

Appendix E – Consolidated Mitigation Measures

SSD-96107226 and SSD-10479-MOD 7

Ref No.	Stage of Project	Mitigation Measures
Air Quality		
Construction Dust Mitigation Measures		
AQ-1	Construction	Communications - Develop and implement a stakeholder communications plan that includes community engagement before work commences on Site. - Display the name and contact details of the Responsible Person accountable for air quality and dust issues on the Site boundary. - Display the head or regional office contact information. - Develop and implement a Dust Management Plan (DMP) that considers, as a minimum, the measures identified herein.
AQ-2	Construction	Site Management - Record all dust and air quality complaints, identify cause(s), take appropriate measures to reduce emissions in a timely manner, and record the measures taken. - Make the complaints log available to relevant authorities (Council, EPA, etc). - Record exceptional incidents that cause dust and/or air emissions, on or off site, and the actions taken to resolve the situation in the logbook. - Hold regular liaison meetings with other high risk construction sites within 250 m of the Site boundary, to ensure plans are co-ordinated and dust and particulate matter emissions are minimised.
AQ-3	Construction	Monitoring - Undertake daily on-site and off-site inspections at nearby receptors to monitor dust. Record inspection results and make available to relevant authorities. This should include regular dust soiling checks of surfaces such as street furniture, cars, and windows. The existing Continuous real-time dust monitoring to be continued during the construction for this project. - Increase the frequency of site inspections by the person accountable for air quality and dust issues on the Site when activities with a high potential to produce dust are being carried out and during prolonged dry or windy conditions.
AQ-4	Construction	Preparing & Maintaining the Site - Plan site layout so that dust generating activities are located as far away as possible from receptors. - If feasible, erect solid screens or barriers around dusty activities or the Site boundary that are at least as high as any stockpiles on Site. - Fully enclose Site or specific operations where there is a high potential for dust production and the Site is active for an extensive period. - Avoid Site runoff of water or mud. - Keep Site fencing, barriers and scaffolding clean using wet methods. - Remove materials that have a potential to produce dust from Site as soon as possible, unless being re-used on Site. If being re-used, keep materials covered or contained in a way which prevents dust, for example dust suppression. - Cover, seed, or fence stockpiles to prevent wind erosion.

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AQ-5	Construction	Construction Vehicles and Sustainable Travel: • Ensure all vehicles switch off engines when stationary – no idling vehicles. • Avoid the use of diesel- or petrol-powered generators and use mains electricity or battery powered equipment where practicable. • Impose and signpost a maximum-speed-limit of 25 km/h on surfaced and 15 km/h on unsurfaced haul roads and work areas (if long haul routes are required, these speeds may be increased with suitable additional control measures provided). • Produce a Construction Logistics Plan to manage the sustainable delivery of goods and materials. • Implement a Travel Plan that supports and encourages sustainable travel (public transport, cycling, walking, and car-sharing).
AQ-6	Construction	Measures for General Construction Activities: • Ensure an adequate water supply on the Site for effective dust/PM suppression/mitigation, using non-potable water where possible and appropriate. • Ensure equipment is readily available on Site to clean any dry spillages and clean up spillages as soon as reasonably practicable after the event using wet cleaning methods. • Avoid scabbling (roughening of concrete surfaces) if possible. • Ensure sand and other aggregates are stored in bunded areas and are not allowed to dry out, unless this is required for a particular process, in which case ensure that appropriate additional control measures are in place. • Ensure bulk cement and other fine powder materials are delivered in enclosed tankers and stored in silos with suitable emission control systems to prevent escape of material and overfilling during delivery. • For smaller supplies of fine powder materials ensure bags are sealed after use and stored appropriately to prevent dust.
AQ-7	Construction	Measures Specific to Earthworks: • Re-vegetate earthworks and exposed areas/soil stockpiles to stabilise surfaces as soon as practicable. • Only remove the cover in small areas during work and not all at once.
AQ-8	Construction	Measures Specific to Haulage: • Use water-assisted dust sweeper(s) on the access and local roads, as necessary. • Avoid dry sweeping of large areas. • Ensure vehicles entering and leaving the Site are covered to prevent escape of materials during transport. • Inspect on-site haul routes for integrity and instigate necessary repairs to the surface as soon as reasonably practicable. • Implement a wheel washing system (with rumble grids to dislodge accumulated dust and mud prior to leaving the Site where reasonably practicable). • Access gates to be located at least 10 m from receptors where possible.
Operational Mitigation Measures		
AQ-9	Operation	Adhere to best management practices, involving: • Effective preventative maintenance on all plant and equipment concerned with the control of emissions to air;

