



Aldington and Abbots Road, and Mamre and Abbots Road Intersection
Upgrades, Kemps Creek

Heritage Management Plan

FINAL REPORT

Prepared for AT&L

22 November 2024

Biosis offices

New South Wales

Albury

Phone: (02) 6069 9200
Email: albury@biosis.com.au

Gosford

Phone: (02) 9101 8700
Email: gosford@biosis.com.au

Newcastle

Phone: (02) 4911 4040
Email: newcastle@biosis.com.au

Sydney

Phone: (02) 9101 8700
Email: sydney@biosis.com.au

Western Sydney

Phone: (02) 9101 8700
Email: sydney@biosis.com.au

Wollongong

Phone: (02) 4201 1090
Email: wollongong@biosis.com.au

Victoria

Ballarat

Phone: (03) 5304 4250
Email: ballarat@biosis.com.au

Melbourne

Phone: (03) 8686 4800
Email: melbourne@biosis.com.au

Wangaratta

Phone: (03) 5718 6900
Email: wangaratta@biosis.com.au



Document information

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Prepared by:	Crystal Garabedian
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- Alex Lohrisch: AT&L.

Biosis acknowledges the Aboriginal and Torres Strait Islander peoples as Traditional Custodians of the land on which we live and work.

We pay our respects to the Traditional Custodians and Elders past and present and honour their connection to Country and ongoing contribution to society.

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Abbreviations

ACHA	Aboriginal cultural heritage assessment
AHIMS	Aboriginal Heritage Information Management System
AHIP	Aboriginal Heritage Impact Permit
CEMP	Construction Environmental Management Plan
Cth DCCEEW	Australian Commonwealth Department of Climate Change, Energy, the Environment and Water
DP	Deposited Plan
DPI	Department of Primary Industries
NSW DCCEEW	NSW Department of Climate Change, Energy, the Environment and Water
EP&A Act	<i>Environmental Planning and Assessment Act 1979</i>
EPBC Act	<i>Environmental Protection and Biodiversity Conservation Act 1999</i>
Heritage NSW	Heritage NSW, NSW Department of Climate Change, Energy, the Environment and Water
HHA	Historic Heritage Assessment
HMP	Heritage Management Plan
ICOMOS	International Council on Monuments and Sites
NPW Act	<i>National Parks and Wildlife Act 1974</i>
RAP	Registered Aboriginal Party
SEPP	State Environmental Planning Policy
study area	Defined as Aldington Road, Abbotts Road, and the intersection of Mamre Road and Abbotts Road in Kemps Creek, NSW
SoHI	Statement of Heritage Impact
the Code	<i>The Code of Practice for Archaeological Investigation of Aboriginal Objects in NSW</i> (DECCW 2010a)
WHS	Work Health and Safety

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1 Introduction

This Heritage Management Plan (HMP) manages the impacts to Aboriginal and non-Aboriginal heritage during the upgrades to Aldington Road, Abbotts Road, and the intersection of Mamre Road and Abbotts Road (the project) (Figure 1 and Figure 2). This HMP has been prepared to supplement the Construction Environmental Management Plan (CEMP) that is being prepared for the project, as was recommended in the Aboriginal Cultural Heritage Assessment (ACHA) conducted by Biosis (2024).

1.1 Project background

Biosis Pty Ltd (Biosis) was commissioned by AT&L, on behalf of the developer, to undertake a HMP for the proposed upgrades to Aldington Road, Abbotts Road, and the intersection of Mamre Road and Abbotts Road in Kemps Creek, New South Wales (NSW) (the study area). The project is currently being assessed as a State Significant Development (SSD) application under Part 4.36 of the *Environmental Planning and Assessment Act 1979* (EP&A Act). The project is yet to undergo determination through the SSD planning process. Should conditions in addition to the management measures detailed in this HMP be required as part of the SSD approval, this HMP must be updated to address those conditions

The ACHA prepared for the project (Biosis 2024) was sent to the Registered Aboriginal Parties (RAPs) for review and comment. This was done as part of Stage 4 of the consultation process, as outlined the *Aboriginal Cultural Heritage Consultation Requirements for Proponents 2010* (DECCW 2010b) (consultation requirements).

The ACHA identified three existing Aboriginal Heritage Information Management System (AHIMS) sites (Figure 3) within the boundaries of the study area which require management, including:

- AHIMS 45-5-5747/270 Aldington Road AS02.
- AHIMS 45-5-5692/Aldington Road IF01.
- AHIMS 45-5-5607/Aldington Road 01.

This HMP details the management and mitigation measures for these three AHIMS sites, in addition to any unexpected Aboriginal or non-Aboriginal heritage objects found during the project. This HMP has been prepared in accordance with the EP&A Act and the *National Parks and Wildlife Act 1974* (NPW Act).

The Statements of Heritage Impact prepared for the project (Biosis 2023a and Biosis 2023b) identified two non-Aboriginal heritage items located partially within the study area (Figure 3). This HMP details the management and mitigation measures for these items.

1.2 Study area

The study area is located within the Penrith Local Government Area (LGA), Parish of Melville, County of Cumberland (Figure 1). The study area incorporates Aldington Road, Abbotts Road, and the intersection of Mamre Road and Abbotts Road, and is bounded by private property to the north, south, east, and west (Figure 2).

1.3 Project works

The proposed development for the project involves upgrades to Aldington Road, Abbots Road, the intersection of Mamre Road and Abbots Road (Figure 4). This includes earthworks comprising cutting and filling along the existing road corridor, refining and reinforcing the new infrastructure and installation of road signage.

1.4 Purpose and objectives

The purpose of this HMP is to describe how Aboriginal and non-Aboriginal heritage will be protected and managed by the developer during the operational life of the project. The key objective of the HMP is to ensure that impacts to Aboriginal and non-Aboriginal heritage are minimised and within the scope permitted by the project approval. The HMP will supplement the CEMP that is being prepared for the project.

Specific objectives include:

- A description of the measures that would be implemented for:
 - Managing the discovery of human remains or previously unidentified heritage items.
 - Conducting further archaeological and heritage assessment in any disturbance areas where this assessment has not already been carried out.
 - Ensuring any workers on site receive suitable heritage inductions prior to carrying out any work on site.

The HMP must include a description of the measures for the management of Aboriginal heritage that would be implemented to:

- Protect the heritage items outside the project disturbance area.
- Minimise and manage the impacts of the project on heritage items within the disturbance area, including:
 - Any proposed archaeological investigations and/or salvage measures.
 - A strategy for the long-term management of any items or material that are collected during any of these archaeological or works.
- Monitor and report on the effectiveness of any mitigation measures and any heritage impacts of the project.
- Maintain and manage reasonable access for Aboriginal stakeholders to heritage items on site.
- Provide for ongoing consultation with Aboriginal stakeholders in the conservation and management of Aboriginal cultural heritage on site.

The HMP must include a description of the measures that would be implemented for the management of non-Aboriginal heritage to:

- Protect the heritage items outside the project disturbance area.
- Minimise and manage the impacts of the project on heritage items within the disturbance area, including:
 - Archaeological test excavations or salvage of all sites of local significance in accordance with the NSW Heritage Manual.

- Photographic and archival recording of all heritage items that would be affected by the project.
- Monitor and report on the effectiveness of these measures and any heritage impacts of the project.

This HMP should be read in conjunction with the following document:

- *Aldington and Abbots Road, and Mamre and Abbots Road Intersection Upgrades: Aboriginal Cultural Heritage Assessment* (Biosis 2024).
- *Aldington Road and Abbots Road Upgrades, Kemp's Creek, NSW: Statement of Heritage Impact* (Biosis 2023a).
- *Upgrades to the Abbots Road and Mamre Road Intersection, Kemp's Creek, NSW: Statement of Heritage Impact* (Biosis 2023b).

1.5 Heritage Management Plan conditions

Following an SSD approval, this HMP will be updated (if required) to ensure that it satisfies the conditions within the SSD approval conditions. The conditions provided in the SSD approval will be added to this HMP, indicating the corresponding section of this HMP that addresses the condition.

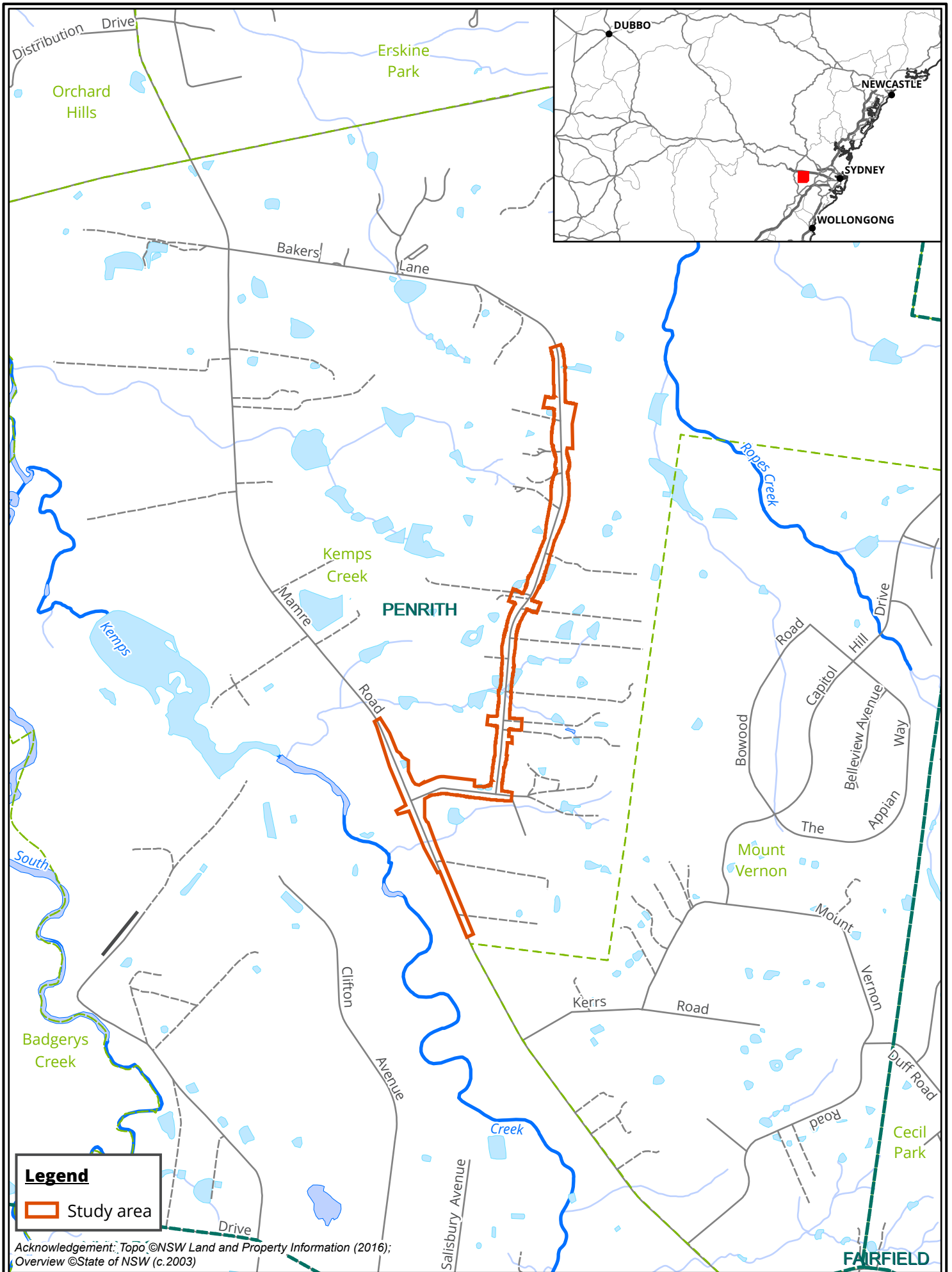
1.6 Contributors

This HMP was prepared by Crystal Garabedian (Heritage Consultant) at Biosis. This report has been reviewed by Mathew Smith (Senior Heritage Consultant) at Biosis. A summary of their professional experience can be seen in Table 1 below.

