013) as well as Macarthur's status as a flagship project as the largest wind farm in the Southern Hemisphere at that time (Lee, 2012).	Construction: 2.5 years	

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
Ryan Corner Wind Farm, Global Power Generation Australia (GPG)	Moyne LGA	50 km southwest	<p>transmission line between the wind farm and Tarrone Terminal Station.</p> <p>Approx 52 turbines, with a max tip height of up to 180 m. The MW output is predicted to be 218. The project covers an area of 3,388 ha, current land use is primarily agriculture (sheep and cattle). As of December 2023, all foundations have been poured and 20 turbines were fully erected. The external transmission line between the wind farm and the Tarrone Terminal Station is complete.</p>	<p>AGL has hosted several site tours with residents from Sunnyside Aged Care Facility, the Macarthur and District Association, the David Newman Centre, Moyne Shire Councillors, and Year 10 students from the Heywood and District Secondary College.</p> <p>Nominations are now open for the CEC. In a 2021 amendment submission, Council has shared concerns regarding an on-site substation due to impacts on visual amenity, native vegetation and bushfire safety. Additionally, community concerns raised regarding this project include changes in rural character and farming activities due to aviation lighting changes, blade glint, shadow flicker and noise. Management of bushfire risk has also been raised, as aerial firefighting is needed in the area due to limitations regarding road access (Meade, 2021).</p>	<p>Construction: 300 Operations: 8 jobs</p>	<p>Due to the distance from the Project, cumulative impacts will likely be minimal.</p>
Codrington Wind Farm, Pacific Blue	Moyne LGA	50 km southwest	<p>Approx 14 turbines, with max tip height up to 81 m</p> <p>Total installed capacity of 18.2 MW.</p>	At this stage, community concerns have not been made available.	<p>Construction: 30 jobs</p>	<p>No cumulative impact given operational since 2001.</p>

Project	Location	Approx. Distance to Project	Description	Community Engagement/ Council submissions	Construction Period & Employment Nos.	Cumulative Impact
Yambuk Wind Farm, Pacific Blue	Moyne LGA Located next to the Codrington Wind Farm (also managed by Pacific Blue)	57 km southwest	Operational since 2001. The windfarm comprises of 20 turbines that generate enough energy to power 35,000 homes, with an average electricity generation of 92.6 GWh per year. Operational since 2005		Construction: 60 jobs	

Source: GeoVic (2024); Development Victoria (2024); Department of Health (2024); Vic Gov (2024); Department of Planning (2024); Umwelt (2024).

Table A.2 Accommodation Providers by Bed Capacity, Excluding those with 10 or Fewer Beds Available

Name	Location	LGA	Room s	Bed s	Drive time
NRMA Portland Bay Holiday Park	Portland	Glenelg	173	999	Between one and one and half
NRMA Port Campbell Holiday Park	Port Campbell	Corangamite	125	687	Between one and one and half
NRMA Warrnambool Riverside Holiday Park	Warrnambool	Warrnambool	112	657	Less than an hour
NRMA Halls Gap Holiday Park	Halls Gap	Ararat	115	636	Between one and one and half
Discovery Parks - Warrnambool	Warrnambool	Warrnambool	108	562	Less than an hour
Portland Tourist Park	Portland	Glenelg	144	500	Between one and one and half
BIG4 Narrawong Island Holiday Park	Narrawong	Glenelg	200	500	Between one and one and half
Halls Gap Lakeside Tourist Park	Halls Gap	Ararat	156	450	Between one and one and half
BIG4 Port Fairy Holiday Park	Port Fairy	Moyné	107	440	Less than an hour
Lakes and Craters Holiday Park	Camperdown	Corangamite	7	400	Less than an hour
Warrnambool Holiday Park and Motel	Warrnambool	Warrnambool	40	300	Less than an hour
Port Campbell Recreation Reserve - Port Campbell Camping	Port Campbell	Corangamite	70	280	Between one and one and half
Deep Blue Hotel and Hot Springs	Warrnambool	Warrnambool	81	261	Less than an hour
Lady Bay Resort	Warrnambool	Warrnambool	85	240	Less than an hour
Mid City Motel Warrnambool	Warrnambool	Warrnambool	62	210	Less than an hour
Silverband Lodge	Halls Gap	Ararat	32	186	Between one and one and half
Portland Holiday Village	Portland	Glenelg	39	156	Between one and one and half
Camp Cooriemungle	Cooriemungle	Corangamite	30	140	Between one and one and half
Warrnambool Holiday Village	Warrnambool	Warrnambool	35	140	Less than an hour
Grampians Paradise Camping and Caravan Parkland	Pomonal	Ararat	41	115	Between one and one and half

Name	Location	LGA	Room s	Bed s	Drive time
Southern Ocean Villas	Port Campbell	Corangamite	17	106	Between one and one and half
Acacia Caravan Park and Holiday Units	Ararat	Ararat	20	105	Between one and one and half
Koroit-Tower Hill Caravan Park	Koroit	Moyste	55	100	Less than an hour
Mortlake Caravan Park	Mortlake	Moyste	50	100	Less than an hour
Grampians Retreat	Dunkeld	Ararat	14	90	Less than an hour
Best Western Olde Maritime	Warrnambool	Warrnambool	43	86	Less than an hour
Royal Mail Hotel	Dunkeld	Ararat	40	85	Less than an hour
Lake Hamilton Motor Village and Caravan Park	Hamilton	Southern Grampians	25	82	Less than an hour
Yambuk Lake Caravan Park	Yambuk	Moyste	30	80	Between one and one and half
YHA Port Fairy	Port Fairy	Moyste	16	77	Less than an hour
Comfort Inn Warrnambool International	Warrnambool	Warrnambool	28	76	Less than an hour
Cascade Motel Camperdown	Camperdown	Corangamite	22	70	Less than an hour
Victoria Lodge Motor Inn and Apartments	Portland	Glenelg	22	70	Between one and one and half
Southcombe Caravan Park	Port Fairy	Moyste	16	66	Less than an hour
YHA Grampians Eco (Halls Gap)	Halls Gap	Ararat	20	64	Between one and one and half
Southern Ocean Motor Inn	Port Campbell	Corangamite	28	64	Between one and one and half
Warra Gnan Coastal Camp	Warrnambool	Warrnambool	10	60	Less than an hour
Port Fairy Holiday Park	Port Fairy	Moyste	12	58	Less than an hour
Hamilton Caravan Park	Hamilton	Southern Grampians	16	57	Less than an hour
Casuarina Cabins	Nelson	Glenelg	10	55	Over two hours
Grampians View Cottages and Units	Halls Gap	Ararat	13	54	Between one and one and half

