Accommodation and Employment Strategy

Orana Battery Energy Storage System (BESS)

State Significant Development SSD 45242780

CPP Project No: 12937

Current Revision			
Revision:	C	Revision Date: 15/07/2024	
Task:	**Responsibility:**	**Date:**	**Signature:**
Developed by:	Donald Ritchie	15/07/2024	
Review by Responsible Site Manager:	Nicola Saltman	15/07/2024	
Approved by Accountable Project Manager:	Osama Sader	16/07/2024	

ACCOMMODATION AND EMPLOYMENT STRATEGY

Orana Battery Energy Storage System

FINAL

Prepared by

Consolidated Power Projects

along with

Stride Renewables

Acknowledgement of Country

CPP would like to acknowledge the Traditional Owners of the Land on which they operate. CPP pay their respects to Elders past, present and emerging, and acknowledge the connection that Aboriginal and Torres Strait Islander People have to the land.

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Table 1 - Revision Log

Revision Log		
From Revision	**To Revision**	**Summary of Changes**
B	C	• Changes as per DPHI RFI register

1 INTRODUCTION

The Orana BESS (the Project) is a multi-hour 415MW Battery Energy Storage System (BESS) being developed by Akaysha Energy near Wellington in central-west New South Wales. Consolidated Power Projects (CPP) are the preferred Engineering, Procurement and Construction (EPC) partner for the Project.

CPP are a highly experienced EPC company, having worked on similar projects such as the Waratah Super Battery and other large renewable energy projects. CPP employees pride themselves on treating local communities with respect, and the Company seeks to employ as many locals as possible throughout the build, including subcontracting Early Works and Electrical Works to local businesses.

2 PURPOSE

The purpose of this Accommodation and Employment Strategy (AES) is to assess and devise a strategy to ensure that appropriate accommodation options are made available for the project workforce within the local area throughout the duration of the project and to investigate the prioritisation of opportunities for the employment of local workers and content.

2.1 Consolidated Power Projects (CPP) Commitment

Our Project AES encompasses and reflects our commitment to meeting customer requirements for safety, performance and value in relation to our delivered products.

2.2 Consultation

The Consolidated Consent requires this plan to be developed in consultation with the Dubbo Council and Mid-Western Regional Council, and to the satisfaction of the Planning Secretary.

See Appendix A.1 for a log of communication between CPP and Dubbo Council. A draft AES was sent to Dubbo Council. A response from Dubbo Council was received acknowledging that the CPP plan submitted is satisfactory.

2.3 Public Access to Information

Under Condition C20 of the Consent, this plan will be publicly available via Akaysha Energy's website – https://akayshaenergy.com/projects/orana-bess

Complaints in relation to Construction activities can be sent to Email: feedback@akayshaenergy.com

3 SCOPE

This Accommodation and Employment Strategy provides a framework for accommodation and employment strategies of the construction phases of the Orana Battery Energy Storage System, being the Battery Energy Storage System project of the State Significant Development SSD 45242780 (the Development), as relating to the scope of works within Lot 1 DP1226751 and Lot 2 DP1226751 & 1136578 of the Project.

This Accommodation and Employment Strategy applies exclusively to the Orana BESS site. Other works associated with the Wellington Substation are not covered by or detailed in this plan. Please note that the operation for the Orana BESS will be completed as part of a future stage of the Development.

This AES applies to the planning, construction, and defects liability phases of all works to be undertaken as part of the Project. It applies to all workers, contractors, labour hire and suppliers working on the project.

This plan does not apply to the operations and decommissioning of the BESS. The operations and decommissioning will be part of separate work packages in the future.

This AES should be read in conjunction with other project documents and plans developed by Akaysha Energy and CPP for the Orana BESS Project, including:

- Environmental Management Strategy
- Construction Environmental Management Plan
- Biodiversity Management Plan
- Traffic Management Plan
- Chance Find Protocol
- Emergency Management Plan
- CPP Policies and Procedures

4 PROJECT OVERVIEW

4.1 Project Description

The development is owned by Akaysha Energy, a leading developer of renewable energy projects. Akaysha's Orana Battery Energy Storage System (BESS) will be a 415MW battery offering up to 4 hours or 1660MWh of energy storage. The site for the Orana BESS is approximately 2km northeast of Wellington, adjacent to TransGrid's 330kV zone substation. The BESS will have a footprint of around five hectares and be positioned near the electricity grid, thereby minimising the need for extensive high voltage power lines, reducing visual impacts.

Wellington was selected as the site for the Orana BESS because of its position within the TransGrid 330kV transmission system and its location within the Central West Orana Renewable Energy Zone (REZ).

Table 2 - Project Specific Details

Parameter	Details
Client:	Akaysha Energy
Principal Contractor:	Consolidated Power Projects Australia Pty Ltd
Project Name:	Orana Battery Energy Storage System (Orana BESS)
Project Number:	12937
Project Address:	6945 Goolma Road, Montefiores NSW 2820
Project Manager:	Osama Sader
Site Manager:	Peter Mowat

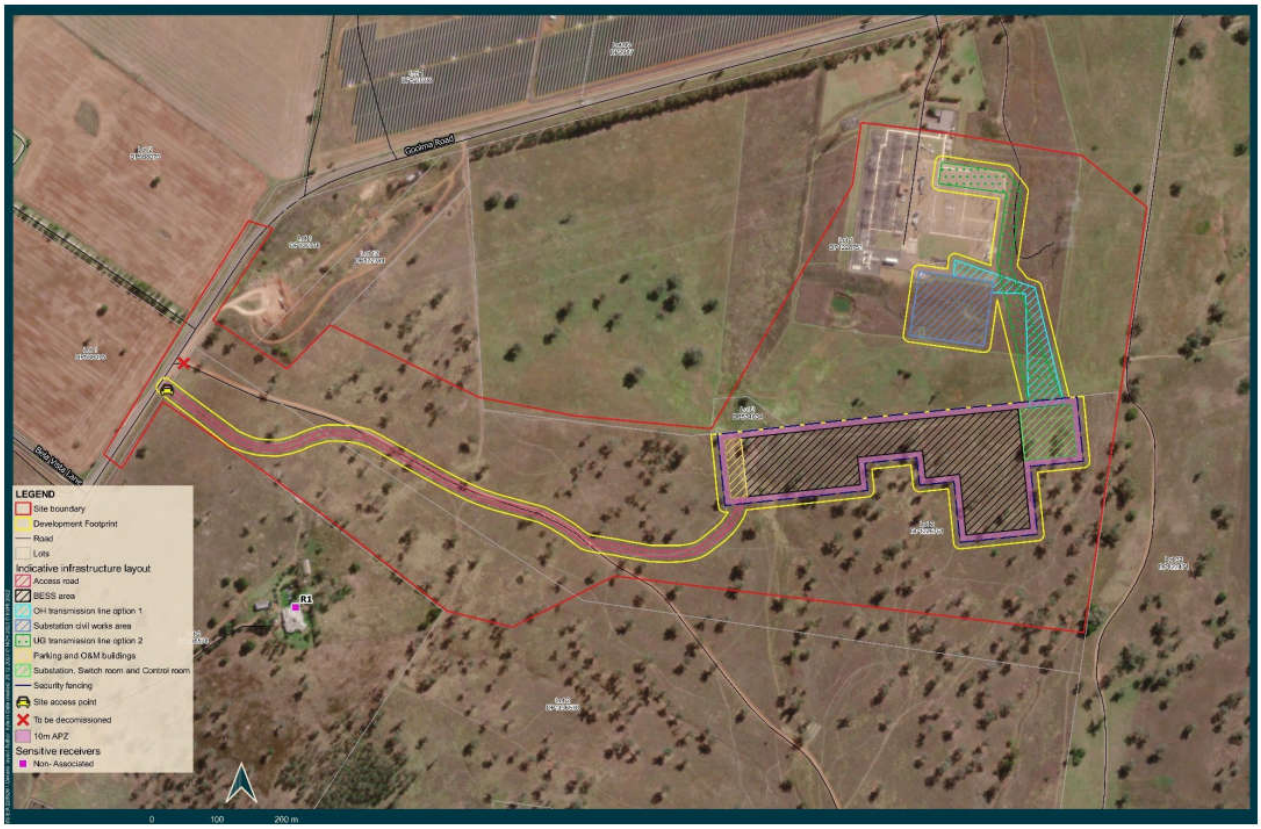


Figure 1 – Project's Site Map

4.2 Overview of the Region

The site is in the township of Montefiores, 3.5km north of Wellington.