Table 1 Project team experience summary

Name	Experience summary	Role in project
Mathew Smith BA/BSc (Hons) Senior Heritage Consultant	Mathew is an archaeologist with over eight years' experience in the consulting industry. Mathew is currently based out of Wollongong and has extensive experience in Western NSW and the South Coast. Mathew has also managed and completed a range of Aboriginal cultural heritage and historical heritage projects across NSW, including the Sydney Basin, Hunter Valley, Central and Northern NSW regions. Mathew focuses on Aboriginal archaeology and has successfully obtained project approvals for Aboriginal Heritage under the NPW Act, including Aboriginal Heritage Impact Permits and State Significant Development approvals. As part of these approvals Mathew has authored a range of report types including due diligence assessments, Aboriginal cultural heritage assessments, heritage management plans and letters of advice which have supported review of environmental factors, Environmental Impact Statements and development applications. Mathew's key areas of expertise include project management, field surveys, archaeological excavation, Aboriginal community consultation, and preparation of technical reports. Mathew is also recognised by the Australian Association of Consulting Archaeologists Inc., as a specialist in the recording and analysis of Aboriginal artefacts.	<ul style="list-style-type: none"> • Quality assurance • Technical advice
Charlotte Allen BA (Hons) Senior Heritage Consultant	Charlotte has over six years' archaeological consulting experience, and is skilled in historical research, report preparation and project management. Prior to consulting, Charlotte had an established career in administrative, project management and data management support in the heritage, health and transport sectors. Charlotte has broad experience working as	<ul style="list-style-type: none"> • Quality assurance

Name	Experience summary	Role in project
	<p>an archaeologist on Aboriginal and European heritage projects across New South Wales.</p> <p>Charlotte has strong technical skills in research, archaeological field surveys and excavation, artefact analysis, and technical report writing, with a focus on detail and accuracy. Charlotte has managed a range of projects for a variety of client bases, including Aboriginal Due Diligence Assessments, Aboriginal Cultural Heritage Assessments, Historical Heritage Assessments, Historical Archaeological Assessments, Statements of Heritage Impact, Conservation Management Plans, Heritage Interpretation Strategies and Plans, Constraints Analyses and Letters of Advice. Charlotte has also had numerous successful permit applications under the Heritage Act 1977 and National Parks and Wildlife Act 1974, with minimal comments from government regulators.</p>	
<p>Crystal Garabedian BSc/BA (Hons) Heritage Consultant</p>	<p>Crystal completed her Bachelor of Science and Bachelor of Arts with Honours in 2018, where she developed specialist skills in the identification of marine zooarchaeological material. Prior to her time at Biosis, Crystal was a research assistant at Macquarie University and La Trobe University. She was part of a project team who developed field recording software and gained experience in artefact cataloguing and report writing. Crystal was also a subcontracting archaeologist and undertook cataloguing, photography, and detailed analyses of faunal, ceramics, building materials and glass artefacts. Since joining Biosis, Crystal has gained experience in Aboriginal community consultation, project management, research, report writing, field surveys, test and salvage excavations. She has managed Historical Heritage Assessments, Aboriginal due diligence Assessments and Aboriginal Cultural Heritage Assessments for a variety of projects throughout New South Wales.</p>	<ul style="list-style-type: none"> • Project management • Report preparation • Aboriginal community consultation



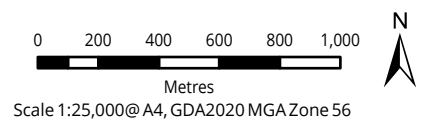
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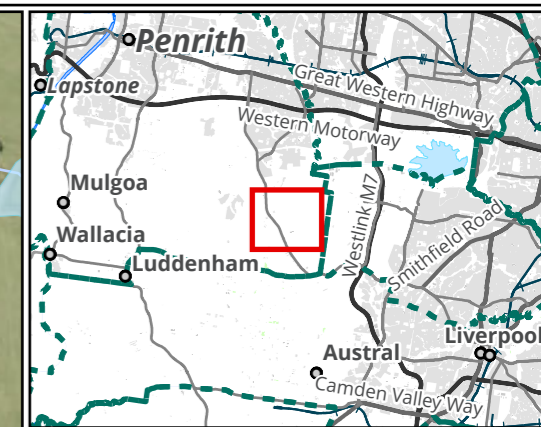
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 Overview ©State of NSW (c.2003)



Figure 1 Location of the study area

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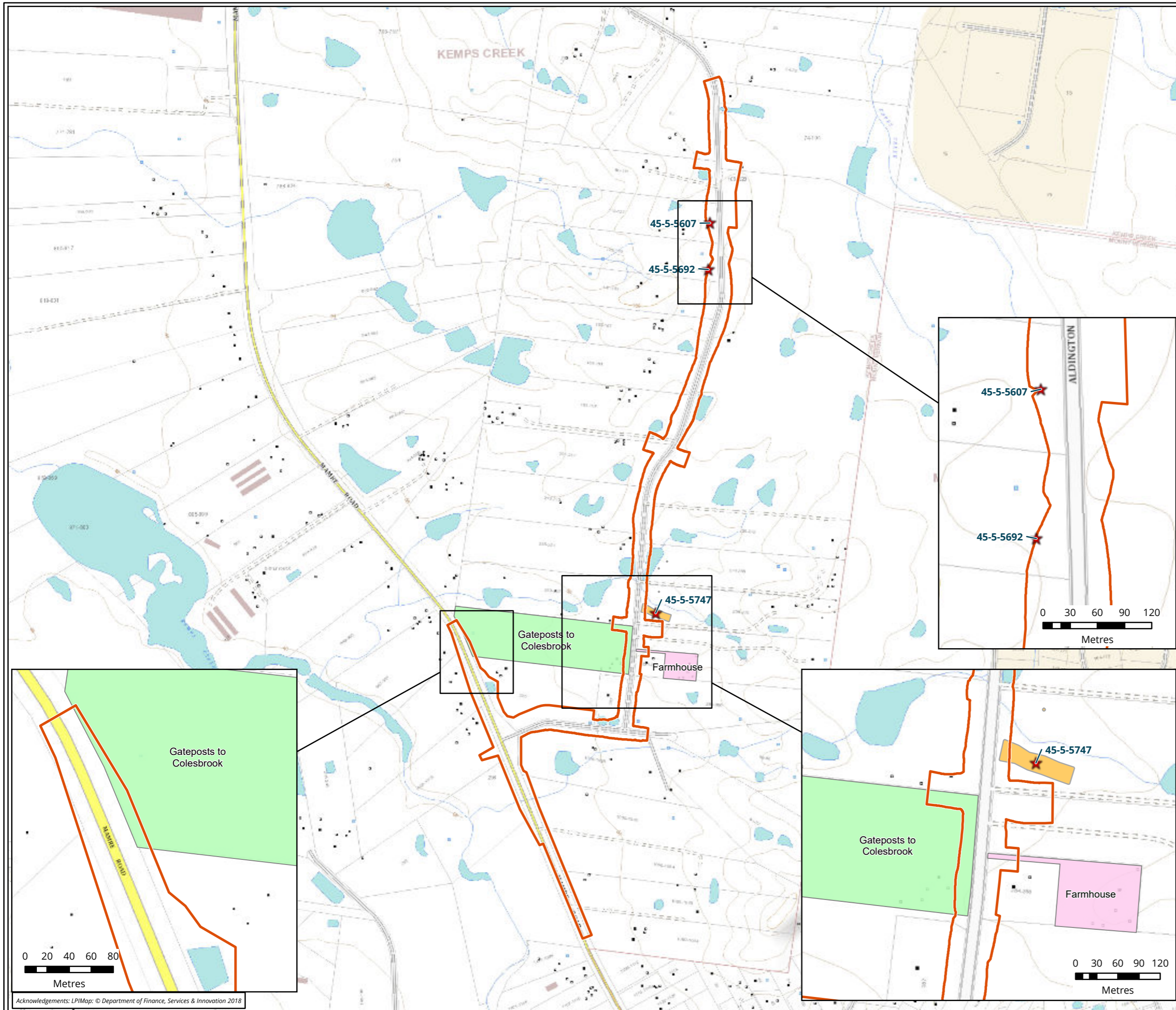
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Figure 2 Study area detail

