

MachairWind Offshore Development Socio-economic Action Plan

A report to



January 2026
Version 1.0



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1.

Executive Summary

ScottishPower Renewables (SPR) is committed to taking action to deliver real, lasting value from MachairWind for Scottish businesses and communities.

This **Socio-economic Action Plan** sets out how SPR will develop, build and operate MachairWind in a manner that maximises social, economic and wider benefits for its host island communities, Argyll and Bute, the West of Scotland, and Scotland more broadly. It is presented as a supporting document alongside the Environmental Impact Assessment and explains how opportunities and positive impacts can be maximised for the benefit of local communities and businesses.

SPR's vision is to:

Deliver MachairWind in a responsible and sensitive way, working with host communities to harness the opportunities from renewable energy and encouraging the West of Scotland to maximise the socio-economic benefits.

This Action Plan was developed with collaboration and early engagement as a defining foundation. The Action Plan complements and builds upon MachairWind's Supply Chain Development Statement (SCDS) and MachairWind's Opportunities and Impact report¹ which involved extensive community and stakeholder consultation. Understanding local priorities, concerns and opportunities, and anticipated impacts in key areas of activity, will remain important to SPR throughout the lifetime of MachairWind. Recognising the dynamic nature of communities' needs, SPR will undertake further consultation with stakeholders, enabling the Action Plan to evolve in alignment with the priorities of the communities and sectors it aims to support.

The Action Plan is built around five core, interlinked outcomes that represent the economic and social value that MachairWind seeks to deliver at national, regional and community levels. These outcomes are focused on being a good neighbour to host communities; enhancing local employment opportunities; maximising opportunities for Scottish businesses within the supply chain; contributing to

¹ BiGGAR Economics, April 2024. MachairWind Development, Economic and Social Scenarios: [Opportunities and Impacts](#)

placemaking through infrastructure investment; and supporting regional economic development.

To deliver these outcomes, SPR has made a series of commitments to action, which will be further defined and crystallised throughout the development phase of MachairWind. At this early stage in MachairWind's development, specific decisions regarding port locations and their roles across the Project's phases – construction, marshalling and assembly, marine operations, and operation and maintenance – have not yet been made. Further technical and commercial due diligence is required before these decisions are taken. This is likely to be undertaken during the post-consent phase. A set of indicative scenarios, based on where activity is most likely to be concentrated has therefore been used to support the assessment of potential socio-economic opportunities. These are illustrative only and do not reflect any formal decisions about site or port selection.

Should the development receive consent, SPR will undertake further engagement with stakeholders to help further define and tailor the actions to the needs of the communities and sectors they aim to support. This Action Plan is therefore part of an ongoing process in which host communities and other stakeholders will have a vital role in shaping and helping to deliver. SPR's commitment to working in partnership with communities aims to maximise the opportunities offered and benefits delivered by MachairWind.

The Action Plan presents a practical and deliverable pathway, ensuring that outcomes are both aspirational and achievable. It aims to prioritise local activities wherever possible, while also undertaking activity on a regional and national basis. The full range of commitments are discussed in sections 3 to 7 of this report and whilst many of the actions are crosscutting, they are arranged under the following themes:

Being A Good Neighbour: The Action Plan specifies SPR's commitment to regular community engagement through a Good Neighbour Feedback Loop. It highlights a buy local first policy which prioritises local spend where possible on services like catering, transport and accommodation. It also sets out commitments to ensuring a lasting host-community legacy through the establishment of Community Benefit Funds (CBFs) for the Project's operational phase. To provide transparency and accountability of operations in host communities, SPR will report on project milestones that summarise socio-economic, supply chain, and environmental contributions.

Maximising Local Employment Opportunities: The Action Plan sets out SPR's commitments to building a skilled local talent pipeline, and coordinating essential services to ensure communities benefit sustainably throughout Project phases. Commitments include supporting a minimum of five apprenticeships or work experience placements during construction, piloting a STEM Returners Programme and STEM workshops with schools, and supporting the Fit 4 Offshore Renewables (F4OR) Scottish Islands & Coastal Communities Programme. Commitments are also

made to collaborate on housing and service strategies and to share workforce projections.

Maximising Opportunities for Scottish Businesses in Supply Chains: The Action Plan supports growth pathways and new entrants to the offshore wind sector. Commitments are made to promote supply chain opportunities at local and regional events, host supplier engagement events and maintain a register of potential suppliers. Commitments include conducting a baseline survey of West of Scotland suppliers, running a “local lot” pilot project tender to engage with local small and medium size enterprises (SMEs) to test accessibility of procurement routes, and a requirement for Tier 1 contractors to identify, engage and contract with suppliers in Argyll and Bute. To provide transparency and accountability on Project benefits, SPR will publish a biennial report setting out supply chain spend with Argyll and Bute suppliers, the number of local businesses engaged, and steps taken to address identified gaps.

Contributing to Placemaking: There will be opportunities to embed the Project in the unique context and aspirations of port and host communities. Commitments include supporting the delivery of placemaking within adopted Local Development Plans and explaining planned infrastructure investment by publishing clear summaries of works. MachairWind will also make up to £25 million of stimulus funding available to support investment in Scottish infrastructure, facilities, innovation, supply chain development, workforce and skills development, and associated capacity building to help Scottish businesses and communities realise socio-economic value from the windfarm project. Placemaking contributions also include plans to conserve habitats and mitigate environmental impacts, considering post-construction reuse of assets and working with local communities to identify improvements to local facilities and services which may be eligible for support from future Community Benefit Funds.

Contributing to Regional Economic Development: SPR is committed to maximising the positive impacts of MachairWind on a local, regional and national basis. The plan incorporates several actions in support of regional economic development in Argyll and Bute and the Highlands and Islands. This includes commitments to align MachairWind logistics, infrastructure, and skills investment with regional investment priorities where possible, and collaborating with regional stakeholders to identify and develop opportunities that generate regional benefits. This will involve maximising local job opportunities, supporting and diversifying the region’s economic base, improving physical infrastructure and expanding access to education and training. Where possible, SPR will align with regional priorities to deliver lasting benefits beyond the operational lifetime of MachairWind.

SPR will be seeking feedback on potential future actions at key points throughout the development of MachairWind, but invites anyone with views on this plan or suggestions on how the windfarm can best deliver real, lasting value for Scottish businesses and communities to share them via machairwind@scottishpower.com.

2.

Vision and Outcomes

This Socio-economic Action Plan builds on the work of the previous Socio-economic Opportunities and Impacts Report, and SPR's wider stakeholder engagement. It aims to maximise the socio-economic benefits of MachairWind.

The development of this Socio-economic Action Plan has been shaped by extensive research. It draws on extensive stakeholder engagement and is grounded in SPR's practical understanding of the development. It was also informed by BiGGAR Economics' sector knowledge and expertise, understanding of best practice, and experience in maximising economic and community impact.

It is essential that this Action Plan continues to develop and evolve as MachairWind progresses into its construction and operational phases². As more details are known, SPR will continue to engage with host communities, businesses and supply chains to better understand their needs and priorities.

2.1 Background

MachairWind is a proposed offshore windfarm being developed by SPR with the potential to deliver around 2GW of clean green energy, providing enough electricity to power the equivalent of more than two million homes across the UK. It is the only ScotWind project located off the coast of Argyll, within an area of seabed located north-west of Islay and west of Colonsay.

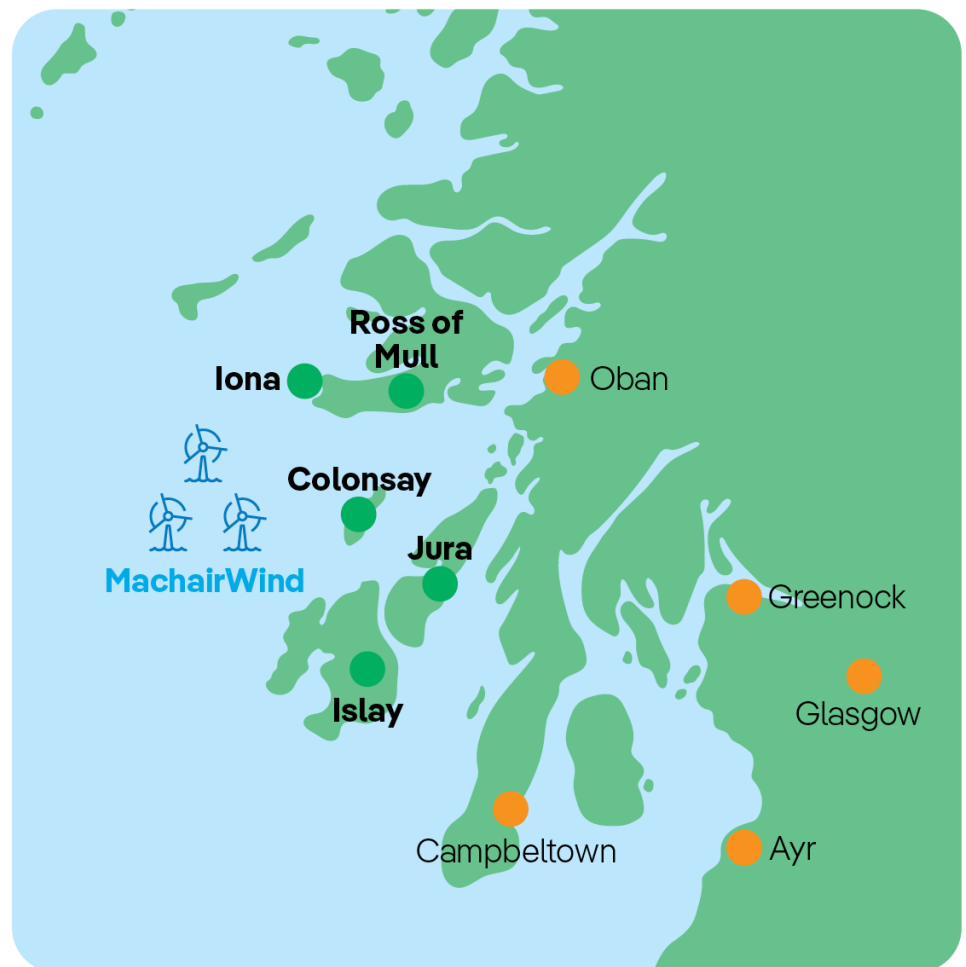
This is an area of outstanding natural beauty with very sensitive and unique habitats. SPR is aware of the challenges this presents and aims to deliver the Project in a net positive environmental manner, in line with SPR's Sustainable Development Strategy³ and Nature Action Plan⁴ and as set out in the Environmental Impact Assessment. Moreover, it aspires to make the most of opportunities to deliver real benefits to host communities.

² The decommissioning phase is not included at this stage as it is too far in the future to consider how socio-economic benefits could be maximised.

³ ScottishPower, 2020. [Sustainable Development Strategy – Action 2030](#) and ScottishPower, December 2024. [Action 2030 Report](#)

⁴ ScottishPower, June 2025. [Nature Action Plan – Our actions for a nature-positive future](#)

Figure 2-1 MachairWind: Site Location Plan



Source: SPR

2.2 Context and Action Plan Objectives

Renewable energy generation will play a crucial role in Scotland's energy transition and its journey toward achieving net zero emissions by 2045. This shift holds the potential to drive meaningful social and economic change, particularly for the communities that host energy infrastructure. The economic and social impacts of the offshore wind sector, both nationally and locally for communities, have therefore become increasingly prominent in Scottish and UK Government policy. The relevant national and local policies, which have informed the development of this Action Plan, are summarised in Appendix 1: Policy Context. One key aim is for the Project to maximise net economic impact, including local and community socio-economic benefits such as employment, and associated business and supply chain opportunities.

This Action Plan has multiple drivers, including demonstrating compliance with relevant policies, and aligning with local community and stakeholder priorities. Its purpose is to explore how the Project can deliver enhanced outcomes, draw on

emerging best practice and respond to the specific expectations and needs of communities in the west of Scotland. The geographical hierarchy of focus is Argyll and Bute, the West of Scotland, broader Scotland and the UK. Host communities closest to MachairWind – Islay, Jura, Colonsay, Ross of Mull and Iona – are specifically referred to in Section 3 Being a Good Neighbour.

There are fewer offshore wind projects in development on Scotland's west coast relative to the east and north. Community and regional expectations are therefore likely to be more focused on the benefits that this single project can deliver. In response, this report has been prepared to set out how MachairWind can maximise economic and social benefits at the national, regional and community levels. It provides a basis for further discussions with stakeholders to meet the needs of the communities and sectors they aim to support.

2.3 Approach

In order to better understand communities' priorities, needs and expectations SPR has, since the outset of the Project, undertaken engagement with local businesses, schools, development trusts and community councils, in addition to engaging with local and regional skills organisations and enterprise agencies. A more detailed overview of this engagement is included within the Project's Environmental Impact Assessment and the Pre-Application Consultation Report. SPR recognises that building relationships takes time and that communities' priorities will shift over time; therefore, continued engagement will be key to ensuring this Action Plan genuinely reflects communities' aspirations.

BiGGAR Economics was previously commissioned by SPR to produce an Economic and Social Scenarios: Opportunities and Impacts¹ study for MachairWind. This 2023/24 study involved mapping and assessing the potential positive and negative impacts of developing, constructing, and operating MachairWind on local host communities, local enterprises, economies and services. More than forty individuals and organisations were consulted including:

- public sector bodies;
- community councils;
- local schools;
- third sector organisations such as development trusts and energy trusts;
- business groups and representative organisations; and
- other local networks and interest groups.

This provided valuable familiarity with the local context and a deeper understanding of the specific economic and social needs facing communities near MachairWind. It played a key role in shaping this Action Plan as it captured a broad range of community perspectives and lived experiences.

This breadth of engagement has ensured that the Action Plan is rooted in the economic and social context of the region and that the diverse spectrum of

opportunities, concerns and priorities was taken into consideration. In this context, the Action Plan seeks to articulate a clear set of practical commitments and act as a vehicle for ongoing dialogue and place-based delivery.