Wellington is a town in the Central Western Slopes region of New South Wales, with a population of 4077 (2016 census) located at the junction of the Wambuul-Macquarie and Bell Rivers. It is within the Local Government Area of Dubbo Regional Council. The town is 362 kilometres northwest of Sydney on the Mitchell Highway and Main Western Railway, and 50 kilometres southeast of Dubbo.

Wellington was the second European settlement west of the Blue Mountains, first established as a convict settlement in 1823.

Wellington Station is served by a daily NSW TrainLink XPT service which runs between Sydney and Dubbo.

The closest commercial airport is that of Dubbo. QantasLink and Rex Airlines service the airport 3-5times daily from Sydney. Bodangora Airport for general aviation aircraft is located 12kilometres east of Wellington. Ogden's Coaches operates return services to Dubbo, with one extending to Narromine as a through-routed service with the Narromine link.

Nearby features include Lake Burrendong, The Burrendong Arboretum, the Wellington Caves and Catombal Range. Lake Burrendong is a man-made lake located 30 kilometres south of Wellington. Its capacity is three and a half times that of Sydney Harbour and supplies water for irrigation schemes downstream. It is a popular location for anglers, sailors, and water skiers. The Burrendong Arboretum is a sanctuary for endangered Australian flora and covers 1.60 km². Wellington Caves feature the Cathedral Cave with the massive Altar Rock and has a viewable underground river running at the bottom. Immediately to the east of Wellington is the Catombal Range with magnificent bushwalks in and around Mt Arthur and Mt Wellesley.

Local events include the Wellington Boot, a country racing festival is held in March and April annually and the Wellington Show, held each year.

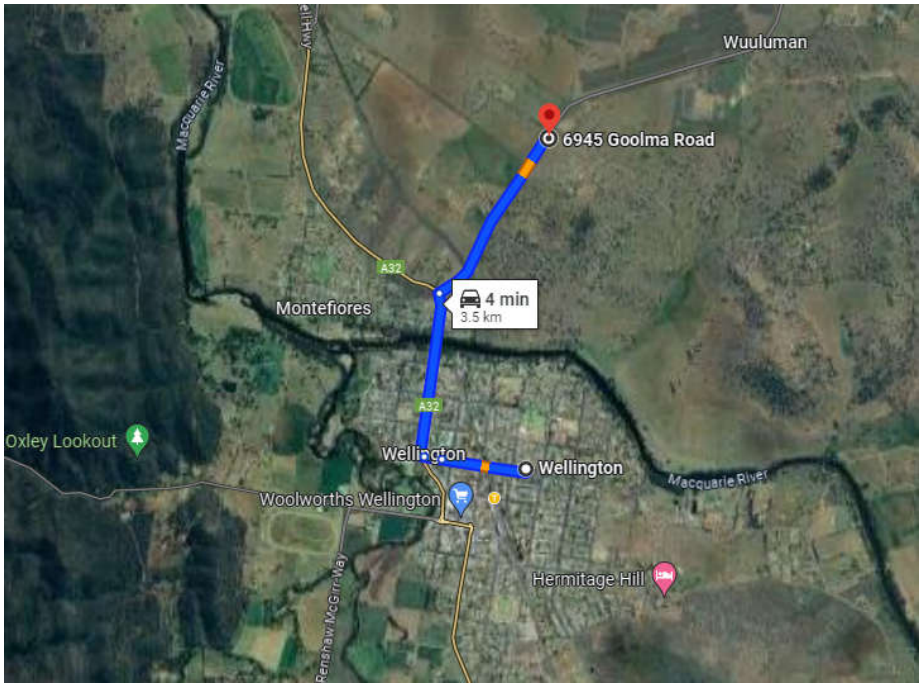


Figure 2 – Distance and time from the Project to Wellington

Dubbo is another city close to the Orana BESS site. It is the largest population centre in the Orana region, with a population of 43,516 at June 2021. The population is expected to grow to 66,341 in 2041, a growth

rate of 1.02% per year (Delos Delta 2023). The city is located at the intersection of the Newell, Mitchell, and Golden highways. Dubbo officially became a city in the year 1966. Dubbo is located 390 km north-west of Sydney.

The Macquarie River runs through Dubbo, as does Troy Creek. The City of Dubbo lies within a transition zone between the ranges and tablelands of the Great Dividing Range to the east and the Darling Basin plains to the west.

The city's largest employer is the Dubbo Base Hospital, alongside Fletcher International Exports, which exports lamb and mutton globally. Other local industries reflect the city's status as a regional base for surrounding agricultural regions.

Dubbo is also considered a major shopping centre for the surrounding regional areas in the Central and Far Western districts of New South Wales. Dubbo has many shopping districts, including the large and very recently renewed Orana Mall (East Dubbo), Macquarie and Talbragar Streets (City Centre), Centro Dubbo, Riverdale, and Tamworth Street local stores (South Dubbo).

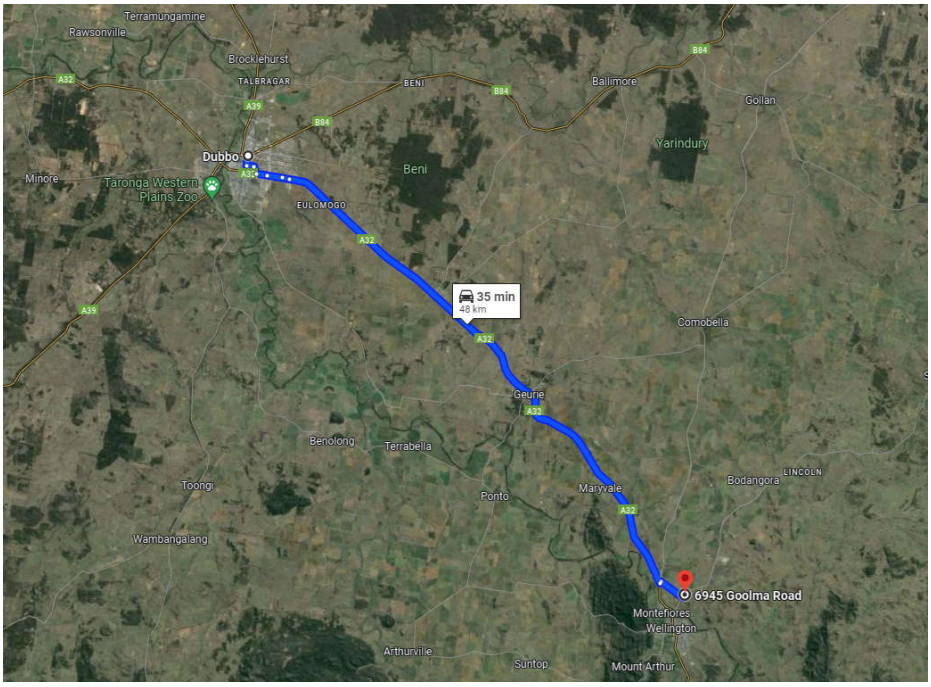


Figure 3 – Distance and time from the Project to Dubbo

The proposed development will have a positive employment impact during construction. Overall, it is considered that the development will have a positive socio-economic impact on the local area during construction, given the significant economic boost the additional work would generate. It is further considered that the expected adverse impacts would be minimal given the temporary nature of construction phase and through the implementation of appropriate environmental management controls. The creation of long-term employment and demand from local associated business will have a positive economic and social impact. Further, there is a greater societal, social and economic benefit gained through the substitution of carbon-based electricity production with renewable energy sources which are consistent with State and National greenhouse emission reduction objectives.

