



710-005-EN-PLA-0023

## CADIA OFFSITE TRAFFIC MANAGEMENT PLAN

### REGULATORY APPROVAL

Rev	Revision Date	Issued To	Approved By	Approval Date
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### DOCUMENT CONTROL

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APPROVAL

Revision No.	Approval Date	Signature
4.0	5/05/2026	David Coe
		Director – Environment

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## 1 INTRODUCTION

### 1.1 Overview

Newmont Overseas Holdings Pty Corporation (Australia), a wholly owned indirect subsidiary of Newmont Corporation is the owner of Cadia Holdings Pty Limited (CHPL). CHPL is the owner and operator of Cadia mine (Cadia). Cadia is one of Australia's largest gold mining operations.

Commencing in 1998 and operating continuously since, Cadia is located approximately 25 km south of Orange in the Central Tablelands region of New South Wales (NSW). The mining operation occurs across two local government areas (LGAs) (Blayney Shire Council and Cabonne Council) (refer to Figure 1).

Cadia provides an important economic contribution to the region and NSW and is a major regional employer providing approximately 1,400 full time equivalent jobs. Confirmed mineable resources have been identified to extend operations well beyond the life of the current Project Approval (PA) (06\_0295) which provides for mining until 30 June 2031. Cadia has commenced planning for the continuation of mining operations and is delivering this work through the Cadia Continued Operations Project (CCOP).

PA 06\_295 issued to CHPL in January 2010 under the NSW *Environmental Planning and Assessment Act 1979* (EP&A Act) provides for the following:

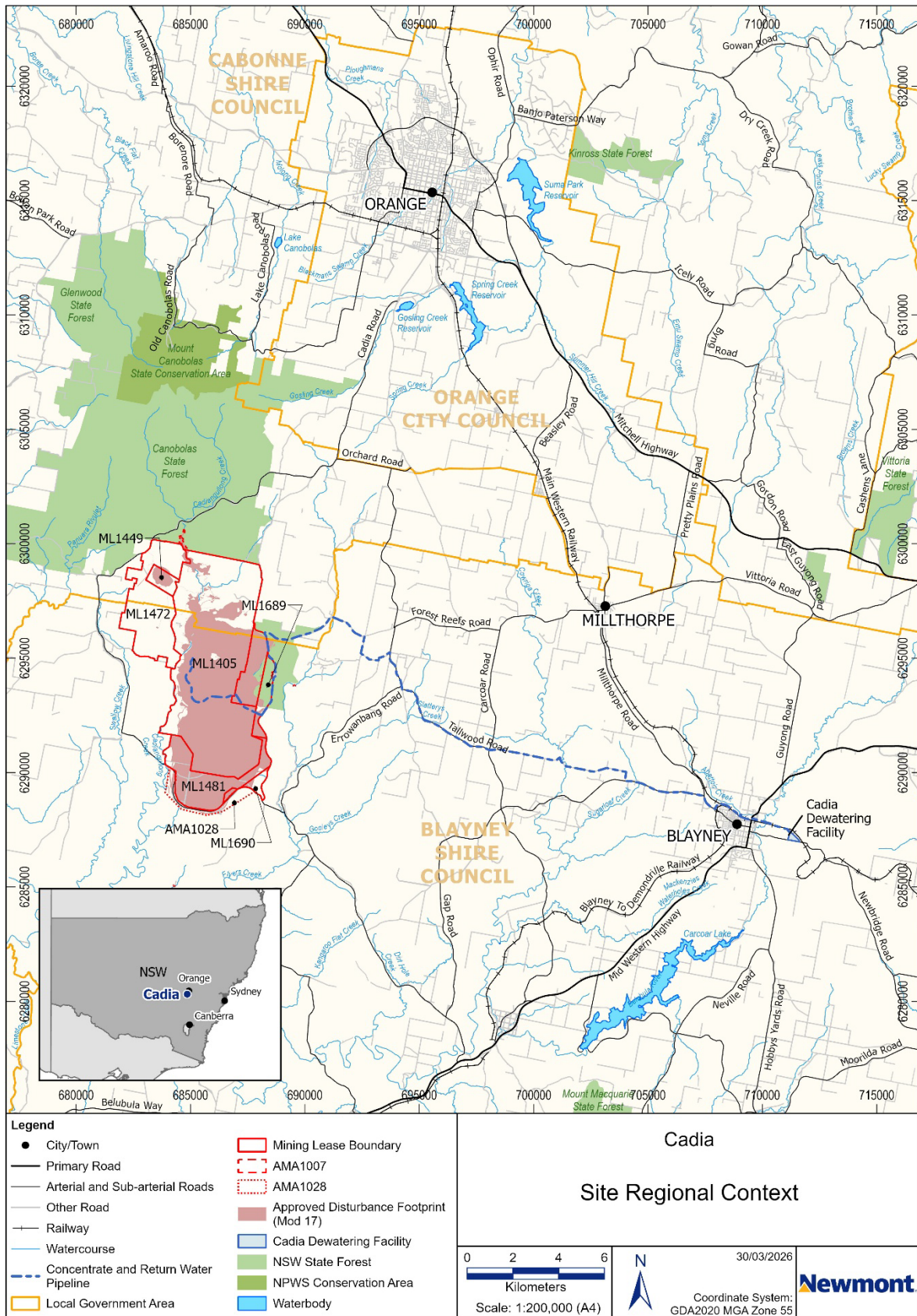
- Life of mine ore production (up to 30 June 2031) of approximately 525 million tonnes (Mt) of gold/copper ore from Cadia East and approximately 96 Mt of ore from Ridgeway underground mine.
- Processing of up to 35 Mt per annum (Mtpa)<sup>2</sup> of gold/copper/molybdenum ore on site to produce gold doré from a gravity circuit, a gold-rich copper concentrate from a flotation circuit (which is piped to a dewatering plant at nearby Blayney and then sent by rail to Port Kembla in NSW for export) as well as a molybdenum rich concentrate which is sent by truck to Port Kembla in NSW for export.
- Disposal of tailings through emplacement into one of three tailings storage facilities (TSFs) being the Northern TSF [NTSF], Southern TSF [STSF] and Pit TSF [PTSF].
- Significant surface infrastructure and ancillary activities to support the operation of the mine including ore processing, rock emplacements, water management, maintenance, store and staff facilities and land management practices.

PA 06\_0295 has been modified 16 times since issue, with the most recent modification approved on 6 February 2026. Modification 17 confirms the Approved Disturbance Footprint and relocates the approved Hydrocyclone plant. This is considered an administrative update to Figure 1.1 without any change to the projects environmental and social impacts.

Cadia is currently progressing with a further modification to PA 06\_0295 (Modification 16). This was lodged with the now NSW Department of Planning, Housing and Infrastructure (DPHI) in February 2026. Modification 16 seeks to allow for placement of hydrocyclone sands for buttressing of the NTSF to support ongoing mining activities.

CHPL also hold other environmental licences and mining approvals and authorities related to Cadia. These approvals, permits and licences are outlined in **Section 2.4**.

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**Figure 1 - Location of Cadia Mine in a regional context**

## 1.2 Document purpose and scope

This Offsite Traffic Management Plan (OTMP) has been developed in accordance with the applicable traffic related conditions of the Cadia East Consolidated Project Approval (reference number PA 06\_0295) and commitments made in Environmental Assessments (EA) prepared for the Cadia East Project Approval and subsequent modifications. The consolidated project approval<sup>1</sup> contains the original consent conditions along with all modifications to the original determination.

This OTMP has been prepared for construction and operational activities associated with Cadia. Cadia has existing internal Traffic Management Plans which document onsite traffic and road management. To avoid any confusion, this Plan has been named the Offsite Traffic Management Plan.

This OTMP has been prepared by Cadia with input from Arc Traffic + Transport.

The purpose of this OTMP is to:

- Outline the regulatory requirements related to offsite traffic
- Describe the local and regional road networks and designated heavy vehicle transport routes
- Outline the vehicle movement monitoring program
- Outline the traffic noise performance monitoring
- Outline the management and mitigation measures specific to this OTMP
- Summarise the process for reviewing and auditing this OTMP.

The scope of this plan covers operations approved under the Cadia East Project Approval (reference number PA 06\_0295) excluding:

- Onsite traffic management
- Onsite road management
- Monitoring and mitigation measures for road traffic noise (refer to the Noise Management Plan 710-005-EN-PLA-0003).

## 1.3 Document structure

The structure of this OTMP document is generally consistent with the structure of the various other Cadia environment related management plans. This provides a consistent approach across all Cadia management plans to improve readability across documents.

Where appropriate within this document, reference to existing documents and information has been included to reduce instances of unnecessary repetition.