Name	Location	LGA	Room s	Bed s	Drive time
Aat 28 Goldsmith Motel	Hamilton	Southern Grampians	16	54	Less than an hour
Ashmont Motor Inn and Apartments	Port Fairy	Moyné	20	53	Less than an hour
Gardens Caravan Park	Port Fairy	Moyné	10	50	Less than an hour
City Heart Motel Warrnambool	Warrnambool	Warrnambool	17	50	Less than an hour
Daysy Hill Country Cottages	Port Campbell	Corangamite	12	44	Between one and one and half
Heywood Motor Inn	Heywood	Glenelg	16	43	Between one and one and half
Grampians Getaway	Halls Gap	Ararat	6	42	Between one and one and half
Hamilton Lonsdale Motel	Hamilton	Southern Grampians	15	42	Less than an hour
Eastern Beach Holiday Units Port Fairy	Port Fairy	Moyné	8	41	Less than an hour
Halls Haven Holiday Units	Halls Gap	Ararat	12	40	Between one and one and half
Portland Retro Motel	Portland	Glenelg	14	39	Between one and one and half
Southern Grampians Cottages	Dunkeld	Ararat	9	34	Less than an hour
Halls Gap Log Cabins	Halls Gap	Ararat	12	34	Between one and one and half
Grampians Adventures	Moyston	Ararat	8	32	Between one and one and half
Terang Motor Inn	Terang	Corangamite	12	31	Less than an hour
Grampians Pioneer Cottages	Halls Gap	Ararat	4	30	Between one and one and half
The Commercial Hotel Terang	Terang	Corangamite	12	30	Less than an hour
Leura Hotel	Camperdown	Corangamite	10	30	Less than an hour
The Camperdown Mill	Camperdown	Corangamite	11	30	Less than an hour
Quality Hotel Bentinck	Portland	Glenelg	14	30	Between one and one and half
Wanderlust Glamping	Grampians	Southern Grampians	12	30	Between one and one and half

Name	Location	LGA	Room s	Bed s	Drive time
Elm Tree Motel	Warrnambool	Warrnambool	14	28	Less than an hour
Botanic Apartments	Warrnambool	Warrnambool	13	27	Less than an hour
Macka's Farm	Princetown	Corangamite	9	26	Between one and one and half
Peterborough House & Motel	Peterborough	Moyné	9	25	Between one and one and half
Wonderland Cottages	Halls Gap	Ararat	5	24	Between one and one and half
Grampians Park Station	Moyston	Ararat	8	24	Between one and one and half
Alkina Lodge	Wattle Hill	Corangamite	3	24	Between one and half and two hours
Mount William Station - The Homestead	Willaura	Ararat	7	20	Less than an hour
Port Fairy Glamping	Port Fairy	Moyné	5	20	Less than an hour
Annesley House	Portland	Glenelg	7	19	Between one and one and half
Mount William Station - The Shearers Quarters	Willaura	Ararat	8	18	Less than an hour
D'Altos Studios	Halls Gap	Ararat	9	18	Between one and one and half
Douglas Riverside	Port Fairy	Moyné	9	18	Less than an hour
Tim's Place	Halls Gap	Ararat	6	16	Between one and one and half
Waves Luxury Suites	Port Campbell	Corangamite	7	16	Between one and one and half
Merrijig Inn	Port Fairy	Moyné	8	16	Less than an hour
Nelson Cottage Bed and Breakfast	Nelson	Glenelg	6	15	Over two hours
Eagle Wings Rise	Halls Gap	Ararat	6	14	Between one and one and half
Banksia	Port Campbell	Corangamite	5	14	Between one and one and half
13th Apostle Accommodation	Princetown	Corangamite	3	14	Between one and one and half
Sea Mist Studio Apartments	Warrnambool	Warrnambool	6	14	Less than an hour

Name	Location	LGA	Room s	Bed s	Drive time
Drift House	Port Fairy	Moystne	6	13	Less than an hour
Martyrs Lookout	Peterborough	Moystne	5	13	Between one and one and half
Aquila Eco Lodges	Dunkeld	Ararat	4	12	Less than an hour
DULC	Halls Gap	Ararat	5	12	Between one and one and half
The Peaks Accommodation	Halls Gap	Ararat	2	12	Between one and one and half
Grampians Paradise Exclusive Wildlife Stays	Pomonal	Ararat	1	12	Between one and one and half
By Moonlight	Wattle Hill	Corangamite	3	12	Between one and half and two hours
Twelve Apostles Port Campbell Bed & Breakfast	Port Campbell	Corangamite	6	12	Between one and one and half
Pt Hesse Luxury Coastal Homestead	Port Campbell	Corangamite	5	12	Between one and one and half
Anchors Beach House	Port Campbell	Corangamite	4	11	Between one and one and half

Source: Umwelt (202



P 1300 793 267 **E** info@umwelt.com.au **W** umwelt.com.au
NSW | **ACT** | **WA** | **QLD** | **VIC** | **SA** **ABN** 18 059 519 041

Appendix F

Economic Impact Assessment



Hexham Park Wind Farm

ECONOMIC IMPACT ASSESSMENT

11 June 2025

Prepared by



Prepared for



Executive Summary

- This study evaluates the economic impact of the Hexham Wind Farm Project over its construction and operational phases.
- A regional input-output model was constructed and calibrated for the local study area. This was used to estimate the Project's jobs, output and GRP impact.
- Given the size and significance of the Project, a Vector Auto Regression (VAR) model analysis was undertaken to evaluate any potential adverse crowding-out effects on the region's agricultural labour force.
- The estimated construction phase expenditure is over \$2,440 million, of which \$249.8 million is expected to be invested locally over the lifetime of the phase.
- During the operational phase, the national expenditure for the life of the Project is estimated at \$31.0 million per annum, of which \$13.4 million is expected to occur annually within the study area. In addition, the Neighbour Benefit Sharing program is expected to contribute \$1.2 million per annum to the local community.
- The construction phase impacts of this expenditure are estimated to peak at \$162.0 million in total output, \$31.6 million in Gross Regional Product (GRP), and 360 direct full-time employment (FTE) jobs. This equates to 0.2% growth in the region's economy.
- During the operational phase, the average output impact is estimated at \$15.7 million, \$1.8 million in GRP, and 26.8 direct FTE jobs. This equates to 0.04% of the region's economy.
- Further analysis of the potential price impacts and job "crowding" out of the investment indicates no expected impacts on the agricultural sector's prices and labour market in the region.

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1.0 Introduction

This study evaluates the economic impact of the Hexham Wind Farm Project over its construction and operational phases. A regional input-output model was constructed and calibrated for the local study area. The model estimated the Project's jobs, output and GRP impact. Given the size and significance of the Project, a Vector Auto Regression (VAR) model analysis was also undertaken. This was to evaluate any potential adverse crowding-out effects on the region's agricultural labour force.

1.1 PROJECT CONTEXT

The Hexham Park Wind Farm Project (the Project) in Southwest Victoria proposes installing and operating up to 106 turbines, with a construction footprint of up to 5,599.5 hectares. The wind turbines are expected to be dispersed amongst agricultural and rural living land areas. The permanent infrastructure footprint will cover 148.7 hectares of the site (less than 1% of the total area). Surrounding agricultural activities will continue uninhibited by wind farm operations.

