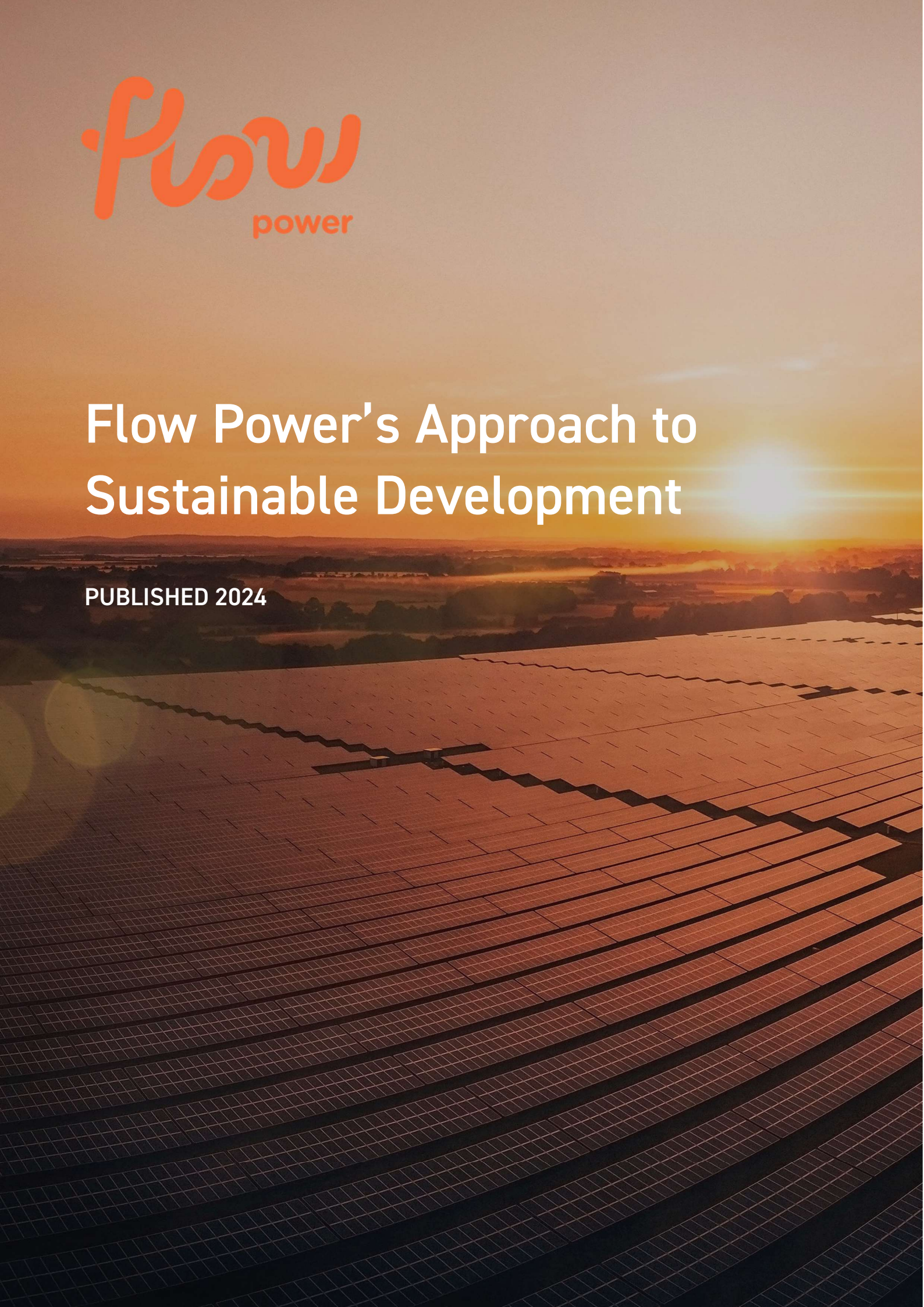




Flow Power's Approach to Sustainable Development

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The Flow Power Way

Creating the renewable energy future, together.

