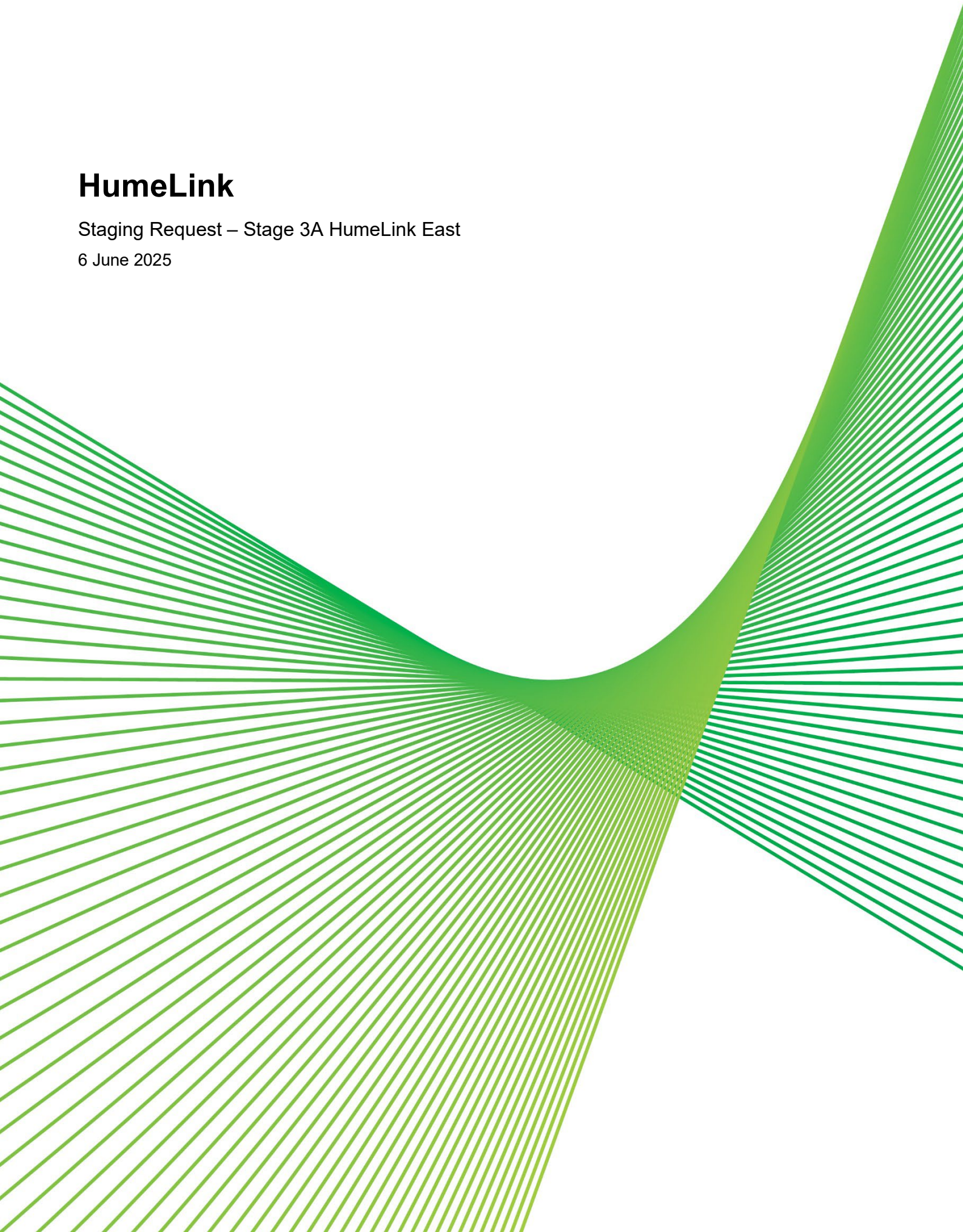


HumeLink

Staging Request – Stage 3A HumeLink East

6 June 2025



Details of Revision Amendments

Revision Details

Rev.	Date	Prepared by	Details
1	21/05/2025	S. Walton	For submission to DPHI
2	06/06/2025	Z. McLaughlin, S. Walton	Updated in response to RFI-84960234 from DPHI

Document Approval

Position	Name	Signature	Date
Environment and Sustainability Manager	Sam Pathammavong		6 Jun 2025

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Acronyms and Abbreviations

Term	Definition
ACMP	Accommodation Camp Management Plan
AG JV	Acciona Construction Australia Pty Ltd and Genus Infrastructure (NSW) Pty Ltd Joint Venture
CoA	Conditions of Approval
CSSI	Critical State Significant Infrastructure
DCCEEW (Cth)	Department of Climate Change, Energy, the Environment and Water (Commonwealth)
The Department	Department of Planning, Housing and Infrastructure (DPHI)
DPs	Delivery Partners appointed as Principal Contractors by Transgrid to deliver the Project: - HumeLink East (HLE): Acciona Construction Australia Pty Ltd and Genus Infrastructure (NSW) Pty Ltd (AG JV) - HumeLink West (HLW): UGL Engineering Pty Ltd and CPB Contractors Pty Ltd (UGL-CPB JV)
DPHI	Department of Planning, Housing and Infrastructure (the Department)
EIS	The Environmental Impact Statement titled HumeLink – <i>Environmental Impact Statement</i> , prepared by Aurecon (August 2023), including: - Amendment Report (May 2024) - Submissions Report (May 2024) - Revised Biodiversity Development Assessment Report (June 2024), and additional information (1 October 2024)
EP&A Act	<i>Environmental Planning and Assessment Act 1979</i> (NSW)
EP&A Regulation	Environmental Planning and Assessment Regulation 2021 (NSW)
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i> (Commonwealth)
EWMP	Enabling Works Management Plan
FCNSW	Forestry Corporation of NSW
GIS	Geographic Information System
HLE	HumeLink East
HLW	HumeLink West
JV	Joint Venture
LGA	Local Government Area
NHVR	National Heavy Vehicle Regulator
NSW	New South Wales
OSOM	Over-size and Over-mass vehicles
PC	Principal Contractor

Term	Definition
Planning Systems SEPP	State Environmental Planning Policy (Planning Systems) 2021
SEARs	Secretary's Environmental Assessment Requirements
SEPP	State Environmental Planning Policy
SIMP	Social Impact Management Plan
TfNSW	Transport for NSW
TTMP	Traffic and Transport Management Plan
UGL-CPB JV	UGL Engineering Pty Ltd and CPB Contractors Pty Ltd Joint Venture

1. Introduction

1.1. Background

The NSW Minister for Planning declared HumeLink to be Critical State Significant Infrastructure (CSSI) as part of the 'Snowy 2.0 and Transmission Project' defined under Schedule 5, clause 9 of the State Environmental Planning Policy (Planning Systems) 2021 (Planning Systems SEPP). As CSSI, the Project requires approval from the NSW Minister for Planning under Division 5.2, Part 5 of the *Environmental Planning and Assessment Act 1979* (EP&A Act).

The Planning Secretary's Environmental Assessment Requirements (SEARs) for the Project were issued on 14 March 2022. An EIS was prepared to address the SEARs and the requirements of the NSW Environmental Planning and Assessment Regulation 2021 (EP&A Regulation), in particular, the requirements for the form of EIS as outlined in Schedule 8 of the EP&A Regulation that commenced on 1 July 2022.

A referral under the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) was submitted in March 2022. The Commonwealth Department of Climate Change, Energy, the Environment and Water (DCCEEW (Cth)) determined the Project to be a controlled action under section 75 of the EPBC Act on 13 April 2022 (EPBC Number 2021/9121). The Project was assessed under the Bilateral Agreement made under section 45 of the EPBC Act. In May 2022, Supplementary SEARs were issued to provide additional requirements from DCCEEW (Cth).

The EIS was placed on public exhibition between 30 August 2023 and 10 October 2023.

A Submissions Report and Amendment Report were prepared by Transgrid (2024a, 2024b) and submitted to the Department of Planning, Housing and Infrastructure (DPHI) (the Department) on 16 May 2024, with final documents provided on 26 June 2024.

NSW approval of the Project (SSI-36656827) was received on 13 November 2024 and Commonwealth approval (EPBC 2021/9121) was received on 18 December 2024.

A request for the Planning Secretary's approval under Condition C3 to stage the HumeLink project by splitting the project into two geographically based portions, HumeLink East (HLE) and HumeLink West (HLW), as well as staging the project over Initial Development, Enabling Works, Construction and Operation, was approved on 22 November 2024.

1.2. Purpose

This Staging Request has been prepared to outline Transgrid's proposal to further stage or alter the timing for the provision of particular strategies, plans and programs for HumeLink in line with Conditions of Approval (CoA) C3 to C6.

Other conditions that are activated, such as Condition B58 for changes to accommodation camps, may be subject to further approvals, for which requests will be submitted separately.

Table 1-1: Conditions of Approval applicable to the Staging Request

Condition	Requirement	Applicability to this Request
C3	With the approval of the Planning Secretary, the Proponent may: (a) prepare and submit any strategy, plan or program required by this approval on a staged basis (if a clear description is provided as to the specific stage and scope of the development to which the strategy, plan or program applies, the relationship of the stage to any future stages and the trigger for updating the strategy, plan or program); (b) combine any strategy, plan or program required by this approval (if a clear relationship is demonstrated between the strategies, plans or programs that are proposed to be combined); and (c) update any strategy, plan or program required by this approval (to ensure the strategies, plans and programs required under this approval are updated on a regular basis and incorporate additional measures or amendments to improve the environmental performance of the development).	This Request outlines the proposal for submitting post-approval documents on a staged basis.
C4	If the Planning Secretary agrees, a strategy, plan or program may be staged or updated without consultation being undertaken with all parties required to be consulted in the relevant condition in this approval.	The proposed approach to consultation relevant to this Staging Request is outlined in Section 4.6.
C5	If approved by the Planning Secretary, updated strategies, plans or programs supersede the previous versions of them and must be implemented in accordance with the condition that requires the strategy, plan or program.	Updated post-approval documents will supersede previous versions.
C6	If the Planning Secretary agrees, a strategy, plan or program may be staged without addressing particular requirements of the relevant condition of this approval if those requirements are not applicable to the particular stage.	Post-approval documents will be developed to address the conditions relevant to each stage. Refer to Appendix A for the allocation of CoA for each stage.

2. Project Description

The Project extends across the lands of the Wiradjuri, Ngunnawal, Ngarigo and Gundungurra people. Project infrastructure and ancillary facilities are located within the six local Government Areas (LGAs) of Wagga Wagga City, Snowy Valleys, Cootamundra-Gundagai Regional, Yass Valley, Goulburn Mulwaree and Upper Lachlan Shire.

The Project traverses primarily rural areas with a range of land uses that include cropping, grazing, horticulture, forestry, and renewable power generation (solar and wind). Other land uses in proximity to the Project include residences, farm buildings and infrastructure, broad-acre rural residential development, recreation and existing transmission line easements. The Project footprint also extends across State forests including Bago State Forest, Green Hills State Forest and Red Hill State Forest and privately owned plantations.

No national parks or reserves are traversed by the Project footprint. Several national parks and reserves are located within the vicinity of the Project footprint with the closest being Tarlo River National Park, south of Bannaby, and Minjary National Park, north-west of Tumut, which are adjacent to the Project footprint.

The nearest major town is Wagga Wagga located about 9.2 kilometres north-west of the Project at its closest point (western end of the Project footprint). Smaller towns near the Project footprint include Adelong, Tumut, Yass, Bowning, Dalton, Crookwell, Taralga, Batlow and Tarcutta.

The Project is being delivered under two separate Contract Packages - HLE and HLW. The two Joint Venture (JV) Delivery Partners (DPs) appointed as Principal Contractors (PCs) are:

- HLE: Acciona Construction Australia Pty Ltd and Genus Infrastructure (NSW) Pty Ltd (AG JV)
- HLW: UGL Engineering Pty Ltd and CPB Contractors Pty Ltd (UGL-CPB JV).

Figure 2-1 shows the geographic scope of HLE and HLW. The interface point between East and West is approximately 400 metres north of the transmission line crossing of Batlow-Tumut Road at Windowie.



Figure 2-1 Indicative location of the HumeLink East and HumeLink West delivery areas

3. Staging

Staging of the Project is being sought under Condition C3(a), which requires a clear description be provided as to the specific stage and scope of the development to which the strategy, plan or program applies, the relationship of the stage to any future stages and the trigger for updating the strategy, plan or program.

3.1. Currently Approved Staging

Staging of the development was approved on 22 November 2024 and is described below.

Staging of the construction phase (Stage 3) is currently divided between HLE (Stage 3A) and HLW (Stage 3B). Staging also includes project-wide strategies, plans and programs that apply across both HLE and HLW.

The approved staging for the Project includes the following:

Stage 1 - Initial Development

- Stage 1A - Pre-construction Minor Works HumeLink East
- Stage 1B - Pre-construction Minor Works HumeLink West

Stage 2 - Enabling Works

- Stage 2 – Enabling Works – both HumeLink East and West

Stage 3 - Construction

- Stage 3 – Project-wide strategies, plans and programs
- Stage 3A – Construction Works HumeLink East
- Stage 3B – Construction Works HumeLink West

Stage 4 - Operation

- Stage 4 – Operation HumeLink

Refer to Figure 3-1 which provides an overview of the current Project staging.

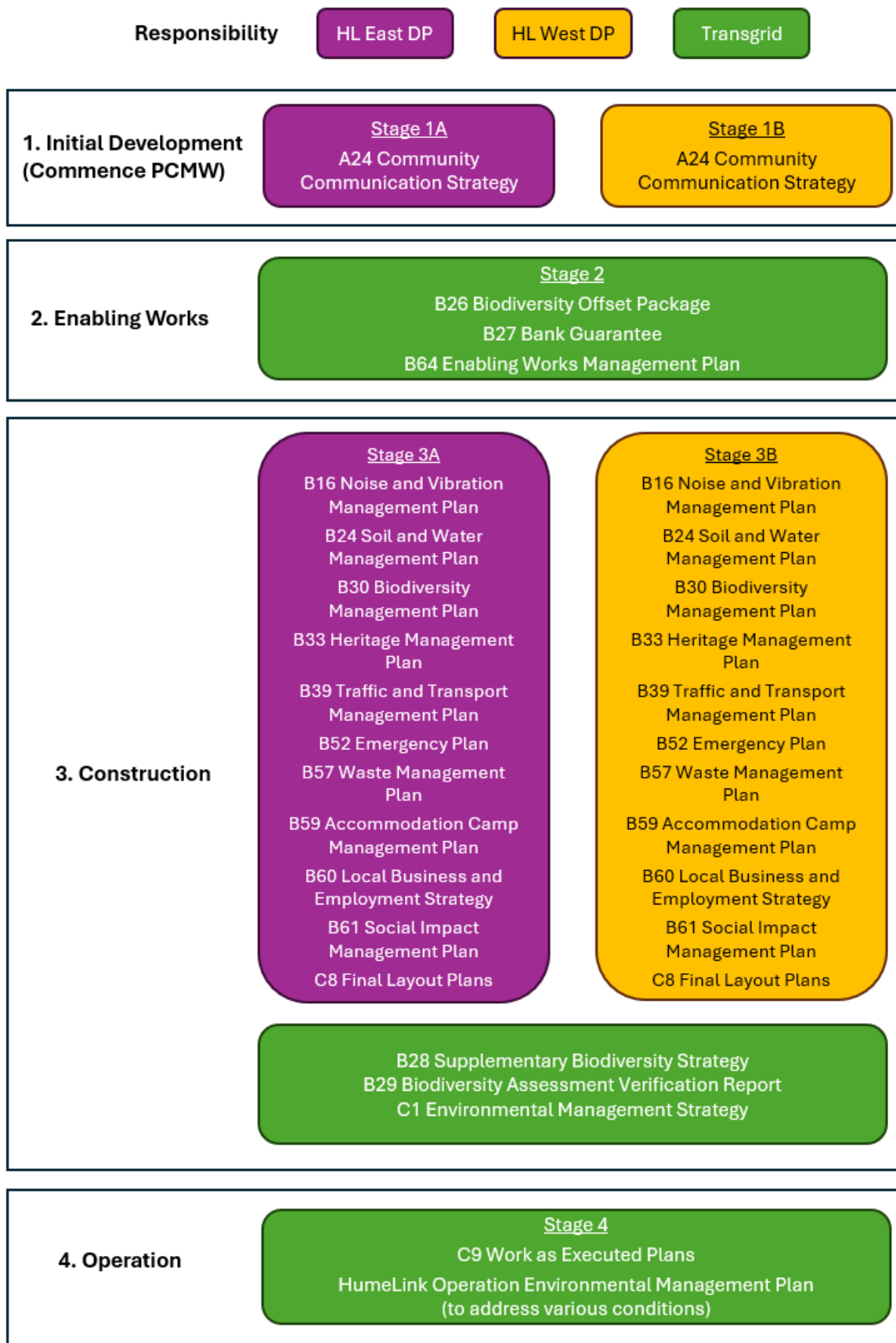


Figure 3-1 Overview of Project staging

3.2. Further Staging and Justification

This Staging Request is based on current approvals for the Project as follows:

- Infrastructure Approval as outlined in the Instrument of Approval (13 November 2024) for the Project as described in the HumeLink EIS and Amendment Report
- Notification of approval decision in relation to the EPBC Act (18 December 2024)
- Staging Request Approval for the split of HumeLink into HLE and HLW as well as Initial Development, Enabling Works, Construction and Operation as outlined in Section 3.1 (22 November 2024)
- Yass Accommodation Camp Approval for Yass Valley Way Accommodation Facility, an alternative workforce accommodation facility location at the Yass Industrial Park (12 March 2025).

Further construction phasing of Stage 3A, which is the subject of this Staging Request, is detailed in the following sections and comprises:

- Stage 3A(i) - HLE construction supported by Adjungbilly accommodation facility (expected to commence in July 2025)
- Stage 3A(ii) - HLE construction supported by Adjungbilly and Yass Valley Way accommodation facilities (expected to commence in September 2025)
- Stage 3A(iii) – HLE construction including cable stringing over State roads (expected to commence in January 2026)
- Stage 3A(iv) - HLE construction supported by Adjungbilly, Yass Valley Way and Crookwell accommodation facilities (expected to commence in January 2026)
- Stage 3A(v) – HLE construction including OSOM delivery of reactors to Bannaby 500 kV substation (expected to commence in May 2026).

Future approvals for the Project may result in the need for further staging requests.

Staging represents the most efficient way in which to deliver this complex infrastructure project, minimise the impact on the environment, and maximise positive outcomes for the community. This Staging Request reduces administrative burden on the Department and the Proponent by allowing post-approval requirements to be delivered in a systematic manner, aligned with the works themselves.

The implementation of the proposed further staging for HLE allows construction and operation of accommodation facilities for HLE within timeframes that best suit the needs and distribution of the construction workforce and minimise unnecessary impacts from operation of under-utilised facilities. This is because HLE is proposed to be constructed generally in a west to east direction and therefore workforce accommodation facilities will primarily be needed during the initial stages at the western end of the project (i.e. Adjungbilly accommodation facility). Accommodation needs will then shift to Yass (expected to be required around September 2025) and subsequently to Crookwell (expected to be required around January 2026) in the later project stages. The expected change in accommodation requirements at each of the proposed HLE accommodation facilities over time is shown in Figure 3-2. Therefore, the establishment and operation of HLE accommodation facilities is proposed to be staged to reflect the needs of the construction activities.

In addition, the proposed staging of cable stringing over State roads and certain oversized-overmass (OSOM) deliveries would provide the additional time needed to confirm the specific details and management approaches for these activities in line with Transport for NSW (TfNSW) and DPHI's expectations while other construction activities commence. As these activities would only be required later in the construction program, the proposed staging would minimise delays to construction which is

considered a benefit as it would minimise the overall duration of construction impacts on the surrounding community.

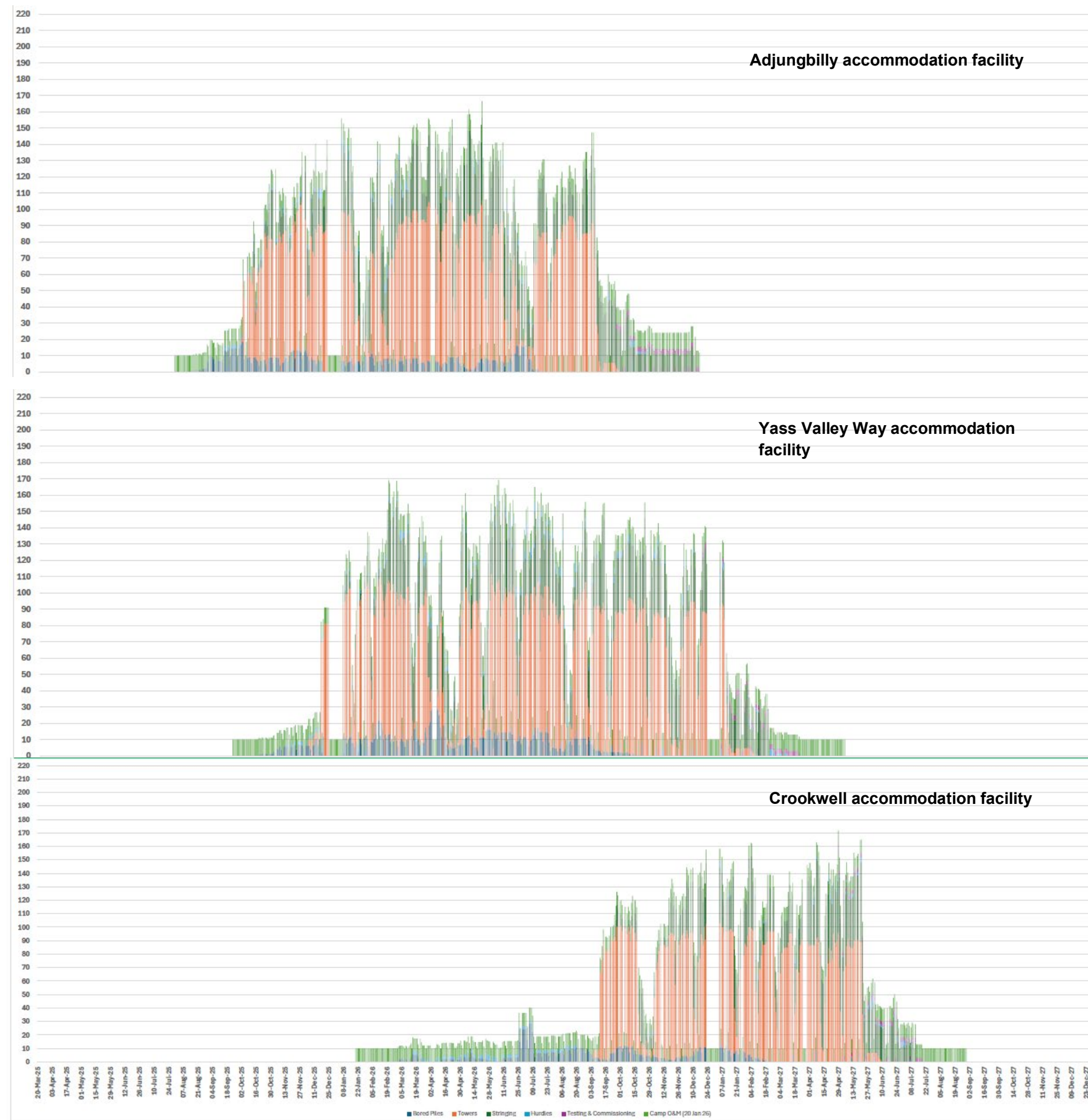


Figure 3-2 Accommodation requirements for HLE construction of the Project at Adjungbilly, Yass and Crookwell accommodation facilities over time

4. Stage 3A – HumeLink East construction phasing

4.1. Stage 3A(i) – HLE construction supported by Adjungbilly accommodation facility

4.1.1. Description

During this stage, only the Adjungbilly accommodation facility would be operational for HLE workers. The Adjungbilly accommodation facility would provide accommodation for approximately 192 workers at peak, which sufficiently meets the number of workers proposed to be accommodated in the Adjungbilly area.

