

Plan Control and Amendment

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Project Version History

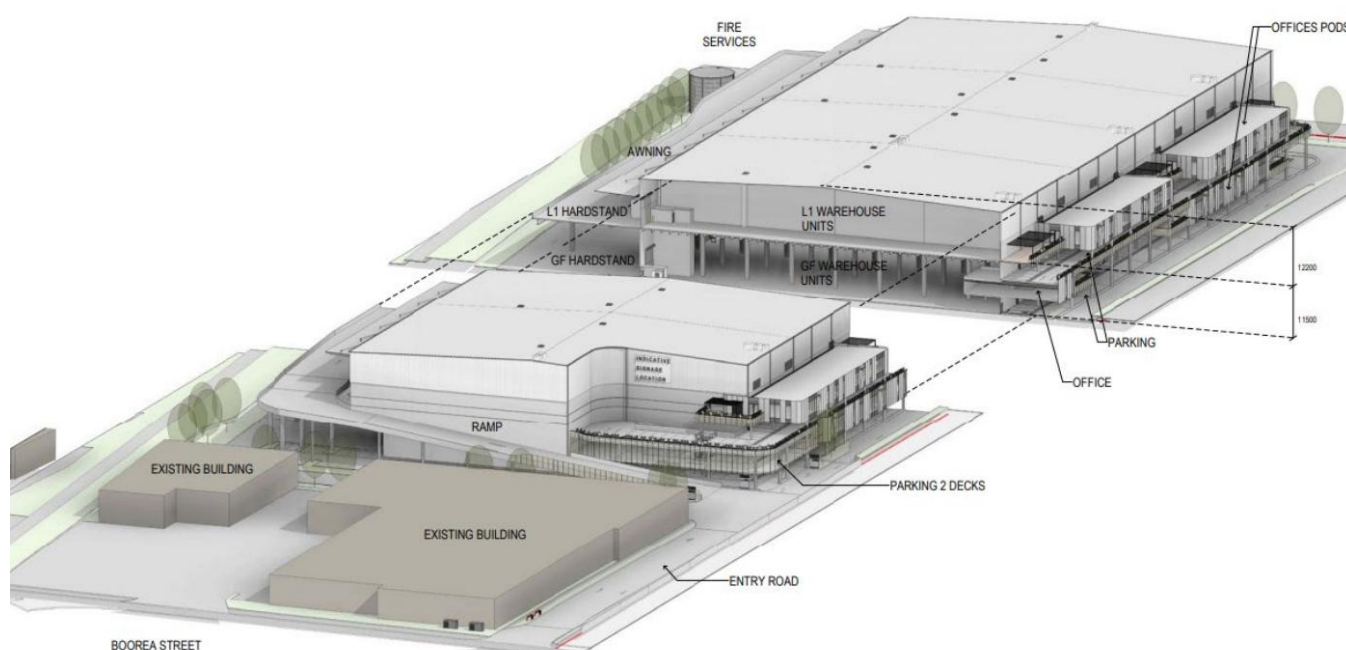
Revision	Date	Description / Updates	Reviewed by	Approved by
3.1	26/02/2024	Initial Draft Circulation of CEMP for Client & Internal Review / Comments	 Paul Cassimatis	 Paul Cassimatis
3.2	08/04/2024	Client Commentary Incorporated – Council Consultation & Approvals also included.	 Paul Cassimatis	 Paul Cassimatis
3.3	11/04/2024	Incorporation of IFC ESCP Plans (A-14) & Upgrade of CFERP to Final (A-15). Also, minor amendments made to formatting & wording.	 Paul Cassimatis	 Paul Cassimatis
3.4	20/05/2024	Update with reference to DPHI & SES Consultation in A-27, more specifically, CEMP body text & appended plans as directed.	 Paul Cassimatis	 Paul Cassimatis
3.5	19/11/2024	Revision 3.4 periodic review no change required	Mathew Mangin	Nicholas Napoli
3.6	19.05.25	Periodic review no changes required	Mathew Mangin	Mathew Mangin
3.7	07.10.25	Office Address changed	Mathew Mangin	Brandon Provenzano
3.8	08.01.26	Periodic review no changes required	Brandon Provenzano	Brandon Provenzano

1. CONSTRUCTION ENVIRONMENTAL MANAGEMENT PLAN MATRIX

This CEMP has been prepared to address the specific requirements of the approved development consent **SSD-36464788** and in consideration of the Guideline for the Preparation of Environmental Management Plans.

As required by **SSD-36464788**, the following have been prepared to support this CEMP for the **Boorea Street Warehouse & Distribution Centre** Project:

- a) Construction Traffic Management Plan (ptc. consultants);
- b) Erosion and Sediment Control Plan (Costin Roe Consulting);
- c) Construction Flood Emergency Response Plan (Costin Roe Consulting);
- d) Construction Noise and Vibration Management Plan (Pulse White Noise Acoustics);
- e) Construction and Demolition Waste Management Plan (ADCO Constructions);
- f) Unexpected Contamination Finds Procedure (ADCO Constructions);
- g) Acid Sulfate Soils Management Plan (JBS&G);
- h) Community Consultation and Complaints Handling Procedure (ADCO Constructions);
- i) SSD-36464788 Development Consent Conditions (Department of Planning Housing & Infrastructure); and
- j) Statement for Repairs (Condition A13) (ADCO Constructions).



1.1 Scope of CEMP Requirements

This CEMP has been prepared to satisfy Conditions C1 – C4 of **SSD-36464788**. The specific requirements of these consent conditions, along with where these requirements have been addressed within this CEMP, are listed in the **SSD-36464788 Matrix** below:

SSD-36464788 - Consent Condition	Reference
Condition C1 – Management plans required under this consent must be prepared in accordance with relevant guidelines, and include:	
a) Details of: (i) the relevant statutory requirements (including any relevant approval, licence, or lease conditions); (ii) any relevant limits or performance measures and criteria; and (iii) the specific performance indicators that are proposed to be used to judge the performance of, or guide the implementation of, the development or any management measures;	Refer to Appendix A-13 – Construction Traffic Management Plan of the CEMP Refer to Appendix A-16 – Construction Noise & Vibration Management Plan of the CEMP
b) A description of the measures to be implemented to comply with the relevant statutory requirements, limits, or performance measures and criteria;	Refer to Section 4.1.2 of the CEMP
c) A program to monitor and report on the: (i) impacts and environmental performance of the development; and (ii) effectiveness of the management measures set out pursuant to paragraph (c) above;	Refer to Section 4.1.3 of the CEMP
d) A contingency plan to manage any unpredicted impacts and their consequences and to ensure that ongoing impacts reduce to levels below relevant impact assessment criteria as quickly as possible;	Refer to Section 4.1.4 of the CEMP
e) A program to investigate and implement ways to improve the environmental performance of the development over time;	Refer to Section 4.1.1 of the CEMP
f) A protocol for managing and reporting any: (i) incident and any non-compliance (specifically including any exceedance of the impact assessment criteria and performance criteria); (ii) complaint; (iii) failure to comply with statutory requirements; and	Refer to Section 6.3 of the CEMP
g) A protocol for periodic review of the plan. <i>Note: The Planning Secretary may waive some of these requirements if they are unnecessary or unwarranted for particular management plans</i>	Refer to Section 4.1.1 of the CEMP
Condition C2 – The Applicant must prepare a Construction Environmental Management Plan (CEMP) in accordance with the requirements of condition C1 and to the satisfaction of the Planning Secretary.	
Condition C3 – As part of the CEMP required under Condition C2 of this consent, the Applicant must include the following:	
a) Construction Traffic Management Plan (see Condition B1);	Refer to Appendix A-13 – Construction Traffic Management Plan
b) Erosion and Sediment Control Plan (see condition B12);	Refer to Appendix A-14 – Erosion & Sediment Control Plan of the CEMP

c) Flood Emergency Response Plan (see condition B18);	Refer to Appendix A-15 – Construction Flood Emergency Response Plan of the CEMP
d) Construction Noise and Vibration Management Plan (see Condition B27); and	Refer to Appendix A-16 – Construction Noise & Vibration Management Plan of the CEMP
e) Construction and Demolition Waste Management Plan (see condition B62);	Refer to Appendix A-17 Demolition Procedural Plan & A-18 – Construction Waste Management Plan of the CEMP
f) An Unexpected Contamination Finds Procedure (see condition B69);	Refer to Appendix A-19 - Unexpected Contamination Finds Procedure of the CEMP
g) the approved Acid Sulfate Soils Management Plan submitted as Appendix Y of the EIS; and	Refer to Appendix A-20 - Acid Sulfate Soils Management Plan of the CEMP
h) Community Consultation and Complaints Handling.	Refer to Appendix A-21 Community Consultation and Complaints Handling Procedure of the CEMP
Condition C4 – The Applicant must: a) not commence construction of the development until the CEMP is approved by the Planning Secretary; and b) carry out the construction of the development in accordance with the CEMP approved by the Planning Secretary and as revised and approved by the Planning Secretary from time to time.	
Noted	

1.2 Statutory Requirements

Development Consent **SSD-36464788** was granted to Hale Property Services Pty Ltd (Hale Capital Partners) on 12 December 2023 for the construction and operation of a two-storey warehouse and distribution centre including ancillary offices, car parking, loading areas and landscaping.

The conditions relevant to the construction of the Boorea Street Warehouse & Distribution Centre (Lidcombe Multi Storey Warehouse Project) are outlined in the below table:

CONDITION	DESCRIPTION OF CONDITION	RELEVANCE TO THIS REPORT
PART A ADMINISTRATIVE CONDITIONS		
OBLIGATION TO MINIMISE HARM TO THE ENVIRONMENT		
A1	In addition to meeting the specific performance measures and criteria in this consent, all reasonable and feasible measures must be implemented to prevent, and if prevention is not reasonable and feasible, minimise any material harm to the environment that may result from the construction and operation of the development, and any rehabilitation required under this consent.	Noted by ADCO Constructions and Hale Capital.
TERMS OF CONSENT		
A2	The development may only be carried out: (a) in compliance with the conditions of this consent; (b) in accordance with all written directions of the Planning Secretary; (c) in accordance with the Environmental Impact Statement and Response to Submissions; (d) in accordance with the Development Layout in Appendix 1; and (e) in accordance with the management and mitigation measures in Appendix 2.	Noted by ADCO Constructions and Hale Capital.
A3	Consistent with the requirements in this consent, the Planning Secretary may make written directions to the Applicant in relation to: (a) the content of any strategy, study, system, plan, program, review, audit, notification, report or correspondence submitted under or otherwise made in relation to this consent, including those that are required to be, and have been, approved by the Planning Secretary; and (b) the implementation of any actions or measures contained in any such document referred to in condition A3(a).	Noted by ADCO Constructions and Hale Capital.
A4	The conditions of this consent and directions of the Planning Secretary prevail to the extent of any inconsistency, ambiguity or conflict between them and a document listed in condition A2(c) or A2(e). In the event of an inconsistency, ambiguity, or conflict between any of the documents listed in condition A2(c) or A2(e), the most recent document prevails to the extent of the inconsistency, ambiguity, or conflict.	Noted by ADCO Constructions and Hale Capital.
LIMITS OF CONSENT		
Lapsing		
A5	This consent lapses five years after the date from which it operates unless the development has physically commenced on the land to which the consent applies before that date.	Noted by ADCO Constructions and Hale Capital.

NOTIFICATION OF COMMENCEMENT		
A6	The date of commencement of each of the following phases of the development must be notified to the Planning Secretary in writing, at least one month before that date, or as otherwise agreed with the Planning Secretary: (a) construction; (b) operation; and (c) cessation of operations.	Noted by ADCO Constructions. Planning Secretary to be notified via the Planning Portal by Hale Capital.
A7	If the construction or operation of the development is to be staged, the Planning Secretary must be notified in writing, at least one month before the commencement of each stage (or other timeframe agreed with the Planning Secretary), of the date of commencement and the development to be carried out in that stage.	Noted by ADCO Constructions. Planning Secretary to be notified via the Planning Portal by Hale Capital.
EVIDENCE OF CONSULTATION		
A8	Where conditions of this consent require consultation with an identified party, the Applicant must: (a) consult with the relevant party prior to submitting the subject document to the Planning Secretary for approval; and (b) provide details of the consultation undertaken including: (i) the outcome of that consultation, matters resolved and unresolved; and (ii) details of any disagreement remaining between the party consulted and the Applicant and how the Applicant has addressed the matters not resolved.	Consultation to be tabled by ADCO Constructions in Appendix A-27 (records of any interactions with community stakeholders) and A-30 (Cumberland City Council).
STAGING, COMBINING AND UPDATING STRATEGIES, PLANS OR PROGRAMS		
A9	With the approval of the Planning Secretary, the Applicant may: (a) prepare and submit any strategy, plan or program required by this consent 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 consent (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 consent (to ensure the strategies, plans and programs required under this consent are updated on a regular basis and incorporate additional measures or amendments to improve the environmental performance of the development).	Noted by ADCO Constructions. Planning Secretary to be notified via the Planning Portal by Hale Capital.
A10	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 consent.	Noted by ADCO Constructions. Planning Secretary to be notified via the Planning Portal by Hale Capital.
A11	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.	Noted by ADCO Constructions. Planning Secretary to be notified via the Planning Portal by Hale Capital.

UTILITIES, SERVICES AND PUBLIC INFRASTRUCTURE		
A12	Prior to the commencement of construction of the development, the Applicant must consult with the relevant owner and provider of utility services or public infrastructure that are likely to be affected by the development or that need to be installed as part of the development, to make suitable arrangements for relevant approvals, access to, diversion, protection and support of the affected services or infrastructure.	Noted by ADCO Constructions. Consultation of the utility works with service provider approval has been made with the certifying authority of the development.
A13	Unless the Applicant and the applicable authority agree otherwise, the Applicant must: (a) repair, or pay the full costs associated with repairing, any public infrastructure that is damaged by carrying out the development; and (b) relocate, or pay the full costs associated with relocating, any public infrastructure that needs to be relocated as a result of the development.	Refer to Appendix A-23 – Statement of Repairs (Signed) of the CEMP.
A14	Prior to the commencement of operation of the development, the Applicant must obtain a Compliance Certificate for water and sewerage infrastructure servicing of the site under section 73 of the Sydney Water Act 1994.	ADCO Constructions is currently finalising with Land Partners & Sydney Water. This will be provided to the certifier within the relevant CC and prior to the operation of the development.
A15	Prior to the issue of a Construction Certificate for any stage of the development, the Applicant (whether or not a constitutional corporation) is to provide evidence, satisfactory to the Certifier, that arrangements have been made for: (a) the installation of fibre-ready facilities to all individual lots and/or premises in the development to enable fibre to be readily connected to any premises that is being or may be constructed on those lots; and (b) the provision of fixed-line telecommunications infrastructure in the fibre-ready facilities to all individual lots and/or premises in the development demonstrated through an agreement with a carrier.	ADCO Constructions currently designing the NBN Infrastructure requirements for the relevant CC (CC1) with Edgewater Connections & C-Level.
A16	Prior to the issue of an Occupation Certificate for the development, the Applicant must demonstrate that the carrier has confirmed in writing it is satisfied that the fibre-ready facilities are fit-for-purpose.	Prior to the issue of an Occupation Certificate for the development, ADCO Constructions must demonstrate that the carrier has confirmed in writing it is satisfied that the fibre-ready facilities are fit-for-purpose
DEMOLITION		
A17	All demolition must be carried out in accordance with Australian Standard AS 2601-2001 The Demolition of Structures (Standards Australia, 2001).	ADCO Constructions to ensure demolition is carried out in accordance with 'AS 2601-2001 The Demolition of Structures.'

STRUCTURAL ADEQUACY		
A18	All new buildings and structures, and any alterations or additions to existing buildings and structures, that are part of the development, must be constructed in accordance with: (a) the relevant requirements of the BCA. Note: - Under Part 6 of the EP&A Act, the Applicant is required to obtain construction and occupation certificates for the proposed building works. - Part 8 of the EP&A Regulation sets out the requirements for the certification of the development.	ADCO Constructions to ensure all new buildings and structures, and any alterations or additions to existing buildings and structures, that are part of the development, must be constructed in accordance with the relevant requirements of NCC-2022.
EXTERNAL WALLS AND CLADDING		
A19	The external walls of all buildings including additions to existing buildings must comply with the relevant requirements of the BCA.	ADCO Constructions to ensure the external walls of all buildings including additions to existing buildings are in compliance with the relevant requirements of the current version of the NCC-2022.
A20	Prior to the issue of: (a) any Construction Certificate relating to the construction of external walls (including the installation of finishes and claddings such as synthetic or aluminium composite panels); and (b) an Occupation Certificate, the Applicant must provide the Certifier with documented evidence that the products and systems proposed for use or used in the construction of external walls (including finishes and claddings such as synthetic or aluminium composite panels) comply with the requirements of the BCA.	ADCO Constructions to provide the Certifier with documented evidence that the products and systems proposed for use or used in the construction of external walls (including finishes and claddings such as synthetic or aluminium composite panels) comply with the requirements of the NCC-2022 prior to the issue of any relevant Construction Certificate and Occupational Certificate.
A21	The Applicant must provide a copy of the documentation given to the Certifier to the Planning Secretary within seven days after the Certifier accepts it.	Hale Capital must provide a copy of the documentation given to the Certifier to the Planning Secretary within seven days after the Certifier accepts it.
COMPLIANCE		
A22	The Applicant must ensure that all of its employees, contractors (and their sub-contractors) are made aware of, and are instructed to comply with, the conditions of this consent relevant to activities they carry out in respect of the development.	Refer to Section 4.5 of the CEMP.

COMPLIANCE		
A23	Under Section 7.12 of the EP&A Act and in accordance with the Cumberland Local Infrastructure Contributions Plan 2020, the Applicant must pay of a levy of 1% of the proposed cost of carrying out the development to Council.	Hale Capital will pay this Levy prior to commencement of construction.
A24	The monetary contribution required by condition A23 must be paid prior to the issue of a construction certificate in respect of any building to which this consent relates. The amount to be paid is to be adjusted at the time of the actual payment, in accordance with the Cumberland Local Infrastructure Contributions Plan 2020.	Hale Capital will pay this Levy prior to commencement of construction.
OPERATION OF PLANT AND EQUIPMENT		
A25	All plant and equipment used on site, or to monitor the performance of the development, must be: (a) maintained in a proper and efficient condition; and (b) operated in a proper and efficient manner.	Refer to Section 6.2 of the CEMP. For operational requirements, if required, Hale Capital are to adhere to these requirements.
EASEMENT		
A26	Prior to the commencement of operation of the development and pursuant to section 88B of the Conveyancing Act 1919, the Applicant must carry out a lot boundary adjustment or create an appropriate easement over Part of Lot B DP 415100 (44 Boorea Street, Lidcombe) benefitting the site to permit the use of part of this lot for the access driveway to the development, as illustrated in Drawing No.C014411.01-DA41 dated 24 February 2023 prepared by Costin Roe Consulting Pty Ltd.	Hale Capital to provide the boundary easement prior to the commencement of operation.
WORK AS EXECUTED PLANS		
A27	Prior to the issue of the Occupation Certificate for the development, work-as-executed drawings signed by a registered surveyor demonstrating that the stormwater drainage and finished ground levels have been constructed as approved, must be submitted to the Principal Certifier.	ADCO Constructions will provide work-as-executed drawings signed by a registered surveyor demonstrating that the stormwater drainage and finished ground levels have been constructed as approved to the Certifying Authority.

APPLICABILITY OF GUIDELINES		
A25	References in the conditions of this consent to any guideline, protocol, Australian Standard or policy are to such guidelines, protocols, Standards or policies in the form they are in as at the date of this consent.	ADCO Constructions to adhere to references in the conditions of this consent to any guideline, protocol, Australian Standards, or policy are to such guidelines, protocols, Standards, or policies in the form they are in as at the date of this consent.
A26	However, consistent with the conditions of this consent and without altering any limits or criteria in this consent, the Planning Secretary may, when issuing directions under this consent in respect of ongoing monitoring and management obligations, require compliance with an updated or revised version of such a guideline, protocol, Standard or policy, or a replacement of them.	ADCO Constructions acknowledges consistent with the conditions of this consent and without altering any limits or criteria in this consent, the Planning Secretary may, when issuing directions under this consent in respect of ongoing monitoring and management obligations, require compliance with an updated or revised version of such a guideline, protocol, Standard or policy, or a replacement of them.
ADVISORY NOTES		
AN1	All licences, permits, approvals and consents as required by law must be obtained and maintained as required for the development. No condition of this consent removes any obligation to obtain, renew or comply with such licences, permits, approvals and consents.	Refer to Section 4.2 of the CEMP.

PART B SPECIFIC ENVIRONMENTAL CONDITIONS		
TRAFFIC AND ACCESS		
Construction Traffic Management Plan		
B1	Prior to the commencement of construction of the development, the Applicant must prepare a Construction Traffic Management Plan for the development to the satisfaction of the Planning Secretary. The plan must form part of the CEMP required by condition C2 and must: (a) be prepared by a suitably qualified and experienced person(s); (b) be prepared in consultation with Council; (c) detail the measures that are to be implemented to ensure road safety and network efficiency during construction; (d) include details of: (i) heavy vehicle types, routes, access, and parking arrangements; (ii) the strategies that would be implemented to minimise the number of construction workers who will drive to the site; and (iii) any potential impacts to general traffic, cyclists, and pedestrians within the vicinity of the site from construction vehicles during the construction of the development; (e) include a Driver Code of Conduct and Induction Program to: (i) minimise the impacts of earthworks and construction on the local and regional road network; (ii) minimise conflicts with other road users; (iii) minimise road traffic noise; and (iv) ensure truck drivers use specified routes; (f) include a program to monitor the effectiveness of these measures; and (g) if necessary, detail procedures for notifying residents and the community (including local schools), of any potential disruptions to routes.	Refer to Appendix A-13 – Construction Traffic Management Plan of the CEMP.
B2	The Applicant must: (a) not commence construction until the Construction Traffic Management Plan required by condition B1 is approved by the Planning Secretary; and (b) implement the most recent version of the Construction Traffic Management Plan approved by the Planning Secretary for the duration of construction.	Noted by ADCO Constructions. Planning Secretary to approve Appendix A-13 – Construction Traffic Management Plan of the CEMP prior to commencement on-site.
Construction Traffic Management Plan		
B3	Prior to the commencement of construction of the development, the Applicant must submit design plans to the satisfaction of the relevant roads authority that demonstrate: (a) the access driveway to the development is designed to accommodate the turning path of a 26-metre B-Double heavy vehicle; and (b) the design is consistent with the most recent version of the AUSTROADS Guide to Road Design	Noted by ADCO Constructions. Transport NSW / Cumberland City Council to approve Appendix A-13 – Construction Traffic Management Plan of the CEMP prior to commencement on-site.
B4	Prior to the commencement of operation of the development, the Applicant must complete the access driveway to Boorea Street to the satisfaction of the relevant roads authority. The Applicant must obtain approval for the works under section 138 of the Roads Act 1993.	Noted by ADCO Constructions. Transport NSW / Cumberland City Council to approve Appendix A13 – Construction Traffic Management Plan of the CEMP prior to operation of the development.