This document includes the following sections:

- Section 1 – introductory content including an overview of Cadia, description of document purpose and scope and relevant documents.
- Section 2 – overview of regulatory and other requirements
- Section 3 – roles and responsibilities to ensure compliance with obligations
- Section 4 – summary description of risks, management and mitigation
- Section 5 – approach to measurement and evaluation, including reporting, complaints, incidents and non-compliances
- Section 6 – description of review and improvement measures

<sup>1</sup> <https://media.caapp.com.au/vwgwj2.pdf>

- Section 7 – references

## 1.4 Related documents

### 1.4.1 Company documents

This OTMP should be read in conjunction with the following related company documents:

- Cadia Environmental Management System (EMS)<sup>2</sup>
- Cadia Management Plans, Reports and Monitoring documents<sup>3</sup>
- Newmont Policies and Standards<sup>4</sup>

### 1.4.2 External documents

The following external documents apply to this OTMP:

- *Guide for Managing the Risks of Fatigue at Work (Safe Work Australia, 2013)*
- *Heavy Vehicle (Fatigue Management) National Regulation (NSW, 2013 SI 245a)*

## 1.5 Consultation

In accordance with Condition 46A(a), Schedule 3 of the Project Approval, this OTMP has been prepared in consultation with local councils (Orange City Council, Blayney Shire Council and Cabonne Shire Council) and Transport for NSW (TfNSW).

**Table 1: Consultation Summary**

Stakeholder	Date	Comment	Response
Transport for NSW	04/07/2025	TfNSW welcomed the opportunity to review future revisions of the OTMP. Consider existing and future measures for transport of onsite works and ensure regular updates and reviews occur, including the Drivers Code of Conduct	This OTMP is reviewed, and updated if required, at least on annual basis. Reviews and consultation occur as per requirements of the Project Approval.
Orange City Council	27/07/2025	Suggested updating Figure 3 to include Brabham Way. Little consideration to heavy vehicle movement from the East. ~600 applications for OSOM trips on either Beasley Road or Whiley Road/Forest Road per year.	Figure 3 has been updated.  OSOM are not specified in Figure 3 as the appropriate route is determined by the NHVR.
Blayney Shire Council	17/07/2025	Table 4- Glenorie Road and Victoria Street in Millthorpe are not included. Victoria Street- Millthorpe- regular reports of speeding and dangerous driving.	Table 4 is only applicable for restrictions in HV movements not GAVs. This has been communicated to the workforce and the Work Journey Driver Behaviour Policy re-iterated.
Cabonne Shire Council	25/07/2025	Queried the processes around managing disregard of road rules. Queried if there is training regarding this TMP. Noted for drivers to drive to conditions.	Dangerous driving is managed via various processes and appropriate action taken as required. All personnel working at Cadia commit to following the WJDBP. Cadia employees are routinely reminded of their obligations to drive to conditions.

<sup>2</sup> Document number 710-005-EN-STR-0003

<sup>3</sup> [Environmental management | Cadia Valley Operations | Newmont](#)

<sup>4</sup> [Newmont Corporation - About Us - Governance and Ethics](#)

## 2 REGULATORY AND OTHER REQUIREMENTS

### 2.1 Commonwealth

Approval for the Cadia East Project (reference number EPBC 2006/3196<sup>5</sup>) under Sections 130(1) and 133 of the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999* was granted on 18 February 2010. Refer to the Cadia Environmental Management System (EMS) document for additional information on the EPBC Act approval. This approval does not have any requirements relating to offsite traffic.

### 2.2 Development Consent (Project Approval 06\_0295)

As described in Section 1.1, approval for the project (PA 06\_0295) was obtained under the EP&A Act. Details of the modifications made since the original project consent was granted in 2010 can be found in the Cadia EMS document (710-005-EN-STR-0003) and under the 'approvals' section of the Newmont Cadia webpage. The consolidated consent contains the requirements of the original approval along with the approved modifications (MOD 1 through to MOD 15).

A summary of the specific conditions of the Project Approval relevant to this OTMP are listed in Table 2. This table also includes conditions from approved modifications to the original development consent. Reference to the relevant section of this OTMP where the requirement has been addressed is also provided in Table 2 along with a brief outline of approach and links to relevant Cadia operational protocols where relevant.

**Table 2: Relevant development consent PA06\_0295 conditions**

Condition of Schedule 3	OTMP Section Reference	Summary of Approach
<b>Traffic Noise Impact Assessment Criteria</b> 5. The Applicant must take all reasonable and feasible measures to ensure that the traffic noise generated by the project does not exceed the traffic noise impact assessment criteria in Table 5.	5.1.2 Appendix B	Monitoring as required and Triannual performance monitoring in conjunction with traffic volume monitoring.
<b>Road Construction</b> 44. The Applicant must: (a) realign the affected sections of Cadia Road, and reconstruct the Cadia Road/ Woodville Road intersection, at least 6 months before causing any subsidence of the affected roads; and (b) construct the CVO Dewatering Facility site intersection on Newbridge Road, prior to the commencement of construction of the facility, To the satisfaction of the applicable Council.	This table	(a) Construction of a minor interim road deviation commenced in 2015 and was completed in 2017 (Captured in 2016-17 AEMR) (b) Construction works commenced in 2015 and was commissioned in June 2016. As evidenced in the 2020 Independent Environmental Audit, a Notice of Determination of Construction Certificate Application demonstrates Councils satisfaction.
<b>Road Haulage</b> 45. The applicant must transport all concentrate: (a) to the Blayney Dewatering Facility and CVO Dewatering Facility by pipeline; and	This table	All concentrate is transported via pipeline between Cadia and the CVO Dewatering facility and from the

<sup>5</sup> [Referral summary - EPBC Act Public Portal \(awe.gov.au\)](http://www.awe.gov.au)

Condition of Schedule 3	OTMP Section Reference	Summary of Approach
(b) from the Blayney Dewatering Facility and CVO Dewatering Facility by rail.		dewatering facility by rail to the receiving port facility.
If during the life of the project pipeline or rail services are not available to transport the concentrate the Applicant may apply to the Secretary for permission to temporarily use truck facilities until such time as pipeline or rail services are returned to normal service.	This table	Cadia will submit a letter to the department in the event of a pipeline failure of rail network outage, requesting permission to utilise road haulage via approved routes for the duration of the outage.
<b>Traffic Management Plan</b> 46. The Applicant must ensure that all traffic accessing the Blayney Dewatering Facility does so via Marshalls Lane and Gerty Street. Hill Street shall not be used except with the written permission of Blayney Shire Council.	n/a	The Blayney Dewatering Facility is closed and the lease relinquished. The streets referenced are not used to access the Cadia Dewatering Facility.
46A. The Applicant must prepare a Traffic Management Plan for the project to the satisfaction of the Secretary. This plan must:	All	This OTMP.
(a) be prepared by a suitably qualified and experienced person and in consultation with Councils and TfNSW;	1.2 1.5	Plan development has involved a traffic specialist. Plan has undergone stakeholder consultation.
(b) include details of the transport routes to be used for project-related traffic;	4.2 4.3	Description of the local and regional road network and approved use of these roads. Description of designated heavy vehicle routes.
(c) describe measures to be implemented to minimise traffic and transport impacts to the public road network, including traffic safety issues and disruption to local users of the transport route/s during construction, operations or decommissioning works;	4.4	Identification of traffic risk scenarios and implementation of management and mitigation measures.
(d) include a program to record and track vehicles movements and monitor the effectiveness of these measures; and include a Driver's Code of Conduct that includes: <ul style="list-style-type: none"> <li>• adhering to posted speed limits or other required travelling speeds;</li> <li>• adhering to the designated transport routes; and</li> <li>• implement safe driving practices.</li> </ul>	3.3 5.0	Driver Behaviour Policy Traffic monitoring program
46B. The Applicant must implement the Traffic Management Plan as approved by the Secretary.	All	This OTMP
Annual Review 2. By the end of March in each year after the commencement of the project, or other timeframe agreed by the Secretary, a report must be submitted to the Department reviewing the environmental performance of the project, to the satisfaction of the Secretary. This review must: (a) describe the project (including any rehabilitation) that was carried out in the previous calendar year, and the project that is proposed to be carried out over the current calendar year; (b) include a comprehensive review of the monitoring results and complaints records of the project over the previous calendar year, including a comparison of these results against the: - relevant statutory requirements, limits of performance measures/criteria; - requirements of any plan or program required under this approval; - monitoring results of previous years; and - relevant predictions in the EA; (c) reporting of direct and indirect water take, including water take where a water licence is required (reviewed against existing water licences) and where an exemption applies;	5.2 6.1	Cadia's Annual Review captures <b>review</b> of traffic management monitoring data collected over the 12-month review period, comparison against historical data, comparison against Project Approval

