



ABERGELDIE
COMPLEX INFRASTRUCTURE

Abergeldie Contractors Pty Ltd | ABN: 47 004 533 519
5 George Young Street, Regents Park NSW 2150 | P: +61 2 8717 7777

BILLABONG CREEK ENVIRONMENTAL WATER REGULATORS (SSI-50831979) (PARTs 2A & 2C)

CONTRACT No. SR00696
MBYCM00-000ALL-ACI-NM-PLN-00010_04

ACI PROJECT No. A242 & A243

CONSTRUCTION ENVIRONMENTAL MANAGEMENT PLAN

10 April 2026

REVISION No: 04



WATER



BRIDGES



TRANSPORT



UNDERGROUND



ENERGY



REMEDIATION

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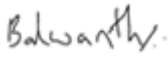
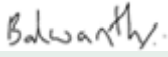
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1. DOCUMENT CONTROL

1.1 CEMP SIGN OFF

Approval of the CEMP by the Planning Secretary is a hold point for the commencement of Construction. The CEMP is only valid if reviewed, approved and signed off in accordance with the process documented in Section 7.3.2. A record of the approval (and re-approval of any revisions) will be maintained in Table 1-1. This refers to internal Abergeldie review and approval processes. Planning Secretary approval is required separately in accordance with the Conditions of Approval.

Table 1-1 CEMP Review and Approval Register

FUNCTION	POSITION	NAME	SIGNATURE	DATE
Prepared by	Abergeldie Environmental Manager	Glen Isbester		10/4/2026
Reviewed by	Abergeldie Project Manager	Balwanth Kondakindi		10/4/2026
Approved by	Abergeldie Project Manager	Balwanth Kondakindi		10/4/2026

1.2 DOCUMENT REVISION STATUS

Each page of this document bears a document name and revision date. The document is uncontrolled when printed. Any changes within this document that modify either the scope or intent of the original document are highlighted in the right margin by a vertical bar (|). When revisions to the document are issued, Table 1-2 will be updated to show the most recent revision level. The revised document will be forwarded to the holders of controlled copies as shown in Table 1-3. Recipients are responsible for destroying or marking “superseded” on the previous revision.

Table 1-2 CEMP Revision Register

REVISION #	REVISION DATE	AMENDMENT DESCRIPTION
00	19/12/2025	Initial Issue
01	2/3/2026	Updated in response to DCCEEW comments
02	17/03/2026	Updated in response to DCCEEW and Water NSW comments
03	29/03/2026	Updated in response to ER Comments
04	10/04/2026	Updated in response to minor ER Comments

Significant amendments to the CEMP shall be reviewed and re-approved in accordance with CEMP Section 7.3.2. Some appendices/associated plans (SEPs, CNVMP, ACHMP, SWMP, WRMP, BMP, Accommodation and Employment Plan) are revised independently of this CEMP and would not trigger a revision. Controlled versions of these documents will be kept on the Project SharePoint page with all previous revisions marked as “superseded”.

1.3 DISTRIBUTION (CONTROLLED COPIES)

Table 1-3 CEMP Distribution Register

ISSUED TO	COMPANY/POSITION	DATE
Jonas Ball	DCCEEW Environmental Manager	10/4/2026

2. INTRODUCTION

2.1 PURPOSE OF CEMP

This Construction Environmental Management Plan (CEMP) has been prepared for the Billabong Creek Environmental Water Regulators (SSI-50831979) (Parts 2A and 2C) project to be delivered for the Department of Climate Change, Energy, the Environment and Water (DCCEEW).

The purpose of the CEMP is to specify the environmental protection measures required to minimise potential environmental impacts and comply with applicable legislative requirements and approvals for construction of the project.

The CEMP (and relevant CEMP subplans) must be endorsed by the Environmental Representative (ER) and then submitted to the Planning Secretary for approval one month before the commencement of construction. An alternative submission timeframe may be approved by the Planning Secretary in writing in accordance with Condition A8. Construction cannot commence until the Plan is approved by the Planning Secretary.

In accordance with Condition C16, the CEMP(s) and CEMP Sub-plans as approved, including any minor amendments approved by the ER, must be implemented for the duration of construction.

The CEMP has been developed in accordance with Abergeldie Integrated Management System (IMS) processes to address the environmental risks associated with the project.