The Action Plan has been developed around five key, interlinked outcomes that represent the strategic areas where MachairWind can deliver the greatest economic and social value – particularly for host communities and areas of project-related activity. These outcomes provide the overarching structure for the Action Plan and reflect both national policy priorities and local aspirations. The outcomes are:

- Being a Good Neighbour;
- Maximising Local Employment Opportunities;
- Maximising Opportunities for Scottish Businesses in Supply Chains;
- Contributing to Placemaking through Investment in Infrastructure; and
- Supporting Regional Economic Development.

The definition of these outcomes and the approach adopted to implement them align with Scottish Renewables' Maximising Net Economic Benefit Guidance⁵. However, recognising that the key to maximising benefit is an approach which embraces good practice and continuous improvement, this Action Plan also adopts practices that are place-based, innovative, collaborative, transparent, flexible and deliverable. The outcomes are illustrated below in Figure 2-2.

For each outcome, commitments and targeted actions have been identified that SPR will pursue; some of these require collaboration with partners. This structured approach ensures a clear line of sight from high-level strategic goals through to practical, deliverable interventions, allowing for transparent planning, monitoring, and future refinement as the Project progresses.

To develop a robust and actionable framework, the following staged approach was taken:

- 1. Defining Outcomes:** Five outcomes were identified that reflect both policy and community expectations and the unique socio-economic context of the Project. Each of the five outcomes was examined in detail to identify key requirements necessary to support their achievement.
- 2. Defining Commitments:** Commitments and specific actions to help deliver each outcome were identified. SPR considered what it is already doing and what else it could do to maximise benefits. These commitments and actions form the basis of this Action Plan.
- 3. Localising Actions by Area and across Project Phases:** Commitments were then considered in relation to specific geographic areas where MachairWind-related activity, particularly at ports and surrounding communities, might take place. This was to flag actions and opportunities at specific localities. Actions were aligned to different phases of project development (e.g. construction throughout the 25

⁵ Scottish Renewables, 2025. [Maximising Net Socio-Economic Benefit of Renewable Energy Guidance and Reporting Framework](#)

year+ operation and maintenance phase) to ensure timing and delivery can be realistically managed and monitored.

Figure 2-2 - The five interconnected outcomes that shape the commitments and priorities of the Socio-Economic Action Plan



This structured, outcome-led approach ensures the Action Plan is aligned with strategic policy aims and grounded in local opportunity, accountability and community benefit. Crucially, the delivery of these outcomes depends not only on the quality of the actions proposed but also on their timely implementation. To be effective, actions must be embedded into project decision-making as opportunities arise across each stage of the project lifecycle, from planning and procurement through to construction and long-term operations.

At this stage in MachairWind's development, specific decisions regarding port locations and their roles across the windfarm's phases – construction, marshalling and assembly, marine operations, and operation and maintenance – have not yet been finalised. Further technical and commercial due diligence is required before these decisions are taken. This is likely to be undertaken during the post-consent phase.

Indicative locations were therefore considered, based on where activity is most likely to be concentrated, using available project information and sector knowledge. **These locations**, summarised in Table 2-1 and presented in Figure 2-3, **are illustrative only and do not reflect any formal decisions about site or port selection.**

Table 2-1 – Potential Ports for MachairWind Operations

Marshalling & Assembly	Marine Operations	Operation & Maintenance
Kishorn	Oban	Campbeltown
Stornoway	Port Ellen	King George V
Hunterston	Bendoran	Hunterston

Figure 2-3 – Potential Port Locations for MachairWind



Source: Biggar Economics, created with Datawrapper. Note: Hunterston is identified as a potential port location for both Marshalling & Assembly and Operations & Maintenance activities.

In summary, the approach outlined in this section is the foundation for defining the commitments detailed in sections 3 to 7.

3.

Being a Good Neighbour

SPR will work respectfully and collaboratively with communities to minimise impacts, build trust and leave a positive, lasting legacy.

This section sets out how SPR will act as a responsible and responsive neighbour to communities impacted by MachairWind by communicating transparently and creating a positive legacy through collaboration, climate action and place-based investment.



Being a good neighbour means going beyond statutory requirements to consider how development affects people's lives, communities, environments and futures. For SPR this means building trust through transparency and dialogue, acknowledging differing community needs and contributing to a just transition by ensuring benefits are distributed fairly.



SPR recognises that for MachairWind to be a good neighbour it needs to:

- Consider communities that are impacted;
- Understand and address local impact;
- Communicate effectively;
- Consider and optimise the local legacy of the development; and
- Support host communities in building community wealth and, where appropriate, to address net zero and climate change challenges.

SPR is committed to working with local communities to understand local needs and aspirations. The Project's Community Engagement Manager is based on the Isle of Jura and is the first point of contact for MachairWind's host communities, which comprise of Islay, Jura, Colonsay, Ross of Mull and Iona. From 2022 onwards, SPR has undertaken a series of public information days across host communities, totalling 11 public drop-in events, 12 statutory public consultation exhibitions and 4 online webinar events.

SPR has seen a year-on-year increase in the number of attendees at these public information events. The Project team regularly provide updates to community councils, community groups, local businesses and development trusts, attending in person where possible, to build relationships and hear from community representatives about their ideas and expectations of the Project. This engagement has helped SPR better understand what is important to host communities both in the short term and the long term.

In addition to hosting public events, SPR has sponsored a range of community events to reach a wide audience and enhance awareness and interest in the Project, including Islay, Jura and Colonsay Agricultural Show (2023 to 2025), Colonsay Book Festival (2025), and Bunessan Agricultural Show (2025). SPR has also delivered educational and interactive workshops to local schools, including Islay High School, Port Ellen Primary School, Small Isles Primary School and Iona Primary School, finding creative ways to bring MachairWind and renewable career opportunities to life. SPR supported and attended ALLenergy's MAK STEM Fest in 2024 and 2025, bringing over 200 secondary school pupils together from Campbeltown, Lochgilphead and Tarbert to learn about different career paths and the number of highly skilled roles available in the region. In the academic year of 2023/2024 alone, over 550 pupils across Islay, Jura, Iona and the Kintyre peninsula were reached through a field trip, interactive lessons or careers fayres.

3.1 Opportunities and Challenges

Communities have identified the importance of stability, improved infrastructure, and training opportunities for young people. Challenges identified to date include some community concerns on visual and environmental impact in sensitive island settings. The size of the development presents a step change for host communities, interacting with activities such as fishing and tourism, altering seascapes and potentially testing communities to negotiate their identity between tradition and



progress. Some island communities have highlighted the disconnect between the locality of MachairWind and energy availability and cost. Another concern revolves around housing supply, where finding affordable housing poses challenges for both existing and incoming residents.

SPR acknowledges that a number of the communities associated with this development are very small, particularly in relation to the scale of MachairWind's activities. SPR recognises that relatively small activities, in terms of the Project's overall impact, could be significant for host communities. SPR respects each island's distinct natural and cultural landscape and recognises that community-appropriate approaches and listening to concerns makes a difference.

SPR recognises that MachairWind should be of benefit to everyone involved and that meaningful engagement is essential in bringing tangible benefits to communities. For example, fostering strong local supply chains and enabling a dedicated and engaged local workforce would present a win-win situation for both the host communities and MachairWind – providing commercial advantages to the developer and contributing to local economic growth and social well-being.

3.2 SPR's Commitments

SPR appreciates that its role as a good neighbour is central to maximising the benefits of MachairWind in host communities. SPR's ambition is that place-based benefits will help build a secure local legacy and develop community pride in MachairWind.

Careful planning, investment, and collaboration will help MachairWind bring lasting benefits, fostering economic growth, sustainability, and community well-being. To ensure success, effective engagement with local communities is paramount. With a focus on long-term local benefit, SPR aims to support community wellbeing, resilience and climate ambition across the west coast and island regions.

SPR commits to:

Create and sustain stable jobs, with port locations at the epicentre, to support population retention, as discussed in Section 4.

A buy local first policy prioritising local spend where possible on services; not limited to but including catering, transport, accommodation, etc. This will help to keep immediate spending circulating within the local economy.

Consider local sensitivities and context when assessing project impact. It will seek to manage and minimise disruption - such as noise, access and other factors. As discussed within 4.4, SPR will work with the local authority and other public service providers to minimise potential strain on housing, services and retail from a transient workforce.



Continue to build community relationships on Islay, Jura, Colonsay, Ross of Mull and Iona, engaging with the communities throughout all phases of the Project. SPR aims to build visibility and trust by making the Project accessible to residents and businesses by ensuring concerns and suggestions are heard and addressed. It will provide a dedicated feedback channel or **Good Neighbour Feedback Loop**. The Community Engagement Manager for MachairWind will be the first point of contact (email, in-person, or phone) and will respond to enquiries. They will ensure two-way communication, gather feedback and integrate community concerns into project planning. A bi-annual community newsletter in print and/or digital will be also published which will complement other forms of engagement.

Engage with key stakeholders, carrying out regular engagement through community meetings, school visits, and partnership working with trusts and councils. This will include engaging fisheries organisations, local fishers, Argyll and Bute Council, NatureScot and others on visual, environmental and socio-economic considerations.

Continue to invest in local initiatives throughout the Development and Construction phases of the windfarm, via community donations and sponsorships.

Provide Community Benefit Funds (CBFs) to deliver meaningful community benefit **throughout the Operational phase of the windfarm**. SPR views its community benefit funds as a crucial part of its operations, ensuring that the benefits of renewable energy projects are shared with the communities that host them. The CBFs will help communities with social and economic regeneration and SPR acknowledges that benefits should focus on the project's host communities – particularly Islay, Jura, Colonsay, Ross of Mull and Iona – and must have clear structure, transparency and impact. To date, SPR has contributed over £72 million to communities across the UK via its onshore CBFs, of which over £3.8 million has been shared with communities in Argyll and Bute, empowering communities to control how this money is spent to best serve the needs of their local area. SPR has experience in enabling CBFs to deliver a wide range of local initiatives – for example to improve local facilities and services, to enable upskilling and education, to make energy efficiency improvements to community buildings and to deliver heritage and tourism initiatives. It has also supported several communities that chose to direct funds towards initiatives to help local people address rising energy costs through a Community Energy Fund which operates by providing households in the local area with a contribution towards their energy bills. SPR commits to drawing on its experience of CBFs and will work with host communities to co-design initiatives that reflect local aspirations and support sustainability.

Support community capacity building: SPR recognises that community capacity is crucial for effective governance and successful delivery of CBFs and will apply its experience in maximising the benefits in delivering CBFs to support capacity building in local communities. Support can take the form of developing existing skills and knowledge within the community, training, access to resources and building confidence. SPR has, in other projects, encouraged communities receiving CBFs to

maximise the opportunities through engaging locally to develop a community action plan, for example through Local Place Plans focused on Just Transition opportunities. This has helped communities identify local priorities and the delivery of strategic initiatives with long term benefits. SPR has extensive experience from its portfolio of onshore renewables projects and is leveraging this experience and expertise to support MachairWind's host communities.

An Environmental Stewardship Partnership – The project will implement SPR's Nature Positive Plan. In addition to this the project will partner with local conservation groups to deliver at least one annual stewardship activity (e.g. beach clean, biodiversity monitoring) across the host communities.

Publish a Local Legacy Report at project milestones summarising socio-economic, supply chain, and environmental contributions. This will provide transparency and accountability of SPR's operations in host communities.

Continual improvement through good practice - SPR is working collaboratively with the Scottish Government and other stakeholders to develop new good practice principles for offshore wind, ensuring consistent and high-impact community outcomes across the sector. It will use experience from MachairWind to inform future good practice.

4.

Maximising Local Employment Opportunities

SPR's commitments for maximising local employment focus on building a skilled local workforce, supporting housing provision through partnerships and coordinating essential services to ensure communities benefit sustainably throughout project phases.



With a focus on workforce development and long-term employment, the activities required to develop and operate MachairWind align strongly with Scotland's national skills agenda. Through MachairWind and SPR's wider ScotWind development interests, SPR will be an important contributor to implementing Scotland's Sectoral Marine Plan for Offshore Wind Energy⁶ and its offshore wind deployment ambition of

⁶ Scottish Government, 2020. [Sectoral Marine Plan for Offshore Wind Energy](#) expected to be superseded by Offshore wind energy – [draft updated Sectoral Marine Plan 2025](#): consultation closed 22 August 2025



40GW of new capacity between 2025 and 2035-2040. Notably the Draft Updated Sectoral Marine Plan 2025 plan identifies job creation and reskilling/upskilling of workforce as two of the key considerations in project design, project level assessment and decision making.

Similarly, by committing to local content in supply chains and creating long term stable employment, SPR is contributing to the priorities outlined in Scotland's Offshore Wind Policy Statement⁷ and Scotland's National Strategy for Economic Transformation⁸.

Creating meaningful and long-term employment opportunities around host ports is one of the most tangible ways MachairWind can contribute to regional development. However, delivering these outcomes successfully requires a multifaceted approach. For that reason, this section is divided into three interconnected, yet distinct, focus areas: **skills**, **housing** and **services**.

These three strands reflect the practical requirements of employing people in remote or coastal areas, not just attracting workers, but also ensuring that they have the necessary training, a place to live and access to the services they and their families will need. Considering these components separately ensures MachairWind responds appropriately to the unique challenges and opportunities each area presents.

By tailoring commitments, SPR aims to maximise local employment benefits from MachairWind and contribute positively to the resilience and vitality of host communities.

4.1 Opportunities and Challenges

The estimated job figures and opportunities and impacts of employment at the potential ports has already been modelled for some of the potential ports¹ and are included in the technical appendix to the Environmental Impact Assessment. There are considerable opportunities to generate long-term, stable employment, attract families and young people and build a more resilient, diversified local economy. These activities strengthen SPR's role as a responsible neighbour and support a just transition.

