



Gippsland Offshore Wind Farms Stakeholder Engagement Strategy

Gippsland 01 & Gippsland 02

November 2025

Contents

Ørsted acknowledges the spiritual connection the Gunaikurnai people have to their lands, waters and sky.

The Gunaikurnai people have cared for and nurtured this sacred land, on which our projects will be developed, since the first sunrise. We will embrace the legacy of their ancestors by valuing their resilient, ancient culture that they have maintained for thousands of years. Together, we will build a true, authentic relationship with the Elders past, present and emerging with respect and to enable their direct benefit.

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1. Project overview

Ørsted is a renewable energy company that takes tangible action to create a world that runs entirely on green energy. Since pioneering the world's first offshore wind farm in 1991, we've built more wind farms at sea than any other company worldwide.

Ørsted is proposing two adjoining offshore wind farms known as GIP01 and GIP02 (the Project). Should this Project proceed, it will be capable of delivering up to 4.8 GW total capacity – sufficient clean energy to power 4 million households per year. The Project will also be key to the Victorian Government's planned renewable energy transition and will help to meet legislated targets for clean energy of at least 2 gigawatts (GW) of offshore wind energy generation by 2032, 4GW by 2035 and 9GW by 2040.

The key components of the Project include:

- wind turbines, inter-array cables and offshore substations
- subsea cables to connect the wind farms to the Gippsland coast
- transmission lines and onshore substations.

In 2024, Ørsted was awarded two feasibility licences under Australia's Offshore Electricity Infrastructure Act 2021 (OEI Act), indicating the areas in which the Project can be developed (FLO04 and FLO09). These licences allow Ørsted to undertake activities within the feasibility licence area to help inform the feasibility phase of the Project.

This phase of work is expected to take several years and will include extensive technical, environmental and social analysis. Should the project prove feasible, we will then progress an application for a Commercial Licence that would allow us to build and operate an offshore wind farm.

Additional approvals will be required to complete investigation studies during this phase. A Management Plan is required to enable metocean and geotechnical investigations to proceed and the project will also require environmental approvals for both marine studies and the full proposed project under the Environmental Protection and Biodiversity Conservation Act 1999 (EPBC Act).

Successful completion of all planning and investigations during the Feasibility phase will be a prerequisite for the Project receiving a Commercial Licence and proceeding to a Financial Investment Decision (FID).

This communications and engagement plan applies to the feasibility phase, which is anticipated to take place across 2025-2027.

1.1 Purpose of this strategy

Community and stakeholder consultation is a key part of the environmental assessment and planning process for Ørsted during the early phases of developing offshore wind energy projects. Ensuring communities and stakeholders have opportunities to meaningfully contribute to and participate in the planning and development of the Gippsland 01 and 02 projects will be critical to ensuring their sustainability and commercial success.

1.2 Summary of consultation to date

Ørsted commenced engagement with the Gippsland community as part of our application for Feasibility Licences. This engagement with key stakeholders and the community provided us with an 'early lead in' to understanding:

- key local values and concerns
- levels of awareness relating to offshore wind in Victoria
- the potential for licenced activities and investigations to impact stakeholders in, or near, the Project area
- where stakeholders would like to see offshore wind projects return value to the community.

Public announcement of the Projects occurred in May 2024 and engagement and consultation has stepped up since the award of our two Feasibility Licences later that year. This engagement approach has aligned with best practice considerations for

offshore wind developers progressing through the Feasibility phase and recognises that collaboration with key stakeholders on issues of common interest will be key to the long-term success of our Project.

An integral part of development of the Project is working in close partnership with Traditional Owners, particularly the Gunaikurnai Land and Waters Aboriginal Corporation.

In addition, the Project has consulted with stakeholders including:

- Federal Department of Climate Change, Energy, the Environment and Water (DCCEEW)
- Australian Maritime Safety Authority (AMSA)
- Offshore Infrastructure Regulator (OIR)
- Federal Department of Defence
- Victorian Department of Energy, Environment and Climate Action (DEECA)
- Victorian Department Transport and Planning (DTP)
- Relevant local councils and councillors including South Gippsland Shire Council, Wellington Shire Council and Flinders Council
- Gippsland Federal and State Members of Parliament
- VicGrid and Offshore Wind Energy Victoria (OWEV)
- Parks Australia and Parks Victoria
- National Offshore Petroleum Titles Administrator
- Director of National Parks
- Committee for Gippsland and Committee for Wellington
- First Peoples State Relations
- Latrobe Valley Authority
- Heritage Victoria
- ICN Victoria
- Regional Development Victoria
- Australian Energy Market Operator (AEMO)
- Bureau of Meteorology (BoM)
- Local tertiary institutions including Federation University and TAFE Gippsland
- Victorian Farmers Federation
- Maritime Union of Australia
- Peak bodies representing commercial fisheries including South East Trawl Fishing Association (SETFIA), Seafood Industry Victoria, Seafood Industry Tasmania and Top Fish Tasmania
- Australian Fisheries Management Authority
- VR Fish
- Victorian recreational fisheries
- Local fisherman's co-operatives
- Local ratepayers' associations
- Birdlife Victoria
- Adjacent permit holders
- Local landholders
- Onshore utility providers
- Local community members.

Broadly speaking, this consultation and engagement has focused on areas such as:

- Developing an understanding of local community interests, expectations, concerns and values.
- Ensuring compliance with consultation requirements specified in our Feasibility Licence, approved Management Plan and included in the OIR Act.
- Initiation of longer-term relationships and partnerships with key stakeholders

- Provide opportunities for feedback and input to inform feasibility studies and project design
- Exploration of potential job and supply chain opportunities for the project, including upskilling opportunities, apprenticeships and partnering with local institutions.
- Early investigations through stakeholder discussions as to the preferred nature and scale of any future Project benefit sharing program.
- Sharing knowledge on offshore wind best practices around the world.
- Understanding the potential impacts of the Project on existing marine users including the fishing industry.
- Community consultation opportunities and ways to reduce engagement fatigue.

1.2.1 Consultation to support environmental assessments and approvals

Environmental approval for projects is required under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) if the project could impact nationally significant animals, plants, habitats or places (protected matters).

Ørsted commenced engagement with key stakeholders for its EPBC – Marine Studies referral (2023/09682) in late 2022. This consultation specifically sought to understand the potential for risk of environmental harm associated with our proposed marine field investigations.