The following analysis evaluates the economic impact of the wind farm development over the construction and operational phases¹. Given the prominence of the surrounding agricultural economy, the potential impacts of the Project's operational phase on local agricultural production and the regional labour market are also evaluated.

1.2 STUDY AREA

Residents, businesses and others in the Warrnambool (RC) and Moyne (S) local government areas (LGAs) are considered the local economic stakeholders in the Project. Together, these two LGAs constitute the study area for the economic analysis.

¹ Within a defined geographical area.

1.3 MODEL METHODOLOGY

Geografia's CityCompass economic model uses a calibrated regional input-output (I-O) framework to undertake the economic impact assessment. Specifically, the model was calibrated for the combined Warrnambool (RC) and Moyne (S) economies to estimate the regional economic impact of the Project to the study area. I-O models represent the flow of expenditure in a region's economy between industries, households, government and business.

Specifically, this study uses an augmented Flegg Location Quotient methodology to construct CityCompass regional input-output tables and multipliers for the study area economy. This uses the ratio of local jobs by industry to construct the local input-output accounts. A Leontief Inverse formula is then applied to the industry and household expenditure data to the Total Economic Multipliers. Total multipliers represent flow-on expenditure for other supplying industries and household expenditure.

Additional details on the CityCompass I-O model are provided in the Appendix.

1.4 MODEL ASSUMPTIONS

The model assumptions are as follows:

- Prices are fixed following the impact of the Project construction and operation phases. This is a standard assumption for I-O models.
- A discount rate of 4% is used to represent a time preference discount on future cash flows. This is recommended by the Victorian Department of Treasury and Finance (DTF) Technical Guidelines on Economic Evaluation.
- The study area's economy and industry values are growing at a long-term rate of 2.5% per annum. This is in line with the historical Gross Regional Product (GRP) growth rate for the region (CityCompass by Geografia, 2024).
- Local direct economic impacts from the Project's construction and operations phase are provided by annual expenditure inputs, as informed by the Project Proponent and economic analysis. These are detailed in the following section.

Impact Values

The main economic impacts of the Project are quantified for:

- **Gross Regional Product (GRP):** The total economic values generated in a given economy, including the aggregate of total business profit/surplus, wages and remunerations and net taxes on products and services.
- **Total Output:** The total industry expenditures in a given economy, including expenditure by flow-on supplying industry sectors.
- **Total Direct and Indirect FTE Employment:** The total full-time equivalent (FTE) employment impact from the Project, including employment generated from flow-on supplying industry sectors.

The economic model outputs only reflect the economic activities that generate a known and quantifiable economic impact. This assessment does not include any other economic activities, including those related to transmission line developments and nearby wind farm projects. Furthermore, this economic assessment quantifies the economic impact of the Project's actual construction and operation activities and does not reflect any other activities that could be generated from this Project, e.g. potential tourism associated with the wind farm development.

1.5 AGRICULTURAL INDUSTRY IMPACT ASSESSMENT

Given the Project's size relative to the study area's economy, there is a concern that its impact will raise prices (including the cost of labour) in the region. Price increases can have a negative multiplier effect when scarce local resources from other industries are reallocated to the Project. The consequence of not factoring in this 'crowding-out' is that the net economic impact results may be overestimated.

To assess whether constant (rather than increasing) prices are a reasonable assumption or whether the Project could result in a crowding-out effect, a Vector Auto-Regressive (VAR) economic model was used to estimate the historical multiplier impacts of industry employment in Warrnambool and Southwest Victoria.

Using ABS Labour Force Industry by SA4 data, the VAR model found no flow-on negative multiplier effect from price effects in the region's Agricultural industry (detailed further in this report). Given this, the modelling assumption of constant prices is a reasonable assumption.

2.0 Economic Assumptions

The estimated construction phase expenditure is over \$2,440 million, of which \$249.8 million may be invested locally within the study area. During the operational phase, the national expenditure for the life of the Project is estimated at \$31 million per annum, of which \$13.4 million may be expended annually in the study area. In addition, a Neighbour Sharing Benefits program will contribute in excess of \$1.2 million per annum to the local community.

2.1 CONSTRUCTION AND OPERATIONAL PHASE EXPENDITURE

The following subsection outlines the key expenditure assumptions for the construction and operational phase of the Project. These were informed through consultation with the Proponent, Wind Prospect Pty Ltd.

The construction phase of the Project is expected to support over \$2,440 million in capital expenditure to the Australian economy. While the Proponent has not provided local expenditure estimates within the study area, the construction phase is expected to support 360 FTE direct jobs annually within the region over a two-year period. This includes a range of roles including civil engineers, heavy equipment operators, concrete specialist, road construction crews, turbine technicians, etc.

Using the regional economic modelling framework, this equates to a local capital expenditure estimate of \$249.8 million within the study area over the two years (or 10% of total capital expenditure).

A large proportion of the \$2,440 million capital expenditure is expected to be for purchasing imported manufacturing products. As such, an imputed 10% local spending assumption is considered reasonable.

The operations phase will generate \$31 million in annual operational and maintenance costs across Australia. While local expenditure estimates within the study area have not been provided, the Proponent noted that the project is expected to support 26.8 direct FTE jobs during the operational phase within the study area. Using the regional economic modelling framework, this equates to a local operational expenditure estimate of \$13.4 million per annum in the region (or 43% of total operational expenditure). An imputed 43% local spending assumption is considered reasonable for the purposes of the economic analysis.

Lastly, the Proponent has identified an estimated decommissioning cost of \$400,000 per wind turbine generators (WTG), as informed by the Australian Infrastructure Energy Commission 2022 Annual Report. Applying it to the proposed development plan of 106 wind turbines, this equates to a total cost of \$47.9 million in total expenditure. Aligning with the imputed local capital expenditure estimate of 10%, the development is expected to generate a total local expenditure of \$4.8 million in the study area during the decommissioning phase.

2.2 IMPACT ON LOCAL AGRICULTURAL OUTPUT

The Project is expected to have a permanent structure over 148.7 hectares of predominantly agricultural land. This will inhibit some agricultural activities.

The analysis indicates a potential output loss resulting from these permanent structures. According to the ABS Agricultural Census, most of the agricultural land in the study area runs sheep and lambs, dairy grazing; and broadacre cereal cropping (including production wheat and hay). In the 2021 Agricultural Census, agricultural output in the region equated to a yield of \$2,436 per hectare.² Assuming an 80% agricultural land coverage in the proposed permanent structure area, this may result in a potential loss in agricultural output of \$272,800 annually on the site's permanent footprint.

While these will be accounted as a net loss input to the operational phase, the local Sharing the Benefits funding programs are likely to more than offset this. Notably, the Project will also include establishing a Neighbour Benefit Sharing program, a financial sharing mechanism to ensure ongoing economic benefits to the local community. This will provide annual payments to the owners of eligible dwellings and/or retail premises of up to \$30,000 per annum. In addition, a range of other benefits are expected to be distributed to the local community including:

- Energy cost offset plan, designed to support occupants of dwellings and retail premises with reduced cost of electricity (up to an annual cap of \$2,000)
- Community co-investment program, to support community members and organisations to invest in the operational project and participate in its financial returns.