We empower and enable Australians to take meaningful action to accelerate the renewable energy transition and combat the impacts of climate change. By providing energy knowledge and innovative technology, we are delivering smarter ways to connect people, businesses, and government agencies to clean energy to make our renewable future a reality.

Since 2009, Flow Power has been dedicated to helping everyday Australians change the way they use energy and help accelerate the renewable energy transition. To date, Flow Power has developed, constructed, and supported through power purchase agreements, over 2GW of renewable wind, solar and storage projects in Australia.

We've grown from a team of 3 to a team of over 100 spread across five states. Our team of hard-working experts includes engineers, scientists, planners, sustainability professionals and energy strategists, who combine their talents to develop state-of-the-art solutions.

Our approach to sustainable development includes commitments to:

- + Supporting and engaging with communities
- + Working with First Nations groups and Traditional Owners
- + Responsible development of project
- + Upholding our corporate responsibility.

A unique approach to the energy transition

Creating the renewable energy future, together.

We're accelerating the renewable transition by empowering Australians to rethink and reshape how they use energy. Not tomorrow. Today. Because when they have the tools and insights to make informed energy choices, we can achieve our greener future, sooner.

We know that clean energy is affordable energy. It enables emissions-free transport. It powers low-cost heating and cooling. And it sparks innovation beyond imagination. This is about more than single digit efficiency gains: it's an end-to-end energy revolution.

Untapped renewable energy flows far and wide across Australia. So, we're building solar and wind farms to harness it and the batteries to help store it. We're making it accessible to homes and businesses. And we're educating our customers to demand and drive change.

Community and Country are central pillars of a successful energy transition, as distributed renewable energy projects must find their place in suitable new areas, distinct from the centralised, industrial-scale power stations of the past.



Supporting and engaging with communities

We are committing to working with our communities and key stakeholders.

Flow Power's processes and policies are in place to support and engage communities through the development lifecycle.



Guiding principles

Flow Power's process and policies for engaging with communities and stakeholders is established on a set of guiding principles.

These principles reflect the importance of thoughtful and thorough consultation and engagement with the communities we interact with across the country, and we use them to inform our community initiatives. These guiding principles are:

1. Respectful, authentic and informative engagement
2. Responsible and sustainable development
3. Ensure cultural heritage is preserved and protected.
4. Improve the wellbeing and prosperity of local communities
5. Increase access to and/or use of renewable energy
6. Support energy literacy and education
7. Conserve and rehabilitate the environment
8. Always be a good neighbour.

Stakeholder and community engagement

Flow Power's *Stakeholder and Community Engagement Policy* sets out the approach we follow to engage transparently with local communities.

It sets out how we will:

1. **Identify relevant stakeholders**, including community leaders, Aboriginal communities and elders, landowners and businesses, and environmental interest groups.
2. **Inform relevant stakeholders** by providing access to information about Flow Power and our proposed project. We use multiple channels for informing stakeholders, including face-to-face consultation, flyers and telephone. We always preference providing information in person where possible.
3. **Receive feedback and engage** by encouraging relevant stakeholders to tell us what they think. This could be direct feedback or by participating in Flow Power events or through formal processes such as planning applications.
4. **Work with communities** to improve renewable energy project outcomes, such as incorporating community feedback into the project design and working with community representatives to develop community benefit initiatives.

If there are community complaints about any aspect of any of our projects, Flow Power has a complaints management process which ensures all complaints are properly acknowledged and responded to.

Community benefit sharing and delivery

Every community is unique. We believe that a real understanding of the local community and its history is essential to creating the right community engagement and benefit sharing approach.

To gather important local context of each community that Flow Power operates in, our team is committed to spending time in the local area, engaging with a range of local stakeholders, and undertaking research, to learn as much as possible about local demographics, identity, culture, aspirations, values, economy, politics, and history.

We are committed to learning from locals about what is important, any potential concerns, and the opportunities for improving the wellbeing and prosperity of the area. These insights allow our team to develop tailored information and community benefits initiatives to best suit the communities in which we operation.



Community benefit sharing and delivery

In developing our renewable energy projects, Flow Power is committed to sharing the benefits of our clean energy projects with the communities who host them.