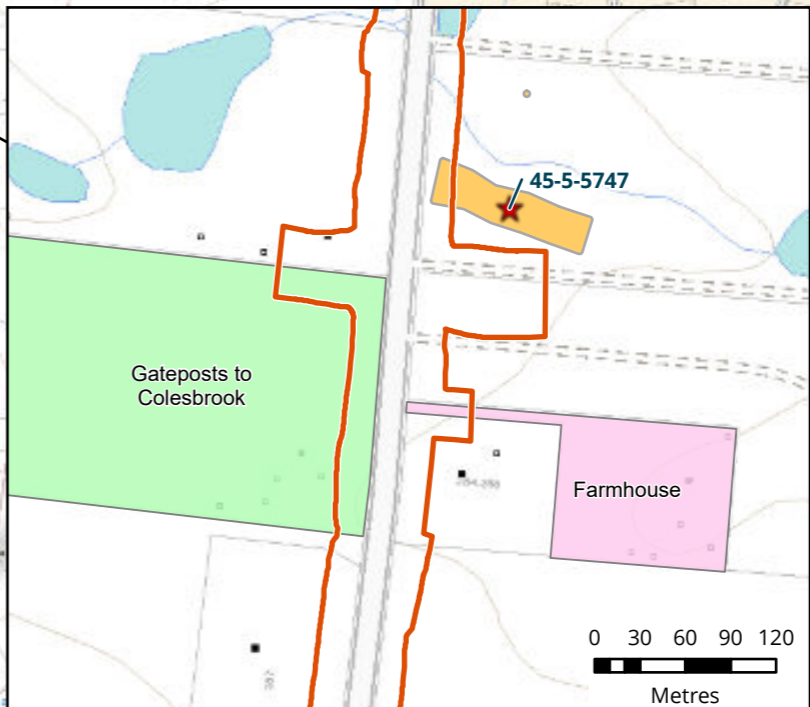
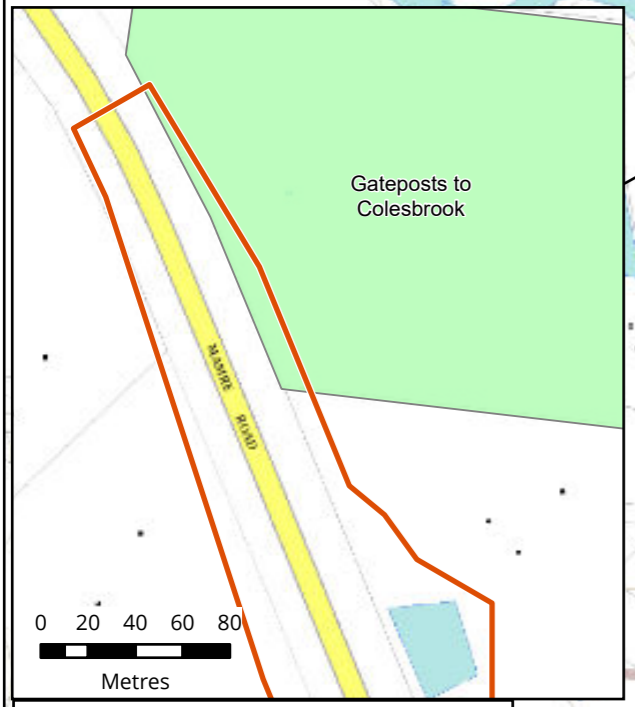
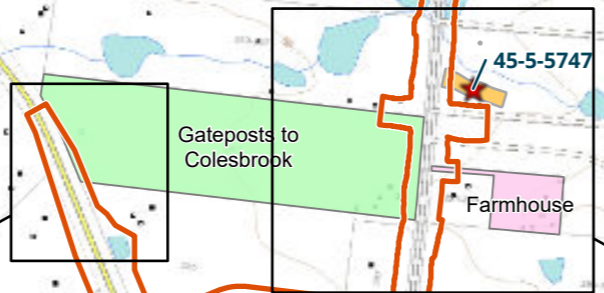
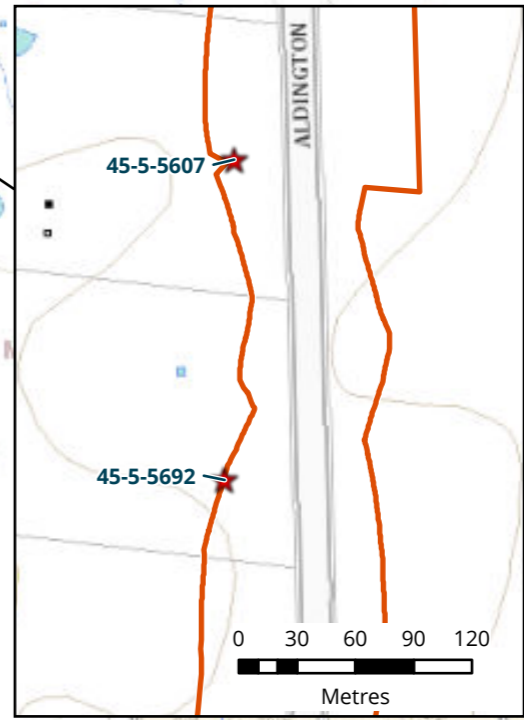
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- Legend**
- Study area
 - Sites requiring management**
 - ★ AHIMS
 - Site extent of AHIMS 45-5-5747
 - Farmhouse
 - Gateposts to Colesbrook

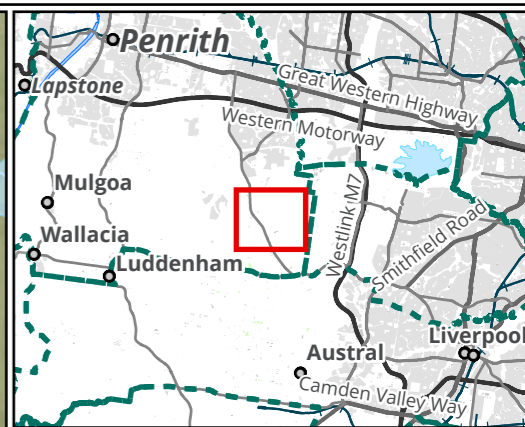
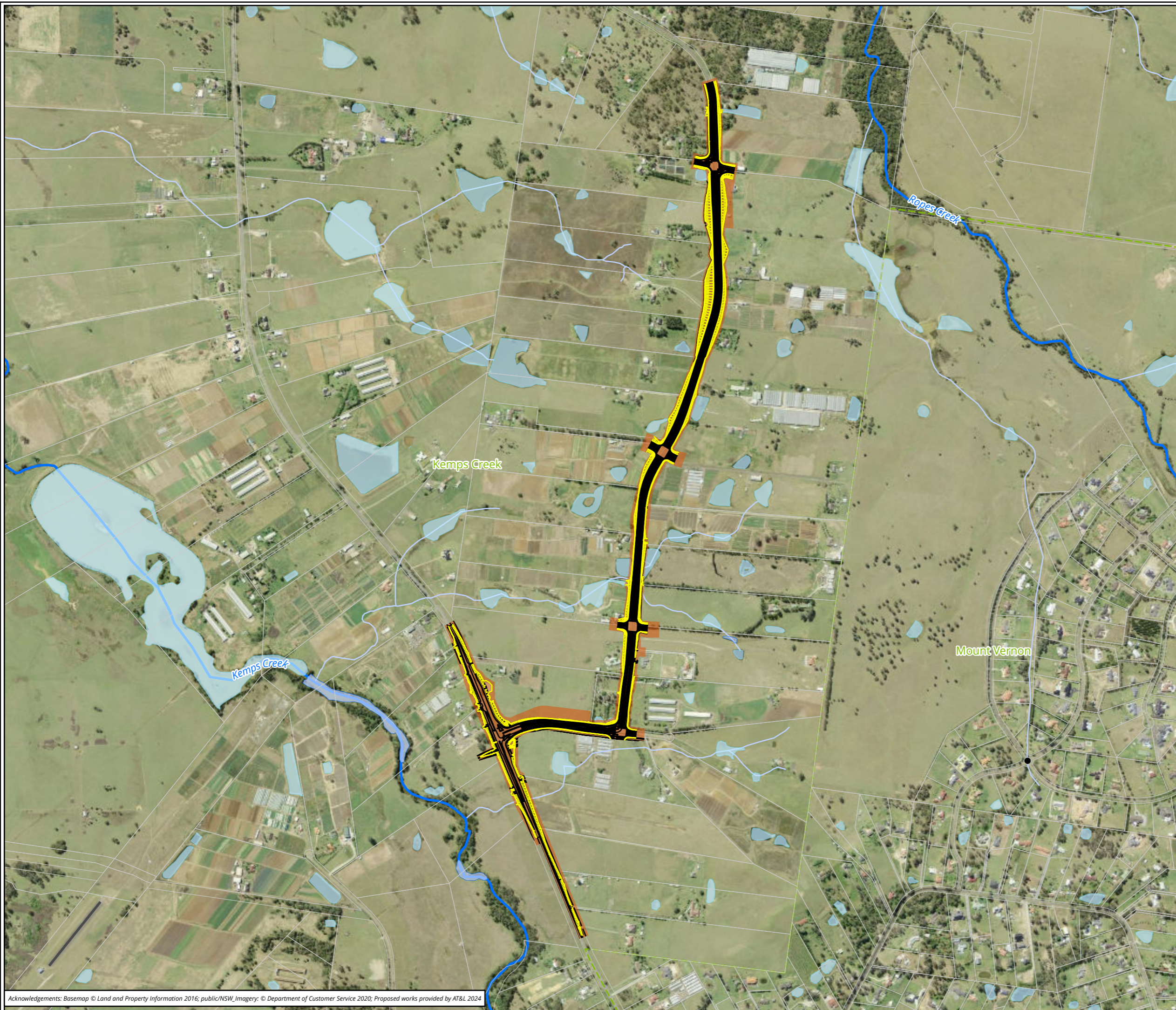


NOT TO BE MADE PUBLIC
Figure 3 Sites requiring management

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 - Proposed works (AT&L 2024)**
 - Batter
 - Proposed works

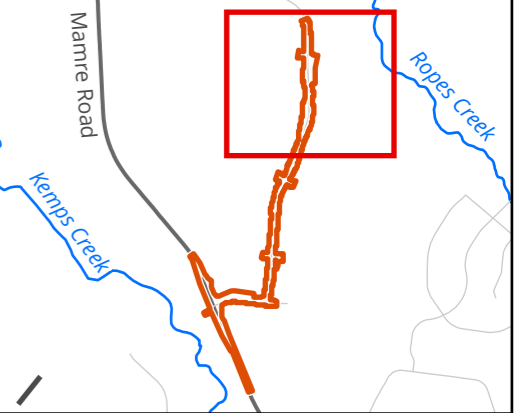
Figure 4.1 Proposed works

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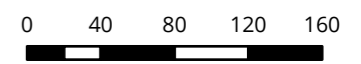
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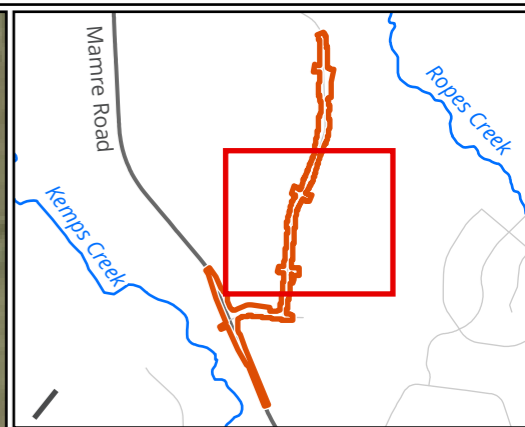
Figure 4.2 Proposed works



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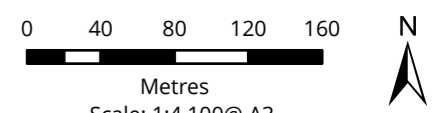


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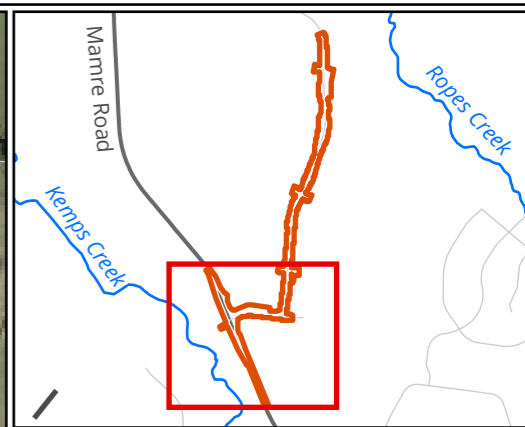
Figure 4.3 Proposed works



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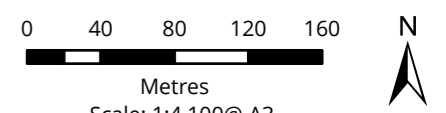


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Figure 4.4 Proposed works



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2 Environmental requirements

The following section outlines the environmental requirements of the project including relevant legislation and guidelines that have been used to assist in the formulation of this HMP.

2.1 Relevant legislation and guidelines

Legislation relevant to heritage management includes:

- EP&A Act.
- NPW Act.
- *Heritage Act (NSW) 1977* (Heritage Act).

The main guidelines, specifications and policy documents relevant to this HMP include:

- Aboriginal Cultural Heritage Consultation Requirements.
- *The Burra Charter: The Australia ICOMOS Charter for Places of Cultural Significance* (Australia ICOMOS 2013).
- *The Code of Practice for the Archaeological Investigation of Aboriginal Objects in New South Wales* (the Code) (DECCW 2010a).