Under the Offshore Electricity Infrastructure Regulations 2022, all licenced offshore wind developers wanting to progress development of a project must also obtain an approved Management Plan. Management Plans must set out how a licence holder proposes to manage work health and safety, infrastructure integrity and environmental management risks associated with any activities proposed to be carried out under an OEI Act licence.

The licence activities described in the Management Plan include the metocean and geotechnical investigations conducted within the Feasibility Licence Areas.

Ørsted began targeted consultations in July 2024 to help shape its Management Plan. While some of the proposed investigations were part of activities already approved under our previous EPBC referral, we chose to consult with all stakeholders again to ensure feedback and inputs were current and relevant.

A summary of the valid claims about potential adverse effects that were raised during this consultation, along with the measures we propose to address them is included in Appendix C.

In August 2025, Ørsted initiated further, targeted consultation with key stakeholders to support the whole of Project's bilateral assessment via the EPBC Act and EES Act. This consultation program was principally used to co-identify issues or impacts requiring further investigation, and obtain initial feedback on suitable mitigations to address concerns. Feedback was then utilised to inform the Project's EPBC Referral.

Specific consultations to support the delivery of environmental assessments will continue as the Project progresses.

2. Project context

2.1 Project location

Ørsted’s Project is located within a declared offshore wind area off Gippsland, which covers approximately 15,000 square kilometres. It is offshore of Lakes Entrance in the east, to south of Wilsons Promontory in the west.

The Gippsland region is well suited for offshore wind due to a range of factors including:

- excellent offshore wind capacity
- proximity to existing electricity grid infrastructure
- proximity to energy demand.

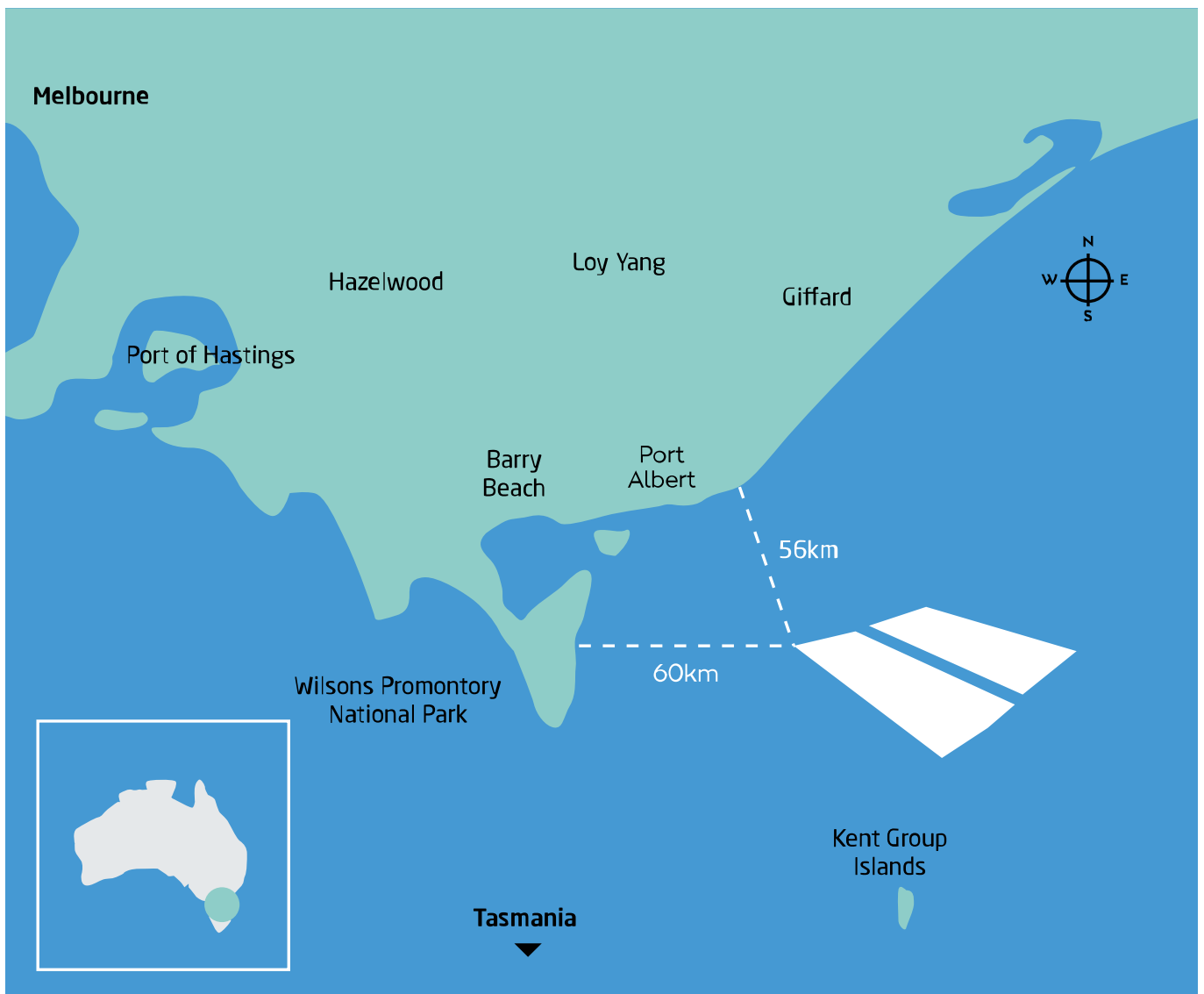


Figure 1. Map showing approved site boundary for Gippsland O1 and O2 Projects.

2.2 Social concerns

Identified social concerns stem from valid social and community feedback relating to the development of offshore wind as a new industry. Further, site-specific project risks have been identified by Ørsted through the course of early engagement.