We aim to deliver positive and lasting contributions to social, cultural, environmental and economic value. Flow Power is experienced in developing and delivering a wide range of community benefit initiatives including:

- + Contributions to local environmental initiatives, such as native habitat restoration
- + Provision of free rooftop solar systems for community organisations
- + Initiatives to improve renewable energy skills and education, including STEM scholarships
- + Sheep grazing opportunities for local farmers and to maintain agricultural site characteristics
- + Contributions to local rural fire services
- + Sponsorship of local community initiatives and sports clubs
- + Additional protection of important environmental and cultural heritage artifacts
- + Establishment of community EV charger infrastructure to support local EV uptake and encourage regional tourism
- + Road upgrades and native tree plantings
- + Combatting energy poverty through renewable energy
- + Providing talks to local community organisations and school groups about renewable energy projects and practices
- + Reducing lifecycle waste and supporting local commercial activity by donating extra construction materials to local community members and businesses.

And we are always looking for ways to achieve more!



Supporting opportunities for local business and employment

When developing renewable energy projects, we endeavour to engage local suppliers for various components and services. By supporting local businesses, we share additional economic benefits of the renewable energy transition with the communities who host renewable assets.

This approach is grounded in our belief that supporting local businesses is essential for creating a positive impact for host communities. By sourcing materials, equipment, and expertise locally where possible, we aim to stimulate the regional economy, while reducing the environmental footprint associated with transportation.

One of the key benefits of working with local suppliers is the creation of job opportunities within the communities where our projects are located. By engaging local talent and businesses, we contribute to new skill development, job creation and experience all of which are needed to accelerate the renewable energy transition.

Furthermore, through our procurement processes, we preference working with businesses that demonstrate a commitment to local community outcomes as well as opportunities for workforce participation by underrepresented groups. Where appropriate, Flow Power works to assist connect local contractors and workforce to our construction partners delivering our projects.



Shoalhaven Community Solar Farm Case Study

The 3MW Shoalhaven Community Solar Farm is a shared project, made possible through a successful partnership between local community energy group; Repower Shoalhaven, and Flow Power.

Repower Shoalhaven was eager to realise a long-held ambition to create a solar farm in the Shoalhaven community, and in doing so create an opportunity for the community to invest in the clean energy project.

The project is owned, developed and primarily funded by Flow Power, with \$500,000 successfully raised by Repower Shoalhaven through local investors. While Flow Power is a private company, the partnership with Repower Shoalhaven, was driven by ambitions to realise the community-based project, making it the first of its kind in Australia.

Thanks to Repower Shoalhaven's engagement, they were able to secure the formerly unutilised site land through their relationship with the local council. Without access to this land, this project would not have been possible. Flow Power have a commitment through a Power Purchase Agreement (PPA) to acquire the entire generated electricity output of the project. The farm generates and provides clean electricity to the grid, including Flow Power's customer, the City of Sydney. Click here to [learn more](#).



Working with First Nations groups and Traditional Owners

For every site we operate on, Flow Power is committed to recognising the Traditional Owners of Country and supporting their cultural identity and values. This means genuine engagement with local First Nations groups.

We follow a place-based approach to engagement with Traditional Owners and aim to provide opportunities to foster greater collaboration and understanding and address complex issues in a manner that is sensitive to the local context.



Consultation and planning

Early in the project development process we aim to identify and engage with Traditional Owners who have a connection to the area of Country within which our project is located.

This provides them with an opportunity to communicate to Flow Power the cultural significance of the project site and, whether they support the project in that locality, and facilitates the forming of partnerships and community benefits throughout all project stages.

Traditional Owners have various legal rights and responsibilities in the project development process to protect cultural heritage. Project developers, such as Flow Power, are required by law to exercise due diligence and to follow formal investigation and consultation processes when certain criteria are met for a project site. For example, if a project is proposed in an area of potential cultural heritage sensitivity, Flow Power is required to commission a detailed cultural heritage assessment for the site, undertaken by qualified archaeologists.