B5	The Applicant must provide sufficient parking facilities on-site, including for heavy vehicles and for site personnel, to ensure that traffic associated with the development does not utilise public and residential streets or public parking facilities.	Refer to Appendix A-13 – Construction Traffic Management Plan of the CEMP.
On-Site Traffic Control		
B6	Prior to the commencement of construction of the development, the Applicant must prepare an On-Site Traffic Control Plan for the development to the satisfaction of the Planning Secretary. The On-Site Traffic Control Plan must: (a) be prepared by a suitably qualified and experienced person(s); (b) be prepared in consultation with Council; (c) include details of all safety and efficiency measures to be implemented on-site to manage and mitigate the potential for on-site pedestrian and vehicle conflict during operation of the development for all internal roads, parking areas, loading/unloading areas and access ramps and the site access driveway; and (d) include detailed architectural plans illustrating the location of all line marking, signage (including speed limit signage), and convex mirrors required for operation of the development.	Noted by ADCO Constructions. Please refer to the On-Site Traffic Control Plan as per Appendix 29.
B7	The Applicant must: (a) not commence construction of the development until the On-Site Traffic Control Plan required by condition B6 has been approved by the Planning Secretary; and (b) implement the most recent version of the On-Site Traffic Control Plan approved by the Planning Secretary for the duration of the development.	Noted as per the above.
Operational Traffic Management Plan		
B8	Prior to the commencement of operation of the development, the Applicant must prepare an Operational Traffic Management Plan (OTMP) for the development to the satisfaction of the Planning Secretary. The OTMP must: (a) be prepared by a suitably qualified and experienced person(s), whose appointment has been endorsed by the Planning Secretary; (b) be prepared in consultation with Council; (c) detail the measures that are to be implemented to ensure road safety and network efficiency; (d) detail heavy vehicle routes, access, and parking arrangements; (e) include an Operational Driver Code of Conduct to: (i) minimise the impacts on the local and regional road network; (ii) minimise conflicts with other road users; (iii) minimise road traffic noise; (iv) inform truck drivers of the site access arrangements and use of specified haul routes; (v) include a program to monitor the effectiveness of these measures; (f) include a Loading Dock Management Plan: (i) consistent with the '42 Boorea Street Framework Loading Dock Management Plan' prepared by Ason Group dated September 2022, Attachment 4 of Appendix F of the RTS; (ii) that restricts any vehicle larger than a 20-metre articulated vehicle from accessing the ramp and Level 1 warehouse tenancies and Warehouse 1 on the Ground Floor; (iii) that restricts any vehicle larger than a 12.5-metre articulated vehicle from accessing the eastern dock of Warehouse 4 on the Ground Floor and the two eastern docks of Warehouse 10 on Level 1; (g) include the approved On-Site Traffic Control Plan required by condition B6; and (h) include a Green Travel Plan: (i) outlining facilities and measures to promote public transport usage, such as car share schemes and employee incentives; (ii) describing pedestrian and bicycle linkages and end of trip facilities available on-site; and (iii) including a Travel Access Guide.	Prior to the commencement of operation of the development, the Operational Traffic Management Plan is to be approved by the Planning Secretary. This will be prepared by Hale Capital, noting construction related items, such as the Construction Management Plan and Traffic Engineering Design Development (Traffic Swept Paths) will be undertaken by ADCO Constructions.

B9	The Applicant must: (a) not commence operation until the OTMP required by condition B8 is approved by the Planning Secretary; and (b) implement the most recent version of the OTMP approved by the Planning Secretary for the duration of the development.	Prior to the commencement of operation of the development, the Operational Traffic Management Plan <u>must</u> be approved by the Planning Secretary. This will be provided by Hale Capital.
Operating Conditions		
B10	The Applicant must ensure: (a) internal roads, driveways and parking (including grades, turn paths, sight distance requirements, aisle widths, aisle lengths and parking bay dimensions) associated with the development are constructed and maintained in accordance with the latest version of AS 2890.1:2004 Parking facilities Off-streetcar parking (Standards Australia, 2004), AS 2890.2:2018 Parking facilities Off-street Commercial Vehicle Facilities (Standards Australia, 2018) and AS 2890.6.2009 Parking facilities Off-street parking for people with disabilities (Standards Australia, 2009) (b) the swept path of the longest vehicle entering and exiting the site, as well as manoeuvrability through the site, is in accordance with the relevant AUSTROADS guidelines; (c) the development does not result in any vehicles queuing on the public road network; (d) heavy vehicles and bins associated with the development are not parked on local roads or footpaths in the vicinity of the site; (e) all vehicles are wholly contained on site before being required to stop; (f) all vehicles enter and leave the site in a forward direction; (g) all loading and unloading of materials is carried out on-site; and (h) the proposed turning areas in the car park are kept clear of any obstacles, including parked cars, at all times.	All points are noted and will be adhered to by ADCO Constructions. In reference to point (a), ADCO Constructions has received and sent to the Certifier to their satisfaction (consistent with SSD Requirements). In reference to Point (b), refer to Appendix A-13 – Construction Traffic Management Plan of the CEMP, more specifically, Turning Path Assessment. Hale Capital are to adhere with the requirements from (c) to (h) during operation.
SOILS, WATER QUALITY AND HYDROLOGY		
Imported Soil		
B11	The Applicant must: (a) ensure that only VENM, ENM, or other material approved in writing by EPA is brought onto the site; (b) keep accurate records of the volume and type of fill to be used; and (c) make these records available to the Planning Secretary upon request.	Refer to Construction & Demolition Waste Management Plan (Appendix A-17, specifically Page 15) appended to this CEMP.
Erosion and Sediment Control		
B12	Prior to the commencement of any construction for the development, the Applicant must install and maintain suitable erosion and sediment control measures on-site, in accordance with the relevant requirements of the Managing Urban Stormwater: Soils and Construction - Volume 1: Blue Book (Landcom, 2004) guideline and the Erosion and Sediment Control Plan included in the CEMP required by condition C2.	Refer to Appendix A-14 – Erosion & Sediment Control Plans of the CEMP.
B13	The Applicant must maintain the erosion and sediment control measures installed on-site in accordance with condition B12 for the duration of construction of the development.	ADCO Constructions to adhere to this condition in accordance with measures in Appendix A-14 – Erosion & Sediment Control Plans of the CEMP.

Discharge Limits		
B14	The development must comply with section 120 of the POEO Act, which prohibits the pollution of waters, except as expressly provided for in an EPL.	ADCO Constructions to adhere to this condition in strict accordance as nominated in Appendix A-2 – Key Environment Legislation of the CEMP.
Stormwater Management System		
B15	Prior to the commencement of construction of the development, the Applicant must demonstrate to the satisfaction of the Planning Secretary, that the stormwater management system for the development has been designed: (a) by a suitably qualified and experienced person(s) (b) been prepared in consultation with Council; (c) generally in accordance with the conceptual design in the Civil Engineering Report Incorporating Water Cycle Management Strategy prepared by Costin Roe Consulting dated 10 November 2023, Revision I submitted with the Additional Information; and (d) in accordance with: (i) Council's requirements relating to stormwater drainage and water sensitive urban design measures, including those set out in Council's letter to the Department dated 27 June 2023; (ii) applicable Australian Standards; and (iii) the system capacity requirements of Australian Rainfall and Runoff (Engineers Australia, 2016) and Managing Urban Stormwater: Council Handbook (EPA, 1997) guidelines.	This is noted by ADCO Constructions and will be provided to the Principal Certifier via. Costin Roe Consulting (Civil Engineer) once Stormwater Drainage Network is at IFC for approval when seeking the appropriate Construction Certificate. Once approved, this will also be provided to the Planning Secretary for secondary approval.
B16	Prior to the commencement of operation, the Applicant must install the stormwater management system in accordance with the finalised detailed design (as required by condition B15) and ensure the system is operational.	This is noted by ADCO Constructions and to be installed in accordance with the certified (Certatude) IFC Civil Drainage Design by Costin Roe Consulting.
B17	The Applicant must maintain the stormwater management system installed on the site under condition B16 for the duration of the development, and in accordance with the maintenance schedule in the Civil Engineering Report Incorporating Water Cycle Management Strategy prepared by Costin Roe Consulting dated 10 November 2023, Revision I submitted with the Additional Information.	Hale Capital are to maintain the Stormwater Management System during the operational phase post-construction.

Flood Management		
B18	Prior to the commencement of construction of the development, the Applicant must prepare a Construction Flood Emergency Response Plan (CFERP) to the satisfaction of the Planning Secretary. The CFERP must form part of the CEMP required by condition C2 and must: (a) be prepared by a suitably qualified and experienced person(s); (b) be prepared in consultation with the NSW State Emergency Service; (c) address the provisions of the Floodplain Development Manual (2023) and associated guidance in the Department's 'Flood risk management toolkit'; and (d) include details of: (i) the flood emergency responses for construction of the development; (ii) predicted flood levels; (iii) flood warning time, flood notification, signs and depth indicators; (iv) assembly points and evacuation routes; (v) evacuation and refuge protocols; and (vi) awareness training for employees and contractors.	ADCO Constructions are to commence construction activities once the CFERP via. Costin Roe Consulting has been approved by the Planning Secretary. Refer to Appendix A-15 Construction Flood Emergency Response Plan provided as part of the CEMP.
B19	The Applicant must: (a) not commence construction until the CFERP required by condition B18 is approved by the Planning Secretary; and (b) implement the most recent version of the CFERP approved by the Planning Secretary for the duration of construction	ADCO Constructions are to commence construction activities once the appended CFERP (Costin Roe Consulting) has been approved by the Planning Secretary.
B20	Prior to the commencement of operation of the development, the Applicant must update the CFERP for the purposes of operation of the development in an Operational Flood Emergency Response Plan (OFERP) to the satisfaction of the Planning Secretary. The OFERP must: (a) be prepared by a suitably qualified and experienced person(s); (b) be prepared in consultation with the NSW State Emergency Services; (c) address the provisions of the Floodplain Development Manual (2023) and associated guidance in the Department's 'Flood risk management toolkit'; and (d) include details of: (i) the flood emergency responses for operation of the development; (ii) predicted flood levels; (iii) flood warning time, flood notification, signs and depth indicators; (iv) assembly points and evacuation routes; (v) evacuation and refuge protocols; and (vi) awareness training for employees and contractors.	Hale Capital are to update the CFERP to the OFERP via. Costin Roe Consulting during the operational phase post-construction.
B21	The Applicant must: (a) not commence operation of the development until the OFERP required by condition B20 is approved by the Planning Secretary; and (b) implement the most recent version of the OFERP approved by the Planning Secretary for the duration of the development.	Hale Capital are to commence operations once the OFERP via. Costin Roe Consulting has been approved by the Planning Secretary.
B22	All floor levels must be no lower than the 1% Annual Exceedance Probability flood plus 500 mm of freeboard.	Noted by ADCO Constructions – to be included within the certified (Certatude) IFC Civil Drainage Design by Costin Roe Consulting (CC1).

B23	Any structures below the 1% Annual Exceedance Probability plus 500 mm of freeboard must be constructed from flood compatible building components and to withstand flood velocities.	Noted by ADCO Constructions – to be included within the certified (Certatude) IFC Civil Drainage Design by Costin Roe Consulting (CC1).									
NOISE											
Hours of Work											
B24	The Applicant must comply with the hours detailed in Table 1, unless otherwise agreed in writing by the Planning Secretary. <table border="1"> <thead> <tr> <th>Activity</th><th>Day</th><th>Time</th></tr> </thead> <tbody> <tr> <td>Construction</td><td>Monday – Friday Saturday</td><td>7 am to 6 pm 8 am to 1 pm</td></tr> <tr> <td>Operation</td><td>Monday – Sunday</td><td>24 hours</td></tr> </tbody> </table>	Activity	Day	Time	Construction	Monday – Friday Saturday	7 am to 6 pm 8 am to 1 pm	Operation	Monday – Sunday	24 hours	Refer to Section 2.6 of the CEMP.
Activity	Day	Time									
Construction	Monday – Friday Saturday	7 am to 6 pm 8 am to 1 pm									
Operation	Monday – Sunday	24 hours									
B25	Works outside of the hours identified in condition B12 may be undertaken in the following circumstances: (a) works that are inaudible at the nearest sensitive receivers; (b) works agreed to in writing by the Planning Secretary; (c) for the delivery of materials required outside these hours by the NSW Police Force or other authorities for safety reasons; or (d) where it is required in an emergency to avoid the loss of lives, property or to prevent environmental harm.	Refer to Section 2.6 of the CEMP. Refer to Appendix A-16 Construction Noise & Vibration Management Plan.									
Construction Noise Limits											
B26	The development must be constructed to achieve the construction noise management levels detailed in the Interim Construction Noise Guideline (DECC, 2009) (as may be updated or replaced from time to time). All feasible and reasonable noise mitigation measures must be implemented and any activities that could exceed the construction noise management levels must be identified and managed in accordance with the management and mitigation measures in the Appendix 2.	Refer to Section 2.6 of the CEMP. Refer to Appendix A-16 Construction Noise & Vibration Management Plan.									
Construction Noise and Vibration Management Plan											
B27	The Applicant must prepare a Construction Noise and Vibration Management Plan for the development to the satisfaction of the Planning Secretary. The Plan must form part of a CEMP in accordance with condition C2 and must: (a) be prepared by a suitably qualified and experienced noise expert; (b) describe procedures for achieving the noise management levels in the Interim Construction Noise Guideline (DECC, 2009) (as may be updated or replaced from time to time); (c) describe the measures to be implemented to manage high noise or vibration generating works such as piling, in close proximity to sensitive receivers; (d) include mitigation measures identified in the 'Noise and Vibration Impact Assessment' prepared for the development by RWDI Australia Pty Ltd dated 6 February 2023, Version B, Final; and (e) include a complaints management system that would be implemented for the duration of the development.	Refer to Appendix A-16 Construction Noise & Vibration Management Plan.									

B28	The Applicant must: (a) not commence construction of any relevant stage of the development until the Construction Noise and Vibration Management Plan required by condition B27 is approved by the Planning Secretary; and (b) implement the most recent version of the Construction Noise and Vibration Management Plan approved by the Planning Secretary for the duration of construction.	ADCO Constructions Group are not to commence construction of any relevant stage of the development until the Construction Noise and Vibration Management Plan required by condition B27 is approved by the Planning Secretary and implement the most recent version of the Construction Noise and Vibration Management Plan approved by the Planning Secretary for the duration of construction.
Operational Noise Limits		
B29	The Applicant must ensure that noise generated by operation of the development does not exceed the noise limits in Table 2.	Not applicable for ADCO Constructions Group during the construction of the development. Hale Capital to ensure adherence with Table 2 during operations of the facilities post-completion.
Operational Noise Verification Report		
B30	Within three months of the commencement of operation of the development, the Applicant must prepare and submit a noise verification report for the development. The noise verification report must: (a) be prepared to the satisfaction of the Planning Secretary by a suitably qualified acoustic consultant; (b) demonstrate that noise verification has been carried out by a suitably qualified and experienced acoustic consultant in accordance with: (i) the Australian Standard AS 1055:2018 Acoustics – Description and measurement of environmental noise (Standards Australia, 2018); and (ii) the EPA Approved Methods for the Measurement and Analysis of Environmental Noise in NSW (EPA, 2022); (c) include: (i) an analysis of compliance with noise limits specified in condition B18, including consideration of any modifying factors as defined in Fact Sheet C of the Noise Policy for Industry (EPA, 2017); (ii) an outline of management actions to be taken to address any exceedances of the limits specified in condition B19 and a timetable for the implementation of any required actions; and (iii) a description of contingency measures in the event management actions are not effective in reducing noise levels to an acceptable level.	Not applicable for ADCO Constructions Group during the construction of the development. Hale Capital to ensure adherence with Table 2 <u>3 months prior to anticipated handover</u> and commencement of operations of the facilities.

VIBRATION		
Vibration Criteria		
B31	Vibration caused by construction at any residence or structure outside the site must be limited to: (a) a vibration criterion of 8-10mm/s at the Upper Canal corridor in accordance with the latest version of DIN 4150-3 (1992-02) Structural vibration - Effects of vibration on structures (German Institute for Standardisation, 1999). (b) for structural damage, the latest version of DIN 4150-3 (1992-02) Structural vibration - Effects of vibration on structures (German Institute for Standardisation, 1999); and (c) for human exposure, the acceptable vibration values set out in the Environmental Noise Management Assessing Vibration: a technical guideline (DEC, 2006) (as may be updated or replaced from time to time).	Refer to Appendix A-16 Construction Noise & Vibration Management Plan.
B32	Vibratory compactors must not be used closer than 30 metres from residential buildings unless vibration monitoring confirms compliance with the vibration criteria specified in condition B31.	Refer to Appendix A-16 Construction Noise & Vibration Management Plan.
B33	The limits in conditions B31 and B32 apply unless otherwise outlined in a Construction Noise and Vibration Management Plan, approved as part of the CEMP required by condition C2 of this consent.	ADCO Constructions Group will ensure the limits in conditions B31 and B32 apply unless otherwise outlined in Appendix A-16 Construction Noise and Vibration Management Plan, approved as part of the CEMP required by condition C2 of this consent.
BIODIVERSITY		
Biodiversity Offsets		
B34	Prior to any clearing or construction works for the development, the Applicant must purchase and retire one ecosystem credit to offset the removal/disturbance of Plant Community Type 1234 at the site. The ecosystem credits must be retired in accordance with the requirements of EHG's Biodiversity Offsets Scheme and the Biodiversity Conservation Act 2016	Hale Capital have completed this item.
B35	The requirement to retire one ecosystem credits (see condition B34) may be satisfied by payment to the Biodiversity Conservation Fund of an amount equivalent to the number and classes of ecosystem credits, as calculated by EHG's Biodiversity Offsets Payment Calculator.	Hale Capital have completed this item.
B36	The Applicant must provide the Planning Secretary with evidence that: (a) the retirement of ecosystem credits has been completed (see condition B34); or (b) a payment has been made to the Biodiversity Conservation Fund (see condition B35), prior to undertaking any clearing or construction works for the development.	Hale Capital have provided evidence of fulfillment of Conditions B34 and B35.

Pre-Clearance Survey		
B37	Prior to clearing for construction of the development, the Applicant must carry out a pre-clearance survey and assessment of all vegetation to be cleared in accordance with the mitigation measures identified in the 'Biodiversity Development Assessment Report' prepared for the development by Ecologique dated 31 May 2022 Revision No.03. The pre-clearance survey must: (a) delineate the extent of clearing permitted; (b) identify, mark and map any habitat features present in trees and shrubs that will require a two staged clearance process; (c) locate nearby habitat suitable for the release of fauna that may be encountered during the clearing stage; (d) identify and map any areas of weed infestations that must be cleared separately and not be chipped for reuse on site; and (e) identify and map any areas where large woody debris generated from clearing of native vegetation can be feasibly reused on site.	ADCO Constructions to carry out the Pre-Clearance Survey prior to NOC Stage (Demolition), fulfilling requirements (a) to (e).
B38	Where fauna residing in vegetation to be cleared is identified in the pre-clearing survey carried out under condition B37, an experienced ecologist must be present to supervise the process, act as fauna spotter and relocate any fauna captured.	ADCO Constructions to carry out this condition as required (if applicable during survey).
B39	Clearing of trees and shrubs on the site must be avoided in late winter/spring during the breeding and nesting period for birds, unless the preclearance surveys carried out in accordance with condition B37 find no breeding or nesting activity present.	ADCO Constructions indent do undertake these works in Early June 2024.
B40	Prior to the commencement of operation of the development, the Applicant must provide written confirmation to the Planning Secretary that preclearance surveys and clearance supervision (if required) required under conditions B37 and condition B38 have been completed.	ADCO Constructions to provide written statement from Qualified Ecologist prior to the commencement of operations of the development.
Tree Protection		
B41	All tree protection mitigation and management measures identified within the 'Arboricultural Impact Assessment Report' prepared for the development by Canopy Consulting dated 8 November 2022, Version 3 – Final (Appendix NSW Government 15 Boorea Street Warehouse and Distribution Centre Department of Planning and Environment (SSD-36464788) J of the RTS), must be implemented prior to the commencement of construction of the development and maintained for the duration of construction	ADCO Constructions to ensure the measures within the Canopy Consulting Arboricultural Impact Assessment Report are strictly adhered to when establishing on-site.
B42	All trees identified for retention within the site are to be retained and protected in accordance with the recommendations of the 'Arboricultural Impact Assessment Report' prepared for the development by Canopy Consulting, dated 8 November 2022, Version 3 - Final (see Appendix J of the RTS) and with the latest version of Australian Standard 4970:2009 – Protection of Trees on Development for the duration of the development.	ADCO Constructions are to retain trees as documented within the Canopy Consulting Arboricultural Impact Assessment Report – also reflected on the project architectural & landscaping documentation.

VISUAL AMENITY		
Landscaping		
B43	Prior to the commencement of operation of the development, the Applicant must prepare a Landscape Management Plan to manage the revegetation and landscaping works on-site to the satisfaction of the Planning Secretary. The plan must: (a) be consistent with the Landscape Plans prepared by Geoscapes (Appendix D of the RTS) dated 27 October 2022, the 'Arboricultural Impact Assessment Report' prepared for the development by Canopy Consulting, dated 8 November 2022, Version 3 - Final (see Appendix J of the RTS) and correspondence dated 3 March 2023 from Geoscapes and 8 March 2023 from Canopy Consulting; (b) detail the species, size, quantity and location of all trees, shrubs and groundcover species to be planted onsite incorporating local native species; (c) detail the number of trees and location to be removed, the tree replacement ratio and number and location of trees to be planted; (d) include a tree maintenance schedule that demonstrates: (i) all replacement trees will be maintained for a minimum period of two years following planting; (ii) any replacement trees that do not survive are to be replaced by the same plant species; (iii) replacement plantings are of the same growth form (i.e. tree for a tree, shrub for a shrub) and must not decrease species diversity; (iv) newly planted vegetation is to be maintained for a minimum of 12 months following planting (e) where practicable, reuse native trees removed from the site, including tree trunks, root balls and logs on the ground, to enhance habitat within the site, or provide details of the potential for removed native trees to be used in habitat enhancement and rehabilitation works off-site; (f) describe the monitoring and maintenance measures to manage revegetation and landscaping works; and (g) include details of fencing along Haslams Creek in accordance with Sydney Water requirements, as required under condition B49.	Noted by ADCO Constructions. Planning secretary to approve the Landscape Management Plan which is consistent with the approved landscape plans to manage the landscaping works on-site (prior to operation of the development).
B44	The Applicant must: (a) not commence operation until the Landscape Management Plan required by condition B44 is approved by the Planning Secretary; (b) implement the most recent version of the Landscape Management Plan approved by the Planning Secretary; and (c) maintain the landscaping and vegetation on the site in accordance with the approved Landscape Management Plan required by condition B44 for the life of the development.	Noted by ADCO Constructions Group for points (a) & (b) to be fulfilled prior to operation. Hale Capital to maintain as required by point (c).
B45	The Applicant must ensure all landscaping and revegetation works in the approved Landscape Management Plan required under condition B43 are established prior to the commencement of operation of the development.	Noted by ADCO Constructions as per B43. Planning secretary to approve the Landscape Management Plan which is consistent with the approved landscape plans to manage the landscaping works on-site (prior to operation of the development).

Haslam's Creek Riparian Corridor		
B46	Prior to the commencement of operation of the development, the Applicant must establish a 10-metre wide vegetated riparian corridor along the eastern bank of Haslam's Creek. Landscaping of the riparian corridor must: (a) be carried out in accordance with the approved Landscape Management Plan required under condition B43; (b) minimise removal of local native trees, including <i>Casuarina glauca</i>; and (c) be maintained for the life of the development.	Noted by ADCO Constructions Group for points (a) & (b) to be fulfilled prior to operation. Hale Capital to maintain as required by point (c).
Lighting		
B47	The Applicant must ensure the lighting associated with the development: (a) complies with the latest version of AS 4282-2019 - Control of the obtrusive effects of outdoor lighting (Standards Australia, 2019); and (b) is mounted, screened and directed in such a manner that it does not create a nuisance to surrounding properties or the public road network.	Noted. ADCO Constructions to install lighting in compliance with the latest version of AS 4282-2019 - Control of the obtrusive effects of outdoor lighting (Standards Australia, 2019) and ensure all lighting is mounted, screened, and directed in such a manner that it does not create a nuisance to surrounding properties or the public road network.
Signage & Fencing		
B48	All signage and fencing must be erected in accordance with the development plans included in the EIS, RTS and SSR and the approved Traffic Control Plan (required by condition B6). NSW Government 16 Boorea Street Warehouse and Distribution Centre Department of Planning and Environment (SSD-36464788) Note: <i>This condition does not apply to temporary construction and safety related signage and fencing</i>	Noted by ADCO Constructions to be instated prior to operations for permanent statutory signage included in the RTS.
B49	Fencing along Haslams Creek must be designed and constructed to ensure flood water and stormwater overland flow can flow across the fence and in accordance with Sydney Water requirements.	Noted by ADCO Constructions. Sydney Water to be consulted when undertaking these works in proximity to Haslam's Creek.
HAZARDS AND RISK		
Emergency Response		
B50	Prior to the commencement of operation of the development the Applicant must prepare the following documents: (a) a comprehensive Emergency Response Plan for the site in accordance with the Department's Hazardous Industry Planning Advisory Paper No. 1, 'Emergency Planning'; and (b) an Emergency Services Information Package, developed in accordance with the FRNSW Fire Safety Guideline – Emergency Services Information Package	Hale Capital to prepare the Emergency Response Plan and the Emergency Services Information Package prior to commencement of operation of the development.