² This is derived by taking the total gross value of agricultural output in the study area and dividing it by the total agricultural land holdings in the region.

- Community benefit fund to contribute \$1,000 per year per turbine for the operating lifetime of the windfarm.

Total annual value of these combined benefits into the community have been advised by the Proponent to be \$1.2 million annually.

For the purposes of this analysis, annual funding payments are provided as inputs to the operational phase evaluation of this study and assigned to the Agricultural industry sector in the impact analysis.

2.3 IMPACTS ON PROPERTY AND AMENITY VALUES

Regarding property price impacts, a review of contemporary research finds insufficient evidence of a generalised property price impact from wind farm developments. As the surrounding land is primarily for agricultural production, development designs have no substantive impact on transport accessibility or agricultural production. Where permanent land structures impair agricultural production potential, analysis shows that these are sufficiently compensated for through the proponents Sharing the Benefits program. As the program is site-specific and tied to landholdings adjacent to the wind turbines, any agricultural output-led property price impacts would theoretically be offset.

2.4 SUMMARY

Figure 1 illustrates the annual economic expenditures during the construction and operational phases of the development. Economic activities of the construction phase will commence in 2027 and conclude in 2029. During the construction phase, the Project is expected to generate \$124.9 million in annual capital expenditure in the study area. This equates to an estimated total capital expenditure of \$249.8 million in the region.

The Project's operational phase is expected to commence in 2029 with a standard project lifetime of 25 years before an assumed decommissioning in 2055. During the operational phase, the wind farm is expected to generate an average annual expenditure of \$14.4 million in the study area.³ This includes a combination of operational and maintenance expenses, net impact on agricultural output and the annual impacts of the Sharing the Benefits program.

³ Note that this takes into account the Neighbour Benefit Sharing program and agricultural output impact.

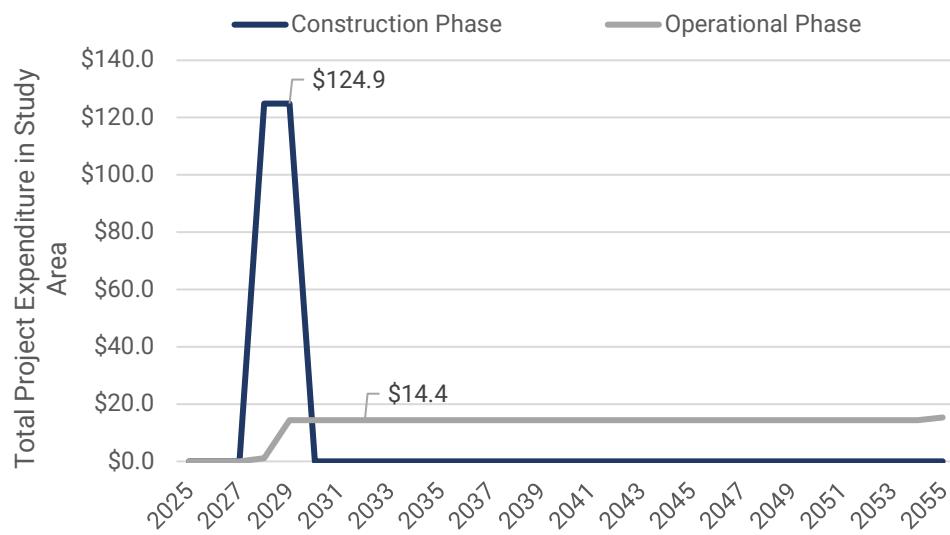


Figure 1: Project Expenditure – Construction and Operational Phase

Source: Geografia, 2024

3.0 Economic Impact Assessment Findings

The economic impacts of construction phase expenditure are estimated to peak at \$162.0 million in annual total output, \$31.6 million in GRP, and 360 direct FTE jobs. During the operational phase, the average annual output impact is estimated at \$15.7 million, \$1.8 million in GRP, and 26.8 direct FTE jobs. Further agricultural impact analysis of the potential price impacts and job “crowding” out of the investment indicates no expected price or labour market impacts on the agricultural sector in the region.

3.1 INTRODUCTION

The main economic impacts of the Hexham Wind Farm development are quantified in the total Output impact, total GRP, and the total Direct and Indirect Employment impact. Impacts are estimated for known and quantifiable values and do not include ancillary benefits such as the stimulation of new tourism activities resulting from the Project.

3.2 CONSTRUCTION PHASE

Figure 2 depicts the regional impact on total Gross Output and Figure 3 shows the total GRP impact.

At the peak of the construction phase cycle, the Project is expected to generate \$162.0 million in total economic output. This includes \$124.9 million in direct expenditure related to construction activities and \$37.1 million in indirect expenditure (i.e., the flow-on economic activities to the rest of the supplying industries in the study area).

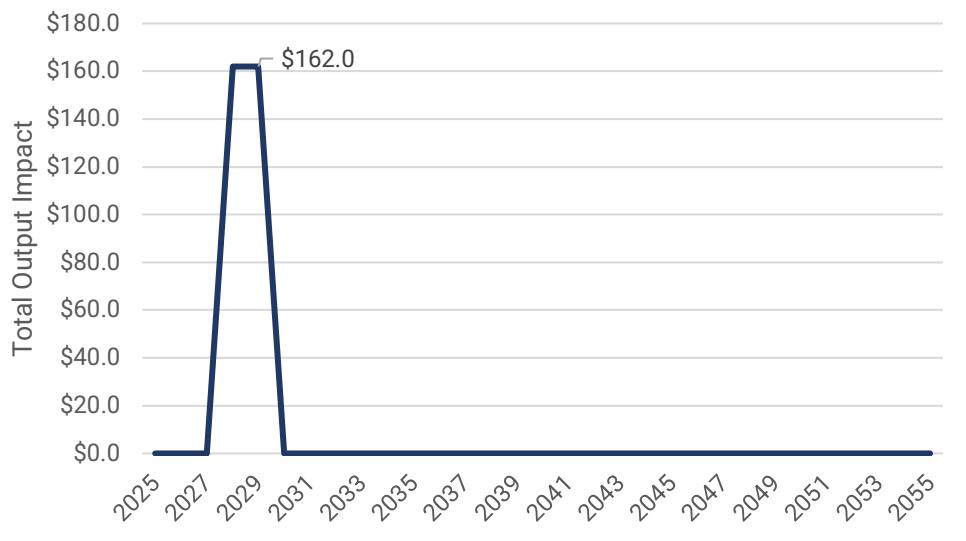


Figure 2: Total Output Impact, Construction Phase

Source: Geografia, 2024.