However, there are challenges to maximising local employment opportunities. Historically low levels of local employment, widely dispersed rural populations, and competition for labour with established industries and services must be considered. Limited affordable housing and the ebb and flow of workforce demand, characteristic of offshore wind projects, adds further complexity. These factors are compounded by MachairWind's relative geographic isolation compared to east-coast

⁷ Scottish Government, 2020. [Offshore Wind Policy Statement](#)

⁸ Scottish Government, 2022. [Scotland's National Strategy for Economic Transformation](#)

developments, which benefit from closer proximity to other projects and greater potential to share skilled workers across sites and time.

MachairWind is unique in that much of the Project's footprint will likely be split across three distinct geographies: host communities; wherever the port(s) are located; and where onshore infrastructure is located. SPR's strategy for maximising local employment therefore focuses on an epicentre and ripple effect. For example, it is envisaged that ports will be core employment centres which generate economic activity throughout the surrounding area. This ripple effect may be through employment or supply chain opportunities.

4.2 Skills for the Workforce

To maximise local employment opportunities, it is important to align workforce development with national skills strategies and offshore wind policy objectives. This includes actively addressing current skills shortages by delivering accessible training and creating clear, supported career pathways into the sector. Equally important is the provision of entry-level opportunities – such as graduate schemes, apprenticeships and transition routes for individuals moving from other industries, to ensure a diverse and sustainable pipeline of talent for the offshore wind workforce.

SPR is committed to working collaboratively with local and regional partners to ensure that job creation is meaningful, sustainable, and integrated into local economies. This means identifying specific workforce needs and supporting institutions to build local talent pipelines.

4.2.1 SPR Commitments

SPR commits to:

Form a Skills Partnership for Supply Chain Training. SPR has extensive experience in developing skills for engineering and offshore wind, and knowledge of the job roles required for the industry, gained through over a decade of experience in its East Anglia projects, and elsewhere in its global portfolio. It will utilise this experience to collaborate with local colleges, universities (including UHI campuses), supply chain partners, port operators and development agencies to map skills needs, support training programmes that address identified gaps, and work with partners to identify and mitigate barriers to participation (including childcare and transport).

School outreach to spark early interest in careers in renewables. To date, SPR has exhibited at MAK STEM Fest, hosted by ALIEnergy at Machrihanish Airbase Community Company (MACC) Business Park, and exhibited at an industry awareness day hosted by Developing the Young Workforce and a sustainability-focused event at Islay High School. It also delivered educational engagement workshops at Port Ellen Primary School, Islay Small Isles Primary School, Jura and Iona Primary School, in addition to hosting an Offshore Wind4Kids educational engagement event at Bowmore, Islay, in partnership with marine survey company Fugro. It will continue this outreach work to inspire young people in STEM subjects and to help young



people to connect subjects and further education choices with jobs and career choices by:

- **delivering annually a minimum of five STEM Workshops in** Argyll and Bute schools; and
- **running careers' events during construction** at Argyll and Bute secondary schools, including, where feasible, offering a site visit.

Provide teacher CPD and curriculum support to help educators link their curriculum to the Project. SPR will offer annual CPD sessions **for a minimum of 20 schoolteachers** across Argyll and Bute on offshore wind and renewables, including curriculum linked classroom resources, per year of construction.

Create apprenticeship roles to strengthen entry level career routes. SPR will partner with education institutes in Argyll and Bute and West Highland **to support a minimum of 5 apprenticeships or work experience placements** linked to MachairWind during construction.

Pilot a STEM Returners Programme offering a **minimum of 3 supported placements** for individuals with a background in STEM returning to full time employment after a career break. The aim of this initiative is to support returners, broaden participation and encourage diversity in the workforce.

Masters scholarships for West Coast students to build advanced local capacity. SPR will fund **a minimum of 1 Masters-level scholarship per year of construction** for an Argyll and Bute resident pursuing a renewable-related degree.

4.2.2 Location Specific Considerations for Developing Skills for the Local Workforce

At this stage in MachairWind's development, specific decisions regarding port locations and their roles across the three key operational phases—marshalling and assembly, marine operations, and operation and maintenance—have not yet been made. Further due diligence is required before decisions are taken, which is likely to be during the post-consent phase.

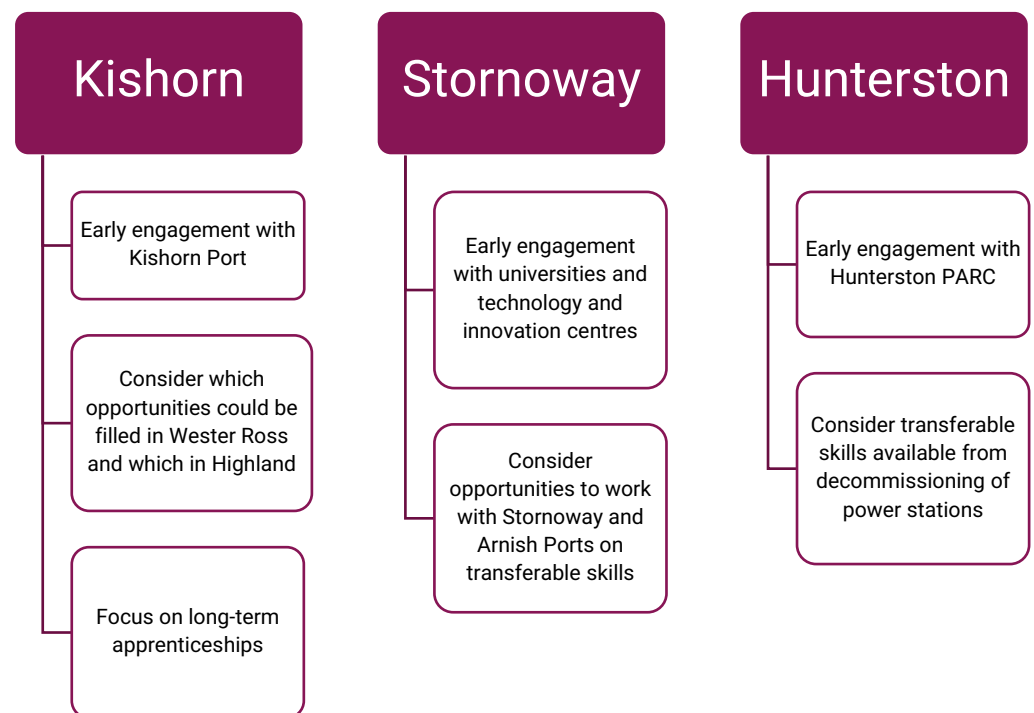
However, SPR has identified several potential ports for each operational phase and there are some specific considerations that could be taken into account at these locations.

During the **Marshalling and Assembly** phase, Kishorn may present opportunities to integrate long-term apprenticeship schemes aligned with regional workforce development initiatives. Collaboration with local universities and education providers will support the delivery of vocational training and technical skills development relevant to assembly and pre-deployment activities.

In Stornoway, coordination with ports and educational providers may facilitate the acquisition of transferable skills suited to marshalling operations, particularly in areas such as heavy fabrication, logistics and equipment handling.

At Hunterston, the local workforce's experience in decommissioning, derived from prior work at nearby power stations, can be relevant for assembly operations that require handling of large-scale components and adherence to strict safety procedures.

Figure 4-1 – Marshalling & Assembly

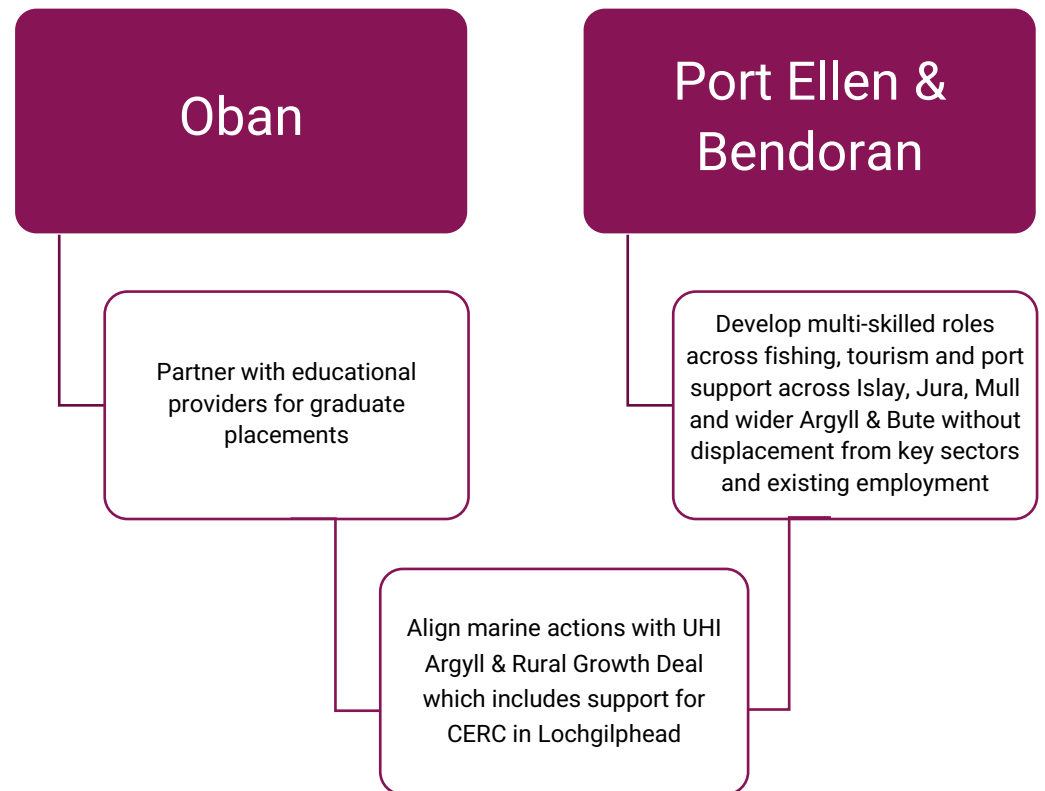


In the **Marine Operations** phase, Oban offers the potential for partnership with UHI Argyll's Scottish Association for Marine Science (SAMS) campus to support graduate placement programmes. These placements may focus on roles related to marine logistics, operational monitoring and environmental compliance.

Additionally, marine activities at Oban may be aligned with the strategic priorities of the UHI Argyll and the Argyll and Bute Rural Growth Deal, which includes support for the proposed Centre for Excellence in Rural and Coastal (CERC) Marine Economy at Lochgilphead, scheduled from 2028/29.

For Port Ellen and Bendoran, the development of multi-skilled roles that span fishing, tourism, and general port support may be considered. This approach would benefit from labour mobility and sectoral overlap across the islands of Islay, Jura, and Mull, as well as the wider Argyll and Bute region. As with Oban, marine operations at these sites may also be aligned with the UHI Argyll and Rural Growth Deal, facilitating potential synergies with the CERC initiative as it becomes operational.

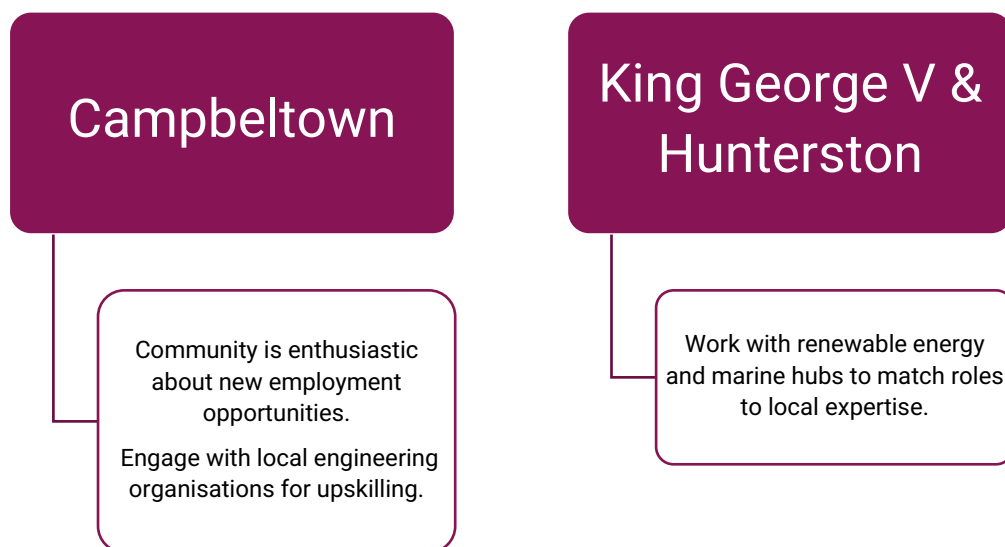
Figure 4-2 – Marine Operations



During the **Operations and Maintenance** phase, Campbeltown may provide access to training resources through the Machrihanish Airbase Community Company (MACC) Construction and Engineering Centre. This could support targeted upskilling initiatives in electrical, mechanical and marine engineering fields, aligned with long-term asset servicing requirements.

At King George V Dock and Hunterston, collaboration with Hunterston PARC may facilitate the matching of job roles to existing local expertise in industrial operations, heavy logistics and technical support services, supporting a more efficient mobilisation of the regional workforce.

Figure 4-3 - Operations & Maintenance



4.3 Housing for the Workforce

Whilst the Socio-economics chapter of the EIA Report provides an assessment of effects on habitability and housing, it is essential to understand the capacity and dynamics of local housing markets to effectively support workforce accommodation. Ensuring that projected accommodation needs are reflected in Local Development Plans, which are the responsibility of the relevant local authority, will help align infrastructure with demand. Achieving this requires partnerships with local authorities and other developers of large-scale infrastructure to identify and deliver cost-effective and timely solutions that respond to both the temporary and long-term needs of the workforce.