The assessment involves consultation with the relevant Traditional Owners, and they are invited to participate in field surveys and share cultural knowledge of the site and any Aboriginal items that are discovered during the survey, such as stone artefacts or scarred trees. Traditional Owners are also invited to comment on assessment reports and Cultural Heritage Management Plans before they are finalised to ensure the reporting accurately reflects the cultural significance of the site and appropriate management measures. Management measures frequently involve avoidance of areas with important cultural significance, and the relocation of artefacts to ensure they are not impacted by construction works.

Traditional Owners may also be invited to conduct smoking ceremonies at the commencement of construction, and to deliver cultural heritage inductions to construction contractors to share knowledge of the cultural sensitivity of the project site and how to identify Aboriginal items should they be unexpectedly encountered during works.

Reconciliation Action Plan

Flow Power is developing our Reconciliation Action Plan (RAP) to engage more meaningfully in reconciliation.

Our RAP will provide the foundations for Flow Power to establish meaningful long-term relationships with First Nations communities, particularly in the areas in which we operate. It will also help us contribute to reconciliation in a structured, relevant, and respectful way.

This process involves working with an authorised RAP consultant to develop a comprehensive plan that provides substantive benefits to Aboriginal and Torres Strait Islander peoples. The RAP will contain real actions which will support all of Flow Power's team to better understand the importance of Country, community, and culture. We will share our RAP publicly when it is complete.

Flow Power are committed to consulting with Traditional Owners on proposed projects regardless of whether a project site legally requires a formal cultural heritage assessment and consultation.

We are committed to learning about the cultural history of the land on which we seek to use, ensure we have Traditional Owners' support, and share with them the benefits of the project.





Supporting Tauondi College's Pathway to Electrotechnology Program Case Study

Through the Pathway to Electrotechnology program, Tauondi College will support eight participants through a four-year program culminating in a completed technical apprenticeship.

In early 2023, Flow Power switched on the Berri Energy Project, the first DC-coupled solar and battery project of its kind in Australia.

In partnership with Westpac, a community fund was established to support a broad range of environmental, renewable energy, and STEM initiatives for the community, in Berri, South Australia.

Through the community fund, we have supported South Australian based Tauondi College to establish a Pathway to Electrotechnology program which will support eight participants through a four-year program culminating in a completed technical apprenticeship. This program is intended to equip South Australian Indigenous students with a pathway to receiving an electrical apprenticeship. The aim is to provide more opportunities for Indigenous peoples to actively participate in and benefit from the renewable energy transition.



Responsible development

Flow Power is committed to responsible development of our projects. Through every stage of the development process for our generation projects, we apply an environmental sustainability lens to ensure our projects have a minimal impact to the environment for maximum benefit. From initial site selection to construction, operation and future decommissioning, we implement comprehensive environmental management processes.



Responsible development

We recognise the importance of the broader environmental impact on renewable energy developments.

As such, we are committed to implementing comprehensive recycling programs for materials utilised in our renewable energy projects when they reach the end of their operational lifespan. This initiative ensures that components such as solar panels and associated equipment are dismantled and recycled, minimising waste and reducing the ecological footprint.

Moreover, we prioritize site rehabilitation as an integral part of our project lifecycle. Upon decommissioning, we undertake the restoration of project sites to their predevelopment state or an environmentally harmonious condition. This includes the removal of infrastructure, re-vegetation efforts, and soil remediation to promote biodiversity and ecosystem restoration.

Impact assessments

Once a potentially suitable site is identified, detailed rigorous environmental studies are carried out to further confirm suitability for development and assess environmental constraints at the site level.

These studies influence the layout of the development, allowing the avoid, minimise and/or mitigate and offset hierarchy to be applied. Studies may include (but are not limited to):

- + Flora and fauna impact assessment
- + Cultural heritage assessment
- + Noise, visual and landscape impact assessments
- + Traffic impact assessment
- + Flood and hydrological assessment
- + Bushfire and hazards assessment
- + Geotechnical and site contamination investigation.

Site selection

Constraints mapping and screening is undertaken to understand the likely suitability of a site before it progresses into further planning stages.