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		- Avoiding unnecessary idling of truck engines on-site; - Ensuring truck maintenance is up to date; - Paving of all operating, storage, unloading and loading areas; and - Sealing roads if dust is considered likely to be an issue.
Noise and Vibration Impact Assessment		
Construction Noise Impacts		
NV-1	Construction	Project Planning - Use quieter and less vibration emitting construction methods where feasible and reasonable. - Works should be completed during standard daytime construction hours outlined in Section 4.1.2. - Truck routes to site should be limited to major roads.
NV-2	Construction	Site Layout - Compounds and worksites should be designed to promote one-way traffic and minimise the need for vehicle reversing. - Where practicable, work compounds, parking areas, and equipment and material stockpiles should be positioned away from noise-sensitive locations and take advantage of existing screening from local topography. - Documentation of how site layout has been considered to reduce noise impacts must be provided to the Contractor's Project Manager. This must occur any time there are significant changes to the site layout. - Equipment that is noisy should be started away from sensitive receivers.
NV-3	Construction	Training Training should be provided to all personnel on noise and vibration requirements for the project. Inductions and toolbox talks to be used to inform personnel of the location and sensitivity of surrounding receivers
NV-4	Construction	Plant and Equipment Source Mitigation - All plant and equipment must be maintained in a proper and efficient condition, operated in a proper and efficient manner, and feature standard noise amelioration measures where applicable. - Where practicable, tonal reversing alarms (beepers) should be replaced with non-tonal alarms (squawkers) on all equipment in use (subject to occupational health and safety requirements). - Noisy equipment should be sited behind structures that act as barriers, or at the greatest distance from the noise-sensitive area. Equipment should be oriented so that noise emissions are directed away from any sensitive areas, where possible. - Noise generating equipment should 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. - Noise monitoring spot checks of equipment should be completed to ensure individual items are operating as expected. - Dropping materials from a height should be avoided.

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		- Loading and unloading should be carried out away from noise sensitive areas, where practicable - Trucks should not queue outside residential properties. Truck drivers should avoid compression braking as far as practicable. - Truck movements should be kept to a minimum, ie trucks are fully loaded on each trip
NV-5	Construction	Screening The layout of the site should take advantage of existing screening from local topography, where possible. Site huts, maintenance sheds and/or containers should be positioned between noisy equipment and the affected receivers.
NV-6	Construction	Complaints Management Where complaints are received, work practices should be reviewed and feasible and reasonable practices implemented to minimise any further impacts.
NV-7	Construction	Monitoring - Noise and/or vibration monitoring should be conducted (as appropriate) when noise/vibration intensive works are being undertaken in close proximity to sensitive receivers. - Noise and/or vibration monitoring should be conducted (as appropriate) in response to any complaints received to verify that levels are not substantially above the predicted levels.
NV-8	Construction	Vibration - If vibration generating works are required within the minimum cosmetic damage working distances (refer Table 8) and considered likely to exceed the criteria: - Different construction methods with lower source vibration levels should be investigated and implemented, where feasible - Attended vibration measurements should be undertaken at the start of the works to determine actual vibration levels at the item. Works should cease if the monitoring indicates vibration levels are likely to, or do, exceed the relevant criteria. - Where works are required within the cosmetic damage minimum working distances (refer Table 8), building condition surveys and public infrastructure dilapidation surveys should be completed before and after the works to ensure no cosmetic damage has occurred
Operational Noise Impacts		
NV-9	Operation	Source Control - Mechanical plant located at ground, where possible - Mechanical plant on warehouse roofs of Lot M and N relocated to northern side - Mechanical plant on warehouse roof of Lot A relocated to eastern side - Parapet around roof mounted mechanical plant on Lots A, M, N and O - Optimised site layout to minimise noise emissions from the site - Limit vehicle movements - Use broadband and/or ambient sensing alarms on trucks and forklifts where they are required to reverse during the nighttime