2.2 Commitment to cultural heritage preservation

According to Allen and O'Connell (2003), Aboriginal people have inhabited the Australian continent for the last 50,000 years. New evidence out of the Northern Territory has pushed this date back with the Malakanunja II rock shelter dated at around 65,000 years before present (BP) (Clarkson et al. 2017). In NSW, according to Bowler et al. (2003), Aboriginal people have occupied the land for over 42,000 years. However, preliminary evidence presented by Biosis (2016) from a subsurface testing program in south-western NSW suggests Aboriginal people may have occupied the semi-arid zone of the region for 50,000 years. Within the Sydney Basin, Aboriginal occupation of the region extends well back into the Pleistocene period (i.e., prior to 10,000 years BP). This is evidenced by radiocarbon dates retrieved from excavated sites at Shaw's Creek K2 (14,700 years BP) (Attenbrow 2010, p. 18), at Windsor with 33,000 BP (Karskens et al. 2019) as well as sites in Parramatta (approximately 25,000–30,000 BP and 14,000 BP) (Jo McDonald Cultural Heritage Management 2005, 2005, Williams et al. 2021).

Without being part of the Aboriginal culture, and the productions of this culture, it is not possible for non-Aboriginal people to fully understand their meaning to Aboriginal people—only to move closer towards understanding this meaning with the help of the Aboriginal community. Similarly, definitions of Aboriginal culture and cultural heritage without this involvement constitute outsider interpretations.

With this preface, Aboriginal cultural heritage broadly refers to things that relate to Aboriginal culture and hold cultural meaning and significance to Aboriginal people (DECCW 2010b). Aboriginal people have a strong connection to place and there is an understanding in Aboriginal culture that everything is interconnected. In essence, Aboriginal cultural heritage can be viewed as potentially encompassing any part of the tangible and/or intangible landscape, that is, 'Country' (DECCW 2010b).

Aboriginal people's interpretation of cultural value is based on their 'traditions, observance, lore, customs, beliefs and history' (DECCW 2010b). The things associated with Aboriginal cultural heritage are continually and actively being defined by Aboriginal people (DECCW 2010b). These things can be associated with traditional, historical or contemporary Aboriginal culture (DECCW 2010b).

2.2.1 Tangible Aboriginal cultural heritage

Three categories of tangible Aboriginal cultural heritage may be defined as:

- Things that have been observably modified by Aboriginal people.
- Things that may have been modified by Aboriginal people, but no discernible traces of that activity remain.
- Things never physically modified by Aboriginal people (but associated with Dreamtime Ancestors who shaped those things).

2.2.2 Intangible Aboriginal cultural heritage

It is imperative to consider intangible values when assessing Aboriginal cultural heritage, as these can aid in understanding the deep connections and thus the significance of sites and landscapes in Aboriginal culture. Examples of intangible Aboriginal cultural heritage would include memories of stories and 'ways of doing', which would include language and ceremonies (DECCW 2010b). Aboriginal community consultation aids in identifying intangible Aboriginal cultural heritage values.

2.2.3 Statutory

Currently Aboriginal cultural heritage, as statutorily defined by the NPW Act, consists of objects and places.

Aboriginal objects are defined as:

'any deposit, object or material evidence...relating to the Aboriginal habitation of the area that comprises NSW, being habitation before or concurrent with (or both) the occupation of that area by persons of non-Aboriginal extraction, and includes Aboriginal remains.'

Aboriginal places are defined as a place that is or was of special Aboriginal cultural significance. Places are declared under Section 84 of the NPW Act.

2.2.4 Values

Aboriginal cultural heritage is broadly valued by Aboriginal people as it is used to define their identity as both individuals and as part of a group (DECCW 2010b). More specifically it is used:

- to provide a:
 - 'Connection and sense of belonging to Country' (DECCW 2010b).
 - Link between the present and the past (DECCW 2010b).
- As a learning tool to teach Aboriginal culture to younger Aboriginal generations and the general public (DECCW 2010b).
- As further evidence of Aboriginal occupation prior to European settlement for people who do not understand the magnitude to which Aboriginal people occupied the continent (see also (DECCW 2010b)).

The NSW government and all of its entities are committed the protection and preservation of Aboriginal and non-Aboriginal cultural heritage in NSW and for the project.

3 Existing environment

The following sections summarise what is known about Aboriginal and non-Aboriginal heritage within and adjacent to the study area based on information provided in:

- *Aldington and Abbotts Road, and Mamre and Abbotts Road Intersection Upgrades: Aboriginal Cultural Heritage Assessment* (Biosis 2024).
- *Aldington Road and Abbotts Road Upgrades, Kemps Creek, NSW: Statement of Heritage Impact* (Biosis 2023a).
- *Upgrades to the Abbotts Road and Mamre Road Intersection, Kemps Creek, NSW: Statement of Heritage Impact* (Biosis 2023b).

3.1 Aboriginal cultural heritage

The Aboriginal cultural heritage values were subject to assessment through the following processes:

- Literature and database review.
- Archaeological survey.
- Aboriginal consultation.
- Assessment of significance and proposed impacts.

Based upon these tasks, three Aboriginal heritage sites have been identified, these are detailed in Table 2 and their locations are identified in Figure 3. All Aboriginal heritage sites have been recorded in accordance with the Code, submitted to the Heritage NSW, NSW Department of Climate Change, Energy, the Environment and Water (Heritage NSW) and listed within the AHIMS database.

Table 2 Aboriginal heritage sites associated with the project

AHIMS site	Description	Significance	Recommendations (Biosis 2024)
AHIMS 45-5-5747/270 Aldington Road AS02	AHIMS 45-5-5747/270 Aldington Road AS02 is a subsurface, low density artefact scatter that was identified during a program of test excavations conducted by Biosis (2023b). The site is located within a lower slope landform in the western portion of the assessment area. The site extent of AHIMS 45-5-5747/270 Aldington Road AS02 overlaps the current study area so that a small portion of it is within. It contained 31 lithic artefacts recovered across the PAD area, of which 25 were silcrete, three were IMT and three were chert. The artefact forms consisted of 15 angular fragments, five distal flakes, four complete flakes, three proximal flakes, two medial flakes, one multidirectional core and one manuport. Disturbances observed within the area relate to low intensity agriculture.	Low	<ul style="list-style-type: none"> • Development of an CHMP • Unexpected finds procedure
AHIMS 45-5-5692/Aldington Road IF01	AHIMS 45-5-5692/Aldington Road IF01 was identified during an archaeological survey as part of a ADDA being completed by Biosis (2023c). The site was located on the	Low	<ul style="list-style-type: none"> • Development of an CHMP

AHIMS site	Description	Significance	Recommendations (Biosis 2024)
	mid-slope of a sloped landform, within a disturbed landscape. It consisted of a single, silcrete multi-platform core with two complete flake scars. The artefact measured 34.18 millimetres in length, 28.36 millimetres in width and 22.01 millimetres in thickness. The artefact was found within vehicle tracks, on top of the topsoil layer, approximately 206 metres from the closest water source.		<ul style="list-style-type: none"> Unexpected finds procedure
AHIMS 45-5-5607/Aldington Road 01	AHIMS 45-5-5607/Aldington Road 01 is an isolated artefact identified during a program of test excavations conducted by Austral Archaeology (2022). The site is located in an upper slope landform and contained a single silcrete proximal flake.	Low	<ul style="list-style-type: none"> Development of an CHMP Unexpected finds procedure Community collection

3.2 Non-Aboriginal heritage

The assessment of non-Aboriginal heritage values within the study area was undertaken through the completion of the following tasks:

- Literature and database review.
- Archaeological survey.
- Assessment of proposed impacts.

The proposed works for the project will be undertaken within the curtilage of two items of local heritage significance listed on the *State Environmental Planning Policy (Industry and Employment) 2021* (SEPP) (Brick Farmhouse (Item No. 14) and Gateposts to Colesbrook (Item No. 13)). These sites are detailed in Table 3 and their locations are identified in Figure 3.

It was determined during the SoHIs that the proposed works will have no adverse visual impact on the items (Biosis 2023a and Biosis 2023b). The significant heritage elements of the items are set back from the location of the proposed works and the road corridor. Therefore, the proposed works were deemed unlikely to adversely impact any items of heritage significance within the study area.

Table 3 Non-Aboriginal heritage sites associated with the project

Site	Statement of significance	Significance	Recommendations (Biosis 2023a and Biosis 2023b)
Brick Farmhouse (14)	<i>The farmhouse is of local significance and demonstrates the emergence of small farmsteads in the area following the subdivision of the Fleurs estate in the 1880s. Albeit altered the building remains a substantial and elaborate farmhouse of its era prominently set on a hillside overlooking the South Creek floodplain. The house and surrounding cleared hillside evoke a rural setting. The house is best of the late-nineteenth century and early- to mid-twentieth century residences in this historically sparsely settled area. This significance is enhanced by its historic association with the Fleurs estate subdivision (NSW Government 2006).</i>	Local	<ul style="list-style-type: none"> Works may proceed with caution Heritage induction Unexpected finds procedure

Site	Statement of significance	Significance	Recommendations (Biosis 2023a and Biosis 2023b)
Gateposts to Colesbrook (13)	<p><i>Significant as evidence of the prosperity of the larger rural properties in the late-19th and early-20th Century, and the subsequent decline leading to the present day subdivision of the area into 10ha allotments. (Fox Associates 1987: KC-4)*</i> (NSW Government 2000)</p> <p>*No further detail was available on the SHR.</p>	Local	<ul style="list-style-type: none"> • Works may proceed with caution • Heritage induction • Unexpected finds procedure

4 Environmental aspects and impacts

The key construction activities and the associated potential impacts to heritage values (both Aboriginal and non-Aboriginal) were identified through a risk management approach. The consequence and likelihood of each activity's impact on the environment was assessed to prioritise its significance.

4.1 Aboriginal heritage impacts

The potential impacts on Aboriginal heritage recordings include:

- Direct impacts and disturbance to the entire site or most of a site containing Aboriginal objects due to the construction of the project, this can be complete or partial.
- Indirect impacts to Aboriginal objects or cultural values, such as from development related changes to the landscape or scenic context of a site or item.

The proposed works include earthworks including cutting and filling along the existing road corridor, refining and reinforcing the new infrastructure and installation of road signage. These works all have the potential to heavily impact ground surfaces through excavation and will result in direct impacts to Aboriginal sites AHIMS 45-5-5747/270 Aldington Road AS02, AHIMS 45-5-5692/Aldington Road IF01 and AHIMS 45-5-5607/Aldington Road 01. A summary of impacts is provided below in Table 4.

Table 4 Impacts to Aboriginal heritage sites

AHIMS site no.	Site name	Significance	Type of harm	Degree of harm	Consequence of harm
AHIMS 45-5-5747	270 Aldington Road AS02	Low	Direct	Partial	Partial loss of value
AHIMS 45-5-5692	Aldington Road IF01	Low	Direct	Total	Total loss of value
AHIMS 45-5-5607	Aldington Road 01	Low	Direct	Total	Total loss of value

In the event that additional disturbance is anticipated to occur outside of the areas explicitly surveyed in Biosis 2024, then these disturbances will need to undergo additional heritage assessment and impact mitigation processes prior to the commencement of any associated works. It is likely that any additional impacts outside of the areas surveyed in Biosis 2024 would need to be assessed as a modification to the existing approval.