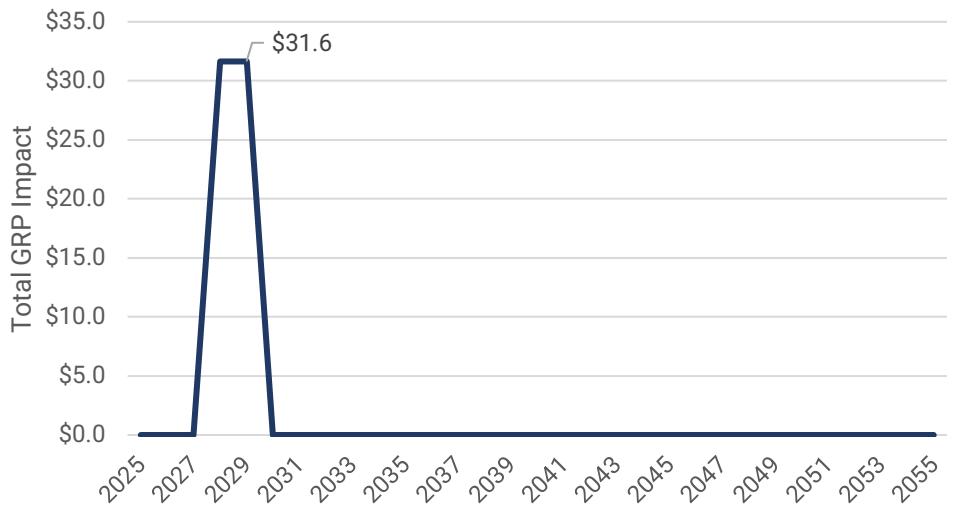


Figure 3: Total GRP Impact, Construction Phase

Source: Geografia, 2024.

Overall, the Project is expected to support an additional \$31.6 million in additional GRP to the study area at the peak of its construction cycle. This equates to 0.2% growth in the region's economy.

At the peak of the construction phase, the Project is expected to support 552.6 FTE jobs in the region, including 360 directly related to the Project's

construction activities (direct FTE), and 192.6 FTE jobs through employment generated from supplying industries in the region (Figure 4).

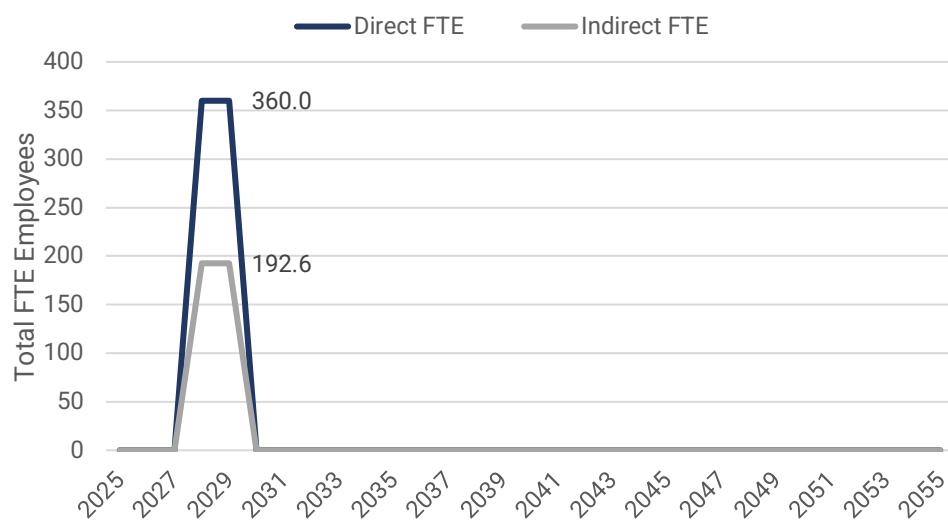


Figure 4: Direct and Indirect Employment Impact – Construction Phase

Source: Geografia, 2024.

Table 1 breaks down the peak employment impacts by industry of employment. Most economic impacts of the construction phase are borne by the Construction industry (supporting an additional 390.4 Direct and Indirect FTE jobs), followed by Health & Social Services (+26.5), Manufacturing (+21.2) and Public Administration and Safety (+13.9).

ANZSIC 1 Industry	Direct FTE Impacts	Indirect FTE Impacts	Total FTE Impacts
Agriculture, Forestry and Fishing	0.0	4.4	4.4
Mining	0.0	1.2	1.2
Manufacturing	0.0	21.2	21.2
Electricity, Gas, Water and Waste Services	0.0	0.9	0.9
Construction	360.0	30.4	390.4
Wholesale Trade	0.0	7.5	7.5
Retail Trade	0.0	19.6	19.6
Accommodation and Food Services	0.0	9.1	9.1
Transport, Postal and Warehousing	0.0	7.4	7.4
Information Media and Telecommunications	0.0	1.3	1.3

ANZSIC 1 Industry	Direct FTE Impacts	Indirect FTE Impacts	Total FTE Impacts
Financial and Insurance Services	0.0	5.3	5.3
Rental & Hiring Services (except real estate)	0.0	2.3	2.3
Ownership of Dwellings	0.0	0.2	0.2
Professional, Scientific and Technical Services	0.0	13.7	13.7
Administrative and Support Services	0.0	5.6	5.6
Public Administration and Safety	0.0	13.9	13.9
Education and Training	0.0	13.5	13.5
Health Care and Social Assistance	0.0	26.5	26.5
Arts and Recreation Services	0.0	1.3	1.3
Other Services	0.0	7.1	7.1
Total	360.0	192.6	552.6

Table 1: Direct, Indirect and Total FTE Impact – Construction Phase

Source: Geografia, 2024.

3.3 OPERATIONAL PHASE

Figure 5 depicts the operational phase's regional impact on total Gross Output and Figure 6 shows the impact on the total GRP.

During an average operational phase year, the Project is expected to generate \$15.7 million in total economic output in the study area. This includes \$12.1 million in direct expenditure related to the operational activities and \$1.4 million in indirect expenditure (i.e., the flow-on economic activities to the rest of the supplying industries in the study area economy).

Overall, the Project is expected to stimulate an additional \$1.8 million in additional annual GRP to the study area. This is equivalent to a 0.04% growth in the region's economy.

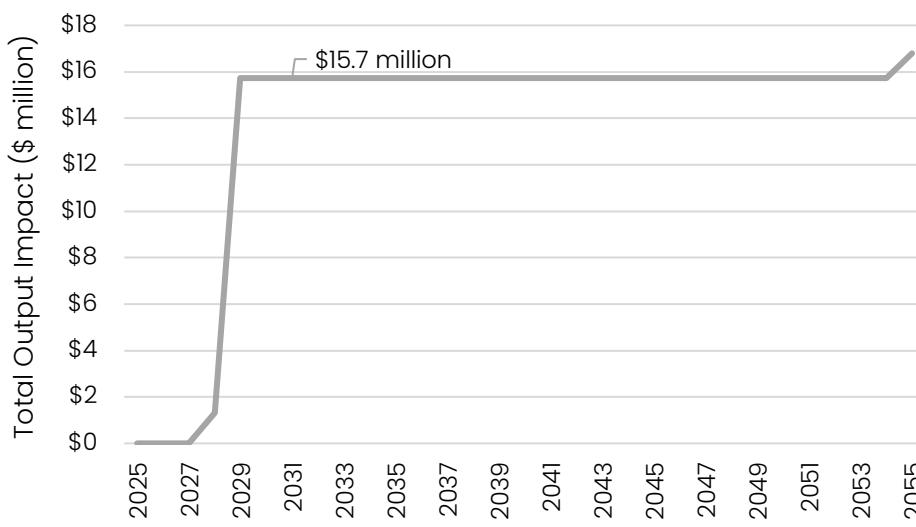


Figure 5: Economic Output Impact, Operational Phase

Source: Geografia, 2024.

