CIS Tender 5 – WEM Generation

Parron Maam Marang Farm

Classification: Public

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

The Parron Maam Marang Farm (PMMF), a wind farm in Western Australia, has been selected into the Commonwealth Government's Capacity Investment Scheme (CIS) Tender 5 – WEM Generation. This document summarises Atmos Renewables' Social Licence Commitments (SLCs) for PMMF, 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.

Table 1 – First Nations Commitments

Economic Participation	Commitment timeframe	% of Total Project Contract Value
(i) Work contracted to First Nations businesses	Pre-COD	1.261%
	Post-COD	0.192%
Training and Capacity Building	**Commitment timeframe**	**% of Total Project Contract Value**
(ii) First Nations training and workforce development	Pre-COD	0.012%
	Post-COD	0.006%
Employment and Workforce Development	**Date of deliverable**	**% of Total Project Workforce**
(iii) First Nations Workers	Pre-COD	1.404%
	Post-COD	1.208%

Table 2 – First Nations Community Benefits

PMMF is located on Yued Country and has established a formal partnership with Yued Aboriginal Corporation (YAC) through a Relationship Agreement, providing a mechanism for ongoing engagement, cultural heritage management, economic participation, and community benefit initiatives.

Specific Commitment	Summary	Timeframe	Value
Parron Wind Community Legacy Fund – YAC Allocation	• 20% of the annual CLF allocated to YAC for Yued-led initiatives throughout project operations. • Funding will support cultural, social, economic, employment, capacity-building and environmental outcomes. • Distribution priorities determined by YAC, with a minimum commitment of $470,000 in the first five years.	Annually 01-Dec-2030 to 30-Jun-2060	$2,820,000 Total $470,000 within first 5 years
YAC Mental Health and Drug Rehabilitation Initiative	• Annual $10,000 contribution to Indigenous health and wellbeing programs. • Funding directed to YAC-nominated service providers. • Supports mental health, rehabilitation and community wellbeing outcomes	Annually 01-Jan-2027 to 30-Jun-2060	$330,000 Total ($10,000 per annum)
YAC – Elders Cultural Knowledge Transfer Initiative	• Annual $10,000 contribution to Yued Elder-led cultural knowledge transfer programs. • Supports preservation of culture, language, traditional knowledge and intergenerational learning. • Delivered under YAC guidance to strengthen and maintain Yued cultural identity throughout the life of the project.	Annually 01-Jan-2027 to 30-Jun-2060	$330,000 Total ($10,000 per annum)
Relationship Agreement – Ceremonial Signing	• One-off partnership payment to YAC recognising execution of the Relationship Agreement and progression toward Financial Close. • Acknowledges the Yued community's collaboration, cultural leadership and contribution to the project.	One-time payment by 30-Jun-2027	$50,000
Relationship Agreement – Financial Close Payment	• One-off Financial Close milestone payment to YAC recognising the Yued community's partnership, support and contribution to project development. • Marks this significant milestone and honours our collaborative & cultural relationship established under the Relationship Agreement.	One-time payment by 30-Jun-2027	$150,000
YAC Parron Maam Marang Farm Site Visit	• Project-funded site visit for YAC representatives, including transport, catering and logistics. • Provides an opportunity to visit the project site, observe progress and participate in engagement activities.	Delivered 12 May 2024	$7,000
YAC Culture and Art Fund	• Culture and Art Fund supporting Yued artists, storytellers and cultural leaders.	One-time payment by 01-Dec-2030	$30,000

	• Enables Yued naming, cultural design elements, public art and signage opportunities throughout the project. • Embeds and celebrates Yued culture and identity during construction and operations.		
Heritage Survey	• Project-funded heritage surveys delivered by YAC. • Supports heritage planning, coordination and participation by Yued representatives and specialists. • Helps identify, protect and manage Yued cultural heritage values across the project area.	One-time payment by 30-Dec-2026	$280,000
Construction and Geotechnical Works - Cultural Heritage and Disturbance (Yued Monitors)	• Project-funded heritage monitoring by YAC during disturbance works. • Supports participation of Yued representatives to identify, protect and manage cultural heritage values in accordance with Yued cultural protocols.	Payment as monitoring performed 01-Jul-2025 To 01-Jul-2029	$235,000 Total
Cultural Awareness Training	• Project-funded cultural awareness training delivered by YAC for project personnel. • Builds understanding of Yued culture, heritage, protocols and connection to Country to support respectful engagement and collaboration.	Payment as training provided 01-Jan-2027 To 01-Dec-2030	$45,000 Total

Table 3 – Commitments related to use of Local Content

Local Content commitments	% of Total Cost
Pre-COD - Development and construction	41.0% of Total CAPEX
Post-COD - Operation and maintenance	64.0% of Total OPEX
Local Steel	9.86% of Total Steel Cost

Table 4 – Local supply chain investment and innovation

Specific Commitment	Summary	Timeframe	Value
North Metro TAFE – Renewable Energy Workforce Development Funding	• $200,000 investment in North Metro TAFE to support renewable energy workforce development in Western Australia. • Supports renewable energy training programs, trainer upskilling, curriculum development and equipment upgrades. • Builds local skills, training capacity and supply chain capability for the clean energy transition.	01-Jan-2027 to 01-Dec-2030	$200,000 Total

Table 5 – Commitments to Local employment

Hours			
Workforce category	**Development & Construction**	**Operations**	**Total**
Total Project Workforce	1,609,864	335,437	1,945,301
Total Trades	301,949	280,000	581,949
Total Apprenticeship	32,053	8,760	40,813
Total Trade-specific Apprenticeship	32,053	8,760	40,813
Percentage of Total Workforce			
Workforce category	**Development & Construction**	**Operations**	**Overall**
Learning Workers	18.0%	16.0%	17.5%
Underrepresented Groups	15.0%	12.0%	14.2%

