

# CIS Tender 3 – NEM Dispatchable Capacity

## Teebar Battery Energy Storage System (Teebar BESS)

**Classification: Public**

### Social Licence Commitments (SLCs) – Capacity Investment Scheme Agreement Disclosures

The Teebar Battery Energy Storage System in Queensland has been selected through the Commonwealth Government's Capacity Investment Scheme (CIS) Tender 3 – NEM Dispatchable Capacity. This document summarises Atmos Renewables' Social Licence Commitments (SLCs) for Teebar BESS, as required by the Capacity Investment Scheme Agreement (CISA).

Note: This is a public-facing summary intended for website publication. It sets out the commitments, targets and timeframes required to be disclosed under the CISA.

### Social Licence Commitments

Social Licence Commitment	Commitment description				
<b>Commitments to local employment</b>	<b>Workforce category</b>	<b>Development (FTE)</b>	<b>Construction (FTE)</b>	<b>Operations (FTE)</b>	<b>% of total project workforce</b>
	Learning workers	0	25	0	20%
	Underrepresented groups	2.5	16	0	15%
	Women	2	2	0	3%
	Local workers	0	75	3	60%
	<b>Trade positions category</b>	<b>Development (FTE)</b>	<b>Construction (FTE)</b>	<b>Operations (FTE)</b>	<b>% of total trades positions</b>
	Apprentices	0	7	0	11%

	<b>Women in trades</b>	0	1	0	1%
	<b>Local trades</b>	0	42	0	70%
<b>Commitments related to use of local content</b>	<ul style="list-style-type: none"> <li>• Before COD (development and construction): \$150,992,684 in Local Content procurement (Australia and New Zealand).</li> <li>• After COD (operation and maintenance): \$121,318,302 in Local Content procurement (Australia and New Zealand).</li> <li>• Local steel: \$1,140,000 in Local steel procurement.</li> </ul>				
<b>Local supply chain investment and innovation commitments</b>	<ul style="list-style-type: none"> <li>• Work readiness initiatives and support for Queensland TAFE's Renewable Energy Future Fund: \$375,000 total (29/04/2024–23/05/2028).</li> <li>• Environmentally sustainable procurement initiatives during construction: \$100,000 total (05/06/2026–23/05/2028).</li> <li>• Partnership with Queensland TAFE Centre of Excellence – Clean Energy Batteries: \$65,000 total (05/06/2026–23/05/2028).</li> <li>• Additional apprentice support to enable Local apprenticeships: \$250,000 total (05/06/2026–23/05/2028).</li> </ul>				
<b>Shared community benefits commitments</b>	<ul style="list-style-type: none"> <li>• Sponsorship of local initiatives during development: \$60,000 total (01/01/2025–31/12/2026).</li> <li>• Teebar Community Legacy Fund: \$2,000,000 total over the 25-year project life (23/05/2028–24/05/2053), with \$400,000 deployed by end of the 5th year of operations.</li> </ul>				
<b>First Nations people commitments</b>	<b>First Nations economic participation commitments</b>	<b>Commitment timeframe</b>		<b>% of total project contract value</b>	
	(i) Work contracted to First Nations businesses	During development phase Between 29/04/2024 and 04/06/2026		0.002%	
		During construction Between 05/06/2026 and 23/05/2028		3.44%	
		During operations Between 24/05/2028 and 24/05/2043		0.1%	
	<b>First Nations workforce commitments</b>	<b>Commitment timeframe</b>		<b>% of total project workforce</b>	
	(ii) First Nations workers	During development Between 29/04/2024 and 04/06/2026		0.0%	
		During construction Between 05/06/2026 and 23/05/2028		1.5%	
During operations Between 24/05/2028 and 24/05/2043		2.5%			