These concerns will be monitored and directly addressed through ongoing consultation as the Project progresses:

Risk	Overview
Cumulative impacts	Concerns about the rollout of large-scale offshore wind projects affecting local housing, employment, living costs, aesthetics, marine navigation and valid concerns about this new industry posing another way in which existing community cohesion could be tested.
Environmental and ecological impacts	Concerns about the potential risks of wind turbines to seabirds, marine mammals, fish populations, water quality, and local species, as well as disruptions to marine habitats, invasive studies, high-impact construction, and decommissioning. Interest in how the Project can deliver a net positive environmental outcome.
Visual impact	Concerns that the project will introduce a significant industrial aspect to the local seascape that will be visible to residents and surrounding coastal townships.
Co-existence	Concerns as to displacement or economic curtailment of traditional industries, especially fisheries but also shipping, tourism and activities of other licence holders
Land impacts	Concerns about the uncertainty of shore crossings' impact on coastal landscapes, potential community division from new transmission on private land, and the effect of land access arrangements on local farmers.
Shared benefit	Concerns about the adequacy of project shared benefits and whether these will provide genuine legacy outcomes for local communities. Interest in how benefits will work to support community priorities, including infrastructure and social cohesion.
Aboriginal and cultural benefit	Concerns about the potential impact on cultural and historical sites, Traditional Owner involvement and benefit from the development of the industry, and the practices used to preserve cultural artifacts.
Consultation	Lack of awareness of and trust in project proponents or the offshore wind industry itself – and the impacts this may have on consultation. Consultation fatigue and apathy due to perceived lack of impact on onshore residents.
Local supply and job opportunities	Scepticism that local jobs and opportunities for local businesses will eventuate and concerns as to the significant lead time required to foster offshore energy supply chains and local participation in the project. Interest in how the Project will support community capacity to deliver required training and education to support a new local offshore wind workforce.
Government policy and timelines	Desire to understand more about the rationale for offshore wind, timing for the introduction of this new industry and the regulatory process for its development and approvals.
Scale of change	Multiple feasibility licences have been granted to accelerate the development of the Gippsland Offshore Wind Zone, potentially bringing about large scale change to the region and the values of its communities.
Energy affordability	Interest in how the Project might underpin cheaper, more reliable energy for the community.

2.3 Cumulative impacts

The Bass Strait offshore wind zone was the first area to be declared as suitable for the development of offshore wind (Declared Area). Following declaration, 12 separate 7-year licences were issued to multiple developers to progress the feasibility of their projects.

Developers of these projects are required to take into account the collective social and environmental impacts of all projects, on the assumption that several if not all of these projects will proceed. This approach – known as cumulative impact management – will ensure robust project assessments and will help to inform regional best practice approaches to impact monitoring and management.

How projects approach and deliver community engagement is also a consideration. The Australian Energy Infrastructure Commissioner recommends *“proponents should consider a collective approach to understand direct and indirect cumulative impacts of other proposed wind energy projects and other large scale infrastructure projects in the region.”*

Ørsted’s engagement approach will be coordinated with other developers where possible, acknowledging that at times, legislation and approvals requirements stipulate that developers do need to engage individually on specific aspects of their project.

3. Communication and engagement framework

Ørsted’s Stakeholder Engagement Policy outlines our commitment to engaging stakeholders to enable them to take part in a benefit from the green transition.

3.1 Engagement objectives

During the Feasibility phase, Ørsted’s communication and engagement objectives are to:

- inform communities and stakeholders about the project and the technical assessment process
- actively involve communities and stakeholders in conceptualising the Project and how it can contribute to overall social and environmental outcomes
- encourage participation and provide opportunities for feedback and input to inform feasibility studies and project design
- use engagement activities to identify issues or potential concerns, obtain local insights and gain feedback on measures to address concerns
- meet requirements to consult with community and impacted stakeholders as part of environmental approvals processes
- demonstrate how community and stakeholder issues and feedback are being captured and used to inform project development and assessment.

3.2 Relevant legislation, planning requirements and guidelines

Engagement and consultation during the feasibility stage is guided by a range of approval pathways and requirements, many of which require specific consultation activities.

These include:

- Offshore Electricity Infrastructure Act 2021 (OEI Act)
- Offshore Electricity Infrastructure Regulations 2024 (OEI Regulations)
- Offshore Electricity Infrastructure (Declared Area OEI-01-2022) Declaration 2022
- Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act)
- Environment Effects Act 1978
- Aboriginal Heritage Regulations 2018
- Marine and Coastal Act 2018 (MACA)
- Planning and Environment Act 1987
- International Association for Public Participation (IAP2) Australasia: Quality Assurance Standard in Community and Stakeholder Engagement (2015)
- Australian Energy Infrastructure Commissioner: Considerations for Offshore Wind Industry on Community Engagement (2023)
- Clean Energy Council: First Nations engagement guide for the renewables industry (2024)
- Community Engagement and Benefit Sharing in Renewable Energy Development in Victoria: A guide for renewable energy developers (DEECA).

In addition, following release of VicGrid's *Draft Community Engagement and Social Value Guidelines for Renewable Energy and Transmission Projects* in September 2025, Ørsted will review and align to requirements outlined in these guidelines as they are finalised.

3.3 A principled approach to engagement

Ørsted will approach engagement aligning with best practice principles outlined by the International Association of Public Participation (IAP2), and the Clean Energy Council's Best Practice Charter for Renewable Energy Projects.

Ørsted's consultation on the Gippsland Offshore Wind Farm project is guided by the following principles:

Principle	What this means during the feasibility phase:
Be transparent and accountable	<ul style="list-style-type: none"> • Being open and transparent in making our position clear to stakeholders from the outset • Explain how and why decisions are being made and how public input is used to inform decisions • Document outcomes of stakeholder engagement respectfully and responsibly • Follow through on commitments and promises • Ensure rigorous compliance with regulations and guidelines for consultation
Provide precise and factual information	<ul style="list-style-type: none"> • Provide information based on documented facts and trustworthy sources • Share information that allows stakeholders to provide informed feedback • Communicate in simple, clear language and accessible formats
Take stakeholder concerns and issues seriously	<ul style="list-style-type: none"> • Collaborate to assess the impact of the Project on the local community and environment • Engage in initiatives that create opportunities for sustainable long-term benefits in the communities where we operate

Principle	What this means during the feasibility phase:
Be solutions focused	<ul style="list-style-type: none"> • Provide opportunities for engagement and potential solutions focused on those issues that are most relevant to stakeholders, communities and to Ørsted • Be flexible in accepting feedback to ensure timely input can shape better Project outcomes
Spend time talking with people to understand local perspectives	<ul style="list-style-type: none"> • Be available to communities and stakeholders to have conversations and share Project information and updates • Leverage local networks and groups to keep people informed • Aim to build lasting relationships with local community and stakeholders
Provide effective channels for feedback and input	<ul style="list-style-type: none"> • Use various communication channels to reach all audiences on their preferred platforms • Gather feedback on Ørsted’s engagement approach and adjust based on input