At the site selection stage, we utilise set criteria to identify optimum sites for our projects that will have the least impact to the environment and surrounding community. For example, preferred sites for development are likely to be those that have proximity to suitable transmission and transport infrastructure, appropriate land zoning, low impact to the amenity of surrounding receivers, and are without any potentially significant biodiversity and heritage constraints. Other environmental factors considered include bushfire and flood hazards, solar radiation and existing agricultural capability.

Environmental management

Once a project receives approval from the planning authority, Flow Power prepares a suite of environmental management plans.

These plans ensure the recommendations of the environmental studies are implemented and potential impacts managed throughout construction, operation and decommissioning. These are submitted for endorsement by the planning authority and include:

- + Environmental Management Plan
- + Stormwater Management Plan
- + Fire Management Plan
- + Emergency Management Plan
- + Decommissioning Management Plan

These management plans include ongoing inspections and reviews to ensure continuous improvement throughout the life of the project. Through these initiatives, we aim to set a benchmark for sustainable practices in the renewable energy industry, demonstrating our dedication to leaving a positive legacy for the communities and ecosystems where our projects operate.

Environmental benefits

As well as minimising environmental impacts, Flow Power seeks opportunities to provide environmental benefits at all project sites over and above the benefit of generating clean energy.

Native revegetation

A common benefit provided is the planting of native vegetation to increase the biodiversity value and amenity of the site. Plantings are typically in the form of visual buffers around the site perimeter, and/or throughout areas of land that are not utilised for project infrastructure. In some cases, plantings may also be delivered offsite in partnership with other organisations.

Plant species chosen are always native and suitable to the local area and climate, and selected to maximise the benefit for local species and ecosystems including those that are threatened.

To date, Flow Power have planted over 5,000 native seedlings on our sites alone and this number will continue to grow along with our project portfolio.

Supporting local biodiversity and agribusiness

For our generation sites, Flow Power has and will continue to engage local Landcare organisations to recommend planting guides and species lists that support local biodiversity. Planting species that provide food and habitat for can help support local pollinator species such as birds and native bees. These pollinator species are often endangered and protected, and in some areas even help support nearby crop pollination for Australian farmers.

Environmental benefits

Flow Power has set up grazing partnerships that allow co-existing renewables and agriculture.

In 2023, Flow Power welcomed grazing sheep and flock-protecting alpacas onto one of our solar farms.

In a mutually beneficial arrangement, the solar farm provides secure, fenced space for local farmer's sheep to graze, the solar panels provide the sheep shelter from harsh elements (particularly hot sun) and the sheep eat the grass for constant vegetation management.

Flow Power will continue to work with local farmers for agistment opportunities at other generation sites. Careful consideration and management practices are followed to ensure our solar-grazing sheep can coexist with and not disturb nearby pollinator species.



Fire management

Flow Power recognises the critical importance of fire safety. We aim to implement best practice fire safety standards at all our energy projects. This often involves applying higher standards than the minimum requirements, drawing upon guidelines and lessons learnt from other jurisdictions.

For each of our energy projects, we engage with the local fire authority in the early planning phase to understand their requirements, including fire safety controls, emergency management, and environmental factors relevant to the site (e.g. whether the site is located within a bushfire prone area, predominate wind direction etc.). We also establish any specific studies that need to be undertaken to inform the appropriate fire management for the facility, such as fire safety studies, hazard studies, risk assessments etc.

Should there be a lack of standards applicable to the type of facility or jurisdiction within which the project is located, Flow Power apply best practice industry standards from other jurisdictions. This is often the case for battery energy storage projects, which are still an emerging technology.

Once the design of the facility is prepared as well as corresponding fire and emergency management plans, we consult the fire authority again to seek their endorsement of the plans. Additional approvals are often required under the project's planning permit, such as an approval by the planning authority. Once approved, the management plans are made available to the community and shared with interested stakeholders.

Fire management

When we design our facilities, fire management controls are brought in throughout the process.

These include:

- + Equipment separation distances
- + Fire breaks, asset protection zones, and vegetation management
- + Firefighting equipment onsite including water supplies
- + Emergency services access
- + Emergency evacuation routes
- + Emergency response plans.