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		• Appropriate design of site layout to minimise the need for trucks to stop or brake outside of loading docks with line of sight to residential receivers • Building material selection • Production of an Operational Noise Management Plan • Provide electrical mains power for refrigerated truck trailers
NV-10	Operation	Path Control • Awnings above hardstands • Noise barriers
NV-11	Operation	Verification • Detailed design operational assessment • Noise monitoring
Traffic		
CTMP-1	Construction	• Each contractor uses manual methods or CCTV to monitor vehicle volumes at site entrances; the principal contractor reviews these volumes and notifies authorities if limits are exceeded. • Traffic uses designated primary access points and is kept within prescribed volumes to minimise impacts on motorists. • The contractor ensures that construction vehicles, particularly heavy ones, do not exceed approved limits. • Traffic Guidance Schemes (TGSs) are prepared and updated to identify and manage hazards, ensuring safety for motorists and pedestrians. • Movements during peak periods are monitored to ensure compliance with restricted times and approved traffic generation limits. • Regular working group meetings and ongoing communication ensure effective traffic impact mitigation and collaborative problem-solving.
Construction Waste Management Plan		
CWMP-1	Construction	Site Waste Control and Management • All waste generated during the project is assessed, classified, and managed in accordance with the "Waste Classification Guidelines Part 1: Classifying Waste" (DECCW, December 2009). • The body of any vehicle or trailer, used to transport waste or excavation spoil from the premises, is covered before leaving the premises to prevent any spill or escape of any dust, waste or spoil from the vehicle or trailer. • Mud, splatter, dust and other material likely to fall from or be cast off the wheels, underside or body of any vehicle, trailer or motorized plant leaving the site, is removed before the vehicle, trailer or motorized plant leaves the premises. • Appropriate control measures to eliminate/minimise the airborne emission of dust and fibres, such as: - Dust screening barrier around site and relevant areas within site - Cover stockpiles - Water suppression - Silt sock, coir logs, etc

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CWMP-2	Construction	Hazardous and Contaminated Waste • All hazardous and contaminated waste needs to be managed within the requirements of the WHS Act, WHS Regulation, and subordinate Codes of Practice, Australian Standards and guidelines. • During any material recovery activities, all contractors should be aware of potentially hazardous and/or contaminated materials. These materials should be disposed of in accordance with EPA guidelines to protect the environment and personnel. • Any contaminated or hazardous waste will be segregated at the point of generation to prevent cross-contamination with clean construction waste. • Temporary storage of contaminated waste on site will be in enclosed, weatherproof, and secure containers, located in areas with impermeable hardstand surfaces and suitable drainage. • All handling and storage areas will be designed to prevent leachate, odour, and dust emissions. • Contaminated waste will only be transported by EPA-licensed waste contractors to EPA-licensed waste facilities lawfully permitted to accept the specific waste class. • Disposal dockets, weighbridge receipts, and waste tracking certificates will be retained as part of project records and provided to Camden Council upon request. • All site personnel will receive induction training on identifying, handling, and reporting contaminated waste. • Clear signage and labelling will be provided at all waste storage areas. • The Site Manager will be responsible for ensuring that all contaminated waste management activities are carried out in accordance with legislation, this Plan, and council requirements. • Records of volumes, classification reports, transport, and disposal destinations will be maintained and included in the final waste report for the project.
CWMP-3	Construction	Asbestos If asbestos is found, a detailed asbestos management plan is required to be prepared for the project which must: • Identify the location of asbestos and any naturally occurring asbestos. • Include decisions—and reasons for them—about the management of asbestos at the site, for example safe work procedures and control measures. Examples of these include: - Ensuring that the asbestos waste is contained and labelled in accordance with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) before it is removed and is then disposed of as soon as practicable. - Ensuring that personal protective equipment (PPE) that was used and is contaminated with asbestos, is sealed, decontaminated, labelled, and disposed of in accordance with the WHS Regulations. If this is not reasonably practicable, the PPE must be laundered in accordance with the Work Health and Safety Regulations (WHS). PPE that is not clothing and cannot be disposed of must be decontaminated and kept in a sealed container until it is reused for the purposes of asbestos-related works. - Asbestos waste must be transported and disposed of in accordance with the NSW Environmental Protection Act (EPA) requirements. Asbestos waste can only be disposed of at a site licensed by the EPA, and it must never be disposed of in the