3.4 How feedback will be used

Community and stakeholder feedback will inform various aspects of the Project and preparation of formal approvals documents:

Project stage	How feedback will be used
Planning and environmental assessments	<ul style="list-style-type: none"> • Improves Ørsted’s understanding of the local environment, issues, and opportunities • Informs environmental and marine assessments • Guides mitigation strategies, especially for visuals and co-existing with marine users • Helps plan to avoid or reduce cumulative impacts • Shapes communication and consultation strategies
Design	<ul style="list-style-type: none"> • Inform Project design • Considered in any Project scope refinements • Considering in locating infrastructure
Social contributions	<ul style="list-style-type: none"> • Identifies ways for involving the local workforce in the Project • Guides scaling up local supply chains, training, procurement, and employment • Defines ways the Project can contribute to social benefits • Identifies methods to deliver these benefits

4. Partnering with Traditional Owners

Ørsted acknowledges the Gunaikurnai people's spiritual connection to their lands, waters and sky and further embraces the legacy of their ancestors by valuing the resilient culture they have maintained for thousands of years.

Together with Indigenous stakeholders, Ørsted aims to build an authentic relationship that enables their direct benefit. Ørsted will seek Traditional Owner involvement on a range of topics beyond cultural heritage, such as native title, project design, construction and procurement.

Principally, Ørsted will do this by working in partnership with the Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC) and in close alignment with GLaWAC's stated aspirations for empowering the Gunaikurnai people, protecting cultural heritage, and fostering sustainable, respectful partnerships with developers of major projects.

The Gunaikurnai Pathways to Partnerships framework outlines a comprehensive approach for project proponents to engage with GLaWAC, beginning with demonstrating respect, building trust, and aligning on shared values of protecting Country and cultural heritage. The pathway continues with developing strong partnerships and culminates in delivering best-practice agreements that secure positive outcomes for all stakeholders.

This approach is grounded in the principles of the United Nations Declaration on the Rights of Indigenous Peoples – recognising that Gippsland-based First Nations stakeholders have a right to determine how lands and waters are developed and to set priorities for this development.

5. Project stakeholders

Ørsted applies a structured process to identify persons, organisations, communities, or groups that should be involved in Project consultation activities. Stakeholders are identified based on:

- Their potential interest in the Project and its development
- The likelihood that they will be affected by licensed Project activities
- Their perceived influence on Project outcomes.

The following broad groups of stakeholders have an interest in the project:

- Australian and Victorian Government Ministers and Members of Parliament
- State Government and Federal departments and agencies
- Local councils – executive and councillors
- Traditional Owners
- Residents of the Gippsland region
- Commercial marine users including fishing, shipping
- Environmental, recreational and community groups – including fishers and boaters
- Local business and tourism, representative groups
- Environment groups

- Seasonal visitors to the region
- Transmission route landholders and neighbours
- Existing marine licence holders
- Electricity market operators, regulators and participants
- Unions
- Industry and business representatives
- Advocacy bodies
- Local, wider domestic and global supply chain
- Emergency services and aviation
- Education and training providers
- Young people and students
- Media outlets.

6. Communication and engagement program

The following are communication tools and engagement initiatives that will be used by the Project to share information about the Project and involve community and stakeholders in Project feasibility.

6.1 Communication tools

Recommended initiative	Description
Website	The Project's website provides a central location for information about the Project https://orsted.com.au/building-an-australian-industry/gippsland-offshore-wind-projects
Social media	Ørsted will use its social media channels to communicate Project information and updates, promote discussion and respond to enquiries.
Printed and electronic newsletters	Newsletters provide Project updates and information about how to get involved. Print newsletters will be available and displayed at local events and other public spaces where possible. Regular e-newsletters will be distributed to subscribers.
Information materials, including fact sheets	Information materials will be made available on the Project website and in hard copy at events and information sessions. Hard copy information packs sent via post upon request. Materials will be updated regularly, as the Project's development and environmental assessments progress.
Maps and visual renders	Maps and other visual aids such as diagrams, photographs and illustrations will be used to show the project location, components, appearance and processes.
Videos, animations	Videos, animations will be used to communicate information in an engaging and accessible way for a broad audience and shared with the media, posted on social media, the project website and used in presentations to stakeholder and community groups.
Infographics	Highly engaging designed assets that effectively communicate information in a visual way.
Advertising and media	Advertisements, news coverage and interviews in local newspapers, radio and TV channels will be used to reach a broad audience across Gippsland. Local media will be utilised proactively at key times throughout the project to provide Project information and updates.
Consultation report	Periodical reports on consultation and engagement activities to date and actions arising from feedback received.

6.2 Engagement activities

Recommended initiative	Description
Information sessions and webinars	Information sessions will be held to explain the assessment and consultation process, provide access to the Project team and technical specialists, and gather feedback about potential concerns and suggestions from communities and stakeholders. Sessions may be held in person and/or via webinar or live online Q&A.
Stakeholder briefings, meetings, site tours and workshops	Briefings will be undertaken to provide information about the Project and updates at milestones. Meetings and workshops will be held to address and seek input on specific matters from individuals, groups and organisations with local or specialist knowledge. Briefings, meetings and workshops may be held in person or via video conference.
Community group presentations	Presentations to community groups with an interest in the Project to share information and promote opportunities to get involved. Community presentations may be held in person or via video conference. Opportunities for feedback and input will be considered and included where practical to do so.
Attendance at local festivals, events, pop ups and information displays	The Project participation in local events will provide an opportunity for informal engagement and information sharing to raise awareness of the Project, the approvals process and opportunities to participate.
Delegation tours	Ørsted may from time to time host international trips for regional stakeholders to see firsthand the development process we follow for our projects, and the outcomes and benefits they are delivering for host communities.
Community surveys and feedback forms	Surveys and forms will be used to collect data and feedback at information sessions, and online.
Social research	Social research undertaken to measure community and stakeholder awareness, views and communication preferences, and to complement formal and informal consultation activities.
Online interactives	Interactive maps or simulations to provide detailed Project information – and provide options for public input, posted comments, suggestions and ideas.
School engagements	Engagement with local schools to involve young people in discussions about the project and energy future.
Letters and doorknocking	Option for initiating engagement with impacted and adjacent landholders – will be undertaken in a targeted manner to support the planning for onshore infrastructure
Telephone, email and online Q&A enquiries	Community enquiries are received via email, and as the project progress, via phone. All enquiries are recorded in the Project's stakeholder database.

