

AMPYR

Rutherglen Battery Energy Storage System

Community and Stakeholder Engagement Plan

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Document Information

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Acknowledgement of Country

We acknowledge the Traditional Custodians of the land, waters, and knowledge for the areas in which the Rutherglen Battery is sited. In our work, we recognise the importance of Country – as a place and how it maintains community, family, kin, lore and language. We pay our respects to Elders past, present and emerging.

Executive Summary

The Rutherglen Battery Community and Stakeholder Engagement Plan (CSEP) outlines a comprehensive approach to engagement with the local community and key stakeholders throughout the development, construction and operations phases of the Rutherglen Battery (the 'Project'). The aim of this engagement is to ensure meaningful benefits are delivered to the local region and social licence is obtained.

The CSEP is a key mitigation tool for addressing the social impacts of the Project. It will continue to be updated to reflect this need and to help ensure the community are informed and their feedback is heard and implemented meaningfully.

Project located near Bororen and Miriam Vale townships

The Project is located approximately 8 km east of the town of Bororen and 22 km northeast of Miriam Vale in Central Queensland, within the Gladstone Regional Council.

Understanding local and impacts needs via extensive engagement

As required by the *Planning Act 2016*, a detailed Social Impact Assessment (SIA) has been undertaken by Environmental Resources Management Australia (ERM) on behalf of Red Hill Renewable Energy and AMPYR Australia which involved data collation and in-person stakeholder engagement. The Rutherglen Battery CSEP should be read in conjunction with the SIA.

Red Hill Renewable Energy has taken a proactive, personalised and genuinely community focused approach to engagement for the Rutherglen Battery. The team has prioritised direct, in person conversations, undertaking more than 200 interactions with local organisations in Bororen and Miriam Vale, Council representatives and neighbouring landholders. This consistent, face to face engagement has secured strong support from influential groups such as the CWA and the Pony Club, while fostering constructive, ongoing dialogue with nearby residents. Together, these efforts are helping Red Hill Renewable Energy to meaningfully address concerns and mitigate the anti-renewables sentiment from a small but organised contingent in the wider area.

Feedback has highlighted community priorities including road and safety updates, land use balance, water use and quality, local employment, emergency preparedness and internet work access. Outcomes from extensive community engagement in this process has informed this plan, as well as the Project's design response and robust mitigation measures.

Industry-leading shared benefit commitments and co-design

The Project is committing $250/MWh/year shared benefit commitments which is equivalent to a total of $8 million over the 20-year lifetime of the project and negotiating landmark 5% equity arrangement with the Council, to deliver enduring benefits to Rutherglen Battery's neighbours and local communities of Miriam Vale and Bororen for generations. This investment level exceeds the community shared benefits benchmark set out in Gladstone Regional Council's Renewable Energy Community Benefit Sharing Policy ($150/MWh/yr).

Red Hill Renewable Energy is already supporting the local Bororen and Miriam Vale Branch of the Country Women's Association and Bororen Pony Club through early-stage funding.

Red Hill Renewable Energy will ensure co-design and governance with community representatives with ongoing consultation and project-specific reference groups.

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Acronyms and Abbreviations

Table 1: Acronyms and Abbreviations

Name	Description
AEMO	Australian Energy Market Operator
AGP	AGP Sustainable Real Assets
AMPYR	AMPYR Energy
BESS	Battery Energy Storage System
BMRG	Burnett Mary Regional Group
CBA	Community Benefit Agreement
CBF	Community Benefit Fund
CIS	Capacity Investment Scheme
CRM	Community Relationship Management
CSEP	Community and Stakeholder Engagement Plan
CSIRO	Commonwealth Scientific and Industrial Research Organisation
CWA	Country Women's Association
EPC	Engineering, Procurement and Construction
ERM	Environmental Resources Management Australia
ESG	Environmental, Social and Governance
GEA	Gladstone Engineering Alliance
GRC	Gladstone Regional Council
GW	Gigawatt
GWh	Gigawatt-hour
HVAC	Heating, Ventilation and Air Conditioning
IAP2	International Association for Public Participation
kV	kilovolt
LGA	Local Government Area
LNG	Liquefied Natural Gas
LNP	Liberal National Party
MP	Member of Parliament
MW	Megawatt
MWh	Megawatt-hour
NEM	National Electricity Market

Name	Description
NRG	Neighbour Reference Group
NSW	New South Wales
O&M	Operations and Maintenance
P&C	Parents and Citizens
PCCC	Port Curtis Coral Coast
QLD	Queensland
RFS	Rural Fire Service
RNTBC	Registered Native Title Body Corporate
SARA	State Assessment and Referral Agency
SCADA	Supervisory Control and Data Acquisition
CSEP	Stakeholder and Community Engagement Plan
SDAP	State Development Assessment Provisions
SES	State Emergency Service
SIA	Social Impact Assessment
STEM	Science, Technology, Engineering and Mathematics
TAFE	Technical and Further Education
TMR	Department of Transport and Main Roads
WHS	Work Health and Safety

Definitions

Table 2: Definitions

Name	Description
Landholder	Landholders are defined as owners of land Red Hill Renewable Energy has interest in, or is pursuing an interest in, for the purpose of development, access, transmission, etc.
Neighbours	For the purpose of this CSEP, the Project's neighbours are considered to be: - Landholders with property immediately adjacent to the project site - Users of local roads and infrastructure near / adjacent to the project site - Any other stakeholder living, working, or who are regularly withing 10km of the project
Community	For the purpose of this CSEP, the community is defined as any person, group, or business who lives/is based within, or has connection to the geographic area surrounding, the proposed project site, within an

Name	Description
	approximate radius of 20km. This includes the communities of Bororen and Miriam Vale
Consultation Manager	Community Relationship Management (CRM) software

1.0 Background and Project Summary

Gryphon Energy is an early-stage investor and developer of sustainable power generation and battery storage assets that provide affordable clean energy in SEQ.