4.3 Overview of CPP

CPP specialises in providing full turnkey high voltage solutions for power utility, industrial, resource and renewable energy sectors.

CPP offers specialist design, construction, commissioning, and maintenance of high voltage infrastructure. As a trusted partner to Australia's largest renewable and power transmission utility companies, we continue to deliver successful, large-scale projects including battery infrastructure, solar and wind farms, and high voltage transmission substations.

All CPP employees, engaged subcontractors and visitors shall meet the requirements of this document as applicable to their specific project works and responsibilities.

A copy of the plan and or any revisions to the plan shall be retained for the duration of the project.

This plan shall be amended following any significant events, or if there are significant changes to project scope, methodology, risk profile or legislation and ensure that each relevant person affected by the amendment is advised of the details of the amendment or given a copy of the amendment.

Implementation of this plan shall be monitored via the internal audit process and site inspections.

The Project Manager is the owner responsible for the implementation of this plan.

As a company, CPP strives for continuous improvement daily, both as individuals as well as an organisation. Our core values reflect who we are and define our approach to doing business.

Consolidated Power Projects core values are:

Team Work - One team, together we achieve;

Integrity - Doing the right thing / doing what's right;

Innovation - Always learning, creating, adapting; and

Sustainability - Ensuring our future.

"Strive for Quality Excellence"

"Strive for Safety Excellence"

"Strive for Environmental Excellence"

4.4 Site Location

The project site is located at Lot 1 DP 1226751 and Lot 2 DP1226751 & 1136578 – 6945 Goolma Road, Montefiores NSW 2820.

The site coordinates are approximately -32.52933740989051, 148.9511250288358.

The site will be accessed directly from Goolma Road.

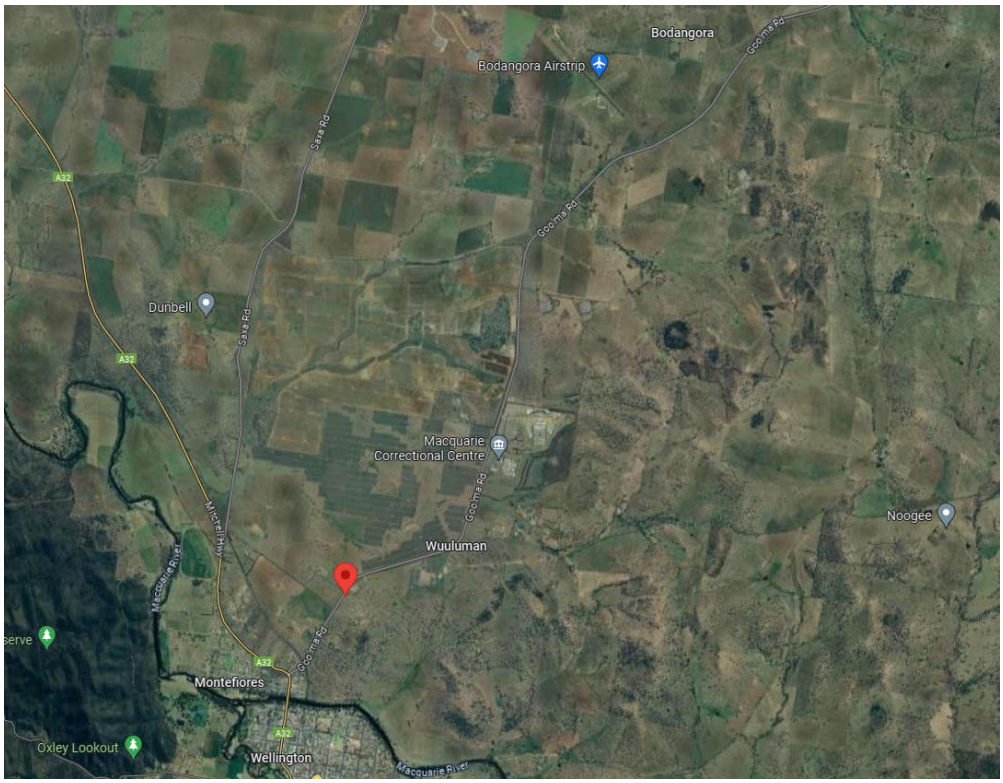


Figure 4 – Location of the Project

4.4.1 Development Phases – staging, timing (increase or decrease over time)

The Development will be undertaken in four distinct stages (see **Error! Reference source not found.** for Development map), those being:

- Stage 1 – Goolma Road intersection upgrade;
- Stage 2 – Construction of the BESS
  - Stage 2a - Construction of access road to the BESS
  - Stage 2b - BESS Mechanical and Electrical Installation
- Stage 3 – Operations; and
- Stage 4 – Decommissioning.

Stage 1: Goolma Road intersection upgrade - August to December 2024

In accordance with Appendix 5 of the Consent, intersection upgrade to Goolma Road will be carried out prior to commencing construction works.

- include the removal of the Heavy Vehicle Rest Area on the western frontage to Goolma Road
- identify the closure of the existing access servicing Lot 2 DP 1136578;
- provide evidence of consultation with receivers R4 and R5 regarding the changes to the intersection treatments;
- ensure a 2.5 metre width shoulder adjacent to the north bound lane CHR(s) is provided, at the location identified in Figure below, as per Austroads Guide to Road Design Part 3;
- adjust the line marking for the BAL for the left turn intersection treatment; and
- address any safety risk to stationary residential traffic at the private access road servicing receivers R4 and R5, noting the current design features a merge taper ending just beyond the private access road in the merge run out area.



Figure 5 - Goolma Road Upgrades

Stage 2a: Construction of access road to the BESS - August to October 2024

- Preparation of construction, compound, laydown and parking areas
- Bulk earthworks inclusive of stripping of topsoil to allow construction of access road from Goolma Road
- Cut to fill, import to fill, capping layer and surfacing layer for the internal access road

Stage 2b: BESS Mechanical and Electrical Installation - August 2024 to March 2026

- Bulk earthworks inclusive of topsoil stripping, cut to fill, import to fill, capping layer and surfacing layer
- Security fencing delivery and installation, including post and sill foundations, perimeter chainmesh and gates
- Landscaping and rehabilitation inclusive of trimming batters, table drainage, earth shaping and seeding
- Earth grid installation
- Stormwater drainage system inclusive of pits, pipes, headwalls and table drains
- Spill oil drainage system inclusive of pits, pipes and headwalls
- 33kV direct buried cable installation within BESS yard (from RMU's to 33kV Switchgear building)
- Electrical pit and conduit system installation
- Equipment, structure and building foundations inclusive of major and minor foundations for the BESS and associated substation
- Ancillary equipment and minor structure deliveries
- Major equipment delivery and landing/erection inclusive transformers
- Delivery and landing only of the Megapacks
- Control and switchgear buildings delivery and landing
- Mechanical and Electrical installation of equipment inclusive of structural erection, landing of equipment, cable reticulation works, cabling and terminations
- Electrical installation of the Megapacks inclusive of cabling and terminations, specifically connection of the Megapacks to other equipment within the BESS facility
- Testing and commissioning, specifically energisation of the Megapack battery units and Hold Point Testing of the BESS

Stage 3 Operations - NOT covered in this plan*

- Operation of the plant from 2026

Stage 4 Decommissioning, at end of life - NOT covered in this plan*

- Full decommissioning of the site including removal and disposal of all installed components

Operation and decommission of this project are not in CPP's Scope of Works and will be provided in separate document(s) by others.

*** These stages are part of different work packages and will have separate A&E Strategies Workforce Staging and Timing**

4.5 Workforce Staging and Timing

Table 3 below shows the expected workforce staging and timing. It outlines the different teams coming to the site at Wellington, when they will arrive, and how long each team expects to be in the region.

