

# Stakeholder Engagement Policy

## 1. Purpose

The purpose of this policy is to ensure the Board of Elemental Infrastructure Holdco Pty Ltd and its related bodies corporate (“Zenith”) is, and remains committed to effective communication, collaboration, and transparency with its stakeholders. By engaging with stakeholders, Zenith aims to build trust, address concerns, and mutually enhance organisational and stakeholder outcomes.

## 2. Key Principles

### 2.1 Inclusivity

Zenith recognizes that stakeholders include a diverse range of individuals and organizations. Guided by its Stakeholder Engagement Program Zenith will actively seek input from all relevant parties, including:

- **Staff:** Employees who work in the business
- **Suppliers and Contractors:** Partners in project development and maintenance.
- **Local Communities:** Residents near its power plants, businesses, and community groups.
- **Government Authorities:** Federal, state, and local regulatory bodies.
- **Investors and Shareholders:** Those who have a financial interest in Zenith.
- **Energy Consumers:** End users of electricity.
- **Environmental Groups and NGOs:** Advocates for sustainability and conservation.
- **Industry Associations:** Forums for industry collaboration.

### 2.2 Transparency


Zenith is committed to transparent communication by:

- Sharing relevant information through consultation documents, online forums, workshops, and focus groups.
- Providing regular updates via reports, fact sheets, corporate and project web pages and social media pages.
- Engaging in open dialogue with stakeholders to address concerns and provide accurate information.

### 2.3 Proactive Engagement

Zenith will proactively engage with relevant stakeholders to the respective project, at various stages:

- Project Development and Planning:

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- Seek input during site selection on heritage, and environmental impact assessments, and feasibility studies.
- Assess partnership opportunities with social enterprises.
- Attend to community concerns related to visual impact, noise, and land use.
- **Construction and Operation:**
  - Maintain ongoing communication with local communities.
  - Collaborate with suppliers and contractors to ensure smooth operations.
  - Monitor environmental performance and compliance.
- **Regulatory Compliance and Reporting:**
  - Engage with government authorities and regulatory bodies.
  - Provide documentation, participate in hearings, and communicate ESG-related breaches of Zenith's Social Compliance Policy.

### 2.4 Feedback Mechanisms

Zenith values feedback from stakeholders and will have:

- Channels for stakeholders to express their views and grievances.
- Regularly collect feedback either through surveys, meetings, or online platforms.
- Use feedback to improve our operations and decision-making.

## 3. Roles and Responsibilities

**3.1 Executive:** Responsible for overall stakeholder engagement strategy and implementation.

**3.2 Development, Project, Facility and Customer Service Manager:** During each stage of a project's lifecycle and depending on the business segment these personnel will act as points of contact for local communities.

**3.3 HSE Manager:** Monitor and address matters of health, safety, and environment.

**3.4 Communications Co-Ordinator:** Disseminate information and manage communication channels.


## 4. Continuous Improvement

Zenith will periodically review and update this policy to adapt to changing stakeholder dynamics, regulatory requirements, and project developments.

Stakeholder engagement is an ongoing process, and Zenith's commitment to transparency and collaboration will contribute to successful project outcomes.

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Hamish Moffat, Managing Director

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Date


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### References:

1. [Australian Energy Regulator \(AER\) - Stakeholder Engagement](#)
2. [2020 ISP Appendix 1. Stakeholder Engagement - AEMO](#)
3. [Customer and Stakeholder Engagement Strategy Stand Alone Power Systems](#)
4. [Customer and Stakeholder Engagement Plan 2025-30 Regulatory Determination Proposals](#)
5. [2022 Integrated System Plan Stakeholder Engagement Strategy](#)

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