6.3 Hard to reach and vulnerable groups

The project team will work with local government and other service providers to identify relevant hard to reach or vulnerable individuals, groups and those who support them. The best approach for engaging these groups will be determined on a case-by-case basis.

Orsted will consider engagement with hard-to-reach groups based on the objectives and focus of engagement. For example, initiatives involving young people we will seek specific feedback from those affected by these programs on their design and implementation.

Additionally, Orsted will provide diverse, regular and ongoing engagement opportunities and good access to engagement staff and Project team members to aid engagement with all members of the community.

Ensuring a portion of advantages and/or profits generated through the delivery of large-scale projects is actively returned to the community as a means of generating positive, rewarding and beneficial value.

6.4 Shared benefit program

Ørsted is currently exploring ways in which it can return long term, tangible benefits to host communities, Traditional Owners and landholders should our Project proceed. Ørsted defines the act of sharing benefits as 'ensuring a portion of advantages and/or profits generated through the delivery of large-scale projects is actively returned to the community as a means of generating positive, rewarding and beneficial value.'

Benefit sharing initiatives will sit alongside the organisation's existing broadscale social capacity building program, knowledge sharing initiatives and project-specific community engagement activities.

A community benefit sharing plan will be designed in partnership with community during the Project's feasibility phase.

6.5 Enquiries and complaints procedure

Ørsted are committed to managing enquiries and complaints with openness and transparency and have developed a procedure with these values in mind. We understand that not only does the public have a right to make a complaint about project activities, communications, decision-making, and actions taken, but that enquiries and complaints are valuable feedback on how we can improve in these areas.

Appendix B provides a detailed enquiries and complaints procedure and outlines how complaints and enquiries will be managed and responded to by our team.



Student taking part in virtual reality experience of Ørsted's Hornsea UK project. Gippsland New Energy Conference and Lisa Hayman Photography.

7. Indicative program

7.1 Indicative engagement program

Planned communication and consultation activities are shown in the table below. This plan will be reviewed regularly and updated as needed. Detailed community engagement plans for other phases will be developed closer to the time.

Timelines are indicative and will be updated if required as the Project progresses through the approvals process.

	Early 2025	Late 2025	Early to mid 2026	Mid to late 2026	2027
Engagement Focus	<ul style="list-style-type: none"> • Build awareness & of the project, and next steps • Explore stakeholder expectations & concerns • Reinforce 'why offshore wind?' • Collaborate with other developers to reduce consultation fatigue • Contribute to broader industry dialogue & promote innovation • Ensure diverse views are captured through engagement • Initiate and build local partnerships with key stakeholders including Traditional Owners • Provide notification of feasibility investigation activities • Maintain accurate records of engagement outcomes (ongoing) • Respond to enquiries and complaints (ongoing) 	<ul style="list-style-type: none"> • Commence initiatives to deep dive into community concerns • Facilitate feedback specific to environmental studies • Communicate how feedback can influence project outcomes • Further investigate community benefit sharing options • Ongoing consultation with impacted stakeholders, including landholders and key onshore organisations. • Build & leverage local partnerships to inform future project phases 	<ul style="list-style-type: none"> • Continue to provide consultation opportunities aligned with studies – project validation • Update on high-interest study work so far: marine habitat, coexistence, supply chain, cultural heritage, coastal impacts • Design initiatives to collaborate with the community on social benefit and coexistence 	<ul style="list-style-type: none"> • Release 'what we heard' report, acknowledge key issues and mitigations • Promote material, time bound, measurable indicators as to expected social uplift from the Project 	<ul style="list-style-type: none"> • Share details on outcomes of environmental studies • Involve stakeholders in discussions specific to mitigations and sustainable project design • Explain project next steps
Key Activities	<ul style="list-style-type: none"> • E news, newsletters • Website updates • Collateral • FAQs • Fact Sheets • Visual aids, maps • Drop in sessions, • Stakeholder briefings, delegations and events • Marine user consultation • Landholder meetings • Industry events • Surveys • Advertising & media • Social media • Enquiries • Public notices 	<p>As previous, plus:</p> <ul style="list-style-type: none"> • Workshops & group meetings • Direct correspondence • Community group presentations and webinar • Social research • Visual renders • Conference participation 	<p>As previous, plus:</p> <ul style="list-style-type: none"> • Infographics • Animations • Interactive Map 	<p>As previous, plus:</p> <ul style="list-style-type: none"> • Consultation report 	<p>As per previous.</p>

8. Evaluation, monitoring

8.1 Consultation report

Periodical reports outlining consultation undertaken, feedback received and how Ørsted has responded to feedback will be produced and shared with the community. These reports will also detail how we will amend our consultation approach – if required – in response to community feedback.

Our latest 'Engagement Summary Report' outlines key themes that have been shared with us via ongoing community engagement and sets out the various ways in which we are directly responding to this feedback. This report is available on our website.

Periodical reports outlining consultation undertaken, feedback received and how Ørsted has responded to feedback will be produced and shared with the community.

8.2 Evaluation

Performance against the communication and consultation objectives set out in this plan will be regularly measured through:

- feedback from the stakeholders and community members Ørsted engages with
- quantity and content of survey responses
- quantity and content of enquiries
- website and social media statistics relating to reach, engagement and sentiment
- media monitoring.

Where this evaluation indicates our engagement approach, initiatives and/or tools need to change we will amend our engagement and consultation approach accordingly.

Approaches to evaluating social benefit outcomes and support for local capacity building will be included in our social benefit program plan, at the time this is developed.



Appendix A: Stakeholder list

The following is a list of stakeholders we will inform, consult and involve during the feasibility phase of the Project. Stakeholders, interests and involvement will evolve over time and will be reviewed as the project progresses.