Table 3 - Staging of Workforce

	EARLY WORKS		SUBSTATION & BESS CONSTRUCTION																		
	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26
Site Management, Admin, SQE	3	4	4	4	4	4	4	4	8	10	10	10	10	10	10	10	10	10	8	8	6	6
Civil Supervision	2	2	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4			
Civil	8	10	8	8	12	27	58	76	70	60	60	50	44	44	25	25	25	25	25			
Electrical	3	3	0	0	0	1	1	6	15	10	10	10	15	25	45	50	45	30	25	25	20	10
Total	16	19	15	15	19	35	67	90	97	84	84	74	73	83	84	89	84	69	62	33	26	16

5 PROJECTS IN THE REGION

5.1 Cumulative effects on workforce and accommodation

There are several projects that may be constructed at similar times as the Orana BESS in the Renewable Energy Zone. This raises the possibility of cumulative effects on the local community's housing stock and short-term accommodation. These cumulative effects can be a particular issue in regions where tourism is an important part of the local economy.

A large pipeline of projects can also encourage skilled migration to regional Australia on a permanent basis, or the medium term across consecutive multiple projects, and inject income into the local economy through food and services.

Table 4 shows major projects within 50km of the Orana BESS, including details relevant from the perspective of both employment and accommodation in the area.

This assessment shows that cumulative effects on the region of the Orana BESS Project are not likely to be significant. The minimal effect is a result of the Project's timing not aligning with the peak of the CWO REZ build-out and the Project's relatively small workforce. EnergyCo estimates that the CWO REZ workforce will peak in November 2025 (see Figure). As Table 3 indicates, the Orana BESS's workforce will peak nine months before the peak of the regional workforce. The Project will have a maximum of 97 people employed full time, with a significant number of Early Works and Electrical Works employees expected to come from local businesses subcontracting to the Project.

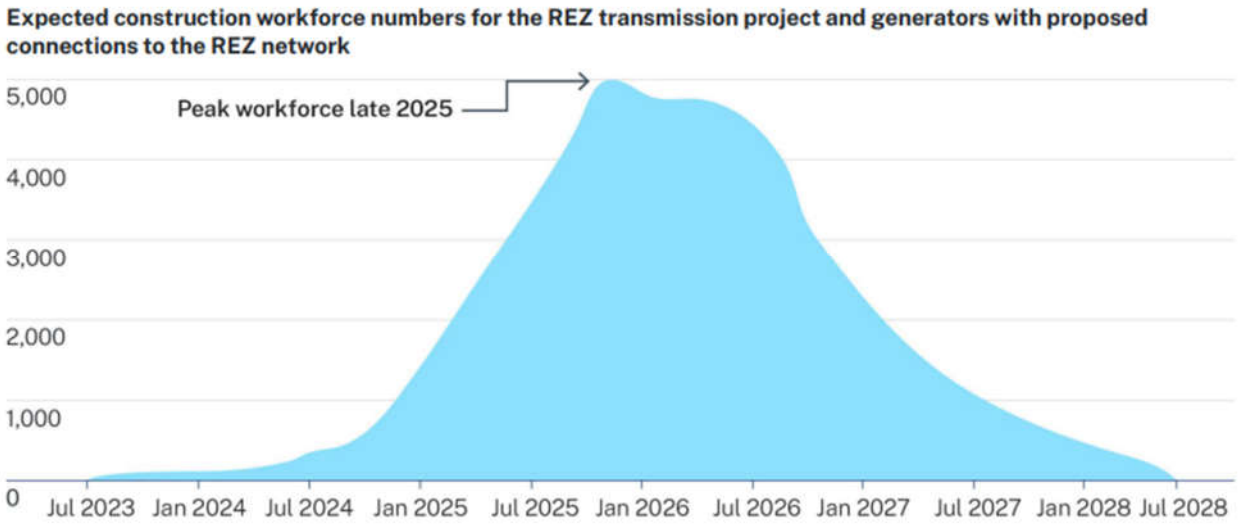


Figure 6 - EnergyCo's estimate of workforce timing in CWO REZ.

(Source – EnergyCo Workforce Accommodation, September 2023)

Table 4 - Cumulative Impacts Study

Project Name	Description	Status	Development timeline and workforce details	Potential for demand to coincide with Orana BESS?
Apsley BESS SSD-35160796	The Apsley BESS is a 120MW battery energy storage system with a storage capacity of 260MWh, developed by ACEnergy, located approximately 6km south of Apsley, NSW.	Approved in June 2023	Construction start anticipated in 2024. The project will generate approximately 50 (FTE) jobs during construction and up to 5 full time jobs during operation	Yes Construction is expected to start in 2024. Accommodation demand is low with only 50 workers; however, construction timing may coincide with Orana BESS.
Aquila Wind Farm (BESS) SSD-67667971	The Aquila Wind Farm is a 300MW onshore wind project developed by ACEN, located near Bland, NSW. This project is accompanied by a 100MW battery energy storage system with a storage capacity of 200MWh.	In Planning – prepare EIS	Construction commencing in mid-to-late 2026. It is estimated that the Project will generate over 300 jobs during the construction phase and approximately 15 jobs during the operational phase.	No. Project is due to commence construction in 2026.
Burrendong Wind Farm SSD-8950984	The Burrendong Wind Farm is a 500MW onshore wind project developed by Ark Energy, located near Wellington, NSW.	In Planning – Response to Submissions	Tbc (2026-2030) Construction phase of the Project will generate around 250 FTE jobs, with a peak workforce of 375.	No. The project has not yet received development approval.
Cobbora Solar Farm and BESS SSD-29491142	The Cobbora Solar Farm is a 700MW solar photovoltaic project jointly developed by Marble Energy and Dawn Renewables, located in Cobbora, NSW. The project is accompanied by a 200MW battery energy storage system with a storage capacity of 200MWh.	In Planning – Prepare EIS	Construction is anticipated to start in 2025 and finish in 2028. Jobs created: 700+	No. The project has not received planning approval and peak workforce requirements are unlikely to coincide with the Orana BESS.

Project Name	Description	Status	Development timeline and workforce details	Potential for demand to coincide with Orana BESS?
Dapper Solar Farm and BESS SSD-52217961	The Dapper Solar Farm is a 300MW solar photovoltaic project developed by Origin Energy, located near Narromine, NSW. The project is accompanied by a battery energy storage system.	In Planning – prepare EIS	Construction expected to begin in 2025. During the construction phase, a workforce of 250 FTE workers is anticipated, with a maximum of about 350 workers during the peak construction period	No. The project is proposing temporary accommodation facilities as part of the development for its non-local workforce.
Kerrs Creek Wind Farm SSD-62199230	The Kerrs Creek Wind Farm is a 441MW onshore wind project developed by RES, located near Cassilis, NSW.	In Planning – Prepare EIS	Construction start expected in 2026. A workforce of up to 350 FTE is anticipated over the 3-year procurement, construction and commissioning.	No. Construction commences after the peak workforce requirements for Orana BESS.
Maryvale Solar Farm and BESS SSD-8777	The Maryvale Solar Farm is a 230MW solar photovoltaic project developed by WIRSOL, located in Maryvale, NSW. The project is accompanied by a 125MW battery energy storage system with a storage capacity of 375MWh.	Approved	Construction is expected to start in mid-2024, with over 400 personnel predicted to be onsite throughout the construction period.	Yes. Construction is anticipated to start in mid-2024 and has a large workforce requirement, within 10km of the Orana BESS in the Dubbo Regional Council LGA.
Phoenix (Yarrabin) Pumped Hydro SSD-59906734	The Phoenix (Yarrabin) Pumped Hydro project is an 810MW pumped hydro energy storage system with a storage capacity of 9,600MWh, developed by ACEN and located near Wellington, NSW.	In Planning – prepare EIS	Proposed construction period from 2025 to 2029. Workforce of up to 500 people	No. Construction timing does not coincide with Orana BESS. A construction camp on site is also proposed.
Piambong Wind Farm and BESS	The Piambong Wind Farm is a 551MW onshore wind project developed by Vestas, located near Mudgee, NSW. This project is accompanied by a 100MW battery energy storage system with a storage capacity of 200MWh.	In Planning – prepare EIS	Construction expected to begin in 2026. Up to 400 new construction jobs over a 2.5 year construction period.	No. Construction is expected to start in 2026.