Local Workers	40.0%	32.0%	37.8%
Women	6.0%	2.0%	4.9%
Percentage of Total Trades			
Workforce category (Trades)	**Development & Construction**	**Operations**	**Overall**
Apprentices	7.0%	7.0%	7.0%
Local Trades	20.0%	20.0%	20.0%
Women in Trades	2.0%	2.0%	2.0%
Women Apprenticeship Targets (% of relevant metric)			
Workforce category (Women Apprentice Targets)	**Development & Construction**	**Operations**	**Overall**
Overarching Apprentice Target for Women	5.0%	5.0%	5.0%
Trade-specific Apprentice Target for Women	5.0%	5.0%	5.0%

Table 6 – Shared community benefits commitments

Specific Commitment	Summary	Timeframe	Value
Community Legacy Fund – General Allocation	• $376,000 annual contributions to the CLF General allocation • Community-led outcomes developed in partnership with local stakeholders. • Funding priorities and supported initiatives will be regularly reviewed and adapted to reflect changing community needs. • Designed to maximise long-term positive social, economic, cultural and environmental impact.	Annually 01-Dec-2030 to 30-Jun-2060	$11,280,000 Total ($376,000 per annum)
Road Upgrades	• Project-funded upgrades to Brand Highway and Cowalla Road to support project construction and operations. • Improves road safety, heavy vehicle access and community outcomes. • Works delivered through project contractors, Main Roads WA and/or local government partners	01-Jan-2027 to 01-Dec-2030	$3,000,000 Total

Workforce Readiness Package	• Workforce readiness funding for Jurien Bay High School to help students prepare for employment and training pathways. • Supports first aid, white card and working-at-heights certifications for senior and VET students. • Co-designed with the school to align with student needs and local workforce opportunities	01-Jan-2027 to 01-Dec-2030	$15,000 Total
Growing Leaders Program	• Funding for the Growing Leaders Program at WA College of Agriculture Cunderdin through to the end of 2026. • Supports student development in leadership, resilience, wellbeing, social and emotional intelligence. • Final $25,000 instalment remains payable to complete the funding commitment.	01-08-2024 to 01-Dec-2026	$75,000 Total

Community Legacy Fund (CLF) – Summary

Once operational, PMMF will contribute $1,000 per MW ($470,000 total) per annum to a Community Legacy Fund (CLF), with 20% ($94,000 per annum) ring fenced for First Nations initiatives, as described in Table 2. The remaining $376,000 per annum directed to broader community-led initiatives as described in Table 6. The project's total contributions to the CLF over its life will be $14.1 Million.

The CLF will be administered under a formal Fund Charter and governance framework developed in consultation with local government, Yued Aboriginal Corporation, landholders, community representatives and other relevant stakeholders. The governance model is intended to support transparent, community informed decision making, with local input into funding priorities, assessment processes and long-term outcomes.

Consultation will include direct stakeholder engagement and broader community consultation processes prior to the first funding round. The final governance arrangements will seek to reflect evolving community priorities over the life of the Project, while ensuring appropriate accountability, transparency and alignment with the Fund's intended social, economic, cultural and environmental objectives.

PMMF will work in close collaboration with key community representatives to define the CLF's desired outcomes, ensuring supported initiatives align with community needs. Recognising that priorities may evolve over time, the CLF's focus and supported initiatives will be reviewed and adapted throughout the life of the Project to maximise lasting positive impact.

Other Social Licence Commitments

Social Licence Commitment	Commitment description
Local supply chain commitments, investment and innovation, employment and workforce commitments	• Insert into the EPC contracts, clear obligations for contractor to implement the relevant portion of the Social Licence Commitments, including the obligation to pass on such commitments to subcontractors; • Aggregate data and prepare quarterly compliance reports and publish these on the Project website.
First Nations Participation	• continue to engage with First Nations stakeholders to identify and facilitate introductions between First Nations businesses and key contractors; • Ensure the EPC contracts include clear obligations to implement the relevant portion of the First Nation participation commitments, including the obligation to pass on such commitments to subcontractors; • Aggregate data and prepare quarterly compliance reports and publish these on the Project website. • The YAC allocation of the Community Legacy Fund, along with other initiatives linked to the Relationship Agreement will be implemented directly by PMMF. • Engage with First Nations stakeholders to understand priorities, concerns, and aspirations to establish transparent policies and processes for the allocation and use of funds; • Work collaboratively with First Nations communities to monitor, evaluate, and report on the delivery and effectiveness of initiatives • Where appropriate, and with the consent of the relevant First Nations group, report on outcomes and learnings from these initiatives.
Environmentally sustainable procurement throughout supply chain	• ensure main contractors can demonstrate their commitment to sustainability through evidence of a sustainable procurement policy and procedures, • ensure the EPC contract includes clear obligations to implement the relevant portion of the environmentally sustainable commitments, including the obligation to pass on such commitments to subcontractors; • Aggregate data and prepare quarterly compliance reports and publish on the Project website.

Notes

1. 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.
2. All dollar values stated are in real dollars AU$ as at the CISA signing date, 18 September 2026

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.

CLF: means the Project's Community Legacy Fund

EPC: means Engineering, Procurement and Construction

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)).

Learner 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 be1.94 Million 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 people with characteristics defined in the Anti-Discrimination Act 1977 (NSW); people who are long-term unemployed; young people; and women.