Stakeholder category	Key interests	Likely level of involvement
Commonwealth Ministers	<ul style="list-style-type: none"> • Understanding project rationale and benefits • Ensuring project is developed to align with emissions reduction/clean energy targets • Community consultation process • Securing shared benefits for communities, industries and local suppliers • Impacts to the environment • Contributions to National Energy Market resilience and supply 	Inform/Consult
Federal Commonwealth Departments & Agencies	<ul style="list-style-type: none"> • Involvement in project development and assessment • Regional investment, development and jobs • Community and stakeholder consultation • Ensuring project is developed in an environmentally sensitive way • Implications of development on relevant agency and authority activities and assets 	Consult/Involve
Victorian Ministers	<ul style="list-style-type: none"> • Understanding project rationale and benefits • Community consultation process • Ensuring project is developed in an environmentally sensitive way • Cumulative impacts to communities from development • Securing shared benefits for communities, industries and local suppliers 	Inform/Consult
State Departments and agencies responsible for climate change, energy, fishing, environment, state investment and offshore infrastructure	<ul style="list-style-type: none"> • Involvement in project development and assessment • Optimal outcomes for environment, industry and local communities • Community and stakeholder consultation • Securing benefits for local businesses and workers • Interface with other major Gippsland projects 	Consult/Involve
Local State and Federal Members	<ul style="list-style-type: none"> • Offshore energy and how it can contribute to the energy transition and reducing energy costs • Options for job creation and supply chain development • Approach to community engagement • Likelihood of environmental, social and cultural heritage impacts. Approach to avoidance and mitigation • Community benefits and ensuring legacy outcomes for local communities 	Consult
First Nations organisations especially those prescribed to represent Traditional Owner Peoples in the region where the Project is located	<ul style="list-style-type: none"> • Understanding project rationale, benefits and impacts • Preservation of known and unknown cultural heritage • Opportunities to provide input to project planning, delivery and land use • Long-term opportunities for Traditional Owner business, employment and knowledge sharing 	Involve/ Collaborate

Stakeholder category	Key interests	Likely level of involvement
<p>Local Councils</p>	<ul style="list-style-type: none"> • Understanding project rationale, benefits and impacts • Design and delivery of community benefit sharing • Understanding and avoiding/minimising adverse impacts on council land and assets, the local environment, residents and businesses • Opportunities to provide input to project planning and delivery • Opportunities to strengthen local industries, businesses and the economy 	<p>Involve/ Collaborate</p>
<p>Relevant business and commerce organisations</p>	<ul style="list-style-type: none"> • Supply chain opportunities, economic growth and transition pathways for local regions 	<p>Inform/Consult</p>
<p>Commonwealth and State fisheries groups Commercial fisheries Recreational fishers Specialty fishers</p>	<ul style="list-style-type: none"> • Early-stage consultation to understand/identify marine ecosystem impacts or habitat changes • Opportunities to provide input to project planning and delivery • Approach to ensuring mariner safety • Outcomes of marine studies specific to fishing stock • Access limitations and restrictions • Securing shared benefits for wider fishing communities and local suppliers 	<p>Consult/Involve</p>
<p>Shipping & maritime</p>	<ul style="list-style-type: none"> • Potential access impacts to licenced areas • Navigation, communication and safety protocols • Environmental impacts, specifically visual and aesthetic 	<p>Consult</p>
<p>Defence</p>	<ul style="list-style-type: none"> • Development plans and specific location of infrastructure, including coastal • Potential interface with defence operations 	<p>Consult</p>
<p>Heritage</p>	<ul style="list-style-type: none"> • Feasibility studies and means for identifying cultural and European heritage impacts 	<p>Consult</p>
<p>Local Gippsland communities</p>	<ul style="list-style-type: none"> • Understanding project rationale, benefits and impacts • Potential impact to coastal areas, regions, rural agriculture, facilities and assets • Visual impacts • Ability to share local knowledge to enhance project delivery, and to help to avoid/minimise impacts • Maximising local benefits from the project – including jobs, investment, power prices • Approach to reducing cumulative impacts • Project timing • Sharing benefit of project with broader community 	<p>Consult/Involve</p>
<p>Community organisations</p>	<ul style="list-style-type: none"> • Understanding project rationale, benefits and impacts • Potential impact to coastal areas, regions, rural agriculture, facilities and assets • Visual impacts • Ability to share local knowledge to enhance project delivery, and to help to avoid/minimise impacts • Maximising local benefits from the project – including jobs, investment, power prices • Approach to reducing cumulative impacts • Project timing • Sharing benefit of project with broader community • Transparent and open information sharing 	<p>Consult/Involve</p>

Stakeholder category	Key interests	Likely level of involvement
Non government organisations	<ul style="list-style-type: none"> • Ability to share local knowledge to enhance project delivery, and to help to avoid/minimise impacts • Ability to access clear information and updates • Information on approach to environmental assessments and outcomes of studies 	Consult
Adjacent marine licence holders: <ul style="list-style-type: none"> • oil and gas • carbon capture • telecommunications 	<ul style="list-style-type: none"> • Potential for impact with existing infrastructure or prospecting sites 	Consult
Affected landholders	<ul style="list-style-type: none"> • Understanding project rationale, benefits and impacts • Ability to access clear information and updates • Potential impacts to amenity during construction and operation (noise, visual, environmental) • Involvement in decisions which may affect land and minimising impacts 	Consult
Local education and training providers	<ul style="list-style-type: none"> • Options to collaborate on research, design and innovation • Partnerships to support long term workforce development • Maximising capacity and skills building for local people 	Consult/Involve
Workforce organisations	<ul style="list-style-type: none"> • Local and domestic workforce development opportunities • Labor hire practices • Training and education opportunities • Human rights in supply chains 	Consult/Involve
Emergency services	<ul style="list-style-type: none"> • Emergency and safety plans e.g., protocols for coastal rescue operations • Site access arrangements • Potential for data sharing 	Consult/Involve
Local tourism	<ul style="list-style-type: none"> • Understanding project rationale, benefits and impacts • Potential for impacts to tourism and recreational activities and events • Potential tourism opportunities 	Consult
Energy sector	<ul style="list-style-type: none"> • How offshore wind can support the clean energy transition • Economic opportunities arising from development of offshore wind industry 	Inform
Media	<ul style="list-style-type: none"> • Understanding project rationale, benefits and impacts • Key project milestone media opportunities 	Inform

Appendix B: Enquiries and Complaints Process

Ørsted recognises that information obtained via complaints handling can lead to improvements in services and processes, and where they are properly handled, can improve stakeholder satisfaction, and enhance the reputation of the Project. Guided by best practice, the Project will provide confidence to the community through consistent treatment of complaints.