Project Name	Description	Status	Development timeline and workforce details	Potential for demand to coincide with Orana BESS?
Sandy Creek Solar Farm and BESS SSD-41287735	The Sandy Creek Solar Farm is a 750MW solar photovoltaic project developed by Lightsource BP, located near Warwick, NSW. The project is accompanied by a 750MW battery energy storage system with a storage capacity of 3000MWh.	In Planning – prepare EIS	Construction commencement to be confirmed. Peak construction workforce of 350 workers.	No. The project has not lodged an EIS and construction is unlikely to occur at the same time as the Orana BESS peak workforce.
Spicers Creek Wind Farm and Battery SSD-41134610	The Spicers Creek Wind Farm is a project comprising a 700MW onshore wind project and a 400MW battery energy storage system with a storage capacity of 1800MWh, developed by Squadron Energy and located in Spicers Creek, NSW.	In Planning - Assessment	Construction anticipated to commence within one to five years of development approval. Expected to support up to 320 jobs during construction	No. The project has not received development approval and does not have a defined construction commencement date.
Uungula Wind Farm and BESS	The Uungula Wind Farm is a 414MW onshore wind project developed by Squadron Energy, located in Uungula, NSW. This project is accompanied by a 150MW battery energy storage system with a storage capacity of 300MWh.	Under construction	Early Works have begun, construction expected to take 24-30 months. The wind farm will support 250 direct FTE positions over the construction period.	Yes. Uungala is located within 20km of the Orana BESS and accommodation demand may coincide with the Orana BESS.
Wellington North Solar Farm and BESS	The Wellington North Solar Farm is a 425MW solar photovoltaic project jointly developed by AGL Energy and Lightsource BP, located near Wellington, NSW. The project is accompanied by a 300MW battery energy storage system.	Under construction	Expected construction completion in September 2024. An estimated 400 construction jobs is required.	No. Construction will be finished before the Orana BESS peak workforce is required.

Project Name	Description	Status	Development timeline and workforce details	Potential for demand to coincide with Orana BESS?
Wellington South BESS (a.k.a Wellington BESS) SSD-27014706	The Wellington South BESS is a 500MW battery energy storage system with a storage capacity of 1000MWh, jointly developed by AMPYR and Shell Energy, and located near Wellington, NSW.	In Planning - Approved	Construction is set to begin in 2024 and will provide up to 100 full-time-equivalent construction roles throughout the construction process.	Yes. The Wellington South BESS is located next to the Orana BESS and construction is expected to coincide.
Wellington Town BESS SSD-56623466	The Wellington Town BESS is a 180MW battery with a storage capacity of 720MW, developed by RWE Renewables.	In Planning – prepare EIS	The project is expected to start construction in Q2024. The Project is expected to create up to additional 50 jobs during construction.	No. The project has not received planning approval.
Suntop Solar Farm and BESS SSD-8696	The Suntop Solar Farm is a 200MW solar photovoltaic project developed by Canadian Solar, located near Wellington, NSW. The project is accompanied by a 200MW battery energy storage system with a storage capacity of 800MWh.	Operating – Mod for BESS	BESS In Planning Operational as of December 2021 SSD approval granted December 2018. Mod 1 October 2019. Mod 2 report in preparation.	Uncertain. This project is very early in planning. There is a high degree of uncertainty as to when construction would occur.
Wellington Solar Farm and BESS	The Wellington Solar Farm is a solar photovoltaic project located near Wellington, NSW. The project is accompanied by a 180MW battery energy storage system with a storage capacity of 440MWh.	Operating – Mod for BESS	BESS In Planning	Uncertain. This project is very early in planning. There is a high degree of uncertainty as to when construction would occur.

5.1.1 Impact on the rental market

CPP intends to rent up to five houses across Dubbo and Wellington in the eighteen-month construction period. CPP intends to rent these houses for Site Managers and Civil Supervisors. These ten employees (see Table 3) are required for the entire duration of the build, while other employee-types are required for short term phases. While renting these houses will add to the aggregate demand for housing, it is not expected that these rentals will impact considerably on the rental market in Dubbo and Wellington. This is due to the Project's timing (peak workforce at six months before the peak of the regional workforce) and the low number of employees requiring rental housing.

Currently, the rental market in Dubbo and Wellington has an adequate supply of houses for CPP's employees to rent houses in these townships without significant impact. At the time of writing, there are 77 rental properties available in Dubbo and 36 in Wellington. Given construction is projected to start on the Orana BESS as early as July 2024, these numbers show there is sufficient supply for the Project's needs.

5.1.2 Impact on short-term accommodation

The potential cumulative impact on short-term accommodation is low, with further details provided below.

The total estimated workforce population of the four projects expected to overlap in construction timing - Apsley BESS, Maryvale Solar Farm and BESS, Wellington South BESS, Uungula Wind Farm and BESS - in addition to Orana BESS is 607 workers at the peak, based on NSW Major Project Portal documents for the projects. This assumes all workforce peaks occur simultaneously in an unlikely 'worst-case scenario'.

Analysis on short-term accommodation conducted by Dubbo Council (March 2023)[1] indicates a total of 5,684 available beds (motels, hotels, motor inns etc), and assumes between 50% and 75% of workers from infrastructure projects would require short-term accommodation.

Using this Council data and methodology should 60% of these peak workers (364) from the five projects be requiring short term accommodation, this represents only 6.4% of the available dedicated short-term accommodation. This excludes Airbnb rentals which has capacity for 360 beds, according to the Council analysis.

[1] [1] Dubbo Council Research Report (March 2023) - Analysis of Short-Term Worker Accommodation Needs. https://www.dubbo.nsw.gov.au/builders-developers/planning-controls-tools-and-resources/short-term-worker-accommodation

6 EMPLOYMENT

6.1 Employment Needs

CPP propose to deliver the Project in the following manner during the construction period of the BESS:

Table 5 - Employment Needs

Work Portion	Personnel Numbers
Road intersection upgrade and Access Road	Estimated 10 personnel, maximum of 12 personnel **Local Opportunities** • 2-4 local employment opportunities including wet and dry hire of machinery (e.g., grader, excavators, water trucks etc.) • Engagement of local quarries for gravels, fill materials, construction materials etc.
Bulk Earthworks (excavating, grading, laydown area construction, bench construction), Drainage and conduits – approx. 8 months	Estimated 40 personnel, maximum of 50 personnel **Local Opportunities** • 10-15 local employment opportunities including wet and dry hire of machinery (e.g., grader, excavators, water trucks etc.) • Engagement of local quarries for gravels, fill materials, construction materials etc.
Detailed civil and concrete works (dig, lay, backfill of underground services, and form, reo, pour of concrete foundations) – approx. 10 months	Estimated 30 personnel, maximum of 40 personnel **Local Opportunities** • 8-12 local employment opportunities including labourers and trade assistants as well as the engagement of local quarries (e.g., concrete trucks etc.) • Engagement of local quarries for concrete materials. • Engagement of local business for grout, formwork, and any other construction materials.
Mechanical installation (installation of primary plant e.g., 33kV switchgear, transformers and megapacks). CPP anticipate that most work would take approx. 6 months. We allow for the additional 4 months to ensure all works will be completed. The additional period will require minimal resources.	Estimated 15 personnel, maximum of 30 personnel **Local Opportunities** • 5 local employment opportunities predominantly trade assistants • Engagement of local crane companies for lifting with operator and riggers. • Engagement of local business for grout, formwork, and any other construction materials.
Electrical installation (installation of High/Low voltage cables, miscellaneous materials, commissioning etc.). CPP anticipate the majority of work would take approx. 8 months. We allow for the additional 2 months to ensure all works will be completed. The additional period will require minimal resources.	Estimated 20 personnel, maximum of 30 personnel **Local Opportunities** • 5 local employment opportunities predominantly trade assistants. • Engagement of local business for electrical materials

It is expected that local individuals and businesses would be engaged directly by each of the above work crews and/or subcontractors.