Condition of Schedule 3	OTMP Section Reference	Summary of Approach
<p>(d) identify any non-compliance or incident which occurred in the previous calendar year, and describe what actions were (or are being) taken to rectify the non-compliance and avoid reoccurrence;</p> <p>(e) evaluate and report on compliance with the performance measures, criteria and operating conditions of this approval;</p> <p>(f) identify any trends in the monitoring data over the life of the project;</p> <p>(g) identify any discrepancies between the predicted and actual impacts of the project, and analyse the potential cause of any significant discrepancies; and</p> <p>(h) describe what measures will be implemented over the next year to improve the environmental performance of the project.</p>		
<p>Annual Review</p> <p>2A. Copies of the Annual Review must be submitted to Council and relevant agencies and made available to the CCC and any interested person upon request.</p>	5.2 6.1	Once approved by the Secretary, the Cadia Annual Review is distributed and published on their website.
<p>Revision of Strategies, Plans and Programs</p> <p>3, Within 3 months, unless the Secretary agrees otherwise of;</p> <p>(a) the submission of an annual review under condition 2 above;</p> <p>(b) the submission of an incident report under condition 5 or %a below;</p> <p>(c) the submission of an audit under condition 7 below; and</p> <p>(d) any modification of this approval; or</p> <p>(e) a direction of the Secretary under condition 2 of Schedule 2.</p> <p>The Applicant must review and, if necessary, revise the studies, strategies or plans required under the conditions of approval to the satisfaction of the Secretary.</p> <p>Where this review leads to revisions in any such document, then within 4 weeks of the review the revised document must be submitted to the Secretary for approval, unless otherwise agreed with the Secretary.</p> <p><i>Note: this is to ensure the strategies, plans and programs are updated on a regular basis, and incorporate any recommended measures to improve the environmental performance of the project.</i></p>	6	A procedure has been developed for the review and update of management plans. This procedure requires that management plans are reviewed and where necessary updated following a key change in the site's approvals, changes to monitoring sites or frequency, or an update of the site risk register.
<p>Incident Notification, Reporting and Response</p> <p>5. The Applicant must notify the Department within 24 hours of becoming aware of an incident. The notification must be made via the NSW planning portal (Major Projects) and address details of the incident including:</p> <p>(a) date, time and location;</p> <p>(b) a brief description of what occurred and why it has been classified as an incident;</p> <p>(c) a description of what immediate steps were taken in relation to the incident; and</p> <p>(d) identifying a contact person for further communication regarding the incident.</p>	Table 9	Cadia has established processes to ensure incidents and emergencies are responded to and managed. These processes focus on activities at the Cadia Mine, however these protocols do extend to incidents and emergencies involving traffic on public roads external to the mining operation.
<p>5A. The Applicant must provide the Department with a subsequent incident report in accordance with Appendix 9 (Incident Notification and Reporting Requirements).</p>	Table 9	Incident report provided within 7 days
<p>Non-compliance Notification</p> <p>5B. Within seven days of becoming aware of a non-compliance, the Applicant must notify the Department of the non-compliance. The notification must be in writing and must be submitted via the NSW planning portal (Major Projects). The notification must identify the development (including the development application number and name), set out the condition of this approval that the development is non-compliant with, why it does not comply, the reasons for the non-compliance (if known), and what actions have been undertaken, or will be undertaken, and when, to address the non-compliance.</p> <p><i>Note: A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.</i></p>	Table 9	Processes are in place to detect, record, report, and manage non-compliances with Cadia's regulatory requirements. Specific to this OTMP, the tracking and analysis of offsite traffic related complaints is used to measure performance and act as a compliance measure. Actions identified to respond to non-compliances are managed using Cadia's centralised management system.

Condition of Schedule 3	OTMP Section Reference	Summary of Approach
<p>Independent Environmental Audit</p> <p>7. Independent Environmental Audits of the project must be conducted and carried out in accordance with the <i>Independent Audit Post Approval Requirements (2020)</i> or as updated from time to time and published on the Department's website.</p>	6.2.2	<p>The Project Approval requires that periodic independent compliance audits are undertaken. The audits and the recording and documentation of outcomes follow a standardised process as described in the Cadia EMS document. The scope of the external audits may include matters pertaining to offsite traffic management.</p>
<p>Access to Information</p> <p>9. Before the commencement of construction until the completion of all rehabilitation required under the approval, the Applicant must:</p> <p>(a) make the following information and documents (as they are obtained, approved or as otherwise stipulated within the conditions of this approval) publicly available on its website:</p> <ul style="list-style-type: none"> <li>• the EA;</li> <li>• all current statutory approvals for the project;</li> <li>• all approved strategies, plans and programs required under the conditions of this approval;</li> <li>• the proposed staging plans for the project if the construction, operation or decommissioning of the project is to be staged;</li> <li>• regular reporting on the environmental performance of the project in accordance with the reporting requirements in any plans or programs approved under the conditions of this approval;</li> <li>• a comprehensive summary of the monitoring results of the project, reported in accordance with the specifications in any conditions of this approval, or any approved plans and programs;</li> <li>• a summary of the current phase and progress of the project;</li> <li>• contact details to enquire about the project or to make a complaint;</li> <li>• a complaints register, updated monthly;</li> <li>• the Annual Reviews of the project;</li> <li>• audit reports prepared as part of any Independent Environmental Audit of the project and the Applicant's response to the recommendations in any audit report;</li> <li>• any other matter required by the Secretary; and</li> </ul> <p>(b) keep such information up to date, to the satisfaction of the Secretary.</p>	5.6	<p>The Project Approval requires that certain documents are produced, approved (by DPPI) and published on the company website. The Cadia EMS document includes additional information on the documents requiring publication. This OTMP is required to be published on the Cadia website.</p>

## 2.3 Environmental Protection Licence

Environmental Protection Licence (EPL) (number 5590) was obtained for the project under Section 55 of the *Protection of the Environment Operations Act 1997*. The EPL, which is available on the Cadia website, contains a range of conditions pertaining to environmental management. The EPL does not include any specific conditions that are relevant to management of offsite traffic.

## 2.4 Other requirements

In addition to the aforementioned project requirements, Cadia's statutory obligations relevant to traffic management are contained in relevant licences and permits, including conditions attached to mining leases, and within relevant legislation including:

- *Environmental Planning and Assessment Act 1979*
- *Roads Act 1993*
- *Transport Administration Act 1998*
- *Road Rules 2014*

Additionally, activities associated with Cadia will be undertaken in accordance with the following licences, permits and leases:

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- Mining Leases (ML) 1405, ML 1449, ML1472, ML 1481, ML1689 and ML1690, Mining Lease Application (MLA) 505 and MLA 506 issued under the *NSW Mining Act 1992*
- Mining and workplace health and safety related approvals
- Crown Lands licences under the *Crown Lands Management Act 2016*
- Section 138 approvals under the *Roads Act 1993*
- Approvals from relevant councils under the *Local Government Act 1993*.

### 3 ROLES, RESPONSIBILITIES AND TRAINING

#### 3.1 Roles and responsibilities

Roles, responsibilities, and accountabilities specific to this OTMP are included in Table 3.

The Cadia EMS document includes general information on the responsibilities and accountabilities for environmental management at Cadia.

**Table 3: Responsibilities and accountabilities**

Step	Task	General Manager	Director Environment	Lead Environment	Lead Social Performance	Environment Advisor – Monitoring
1	Ensure availability of sufficient resources to implement this OTMP	I	A	R	I	I
2	Implement the management and mitigation actions described in this OTMP (refer to Table 6)	I	A	R	R	C
3	Implement the monitoring program described in this OTMP (refer to Section 5.1)	I	A	C	I	R
4	Review this OTMP as least once per year and as required to ensure it remains current (refer to Section 6.5)	I	A	R	C	C
5	Coordinate and submit any requests to use alternative concentrate transport methods	I	A	R	C	C

R: Responsible – person is the individual(s) who completes the task.  
A: Accountable – person is the individual who is ultimately answerable for the activity or decision.  
C: Consulted  
I: Informed

### 3.2 Training

All employees and contractors to Cadia are provided with general site induction training. The training includes material on significant Cadia environment and community risks and relevant emergency response procedures.

Specific training is delivered to employees and contractors that have specific responsibilities for the implementation of 'risk controls' for environment, social performance, and approvals risks. Further detail on training is included in the Cadia EMS document (710-005-EN-STR-0003).

### 3.3 Driver conduct

#### 3.3.1 Work journey driver behaviour policy

The Driver's Code of Conduct is referred to as the Work Journey Driver Behaviour Policy and is included in Appendix A. The Policy is an existing Cadia document which has been expanded to cover the requirements of the Drivers Code of Conduct as required under, Schedule 3 Condition 46A, of the Project Approval.

Cadia has a Work Journey Driver Behaviour Policy, which governs acceptable driving behaviour on public roads by our personnel. Anyone who attends Cadia must comply with this Policy.

The Policy is provided in all site inductions, and available on the Controlled Document Management System (CDMS).

Cadia personnel and any person conducting business for Cadia, whether a direct employee of Cadia or employed by another organisation providing a service or product to Cadia is required to sign the Work Journey Driver Behaviour Policy at the commencement of their employment, contract or visit. The Drivers' Code of Conduct supplements any codes applicable to employees of companies providing services to Cadia.