B51	The Applicant must implement the Emergency Response Plan and Emergency Services Information Package required under condition B50 for the duration of the development.	Hale Capital to implement the Emergency Response Plan and the Emergency Services Information Package for the duration of the development.
B52	The Applicant must ensure that adequate emergency vehicle access is incorporated into the development site design in line with FRNSW Fire Safety Guideline - Access for Fire Brigade Vehicles and Firefighters.	Noted by ADCO Constructions. To be addressed as part of the FER Process by the Traffic Engineer (ptc. consultants).
Dangerous Goods		
B53	The quantities of dangerous goods stored and handled at the site must be below the threshold quantities listed in the Department's Hazardous and Offensive Development Application Guidelines – Applying SEPP 33 at all times.	To be strictly adhered to by ADCO Constructions as nominated in the CEMP & Appendix A-17 Construction Waste Management Plan.
Bunding		
B54	The Applicant must store all chemicals, fuels and oils used on-site in appropriately bunded areas in accordance with the requirements of all relevant Australian Standards, and/or EPA's Storing and Handling of Liquids: Environmental Protection – Participants Manual (Department of Environment and Climate Change, 2007).	To be strictly adhered to by ADCO Constructions as nominated in the CEMP & Appendix A-17 Construction Waste Management Plan.
AIR QUALITY		
Dust Minimisation		
B55	The Applicant must take all reasonable steps to minimise dust generated during all works authorised by this consent.	Refer to Section 4.1.2 & 6.1 of the CEMP.
B56	During construction of the development, the Applicant must ensure that: (a) exposed surfaces and stockpiles are suppressed by regular watering or other alternative suppression method; (b) all trucks entering or leaving the site with loads have their loads covered; (c) trucks associated with the development do not track dirt onto the public road network; (d) public roads used by these trucks are kept clean; and (e) land stabilisation works are carried out progressively on site to minimise exposed surfaces.	Refer to Section 4.1.2 & 6.1 of the CEMP.
Air Quality Discharges		
B57	The Applicant must install and operate equipment in line with best practice to ensure that the development complies with all load limits, air quality criteria/air emission limits and air quality monitoring requirements as specified in the Protection of the Environment Operations (Clean Air) Regulation 2010.	ADCO Constructions to adhere to this condition in strict accordance as nominated in Appendix A-2 – Key Environment Legislation of the CEMP.

Odour Management		
B58	The Applicant must ensure the development does not cause or permit the emission of any offensive odour (as defined in the POEO Act).	ADCO Constructions to adhere to this condition in strict accordance as nominated in Appendix A-2 – Key Environment Legislation of the CEMP.
ABORIGINAL HERITAGE		
Unexpected Finds Protocol		
B59	Work in the immediate vicinity of any suspected non-Aboriginal archaeological relic(s) must not recommence until this has been authorised by Heritage NSW.	Refer to Sections 4.1.2, 5.3.2 & 5.4.1 of the CEMP. Refer to Appendix A-2 Key Environment Legislation and A-24 Statement of Heritage Impact of the CEMP.
B60	If any non-Aboriginal archaeological relics are uncovered during any works being carried out for the development: (a) all work in the immediate vicinity of the suspected relic(s) must cease immediately; (b) Heritage NSW must be contacted immediately; and (c) the suspected relic(s) must be evaluated, recorded and, if necessary, excavated by a suitably qualified and experienced expert in accordance with the requirements of Heritage NSW.	Refer to Sections 4.1.2, 5.3.2 & 5.4.1 of the CEMP. Refer to Appendix A-2 Key Environment Legislation and A-24 Statement of Heritage Impact of the CEMP.
B61	Work in the immediate vicinity of any suspected non-Aboriginal archaeological relic(s) must not recommence until this has been authorised by Heritage NSW.	Refer to Sections 4.1.2, 5.3.2 & 5.4.1 of the CEMP. Refer to Appendix A-2 Key Environment Legislation and A-24 Statement of Heritage Impact of the CEMP.
WASTE MANAGEMENT		
Construction and Demolition Waste Management		
B62	Prior to the commencement of construction of the development, the Applicant must prepare a Construction and Demolition Waste Management Plan for the development. The Plan must form part of a CEMP in accordance with condition C2 and must: (a) detail the quantities of each waste type generated during construction and the proposed reuse, recycling, and disposal locations; and (b) be implemented for the duration of construction works.	Refer to A-17 Construction and Demolition Waste Management Plan & A-18 Demolition Procedural Plan of the CEMP.

Waste Management		
B63	The Applicant must assess and classify all liquid and non-liquid wastes to be taken off site in accordance with the latest version of EPA's Waste Classification Guidelines Part 1: Classifying Waste (EPA, 2014).	Refer to Appendix A-2 Key Environment Legislation of the CEMP. Refer to A-17 Construction and Demolition Waste Management Plan & A-18 Demolition Procedural Plan of the CEMP.
B64	All waste materials removed from the site must only be directed to a waste management facility or premises lawfully permitted to accept the materials.	
B65	Waste generated outside the site must not be received at the site for storage, treatment, processing, reprocessing, or disposal.	
B66	Waste must be secured and maintained within designated waste storage areas at all times and must not leave the site onto neighbouring public or private properties.	
Pests, Vermin and Priority Weed Management		
B67	The Applicant must:(a) implement suitable measures to manage pests, vermin and declared priority weeds on the site; and(b) inspect the site on a regular basis to ensure that these measures are working effectively, and that pests, vermin or priority weeds are not present on site in sufficient numbers to pose an environmental hazard or cause the loss of amenity in the surrounding area. Note: For the purposes of this condition, priority weed has the same definition of the term in the Biosecurity Act 2015.	Refer to Appendix A-17 Construction Waste Management Plan of the CEMP.
CONTAMINATION		
Underwater Storage Tank		
B68	Prior to the commencement of construction, the Applicant must decommission, remove, and dispose of the underground storage tank identified as part of the Detailed Site Investigation prepared by JBS&G Australia Pty Ltd dated 10 May 2022 (Appendix W of the EIS), in accordance with the relevant requirements of the Protection of the Environment Operations (Underground Petroleum Storage Systems) Regulation 2019.	Refer to Appendix A-25 Additional Contamination Assessment of the CEMP.
Unexpected Finds		
B69	Prior to the commencement of construction, the Applicant must prepare an unexpected contamination finds procedure to ensure that potentially contaminated material is appropriately managed. The procedure must form part of the of the CEMP in accordance with condition C2 and must ensure any material identified as contaminated is disposed of in accordance with the POEO Act and its associated regulations. Details of the final disposal location and the results of any associated testing must be submitted to the Planning Secretary prior to removal of the contaminated material from the site.	Refer to Appendix A-19 Unexpected Contamination Finds Procedure of the CEMP.

Asbestos		
B70	The Applicant must ensure that any asbestos encountered during the demolition and construction works for the development is monitored, handled, transported, and disposed of by appropriately qualified and licensed contractors in accordance with the requirements of SafeWork NSW and relevant guidelines, including: (a) Work Health and Safety Regulation 2017; (b) SafeWork NSW Code of Practice – How to Manage and Control Asbestos in the Workplace December 2022; (c) SafeWork NSW Code of Practice – How to Safely Remove Asbestos December 2022; and (d) Protection of the Environment Operations (Waste) Regulation 2014.	Refer to Appendix A-2 Key Environment Legislation of the CEMP.

1.3 Consultation

In accordance with **SSD-36464788**, consultation has been undertaken with the applicable stakeholders. All evidence of consultation related to the specialist sub-plans which form part of this CEMP are summarised below and attached as Appendix A-22 Approved SSDA Consent Conditions.

Hale Capital Partners | Cumberland City Council | DPHI – Construction Traffic Management Plan

As required by **Condition B1(b)** of **SSD-36464788**, consultation was undertaken with Cumberland City Council with regards to the CTMP. A copy of the CTMP was provided to Council on Monday 4 March 2024. A response from Cumberland City Council was received on Wednesday 27 March 2024 stating Cumberland City Council have no objections to the CTMP providing a list of conditions are met. These conditions are included in Council's correspondence attached within Appendix A-30. Our CTMP has been revised on 13 May 2024 to incorporate commentary from DPHI in Appendix A-27. Please refer to Appendix A-13 for the current CTMP which encompasses all commentary from all relevant stakeholders (DPHI, Cumberland City Council & Hale Capital Partners).

Hale Capital Partners | Cumberland City Council | DPHI – Construction Noise & Vibration Management Plan

As required by **Condition B27** of **SSD-36464788**, consultation was undertaken with Cumberland City Council with regards to the CNVMP. A copy of the CNVMP was provided to Council on Monday 4 March 2024. A response from Cumberland City Council was received on Wednesday 27 March 2024 stating Cumberland City Council have no objections to the CTMP providing a list of conditions are met. These conditions are included in Council's correspondence attached within Appendix A-30. Our CNVMP has been revised on 13 May 2024 to incorporate commentary from DPHI in Appendix A-27 and a separate voice call catch-up. Please refer to Appendix A-16 for the current CNVMP which encompasses all commentary from all relevant stakeholders (DPHI, Cumberland City Council & Hale Capital Partners).

Hale Capital Partners | Cumberland City Council | DPHI – On-Site Traffic Control Plan

As required by **Condition B6** of **SSD-36464788**, consultation was undertaken with Cumberland City Council with regards to the On-Site Traffic Control Plan. A copy of the On-Site Traffic Control Plan was provided to Council on Tuesday 4 April 2024. We have been provided with approval from Cumberland City Council as per Appendix-30. Further, our On-Site Traffic Plan has been revised on 13 May 2024 to incorporate commentary from DPHI in Appendix A-27. Please refer to Appendix A-29 for the current On-Site Traffic Plan which encompasses all commentary from all relevant stakeholders (DPHI, Cumberland City Council & Hale Capital Partners).

Hale Capital Partners | NSW State Emergency Services | DPHI – Construction Flood Emergency Response Plan

As required by **Condition B18** of **SSD-36464788**, consultation was undertaken with NSW State Emergency Services with regards to the Construction Flood Emergency Response Plan. A copy of the Construction Flood Emergency Response Plan was provided to NSW SES on Monday 29 April 2024. We have been provided with commentary from NSW State Emergency Services as per Appendix-27. Further, our Construction Flood Emergency Response Plan has been revised on 20 May 2024 to incorporate commentary from NSW SES & DPHI in Appendix A-27. Please refer to Appendix A-15 for the current Construction Flood Emergency Response Plan which encompasses all commentary from all relevant stakeholders (DPHI, NSW State Emergency Services & Hale Capital Partners).

Welcome

Welcome to the Environmental Management Plan for ADCO projects/ workplaces.

This Plan forms an integral part of the ADCO Health Safety Environment & Quality Management System as detailed below.



ADCO is committed to a strong culture of environmental protection and management reflecting shared values and commitments supported by its leadership vision that environmental protection is a key priority in all business decisions and undertakings. Importantly, this Plan has been tailored for this project, addressing its specific requirements. It follows a simple and intuitive navigation trail, outlined below to help guide you through the document.



This Project Environmental Management Plan has been created as a Word Template. To customise this template, please follow these instructions:

- Save the template as a Word Document.
- Customise the front cover with the project name, date and revision number and the Table on Page 2.
- The date and latest revision of the master version is stated in the Plan footer. The footer must not be amended by the User, to ensure traceability to the relevant master version.
- Do not delete or remove the section breaks as this will affect the document formatting.
- Please update document using "Styles", no free text as TOC will be incorrect.
- If you have any questions about how to use this Plan, please contact your State HSE Manager.

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Project Render of Future Boorea Street Warehouse & Distribution Centre Development

2. INTRODUCTION

2.1 Project Environmental Management Plan

ADCO, (incorporating ADCO Constructions Pty Ltd and ADCO Group Pty Ltd), and hereinafter referred to as ADCO operates an integrated management system where the functions and requirements of environmental management and work health and safety (WHS) /occupational health and safety (OHS) management and quality management are integrated. The ADCO Health, Safety, Environment & Quality Management System (HSEQ MS) and related plans, procedures, forms and templates are contained within The ADCO Way, located at the ADCO Intranet site [The Hub](#).

The ADCO Way provides the overall framework for health, safety, environment and quality management at all ADCO workplaces including its construction projects. All ADCO construction projects must develop an Environmental Management Plan, which outlines the management practices for the key environmental aspects and impacts identified for an ADCO construction project site.

Management of the environment at this workplace consists of The ADCO Way Health Safety Environment & Quality Management System including the ADCO [Corporate Management Plan](#) together with this Project Environmental Management Plan and its relevant management sub plans, procedures, codes, standards and other supporting documents available at ADCO on [The Hub](#). The structure of the HSEQ MS framework is outlined on Page 3 and is certified to the requirements of:

- AS/NZS ISO 14001: 2015 (Environmental Management Systems);

The Project Environmental Management Plan and related management sub plans shall be independently issued, but must be approved by the Project Manager, or nominated representative and the State Health Safety Environment Manager before the commencement of a construction project. This approval will be documented on the Plan, or through ADCO electronic reporting system or another electronic medium such as SIMPEL and / or Hammertech.

2.2 Revisions and Amendments

The Project Manager, or nominated representative, reviews the Project Environmental Management Plan (EMP) and related environmental management sub plans at maximum six (6) month intervals, or where significant changes to a scope of work(s) may significantly impact the environment or a significant environmental incident occurs. The Project EMP is also reviewed as part of internal independent audits of the management system and related compliance with legislation and ADCO requirements for environment. Audits are completed to the requirements of the ADCO [Procedure Performance Management](#).

Project related minor revisions to this Environmental Management Plan, and related management sub plans may be independently issued, but must be approved by the Project Manager, or a nominated ADCO representative.

On receipt of a revision:

- The required amendment is incorporated in the revised Project Revision Table and any amended management sub plan tables where applicable.
- The date of the revision and new revision issue are listed in the Table on page 2 including the purpose and a brief summary of the amendments throughout the Project EMP.
- The new/revised Project EMP or management sub plan is issued to the project team including relevant site trade partners and other stakeholders, where applicable to their works through the SIMPEL portal or another approved format.
- ADCO project/workplace employees that are required to manage environmental aspects and impacts as a key part of their roles and responsibilities at the project are inducted into this Plan, and its related management sub plans relevant to their role and verified by signing the table at Appendix 12 of this Plan.
- Superseded Plans will be marked as such and will be located within the Management Plan Folder located in the Site Office or electronically. Amendments to the Plan are noted in the 'Description Updates' section of the Project Revision Table on Page 2.
- Copies of this and superseded Project Management Plans and associated Risk Registers are maintained (archived) by ADCO for a period of at least 24 months following an update completion.

2.3 Definitions

Terms used in this document and related ADCO HSEQ Management System documents are defined in the ADCO [Procedure Definitions in the Management of Health Safety Environment](#). Where definitions may differ in the ADCO health, safety, or environment procedures, the abovementioned Procedure will prevail.

2.4 Principal Contractors Details

Name	State Address	ABN
ADCO Constructions Pty Ltd	Address Level 12, 177 Pacific Highway,	46 001 044 391
	Suburb North Sydney	
	State NSW 2060	
	Phone 02 8437 5000	

2.5 Project Information

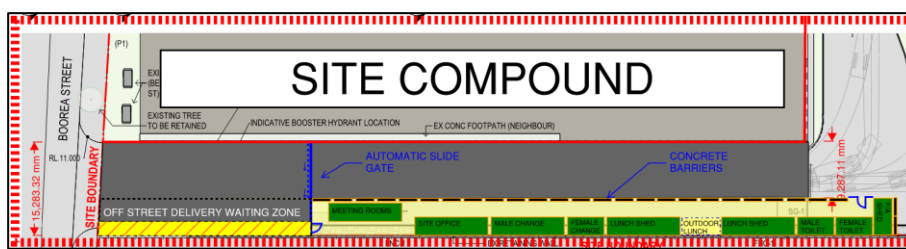
Project Description	Hale Capital Partners has an underutilised 4-hectare site located on 42-44 Boorea Street, Lidcombe, located within the Cumberland Local Government Area (LGA). This site currently retains an existing warehouse facility with associated loading docks, car park & vegetation are planted along the site boundary. The site is located approximately 7.5 kilometres east from Parramatta. It is within a highly accessible location with connections to regional roads such as the M4 Motorway and Great Western Highway and public transport including Auburn and Lidcombe railway station. The site is surrounded by a variety of industrial uses in close proximity. ADCO will be undertaking the demolition of existing warehouse buildings and structures, followed by civil & infrastructure site preparation works to allow for the construction and operation of a two-storey WDC, comprising 28,962 m2 GFA, ancillary office space, fit-out, landscaping, driveway access, car parking, loading dock hardstand areas, earthworks and upgrades to existing on-site infrastructure. <u>The proposal comprises the redevelopment of the site as summarised below:</u> - Construction, fit out and operation of a two-storey warehouse and distribution centre comprising of approximately 28,962sqm GFA including: 10 offices with a total area of 4,103sqm; and 10 lobbies with a total area of 168sqm. - Provision of 34 bicycle & 10 motorcycle parking spaces - Provision 188 car parking spaces at ground. - Approximately 4,579sqm of hard and soft landscaping at ground. - Provision of internal vehicle access route & loading docks on ground & first floor. - Operation 24 hours per day seven days per week. - Providing employment to 275 full-time equivalent construction jobs and 406 operational jobs.
Project Address	42 – 44 Boorea Street Lidcombe NSW 2141
Project Code	3658 (ADCO Constructions Project Reference)
Client	Hale Capital Partners
Certifier	Certatude
Project Period	18 Months
Separable Portions	1

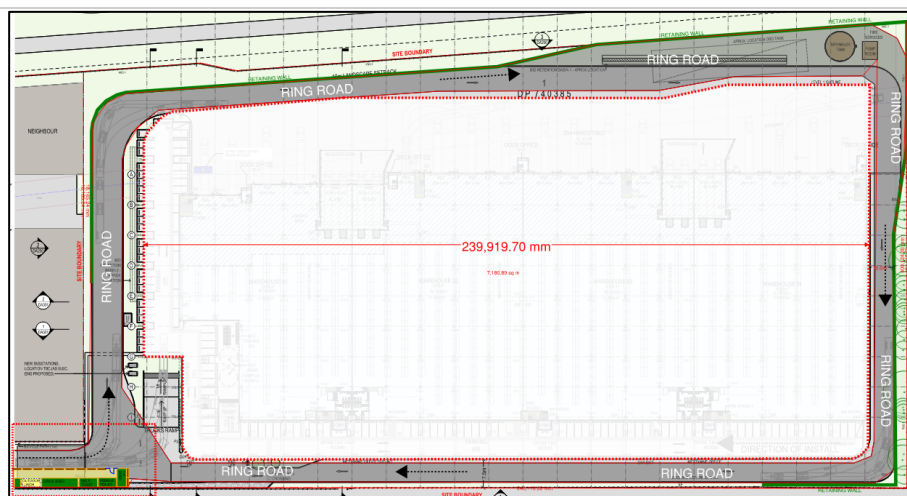


Overall Future Development Location in Context of Surrounding Suburbs (Auburn, Lidcombe & Newington)

2.6 Project Site Requirements

Site Access

Main Site Entry Location	Main Vehicular Sliding Gate #1 – 42 Boorea Street Lidcombe NSW 2141
Other Entry Points	<i>None</i>
Worker Entry Locations	Main Pedestrian Swing Gate #1 - 42 Boorea Street Lidcombe NSW 2141
Visitor Entry Locations	Main Pedestrian Swing Gate #1 - 42 Boorea Street Lidcombe NSW 2141
Site Plan	<i>Refer to below excerpt of Site Plan of Site Compound & Overall Site.</i>
 <i>Detailed Plan of Site Compound Amenities</i>	



Overall Site Plan Excerpt Showing Site Compound Location



Image of Overall Site Proposed Development Render

Approved Work Hours

Monday – Friday	7:00am to 6:00pm
Saturday	8:00am to 1:00pm
Sunday / Public Holidays	Generally, not allowed. Refer to Condition B25 for circumstances of application.
By Exception	The Project Manager's approval is required for work outside of the normal construction hours listed above. No person is permitted to work on site alone or without at least one member of the ADCO site management team in attendance.

3. VISION AND LEADERSHIP

ADCO is committed to protecting the natural environment by adopting and implementing responsible environmental management practices in all our business undertakings. We recognise our social and legal duty to design, plan and manage our activities, products and services in a manner that protects and enhances the environment and communities in which we work.

The ADCO Environmental Management Policy and ADCO Environmental Social Governance Policy are located on [The Hub](#). The ADCO Environmental Management Policy must be clearly displayed in a prominent location(s) at ADCO workplaces, including the project site/workplace office and project/workplace notice board(s) so they are accessible to all employees, site trade partners and other workers or interested parties, including visitors to the project.

The policies and their commitments must be clearly communicated through the project / workplace induction to all persons working at an ADCO Project Site. Key ADCO environmental policies and the ADCO Environmental Social Governance Framework are also publicly available to interested parties at <https://www.adcoconstruct.com.au/commitments/#environment-social-and-governance>.



4. PLAN

4.1 Risk Management, Identifying Aspects and Impacts & Application of Environmental Management Sub Plans

All personnel working with or for ADCO are required to incorporate the requirements of the ADCO [Procedure Risk Management](#) and the HSEQ Management System into their operational activities and implement the management system consistent with the requirements of environmental protection legislation and ISO14001.

4.1.1 RISK MANAGEMENT

Risk management is a proactive process by which ADCO responds to change and facilitates continuous improvement across its business undertakings. The core to effective risk management is a comprehensive understanding of the environmental aspects and impacts associated with the workplace/project site and its related scope of works.

The Project Risk Register and related management plans and management sub plans developed by the Project Manager at the start of the project, provide project specific information on identified high risk construction works, aspects and related impacts and specific control measures consistent with the Hierarchy of Control.

The Project Risk Register and related management plans and management sub plans must be reviewed by the site team to familiarise themselves with any identified high-risk construction works related to environmental aspects and significant impacts to be undertaken at a project site. Throughout the project delivery the Risk Register is reviewed at maximum monthly intervals. Management Sub Plans must be reviewed at maximum three-month intervals where material change is likely to occur, e.g., stormwater, erosion and sediment control.

Copies of the Risk Register and Environmental Management Plan and related management sub plans are made available to relevant workers and interested parties (including Hale Capital Partners and the Planning Secretary of DPHI).

The identification of environmental aspects and related impacts in all ADCO workplaces considers:

- Situations, events or work activities that could give rise to potential for significant environmental impacts such as spills or other pollution, or material harm to the environment.
- The nature of potential environmental impact relevant to the activity, product or service and related temporary or other works associated with the supply of the activity, product or service.
- Past incidents, audit reports, inspections or other assurance activities.

The identification process considers but is not limited to:

- The way work is arranged, managed, and completed including potential environmental aspects and impacts.
- The fabrication, installation, commissioning and handling and disposal (of materials, plant, machinery and equipment).
- The purchasing of goods and services and related temporary or other works.
- The inspection, maintenance, testing, repair and replacement of plant, machinery, and equipment.

Further to the above and in accordance with Conditions C7 & C8 of the approved SSD for this development, the ADCO CEMP must be revised within three months of:

- a) the submission of an incident report under condition C9;
- b) the approval of any modification of the conditions of this consent; or
- c) the issue of a direction of the Planning Secretary under condition A2(b) which requires a review, the strategies, plans and programs required under this consent must be reviewed.