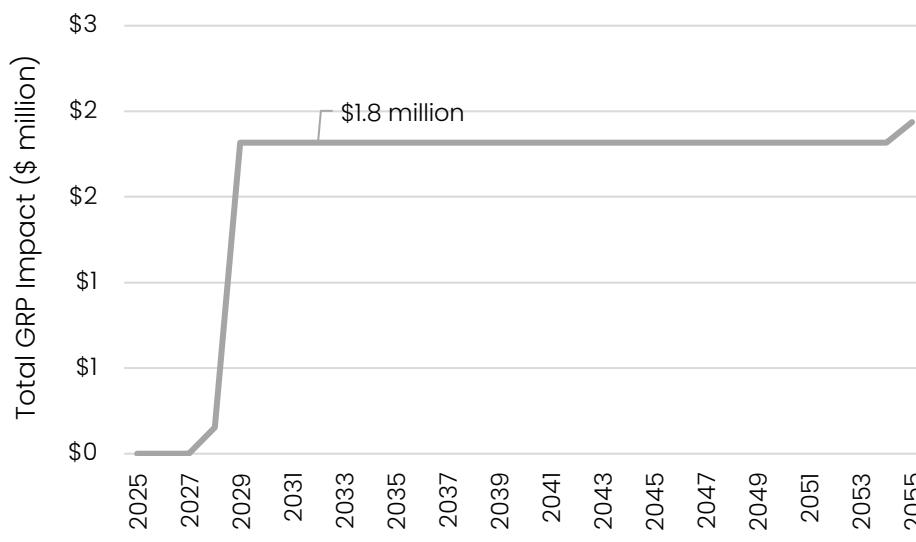


Figure 6: Total GRP Impact, Operational Phase

Source: Geografia, 2024.

During an average year in the operational phase, the Project is expected to support a total of 32.7 FTE jobs in the region, including 26.8 FTE jobs⁴ directly related to the operations (direct FTE) and an additional 7.1 FTE jobs through employment generated from supplying industries in the region (Figure 7).

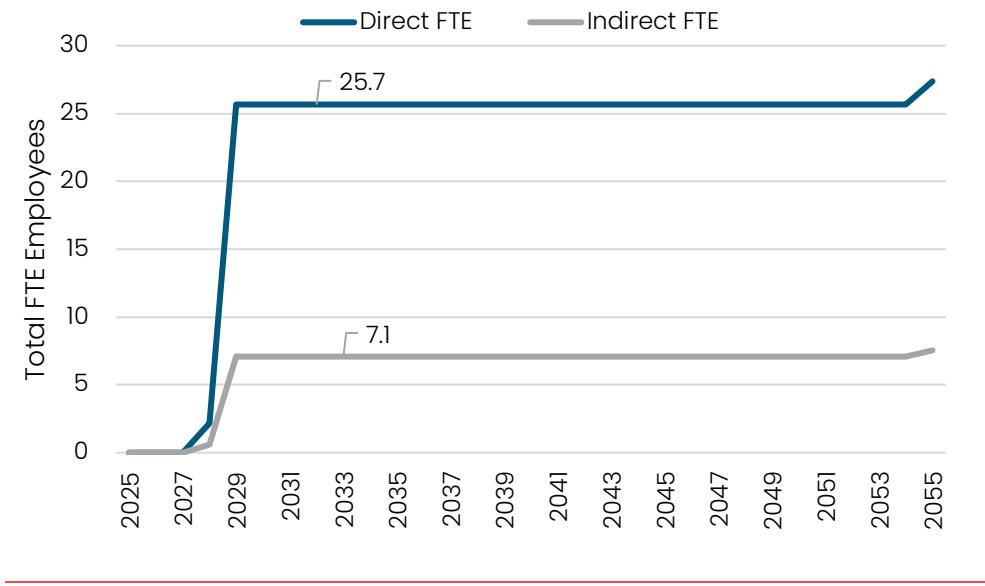


Figure 7: Direct and Indirect Employment Impact – Operational Phase

Source: Geografia, 2024.

Table 2 provides a breakdown of the operational phase levels by industry of employment. Most economic impacts of the operational phase are borne by the Electricity, Gas, Water and Waste Services industry (supporting an additional 25.7 Direct and Indirect FTE jobs), followed by Healthcare and Social Assistance (+1.0) and Professional Services (+0.8). Importantly, the Agricultural, Forestry and Fishing industry is set to see a modest +0.1 change in direct and indirect FTE jobs, suggesting a marginally positive impact on the local industry. These are primarily driven by the flow-on benefits of the Neighbour Sharing Benefit program.

⁴ Note that the total estimate of direct jobs differs from the initial 25 FTE job assumptions (as informed by the Proponent) to include FTE impacts of Neighbour Sharing Benefit program and agricultural output impact.

ANZSIC 1 Industry	Direct FTE Impacts	Indirect FTE Impacts	Total FTE Impacts
Agriculture, Forestry and Fishing	0.0	0.1	0.1
Mining	0.0	0.1	0.1
Manufacturing	0.0	0.2	0.2
Electricity, Gas, Water and Waste Services	25.7	0.6	26.2
Construction	0.0	0.2	0.2
Wholesale Trade	0.0	0.2	0.2
Retail Trade	0.0	0.6	0.6
Accommodation and Food Services	0.0	0.3	0.3
Transport, Postal and Warehousing	0.0	0.2	0.2
Information Media and Telecommunications	0.0	0.1	0.1
Financial and Insurance Services	0.0	1.0	1.0
Rental & Hiring Services (except real estate)	0.0	0.0	0.0
Ownership of Dwellings	0.0	0.0	0.0
Professional, Scientific and Technical Services	0.0	0.8	0.8
Administrative and Support Services	0.0	0.2	0.2
Public Administration and Safety	0.0	0.5	0.5
Education and Training	0.0	0.5	0.5
Health Care and Social Assistance	0.0	1.0	1.0
Arts and Recreation Services	0.0	0.0	0.0
Other Services	0.0	0.4	0.4
Total	25.7	7.1	32.7

Table 2: Direct, Indirect and Total FTE Impact – Operational Phase

Source: Geografia, 2024.