As such, HLE construction activities would mostly be supported by workers travelling from the Adjungbilly accommodation facility or locally sourced contractors who do not require project-specific accommodation.

Small numbers of non-local workers (estimated to be up to 60 workers at one time) may also require use of existing accommodation options (e.g. hotels, motels or housing rented by HLE) to facilitate specific activities further away from Adjungbilly. This may include (but not be limited to) specialist workers for the ongoing construction of the Yass accommodation facility that commenced in Stage 2 and modification of the Bannaby 500 kV substation, as well as other specific activities spread across the HLE section of the Project (approximately 260 km). As such, these non-local workers would not all be concentrated in a single locality.

4.1.2. Management Plans and Environmental Management

All management plans required prior to Stage 3A construction would be submitted prior to commencement of this stage (refer to Section 4.6), however the scope of some management plans would be restricted as outlined below:

- The Adjungbilly Accommodation Camp Management Plan (ACMP) (condition B59) would provide details for the Adjungbilly accommodation facility only and would also provide the outline of staging for all HLE accommodation facilities based on worker numbers in accordance with condition B59(e).
- The Social Impact Management Plan (SIMP) (condition B61) and the Emergency Plan (condition B52) would not yet provide details for the Crookwell accommodation facility.

4.2. Stage 3A(ii) – HLE construction supported by Adjungbilly and Yass Valley Way accommodation facilities

4.2.1. Description

During this stage, both the Adjungbilly accommodation facility and Yass Valley Way accommodation facility would be operational for HLE workers.

As such, HLE construction activities would be supported by workers travelling from either Adjungbilly or Yass as well as locally sourced contractors who do not require project-specific accommodation. Small numbers of non-local workers (estimated to be up to 45 workers at one time) may also use existing accommodation options including those required to carry out specific activities further away from Adjungbilly or Yass, such as (but not limited to) the construction of the Crookwell accommodation facility or modification of the Bannaby 500 kV substation.

4.2.2. Management Plans and Environmental Management

Prior to commencement of this stage, the Yass ACMP would be submitted and would include details of the Yass Valley Way accommodation facility (including evidence of consultation with relevant stakeholders). Minor updates may be required to other management plans for consistency with the Stage 3A(ii) scope, however it is considered these would be of an administrative nature and therefore would likely be approved by the Environmental Representative under condition A13(c).

4.3. Stage 3A(iii) – HLE construction including cable stringing over State roads

4.3.1. Description

During this phase, cable stringing over State roads within the HLE section of the Project would commence.

Cable stringing over State roads has been separated as a construction phase as this is an activity that would not be undertaken at the commencement of construction, and the required details for this activity are not yet ready for incorporation into the TTMP. This approach enables the efficient delivery of the project by commencing and progressing construction while details associated with cable stringing are finalised. The construction methodology for this activity is currently being developed in consultation with TfNSW, which has been ongoing for several months. The aim of this consultation is to identify an optimal approach for cable stringing over State roads that maximises safety for construction workers and road users while minimising traffic impacts given the importance of these roads.

4.3.2. Management Plans and Environmental Management

Prior to commencement of this stage, the Traffic and Transport Management Plan (TTMP) would be updated to address details of cable stringing over State roads (including evidence of consultation with relevant stakeholders including TfNSW).

4.4. Stage 3A(iv) – HLE construction supported by Adjungbilly, Yass Valley Way and Crookwell accommodation facilities

4.4.1. Description

During this stage, the Crookwell accommodation facility would also be operational to provide accommodation for workers carrying out HLE construction activities.

4.4.2. Management Plans and Environmental Management

Prior to commencement of this stage, the Crookwell ACMP would be submitted and would include details of the Crookwell accommodation facility (including evidence of consultation with relevant stakeholders).

The SIMP (condition B61) and the Emergency Plan (condition B52) would also be updated prior to commencement of this stage to incorporate the Crookwell accommodation facility and provide details for 3A(iv) scope.

Minor updates may be required to other management plans for consistency with the Stage 3A(iv) scope, however it is considered these would be of an administrative nature and therefore would likely be approved by the Environmental Representative under condition A13(c).

4.5. Stage 3A(v) – HLE construction including OSOM delivery of reactors to Bannaby 500 kV substation

4.5.1. Description

During this phase, OSOM movements would commence for delivery of reactors, which are oversized equipment required for the modification of the existing Bannaby 500 kV substation.

OSOM delivery of reactors to the Bannaby 500 kV substation has been separated as a construction phase as these movements are likely classified as 'high risk' due to their dimensions and/or weights, which means that additional details and assessments (which are currently not available) are required to be provided in the TTMP for these movements.

Staging will allow the Project to progress in an efficient manner on construction phases that do not require specific additional approvals for OSOM movements, while the detail required for the approval of these OSOM movements are finalised in consultation with the relevant authorities.

4.5.2. Management Plans and Environmental Management

Prior to commencement of this stage, the TTMP would be updated to address the OSOM delivery of reactors to the existing Bannaby 500 kV substation (including evidence of consultation with relevant stakeholders).

4.6. Stage 3A Overview of Document Consultation and Submissions

For each phase of Stage 3A, consultation with Councils will occur based on the LGAs that would be directly impacted by the relevant scope of work. A map showing the locations of the scope of work for the various phases of Stage 3A in relation to the LGA boundaries is provided in Appendix B.

Consultation on the ACMPs would occur with stakeholders who are relevant to each accommodation facility location, as per below:

- Stage 3A(i) (Adjungbilly ACMP) – TfNSW, Cootamundra-Gundagai Regional Council
- Stage 3A(ii) (Yass ACMP) – TfNSW, Yass Valley Council
- Stage 3A(iv) (Crookwell ACMP) – TfNSW, Upper Lachlan Shire Council.

Consultation on the SIMP would occur as follows:

- Stage 3A(i) – Goulburn Mulwaree, Upper Lachlan Shire, Yass Valley, Cootamundra-Gundagai, Hilltops and Snowy Valley Councils and other relevant affected stakeholders from across the full HLE project area
- Stage 3A(iv) - Goulburn Mulwaree and Upper Lachlan Shire Councils and other relevant affected stakeholders in the Goulburn Mulwaree and Upper Lachlan Shire LGAs near the Crookwell accommodation facility.

The use of existing accommodation options and any required measures to minimise impacts on the surrounding community incorporated into the ACMP and SIMP has been informed by consultation with Councils and other relevant stakeholders carried out during preparation of the EIS and Amendment Report for the Project, as well as further stakeholder consultation carried out during preparation of the SIMP (Appendix C).

Consultation on the TTMP would occur with stakeholders who are relevant to each stage, as per below:

- Stage 3A(i) – Forestry Corporation of NSW (FCNSW), TfNSW, Snowy Valleys Council, Wagga Wagga City Council, Cootamundra-Gundagai Regional Council, Yass Valley Council, Upper Lachlan Shire Council and Goulburn-Mulwaree Council
- Stage 3A(iii) – TfNSW
- Stage 3A(v) - TfNSW, Upper Lachlan Shire Council and Goulburn-Mulwaree Council.

All other plans will be consulted on as per the relevant CoA. Evidence of consultation on each staged management plan as outlined above will be provided along with the submission as required by Condition A8.

Table 4-1 provides a summary of the required post-approval document submissions prior to each Stage 3A construction phase.

Table 4-1 Submission of post-approval documents for Stage 3A

Post-approval document	Stage 3A construction phase				
	3A(i)	3A(ii)	3A(iii)	3A(iv)	3A(v)
Noise and Vibration Management Plan	X				
Soil and Water Management Plan	X				
Heritage Management Plan	X				
Bushfire and Emergency Plan	X			X	
Traffic and Transport Management Plan	X		X		X
Waste Management Plan	X				
Accommodation Camp Management Plans	X (Adjungbilly)	X (Yass)		X (Crookwell)	
Local Business and Employment Strategy	X				
Social Impact Management Plan	X			X	
Biodiversity Management Plan	X				

5. Compliance

5.1. Conditions of approval

The applicability of the CoA to the Stage 3A HLE construction phasing has been identified in Appendix A. The allocations are described as:

- Where a condition is relevant to a construction stage, it is considered Applicable and marked with a tick mark (✓) in the column for the relevant stage
- Where condition is not relevant to a construction stage, it is considered Not Applicable and shown as blank in the column for the relevant construction stage.

Appendix A – Allocation of Conditions of Approval for each stage of the Project

Appendix A - Allocation of Conditions of Approval for each HumeLink East (HLE) (3A) stage of the project

Subject	Condition No.	Subpoint	Details	Applicability of conditions to each HumeLink East (HLE) Stage						Document where addressed	Comments
				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
COMMUNITY COMMUNICATION STRATEGY	A24		Prior to commencing the development, the Proponent must prepare a Community Communication Strategy to provide mechanisms to facilitate communication between the Proponent and the community (including adjoining affected landowners) during Enabling Works and construction.		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	The existing HL East Community Communication Strategy would apply to all HumeLink East Stages
COMMUNITY COMMUNICATION STRATEGY	A25		The Community Communication Strategy must:		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	The existing HL East Community Communication Strategy would apply to all HumeLink East Stages
		(a)	Identify landowners and potentially impacted receivers;		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	
		(b)	Ensure that the landowners identified in (a) are consulted during Enabling Works and construction;		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	
		(c)	Set out procedures and mechanisms for the regular distribution of information;		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	
		(d)	Establish a public liaison officer(s) to engage with the local community; and		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	
		(e)	Set out procedures and mechanisms:		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	
		(i)	Through which the community can discuss or provide feedback to the Proponent;		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	
		(ii)	Through which the Proponent will respond to enquiries or feedback from the community; and		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	
		(iii)	To resolve any issues and mediate any disputes that may arise in relation to Enabling Works and construction of the development.		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	
			The Proponent must implement the Community Communication Strategy for the duration of Enabling Works and construction.		✓	✓	✓	✓	✓	HL East DP Community Communication Strategy	
NOISE AND VIBRATION											
Construction Hours	B1		Pre-construction minor works, road upgrades, Enabling Works, construction (including operation of construction compounds), demolition, upgrading or decommissioning activities (excluding blasting) may only be undertaken between:		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(a)	7 am to 6 pm Monday to Friday;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(b)	8 am to 1 pm Saturdays; and		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(c)	At no time on Sundays and NSW public holidays; unless the Planning Secretary agrees otherwise.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
Exceptions to Construction Hours	B2		The following activities may be carried outside the hours specified in condition B1 above:		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(a)	The delivery or dispatch of materials as requested by the NSW Police Force or other public authorities for safety reasons;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(b)	Emergency work to avoid the loss of life, property or prevent material harm to the environment;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(c)	Works carried out in accordance with the hours and noise limits specified in any negotiated agreements with sensitive receivers (owners and occupiers), provided the negotiated agreements are in writing and finalised before the commencement of works;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(d)	Activities that do not result in noise affected sensitive receivers, as defined in Interim Construction Noise Guidelines (DECC, 2009) (or its latest version);		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(e)	Road upgrades required by the relevant road authority to be undertaken outside the standard construction hours;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(f)	Where a rail authority requires a rail possession for the activities to be performed outside of standard construction hours;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(g)	Activities that require a network outage on another utility, distribution or transmission network, and the operator of the network requires the outage and associated works outside standard construction hours;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(h)	Where different hours are permitted or required under an EPL in force in respect of the CSSI; or		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(i)	Works carried out in accordance with an Out-of-Hours Work Protocol in accordance with condition B16.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
Memorial Avenue Construction Compound	B3		The following activities must not be carried out at the Memorial Avenue Construction Compound:								This condition only applies to HumeLink West
		(a)	Any activities outside the hours specified in condition B1;								This condition only applies to HumeLink West
		(b)	Helicopter arrivals or departures;								This condition only applies to HumeLink West
		(c)	Crushing or screening;								This condition only applies to HumeLink West
		(d)	Concrete batching; or								This condition only applies to HumeLink West
		(e)	Any other noise generating activity that would result in noise levels at sensitive receivers or sensitive land uses exceeding the construction 'highly noise affected' noise management level criteria established using the Interim Construction Noise Guideline (DECC, 2009).								This condition only applies to HumeLink West
Helicopter activities	B4		Helicopter use associated with the development may only be carried out:		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(a)	Between 9 am to 5 pm Monday to Friday;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(b)	Between 9 am to 1 pm on Saturday; and		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(c)	No helicopter use is allowed on Sunday or NSW public holidays; unless different hours are permitted or required under an EPL in force in respect of the CSSI or the Planning Secretary agrees otherwise.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
Construction and Decommissioning	B5		The Proponent must take all reasonable and feasible steps to minimise the pre-construction minor works, Enabling Works, road upgrade, construction, upgrading or decommissioning noise of the development in locations where the noise is audible to sensitive receivers, including any associated traffic noise.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	As relevant to construction only.
Construction and Decommissioning	B6		The Proponent must ensure that the noise generated by any construction, upgrading or decommissioning activities is managed in accordance with the requirements outlined in the Interim Construction Noise Guideline (DECC, 2009) (or its latest version).		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	As relevant to construction only.

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
Construction and Decommissioning	B7		The Proponent must implement mitigation measures with the aim of achieving the road traffic noise assessment criteria for land uses from NSW Road Noise Policy (DECCW, 2011).		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
Construction and Decommissioning	B8		The Proponent must comply with the following vibration limits at any residence or sensitive receiver:		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(a)	Vibration criteria established using the Assessing vibration: a technical guideline (DEC, 2006) (for human exposure);		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(b)	BS 7385 Part 2-1993 "Evaluation and measurement for vibration in buildings Part 2" as they are "applicable to Australian conditions"; and		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(c)	Vibration limits set out in the German Standard DIN 4150-3: Structural Vibration – effects of vibration on structures (for structural damage).		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
Construction and Decommissioning	B9		Where a sensitive receiver is identified as potentially exceeding the construction 'noise affected' noise management level or sleep disturbance criteria established using the Interim Construction Noise Guideline (DECC, 2009), or its latest version, as a result of the construction or operation of the accommodation camps or construction compounds, mitigation measures must be implemented with the objective of reducing construction noise below the relevant criteria at each relevant sensitive receiver. Activities that would exceed the 'noise affected' noise management level or sleep disturbance criteria during construction or operation of these facilities must not commence until the measures identified in this condition have been implemented, unless otherwise agreed with the Planning Secretary. However, this does not apply if the Proponent has an agreement with the relevant owner/s of these receivers to generate higher noise levels, and the Proponent has advised the Department in writing of the terms of this agreement. Note: Mitigation measures may include path barrier controls, at-property treatment, or a combination of path controls and at-property treatment.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	As relevant to construction only. Decommissioning elements will be addressed in a future HumeLink Operation Environmental Management Plan
Blasting	B10		Where a sensitive receiver is identified as potentially exceeding the 'highly noise affected' noise management level established using the Interim Construction Noise Guideline (DECC, 2009), or its latest version, during Enabling Works or construction, mitigation measures must be implemented with the objective of reducing construction noise below the highly noise affected noise management level at each relevant sensitive receiver. Activities that would exceed the 'highly noise affected' noise management level during construction must not commence until the measures identified in this condition have been implemented, unless otherwise agreed with the Planning Secretary. However, this does not apply if the Proponent has an agreement with the relevant owner/s of these receivers to generate higher noise levels, and the Proponent has advised the Department in writing of the terms of this agreement. Note: Mitigation measures may include path barrier controls, at-property treatment, or a combination of path controls and at-property treatment.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
Blasting	B11		Blasting may only be carried out on the site:		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(a)	Between 9 am to 5 pm Monday to Friday;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(b)	Between 9 am to 1 pm on Saturday; and		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(c)	No blasting is allowed on Sunday or NSW public holidays.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
Blasting	B12		The Proponent must ensure that any blasting carried out on site does not exceed the criteria in Table 2.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
Operation	B13		Except for corona discharge noise, the Proponent must ensure that the noise generated by the operation of the development does not exceed the project noise trigger levels (PNTL) established in accordance with the Noise Policy for Industry (NPII), at the reasonably most affected point of the residence, at any residential receiver.								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
Operation	B14		The Proponent must:								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
		(a)	Take all reasonable and feasible steps to minimise corona discharge noise during operation of the project;								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
		(b)	Identify residences predicted to experience corona discharge noise levels above the PNTL at the reasonably most affected point of the residence, determined in accordance with the NPII, and how often corona noise is expected to be above this level per year;								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
		(c)	Identify residences predicted to experience circuit breaker noise levels above the PNTL at the reasonably most affected point of the residence, determined in accordance with the NPII, and how often this happens during the night-time period; and								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
		(d)	Implement all reasonable and feasible noise mitigation measures, determined in accordance with the NPfI, at receivers predicted, or identified by noise monitoring, to experience corona discharge noise levels or circuit breaker noise levels that exceed the PNTL.								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
Operational Noise Compliance Verification	B15		Within 12 months of the commencement of operation of the development, the Proponent must submit to the Planning Secretary, an Operational Noise Compliance Verification report. The assessment must include:								Operational condition not related to any construction stages. Will be addressed in a future Operational Noise Compliance Verification Report
		(a)	The results of monitoring of operational noise undertaken following the commencement of operation, including, but not limited to, at residences predicted to experience corona discharge noise levels or circuit breaker noise levels above the PNTL;								Operational condition not related to any construction stages. Will be addressed in a future Operational Noise Compliance Verification Report
		(b)	A comparison of the actual noise performance of the development against PNTLs established in accordance with the NPfI;								Operational condition not related to any construction stages. Will be addressed in a future Operational Noise Compliance Verification Report
		(c)	Identification of any additional reasonable and feasible noise mitigation measures that would be required to be implemented to achieve the objective of meeting the PNTLs, a schedule of when these measures are to be implemented and how their effectiveness is to be measured.								Operational condition not related to any construction stages. Will be addressed in a future Operational Noise Compliance Verification Report
			Any additional noise mitigation measures identified under (c) must be implemented within 12 months of submitting the Operational Noise Compliance Verification report, unless otherwise agreed by the Planning Secretary.								Operational condition not related to any construction stages. Will be addressed in a future Operational Noise Compliance Verification Report
Noise and Vibration Management Plan	B16		Prior to the commencement of construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare a Noise and Vibration Management Plan to the satisfaction of the Planning Secretary. This plan must:		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	NVMP for construction will be prepared and submitted prior to Stage 3A(i) and updated as required for subsequent stages. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(a)	Include measures and processes to ensure the requirements in conditions B1 to B14 are complied with;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	Except for Conditions B13 and B14 which are related to operational conditions
		(b)	Include a description of the reasonable and feasible measures that would be implemented to minimise noise and vibration impacts of the development;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(c)	Include a description of the measures that would be implemented to minimise aircraft noise at sensitive receivers, including measures relating to the number and timing of trips, flight paths and consultation with affected receivers;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(d)	Include a detailed description of the noise and vibration management system for the development;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(e)	Include a protocol for the identification, notification and management of works that exceed the noise management levels;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(f)	Include a monitoring program that evaluates and reports on the effectiveness of the noise and vibration management systems and identify additional noise mitigation measures that are to be implemented and the timeframe to be implemented;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(g)	Include a monitoring program that evaluates and reports on the operational noise performance of the development and the effectiveness of operational noise mitigation measures; and								To be addressed in a future HumeLink Operation Environmental Management Plan
		(h)	If the monitoring programs in B16((f) and (g)) identify exceedances, then identify additional noise mitigation measures that are to be implemented and the timeframe to be implemented;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(i)	Include an Out-of-Hours Work Protocol to identify a process for the consideration, management and approval of works outside the hours defined in conditions B1 and B11, which must:		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(i)	Be prepared in consultation with the relevant Council;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(ii)	Identify low risk activities that can be undertaken without the approval of the Planning Secretary and with the approval of the ER;		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(iii)	Identify high risk activities that must be approved by the Planning Secretary; and		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
		(iv)	Identify Department, Council and community notification arrangements for approved out of hours work.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
			Following the Planning Secretary's approval, the Proponent must implement the Noise and Vibration Management Plan.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
			Note: The Noise and Vibration Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		✓	✓	✓	✓	✓	HL East DP Noise and Vibration Management Plan	
AIR QUALITY	B17		In addition to the performance outcomes, commitments and mitigation measures specified in the EIS, the Proponent must take all reasonable steps to:		✓	✓	✓	✓	✓	HL East DP Air Quality Management Plan	
		(a)	Minimise the off-site dust, fume, blast emissions and other air pollutants of the development; and		✓	✓	✓	✓	✓	HL East DP Air Quality Management Plan	
		(b)	Minimise the surface disturbance of the site.		✓	✓	✓	✓	✓	HL East DP Air Quality Management Plan	
SOIL AND WATER											
Water Supply	B18		The Proponent must ensure that it has sufficient water for all stages of the development, and if necessary, adjust the scale of the development to match its available water supply.		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
			Note: Under the Water Act 1912 and/or the Water Management Act 2000, the Proponent is required to obtain the necessary water licences before commencing any works which intercept or extract groundwater or surface water (unless an exemption applies).		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
Erosion and Sedimentation	B19		The Proponent must:		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(a)	Minimise erosion and control sediment generation; and		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(b)	Ensure all land disturbances have appropriate drainage and erosion and sediment controls designed, installed and maintained in accordance with Best Practice Erosion and Sediment Control (IECA, 2008), Managing Urban Stormwater – Soils and Construction Volume 1 (Landcom, 2004), Managing Urban Stormwater – Soils and Construction Volume 2A Installation of Services (DECC, 2008) and Managing Urban Stormwater – Soils and Construction Volume 2C Unsealed Roads (DECC, 2008), or their latest versions.		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
Pollution of Waters	B20		Unless otherwise authorised by an EPL, the Proponent must ensure the development does not cause any water pollution, as defined under Section 120 of the POEO Act.		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
Pollution of Waters	B21		The Proponent must:		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(a)	Design, construct and maintain an appropriate water management system at all substations, concrete batching plants, construction compounds and accommodation camps to prevent pollution;		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(b)	Ensure that all liquid waste captured by the substation's spill oil containment system is classified, transported, and disposed of at a facility that can lawfully accept the waste; and		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(c)	Minimise any spills of hazardous materials or hydrocarbons, and clean up any spills as soon as possible after they occur.		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
Riparian Areas	B22		The Proponent must ensure all activities on waterfront land are constructed in accordance with the Guidelines for Controlled Activities on Waterfront Land (DPE 2022), Why do Fish Need to Cross the Road? Fish Passage Requirements for Waterway Crossings (NSW Fisheries 2003) and the Policy and Guidelines for Fish Habitat and Conservation and Management (NSW Fisheries, 2013), unless Water Group and DPIRD Fisheries agrees otherwise.		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
Flooding	B23		Except for the Gugaa Substation, the Proponent must ensure that the development does not materially alter the flood storage capacity, flows or characteristics in the development area or off-site.		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
Soil and Water Management Plan	B24		Prior to the commencement of construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Applicant must prepare a Soil and Water Management Plan for the development to the satisfaction of the Planning Secretary. This plan must:		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	SWMP for construction will be prepared and submitted prior to Stage 3A(i) and updated as required for subsequent stages Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(a)	Be prepared in consultation with the relevant Council, BCS and Water Group;		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(b)	Ensuring the requirements in conditions B18 to B23 are met;		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(c)	Managing flood risk during construction and operation;		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	As relevant to construction flood risk only. Operational flood risk will be addressed in a future HumeLink Operation Environmental Management Plan
		(d)	Investigating, assessing and managing contaminated land, soils, groundwater and blasting in the development area;		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(e)	Investigating, assessing and managing the potential for asbestos and other hazardous materials in the development area;		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(f)	Managing any unexpected and / or suspected contaminated land, asbestos and unexploded ordinance excavated, disturbed or otherwise discovered during construction; and		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
		(g)	A program to monitor and report on the impacts and environmental performance of the development.		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
			Following the Planning Secretary's approval, the Proponent must implement the Soil and Water Management Plan.		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
			Note: The Soil and Water Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		✓	✓	✓	✓	✓	HL East DP Soil and Water Management Plan	
BIODIVERSITY											
Biodiversity Offset Package	B26		Prior to carrying out any development that would impact on biodiversity values requiring offset or within 3 months of the date of the Project Approval whichever is sooner, the Proponent must update the Biodiversity Offset Package (Package) that is consistent with the EIS, in consultation with BCS and BCT and to the satisfaction of the Planning Secretary in writing. The Package must include, but not necessarily be limited to:	✓						Biodiversity Offset Package	The existing Biodiversity Offset Package would apply to all HumeLink East Stages The Biodiversity Offset Package would be updated post-commencement of construction following submission of the updated BAVR (condition B29)
		(a)	Details of the specific biodiversity offset measures to be implemented and delivered in accordance with the EIS;	✓						Biodiversity Offset Package	
		(b)	The cost for each specific biodiversity offset measure, as determined in accordance with a BCF Charge Statement indexed on a monthly basis in accordance with the Biodiversity Offsets Payment Calculator Order 2022;	✓						Biodiversity Offset Package	
		(c)	The timing and responsibilities for the implementation and delivery of the measures required in the Package;	✓						Biodiversity Offset Package	
		(d)	A report to be provided every 6 months from the approval of the updated Package to the Planning Secretary, BCS and the BCT setting out the progress towards delivering each specific biodiversity offset measure; and	✓						Biodiversity Offset Package	
		(e)	Confirmation that the biodiversity offset measures will have been implemented and delivered no later than 13 November 2026, unless otherwise agreed with the Planning Secretary.	✓						Biodiversity Offset Package	