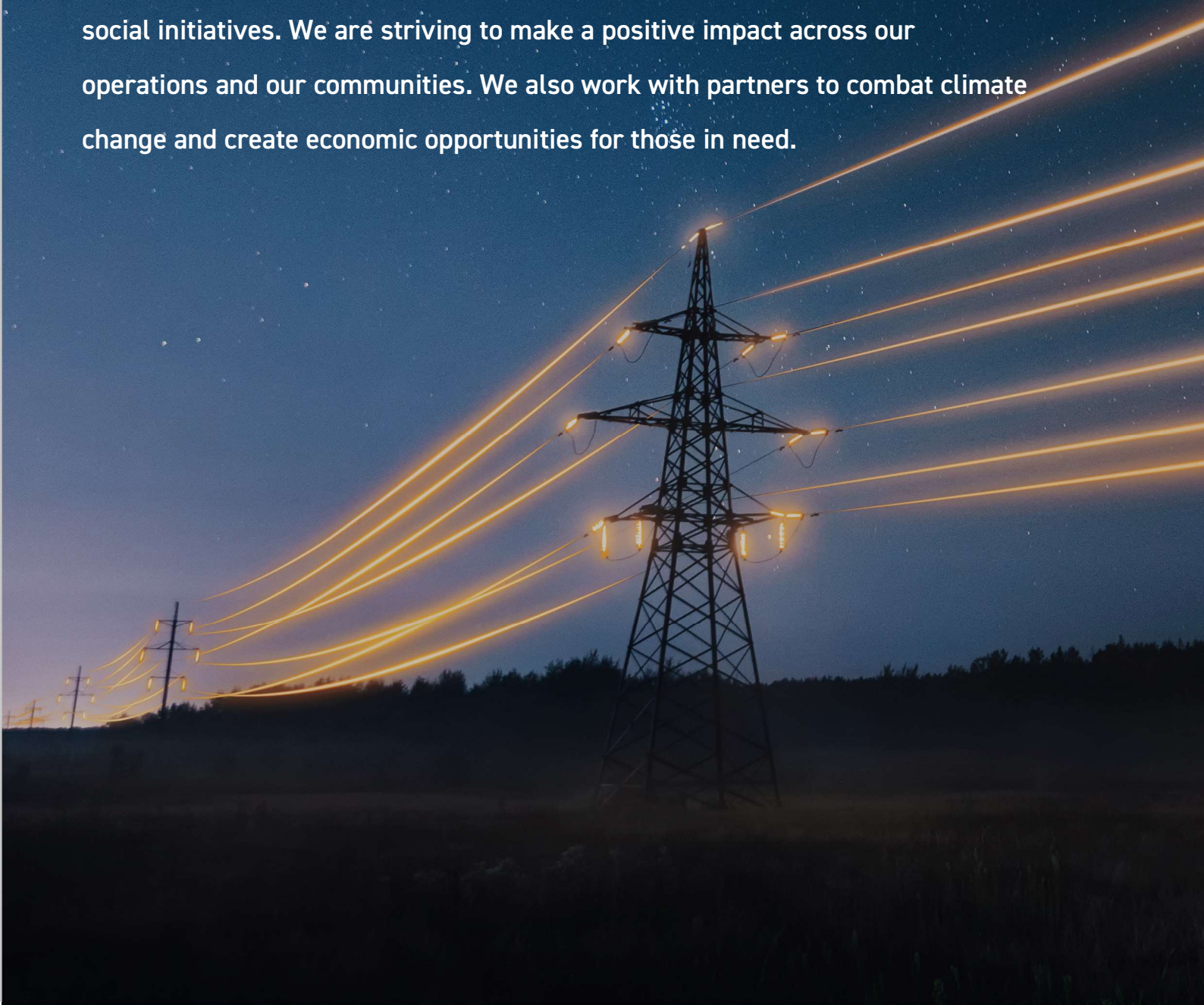
Water supplies established at our project sites for firefighting not only serve the energy facility, but also can serve as a firefighting resource for nearby properties. For instance, in the event of a bushfire within the surrounding area, fire authorities can access the water at our facility to fill their firefighting truck. This is valuable community benefit, particularly in remote areas and where water resources are scarce.