The Rutherglen Battery project is owned within the SPV 'Red Hill Renewable Energy Pty Ltd'. The project is being developed by Gryphon Energy and AMPYR Australia who have led all stages of planning and community engagement with neighbours, landholders and key local stakeholders since project inception.

AMPYR has been contracted as a development partner, providing additional technical, commercial and engagement capability to support the project through to Development Approval. Following DA approval, AMPYR will acquire the project from Red Hill Renewable Energy.

The Rutherglen Battery Project is a new grid-forming Battery Energy Storage System (BESS) rated at 400 MW / 1600 MWh, providing 4 hours of maximum power capacity output. The Project is located approximately 8km east of the town of Bororen and 22km north-east of Miriam Vale in Central Queensland within the Gladstone Regional Council. It is situated south-east of Gladstone on Red Hill Road.

The Project will connect to the National Electricity Market (NEM) grid via a Powerlink managed high voltage switchyard and will be an active participant in the NEM.

As a pre-requisite of the development application process, a Social Impact Assessment has been finalised and a bespoke Community Benefit Sharing Agreement (CBA) negotiated and executed with the Gladstone Regional Council as prescribed by the *Planning Act 2016*.

The Project is expected to commence commercial operation in early 2029, to meet the likely retirement of the Gladstone Power Station.

2.0 Objectives

This Community and Stakeholder Engagement Plan (CSEP) outlines Red Hill Renewable Energy's approach, strategy, and implementation of stakeholder and community consultation across the development, construction, and operational phases of the Rutherglen Battery project.

This CSEP aims to establish proactive, two-way communication and engagement with stakeholders and the community, ensuring their feedback and concerns are clearly understood and meaningfully considered in project decision-making. It reflects Red Hill Renewable Energy's broader commitment to transparency, inclusivity, and delivering genuine benefit to the local area. Community and stakeholder engagement activities in the post-approval phase of the project will be led by AMPYR in its capacity as the owner of RHRE, with AMPYR's engagement team continuing to manage engagement through construction and operations following project acquisition.

The objectives of this CSEP are to:

- Identify stakeholders and community groups with an interest in, or who may be impacted by, the project

- Establish targeted communication tools and channels to facilitate genuine two-way engagement
- Provide clear, consistent, and timely information to ensure stakeholders are informed about:
    - The purpose and need for the project
    - Benefits for the local community and region
    - Channels available to raise questions, concerns, or provide feedback
    - How Red Hill Renewable Energy and AMPYR will consider and respond to community input
- Facilitate early and ongoing engagement with identified Traditional Owners to ensure the project is developed in a culturally sensitive manner, with due consideration of tangible and intangible heritage values, and a focus on avoiding impacts to First Nations cultural heritage
- Cultivate strong, mutually beneficial relationships with key stakeholders, including landowners, community members, local businesses, and government authorities
- Promote the inclusion of local people and businesses through employment, training, procurement, and supply chain opportunities
- Co-design local benefit-sharing opportunities with the community and stakeholders to ensure they are appropriately targeted and genuinely valued
- Proactively identify and address risks of community concern or resistance through early engagement and transparent communication
- Ensure compliance with all relevant consultative requirements under the project's Conditions of Approval, the *Coordinated Project Assessment* process, and applicable Queensland Government planning instruments and guidelines

Key Outcomes

Through the implementation of this CSEP, Red Hill Renewable Energy seeks community support and acceptance for the Rutherglen Battery and aims to deliver the following outcomes:

- Key stakeholders have access to timely, transparent, and relevant information throughout all project stages
- Stakeholders have meaningful opportunities to engage in dialogue and receive prompt, adequate responses to their interests and concerns
- Complaints are resolved effectively, in a timely and satisfactory manner
- Risks and potential impacts are identified and mitigated early
- Local businesses and individuals benefit through employment, training, supply chain, and other community-identified participation opportunities
- Mutually rewarding and trusting relationships are established and maintained with landowners and the broader local community

3.0 Engagement Approach

The project will implement a structured and evidence-based engagement program integrated into project development and risk management. Engagement will focus on early and inclusive participation, clear communication of benefits, risks and impacts, and transparent consideration of stakeholder feedback, including culturally appropriate engagement with Traditional Owners, local communities and local governments, to support delivery certainty and long-term project viability.

3.1 Best Practice Framework

The Project's stakeholder and community engagement approach is informed by Queensland's statutory planning and development assessment but driven by the pursuit of leading practice. Queensland's planning frameworks requires early, transparent and ongoing engagement to inform the assessment of impact, support approvals, and demonstrate credible pathways to community acceptance for major energy infrastructure.