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
			Following the Planning Secretary's approval, the Proponent must implement and deliver the Biodiversity Offset Package.	✓						Biodiversity Offset Package	
Biodiversity Offset Package	B27		Prior to carrying out any development that could impact the biodiversity values requiring offset, the Proponent must lodge bank guarantee(s) with a total value of \$502,332,107, in accordance with the Deed of Agreement with the Planning Secretary (or delegate) executed on 10 October 2024. The Proponent must comply with the terms of the Deed.	✓							Bank guarantee in accordance with this condition has been lodged
Supplementary Biodiversity Strategy	B28		Prior to carrying out any development that would impact on the relevant biodiversity values (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare a Supplementary Biodiversity Strategy as committed to in the EIS, in consultation with BCS and to the satisfaction of the Planning Secretary. Unless otherwise agreed by the Planning Secretary, the Strategy must:	✓						Supplementary Biodiversity Strategy	The Supplementary Biodiversity Strategy has been prepared and submitted to DPHI. The Supplementary Biodiversity Strategy sets out the survey requirements for the Biodiversity Assessment Verification Report (required by condition B29)
		(a)	Be peer reviewed by a suitably qualified, experienced and independent biodiversity consultant with Biodiversity Assessment Method (2020) (BAM) Accreditation whose appointment has been endorsed by the Planning Secretary;	✓						Supplementary Biodiversity Strategy	
		(b)	Detail survey methods for all entities to be targeted by the Strategy, in accordance with the Biodiversity Assessment Method (2020) and any other guidance document that is relevant and applicable at the time surveys were undertaken or the BDAR was prepared, including but not limited to:	✓						Supplementary Biodiversity Strategy	
		(i)	Surveys within unsurveyed areas of the development area identified in the EIS where a reduction in credit liability for the relevant biodiversity value assumed present is being sought;	✓						Supplementary Biodiversity Strategy	
		(ii)	Surveys for the following serious and irreversible impact (SAII) entities:	✓						Supplementary Biodiversity Strategy	
			Prasophyllum bagoense	✓						Supplementary Biodiversity Strategy	
			Pterostylis oreophila	✓						Supplementary Biodiversity Strategy	
			Caladenia concolor	✓						Supplementary Biodiversity Strategy	
			Genoplesium superburn	✓						Supplementary Biodiversity Strategy	
			Pomaderris delicatata	✓						Supplementary Biodiversity Strategy	
			Litoria castanea	✓						Supplementary Biodiversity Strategy	
			Prasophyllum innubum	✓						Supplementary Biodiversity Strategy	
			Solanum armourense	✓						Supplementary Biodiversity Strategy	
			Calotis glandulosa	✓						Supplementary Biodiversity Strategy	
			Grevillea iaspicula	✓						Supplementary Biodiversity Strategy	
			Pomaderris pallida	✓						Supplementary Biodiversity Strategy	
			Mixophyes balbus	✓						Supplementary Biodiversity Strategy	
			Prasophyllum keltonii	✓						Supplementary Biodiversity Strategy	
			Bossiae fragrans	✓						Supplementary Biodiversity Strategy	
			Eucalyptus robertsonii subsp. hemisphaerica	✓						Supplementary Biodiversity Strategy	
			Grevillea wilkinsonii	✓						Supplementary Biodiversity Strategy	
			Chalinolobus dwyeri	✓						Supplementary Biodiversity Strategy	
			Pseudomy fumeus	✓						Supplementary Biodiversity Strategy	
			Pimelea bracteata	✓						Supplementary Biodiversity Strategy	
			Tyto tenebricosa	✓						Supplementary Biodiversity Strategy	
Biodiversity Assessment Verification Report	B29		Unless otherwise agreed by the Planning Secretary, prior to carrying out any development that would impact on the relevant biodiversity values subject to survey in the Supplementary Biodiversity Strategy in condition B28 (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare a Biodiversity Assessment Verification Report in consultation with BCS and to the satisfaction of the Planning Secretary. The Report must:	✓						Biodiversity Assessment Verification Report	This is a standalone deliverable, and is scheduled to be completed prior to construction, based on the approved project area. The BAVR would be updated post-commencement of construction following submission of the Final Layout Plans The BAVR may be further updated should further survey be able to be undertaken prior to commencement of construction in areas previously unsurveyed
		(a)	Be prepared by a suitably qualified, experienced and independent biodiversity consultant with Biodiversity Assessment Method (2020) (BAM) Accreditation whose appointment has been endorsed by the Planning Secretary;	✓						Biodiversity Assessment Verification Report	
		(b)	Be prepared in accordance with the Biodiversity Assessment Method (2020) and any other guidance document that is relevant and applicable at the time surveys were undertaken or the BDAR was prepared;	✓						Biodiversity Assessment Verification Report	
		(c)	Be prepared with regard to the final layout plans for the development required under condition C8, including the location of final access routes within each clearing zone and stockpile locations;	✓						Biodiversity Assessment Verification Report	
		(d)	Include:	✓						Biodiversity Assessment Verification Report	
		(i)	Detail of the outcomes of surveys undertaken in accordance with condition B28;	✓						Biodiversity Assessment Verification Report	
		(ii)	Where species are found to be present following the surveys undertaken under condition B28 or that are assumed to be present, identify measures to avoid and / or mitigate the impact to those entities for inclusion in a revised version of the Biodiversity Management Plan required under condition B30;	✓						Biodiversity Assessment Verification Report	The BMP submitted as part of Stage 3A(i) would be updated as required based on the outcomes of these surveys and the updated BAVR
		(e)	Provide findings and recommendations relating to the matters in (d), including, but not limited to, reducing the relevant credit obligations and calculating credit obligations for unexpected finds.	✓						Biodiversity Assessment Verification Report	

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
			Any required changes to biodiversity offset or mitigation measures arising from the Biodiversity Assessment Verification Report must be incorporated into an updated version of the Biodiversity Offset Package under condition B26 in consultation with BCS and BCT and addressed in a revised version of the Biodiversity Management Plan required under condition B30, in consultation with BCS and FCNSW, to the satisfaction of the Planning Secretary.	✓						Biodiversity Assessment Verification Report	
Biodiversity Management Plan	B30		Prior to carrying out any development (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64) that could impact biodiversity values that require offsetting, the Proponent must prepare a Biodiversity Management Plan for the development to the satisfaction of the Planning Secretary. This plan must:		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	BMP for construction will be prepared and submitted prior to Stage 3A(i) and updated as required for subsequent stages The BMP would be updated and resubmitted post-commencement of construction following submission of the updated BAVR Operational elements will be addressed in a future HumeLink Operation Biodiversity Management Plan.
		(a)	Be prepared by a suitably qualified and experienced biodiversity expert/s;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(b)	Be prepared in consultation with BCS and FCNSW;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(c)	Be prepared generally in accordance with the Revised Biodiversity Development Assessment Report (Revision 0, dated 21 June 2024);		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(d)	Include a description of the measures that would be implemented for:		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(i)	Meeting the biodiversity mitigation requirements in condition B25 and as required by condition B29;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	The BMP would be updated and resubmitted post-commencement of construction following submission of the updated BAVR
		(ii)	Minimising:		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
			• The amount of vegetation clearing on site;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
			• The loss of key fauna habitat (including tree hollows);		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
			• The impacts of fauna on site, including undertaking pre-clearance surveys; and		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
			• Potential indirect impacts on threatened flora and fauna species;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(iii)	Ensuring the development does not adversely affect the native vegetation and habitat outside the disturbance footprint;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(iv)	Protocols for unexpected finds of threatened species and threatened ecological communities within the disturbance footprint including the requirements for:		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
			• All work in the associated location to stop to prevent further impact, and		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
			• Notification to the Planning Secretary and BCS (and AG DCCEEW where relevant) in writing on any additional mitigation measures to be implemented; and		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
			• Relevant agencies to be consulted and the Planning Secretary to endorse recommencement of work;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(v)	Connectivity strategy for the potentially impacted species identified in the Revised Biodiversity Development Assessment Report (Revision 0, dated 21 June 2024) and a Supplementary Hollow and Nest Strategy;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(vi)	Protecting the conservation values of McPhersons Plain and avoiding impacts to Prasophyllum bagoensis, Prasophyllum keltonni and Pterostylis oreophila;								This condition only applies to HumeLink West
		(vii)	Rehabilitating temporary disturbance areas to facilitate natural regeneration of suitable native species;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(viii)	Progressively monitoring the areas of partial clearance following the commencement of construction and provision of a verification report every three months during construction to confirm the assumptions made in the BDAR regarding partial clearance within the Easement Clearing Zone and whether any changes are required to this plan;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(ix)	Maximising the salvage of resources within the approved disturbance area – including vegetative and soil resources – for beneficial reuse (such as fauna habitat enhancement) during the rehabilitation and revegetation of the site;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(x)	Collecting and propagating seed (where relevant);		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(xi)	Controlling erosion, weeds and feral pests;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(xii)	Bushfire management;		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
		(xiii)	Minimising impacts on entities at risk of a serious and irreversible impact (SAIL), including for Box Gum Woodland, Rice Flower (Pimelea bracteata) and Sooty Owl (Tyto tenebricosa) and other entities that are identified as requiring mitigation measures in the Biodiversity Assessment Verification Report required by condition B29 and the additional mitigation measures outlined in the additional information (Transgrid proposal dated 2 September 2024) within three years of the date of the Project Approval (over and above the relevant credit obligations); and		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	The BMP would be updated and resubmitted post-commencement of Construction following submission of the updated BAVR
		(e)	Include a program to monitor, evaluate and publicly report on the effectiveness of these measures. Following the Planning Secretary's approval, the Proponent must implement the Biodiversity Management Plan.		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
			Note: The Biodiversity Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
HERITAGE											
Unsurveyed Areas	B31		Prior to carrying out any development within the unsurveyed areas of the development area identified in the EIS, untested areas of moderate and high sensitivity, or any potential archaeological deposits (PADs) identified for impact during detailed design, the Proponent must provide an Addendum Aboriginal Cultural Heritage Assessment Report (Addendum ACHAR), prepared in consultation with the Aboriginal stakeholders and Heritage NSW, to the satisfaction of the Planning Secretary. The report must:		✓	✓	✓	✓	✓	HL East DP Addendum ACHARs	Phased submission of Addendum ACHARs prior to development in the relevant area/s.
		(a)	Include details of consultation with the Aboriginal stakeholders;		✓	✓	✓	✓	✓	HL East DP Addendum ACHARs	
		(b)	Describe the additional Aboriginal heritage surveys that were undertaken, including test excavations of PADs;		✓	✓	✓	✓	✓	HL East DP Addendum ACHARs	

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
		(c)	Describe any potential additional impacts to heritage items;		✓	✓	✓	✓	✓	HL East DP Addendum ACHARs	
		(d)	Identify further mitigation measures, including avoidance or salvage;		✓	✓	✓	✓	✓	HL East DP Addendum ACHARs	
		(e)	Include detailed justification where the final transmission line alignment is not able to avoid impacts to heritage items; and		✓	✓	✓	✓	✓	HL East DP Addendum ACHARs	
		(f)	Provide an updated and consolidated list of sites that would be protected and remain in-situ throughout construction and sites that would be salvaged and relocated to suitable alternative locations.		✓	✓	✓	✓	✓	HL East DP Addendum ACHARs	
Heritage Management Plan	B33		Prior to carrying out any development (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64) that could harm heritage values, the Proponent must prepare a Heritage Management Plan for the development to the satisfaction of the Planning Secretary. This plan must:		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	HMP for construction will be prepared and submitted prior to Stage 3A(i) and updated as required for subsequent stages
		(a)	Be prepared by a suitably qualified and experienced Aboriginal cultural heritage specialist whose appointment has been endorsed by the Planning Secretary;		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(b)	Be prepared in consultation with Aboriginal Stakeholders, NPWS and reviewed by Heritage NSW;		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(c)	Undertake an assessment of the unsurveyed areas of the construction areas, in accordance with the Code of practice for archaeological investigation of Aboriginal objects in NSW (DECCW, 2010);		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(d)	Include a description of the measures that would be implemented for:		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(i)	Protecting heritage items in accordance with conditions B32(a);		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(ii)	Undertaking the management activities specified in Table 3-2 of Appendix 3, including a detailed methodology for each of the approved management activities;		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(iii)	Avoiding harm to the heritage items specified in Table 3-1 and Table 3-3 of Appendix 3;		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(iv)	Undertaking detailed reporting on the outcomes of management activities including (but not limited to) archival recording and analysis of stone artefact assemblages and other information relevant to addressing research questions;		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(v)	A strategy for the management of any salvaged Aboriginal objects;		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(vi)	A contingency plan and reporting procedure if:		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
			• Heritage items outside the approved construction area are harmed;		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
			• Previously unidentified heritage items are found; or		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
			• Skeletal material is discovered;		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(vii)	Ensuring workers on site receive suitable heritage inductions prior to carrying out any development on site, and that records are kept of these inductions; and		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(viii)	Ongoing consultation with Aboriginal Stakeholders during the implementation of the plan; and		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
		(e)	Include a program to monitor and report on the effectiveness of these measures and any heritage impacts of the project.		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
			Following the Planning Secretary's approval, the Proponent must implement the Heritage Management Plan.		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
			Note: The Heritage Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		✓	✓	✓	✓	✓	HL East DP Heritage Management Plan	
TRAFFIC AND TRANSPORT											
Designated Heavy and Heavy Vehicles Requiring Escort Routes	B34		All heavy vehicles requiring escort associated with the development must only travel to and from the site via the construction routes described in the EIS, as identified in Figure 4-2 in Appendix 4, unless the Planning Secretary agrees otherwise.		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Note: The Proponent is required to obtain relevant permits and approvals under the Heavy Vehicle National Law (NSW) for the use of over-dimensional vehicles on the road network.		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
Designated Heavy and Heavy Vehicles Requiring Escort Routes	B35		All heavy and light vehicles associated with construction, upgrading and decommissioning of the development must travel to and from the site via the construction routes as described in the EIS and identified in the Figure 4-1 in Appendix 4, unless the Planning Secretary agrees otherwise.		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
Transport Strategy	B36		Prior to commencing the relevant road upgrades referenced in Table 4-1 of Appendix 4, the Proponent must prepare a Transport Strategy for those road upgrades, in consultation with the TfNSW and relevant Council(s), to the satisfaction of the Planning Secretary, which:								The Transport Strategy is only required for Appendix 4 Table 4-1 AC03a Mates Gully Road which only applies to HumeLink West
		(a)	Identifies the location and type of any necessary road upgrades (including roads, intersections and access points);								
		(b)	Ensures the road upgrades comply with the Austroads Guide to Road Design (as amended by TfNSW supplements), unless the relevant road authority agrees otherwise;								
		(c)	Includes strategic concept designs prepared in accordance with Austroads Guide to Road Design (as amended by TfNSW supplements);								
		(d)	Includes a detailed assessment of potential impacts of any necessary road upgrades (such as heritage and biodiversity impacts) and appropriate mitigation measures, including consideration of cumulative traffic impacts from approved projects;								
		(e)	Include a schedule for the commencement and completion of all necessary road upgrades;								
		(f)	Identifies whether intersections and access points would be permanent or temporary.								
Road Maintenance	B38		The Proponent must:		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	
		(a)	Undertake an independent dilapidation survey:		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	
		(i)	Assessing the existing condition of all local roads on the transport route shown in Figure 4-1 in Appendix 4 (including local road crossings) prior to Enabling Works, construction, upgrading or decommissioning works; and		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	Dilapidation surveys will be undertaken prior to impact on the relevant road/s and at other timeframes required by the condition
		(ii)	Assessing the condition of all local roads on the transport route (including local road crossing);		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
			Within 1 month of the completion of construction, upgrading or decommissioning works, or within a timeframe agreed to by the relevant roads authority/manager;		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	
			On an annual basis during construction, or within a timeframe agreed to by the relevant roads authority/manager;		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	
		(b)	Repair (or pay the full costs associated with repairing) any damage to local roads on the transport route (including local road crossings) as a result of development related road traffic:		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	
		(i)	As soon as possible after the damage is identified but within 7 days at the latest if it could endanger road safety; and		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	
		(ii)	Within 2 months of the completion of the survey; unless the relevant roads authority agrees otherwise;		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	
		(c)	Prepare a report in consultation with the relevant roads authority.		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	Dilapidation reports will be prepared to document the pre-construction and post construction condition of the relevant road/s
			If there is a dispute about the road maintenance works, or the implementation of these works, then either party may refer the matter to the Planning Secretary for resolution.		✓	✓	✓	✓	✓	HL East DP Road Condition Reports	
Traffic and Transport Management Plan	B39		Prior to commencing construction or road upgrades identified in condition B37 (whichever comes first) but excluding Enabling Works where the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64, the Proponent must prepare a Traffic Management Plan for the development in consultation with FCNSW, TfNSW, Snowy Valleys Council, Wagga Wagga City Council, Cootamundra-Gundagai Regional Council, Yass Valley Council, Upper Lachlan Shire Council and Goulburn-Mulwaree Council, and to the satisfaction of the Planning Secretary. This plan must include:		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	TTMP for construction will be prepared and submitted prior to Stage 3A(i) and updated as required for subsequent stages
		(a)	Details of the transport route to be used for all development-related traffic;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(b)	Details of the road upgrade works required by condition B37;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(c)	Details of the measures that would be implemented to comply with the transport management requirements in conditions B34 to B38;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	Except for Condition B36 Transport Strategy which only applies to AC03a Mates Gully Road, which is in the HumeLink West area
		(d)	Details of the measures that would be implemented to:		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(i)	Minimise traffic safety impacts of the development and disruptions to local road users during construction, upgrading or decommissioning works, including:		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			A description of the proposed timeframe and schedule of construction works;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			A description of the proposed dilapidation surveys required by condition B38;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Strategic concept designs and procedures for stringing cables and transmission lines across roads to ensure compliance with Austroads Guide and TfNSW requirements (for crossing of state roads);				✓	✓	✓	HL East DP Traffic and Transport Management Plan	Stringing of cables and transmission lines across State roads would be addressed in an update to the TTMP prior to commencement of Stage 3A(iii)
			Scheduling heavy vehicle movements to avoid peak periods where reasonable and feasible;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Reducing the speeds of development-related traffic at key intersections (not applicable to Hume Highway);		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Temporary traffic controls, including detours and signage;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Notifying the local community about development-related traffic impacts;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Procedures for receiving and addressing complaints from the community about development-related traffic;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Minimising potential cumulative traffic impacts with other projects in the area;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Minimising potential conflict between development-related traffic and rail services, stock movements and school buses, in consultation with local schools, including preventing queueing on the public road network;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Implementing measures to minimise development-related traffic on the public road network outside standard construction hours;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Minimising dirt and debris tracked on to the public road network from development related-traffic;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Details of the employee shuttle bus service, including pick-up and drop-off points and associated parking arrangements for construction workers, and measures to encourage employee use of this service;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Measures for managing light vehicle peak numbers, such as car-pooling or ride sharing by employees;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Scheduling the haulage vehicle movements to minimise convoy lengths or platoons;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Responding to local climate conditions that may affect road safety, such as, fog, dust, wet weather and flooding;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Ensuring loaded vehicles entering or leaving the site have their loads covered or contained and leave site in a forward direction;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			A schedule for the periodic inspection and maintenance of the condition of all local roads used by development-related traffic;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Responding to any emergency repair or maintenance requirements;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Provisions for maintaining emergency vehicle access to the site at all times;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			A traffic management system for managing over-dimensional vehicles; and		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	Over-size over-mass delivery of reactors to Bannaby 500 kV substation will be addressed in an update to the TTMP prior to the commencement of Stage 3A(v). Other over-size over-mass movements will be addressed in the TTMP prepared prior to commencement of Stage 3A(i) and updated as necessary for other stages.
			Fatigue management;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(ii)	Minimise the impacts of the road and intersection upgrades of the development;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
		(iii)	Minimises parking on the public road network;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(iv)	Maintain all roads and water-related infrastructure on site in a safe and serviceable condition;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(v)	Minimise the traffic noise impacts of the development;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(e)	Include a drivers code of conduct that addresses:		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(i)	Travelling speeds;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(ii)	Procedures to ensure that drivers to and from the development adhere to the designated heavy vehicles requiring escort and heavy vehicle routes;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(iii)	Procedures to ensure that drivers to and from the development implement safe driving practices; and;		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(iv)	Including a detailed program to monitor and report on the effectiveness of these measures and the code of conduct.		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(f)	Include a program to:		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(i)	Ensure drivers working on the development receive suitable training on the code of conduct and any other relevant obligations under the Traffic and Transport Management Plan; and		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(ii)	Monitor and publicly report on the effectiveness of these measures.		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
		(g)	A flood response plan detailing procedures and options for safe access to and from the site in the event of flooding.		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Following the Planning Secretary's approval, the Proponent must implement the Traffic and Transport Management Plan.		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
			Note: The Traffic and Transport Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		✓	✓	✓	✓	✓	HL East DP Traffic and Transport Management Plan	
AVIATION											
Aerial activities	B40		Prior to submitting the Final Layout Plans for the section of the transmission line within 3 nautical miles of the aircraft landing area located at Lot 108 DP757214 (as identified in additional information dated 1 October 2024), the Proponent must provide reasonable and feasible measures or negotiated agreement to minimise impacts commensurate to the impact to aerial activities that are affected by the erection and/or operation of the transmission line and towers/the project, such as increasing setbacks, funding the cost difference between the pre-development aerial activities and a reasonable alternative method and/or funding the cost to relocate the landing area in consultation with owners or managers of these aircraft landing areas to the satisfaction of the Planning Secretary.								This condition only applies to HumeLink West
			Following approval by the Planning Secretary, the Proponent must implement these measures.								This condition only applies to HumeLink West
VISUAL AMENITY											
Visual Impact Mitigation	B41		Unless the Planning Secretary agrees otherwise, for a period of 2 years from the commencement of operations, the owners of residences A29, A33, A67, C35, E27, H56, K23, K40, K44, K45, K46, K47, K48, O18, O45, Q20, R12, R24, S12, T14, T15 and T16 as identified in the EIS may ask the Proponent to implement visual impact mitigation measures on their land to minimise the visual impacts of the development on their residence (including its curtilage).								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
			Upon receiving such a written request from the owner of these residences, the Proponent must implement appropriate mitigation measures (such as landscaping and vegetation screening) in consultation with the owner. These mitigation measures must be reasonable and feasible, aimed at reducing the visibility of the transmission line and towers from the residence and its curtilage, and commensurate with the level of visual impact on the residence.								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
			All agreed mitigation measures must be implemented within 12 months of receiving the written request, unless the Planning Secretary agrees otherwise.								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
			If the Proponent and the owner cannot agree on the measures to be implemented, or there is a dispute about the implementation of these measures, then either party may refer the matter to the Planning Secretary for resolution.								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
			To avoid any doubt, mitigation measures are not required to be implemented to reduce the visibility of transmission lines and towers from any other locations on the property other than the residence and its curtilage.								Operational condition not related to any construction stages. Will be addressed in a future HumeLink Operation Environmental Management Plan
Visual Impact Mitigation	B42		Prior to submitting the Final Layout Plans for any towers located within 450 m of residence A29, K23, Q20, R12, R24, and S12, the Proponent must provide reasonable and feasible measures or negotiated agreement to minimise the visual impacts on residence A29, K23, Q20, R12, R24 and S12, including increasing setbacks, in consultation with the owner of the residence, to the satisfaction of the Planning Secretary.		✓	✓	✓	✓	✓	HL East DP Final Layout Plans	Prior to submitting the relevant Final Layout Plans
			Following approval by the Planning Secretary, the Proponent must implement these measures.		✓	✓	✓	✓	✓	HL East DP Final Layout Plans	Prior to submitting the relevant Final Layout Plans
Visual Impact Mitigation	B43		Prior to submitting the Final Layout Plans for towers located within 1000 m of V23 (the 'Hillas Homestead and Outbuildings'), the Proponent must provide reasonable and feasible measures commensurate to the level of visual impact to minimise impacts on the heritage item and its curtilage, in consultation with the landowner and Heritage Council, to the satisfaction of the Planning Secretary. The Final Layout Plans must be informed by photomontages (or equivalent representation) of existing views from V23 and its curtilage.		✓	✓	✓	✓	✓	HL East DP Final Layout Plans	Prior to submitting the relevant Final Layout Plans