SPR recognises that whilst its role is not in housing provision, it may, through MachairWind, have a role to play in enabling better housing outcomes locally. While SPR does not intend to directly build or manage residential accommodation, it sees a role in enabling better housing outcomes. This will be achieved by sharing relevant workforce data with local authorities, helping to inform Local Development Plans, housing needs assessments and cross-sector strategies. Collaboration will ensure that any response to housing demand is well-coordinated, cost-effective and aligned with broader community priorities.

4.3.1 SPR Commitments

SPR commits to:

Collaborate on housing strategies, recognising that responsibility for housing delivery sits with the local authority. SPR will liaise with housing associations, local councils, and peer developers (e.g. SSEN) to explore housing solutions. SPR appreciates the role of Argyll and Bute's adopted and next Local Development Plans



and will engage with the local authority to identify sites suitable for worker accommodation.

Share workforce projections with local authorities for planning purposes and to help to inform Local Development Plans, and support efforts to audit existing temporary and permanent housing assets.

Explore the feasibility of temporary accommodation for MachairWind workforce during construction (e.g. port-based lodging, B&Bs) that could be developed into potential longer-term options for the community.

Work with local skills providers to investigate contributing to the development of local construction skills to boost skills that contribute to the delivery of housing.

4.3.2 Location Specific Considerations for Housing for the Workforce

For each operational phase, there are some specific considerations that should be taken into account at these locations.

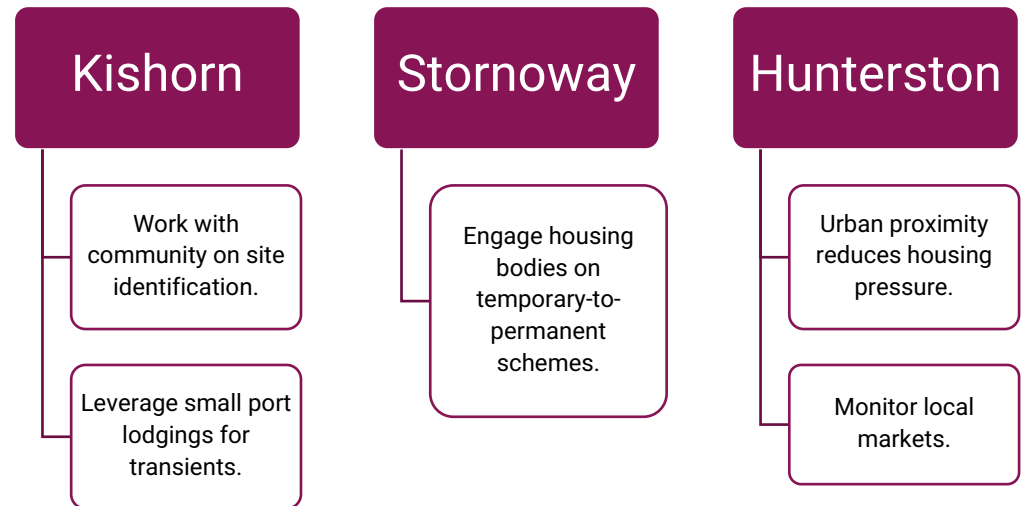
Across each phase of the development, it is important to recognise that Argyll and Bute Council (ABC) has formally declared a housing emergency, with particular concern regarding accommodation constraints across the islands. This context requires proactive planning in workforce housing, especially in locations where infrastructure is limited or under pressure from seasonal demand.

During the **Marshalling and Assembly** phase, specific housing considerations arise at each proposed port location. At Kishorn, engagement with the local community may be necessary for the identification of suitable accommodation sites. The use of small port-based lodgings may serve transient workers, particularly during peak construction or assembly periods.

In Stornoway, coordination with local housing bodies and regional housing authorities may support the development of temporary-to-permanent accommodation models. These could provide flexibility for rotating workforces while contributing to the longer-term housing stock.

At Hunterston, the site's proximity to urban areas potentially reduces pressure on local housing. However, it will still be important to monitor market conditions in surrounding communities to avoid displacement effects or sudden demand spikes.

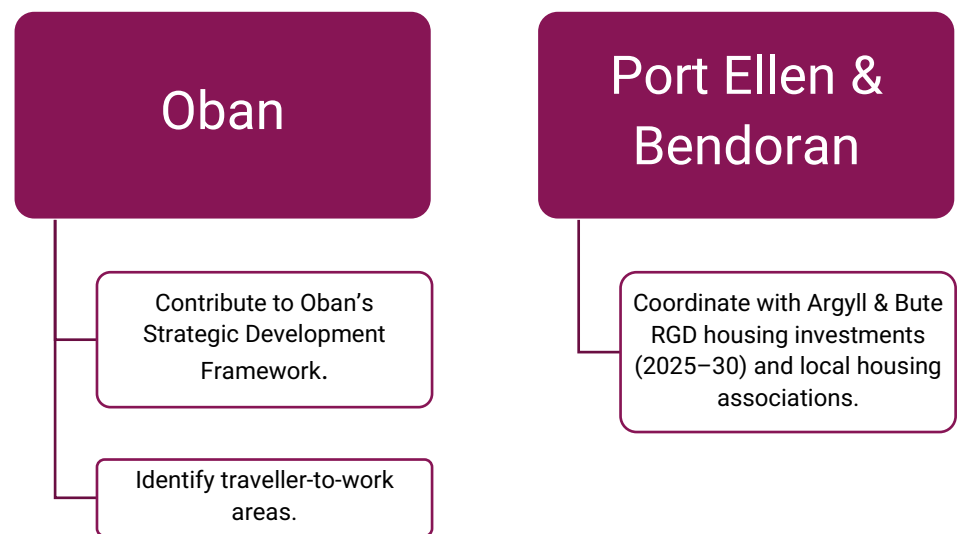
Figure 4-4 – Marshalling & Assembly



For the **Marine Operations** phase, Oban could offer opportunities to contribute to the town's Strategic Development Framework, including assessments of traveller-to-work catchment areas that could inform workforce housing access. Identifying transport links and commuter patterns will help define sustainable staffing strategies.

In Port Ellen and Bendoran, more acute housing concerns exist due to their rural and island contexts. Coordination with Argyll and Bute's Rural Growth Deal housing investment programme (2025–2030), along with engagement with local housing associations, will be important to support housing supply in these locations. These measures may help mitigate strain on existing housing stock while supporting workforce retention. In both Oban and the island ports, alignment with regional housing plans can also help ensure that project development complements longer-term community sustainability goals.

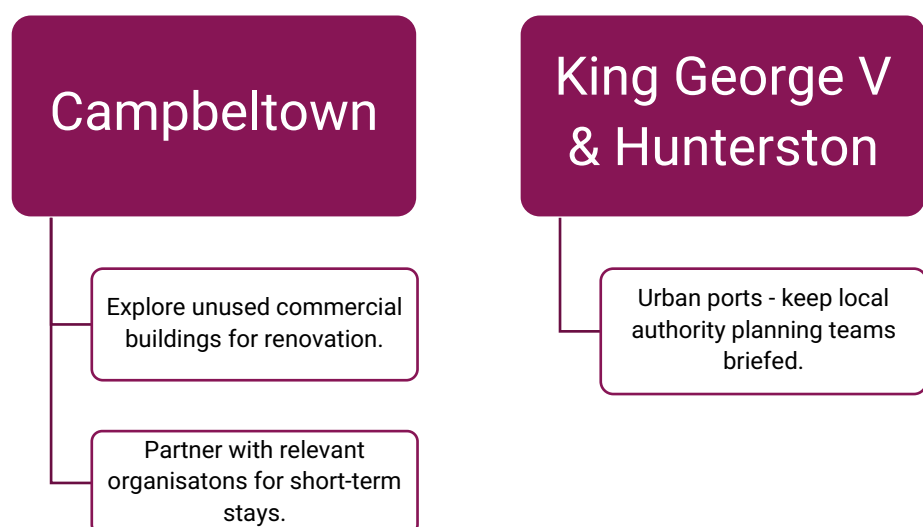
Figure 4-5 - Marine Operations



During the **Operations and Maintenance** phase, longer-term housing solutions become increasingly relevant due to the more permanent nature of roles. In Campbeltown, one potential approach is to identify and renovate underutilised commercial properties, which may offer viable short- or medium-term accommodation. Collaboration with potential housing providers could support such efforts and facilitate short-term stays for technical and operations personnel.

At King George V Dock and Hunterston, both urban port locations, coordination with local council planning teams may be necessary to ensure housing strategies are responsive to project timelines and workforce levels. There is likely to be less housing impact closer to the central belt, but regular liaison with planning authorities will help manage any emerging pressures and ensure integration with existing local development plans.

Figure 4-6 – Operations & Maintenance



4.4 Services for the Workforce

Meeting workforce service needs requires a thorough assessment of local capacity across schools, healthcare, transport, retail and hospitality. It is important to coordinate closely with service providers and local authorities to anticipate and plan for demand increases associated with different phases of MachairWind. This means helping providers prepare for short-term influxes and long-term growth by sharing accurate workforce projections.

The presence of the workforce will provide opportunities for some businesses (e.g. retail and hospitality) to grow and enhance their economic resilience. However, these opportunities must be balanced against notable challenges, including the risk of overwhelming small communities, uneven availability of essential services and competing demands from other developments operating in the same region.

4.4.1 SPR Commitments

SPR commits to:

Engage early with health boards, education authorities, transport agencies, and local businesses (via representative bodies) to share workforce forecasts.

Collaborate with service providers on needs assessments and support mitigation plans.

Share accurate workforce projections to help smooth cumulative pressures.

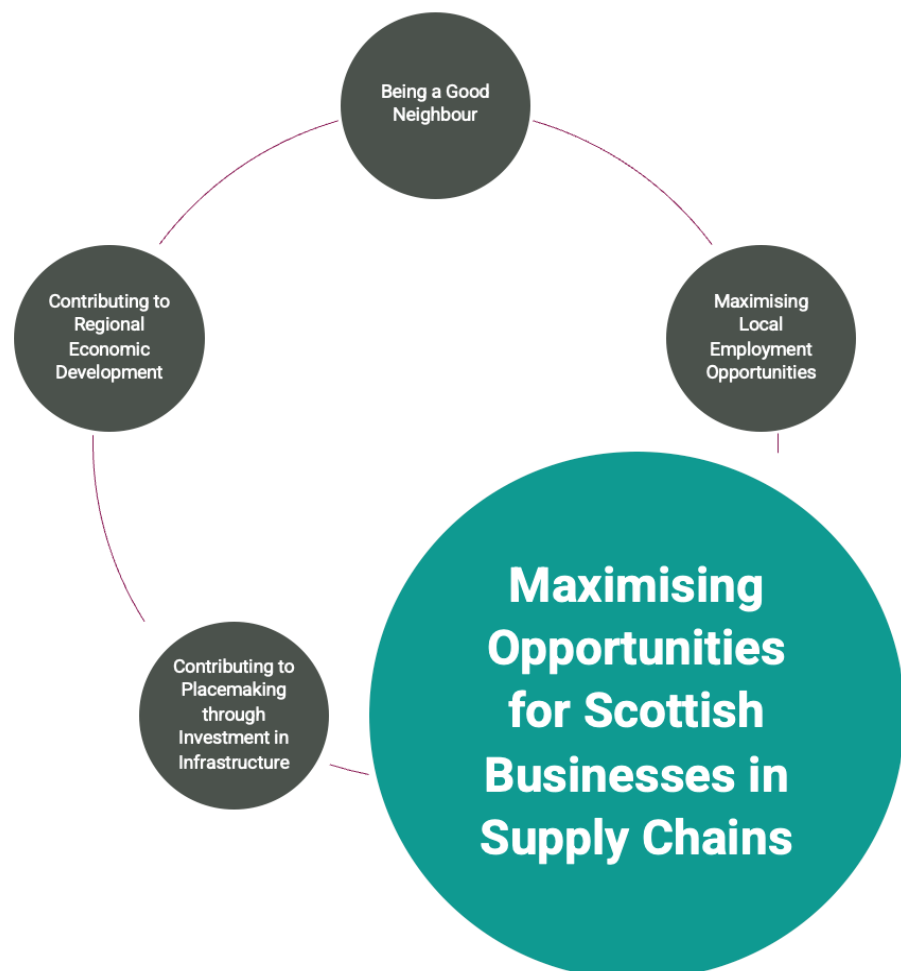
Depending on the selected port locations, there could be a temporary influx of workers in certain locations. SPR will work with relevant local authorities and other public service providers, to plan for increased capacity. For longer-term operations, SPR will share projected workforce levels and collaborate with service providers to help support preparations. SPR will also advise the local authority on any permanent service enhancements that may be needed as a result of ongoing port activity.

5.

Maximising Opportunities for Scottish Businesses in Supply Chains

SPR aims to create a world-class supply chain in Scotland, funding Scottish growth and working with partners to ensure Scottish firms are able to capture a significant share of MachairWind's supply chain.

MachairWind will provide a pipeline of activities that will support new Scottish jobs directly and by developing Scottish supply chains. Maximising benefits at the national and regional level for supply chains strengthens regional economic resilience, diversification and inclusive growth.



To realise this outcome, SPR recognises that supply chain businesses should:

- have relevant skills or services required to support the development of MachairWind;
- be able to meet the requirements for contracting;
- be willing and/or able to grow and expand;
- be aware of opportunities available; and
- prepare for a future pipeline of activities.

5.1 Opportunities and Challenges

The development of MachairWind presents a significant opportunity to strengthen regional economies, particularly in Argyll and Bute and throughout the West of Scotland, where offshore wind supply chain activity is still emerging. By engaging early with local businesses and providing targeted support, SPR can help unlock economic growth in regions that have historically seen less industrial investment.

There is strong local interest in participating in the renewable energy supply chain, and MachairWind offers a chance for long-term business development, innovation, and skills growth. This also aligns with Scotland's broader national priorities around fair work, inclusive growth, and a just transition to net zero – positioning supply chain development not just as an economic imperative, but a social one as well.