If necessary to either improve the environmental performance of the development, cater for a modification or comply with a direction, the strategies, plans and programs required under this consent must be revised, to the satisfaction of the Planning Secretary. Where revisions are required, the revised document must be submitted to the Planning Secretary for approval within six weeks of the review required under condition C7 or such other timing as agreed by the Planning Secretary.

Note: This is to ensure strategies, plans and programs are updated on a regular basis and to incorporate any recommended measures to improve the environmental performance of the development.

4.1.2 ENVIRONMENTAL MANAGEMENT COMMITMENTS

Environmental aspects with the potential to be impacted through the construction of the warehouse and distribution facility are addressed in this sub-section. These issues have specific regulatory requirements imposed by **SSD-36464788** and / or are considered to have the highest potential to result in a non-compliance with a legislative requirement or generate community complaints.

The tables in this section (4.1.2) are a compliance management tool outlining how controls are to be implemented.

Table 4.1.2.1 lists the general environmental controls that will be implemented throughout the construction of the manufacturing facility to minimise the potential for adverse impacts on the local environmental and surrounding receptors.

TABLE 4.1.2.1 – GENERAL CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
All reasonable and feasible measures will be implemented to prevent, and if prevention is not reasonable and feasible, minimise, any material harm to the environment that may result from construction.	ADCO Constructions	Ongoing	SSD-36464788 Condition A1
All licences, permits, approvals and consents will be obtained and maintained as required for the development.		Prior to commencing construction and ongoing	SSD-36464788
ADCO will obtain relevant approvals, as well as access to, diversions, protection and support of the affected services or infrastructure from service providers before the construction of any utility works.		Prior to commencing construction	SSD-36464788 Condition A11
All plant and equipment will be maintained in a proper and efficient condition and operated in a proper and efficient manner as per ADCO Construction Environmental Management Plan .		Ongoing	SSD-36464788 Condition A24 ADCO CEMP
The information listed in Condition C14 (a) will be uploaded to the website and kept up to date.		At least 48 hours prior to commencing construction and ongoing	SSD-36464788 Condition C14
The incidents and complaints management strategies contained within Appendix A-21 will be implemented to ensure that any incidents and/or complaints relating to the construction activities are promptly and effectively addressed.		Ongoing	ADCO CEMP Section 5.4.3 Appendix A-21
Construction employees and contractors will be suitably inducted and trained prior to commencing any work on site.		Prior to commencing construction and ongoing	ADCO CEMP Section 2.2

A **Construction Noise & Vibration Management Plan (CNVMP)** was prepared by Pulse White Noise Acoustics in accordance with Condition B27 and is attached as **Appendix A-16**. The environmental management controls contained within **Table 4.1.2.2** will be implemented to minimise the potential for adverse noise and vibration emissions from the construction of the project.

TABLE 4.1.2.2 – NOISE AND VIBRATION CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS

ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
Construction will only be undertaken during the hours specified in SSD-36464788 .	ADCO Constructions	Ongoing	SSD-36464788 Condition B24
The project will be constructed to achieve the construction noise management levels detailed in the <i>Interim Construction Noise Guideline</i> (Department of Environment and Climate Change 2009) (as may be updated or replaced from time to time).			SSD-36464788 Condition B26
All feasible and reasonable noise mitigation measures will be implemented and any activities that could exceed the construction noise management levels will be identified and managed.			
The CNVMP approved by the Planning Secretary will be implemented for the duration of construction.			SSD-36464788 Condition B28
Notification detailing work activities, dates and hours, impacts and mitigation measures, indication of work schedule over the night-time period, any operational noise benefits from the works (where applicable) and contact telephone number will be issued a minimum of 7 calendar days prior to the start of works.		During construction	SSD-36464788 CNVMP (Section 6) Appendix A-16
All employees, contractors and subcontractors will receive an environmental induction including all project specific and relevant standard noise and vibration mitigation measures.		Prior to construction and ongoing	
Where specified, a noise verification program will be carried out for the duration of the works in accordance with the Construction Noise and Vibration Management Plan and any approval and licence conditions.		During construction	
Where feasible and reasonable, construction will be carried out during the standard daytime working hours. Work generating high noise and/or vibration levels should be scheduled during less sensitive time periods. Very noise activities should be scheduled for normal working hours. If the work cannot be undertaken during the day, it should be completed before 11:00 pm. Respite Offers will be considered where there are high noise and vibration generating activities near receivers.		During high noise generating works	

TABLE 4.1.2.2 – NOISE AND VIBRATION CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS

Use quieter and less vibration emitting construction methods where feasible and reasonable.	ADCO Constructions	During construction	SSD-36464788 CNVMP (Section 6) Appendix A-16
The offset distance between noisy plant and adjacent sensitive receivers will be maximised. Plant used intermittently will be throttled down or shut down.			
Noise-emitting plant will be directed away from sensitive receivers, and only necessary equipment will be operating on site, including of the necessary size and power.			
Noise generating equipment will be regularly checked and effectively maintained, including checking of hatches/enclosures regularly to ensure that seals are in good condition and doors close properly against seals. Only have necessary equipment on site.		Ongoing	
Compounds will be located away from sensitive receivers and discourage access from local roads. Compounds and worksites will be designed to promote one-way traffic and minimise the need for vehicle reversing. Select site access points and roads as far as possible away from sensitive receivers. Dedicated loading/unloading areas to be shielded if close to sensitive receivers. Delivery vehicles to be fitted with straps rather than chains for unloading, wherever possible. Avoid or minimise these out of hours movements where possible.		Prior to construction and ongoing	
Traffic flow, parking and loading/unloading areas will be planned to minimise reversing movements within the site.			
Non-tonal reversing beepers (or an equivalent mechanism) must be fitted and used on all construction vehicles and mobile plant regularly used on site and for any out of hours work.			
The use of ambient sensitive alarms that adjust output relative to the ambient noise level will be considered.		During construction	
Limit the use of engine compression brakes in residential areas.			
Ensure vehicles are fitted with a maintained Original Equipment Manufacturer exhaust silencer or a silencer that complies with the National Transport Commission's 'In-service test procedure' and standard.			

TABLE 4.1.2.2 – NOISE AND VIBRATION CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS

Stationary noise sources will be enclosed or shielded where feasible and reasonable whilst ensuring that the occupational health and safety of workers is maintained. Please refer to Appendix D of AS 2436:2010 lists materials suitable for shielding.	ADCO Constructions	During construction	SSD-36464788 CNVMP (Section 6) Appendix A-16
Where practicable, work compounds, parking areas, and equipment and material stockpiles will be positioned away from noise-sensitive locations and take advantage of existing screening from local topography.		Prior to construction and ongoing	
Swearing and unnecessary shouting will be avoided, as well as dropping materials from height, throwing metal items, and slamming doors. Loud music from radios and stereos will not be permitted.		Ongoing	
Where required attended vibration measurements will be undertaken at the commencement of vibration generating activities to confirm that vibration levels are within the acceptable range to prevent cosmetic building damage.		At the commencement of vibration generating activities	
Pre-construction surveys of the structural integrity of vibration sensitive buildings may be warranted. At locations where there are high-risk receptors, vibration monitoring should be conducted during the activities causing vibration.		Prior to construction	
Where possible construction works will be staged to erect solid external walls first and utilising them to provide noise shielding to the noise sensitive receivers.		During construction	SSD-36464788 CNVMP Appendix A-16

A **Construction Traffic Management Plan (CTMP)** was prepared by ptc. consultants in accordance with Condition B1 and is attached as **Appendix A-13**. The environmental management controls in **Table 4.1.2.3** will be implemented to ensure road safety and network efficiency during construction.

TABLE 4.1.2.3 – TRAFFIC CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
The CTMP approved by the Planning Secretary will be implemented for the duration of construction.	ADCO Constructions	Ongoing	SSD-36464788 Condition B2
Heavy vehicles and site personnel will park on site during construction.		During Construction	SSD-36464788 Condition B5
A temporary construction fence will be provided and maintained for the duration of the construction program associated with the stage of works being undertaken, along site boundaries / works area boundaries to provide safe pedestrian access.			SSD-36464788 Appendix A-13
Traffic control is required to manage and regulate traffic movements into and out of the site during construction, with pedestrian priority provided during peak hour periods and to maintain accessibility to public transport facilities.			
Delivery will occur outside of road network peak hours to minimise disruption to road users.			
Supervised traffic control will be in place where two-way flow is restricted over any length of the roadway, depending on the number of truck movements required and would be managed outside of peak hour vehicle and pedestrian activity.			
All vehicles transporting loose materials will have the entire load covered and/or secured to prevent any large items, dust or dirt particles depositing onto the roadway during travel to and from the site.			ptc. CTMP Section 3.5
No tracked vehicles will be permitted or required on any paved roads. Public roads and access points will not be obstructed by any materials, vehicles, refuse skips or the like, under any circumstances. No construction vehicles are permitted to double park, or park on the public road.			
No building, demolition, excavation or material of any nature and no hoist, plant and machinery (crane, concrete pump or lift) shall be placed on Council's footpaths, roadways, parks or grass verges without Council approval.		During heavy vehicle movements	

TABLE 4.1.2.3 – TRAFFIC CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS

Where possible, deliveries are to be scheduled to occur outside of the peak commuter periods.	ADCO Constructions	During construction	ptc. CTMP Section 3.8
Approval will be sought from Cumberland City Council for the use of oversized vehicles on any Cumberland City Council Road.		Prior to construction	
No queuing or marshalling of trucks is permitted on any public road and all loading and unloading of materials will be undertaken within the site.		During construction	ptc. CTMP Section 3.10
Traffic control as required at all site entry and exit points, to control entering and exiting vehicles and two-way passing is not permitted at the entry and exit points.		When entering and exiting site	CTMP Section 5.3
No Works Zones will be implemented at any stage throughout the proposed construction work. Should a Works Zone be required at any point, an application will be sought from the Cumberland City Council prior to commencing works.		Ongoing	ptc. CTMP Appendix 5 – Authority Consultation
Site perimeter fences will be always maintained in a clean and safe manner to ensure no pedestrian access is achieved from the public.			ptc. CTMP Section 3.16
National Heavy Vehicle Regulator (NHVR) and Council approval will be obtained for oversize and over-mass vehicles to travel on Local Roads on a one-off occasion.		When required	ptc. CTMP Section 3.8
The delivery and removal of plant and equipment to and from the site will be undertaken from the on-site materials handling/loading area.		During construction	ptc. CTMP Section 3.4
All sediment and loose material shall be removed from construction vehicles before returning to public roads.			
All workers and visitors on the site will be subject to a formal site induction process which included instruction regarding the requirements of the CTMP.			ptc. CTMP Section 3.17
Must provide sufficient parking facilities on-site, including for heavy vehicles and for site personnel, to ensure that traffic associated with the development does not utilise public and residential streets or public parking facilities			ptc. CTMP Section 3.15
The roads and footpaths along the route of travel will be always kept in a serviceable state.		Ongoing	ptc. CTMP Section 3.24

As required by Condition C3(b), an **Erosion and Sediment Control Plan (ESCP)** was prepared by Costin Roe Consulting (2023) and is attached as **Appendix A-14**. While the ESCP should be referred to for specifics, the environmental management controls are summarised in **Table 4.1.2.4**.

TABLE 4.1.2.4 – SOIL AND WATER CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
Only Virgin Excavated Natural Material (VENM), Excavated Natural Material (ENM), or other material approved in writing by EPA will be brought onto the site.	ADCO Constructions	Ongoing	SSD-36464788 Condition B11
Accurate records of the volume and type of fill used will be kept and made available to the Planning Secretary upon request.			
Suitable erosion and sediment control measures will be installed and maintained on-site, in accordance with the relevant requirements of the <i>Managing Urban Stormwater: Soils and Construction - Volume 1: Blue Book</i> (Landcom 2004) guideline and the ESCP.		Prior to commencing construction and ongoing	SSD-36464788 Condition B12 & Appendix A-14
ADCO Constructions will comply with Section 120 of the POEO Act, which prohibits the pollution of waters, except as expressly provided for in an EPL.		Ongoing	SSD-36464788 Condition B14
The detailed design of the stormwater management system for the development will be finalised. The system will be designed by a suitably qualified and experienced person(s), be generally in accordance with the conceptual design in the EIS and applicable Australian Standards and will ensure that the system capacity has been designed in accordance with <i>Australian Rainfall and Runoff</i> (Engineers Australia, 2016) and <i>Managing Urban Stormwater: Council Handbook</i> (EPA, 1997) guidelines and <i>City of Sydney Streets Technical Specifications, Stormwater Drainage Design</i> .		Prior to commencing construction	SSD-36464788 Condition B15 & Appendix A-14

As required by Condition B18, a **Flood Emergency Response Plan (CFERP)** was prepared by Costin Roe Consulting (2023) and is attached as **Appendix A-15**. Whilst the CFERP should be referred to for specifics, the flood management controls are summarised in **Table 4.1.2.5**.

TABLE 4.1.2.5 – CONSTRUCTION FLOOD MANAGEMENT CONTROLS			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
The Construction Flood Emergency Response Plan will be designed by a suitably qualified and experienced person(s) and be prepared in consultation with the NSW State Emergency Service.	ADCO Constructions	Prior to commencing construction.	SSD-36464788 Condition B18 & Appendix A-15
The Construction Flood Emergency Response Plan will address the provisions of the Floodplain Development Manual (2023) and associated guidance in the Department's 'Flood risk management toolkit'. The CFERP must include details of: (i) the flood emergency responses for construction of the development. (ii) predicted flood levels. (iii) flood warning time, flood notification, signs, and depth indicators. (iv) assembly points and evacuation routes. (v) evacuation and refuge protocols. (vi) awareness training for employees and contractors.			
ADCO must not commence construction until the CFERP required by condition B18 is approved by the Planning Secretary and implement the most recent version of the CFERP approved by the Planning Secretary for the duration of construction.		Prior to commencing construction and ongoing	SSD-36464788 Condition B19 & Appendix A-15
All floor levels must be no lower than the 1% Annual Exceedance Probability flood plus 500 mm of freeboard.		Prior to commencing construction	SSD-36464788 Condition B22 & Appendix A-15
Any structures below the 1% Annual Exceedance Probability plus 500 mm of freeboard must be constructed from flood compatible building components and to withstand flood velocities.		Prior to commencing construction	SSD-36464788 Condition B23 & Appendix A-15

The environmental controls in **Table 4.1.2.6** will be implemented to minimise the potential for **Adverse Air Emissions and Impacts** during the construction.

TABLE 4.1.2.6 – AIR QUALITY CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
All reasonable steps will be taken to minimise dust generated during construction.	ADCO Constructions	Ongoing	SSD-36464788 Condition B55
Exposed surfaces and stockpiles will be suppressed by regular watering.			SSD-36464788 Condition B56
All trucks entering or leaving the site will have their loads covered.			
Trucks will not track dirt onto the public road network.			
Public roads used by construction trucks will be kept clean.			
Land stabilisation works will be carried out progressively on site to minimise exposed surfaces.			SSD-36464788 Condition B57
All equipment will be installed and operated in line with best practice, in line with best practice to ensure that the development complies with all load limits, air quality criteria/air emission limits and air quality monitoring requirements as specified in the Protection of the Environment Operations (Clean Air) Regulation 2021.			

As required by conditions B58, B59 & B60, the following controls in **Table 4.2.1.7** will be implemented should any **Aboriginal or Historic Heritage items** or objects be identified on site.

TABLE 4.1.2.7 – ABORIGINAL & HISTORIC HERITAGE PROTOCOL			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
As required by Condition B58, if any item or object of Aboriginal heritage significance is identified on site: - All work in the immediate vicinity of the suspected Aboriginal item or object must cease immediately. - A 10 m wide buffer area around the suspected item or object must be cordoned off. - Heritage NSW must be contacted immediately.	ADCO Constructions	Ongoing	SSD-36464788 Condition B58
Work in the immediate vicinity of the Aboriginal item or object may only recommence in accordance with the provisions of Part 6 of the <i>National Parks and Wildlife Act 1974</i>.			SSD-36464788 Condition B59
If any non-Aboriginal archaeological relics are uncovered during any works being carried out for the development: - all work in the immediate vicinity of the suspected relic(s) must cease immediately. - Heritage NSW must be contacted immediately. - the suspected relic(s) must be evaluated, recorded and, if necessary, excavated by a suitably qualified and experienced expert in accordance with the requirements of Heritage NSW.			SSD-36464788 Condition B60

Further to the below, **Table 4.1.2.8** lists the environmental controls that will be implemented to minimise the potential for adverse impacts as a result of demolition & construction waste generated during the construction of the project.

TABLE 4.1.2.8 – DEMOLITION & CONSTRUCTION WASTE MANAGEMENT			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
A Construction and Demolition Waste Management Plan is to be developed with details of the quantities of each waste type generated during construction and the proposed reuse, recycling & disposal locations and must be implemented for the duration of construction works.	ADCO Constructions	Prior to commencing construction & ongoing	SSD-36464788 Condition B62 Appendix A-17
All liquid and non-liquid wastes will be assessed and classified to be taken off site in accordance with the latest version of EPA's <i>Waste Classification Guidelines Part 1: Classifying Waste</i> (EPA, 2014) and disposed of at a facility that may lawfully accept the waste.		Ongoing	SSD-36464788 Condition B63
All waste materials removed from the site must only be directed to a waste management facility or premises lawfully permitted to accept the materials.			SSD-36464788 Condition B64
Waste generated outside the site must not be received at the site for storage, treatment, processing, reprocessing, or disposal.			SSD-36464788 Condition B65
Waste must be always secured and maintained within designated waste storage areas and must not leave the site onto neighbouring public or private properties.			SSD-36464788 Condition B66
Suitable measures will be implemented to manage pests, vermin and declared priority weeds.		Ongoing	SSD-36464788 Condition B67
The site will be inspected on a regular basis to ensure that these measures are working effectively, and that pests, vermin or priority weeds are not present on site in sufficient numbers to pose an environmental hazard or cause the loss of amenity in the surrounding area.			

TABLE 4.1.2.9 – UST, UNEXPECTED FINDS AND POTENTIAL ASBESTOS CONTAMINATION MANAGEMENT

ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
Underground Storage Tank Prior to the commencement of site demolition, ADCO are to decommission, remove and dispose of the underground storage tank identified as part of the Detailed Site Investigation prepared by JBS&G Australia Pty Ltd dated 10 May 2022 (Appendix W of the EIS), in accordance with the relevant requirements of the Protection of the Environment Operations (Underground Petroleum Storage Systems) Regulation 2019.	ADCO Constructions	Prior to commencing construction & ongoing	SSD-36464788 Condition B68 Appendix A-19 Appended JBS&G Detailed Site Investigation Plan
Unexpected Finds An unexpected contamination finds procedure has been prepared which details how potentially contaminated material is to be appropriately managed. Any material identified as contaminated is disposed of in accordance with the POEO Act and its associated regulations. It is mandatory that the details of the final disposal location and the results of any associated testing must be submitted to the Planning Secretary prior to removal of the contaminated material from the site.			SSD-36464788 Condition B69 Appendix A-19
Asbestos ADCO will ensure that any asbestos encountered during the demolition and construction works for the development is monitored, handled, transported, and disposed of by appropriately qualified and licensed contractors in accordance with the requirements of SafeWork NSW and relevant guidelines, including: a. Work Health and Safety Regulation 2017. b. SafeWork NSW Code of Practice – How to Manage and Control Asbestos in the Workplace December 2022. c. SafeWork NSW Code of Practice – How to Safely Remove Asbestos December 2022. d. Protection of the Environment Operations (Waste) Regulation 2014.		Ongoing	SSD-36464788 Condition B70 Appendix A-17 Appendix A-19

Table 4.1.2.10 outlines the mitigation measures to be implemented during construction to manage any potential impacts from the visual amenity, Haslams Creek Riparian Corridor, Lighting and Signage & Fencing.

TABLE 4.1.2.10 – VISUAL AMENITY, HASLAM'S CREEK, LIGHTING AND SIGNAGE & FENCING MANAGEMENT			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
Prior to the commencement of operations and during the construction phase, ADCO will ensure all landscape elements are installed consistent with the Landscape Plans prepared by Geoscapes (Appendix D of the RTS) dated 27 October 2022, the 'Arboricultural Impact Assessment Report' prepared for the development by Canopy Consulting, dated 8 November 2022, Version 3 - Final (see Appendix J of the RTS) and correspondence dated 3 March 2023 from Geoscapes and 8 March 2023 from Canopy Consulting. Further, the following will be accommodated for by ADCO Constructions during the Construction Phase and prior to handover to operation of the development by HALE Capital Partners: - detail the species, size, quantity and location of all trees, shrubs, and groundcover species to be planted on-site incorporating local native species. detail the number of trees and location to be removed, the tree replacement ratio and number and location of trees to be planted. - include a tree maintenance schedule that demonstrates: - all replacement trees will be maintained for a minimum period of two years following planting. - any replacement trees that do not survive are to be replaced by the same plant species. - replacement plantings are of the same growth form (i.e., tree for a tree, shrub for a shrub) and must not decrease species diversity. - newly planted vegetation is to be maintained for a minimum of 12 months following planting. - where practicable, reuse native trees removed from the site, including tree trunks, root balls and logs on the ground, to enhance habitat within the site, or provide details of the potential for removed native trees to be used in habitat enhancement and rehabilitation works off-site. - describe the monitoring and maintenance measures to manage revegetation and landscaping works; and - include details of fencing along Haslams Creek in accordance with Sydney Water requirements, as required under condition B49.	ADCO Constructions	Ongoing & During Construction	SSD-36464788 Conditions B43, B44 & B49

TABLE 4.1.2.10 – VISUAL AMENITY, HASLAM'S CREEK, LIGHTING AND SIGNAGE & FENCING MANAGEMENT

During construction activities, ADCO are to establish a 10-metre-wide vegetated riparian corridor along the eastern bank of Haslam's Creek. Landscaping of the riparian corridor must:	ADCO Constructions	During Construction	SSD-36464788 Condition B46
- be carried out in accordance with the approved Landscape Management Plan required under condition B43. - minimise removal of local native trees, including <i>Casuarina glauca</i>. - be maintained for the life of the development.		Ongoing	SSD-36464788 Condition B46
Lighting will comply with the latest version of <i>AS 4282- 2019 - Control of Obtrusive Effects of Outdoor Lighting</i> .		During Construction	SSD-36464788 Condition B47 Appendix A-29
Lighting will be mounted, screened, and directed so that it does not create a nuisance to surrounding properties or the public road network.			
All signage and fencing must be erected in accordance with the approved plans as required in Condition B6.			

The environmental controls that will be implemented to minimise the potential for environmental incidents relating to biodiversity and are presented in **Table 4.1.2.11**.

TABLE 4.1.2.11 – BIODIVERSITY CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS

ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
HALE Capital must purchase and retire one ecosystem credit to offset the removal/disturbance of Plant Community Type 1234 at the site. The ecosystem credits must be retired in accordance with the requirements of EHG's Biodiversity Offsets Scheme and the Biodiversity Conservation Act 2016.	HALE Capital Partners	Prior to commencing construction	Undertaken by HALE Capital Partners Conditions B34, 35 & 36
The requirement to retire one ecosystem credits (see condition B34) may be satisfied by payment to the Biodiversity Conservation Fund of an amount equivalent to the number and classes of ecosystem credits, as calculated by EHG's Biodiversity Offsets Payment Calculator.			
The Applicant must provide the Planning Secretary with evidence that: (a) the retirement of ecosystem credits has been completed (see condition B34); or (b) a payment has been made to the Biodiversity Conservation Fund (see condition B35), prior to undertaking any clearing or construction works for the development.			