4.2 Non-Aboriginal heritage impacts

The potential impacts of the project on non-Aboriginal heritage can be categorised as follows:

- A whole or complete degree of direct impact to a heritage item resulting in the physical loss of the item.
- Partial or minor direct impact to heritage item(s).
- Indirect impacts, such as to the contextual and landscape values associated with an item.
- Indirect impact to items of heritage which could be moved to avoid direct impact and as a consequence lose contextual integrity.

- No significant impact (this category involves instances where the development would either not pose an impact to a heritage item [direct or indirect] or any impacts would be insignificant and would not reduce the heritage value or significance of the item).

During the completion of the SoHIs (Biosis 2023a and Biosis 2023b), two non-Aboriginal heritage items were located. The impacts of the ground disturbing works caused by the proposed development within the curtilage of the heritage items on the heritage items was considered to be acceptable. The impacts are indirect, as they will occur within fringes of the items' curtilages and are set back from their significant elements. The consequences of harm of will result in no loss of value. Impacts to non-Aboriginal heritage items are presented in Table 5.

Table 5 Impacts to non-Aboriginal heritage items

Listing	Item name	Significance	Type of harm	Degree of harm	Consequence of harm
SEPP (Industry and Employment) 2021	Brick Farmhouse (I4)	Local	Indirect	No harm	No loss of value
SEPP (Industry and Employment) 2021	Gateposts to Colesbrook (I3)	Local	Indirect	No harm	No loss of value

5 Environmental mitigation measures

5.1 Operational related measures

Specific mitigation measures to address impacts on Aboriginal and non-Aboriginal heritage are outlined in Table 6. Where required, further details of the proposed mitigation measures are provided in Section 5.2. These measures define the unexpected finds protocol

Table 6 Operational related measures

Strategy	Requirement	Personnel
1	Heritage inductions for all employees, contractors and sub-contractors working in the study area.	Project manager/ Heritage consultant
2	Community collection of AHIMS 45-5-5607/Aldington Road 01.	Heritage consultant/Aboriginal community
3	Procedure to follow in the event of unexpected Aboriginal finds.	Construction contractor
4	Procedure to follow in the event of unexpected human remains.	Construction contractor
5	Procedure to follow in the event of unexpected non-Aboriginal finds.	Heritage consultant/ Construction contractor/Aboriginal community
6	Long term management of Aboriginal heritage items discovered in the ACHA or during ground disturbing works in the land outside of the ACHA.	Project manager/Heritage consultant/Aboriginal community
7	Ongoing consultation with Aboriginal stakeholders and Heritage NSW regarding the management and conservation of Aboriginal cultural heritage throughout the operational life of the project.	Heritage consultant/Aboriginal community

5.2 Heritage protection management strategies

5.2.1 Strategy 1: Heritage inductions for all employees, contractors and sub-contractors working in the study area

All contractors and staff involved in construction activities on site will undergo site induction training (or be supervised by a staff member that has had the relevant training) relating to Aboriginal and non-Aboriginal heritage management issues. The induction training will address elements related to heritage management including:

- Requirements of this HMP and relevant legislation.
- Roles and responsibilities for heritage management.
- Proposed heritage management and protection measures.
- Basic identification skills for Aboriginal artefacts, non-Aboriginal artefacts and human remains.
- Procedure to follow in the event of an unexpected heritage item find during construction works.
- Procedure to follow in the event of discovery of human remains during construction works.
- Penalties and non-compliance with this HMP.

Opportunity for Aboriginal community members to be involved in delivering the Aboriginal cultural heritage inductions should also be provided.

Training records for all contractors and staff involved in construction activities will be kept and maintained in a register detailing names, dates, content and type of training undertaken. This HMP should always be kept on site and be readily accessible. The requirements of the HMP and the unexpected finds protocols should be incorporated into toolbox talks, and the mapping presented in this report should be reviewed and management measures assessed to ensure no impacts beyond the project approval are likely to take place.

Further details of a heritage induction package have been provided in Section 7 and Appendix 1 of this HMP.

5.2.2 Strategy 2: Community collection of AHIMS 45-5-5692/Aldington Road IF01

The ACHA identified one Aboriginal surface artefact (AHIMS 45-5-5692/Aldington Road IF01), for which an attempt at community collection must be permitted (Biosis 2024). Community collection of AHIMS 45-5-5692/Aldington Road IF01 will conform to the following methodology:

- Surface artefact will be collected under the supervision of a nominated RAP and heritage consultant.
- A GPS point for the artefact will be taken.
- A photographic record will be compiled.
- The cultural material will be collected, bagged, and clearly labelled.
- The artefact will be temporarily stored in a secured location at the Biosis Sydney office (14/17-27 Power Avenue, Alexandria NSW), until the completion of the project.
- An AHIMS Site Impact Recording form will be completed and submitted to the AHIMS Registrar for the site salvaged via community collection.

If the attempt at community collection is unsuccessful and the artefact cannot be relocated, an update will be sent to the RAPs for the ACHA (Biosis 2024) and works can proceed in line with the other management strategies of this HMP.

5.2.3 Strategy 3: Procedure to follow in the event of unexpected Aboriginal finds

Should any Aboriginal sites be identified during the development works, the following process should be followed:

- Works must cease in the vicinity and the find should not be moved until assessed by a qualified heritage consultant.
- A 10 meter wide buffer area around the find must be established, and the object must be cordoned off. The boundaries of all unexpected Aboriginal finds that are located within the project disturbance area will be clearly marked with star pickets or pegs and high visibility flagging tape to ensure that no impacts can occur to these finds.
- The heritage consultant will investigate and assess the find to determine the nature, extent and significance of the find. This will enable recommendations to be provided on how work can proceed and whether any further archaeological assessment is required. The heritage consultant must supply written advice to the Project Manager providing:
 - A determination of whether the find is an Aboriginal object.

- Advice on how the project is to proceed and whether the establishment of any no-go areas is necessary.
- Recommendations regarding further works that may be required and timeframe for completion of these works.
- Any Aboriginal finds will be registered on AHIMS. Where sites are impacted, a site impact form will be completed and lodged with AHIMS prior to impact.
- Create a no-go area around the find based upon the advice of the heritage consultant.
- If the unexpected find is determined to be an Aboriginal object, the heritage consultant's written advice will be supplied to Heritage NSW, the client and RAPs for their review. This will include a statement concerning the find, management measures implemented and notification of any further works arising. RAPs are to be involved in any further assessments or works as required. Any comments made by Heritage NSW and the RAPs will be incorporated into the written advice prior to finalisation and works proceeding.
- Should any previously unidentified Aboriginal finds be identified, this will trigger a review of this ACHMP in accordance with Section 8. Please note that Appendix 1 contains guidelines around the identification of Aboriginal objects and site types.

5.2.4 Strategy 4: Procedure to follow in the event of the discovery of human remains

If any suspected human remains are discovered within the study area, all activity must cease. The following process must be undertaken:

- Immediately cease all work at that location and not further move or disturb the remains.
- Notify the NSW Police, Planning and Infrastructure and Heritage NSW Environmental Line on 131 555 as soon as practicable and provide details of the remains and their location.
- Establish an appropriate no-go area. This will need to be established in consultation with NSW Police, Heritage NSW and if necessary, a qualified heritage consultant.
- Works will not be able to recommence within the location of the find until confirmation from NSW Police and Heritage NSW is obtained. If the remains are confirmed as not being human, then works may recommence. If remains are human then consultation with NSW Police, Heritage NSW and the Aboriginal stakeholders will be required to establish a plan of management.
- Works in the vicinity of the find will only be able to commence once the plan of management has been established and approval has been obtained from all relevant parties.
- Should any human remains be identified, this will trigger a review of this ACHMP in accordance with Section 8.

5.2.5 Strategy 5: Procedure to follow in the event of unexpected non-Aboriginal finds

Where non-Aboriginal items are identified, an assessment will need to be made as to the significance of the item. Non-Aboriginal heritage items may include archaeological 'relics' or other non-Aboriginal items (i.e. works, structures, buildings or movable objects). The Heritage Act defines a relic as '*...any deposit, artefact, object or material evidence that relates to the settlement of the area that comprises NSW, not being Aboriginal settlement; and is of State or local heritage significance...*'.

The following process should be followed with respect to unexpected items:

- Should any suspected non-Aboriginal items be encountered during works, works must cease in the vicinity and the find should not be moved until assessed by a qualified heritage consultant.
- A 10 meter wide buffer area around the find must be established, or the object must be cordoned off. The boundaries of all unexpected non-Aboriginal finds that are located within the project disturbance area will be clearly marked with star pickets or pegs and high visibility flagging tape to ensure that no impacts can occur to these finds.
- The heritage consultant will investigate and assess the non- Aboriginal item to determine the nature, extent, and significance of the find. This will enable recommendations to be provided on how work can proceed and whether any further work is required. The heritage consultant must supply written advice to the Project Manager stating:
 - Determination of whether the find is a relic.
 - Advice on how the project is to proceed and whether the establishment of any no-go areas is necessary.
 - Recommendations regarding further works that may be required and timeframe for completion of these works.
- Should the item be determined that it is a relic, Heritage NSW may need to be notified. This will include a statement concerning the find, management measures implemented and notification of any further works arising.

5.2.6 Strategy 6: Long term management of Aboriginal heritage items recovered during community collection or discovered during ground disturbing works

Following the successful community collection of AHIMS 45-5-5692/Aldington Road IF01 a long term management strategy will need to be established to outline the treatment of this cultural material. This will be done in consultation with the RAPs for the ACHA conducted for the study area (Biosis 2024), following the retrieval of any cultural material. If during ground disturbing works Aboriginal objects are discovered, the long term management strategy will need to be revisited with the RAPs to accommodate any additional finds.

Following an SSD approval, this HMP will be updated (if required) to ensure that it satisfies the conditions within the SSD approval conditions. After the commencement of works and subsequent destruction of AHIMS 45-5-5747/270 Aldington Road AS02, AHIMS 45-5-5692/Aldington Road IF01 and AHIMS 45-5-5607/Aldington Road 01, an Aboriginal Site Impact Recording Form will be prepared and submitted to AHIMS.

5.2.7 Strategy 7: Ongoing consultation with Aboriginal stakeholders and Heritage NSW regarding the management and conservation of Aboriginal cultural heritage throughout the operational life of the project

Heritage NSW and the RAPs should be continuously consulted throughout the project on matters regarding the management and conservation of any known and unexpected Aboriginal cultural heritage. It is recommended that:

- RAPs are provided a copy of this HMP within 14 days of finalisation of this report.
- This HMP be provided to RAPs after any major revision to the report, for 14 days to review and comment.
- A copy of the HMP be provided to RAPs after minor revisions; however, no comment is required in accordance with Section 8 for minor revisions.

- In the event of any Aboriginal unexpected finds, RAPs should be advised in accordance with Strategy 3 (Section 5.2.4).

6 Compliance management

6.1 Roles and responsibilities

The developers are responsible for ensuring all activities in this management plan are carried out during operation of the project, along with reporting any incidents to Heritage NSW. The developer may appoint a Project Manager or Project Management Company to act on their behalf.