There will be 97 construction workers anticipated on site overall at the peak of construction. We have predicted there could be up to 30 employment opportunities for local resources for labours and trade assistants. Any non-local specialised contractors are likely to come from other areas of NSW and would utilise accommodation in Wellington, Dubbo and surrounding areas. Most of the construction staff movements will be made to/from site using shuttle bus and light vehicles with 2 or 3 personnel sharing one vehicle from nominated areas dependent on accommodation.

During construction, other opportunities within the LGA also may include: -

- Food preparation and delivery to site workers for lunches
- Increase in groceries purchased in the LGA
- Increase in hospitality services to accommodate meals and entertainment
- Local logistic companies for site deliveries
- Local cleaning companies for site cleaning services
- Local security companies for site security services
- Local business engagement for construction material purchases

6.2 Strategies to prioritise the employment of Local Workers

CPP propose the following strategies to prioritise the employment of Local Workers for the construction of the BESS facility.

Table 6 - Strategies for Local Employment

Strategies	Details	Action	Timing
Community Forum in Wellington	A community event hosted by Akaysha to detail the BESS upcoming works and potential community opportunities.	CPP to attend the forum and provide a means for parties to detail their services and register interest in the project.	TBA
CPP to engage with Dubbo Council	CPP has already commenced consultation	Akaysha to provide media release information to Dubbo Council.	Starting May 2024
CPP to assist Akaysha in their engagement with Mid-Western Regional Council (MWRC)	CPP has provided Akaysha documents requested by MWRC	CPP to attend consultation between Akaysha and MWRC	Starting May 2024
CPP to engage with local subcontractors and suppliers	CPP to engage with and vet local subcontractor capability for subcontracted works	CPP to ensure capable local subcontractors are given the opportunity to quote subcontracted packages.	Starting May 2024
CPP to engage with its Subcontractors	This Strategy will be provided to Subcontractors	CPP will monitor the compliance of this Strategy through scheduled subcontractor progress meetings.	Starting May 2024
Legal right to work and Temporary Visa workers	CPP to work with engaged Subcontractors	CPP will ensure that all workers on the project have the legal right to work in Australia, and are appropriately trained, qualified and experienced for their allocated duties. CPP will ensure Temporary visa workers in Australia, if any, will be given basic rights.	Project Duration

6.3 Further engagement

CPP is determined to maximise the local workforce in the region around the Orana BESS. To ensure the employment of local workforce is prioritised and maximised through local suppliers and subcontractors, CPP also proposes the following subsequent strategies:

- At early stages of the Project, CPP will ensure that regional and local suppliers and subcontractors are invited to express their interests and given equal opportunities to provide quotes for the supply of goods and services. CPP will request the suppliers and subcontractors shortlisted to provide any details regarding local workers. This will be one of the major considerations for contract award.
- During execution of the Project, CPP will share details of any local workers that we collect through our online media advertisement and forms and encourage our subcontractors to maximise employment opportunities to target the local workforce.

CPP have begun this process contacting local suppliers and subcontractors. Notably, CPP has engaged:

- Maas Group for the Civil Works on the Early Works stage of the Project.
- CPP has also had communication with JLE Electrical, a local Dubbo electrical company. JLE Electrical have expressed interest in the Electrical Works section of the Project, and CPP intend to continue this consultation into contract negotiations shortly.

CPP will continue to engage with both Maas Group and JLE, along with other companies that express interest. Local companies and local workers will be employed in the Project whenever possible.

7 ACCOMMODATION

7.1 Accommodation Needs

CPP projects typically use a range of different accommodation types, as is outlined in Figure . CPP's workforce spreads out from the Project ensuring that local towns are not disproportionately affected. In recent projects, employees have tended to find accommodation within 100km of the Project.

For the Orana BESS, the number of workers will peak at 97 staff in March 2025 (see Table 3). CPP expects its workforce will stay in a combination of long-term rental accommodation, with local family or friends, in caravan parks and local property rental or short-term accommodation available in towns such as Wellington, Dubbo and Molong.

CPP has examined previous projects to understand the workforce accommodation preferences. Figure below highlights the breakdown of accommodation chosen by its workforce for the construction of the Waratah Super Battery in Colongra.

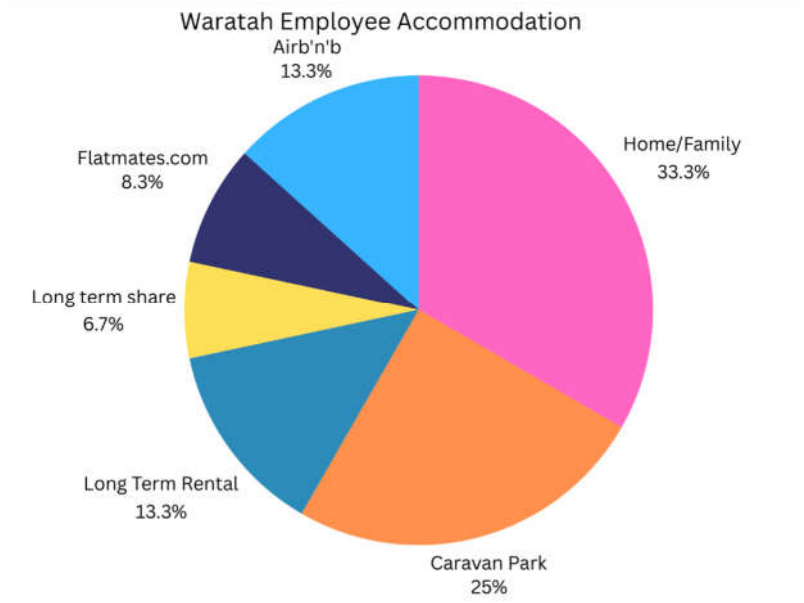


Figure 7 - Current breakdown of accommodation for CPP's workforce at the Waratah Super Battery

Noting that CPP expects that fewer of its employees will have family or be based (home) in the area surrounding Wellington, the Project estimates the following breakdown for the Orana BESS:

Table 7 - Projected breakdown of employee accommodation

Accommodation type	Number of employees	Percentage of workforce
Long term accommodation	10	10%
Caravan park	30	31%
Home/family	25	26%
Short term	32	33%

The total dedicated short-term stay accommodation in the Dubbo LGA is 5,684 beds (including motels, hotels, motor inns etc.) in addition to 360 beds from Airbnb rentals according to research analysis[2] conducted by the Dubbo Council (March 2023).

[2] Dubbo Council Research Report (March 2023) - Analysis of Short-Term Worker Accommodation Needs. https://www.dubbo.nsw.gov.au/builders-developers/planning-controls-tools-and-resources/short-term-worker-accommodation

CPP expects the number of employees using short term accommodation to be relatively low, with only a maximum of 32 employees seeking this type of accommodation. This represents less than 0.6% of available dedicated short-term accommodation and less than 10% of available Airbnb capacity, based on the Council's analysis.

Further to this, communications to date with local accommodation providers (Appendix A.2) demonstrate that there is an adequate number of providers who both cater to similar workforce needs and have vacancy during the construction period.

Calls to local caravan parks and travellers' inns demonstrate that there is currently vacancy at sites with developed facilities for employees in caravans. CPP intends to send a list of caravan parks who expressed interest in hosting the workforce to employees to ensure each caravan ends up at a site with adequate facilities. Conversations are ongoing with the Hair of the Dog Inn; an accommodation provider that is open to developing accommodation facilities on their premises.