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
			Following approval by the Planning Secretary, the Proponent must implement these measures.		✓	✓	✓	✓	✓	HL East DP Final Layout Plans	Prior to submitting the relevant Final Layout Plans
Visual Appearance	B44		The Proponent must:		✓	✓	✓	✓	✓	Various HL East DP management plans (including the ACMPs) and as part of design	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
		(a)	Take reasonable steps to minimise the visual impacts of the development; and		✓	✓	✓	✓	✓	Various HL East DP management plans (including the ACMPs) and as part of design	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
		(b)	Not mount any advertising signs or logos on site, except where this is required for identification or safety purposes.		✓	✓	✓	✓	✓	Various HL East DP management plans (including the ACMPs) and as part of design	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
Lighting	B45		The Proponent must:		✓	✓	✓	✓	✓	Various HL East DP management plans (including the ACMPs) and as part of design	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
		(a)	Take all reasonable steps to minimise the off-site visual impacts of the development; and		✓	✓	✓	✓	✓	Various HL East DP management plans (including the ACMPs) and as part of design	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
		(b)	Ensure that any external lighting associated with the development:		✓	✓	✓	✓	✓	Various HL East DP management plans (including the ACMPs) and as part of design	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
		(i)	Is installed as low intensity lighting (except where required for safety or emergency purposes);		✓	✓	✓	✓	✓	Various HL East DP management plans (including the ACMPs) and as part of design	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
		(ii)	Does not shine above the horizontal; and		✓	✓	✓	✓	✓	Various HL East DP management plans (including the ACMPs) and as part of design	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
		(iii)	Complies with Australian/New Zealand Standard AS/NZS 4282:2019 – Control of Obtrusive Effects of Outdoor Lighting.		✓	✓	✓	✓	✓	Various HL East DP management plans (including the ACMPs) and as part of design	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
RADIOCOMMUNICATIONS	B46		Prior to submitting the Final Layout Plans for tower locations, the Proponent must take all reasonable and feasible measures to avoid impacts to the Public Safety Network microwave link paths, including relocating towers to avoid the 100 m exclusion zone, in consultation with the NSW Telecommunications Authority.		✓	✓	✓	✓	✓	HL East DP Final Layout Plans	Prior to submitting the relevant Final Layout Plans
RADIOCOMMUNICATIONS	B47		If the Proponent cannot avoid the 100 m exclusion zone, the Proponent must ensure there is no disruption to the Public Safety Network microwave link paths in the area in consultation with the NSW Telecommunications Authority prior to constructing towers within the exclusion zone.		✓	✓	✓	✓	✓		Prior to constructing the relevant towers (if required)
RADIOCOMMUNICATIONS	B48		If the development results in the disruption to any radio communications services (including point-to-point microwave links) in the area, then the Proponent must make good any disruption to these services as soon as possible following the disruption, but no later than 1 month following the disruption of the service unless the relevant service provider or user or Planning Secretary agrees otherwise.		✓	✓	✓	✓	✓		Will be addressed if required within the timeframes outlined in the condition
HAZARD AND RISK											
Dangerous Goods	B49		The Proponent must ensure that the storage, handling, and transport of dangerous goods is undertaken in accordance with the relevant Australian Standards and guidelines, particularly AS1940 The storage and handling of flammable and combustible liquids and AS/NZS 1596:2014 The storage and handling of LP Gas, the Dangerous Goods Code, and the EPA's Storing and Handling of Liquids: Environmental Protection – Participants Manual.		✓	✓	✓	✓	✓		As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
Electric and Magnetic Fields	B50		The Proponent must ensure that the design, construction and operation of the development is managed to comply with the applicable electric and magnetic fields (EMF) limits in the International Commission on Non-Ionizing Radiation Protection (ICNIRP) Guidelines for limiting exposure to time-varying electric and magnetic fields (1Hz – 100 kHz) (ICNIRP, 2010).		✓	✓	✓	✓	✓		As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
BUSHFIRE SAFETY											
Operating Conditions	B51		The Proponent must:		✓	✓	✓	✓	✓	HL East DP Emergency Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operational Environmental Management Plan
		(a)	Minimise the fire risks of the development, including managing vegetation fuel loads on-site;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(b)	Ensure that the development;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(i)	Complies with the relevant asset protection requirements in the RFS's Planning for Bushfire Protection 2019 (or equivalent) and Standards for Asset Protection Zones;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(ii)	Is suitably equipped to respond to any fire on site, including provision of a 20,000 litre water supply tank fitted with a 65 mm Storz fitting and a FRNSW compatible suction connection located at each of the construction compounds;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(iii)	Incorporates the recommendations of a fire risk assessment as per the network operator's design standards;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
		(c)	Ensures that buildings within the compounds comply with Australian Standard AS3959-2018 Construction of buildings in bushfire-prone areas (or equivalent) and RFS's Planning for Bushfire Protection 2019;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(d)	Ensure any fire trails or asset protection zones associated with the development are wholly contained within the approved disturbance area;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(e)	Develop procedures to manage potential fires on site, in consultation with the RFS, FRNSW, FCNSW and NPWS;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(f)	Assist the RFS, FRNSW, FCNSW, NPWS and emergency services as much as practicable if there is a fire in the vicinity of the site; and		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(g)	Notify the relevant local emergency management committee following completion of construction of the development, and prior to commencing operations.		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
Emergency Plan	B52		Prior to commencing Enabling Works (unless the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64) and/or construction, the Proponent must develop and implement a comprehensive Emergency Plan and detailed emergency procedures for the development, including an evacuation plan for the accommodation camps, and provide a copy of the plan to the local Fire Control Centre and FRNSW. The Applicant must keep two copies of the plan on-site in a prominent position adjacent to the site entry point(s) to the construction compounds and substations at all times. The plan must:		✓	✓	✓	✓	✓	HL East DP Emergency Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(a)	Be consistent with the Department's Hazardous Industry Planning Advisory Paper No. 1, 'Emergency Planning' and RFS's Planning for Bushfire Protection 2019 (or equivalent);		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(b)	Be consistent with the NSW RFS document: A Guide to Developing a Bush Fire Emergency Management and Evacuation Plan;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(c)	Detail access provisions for emergency vehicles and contact details for both a primary and alternative site contact who may be reached 24/7 in the event of an emergency;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(d)	Include procedures for the storage and maintenance of any flammable materials;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(e)	Include fire emergency management planning, including:		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(i)	Details of the location, management and maintenance of the Asset Protection Zone and on-site water supply tanks;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(ii)	A list of works that should not be carried out during a total fire ban;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(iii)	Identify the fire risks and hazards and details measure for the development to prevent fires igniting;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(iv)	Include availability of fire suppression equipment, access and water;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(v)	Details of how RFS would be notified, and procedures that would be implemented in the event that:		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
			• There is a fire on-site or in the vicinity of the site;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
			• There are any activities on site that would have the potential to ignite surrounding vegetation; or		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
			• There are any proposed activities to be carried out during a bushfire danger period; and		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(vi)	Detail specific response measures in the case of flood to ensure site safety;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(vii)	Describe the specific emergency exit routes to be used in the case of flood and include evidence of access agreements with relevant landowners (e.g. right of carriageway); and		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(viii)	Include an Emergency Services Information Package in accordance with Emergency Services information and tactical fire plan (FRNSW, 2019) to the satisfaction of FRNSW and RFS;		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
		(ix)	Operational procedures in the event of bushfires to minimise interference with aerial firefighting operations; and								To be addressed in a future HumeLink Operation Environmental Management Plan
		(x)	Include details of how live transmission infrastructure can be safely isolated in an emergency.								To be addressed in a future HumeLink Operation Environmental Management Plan
			Note: The Emergency Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		✓	✓	✓	✓	✓	HL East DP Emergency Plan	
WASTE	B53		Waste generated during pre-construction minor works, road upgrades, Enabling Works, construction, operation, upgrading and decommissioning must be dealt with in accordance with the following priorities:		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(a)	Waste generation must be avoided and where avoidance is not reasonably practicable, waste generation must be reduced;		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(b)	Where avoiding or reducing waste is not possible, waste must be re-used, recycled, or recovered; and		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(c)	Where re-using, recycling or recovering waste is not possible, waste must be treated or disposed of.		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
WASTE	B54		The importation of waste and storage, treatment, processing, reprocessing or disposal of such waste must comply with the Protection of the Environment Operations Act 1997, the Protection of the Environment Operations (Waste) Regulation 2014, and orders or exemptions under the regulation.		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
WASTE	B55		Waste must only be exported to a site licensed by the EPA for the storage, treatment, processing, reprocessing or disposal of the subject waste, or in accordance with a Resource Recovery Exemption or Order issued under the Protection of the Environment Operations (Waste) Regulation 2014, or to any other place that can lawfully accept such waste.		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
WASTE	B56		All waste that is removed from site must be classified in accordance with the EPA's Waste Classification Guidelines, with appropriate records and disposal dockets retained for audit purposes.		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
WASTE	B57		Prior to commencing construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare and implement a Waste Management Plan in consultation with Councils and the EPA. This program must detail:		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	WMP for construction will be prepared and submitted prior to Stage 3A(i) and updated as required for subsequent stages Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
		(a)	The anticipated quantity, type and quality of the waste to be generated and their intended fate;		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	
		(b)	Details of how waste will be segregated, handled, stored, managed and then collected and transported for treatment and/or disposal;		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	
		(c)	Any materials produced which will require a specific Resource Recovery Order;		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	
		(d)	Any materials produced under a Resource Recovery Order, and the controls and procedures in place for meeting the conditions of that order;		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	
		(e)	Any testing or monitoring procedures;		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	
		(f)	How materials segregation will be achieved, particularly the segregation of contaminated soils, resource recovery materials and waste generated from the accommodation camps; and		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	
		(g)	The capability of the waste management facilities in Councils LGAs to accept the volumes of waste, including from the accommodation camps predicted to be deposited and any associated approvals required to create and/or expand waste storage or disposal facilities and arrangements for transporting waste to the waste management facilities.		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	
			Note: The Waste Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		✓	✓	✓	✓	✓	HL East DP Waste Management Plan	
ACCOMMODATION CAMPS	B58		Unless the Planning Secretary agrees otherwise, the proponent must construct and operate the accommodation camps as described in the EIS and in Appendix 1 of this approval, in accordance with staging set out in B59(e), prior to commencing construction.		✓	✓		✓		HL East DP Accommodation Camp Management Plans	HLE accommodation camps will be staged with the staging to be set out in the ACMP prepared and submitted prior to Stage 3A(i) in accordance with condition B59(e)
ACCOMMODATION CAMPS	B59		Prior to commencing construction of the accommodation camps, but excluding Enabling Works where the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64, the Proponent must prepare an Accommodation Camp Management Plan in consultation with the relevant Council and TfNSW, and to the satisfaction of the Planning Secretary. Unless the Planning Secretary agrees otherwise, the plan must:		✓	✓		✓		HL East DP Accommodation Camp Management Plans	HLE ACMPs will be prepared and submitted in stages as follows: • prior to Stage 3A(i) for Adjungbilly • prior to Stage 3A(ii) for Yass • prior to Stage 3A(iv) for Crookwell
		(a)	Ensure utilities at the accommodation camps, including water, wastewater, waste and electricity, are designed and located in accordance with the relevant Council specifications and relevant standards;		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
		(b)	Ensure the accommodation camps comply with conditions B23 and B51;		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
		(c)	Ensure any treated wastewater from the accommodation camps used for dust suppression during construction:		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
		(i)	Complies with the Australian and New Zealand Environment and Conservation Council (ANZECC) & Agriculture and Resource Management Council of Australia and New Zealand (ARMCANZ) (2000) Guidelines for irrigation water quality;		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
		(ii)	Meets the requirements of the Public Health Act 2010;		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
		(d)	Include measures for dust suppression within the accommodation camp;		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
		(e)	Quantify the proposed capacity of workers accommodated at each accommodation camp or stage of accommodation camp and how the proposed staging of the camp meets the construction workforce for that stage timeframe;		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
		(f)	Provide the site layout including building locations, vehicle access and movement, site servicing and utilities infrastructure;		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
		(g)	Include a blade throw risk assessment for the Crookwell temporary workers accommodation camp and detail any mitigation measures required as an outcome of the assessment;					✓		HL East DP Accommodation Camp Management Plans	The blade throw assessment is only relevant to the Crookwell accommodation camp and will be addressed in an updated ACMP prior to commencement of Stage 3A(iv)
		(h)	Include measures to support local suppliers in servicing the camp where possible; and		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
		(i)	Include measures to facilitate worker cohesion, safety, health and wellbeing and provision of on-site medical services.		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
			The Proponent must implement the Accommodation Camp Management Plan.		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
			Note: The Accommodation Camp Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		✓	✓		✓		HL East DP Accommodation Camp Management Plans	
LOCAL BUSINESS AND EMPLOYMENT STRATEGY	B60		Prior to commencing construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare a Local Business and Employment Strategy for the development in consultation with the relevant Council. This strategy must:		✓	✓	✓	✓	✓	HL East DP Local Business and Employment Strategy	The Local Business and Employment Strategy for construction will be prepared and submitted prior to Stage 3A(i) and updated as required for subsequent stages
		(a)	Consider the cumulative impacts associated with other State significant projects in the area; and		✓	✓	✓	✓	✓	HL East DP Local Business and Employment Strategy	
		(b)	Investigate options for prioritising the employment of local and Aboriginal workforce and suppliers for the construction of the development		✓	✓	✓	✓	✓	HL East DP Local Business and Employment Strategy	
SOCIAL											
Social Impact Management Plan	B61		Prior to commencing construction, or commencing operation of the accommodation camps (whichever is first) excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64, the Proponent must prepare a Social Impact Management Plan for the development, to the satisfaction of the Planning Secretary. This plan must:		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	The SIMP for construction will be prepared and submitted prior to Stage 3A(i) and updated as required for subsequent stages

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
		(a)	Be prepared by suitably qualified and experienced persons/s;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(b)	Be prepared having regard to the EIS commitments for the preparation of the Social Impact Management Plan;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(c)	Be developed in consultation with Councils and relevant affected stakeholders;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(d)	Include a summary of the social baseline and assessment of social impacts and risks, including the social impact ratings;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(e)	Refer to and be consistent with the strategy in condition A22;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(f)	Describe the measures that would be implemented to enhance positive social impacts from the development;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(g)	Describe the measures that would be implemented to manage and mitigate negative (and cumulative) social impacts, including:		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(i)	Impacts to near neighbours and the broader community;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(ii)	Impacts to community cohesion, safety, health and wellbeing;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(iii)	Access to social infrastructure and services;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(iv)	Impacts to housing availability and affordability;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(v)	Impacts to tourism;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(vi)	Labour draw and impacts to local businesses and services;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(vii)	Cumulative social impacts associated with other State significant development projects in the area;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(h)	Include a program to monitor, evaluate and publicly report on the effectiveness of these measures and any social impacts of the development, including:		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(i)	Identifying performance indicators, incorporating trigger action response plan;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(ii)	A yearly independent survey of the attitudes of the community about the development;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(iii)	Procedures for analysing and comparing the results of monitoring and surveys against the baseline, the predicted social impacts and results of previous monitoring and surveys;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(iv)	Recording community engagement and complaints as they relate to social issues;		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(v)	Adaptive management measures implemented or proposed; and		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(vi)	Preparing a quarterly monitoring report, to be publicly available on the project website; and		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
		(i)	Include details of who would be responsible for monitoring, reviewing and implementing the plan.		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
			Following the Planning Secretary's approval, the Proponent must implement the Social Impact Management Plan for the duration of construction.		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
			Note: The Social Impact Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		✓	✓	✓	✓	✓	HL East DP Social Impact Management Plan	
REHABILITATION	B62		Unless the Planning Secretary agrees otherwise, within 12 months of commencing operation of the project, the Proponent must decommission and rehabilitate the accommodation camps to the satisfaction of the Planning Secretary. This rehabilitation must comply with the objectives in Table 3.		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	
REHABILITATION	B63		Unless the Planning Secretary agrees otherwise, within 6 months of the completion of construction, upgrading or decommissioning, the Proponent must rehabilitate the areas where ancillary facilities and earthwork material sites are located. This rehabilitation must comply with the objectives in Table 4.		✓	✓	✓	✓	✓	HL East DP Biodiversity Management Plan	As relevant to construction only. Operational elements will be addressed in a future HumeLink Operation Environmental Management Plan
ENABLING WORKS MANAGEMENT PLAN	B64		Prior to commencing Enabling Works, an Enabling Works Management Plan must be prepared which outlines the environmental management practices and procedures to be implemented. The Enabling Works Management Plan must be prepared in consultation with the relevant council(s) and government agencies. The Enabling Works Management Plan must include:								The EWMP will not apply to any HumeLink East Stages on commencement of Stage 3A(i)
		(a)	A description of activities to be undertaken during Enabling Works (including scheduling and duration of work to be undertaken at the site) focussing on low risk activities;								
		(b)	Risk assessment for types of activities to be undertaken under the plan;								
		(c)	Figures illustrating the proposed operational site layout and the location of the closest sensitive land use(s);								
		(d)	A program for ongoing analysis of the key environmental risks arising from the site establishment activities described in subsection (a) of this condition, including an initial risk assessment undertaken prior to the commencement of site establishment work;								
		(e)	Details of how the activities described in subsection (a) of this condition will be carried out to:								
		(i)	Meet the performance outcomes stated in the documents listed in Condition A1;								
		(ii)	Ensure the accommodation camps comply with conditions B23 and B51;								
		(iii)	Manage the risks identified in the risk analysis undertaken in subsection (b) of this condition; and								
		(f)	A program for monitoring the performance outcomes, including a program for construction noise monitoring.								
ENABLING WORKS MANAGEMENT PLAN	B65		Following the Planning Secretary's approval, the Proponent must implement the Enabling Works Management Plan for the duration of the Enabling Works.								
ENABLING WORKS MANAGEMENT PLAN	B66		Unless otherwise agreed by the Planning Secretary, the Enabling Works must only be undertaken under the Enabling Works Management Plan for a period of 4 months from the commencement of the Enabling Works.								
ENABLING WORKS MANAGEMENT PLAN	B67		Unless otherwise agreed by the Planning Secretary, within 4 months of the commencement of the Enabling Works, the Proponent must update the approved management plans for the development to incorporate any relevant aspects of the Enabling Works Management Plan.		✓	✓	✓	✓	✓		The EWMP will not apply to any HumeLink East Stages on commencement of Stage 3A(i), and any remaining relevant enabling works will convert to construction phase works and be managed in accordance with construction phase management plans.

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				Stage 3	HLE Stage 3A(i)	HLE Stage 3A(ii)	HLE Stage 3A(iii)	HLE Stage 3A(iv)	HLE Stage 3A(v)		
ENVIRONMENTAL MANAGEMENT STRATEGY	C1		Prior to commencing construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare an Environmental Management Strategy for the development to the satisfaction of the Planning Secretary. This strategy must:	✓						HumeLink Environmental Management Strategy	The existing HumeLink EMS would apply to all HumeLink East Stages. Although not required by the conditions, a CEMP will be prepared and will be referred to throughout the subplans and in the EMS.
		(a)	Provide the strategic framework for environmental management of the development;	✓						HumeLink Environmental Management Strategy	
		(b)	Identify the statutory approvals that apply to the development;	✓						HumeLink Environmental Management Strategy	
		(c)	Describe the role, responsibility, authority and accountability of all key personnel involved in the environmental management of the development;	✓						HumeLink Environmental Management Strategy	
		(d)	Set out the procedures that would be implemented to:	✓						HumeLink Environmental Management Strategy	
		(i)	Keep the local community and relevant agencies informed about the operation and environmental performance of the development;	✓						HumeLink Environmental Management Strategy	
		(ii)	Receive, handle, respond to, and record complaints;	✓						HumeLink Environmental Management Strategy	
		(iii)	Resolve any disputes that may arise;	✓						HumeLink Environmental Management Strategy	
		(iv)	Respond to any non-compliance;	✓						HumeLink Environmental Management Strategy	
		(v)	Respond to emergencies; and	✓						HumeLink Environmental Management Strategy	
		(e)	Include:	✓						HumeLink Environmental Management Strategy	
		(i)	References to any strategies, plans and programs approved under the conditions of this approval; and	✓						HumeLink Environmental Management Strategy	
		(ii)	A clear plan depicting all the monitoring to be carried out in relation to the development, including a table summarising all the monitoring and reporting obligations under the conditions of this approval.	✓						HumeLink Environmental Management Strategy	
			The Proponent must not commence construction until the Environmental Management Strategy is approved by the Planning Secretary.	✓						HumeLink Environmental Management Strategy	
			Following the Planning Secretary's approval, the Proponent must implement the Environmental Management Strategy.	✓						HumeLink Environmental Management Strategy	
Final Layout Plans	C8		Prior to commencing construction, the Proponent must submit detailed plans of the final layout of the development to the Department via the Major Projects website, including:		✓	✓	✓	✓	✓	HL East DP Final Layout Plans	Final Layout Plans will be submitted prior to start of Construction in each location
		(a)	Details on siting of transmission towers and ancillary infrastructure and / or ancillary facilities; and		✓	✓	✓	✓	✓	HL East DP Final Layout Plans	
		(b)	Showing comparison to the approved layout and approved vegetation clearing.		✓	✓	✓	✓	✓	HL East DP Final Layout Plans	
			The Proponent must ensure that the development is constructed in accordance with the Final Layout Plans.		✓	✓	✓	✓	✓	HL East DP Final Layout Plans	
Works as Executed Plans	C9		Prior to commencing operations, the Proponent must submit plans that confirm the constructed layout of the development and showing comparison to the final layout plans to the Planning Secretary, via the Major Projects website.		✓	✓	✓	✓	✓	HL East DP Work as Executed Plans	Work as Executed Plans will be submitted prior to the commencement of operations

Appendix B – Map showing the locations of the scope of work for Stage 3A in relation to LGA boundaries



Appendix C – SIMP Stakeholder Consultation Summary

SIMP Stakeholder Consultation
Rev 0

Approach	Date consulted	Stakeholders	Description	No. Invited	No. participated
Targeted meeting (online)	3 March 2025	Economic Development Managers and Tourism Economic Development Officers at Goulburn Mulwaree, Upper Lachlan Shire, Yass Valley, Cootamundra-Gundagai, Hilltops and Snowy Valley Councils	To provide an update on the SIMP and garner feedback on the proposed AGJV engagement approach	7	4
Focus Group Sessions	25 March 2025 - Goulburn	Representative from key stakeholder groups	An email invitation was sent to 135 stakeholders to invite stakeholders to register to participate in focused engagement sessions relating to the development of the SIMP	135	14
	26 March 2025 - Yass	Representative from key stakeholder groups	A follow up email was sent to 79 stakeholders as a 'reminder' to register and multiple phone calls were also made		17
	27 March 2025 - Tumut	Representative from key stakeholder groups including emergency services, community groups, business chambers and representatives, councils, Aboriginal and Torres Strait Islanders representatives and industry	In total, 53 different stakeholders registered to be part of the sessions To help participants prepare, a follow-up 'information email' was distributed prior to each session. This included: - The SIMP presentation deck - A link to a short pre-session survey 20 pre-session surveys were completed The sessions ran for approximately two hours and, while guided by a structured presentation, were designed to facilitate open discussion and two-way exchange Participants were encouraged to share their perspectives, ask questions, and reflect on the contributions of others. The format allowed stakeholders to build on each other's input, creating an opportunity for shared understanding of social impacts and their management Subject Matter Experts from the Project Team attended each session to provide clarification, respond to queries, and elaborate on key areas of interest. This format helped ensure that feedback captured was grounded in both local experience and an accurate understanding of the Project's scope and mitigation approach		28