TABLE 4.1.2.11 – BIODIVERSITY CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS

ADCO are to carry out a pre-clearance survey and assessment of all vegetation to be cleared in accordance with the mitigation measures identified in the 'Biodiversity Development Assessment Report' prepared for the development by Ecologique dated 31 May 2022 Revision No.03.			
<u>The pre-clearance survey must:</u> (a) delineate the extent of clearing permitted. (b) identify, mark, and map any habitat features present in trees and shrubs that will require a two staged clearance process. (c) locate nearby habitat suitable for the release of fauna that may be encountered during the clearing stage. (d) identify and map any areas of weed infestations that must be cleared separately and not be chipped for reuse on site. (e) identify and map any areas where large woody debris generated from clearing of native vegetation can be feasibly reused on site.	ADCO Constructions	Prior to commencing construction	SSD-36464788 Conditions B37 & B38
Where fauna residing in vegetation to be cleared is identified in the pre-clearing survey carried out under condition B37, an experienced ecologist must be present to supervise the process, act as fauna spotter and relocate any fauna captured.		When Required	
Clearing of trees and shrubs on the site must be avoided in late winter/spring during the breeding and nesting period for birds, unless the preclearance surveys carried out in accordance with condition B37 find no breeding or nesting activity present.		Noted. Prior to Construction	SSD-36464788 Condition B40
All tree protection mitigation and management measures identified within the 'Arboricultural Impact Assessment Report' prepared for the development by Canopy Consulting dated 8 November 2022, Version 3 – Final (Appendix J of the RTS), must be implemented prior to the commencement of construction of the development and maintained for the duration of construction.		Prior to commencing construction and during construction	SSD-36464788 Condition B41
All trees identified for retention within the site are to be retained and protected in accordance with the recommendations of the 'Arboricultural Impact Assessment Report' prepared for the development by Canopy Consulting, dated 8 November 2022, Version 3 - Final (see Appendix J of the RTS) and with the latest version of Australian Standard 4970:2009 – Protection of Trees on Development for the duration of the development		Prior to commencing construction and during construction	SSD-36464788 Condition B42

The environmental controls that will be implemented to minimise the potential for environmental incidents relating to the hazardous goods and emergency are presented in **Table 4.1.2.12**.

TABLE 4.1.2.12 – HAZARDOUS GOODS & CONSTRUCTION ENVIRONMENTAL MANAGEMENT CONTROLS			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
The quantities of dangerous goods stored and handled at the site will be below the threshold quantities listed in the Department's <i>Hazardous and Offensive Development Application Guidelines – Applying SEPP 33 at all times</i> .	ADCO Constructions	Ongoing	SSD-36464788 Condition B53
Dangerous goods, as defined by the Australian Dangerous Goods Code, will be stored and handled strictly in accordance with all relevant Australian Standards.			SSD-36464788 Condition B54
All chemicals, fuels and oils used on-site will be stored in appropriately bunded areas in accordance with all relevant Australian Standards, and/or EPA's <i>Storing and Handling of Liquids: Environmental Protection – Participants Manual</i> (Department of Environment and Climate Change, 2007).			
Unexpected contamination finds procedure will be followed to appropriately manage potentially contaminated material.			
Any material identified as contaminated will be disposed of off-site, with the disposal location and results of testing submitted to the Planning Secretary, prior to its removal from the site.			SSD-36464788 Condition B69
The Project Manager will be notified of any suspected or potential contamination exposed during construction activities and cease all work activities within the vicinity of actual or suspected contaminated land.	Employees & Contractors	Immediately	Best Industry Practice
Emergency spill kits will be kept on site at all points of transfer for fuels and hydrocarbons, and at all other locations deemed necessary.	ADCO Constructions	Ongoing	
Safety Data Sheets (SDS) will be kept in the Site office and/or safety system for any potentially hazardous goods stored and/or used on site.			
The actions specified on the respective SDS will be implemented in the event of a minor chemical or fuel spill.			
All employees and contractors required to use potentially dangerous goods will be appropriate trained in the proper storage, use and handling.		Prior to commencing construction	

4.1.3 MONITORING & REPORTING

The below **Table 4.1.3.1** summarises the **Monitoring Requirements** for the construction of the manufacturing facility as set out in **SSD-36464788** and relevant management plans.

TABLE 4.1.3.1 MONITORING REQUIREMENTS			
ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
GENERAL			
General environmental inspections will be undertaken.	ADCO Constructions	Weekly	Best practice
Meteorological data including rainfall will be monitored.		Daily	
NOISE AND VIBRATION			
Noise monitoring will be conducted as required using a risk-based approach or in response to any complaints for works constructed during standard construction hours. Noise monitoring for the construction works will be undertaken at the closest, potentially most affected residences using statistical noise loggers. This monitoring would be supplemented by attended monitoring to differentiate between construction noise sources and other sources (such as road traffic and aircraft noise) and to observe and identify any abnormally noisy construction equipment or operations. During attended monitoring, typical maximum noise levels associated with operations and/or plant items will be noted. Extraneous noise events such as road and air traffic noise will be excluded from the results or highlighted in accompanying notes.	ADCO Constructions	Following a complaint	CNVMP Section 6
LANDSCAPING AND VISUAL AMENITY			
The site will be inspected on a regular basis to ensure that measures are working effectively, and that pests, vermin or priority weeds are not present on site in sufficient numbers to pose an environmental hazard or cause the loss of amenity in the surrounding area.	ADCO Constructions	Ongoing	SSD-36464788 Condition B67
EMERGENCY			
The Emergency Management Plan will be tested regularly including potential Task Specific Emergencies, and emergency equipment.	ADCO Constructions	1 month after construction commencement followed by 3-month intervals	Emergency Management Plan

TABLE 4.1.3.1 MONITORING REQUIREMENTS

ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
SOIL AND WATER MANAGEMENT			
The suitably qualified professional practicing in Erosion and Sediment Controls will complete a monthly inspection.	ADCO Constructions	Monthly Intervals	Best practice
The suitably qualified professional will prepare a monthly written report that will provide recommendations for site implementation of measures.		Following storms or heavy rain	
All sediment trapping structures and devices will be inspected after storms or high rainfall for structural damage or clogging, trapped material will be removed to a safe, approved location.			

Table 4.1.3.2 summarises the **Reporting Requirements** for the construction of the warehouse and distribution facility as set out in **SSD-36464788** and relevant management plans.

TABLE 4.1.3.2 REPORTING REQUIREMENTS

ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
GENERAL			
Once becoming aware of an incident, ADCO Constructions will notify the DPHI, via the Major Projects website, and other relevant agencies if an incident, or potential incident, causes (or may cause) harm to the environment.	ADCO Constructions	Immediately (Within 24 hours)	SSD-36464788 Condition C9
DPHI will be notified of a non-compliance via the Major Projects website within seven days of becoming aware of any non-compliance.		Within 7 days	SSD-36464788 Condition C10
A register of all complaints, incidents and non-compliances will be kept.		For at least 5 years after completion	ADCO CEMP Section 5.4.3 Appendix A-21
ADCO Constructions will record environmental performance during regular management meetings and/or 'toolbox talks'. Items to be discussed include: - Results of any monitoring activities undertaken. - Any environmental incidents that have occurred during the previous period, including the management / corrective actions taken. - Any complaints that have been received during the previous period, including any management / corrective actions taken.		Weekly	ADCO CEMP Section 5.4.3

TABLE 4.1.3.2 REPORTING REQUIREMENTS

ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
A copy of all environmental records will be maintained, including: - Site environmental inspection reports - Environmental monitoring data - Internal and external audit reports - Reports of environmental incidents, environmental, associated actions taken, and follow-up actions - Minutes of management review meetings - Induction and training records	ADCO Constructions	For at least 5 years after completion	Best practice
NOISE & VIBRATION			
Where monitoring has occurred within the preceding week, reports will be submitted to the Project Manager at weekly intervals and will include the following: - Location of unattended monitoring instruments. - Unattended monitoring results. - Attended monitoring locations. - Tabulation of attended noise measurement results together with notes identifying the principal noise sources. - Vibration monitoring results summary together with notes describing any vibration-intensive activities (if applicable). - Summary of measurements exceeding the criteria levels and descriptions of the plant or operations causing these exceedances (if available). - Details of corrective action applicable to criteria exceedances and confirmation of its successful implementation. Where corrective action has not yet been implemented, it may be shown as pending and the status of its implementation shall be carried forward to following reports.	ADCO Constructions	Weekly	CNVMP Section 8
Notifications will be provided to the affected community where high impacts are anticipated or where out of hours works are required.		Five days prior to commencing	CNVMP Section 11
A Waste Management Register will be recorded and maintained, and will include: - Type of waste and its classification (according to the POEO Act and Waste Classification Guidelines); - Quantities of waste, measured in tonnes; - How and where the waste was reused, recycled, stockpiled or disposed of; - Date when the waste was reused, recycled, stockpiled or disposed of; and - Name and waste transport licence (if applicable) of the transporter used.		Ongoing	Best Practice

TABLE 4.1.3.2 REPORTING REQUIREMENTS

ENVIRONMENTAL MANAGEMENT CONTROL	RESPONSIBILITY	TIMING / FREQUENCY	REFERENCE / NOTES
NOISE & VIBRATION			
Any material identified as contaminated will be disposed off-site, with the disposal location and results of testing submitted to the Planning Secretary, prior to its removal from the site.	ADCO Constructions	Prior to removal	SSD-36464788 Condition B69
The Project Manager will be notified of any suspected or potential contamination exposed during construction activities and cease all work activities within the vicinity of actual or suspected contaminated land.	Employees / Contractors	Immediately	Best Practice
NOISE & VIBRATION			
All Emergency Management Plan drills will be recorded and 'Lessons Learnt' will be reported during the Toolbox Talks.	ADCO Constructions	Ongoing	Emergency Management Plan

4.1.4 CONTINGENCY MANAGEMENT PLAN

The Contingency Management Plan lists the actions to be implemented if inspections, monitoring and/or auditing indicate that the mitigation measures listed, and the specialist management plans are not effective in managing environmental impacts.

All Condition Amber and Condition Red occurrences will be recorded and discussed during the toolbox talks.

Key Element	Prompt / Response	Condition Green	Condition Amber	Condition Red
Noise impacts at sensitive receiver locations	Prompt	Noise levels do not exceed applicable NMLs.	Noise levels exceed applicable NMLs.	Noise levels exceed Highly Noise Affected criteria.
	Response	Ongoing best practice management measures to minimise noise emissions.	Undertake all feasible and reasonable mitigation and management measures to minimise noise impacts.	Undertake all feasible and reasonable mitigation and management measures to ensure noise levels are below Highly Noise Affected criteria. If noise levels cannot be kept below applicable limits, then a different construction method or equipment will be utilised.

Key Element	Prompt / Response	Condition Green	Condition Amber	Condition Red
Vibration impacts at sensitive receiver locations	Prompt	Vibration intensive works undertaken outside minimum working distance for the specific equipment in use.	Vibration intensive works undertaken within minimum working distance for the specific equipment in use.	Vibration levels exceed applicable vibration limits.
	Response	Ongoing best practice management measures to minimise vibration emissions.	Undertake vibration monitoring for the duration of the works to confirm vibration levels.	Stop work. Undertake all feasible and reasonable mitigation and management measures to ensure vibration levels are below applicable limits. If vibration levels cannot be kept below applicable limits, then a different construction method or equipment will be utilised.
Visible dust leaving the site	Prompt	Daily inspections show that there is no visible dust leaving the site.	Daily inspections show that there is visible dust leaving the site.	Daily inspections show that there is visible dust leaving the site multiple times during a day OR from multiple locations within the site.
	Response	Continue monitoring program as normal.	Review and investigate construction activities and respective control measures, where appropriate. Implement additional remedial measures, such as deploying additional water sprays, water trucks etc.	Undertake an investigation of the dust generating activities, and if necessary, temporarily halt the dust generating activities.
Queuing	Prompt	No queuing identified.	Queuing identified within site.	Queuing identified on the public road.
	Response	No response required. Continue monitoring program.	Review the delivery schedule prepared by the builder. If drivers are not following the correct schedule, then they should be provided with additional training and an extra copy of the Driver Code of Conduct.	Review and investigate construction activities. If it is concluded that construction activities were directly responsible for the exceedance, submit an incident report. Where appropriate, implement additional remediation measures such as: - Temporary halting of activities and resuming when conditions have improved. - Stop all transportation into and out of the site. - Review CTMP and update where necessary. - Provide additional training.

Key Element	Prompt / Response	Condition Green	Condition Amber	Condition Red
Erosion	Prompt	No evidence of erosion.	Minor gully or tunnel erosions present. Evidence of sediment or sediment laden water leaving the site.	Significant gully or tunnel erosions present. Evidence of sediment or sediment laden water leaving the site.
	Response	Continue as per the CEMP requirements.	A suitably trained person to inspect the site. Review of erosions and sediment structures. Remediate as appropriate.	A suitably trained person to inspect the site. Review of erosion and sediment structures. Remediate as soon as practical.
Water Management	Prompt	Water management structures have been designed, constructed, and managed in accordance with the Blue Book and the ESCP.	Inspections indicate that water management structures illustrate minor non-compliance with the Blue Book and the ESCP.	Inspections indicate a failure of the water management structures.
	Response	Continue as per the CEMP requirements.	A suitably trained person to inspect the site. Review of water management structures. Remediate as appropriate.	A suitably trained person to inspect the site. Remediate as soon as practical. Review of engineering design and revise ESCP.
Slope failure	Prompt	No significant erosion is present that would constitute a safety hazard or compromise the capability of supporting the end land use. Monitoring verifies there are no gully or tunnel erosion features, or erosion >200mm deep.	Monitoring verifies there is gully or tunnel erosion features, or rill erosion 200mm deep.	Monitoring verifies there is gully or tunnel erosion features, or erosion > 200mm deep.
	Response	No response required. Continue to monitor.	A suitably trained person to inspect the site. Investigate opportunities to install water management infrastructure to address erosion. Remediate as appropriate.	Undertake a review of the drainage of the area and provide recommendations to appropriately remediate the erosion. Remediate as soon as practicable.
Aboriginal Heritage	Prompt	No unknown heritage items uncovered.	Potential heritage item uncovered.	Potential heritage item uncovered causing significant delays to project.
	Response	Continue as per the CEMP requirements.	Stop work and implement the unexpected finds protocol.	Stop work and implement the unexpected finds protocol. Heritage item to be salvaged and removed from site by a qualified archaeologist, if requested by DPHI.
Unexpected Contamination	Prompt	No contamination uncovered during earthworks.	Areas of possible contamination uncovered.	Areas of contamination uncovered.
	Response	Continue as per the CEMP requirements.	Stop work immediately and assess the contamination with the applicable guidelines and advice from a suitably qualified environmental consultant.	Stop work immediately and engage a specialist consultant. A validation report with clearance certificates is to be prepared following remediation by a suitably qualified environmental consultant.

4.1.5 ENTERPRISE RISK / OPPORTUNITIES

The Head of Health Safety Environment for ADCO maintains a register of environmental aspects, impacts and opportunities across ADCO at an enterprise level. These are outlined in the ADCO [Strategic Risk Register](#), which is reviewed and updated at maximum yearly intervals. The enterprise aspects and impacts, which includes management plan templates, are cascaded to State Business Units for consideration and inclusion in local or project related risk management processes, where applicable.

4.1.6 EARLY / MINOR WORKS

The requirements of the ADCO Procedure Early or Minor Works Contractor Management is implemented where:

- ADCO has management or control of a workplace, or temporary access and control is granted by a Client to a specific area to enable preliminary investigation and related works to be carried out for an ADCO business undertaking, i.e., a construction project yet to be commenced or a construction project that has achieved practical completion. Examples include geo technical boring or other preliminary site investigation and related environmental aspects or impacts arising from such works.
- Other minor works that do not meet the definition of a construction project as defined by legislation and involve high risk construction works with the potential for significant environmental impacts, e.g., defect rectification.

4.1.7 BID / OPPORTUNITY REVIEW

The process of risk management at ADCO commences in the conversion of a new project bid or opportunity. The T-28 Day Tender for new work and investment opportunities includes a preliminary health, safety and environment risk review, including a determination if health, safety or environment risks or impacts are 'significant' and require an internal independent review.

Significant project and investment opportunities undergo an internal independent review because of high or complex environmental aspects and impacts and the review is completed before construction commencement (e.g., widespread contamination, protected species, acid sulphate soils, work adjacent to a significant waterbody, e.g., marine environment or other considerations).

4.1.8 PRE-CONSTRUCTION & DESIGN

Pre-Construction Review

The Project Manager and relevant ADCO stakeholders undertake further review(s) of the design through the implementation of ADCO [Procedure Risk Management](#) process and review the existing Project Risk Register to ensure that environmental aspects and impacts identified in pre-construction and design that have not been eliminated are tracked and controls measures implemented in the construction delivery phase.

Design Change

Design change throughout design and construction is managed in accordance with the ADCO [Change Management Procedure](#) and further evaluated during project review meetings. Where the proposed design change (including design of temporary works) has the potential to significantly (medium or above risk ranking) affect the environment, the design is reviewed to determine a more effective design solution to eliminate environmental aspects and impacts where reasonably practicable. Where this cannot be achieved the aspects and impacts are included in the Project Risk Register or management sub plans to ensure effective management.

4.1.9 PROJECT / WORKPLACE ASPECTS AND IMPACTS IDENTIFICATION

The Project Manager (or nominated representative) in consultation with the Site Manager and members of the project team develop a Project Risk Register prior to commencement of the construction stages of the project. The risk register includes any open (unresolved) environmental aspects and impacts that require management in the construction delivery stages of a project that were identified in the preconstruction / design stages, e.g., contamination.

The completion of the Risk Register is conducted in accordance with the methodology outlined in the ADCO [Procedure Risk Management](#), which requires all key environmental aspects and impacts rated as medium or greater specific to the project to be included in the Risk Register. Control measures related construction works with a high risk of significant or material harm environmental impacts must implement at least one engineering control or better and one mitigating control, consistent with the Hierarchy of Control.

Note: Environmental Aspects and Impacts assessed with a risk ranking of less than medium is not listed in the Risk Register but are controlled using routine standards and procedures as outlined in the [ADCO Health Safety Environment Requirements](#) provided with Tender Documents to each Trade Partner/Site trade partner Company that tenders for work with ADCO.

The Project Risk Register is also used to identify:

- the need for additional specific environmental management sub plans listed in Appendix 1; e.g., stormwater, erosion and sediment management, air quality management, contamination management or other; where identified as a medium or above risk ranking;
- aspects and impacts that relate to High-Risk Construction Work that could cause significant or material harm to the environment, require a management sub plan or equivalent and if requested an Environmental Work Method Statement (WMS) is provided that outlines control measures consistent with the Hierarchy of Control and the ADCO Health Safety Environment Requirements Section 24.
- High risk construction works specific to environmental aspects or impacts for which a High-Risk Methodology Review has been nominated in the Risk Register must be undertaken in project delivery before the works commence.

4.2 Legal and Other Compliance Requirements

ADCO identifies and maintains access to all environmental law updates and other compliance requirements (e.g., standards, codes, conditions, approvals and others), which are available at ADCO workplaces and on the Intranet (see Appendix 2 for further information). Environment protection legislation and other compliance requirements, e.g., codes or standards, planning or development approvals.

Client conditions, development planning or local government approvals, noise threshold limits, hours of work, trade waste or other discharge approvals, agreements and standards that apply to this workplace, are listed in the Project Risk Register.

Access to current legal and other compliance requirements (either electronic or paper based) is available at all ADCO workplaces and key Intranet sites for access to principal environmental legislation are listed in Appendix 2.

4.3 Site Rules

The Project Team develops Site Rules for the project site from the ADCO [Site Rules](#) template provided on [The Hub](#). The rules are displayed at the workplace and in a prominent location to:

- inform all worker, visitors and other stakeholders of the minimum requirements to be implemented at the workplace to meet specific client, legislative, regulatory and other environment requirements.
- define project specific expectations.
- address the project's management of environmental aspects and impacts including any protection areas and waste recycling expectations.
- address any specific client, legislative and regulatory requirements.
- ensure visitors to the project are made aware of any Site Rules relevant to the site and any areas they will visit, e.g., environmental protection areas, noise or other.

4.4 Objectives and Targets

The ADCO HSE Strategic Plan 5 Year Horizon outlines objectives and targets for the financial year and these are cascaded to ADCO State Business Units for implementation by the state leadership group and projects.

Objectives and Targets related to environment management specific to this project are outlined in [Appendix 3](#).

The [ADCO Project Set Up Guidelines](#) also outline specific environmental initiatives to be implemented for a project.

4.4.1 ACHIEVEMENT OF OBJECTIVES AND TARGETS

Progress against specific objectives and targets for environment may be monitored by a project team member(s) (where nominated in the Table at Appendix 9) in consultation with the Project Manager, HSE Advisor, State HSE Manager and State Manager for the State Business Unit Manager/General Manager Special Business Unit. The Project Manager reports on progress against environmental objectives and targets monthly in Project Control Reviews.

Business updates, distributed by the ADCO Head of Health Safety Environment, also outline progress against specific objectives and targets related to incidents or other environmental measures at six monthly intervals.

4.4.2 PROJECT OBJECTIVES AND TARGET MONITORING

The Project objectives and targets for environment as listed in [Appendix 3](#) are monitored by:

- Monthly through Project Control Review (PDC) reporting.
- Selective Project internal independent audits at the frequency outlined in the ADCO [Procedure Performance Management](#).
- Annual internal and external audits of selective projects.
- Evaluation of employee, site trade partner and worker performance by reviewing and monitoring: workplace activities, environmental management sub plans or Environmental Work Method Statements (if requested), or equivalent, implementation through regular observations and inspections by ADCO personnel, site trade partners and the workplace HSE Committee, if a committee is requested.
- Review of training completion rates.
- Review of internal issue notifications or external complaints from sensitive receivers or other interested party contacts.
- Incident reporting, investigation and effective communication and evaluation of implemented corrective actions and preventative actions.

ADCO personnel, where tasked with implementing selective environmental objectives and targets, are detailed in [Appendix 9](#).

4.5 Procurement of Goods and Services

Tendering for the provision of goods and services is undertaken consistent with the requirements of the Business Rules outlined in The ADCO Way and is the responsibility of the Project Manager or nominated representative. The suitability of trade partner/site trade partner companies and suppliers (new and existing) is assessed against:

- Their company profile, expertise and previous work history.
- Internal recommendations of capability and reputation.
- Local procurement opportunities, including proximity to the project site and local manufacture.
- Aboriginal and Torres Strait Islander employee engagement and participation.
- Commercial and financial viability.
- Compliance with regulatory / legislative requirements.
- Industry participation.
- New and retained apprentices and trainees.
- Construction methodology and value engineering.
- Proposed personnel.
- Project resourcing.
- Compliance with ADCO management plans and the ADCO Health Safety Environment Requirements for site trade partners provided with the Supply Agreement, specifically applicable environmental management required specified in section 24.

- Quality management.
- Ability to meet project timeframes.
- Cost of money for payment terms.
- Environmental management performance such as incident data, regulatory notices and fines or prosecutions, high risk construction work experience and methods.
- Ability to meet ADCO Sustainable Development goals for the project outlined within the ADCO [Supplier Code of Conduct](#).
- Overall risk profile.

The management of environment in relation to procurement includes the following requirements:

4.5.1 GOODS

Procured goods must conform with the requirements of applicable Australian standards and legal requirements including the National Construction Code and must meet the requirements of approved codes of practice, compliance codes, product specifications, design standards and guidance notes published by the relevant government regulators or industry organisations when those goods are used, installed, or commissioned for use. Changes to procurement are managed in accordance with the ADCO [Change Management Procedure](#).

Preference will be given to goods with recognised product certification schemes and standards, which support ADCO sustainable development goals for the project.

4.5.2 SERVICES

Procured services include the following documented activities prior to Tender Award:

Prequalification

All prospective tenderers must either have been:

1. capability assessed by completing the ADCO [Trade Partner Tender Evaluation Report](#) and ADCO [Project Review Part A Assessment](#); or
2. where this system has not yet been implemented for a particular region, the ADCO Procedure Tendering is followed before being invited to tender; to ensure that prospective tenderers have an Environmental Management System or equivalent procedures or plans that can achieve the requirements established by this Plan and the ADCO Health Safety Environment Requirements issued to site trade partners at Tender.

Request for Tender

Request for Tenders must include:

- The Scope of Works; and
- The ADCO Health Safety Environment Requirements; and
- The ADCO Project specific Site Rules; and
- The Project Risk Register; and
- The [Supplier Code of Conduct](#); and
- The Project Environmental Management Plan and any related management sub plans specific to the scope of work.