Our mission guides us, and our values underpin everything we do to lead the clean energy transition through customer-centric innovation.

Red Hill Renewable Energy, in partnership with AMPYR as development partner, values and abides by:

- the Clean Energy Council's Best Practice Charter for Renewable Energy Projects and Leading Practice Principles: First Nations and Renewable Energy Projects (2025), and
- the International Association for Public Participation's (IAP2) Public Participation Spectrum
- CEC Best Practice Charter for Renewable Energy Projects

INCREASING IMPACT ON THE DECISION →

	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
PROMISE TO THE PUBLIC	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

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Figure 1: IAP2 Spectrum

Stakeholder Engagement for the Project will include a combination of participation levels identified in the IAP2 Spectrum:

- **Collaborate:** To work directly with stakeholders, particularly adjacent landowners, Traditional Owners, and Gladstone Regional Council in the identification of issues, impacts, and areas of concern, and to co-design strategies and benefit-sharing initiatives that respond to those issues. This approach also supports Red Hill Renewable Energy's commitment to understanding and tracking community sentiment over time as a risk mitigation tool.
- **Involve:** To facilitate meaningful stakeholder participation in the identification of issues and impacts, areas of interest and concern, and strategies to address them. This level of engagement ensures that community feedback genuinely informs project design and decision-making.
- **Consult:** To obtain structured feedback from stakeholders and the broader community on the proposed Rutherglen Battery, including its potential impacts, benefits, and mitigation measures.
- **Inform:** To improve knowledge and awareness of Red Hill Renewable Energy and AMPYR, the Rutherglen Battery project, and key issues and impacts as they arise throughout the development, construction, and operational phases.

3.2 Our Values

- Innovate with our partners—our customers need new and tailored energy products, and innovating with our customers and other partners enables us to scale and build a business that drives a sustainable and net-zero future
- Empower our people—our people have diverse capabilities that we bring together to deliver game-changing clean energy solutions
- Act with integrity—our reputation and trusted partnerships are paramount, and we put integrity at the centre of every decision.

3.3 Legislative Context

Engagement for Rutherglen Battery is undertaken in accordance with the *Planning Act 2016* and its subordinate *Planning Regulation 2017*.

Amendments introduced through *the Planning (Battery Storage Facilities) and Other Legislation Amendment Regulation 2025,* which commenced 12 December 2025, classify large-scale battery energy storage systems (BESS) (facilities with a maximum instantaneous electricity output of 50 MW or more) as impact assessable developments. These amendments now require proponents to prepare a Social Impact Assessment (SIA) and enter into a Community Benefit Agreement (CBA) with the affected local governments priori to lodging a development application. Assessment and approval responsibilities are now dependent on the chief executive of the State Assessment and

Referral Agency (SARA). These requirements apply to applications lodged before or after 12 December 2025 where development consent has not yet been granted.

The *Planning Regulation 2017* identifies the State Development Assessment Provisions (SDAP) as the assessment benchmark for battery storage facilities. SDAP Version 3.5 includes State Code 27: Battery Storage Facility Development, which seeks to ensure social, environmental and safety risks associated with standalone BESS are appropriately identified, assessed and managed. Accordingly, engagement is designed to directly inform the SIA, support the development of the CBA, and demonstrate how stakeholder and community input has influenced project design and mitigation measures.

3.4 Community Context

Bororen lies on the traditional lands of the Port Curtis Coral Coast (PCCC) peoples - the Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda groups. Their cultural heritage extends across the Gladstone–Bundaberg coastline, Curtis Island, the Boyne Valley and inland communities including Miriam Vale and Bororen.

Historically, Bororen and Miriam Vale developed as rural service towns supporting grazing, small-scale forestry and what was once a substantial dairy industry in the district. Only one dairy remains in operation today, but the area maintains strong ties to cattle production, mixed farming and family-run rural enterprises. Local community life is shaped by volunteer groups, small businesses, and long-standing agricultural networks.

Bororen reflects the broader character of Central Queensland's rural communities - small, close-knit, proud of their agricultural heritage, and connected to the wider economic landscape of Gladstone.

The broader Gladstone Region is one of Australia's most important industrial and export centres. Anchored by the Port of Gladstone, the region includes alumina refineries, an aluminium smelter, chemical industries, LNG gas processing facilities and major logistics infrastructure. The Gladstone Power Station, which is Queensland's largest coal-fired generator, remains a cornerstone of local employment and system stability. While a potential 2029 retirement has been notified to the market, no final commitment has been made, and its future operation will depend on market and system-security considerations.

4.0 Stakeholder Mapping

Red Hill Renewable Energy has identified and mapped key local stakeholders, to understand their level of interest and influence in the Project so that engagement can be tailored, proportionate and complete. This mapping is supported by the stakeholder analysis undertaken to complete the Social Impact Assessment (SIA) for the Project. 4

Key stakeholders identified to date are detailed in the table below (see also Appendix A).