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			Copies of the meeting notes and attendees are found below		
One on one meetings	27 March to 11 April 2025	Yass Chamber of Commerce Regional Development Australia - Southern NSW and ACT Regional Development Australia - Riverina Destination Riverina Murray & Destination Southern NSW Canberra Region Joint Organisation Copies of meeting minutes attached below.	In addition to the focus group sessions, one-on-one meetings were also held with stakeholders. These meetings were offered as an alternative to the group sessions, as a follow-up for participants seeking to explore specific issues in more detail, or for those who wished to discuss matters relevant to their particular circumstances or areas of interest in a more private setting Participants could register for one-on-one meetings with representatives from the AGJV and AAP Consulting through email or verbal request. These meetings provided a flexible and confidential forum for discussion and were tailored to the needs of each participant.	8	8
Draft SIMP Review email invitation	28 April to 12 May 2025	Representative from key stakeholder groups including Councils and participants in one on one meetings and focus group sessions.	On 28 April 2025, the HumeLink East Team distributed the draft Stage 1 Social Impact Management Plan (SIMP) and stakeholder consultation minutes to over 50 stakeholders via email, inviting final feedback on the draft SIMP to incorporate any additional comments prior to submission to DPHI. These stakeholders either attended or were invited to attend the community workshop sessions for HumeLink East. Recipients were asked to reference table numbers and clearly note comments to ensure alignment with the draft document. Originally, feedback was requested by close of business Friday, 2 May 2025. To support greater participation, the response period was extended to 12 May 2025. A total of 5 stakeholders provided responses during this period, which informed the finalisation of the SIMP and ensured alignment with stakeholder concerns and Department of Planning, Housing and Infrastructure requirements.	54	5
Broader engagement					
	12 February 2025 (Yass)	Yass and surrounds	Drop-in sessions were held in February to coincide with the commencement of enabling	Shared via website, January Community	Approx. 20 visitors

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Community drop-in sessions	13 February 2025 (Gundagai)	Gundagai and surrounds	works for the Project and HumeLink West projects. These informal sessions provided an opportunity for community members to speak directly with project team representatives, learn more about the enabling works and the SIMP, ask questions, and provide feedback. The format was designed to be accessible and open, allowing attendees to engage at their own pace and focus on the aspects of the Project most relevant to them. There were posters specifically related to the SIMP, as well as a survey	Newsletter distributed to email list, near neighbour and available on websites	Approx. 20 visitors
	14 and 26 February 2025 (Tumut)	Tumut and surrounds			Approx. 20 visitors
	25 February 2025 (Crookwell)	Crookwell and surrounds			Approx. 20 visitors
Survey and survey tool	26 January to 12 April 2025	Broader community	Online community feedback surveys were made available to support broader community input into the SIMP. The survey invited feedback on proposed mitigation and management measures, as well as opportunities to enhance the social and economic benefits of the Project To promote participation, the survey was advertised through a direct-to-household newsletter for nearby properties, which included a summary of the SIMP and a QR code linking to the survey. It was also promoted at community drop-in sessions and the posters displayed at these events as well as via the Project specific website. Community members were encouraged to review a summary of the SIMP content and share their views on how the Project could better address social impacts	Shared via website, January and March Community Newsletter distributed to email list, near neighbour and available on websites Shared at drop-in Sessions	93 completed surveys
Dedicated project website	February 2025 to	Broader community	The Project website served as a key information platform for the community during the development of the SIMP. It provided access to up-to-date project information, including background on the SIMP, key social impact themes, and proposed mitigation measures The website also supported engagement by hosting the online community feedback survey, allowing stakeholders to provide input at their convenience. By centralising information and feedback tools in one location, the website helped ensure transparency and accessibility throughout the SIMP development process	1360 visitors to the site between 1 February 2025 and 10 April 2025	

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Community Newsletters	April 2025	Broader community	Community newsletters distributed in February 2025 and April 2025 included information about the SIMP. The newsletters were delivered via direct mail to households and businesses within and surrounding the Project alignment and were also made available at drop-in sessions and via the Project email distribution list. Each edition provided an overview of the purpose and scope of the SIMPs and encouraged community members to share feedback. A QR code linking to the online feedback survey was included to make participation more accessible	650 distributed	650
Total	-	-	-	-	2259

Consultation Outcomes addressed in the SIMP

Engagement Forum	Actions for SIMP	SIMP Response	SIMP Reference	Applies to (extent)
Goulburn Focus Group / Yass Focus Group / Tumut Focus Group	As a mitigation measure, include a Community Information Line and dedicated community liaison person. Look at key targets that need to link back to this mitigation measure	Dedicated community liaison officer and 24/7 Community Information Line has been included as a mitigation strategy, and measurable targets applied	Chapter 5 and throughout Table 10	Whole of Project
Goulburn Focus Group	Consider including a target of 0% exceedance of environmental thresholds. Explore how environmental performance indicators can be better integrated into the SIMP's targets	The Project's environmental metrics and thresholds are specified in the Projects conditions of approval and reflected in the CEMP. The SIMP recognises environmental performance, and consideration was given to the 0% non-compliance events	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP 14	Whole of Project
Goulburn Focus Group	Clarify "80% retention" target in SIMP, including timeframe and definition	Timeframe and definition provided	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
Goulburn Focus Group	Include mitigation to support career-focused employment, not just project roles and support program	Career-focussed employment initiatives are included as mitigation measures	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
Goulburn Focus Group	Add clear targets for procurement support (e.g. % supported, sessions delivered)	The SIMP sets a target to deliver subcontractor forums on a quarterly basis	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 11	Whole of Project
Goulburn Focus Group	Reference supporting plans (Aboriginal Participation, Workforce, Procurement) in the SIMP	Table 1 and Table 10 identifies related plans	Table 10, see column heading "Related Plans (if applicable)"	Whole of Project
Goulburn Focus Group	Add or amend a mitigation measure to ensure youth engagement, including pathways into employment and training, is captured	Pre-employment training and skills programs, internships, and engagement forums is an adopted of a management strategy which has a youth (under 25s) target	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
Goulburn / Yass Focus Group	Include a target about employing local people as it is directly linked to the risk to physical and mental health of workforce due to remote work locations. Strengthen the SIMP narrative and mitigation measures to clearly link wellness initiatives to workforce retention goals. Look at opportunity to include a retention-focused measure or target (e.g. staff turnover or satisfaction) alongside wellness-related metrics	Recruitment of local employees is a Project commitment which has adopted targets in the SIMP. It has been added as a targeted directly related to SIMP 15 (physical and mental health of workforce)	Table 10, Area of Social Impact: Access to social infrastructure and services, SIMP 15	Whole of Project
Goulburn Focus Group	Ensure access to social infrastructure and services is addressed in future SIMP iterations, reflecting local council input	These topics have a dedicated range of mitigation and management measures identified in the SIMP. The SIMP is a live document and will be reviewed and updated as required to reflect new information, stakeholder feedback, or changes in project delivery	Table 10, Area of Social Impact: Access to social infrastructure and services, all items Section 6.3, Plan update and amendment	Whole of Project
Goulburn Focus Group	Look at cumulative labour draw as a social impact	Include a new cumulative social impact (SIMP 25)	Table 9, SIMP 25	Whole of Project
Goulburn Focus Group	Look at a mitigation and/or target to ensure subcontractors hiring through local suppliers are also employing local workers	The SIMP provides two targets/indicators that would identify hiring practices that disadvantage local employment. They are: No reported shortages of key goods and services during the Project period due to construction of HLE Positive feedback from local businesses and residents on economic impacts Amended the mitigation measures and targets for SIMP 17 and 11 to include the inclusion of workforce participation targets in procurement processes and reporting requirements for subcontractors and sub-consultants	Table 10, Area of Social Impact: Access to social infrastructure and services, SIMP 10 Table 10, Area of Social Impact: Labour draw and impacts to local business and services, SIMP 17 and SIMP 11	Whole of Project

Yass Focus Group	Revisit mitigation measure around local employment opportunities related to camp operations	Mitigation measure for included in SIMP 17 to capture local employment and training opportunities related to the operation of workforce accommodation camps are identified and addressed within the Worker and Workforce Development Plan	Table 10, Area of Social Impact: Labour draw and impacts to local business and services, SIMP 17 and SIMP 11	Tumut and surrounds Yass and surrounds
Yass Focus Group	Look at measure that addresses transparency around expected worker numbers who may live off-site	The SIMP has included additional mitigation measures for SIMP03 relating to publicly reporting the expected and actual proportions of off-site workers to help manage community expectations and support transparency	Table 10, Area of Social Impact: Housing affordability and availability for locals, SIMP 03	Whole of Project
Yass Focus Group	Include a sustainable jobs target: e.g. number of locals retained for 6+ months	The SIMP contains both local employment and project employee retention targets which address this action	Staff retention: Table 10, Area of Social Impact: Access to social infrastructure and services, SIMP 9 and 15 Local employment: Table 10, Area of Social Impact: Housing affordability and availability for locals, SIMP 01 and 02	Whole of Project
Yass Focus Group	Refine target language to express goals in both percentages and real numbers, where appropriate	To be undertaken in Stage 2.		
Yass Focus Group	Look at including periodic stakeholder forums to share updates on workforce target progress; invite stakeholder input on mitigation effectiveness and new ideas and reinforce transparency and continuous improvement	The SIMP has included a periodic stakeholder forum to present updates on workforce targets, seek feedback on the effectiveness of mitigation measures, and provide an opportunity for stakeholders to contribute ideas for continuous improvement. These forums will support transparency and help ensure that the Project remains responsive to evolving community expectations	Section 7.4 Reporting and Responsibilities	Whole of Project
Yass Focus Group	Look at mitigation around monthly emergency services coordination meetings in the SIMP — including input from Local Area Command, RFS, health, and council	The SIMP commits to at least one meeting with Emergency Services per month during construction	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP 07	Whole of Project
Yass Focus Group / Tumut Focus Group	Look at mitigation measures to reduce strain on local healthcare services, especially GPs and ambulance services	The SIMP lists provision of on-site medical support through appropriately trained first aid personnel, supported by clear escalation procedures to nearby healthcare services if required	Table 10, Area of Social Impact: Access to social infrastructure and services, SIMP 9 and 15	Whole of Project
Yass Focus Group	Opportunity for mitigation around engagement with Snowy 2.0 teams or others for lessons learned	The SIMP describes the role of the Interface Management Plan in coordinating work with nearby projects. Snowy 2.0 is one of these projects and interface events lessons will provide an opportunity to collaborate	Table 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Snowy Valley LGA
Yass Focus Group	Include key Yass events in the SIMP in this impact area (e.g. Yass Rodeo, Murrumbateman Field Day) when looking at measure related to accommodation	Key events added	Table 10, Area of Social Impact: Housing affordability and availability for locals, SIMP02 and SIMP20	Yass Shire LGA
Yass Focus Group	Consider a mitigation measure to explore project participation in community events and support for local sports and tourism organisations	The SIMP considers community cohesion and integration of workforce	Table 10, Area of Social Impact: Impacts to community cohesion, safety, health and wellbeing, SIMP05 and SIMP06	Whole of Project
Tumut Focus Group	Capture road rehabilitation in the issues section of the SIMP	Updated social impact SIMP22 to include 'contributing to road wear, damage and deterioration' to capture concern around increase maintenance burdens on local councils and disruption to local access	Table 9, SIMP 22	Snowy Valley LGA
Tumut Focus Group	Include a SIMP mitigation and target related to livestock protection and seasonal land use, to be managed through PMPs	This is captured in the Individual PMPs	Section 5.2: Overview of mitigation measures	Directly impacted property owners
Tumut Focus Group	Look at option to clarify the biodiversity and restoration process in the SIMP, including post-clearing plans, reporting, and transparency with NSW Local Land Services (LLS), noting it is related to other environmental plans	This matter is addressed in other supporting environmental plans, specifically the Biodiversity Plan and the Landscape Management Plan, which outline the post-clearing restoration processes, monitoring, reporting requirements, and coordination with relevant agencies such as LLS	N/A	
		Updated social impact SIMP 22 to include: 'These disruptions may also impact local	Table 9, SIMP 23	

Tumut Focus Group	Look at incorporating engagement process with Softwoods and other major forestry stakeholders to coordinate road use and safety measures	Updated social impact SIMP 23 to include: 'These disruptions may also impact local businesses and industries—such as forestry and freight operators—that rely on efficient road access for their operations' to clearly acknowledging the economic and operational implications for key local sectors and incorporated mitigation measures around engagement	Table 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP23	Snowy Valley LGA
Tumut Focus Group	Explore option for including mitigation and key targets for protecting council-owned assets (e.g. road condition surveys etc)	This is captured in UMMs (TT4) Traffic transport and access Road maintenance	N/A	
Tumut Focus Group	Look at potential to include SIMP measure for safe driving initiatives, such as: driver behaviour training for project-related staff, community road safety campaigns in collaboration with local police, shared communication with local industry partners	Driver behaviour is included in the Code of Conduct and initiatives to be considered further as part of the Community Investment and Benefits	N/A	
Tumut Focus Group	Explore a communications performance target (e.g. minimum advance notice of roadworks/truck movements to local residents)	This metrics are captured in the Community Communication Strategy which is publicly available	Section 1.4	Whole of Project
Tumut Focus Group	Investigate including a mitigation measure addressing consultation fatigue, such as coordinating engagement across HumeLink East/West and Transgrid, combining consultation sessions where appropriate etc	The SIMP describes the role of the Interface Management Plan in coordinating work with nearby projects. Interface events will provide an opportunity to coordinate activities and address consultation fatigue	Table 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Whole of Project
Tumut Focus Group	Add a mitigation measure around ongoing engagement with Local Aboriginal Land Councils (LALCs) regarding artefact handling, including return-to-country engagement process	This measure has been added to the existing cultural awareness item in the SIMP	Table 10, Area of Social Impact: Impacts to near neighbours and broader community (Cultural awareness), SIMP 13	Whole of Project
Tumut Focus Group	Include a measure to clear, accessible communication of job opportunities, beyond national platforms like Seek	This measure has been added to the existing labour draw item in the SIMP	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 11	Whole of Project
Tumut Focus Group	Recognise the role of flexible employment offerings (e.g. remote roles, part-time) as part of local employment strategy in SIMP discussion.	This measure has been added to the existing labour draw item in the SIMP	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
Tumut Focus Group	Add a mitigation measure for targeted industry engagement in areas where workforce draw may disrupt existing sectors (e.g. forestry, housing).	An industry engagement target has been added to the SIMP which commits to one engagement event annually. This even can accommodate any emerging issues such as labour draw.	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP 04	Whole of Project
Tumut Focus Group	Look at wording already included in SIMP around mental health and community wellbeing, particularly in areas already impacted by natural disasters and development stress.	SIMP updated to include impact around loss of agency and declining trust in engagement processes due to cumulative stressors	Table 9, SIMP 24 Table 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 24	Whole of Project
Tumut Focus Group	As above, look at wording already included in SIMP, and any additional details as required on how worker induction and respectful behaviour expectations will support local community cohesion during camp operations.	A number of mitigation measures are linked to Community Cohesion and workforce integration, and outlined in Table 10 of the SIMP	Table 10, Area of Social Impact: Impacts to community cohesion, safety, health and wellbeing, SIMP 05 and 06	Whole of Project
Tumut Focus Group	Include mitigation around intention to partner with local environmental groups (e.g. Landcare) for restoration and offset work, where feasible, if applicable.	A target has been added to the SIMP to establish dialogue with relevant organisations to explore partnerships	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP 16	Whole of Project
Tumut Focus Group	Does SIMP reflect the community expectation that benefit funding should be locally informed, and commit to tracking how consultation outcomes influence final funding allocations?	The SIMP satisfies these actions in respect to access to social infrastructure and services	Table 10, Area of Social Impact: Access to social infrastructure and services, SIMP 18 and 19	Whole of Project

Tumut Focus Group	Does the SIMP need to consider operational feasibility of equipping select project vehicles with water tanks for use in spot fire response as part of community benefit/safety measures	Project vehicle requirements and specifications are better addressed in Project operational plans instead of the SIMP. This has been referred to project team for further consideration and follow up	N/A	
Tumut Focus Group	Look at mitigation around monthly emergency services coordination meetings in the SIMP — including input from Local Area Command, NSW Rural Fire Service (RFS), health, and council	The SIMP describes the role of the Interface Management Plan in coordinating work with stakeholders	Table 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Whole of Project
Tumut Focus Group	Opportunity for mitigation around engagement with Snowy 2.0 teams or others for lessons learned	The SIMP describes the role of the Interface Management Plan in coordinating work with nearby projects. Snowy 2.0 is one of these projects and interface events lessons will provide an opportunity to collaborate.	Table 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Snowy Valley LGA
Broader Community Survey - Upper Lachlan Shire Council	Ensure SIMP captures mitigation for direct impact to neighbours inclusive of road improvements and aggressive tree planting	Considered in SIMP 16	Table 10, Area of Social Impact: Area of Social Impact: Impacts to near neighbours and broader community, SIMP 16	Whole of Project
Broader Community Survey - Upper Lachlan Shire Council	Include measure to ensure engagement processes are respectful, inclusive, and culturally appropriate across all stages of the Project	Engagement measures are in the SIMP	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP04 Table 10, Area of Social Impact: Impacts to near neighbours and broader community (Cultural awareness), SIMP12	Whole of Project
Broader Community Survey - Upper Lachlan Shire Council	Consider linkages of community benefit to tangible local investments that are also linked to impacts (i.e. Science Technology Engineering Mathematics [STEM] scholarships, electric vehicle [EV]/battery subsidies)	A management strategy and target associated with scholarships is in the SIMP. These can cater to STEM and renewable energy initiatives as applicable	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP11	Whole of Project
Broader Community Survey - Upper Lachlan Shire Council	Assess options for rental, temporary, and permanent housing on landholder properties as part of the accommodation strategy	Added as a mitigation strategy	Table 10, Area of Social Impact: Housing affordability and availability for locals, SIMP01 and SIMP02	Whole of Project
Broader Community Survey - Cootamundra Gundagai	Incorporate measures for signage, curfews for heavy vehicle movements, environmental rectification, and post-damage road repairs	Added as a mitigation strategy	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP07	Whole of Project
Broader Community Survey - Cootamundra Gundagai	Consider ecological impacts and linkages to increase support to local wildlife carers	Added as a mitigation strategy	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP16	Whole of Project
Broader Community Survey - Cootamundra Gundagai	Ensure linkage is clear in SIMP regarding ecological impacts and measures (i.e. suggestion of installing nesting boxes or equivalent solutions, to offset the loss of natural tree hollows.	As above, the SIMP now refers to consideration of ecological impacts	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP16	Whole of Project
Broader Community Survey - Cootamundra Gundagai	Address risks of housing affordability pressures by including measures to mitigate the impact of workforce demand on rental markets, especially for essential workers	Management measures and targets added to the SIMP to address housing affordability	Table 10, Area of Social Impact: Housing affordability and availability for locals, SIMP03	Whole of Project
Broader Community Survey - Cootamundra Gundagai	Consider community benefit linked to offset visual amenity impacts through support for tourism development, rail trail expansion, and advocacy for infrastructure upgrades (e.g. Brindabella Road)	Regular liaison with Council and event organisers is a management strategy in the SIMP which will be used as opportunities to consider tourism and other development	Table 10, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01	Cootamundra-Gundagai LGA
Broader Community Survey - Cootamundra Gundagai	Ensure cumulative road impacts are captured as a cumulative impact in SIMP and mechanisms are included to ensure maintenance and repair	New measures added to address cumulative traffic impacts	Table 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP20	Whole of Project

Broader Community Survey - Snowy Valley	Outcome of community benefit to be reviewed to support social return that is longer term, and resilience building. Suggestions for legacy investments (e.g. clinic upgrades, new service hubs, support for daycares and schools)	Long-term emphasis added to community benefits plan management strategy	Table 10, Area of Social Impact: Access to social infrastructure and services, SIMP18 and SIMP19	Whole of Project
Broader Community Survey - Snowy Valley	Integrate support for existing tourism assets such as local festivals and sculpture trails into the Project's regional benefit-sharing framework	Regular liaison with Council and event organisers is a management strategy in the SIMP which will be used as opportunities to consider tourism and other development	Table 10, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01	Whole of Project
Broader Community Survey - Snowy Valley	Include retention strategies and upskilling programs to prevent local business staff losses and promote workforce capability building	Addressed in SIMP labour draw considerations	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP17 and SIMP 11	Whole of Project
Broader Community Survey - Snowy Valley	Consider a mitigation that involves developing and implementing support mechanisms for worker families to relocate and integrate into local communities	Addressed in access to services and infrastructure strategy in SIMP	Table 10, Area of Social Impact: Access to social infrastructure and services, SIMP 9 and SIMP 15	Whole of Project
Broader Community Survey - Snowy Valley	Does the SIMP have measures to establish coordination protocols with concurrent projects (e.g. Snowy 2.0, Adelong Gold Mine) to manage cumulative impacts across housing, roads, services, and the environment	The SIMP describes the role of the Interface Management Plan in coordinating work with nearby projects. Snowy 2.0 is one of these projects and interface events lessons will provide an opportunity to collaborate	Table 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Snowy Valley LGA
One on one meetings	Clarify and communicate the SIMP's staging (Stage 1 vs Stage 2)	The stages are distinguished in Section 1.3 and Table 6	Section 1.3 and 4.6.	Whole of Project
One on one meetings	SIMP to clearly demonstrate how impacts have been assessed and addressed through region-specific strategies and mitigation measures	Disaggregated impacts and responses are described in the SIMP	Table 1 and Table 9 Table 5.2 (how targeted engagement outcomes have been)	Whole of Project
One on one meetings	Ensure the SIMP includes localised impact responses for each affected area rather than generalised regional statements	Disaggregated impacts and responses are described in the SIMP	Table 9 and this table	Whole of Project
One on one meetings	Implement hyper-local engagement and management strategies, including named contacts and local action plans by region	Disaggregated impacts and responses are described in the SIMP	Table 9 and this table	Whole of Project
One on one meetings	Community engagement measure to include region-specific impact mapping and reporting mechanisms for areas such as Goulburn, Yass, and Crookwell	Disaggregated impacts and responses are described in the SIMP	Table 9 and this table	Whole of Project
One on one meetings	Integrate coordinated cumulative impact management as a core mitigation measure, especially where multiple projects intersect	The SIMP describes the role of the Interface Management Plan in coordinating impact management with nearby projects. Snowy 2.0 is one of these projects and interface events lessons will provide an opportunity to collaborate	Table 10, Area of Social Impact: Cumulative social impacts associated with other SSD projects in the area, SIMP 20	Whole of Project
One on one meetings	Consider a measure relating to pathways for long-term regional employment beyond the life of the Project	Career-focussed employment initiatives are included as mitigation measures	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and 11	Whole of Project
One on one meetings	Consider a measure that HLE partner with Regional Development Australia (RDA) and Workforce Australia to deliver structured upskilling, migration, and workforce transition programs	Partnerships with these organisations has been added to a labour upskilling and other strategies	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and SIMP 11	Whole of Project
One on one meetings	Definition of "local" needs refinement. What is considered 'local' employment?	Definition added to SIMP	Section 3.2	Whole of Project
One on one meetings	Consider measure that establishes partnerships with Destination Networks to strengthen regional supply chain readiness and participation	Partnerships with RDA has been added to a labour upskilling and other strategies	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and SIMP 11	Whole of Project