3.4 AGRICULTURAL IMPACT ASSESSMENT ON LABOUR MARKET

Given the size of the Project, it is reasonable to consider whether the assumption that prices will be constant is viable. In the presence of substantial economic impacts, price increases in a region's economy can result in a negative multiplier effect on other industries (in particular, where labour is reallocated from one industry to another – the consequence is that net economic impacts may be over-estimated). Given its proximity, this is considered a vulnerability for the agricultural industry, where large infrastructure projects could generally draw away labour and resources.

A Vector Auto-Regressive (VAR) economic model was used to estimate the historical multiplier impacts of industry expenditures in the Warrnambool and Southwest region. This was done to determine whether the Project would negatively impact the agricultural industry.

Using ABS Labour Force Industry by SA4 data,⁵ the VAR model identified no flow-on negative multiplier effect from price effects in the Agricultural industries. Given this, the modelling assumption of constant prices is reasonable. That is, the Project is unlikely to generate a negative multiplier effect on the agricultural industry.

⁵ The data represents the most granular time-series employment dataset for the study area. For the purposes of the analysis, we assume this a reasonable proxy for local study area.

4.0 Appendix

WHAT IS AN INPUT-OUTPUT TABLE?

An Input-Output (I-O) table is a descriptive framework for showing the relationship between industries and sectors and between inputs and outputs in an economy. It is also an analytical tool for measuring the impact of disturbances on output, employment and income.

I-O tables are provided by the ABS (2023) Input-Output database. Total Economic Impact is constructed using the following three categories:

1. **Initial Output Effects:** The estimated initial expenditure on the general regional economy.
2. **Production-Induced Effects:** This is the estimated impact of the Initial Output Effects on the general economy. The Production Induced Effects are made up of two components:
 - The First Round Effects – is the amount of output required from all industries of the economy to produce the Initial Output Effect; and
 - Industrial Support Effects – the effects of second and subsequent rounds of induced production.
3. **Consumption-induced Effects:** The induced production of extra goods and services as a result of private final consumption expenditure of households affected by the initial output effects.

WHAT IS THE DIFFERENCE BETWEEN EXPENDITURE, OUTPUT, VALUE-ADD AND GROSS DOMESTIC PRODUCT?

- **Expenditure or industry consumption** represents the internal consumption by households, businesses, and the government of a given industry.
- **Direct Industry Output** equals expenditure (or industry consumption) less the costs to retailers of domestic goods sold, costs to industry of imported goods sold and net taxes on products.
- **Direct Industry Value Added** is calculated by subtracting industry intermediate inputs (goods and services produced and supplied by other businesses).
- **Direct Industry Gross Regional Domestic Product** is then calculated by adding industry net of taxes on products to direct industry value-added.

Appendix G

Consultation Collateral

* 1. I support renewable energy.

True

False

2. I have viewed information on the Hexham Wind Farm and support the project.

True

Undecided

False

Further information requested

Neutral

* 3. What do you see as the main benefits of the project?

4. Do you have any concerns about the proposed project? If so, please outline them.

5. The Benefit Sharing Proposal is fair and reasonable?

Strongly Agree

Disagree

Agree

Strongly Disagree

Neutral

6. What do you value and appreciate most about your community? Are there any specific locations of importance?

7. Do you have any comments or suggestions about how the Community Benefit Fund should be distributed within the community?

8. As part of the project development process a number of technical studies are required. Please indicate below if you would be interested in participating in any of the following:

- Background Noise Monitoring
- Residential visual assessment
- Flora and Fauna surveys

9. What distance is your residential address from the proposed Hexham Wind Farm?

<input type="checkbox"/> 0 to 2.5km	<input type="checkbox"/> 10 to 20km
<input type="checkbox"/> 2.5 to 5km	<input type="checkbox"/> > 20km
<input type="checkbox"/> 5 to 10km	

10. Contact information

Name:

Residential Address:

Postal Address:

Email:

Phone:

Your personal details will not be shared with any third parties other than those directly associated with the Hexham Wind Farm

Appendix H

Neighbour and Community Benefit Program

November 2020



HEXHAM WIND FARM NEIGHBOUR BENEFIT SHARING PROGRAM



SHARING THE BENEFITS

In 2019 Wind Prospect developed a proposal for a Neighbour Benefit Sharing Program for the proposed Hexham Wind Farm, to ensure the financial benefits of the proposed project would be shared with those closest to the project.

The proposed program has been shared with the local community through door knocks, information sessions, drop in sessions at Hexham, Caramut and Ellerslie and mail outs. As part of this community engagement we have gathered feedback and used it to shape the Neighbour Benefit Sharing Program proposal outlined in this flyer.

Thank you to everyone who provided information on what would work for your community. This local response has been invaluable and has been used, after careful consideration, to develop the refined initiatives in this flyer.

Please note this program will only be implemented if the project is constructed.

Eligibility Criteria

Dwelling or retail premises

Payments are applicable in relation to dwellings and retail premises only, not land without dwellings or retail premises. Infrastructure is determined to be a dwelling or retail premises if it meets the criteria in the Moyne Shire Planning Scheme. Eligible dwellings or retail premises must:

- Not be dilapidated;
- Have existed at the 1st of July 2019;
- Have been occupied or operational for a minimum of six months in the year previous to the wind farm commencing operation.

As always, please make contact if you have any queries.

Warm regards, the team at Wind Prospect

Under the Neighbour Benefit Sharing Program:

IF YOU	YOU WILL BE ELIGIBLE FOR
Own a dwelling or operate a retail premises located within six kilometres of a constructed wind turbine	The Neighbour Benefit Payment
Live in a dwelling or operate a retail premises located within six kilometres of a constructed wind turbine	The Energy Cost Offset Plan
Are an owner occupier of a dwelling or own and operate a retail premises located within six kilometres of a constructed wind turbine	The Neighbour Benefit Payment and the Energy Cost Offset Plan
Are hosting wind farm infrastructure	Neither the Neighbour Benefit Payment, Energy Cost Offset Plan, or Construction Payment
Are eligible for the Neighbour Benefit Payment	A one-off construction payment of \$1000

BENEFIT SHARING SNAPSHOT



NEIGHBOUR BENEFIT PAYMENT

The Neighbour Benefit Payment will provide annual payments to the owners of eligible dwellings and/or operating retail premises of up to \$30,000 per annum.

1. Eligibility:

- a. All dwellings and/or operating retail premises located within six kilometres of a constructed turbine, and in existence at the 1st of July 2019. Eligibility of any dwellings or retail premises established after 1st July 2019 is subject to discretion.
- b. Payments are for every dwelling and/or operating retail premises located on land with a unique registered proprietor. For situations where more than one dwelling or operating retail premises is owned by the same registered proprietor, the amount payable is calculated by establishing the highest calculated benefit for a dwelling and/or operating retail premises and adding \$1000 for every additional dwelling and/or operating retail premises located within six kilometres of a constructed wind turbine subject to the maximum payment described below.

2. Term: The program would commence at the commissioning of the wind farm and continue annually for as long as the relevant turbines are operational.