Table 3: Stakeholder and Engagement Level

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
Adjacent landholders (sharing a boundary)					
	• Construction and operational impacts (noise, visual, fire, traffic) • Property access and safety • Direct eligibility for benefit-sharing	• Build trusted, ongoing relationships • Provide early access to technical information (fire, noise, traffic) • Offer tailored mitigation discussions • Co-design appropriate benefit-sharing pathways	High	High	Collaborate
Near neighbours / landowners within 5km					
	• Operational impacts (noise, visual, fire) • Property access and safety	• Build trusted, ongoing relationships • Provide early access to technical information (fire, noise, traffic) • Offer tailored mitigation discussions	High	High	Involve
Local Council					
Gladstone Regional Council (Elected officials and staff)	• Construction and operation local impacts including noise	• Maintain relationship with Councillors and	High	High	Involve

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
	and visual amenity • Opportunities for employment and economic stimulus • Broader regional impacts including accommodation and traffic • Approvals, traffic, noise, amenity, emergency management • Community Benefit Agreement oversight	Organisation Staff • Maintain regular briefings • Ensure compliance with planning and benefit frameworks • Identify aligned community benefit priorities • Collaborate on road and emergency service planning			
Traditional Owners and First Nations Organisations					
Port Curtis Coral Coast (PCCC) – RNTBC, Cultural Heritage, business entities	• Cultural heritage management • Employment, training, procurement • Land and water protection	• Respectful, ongoing engagement • Support economic participation • Co-design cultural heritage processes • Provide transparency on benefits	High	High	Collaborate
State and Federal Government					
Stephen Bennett MP (Burnett – LNP)	• Community sentiment, rural amenity concerns	• Provide regular briefings • Identify shared priorities for	Medium	High	Consult

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
	• Emergency services & road impacts • Desire for visible, direct local benefits	Bororen/Miriam Vale • Demonstrate transparent benefit pathways			
Colin Boyce MP (Flynn – LNP)	• Regional employment • Broader economic and community impacts • Rural lifestyle impacts	• Maintain constructive relationship • Provide updates on design, safety and benefits • Support community confidence	Medium	Medium	Consult
State Assessment and Referral Agency (SARA)	• Approver of BESS projects (as at 13 December 2025)	• Demonstrate compliance for planning approval	High	High	Involve
Emergency services					
Bororen Rural Fire Service Miriam Vale Rural Fire Service Queensland Fire & Emergency Services Bororen Ambulance Service Gladstone Disaster Commission	• Fire response capacity • Access, safety systems • Water and containment requirements	• Co-design fire and emergency protocols • Provide modelling and suppression system detail • Run joint training and briefings	Medium	Medium	Collaborate
Police, Ambulance, SES	• Response to incidents • Increased demand during construction	• Early notification of construction schedule	Low	Low	Consult

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
		• Establish contact protocols			
Broader community					
Bororen and Miriam Vale communities	• Fire, noise, traffic, water, lifestyle and visual amenity • Local benefits & workforce opportunities	• Identify local priorities early • Provide transparent updates • Show clear pathways for participation and benefits	Medium	Medium-High	Consult
Broader community in local government area	• Broader regional impacts including accommodation, traffic and fire risk • Opportunities for employment	• Provide accessible project updates • Engage through media and Council channels	Low	Medium	Consult
Community groups and organisations					
Country Women's Association (CWA) – local branch	• Community wellbeing and support services • Potential participant in CBF • Advocacy for rural women and families	• Share project updates and benefits • Promote funding and Community Reference Group opportunities • Understand community priorities for social support and wellbeing	Low	Medium	Consult and collaborate

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
The Miriam Vale and District Community Shed and Heritage Group	• Community wellbeing and support services • Potential participant in CBF	• Share project updates and benefits • Promote funding and Community Reference Group opportunities • Understand community priorities for social support and wellbeing	Low	Medium	Consult and collaborate
Miriam Vale Lions Club	• Community events, volunteering, local advocacy • Potential recipient of CBF support	• Promote funding and Community Reference Group opportunities • Explore partnership opportunities • Identify local priorities	Low	Medium	Consult and collaborate
Bororen Pony Club	• Youth activities and community participation • Facility improvement needs	• Promote funding and Community Reference Group opportunities • Explore sponsorship or collaboration	Low	Medium	Consult and collaborate
Miriam Vale Rodeo Association	• Major community event organiser	• Promote Community Benefit Fund	Low	Medium	Consult and collaborate

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
	• Infrastructure and operational support needs	• Explore sponsorship opportunities			
Local churches and faith groups	• Community cohesion and wellbeing • Potential community project partners	• Provide project updates • Promote Community Benefit Fund • Identify community needs	Low	Medium	Consult and collaborate
Local Progress, volunteer and community groups	• Community cohesion and wellbeing • Potential community project partners	• Provide project updates • Promote Community Benefit Fund • Identify community needs	Low	Medium	Consult and collaborate
Sport and recreation organisations					
Miriam Vale Seniors Rugby League Club	• Facility and equipment needs • Local youth and community engagement	• Promote Community Benefit Fund • Explore sponsorship opportunities	Low	Medium	Consult and collaborate
Other sporting clubs (cricket, bowls, touch, general recreation)	• Facilities, equipment, community health	• Promote Community Benefit Fund • Encourage participation in benefit-sharing	Low	Medium	Consult and collaborate
Schools					
Miriam Vale State School P&C	• Support for school programs • Learning and wellbeing initiatives	• Promote Community Benefit Fund • Explore grant opportunities	Medium	Low	Involve