One on one meetings	Include an engagement measure that relates to dissemination of road condition and access updates for recreational vehicles (RVs), grey nomad, and tourist groups through targeted communications	Tourism operators are identified in the SIMP as part of applicable management strategy	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP07	Whole of Project
One on one meetings	Incorporate tourism impact prevention measures, including coordination with local operators and tourism bodies	Tourism operators are identified in the SIMP as part of applicable management strategy	Table 10, Area of Social Impact: Impacts to near neighbours and broader community, SIMP07	Whole of Project
One on one meetings	Review mitigation measures and consider a measure related to the coordination of event scheduling with regional stakeholders to avoid conflict and maximise community benefit	The SIMP has included a periodic stakeholder forum to present updates on workforce targets, seek feedback on the effectiveness of mitigation measures, and provide an opportunity for stakeholders to contribute ideas for continuous improvement. These forums respond to the action described	Section 7.4 Reporting and Responsibilities	Whole of Project
One on one meetings	Link community benefit to post-project resilience (e.g. marketing or placemaking)	Long-term emphasis added to community benefits plan management strategy	Table 10, Area of Social Impact: Access to social infrastructure and services, SIMP18 and SIMP19	Whole of Project
One on one meetings	Include a consultation measure related to continual engagement with Chamber of Commerce	Chambers of Commerce identified as a specialist partnership target in the SIMP	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP17 and SIMP11	Whole of Project
Review of Final Draft SIMP	Recommend additional mitigation measures as follows: Collaborate with local tourism operators to ensure key events are not adversely impacted by accommodation shortages by 'dynamic scheduling' to release the rooms required to support these events. Coordinate communication strategies with LGA tourism services, Visitor Information Centres, and DSNSW for transparency with potential visitors, including online comms channels.	New mitigation measures and additional indicator included in framework.	Table 10, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP 01	All LGAs
Review of Final Draft SIMP	Concerns about pressure on existing accommodation in the Upper Lachlan and Goulburn Mulwaree LGAs due to the proposed Crookwell facility, recommending clearer mitigation measures for tourism displacement and ongoing engagement with local councils and Destination Southern NSW, including exploring tourism-aligned reuse of facilities post-construction.	To be considered in Stage 2 SIMP	Section 1.3	Upper Lachlan Shire and Goulburn Mulwaree LGAs
Review of Final Draft SIMP	Include partnerships with Workforce Australia, TAFE NSW, and DSNSW in workforce development plans	Minor wording refinement in monitoring framework.	Table 10, Area of Social Impact: Labour draw and impacts to local businesses and services, SIMP 17 and SIMP 11.	All LGAs
Review of Final Draft SIMP	Strengthen tourism-related mitigation measures by coordinating with councils, Destination Networks, and tourism operators to minimise impacts on key events and improve transparency for visitors.	Mitigation measures were expanded to include dynamic scheduling, liaison with councils and tourism services, and communication strategies with Destination NSW networks to reduce disruption to tourism during peak periods. Additional indicator around quarterly meetings included.	Table 10, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01	All LGAs
Review of Final Draft SIMP	Strengthen tourism-related mitigation by expanding beyond short-term accommodation impacts to include the broader visitor economy, including business and Visiting Friends and Relatives travel; consider long-term transition planning; improve alignment with Destination Management Plans; and explore opportunities for visitor-facing communications and data-informed monitoring.	Terminology was updated to reflect "tourism and the visitor economy" across key sections. Visitor-facing communication measures incorporated into SIMP01. Included new desired outcome in SIMP01 relating to increased local spend from non-resident workers and project representatives has provided short-term benefits to the visitor economy in LGAs and amended events in SIMP01 and SIMP02 to reflect broader regional area.	Table 10, Area of Social Impact: Impacts to tourism and the visitor economy, SIMP01, SIMP 02.	All LGAs

Key Stakeholder Consultation – Social Impact Management Plan HumeLink East

Date	25/03/2025
Location	Goulburn Soldiers Club, Goulburn
Session Open	1:30pm
Session Close	3:30pm

Facilitator & HumeLink East Attendees

Name	Role	Company
Angela Peace (AP)	Facilitator & Consultant on Social Impact Management Plan (SIMP)	AAP Consulting
Emma Hassett (EH)	Operational Services Director	Acciona Genus Joint Venture (AGJV)
Suzie Presswell (SP)	Community Investments and Benefits Lead	Acciona Genus Joint Venture (AGJV)
Helen Cosgrove (HC)	Workforce Development and Industry Participation Manager	Acciona Genus Joint Venture (AGJV)
Lisa McIntosh (LM)	Aboriginal Participation Manager	Acciona Genus Joint Venture (AGJV)
Kyle Redshaw (KR)	Environmental Affairs Manager	Acciona Genus Joint Venture (AGJV)
Mike Fitzgerald (MF)	Interface Manager	Acciona Genus Joint Venture (AGJV)
Toni Ford (TF)	Place Manager	Acciona Genus Joint Venture (AGJV)
Lily Gibson (LG)	Community Administrator	Acciona Genus Joint Venture (AGJV)
Chris O'Brien (COB)	Stakeholder Engagement Lead	Transgrid
Carl Little (CL)	First Nation Engagement and Access Officer	Transgrid

Stakeholder Attendees

Jan Campbell	Dept of Primary Industries & Regional Development
Nikolina Marinovic	Premiers Department
Dini Redwin	Service NSW
John Wilde	TAFE NSW
Bronwyn Temple	TAFE NSW
Kathleen Bowerman	Upper Lachlan Shire Council
Amanda Lawrence	NSW Police Force
Olivia West	Regional Development Australia Southern NSW & ACT
Danae Vitnell	Goulburn Mulwaree Council
Veronika Cave	Divalls (Business Chamber reps)
Benjamin Finlayson	Harvey Norman (Business Chamber reps)
Damien Muller	Marulan Rural Supplies (Business Chamber reps)

Item	Comments	Actions
1.	Welcome and introductions – (AP)	
2.	Acknowledgement of Country – (LM)	
3.	Short project overview and context - (EH)	
4.	Purpose of SIMP – (AP) - Discussion on SIMP’s purpose and history of Social Impact Assessment (SIA). - EH provided overview of Crookwell Camp and staged approach to SIMP. The SIMP will be developed in two stages: - o Stage 1: Covers social impact management for all construction activities based out of the Adjungbilly and Yass Accommodation Camps - o Stage 2: Will be an update to the Stage 1 document. Will be prepared once the solution for accommodation in the Crookwell/Goulburn area are resolved - EH acknowledged that the Crookwell Camp is the subject of further consultation.	Humelink East Actions: • HLE to continue consultation on Stage 2 SIMP and the proposed change in strategy regarding the Crookwell Accommodation Facility.
5.	Review of Key Social Impact Areas - AP provided overview of social impact areas and structure of discussions.	
6.	Outcomes of pre-workshop survey & feedback - AP noted that surveys were completed by some attendees prior to the SIMP consultation. - Confirmed that topics raised thorough survey will be addressed in focus group session	
7.	Social Impact Area: Direct impact on near neighbours and the broader community - Seeking further information regarding HLE’s community engagement approach - Discussion on application of SIMP and community engagement. Clarification that SIMP applies to the construction period. During construction the HLE Delivery Partner; Acciona Genus Joint Venture (AGJV) will be responsible for after Community and Stakeholder Engagement. Upon construction completion, Transgrid will assume responsibility for continuing engagement and relationship management with Community and stakeholders. Seeking clarification on the management of complaints or issue. HLE explained that the Community Communication Strategy (CCS) details the complaints management system of the project and is a public document. There is also a Complaints Register published every month on the Transgrid website. Further HLE explained that there is a 24/7 free call Community Information Line. There will always be someone available to answer a call, including any issues outside of normal working hours	Humelink East Actions • Share CCS to attendees following session • Consider a Procurement Support Program for small businesses, with help for both onboarding and billing processes. • Engage local training and business groups to help deliver procurement support. • Forthcoming Community Information and Opportunities sessions in May within the region. SIMP • Include Community Information Line and

	- Feedback received that focus of complains process appeared to be focused on response to complaints, rather than mitigation measures (relating to noise, vibration etc). HLE noted that construction must not exceed noise thresholds and HLE must consult with landholders on mitigation strategies. This requirement aligns with the Construction Environmental Management Plan (CEMP) and relevant Australian regulations. Cultural Heritage, Jobs, and Training - HLE outlined Aboriginal and non-Aboriginal impacts because of the project and associated mitigation measures, including cultural heritage and Pre-Employment Programs (PEPs). - Discussion on accessibility of HLE employment opportunities (including visibility of job roles). HLE confirmed that the project is committed to local and regional sustainable employment (discussing pre-employment programs etc). - Feedback received that career pathways are critical in regional areas. Questions raised about the 80% retention target in SIMP and how it is measure. - Discussion noted procurement challenges for small businesses working on large projects such as HLE. Some small/medium organisations lack formal admin support and need help navigating project procurement systems. - Discussion noted that local organisations often feel unable to participate in projects such as HLE. That despite commitment to engage local suppliers by large projects, these organisations find it difficult to successfully tender against larger and non-local suppliers. - Suggestion to provide on-the-ground support from staff trained in HLE systems to assist small businesses successfully navigate the procurement processes. - Noted feedback that SIMP should also refer to relevant supporting management plans (e.g. Aboriginal Participation, Workforce Development, Procurement).	dedicated community liaison person as a mitigation measure. Look at any key targets that need to link back to this. • Consider including a target of 0% exceedance of environmental thresholds. Explore how environmental performance indicators can be better integrated into the SIMP's targets. • Include mitigation to support career-focused employment, not just project roles and support program for small businesses, with help for both onboarding and billing processes. • Add clear targets for procurement support (e.g. % supported, sessions delivered). • Reference supporting plans (Aboriginal Participation, Workforce, Procurement) in the SIMP.
8.	Social Impact Area: Impacts on community, cohesion, safety, health and wellbeing - Council representatives advised that they prefer to be involved in the decision making for Community Investments and Benefits (CIB), noting their role in managing local assets post-project and deep understanding of community needs and priorities. - Discussion on provision of medical services to workers. HLE advised that on-site medical support is provided through appropriately trained first aid personnel, supported by clear escalation procedures to nearby healthcare services if required. - Discussion on need for greater youth engagement and concerns. Need for early engagement in education, training, and employment is essential, especially in isolated or regional areas. HLE noted that the project is undertaking engagement with youth (e.g. Science events and Careers Fairs throughout the region). Community participant shared information on youth-led initiatives	Humelink East Actions • Involve local councils in identifying and selecting Community Benefit initiatives • Consider youth engagement youth-specific sessions as part of future engagement. • Consider community health initiatives, • Engage with the Canberra Region Joint Organisation • Engage with councils (e.g. Goulburn Mulwaree, Upper Lachlan Shire) on

	via the Canberra Regional Blueprint Project and suggested that this is a potential model for peer-based engagement with local youth. Another participant suggested the need for a targeted youth engagement strategy beyond information sharing i.e. create pathways into jobs, training, and project participation. HLE noted that the project is exploring methods for youth engagement including jobs and training opportunities. - Discussion on HLE's approach to engagement with the community. HLE noted that there are planned Community Information drop-in sessions (in May) which will be an opportunity for the project team to share information on: construction updates, employment opportunities, workforce and training, local procurement opportunities and community investment. These sessions will be advertised in the community in April and May. - Discussion on the decision-making process for community benefits. Feedback noted that Councils seek genuine involvement and engagement from HLE. - Suggestion by community participant regarding HLE considering the sponsorship of a doctor or healthcare service if new population pressures arise. - Concerns raised by cumulative impacts because of a high volume of projects in the region were noted as requiring analysis - It was raised that the Canberra Region Joint Organisation is preparing a regional framework for coordinating community benefits.	cumulative impacts SIMP • Add or amend a mitigation measure to ensure youth engagement, including pathways into employment and training, is captured. • Capture medical staffing arrangements as a mitigation measure for managing health-related community impacts. • New Mitigation measure and target: Include a target about employing local people as it is directly linked to the risk to physical and mental health of workforce due to remote work locations.
9.	Social Impact Area: Access to social infrastructure and services including impacts on housing availability and affordability - Discussion with respect to concerns regarding a change to the worker accommodation strategy for Crookwell. HLE noted that discussions are underway between HLE and impacted councils regarding the proposed change. - Request of HLE to ensure engagement and consultation with Upper Lachlan Shire Council (ULSC) and Goulburn Mulwaree Council (GWC) regarding worker accommodation strategy.	Humelink East Actions • Continue engagement with ULSC and GMC regarding accommodation and camp planning. • Align accommodation planning with SIMP Stage 2 timing and updates. SIMP • Ensure access to social infrastructure and services is addressed in future SIMP iterations, reflecting local council input.
10.	Social Impact Area: Tourism - Concern raised that cumulative pressure on accommodation (from workforce camps and construction workers) could negatively impact tourism. If visitors are unable to find accommodation in Goulburn, they may stop pursuing accommodation in the region — posing a risk to long-term tourism viability post construction.	Humelink East Actions • HLE to undertake targeted engagement with the tourism sector prior to finalisation of SIMP Stage 2.
11.	Social Impact Area: Labour draw, limitations on local businesses and services	SIMP

	- Concerns raised on the impacts of HLE's workforce needs on local businesses - HLE noted that the project is not actively targeting local workers already in employment. Instead, the project is working with local agencies to target workers seeking employment who may be unemployed or underemployed, youth, workers who may be seeking to return to the workforce after an absence or those seeking reskilling or upskilling to prepare for new employment markets (i.e. clean energy). HLE discussed example of project Pre-Employment and other training program which address this target market. - Feedback indicated the need to better explain the labour required of the project (including job types) and HLE resourcing strategies. - Concerns regarding the accommodation of workers was also raised	• Tighten up the mitigation measures in the SIMP.
12	• Cumulative impacts from other projects - Community participants discussed the cumulative impacts of concurrent projects and impacts to local businesses and regional economies, especially during construction phases. Concerns raised around: - o Labour draw from multiple projects creating intense local pressure on local businesses. - o Risk that changes to Crookwell workforce accommodation strategy and procurement approach may amplify these issues. - o Projects change local economies for years, with long recovery periods. - RDA noted research and a forthcoming report which speaks to cumulative impacts more broadly - Social housing pressures, particularly for women over 50, were also flagged as a serious emerging issue.	SIMP • Look at cumulative labour draw as a social impact • Look at a mitigation and/or target to ensure subcontractors hiring through local suppliers are also employing local workers. Humelink East Actions • Targeted meetings with RDA Southern NSW and Goulburn Council for input into cumulative impact
13.	Summary of key outcomes and next steps - Incorporate feedback into Stage 1 SIMP - Issue draft - Submission of SIMP - SIMP Stage 2 engagement ongoing. - Arrange one on one sessions for those stakeholders who would like more discussion.	Humelink East Actions • Arrange one on one meetings with attendees who are interested to discuss SIMP further
14.	Session close 3:30pm	

Key Stakeholder Consultation – Social Impact Management Plan HumeLink East

Date	27/03/2025
Location	Valmar Auditorium, Tumut
Session Open	10:00am
Session Close	12:00pm

Facilitator & HumeLink East Attendees

Name	Role	Company
Angela Peace (AP)	Facilitator & Consultant on Social Impact Management Plan (SIMP)	AAP Consulting
Emma Hassett (EH)	Operational Services Director	Acciona Genus Joint Venture (AGJV)
Suzie Presswell (SP)	Community Investments and Benefits Lead	Acciona Genus Joint Venture (AGJV)
Helen Cosgrove (HC)	Workforce Development and Industry Participation Manager	Acciona Genus Joint Venture (AGJV)
Lisa McIntosh (LM)	Aboriginal Participation Manager	Acciona Genus Joint Venture (AGJV)
Amy-Lee Conroy	Environmental Manager	Acciona Genus Joint Venture (AGJV)
Mike Fitzgerald (MF)	Interface Manager	Acciona Genus Joint Venture (AGJV)
Toni Ford (TF)	Place Manager	Acciona Genus Joint Venture (AGJV)
Lily Gibson (LG)	Community Administrator	Acciona Genus Joint Venture (AGJV)
Peter Scott (PS)	Safety Manager	Acciona Genus Joint Venture (AGJV)

Stakeholder Attendees

Jen Charleson	Dept of Primary Industries & Regional Development
Cherie White	Riverina LLS
Anthony Post	Forestry Corporation of NSW
Matt Chifley	NSW police Force
Sophie Gairn	Snowy Valleys Council
Carlie Porteous	Softwoods Working Group
Cheney Dewar	If you only knew counselling
Casey Polsen	Cootamundra-Gundagai Regional Council
Leah Sutherland	Cootamundra-Gundagai Regional Council
Bonita Taylor	Gundagai Neighbourhood Centre Inc
Paul Vercoe	Gundagai Returned Services League (RSL)
Mel Taylor	Business Bureau
Hansie Armout	Basefair Pty Ltd business Snowy Valley
Linda Wiles	Cootamundra-Gundagai Regional Council
Hugh Packard	Snowy Valleys Council

Charles Taylor	Forestry Corp
Coral Bulger	Brungle/Tumut Local Aboriginal Land Council
Millie Swain	Snowy Hydro
Jan Ballard	Gray Surveyors
Mendie Bruijns	Welcome Experience – RDA Riverina
Louise Halsey	Snowy Valleys Community Foundation
Max Gordon	NSW Ambulance
Josh Broadfoot	NSW Police
Charles Taylor	Forestry Corporation
Ben Lavender	SES
Peter Jones	RFS
Leigh Mathieson	Murrumbidgee Land Care

Item	Comments	Actions
1.	Welcome and introductions – (AP)	
2.	Acknowledgement of Country - (LM)	
3.	Short project overview and context - (EH) - EH provided overview of Crookwell Camp and staged approach to SIMP. The SIMP will be developed in two stages: - o Stage 1: Covers social impact management for all construction activities based out of the Adjungbilly and Yass Accommodation Camps - o Stage 2: Will be an update to the Stage 1 document. Will be prepared once the solution for accommodation in the Crookwell/Goulburn area are resolved. - EH acknowledged that the Crookwell Camp is the subject of further consultation. - EH provided an overview of the project and	
4.	SIMP purpose – (AP) - Discussion on SIMP's purpose and history of Social Impact Assessment (SIA).	
5.	Review of Key Social Impact Areas – (AP) AP provided overview of social impact areas and structure of discussions.	

6.	Outcomes of pre-workshop survey & feedback – (AP) - AP noted that surveys were completed by some attendees prior to the SIMP consultation. - Confirmed that topics raised thorough survey will be addressed in focus group session	
7.	Discussion of recommended mitigation measures and strategies:	
7.1	Social Impact Area: Direct impact on near neighbours and the broader community Livestock and Land Use Concerns about the impact on livestock during construction. - Concerns raised about impacts on livestock during construction (e.g. calving, lambing, shearing). - HumeLink East (HLE) confirmed the Property Management Plan (PMP) will be used to plan works around key agricultural periods in consultation with landholders. - Considerations of livestock and seasons for properties, planning works in consultation with landholders Vegetation, Biodiversity and Remediation - Question about remediation of vegetation and native species post-clearing. - Discussion regarding consultation with landholders regarding biodiversity requirements and remediation works that can be done to benefit the landholders. - Pre-Condition and Pre-Clearance surveys will be conducted on impacted areas that are compared to post construction surveys - Weed, habitat, and species assessments are included. - Native species provided where possible in consultation with the landholders - Restoration outcomes to be shared transparently with LLS and ecology experts Road Damage and Council Assets - Significant concerns raised regarding the potential for damage to public roads used during the project. - HLE are working with local councils to ensure roads are remediated to their original or better condition. HLE continuing to engage with councils. HLE will	SIMP • Include Community Information Line and dedicated community liaison person as a mitigation measure. Look at any key targets that need to link back to this • Capture road rehabilitation in the issues section of the SIMP • Include a SIMP mitigation and target related to livestock protection and seasonal land use, to be managed through PMPs. • Look at option to clarify the biodiversity and restoration process in the SIMP, including post-clearing plans, reporting, and transparency with LLS, noting it is related to other environmental plans. • Look at incorporating engagement process with Softwoods and other major forestry stakeholders to coordinate road use and safety measures. • Explore option for including mitigation and key targets for protecting council-owned assets (e.g. road condition surveys etc). • Look at potential to include SIMP measure for safe driving initiatives, such as: driver behaviour training for project-related staff; community road safety campaigns in collaboration with local police, shared communication with local industry partners • Explore a communications performance target (e.g. minimum advance notice of roadworks/truck movements

	also carry out pre- and post-construction road condition surveys. Traffic Safety and Driver Behaviour - Community participant requested agreement to have 2-way radio communications, considering Forestry vehicles. - Concerns raised about the safety of community members due to increased construction traffic. Suggestion for safe driving campaigns and better communication with the community regarding traffic, vehicles, delays, road works and truck movements. - Safety concerns about increased heavy vehicle traffic, including overtaking risks and poor driver behaviour. - Suggestions included safe driving campaigns in partnership with local police, employee driver assessments for country driving conditions. clearer communication protocols with forestry operators (e.g. Softwoods) and other key stakeholders.	to local residents). Humelink Actions • MF to engage with Softwoods further regarding traffic and roads
7.2	Social Impact Area: Cultural impacts (direct impact on near neighbours and the broader community) Employment and Subcontractor Participation - HLE noted that 11 Subcontractor Forums held by HLE as of March 2025, more scheduled to come later in year in conjunction with ICN - HLE planning to hold mentoring workshops and Pre-Employment Programs in Tumut for people seeking employment - Community participants requested that employment and procurement materials (e.g., ICN platform, capability guides) are available online. Cultural Heritage and Artefacts - Concerns raised regarding artefacts, their storage and return to country - HLE survey works have revealed some items and these are currently being stored with Heritage Consultant for reporting - Further engagement with LALCs is welcome to determine artefact management and return-to-country protocols. Interest from LALC on artefact handling, return-to-country engagement process and access to more information about artefacts. Suggestion for proactive consultation throughout the project.	SIMP • Investigate including a mitigation measure addressing consultation fatigue, such as coordinating engagement across HumeLink East/West and Transgrid, combining consultation sessions where appropriate etc. • Add a measure around ongoing engagement with Local Aboriginal Land Councils (LALCs) regarding artefact handling, including return-to-country engagement process. Humelink Actions: • HLE to investigate publishing employment opportunity materials on website including: - ICN platform access - Capability development guidance • Follow up with LALCs to discuss options for artefact return and appropriate cultural management during construction. • Map and clarify engagement responsibilities across Transgrid, HumeLink East/West, and subcontractor entities

	Consultation Fatigue - Concerns raised regarding consultation and survey fatigue in Snowy Valleys due to Transgrid, HumeLink East and HumeLink West consultations being undertaken separately. Suggestion to address and collaborate more with engagement approach across the teams. - Community participant raised that Premier's roundtable discussions have been underway for 2 years . This is another integration/collaboration opportunity to be explored by HLE. Noted that Transgrid does have a dialogue with the roundtable already. - Some stakeholders feel under-consulted, while others report over-consultation. Engagement is inconsistent. - Potential to map out communication responsibilities and better interface with the Premier's Department roundtable, especially where existing regional forums already exist.	to ensure alignment and reduce confusion. • Engage directly with the Premier's Department roundtable to improve communication consistency and avoid missed integration opportunities. • Explore a regional cumulative impact/consultation coordination forum specific to Snowy Valleys, potentially co-designed with key stakeholders (e.g. LLS, councils, industry).
7.3	Social Impact Area: Labour draw, limitations on local businesses and services Job Accessibility & Communication: - HLE advised that a dedicated jobs page on website has been created and will be updated fortnightly. - Jobseekers can submit CVs directly, and materials like QR cards are being prepared for distribution in the community. - Community asked for more than just Seek ads — local visibility and access is important. Workforce Development and Flexibility: - Discussion on the types of roles available and modes of employment. - HLE shared information on flexible work practices and roles . HLE is committed to ensuring work opportunities are accessible and inclusive (i.e. part time opportunities, adjusted working hours etc). - Discussion on Stringing capability and associated qualification requirement. Shortage of people in Australian market with this qualifications and experience at present. Project will likely need to engage some overseas workers for some specialist roles. - Discussion local upskilling for Power Transmission skills — project team is	SIMP • Include a measure to clear, accessible communication of job opportunities, beyond national platforms like Seek. • Recognise the role of flexible employment offerings (e.g. remote roles, part-time) as part of local employment strategy in SIMP discussion. • Look at language in SIMP re: Add a mitigation measure for targeted industry engagement in areas where workforce draw may disrupt existing sectors (e.g. forestry, housing). HumeLink Actions: • Continue updating the dedicated jobs webpage, distribute QR cards, and maintain local drop-in CV options. • Provide timelines and demand forecasts for key skill areas (e.g. when stringing roles peak) and share these with industry partners like Softwoods. • Maintain and promote cultural training requirements for all new staff and subcontractors.