Enquiry channels

Community members are currently able to provide feedback or register complaints via Ørsted's Gippsland project website (orsted.com.au/building-an-australian-industry), which is monitored by the Project team during business hours.

Key stakeholders will also be provided the Stakeholder Relations Manager's direct contact details (phone and email), so they are able to contact a Project representative directly. In future phases of the Project, dedicated community enquiry lines will be established and monitored.

Response protocol and timeframes

Staff will aim to address and resolve complaints and claims as expeditiously as possible according to the agreed timeframes outlined below.

All complaints and enquiries will be recorded in the Project's stakeholder database - including date/time of complaint, method, any personal details the complainant provided, nature of the complaint, means by which complaint was addressed and actions taken.

Timeframes to address complaints and claims

Activity	Action	Timeframe
Acknowledgement of complaint	Verbal or written acknowledgement	2 working hours
Where complaint cannot be resolved immediately	Follow up verbal response (or a written response when a phone number has not been provided) on what action is proposed	Within 24 hours of complaint being received
Where the complaint or enquiry cannot be resolved by the initial or follow up verbal response	Written response	Within 10 business days

Appendix C: Outcomes of Management Plan consultations

The below table covers claims raised by stakeholders relating specifically to Management Plan activities.

Stakeholder	Relevant comments, concerns and feedback	Assessment of the merits of the claim	Measures to address the claim	Activities to be undertaken to ensure measures are effective and remain effective
Reg 64 (1) (a) each Department of State, agency or authority of the Commonwealth, a State or a Territory that has functions that relate to the activities subject to consultation;				
Australian Maritime Safety Authority (AMSA)	<p>Various practical matters related to marine navigation and safety, especially regarding the Unmanned Surface Vessel raised, including:</p> <p>Classification of autonomous vessel operation in Australian waters.</p> <p>Collision avoidance measures for autonomous vessels.</p> <p>VHF message broadcasting to mariners regarding movement of autonomous vessels.</p> <p>Operator qualifications for autonomous vessels.</p>	Claims have merit.	<p>Ørsted to conduct continuous lookout during transit and radar on support vessel that will be escorting the USV to its intended location.</p> <p>Ørsted will implement a 'security' message at regular intervals via VHF radio using guidance provided by AMSA.</p> <p>Ørsted have clarified operator qualifications with AMSA.</p>	Continue to keep AMSA updated on the progress of the management plan.
Department of Defence (DoD)	Request for ongoing information sharing regarding areas of interest.	FLA not in any known training areas.	Not applicable.	Not applicable.
Bureau of Meteorology (BoM)	BoM primarily concerned wind turbines interfering with weather radars. Ørsted's sites are assessed by BoM to be out of range of any detection from the nearest radar (this advice applies to either tip height).	Not required as the claim refers to wind turbines (i.e., outside of the scope of this MP).	Not required.	Not required.
Department of Energy, Environment and Climate Action (DEECA)	Request for ongoing information and consultation on relevant activities.	Not applicable.	Not applicable.	Continue to maintain compliance with conditions set under the core approvals and meet required reporting.
Department of Transport and Planning (DTP)	Request for ongoing information and consultation on relevant activities.	Not applicable.	Not applicable.	Ongoing consultations are being arranged.
Department of Climate Change, Energy, the Environment and Water (DCCEEW)	<p>Request for ongoing information and consultation on relevant activities.</p> <p>Conditions raised as part of EPBC referral.</p>	Not applicable.	Not applicable.	Continue to maintain compliance with conditions set under the EPBC Act and referral decision, as well as required reporting.

Stakeholder	Relevant comments, concerns and feedback	Assessment of the merits of the claim	Measures to address the claim	Activities to be undertaken to ensure measures are effective and remain effective
Offshore Infrastructure Regulator (OIR)	Request for ongoing information and consultation on relevant activities.	Not applicable.	Not applicable.	Continue to maintain compliance with conditions and this MP.
National Offshore Petroleum Titles Administrator (NOPTA)	Ongoing dialogue in relation to the Project's Feasibility Licence activities and proposed locations, and potential future activities.	Not applicable.	Not applicable.	Continue to maintain compliance with conditions set under the OEI Act and meet required reporting. Notify of amendment to feasibility licence or transfer of feasibility licence.
Director of National Parks	Primary interest in activities affecting the Beagle Marine Reserve Park. Noted potential for sediment drift into the Marine Park, particularly during construction of wind farm. Interested in any relevant data the project can share.	Not required.	Not required.	Not required. Project will plan surveys within boundary of FLA, which has a 3km buffer to the Marine Park. Project will share locations of surveys prior to deployment.
Parks Victoria	Permitting requirements relate to onshore landfall space (outside scope of this MP). Clarified that Parks Victoria has an interest in onshore public land which is outside the scope of this plan.	Not required.	Not required.	Not required.
Reg 64 (1) (b) Aboriginal or Torres Strait Islander people or groups that the licence holder reasonably considers may have native title rights and interests (within the meaning of the Native Title Act 1993) in relation to: (i) the licence area; or (ii) areas of land or water that are adjacent to the licence area				
Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC)	GLaWAC have indicated they are interested primarily in onshore and near shore activities. Main concerns related to cable landing sites, which are outside scope of this MP. No concerns on offshore surveys.	Not required.	Not required.	Ongoing long-term relating to nearshore and onshore activities and conversations continue regarding benefit sharing in spirit of free, prior and informed consent.
Reg 64 (1) (c) Aboriginal or Torres Strait Islander organisations that are established under a law of the Commonwealth, a State or a Territory and that the licence holder reasonably considers to have functions related to managing, for the benefit of Aboriginal or Torres Strait Islander people: (i) land or water in the licence area; or (ii) areas of land or water that are adjacent to the licence area;				
As above	As above.	As above.	As above.	As above.
Reg 64 (1) (d) Aboriginal or Torres Strait Islander organisations or groups that the licence holder reasonably considers to be parties to agreements related to land and water rights for Aboriginal or Torres Strait Islander people under the Native Title Act 1993 or any law of a State or Territory, where the land or water rights relate to: (i) land or water in the licence area; or (ii) areas of land or water that are adjacent to the licence area;				
As above	As above.	As above.	As above.	As above.