However, the path to delivering these benefits is not without challenges. While the East coast of Scotland is expected to benefit from a critical mass of offshore wind development, providing a basis for the development of local supply chains and establishing infrastructure, the west coast supply chain is less developed and more geographically dispersed. Decades of North Sea oil and gas operations has resulted in many supply chain companies in the East being better positioned to capitalise on offshore renewables opportunities. They have an established infrastructure, transferable expertise and skilled workforce.

Many Scottish businesses, particularly SMEs and community-led enterprises face challenges in accessing opportunities within the offshore wind sector. Complex procurement processes, the contract-readiness required to secure roles in large-scale projects and limited awareness of opportunities can make it difficult for smaller organisations to participate.

Targeted support and clearer routes into the supply chain will be important to help ensure that West coast enterprises can fully participate in, and benefit from, the opportunities that MachairWind offers.

Recognising these dynamics, SPR has adopted a nationally and regionally responsive approach, underpinned by practical actions to bridge readiness gaps and foster long-term capability. This approach aims to ensure that the benefits of MachairWind are shared widely and sustainably across Scotland's business landscape.

5.2 SPR's Commitments

SPR is committed to maximising opportunities for Scottish businesses in supply chains. It aims to prioritise local opportunities wherever possible; while also undertaking activity on a regional and national basis – the hierarchy of focus is Argyll and Bute, West of Scotland, broader Scotland and the UK. SPR has made commitments to maximising opportunities at all of these geographical levels. With positive experience from its East Anglia offshore windfarms, SPR is well positioned to support the development of a world-class offshore wind supply chain in Scotland.

At a UK level, SPR is a member of the Offshore Wind Growth Partnership (OWGP) established by the UK's Offshore Wind Industry Council as part of the 2019 Offshore Wind Sector Deal. It is an independent organisation with the core responsibility to support the growth of the UK's offshore wind supply chain. It oversees the implementation of the Industrial Growth Plan⁹ which aims to grow supply chain capacity and grow market share at home and abroad. To date, SPR has contributed in excess of £7m to support the work of the OWGP.

At a Scottish level, SPR is a signatory to the Collaborative Framework Charter developed by the Scottish Offshore Wind Energy Council (SOWEC) – a partnership between the Scottish public sector and the offshore wind industry. This voluntary charter was signed in May 2022 by 24 offshore wind developers. This charter commits to enhanced coordination across ports, supply-chain, innovation, grid, and workforce development to fully leverage Scotland's offshore wind opportunities. Developers will identify ways they can work together with Scottish ports to share capacity and space and help underpin new investment.

SPR has also committed to maximising opportunities for Scottish businesses in supply chains through its MachairWind Supply Chain Development Statement (SCDS). The SCDS, required as part of ScotWind Leasing, provides a structure for developers to communicate project-specific supply chain information, including expenditure for commitments and ambition broken down by project phase and location. It is designed to support the long-term sustainability of offshore wind development in Scotland by providing visibility of expected supply chain expenditure to industry and government, to help inform and prioritise future supply chain investments. SPR submitted MachairWind's initial SCDS in 2021, an update in 2023¹⁰ and a further update in 2026 that includes the supply chain commitments from this Socio-economic Action Plan. The SCDS will continue to be updated at least every three years throughout the Project's development phase.

The SCDS forms the basis of SPR's commitments to maximising supply chain opportunities for Scottish businesses. More specifically it is committed to

⁹ Renewable UK, OWIC, The Crown Estate, Crown Estate Scotland, 2024. [Offshore Wind Industrial Growth Plan: Expanding the Horizon of the UK's Offshore Wind Supply Chain](#)

¹⁰ MachairWind Limited, April 2023. [MachairWind Supply Chain Development Outlook](#)

contributing to the following aspects throughout Scotland, whilst commitments tailored to the West Coast and the Islands are highlighted at section 5.3 below.

1. Skills, Capability and Market-Ready Capacity

SPR is committed to strengthening local supply chain capabilities by working collaboratively with local authorities, enterprise agencies, port operators, chambers of commerce and organisations such as Business Gateway. A key part of this work involves identifying specific service capability and skills gaps, assessing what is required to meet upcoming demand and when, and exploring the partnerships and mechanisms for these to be developed or sourced locally. SPR commits to:

Provide Stimulus Funding: SPR has voluntarily committed to make up to £25 million of stimulus funding available to support investment in Scottish infrastructure, facilities, innovation, supply chain development, workforce and skills development, and associated capacity building to help Scottish businesses and communities realise socio-economic value from the windfarm project.

Sponsor the 2025 Fit 4 Offshore Renewables (F4OR) Scottish Islands & Coastal Communities programme which aims to support companies to enter the offshore wind market or enhance their product/service offering for the sector. Four businesses from the Argyll and Bute region were successfully accepted into the F4OR cohort comprising of 12 Scottish companies, meaning they will be building skills and capabilities to help them target future opportunities from the growing offshore wind market.

Support long-term programme of skills development: Working with local education facilities for students of all ages, SPR has committed to provide support to learn about Science, Technology, Engineering and Maths (STEM) subjects and spark interest in the future workforce. SPR continues to build positive working relationships at local and national levels with education and community groups and. Specific schools outreach and STEM activities are detailed at 4.2.

Encourage suppliers to develop the future of the supply chain: SPR has created a supplementary document for completion by suppliers in its invitation to tender process. This document will be used to formalise the commitment from suppliers to support workforce development, deliver local content, support SME development and develop innovation.

2. Growth Pathways

SPR recognises that access to growth pathways that support business expansion and collaboration is essential for meeting the demands of larger contracts. These growth pathways are essential to developing supply chain capacity. SPR commits to:

Provide a visible opportunity pipeline: SPR will publish an early pipeline of key contracts to allow businesses and new market entrants to plan capacity investments.



Develop clusters of expertise: SPR will continue to collaborate with enterprise agencies and industry bodies to identify and develop clusters of expertise (e.g., marine operations in Argyll and Bute).

Support new entrants to the market. SPR commits to working with relevant national, regional and local partners to equip smaller companies with the tools necessary to compete in tenders, and where appropriate fund the upskilling required to make them competitive. As highlighted above the F4OR programme is already helping to support new market entrants.

Identify key Scottish suppliers with the potential to fulfil subcontracted scopes of work, which will include working with regional and national partners such as Scottish Enterprise (SE), Highlands and Islands Enterprise (HIE), and the Clean Energy Cluster.

3. Awareness and Access

Early awareness of opportunities, access to relevant information and a clear understanding of the tendering process are crucial in enabling businesses to engage in MachairWind's supply chain. SPR commits to:

Maintain a dedicated Supplier Interest Portal for MachairWind: SPR will promote and maintain its Supplier Interest Portal to identify companies for future events, activities and contracting opportunities, not only for MachairWind but SPR's wider portfolio of projects. This is an online portal for companies to register interest and receive tailored notifications of upcoming opportunities¹¹.

Promote supply chain opportunities at local and regional events: At a local level, businesses interested in supporting SPR – at any stage of the MachairWind project – have been encouraged to contact the team and register their details in the supply chain register; this has been promoted via the MachairWind community newsletters and information booklets (summer 2024, spring 2025, summer 2025, autumn 2025). At a regional level, the Project has exhibited at WISTA UK's Renewables and Offshore Wind Event (2024) and Highlands and Islands Green Energy Conference (2025). These will continue through the post-consent, construction and operation and maintenance phases of the Project; West Coast and Islands events are described at 5.3 below.

Host supplier events: In 2023, SPR hosted a 'Meet the Buyer' event in Oban, in partnership with DeepWind Cluster, Highlands and Islands Enterprise, and Argyll and Bute Council to introduce MachairWind as a project in the region, and to showcase the range of specialist products and services required in offshore wind development (over 100 representatives attended this event). Most recently (2025) SPR exhibited at All-Energy Exhibition and Conference in Glasgow, Highlands & Islands Green Energy Conference, Scottish Renewables Offshore Wind Conference and the Global Offshore

¹¹ [Supply Chain Portal](#)

Wind Conference in London. SPR commits to host future supplier events once major contract packages are in place to help Scottish companies connect with Tier 1 suppliers and raise awareness of subcontracting opportunities. West Coast and Islands events are described at 5.3 below.

Continue Stakeholder Engagement: SPR commits to regular liaison with stakeholders to unlock contracting opportunities to enable the growth of the Scottish offshore wind industry. This includes engagement with enterprise agencies, local authorities, chamber of commerce, development trusts, and community councils, including but not limited to our host communities on Islay, Jura, Colonsay, Ross of Mull and Iona. This includes feedback through our Community Engagement Manager through our Good Neighbour Feedback Loop described at 3.2.

4. Progressive Procurement Practices

SPR is committed to enabling Scottish businesses to engage in MachairWind's supply chain, embedding the Fair Work First principles throughout the Project's development and delivery to create high-quality, fair, and inclusive employment and tendering for all suppliers. SPR's refined methodology has supported the delivery of high levels of local content on existing projects.

SPR's evolving approach is focused on enabling broader participation, particularly among Scottish and SME suppliers. This includes commitment to:

- Conduct pre-tender engagement to raise awareness of forthcoming opportunities;
- Provide advanced and clear guidance on minimum tender requirements and evaluation criteria; and
- Host supplier information session to demystify end-to-end procurement process.

Fair work and ethical standards: Requiring and incentivising suppliers' contractors to submit a Fair Work First statement as part of the procurement process and integrate Fair Work evaluation criteria into tender assessments and contract awards. SPR will provide guidance to support SMEs and local suppliers to help them understand and implement Fair Work commitments and monitor compliance through contract management processes, including monthly reporting and the publication of an annual report on Fair Work outcomes. SPR will contractually oblige Tier 1 suppliers to:

- Report Scottish content to provide transparency, identify gaps in appointing Scottish suppliers and provide SPR with the opportunity to work with key industry bodies to help close these gaps;
- Actively support initiatives in relation to continued development of the Scottish supply chain; and
- Implement Supply Chain Employer requirements that require Tier 1 contractors to engage with local businesses, SMEs and social enterprises in line with SPR's SCDS.

5.3 A Tailored Approach for the West Coast and Islands

As discussed above, Scotland's east coast not only benefits from a strong legacy of oil and gas, but there is expected to be a critical mass of offshore wind development, potentially resulting in a higher density of experienced suppliers, infrastructure, and industrial clusters. In contrast, the west coast, including Argyll and Bute, currently lacks a comparable project pipeline or consolidated industrial base. Projects in this region are fewer in number, more geographically dispersed and the supply chain is at an earlier stage of development.

SPR recognises these structural differences and does not assume that east-coast style industrial clustering is immediately replicable. However, there is strong local appetite for economic growth. Businesses in the west and on the islands are motivated to engage and diversify, and MachairWind is an opportunity for SPR to critically develop experience and capability for large-scale offshore wind supply chains on the west coast of Scotland.

SPR is engaged in a Concordat for Strategic Partnership for Renewable Energy with Argyll and Bute Council which enforces a joint commitment to deliver renewable energy across the region. SPR is also a founding and active member of the Argyll and Bute Renewable Alliance (ABRA), where key private and public sector partners collaborate to help deliver the Renewable Energy Action Plan for Argyll and Bute. These connections help SPR to shape development opportunities to enable a tailored approach to west coast and islands supply chain development.

In addition to the actions specified at 5.2 above, SPR commits to:

Maintain ongoing dialogue with Scottish Enterprise, Highlands & Islands Enterprise (HIE), Argyll and Bute Council (including ABRA and the Rural Growth Deal team), local chambers of commerce and business support agencies to understand local capacity and business needs. The aim is to encourage business collaborations and consortia formation to enable smaller firms to collectively meet contract requirements and support firms to understand technical specifications, meet industry standards and navigate tendering processes – ensuring that local enterprises are as well-prepared as possible to seize emerging opportunities.

Conduct a baseline survey of West of Scotland Suppliers to measure current capacity and readiness for offshore wind to inform project plans. This will include working with relevant partners to undertake supply chain gap analysis, mapping project needs against local supplier capacity and publishing outcomes with recommended actions. This will create an evidence base to demonstrate local growth over the project lifecycle. It will help to identify specific regional opportunities, such as the potential for marine operations in Argyll and Bute, to target for future supply. It will also help to identify other initiatives to explore opportunities



for collaboration, innovation, and long-term supply chain growth on the west coast and islands.

Run a “local lot” pilot project tender to engage with local SMEs to test accessibility of procurement routes. This will include delivery of a workshop to enable constructive discussion and follow-up workshops to mature technical responses where necessary.

Host supplier engagement events in Argyll and Bute during construction, showcasing MachairWind contract scope and procurement processes, and maintain a register of Argyll and Bute suppliers engaged as part of the project, directly and indirectly.

Deliver a Meet the Buyer Programme in Argyll and Bute to enable direct access between SMEs and Tier 1 Contractors. Tier 1 contractors will be required to host at least one supplier-facing event locally during the subcontract procurement phase.

A requirement for Tier 1 bidders to set out how they will identify, engage and contract with suppliers in Argyll and Bute. All Tier 1 tender processes will include a technical evaluation criteria on local supply chain engagement. Successful Tier 1 contractors will then have this obligation formalised within their contract conditions and be required to report on delivery. This will embed local economic benefit into procurement processes from the outset, ensuring accountability and driving consistent outcomes across all major contracts.