	actively exploring training pathways to build transmission capacity across several role types. Induction: - All staff (including subcontractors) undergo cultural awareness training on First Nations communities and sensitivities in work areas. - Community participant suggested an induction program for HLE workforce which assists the workforce to learn about the community they are living and working in. Industry Engagement – Softwoods Concern: - Local industry (e.g. Softwoods) raised concern about: - o Losing skilled workers to high-paying project roles. - o The need to understand project recruitment timelines and workforce needs. - o Opportunities for dialogue and coordination — especially during events like the VISY shut. Seeking opportunities to collaborate for the benefit of the community and workforce sustainability. - Emphasis on maintaining balance with local employment and accommodation availability.	
7.4	Social Impact Area: Impacts on community, cohesion, safety, health and wellbeing - Community Induction for workers is being implemented to support respectful interactions and social cohesion. - Partnerships with Landcare and local environmental groups are being considered to support environmental restoration. - Mental health and community wellbeing concerns were raised due to the cumulative stress of drought, bushfires, past consultations, nearby projects and HumeLink. Discussion on respectful and empathetic approaches to community engagement acknowledging the community’s experience. - Worker accommodation and its impact on community cohesion was discussed; HumeLink East committed to maintaining respectful camp operations. - Discussion of the \$15 million Community Investment and Benefit fund:	SIMP • Look at wording already included in SIMP around mental health and community wellbeing, particularly in areas already impacted by natural disasters and development stress. • AS above, look at wording already included in SIMP, and any additional details as required on how worker induction and respectful behaviour expectations will support local community cohesion during camp operations. • Include mitigation around intention to partner with local environmental groups (e.g. Landcare) for restoration and offset work, where feasible, if applicable. • Does SIMP reflect the community expectation that benefit funding should be locally informed, and commit to tracking

	- \$11M is managed by Transgrid; \$2M each allocated to HumeLink East and West. - Engagement on Community Investment for HLE to commence from May. - Discussion on approaches to community investment which create substantial and sustainable impact for community	how consultation outcomes influence final funding allocations? • Does the SIMP need to consider operational feasibility of equipping select project vehicles with water tanks for use in spot fire response as part of community benefit/safety measures. HumeLink Actions • Deliver community consultation sessions in May re Community Investment and Benefits • Engage with Landcare and local groups to identify opportunities for collaborative environmental projects. • Review and adapt the worker induction program to ensure local context and community sensitivities are adequately addressed.
7.5	Access to social infrastructure and services - HLE looking to reduce impact on local services by having designated personnel in accommodation facilities and using alternative services such as telehealth, paramedics on site. This is an ongoing discussion. - Concerns raised regarding emergency services and their capacity - Concerns raised around pressure on local ambulance and GP services, particularly in remote or under-resourced communities - Monthly meetings have begun with emergency stakeholders, but coordination structures need strengthening. - Suggestion from a community participant: Equip project vehicles with water tanks to assist with spot fire management.	SIMP • Look at mitigation around monthly emergency services coordination meetings in the SIMP — including input from Local Area Command, RFS, health, and council. • Look at mitigation measures to reduce strain on local healthcare services, especially GPs and ambulance services. • Opportunity for mitigation around engagement with Snowy 2.0 teams or others for lessons learned. • Does the SIMP need to consider operational feasibility of equipping select project vehicles with water tanks for use in spot fire response as part of community benefit/safety measures. Humelink East Actions • Explore opportunities to support long-term local workforce development in health and emergency sectors (e.g. through partnerships, incentives, or investment).

		Consider operational feasibility of equipping select project vehicles with water tanks for use in spot fire response as part of community benefit/safety measures.
7.6	Social Impact Area: Impacts on tourism Discussion around cumulative tourism impacts and how other major projects contribute to pressure on accommodation and event planning.	Humelink Actions: Investigate a regional engagement forum to coordinate timing, mitigate cumulative impacts, and support local economic and tourism initiatives during construction.
7.7	Social Impact Area: Cumulative Impacts Largely covered in previous social impact area discussions including: - Labour draws across multiple projects and impact to local industry - Strain on local services and infrastructure (referencing other projects in the region) - Emergency services, health systems, and housing are already under pressure. - Multiple large-scale projects operating in parallel compound these impacts, creating long-term stress on regional capacity. - Consultation fatigue due to multiple uncoordinated project teams seeking to engage with community	Actions covered above.
8.	Summary of key outcomes and next steps - Incorporate feedback into Stage 1 SIMP - Issue draft to those who would like to review prior to submission to DPHI - Looking at submitting to DPHI end of April. - SIMP Stage 2 engagement ongoing. - Arrange one on one sessions for those stakeholders who would like more discussion.	
9.	Session close	

Key Stakeholder Consultation – Social Impact Management Plan HumeLink East

Date	26/03/2025
Location	Yass Golf Club, Yass
Session Open	10:00am
Session Close	12:00pm

Attendees

Facilitator & HumeLink East Attendees

Name	Role	Company
Angela Peace (AP)	Facilitator & Consultant on Social Impact Management Plan (SIMP)	AAP Consulting
Emma Hassett (EH)	Operational Services Director	Acciona Genus Joint Venture (AGJV)
Suzie Presswell (SP)	Community Investments and Benefits Lead	Acciona Genus Joint Venture (AGJV)
Helen Cosgrove (HC)	Workforce Development and Industry Participation Manager	Acciona Genus Joint Venture (AGJV)
Lisa McIntosh (LM)	Aboriginal Participation Manager	Acciona Genus Joint Venture (AGJV)
Kyle Redshaw (KR)	Environmental Affairs Manager	Acciona Genus Joint Venture (AGJV)
Mike Fitzgerald (MF)	Interface Manager	Acciona Genus Joint Venture (AGJV)
Toni Ford (TF)	Place Manager	Acciona Genus Joint Venture (AGJV)
Lily Gibson (LG)	Community Administrator	Acciona Genus Joint Venture (AGJV)

Stakeholder Attendees

Name	Company
Anne-Maree Clarke	Capital Region Local Jobs Program
Sarah Dawson	TAFE NSW
Ray Smith	Aboriginal Affairs NSW
Dini Redwin	Service NSW
Michelle Pontello	TAFE NSW
Matt Chifley	NSW Police Force
Anne-Maree Clarke	Capital Region Local Jobs Program
Sarah Dawson	TAFE NSW
Ray Smith	Aboriginal Affairs NSW

Item	Comments	Actions
1.	Welcome and introductions – (AP)	
2.	Acknowledgement of Country – (LM)	
3.	Short project overview and context - (EH)	
4.	SIMP purpose – (AP) - Discussion on SIMP's purpose and history of Social Impact Assessment (SIA). - EH provided overview of Crookwell Camp and staged approach to SIMP. The SIMP will be developed in two stages: - o Stage 1: Covers social impact management for all construction activities based out of the Adjungbilly and Yass Accommodation Camps - o Stage 2: Will be an update to the Stage 1 document. Will be prepared once the solution for accommodation in the Crookwell/Goulburn area are resolved. - EH acknowledged that the Crookwell Camp is the subject of further consultation.	
5.	Review of Key Social Impact Areas – (AP) - AP provided overview of social impact areas and structure of discussions.	
6.	Outcomes of pre-workshop survey & feedback – (AP) - AP noted that surveys were completed by some attendees prior to the SIMP consultation. - Confirmed that topics raised thorough survey will be addressed in focus group session	
7.	Discussion of recommended mitigation measures and strategies:	
7.1	Social Impact Area: Direct impact on near neighbours and the broader community - Suggestion to include the 24/7 call centre available for the Community Information Line in the slide for mitigation measures regarding complaints	SIMP • Include Community Information Line and dedicated community liaison person as a mitigation measure. Look at any key targets that need to link back to this.
7.2	Social Impact Area: Impacts on community, cohesion, safety, health and wellbeing - Information sought on how the camp will be run and whether those who will be employed in the camp are going to be from the local area or employed from beyond the region - An accommodation operator has been engaged to manage the workers camp operations. - Local employment is anticipated (e.g. for roles in cleaning, cooking, bar staffing), but exact numbers and local content are yet to be confirmed. More detail can be provided as planning progresses.	Humelink East Actions HumeLink East to confirm and communicate the extent of local employment associated with workers camp operations (e.g. hospitality and facilities staff) SIMP • Revisit mitigation measure around local

	- Feedback received that there is strong local interest in job opportunities associated with the worker's camp. Participants raised concerns about whether local people will benefit from these roles or if labour will be brought in from outside. - Suggestion that workers camp employment (and local hire targets) should be more clearly addressed in the SIMP. - Participants also asked about how the project will support workforce retention, particularly in remote locations where mental health and stress can become issues. There was interest in understanding what specific support measures are planned to ensure that workers stay.	employment opportunities related to camp operations. • Strengthen the SIMP narrative and mitigation measures to clearly link wellness initiatives to workforce retention goals. Look at opportunity to include a retention-focused measure or target (e.g. staff turnover or satisfaction) alongside wellness-related metrics.
7.3	Social Impact Area: Impacts to housing availability and affordability: - Participants asked about workforce relocation to the area and potential pressure on local rental markets. - HLE discussed the current use of hotels by some HLE workers to date (engineers, environment team etc). Confirmed that a small number of HLE personnel may live locally. Some may seek shared accommodation or local rentals, e.g. shearers' quarters on farms and that some relocated workers may stay long term. - Participants suggested the project should ensure ongoing transparency regarding the number of relocated workers expected - Discussed community integration and cohesions with respect to approaches where the HLE workforce can connect with local communities. Suggestions included using local services for catering and holding community events at local venues. - Participants shared examples of existing facilities. Some discussion on repurposing cabins or caravan park-style accommodation for future use. - HLE noted that current Conditions of Approval (CoA) require removal of camp infrastructure post-project, but stakeholders raised interest in alternative outcomes.	SIMP • Look at measure that addresses transparency around expected worker numbers who may live off-site. Humelink East Actions • Consider opportunities to support affordable or transitional accommodation as a potential community benefit initiative.
7.4	Social Impact Area: Labour draw, limitations on local businesses and services - HLE noted that the project is not actively targeting local workers already in employment. Instead, the project is working with local agencies to target workers seeking employment who may be unemployed or underemployed, youth, workers who may be seeking to return to the workforce after an absence or those seeking reskilling or upskilling to prepare for new employment markets (i.e. clean energy). HLE discussed example of project Pre-Employment and other training program which address this target market.	SIMP • Include a sustainable jobs target: e.g. number of locals retained for 6+ months. • Refine target language to express goals in both percentages and real numbers, where appropriate. • Look at including periodic stakeholder

	- Discussion on the topic of about parents returning to the workforce. HLE described how the project has recently held the emPOWERing Women Pre-Employment Program (PEP) and how the program hours were set to ensure participants attend during school hours (3 days p/w, 9am-3pm) to suit their responsibilities. 11 women employed as a result, either directly in the HumeLink East team or through subcontractors on the project - Discussion on consequences of the project not meeting the targets for the local recruitment. HLE explained that some targets have already been exceeded in part to the ability to connect with local people through organisations and businesses and other – we are on track to achieve. - HLE discussed in this context the following: - o The Healthy Tradie, which runs wellness programs, yoga, health programs and more. - o An external mentoring program - o Participation in career expos and local business sessions. - o Looking at School-based traineeships (Yass, Crookwell). - o Aboriginal working group for the project, while working with Local Aboriginal Land Councils - As per the Ministers Conditions of Approval (MCOA), the targets must be monitored every quarter and be published online. - Discussion regarding ‘Sustainable employment’ language and suggestion to define and track “sustainable jobs” as locals employed for 6+ months. - Request to express key targets in real numbers, not just percentages. - Community participants suggested periodic engagement forums to review how the project is tracking against workforce and employment targets (and SIMP targets). HLE noted that this could be a session that could also allow collaboration on improvements if mitigation measures aren’t working. To ensure two-way accountability and community involvement.	forums to share updates on workforce target progress; invite stakeholder input on mitigation effectiveness and new ideas and reinforce transparency and continuous improvement.
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7.5	Social Impact Area: Cumulative impacts from other projects - Some concerns about project coordination raised by emergency services; social cohesion could be affected if local systems become overloaded. The project area spans four LGAs and two police districts, complicating emergency response coordination. There is a need for individual emergency response plans due to potential for extreme bushfire scenarios and access limitations. - Pressure on ambulance services and local GPs, particularly when project workers require local health care - Emergency services stakeholders have begun meeting monthly with HLE to review emergency and access plans. - It is recommended that HLE proactively engage with Local Area Command and RFS, who can act as champions for regional coordination and response planning. - Primary healthcare capacity is already stretched; projects like Snowy 2.0 have shown how easily resources can be overwhelmed. There's an opportunity for the project to contribute to long-term community health outcomes, not just short-term fixes. Support for approaches like: - o The "Welcome Experience" (to retain workforce locally). - o "Grow our own" strategies for local workforce development. - o Exploring marketing efforts to attract and retain medical and emergency professionals. HLE noted emergency planning and response now being led by Peter Scott, Safety Manager. Ongoing engagement with emergency services and local health stakeholders is occurring	SIMP • Look at mitigation around monthly emergency services coordination meetings in the SIMP — including input from Local Area Command, RFS, health, and council. - Look at mitigation measures to reduce strain on local healthcare services, especially GPs and ambulance services. - Opportunity for mitigation around engagement with Snowy 2.0 teams or others for lessons learned. Humelink East Actions • Explore opportunities to support long-term local workforce development in health and emergency sectors (e.g. through partnerships, incentives, or investment). • Consider a marketing/attraction strategy as part of a community legacy approach — aimed at retaining skilled professionals in the region post-project.
7.6	Social Impact Area: Access to social infrastructure and services - HLE noted upcoming community consultations to be held in May total Community investment expenditure for HumeLink. - Concerns raised about potential for poor worker behaviour and risk of consuming time of police and other services. Also resourcing difficulties when located in more isolated such as ambulance and fire, medics, etc.	Actions linked to Cumulative impacts above.
7.7	Social Impact Area: Impacts on tourism - Major community events in Yass were highlighted as critical tourism periods including Yass Rodeo – 22 March 2025, Murrumbateman Field Day – October and Yass Knockout Touch Football Carnival - Concerns raised regarding potential for disruption to these events if project camps or	SIMP • Include key Yass events in the SIMP in this impact area (e.g. Yass Rodeo, Murrumbateman Field Day) when looking at measure related to accommodation.

	workforce accommodation create conflicts with tourism or accommodation demand. - Community participants saw an opportunity for positive engagement, including project presence at local events to promote workforce, community programs, or club partnerships, collaboration with local sporting clubs and groups during high-profile events. - Discussion around cumulative tourism impacts and how other major projects contribute to pressure on accommodation and event planning. Suggestion to establish a Major Projects Working Group in the region to coordinate timing, community participation, and support for key local festivals and events. - Accommodation pressure concerns including during peak periods, non-camp-based workers may rely on hotel accommodation. Hotels may benefit midweek, but weekend availability remains a challenge, especially during events.	• Consider a mitigation measure to explore project participation in community events and support for local sports and tourism organisations. Humelink Actions: • Investigate a regional engagement forum to coordinate timing, mitigate cumulative impacts, and support local economic and tourism initiatives during construction. • Clarify SIMP position on hotel usage by non-camp workers, especially during local peak tourism times.
8.	Summary of key outcomes and next steps - Incorporate feedback into Stage 1 SIMP - Issue draft to those who would like to review prior to submission to DPHI - Looking at submitting to DPHI end of April. - SIMP Stage 2 engagement ongoing. - Arrange one on one sessions for those stakeholders who would like more discussion.	Humelink East Actions • Arrange one on one meetings with attendees who are interested to discuss SIMP further
9.	Session close	



Meeting Title	Regional Development Australia – Southern NSW and ACT: Social Impact Management Plan Discussion	
Meeting Date	09.04.2025	
Meeting Location	Online – Microsoft Teams	
Attendees	Suzie Presswell (HLE) Angela Peace (AAP Consulting Pty Ltd) Emma Hassett (HLE)	Lily Gibson (HLE) Olivia West (RDA) Helen Cosgrove (joined 11:30) (HLE)
Next Meeting	N/A	

Agenda:
1. Introduction of participants
2. Discussion on the Social Impact Management Plan (SIMP)
3. Feedback on consultation sessions
4. Workforce development and local employment
5. Community engagement and benefit sharing

Discussion Summary

Question	Response
On what basis have you measured the impacts that you're looking to address in the management plan	AP: The social impact assessment was conducted in 2023, and the SIMP is based on those assessments. The assessment was approved by the NSW government in 2024, which included conditions for preparing the SIMP in consultation with councils and stakeholders. OW raised concern that the SIMP now risks feeling theoretical and disconnected from the 2025 context, with significant change occurring since 2023, suggesting the plan may not reflect real current issues faced by communities. AP: acknowledge that one of the key outcomes of consultation for the SIMP was to 'sense check' those impacts identified in the SIA and any changes since it was approved.
Have you already engaged local contractors for the earthworks, or are you making an assumption that those local contractors would be available to undertake your work?	EH: The earthworks will be undertaken by local subcontractors. However, Emma will confirm the details and provide information on which work packages have been let and who are doing them. OW was sceptical, expressing concern that some SSDs have not translated to actual work pipelines, making it feel aspirational rather than practical.
What are the impacts that you're looking to manage in either stage of the SIMP?	AP: The impacts are based on the social impact assessment from 2023. The SIMP is divided into two stages to address changes in the delivery plan and to allow for further consultation on specific impacts. OW questioned how the stages align with actual impacts, noting it remains unclear to stakeholders what is being managed when and how. What the measures are etc. AP: Noted that the draft SIMP will talk to mitigation measures as they relate to impacts and also identifies the 'extent' or who that impact applies to.



What comprises Stage 1 and Stage 2 of the SIMP, and what are the impacts measured for each stage?	EH: Stage 1 focuses on immediate impacts and measures based on the 2023 assessment. Stage 2 will address impacts related to the Crookwell camp and other northern parts of the project, requiring further consultation with councils and stakeholders. OW stressed the confusion from communities about this breakdown and the need for a map and clear area-specific detail to support understanding.
How can we ensure the community understands the impacts and the management plan?	EH: Acknowledged concerns and noted that future consultations will include clear, localised communication, clearly illustration of stages, and pre-meeting information. Another round of consultation sessions will be conducted to address localised impacts and incorporate community feedback. OW emphasised that engagement must move beyond generic consultation and speak to the local lived experience and practical realities, particularly around camps, traffic and service pressures.
Is there a pathway for workforce development that includes collaboration with local entities like Essential Energy?	EH: There is potential for collaboration with local entities. The project is exploring opportunities for training and upskilling local workers, including cert 2 qualifications and high-risk licenses. The idea of a pathway to Essential Energy for further qualifications was noted as a valuable suggestion. HC provided overview of how HumeLink is currently working with providers such as Workforce Australia. Also noted conversations with Goulburn Gaol regarding work packages / reemployment (i.e nest boxes). OW noted that workforce availability remains a top concern. RDA offered to help connect workforce programs with project needs, including skilled migration and even correctional workforce programs.
There is confusion around the SIMP and Community Benefit Sharing. How is this going to be better communicated?	EH: Noted SP role in Community Benefit Sharing AP: acknowledge that while the SIMP does interface with Community Benefit Sharing, this process is more a mitigation and enhancement measure. It isn't the role of the SIMP to dive into the detail of how this process will work. OW noted many stakeholders don't understand this separation and called for clearer communication on what the SIMP does and doesn't do and discussions that equip the community to have agency, not just receive information
Strong concern around the issue of cumulative construction and project impacts, particularly where multiple developments affect the same local government areas (LGAs).	EH and AP: agreed that cumulative impacts need deeper exploration in the SIMP and will look at refining that section. OW noted that a more strategic, coordinated approach across projects and proponents is needed to better manage workforce draw, traffic disruptions, pressure on services and consultation fatigue. Also noted many councils have limited capacity, and coordination is needed to reduce the burden on small local teams, especially Economic Development units.

Actions

1. Clarify the impacts and the stages of the SIMP in the SIMP and in future consultations.
2. Look at feedback and see how language in SIMP can be modified or made clearer
3. Once SIMP is draft, send to stakeholders for consideration and additional feedback
4. HLE to investigate the possibility of providing a map to illustrate the areas covered in Stage 1 and Stage 2 to improve communication
5. HLE to Explore opportunities for workforce development, including collaboration with local entities.
6. HLE to continue to engage with the community and provide clear, accessible information about the project and its impacts.

Suggested Improvements to SIMP:

- Ensure localised impact by region.
- Add staged implementation detail and clearer link between assessment and management actions (stage 1 and stage 2)
- Look more at the "Transition to Transmission" pathway guide.
- Strengthen cumulative impact engagement, potentially via inter-project coordination forums.

Table: SIMP Linkages

Action or Suggestion	Linked Social Impact Area
Clarify what's in Stage 1 vs Stage 2 of SIMP	Community cohesion & communication
Develop hyper-local engagement plans per community (e.g. Crookwell, Yass)	Community cohesion; Local service access
Partner with RDA on workforce migration and reskilling programs	Labour draw & employment opportunities
Develop localised 'impact and risk maps' with mitigation measures	Direct community impacts
Coordinate cumulative impact strategies with other infrastructure proponents	Cumulative social impacts

Meeting Title	RDA SNA	
Meeting Date	09.04.2025	
Meeting Location	Teams	
Attendees	Suzie Presswell Angela Peace Emma Hassett	Lily Gibson Olivia West Helen Cosgrove (joining 11:30)
Next Meeting	N/A	

Agenda:
1. Introduction of participants
2. Discussion on the Social Impact Management Plan (SIMP)
3. Feedback on consultation sessions
4. Workforce development and local employment
5. Community engagement and benefit sharing

Key Questions and Answers

- Olivia West: On what basis have you measured the impacts that you're looking to address in the management plan?
 - o Angela Peace: The social impact assessment was conducted in 2023, and the SIMP is based on those assessments. The assessment was approved by the NSW government in 2024, which included conditions for preparing the SIMP in consultation with councils and stakeholders.
- Olivia West: Have you already engaged local contractors for the earthworks, or are you making an assumption that those local contractors would be available to undertake your work?
 - o Emma Hassett: The earthworks will be undertaken by local subcontractors. However, Emma will confirm the details and provide information on which work packages have been let and who are doing them.
- Olivia West: What are the impacts that you're looking to manage in either stage of the SIMP?
 - o Angela Peace: The impacts are based on the social impact assessment from 2023. The SIMP is divided into two stages to address changes in the delivery plan and to allow for further consultation on specific impacts.
- Olivia West: What comprises Stage 1 and Stage 2 of the SIMP, and what are the impacts measured for each stage?
 - o Angela Peace & Emma Hassett: Stage 1 focuses on immediate impacts and measures based on the 2023 assessment. Stage 2 will address impacts related to the Crookwell camp and other northern parts of the project, requiring further consultation with councils and stakeholders.
- Olivia West: How can we ensure the community understands the impacts and the management plan?
 - o Angela Peace & Emma Hassett: Future consultations will include clear, localized communication, maps to illustrate stages, and pre-meeting information. Another round

of consultation sessions will be conducted to address localized impacts and incorporate community feedback.

- Olivia West: Is there a pathway for workforce development that includes collaboration with local entities like Essential Energy?
 - o Emma Hassett: There is potential for collaboration with local entities. The project is exploring opportunities for training and upskilling local workers, including cert 2 qualifications and high-risk licenses. The idea of a pathway to Essential Energy for further qualifications was noted as a valuable suggestion.