The Work Journey Driver Behaviour Policy (Drivers Code of Conduct) will continue to be rolled out to Cadia workforce and contractors.

#### 3.3.2 Fatigue management for drivers

In accordance with the *Guide for Managing the Risks of Fatigue at Work (Safe Work Australia, 2013) and Heavy Vehicle (Fatigue Management) National Regulation (NSW, 2013)*), Cadia has prepared the *Fatigue Management Standard (710-000-SA-STA-2047)*. The Standard addresses fatigue management for employees travelling to and from Cadia and includes:

- consultation with the workforce
- identification of factors that contribute to fatigue (e.g. roster and shift arrangements, unplanned work requirements, non-work-related factors)
- fatigue risk assessment that considers:
  - how likely is it that workers could become fatigued
  - the severity of the consequences that may be expected because of fatigue impairment
- control measures (identified through the risk assessment) that will be implemented so that hazards that pose risk to workers or to others are properly controlled, Drug and Alcohol Policies.

All Cadia employees and contractors will be subjected to Cadia's drug and alcohol policies and will be required to sign this policy at the commencement of their employment/contract and prior to driving.

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## 4 RISKS, MANAGEMENT AND MITIGATION

### 4.1 Overview

The process of identifying environment and social risks at Cadia, and the management and mitigation measures required to effectively control the risks identified is described in the Cadia EMS document. In short, environment and social risks are included in the site Risk Register which is reviewed bi-annually or following a significant change in operations, significant incident, or series of community complaints. Any changes in risk controls are then reflected in relevant management plans and related documents where appropriate.

The below sections include:

- An overview of the local and regional road network
- Designated heavy vehicle transport routes
- Objectives and targets specific to the management of offsite traffic
- Management and mitigation measures

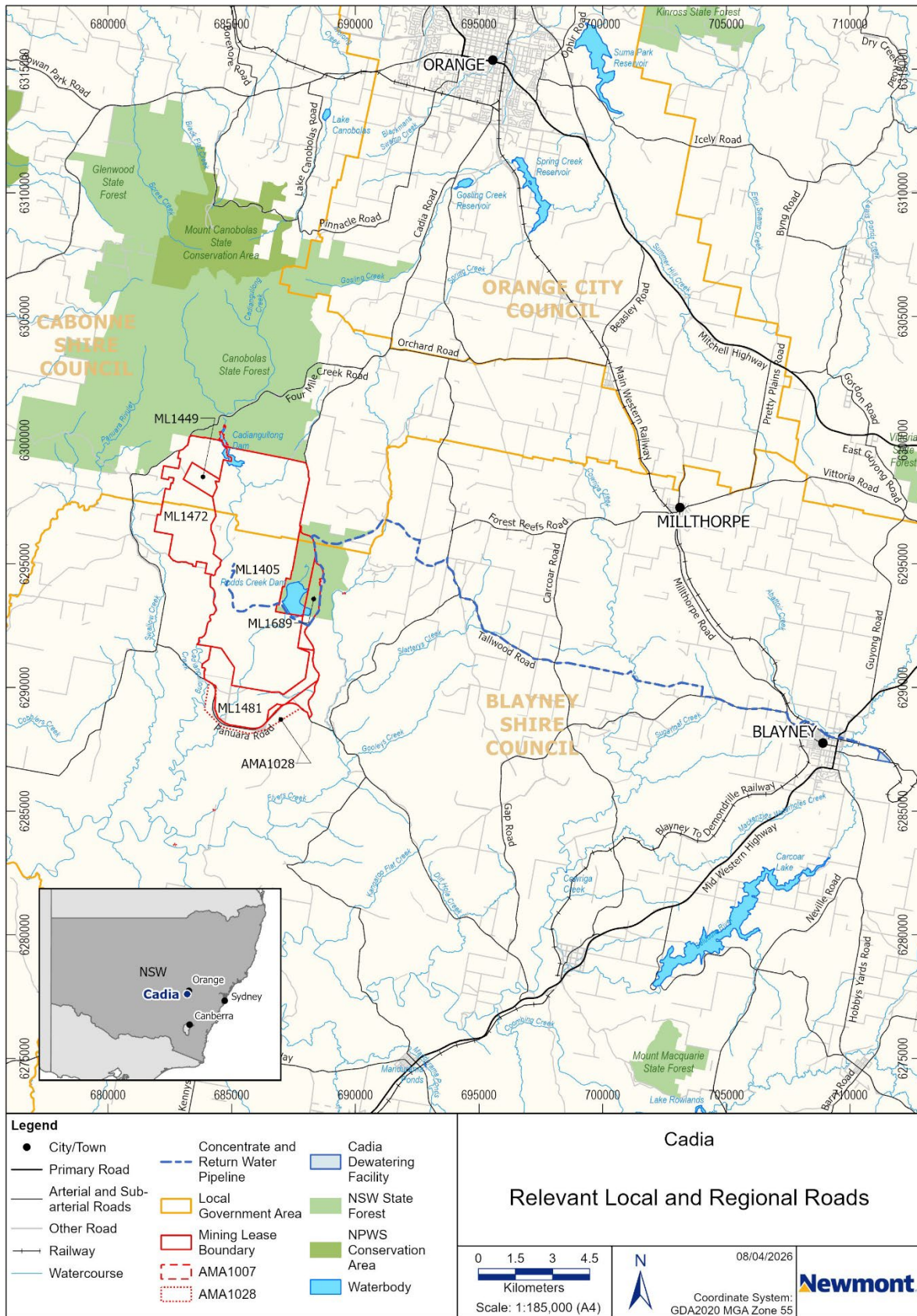
### 4.2 Local and regional road network

The local and regional road network is shown in Figure 2. A summary of the existing local and regional road network relevant to Cadia including posted speed and approved usage is provided in Table 5.

**Table 4: Baseline and Surveyed Traffic Data**

Baseline (Approved) Staff Travel Routes	AM		PM	
Cadia Road north of Orchard Road	564	68%	480	63%
Orchard Road	35	4%	30	4%
Woodville Road (Victoria Street)	193	23%	195	26%
Panuara Road south of Cadia Road	39	5%	54	7%
<b>Total</b>	<b>831</b>	<b>100%</b>	<b>759</b>	<b>100%</b>
2025 Surveyed Staff Travel Routes	AM		PM	
Cadia Road north of Orchard Road	410	72%	274	67%
Orchard Road	51	9%	39	10%
Woodville Road (Victoria Street)	81	14%	56	14%
Panuara Road south of Cadia Road	29	5%	39	10%
<b>Total</b>	<b>571</b>	<b>100%</b>	<b>408</b>	<b>54%</b>

Table 4 displays the Baseline and 2025 Survey data, capturing the most frequented routes of Cadia staff in light vehicles to and from the project. Percentages are calculated based on shift change peak times. Woodville Road is used to assess potential traffic volumes through the Millthorpe township.



**Figure 2 - Relevant local and regional roads**

**Table 5: The existing road network relevant to Cadia**

Existing road network	Description	Posted speed	Approved usage
Mitchell Highway (State)	The Mitchell Highway is a State Road (HW7) and provides a north-south link from the Great Western Highway in Bathurst to the Queensland border at Barringun. It provides access to Orange, Dubbo, Narromine and other regional centres. The Mitchell Highway is a two-lane road with overtaking lanes, and auxiliary turn lanes at intersections.	Typically 100km/h, in the vicinity of Cadia, the posted speed limit reduces to 80km/h on approach to Orange, and 50km/h within Orange.	Mitchell Highway is an approved route for 25/26 metre (m) Higher Mass Limit (HML) B-doubles as well as all General Access Vehicles (GAV)
Mid Western Highway (State)	The Mid Western Highway is a State Road (HW6) connecting the Great Western Highway (HW5) in Bathurst to the Newell Highway at Marsden, and provides access to regional centres including Blayney, Carcoar and Cowra. The Mid Western Highway is a two-lane road with overtaking lanes, and auxiliary turn lanes at intersections.	Typically 100 km/h, reduces to 50 km/h in towns such as Blayney.	The Mid Western Highway is an approved route for 25/26 m HML B-doubles and all General Access Vehicles (GAV)
Forest Road (Regional)	Forest Road (MR245) is part of a classified road link between Mid Western Highway (HW6) at Blayney and Mitchell Highway (HW7) at Orange. Forest Road and Whiley Road are Regional Roads linking Millthorpe Road east of Spring Hill with Mitchell Highway at Orange. Forest Road is a two lane, two-way rural road with a sealed surface providing access to Spring Terrace and Spring Hill.	50 km/h within Orange, 80 km/h between the hospital and the Cadia Road intersection, 100 km/h between Cadia Road and Orchard Road, 80 km/h between Orchard Road and Kellys Lane, 100km/h between Kellys Lane and Spring Hill, 50 km/h in Spring Hill and 100 km/h between Spring Hill and Millthorpe Road. 40 km/h school zone limits apply at Spring Terrace Public School and at Spring Hill Public School.	Forest Road is an approved route for 25/26 m General Mass Limit (GML) and Concessional Mass Limit (CML) B-doubles north of Cadia Road. Between Cadia Road and Millthorpe Road, Forest Road is an approved route for 19 m GML and CML B-doubles. Forest Road (regional) is approved for all General Access Vehicles (GAV)
Millthorpe Road (State)	Blayney Millthorpe Road (MR245) is a State Road linking the Mid Western Highway at Blayney to the Mitchell Highway at Shadforth, via Millthorpe. Millthorpe Road is a two-lane, two-way road with auxiliary lanes at intersections.	Typically 100 km/h, reduces to 50 km/h through Millthorpe, 70 km/h on the outskirts of Blayney and 50 km/h in Blayney. 40km/h school zone limits apply at Millthorpe Public School and Blayney High School	Millthorpe Road is an approved route for 25/26 m HML B-doubles and all General Access Vehicles (GAV).