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		general waste system. See the NSW Government website for detailed asbestos transport and disposal information. • Outline procedures for incidents and emergencies involving asbestos, including who is responsible for what. • Be maintained with up-to-date information. • Be accessible to any worker who has carried out or intends to carry out work at the workplace and any health and safety representatives who represent workers at the site. • Provide information, consultation and training responsibilities to workers carrying out work involving asbestos.
CWMP-4	Construction	Contracts and Purchasing Each subcontractor working on the site will be required to adhere to this CWMP. The Head Contractor will ensure each subcontractor: • Takes practical measures to prevent waste being generated from their work. • Implements procedures to ensure waste resulting from their work will be actively managed and where possible recycled, as part of the overall site recycling strategy. • Implements source separation of off cuts to facilitate reuse, resale, or recycling. The Site Manager will be responsible for: • Ensuring there is a secure location for on-site storage of materials to be reused on site, and for separated materials for recycling off site. • Ensuring all skips/bins/stockpiles are clearly labelled identifying which material is suitable for each receptacle. • Engaging appropriate waste and recycling contractors to remove waste and recycling materials from the site. • Co-coordinating between subcontractors, to maximise on site reuse of materials. • Monitoring of bins on a regular basis by site supervisors to detect any contamination or leakage. • Ensuring the site has clear signs directing staff to the appropriate location for recycling and stockpiling station/s. And that each bin/skip/stockpile is clearly sign posted. • Providing training to all site employees and subcontractors in regard to the WMP as detailed in section 6.5 below. • Should a subcontractor cause a bin to be significantly contaminated, the Site Manager will be advised by a non-conformance report procedure. The offending subcontractor will then be required to take corrective action, at their own cost. The non-conformance process would be managed by the Head Contractors' Quality Management Systems. • Retaining construction waste dockets to confirm and verify which facility received the material for recycling or disposal.
CWMP-5	Construction	Training and Education • All site employees and sub-contractors will be required to attend a site-specific induction that will outline the components of the CWMP and explain the site-specific practicalities of the waste reduction and recycling strategies outlined in the CWMP. There should be a strong focus on keeping the work site tidy and rubbish free each day prior to leaving the site and at the completion of works.