Stakeholder	Relevant comments, concerns and feedback	Assessment of the merits of the claim	Measures to address the claim	Activities to be undertaken to ensure measures are effective and remain effective
Reg 64 (1) (e) the holder of any other licence granted under the Act where: (i) the licence area of the other licence covers wholly or partly the same area as the licence area of the relevant licence; or (ii) there is licence infrastructure in relation to the other licence in or near the licence area of the relevant licence;				
Not applicable	Not applicable.	Not applicable.	Not applicable.	Not applicable.
Reg 64 (1) (f) people or organisations that the licence holder reasonably considers may, in or near the licence area of the relevant licence, carry out activities: (i) for a commercial purpose; and (ii) under a licence or permit (however described) issued under a law of the Commonwealth or a State or Territory; and (iii) in a way that may directly interact with the activities subject to consultation				
South East Trawl Fishing Association (SETFIA) and Southern Shark Industry Alliance (SSIA) (working as one represented organisation – joint chief executive of both peak bodies)	Impacts to fishing activities if fishers are expected to cease operations or move to different areas during geotechnical activities. Relating to understanding licence activity locations, noted importance of utilising SMS communication network to commercial fishing vessels to assist fishers to understand equipment locations.	Relocation of fishing gear and ceasing of fishing is not required during geotechnical activities. Claim relating to providing adequate information on activities has merit as there is potential for survey work to impact operations of trawl and static fishers. Shark gillnet fishing identified as primary fishing activity, some octopus activity also.	Commit to sharing survey locations prior to confirmation of activities and providing opportunity for feedback to minimise impact on fishers. Use of SMS network in addition to Notice to Mariners process.	Ongoing feedback via email and phone during and following consultation.
Seafood Industry Victoria (SIV)	Would like to understand best practice in other global markets, such as how peak bodies have worked with industry. Interested in understanding long term effects of offshore wind farms on fishing stock, positive / negative impacts.	Not applicable.	Not applicable.	Maintain communications and information sharing.
Seafood Industry Tasmania (SIT)	Recommended to liaise with Top Fish Tasmania relating to Tasmanian octopus fisheries.	Agreement that surveys may impact specific octopus fisherman. Further consultation with potentially impacted fisherman.	Not applicable	Maintain direct contact with impacted fisherman via phone/email.
San Remo and Lakes Entrance Fisherman's Co-Operatives	Impacts to fishing activities if fishers are expected to cease operations or move to different areas during geotechnical activities. Relating to understanding licence activity locations, and communication to assist fishers to understand equipment locations.	Relocation of fishing gear and ceasing of fishing is not required during geotechnical activities. Claim relating to information provision has merit as there is potential for survey work to impact operations of trawl and static fishers. Shark gillnet fishing identified as primary fishing activity, some octopus activity also.	In addition to Notice to Mariners process, commit to sharing survey locations prior to confirmation of activities and providing opportunity for feedback to minimise impact on fishers.	Ongoing feedback via email and phone during and following consultation.

Stakeholder	Relevant comments, concerns and feedback	Assessment of the merits of the claim	Measures to address the claim	Activities to be undertaken to ensure measures are effective and remain effective
TOP Fish Tasmania (Tasmanian octopus fisheries)	Geotechnical activities are expected to be able to co-exist with static gear fishing. Claims raised relating to geophysical activities are outside the scope of this Management Plan and were addressed separately.	Not applicable.	Not applicable.	To maintain communications regarding surveys so that we position around them. Claims relating to geophysical activities addressed separately.
CarbonNet (Greenhouse gas G-5-AP permit holder)	Geotechnical activities not expected to interfere with CarbonNet's activities. Future construction and operations to be discussed.	Not applicable.	Not applicable.	Project to re-contact when scope expands to onshore and transmission corridor that may traverse their Pelican site.
INDIGO Central telecommunications cable	Cable traverses licence area. Project to observe international best practice relating to working around subsea cables.	Agreement that project may impact cable on seabed.	Project will observe separation distance as per international best practice.	Ongoing consultation.
Commercial tour operators – game fishing (operators identified by Victorian Fisheries Authority)	All confirmed they don't operate this far off the coast and therefore are not impacted by proposed activities.	Not applicable.	Not applicable.	Not applicable.
Reg 64 (l) (g) communities: (i) that are located adjacent to the licence area; and (ii) that the licence holder reasonably considers may be directly affected by the activities subject to consultation;				
Wellington Shire Council	Request for ongoing information and consultation on relevant activities.	Not applicable.	Not applicable.	Maintain communications and information sharing.
South Gippsland Shire Council	Alignment to try and coordinate consultation with other developers and local councils going forward to reduce consultation fatigue.	Not required.	Not required.	Maintain communications and information sharing.
Flinders Council	Geotechnical activities do not impact, however request for further conversations with Council relating to construction and operations.	Not required.	Not required.	Maintain communications and information sharing.
Gippsland residents (in local government area)	Ongoing conversations with local community to address questions and feedback.	Not required.	Not required.	Maintain communications and information sharing.
Birdlife Australia	Request for ongoing information and consultation on relevant activities.	Not required.	Not required.	Maintain communications and information sharing.
Australian Marine Conservation Society	Request for ongoing information and consultation on relevant activities.	Not required.	Not required.	Maintain communications and information sharing.

Stakeholder	Relevant comments, concerns and feedback	Assessment of the merits of the claim	Measures to address the claim	Activities to be undertaken to ensure measures are effective and remain effective
Reg 64 (1) (h) any organisation representing recreational fishers whose activities the licence holder reasonably considers may be directly affected by the activities subject to consultation.				
<p>VR Fish (Victorian recreational fishing peak body)</p>	<p>Advice that most recreational fishing occurs within 5km of shore, larger big game fishers who may travel up to 90km from shore can sail around surveys and don't lay gear. Potential for recreational fishers to confuse FLiDAR buoy with Fishing Attraction Devices (FADs).</p>	<p>Not applicable.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>