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
Bororen State School	• Support for school programs • Learning and wellbeing initiatives	• Promote Community Benefit Fund • Explore grant opportunities	Medium	Low	Involve
Environmental & Landcare groups					
Burnett Catchment Care Group / Burnett Mary Regional Group (BMRG)	• Water quality, land management, catchment health	• Share environmental study outcomes • Explore potential partnerships for monitoring	Medium	Low	Consult
Gladstone Conservation Council	• Environmental protection, biodiversity concerns	• Provide transparent technical information • Offer briefings during assessment phases	Low	Low	Consult
Local businesses and job advocates					
Gladstone Chamber of Commerce & Industry	• Local procurement • Workforce participation	• Provide project updates • Attend networking events • Promote procurement opportunities	Medium	Medium	Collaborate
Gladstone Engineering Alliance (GEA)	• Supplier and contractor engagement	• Share procurement pipeline • Participate in industry forums	Medium	Medium	Collaborate
Gladstone Industry	• Regional economic and	• Maintain communication	Medium	Medium	Collaborate

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
Leadership Group	workforce impacts	• Explore potential industry partnerships			
Accommodation, retail, food outlets e.g. Miriam Vale Hotel	• Increased economic activity due to construction workforce	• Identify capacity of local businesses to meet the demand of the increased local workforce • Opportunities for employment and contracting with local businesses	Medium	Medium	Collaborate
Service providers, contractors	• Opportunities for employment, training and business during construction and operation	• Identify capacity of local businesses to contribute during construction and operation of the Project • Opportunities for employment and contracting with local businesses • Identify interest and opportunities for local workforce training and development	Medium	Medium	Collaborate
Unions	• Opportunities for employment,	• Opportunities for employment	Low	Medium	Monitor

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
	training and business during construction and operation	and contracting with local businesses • Identify interest and opportunities for local workforce training and development			
Community venues					
Miriam Vale Bowls Club	• Venue for drop-ins and community engagement	• Hold community information sessions • Share project updates via local networks	Low	Low	Consult
Bororen Community Hall	• Venue for community sessions and information sharing	• Hold community information sessions or drop ins	Medium	Medium	Collaborate
Employment and training service providers					
TAFE Queensland (Gladstone & Bundaberg regions)	• Local training pathways for civil, electrical, mechanical, safety and construction roles • Potential training partner for EPC workforce	• Identify training needs aligned with BESS construction • Explore short-course delivery (White Card, electrical, WHS) • Connect local residents to workforce pathways	Medium	Low	Involve

Stakeholder Group	Project Interest / Impact	Objectives of Engagement & Communications	Interest	Influence	IAP2 Spectrum participation
	• Opportunities for apprenticeships and skills development	• Support local procurement and skills uplift			
Central Queensland University (Gladstone campus + online delivery)	• Workforce development • STEM and engineering pathways • Research and innovation support	• Provide project information for curriculum or student engagement • Identify opportunities for graduate placements • Map capability uplift areas	Low	Medium	Consult
Employment service providers / job-active organisations	• Employment pathways for jobseekers • Supporting local labour matching	• Share procurement pipeline • Connect xxx contractors with local candidates	Low	Medium	Consult
Media					
Local media outlets – Gladstone Today and ABC Capricornia	• Opportunity for local stories	• Promote benefits of the Project • Promote benefit sharing initiatives	Low	Medium	Inform and monitor

5.0 Engagement Tools and Activities

Engagement will be tailored according to individual stakeholder groups' needs and preferences, the type of information being conveyed, and the level of feedback required.

Various methods were used to engage different stakeholder groups, based on the type of information being conveyed, the level of feedback required, an understanding of stakeholder needs, and the engagement preferences identified in the Stakeholder Register. This includes both

established engagement tools used by AMPYR on behalf of Red Hill Renewable Energy, and tailored approaches developed specifically for the Rutherglen Battery.

Table 4: Engagement Tools

Collateral	Description and purpose
Letters	• Letter of introduction • Letters to impacted residents (immediate neighbours and surrounding community) • Invitations to community drop-in sessions, pop-ups and other meetings
Door knocking	• Informal 'Door knocking' to provide information (interactive), to provide a 'Face' of the project, opportunity for members of the public to pose questions, project team to visually share results of technical studies and collect community feedback
Project Updates	• Project introduction and overview • Regular updates about project development and construction • QR codes which easily direct people to key project information
Media Releases	• Major project milestones • Community Benefit Funding • Holding statement/s based on key messages addressing relevant issues or concerns.
Phone Calls	• Phone call database complied during early engagement and scoping phases (updated regularly) • Update individuals or organisations for specific concerns or queries
Emails	• Email database complied during early engagement and scoping phase (updated regularly) • Targeted project update emails • Upcoming impacts • E-Newsletter and invitations to events

Website	• Platform for the wider community engagement may include:
	  ○ Project documentation, as relevant to the development application
	  ○ Project overview
	  ○ Interactive map
	  ○ News stories and videos of project in the community