Site Trade Partner Interview Checklist

This ADCO [Trade Partner Tender Evaluation Report](#) is completed during tender interviews to ensure that the tenderer has properly prepared their tender submission to meet the ADCO Health Safety Environment Requirements section 24 and that they understand their obligations for the management of environmental aspects and impacts, including the ADCO Health Safety Environment Requirements in section 24, that are relevant to their works, if their submission is to be successful.

Tender Evaluation Template

The vetting and analysis of each tender is undertaken by completing the above Tender Evaluation and ADCO [Project Review Part A Assessment](#), to ensure that each tender submission meets the requirements of the ADCO HSE MS.

4.5.3 MANAGEMENT OF SITE TRADE PARTNER ENVIRONMENTAL ASPECTS & IMPACTS

Each Site Trade Partner Company and other workers must plan and adequately identify any environmental aspects and impacts related to the scope of works they are undertaking at the workplace. The Project Manager or nominated representative provides the documents as outlined above in Part 3.5.2 (request for Tender) to each Site trade partner Company at Tender. An itemised list of inclusions in tender/contractor packages and evidence of communication (document

transmittal) of the project environmental information, e.g., Risk Register, ADCO Health Safety Environment Requirements is maintained by SIMPEL or other approved communication database.

The list of any environmental information required to be provided by each Tenderer is included by the Project Manager or nominated representative in pre-tender or pre-contract interviews as determined by the ADCO Supply Agreement (contract) conditions, including records of discussion of project environmental management related information including the ADCO Health Safety Environment Requirements issued at Tender to site trade partners, and verification of site trade partner compliance to environmental requirements by completion of the ADCO [Project Review Part A Assessment](#).

5. IMPLEMENT

5.1 Structure, Responsibility and Accountability

The Project Manager, or nominated representative prepares a project specific project management reporting structure (i.e., organisational chart) to define lines of reporting and key names and positions for roles with environmental responsibilities specific to a workplace or a project site. The Organisational Chart is outlined in Appendix 4.

Individual roles and responsibilities statements for each workplace may differ. Appendix 5 outlines the Environmental Responsibility/Accountability Matrix relevant to this Project Environmental Management Plan and key responsibilities and accountabilities for environmental management on the project site.

For all roles detailed in the project specific organisation chart, the responsibilities statement is agreed between the person employed in that role and their Project/Line Manager. On commencement of a job role outlined in the project organisational chart each person employed in a role meets with the Project Manager or their appointed line manager to review, discuss and where required agree their roles and responsibilities statement and any amendments to that statement. Appendix 6 outlines the statements in brief. Where consultation and agreement of each statement and its specific content differs, the statements are updated and retained in ADCO Bamboo HR or in the project filing system.

In addition, all site trade partners, consultants, suppliers and other contractors (i.e., workers) are also required to comply with their employer's Environmental Management System or equivalent and any related environmental Work Method Statement(s) or equivalent where requested, the project Site Rules, the ADCO Health Safety Environment Requirements s24, any environmental sub plans related to their work activities and applicable legislative requirements.

5.2 Project Specific Environmental Management Innovation Initiatives

At least two project specific environmental leading industry practice initiatives, e.g., innovation or other initiatives, should be nominated annually throughout the delivery of a project at the discretion of the Project Manager, or a nominated representative, in consultation with the Project HSE Advisor or other relevant key stakeholders.

Outline leading practice innovation or other initiatives below:

Brief Description of Initiative	Expected Launch Date	Evaluation Method for the Initiative	Expected Evaluation Date	Related Document (e.g., Plan or other)
Water and Power Meter i.e., Watt/Watcher reading to track consumption and sustainability targets.	Project set up.	Monthly reporting through internal PCR.	6 monthly	Nil
Wash Box – contractor wash out system	Fit-out stage	Weekly post installation via Weekly Site Inspections.	End of project.	Nil

5.3 Training

The Project Manager has overall accountability for any project specific training required for any ADCO employees at a project site level and for new employees' induction and other required training must be completed within 14 days of employment commencement at an ADCO workplace.

5.3.1 NATIONAL TRAINING PLAN

Environmental awareness is a training requirement for selected ADCO employees as outlined by the [National Training Plan](#). Personnel with specific roles and responsibilities for environmental management must have undertaken more detailed

environmental training, including spill response. The ADCO [National Training Plan](#) identifies key ADCO environmental training needs related to employees or others with environmental responsibilities, some of which is tailored to project site specific requirements outlined in management sub plans. In addition, some new employees to ADCO are required to undertake and satisfactorily complete training in key elements of the Health Safety Environment & Quality Management System, within 14 days of employment commencement at an ADCO workplace.

The Project Manager/Workplace Manager may choose to review the status of training through the development of a Training Needs Analysis for ADCO employees specific to the project site and ensure a program of completion of required training is in progress, e.g., new employees to ADCO or specific targeted training. The Training Needs Analysis is provided as Appendix 10.

Alternatively, the ADCO National Learning and Development Manager also provides reports on the status of employee training completion at routine monthly intervals.

5.3.2 SITE TRADE PARTNERS & OTHER WORKERS

The minimum environmental training requirements for site trade partners and other workers at this workplace include:

- Work activity consultation training in high-risk construction work tasks that have the potential for significant or material environmental harm, e.g., training in their Work Method Statement or an ADCO environmental management sub plan, or participation in a High-Risk Methodology Review.
- ADCO project site induction and environmental aspects and impacts related to the project, e.g., storage of hazardous chemicals, emergency spill response, sediment or erosion control, noise and hours of work, waste management, spills and emergency response, hours of work and nearby sensitive receivers and plant and equipment maintenance to minimise air quality impacts.
- Environmental management sub plans related to the project and specific to site trade partner work activities, e.g., contamination, erosion and sediment control, cultural heritage protection or other.
- Relevant certificates of competency or qualifications for a work activity or environmental advice, e.g., soil sampling and classification, water quality testing, and cultural heritage assessment.
- Any other training as identified in the Training Needs Analysis located at Appendix 10 specific to site trade partners.

5.3.3 RECORDS OF TRAINING

Records of ADCO employee training are retained by ADCO under the management of the ADCO National Training Coordinator and for individual employees are retained within their individual profile within ADCO Bamboo HR.

Records of required qualifications, competencies and specific industry induction requirements for workers other than ADCO employees (as required) are recorded at the time of induction and retained in ADCO electronic reporting system or other agreed communication medium.

5.3.4 WORKER INDUCTION

All workers must complete the ADCO Site Induction prior to or at the time of attending a project site for the first time, before their work at the ADCO project site is commenced.

The induction will generally include participation and consultation arrangements at the workplace; personal protective equipment requirements, designated smoking areas (if permitted); incident reporting, emergency response planning and key personnel at the workplace, exclusion zones, worker competency, access and egress, workplace specific hazards and risks, noise and hours of work, nearby sensitive receivers, any specific environmental awareness and protection requirements at the project site and any Client specific requirements.

5.3.5 VISITOR INDUCTION

All 'one-off' visitors (unlikely to return) to the workplace must be accompanied by a person that has undertaken the workplace induction. All visitors sign the ADCO Project Site Register Visitors upon arrival and departure (including time of entry and exit) or the equivalent visitors register within ADCO electronic reporting system.

Visitors must be informed of and observe restrictions related to any environmentally sensitive areas specific to the project, noise restrictions or other environmental protection requirements.

5.4 Consultation, Participation, Communication and Reporting

Consultation, participation and issue resolution is managed in accordance with the ADCO [Procedure Consultation and Communication](#). Project personnel are required to consult, participate, share and supply relevant project or other information with all workers or their representatives and persons conducting a business or undertaking or other site trade partners or service providers with management or control of work to ensure environmental management or potential impacts are appropriately discussed and communicated.

Communication, consultation and participation of managerial and non-managerial workers on the project is also undertaken and documented through a combination of project meetings. These meetings can include (but are not limited to) Project Team briefings, Site trade partner and Toolbox Meetings or Pre-Start Meetings, in which any important environmental management or protection requirements or incident reporting is communicated.

Trade Partner / Site trade partner Company(s) and other persons with management or control of a business or undertaking at ADCO workplaces are required to consult e.g., a Toolbox Meeting or Pre-Start Meeting, with their employees or other workers on issues that have the potential to significantly impact the environment and a record of this consultation is maintained, and copies forwarded to the Project Manager or a nominated representative or entered in the ADCO electronic reporting system.

5.4.1 DISPLAY OF ENVIRONMENTAL INFORMATION

To ensure all workers have opportunity to view, discuss and take note of environmental information, the HSE Advisor, or nominated representative, displays the following information (as a minimum) at a prominent location(s) at the workplace, including notice board(s):

- [Environmental Management Policy](#)
- [Environmental Social Governance Policy](#)
- Emergency response requirements
- Site Rules.
- HAZCHEM or other signage related to the storage or hazardous chemicals or dangerous goods at the workplace.
- Any environmental notices/infringements issued within the past 30 days.
- Location Concrete Wash Out Area
- The location of spill kit(s).
- Dedicated diagram identifying any environmental protection areas, e.g., flora and fauna, aboriginal heritage, tree protection or other.
- Hours of Work and noise restrictions.
- Located on Hazardous Chemical storage

5.4.2 TOOLBOX MEETINGS, PRE-START MEETINGS, OTHER PARTICIPATION / CONSULTATIVE ARRANGEMENTS

Workers and their supervisors conduct Tool Box Meetings, Pre Start Meetings or other participation and consultative arrangements with those employees or workers under their direct supervision and record the meetings on the ADCO [General Tool Box/Site Meeting Record](#), [Pre-Start Meeting Record](#), or equivalent site trade partner document or electronic equivalent used by ADCO.

ADCO conduct a daily Pre-Start Meeting to discuss health, safety and any environment matters with trade partners / site trade partner companies and supervisors including the current day's activities, interfacing trade activities, changes to emergency access and related control measures and other relevant matters. The meeting is recorded on the ADCO [Pre-Start Meeting Record](#)

Other environment related meetings are recorded formally where required by completing the ADCO form [General Tool Box/Site Meeting Record](#), e.g., where discussing WMS for high risk construction work or other relevant environmental management matters. Toolbox Meetings are undertaken at intervals that keep employees and other workers informed of conditions and changes to the workplace that may affect health and safety.

A copy of pre-start meetings, tool box meetings or other consultation meetings are retained in accordance with the ADCO document retention and filing rules outlined in the ADCO [Corporate Management Plan](#). Items listed for action are reviewed and progress is tracked in the ADCO electronic reporting system until they are corrected.

ADCO will ensure that communication, participation and consultation on environmental management matters occurs with all workers, including those with limited English or English as a second language. Where required, ADCO in consultation with site trade partner company employers will develop appropriate communication to consult with workers with limited English or English as a second language.

5.4.3 ENVIRONMENTAL REPORTING

The project team undertakes recording and reporting of environmental matters in ADCO electronic reporting system, which provides relevant reporting to the State Business Unit and the Head of Health Safety Environment through the ADCO Power BI intranet portal. Power BI reports provide environmental statistics used to assist the State business unit and Head of Health Safety Environment to identify trends in environmental management performance, track progress against annual objectives and targets outlined in Appendix 3 and identify environmental impacts and incidents (medium or greater risk ranking) across all projects and track corrective action and preventative actions implemented.

The Project Manager also ensures the following reporting activities occur and records and reports are compiled and retained by relevant ADCO personnel for audit purposes:

Environmental Reporting Requirements are listed below or at [Appendix 11](#).

- Establish project reporting functionality within ADCO electronic reporting system or other agreed electronic medium immediately once construction authorisation has been given.
- Special conditions and project specific requirements for the environment (if any) are documented in Part 1.6 of this Plan and in the Project Risk Register where related to an environmental aspect or impacts and potential for noncompliance exists, or the condition or requirement requires tracking, e.g., dewatering and water quality criteria.
- Completed daily, weekly and monthly inspections and monitoring of environmental matters and project compliance to relevant legislation within ADCO electronic reporting system.
- Identify key trades and implement a High-Risk Methodology Review recorded within ADCO electronic reporting system where environmental aspects and impacts have potential significant or material harm impacts.
- Reporting of all environmental incident events and observations in the ADCO electronic reporting system or other agreed electronic medium.
- Immediate notification to the State HSE Manager for all environmental incident events that:
 - are a potential or actual critical incident event; with notification via telephone and ClickSend to facilitate early warning information dissemination by senior management to other projects nationally and identify project support needs.
 - have potential to be Notifiable to the relevant environmental protection regulator, e.g., potential or actual material harm to the environment.
 - have potential to trigger a crisis management event including high level media interest.
 - have potential to involve attendance at the site by any emergency service or a regulatory authority.
- Report the incident immediately to the State HSE Manager and record the incident details within the ADCO electronic reporting system within 24 hours that have the potential to be classified as a Critical Incident; to enable a related incident alert to be published within 5 days after the incident.
- Complete critical incident investigation reports, including senior management findings review and corrective and preventative action implementation within a maximum period of 30 days after the incident date.
- Ensure ADCO project personnel complete outstanding actions in ADCO electronic reporting system within the required timeframe.

- Report project productivity hours and personnel numbers weekly for ADCO and site trade partner personnel within ADCO electronic reporting system by the 2nd day after the end of the reporting month to facilitate accurate reporting in Power Bi.
- Report on and provide all regulatory authority notices, fines, show cause or other correspondence provided by regulatory authorities, local government or other; on the ADCO electronic reporting system within 5 working days and inform the State HSE Manager on receiving the correspondence.
- Report to senior management on consolidated monthly data and progress against ADCO Objectives & Targets at project control review meetings, including upcoming or completed High Risk Methodology Reviews in Project Control Review Reporting.
- Report on environmental aspects and impacts or other nonconformities and incidents or observations in accordance with the following reporting table.

Table 1 – Incident Reporting

Incident reporting and related management of events and corrective and preventative actions are carried out in accordance with the ADCO [Procedure Incident Management](#). A summary is provided below. Where any inconsistency between Table 1 and the requirements of the ADCO [Procedure Incident Management](#) exists, the requirements of the Procedure prevail.

Occurrence / Incident / Report	Initiator	Action	Overall Responsibility
All incidents of 'actual' or 'potential' for material harm to the environment.	Project Team Members	- Report immediately to the Project Manager (PM) or nominated representative. Note: Notification to Regulators to be made only after consultation with the State HSE Manager has occurred. - ClickSend for actual or potential critical incident events.	Project Manager
Incident Event Reports	PM/HSE Advisor	- All environmental incident events are to be entered in ADCO electronic reporting system. - Incident Investigation Report medium or above risk ranking.	Project Manager
Observations	Project Personnel	- High Risk Construction Work observations entered in ADCO electronic reporting system. - Environmental controls and barriers. - Environmental Management Sub Plans and related controls	Foremen / Supervisors / Project Personnel
Identified incident events/ observations with potential consequence of large or very large consequence outcome	All project personnel	- Incident event or observation entered reporting in ADCO electronic reporting system and close out tracked to completion. - Observations with Extreme/High potential nominated must have priority close out actions assigned and tracked to completion.	Project Manager
Notices, Infringements or related show cause or similar correspondence served from a Government or Regulatory Authority	Regulatory Authority/Other	Record in ADCO electronic reporting system within 5 working days and inform State HSE Manager immediately on receiving the correspondence.	Project Manager State HSE Manager

5.5 Document and Data Control

Environmental documents are identified and controlled in accordance with the document identification and control process outlined by The ADCO Way and the [Corporate Management Plan](#). The current version of all health, safety, environment or quality documents only, are used at the workplace and are available from The Hub wherever required.

Procedures become 'uncontrolled' from the date of retrieval, downloading or printing from The Hub. The Head of Health Safety Environment circulates document additions, changes or deletions by email of revision updates.

5.6 Aspect Identification, Risk Assessment and Impact Control

All work activities undertaken by ADCO employees, trade partners, site trade partners or other workers at the project workplace are carried out in accordance with ADCO HSEQ Management System requirements, policies, procedures, management plans and related management sub plans, legislation and relevant standards and codes. These requirements, as related to a specific high risk construction work activity and related aspects and impacts identified in the Project Risk Register are included in the related management sub plan or a Site trade partner Environmental Work Method Statement(s) or other document specific to the works to be carried out, where requested. High risk construction work is defined in the ADCO [Procedure Site trade partner Management](#).

5.6.1 SITE TRADE PARTNER ENVIRONMENTAL MANAGEMENT

All Trade Partner / Site trade partner Companies must provide the following documents prior to commencement of works:

- An Environmental WMS or equivalent, where requested for any work classified as high-risk construction work that has the potential for significant impacts to the environment, e.g., potential for material harm if not adequately planned and controlled; or compliance with any management sub plan requirements.
- A Plant, Machinery & Equipment Register made available on ADCO electronic reporting system for all items of plant, machinery and equipment to be brought to the site outlining and uploaded to ADCO electronic reporting system the inspection and maintenance of that plant and equipment to the manufacturer's requirements and relevant Australian standards all loaded onto ADCO electronic reporting system. Appendix 8 of this Plan, Plant Equipment & Processes Inspection & Testing Schedule outlines key requirements.
- A Safety Data Sheet (or Material Safety Data Sheet) for all hazardous chemicals, products, goods, substances or dangerous goods to be brought to the site for use loaded onto the ADCO electronic reporting system.
- A Hazardous Chemicals Register for all materials, products, substances or dangerous goods to be brought to site that are classified as hazardous by the Safety Data Sheet or Material Safety Data Sheet loaded onto ADCO electronic reporting system.
- Additional environmental management sub plans where requested by ADCO, (e.g., sediment and erosion control, vibration control or other), as identified in the Project Risk Register as a medium or above risk ranking and specific to the site trade partner's scope of work and related work activity.

Review of the above requirements is undertaken by completing the ADCO [Trade Partner Tender Evaluation Report](#).

Specific high risk work activities as defined by the ADCO [Procedure Site trade partner Management](#).

5.6.2 WORK METHOD STATEMENTS OR EQUIVALENT

Where requested by ADCO an Environmental WMS or equivalent provided by a Site trade partner Company must be developed for high-risk construction work that has the potential for significant impacts to the environment, i.e., potential for material harm if uncontrolled. The WMS or equivalent must be reviewed by ADCO to ensure that it meets the requirements outlined in the ADCO Health Safety Environment Requirements s24 or stipulated in the relevant environmental management sub plan. This includes any works carried out by ADCO.

Alternatively, a management sub plan or equivalent prepared for the works that includes any construction related medium or greater (risk ranked) aspects and impacts specific to the works under the supply agreement (contract). Control measures must be consistent with the Hierarchy of Control.

5.6.3 CONSULTATION IN WORK METHOD STATEMENTS OR OTHER PLANS

Site trade partner Company employees or their agents (other workers) must undertake participation and consultation inclusive of training in the contents of any site-specific WMS(s), or management sub plan or other document prepared for their high-risk construction work activities that have the potential for significant environmental impacts (Part 4.4.2 of this Plan). Site trade partner Company employees or their agents (other workers) are required to sign their acknowledgement of this consultation, participation and training as part of the WMS implementation process or any other consultative forum.

Foremen/Supervisors must review and sign all WMS(s) or management sub plan(s) that apply to work activities and workers under their management or control. This requirement is to ensure that Foremen/Supervisors are aware of the work methods and related control measures for all high-risk construction work activities for which they have oversight and supervision.

5.6.4 REVIEW OF WORK METHOD STATEMENTS AND CHANGE MANAGEMENT

The WMS, management sub plan or equivalent for high-risk construction work that could cause significant and material harm to the environment must be reviewed by the Project Manager, or nominated representative(s), in conjunction with the ADCO Site Supervisor or Area Supervisor that will oversee the high-risk construction work. The review is undertaken by with emphasis on environmental aspects and impacts and related controls identified in the Project Risk Register and any related environmental management sub plan.

Consultation on construction work activities is outlined in Part 4.4.2 of this Plan and [Appendix 7](#).

NOTE: Where a change in the scope of work is proposed or an environmental incident occurs that relates to high-risk construction work with the potential to cause significant or material harm to the environment a WMS or applicable environmental management sub plan must be reviewed and amended where applicable before the works can proceed.

5.6.5 ASPECT IDENTIFICATION, CONTROL AND MONITORING

Aspects and impacts related to the workplace are recorded in the Project Risk Register and related environmental management sub plans. To ensure these remain current it must be reviewed:

- Prior to each monthly project control review when reviewing the next 4-6 weeks of activities and any upcoming high risk construction work; and
- To ensure High Risk Methodology Reviews are nominated in the Risk Register and following completion are tabled at the next upcoming HSE Committee Meeting (if established) or another consultative forum as agreed.

Workers are encouraged through the workplace specific induction, toolbox meeting/pre-start meeting and other participation and consultative forums to identify and control environmental aspects and impacts on a 'see and fix' basis where reasonably practicable to do so and to immediately report potential or actual impacts to the environment to their supervisor or ADCO personnel. The ADCO Form [Notification of an Issue](#) can be used for this purpose.

Monitoring of the workplace is carried out in accordance with [Part 5 of this Plan](#).

Where high risk impacts presenting an imminent or immediate risk of material harm to the environment, are identified that specifically relate to a work area or work task under the control of ADCO, a trade partner / site trade partner or other worker due to ineffective or inadequate control measures, the work task shall be stopped. Consultation must then be undertaken with key stakeholders including relevant workers involved in the task to achieve the required environmental management control measures as defined by Part 4.4.2 of this Plan and [Appendix 7](#).

All incident events and observations must be entered in ADCO electronic reporting system and related nonconformities must be issued by the Site Supervisor/Area Supervisor with corrective action instigated and agreed by the relevant trade partner / site trade partner supervisor, which is then tracked to completion in the ADCO electronic reporting system.

5.7 Emergency Response and Evacuation

A project specific Construction Flood Emergency Response Plan has been developed by the Civil Engineering Consultant, Costin Roe Consultant, for the Lidcombe Multi Storey Warehouse Project (Please refer to Appendix A-15).

This plan outlines all site responses to flooding during the construction and operational phases of the development, including predicted flood levels, flood warnings and flood notifications, evacuation and refuge protocols and awareness training for employees and contractors on the project – consistent with the provisions of the *NSW Flood Risk Management Manual (2023)*.

Further to the Construction Flood Emergency Response Plan, the Project Manager, or a nominated representative, in conjunction with other appointed ADCO personnel develops an [Emergency Response Management Sub Plan](#) (ERMSP) for the workplace which includes any credible environmental emergency scenarios and related emergency response equipment specific to the project site, an emergency contact list to be displayed on the workplace notice board and at other prominent locations and appointed members of the Emergency Control Organisation and Emergency Response Team.

Each ADCO workplace has a documented site specific Emergency Response Management Sub Plan (ERMSP) prepared in accordance with ADCO [Procedure Emergency Management](#) and regularly tested. The ADCO Emergency Response Management Sub Plan Template available on The Hub is used as a basis to develop the required workplace specific ERMSP which covers scenarios related to environmental and health and safety under the one ERMSP.

6. IMPROVE

6.1 Monitoring of the Workplace

Monitoring of the workplace includes those actions required to verify that management of environmental aspects and impacts conforms to the ADCO HSEQ MS, legislation and related codes or standards and other compliance requirements applicable to the workplace, such as Development Approvals and Development Conditions.