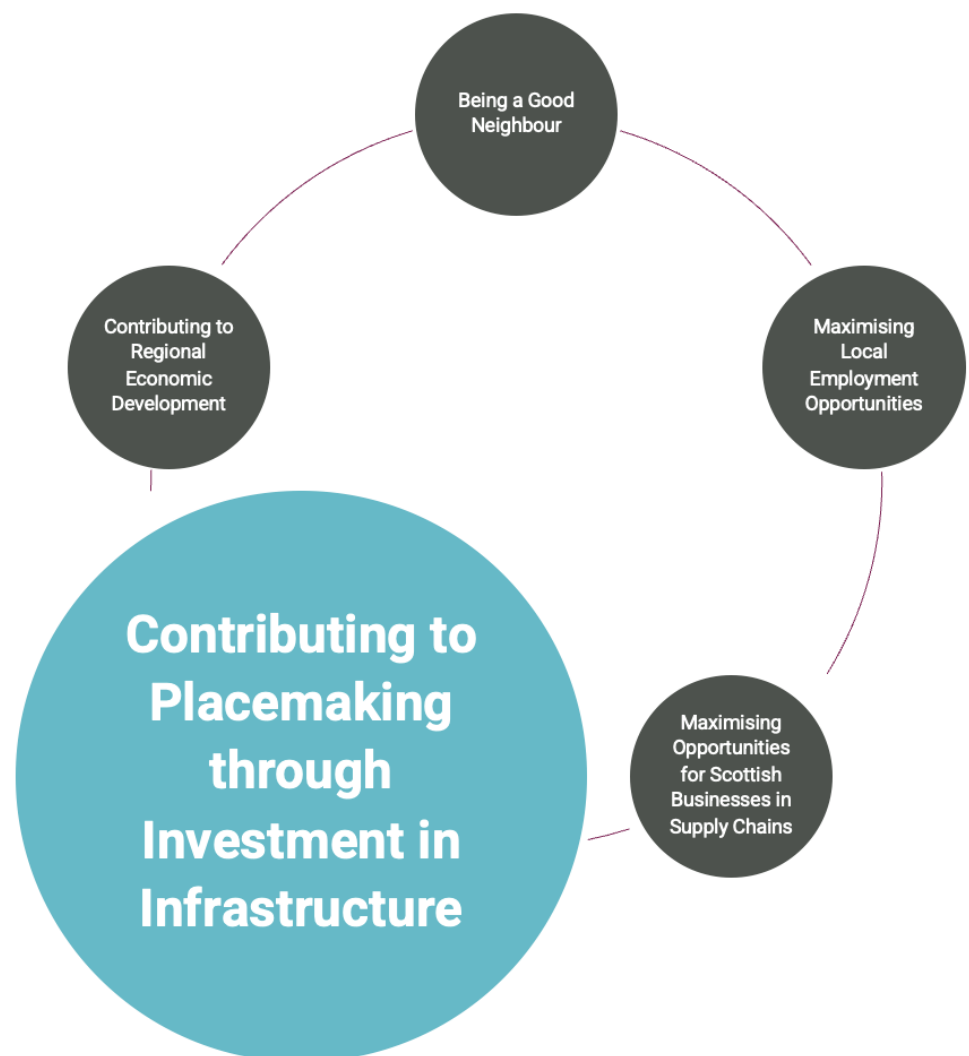
Provide advance notice of contracting opportunities, particularly to help SMEs prepare and build capability in line with project timelines.

Publish a biennial SEAP local spend report, setting out spend with Argyll and Bute suppliers, the number of local businesses engaged, and steps taken to address identified gaps. This will provide transparency and accountability on project benefits.

6.

Contributing to Placemaking through Investment in Infrastructure

SPR is committed to MachairWind delivering long-term social, economic, and environmental value for port and host communities.



Although most of the Project and development activity is at sea, construction of the windfarm and its operation and maintenance are connected to onshore places. The Project's footprint will likely be split across three distinct geographies: host

communities; wherever the port(s) are located, and where onshore infrastructure is located. These could feasibly be in three different local authority locations.

Placemaking is a way of integrating local input into project planning and provides opportunities to design or redesign spaces to reflect a community's identity and aspirations. It helps embed a development in the unique context and aspirations of the community and ensures that benefits truly reflect and take into account their needs.

Communities that come to view a development as a local asset help influence its long-term success. Importantly, placemaking also helps address the need for a fair and just transition to net zero. Enhancing local identity and improving local quality of life ensures communities are not left behind in the energy transition.

The requirements needed to achieve this outcome involve:

- Developing natural and cultural assets;
- Adopting a legacy perspective;
- Collaborating with communities, public and third sectors;
- Considering other port users; and
- Embracing community wealth building.

SPR appreciates that each port town has its own story such as the centuries-old distilleries of Port Ellen, the storied fishing heritage of Oban, the rugged landscape around Kishorn. By acknowledging local contexts SPR is committed to work towards outcomes that respect tradition and energise future growth.

6.1 Opportunities and Challenges

Investment in port infrastructure can help unlock connections between MachairWind, local people and places. It can encourage the growth of businesses in host communities, for example via supply chain contracts or by increasing visitor numbers to the area by enhancing local services and cultural facilities.

The principal challenge will be to maintain meaningful engagement with communities at the same pace as MachairWind progresses. Infrastructure timelines can outstrip public consultation cycles, risking misalignment between delivered outputs and community expectations. Keeping abreast of timelines will be one way to mitigate this challenge as will supporting the delivery of placemaking priorities within the adopted Local Development Plans (LDPs) and engaging with stakeholders to help shape placemaking priorities for the next LDPs.

SPR commits to:

Explain planned infrastructure investment by publishing clear summaries of works - roads, utilities and marshalling areas.



Support the delivery of placemaking within the adopted Local Development Plan:

SPR will work with local authorities on future plans for roads and services to support developments. For example, in Argyll and Bute, work with Argyll and Bute Council on the infrastructure implications of the Project for their next Local Development Plan (LDP3).

Engaging with stakeholders to help shape placemaking priorities for the next LDP:

Once potential sites are shortlisted, SPR will work with port authorities, community groups and local authorities to map mutual benefits.

Enable wider inward investment and business growth: As discussed at Section 5.2, in terms of building business capacity, SPR has committed to make up to £25 million of stimulus funding available to support investment in Scottish infrastructure and facilities that will service offshore wind projects and to support companies, including SMEs, to innovate and upskill.

Protect and enhance biodiversity: SPR will detail plans to conserve habitats, manage species and mitigate environmental impacts. Much of this information is contained within the Project's Environmental Impact Assessment.

Deliver legacy benefits: SPR will consider post-construction reuse of assets alongside immediate needs. SPR will work with local communities to identify improvements to local facilities and services which could be supported from future Community Benefit Funds.

Support community capacity building: discussed at section 3.2, SPR will collaborate on the development and delivery of Community Action Plans and Local Place Plans, providing expertise and support where appropriate. SPR is committed to local capacity building and has already built relationships with its host communities and will continue to engage throughout the Project lifespan.

6.2 Location-Specific Considerations for Placemaking through Investment in Infrastructure

Whilst recognising that port upgrades will not necessarily be led or undertaken by MachairWind directly but may be led by a local planning authority or port operator, SPR is keen to ensure that its activities contribute positively to port communities. This may be via a combination of infrastructure investment, collaboration with local stakeholders and early planning for legacy benefits. By aligning infrastructure planning with local priorities, whether through support for community-led plans, enhancement of existing assets, or enabling wider economic opportunities, SPR is committed to help create conditions that support inclusive growth and sustainable development across potential port locations.

Whilst SPR is committed to building a positive local identity and legacy at port locations, it recognises that further involvement with port users and port communities is required once port locations are known. Exact port locations for marshalling and assembly, marine operations, and operations and maintenance are likely to be decided upon in the post-consent phase of the Project. This section highlights some of the issues prevalent at potential port locations. **It does not represent any formal decision on site or port selection.**

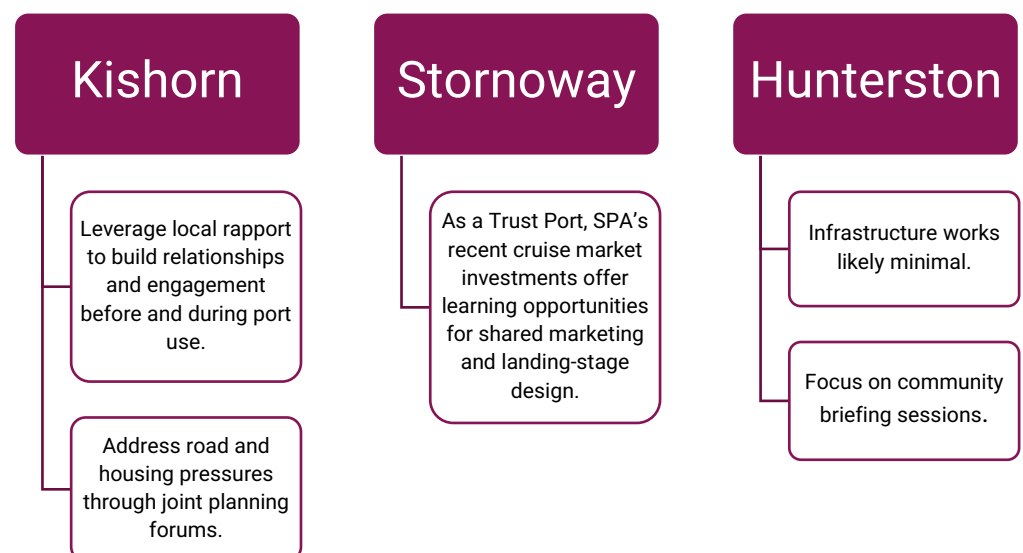
Understanding that placemaking needs vary across the different stages of project delivery, SPR will tailor its approach accordingly to reflect the specific social, physical and governance contexts at each site.

During the **Marshalling and Assembly** phase, Kishorn presents an opportunity to build on existing positive relationships within the local community. Early and ongoing engagement will be essential, both prior to and throughout port operations. Road and housing pressures, particularly given the rural location, can be addressed through joint planning forums involving local authorities and stakeholders.

In Stornoway, as a Trust Port, the Stornoway Port Authority's (SPA) recent investments aimed at the cruise ship market may offer relevant insights for shared marketing approaches and the design of landing-stage infrastructure.

At Hunterston, where substantial new infrastructure works are unlikely to be required, placemaking efforts may instead focus on maintaining transparency with local communities, maintaining awareness of project timelines and expected impacts.

Figure 6-1 – Marshalling & Assembly



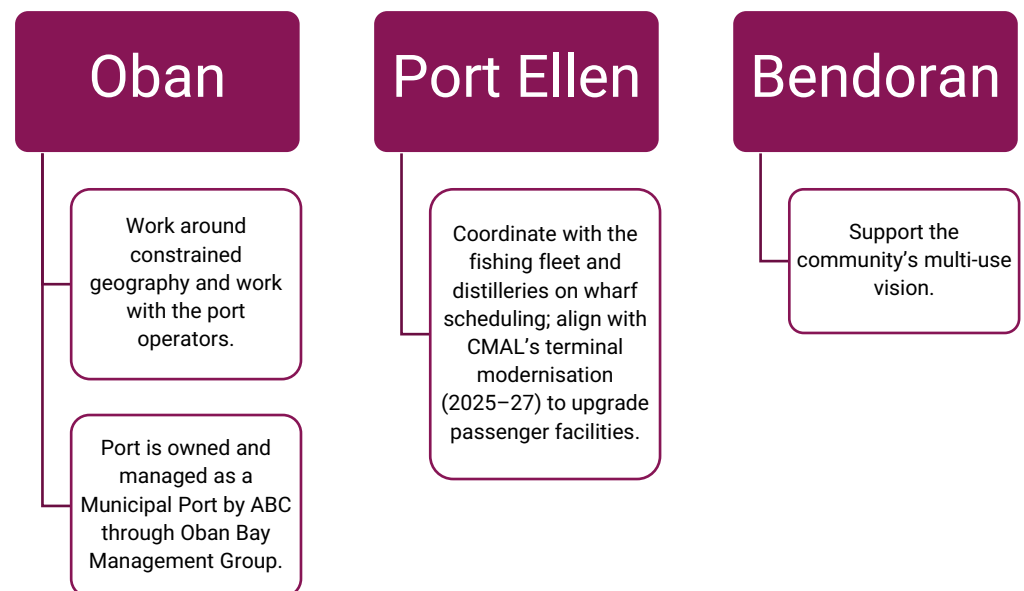
In the **Marine Operations** phase, Oban presents a unique governance structure as it is a Municipal Port owned and managed by Argyll and Bute Council (ABC) through

the Oban Bay Management Group. SPR's engagement will need to account for the constrained geography of the area and coordinate closely with port operators to ensure alignment with operational constraints and community access.

At Port Ellen, scheduling will need to be coordinated with both the fishing fleet and local distilleries to optimise shared wharf access. Additionally, alignment with Caledonian Maritime Assets Ltd (CMAL)'s terminal modernisation programme, scheduled for 2025–2027, offers a potential opportunity to contribute to upgraded passenger-facing infrastructure.

At Bendoran, SPR can support the community's emerging vision for a multi-use site. This includes identifying appropriate scopes for involvement, particularly where community-led objectives overlap with operational requirements.

Figure 6-2 – Marine Operations

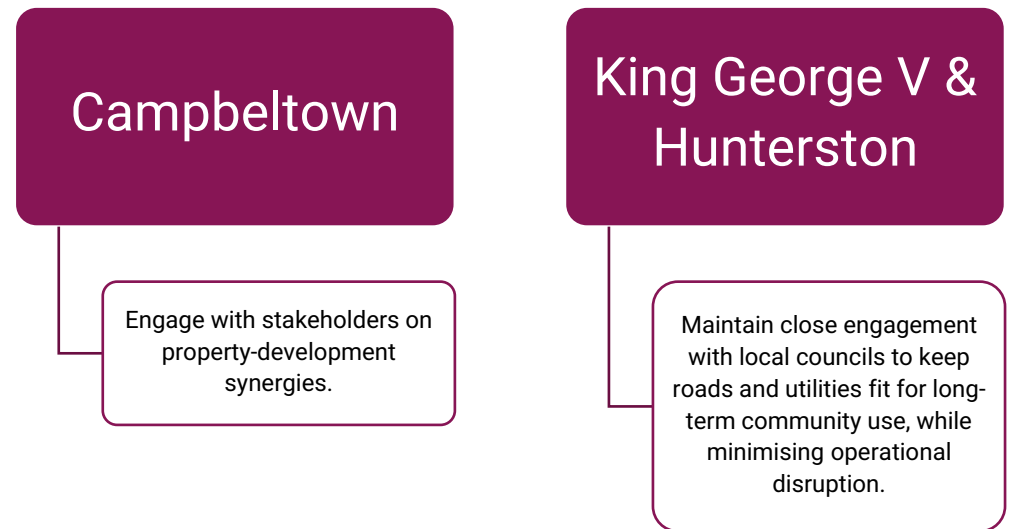


During the **Operations and Maintenance** phase, Campbeltown offers potential for integrated placemaking through collaboration with local organisation. Opportunities may include exploring property development synergies such as marina expansion which could support tourism growth in parallel with ongoing maintenance activities.