Collateral	Description and purpose
Fact Sheets	• Draft and publish and series of fact sheets, potentially covering: • Fire risk mitigation • What is a BESS
Advertisements / Flyers	• Invitations to community information sessions • Promote project opportunities such as community benefits • Notify of upcoming project updates
Social media	• Project milestones and updates • Good news stories • Photos
Project Briefings	• Formal project briefings to key stakeholders and government agencies, including branded project PowerPoint deck
Personal Meetings / Interviews	• Introduce the project and team • Listen to individual concerns, interests, issues an gather preliminary feedback, scope potential impacts and opportunities – including sensitivities – to inform mitigation strategies, key messages and engagement approach and build understanding of engagement preferences
Community information and feedback sessions	• Drop in/pop-up sessions to provide information, engage with community, answer questions • Information booths / stalls at local events (e.g. field days, shows)
Site Tours	• Organised stakeholder tours of the project sites • Introduce the project and team • Celebrate project milestones

Table 5 below outlines the tools used to engage the key stakeholder groups.

Table 5: Engagement Tools Use

	Engagement Tools						
Key Stakeholder Groups	Letters	Project updates / fact sheets	Media Releases	Emails / Phone calls / Website	Project Briefings	One-on-one meetings	Community Sessions

	Engagement Tools						
Local Government				•	•	•	
State Government				•	•	•	
Federal Government				•			
Traditional Owners		•	•	•	•	•	•
Host Landholders	•	•		•	•	•	•
Neighbours (Within 5kms)	•	•		•	•	•	
Community Groups		•	•	•	•		•
Wider Community		•	•	•			•
Local businesses		•	•	•		•	•
Local Media		•	•	•			

6.0 Engagement Personnel, Roles and Responsibilities

The post-approval engagement program for the Rutherglen Battery will be delivered by AMPYR in its capacity as Red Hill Renewable Energy's development partner. The team below, comprising AMPYR's community engagement specialists and senior leadership from AMPYR's parent company AGP Sustainable Real Assets, is responsible for implementing this CSEP and managing stakeholder relationships through to and beyond project acquisition.



Will Story – Community and First Nations Engagement

Will has over 20 years' experience in government and community program delivery. Will leads AMPYR's community and First Nations engagement for the Rutherglen Battery project. Will's knowledge will help guide the team to enforce and drive the CSEP to achieve its objectives and key performance indicators.



Darren Chesterfield – Community Partnerships and Impact

Darren is an AMPYR Community Partnerships and Impact specialist with deep experience managing community engagement, social impacts and benefit sharing for renewable projects, having delivered engagement and social performance outcomes across Government and private sectors in energy and natural resource industries for over 15 years. Darren's experience with managing community engagement will help establish a clear work stream to achieve objectives within the CSEP.

Expert leadership



Dr Alex Wonhas – Chief Executive Officer

Dr Alex Wonhas is AMPYR's Chief Executive Officer and an experienced senior executive and thought leader in the energy sector, with experience as an Executive General Manager at the Australian Energy Market Operator, the Managing Director of Energy & Resources at Aurecon and Executive Director of Environment, Energy and Resources at the CSIRO. Alex is presently a board member for the NSW infrastructure planner, Energy Co and provides significant expertise in the Energy and Resources sector.



Brad Hopkins – Partner, AGP Sustainable Real Assets (AMPYR Parent Company) (AMPYR Parent Company)

Brad is an industry-leader in the Australian renewable transition. Brad is a seasoned commercial executive as the former Commercial General Manager for AEMO Services, energy specialist for the NSW Department of Planning, Industry and Environment, partner at KPMG and current member on the board of directors for Original Power. Brad played a leading role in the design of NSW's Long Term Energy Service Agreements and the Capacity Investment Scheme.



Fergus Rourke – General Manager

Fergus is AMPYR's General Manager and an experienced leader with a legal background delivering expertise in private equity, growth capital, corporate development and public private partnerships. Fergus is a proven and capable manager on large-scale projects and upholds a strong conviction that the opportunities for businesses and communities from the net zero transition are compelling and urgent as the need to act.

7.0 Engagement Scope

Identifying how community engagement can influence a project is vital for building social license. It allows for building trust by demonstrating a willingness to collaborate and enhancing decision-making efficiency. Recognising what aspects are open to negotiation enables a targeted communication approach, reducing risks associated with stakeholder engagement. What is negotiable and what is non-negotiable will directly influence key messages at each phase of the Project.

Table 6: Engagement Scope

Topic	Details	What the community can impact on this topic
Community benefit	Community partnerships, sponsorships and benefits	How benefits from the project are shared with the local community through the CBS.
Methods of communication	Feedback channels, engagement activities, communication methods	Our approach to engagement – how we listen, collaborate, and share project information.
Mitigation measures	Construction impacts and mitigations for noise, dust, access, traffic and accommodation	Where permitted, how Management Plans are developed and amended, including project-specific management measures
EIA	EIS consultation, including assessment and proposed impact mitigation	Stakeholders and community will have the opportunity to provide feedback on various impact assessments for the Environmental Impact Assessment
Elements of the project design	EIS consultation, including project design and construction methodology	Stakeholders, landholders and community will have the opportunity to provide feedback on some elements of the project design and construction methodology.