	Training and workforce development commitments	Commitment timeframe	Cost in real AU\$ as at the signing date
	(iii) Training and workforce development	During development Between 29/04/2024 and 04/06/2026	\$20,000
		During construction Between 05/06/2026 and 23/05/2028	\$260,000
		During operations Between 24/05/2028 and 24/05/2043	\$240,000
	Specific commitment	Commitment timeframe	Cost in real AU\$ as at the signing date
	First Nations benefit funds	Between 31/12/2028 and 31/12/2053	\$31,200 per annum (\$780,000 total)
<b>Other Social Licence Commitments</b>	<ul style="list-style-type: none"> <li>• Implementation &amp; reporting: delivery primarily via contractors, data collection, sample audits and quarterly public reporting on the Project website.</li> <li>• First Nations participation approach: early engagement with First Nations stakeholders and support for the benefit fund through transparent governance and (where appropriate) outcomes reporting.</li> <li>• Sustainable procurement approach: contractor sustainable procurement expectations, contract flow-down and quarterly public reporting on progress.</li> </ul>		

### Definitions (summary)

**Apprentice:** means a person who is working on the Project who is undertaking an approved structured employment-based training program (apprenticeship) under a registered training contract that leads to a nationally recognised qualification.

**First Nations Businesses:** means a business that is at least 50 per cent First Nations-owned and is certified as a First Nations business through an appropriate organisation, such as Supply Nation, Indigenous Chamber of Commerce or equivalent.

**Full-time Equivalent (FTE):** means the estimated FTE number for a group which is calculated as: (estimated working hours of a group / (working days x 7.6 hours)).

**Learning Worker:** means a worker with or without qualifications, who needs to update their qualifications or skills to meet the needs of the infrastructure project. This includes (but is not limited to): (a) Trainees and Apprentices; (b) School-Based Apprenticeships and Traineeships (SBATs) and other VET training from Certificate I through to Advanced Diploma, as well as part-qualification short courses and Micro-credentials; and (c) Cadet or undergraduate engineers working on site.

**Local / Locally:** means Australia and New Zealand.

**Local Content:** means goods or services procured from Australia and New Zealand.

**Local Trade:** means jobs for people from the Relevant Jurisdiction who have completed a contract of training as an apprentice, hold a certificate of proficiency in that trade and are working in that occupation on the Project.

**Local Worker:** means jobs for people from the Relevant Jurisdiction.

**Micro-credentials:** means a certification of assessed learning or competency, with a minimum volume of learning of three (3) hours and less than an AQF award qualification, that is additional, alternate, complementary to, or a component of, an AQF award qualification. It can be accredited or non-accredited learning.

**Social Licence Commitments:** including those made in respect of First Nations and means the social licence commitments described in this document.

**Steel:** means all steel intensive components, such as anchor cages, wind turbine tower sections, racking and mounting for solar, transmission towers, piling, and civil and structural works for substations, but excludes steel components integral to a component not available locally at the time of bidding, such as steel inside a solar module, and miscellaneous small hardware items such as nails and bolts.

**Total Project Contract Value (TPCV):** means the sum of all the costs that Project Operator has to pay to develop, construct, operate and maintain the Project exclusive of GST, calculated as  $TPCV = A + B$  where A is total CAPEX (including DEVEX) and B is total OPEX.

**Total Project Workforce (TPW):** means the total working hours that Project Operator will engage to deliver the Project. As at the Signing Date it is estimated to be 240,000 hours and will be updated from time to time.

**Training:** means undertaking an accredited vocational education and training (VET) or nationally recognised professional qualification that meets the needs of the Project and can be full or part qualifications (such as one or more units of competency).

**Underrepresented Groups:** includes: women; under 25 year-olds; mature-aged employees (45 years and older); culturally and linguistically diverse backgrounds; long-term unemployed persons; people with disabilities; refugees and asylum seekers; veterans; people living in social housing; and people registered with Services Australia to receive JobSeeker payments.

## Notes

Total project contract values are not disclosed due to commercial sensitivities. Where commitments are expressed as percentages of TPCV or TPW, the percentage target is disclosed as required.