At King George V Dock and Hunterston, close coordination with local authorities will be important to ensure that roads, utilities, and shared infrastructure remain fit for long-term community use. This involves managing the interface between operational activities and public infrastructure to minimise disruption while maintaining service levels for surrounding areas.



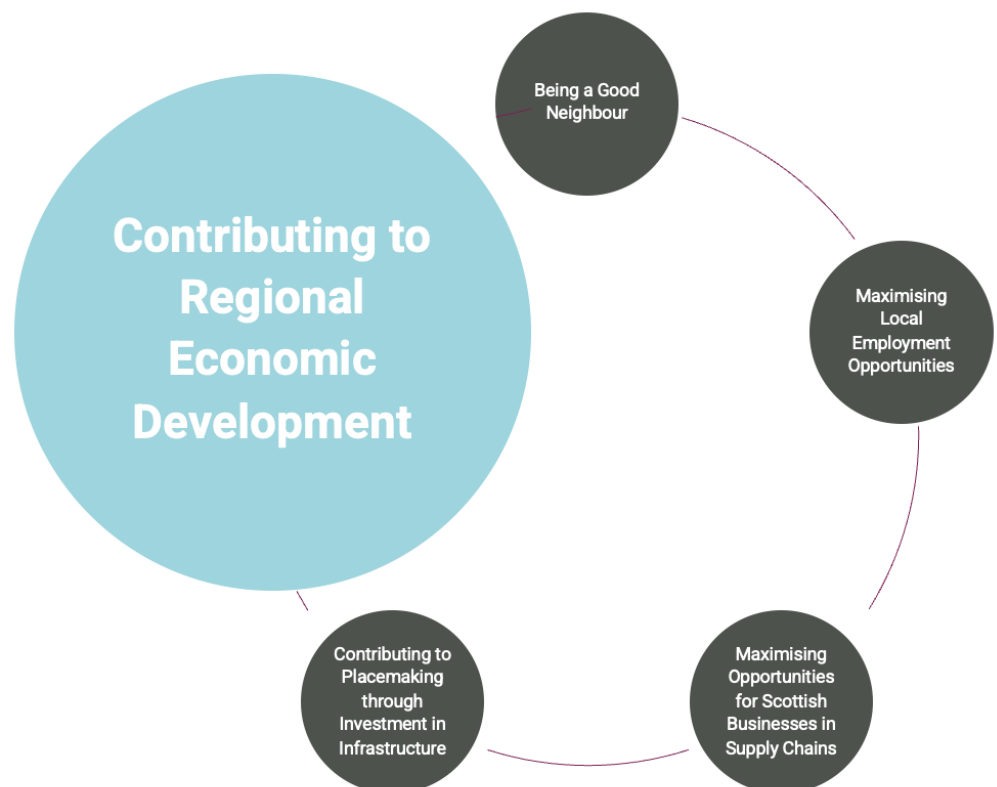
Figure 6-3 - Operations & Maintenance



7.

Contributing to Regional Economic Development

This section outlines SPR's approach to supporting resilient, inclusive regional economies through investment, collaboration and long-term job creation across host communities and neighbouring areas.



Achieving meaningful regional economic development requires a set of actions that address both immediate needs and long-term structural challenges. Some ways of supporting regional economic development are:

- Assisting in reversing depopulation trends, particularly among younger people;
- Improving digital and physical connectivity;
- Sustaining and enhancing public services;
- Promoting the region as a great place to live and work;
- Improving productivity and innovation; and
- Attracting further inward investment.

7.1 Opportunities and Challenges

Whilst SPR aspires for the benefits associated with the construction and operation of MachairWind to be focussed on island and coastal communities, there are also opportunities for wider sustainable regional economic development, particularly in the manufacturing, transportation, and service sectors. Spreading these opportunities across neighbouring areas presents opportunities for regional economic development in the Highlands and Islands and Argyll and Bute. These opportunities are focussed on job creation, increased economic activity and increased investment.

MachairWind is expected to generate numerous jobs during construction and operation and foster the growth of local supply chains. Its impact on the labour market has the potential to diversify the economic base and, in some regions, bolster communities which are heavily reliant on specific industries. Attracting and retaining a skilled workforce is essential for regional economic development. There is a need to address potential labour market gaps and ensure that local communities have access to relevant training and skills development opportunities. A strong appetite exists for skills development, and local authorities and public agencies are proactively addressing labour market constraints.

7.2 SPR Commitments

SPR will maximise the impacts it can have regionally through coordination and liaison with stakeholders. It aims to identify opportunities to coordinate planning and investment and to achieve greater collective impact. Improving infrastructure and developing workforce capabilities could unlock further investment and provide a catalyst for other activities.

SPR commits to:

Collaborate with regional stakeholders by working alongside public and third sector partners to identify and develop opportunities that generate broad socio-economic benefits. For example, the marine economy is a core pillar of Argyll and Bute Council's development strategy and a key employer. By aligning with existing sectors, SPR aims to strengthen synergies and reduce risk of sectoral displacement. SPR will work with Argyll and Bute Council, Crown Estate Scotland and local marine cooperatives to support growth in the marine and blue economy (e.g. aquaculture, marine tourism, shipping and navigation, and support services). This could include joint studies, support supply chain workshops, or potential co-funding initiatives for diversification.

Deliver legacy impacts: Where possible, SPR will align infrastructure and skills investment with regional priorities to deliver lasting benefits beyond the operational lifetime of MachairWind.



Local Allocation of Stimulus Funding: The overall commitment is to make up to £25m of stimulus funding available, of which at least £500,000 will be directed to supporting investment in infrastructure, facilities, innovation, supply chain development, workforce and skills development, and associated capacity building in Argyll and Bute.

Support sustainable tourism and cultural initiatives by partnering with the Argyll and the Isles Tourism Cooperative to (e.g. sponsorship of cultural festivals, low carbon tourism pilots). SPR recognises that tourism and culture are major employers regionally and aims to create synergies and enhance co-benefits. To date, SPR has sponsored and attended numerous tourism and cultural initiatives, such as Islay, Jura, & Colonsay Agricultural Show (2023, 2024, 2025), Port Ellen Sports Day (2024), Colonsay Book Festival (2025), and Bunessan Agricultural Show (2025).

Contribute to the development of the Argyll & Bute Local Development Plan 3 and work with Argyll and Bute Council, HIE and Transport Scotland to align MachairWind logistics and project needs with regional infrastructure investment priorities where possible. Working in partnership will help create shared benefits from improved infrastructure for both Project and community use.

Help develop regional workforce capacity through skills partnerships and engagement with local education providers.

Support the creation of higher-wage, long-term employment opportunities, especially for young people and thereby actively contribute to long-term economic resilience.

Help to diversify local economies via the creation of new offshore wind opportunities: the MachairWind supply chain and the actions taken to encourage and oblige Tier 1 contractors to make local suppliers aware of relevant subcontracts will contribute towards helping to diversify local economies. The Project may also act as a catalyst for further social and financial investment, for example investment in new or expanded ports and supply chain facilities. The diversification of the local economy is likely to create new business opportunities that help to maintain crofting livelihoods and other traditional sectors.

Enhance the regional profile as an attractive place to live, work, and do business.

Through early engagement, long-term planning and partnerships across sectors, SPR aims to ensure that MachairWind supports not just the energy transition, but also vibrant and resilient regional economies. The opportunities to maximise regional economic development are dependent on where construction, marine operations and operation and maintenance activities are to be based. These opportunities are most likely to arise in Argyll and Bute and the Highlands and Islands and SPR is committed to maximise impact in these regions.

Highlands and Islands: In the Highlands and Islands, SPR aims to support the goals of the Highlands and Islands Enterprise Strategy (2023–2028)¹², the Highlands and Islands Regional Economic Strategy (2025–2035)¹³, and where appropriate, the Comhairle nan Eilean Siar's Outer Hebrides Economic Strategy (2025–2035)¹⁴. Infrastructure upgrades such as roads and utilities will support multiple sectors and improve regional connectivity. Notably, MachairWind will contribute to regional workforce development and long-term job creation through collaboration with stakeholders, as discussed in Sections 4 and 5. SPR will also coordinate with other offshore wind and large infrastructure projects to amplify the overall economic benefit. This may be through co-ordinating efforts to support local businesses to enter supply chains or coordinating community benefit funds where they overlap in objective and locality.

Argyll and Bute: SPR acknowledges that whilst its priority is to maximise benefits to island-based host communities, it will also collaborate with Argyll and Bute Council to maximise benefits within the Argyll and Bute Council Economic Strategy (2024–2034), specifically by:

- Maximising local job opportunities and empowering young people;
- Supporting and diversifying the region's economic base;
- Improving physical infrastructure; and
- Expanding access to education and training.

The development of MachairWind aligns well with the Strategy's aims to unlock new opportunities for growth, sustainability, and prosperity while addressing local challenges. SPR also recognises that MachairWind activities can dovetail with the Rural Growth Deal for Argyll and Bute, which notably includes support for UHI Argyll's Lochgilphead campus at their Construction, Engineering, and Renewables Centre (CERC), and investment in housing on Islay and Mull. There are also opportunities to Engage with Argyll and Bute Council's Local Housing Strategy 2022–27 and the Council's Area Property Action Groups. The Scottish Government's Carbon Neutral Islands programme will also provide opportunities to contribute to a shared sense of involvement in a just transition, specifically with respect to Islay's status as a Carbon Neutral Island.

¹² Highlands and Islands Enterprise, August 2023. [Highlands and Islands Enterprise Strategy 2023–2028](#)

¹³ Highlands and Islands Regional Economic Partnership, Draft 2024 [Regional Economic Strategy 2025–2035](#)

¹⁴ Comhairle nan Eilean Siar, May 2025. [Outer Hebrides Economic Strategy 2025–2035](#)

8. Next Steps

SPR's vision is to deliver MachairWind in a responsible and sensitive way, working with host communities to harness the opportunities from renewable energy and encouraging the West of Scotland to maximise the socio-economic benefits.

SPR has demonstrated a commitment to acting early and decisively where opportunities arise. The intention is to build on this momentum as MachairWind, if consented, advances towards construction and operation. This Socio-economic Action Plan outlines a series of commitments and actions that SPR is already progressing and will continue to deliver as part of the development of MachairWind.

These commitments reflect a proactive approach, and ongoing collaboration will be central to the evolution of this Action Plan. Many of the actions are designed to be delivered in partnership with stakeholders, communities, and supply chain organisations. Further engagement is required to shape how these actions are taken forward in practice and to ensure that delivery remains responsive to local contexts.

Looking ahead, the implementation of the Action Plan will remain a dynamic and evolving process. As MachairWind moves through key decision points – particularly the selection of port locations – there will be a need to adapt and refine the Action Plan to reflect the specific opportunities and requirements of those sites and the businesses operating within them.

SPR will also commit to regular reporting on the impact of this Action Plan to ensure that the outcomes are being met and to prompt any additional actions that may be required. As with the Action Plan itself, monitoring will require collaboration with stakeholders. Although there is no standard practice established for reporting, MachairWind commits to reporting at least every 5 years throughout the lifespan of MachairWind. Suggested monitoring and reporting is highlighted in Table 8-1 below.

Table 8-1: Monitoring and Reporting for the Action Plan

Outcome	Monitoring & Reporting
Maximise supply chain opportunities	• Registrations on SPR supplier interest portal • Number of local/regional businesses securing contracts • SCDS reporting throughout development • Collect & promote case studies

Outcome	Monitoring & Reporting
Maximise local employment	• Number of local employees • Number of local people taking up training & apprenticeships
Placemaking	• Shared benefits identified and realised
Being a good neighbour	• Local jobs realised • Greater economic activity • CBFs delivering local benefits
Contribute to regional economic development	• Wage levels relative to the regional/national average • Number of new training opportunities

The MachairWind team will be revisiting this Action Plan with communities and stakeholders as the project develops and the value and structure of the Community Benefit Funds is confirmed. In the meantime, the MachairWind team is open to discussing this Action Plan with interested stakeholders and communities, and can be contacted at machairwind@scottishpower.com

9.

Appendix 1: Policy Context

9.1 Scotland's National Marine Plan (Scottish Government, 2015)

The National Marine Plan is the overarching guidance for the planning and consenting of offshore development projects in Scotland. It enables sustainable development and use of marine areas in a way which will protect and enhance the marine environment whilst promoting both existing and emerging industries. At the time of writing, Scotland's National Marine Plan is being revised and National Marine Plan 2 is expected to be adopted in 2027.

9.2 Clean Energy Industries Sector Plan (UK Government, 2025)

The Clean Energy Industries Sector Plan is a 10-year policy roadmap to make the country a global leader in clean energy by doubling investment to over £30 billion per year by 2035. The plan aims to boost private investment, create hundreds of thousands of jobs, increase exports, and support industries like offshore and onshore wind, hydrogen, carbon capture, and nuclear fusion. It aims to provide the industry with the clarity and confidence required to commit billions in private investment needed to meet the UK's net-zero targets. It positions clean energy not just as an environmental goal but as a central economic growth sector vital for national security, resilience, and regional prosperity.