Project non-negotiables include matters relating to legal and regulatory compliance, cessation of development and the location of the Project.

8.0 Monitoring, Evaluation and Reporting

All key stakeholder and community interactions will be documented using Community Relationship Management (CRM) software that:

- Is accessible to all team members in real-time.
- Ensures that each team member is responsible for accurate and complete data recording; and
- Ensures that each team member is responsible for ensuring timely follow up to outstanding issues.

The key performance indicators for evaluating the implementation of the CSEP include:

- fit-for-purpose customer-centric consultation activities undertaken and participation rates.
- few public submissions are received opposing the projects.
- any key stakeholder or community public submissions received are based on accurate information.

- stakeholders do not convey negative feedback about timing, adequacy or access of engagement from the Project.
- key stakeholder or community enquiries are closed out within the required timeframes (i.e. within two working days of receipt); and
- all key stakeholder and community interactions are adequately documented in a timely manner as part of supporting internal reporting requirements.

The Community Engagement Manager will report on engagement activities undertaken to the project team as needed. Issues and feedback received from stakeholders will be regularly reported to the project team to inform project design, project approval applications, and updates to this engagement plan to ensure key messages are communicated.

The Community Engagement Manager will report on the implementation of the CSEP with reference to CSEP KPI's in AMPYR's environmental, social and governance (ESG) reporting, and as required.

9.0 Complaints Management

Effective complaints management requires a systematic, transparent, and responsive approach. This framework is designed to address stakeholder concerns while maintaining open communication and continuous improvement.
Red Hill Renewable Energy and AMPYR are committed to better practice complaints handling policy and processes and will participate in external dispute resolution services. AMPYR will manage and refine this process during the development phase of the Project and will canvas all options including independent complaint handling schemes to ensure a fair and robust outcome for Red Hill Renewable Energy, AMPYR and the local community.

Step 1: Initial Receipt and Triage

- Create multiple accessible complaint submission channels
- Implement an immediate digital logging system
- Assign a unique tracking number to each complaint
- Categorise complaints by type and severity

Step 2: Acknowledgment and Initial Response

- Send automated confirmation within 4 hours of receipt
- Provide complainant with:
  - Tracking number
  - Estimated resolution timeline
  - Primary contact information

Step 3: Comprehensive Investigation

- Assign a dedicated complaint resolution specialist
- Conduct thorough, impartial investigation
- Collect relevant documentation and evidence
- Develop a detailed analysis of complaint's root cause

Step 4: Formulate Resolution

- Draft a comprehensive response addressing all complaint aspects
- Propose specific corrective actions
- Consult with relevant internal departments
- Prepare a clear, concise communication for the complainant

Step 5: Resolution and Closure

- Communicate proposed resolution to complainant

- Obtain complainant's confirmation of satisfaction
- Implement agreed-upon corrective measures
- Document entire resolution process

Continuous Improvement

- Conduct quarterly complaint trend analysis
- Use insights to refine organizational processes
- Update complaints management protocol annually
- Provide regular training to staff on effective complaint handling

Reporting and Transparency

- Generate monthly complaint management reports
- Track key performance indicators:
  - Average resolution time
  - Complainant satisfaction rate
  - Repeat complaint frequency

This framework ensures a structured, empathetic, and effective approach to managing stakeholder complaints while promoting organisational learning and improvement.

10. Document Review

The Stakeholder and Community Engagement Plan (CSEP) will remain a dynamic document, updated at least annually to reflect evolving project requirements. This includes the integration of detailed action plans for individual projects.

16 April 2025	Letter of introduction to Red Hill Renewable Energy and the project	All local councillors State and Federal MPs Federal Minister for the Environment Bororen State School Bororen Pony Club Calliope River Historical Village (Markets) Bororen Community Hall Gladstone District Disaster Management Group Neighbours Port Curtis Coral Coast Trust Limited Department of National Parks, Sport & Racing Gladstone Engineering Alliance	Red Hill Renewable Energy-led
1 May 2025	Distributed community information session invitation	As above	Red Hill Renewable Energy-led
8 May 2025	Local community information session (in-person)	16 attendees – mix of neighbours, local organisations and elected officials	
10 July	Letter to 33 residents on reconfigured design to be a BESS only project.	Nearby residents	Red Hill Renewable Energy-led
11 Jul 2025	Email engagement with Gladstone Regional Council	Gladstone Regional Council	Red Hill Renewable Energy-led
26 Sep 2025	Initial teams meeting to introduce project with Gladstone Regional Council	Gladstone Regional Council	Red Hill Renewable Energy-led
3 Nov 2025	Council in-person briefing Discussed approval pathways. Also discussed the option Council to have an equity share in the project. Received feedback from Council officers and the Mayor about potential community organisations in and around Bororen.	Gladstone Regional Council staff Gladstone Regional Council Mayor	Red Hill Renewable Energy-led
4 – 23 Nov 2025	Phone, letter and email outreach to neighbours, media and other key stakeholders inviting to meet and attend Town Hall event (27 November)	Near neighbours and residents of Bororen and Miriam Vale, local organisations	Red Hill Renewable Energy-led