Existing road network	Description	Posted speed	Approved usage
Errowanbang Road (Local)	Errowanbang Road provides a link between Tallwood Road at Forest Reefs and Mid Western Highway near Carcoar. Errowanbang Road is a two-lane, two-way road.	100 km/h	Errowanbang Road is an approved route for 25/26 m GML and CML B-doubles between Mid Western Highway and Panuara Road only. It is also approved for all General Access Vehicles (GAV)
Cadia Road (Local)	Cadia Road is a local road providing a north-south link between Forest Road and Panuara Road. It is a sealed, two lane, two way rural road with gravel shoulders and contains several school bus stops along its length. Cadia Road provides vehicular access to and from Cadia.	Typically 100 km/h, reduces to 80km/h on approach to Forest Road	Cadia Road is an approved route for 25/26 m GML and CML B-doubles between Forest Road and Ridgeway Road, and between Woodville Road and Panuara Road. The entirety of Cadia Rd is approved for all General Access Vehicles (GAV)
Ridgeway Road (Local)	Ridgeway Road is a local road connected with Cadia Road via T-intersection, approximately 3.8 km south of the Cadia Road and Four Mile Creek Road intersection. The road is partly located within the Mining Lease. It is a sealed road approximately 8.0 m wide, including sealed shoulders. Ridgeway Road is the main vehicular access for Cadia, including Cadia facilities and Cadiangullong Dam. It does not provide through access to any other roads. Ridgeway Road is accessed via a T-intersection on Cadia Road and has a single approach and a single departure lane at that intersection. Cadia Road is widened on its northbound approach to provide additional width for vehicles turning left onto Ridgeway Road and has a channelised right-turn lane for southbound vehicles turning right into Ridgeway Road.	60 km/h.	Ridgeway Road is an approved route for 25/26 m GML and CML B-doubles and all General Access Vehicles (GAV)
Former Cadia Access Road	The Former Cadia Access Road intersects with Cadia Road approximately 3.5 km south of the Ridgeway Road intersection. Decommissioned in early 2019, the former Cadia Access Road was the main vehicular access to Cadia facilities. It provides access only to a local Rural Fire Service building and is no longer used by any Cadia generated traffic.	n/a	Access to Rural Fire Service building.

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Existing road network	Description	Posted speed	Approved usage
Woodville Road (Local)	Woodville Road is a local road that connects Cadia Road and Long Swamp Road and acts as the western portion of the east-west link between Cadia Road south of Cadia Access Road and Millthorpe via Long Swamp Road and Forest Reefs Road. It is a two-lane two-way sealed road with gravel or grassed shoulders.	100 km/h.	Approved for all General Access Vehicles (GAV). Woodville Road is not approved for 25/26 m GML and CML B-double access.
Long Swamp Road (Local)	Long Swamp Road is a local road that connects Woodville Road and Forest Reefs Road and acts as the middle portion of the east-west link between Cadia Road south of Cadia Access Road to Millthorpe via Forest Reefs Road and Woodville Road. It is a two-lane two-way sealed road with gravel or grassed shoulders.	100 km/h.	Approved for all General Access Vehicles (GAV). Long Swamp Road is not approved for 25/26 m GML and CML B-double access.
Forest Reefs Road (Local)	Forest Reefs Road is a local road that provides a north-south connection between Orchard Road and Forest Reefs, and an east-west connection between Forest Reefs and Millthorpe. The portion east of Forest Reefs acts as the eastern portion of the east-west link between Cadia Road south of Cadia Access Road to Millthorpe via Woodville Road and Long Swamp Road. It is a two-lane, two-way sealed road with gravel or grassed shoulders.	80 km/h.	Approved for all General Access Vehicles (GAV). Forest Reefs Road is not approved for 25/26 m GML and CML B-double access.
Orchard Road (Local)	Orchard Road is a local road providing an east-west connection between Cadia Road and Forest Road.	It has a sealed surface with gravel or grassed shoulders and a posted speed limit of 100 km/h	Approved for all General Access Vehicles (GAV). Orchard Road is not an approved route for 25/26 m GML and CML B-double access.
Four Mile Creek Road (Local)	Four Mile Creek Road is a local road which extends around the north and west of Cadia, linking to Panuara Road in the south to Cadia Road in the north. Four Mile Creek Road is a two-lane, two-way road. It has a sealed surface with centre and edge line marking, with the exception of the westernmost 2.3 km, which is unsealed. Four Mile Creek Road provides access only to local properties and roads through the Mount Canobolas State Forest to the west and north-west. Four Mile Creek Road is signposted as a "SCHOOL BUS ROUTE".	100 km/h. 80 km/h for B-doubles between Cadia Road and Cadiangullong Road.	Approved for all General Access Vehicles (GAV). Four Mile Creek Road is an approved route for 25/26 m GML B-doubles between Cadia Road and Cadiangullong Road, and between Panuara Road and "Narambon". Between Cadia Road and Cadiangullong Road, travel between 7:30 am and 8:30 am, and 3:30 pm and 4:30pm on school days is not permitted, and B-doubles are subject to a speed limit of 80 km/h.

Existing road network	Description	Posted speed	Approved usage
Cadia Dewatering Facility Access Roads (local)	Cadia Dewatering Facility is located approximately 25 km to the east of the Cadia Valley near the town of Blayney. There is a limited workforce at Cadia Dewatering Facility which utilise a number of local road and state roads proximal to the Blayney township to travel to and from site.	Typically 100 km/h reduces to 50 km/h in Blayney.	Given the limited number of road transport movements on the existing road network associated with Cadia Dewatering Facility workforce, the facility has not been discussed further in this TMP. Notwithstanding, Cadia employees would adhere to the management measures and policies described in Section 11.
Panuara Road (Local)	<p>Panuara Road provides an east-west connection between Four Mile Creek Road and Errowanbang Road, passing to the south of Cadia. Panuara Road is a two-lane, two-way road with a sealed surface and some centre line marking.</p> <p>The T-intersection of Panuara Road with Cadia Road has been realigned such that Panuara Road (west) is the minor road, and Panuara Road (east) and Cadia Road (north) is the major road.</p> <p>The current NHVR route maps indicate that 25m/26m GML and CML B-Doubles are not permitted in Cadia Road and Panuara Road in the vicinity of the intersection of Cadia Road &amp; Panuara Road. However, arc traffic + transport has confirmed with the NHVR that this is a mapping issue that has arisen since Panuara Road was realigned as part of a past Cadia Modification approval.</p>	100 km/h	Approved for all General Access Vehicles (GAV). Panuara Road is an approved route for 25/26 m GML and CML B-doubles.
Burnt Yards Road (Local)	Burnt Yards Road provides a connection between Errowanbang Road at Errowanbang and Mid Western Highway at Mandurama, via Burnt Yards and Kangaroo Flat.	100 km/h	Approved for all General Access Vehicles (GAV). Burnt Yards Road is not an approved route for 25/26 m GML and CML B-double access.

### 4.3 Designated heavy vehicle transport routes

Cadia places significant importance on its local community feedback and overall sentiment. Over the years, many community members have registered their concerns over traffic particularly relating to trucks and inappropriate use of the road.

During consideration of designated transport routes, community sentiment must play a role in ensuring all roads providing access to and from Cadia are safe for those travelling on the road, including not only local residents and visitors, but also Cadia staff.

Road access to Cadia is available via Ridgeway Road and the Moly Plant access. These access roads are used by personnel, delivery vehicles, visitors, and shuttle buses. Heavy vehicle transport routes will prioritise the use of national, state, and regional roads over local roads, in accordance with the National Heavy Vehicle Regulator (NHVR) designation of approved routes for different truck types.

#### 4.3.1 National Heavy Vehicle Regulator (NHVR) National Network Map

The NHVR's online mapping tool, the National Network Map and Route Planner, is an online tool designed to identify approved road access for Restricted Access Vehicles (RAVs) nationally. It consolidates access information provided by each state and territory road authority and is the official source for up-to-date, legally approved truck routes.