Construction site personnel and contractors must comply with the activities outlined in this plan and any deviation to activities outlined in this plan must be reported to the developer (or appointed Project Manager). Roles and responsibilities are outlined in Table 7.

Table 7 Roles and responsibilities and contact details

Name	Role	Contact details
Gerard Noone	Project Manager	0439 246 804 gerard.noone@robsoncivil.com.au
Alasdair Cameron	Developer/Project Manager	0402 458 226 alasdair.cameron@esr.com
Heritage NSW	Regulator/Compliance	(02) 9873 8500 heritagemailbox@environment.nsw.gov.au
Crystal Garabedian	Heritage Consultant (Biosis)	0456 625 253 cgarabedian@biosis.com.au

6.2 Record keeping

Records of the identified heritage items on AHIMS standard documentation records must be kept by the heritage consultant, site personnel, contractors, and the developer. Biosis have developed a strategy for consultation with Aboriginal stakeholders regarding the ongoing management and conservation of Aboriginal cultural heritage within the study area for the operational life of the project. This can be seen in Section 5.2.7.

6.3 Incidents

If an incident occurs that results in actual or potential impacts on known heritage items and/or archaeological items that are discovered unexpectedly, the Heritage NSW will be informed immediately.

The report to Heritage NSW should also be sent to the developer and the Heritage Consultant, and include:

- Any contravention to the strategies outlined in the HMP.
- The nature of the incident.
- The actual or likely impact of the incident on Aboriginal objects and/or Aboriginal places.
- The nature and location of the Aboriginal objects and/or places, referring to and providing maps and photos where appropriate.
- The measures which have been taken or will be taken to prevent a recurrence of the incident.

7 Training and awareness

All site personnel must comply with all Work Health and Safety (WHS) manuals and procedures relevant to the project, as will be outlined in the CEMP. As part of the operation of the project, site personnel must undertake a cultural heritage induction which will include:

- A description of Aboriginal cultural heritage in Australia.
- A description of Aboriginal cultural heritage in the Kemps Creek area.
- A description of the tangible and intangible aspects of Aboriginal heritage and why it is important.
- An overview of the NPW Act and the Heritage Act and the implications and fines applicable for breaching the Acts.
- A general overview of historic heritage in the Kemps Creek area.
- A description of all historic heritage site types within the study area.
- The process for reporting unknown cultural heritage sites.
- The process for reporting damage to cultural heritage sites.
- The process for reporting human remains.

In addition to the above, Biosis will provide an overview of each recorded Aboriginal heritage site which has been identified on the project. This will include:

- The site boundaries and how they have been marked.
- The content of the site.
- Whether any salvage works have taken place.

8 Review and improvement

8.1 Continuous improvement

Opportunities for the improvement of this HMP will be found through the ongoing evaluation of environmental management performance against environmental policies, objectives, and targets. The purpose of this is to:

- Identify opportunities for the improvement of environmental management and performance.
- Determine the cause or causes of non-conformances and deficiencies.
- Development and implementation of a plan of corrective and preventative actions to address any non-conformances and deficiencies in this HMP.
- Corroborate the efficiency of the corrective and preventative actions.
- Document any changes in procedures resulting from process improvement.
- Revise the objectives and targets of this HMP accordingly.

8.2 HMP update and amendment

Updates and amendments to this HMP will occur as needed. A copy of the updated HMP and changes will be distributed to all relevant stakeholders in accordance with the approved document control procedure. The HMP will also be updated and resubmitted for approval in the event that any previously unidentified heritage items are found.

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Appendices

Appendix 1 Heritage induction material

Identifying Aboriginal objects and site types

Tangible Aboriginal heritage items take several forms, including:

- Lithic (stone) artefacts.
- Faunal remains (shell and animal bone).
- Culturally modified trees.
- Human burials.
- Hearths.
- Aboriginal resourcing gathering locations.

Aboriginal sites can consist of single items and high density archaeological deposits. Examples of Aboriginal heritage items are shown in photographs below:



Isolated stone artefact

Stone artefacts are any items of stone material made or modified by people, including any debris left behind when such tools were made. Materials used to make stone artefacts may be found locally, or traded across long distances.



Stone artefact scatter

Stone artefact scatter sites comprise groups of stone tools, debris and the tools used in manufacture (i.e. stone anvils and hammerstones). Artefact scatters can range from high-density concentrations of flaked stone and ground stone artefacts to sparse, low-density 'background' scatters and isolated finds.



Shell midden

Shell middens are the remains of food production and processing areas, where people would have sat down to eat, cook or prepare food. Shell middens occur commonly in coastal areas, however they also occur near inland watercourses where freshwater mussels and other edible mollusc species may be present.



Modified tree

A modified tree is any tree from which the bark has been cut or harvested for the manufacture of containers (coolamon), canoes, shields, weapons and medicines. Scarring also occurred where toeholds were cut to allow people to climb trees to hunt possums, reptiles, birds or harvest wild honey.



Burial

Burials comprise any traditional Aboriginal human skeletal remains, intact or fragmentary. If any suspected human remains are encountered, the procedure set out in ACHMP must be followed.



Hearth

A hearth is the remains of a campfire, an oven or other food cooking and processing areas. Hearths commonly contain baked clay, termite mound fragments broken up and used as 'heat retainers', small stones used in cooking, charcoal, burnt bone, shell and other food remnants.



Aboriginal gathering and resource location

Resource gathering locations are places where food, medicines and plant material used as twine, in weaving or tool making by Aboriginal people exist. Many such locations are still accessed by contemporary Aboriginal people.

Identifying historical heritage items

If any historical relics are identified then the unexpected finds process must be followed. As stated above, non-Aboriginal heritage items may include archaeological 'relics' or other historical items (i.e. works, structures, buildings or movable objects).

Historical heritage items/objects can consist of the following materials:

- Ceramic.
- Glass.
- Organic material.
- Leather.
- Metal.
- Synthetic.

Historical relics can consist of single items, dense archaeological deposits, built structures and landscapes. Examples of heritage items are shown in photographs below.



Ceramic plate fragments



Glass artefacts



Ceramic artefacts



Cesspit filled with ash



A drainage system



Wall footings



Dense artefact deposits



Historic well

Appendix 2 Resume of report authors

Curriculum vitae

Mathew Smith

Senior Heritage Consultant

Qualifications

- Bachelor of Arts, University of New England
- Bachelor of Science (Honours), University of New England

Other qualifications and training

- Provide First Aid (HLTAID011)
- General Construction Induction (white card)
- Four Wheel Drive, Driver Training and Recovery
- AACAI usewear and residue analysis professional development workshop
- Working with children check



Professional experience

Mathew is a senior heritage consultant with eight years' experience in the consulting industry. Mathew has been with Biosis since 2016 and has extensive experience in Aboriginal archaeology. He has successfully obtained project approvals for Aboriginal heritage under both the *National Parks and Wildlife Act 1974* and the *Environmental Planning and Assessment Act 1979* for a wide range of project types including large scale water infrastructure, linear projects including road upgrades, urban development of all sizes, renewable and non-renewable energy projects, and mineral resource projects.

Mathew's key areas of expertise include Aboriginal archaeological and cultural heritage management advice, archaeological excavation and survey, Aboriginal community consultation, artefact analysis, technical report writing and review of technical reports. He has completed Aboriginal Due Diligence Assessments, Aboriginal Cultural Heritage Assessments, Constraints Analysis, and Heritage Impact permits for a range of projects. Mathew has also served as an expert witness for section 34 conciliation conferences, and a Land and Environment Court hearing.

Mathew is currently recognized by the Australian Association of Consulting Archaeologists Inc (AACAI), as a specialist in the recording and analysis of Aboriginal artefacts. He has undertaken full scale lithic analysis for small and large scale projects in accordance with project approval requirements.

Key project experience

Project manager/Senior Heritage Consultant

Great Artesian Basin Drought Resilience Schemes Keelendi, Brewon and Oreel Aboriginal heritage assessments for Department of Planning and Environment.

Mathew managed Aboriginal heritage assessments for three schemes totaling approximately 130 kilometres of pipeline. Assessments were completed and submitted as part of REFs for each scheme and included field survey. Due to comprehensive field surveys undertaken, each scheme was able to commence without additional permit requirements by avoiding impacts to identified Aboriginal heritage sites.

Project manager/Senior Heritage Consultant

North Beach Seawall, Wollongong Aboriginal Cultural Heritage Assessment for Wollongong City Council.

Mathew undertook and managed an Aboriginal Cultural Heritage Assessment inclusive of Aboriginal community consultation, field survey and test excavations to accompany a REF for seawall upgrades. This included excavations of a known shell midden under a testing AHIP which allowed works to commence without the need for an additional impact AHIP.

Project manager/Senior Heritage Consultant

Tallawarra Lands East-West Link Road, Yallah. Aboriginal Cultural Heritage Assessment for Stantec on behalf of Bridgehill Group.

Mathew managed an Aboriginal Cultural Heritage Assessment inclusive of Aboriginal community consultation, field survey and test excavations to accompany a Development Application for a high density residential development. These included test excavations, consultation, preparation of a CHMP and AHIP application for the project.

Project manager/Senior Heritage Consultant

Brooklyn Fields and Lipsett Sewer extensions Albury Aboriginal Cultural Heritage Assessment for Albury City Council.

Mathew undertook and managed an Aboriginal Cultural Heritage Assessment inclusive of Aboriginal community consultation, field survey and test excavations. Mathew also applied for an AHIP and undertook required compliance works for Albury City Council as part of the approved AHIP requirements.

Project manager/Senior Heritage Consultant

Kulkurna Station Conservation Reserve Cultural Heritage Management Plan for Department of Planning and Environment.

Mathew undertook a gap analysis review of the Reserves 2012 management plan and prepared an updated Cultural Heritage Management Plan as part of The Living Murray Project. This included consultation with community members and development of policies for the protection and management of Aboriginal Heritage in the Reserve.

Project manager/Senior Heritage Consultant

Bald Hill Cobalt deposits, Broken Hill Aboriginal and Historical heritage assessment on behalf of Rimfire Pacific Mining Ltd.

Mathew managed the Aboriginal and historical assessments for explorative activities across mining lease EL5958, Bald Hill NSW. This included field investigations and detailed historical research.

Curriculum vitae

Charlotte Allen

Senior Heritage Consultant

Qualifications

- Bachelor of Arts – Archaeology (Hons), University of Leicester

Other qualifications and training

- General Construction Induction (white card)
- Current first aid certificate
- Current NSW driver's licence
- MS Access 2010 2-Day Workshop
- PRINCE2 Foundation Qualification
- Rail Industry Worker Card
- Working With Children Check
- 4WD Certificate



Professional experience

Charlotte has over six years' archaeological consulting experience, and is skilled in historical research, report preparation and project management. Prior to consulting, Charlotte had an established career in administrative, project management and data management support in the heritage, health and transport sectors. Charlotte has broad experience working as an archaeologist on Aboriginal and European heritage projects across New South Wales.

Charlotte has strong technical skills in research, archaeological field surveys and excavation, artefact analysis, and technical report writing, with a focus on detail and accuracy. Charlotte has managed a range of projects for a variety of client bases, including Aboriginal Due Diligence Assessments, Aboriginal Cultural Heritage Assessments, Historical Heritage Assessments, Historical Archaeological Assessments, Statements of Heritage Impact, Conservation Management Plans, Heritage Interpretation Strategies and Plans, Constraints Analyses and Letters of Advice. Charlotte has also had numerous successful permit applications under the *Heritage Act 1977* and *National Parks and Wildlife Act 1974*, with minimal comments from government regulators.