For the remaining workforce, a combination of hotels, motels and holiday inns is the most suitable accommodation solution. Some of these employees, particularly the specialised tradespeople, will be onsite for only one rotation of 11 days, before moving onto the next CPP project. For these employees, CPP has compiled the following list and contacted each accommodation provider (Appendix A.2).

CPP have identified and communicated with the following potentially suitable accommodation providers:

Table 8 - Possible Accommodation Providers' Details

Accommodation Details		
Name	**Address**	**Phone No.**
Wellington		
Bridge Motel Wellington	5 Lee St, Wellington NSW 2820	(02) 6845 2555
Wellington Motor Inn	37 Maxwell Street, Wellington NSW 2820	(02) 6845 1177
Wellington Riverside Caravan Park	1 Federal St, Montefiores NSW 2820	(02) 6845 1370
Lake Burrendong		
Reflections Mookerawa Waters	1000 Mookerawa Rd, Stuart Town NSW 2820	(02) 6846 8426
Ballimore		
Hair of the Dog Inn	26 Federation St, Ballimore NSW 2830	(02) 6886 5131
Dubbo		
Tallarook Motel	17 Stonehaven Ave, Dubbo NSW 2830	(02) 6882 7066
Akuna Motor Inn	109 Whylandra St, Dubbo NSW 2830	(02) 6885 4422
All Seasons Motor Lodge	78 Whylandra St, Dubbo NSW 2830	(02) 6882 6377
Abel Tasman Motor Inn	133-135 Whylandra St, Dubbo NSW 2830	(02) 6885 2555
The Aberdeen Motel	25 Cobra Street, Dubbo, 2830	(02) 6884 1700
Blue Diamond Motor Inn	113-115 Wingewarra Street, Dubbo, 2830	(02) 6882 0666
Matilda Motor Inn	231 Darling St, Dubbo, 2830	(02) 6882 3944
Molong		
Molong Motor Inn	12 Gidley St, Molong, 2866	(02) 6366 8099

7.2 Strategies to minimise impact on local housing and accommodation

Overall, construction and support staff, both long term and short term, will endeavour to work with local business owners to minimise impact on the housing and accommodation in the local region. To ensure minimal impact of short-term accommodation in the area CPP proposes the following strategies outlined in Table 9.

Table 9 - Long-term and Short-term Stay Strategies

Type of Personnel	Proposed accommodation type
Site Management Team and Supervisors (10 full time staff) – only long-term accommodation required	CPP's Site Management Team and Supervisors will work with local property owners, accommodation providers and real-estate agents to secure long-term accommodation in both Dubbo and Wellington (i.e. 12-18 months approx.) CPP will seek to spread these employees across both Dubbo and Wellington to ensure that neither town is disproportionately affected. Research on the current listings on RealEstate.com indicate that there is adequate housing available for CPP's Managers and Supervisors to not make significant impact on the local market for rental accommodation. Contact with local accommodation providers showed a number had suitable houses, too. Wellington Riverside Caravan Park, The Bridge Motel Wellington and Matilda Motor Inn in Dubbo all indicated they have houses and are interested in hosting CPP's workforce.
CPP Management Team for short-term visit – only short-term accommodation required	CPP's Management Team will visit the region for short trips intermittently. These employees will likely stay in one of the nominated motels in Table 8. Contact with local accommodation providers showed a number of suitable options. Both the Wellington Motor Inn and the Abel Tasman Motor Inn expressed interest in hosting guests for short durations. Each asked to be contacted one week prior to the arrival in the area, which CPP will respect and adhere to.
Civil construction crews incl. bulk earthworks, detailed civil and concrete works subcontractors	The Project's Civil Construction crews will be made up of both local companies' and CPP's own employees. As Figure suggests, some of these employees will stay with friends or family, some in the listed caravan parks with adequate facilities and a small number in short term accommodation. CPP will coordinate with listed accommodation providers (see Table 8) to secure short-term accommodation in the surrounding area. Of the accommodation providers listed in Table 8, all have expressed interest in hosting CPP's workforce (see data in Appendix A.2). CPP or other responsible parties will attempt to organise accommodation in advance to minimise impact to short-term accommodation. CPP will continuously monitor and update our subcontractors with any potential low-vacancy periods. As outlined in Table 3, CPP anticipate to have approximately 60 personnel in this category. Many of these employees will be local to the area, including from the Dubbo-based Maas Group who have already been engaged. These activities are anticipated to occur from June 2024 to April 2025.
Electrical and Mechanical Labour	The Project's Electrical and Mechanical Labour crews will be made up of both local companies' employees and CPP's own employees. As Figure suggests, some of these employees will stay with friends or family, some in the listed caravan parks with adequate facilities and a small number in short term accommodation. CPP will coordinate with listed accommodation providers (see Table 8) to secure short-term accommodation in the surrounding area. Of the accommodation providers listed in Table 8, all have expressed interest in hosting CPP's workforce (see data in Appendix A.2). CPP or other responsible parties will attempt to organise accommodation in advance to minimise impact to short-term accommodation. CPP will continuously monitor and update our subcontractors with any potential low-vacancy periods. As is outlined in Table 3, CPP anticipate having 50 personnel in this category. Many of these employees will be local to the area, including from locally based electrical companies.

7.2.1.1 Use of short-term accommodation options

Some reliance on short-term accommodation is required for certain personnel, particularly where a short stay is required. In some cases, specialist tradespeople on the Project will only be required for a single 11-day period, before moving onto a different project in a different region. Given this situation, longer-term accommodation is not suitable for these workers. The Project's use of short-term accommodation is not expected to have significant cumulative impacts on accommodation in the area, particularly as the Orana-BESS will make up less than 2% of the peak workforce in the CWO REZ, and the peak workforce will occur six months before the REZ workforce peaks.

7.2.1.2 **A**lternative **solution**s **if no short-term accommodation is available**

Should there be no short-term accommodation available, or times when there are squeezes on short-term accommodation, CPP have secured an assurance from two alternative accommodation providers in the region that can accommodate CPP's employees across the construction period.

- CPP has been given assurance from Ridgecrest Christian Education Centre that there is availability for up to 104 workers on Monday, Tuesday, Wednesday, and Thursday nights for the duration of construction.

- CPP have been given assurance from the Hair of the Dog Inn that they are open to developing accommodation for CPP's workforce, should CPP wish, including bringing Remote Workers Accommodation facilities to their site. The Inn also indicated that there is adequate space and suitable facilities to host a large number of caravans.

Noting that with CPP's working schedule of 11 days on, 3 days off, accommodating the workforce at Ridgecrest Christian Education Centre across restricted days is not an ideal outcome for the company and is not the first preference for the company to use them.

These two options are an alternative solution if severe limitations on short term accommodation occur at any one time.

8 MONITORING AND REVIEW

To ensure this plan is effective during the implementation of activities, and adapts as required to new information, the following review actions will be undertaken by the Project Manager/Site Manager alongside implementation activities:

- Attending community meetings and liaise with local business owners.
- Project/Site manager to provide our labour force and subcontractors with this strategy and review the implementation of this plan regularly.
- Keep an accurate record of all feedback from consultation activities and all correspondence with the community.
- Project/Site manager to participate in monthly meetings with Council during the Construction phase of the project.
- Provide this Strategy to the Subcontractors engaged by CPP.
- Project/Site manager to include updates on compliance of this strategy into project monthly reports.
- If poor compliance with this plan is identified, specific items to be reviewed are:
    - Review of accommodation impacts
    - Review of Strategies
    - Review of complaints and control measures
- As required, the Accommodation and Employment Strategy will be updated to reflect the assigned corrective actions.