The National Network Map specifically shows approved routes for vehicle classes that + General Access Vehicle (GAV) limits, such as 25/26m B-Doubles, Road Trains, Performance-Based Standards (PBS) vehicles, and Oversize/Overmass (OSOM) vehicles. All smaller vehicles such as semi-trailers, rigid trucks, 19 m B-Doubles, buses and other lighter configurations, are classified as GAVs. GAV routes are not specifically displayed on the NHVR mapping tool as these GAVs have unrestricted access across the public road network, provided they comply with basic dimension and mass regulations, and that there are no local vehicle restrictions such as load limits.

#### 4.3.2 Approved Truck Routes

The largest common truck travelling to/from the Cadia Site is a 25m/26m B-Double with a mass of less than 59t. The NHVR approved routes for these trucks are shown in **Figure 3**, noting that these same routes are approved for 19m and 23m GML and CML B-Doubles, as well as shorter/lighter trucks such as standard heavy rigid vehicles and articulated vehicles, i.e. GAVs.

The primary Cadia designated access routes used by heavy vehiclestravelling to and from Cadia are (Figure 3):

- to and from the North via Cadia Road, Forest Road, Brabham Wayand Mitchell Highway
- to and from the South via Cadia Road, Panuara Road, Errowanbang Road and Mid-Western Highway
- Panuara Road and Four Mile Creek Road may also be used by heavy vehicles to access the southern and western boundaries of the mining lease.

Heavy Vehicle transport routes will prioritise the use of national, state, and regional roads over local roads, even where larger trucks are permitted on local roads. Restricted Access Vehicles (RAVs) will not be permitted to travel to or from Cadia unless specific Oversize/Overmass (OSOM) permits have been obtained from the NHVR. Heavy vehicles delivering to Cadia will not use the below routes (with the exception of permitted loads), notably (Figure 3):

- Forest Reefs Road
- Burnt Yards Road

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- Orchard Road
- Woodville Road
- Long Swamp Road.

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**Figure 3 - Heavy vehicle transport routes**

#### 4.4 Management and mitigation measures

Offsite traffic management and mitigation measures implemented at Cadia are listed in Table 6. The management and mitigation measures have been assigned to a responsible role and a timeframe for implementation to ensure that actions can be tracked to completion. also includes details of other related documents which contain details of how the risk scenario is effectively managed Table 6.

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**Table 6: Risks, management and mitigation relevant to this OTMP**

Risk scenario	Management / mitigation measure	Action	Responsibility	Timeframe
Public safety	Haulage Routes as specified in Section 8 of this Management Plan are to be adhered to	Addressed via actions for Work Journey Driver Behaviour Policy and contract agreements as specified below	People Leaders	Ongoing
Community complaint				
Damage to public infrastructure	Outline expectations to Cadia personnel via the Work Journey Driver Behaviour Policy	All new employees and contractors read and understand the Work Journey Driver Behaviour Policy. Policy is referred to in General Induction	Lead Human Resources	Begin implementation 3 months after approval of this plan
		Work Journey Driver Behaviour Policy is distributed to all existing employees and contractors.	People Leaders	3 months after approval of this plan
		All existing employees and contractors are refreshed in the requirements of the Induction and Work Journey Driver Behaviour Policy every five years	People Leaders	100% of employees who have been at Cadia >2 years completed 12 months after approval of this plan
		All traffic complaints to be actioned in accordance with Management of Community Concerns, Complaints & Grievances Procedure (710-005-CR-PRO-0007)	Lead Social Performance	Ongoing
		Work Journey Driver Behaviour Policy referenced in new or refreshed Contracts or Service Agreements	Lead Finance Commercial	Begin implementation 3 months after approval of this plan
		Maintain or reduce light vehicle numbers travelling to and from Cadia	Encourage carpooling among operational staff by providing a recurring quarterly communication reminder, offer priority car	Lead Business Improvement

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Risk scenario	Management / mitigation measure	Action	Responsibility	Timeframe
		parking in line with the Social Performance Management Plan.		
		Operational personnel are encouraged to use bus services provided to travel to site	Department Managers	Ongoing
		Shutdown and Project contractors are encouraged to use bus services provided, or carpool.	Various dependant on site activities	Ongoing as shutdowns occur
	Minimal disruption to school bus services	Cadia acknowledges school bus times and routes, and where practicable, OSOM deliveries are to be planned to avoid these times and routes.	Project Director- Tailings Construction Manager- Engineering and Infrastructure Lead - Contract Management Lead - Warehouse General Manager Projects- Cadia Expansion	Ongoing
	Plan safe transport routes when exceptional circumstances such as road works, emergency and weather events occur.	In such events, Cadia will liaise with the relevant councils to determine and implement safe alternative transport routes and effectively communicate the alternatives to employees and contractors in a timely manner.	Director - Social Performance	As required
	All over-dimensional vehicles and loads to have relevant permits in place	Cadia currently holds and will continue to maintain all relevant permits to use over-dimensional vehicles and loads to deliver materials to and from Cadia in consultation with relevant councils and authorities. Cadia transport providers will comply with Chain of Responsibility legislated requirements and is requested, will provide	Project Director- Tailings Construction Manager- Engineering and Infrastructure Manager- Commercial and Business Services	As required

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Risk scenario	Management / mitigation measure	Action	Responsibility	Timeframe
		reporting in line with Chain of Responsibility.		
	In accordance with the <i>Guidelines for Managing Heavy Vehicle Driver Fatigue</i> (National Transport Commission, 2007) and the <i>Fatigue Management Guide</i> (NSW Resources Regulator, 2018), Cadia has prepared the <i>Fatigue Management Standards</i> (Newcrest, 2020) in consultation with TfNSW. The Standards address fatigue management for employees travelling to and from Cadia	<p>All permanent employees and embedded contractors to undertake Fatigue Management Standard training.</p> <p>All contracted companies will be required to undertake Fatigue training as per Guidelines</p>	Superintendent- Training & Systems	December 2022

## 4.5 Objectives and targets

This OTMP aims to ensure that all requirements of the Cadia East Project Approval (06\_0295) and other regulatory requirements relevant to offsite traffic management are defined, with suitable targets and key performance indicators assigned to a responsible person.

Key Performance Indicators (KPIs), linked to targets and objectives will be used to evaluate the effectiveness of this OTMP. These KPIs are listed in Table 7 and Table 8.

**Table 7: Objective 1 – Driver Behaviour**

<b>Objective 1 – Driver Behaviour complaints</b>	
Cadia personnel consistently demonstrate good driver behaviour and adherence to road rules	
<b>Targets</b>	<b>Key Performance Indicators</b>
No confirmed reports in relation to poor driver choices or behaviour.	Zero confirmed reports in relation to poor driver choices/behaviour over a 12-month period.
<b>Strategies</b>	<b>Person Responsible for Objective</b>
Work Journey Driver Behaviour Policy Offsite Traffic Monitoring Program	Director – Human Resources

**Table 8: Objective 2 – Heavy vehicle impact on local roads**

<b>Objective 2 – Heavy vehicle impact on local roads</b>	
Heavy vehicle movements do not impact users of the public road network	
<b>Targets</b>	<b>Key Performance Indicators</b>
No confirmed reports in relation to heavy vehicle movements.	Annual decrease in confirmed reports in relation to heavy vehicle movements over a 12-month period.
<b>Strategies</b>	<b>Person Responsible for Objective</b>
Work Journey Driver Behaviour Policy Offsite Traffic Monitoring Program	Lead – Contract Management

## 4.6 Improvement actions

As part of continual improvement, which is a key aspect of Cadia’s EMS, improvement actions are identified to enhance the performance of management and mitigation measures. The Cadia EMS document includes a detailed description of the continual improvement process which is applied to all Cadia Management Plans. In short, improvement actions identified are committed via the Annual Review and future revisions of this OTMP.

## 4.7 Road upgrades and maintenance

### 4.7.1 Road and intersection upgrades

In accordance with the Voluntary Planning Agreement (VPA) with Orange City Council, Blayney Shire Council and Cabonne Shire Council, the following road upgrades have occurred to date in association with Cadia:

- sealing of Cadia Road south of new mine entrance in Blayney Shire area
- improvements to the Four Mile Creek Road and Cadia Road intersection in Cabonne Shire area

- improvements to the Forest Road Brabham Way and Huntley Road intersection and approaches in Orange City area
- upgrade to Errowanbang Road.

Further road upgrades are not currently required considering construction and operational traffic volumes associated with Cadia.

#### **4.7.2 Road maintenance**

In accordance with the VPA, yearly contributions are made by Cadia to Orange City Council, Blayney Shire Council and Cabonne Shire Council. These contributions are used to maintain roads within the road network surrounding Cadia.