9.3 Offshore Wind Industrial Growth Plan (RenewableUK, the Offshore Wind Industry Council, The Crown Estate and Crown Estate Scotland, 2024)

The Industrial Growth Plan (IGP) aims to grow the offshore wind supply chain to accelerate and de-risk delivery, as well as grow market share and technology leadership for the UK. The IGP builds upon the ambition of the original Offshore Wind Sector Deal and aims to transform the UK from a world leader in deployment to a world leader in the manufacturing and supply chain.

9.4 Offshore Wind Policy Statement OWPS (Scottish Government, 2020)

The OWPS set out ambitions for the future of offshore wind in Scotland and introduced a new Sectoral Marine Plan which underpinned Crown Estate Scotland's ScotWind leasing round. In June 2025 the Scottish Government announced a

proposed updated offshore wind ambition of deploying 40GW of new capacity between 2025 and 2035 – 2040.

9.5 Sectoral Marine Plan for Offshore Wind Energy SMP-OWE (Scottish Government, 2020)

This Plan provided the strategic planning framework for the first cycle of seabed leasing for commercial-scale offshore wind carried out by Crown Estate Scotland for the ScotWind and Innovation and Targeted Oil and Gas (INTOG) leasing rounds. Following the ScotWind leasing results, in April 2022 the Scottish Government commenced an Iterative Plan Review (IPR) process to update the plan.

A Draft Updated Sectoral Marine Plan and associated strategic-level assessments, including a Social and Economic Impact Assessment (SEIA) and Islands Act Assessment were published in May 2025. These identify and assess the potential economic and social effects of implementation of the draft updated SMP-OWE on other marine sectors and the lives and circumstances of people, their families and their communities. SPR has been closely involved throughout IPR process and responded to the consultation on the Draft Updated Sectoral Marine Plan and associated assessments.

9.6 National Strategy for Economic Transformation (Scottish Government, 2022)

The National Strategy for Economic Transformation sets out the Scottish Government's vision to create a wellbeing economy where society thrives across economic, social and environmental dimensions. It outlines priorities for economic growth and the opportunity the transition to net zero presents.

9.7 Draft Energy Strategy and Just Transition Plan (Scottish Government, 2023)

Published for consultation in January 2023, the Draft Energy Strategy and Just Transition Plan sets out the scale of opportunity and how Scotland will prepare for a just energy transition emphasising affordability, resilience, and clean energy. It aims to achieve net zero by 2045, ensure secure and affordable energy, and transition fast from fossil fuels, including a just transition from oil and gas to renewables.

9.8 National Planning Framework 4 (NPF4) (Scottish Government, 2023)

NPF4 provides a strategic vision for Scotland's long-term development, promoting community wealth building and ensuring that new developments consider their

impacts on employment, the green economy, and local communities. Policies 11 and 25 are particularly relevant to this action plan. Policy 11 states that all renewable development proposals should maximise net economic impact, including local and community socio-economic benefits. With the intention of creating productive places, Policy 25 specifies that development proposals should align with local or regional community wealth building strategies and the economic priorities of the area. Policy 4 is also potentially relevant as it requires any significant adverse effects on the qualities for which an area has been designated as a National Scenic Area or Local Landscape Area to be clearly outweighed by social, environmental or economic benefits of national or local importance respectively.

9.9 Argyll & Bute Local Development Plan 2 (Argyll & Bute Council, 2024)

The LDP2 is the statutory planning framework for the Council area and, along with the National Planning Framework 4 (NPF4), forms the complete Development Plan against which all planning applications are now assessed. It includes a policy for the sustainable growth of renewable energy (Policy 30) and outlines criteria to be considered in the assessment of proposals. In line with NPF4, this includes net economic impact, including local and community socio-economic benefits such as employment, associated business and supply chain opportunities.

9.10 Scotland's Green Industrial Strategy (Scottish Government, 2024)

The Strategy's mission is to ensure that Scotland realises the maximum possible economic benefit from the opportunities created by the global transition to net zero. It emphasises the economic benefits of transitioning to a net-zero economy, supporting the creation of well-paid jobs and stimulating investment across Scotland.

9.11 Supply Chain Development Statement (SCDS)

This is a key component of Scotland's offshore wind strategy, particularly within the ScotWind leasing process. Developers are required to submit an SCDS as part of their application to Crown Estate Scotland, outlining their plans for supply chain expenditure, including in Scotland, during the development, manufacturing, installation and operation of their wind farm projects. Crown Estate Scotland monitors developers' adherence to their SCDS commitments. Failure to meet these obligations can result in financial penalties, ensuring accountability and encouraging developers to follow through on their promises. The aim is to ensure that Scotland's offshore wind projects deliver substantial economic benefits and foster local industry growth. MachairWind's SCDS is discussed at Section 5.2.



10. Appendix 2: Summary of the Socio-economic Action Plan Commitments for MachairWind

Being a Good Neighbour		
Title	Commitment	Purpose
Buy Local First Policy	Prioritise local spend where possible on services like catering, transport, accommodation, etc.	Keeps immediate spending circulating within the local economy.
Stable Economic Activity	Sustain and develop local economic activity through stable jobs with consideration for local sensitivities.	Creating long-term and stable employment.
Community Benefit Funds (CBFs)	Establish community benefit funds to support community led projects throughout the Operational phase of the windfarm (est. 25-years). Continue to invest in local initiatives throughout the Development and Construction phases through community donations and sponsorships with continual improvement through learnings and good practice.	Provides early visible benefit to communities associated with the Project.
Environmental Stewardship Partnership	The project will implement SPR's Nature Positive Plan. In addition to this the project will partner with local conservation groups to deliver at least one annual stewardship activity (e.g. beach	Demonstrates respect for the local environment and supports local voluntary action.



Being a Good Neighbour		
Title	Commitment	Purpose
	clean, biodiversity monitoring) across the host communities.	
Good Neighbour Feedback Loop	Provide a dedicated feedback channel and retain Community Engagement Manager as point of contact (email, in-person, phone). Issue bi-annual community newsletter in print and/or digital.	Building community relationships and engaging key stakeholders in the process. Ensures concerns and suggestions are heard and addressed. Builds visibility and trust by making the Project accessible to residents and businesses.
Local Legacy Review	Publish a Local Legacy Report at key project milestones summarising socio-economic, supply chain, and environmental contributions.	Provides transparency, accountability, and demonstrates long-term value.
Supporting local communities via events and sponsorship	Commitments to continue engagements with local communities, supporting local events and initiatives.	Building community relationships and providing support for local grassroots activities.

Maximising Local Employment Opportunities		
Title	Commitment	Purpose
Local STEM activity in Primary School and Secondary School Engagement and Careers Inspiration	Deliver annually a minimum of five STEM Workshops in Argyll & Bute schools Run careers' events during construction at Argyll & Bute secondary schools, including where feasible offering a site visit.	Early Inspiration in STEM subjects & careers Helps young people connect subjects and further education choices with jobs.



Maximising Local Employment Opportunities		
Title	Commitment	Purpose
Teacher CPD and Curriculum Support	Offer annual CPD sessions for a minimum of 20 schoolteachers across Argyll and Bute on offshore wind and renewables, including curriculum linked classroom resources, per year of construction.	Upskills educators providing long term impact.
Local Traineeship Pathways	Partner with education institutes in Argyll & Bute and West Highland to support a minimum of 5 apprenticeships or work experience placements linked to MachairWind during construction.	Strengthens entry level career routes.
Support Returners & Diversity Initiatives	Pilot a STEM Returners programme in offering a minimum of 3 supported placements for individuals with a background in STEM returning to full time employment after a career break.	Broadens workforce participation.
Masters Scholarships for West Coast Students	Fund a minimum of 1 Masters-level scholarship per year of construction for an Argyll & Bute resident pursuing a renewable-related degree.	Builds high level skills in the community.
Skills Partnership for Supply Chain Training	Collaborate with local colleges, universities supply chain partners, port operators and development agencies to map skills needs and co-support training programmes that address identified gaps. Contribute to	Creates a skilled local workforce ready to support the Project and the wider renewables sector. Ensures skills development is aligned with project needs.



Maximising Local Employment Opportunities		
Title	Commitment	Purpose
Identifying Collaborative Opportunities	regional and / or sectoral skill strategies as appropriate. Collaborate to deliver sector-wide training programmes and jobs in related industries. Forge integrated talent pipelines in collaboration with other developers and training providers. Work with partners to identify and mitigate barriers to participation.	Maximises the long-term, regional employment impact of the Project.

Maximising Opportunities for Scottish Businesses in Supply Chains		
Title	Commitment	Purpose
Local Supplier Visibility	Host supplier engagement events in Argyll & Bute per year of construction, showcasing MachairWind contract scope and procurement processes, and maintain a register of Argyll & Bute suppliers engaged as part of the Project, directly and indirectly.	Builds supplier visibility and access to market opportunity.
Local Contracting Pilot & Tender Workshops	Run a local project tender pilot to engage with local SMEs to test accessibility of procurement routes. Support delivery of 'How to Tender' workshops with local companies to provide constructive feedback	Provides a practical example of offshore wind tendering experience and supports local businesses to navigate the tendering process.



Maximising Opportunities for Scottish Businesses in Supply Chains		
Title	Commitment	Purpose
	and follow to mature technical responses where necessary.	
Local Supply Chain Baseline Survey	Conduct a baseline survey of West of Scotland suppliers to measure current capacity and readiness for offshore wind to inform project plans. Work with appropriate partners to deliver supply chain gap analysis, mapping project needs against local supplier capacity and publishing outcomes with recommended actions.	Creates an evidence base to demonstrate local growth over the project lifecycle. Identifies real gaps and ensures responsible supply chain development.
Meet the Buyer Programme	Deliver a Meet the Buyer Programme in Argyll and Bute, requiring Tier 1 contractors to host at least one supplier-facing event locally during the subcontract procurement phase.	Provides direct access between SMEs and Tier 1 Contractors.
Transparent Local Spending Report	Publish a biennial SEAP local spend report, setting out spend with Argyll and Bute suppliers, the number of local businesses engaged, and steps taken to address identified gaps.	Provides transparency and accountability on project benefits.
Local Commitments in Tier 1 Tendering	All Tier 1 tender processes will include a technical evaluation criterion on local supply chain engagement, requiring Tier 1 bidders to set out how they will identify, engage and contract with suppliers in Argyll and Bute.	Embeds local economic benefit into procurement processes from the outset, ensuring accountability and driving consistent outcomes across all major contracts.



Maximising Opportunities for Scottish Businesses in Supply Chains		
Title	Commitment	Purpose
Progressive Procurement Practices	Successful contractors will then have this obligation formalised within their contract conditions and be required to report on delivery. Application of SPR's Fair Work Policy.	Promotes high-quality jobs, positive employment practices, and ethical conduct throughout the supply chain.
Identify Specific Regional Opportunities	Engage with local businesses and organisations to explore initiatives and opportunities for long-term supply chain growth in the west coast and islands.	Ensures the Project actively seeks to develop a lasting legacy for the region's economy.

Contributing to Placemaking through Investment in Infrastructure		
Title	Commitment	Purpose
Community Co-Development and Involvement	Continue regular engagement with host communities to identify shared benefits.	Ensures investments reflect community needs and build local support.
Community Capacity Building	Support community efforts for community capacity building to ensure those communities can make best use of	Maximises the impact of community funding by enabling effective local governance and delivery.



Contributing to Placemaking through Investment in Infrastructure		
Title	Commitment	Purpose
	Community Benefit funding which delivers improvements and lasting legacy.	
Attracting Inward Investment	Enable wider inward investment and business growth and explore opportunities to catalyse further regional and local investment (both social and financial).	Leverages Project spend to attract further economic and social development to the region.
Environmental Placemaking	Protect and enhance biodiversity (Nature Positive Strategy) and SPR's Sustainability Strategy.	Aligns infrastructure development with local environmental goals.
Local Action Planning	Develop place specific actions in partnership with communities.	Ensures that investments are tailored to the unique physical and social context of each host area.

Contributing to Regional Economic Development		
Title	Commitment	Purpose
Stimulus Funding – Local Allocation	To make available at least £500,000 of stimulus funding to support investment in infrastructure, facilities, innovation, supply chain development, workforce and skills development in Argyll and Bute.	Ensures a tangible, direct investment to the local supply chain.



Contributing to Regional Economic Development		
Title	Commitment	Purpose
Tourism and Culture Cooperative Partnership	Partner with the Argyll and the Isles Tourism Cooperative to support sustainable tourism and cultural initiatives (e.g. sponsorship of cultural festivals, low carbon tourism pilots).	Tourism and culture are major employers regionally; synergies avoid conflict and enhances co-benefits.
Regional Infrastructure Alignment	Contribute to/support the development of the Argyll & Bute LDP 3 and work with Argyll & Bute Council, HIE and Transport Scotland to align MachairWind Logistics and project needs with regional infrastructure investment priorities where possible.	Creates shared benefits by improving infrastructure for both Project and community use.
Marine Economy & Blue Growth Partnership	Work with Argyll & Bute Council, Crown Estate Scotland, and local marine cooperatives to support growth in the marine and blue economy. This could include joint studies, support supply chain workshops, or potential co-funding initiatives for diversification.	The marine economy is a core pillar of Argyll & Bute development strategy and a large employer. By aligning with existing sectors, synergies are strengthened, and risk of sectoral displacement is reduced.
Collaboration with Regional Stakeholders	Using existing mechanisms such as the SPR/Argyll & Bute Council Concordat, Argyll & Bute Renewables Alliance (ABRA), Highland & Islands Enterprise and Argyll & Bute Council as important drivers of	Fosters a collaborative environment for promoting regional development and the renewables sector.



Contributing to Regional Economic Development		
Title	Commitment	Purpose
Regional Workforce Capacity	promoting the region as a positive place to do business and building on its positive reputation for renewable energy development (onshore and offshore). Support the creation of long-term employment opportunities with place specific actions include aligning with regional development priorities and coordinating with other large-scale projects to amplify benefits.	Ensures the Project contributes to a sustainable, long-term regional labour market.

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