Key Takeaways

1. Impact Measurement: The social impact assessment was conducted in 2023, and the SIMP is based on those assessments – is this assessment still reflective of the communities impacted in 2025?
2. Staged Approach: The SIMP is divided into two stages due to changes in the delivery plan and the need for further consultation due to the review of necessity of Crookwell Camp
 - i. Concern raised of unclear communication regarding impacts addressed in Stage 1 and Stage 2 and how they are defined.
3. Local Engagement: The importance of clear, localized communication and engagement with the community was emphasised.
4. Community and stakeholders experiencing consultation fatigue.
5. Workforce Development: underemployment in the local communities and need for flexible working arrangements, recommendation for HumeLink East to look at collaboration opportunities with local entities to develop the workforce.
6. Concern raised regarding workforce availability
7. Community Benefit Sharing: There is a distinction between managing social impacts and community benefit sharing, which needs to be clearly communicated.
8. Concern raised regarding cumulative impacts; considering the impact of multiple projects on local communities. Recommendation for a more strategic approach to management of cumulative impacts.

Recommended Actions

1. Angela Peace & Emma Hassett: Clarify the impacts and the stages of the SIMP in future consultations.
2. Emma Hassett: Investigate the possibility of providing a map to illustrate the areas covered in Stage 1 and Stage 2 to improve communication
3. Recommendation for HumeLink East and AAP Consulting to conduct another round of consultation sessions with a focus on localised impacts.
4. Explore opportunities for workforce development, including collaboration with local entities.
5. Continue to engage with the community and provide clear, accessible information about the project and its impacts.

Meeting Title	Yass Business Chamber – Social Impact Management Plan Discussion	
Meeting Date	02.04.2025	
Meeting Location	Online – Microsoft Teams	
Attendees	Angela Peace (AAP Consulting Pty Ltd) Suzie Presswell (HLE) Emma Hassett (HLE)	Lily Gibson (HLE) Jack Walker (YBC)
Next Meeting	N/A	

Agenda:
1. Introduction of participants
2. Discussion on the Social Impact Management Plan (SIMP)
3. Feedback on consultation sessions
4. Workforce development and local employment
5. Housing and cost of living
6. Community engagement and benefit sharing

Discussion Summary

Question	Response
What is the duration of the project?	EH: The project is due to reach completion between July-September 2027 (2 years from the start of construction).
What will the workforce be that's drawn into the area over the project duration?	EH: Specific numbers are not available due to the highly specialized nature of the job. Local civil and earth workers will be engaged, as well as white-collar/salary workers within the local area. A mix of local and regional people will be sought due to the niche aspects of the project requirements.
What are the counterbalance measures for the cost-of-living increase, inflation, and impact on the local community?	EH: The project will involve constant monitoring of mitigation measures in consultation with the local community and organizations.
What is happening with Community investment?	SP: Early engagement and consultation will be conducted to discuss the use of funds.

Key Takeaways

- Community Concerns:** concerns about rentals and accommodation availability, withdrawal of workers, and the impact on local businesses. There is a strong emphasis on the need for these items to be clearly understood and addressed. Impact on local pricing and supply chains, especially construction materials
- Labour Resources:** JW highlighted the constraints on local businesses due to labour resources being drawn away for the project, resulting in prioritisation of the project over local needs.
- Housing and Cost of Living:** JW discussed the impact of the project on housing costs, boom-bust cycles, cost of living, and inflation, and suggested a hybrid approach of engaging with the community and housing.
 - Concern about accommodation pressure, boom-bust cycles, and labour draw from local businesses
 - SIMP should address rising service costs, loss of investors, and retreat of housing supply post-project. Support for SIMP to drive regional housing supply as part of a state strategy
 - Suggestion for a "hybrid accommodation model" to balance local economy stimulation with affordability

- iv. Lack of clarity about the scale and workforce composition of the Yass camp and the mix of local vs. camp-based accommodation
4. **Community Engagement:** JW welcomed more engagement opportunities and noted that locals are not fully aware of the project's impact and current status.
 - i. Chamber wants better and regular engagement, possibly via breakfast meetings or newsletters.
5. **Community Investment:** JW requested more information on community investment and suggested improving the availability of information to the public.
 - i. Request for clarity on community fund, and its role in post-project economic resilience and marketing support.

Actions

1. Draft of the SIMP to be provided to JW.
2. **SP:** Keep JW in the loop regarding consultation and further community sessions.
3. **EH:** Provide more information on the workforce and community investment plans.

Suggested Improvements to SIMP:

- Add a dedicated impact relating to Labour Draw and Economic Disruption Impact
- Include a hybrid housing/accommodation strategy.
- Clarify community fund strategy, link it to legacy assets and post-boom resilience.
- Commit to ongoing business community engagement (e.g. quarterly updates with Chamber).
- Support marketing opportunities for the area, including updating the Tourism Action Plan that hasn't been touched.

Table: SIMP Linkages

Action or Suggestion	Linked Social Impact Area
Desired outcome - can we have an outcome that speaks specifically to labour draw. The impact also needs to change to actually reflect that inflation / cost of living concern. The balancing act. How is it counter balanced as well?	Labour draw; Business continuity
Implement a hybrid accommodation strategy	Housing affordability; Local economy
Design community fund for post-project resilience (e.g. marketing or placemaking)	Community benefit; Cumulative impacts
Include developers and investors in SIMP housing planning	Housing; Community sustainability
Establish routine engagement with Chamber of Commerce	Local business inclusion; Community cohesion
Report on workforce size, roles, and peak accommodation needs	Transparency; Direct and indirect impacts

Meeting Title	SIMP Consultation – Destination Networks: Riverina Murray & Southern NSW	
Meeting Date	01/04/2025	
Meeting Location	Online – Microsoft Teams	
Attendees	Angela Peace (AAP Consulting Pty Ltd) Suzie Presswell (HLE) Emma Hassett (HLE)	Lily Gibson (HLE) Richard Everon (DN) Yvette Myhill (DN)
Next Meeting	N/A	

Agenda:
1. Introduction of participants
2. Discussion on the Social Impact Management Plan (SIMP)
3. Feedback on consultation sessions
4. Workforce development and local employment
5. Community engagement and benefit sharing

Discussion Summary

Question	Response
YM: Once the camps are full, is it an external contract for catering and provisions? Will these be sourced locally?	EH: Yes, the project aims to engage local suppliers wherever possible. It is a requirement and an obligation.
RE: How can we respond to problems that may arise if the scope is hindering accessibility to change things?	EH: The project management plans (PMPs) and consultation with landowners include specific mitigation measures. There is some flexibility with landowners, excluding the alignment and easement.
YM: What are the long-term impacts on roads from heavy machinery, and how will it impact RV and caravans?	EH: The project is working with councils to minimise the use of local roads and will conduct pre-condition and post-condition surveys to ensure roads are restored to their original or better condition.

Key Takeaways

- Community Concerns:** YM and RE raised concerns about the impact on local suppliers, accommodation, and tourism. They emphasised the need for clear definitions of "local" and support for local suppliers to meet project requirements.
- Tourism and Accommodation Impact:** AP highlighted the importance of considering tourism impacts on economy and accommodation availability. YM noted that peak tourism seasons and events significantly affect accommodation availability.
 - Tourism accommodation market often left degraded after long-term industrial use; opportunity for a grant program to improve local capacity.
 - Recommendation to build in flexibility in worker rostering so tourism can still operate during key events.
 - The impact of the influx of project works on local accommodation
- Accommodation and Local Economy:** YM suggested a grant program for existing accommodation providers to improve facilities. EH discussed the potential of no camp option in Crookwell and the impact on Goulburn's resources.

- i. Strong concern about accommodation impacts – both during and post-construction.
 - ii. Events face disruption due to booked-out hotels/motels; coordination with event calendars is needed.
4. **Sustainability and Legacy:** RE emphasised the need for funds to generate a legacy aspect or invest in the local community and existing facilities.
5. **Definitions:** Definition of “local” needs refinement. What is considered ‘local’ employment?
6. **Workforce / Labour Draw:** Risk that local businesses shift to servicing construction, then struggle to revert to tourism-focused models later.
 - i. Ensuring local suppliers are engaged and supported to meet project requirements.
7. **Road Impact:** The long-term impacts on roads from heavy machinery and the effect on RV and caravan traffic.

Actions

1. **SP:** Share the SIA and survey link with RE and YM.
2. **SP:** Share information on workshops and collaborations with local suppliers once confirmed.
3. **EH:** Ensure constant monitoring of mitigation measures in consultation with the local community and organisations.
4. **EH:** Provide more information on the workforce and community investment plans.
5. **All Participants:** Improve communication and engagement with the local community to ensure they are aware of the project's impact and current status.

Suggested Improvements to SIMP:

- Include strategies to prevent “tourism dislocation”.
- Consider accommodation quality upgrade grants.
- Add event calendar coordination as a mitigation measure.
- Develop a communications plan with Destination Networks to share updates, supplier opportunities, and promote resilience.

Table: SIMP Linkages

Action or Suggestion	Linked Social Impact Area
Establish accommodation upgrade support scheme	Tourism; Housing affordability
Coordinate workforce rostering with local event calendars	Tourism; Labour draw
Provide local accommodation data and tourism insights (via CommBank or similar)	Tourism planning and mitigation
Work with Destination Networks on supply chain readiness	Local business services; Economic impacts
Communicate road condition and access info to RV/grey nomad groups	Safety & access; Tourism
Establish regular comms via Destination Network newsletters	Community awareness; Business engagement

Meeting Title	SIMP Consultation – RDA Riverina	
Meeting Date	15/04/2025	
Meeting Location	Online – Microsoft Teams	
Attendees	Rachel Whiting, RDA Riverina Angela Peace (AAP Consulting Pty Ltd) Emma Hassett (HLE)	Kristina Ward (HLE) Suzie Presswell (HLE)
Next Meeting	N/A	

Agenda:
1. Introduction of participants
2. Discussion on the Social Impact Management Plan (SIMP)
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4. Workforce development and local employment
5. Community engagement and benefit sharing

Discussion Summary

Rachel Whiting, CEO of RDA Riverina, provided extensive insights into the cumulative social and economic impacts observed across the region due to major infrastructure projects, particularly referencing lived experience from projects such as Snowy 2.0.

Rachel raised concerns about regional capacity, housing availability, staffing shortages in local government, consultation fatigue, and the broader community's ability to cope with rapid changes. She also discussed positive ongoing initiatives such as the Welcome Experience and Country Change, and explored potential partnership opportunities with HumeLink East.

Key Takeaways

- There is significant concern over cumulative labour draw and housing availability due to overlapping major projects.
- Local councils such as Snowy Valleys are struggling with staff shortages and capacity to consult meaningfully.
- Community infrastructure is under strain, and tourism risks facing a boom-bust scenario.
- There is opportunity to build on initiatives like Jobs Riverina Murray and Country Change to support local communities.
- Strong interest in collaborative, region-wide engagement strategies to avoid duplication and amplify positive outcomes.

Actions

SP: Share information on HumeLink East community events and investment plans with RDA Riverina and Welcome Experience team.

SP: Invite Jay (Welcome Experience coordinator) to Tumut Community Info session on 14 May.

EH: Reach out to Amanda Capello to explore integration with Jobs Riverina Murray platform.

EH: Liaise with Transgrid to support ICN linkage and Jobs Riverina Murray visibility.

All: Explore a joint meeting with HumeLink West and East to streamline ongoing communication with RDA Riverina.

Suggested Improvements to SIMP

- Incorporate updated cumulative impact considerations for labour shortages and housing.
- Highlight structural limitations within local councils as a risk to effective consultation and delivery of community outcomes.
- Address long-term planning for post-construction phases (e.g., impact on tourism and accommodation capacity).

Table: SIMP Linkages

Theme	Input Summary
Workforce Development	Concerns raised around cumulative labour draw and the need to support and extend successful partnerships (e.g., workforce histogram, Country Change).
Housing & Accommodation	Local workers and essential staff are being displaced due to limited housing. Demand is outpacing supply across Adelong, Gundagai, and Tumut.
Community Infrastructure	Limited local government capacity is affecting delivery of community programs and ability to collaborate effectively.
Consultation Fatigue	Communities and councils are overwhelmed by multiple consultation processes from different projects.
Post-Construction Impacts	Tourism risks a 'bust' phase after project completion; local accommodation providers need support to adapt.

Meeting Title	SIMP Consultation – Rachel Whiting, RDA Riverina	
Meeting Date	15/04/2025	
Meeting Location	Teams	
Attendees	Angela Peace (AAP Consulting Pty Ltd) Suzie Presswell (HLE) Emma Hassett (HLE)	Rachel Whiting, CEO, RDA Riverina
Next Meeting	N/A	

Agenda:
1. Introduction of participants
2. Discussion on the Social Impact Management Plan (SIMP)
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4. Workforce development and local employment
5. Community engagement and benefit sharing

Discussion Summary

Question	Response
YM: Once the camps are full, is it an external contract for catering and provisions? Will these be sourced locally?	EH: Yes, the project aims to engage local suppliers wherever possible. It is a requirement and an obligation.
RE: How can we respond to problems that may arise if the scope is hindering accessibility to change things?	EH: The project management plans (PMPs) and consultation with landowners include specific mitigation measures. There is some flexibility with landowners, excluding the alignment and easement.
YM: What are the long-term impacts on roads from heavy machinery, and how will it impact RV and caravans?	EH: The project is working with councils to minimize the use of local roads and will conduct pre-condition and post-condition surveys to ensure roads are restored to their original or better condition.

Notes
- SP introduced HLE attendees and described the team structure, introduced AP as SIMP consultant - SP introduced RE and YM
- AP asked what Riverina Murray (SA border and SV, Gundagai and Vic border – 22 LGAs) covers and Southern – SV, Bateman's Bay, meeting at SV LGA borders - EH joined the meeting
- AP spoke to the social impact consulting process - EH introduced and gave an overview of her role and the HLE project and spoke to current state of project (enabling works, when construction is expected to begin, camps) - Camps are located in Crookwell, Yass and Adjungbilly
- SIMP will be in two phases – phase 1 is current; phase 2 is based around the Crookwell Camp. - Blade throw assessment due to Windfarms – Crookwell camp location is high risk due to the windfarm proximity. - YM: Once the camps are full, is it an external contract re: catering and provisions? Will these be sourced locally?

- EH: yes, we are hoping to engage with local suppliers wherever possible. It is a requirement and an obligation - YM: spoke to differences in the viewing of 'local' - EH: Local is any of the 7 LGAs that are impacted from the project, including Hilltops and Goulburn. Regional is considered 125km from the boundaries of any of the LGAs. - RE: spoke to there being support for local suppliers to get up to speed for what it is to work with the project and offered assistance to build this capacity with the local suppliers.
- SP spoke to DPI, RDA, ICN and other departments we are engaging with for local suppliers etc, working on a workshop and collaborations with Jen (CG). SP committed to sharing the information with attendees once confirmed.
- AP went through the history of the SIA and spoke to the SIMP and next steps, also spoke to what is Social Impact - RE requested a copy of the SIA – SP to share - AP spoke to the staging approach
- AP spoke about Key areas of social impact and engagement approach - YM requested link to the survey, SP to share - AP spoke to the engagement outcomes and purposes
- AP spoke to the Direct Impacts on near neighbours and broader community (noise, dust, traffic, etc) and the feedback provided in the sessions held previously - RE asked how we can respond to problems that may arise if scope is hindering accessibility to change things? - EH spoke to PMPs and consultation with the landowners and specific mitigation measures of the landowners. There is some flexibility with the landowners excluding the alignment and easement and gave example of access tracks
- AP suggested focusing more on the impacts to tourism and workforce / labour draw - RE and YM agreed
- AP spoke to tourism impacts and feedback from previous sessions. Not about accommodation but also about how construction activities can avoid peak tourism seasons - YM: spoke to CG and SV areas, peak season in Jan school holidays, doesn't have a seasonal dip and won't be much of an impact. Small communities with not many major events, but the events do fill up accommodation considerably during these times. Conversations around accommodation are more relevant to the long-term impact, eg guaranteed revenue during the construction period, concern about the accoms no longer being equipped for the leisure market once project is finished. HLW suggested building new higher quality accom, YM suggested grant program for existing providers to incentivize to improve accom facilities - AP asked if there is a support system for accom facilities during down turn times? - YM said there is - AP asked if there were any mitigation measures? - YM skills devel, mentoring, incentives - RE suggested utilising previous sytems for marketing / skill sessions etc - AP asked who will be best for these? - YM suggested Destination NSW and state gov bodies best to work with as have previously. RE agreed - Physcal updates of the accom and more demanding market once project finished - AP spoke to sustainability. - EH spoke to potential of no camp option in Crookwell and the accommodation moving to Goulburn and the resources being used there and potential impacts - RE spoke to experience with discussions following AGJV consultation session last week - AP asked about tourism economy and risks - RE spoke to the events that are planned and how if accom supply is limited, it can deter tourists and visitors and cause a ripple effect - YM: providing example of cafes catering to mining workers while they were present and during the slump that the staff couldn't man the leisure tourist market due to staffing difficulties and cetering issues due to the shift in servicing the project - AP how can HLE minimise these impacts? - YM: review current data on where the visitors are coming from, age bracket, affluence and interaction type and times. Working with operators for both project and tourism markets - EH asks if there is an opportunity for the Crookwell option that if the project made a commitment to vacate to accommodate for tourism and events, would this make a difference? - YM: yes and no – there is an opportunity for this but it could disservice your workers - EH spoke to rostered works and leveraging other camps for a period to accommodate for this suggestion if needed. - RE spoke to concerns about new events, demand, scheduled events, and risks that will need to be managed. It would be good if funds could be used to generate a legacy aspect or investing in the local community and existing facilities

- EH spoke to SP's role and previous consultation with councils regarding legacies and community investment. Also spoke to the modification of the EIS and what that would entail. -
- YM asked about road impacts: what will be the long term impacts from the heavy machinery and how it will impact RV and caravans? They are common in the CG and SV region. Concern around impact on - EH: spoke to how we are working with councils and the use of access tracks, trying to minimise usage of local roads. More specifically spoke to pre-condition surveys and how that is monitored during the project and working with the council. EH also spoke to the post condition survey and our commitment to bring the road back to the condition of before construction or better. - AP asked if there is a better way to communicate with gray nomad communities? - YM: facebook is very common for communication and other forums eg wikicamps and others - RE: caravan and camping association may be helpful - AP: conscious of time, conversations to continue re: Crookwell. Spoke to how we're using the information and updating SIMP, asked if there was anything further to discuss that AP or SP can be contacted for this. Draft estimated by next week / following week. - YM thanked team for the meeting and discussion. - AP mentioned the community line and email, open communication channels etc - SP to share information to YM and RE, also spoke to information sharing continuing with RE and YM.

Key Takeaways

1. **Overview of SIMP and Project Scope:** SP introduced the team and provided an overview of the SIMP and the social impact consulting process. EH explained the project scope, current state, and the staging of the SIMP.
2. **Community Concerns:** YM and RE raised concerns about the impact on local suppliers, accommodation, and tourism. They emphasized the need for clear definitions of "local" and support for local suppliers to meet project requirements.
3. **Tourism and Workforce Impact:** AP highlighted the importance of considering tourism impacts and workforce/labour draw. YM noted that peak tourism seasons and events significantly affect accommodation availability.
4. **Accommodation and Local Economy:** YM suggested a grant program for existing accommodation providers to improve facilities. EH discussed the potential of no camp option in Crookwell and the impact on Goulburn's resources.
5. **Sustainability and Legacy:** RE emphasized the need for funds to generate a legacy aspect or invest in the local community and existing facilities.

Actions

1. **SP:** Share the SIA and survey link with RE and YM.
2. **SP:** Share information on workshops and collaborations with local suppliers once confirmed.
3. **EH:** Ensure constant monitoring of mitigation measures in consultation with the local community and organizations.
4. **EH:** Provide more information on the workforce and community investment plans.
5. **All Participants:** Improve communication and engagement with the local community to ensure they are aware of the project's impact and current status.

Main Concerns Raised

1. **Local Supplier Engagement:** Ensuring local suppliers are engaged and supported to meet project requirements.
2. **Accommodation Availability:** Concerns about the availability of accommodation for locals and tourists due to the influx of workers.
3. **Tourism Impact:** The impact of construction activities on peak tourism seasons and events, and the long-term effects on the local tourism market.

4. **Road Impact:** The long-term impacts on roads from heavy machinery and the effect on RV and caravan traffic.
5. **Community Awareness:** The need for better communication and engagement to ensure locals are aware of the project's impact and current status.
6. **Sustainability and Legacy:** The importance of creating a lasting positive impact on the local community and existing facilities.

Meeting Title	SIMP Consultation – CRJO	
Meeting Date	Monday 14 April 2025	
Meeting Location	Online – Microsoft Teams	
Attendees	Sharon Houlihan (CRJO) Angela Peace (AAP Consulting Pty Ltd)	Helen Cosgrove (HLE) Suzie Presswell (HLE)
Next Meeting	N/A	

Agenda

1. Introduction of participants
2. Explanation of CRJO and its member councils
3. Discussion on scope and objectives of the SIMP
4. Community-wide impacts and aesthetic concerns
5. Role of community benefit sharing
6. Broader advocacy by member councils
7. Coordination with HumeLink West and Transgrid
8. Clarification of construction vs operational impact

Discussion Summary

Questions	Answers
What is CRJO's structure and relevance to the project?	CRJO comprises 10 core and 2 associate councils (including Wagga Wagga and the ACT Government). Its role includes regional advocacy, submissions, and supporting joint projects.
How familiar is CRJO with HumeLink East?	Sharon has a general understanding of the project, clarified during a pre-meeting call with Suzie. Interest is primarily focused on broader community and aesthetic impacts.
What are the key concerns for CRJO member councils?	The long-term visual and environmental impacts of the transmission lines across landscapes—not just private landholders but for the broader community. There is a growing push for a net community benefit that goes beyond offsetting individual impacts.
What engagement has occurred with local councils?	HLE has met with Economic Development Managers from all councils and coordinated with key stakeholders such as RDA, Premier's Department, DPIRD, emergency services, business chambers, LALC's and destination networks.
What broader advocacy is CRJO supporting?	Sharon noted the mayors of CRJO councils are considering collective advocacy to call for long-term net community benefit similar to the renewable energy benefit-sharing model.
What funding has Transgrid allocated?	\$2 million to HumeLink East's Community Investment Benefit Program (CIBP); \$9.5 million (under HumeLink West) to connectivity in Snowy Valleys. Total community benefit cited: \$15 million.
What is the scope of the SIMP?	SIMP is for construction phase only. Operational impacts and ongoing benefits fall under Transgrid's remit.

Was CRJO aware of the stage 2 SIMP?	Not initially. Stage 2 will focus on impacts associated with the Crookwell accommodation facility, currently under review.
Are the right stakeholders being engaged?	Sharon raised concern that councils' planning/GM levels may be better placed than just economic development managers for some aspects.

Key Takeaways

- CRJO advocates for broader regional benefit, not just localised offsets or minor grants.
- Aesthetic impacts and permanent visual changes from transmission lines are a major concern.
- Councils are seeking parity with renewable energy projects, which provide ongoing contributions to community infrastructure.
- Current \$15 million allocation is seen as insufficient and largely project construction–phase only.
- Sharon clarified that while construction is managed by HumeLink East JV, advocacy for operational impacts and broader benefit is a Transgrid responsibility.
- Suzie and team will ensure CRJO and key councils receive the draft SIMP for review and feedback.

Actions

- Suzie to share stakeholder consultation list and SIMP draft with Sharon.
- Suzie to connect Sharon with Chris O'Brien (Transgrid) for further discussions on advocacy scope.
- Team to pass feedback up the chain to ensure Transgrid is aware of mayoral advocacy in development.
- Consider inclusion of Sharon (CRJO) and relevant council GMs in future discussions, particularly stage 2 SIMP and workforce accommodation planning.

Suggested Improvements to SIMP

Action or Suggestion	Linked Social Impact Area
Address permanent aesthetic changes to landscape beyond private landowners	Surroundings; Community cohesion
Address permanent aesthetic changes to landscape beyond private landowners	Community cohesion; Cumulative impacts
Ensure broader community is a stakeholder, not just direct neighbours or landowners	Access to social infrastructure and services; Tourism impacts
Provide transparency on how councils can be involved in benefit-sharing allocation	Local business impacts; Labour draw limitations
Consider a joint infrastructure fund across major projects to maximise regional outcomes	Cumulative impacts from other infrastructure projects