Charlotte is a confident project manager and field team leader, having worked across various environments, working collaboratively with senior staff and in a team throughout her working life. With experience in both Aboriginal and non-Aboriginal heritage projects in NSW, as well as excavation and field survey experience from the UK, Charlotte is able to consider heritage values and impacts from varying aspects and perspectives.

Key project experience

Heritage Consultant/Project Manager

Aboriginal Cultural Heritage Assessment and AHIP application – Sewer Vacuum Renewal Project, Davistown. For Central Coast Council.

This project involved the assessment of hundreds of sewer infrastructure locations within the suburb of Davistown to determine the impacts of proposed refurbishment works to the local sewer network. A methodology was developed following discussions with Heritage NSW which allowed for a two-stage approach to excavations which balanced cost and timeframe needs of the client while ensuring that Aboriginal heritage could be managed effectively. This methodology was approved as part of an Aboriginal Heritage Impact Permit under the *National Parks and Wildlife Act 1974*.

Heritage Consultant/Project Manager

Historical Heritage Assessment, Statement of Heritage Impact, Historical Archaeological Assessment and Aboriginal Cultural Heritage Assessment – Fennell Bay Rezoning, Fennell Bay. For Landcom.

This project involved the preparation of historical and Aboriginal heritage constraints assessments including Archaeological Research Design and Excavation Methodology and Aboriginal Test Excavation Methodology for the proposed rezoning of land in Fennell Bay. The methodology prepared was undertaken in consultation with Heritage NSW and involved consideration of both Aboriginal and non-Aboriginal archaeology, along with the potential for unrecorded burials. Biosis was successful in gaining an Aboriginal Heritage Impact Permit under the *National Parks and Wildlife Act 1974* and an Excavation Permit under the *Heritage Act 1977*.

Heritage Consultant/Project Manager

Historical Archaeological Impact Assessment and Aboriginal Cultural Heritage Assessment – 197 Church Street, Parramatta. For Heritage 21 on behalf of Holdmark Property Group

This project required the assessment of Aboriginal and non-Aboriginal archaeology in a highly sensitive location within the Parramatta central business district. Following consultation with the Aboriginal community, Biosis developed a complex test excavation methodology with advice from Heritage NSW, which allowed for investigation of archaeological deposits which could have heritage significance at a State level. This methodology was approved under an Aboriginal Heritage Impact Permit under the *National Parks and Wildlife Act 1974* and an Excavation Permit under the *Heritage Act 1977*.

Heritage Consultant/Project Manager

Heritage Interpretation Plan – 15-19 Crown Street, Wollongong. For Traders in Purple.

Following completion of historical archaeological excavations for a mixed-use multistorey residential building in Wollongong, Biosis prepared a Heritage Interpretation Plan for the site. This document had to account for significant disturbance which had removed archaeology which had the potential for heritage significance, and accounting for limited publicly accessible spaces for the presentation of heritage interpretation of the site. Wollongong City Council endorsed the proposed Heritage Interpretation Plan with minimal comments.

Key publications

Understanding The Cumulative Impact of Development on 'Convict Hut' Sites Across the Parramatta CBD, Charlotte Allen, Maggie Butcher, Lauren Harley and Joshua Madden - Sydney Historical Archaeology Practitioners' Workshop (SHAP) 2022

Professional affiliations and memberships

International Conference on Monuments and Sites (ICOMOS)

Curriculum vitae

Crystal Garabedian

Heritage Consultant
Business Development Lead (NSW)

Qualifications

- Bachelor of Arts (Honours)—Archaeology, University of Sydney
- Bachelor of Science—Geology and Geophysics, University of Sydney

Other qualifications and training

- Provide First Aid (HLTAID003 and -009)
- General Construction Induction (white card)



Professional experience

Crystal has been a member of the New South Wales Heritage team since September 2021. She completed her Bachelor of Science and Bachelor of Arts with Honours, with a focus on marine zooarchaeology, and hunter-gatherer economies.

Prior to her role in Biosis, Crystal worked as a research assistant at Macquarie and La Trobe Universities, where she was part of a software development project for field data collection. During this time Crystal also worked as a subcontracting archaeologist, undertaking cataloguing, photography, and detailed analyses of historic artefacts and marine invertebrate remains. Since 2020, she has also been a copyeditor for the Australasian Society for Historical Archaeology and their annual journal, *Australasian Historical Archaeology*.

Crystal has experience in Aboriginal community consultation, artefact analysis, background research, field surveys, project management, technical report writing, and test and salvage excavations throughout New South Wales. During her time with Biosis she has completed several Aboriginal Cultural Heritage Assessments, Statement of Heritage Impact reports, Heritage Interpretation Plans, Heritage Impact Statements and Heritage Management Plans, on time and within budget.

Crystal's capability stems from a thorough understanding of relevant legislation, which has aided her consulting on a range of projects, including residential developments and subdivisions, road infrastructure, industrial developments, mining projects, and renewable energy developments. She is also skilled in the provision of heritage advice and services, having provided such for Integrated Development Applications (IDAs), State Significant Infrastructure (SSI) and State Significant Development (SSD) projects, and for projects involving items of Local and Stage heritage significance.

Key project experience

Project Manager/Heritage Consultant

Historical Archaeological Assessment and Aboriginal Cultural Heritage Assessment. For Morrison Design Partnership Architects.

This SSD project involved the preparation of heritage reports in response to the Secretary's Environmental Assessment Requirements (SEARs). This included a Historical Archaeological Assessment and Aboriginal Cultural Heritage Assessment, which aided the consultation for the Connecting with Country component of the development.

Project manager/Heritage Consultant

Statement of Heritage Impact and Aboriginal Cultural Heritage Assessment—270 Aldington Road, Kemps Creek. For AT&L, Fife Capital, and Stockland.

This project involved Aboriginal community consultation, preparation of a Statement of Heritage Impact, Aboriginal Cultural Heritage Assessment and Archaeological Report, and Aboriginal test excavations across the site. Completion of the impact assessment resulted in the need to obtain an Aboriginal Heritage Impact Permit under the *National Parks and Wildlife Act 1974* to commence works.

Project manager/Heritage Consultant

Aboriginal Due Diligence Assessment—Callan Park, Lilyfield. For Greater Sydney Parklands Trust.

An Aboriginal Due Diligence Assessment including an archaeological survey with Aboriginal community participation was conducted within State Heritage Listed Callan Park. Heritage advice in the form of a constraints assessment informed the proposed vegetation clearance and maintenance works proposed to be undertaken.

Project manager/Heritage Consultant

Aboriginal Cultural Heritage Assessment—Picnic Island, Windang. For Endeavour Energy.

Emergency electrical works located in proximity to an Aboriginal midden site triggered the need for an Aboriginal Cultural Heritage Assessment. This project involved extensive Aboriginal community consultation, test excavations and the successful application of an Aboriginal Heritage Impact Permit under the *National Parks and Wildlife Act 1974*

Project manager/Heritage Consultant

Aboriginal Cultural Heritage Assessment and Heritage Management Plan—34-44 Park Road, Leppington. For Enspire Solutions.

An Aboriginal Cultural Heritage Assessment resulted in a program of test excavations that uncovered Aboriginal objects. An Aboriginal Heritage Impact Permit under the *National Parks and Wildlife Act 1974* was required and granted. Following an Integrated Development Application lodged by the client, the General Terms of Approval required a Heritage Management Plan, which was prepared and accepted by Liverpool City Council.

Project manager/Heritage Consultant

Aboriginal Cultural Heritage Assessment—Towradgi Point, Towradgi. For Wollongong City Council.

An unexpected find of an Aboriginal Midden at Towradgi Point, Towradgi initiated an Aboriginal Cultural Heritage Assessment, and the need for an Aboriginal Heritage Impact Permit under the *National Parks and Wildlife Act 1974* to complete the works. This project also included monitoring and extensive Aboriginal community consultation.

Appendix 3 Aboriginal consultation log

The draft HMP was sent out to all RAPs on 7 May 2024. The RAPs were given 28 days to review the document and provide comments, with a closure date of 4 June 2024. In total three responses were received. A copy of this correspondence can be found in Appendix 4.

Table 8 Draft HMP responses

No.	Organisation	Date and type of contact	Date of response and type of contact	Response details
1	A1 Indigenous Services	07/05/2024: email	-	-
2	Amanda Hickey Cultural Services	07/05/2024: email	-	-
3	Bariyan Cultural Connections	07/05/2024: email	-	-
4	Barraby Cultural Services	07/05/2024: email	-	-
5	Bill Trewlynn	07/05/2024: email	-	-
6	Butucarbin Aboriginal Corporation	07/05/2024: email	-	-
7	Confidential Party 1	07/05/2024: email	-	-
8	Confidential Party 2	07/05/2024: email	-	-
9	Damo digs	07/05/2024: email	-	-
10	Deerubbin Local Aboriginal Land Council	07/05/2024: email	-	-
11	Didge Ngunawal Clan	07/05/2024: email	-	-
12	Goobah Development PTY LTD (Murrin Clan/Peoples)	07/05/2024: email	-	-
13	Goobah Development PTY LTD (Murrin Clan/Peoples)	07/05/2024: email	-	-
14	Guntawang Aboriginal Resources Incorporated	07/05/2024: email	28/05/2024: email	<p><i>Hi Crystal,</i></p> <p><i>I have read this report through, what I would like to say is that any aboriginal artefact that is of significance should be recorded and protected. The Aboriginal Clans from the mountains travelled through these lands to meet with the other clan groups, due to the distance they travelled</i></p>

No.	Organisation	Date and type of contact	Date of response and type of contact	Response details
				<p><i>they must have stopped along the way and camped overnight or for a few days. I know that the land has been used for farming and gardening so the artefacts or remanence may not be on the surface they could be under layers of soil that has been transferred to this land.</i></p> <p><i>I have lived in this area for over 45 years so I know what this land has been used for.</i></p> <p><i>I am not sure will help? I just wanted to let you know that we belong to the land.</i></p> <p><i>GARI would like to be involved in this project if there is any excavation. Our sites officer Brad Maybury has years of experience to offer.</i></p>
15	Kamilaroi Yankuntjatjara Working Group	07/05/2024: email	-	-
16	Konanggo Aboriginal Cultural Heritage Services	07/05/2024: email	-	-
17	Long Gully Cultural Services	07/05/2024: email	-	-
18	Muragadi Heritage Indigenous Corporation	07/05/2024: email	-	-
19	Ninum	07/05/2024: email	-	-
20	Pearl Depoma	07/05/2024: email	20/05/2024: email	<p><i>Hello Crystal,</i></p> <p><i>Thank you for allowing me to register for the Aldington Road, Kemps Creek project.</i></p> <p><i>I have read and reviewed the Heritage Management Plan (HMP) for the project and at this stage do not wish to add any additional information or make any changes.</i></p> <p><i>I support the current HMP.</i></p> <p><i>Regards,</i> <i>Pearl Depoma</i></p>