Corporate responsibility

At Flow Power, we are committed to a range of environmental, sustainable and social initiatives. We are striving to make a positive impact across our operations and our communities. We also work with partners to combat climate change and create economic opportunities for those in need.



Modern slavery

The risks of modern slavery exist in the production and distribution of renewable energy, including but not limited to the manufacture of lithium-ion batteries, photovoltaic solar panels and wind turbines.

Consistent with the approach set out in Flow Power's Human Rights Policy, Flow Power undertakes a modern slavery assessment process of each material supplier and maintains ongoing engagement with suppliers who we consider to have modern slavery risks in their supply chain. As a reporting entity under the Modern Slavery Act 2018, Flow Power also publishes annual Modern Slavery Statements.

Climate Action Statement

Flow Power has a published Climate Action Statement. This statement outlines our commitment to climate action and our vision.

- + The transition of the energy system from emissions-intensive coal to renewables is core to our DNA. As an energy retailer, we continue to lead the way in product development and technological innovation to continue scaling our impact.
- + We strongly support climate action. For 25 years, Flow Power has delivered solutions to support the transition, decarbonisation, adaptation and resilience of the Australian energy system. From rapidly building renewable generation to serve our customers, to consumer education to build energy resilience and truly decarbonise customer's electricity use, Flow Power is committed to the pathway to 100% renewables in our response to climate change.
- + We strongly support the Paris Agreement. We are committed to supporting activities and initiatives in our business, and in the wider energy sector that align with the Paris Agreement goals.

Read more about our full Climate Action Statement [here](#).

Carbon neutral, the Flow Power way

Flow Power believes that energy retailers an important ability, and responsibility, to drive the renewable energy transition.

We recognise that as a responsible business, we need to understand and manage our environmental footprint. We are strongly committed to driving the renewable energy future and recognise the carbon impacts associated with our day-to-day operations. In response to this, we developed our innovative carbon neutral strategy which:

- + Offsets scope 1, 2 and 3 emissions of our corporate offices
- + Expands our renewable energy portfolio
- + Develops processes to improve the sustainability of our renewable energy portfolio supply chains.

Our corporate carbon neutral strategy focuses on proactively reducing our emissions and surrendering additional renewable energy certificates to offset our remaining emissions, rather than going down the well-travelled path of purchasing carbon credits to offset our emissions.

Typically, carbon credits are generated by projects (such as reforestation programs or projects that avoid potential land clearing) that reduce, remove or capture emissions from the atmosphere. These programs also promote investment in renewable energy projects across the world, however they currently do not support new projects here in Australia. That's why we've decided against using carbon credit programs to offset emissions. Instead, we focussed on utilising the development of additional renewable energy for our carbon strategy.

We set our emissions boundary with PathZero. Our emissions boundary accounts for:

- + our staff working from home as well as commuting to the office,
- + all of the flights, taxis and rideshare trips our staff take,
- + all office equipment, including computers, printers, projectors and other products, and
- + the carbon footprint of professional services consultants used by Flow Power.

Read more about our strategy [here](#).

Partnership with Pollinate

Flow Power has partnered with Pollinate to train and support women from marginalised communities to distribute products such as solar lights and fans, water filters, clean cooking stoves and sanitary products, resulting in cleaner, safer and healthier communities.

Pollinate was founded in 2012 by six young Australians wanting to address poverty and improve access to clean, safe energy in India, where they saw marginal communities using toxic fuels such as kerosene. Their concept eventually evolved to focus on women as the agents of change.

Pollinate has set an ambitious goal of distributing 1.5 million solar products by the end of 2025, empowering 10,000 women, and improving the lives of 10 million people across India and Nepal. Flow Power is funding the provision of solar lights for 2000 households in India and Nepal, with the goal of supporting 11,200 people to access clean and reliable electricity, reducing CO2 emissions by 10,468 tonnes and fuel costs by more than \$190,000.

Read more about our partnership [here](#).