#### **4.7.3 Emergency Repairs**

If the need for repairs to the roads arise, Newmont will consult with the relevant Council to define the extent of the necessary actions and identify the most efficient and sustainable methods for restoring these road sections. In cases of urgent repairs, it may be necessary to suspend vehicle movements to/from Cadia until the remedial measures are executed; or, in conjunction with the relevant Council, determine detour routes to avoid the section of road deemed not suitable for carrying traffic.

#### **4.7.4 General Road Maintenance**

All trucks travelling to/from Cadia (and CDF) are required to be appropriately covered when carrying materials to/from any of the on-site work areas. Wash down areas are also provided on-site to minimise to the extent possible the potential for trucks (or other Cadia vehicles) to track any dirt or debris onto Cadia Road.

In addition, a road sweeper is already used by Newmont to maintain internal roads and sealed areas across Cadia, as well as to maintain clean conditions in Cadia Road, Ridgeway Road and Moly Road. This road sweeper will be used to maintain clean conditions in all key roads throughout the life of Cadia.

### **4.8 School Bus Awareness**

While the majority of Cadia trips occur before and after school bus operating hours, the key staff and contractor travel routes and designated truck routes include many sections of road used by school buses.

School bus routes in the sub-regional are operated by Newmans and Buslines, noting that some bus routes are combined or provide connections in key towns (for onward travel via other school buses); current school bus routes include:

- School Bus Route S483: Spring Terrace – Orange.
- School Bus Route S484: Spring Hill – Forest Reefs – Orange.
- School Bus Route S785: Blayney – Millthorpe – Orange.
- School Bus Route S789: Blayney – Millthorpe – Orange.
- School Bus Route S790: Blayney – Millthorpe – Orange.
- School Bus Route S792: Blayney School Loop Service.
- School Bus Route S795: Spring Hill – Forest Reefs – Millthorpe.
- School Bus Route S796: Blayney-Tallwood-Millthorpe.

School bus stop locations – and particularly bus stops along minor roads – are subject to change over time due to shifts in student locations, and in some instances these bus stops can be poorly defined or lack formal school bus stop signage.

As such, a representative of Newmont will contact local bus operators at the commencement of each school year to determine if any new bus stop locations are to be provided along the key Cadia travel routes. If this is the case, these locations will be specifically identified on the school bus plans above, and all Cadia staff and contractors will be advised of the changes in a revised OTMP and Drivers Code of Conduct.

In addition, the NSW Road Rules impose a speed limit of 40km/h when passing a school bus, whether the school bus is stationary or in motion. This restriction has also been specifically detailed in the Drivers Code of Conduct.

## 5 MEASUREMENT AND EVALUATION

### 5.1 Monitoring program

#### 5.1.1 Vehicle Movement Monitoring

In accordance with Condition 46A(d), Schedule 3 of the Project Approval (refer to Table 2), Cadia will implement a vehicle movement monitoring program to review:

- light and heavy vehicle movements generated by Cadia;
- adherence to posted speed limits;
- adherence to designated travel routes; and
- safe driving practices.

The traffic monitoring program is summarised in Table 9, with a detailed description provided below.

**Table 9: Traffic monitoring program**

Parameter	Frequency	Next Scheduled Timeframe
Traffic volume	Once every three years at locations agreed with the traffic specialist and for a duration agreed with the traffic specialist	April 2028 <sup>1</sup>
Origin-Destination Survey	If required to resolve community or other concerns regarding Cadia traffic use of specific roads	As required

<sup>1</sup>Scheduled traffic monitoring may need to be adjusted dependant on site operations and consultant availability.

Traffic monitoring will occur during typical operational activities every three years and will include the collection of traffic data, and comparison against the predicted volumes relevant to the operational conditions at the time.

Data will be collected over a minimum one week-period, and will include hourly vehicle numbers by direction, vehicle classifications (Austroads Vehicle Classification System) and vehicle speed profiles. The locations for traffic monitoring will be reviewed and refined if needed prior to each survey period, with noise monitoring to be coordinated with traffic monitoring where practical.

The initial monitoring locations are depicted on Figure 4, and described below:

- Cadia Access Road (Ridgeway Road)
- Cadia Molybdenum Plant access road
- Cadia Road between Ridgeway Road and Orchard Road

- Cadia Road between Orchard Road and Forest Road
- Cadia Road between Ridgeway Road and Panuara Road
- Orchard Road between Cadia Road and Forest Road
- Woodville Road between Cadia Road and Long Swamp Road
- Errowanbang Road between Panuara Road and Burnt Yards Road

Supplementary surveys of peak period vehicle turning movements would be undertaken at the intersections of Cadia Road with the Cadia accesses at Ridgeway Road and the Molybdenum Plant access road.

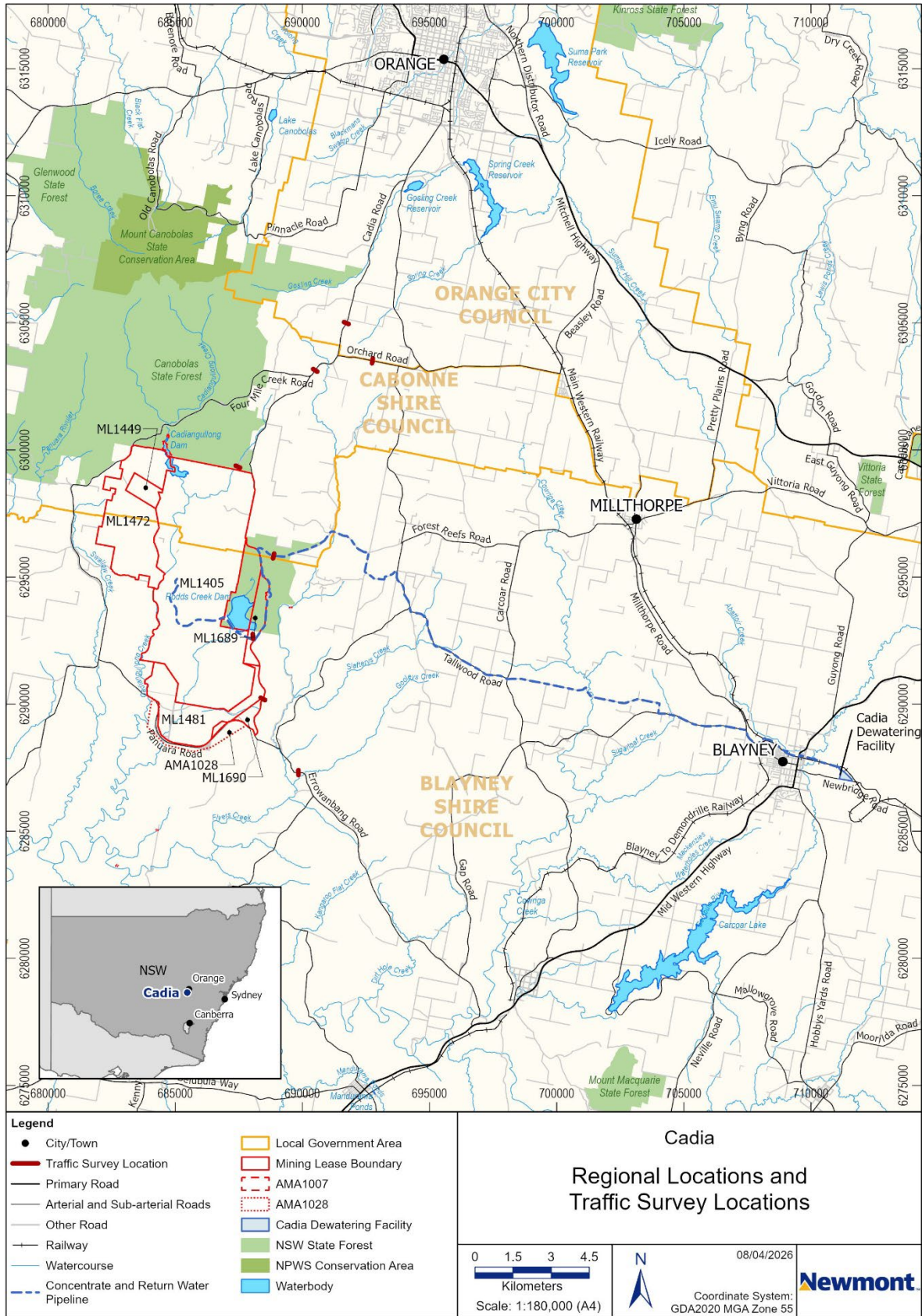
The initial monitoring program above has been designed to quantify traffic characteristics on key routes used by workforce, delivery and visitor vehicles travelling to and from Cadia, and to reasonably estimate the contribution of Cadia traffic to those routes. The results of each traffic monitoring survey would be used to inform the scope of the following programs.