6 Nov 2025	In person meeting with Gladstone Economic Development manager	Gladstone Economic Development Manager	Red Hill Renewable Energy and AMPYR
25 Nov 2025	Online briefing for State MP	Stephen Bennett State MP (Burnett)	Red Hill Renewable Energy-led
27 Nov 2025	In-person briefing for Federal MP	Federal MP Colin Boyce and advisors	Red Hill Renewable Energy-led
27 Nov 2025	Town Hall briefing (in-person in Bororen and online)	Local community (26 attendees including Council and State MP advisor)	Red Hill Renewable Energy-led
3 – 4 Dec 2025	In-person meetings and consultation in Miriam Vale and Bororen Local business in Bororen – Maryvale Bakery & Cafe.	Adjacent and near neighbours Local business owners e.g. Miriam vale chemist, general store Local accommodation providers e.g. Miriam Vale Hotel, Koorawatha Homestead Motel Bororen RFS Bororen Pony Club Miriam Vale and Bororen State Schools	Red Hill Renewable Energy and AMPYR
8 Dec 2025	Commenced outreach on Community Benefit Fund (CBF)Continued neighbour and Council engagement	Identified local community groups Neighbours Council	Red Hill Renewable Energy and AMPYR
15 Dec 2025	Continued outreach on Community Benefit Fund (CBF)Continued neighbour and Council engagement Year-end stakeholder update Prepared January engagement plan	Year-end stakeholder update Prepare January engagement plan	Red Hill Renewable Energy and AMPYR
5 Jan 2026	Restarted engagement following Christmas	Target list of organisations for CBF outreach	Red Hill Renewable Energy

12 Jan 2026	CBF closed 14 Jan. Continued neighbour engagement as required	Near neighbours Local community	AMPYR (on behalf of Red Hill Renewable E
19 Jan 2026	Confirmed Feb–Apr milestone and engagement schedule with a focus on in-person activities. Continued neighbour and Council engagement as required	All	AMPYR (on behalf of Red Hill Renewable E
26 Jan 2026	Notified successful CBF recipients (some schools only open this week) Continued neighbour engagement as required Council meeting – provided any extra information	Local organisations successful in CBF Near neighbours Councils	AMPYR (on behalf of Red Hill Renewable E
Late Feb/early March to late march/April (TBC)	Work through the CBF recipients internal process and external agreements	Local organisations successful in CBF	AMPYR (on behalf of Red Hill Renewable E
07 July 2026	Update website and fact sheets	All	AMPYR
August 2026	Unaddressed Mailout	All	AMPYR
August 2026	In person meeting / project update	Stephen Bennett MP	AMPYR
August 2026	CBF round 2 open	All	AMPYR
August 2026	Online meeting with Gladstone Regional Council	Gladstone Regional Council	AMPYR
August 2026	In person meetings and phone calls to provide project update and establish CEF	Near neighbour Local organisations Local community	AMPYR
September 2026	Ongoing promotion of CBF and CEF	All	AMPYR

Methodology	Development and pre-construction	Construction - Commissioning	Operations
Stakeholder engagement	• Technical briefings to Council and key organisations • Attend identified community events in local calendar • Ongoing neighbour meetings • Continued annual Community Benefit Fund outreach and delivery • Business and local supplier forums • Identify and attend any job skills expos, supply chain or ICN events • Meet with business advocacy groups, procurement providers, employment service and training providers e.g. Chambers of Commerce • Community Reference Group meetings and benefit co-design • Neighbour Reference Group meetings • Pre-construction notifications and information sessions • Place any notifications/ advertising required by Regulators. • Traffic/fire design updates • Stakeholder database management/monitoring	• Launch / breaking-ground event (local community and key stakeholders) – on-site or another suitable local place • Drop-in sessions in local towns for information and feedback opportunities • Regular updates to residents (social media, email, letter notifications) • Internal and external stakeholder visits including safety onboarding. • Participate in meetings, forums, economic summits, career expos • Ongoing meetings (including site visits) as agreed with affected landowners, local businesses, employment/training service providers, agencies, and community stakeholders • Traffic notices • RFS involvement and coordination • Continued annual Community Benefit Fund outreach and delivery • Community Reference Group meetings and updates • Contractor behaviour oversight • Stakeholder database management/monitoring	• Wrap up thank you event • Deliver shared benefit commitm • Evaluation survey and interview • Community Reference Group me • Environmental/noise monitoring • Learning workshop and debrief (• Annual reporting
Communication & Media	• Prepare key messages. • Prepare construction Q&A • Factsheet and FAQ's • Media release about attendance at local events (where appropriate)	• Media release (local) post site tour/ groundbreaking – with photos • Commence time-lapse camera • LinkedIn post marking start of construction • Launch Project updates on website. • Feature video – build + teams and community connected to the project. • Linked In corporate post at milestones. • Offer AMPYR updates and/ or speakers at local events	• Media release and communicati participation and outcomes for C Benefits
Government Relations	• Brief Council and councillors • Brief State and Federal MP as required • Offer site tour	• Brief Council Mayor and Staff • Letter to State and Federal MP	• Updates as needed
Industry	• Jobs & Business Register • Trade Breakfast • Continue direct engagement with regional industry groups and participate in forums as available	• Site updates and visits as required	• Minimal


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