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		- All employees are to have a clear understanding of which products are being reused/recycled on site and where they are stockpiled. They are also to be made aware of waste reduction efforts regarding packaging. - The site manager will post educational signage in relation the recycling activities on site in breakout areas, lunchrooms etc.
Resilience and Hazards		
RH-1	Operation	- The DGs shall be stored in a manner which complies with the applicable storage standards (i.e. AS/NZS 1596:2014 or class specific standards such as AS 1940:2017). - The documentation required by the Work Health and Safety (WHS) Regulation 2025 (Ref. [1]) shall be prepared to demonstrate the risks have been assessed and minimised So Far As Is Reasonably Practicable (SFAIRP) as required by the WHS Regulations. - Where flammable gases or liquids are stored, a hazardous area classification in accordance with AS/NZS 60079.10.1:2022 (Ref. [2]) shall be prepared to ensure that an ignition source does not enter a hazardous atmosphere as required by the WHS Regulations.
Bushfire		
B-1	Construction	- The roof of the Warehouse and Distribution Centre shall be constructed to BAL 12.5 for a length of 50 metres, measured from the Landscape Zone. - Bushfire construction standard BAL 12.5 has been recommended to the roof and walls of the Office, the eastern elevation of the Warehouse building and the roof of the Warehouse building to a length of 50 metres, measured from the landscape zone.
B-2	Operation	- The proposed internal roads to the complex on Lot O will be constructed to provide access for heavy rigid and articulated vehicles. - Fire-fighting access is provided between the hazard and the proposed buildings, in accordance with the bushfire management strategies adopted for SDD 10479. - The fire-fighting water supply to the proposed Warehouse and Distribution Centre on Lot O shall comply with the Building Code of Australia [BCA] and Australian Standard A.S. 2419.1 – 2021.
Aboriginal and Historical Heritage		
AHH-1	Construction	Adhere to CHMP Where Aboriginal cultural heritage is concerned within the study area, the mitigation and management strategies outlined in the CHMP produced by EMM Consulting (2023) should be adhered to. This CHMP was formed in line with the CoA provided in the SSD (SSD-10479) approval. Failure to comply with the CHMP and the CoA could result in a breach of the NPW Act. The EMM Consulting 2023 CHMP is provided in the Biosis Aboriginal and Historical Heritage Letter of Advice.
Crime Prevention Through Environmental Design		
CPTED-1	Operation	Surveillance - Ensure opportunities for natural and incidental surveillance are maintained through effective lighting, access control and environmental maintenance. - In areas of the proposed development that have minimal opportunities for natural surveillance are created by concealment and entrapment opportunities are minimised.

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		- Wayfinding signage should be provided to ensure that users understand how and where to enter, exit and find assistance. - Limit the unnecessary placement of temporary signage and banners along pedestrian paths. - Ensure the environmental conditions and landscaping do not create opportunities for concealment, entrapment or reduced visibility.
CPTED-2	Operation	Lighting and Technical Supervision - Ensure feelings of safety are enhanced and lines of sight are retained, it is recommended that any acute or blind corners at building entries and within lobbies are well lit with bright consistent lighting. - Outdoor lighting is recommended to have a minimum Colour Rendering Index (CRI) of 60 and comply with the relevant Australian Standards. - While endeavouring to minimise light-split into the surrounds, exterior lighting to buildings should have an average Lux of 30 and a minimum uniformity of 0.4 Uo. It is recommended that exterior lighting be consistent. 'Inactive' lighting is not recommended in public spaces. A lighting consultant is recommended to be engaged to provide advice on the design of the exterior lighting strategy which considers CPTED principles. - The CCTV network should endeavour to ensure blackspots of coverage are not created. - Ensure adequate and discrete CCTV coverage monitors entry/exits to semi-private and private spaces. - Discrete CCTV systems such as small dome cameras are recommended. - Any emergency lighting shall also be installed and maintained in accordance with the relevant Australian Standards. - It is recommended that CCTV footage should be stored for a minimum of 30 days. Footage should have embedded time, date and camera location details. - Immediate access to the CCTV system and the ability to review recordings is granted to NSW Police Officers. - It is recommended that a security consultant with a Class 2A licence under the Security Industry Act 1997 is engaged to provide specific advice on placement, installation, monitoring and maintenance of the CCTV network.
CPTED-3	Operation	Territorial Reinforcement - Ensure an appropriate level of wayfinding and signage is installed, reinforcing public and private space. - Display CCTV security notice signs to convey that the site is under constant surveillance. - Maintain that building entrances remain free of clutter to ensure entry points are highly visible from the street and public domain frontages.
CPTED-4	Operation	Environmental Maintenance - Ensure environmental maintenance procedures align with the principles of CPTED, including the minimisation of concealment opportunities and maintaining surveillance opportunities and access control. - Environmental maintenance should ensure general building maintenance and cleanliness is maintained throughout the subdivision to display the site is well maintained, discouraging crime.