The project workplace is monitored and inspected as follows:

Workplace Monitoring Schedule				
Task	Type of Monitoring	Monitoring By	Frequency	Record
General work areas	Aspect / Impact Observations	Project Personnel	Ad-hoc	ADCO electronic reporting system Observations
Risk Register	Project Control Measure reviews	Project Manager / HSE Advisor	Monthly	Monthly PCR Meeting Environment items listed PCR Report Updated Risk Register
High Risk Construction Work	Observations of environmental management aspect and impact controls	Area Supervisor / Supervisor	Daily	ADCO electronic reporting system Observation/ Inspection
Site Trade partner work activities	Work Activity Inspection	Trade Partner Area Supervisor /Supervisor	Weekly	Completed Site trade partner Company Form
All general work areas including plant, machinery and equipment	Weekly Inspection	Project Manager; HSE Advisor / HSE Committee Weekly inspections by ADCO to include Site trade partner participation for the entire inspection.	Weekly	HSE Inspection in ADCO electronic reporting system Inspections / Observations raised, and actions closed.
Monitoring DA Conditions or other approval	Environmental monitoring identified in the Project Risk Register, e.g. air, noise, water quality testing, vibration, health, e.g., dust.	Competent person	As required	Completed ADCO electronic reporting system Observations. Monitoring Register Monitoring outlined in management sub-plans.
Calibration of Monitoring equipment	Noise, dust, water or other	Competent Person	As required	Calibration Certificate (annual)
High Risk Construction Work	Senior Leadership ADCO + Site trade partners	Site Inspection (Safety Pulse) Senior Leadership Inspection	Quarterly	ADCO electronic reporting system Inspection/Observation
Site Trade partner Works	Internal Audit including environmental management	State HSE Manager	High Risk Construction Work and/or trending of Negative At-Risk Observations related to a site	Completed National Schedule of Project Audits. Completed Audit report with actions raised and tracked in ADCO electronic reporting

Workplace Monitoring Schedule				
			trade partner's performance.	system, incl. root cause of nonconformities and trends.

6.2 Monitoring of Plant, Goods, Equipment and Processes

The monitoring of plant, machinery or equipment and processes to determine the effective management air quality and potential for spills or other environmental impacts at this workplace is determined in accordance with the schedule outlined in [Appendix 8](#) of this Plan, i.e., Plant, Equipment & Processes Inspection & Testing Schedule and the ADCO [Procedure Static Plant](#) and the ADCO [Procedure Operating Plant](#).

6.2.1 INCOMING PLANT, MACHINERY AND EQUIPMENT

Incoming plant, machinery or equipment must be approved for use by ADCO Management and undergo a pre-entry induction/inspection including:

- Completion of a Plant Checklist through the (ADCO electronic reporting system) portal.
- Confirmation of operator competence requirements as outlined in Part 4.3.2 of this Plan.
- Review of compliance requirements (e.g., public road registration, maintenance records, plant specific logbook.
- Inspection and maintenance of plant, machinery or equipment must be carried out at the specified intervals recommended by the manufacturer and relevant Australian standards.



Incoming plant, machinery or equipment will be denied entry if induction compliance conditions listed above and further outlined in Appendix 8 have not been met.

- Plant, machinery, or equipment that is 'rejected' by ADCO must be locked out and removed from service (i.e., not be operated) until approved by ADCO.



6.2.2 INCOMING GOODS

Procurement of Goods is managed to the requirements of Part 3.5.1 and 3.5.2 of this Plan.

Incoming purchased goods (including products or materials) with the potential to impact the environment must conform with the [National Construction Code](#) and applicable Australian or international standards.

Goods identified as non-conforming are removed from service, secured against further use, recorded in SIMPEL as part of The ADCO Way Quality System, then returned to the supplier. If the goods remain on-site pending verification by the supplier or rectification, they are quarantined to prevent inadvertent use and marked or otherwise identified as quarantined and not for use.

6.2.3 CALIBRATION

Calibration of measuring and testing equipment used for health, safety and environmental monitoring is carried out in accordance with the manufacturer's requirements and evidence is provided to ADCO. Calibration ensures that the precision of ADCO and site trade partner measuring, and testing equipment is accurate, is of the proper range and type and can verify conformance to company, client and legislative requirements.

6.2.4 PLANT, MACHINERY AND EQUIPMENT INSTALLATION / DISMANTLING / INSPECTION / MAINTENANCE

Proposed maintenance, servicing or dismantling of any plant, machinery or equipment (including hired) on a project site must be assessed to determine if the works can be undertaken off the project to protect against the potential for environmental impacts, e.g., spills, leaks, oils or other impacts. Where this is not reasonably practicable the potential aspects and impacts related to the works must be assessed and controls implemented to prevent impacts to the environment. This includes protection of work areas to capture spills or other components and removal of all waste parts or products, e.g., engine oil and oil filter, by the Fitter/Mechanic undertaking the works.

Faulty or defective plant, machinery and equipment, which has the potential to impact the environment must be removed from service by a worker or their supervisor who has identified the fault and is subsequently locked out and tagged out to prevent inadvertent or unauthorised use.

6.3 Noncompliance's and Corrective / Preventative Action

The Planning Secretary **MUST** be notified in writing via the Major Projects website immediately after becoming aware of an incident on site. The notification **MUST** identify the development (referenced as [Development No: SSD-36464788 | Project Name: Boorea Street Warehouse & Distribution Centre](#)) and set out the location and nature of the incident clearly to the Planning Secretary (photos appended with a site plan identifying the location of the incident). Subsequent notification requirements must be given, and reports submitted in accordance with the requirements set out in Appendix 3 (Incident Notification and Reporting Requirements) as outlined within the Approved SSD Consent (Please refer to Appendix A-22 & the excerpt below provided).

Further to the above, the Planning Secretary must be notified in writing via the Major Projects website within seven days after the Applicant becomes aware of any non-compliance. A non-compliance notification **MUST** identify the development and the application number for it (referenced as [Development No: SSD-36464788 | Project Name: Boorea Street Warehouse & Distribution Centre](#)) and set out the specific condition of consent that the development is non-compliant with, the way in which it does not comply and the reasons for the non-compliance (if known) and what actions have been, or will be, undertaken to address the non-compliance.

For clarity, a non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.

On a project level, all nonconformities / non-compliances or other defects and related corrective action and preventative actions identified at ADCO workplaces must be implemented in a timely manner to prevent recurrence of the nonconformity or defect and tracked to resolution in ADCO electronic reporting system by the Project Manager or a nominated representative.

Corrective and preventative actions must be consistent with the requirements of the ADCO HSEQ MS, the Hierarchy of Control and reviewed to determine the effectiveness of any action taken. This includes environmental management action items from reviews, audits, workplace inspections/ assessments, external and stakeholder complaints, issue notification reports, opportunities for improvement, incidents and observations. Actions are tracked in ADCO electronic reporting system, or another agreed electronic medium.

Action items raised because of incidents, observations and audits entered in ADCO electronic reporting system must be corrected in a timely manner (to the requirements of annual objectives and targets) to prevent recurrence. Project teams should also review Site Trade Partner Company performance based on negative 'at risk' or 'unsafe' observations and audit nonconformities to determine if the project site audit, inspection, or other assurance activity frequency should be increased based on the risk profile. Refer to Part 5.1 of this Plan.

Actions implemented as a result of a critical incident or major nonconformity audit finding within ADCO must be monitored to evaluate their effectiveness for a period of 30 to 60 days after the conclusion of the incident investigation or audit finding corrective action. The root cause of the incident/major nonconformity and its contributory factors must be clearly outlined in the incident investigation / audit findings.

State HSE Managers shall monitor and track the closure of internal and external nonconformities within ADCO electronic reporting system, including identification of the root cause and contributory factors of nonconformities, nonconformity trends across the State and review of the effectiveness of any corresponding corrective or preventative actions raised from incidents, inspections, observations and audit nonconformities. Where nonconformities remain unresolved (i.e., corrective/ preventative actions implemented) for more than 30 days they shall be elevated to the ADCO Head of Health Safety Environment for resolution.

[Appendix A-22 Approved SSD Consent \(Appendix 3 – Incident Notification and Reporting Requirements\):](#)

WRITTEN INCIDENT NOTIFICATION REQUIREMENTS

1. *A written incident notification addressing the requirements set out below must be submitted to the Planning Secretary via the Major Projects website within seven days after the Applicant becomes aware of an incident. Notification is*

required to be given under this condition even if the Applicant fails to give the notification required under condition C9 or, having given such notification, subsequently forms the view that an incident has not occurred.

2. *Written notification of an incident must:*

- (a) identify the development and application number;*
- (b) provide details of the incident (date, time, location, a brief description of what occurred and why it is classified as an incident);*
- (c) identify how the incident was detected;*
- (d) identify when the applicant became aware of the incident;*
- (e) identify any actual or potential non-compliance with conditions of consent;*
- (f) describe what immediate steps were taken in relation to the incident;*
- (g) identify further action(s) that will be taken in relation to the incident; and*
- (h) identify a project contact for further communication regarding the incident.*

INCIDENT REPORT REQUIREMENTS

3. *Within 30 days of the date on which the incident occurred or as otherwise agreed to by the Planning Secretary, the Applicant must provide the Planning Secretary and any relevant public authorities (as determined by the Planning Secretary) with a detailed report on the incident addressing all requirements below, and such further reports as may be requested.*

4. *The Incident Report must include:*

- (a) a summary of the incident;*
- (b) outcomes of an incident investigation, including identification of the cause of the incident;*
- (c) details of the corrective and preventative actions that have been, or will be, implemented to address the incident and prevent recurrence; and*
- (d) details of any communication with other stakeholders regarding the incident.*

6.4 Monitoring & Actions Arising

Where the results of monitoring of the workplace and related plant, machinery, equipment, processes, goods, conditions or a critical incident occurrence identifies risks or environmental impacts that are ranked as medium or above the Project Manager, or a nominated representative, reviews the Project Risk Register to determine:

- the adequacy of the content of the risk assessment, i.e., if the environmental aspect and impact related to the nonconformity or other monitoring is included in the risk assessment and its related Risk Register; and
- the effectiveness of control measures consistent with the Hierarchy of Control; for short term and long-term duration; and
- the effectiveness of monitoring activities related to each aspect or impact listed in the Project Risk Register.

The timeframe for rectification of actions raised by any inspection, audit, nonconformity or other monitoring activity, or a critical incident occurrence is determined by the State HSE Manager and the ADCO [Procedure Performance Management](#) and shall not exceed 30 days.

6.4.1 INCIDENTS AT THE WORKPLACE

Workplace environmental incidents are reported immediately on becoming aware of the incident and within two hours of the incident occurrence. Information regarding the incident event must be entered into the ADCO reporting system ADCO electronic reporting system.

Incidents involving actual or potential material harm to the environment are managed in accordance with the ADCO [Procedure Incident Management](#) and must be reported immediately to the State HSE Manager.

Where an incident meets the criteria of notifiable to a Regulator, the incident scene must be protected (preserved) and not disturbed until the Regulator formally advises release of the area. This notification must occur in a timely manner as required by legislation and except in exceptional circumstances, would normally occur immediately after discussion with the ADCO State HSE Manager.

Critical incidents and notifiable incidents involving emergency services and the regulatory authority(s) require immediate notification (Click Send) to senior management by the Project Manager or nominated representative, to the Construction Manager, the State HSE Manager and Head of Health Safety Environment and other senior management.

Where an incident at the workplace may be classified as a Crisis the Project Manager immediately notifies the incident to the Construction Manager and State HSE Manager and in accordance with the reporting structure outlined in [ADCO Crisis Management Site Response Guideline](#). The State HSE Manager immediately notifies the State Business Unit (RBU) Operations Manager and the Head of Health Safety Environment in accordance with this Protocol.

Notices, fines or show cause correspondence issued by any Regulatory / Local Authority to any ADCO workplace are reported and forwarded to ADCO personnel as outlined in Part 4.4.3 of this Plan. Copies of Regulatory Notices issued must be displayed prominently in the workplace as outlined in Part 4.4.1 of this Plan.

6.4.2 UNACCEPTABLE BEHAVIOUR

Where unacceptable behaviour by a worker(s), including employees or site trade partners, is observed and presents an imminent or immediate risk of potential or actual material harm to the environment; the work activity must be stopped. The incident is then elevated to the immediate supervisor of the works and other relevant stakeholders.

The incident must be managed by the Project Manager, or a nominated representative, in consultation with the State HSE Manager and Construction Manager.

Employees or site trade partners may be removed from an ADCO project site following a single unacceptable 'at risk' behaviour (i.e., with a large or greater potential outcome for actual or potential material harm to the environment). A determination of the consequence management related to an incident and its potential outcome is carried out in consultation with worker's employer, supervisor and any Employee Representative.

Alternatively, the consequence management issued to a worker may be a first warning in relation to an incident and removal from site following any repeated incident of unacceptable 'at risk' behaviour, which presents a significant imminent or immediate risk of material harm to the environment.

A nonconformity related to the observed 'at risk' behaviour must be recorded in ADCO electronic reporting system and the potential outcome of the behaviour, e.g., potential discharge of hazardous substance into local water course along with the management actions implemented.

APPENDIX

A-1 Environmental Management Sub Plans

Management sub plans are identified in the Project Risk Register as outlined in Section 3.1 of this Plan. The Project Manager or nominated person is responsible for implementing and maintaining the management sub plan(s) and their requirements.

Identifies those plans that cover both health, safety and environment requirements, i.e., one management sub plan only

Management Sub-Plan Name	Required	Reason
Asbestos and Hazardous Building Materials Management Sub Plan	☒	Refer to Appendix A-26 - Hazardous Building Materials Report by WSP Environmental
Acid Sulphate Soil Management Sub Plan	☒	Refer to Appendix A-20 - Acid Sulfate Soils Management Plan by JBS&G.
Air Quality Management Sub Plan	☐	Nil required
Conservation and Habitat Management Sub Plan	☐	Nil required
Contamination Management Sub Plan	☒	Refer to Appendix A-25 - Additional Contamination Assessment by JBS&G.
Emergency Response Management Sub Plan	☒	Mandatory
Hazardous Chemicals / Dangerous Goods Management Sub Plan	☒	Mandatory
Heritage and Archaeological Management Sub Plan	☒	Refer to Appendix A-24 Statement of Heritage Impact by Austral Archaeology.
PFAS Management Sub Plan	☐	Nil required
Stakeholder Engagement Management Sub Plan	☐	Nil required
Stormwater Erosion and Sedimentation Management Sub Plan	☒	Refer to Appendix A-14 Erosion Sediment Control Plans
Sustainability Management Sub Plan	☐	Nil required
Waste Management Sub Plan	☒	Mandatory

A-2 Key Environment Legislation

The construction works are to be conducted in accordance with all relevant state legislation including, but not limited to, the legislation listed below, identified in the completed project ADCO Project Risk Register and nominated in specific management sub plans, WMS or other environmental management documentation as required.

State/Region	Principal Legislation	Authority	Internet Address
Commonwealth	Environment Protection and Biodiversity Conservation Act 1999 National Greenhouse and Energy Reporting Act 2007	Department of the Environment Clean Energy Regulator National	https://www.environment.gov.au/epbc http://www.cleanenergyregulator.gov.au/NGER
New South Wales	Protection of the Environment Operations Act 1997 Environmental Planning and Assessment Act 1979 Water Management Act 2000 Water Act 1912 POEO (Penalty Notices) Regulation 2004 POEO (Clean Air) Regulation 2010 POEO (Waste) Regulation 2014 Waste Avoidance & Recovery Act 2001 Heritage Act 1977	Office of Environment & Heritage Environment Protection Authority NSW NSW Office of Water	http://www.environment.nsw.gov.au/ https://www.epa.nsw.gov.au/ https://www.dpie.nsw.gov.au/

A-3 Objectives and Targets (Project)

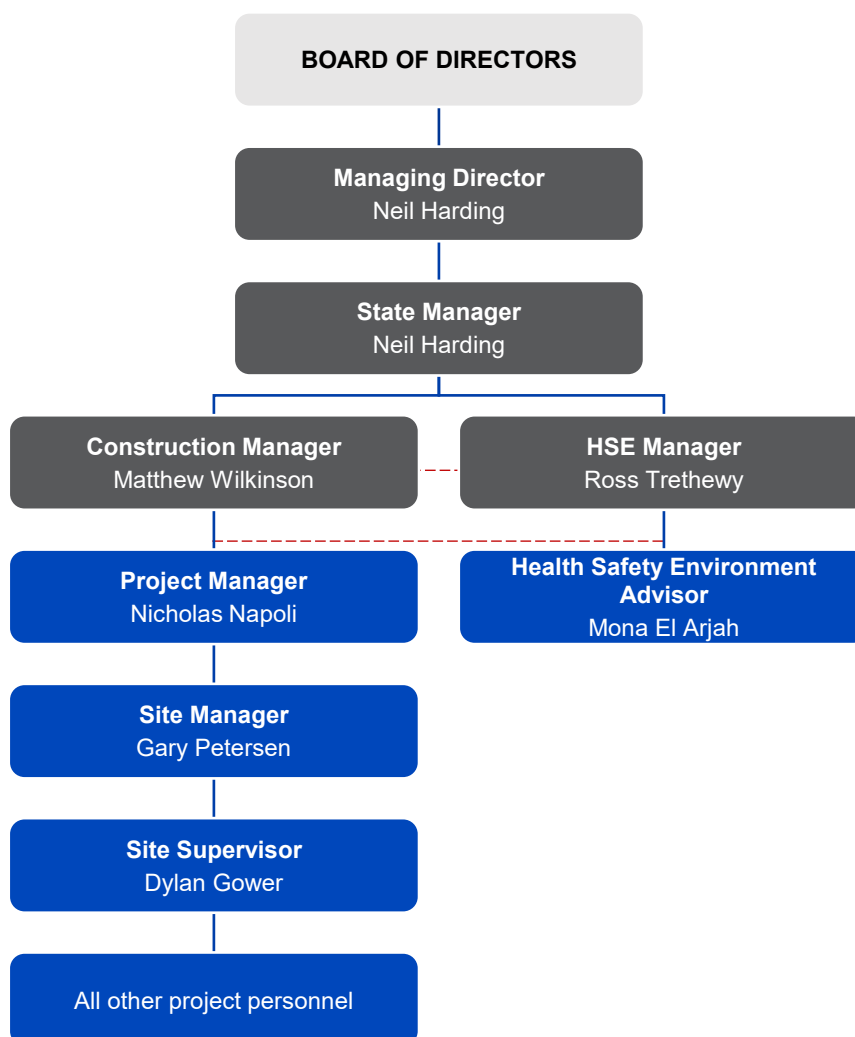
FY23 ADCO Performance Objectives	Performance Targets	Responsibility
LEAD INDICATORS i.e., the measurement of processes, activities and conditions that define specific performance and predict future results.		
1) Identify key high risk construction work trades with significant potential for material harm to the environment and implement a High Risk Methodology Review with key site trade partner / suppliers, internal subject matter specialists and others as determined to promote design and buildability outcomes that reduce environmental aspects impacts in delivery, e.g., contamination and remediation, demolition; excavation, clearing and grubbing or other related high risk trades as identified in the Project Environmental Risk Register.	100%	PM / CM / SM / HSEA
2) National Training Matrix implemented for ADCO Way , HSE Induction, HSE training assigned for new starters and all employees within 14 days of employment start date.	≤14 days	PM / CM / SM / HSEA
3) Implement the ADCO Management System across the Projects/Operations consistent with the requirements of legislation, AS/NZS ISO14001 (environment) - monitored by an annual assurance program.	Annual No Major Project NCRs	PM / CM / SM / HSEA
4) Critical incident notification by any project/operation (via Click Send) to facilitate early warning information dissemination to other projects nationally and project support needs.	<2hrs	PM / CM / SM / HSEA
5) Critical incident learnings are provided by project/operation personnel to facilitate the issue of a national alert within 5 days, e.g., summary of events, photos and other information.	≤5 days	PM / CM / SM / HSEA
6) Critical incident investigation completed within 30 days and close out to include senior management, i.e., Construction Manager; Project Manager/ Site Manager; HSE Manager and Head of HSE. Controls measures are monitored to determine their effectiveness in a separate Action Plan for 30 to 60 days.	100%	PM / CM / SM / HSEA
7) Project Leadership Group members (e.g., PM, CA, SM, HSEA) each undertake leadership health, safety and environment engagement activities annually at a project level, e.g., Safety Pulse, participate in methodology reviews; project inspection/high risk work review or other project in delivery interaction as determined and activities are formally recorded in ADCO electronic reporting system.	12	Project Manager; Contracts Administrator; Site Manager; HSE Advisor
8) Actions assigned to project/operation HSE observations; inspections, audits, incidents or other assurance are closed out in a timely way, i.e., where HSE MS does not prescribe alternative timeframe.	≤14 days	PM / CM / SM / HSEA ADCO Assigned Personnel
11) Innovation – Project seeks out, supports and implements innovation that directly or indirectly improves environment or sustainable development standards. Submits to the State Business Unit General Manager/ HSE Manager for eligibility for ADCO national award consideration.	Min. 2 per year	PM / CM / SM / HSEA
12) Project Recognition & Rewards Program – individual recognition employee / worker in environment management or sustainable development.	Quarterly	PM / CM / SM / HSEA

FY23 ADCO Performance Objectives	Performance Targets	Responsibility
LAG INDICATORS: i.e. The measurement of processes linked to the outcomes of past events that provide data on past performance that is not predictive.		
1) Environment Incident Frequency Rate (EIFR) medium risk ranking or above consequence potential / actual environmental harm per million productivity hours.	≤2.0	Project Manager / Construction Manager
2) Waste management projects - recycling of waste and diversion from landfill; (#) reporting of hazardous waste removed from site (and nominated categories, e.g., PFAS and other), is reported separately and is not included in the recycle/diversion figures; all reported in ADCO electronic reporting system.	>90% Diversion from landfill	Project Manager / Construction Manager
3) Environmental Reporting: Energy Consumption, Fuel, Potable Water Use & Waste Disposal on Projects , project offices and State Business Units offices/premises record ADCO related energy consumption (kWh), fuel, e.g., petrol/diesel/gas use (litres), potable water use (kL), waste disposal (cubic metres/tonnes). Reported in monthly Project Control Review Meetings	100%	Project Manager / Construction Manager

A-4 Project Management Structure (Organisational Chart)

ADCO will provide a competent project team to effectively communicate and allow for sufficient time and resources to effectively implement the requirements of the Health Safety Environment Management System.

Dotted lines denote indirect reporting lines.