3. Payments: Annual amounts payable are equal to the sum of:

- a. \$3500 per constructed turbine located within two kilometres of the dwelling and/or retail premises;
- b. \$1000 per constructed turbine located between two kilometres and three kilometres of the dwelling and/or retail premises; and
- c. \$100 per constructed turbine located between three kilometres and six kilometres of the dwelling and/or retail premises.

This initiative will have a minimum annual payment of \$1000 and a maximum annual payment of \$30,000 applied to each individual proprietor. All payments would be indexed annually to the Consumer Price Index, from the commencement of the program.

4. Recipient: Payments are made to the registered proprietor of the land (as provided on the property title) on which the dwelling or retail premises is located.

5. Construction Payment: All eligible participants of the Neighbour Benefit Payment would also be eligible for a one-off Construction Payment of \$1000, payable at the substantial commencement of construction.

ENERGY COST OFFSET PLAN

The Energy Cost Offset Plan is designed to help the occupants of neighbouring dwellings and operating retail premises with the cost of electricity, with an annual value of up to \$2000.

1. Eligibility:

- a. All dwellings and operating retail premises located within six kilometres of a constructed turbine, and in existence at 1st July 2019, are eligible for this program. Eligibility of any dwellings and/or retail premises established after 1st July 2019 is subject to discretion.

2. Term: The program would commence at the commissioning of the wind farm and continue annually for as long as the relevant turbines are operational.

3. Value: The value is up to \$2000 per annum, and is indexed to the Consumer Price Index, from commencement of the program.

4. Recipient: The occupier of the dwelling and/or operating retail premises and regardless of the presence of existing auxiliary energy systems such as solar/battery systems or the installation of new auxiliary energy systems.

COMMUNITY CO-INVESTMENT PROGRAM

Community co-investment involves a community investment body investing in a renewable energy project, acquiring rights to a portion of the project's profit but gaining no decision-making power or control over the project. In this arrangement, the community has no formal ownership or responsibility over the project. Co-investment is a common method for large-scale renewables globally, including Denmark where it is legislated that every wind project must offer local community investment. Further information on co-investment is provided in the Community Engagement and Benefit Sharing in Renewable Energy Development publication (DELWP 2017), which can be easily found online by searching the publication title.

Subject to sufficient interest from the local community, this program would provide an opportunity for community members and organisations to invest in the operational project and participate in the financial benefits. If planning approval is provided and the project becomes operational, a formal process would be established to assess community interest in investing in the project. If there is sufficient interest, the program would be developed to provide for investment into the wind farm by local community members and organisations.



COMMUNITY BENEFIT FUND

A fund which contributes \$1000 per year per turbine, for the operating lifetime of the wind farm.

1. Eligibility: A formally established fund committee would assess eligibility and acceptance of applications for funding. The fund committee would determine eligibility associated with distance from the project, whether funds could be used for large infrastructure and whether funds are pooled with funds from other infrastructure programs.

2. Term: The fund would commence at the commissioning of the wind farm and continue annually for as long as the wind farm is operational.

3. Payments: The fund would comprise \$1000 per operational turbine per year indexed annually to the Consumer Price Index from commencement of the fund.

4. Administration: The fund committee would comprise a number of community representatives and representation from the wind farm owner. The Moyne Shire Council may also participate with non-voting representation.

COMMUNITY FEEDBACK ON THE INITIAL PROPOSAL

When we mooted the idea of a Neighbour Benefit Sharing Program with the local community and other stakeholders, the feedback we received was used to shape the updated proposal in this flyer. Questions and feedback included:

Neighbour Benefits Program	
Feedback	Response
Wind turbines within two kilometres of dwellings or retail premises should have higher value.	An additional two kilometre distance band was added to the Neighbour Benefit Payment with an associated payment of \$3500 per turbine located within two kilometres of the dwelling or retail premises.
I have land within six kilometres of turbines, but no constructed or approved dwelling on that property. Am I eligible for a payment?	No. The Neighbour Benefit Sharing Program is an acknowledgement of the changes a wind farm can bring to people already living in or owning a dwelling or operating a retail premises located within six kilometres of wind turbines.
How do you apply?	Application procedures will be established by the wind farm owner when the program is established.
Energy Cost Offset Plan	
Feedback	Response
Using the Victorian average electricity usage as a benchmark is not reflective of electricity use in the local community.	This feedback has been acknowledged and reference to this benchmark has been removed from the proposal. The annual value of the plan has been increased from up to \$1600 to up to \$2000.
Does the offset only apply to residential dwellings?	The energy cost offset applies only to eligible residential dwellings and operating retail premises. Primary Producer businesses would not be eligible.
What if a dwelling has already installed a solar system?	Solar households and operating retail premises with solar are not excluded from eligibility. How these households and businesses benefit from the plan will depend on the method for delivery which would be determined by the wind farm owner.
How do you apply?	Application procedures will be established by the wind farm owner when the program is established.

HEXHAM WIND FARM
NEIGHBOUR BENEFIT
SHARING PROGRAM



Community Benefit Fund

Feedback	Response
Is it possible that the fund could just be handed over to the local government authority to manage?	The fund would be administered by a formally established fund committee that comprises a number of community representatives and representation from the wind farm owner. The local government authority may also participate with non-voting representation to assist in facilitating initiatives and programs.
Could the fund be used to provide access to services and infrastructure such as mobile phone towers, NBN access, town water, road upgrades, a drought relief fund, three-phase power, increased power reliability?	The framework of the Community Benefit Fund will be flexible enough to provide for the funding of such services and infrastructure, however, will be subject to the decision making and prioritisation of the fund committee.
Could the fund be used to establish scholarship programs?	The framework of the Community Benefit Fund will be flexible enough to provide for the funding of scholarship programs, however, will be subject to the decision making and prioritisation of the fund committee.
What is the eligibility distance for participation?	The assessment of fund applications will be the responsibility of the fund committee. While there would not be a specific eligibility distance, this would be a consideration in assessing applications.

Community Co-Investment Program

Feedback	Response
There were numerous enquiries about the structure of a community co-investment program, including: <ul style="list-style-type: none">• Could investors be paid a regular dividend?• What is the maximum investment period, and would it be possible to leave midway through that term?• What is the rate of investment return?• What is the eligibility distance for participation?	If sufficient interest is established, the wind farm owner will engage thoroughly with the community to establish the detail of the co-investment program. While the program's structure would be determined at this later stage, it is envisaged the program would provide regular dividends. Further information on co-investment is provided in the Community Engagement and Benefit Sharing in Renewable Energy Development publication (DELWP 2017), which can be found online by searching the publication title.



CONTACT US

Wind Prospect Pty Ltd
PO Box 110 Fitzroy VIC 3065

Ph: 1800 934 322
E: info@hexhamwindfarm.com.au www.hexhamwindfarm.com.au



P 1300 793 267 **E** info@umwelt.com.au **W** umwelt.com.au
NSW | **ACT** | **WA** | **QLD** | **VIC** | **SA** **ABN** 18 059 519 041