The traffic monitoring program will include:

- analysis of the data to assess road network efficiencies to gauge disruption to other road users
- review of community complaints and incident reports with respect to Cadia vehicles travelling on the public road network to gauge compliance with the safe driving practices required by the Cadia Work Journey Driver Behaviour Policy
- collation of available information on operational characteristics at the time of surveys (e.g., shift times, workforce levels, delivery sources, and workforce places of residence).

The results of the monitoring program will be evaluated against the relevant assumptions (TTPP, 2020), predictions and trends in the traffic data identified. Where any significant discrepancies in the traffic volumes or characteristics are identified, the potential cause and impacts of the discrepancies will be investigated and amendments to the OTMP considered.

The results of this monitoring will be reported on in each Annual Review. All monitoring data will be maintained and retained by Cadia for a period of at least 7 years.



**Figure 4 - Traffic survey locations**

### 5.1.2 Offsite Traffic Noise Monitoring

Offsite traffic noise monitoring will be completed to monitor performance of the measures taken by Cadia to manage noise impacts. This will be primarily done by tri-annual monitoring at the Traffic survey locations in Section 5.1.1 in conjunction with traffic survey events.

Additional monitoring will be completed as required and assessed on an individual basis relevant to the triggering event. An event triggering additional monitoring may include:

- Community complaint/concern relating to road traffic noise
- As part of an environmental assessment of new/modified developments
- When land use changes generate additional traffic on existing road
- To assess feasibility and reasonableness of mitigation measures.

A Road Traffic Noise Assessment was completed as part of MOD 14 assessing impacts of increased vehicle movements associated with processing rate increase. This assessment used the NSW Road Noise Policy (RNP) as a benchmark and classified the impacts as 'barely perceptible' not warranting any additional mitigation or monitoring. It is noted however that, as required under Condition 7 of the MOD 15 consent, Cadia will undertake noise monitoring in response to community complaints, ensuring that any exceedance of traffic noise criteria is appropriately identified and, where necessary, mitigate exceedances of the approved noise criteria.

### 5.2 Reporting and records

The Cadia Annual Review will include an analysis of traffic related information and data collected during the relevant 12-month reporting period, along with an assessment against historical performance. Such information and data may include traffic related complaints and traffic survey data where traffic monitoring has been undertaken.

A summary of reporting requirements specific to this OTMP are included in Table 10.

**Table 10: Reporting requirements**

Reporting mechanism	Reporting requirement	Reporting commitment (general description)
<b>Cadia East Project Approval (PA 06_0295)</b>		
Cadia Annual Review	Annual Review (Schedule 5, Condition 2)	Review of information and data pertaining to traffic management. Review of complaints records over the reporting period in relation to offsite traffic. Comparison with KPIs (see Section 4.5).
Incident and Non-Compliance Notification	(Schedule 5, Conditions 5, 5A and 5B)	Notification to the Department within 24 hours of becoming aware of an incident. Prepare and submit to the Department an incident report. Within seven days of becoming aware of a non-compliance, notify the Department of the non-compliance.

### 5.3 Incident and emergency management

Cadia has established processes to ensure incidents and emergencies are responded to and managed. These processes focus on activities at the Cadia Mine, however these protocols do extend to incidents and emergencies involving traffic on public roads external to the mining operation.

The Cadia Emergency Management Plan (EMP) identifies the process to respond to situations that require an emergency response, including scenarios that may result in an environment or community impact. The Crisis and Emergency Management System can be initiated following an

emergency or other event that meets the system activation / severity definition requirements. To enable quick response to emergency situations, an Emergency Response Team (ERT) with trained professionals is embedded at Cadia.

Regarding incidents, the Pollution Incident Response Management Plan (PIRMP) provides clear instruction on the identification, reporting, escalation, and external reporting of environmental incidents to regulatory and emergency response organisations. All incidents are managed and investigated using Cadia’s internal incident management system.

Further detail on Cadia’s approach to incident and emergency management is included in the Cadia EMS document.

## **5.4 Complaints**

Cadia has an established procedure for recording and responding to community complaints in an appropriate timeframe. A log of complaints and actions taken to address the complaint is kept in a centralised engagement database. Complaints from community are published on the Cadia website. If it is determined there is insufficient information to respond adequately to an offsite traffic related complaint, additional investigation may be conducted. Complaints can be lodged as per information available on the Cadia website [Complaints management | Cadia Valley Operations | Newmont](#). Details of past complaints are also available at this location with associated responses.

## **5.5 Non-compliances**

### **5.5.1 Traffic**

Processes are in place to detect, record, report, and manage non-compliances with Cadia’s regulatory requirements. Specific to this OTMP, the tracking and analysis of offsite traffic related complaints is used to measure performance and act as a compliance measure. Actions identified to respond to non-compliances are managed using Cadia’s centralised management system.

## **5.6 Access to information**

The Project Approval requires that certain documents are produced, approved (by DPHI) and published on the company website. The Cadia EMS document includes additional information on the documents requiring publication. This OTMP is required to be published on the Cadia website.

## **6 REVIEW AND IMPROVEMENT**

### **6.1 Performance review**

Periodic reviews of Cadia’s performance against the established environmental and social objectives and targets are conducted by Cadia management. The purpose of the reviews is to check performance against indicators and to identify improvement actions in the event the data trajectory isn’t tracking as planned. These reviews are in addition to the detailed review of environmental and social performance data undertaken as part of annual reporting processes.

Specific to this OTMP, review of monitoring data, complaints and performance against requirements is included in the Cadia Annual Review. This reporting process involves a review of traffic management monitoring data collected over the 12-month review period, comparison against historical data, comparison against Project Approval (refer Table 2) requirements, and improvement measures identified through a review of monitoring program effectiveness.

Refer to the Cadia EMS document for further detail on the performance review process.

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## 6.2 Auditing and inspections

### 6.2.1 Internal audits

Procedures are in place for measuring, assessing, and improving environmental and community performance through internal audits. The scope of internal audits may include matters relating to offsite traffic. Refer to the Cadia EMS document for further detail on the internal audit process.

### 6.2.2 External audits

The Project Approval requires that periodic independent compliance audits are undertaken. The audits and the recording and documentation of outcomes follow a standardised process as described in the Cadia EMS document. The scope of the external audits may include matters pertaining to offsite traffic management.

## 6.3 Continuous improvement

Processes to strive towards continuous improvement have been developed and are implemented as described in the Cadia EMS document. Key aspects of continual improvement procedures are incorporated into annual work plans and annual objectives and target setting.

## 6.4 Contingency measures

Contingency measures will be reviewed during revisions of this OTMP. Key potential contingency measures to be implemented may include the following or other measures as may be deemed appropriate:

- the conduct of additional monitoring (e.g. increase in monitoring frequency), which may inform further specific contingency measures
- an audit of the transport management system, including existing transport management measures
- the adoption of identified alternative haulage routes or schedules.

Cadia will also implement any preferred contingency measures identified to address an incident as directed by the Planning Secretary.

## 6.5 Management plan review

A procedure has been developed for the review and update of management plans. This procedure requires that management plans are reviewed and where necessary updated following a key change in the site's approvals, changes to monitoring sites or frequency, or an update of the site risk register. Further detail on the process of management plan review is included in the Cadia EMS document. This OTMP will be reviewed in accordance with established procedures.

## 7 REFERENCES

- National Transport Commission (2007). Guidelines for Management Heavy Vehicle Driver Fatigue.  
NSW (2013). Heavy Vehicle (Fatigue Management) National Regulation (SI 245a)  
*Safe Work Australia* (2013). *Guide for Managing the Risks of Fatigue at Work*

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**APPENDIX A- WORK JOURNEY DRIVER BEHAVIOUR POLICY (DRIVERS CODE OF CONDUCT)**



**CADIA**  
**WORK JOURNEY DRIVING BEHAVIOUR POLICY**

Newmont Cadia (Cadia) is committed to the health and safety of all people involved in its business.

The journey between our place of residence or business, and the Cadia site has the potential to directly affect the safety and wellbeing of ourselves, our work colleagues, our families, and other road users.

We will hold ourselves and each other accountable for maintaining site-driving behaviours on work-related journeys to and from Cadia at all times by:

- Obeying all road rules and driving with courtesy and consideration for other road users.
- Recognising that we are driving on rural roads and driving to suit the conditions.
- Recognising that we are travelling through a closely settled rural environment and driving with consideration for local residents.
- Reporting all accidents, injuries, near misses, acts of illegal or dangerous driving, littering, or noisy vehicles to Cadia.

We understand that Cadia will support this Policy by:

- Providing ongoing communication, education and feedback to all site personnel relating to their responsibilities when travelling to and from site.
- Working with local government authorities to ensure adequate maintenance of the public feeder roads to Cadia.
- When appropriate, implementing disciplinary proceedings for breaches of this policy.
- Cadia will ensure that its employees, contractors and visitors are aware of the terms of this Policy and that they are empowered to give effect to this Policy.

**Lori Douglas**  
General Manager  
Newmont Cadia  
NEWMONT CADIA

MAY 2025

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