No.	Organisation	Date and type of contact	Date of response and type of contact	Response details
21	Waawaar Awaa Aboriginal Corporation	07/05/2024: email	-	-
22	Wailwan Aboriginal Group	07/05/2024: email	-	-
23	Wallanbah Aboriginal Site Conveyancing	07/05/2024: email	-	-
24	Widescope Indigenous Group	07/05/2024: email	-	-
25	Yulay Cultural Services	07/05/2024: email	-	-
26	Yurrandaali	07/05/2024: email	-	-
27	Nattai Aboriginal Culture & Heritage Consultation Service	07/05/2024: email	24/05/2024: email	<p><i>Hi Crystal,</i></p> <p><i>Nattai Aboriginal Culture & Heritage Consultation Service has viewed the ACHA draft document including the HMP and have no issue to raise.</i></p> <p><i>What I am somewhat confused by is the reference to "Dharawal" people/clan in context of the area. The area is Cabrogal/Dharug. With this in mind, I am curious to understand why this reference is in the draft document?</i></p> <p><i>Kind Regards,</i> <i>Alan Medhurst.</i></p>
28	Thomas Dahlstrom Offers ACH value by using 3D Laser and Drone technology	07/05/2024: email	-	-
29	Murra Bidgee Mullangari Aboriginal Corporation	07/05/2024: email	-	-
30	Darug Custodian Aboriginal Corporation	07/05/2024: email	-	-

Appendix 4 Aboriginal consultation

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:39 PM
To: ngunduwaa@live.com.au
Subject: Aldington Road, Kempas Creek - Draft Heritage Management Plan (40309)

Good afternoon,

You are receiving this email following on from your registration in the Aldington Road, Kempas Creek, New South Wales Aboriginal Cultural Heritage Assessment (ACHA). The project has identified Aboriginal cultural heritage and historical sites in need of management consideration. The management strategies of these sites have been detailed in a Heritage Management Plan (HMP). You can follow the link below to access the draft HMP:

<https://spaces.hightail.com/space/z3XAelliro>

Please provide any feedback on the HMP before 5:00 pm Tuesday 4 June 2024.

Please do not hesitate to contact me if you require additional information or have any issues accessing the draft reports.

Kind regards,
Crystal Garabedian

Crystal Garabedian She/Her
Heritage Consultant and Business Development Lead (NSW)

☎ 0456 625 253
✉ CGarabedian@biosis.com.au
🌐 www.biosis.com.au



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Heritage Consultant and Business Development Lead (NSW)

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✉ CGarabedian@biosis.com.au
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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:39 PM
To: yurrandaali_cs@hotmail.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

Good afternoon,

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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:39 PM
To: yulayculturalservices@gmail.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

Good afternoon,

You are receiving this email following on from your registration in the Aldington Road, Kempes Creek, New South Wales Aboriginal Cultural Heritage Assessment (ACHA). The project has identified Aboriginal cultural heritage and historical sites in need of management consideration. The management strategies of these sites have been detailed in a Heritage Management Plan (HMP). You can follow the link below to access the draft HMP:

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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:38 PM
To: Widescope.group@live.com
Subject: Aldington Road, Kempas Creek - Draft Heritage Management Plan (40309)

Good afternoon,

You are receiving this email following on from your registration in the Aldington Road, Kempas Creek, New South Wales Aboriginal Cultural Heritage Assessment (ACHA). The project has identified Aboriginal cultural heritage and historical sites in need of management consideration. The management strategies of these sites have been detailed in a Heritage Management Plan (HMP). You can follow the link below to access the draft HMP:

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Kind regards,
Crystal Garabedian

Crystal Garabedian She/Her
Heritage Consultant and Business Development Lead (NSW)

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✉️ CGarabedian@biosis.com.au
🌐 www.biosis.com.au



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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:38 PM
To: kelvingoogieboney@gmail.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

Good afternoon,

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☎ 0456 625 253
✉ CGarabedian@biosis.com.au
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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:38 PM
To: waarlan12@outlook.com
Subject: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)

Good afternoon,

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Crystal Garabedian

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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:38 PM
To: Waawaar.awaa@gmail.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

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<https://spaces.hightail.com/space/z3XAelliro>

Please provide any feedback on the HMP before 5:00 pm Tuesday 4 June 2024.

Please do not hesitate to contact me if you require additional information or have any issues accessing the draft reports.

Kind regards,
Crystal Garabedian

Crystal Garabedian She/Her
Heritage Consultant and Business Development Lead (NSW)

📞 0456 625 253
✉️ CGarabedian@biosis.com.au
🌐 www.biosis.com.au



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Biosis acknowledges the Aboriginal and Torres Strait Islander people as Traditional Custodians of the country on which we live and We pay our respects to the Traditional Custodians and Elders past, present and future, and honour their connection to the land and

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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:38 PM
To: pearl-depoma@hotmail.com
Subject: Aldington Road, Kempas Creek - Draft Heritage Management Plan (40309)

Good afternoon,

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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:38 PM
To: ninnum_group@outlook.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

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Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:37 PM
To: muragadi@yahoo.com.au
Subject: Aldington Road, Kempas Creek - Draft Heritage Management Plan (40309)

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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:37 PM
To: Ethan3trewlynn@gmail.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

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From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:37 PM
To: konanggo_consultancy@hotmail.com
Subject: Aldington Road, Kempas Creek - Draft Heritage Management Plan (40309)

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From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:37 PM
To: philipkhan.acn@live.com.au
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

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From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:37 PM
To: wenlissa01@hotmail.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

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From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:37 PM
To: bunjil.smith@gmail.com
Subject: FW: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)

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Crystal Garabedian She/Her

Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:36 PM
To: goobahchts@gmail.com
Subject: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)

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From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:33 PM
To: didgengunawalclan@yahoo.com.au
Subject: Aldington Road, Kempas Creek - Draft Heritage Management Plan (40309)

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From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:33 PM
To: srandall@deerubbin.org.au
Subject: Aldington Road, Kempas Creek - Draft Heritage Management Plan (40309)

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From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:33 PM
To: damomorrison781@gmail.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

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<https://spaces.hightail.com/space/z3XAelliro>

Please provide any feedback on the HMP before 5:00 pm Tuesday 4 June 2024.

Please do not hesitate to contact me if you require additional information or have any issues accessing the draft reports.

Kind regards,
Crystal Garabedian

Crystal Garabedian She/Her
Heritage Consultant and Business Development Lead (NSW)

☎ 0456 625 253
✉ CGarabedian@biosis.com.au
🌐 www.biosis.com.au



Leaders in Ecology, Heritage and Environmental Approvals

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Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:33 PM
To: butuheritage@gmail.com
Subject: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)

Good afternoon,

You are receiving this email following on from your registration in the Aldington Road, Kemps Creek, New South Wales Aboriginal Cultural Heritage Assessment (ACHA). The project has identified Aboriginal cultural heritage and historical sites in need of management consideration. The management strategies of these sites have been detailed in a Heritage Management Plan (HMP). You can follow the link below to access the draft HMP:

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Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:33 PM
To: wtrewlynn@hotmail.com
Subject: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)

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Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:33 PM
To: barrabyculturalservices@gmail.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

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Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:32 PM
To: bariyan.culturalconnections@gmail.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

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Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:32 PM
To: amandahickey@live.com.au
Subject: Aldington Road, Kempas Creek - Draft Heritage Management Plan (40309)

Good afternoon,

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Crystal Garabedian

From: Crystal Garabedian
Sent: Tuesday, 7 May 2024 3:31 PM
To: cazadirect@live.com
Subject: Aldington Road, Kempes Creek - Draft Heritage Management Plan (40309)

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From: [Pearl Depoma](#)
To: [Crystal Garabedian](#)
Subject: Re: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)
Date: Monday, 20 May 2024 9:08:34 PM

Hello Crystal,

Thank you for allowing me to register for the Aldington Road, Kemps Creek project.

I have read and reviewed the Heritage Management Plan (HMP) for the project and at this stage do not wish to add any additional information or make any changes.

I support the current HMP.

Regards

Pearl Depoma
Managing Director
M: 0404 158 006
A: Parramatta
E: pearl-depoma@hotmail.com

Lives & Works on Dharug Country

Proud Kamilaroi and Torres Strait Islander Women.

I acknowledge the traditional custodians of country and recognise their continuing connection to land, waters, and community on which I am grateful to live, work and visit. I pay my respects to them, their cultures, and traditions. I honor our Elders both past and present and encourage our future generations to strive.

It always was and always will be, Aboriginal land. Our Ancestors live on, within us.

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Please consider the environment before printing this email.

On 7 May 2024 3:37 pm, Crystal Garabedian <CGarabedian@biosis.com.au> wrote:

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Kind regards,

Crystal Garabedian

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Crystal Garabedian She/Her
Heritage Consultant and Business Development Lead (NSW)

- 0456 625 253
- CGarabedian@biosis.com.au
- www.biosis.com.au



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From: [Wendy Morgan](#)
To: [Crystal Garabedian](#)
Subject: Re: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)
Date: Tuesday, 28 May 2024 4:10:21 PM
Attachments: [image862025.png](#)
[image908868.png](#)
[image488797.png](#)
[image105237.png](#)
[image691356.png](#)
[image304044.png](#)
[image687612.png](#)
[image189031.png](#)

Hi Crystal,

I have read this report through, what I would like to say is that any aboriginal artefact that is of significance should be recorded and protected. The Aboriginal Clans from the mountains travelled through these lands to meet with the other clan groups, due to the distance they travelled they must have stopped along the way and camped overnight or for a few days. I know that the land has been used for farming and gardening so the artefacts or remanence may not be on the surface they could be under layers of soil that has been transferred to this land.

I have lived in this area for over 45 years so I know what this land has been used for.

I am not sure will help? I just wanted to let you know that we belong to the land.

GARI would like to be involved in this project if there is any excavation. Our sites officer Brad Maybury has years of experience to offer.

kind regards

Wendy Morgan
CEO GARI
0414 964 657

From: Crystal Garabedian <CGarabedian@biosis.com.au>
Sent: Tuesday, May 7, 2024 3:36 PM
To: wenlissa01@hotmail.com <wenlissa01@hotmail.com>
Subject: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)

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Crystal Garabedian She/Her
Heritage Consultant and Business Development Lead (NSW)

From: [Alan Medhurst](#)
To: [Crystal Garabedian](#)
Subject: Re: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)
Date: Friday, 24 May 2024 8:54:27 AM
Attachments: [image862025.png](#)
[image908868.png](#)
[image488797.png](#)
[image105237.png](#)
[image177718.png](#)
[image681677.png](#)
[image608050.png](#)
[image515764.png](#)

Hi Crystal,

Nattai Aboriginal Culture & Heritage Consultation Service has viewed the ACHA draft document including the HMP and have no issue to raise.

What I am somewhat confused by is the reference to "Dharawal" people/clan in context of the area. The area is Cabrogal/Dharug. With this in mind, I am curious to understand why this reference is in the draft document?

Kind Regards,

Alan Medhurst.

Nattai Aboriginal Culture & Heritage Consultation Service.

"Acknowledging Our Elders Past & Present"

From: Crystal Garabedian <CGarabedian@biosis.com.au>
Sent: Tuesday, 7 May 2024 3:39 PM
To: ngunduwaa@live.com.au <ngunduwaa@live.com.au>
Subject: Aldington Road, Kemps Creek - Draft Heritage Management Plan (40309)

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