A-5 Environmental Management Responsibility / Accountability Matrix

	Head of Health Safety Environment	State HSE Manager	HSE Advisor	Construction Manager	Project Manager	Project Engineer	Site Manager	Supervisor/Supervisor	Site trade partner Principal	HSE Committee/ Consultation Group	Construction Worker
Environmental Management System	A	I	R	R	R	I	R	R	I	C	I
Environmental Management Policy	A	I	R	R	R	I	R	R	I	C	I
Environmental Social Governance Policy	A	I	R	R	R	I	R	R	I	C	I
Project Environmental Management Plan	A	C	C	I	R	I	R	R	I	C	I
Project Risk Register (Environment)	A	C	C	I	A/R	R	R	C	I	I	I
Environmental Management Sub Plans	A	C	C	I	R	I	R	R	I	C	I
Legislation and Regulatory Changes	A	A	C	C	R	C	C	I	I	I	I
Site Rules	-	I	C	-	A/R	C	C	C	I	I	I
HSE Objectives & Targets	A	C	I	-	I	I	I	I	I	I	-
Project HSE Objectives and Targets & Initiatives	A	I	C	R	A/R	C	C	I	I	I	-
Workplace HSE Audits	-	R	C	-	A	-	-	-	-	-	-
Organisational Chart	-	I	C	-	A/R	C	C	I	I	I	-
HSE Roles and Responsibilities	C	I	I	-	A/R	C	C	I	-	-	-
Training Plan	I	C	C	R	R	I	C	I	-	-	-

	Head of Health Safety Environment	State HSE Manager	HSE Advisor	Construction Manager	Project Manager	Project Engineer	Site Manager	Supervisor/Supervisor	Site trade partner Principal	HSE Committee/ Consultation Group	Construction Worker
Site trade partner Work Method Statements or equivalent document outlining env. controls	-	-	C	-	R	I	C/A	C	R	-	-
Worker Induction	-	C	R	-	A	-	-	-	-	-	-
Visitor Induction	-	C	R	-	A	-	-	-	-	-	-
Consultation incl. alerts, lessons learned or other	-	-	C	-	R	I	I	I	R	C	I
HSE Reporting	I	-	R	-	A	-	I	-	-	-	-
Emergency Response Management	-	C	R	I	A	I	I	I	I	I	I
Hazardous Chemicals and Safety Data Sheets	-	-	R	R	-	A	I	I	I	I	I
Plant, Machinery and Equipment	-	I	C	I	R	-C	-	A	R	A	-
Permits to Work	-	-	C	C	-	-	-	A	-	R	-
Site trade partner HSE Reporting	-	-	-	-	A	A	R	R	R	R	-
HSE Weekly Inspection	-	-	I	I	-	R	-	R	R	C	-
HSE Monthly Inspection	-	-	-	-	-	R	I	I	I	I	-
HSE Committee Weekly Inspection	-	-	C		A	I	-	I	-	C	
HSE Audit & Schedule	I	R	I	I	A	I	R	C	C	-	-
Nonconformities and defects	-	I	C	C	A	C	R	R	R	C	-

	Head of Health Safety Environment	State HSE Manager	HSE Advisor	Construction Manager	Project Manager	Project Engineer	Site Manager	Supervisor/Supervisor	Site trade partner Principal	HSE Committee/ Consultation Group	Construction Worker
Incident notification, investigation & reporting	-	C	R	C	R	I	R	C	C	C	I
Toolbox meetings	-	-	I	C	A	I	R	R	R	R	-
Daily pre-start meetings	-	-	I	-	A		R	R	R	C	I
Display EHS Information	-	-	A	-	-	R	-	-	-	-	-
High Risk Construction Work	-	-	-	-	-	A	-	A	R	-	-
High Risk Methodology Reviews	I	C	C	I	A	I	C	C	R	I	-
HSE Monitoring / Calibration	-	A	R	R	-	A	R	R	-	-	-
Incident Management	-	-	I	C	A	I	R	R	R	C	I
HSE System Audits	I	R	C	C	A	C	-	C	-	-	-

R	Responsible The person who is assigned to do the work	A	Accountable The person who makes the final decision and has the ultimate ownership	C	Consulted The person who must be consulted before a decision or action is taken	I	Informed The person who must be informed that a decision or action has been taken
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A-6 Roles and Responsibilities

Managing Director

Provide commitment, leadership and direction in the development, implementation and management of the Corporate Management Systems, including but not limited to:

- Participate in the Health Safety Environment Leadership Group.
- Facilitate the development of a corporate Health Safety Environment Strategic Plan incorporating management risks and controls and related objectives and targets to drive industry leading performance outcomes.
- Undertake project site-based Leadership activities, e.g., Safety Pulse, HSE Leadership Inspection or other to review and drive project HSE performance.
- An assessment of the effectiveness of the Corporate Management Systems. (e.g., review of incidents and nonconformities and other assurance to identify trends and opportunities for review and improvement to the Corporate Management System)
- Full management obligations including continual improvement of the Corporate Health Safety Environment and Quality Management System.
- Ensure that appropriate resources are allocated to comply with legislative requirements and the requirements of the Corporate Management System.
- Ensure that resources are competent to deliver the requirements of the Corporate Management System.

State Manager

- Participate in the Health Safety Environment Leadership Group.
- Implement the Corporate Management System at all levels in State operations consistent with The ADCO Way, accreditation and certification requirements and HSE legislative requirements.
- Implement the requirements of the ADCO HSE Strategic Plan incorporating management risks and controls and related objectives and targets to drive industry leading performance outcomes.
- Undertake project site-based Leadership activities, e.g., Safety Pulse, HSE Leadership Inspection or other to review and drive project HSE performance.
- Allocate appropriate resources to project teams to achieve compliance with legislative requirements and the requirements of The ADCO Way Corporate Management System.
- Facilitate compliance with applicable state or federal legislation by project operations and review assurance program verification.
- Implement assurance programs to review health, safety, environment, and quality management performance of the State regularly to identify nonconformances, trends and areas of improvement.
- Facilitate bid and opportunity reviews to integrate HSE risk elimination/mitigation management processes in pre-construction phases.

Construction Manager

- Implement the Corporate Management System at all levels in State operations consistent with The ADCO Way, accreditation and certification requirements and HSE legislative requirements.
- Implement the requirements of the ADCO HSE Strategic Plan incorporating management risks and controls and its objectives and targets to drive industry leading performance outcomes across State projects.
- Participate in bid and opportunity reviews to facilitate integration of HSE risk elimination/mitigation management processes in the pre-construction phases.
- Facilitate and evaluate HSE requirements throughout project tender processes.
- Maintain a general overview of site health safety environment systems, resourcing and support and overview of implementation.
- Undertake project site-based Leadership activities, e.g., Safety Pulse, HSE Leadership Inspection, High Risk Methodology Review or other to review and drive project HSE performance.
- Facilitate compliance with applicable state and federal legislation by project operations and review assurance program verification.

- Allocate appropriate resources to project teams to achieve compliance with legislative requirements and the requirements of The ADCO Way Corporate Management System.
- Maintain oversight of Project team personnel and their completion of training to fulfil their roles and responsibilities within the Corporate Management System.
- Facilitate regular review of the health, safety, environment, and quality management performance for the State to identify non-conformities, trends and areas of improvement.
- Review of health and safety management system implementation and participate in internal/external audits and other assurance.

Health, Safety Environment (HSE) Manager

- Facilitate compliance with applicable state or federal legislation by project operations and review assurance program verification.
- Implement the Corporate Management System at all levels in State operations consistent with The ADCO Way, accreditation and certification requirements and HSE legislative requirements.
- Implement the requirements of the ADCO HSE Strategic Plan incorporating management risks and controls and its objectives and targets to drive industry leading performance outcomes across State projects.
- Where required, project HSE requirements and risks are identified during project tender and/or trade tender processes and incorporated into project management plans.
- Review HSE performance on all projects to ensure compliance with legislative and corporate requirements.
- Review health safety and environment management system implementation and carry out scheduled internal audits and facilitate external audits.
- Participate in bid and opportunity reviews to facilitate integration of HSE risk elimination/mitigation management processed in the pre-construction phases.

Project Manager

- Implement the Corporate Management System at all levels in State operations consistent with The ADCO Way, accreditation and certification requirements and HSE legislative requirements.
- Implement the requirements of the ADCO HSE Strategic Plan incorporating management risks and controls and its objectives and targets to drive industry leading performance outcomes across the project.
- HSE requirements are identified and assessed during trade partner tender evaluations.
- Maintain oversight of Project team personnel and their completion of training to fulfil their roles and responsibilities within the Corporate Management System and National Training Plan.
- Participate in bid and opportunity reviews to facilitate integration of HSE risk elimination/mitigation management process in the pre-construction phases.
- In conjunction with the HSE Manager, develop project management plans and management sub plans for implementation on projects.
- Undertake project site-based Leadership activities, e.g., Safety Pulse, HSE Leadership Inspection, High Risk Methodology Review or other to review and drive project HSE performance.
- Facilitate High Risk Methodology Reviews and involve relevant peer or health safety environment subject matter specialists where available.
- Facilitate adequate resource allocation to implement and maintain the HSE requirements on the project.
- Keep project personnel informed of HSE legislation and their obligations.
- Review HSE performance on the project to ensure compliance with legislative and corporate requirements and non-compliant activities by employees and site trade partners are corrected to prevent recurrence.
- Review health safety environment management system implementation and participate in internal audits and external audits.
- Communicating project information and requirements through participation and consultative forums.

- Ensure environmental management sub plans and the EMP are implemented consistent with the management system and ISO14001.

Site Manager

- Implement the Corporate Management System at all levels in State operations consistent with The ADCO Way, accreditation and certification requirements and HSE legislative requirements.
- Implement the requirements of the ADCO HSE Strategic Plan incorporating management risks and controls and its objectives and targets to drive industry leading performance outcomes across the project.
- Implement the requirements of project HSE Management Plans and related management sub plans and manage compliance on the project.
- Facilitate and resolve issues which may arise over HSE requirements (legislative or Corporate) on the project site.
- Maintain oversight of employees and site trade partner workers and the compliance of their work activities and tasks with legislative and ADCO Management System requirements.
- Maintain open lines of communication, participation and consultation with the HSE Advisor and other interested parties (e.g., site trade partners, employee representatives) to ensure that the site operates in a healthy, safe and environmentally sensitive manner in compliance with regulatory and corporate requirements.
- Review health safety environment management system implementation and participate in internal audits and external audits and any non-conformities by employees and site trade partners are addressed.
- Facilitate communication of project information and requirements through participation and consultation forums.
- Ensure environmental management sub plans and the EMP are implemented consistent with the management system and ISO14001.

HSE Advisor

- Facilitate compliance with applicable state or federal legislation by project operations and review assurance program verification.
- Maintain oversight and update of the Project Risk Register.
- Assist with the facilitation of High-Risk Methodology Reviews and involve relevant internal /external peer or health safety environment subject matter specialists where available.
- Implement the HSE Management System at all levels in project operations consistent with The ADCO Way, accreditation and certification requirements and HSE legislative requirements.
- Implement the requirements of the ADCO HSE Strategic Plan incorporating management risks and controls and its objectives and targets to drive industry leading performance outcomes across State projects.
- Review health safety environment management system implementation and participate in internal audits and external audits and ensure any non-conformities by employees and site trade partners are addressed in a timely way.
- Communicate project information and requirements through participation and consultation forums.
- Where required, ensure project HSE requirements and risks are identified during project tender and/or trade tender processes and incorporated into project management plans.
- Review HSE performance on the project to ensure compliance with legislative and management system requirements.
- Review the management system implementation and participate in scheduled internal audits and facilitate external audits.
- Maintain oversight of environmental monitoring on the project.
- Maintain oversight of environmental management sub plans and related control measures and their review at maximum 3 monthly intervals.

Workers

All personnel are responsible for actively promoting and complying with Health, Safety and Environment management requirements as determined / advised / required by ADCO and outlined in the ADCO Health Safety Environment Requirements and those requirements outlined in this Environmental Management Plan and its related management sub plans. Activities that all personnel are required to participate in include, but are not limited to:

- Attend pre-start meetings.
- Conduct pre-start tasks analysis.
- Adhere to all authority to work permit requirements.
- Report all hazards and incidents of injury, property or equipment damage, potential or actual harm to the environment.
- Immediately stop any “at risk behaviour” identified during daily work activities.
- Attend health safety environment presentations and toolbox meetings.
- Assist in achieving project HSE objectives and targets.

A-7 Consultation & Participation Arrangements

Event	Frequency / Requirement	Those Participating	Record / Evidence
Workplace induction	Prior to commencing work at the workplace	All workplace employees and other workers. Visitors frequenting the workplace more than twice a month.	Induction records on Workplace Induction Register
Stand Down	At intervals to be determined by ADCO incident trends, lessons learned or other	ADCO employees, site trade partners and all workers.	Stand Down Record
Pre-start Meeting	Daily intervals content, high risk construction work activities, high risk work requiring a licence and interfacing work activities for the day, changes to emergency egress/ work areas, weather and other; environmental protection requirements, and When there is a new or change to, or out of sequence, work tasks that are classified as high-risk construction work.	Site trade partners and other workers including site trade partner foremen/supervisors.	Daily Pre-start Meeting Record
Toolbox Meeting	Site trade partner meetings as required with participation in discussions e.g., high risk construction work activities, changes to or out of sequence work tasks that are high risk construction work, alerts, Lessons Learned, Issued Notices and incidents plus changes to legislation and codes or standards.	Site trade partners and other workers including site trade partner foremen/supervisors.	Toolbox Meeting Template
Project Control Review	At maximum four weekly intervals or as required including upcoming high risk construction work activities, critical and business reportable incident outcomes and lessons learned and management of design or other changes with the potential to significantly affect environmental aspects or impacts	Project Manager, Construction Manager/Workplace Manager/ Service Providers/ Site trade partners, Client Representative and others.	Minutes of meeting PCR online portal reporting
Training	Commencement of project; and Annually in line with existing ADCO National Training Plan or Project Training Needs Analysis (TNA) Appendix 10	ADCO salaried and award staff	National Training Plan Project TNA
Interested Parties	External consultation with authorities/stakeholders and other interested parties, as required by conditions, licences or public consultation	As agreed with State HSE Manager input.	Meeting minutes and relevant correspondence.

A-8 Plant, Equipment and Processes Inspection & Testing Schedule

Inspection and test requirements to ensure efficient operation and related air quality.

Item	Inspection By	Aust. Standard / Code	Inspection / Records / Other Required
Atmospheric testing and monitoring equipment.	Competent Person	AS 2865	# Prior to each Confined Space entry, #Yearly. **Calibration of equipment required
Backhoe	Competent Person	Manufacturer Manual	##(D) Daily Pre-start, #250 hrs, #2,000 hrs (2 yearly) or maintenance as per manufacturer. (M) Mobile Plant Operator
Concrete Line Pump ® Concrete Boom Pump	Competent Person	AS 1418.15 AS 2550.15	##(D) Daily Pre-start, #Monthly, #0-5 Yrs every 1000hrs/ Min yearly, #5-10 Yrs every 500hrs/Min yearly, # >10 Yrs old every 250hrs/Min yearly #High Risk Work Licence
Concrete / Quick Cut Saw	*Competent Person	-	#Formal Operator Training, guarding # Maintenance as per the manufacturer
Crane—mobile<10t ® Crane—mobile>10t ® Crane – Self Erecting ® Crane – Gantry >10t	Competent Person	AS 2550 AS 1418	##(D) Daily Pre-start, #monthly, #yearly, #10 yearly. (M) Mobile Plant Operator #High Risk Work Licence
® Crane—tower	#Competent Person	AS 2550 AS 1418	##(D) Daily Pre-start, #monthly, #yearly, #10 yearly. #High Risk Work Licence #Operators must provide evidence of ticket/licence. ## Independent Engineer Design Review and Inspection in the Supplier's Yard
Electrical – temporary switchboards and portable electrical equipment	Licensed Electrician	AS 3000 AS 3012 AS 3760	# ADCO Procedure Electrical Equipment Inspection and Testing and Register or equivalent
Elevating work platforms ® Boom type EWP	Competent Person	AS 2550.10	##(D) Daily Pre-start, #3 Monthly, #yearly, #10 Yearly #High Risk Work Licence # (M) Mobile plant Operator
Excavator	Competent Person	Manufacturer Manual	##(D) Daily Pre-start, #250 hrs, #2,000 hrs (2 yearly) or maintenance as per manufacturer. #(M)Mobile Plant Operator
Fire Fighting Equipment	Competent Person	AS 1851	Regular inspection, #6 monthly test; #Register where > 10 extinguishers are installed. >12m effective height of building – see ADCO Emergency Response Management Sub Plan
Forklift Truck/ Telehandler/ Manitou/ motorised (self-propelled) Pallet Trolleys/ Lift Trucks	Competent Person	AS 2359.2	##(D) Daily Pre-start, #250 hrs, #2,000 hrs (2 yearly) or maintenance as per manufacturer. #High Risk Work Licence (M)Mobile Plant Operator #Operators must ticket/licence/ competency attained.
Front End Loader	Competent Person	Manufacturer Manual	##(D) Daily Pre-start, #250 hrs, #2,000 hrs (2 yearly) or maintenance as per manufacturer. (M)Mobile Plant Operator

Item	Inspection By	Aust. Standard / Code	Inspection / Records / Other Required
Hazardous Chemicals - products, materials, or substances /Dangerous Goods	Health & Safety Precautions	Safe Work Australia	#Risk Assessment; #Safety Data Sheet; #Register, training. #Health Monitoring – Sch14 WHS Regulations
Mobile Plant (All motorised self-propelled)	Competent Person		##(D) Daily Pre-start inspection and maintenance to manufacturer's requirements or Aust. Standards. ##(M) Mobile Plant Operator
Oxy/Acetylene/ Flashback arresters	Competent Person	AS 4332 AS4603 AS4289	Regular inspection and adequate separation and storage. # Flashback arrester 12-month test #Hoses, gauges, and other reticulation items 6 monthly.
Piling Rig	Competent Person	AS2550.1	##(D) Daily Pre-start, #monthly, #yearly, #10 yearly. ##(M) Mobile Plant Operator ### Independent Engineer Foundation Design Review
Work Method Statement High Risk Construction Work with potential for material harm to the environment	Competent Person	N/A	# Record of review by Competent Person # Training or Toolbox Talk Record. # Monitoring by principal contractor and site trade partner to ensure compliance. #Daily Observation by ADCO Supervisor
Scissor Lift/Boom lift	Competent Person	AS 2550.10	##(D) Daily Pre-start, #3 Monthly, #yearly, #10 Yearly. # (M) Mobile Plant Operator
Skid steer Loader (Bobcat)	Competent Person	Manufacturer Manual	##(D) Daily Pre-start, #250 hrs, #2,000 hrs (2 yearly) or maintenance as per manufacturer. # (M) Mobile Plant Operator

Key:

® Means items of plant, machinery or equipment, which require registration of the design or the specific item of plant itself or both. Plant which requires 'item' registration, i.e., for the specific piece of plant which arrives at a construction project typically; includes: concrete pumps (boom type); mobile cranes > 10 tonnes SWL; tower cranes; air compressors, building maintenance units and boom type elevated work platforms.

Note: As of 1 July 2014, Victoria removed the legislative requirement for 'item' registration of specific high-risk plant. Design registration of specific high-risk plant is still required as denoted by ®

(#) Means records required.

(D) Means Daily prestart inspection required

** Means calibration of measuring and testing equipment is required in accordance with the requirements of Part 5 of this Pan.

(M) **Mobile Plant Operator** means the Operator is required to evidence either a licence/certificate issued by a State/Territory; **OR** if a licence is not a State/Territory requirement then a Statement of Attainment /Certificate issued by a Registered Training Organisation; **OR** evidence of a formal Verification of Competency assessment against defined competency standards.

A-9 Objectives and Targets Implementation

The table below is populated where project /workplace personnel are tasked with implementing the requirements of the objectives and targets related to environmental management as outlined in [Appendix 3](#).

Nominated Person(s)	Position	Objectives & Targets Task	Frequency
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Identify key high risk construction work trades with significant potential for material harm to the environment and implement a High-Risk Methodology Review	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	National Training Matrix implemented for ADCO Way	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Implement the ADCO Management System	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Critical incident notification	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Critical incident learnings	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Critical incident investigation completed within 30 days	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Project Leadership Group members	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Actions assigned to project/operation	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Innovation	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Project Recognition & Rewards Program	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Environment Incident Frequency Rate (EIFR)	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Waste management projects	Monthly PCR
Construction Manager, Project Manager, Site Manager, Site Supervisor, Contracts Administrator & HSE Advisor	Various	Environmental Reporting: Energy Consumption, Fuel, Potable Water Use & Waste Disposal on Projects	Monthly PCR

A-10 Additional Training Needs Analysis

The following outlines any specific training needs identified for the Project Site. Note that this list is not conclusive as each Site trade partner Company or Service Provider must complete its own internal training and skills development for its employees or other workers.

Course / Competency Description	Position	Date to be Completed by	Provider
Project Specific Induction including environmental awareness and incident reporting	All workers	Prior to start	Construction Manager / Site Supervisor / HSE Advisor.
Emergency Warden (ADCO)	Emergency Wardens	Prior to start	Accredited Training Provider
Spill Response	Emergency response team	Prior to start	Spill Kit Provide/Tap into Safety
Environmental Aspects & Impacts Awareness	ADCO employees	Within 14 days of employment commencement	Tap into Safety
Environmental Management	ADCO employees with environmental management as a key responsibility, e.g., HSE Advisor	Within 12 months of commencement	Three Leaf Solutions
Environmental Management Sub Plans	ADCO employees with environmental management as a key responsibility	Within 30 days of project commencement	Internal Induction

A-11 Client Requirements

[Insert any additional Client Requirements not listed under Part 4.4.3 of this plan]

A-12 Plan Signatures

We, the undersigned, confirm that we have participated in consultation on the contents of this document, read and understood its contents, and agree to implement the requirements of this Plan on this project site.

Note: Refer to HammerTech Toolbox Talk in relation to the acknowledgement of this Health and Safety Management Plan including other assorted Sub Plans and Risk Registers.

Name	Position	Signature	Date

A-13 Construction Traffic Management Plan

ptc. consultants (Traffic Engineering Consultant)

A-14 Erosion Sediment Control Plans

Costin Roe Consulting (Civil Engineer)

A-15 Construction Flood Emergency Response Plan

Costin Roe Consulting (Civil Engineer)

A-16 Construction Noise & Vibration Management Plan

Pulse White Noise Acoustics (Acoustic Consultant)

A-17 Construction Waste Management Plan

ADCO Constructions (Head Contractor)

A-18 Demolition Procedural Plan

ADCO Constructions (Head Contractor)

A-19 Unexpected Contamination Finds Procedure

ADCO Constructions (Head Contractor)

A-20 Acid Sulfate Soils Management Plan

JBS&G (Contamination Consultant)

A-21 Community Consultation and Complaints Handling Procedure

ADCO Constructions (Head Contractor)

A-22 **Approved SSDA Consent Conditions**

Department of Planning, Housing & Infrastructure

A-23 Statement of Repairs

ADCO Constructions (Head Contractor)

A-24 Statement of Heritage Impact Report

Austral Archaeology (Heritage Consultant)

A-25 Additional Contamination Assessment

JBS&G (Contamination Consultant)

A-26 Hazardous Building Materials Report by WSP Environmental

WSP Environmental (HAZMAT Consultant)

A-27 Evidence of Stakeholder Consultation

ADCO Constructions (Head Contractor)

A-28 Site Environmental Emergency Response Plan

ADCO Constructions

Potential emergency	What to do?	Relevant authorities and persons
Injury caused by: - Fire - Explosion - Machinery accidents - Minor injuries	- For serious injuries, call an ambulance. You should also have the contact details of the nearest doctor, medical centre, and hospital. - Immediately inform the site first aid officer. - Follow the procedures as detailed in the Site Safety Plan. - For major injuries, contact the site manager or project manager.	- Emergency services - Nearest doctor - Medical centre - Site Manager - Project Manager
Fire Fire at the diesel tank Fire at any of the machineries Fire caused by vandalism	- Evacuate all personnel to a safe area immediately. - Call the fire brigade (emergency services). - If the fire is likely to damage neighbouring property, inform the adjacent residents. - Follow the procedures as detailed in the Site Safety Plan. - For major fire emergencies, contact the site manager or project manager. - Inform terminal security. Note: fire extinguishers are located throughout the site as detailed in the Emergency Evacuation Map.	- Emergency services - Site Manager - Project Manager - Adjacent residents
Spills management and contaminated soils. Major spills: - Spill or release of diesel fuel or oil - Spill or release of other hazardous chemicals or material.	For major spills (defined as a spill that is likely to have direct environmental consequences): - Immediately call the Fire Brigade and notify the project manager. - Identify the source of the spill. - Refer to the Safety Data Sheet (SDS) and evaluate the hazards of the material.	- Emergency services (fire brigade) - HSE Manager - Site Manager and Project Manager - EPA

Potential emergency	What to do?	Relevant authorities and persons
Minor site spills Acid sulphate soils	• If the material is dangerous, evacuate the site immediately and notify all neighbours. • If it is safe to do so, halt the source of the spill immediately. • Contain the spill and control its flow. • Block storm water drains downstream of the spill. • EPA and local council must be notified about any spills that are likely to threaten the environment. • Minor spills (defined as spills which can be contained and rectified correctly without the need of external services), shall be contained, and rectified with the site spill kit and disposed of correctly. Superintendent to be notified via incident report. • Reported to the Site Manager. • Where acid sulphate soils are discovered, the spoil shall not be removed from site; subsequent notification and testing will follow.	• Emergency services (fire brigade) • HSE Manager • Site Manager and Project Manager • EPA
Heavy rainstorm and flood beyond the capacity of the sediment and erosion controls on-site or failure of the sedimentation control measures.	• Contain/ minimise the flow. • Contact council immediately. • Investigate reasons for failure and prepare an incident report. • Contact the Project Manager.	• Council • Site manager • Project Manager
Discovery of items of conservation value (e.g., flora and fauna, heritage).	Fence-off the area as 'no go' zone and contact the site manager or project manager immediately for further action.	• Site Manager • Project Manager
Discovery of contaminated material on site (e.g., underground fuel storage tanks).	Fence-off the area as 'no go' zone and contact the site manager or project manager immediately for further action.	• Site Manager • Project Manager

A-29 On-Site Traffic Control Plans

ptc. consultants (Traffic Engineering Consultant)

A-30 Cumberland City Council Consultation

ADCO Constructions (Head Contractor)