Multiple Key Performance Indicators (KPI) will be implemented to measure the effectiveness of this plan:

- Number of Complaints:
    - All complaints in relation to CPP's work portion will be captured. This will give CPP an indication of the effectiveness of this plan. Any complaint will trigger a review to measure the effectiveness of this plan and any required update.
    - This KPI will be monitored on a fortnightly basis. Any complaints received would initiate a review. Appropriate actions would be taken to ensure the effective implementation of this plan.
- Number of Local Businesses engaged:
    - CPP will monitor the number of businesses we would subcontract and/or procure for site services and goods. This KPI will be monitored on a monthly basis.
- Feedback from Businesses regarding tendering to supply:
    - CPP will monitor the feedback from local businesses and others during tendering and ensure equal opportunities are given to all tenderers.

This KPI will be monitored monthly by the Project Manager. All feedback received from the tenderers will be recorded and any issue would initiate a review. Appropriate actions would be taken to ensure the effective implementation of this plan.

All review actions will be circulated in Pre-Start meetings and site meetings between CPP Project Management, Site Management team, SQE team and the responsible subcontractor's representative where deemed necessary.

Any review comments and KPI measurements will be included in the monthly project report.

8.1 Commitment to ongoing Consultation

CPP, alongside the Project Developer Akaysha Energy, will continue consultation with the Dubbo Council and Mid-Western Regional Council throughout the Project. CPP and Akaysha are open to meet with the Councils as often as needed.

8.2 Commitment to updating the strategies, plans and programs under the conditions of consent

While details around the decommissioning of the Orana BESS are not included in this AES, the following conditions will trigger an update to the strategies, plans and programs required under this consent to the satisfaction of the Planning Secretary:

- Any upgrades to the Project
- Submission of an incident report under condition C10 of Schedule 2.
- Submission of an audit report under condition C14 of Schedule 2; or
- Any modification to the conditions of this consent.

APPENDIX A CONSULTATION RECORDS

A.1 Consultation with Councils

Council	Consultation Stage	Consultation Date	Document Revision	Review Notes	Evidence of Consultation
Mid-Western Regional Council	Initial	2-Apr-24	Orana BESS Accommodation and Employment Strategy - Rev A	MWRC Advice on the Orana BESS Accommodation Strategy 11.04.24.pdf	MWRC - Initial Consultation.msg
	Updated strategy	28-May-24	Orana BESS Accommodation and Employment Strategy - Rev B	"Council note the accommodation plan does not include using any accommodation within the Mid-Western Region, can you confirm this is correct?" - Akaysha confirmed that was correct.	MWRC - Revision B Consultation.msg
Dubbo Regional Council	Initial	2-Apr-24	Orana BESS Accommodation and Employment Strategy - Rev A	1. The draft Plan doesn't identify any other projects in the REZ which will have major cumulative workforce and accommodation effects. 2. The draft Plan only appears to mention peak employment numbers and doesn't mention any staging, timing, increase or decrease over time, and whether this coincides with peak demands for different types of accommodation in the region. 3. The draft Plan relies entirely on motels/air-bnbs and doesn't explore other options and why/why not they weren't pursued further (ie purchasing land to build houses, build-to-rent models, rezoning options etc). Continual reliance on existing accommodation is not considered to be a good long-term outcome. 4. The draft Plan doesn't indicate whether accommodation providers have previously been contacted. 5. The rise in the cost of rental properties caused by the spike in demand for accommodation in Wellington has caused social anguish in the past from projects similar to this in nature. Such issues haven't been identified or explored. 6. It is unclear whether further consultation will be undertaken with Council as part of the monitoring and review section. 7. The monitoring and review section doesn't provide any practical solutions if accommodation isn't actually available. It is also noted that the Plan has listed a number of accommodation providers in	DRC - Initial Consultation and Comments.msg

				Dubbo. It is understood that existing accommodation solutions in Dubbo are heavily patronised during mid-week periods. It is unclear as to what relationship or otherwise the project will have with these providers.	
	Face to face meeting	16-Apr-24	N/A	-General overview of the project -Discussed A&E strategy with DRC. It was agreed that DRC comments to be addressed and AES resubmitted for review. -Discussed options for DRC to assist with CC and OC inspections	N/A
	Updated strategy	6-Jun-24	Orana BESS Accommodation and Employment Strategy - Rev B	N/A	DRC - Revision B Consultation.msg
	Follow-up	12-Jul-24	-	N/A	DRC - Follow-up Consultation

A.2 Consultation with accommodation providers

Accommodation Provider contact log						
Name of accommodation provider	**Date**	**Hosting Project workers currently**	**Are they finishing up soon?**	**Consider rooms set aside for workers?**	**Any other workforce booked in?**	**Notes**
Ridgecrest Christian Education Centre	3rd May	No	N/A	Yes	No	Ridgecrest have indicated that they are able to host up to 104 employees over the course of the build. This accommodation is only available from Monday-Friday.
Wellington Riverside Caravan Park	15th May	Yes, for the next three months	Finished on the first of September	Yes	No	Wellington Riverside Caravan Park is very interested in hosting CPP's workforce. The Park hosted for twelve months last year for the solar farm. 27 beds available across two houses, flats, dongas, cabins. The site also has room for a large number of caravans.
Reflections Mookerawa Waters	15th May	No	N/A	Yes	No	Reflections Mookerawa Waters are interested in hosting CPP's workforce in the months outside November, December and January.

						The Park have hosted workers in the past. Bookings need to fit in with regular clients, suiting CPP's model.
Bridge Motel Wellington	15th May	Currently hosting some project workers	Currently at 70% occupancy Project workers finishing on 31st May	Yes	No	The Bridge Motel in Wellington is very open to hosting workers. The site has approximately 35 beds all up 70% full currently Have a house that can host up to five people available from next month
Wellington Motor Inn	15th May	No	N/A	No	No	Wellington Motor Inn is open to taking a small number of CPP's workforce over short time frames. It is a Small Motel with only 10 beds Open to taking one off bookings for a small number of guests a few nights at a time. The Motor Inn requests that CPP's employees book the week before
Hair of the Dog Inn (Ballimore)	15th May	No	N/A	Yes	No	Hair of the Dog Inn are very interested in hosting CPP's workforce. The Inn has hosted large workforces for previous projects in the past and appreciate the trade. The Inn is open to developing accommodation facilities if CPP were interested. The Inn is very open to having caravans, has a huge area set aside for these and can cater for as many as necessary. The Inn has 100% vacancy for next year.
Tallarook Motel (Dubbo)	16th May	Currently five workers there	Ongoing			The Tallarook Motel is interested in hosting CPP's workforce. There is availability. The Motel is willing to set aside ten to twelve beds for CPP's workforce.

Akuna Motor Inn (Dubbo)	16th May	Yes	Yes	Yes	Yes	The Akuna Motor Inn is interested in hosting CPP's workforce. There is plenty of availability.
All Seasons Motor Lodge (Dubbo)	16th May	Yes	Yes	Yes	Yes, but availability increasing across the year.	All Seasons Motor Lodge is interested in hosting CPP's workforce. There is plenty of availability. There are 41 beds all up at the Lodge.
Abel Tasman Motor Inn (Dubbo)	16th May	No	N/A	Yes	No	Abel Tasman is interested in hosting CPP's workforce. The Motor Inn sits at around 85% occupancy at all times. Open to taking bookings for a small number of guests a few nights at a time.
The Aberdeen Motel (Dubbo)	16th May	No	N/A	Yes	No	The Aberdeen Motel is interested in hosting CPP's workforce. They can offer shared accommodation, hosting up to ten workers.
Blue Diamond Motor Inn (Dubbo)	16th May	No	N/A	Yes	No	The Blue Diamond Motor Inn is interested in hosting CPP's workforce. They could set aside up to six rooms, twelve beds.
Matilda Motor Inn (Dubbo)	16th May	Yes	Ongoing rotations	Yes	Yes	Matilda Motor Inn is interested in hosting CPP's workforce. They have 52 rooms and two houses.
Molong Motor Inn	16th May	Yes	Ongoing rotations	Yes	Yes	Molong Motor Inn is interested in hosting CPP's workforce. 16 rooms total, with availability fluctuating.