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		Regular maintenance and cleaning and rapid removal of graffiti and the repair of vandalism is crucial to the ongoing perception of safety. Any environmental maintenance procedures should prioritise a prompt response
CPTED-5	Operation	Activity and Space Management - Ensure wayfinding strategies are incorporated for the development as a whole and each individual lot. - During the hours of office operation, the designated car parking area is likely to be publicly accessible. Outside of these hours, public access to the site's car park should be prohibited. It is recommended that visitors be afforded access through an intercom system. - Portable signage and unfixed equipment such as outdoor seating and other landscaping furniture should be appropriately stored when not in use, minimising the opportunities for these items to be misused or opportunity for concealment.
CPTED-6	Operation	Access Control - Ensure that any access control does not appear to fortify the environment. Any fencing along the internal roads are to not have a significant visual impact on the lots and ideally provide visual designation between private and public land, rather than enclosing fencing to restrict access - Ensure access to the loading dock is controlled, ideally with electronic pass systems and intercoms. - Ensure the access control mechanisms and physical barriers separating vehicles areas also restrict the movement of pedestrians between these areas. (i.e., pedestrians from the loading dock). - Access to the car park outside of office hours should be secured via locked gates.
CPTED-7	Operation	Design, Definition and Designation Appropriate and clear wayfinding signage should be provided for the external areas of development to prevent unauthorised individuals from inadvertently or intentionally accessing these spaces. Wayfinding signage provides clarity for navigating the site reducing ambiguity and excusing making for potential perpetrators.
Visual Impact Assessment		
VIA-1	Design	- The proposed landscape of indigenous species will assist in blending the proposal with its vegetative backdrop as well as capture the local character of place; - Indigenous planting onsite will add to the ecological value of the proposal by adding to existing vegetative corridors in place for wildlife to move; - Indigenous plant species will likely be lower in maintenance requirements..
Social Impact Assessment		
SIA-1	Construction Operation	- Notification of potentially affected receivers during periods of disruptive construction works (i.e., when works are expected to exceed noise management levels). Affected receivers should be notified prior to commencement of disruptive works to allow them to make arrangements/prepare. - Implementation of a <i>Complaints Management System</i> which enables nearby residents and businesses to contact the project team if any issues arise in relation to the project's impact on their daily lives/operations. Contact details should be publicly available online, as well as included in any communication material that is delivered to nearby receivers.

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Construction Environmental Management Plan		
CEMP-1	Construction	• All strategies, plans and programs required under this CEMP are to be annually reviewed as a minimum or as per required under the conditions of approval. • The Contractor's Project Manager will be responsible for reviewing the CEMP. • This CEMP is a live document and will undergo continuous reviews and amendments as necessary. Reviews are to occur given the following: - If alterations to the scope of the project, design or construction activities and/or methods occur. - If there are changes to the on-site personnel and/or roles, updates to the contact details information are to be made and redistributed. - Following an unexpected find, which may have implications for environmental management on site. - Following an environmental audit and based on audit findings. - If there are alterations or amendment are made to the legislation, the conditions of approval for the project (i.e. development consent) or other project permits. - Prior to commencement of construction to ensure any relevant conditions of consent and/or other approval, licence or permit requirements are incorporated. - If there is a need to improve environmental controls to protect environmental values. - If there are changes/introductions or increases of a new environmental risk or impacts.
CEMP - 2	Construction	• Generally adhere to the environmental management measures provided in Section 4.0 of the CEMP.