2.2 OBJECTIVES OF CEMP

The objectives of the CEMP are to:

- Describe the project, including construction activities and locations.
- Evaluate and manage the environmental aspects and potential environmental impacts of construction.
- Identify measures to prevent adverse and unauthorised environmental impacts and ensure compliance with environmental legislation and project requirements.
- Specify how environmental mitigation measures should be implemented during construction.
- Identify the need for, and facilitate obtaining, external environmental licences, permits and approvals.
- Define responsibilities for environmental mitigation during construction and ensure all project personnel and sub-contractors involved in the project are aware of their responsibilities.
- Facilitate consultation and communication with external stakeholders.
- Provide a basis for environmental monitoring, auditing, and reporting of compliance with requirements.
- Outline mechanisms for review and improvement of environmental performance of the project.

2.3 SCOPE OF CEMP

The CEMP has been prepared to address the requirements of:

- Environmental Impact Statement for Billabong Creek Regulators, DCCEEW / 3Rivers, October 2024.
- Response to Submissions for Billabong Creek Regulators, DCCEEW, May 2025.
- Billabong Creek Regulators Request for Additional Information DCCEEW September 2025
- SSI-50831979 Approval and included Conditions of Approval, 19 February 2026
- Contract Agreements and associated Technical Specifications and Schedules.
- Applicable environmental legislation, regulations (NSW and Commonwealth) and guidelines.
- Abergeldie Integrated Management System (IMS), to meet the requirements of AS/NZS ISO14001.

In accordance with Condition C9, a Biodiversity Management Plan, an Aboriginal Cultural Heritage Management Plan and a Local Accommodation and Employment Plan have been prepared to meet Condition C6(h). The Biodiversity Management Plan has been prepared in accordance with Condition C10. The Aboriginal Cultural Heritage Management Plan has been prepared in accordance with Condition C11. A Soil and Water Management Plan has been prepared to meet Condition C13. The Local Accommodation and Employment Plan has been prepared in accordance with Condition C12. These plans are sub-plans of the CEMP.

This CEMP is intended as a working reference, providing line management and employees with a documented resource necessary for them to achieve the objectives of Abergeldie and those of our Client.

The CEMP applies to all works and activities undertaken by the Abergeldie project team including sub-contractors. It is a requirement that all project personnel comply with the CEMP and its requirements.

Abergeldie acknowledge that they shall be bound by the Terms and Conditions contained within the Contract.

This CEMP has been prepared in accordance with the Environmental Management Plan Guideline for Infrastructure Projects (DPIE, 2020). Refer to Appendix J for a copy of the completed EMP preparation checklist from Appendix A of the Guideline.

2.4 CONDITIONS OF APPROVAL

The Billabong Creek Environmental Water Regulators - SSI-50831979 Conditions of Approval 19 February 2026 most relevant to the CEMP are detailed in Table 2-1 below.

Table 2-1 Key Conditions of Approval

CONDITION	REQUIREMENT	SECTION REFERENCE
C5	A Construction Environmental Management Plan (CEMP) must be prepared having regard to the Environmental Management Plan Guideline for Infrastructure Projects (Department of Planning, Industry and Environment, 2020).	Section 2.3
C6	The CEMP must provide:	Section 3

CONDITION	REQUIREMENT	SECTION REFERENCE
	(a) a description of activities to be undertaken during construction (including the scheduling of construction); (b) details of environmental and social policies, guidelines and principles to be followed in the construction of the SSI; (c) a program for ongoing analysis of the key environmental and social impact risks arising from the activities described in subsection (a) of this condition, including an initial risk assessment undertaken before the commencement of construction of the SSI; (d) details of how the activities described in subsection (a) of this condition will be carried out to: (i) meet the performance outcomes stated in the documents listed in Condition A1 and as required by this approval; and (ii) manage the risks identified in the risk analysis undertaken in subsection (c) of this condition; (e) an inspection program detailing the activities to be inspected and frequency of inspections; (f) a protocol for managing and reporting any: (i) incidents; and (ii) non-compliances with this approval or statutory requirements; (g) procedures for rectifying any non-compliance with this approval identified during compliance auditing, incident management or at any time during construction; (h) a list of all the CEMP Sub-plans required in respect of construction, as set out in Condition C9. Where staged construction of the SSI is proposed, the CEMP must also identify which CEMP Sub-plan applies to each of the proposed stages of construction; (i) an organisational chart including description of the roles and environmental responsibilities for relevant employees and any independent appointments; (j) for training and induction for employees, including contractors and sub-contractors, in relation to environmental, social and compliance obligations under the terms of this approval; and (k) for periodic review and update of the CEMP and all associated plans and programs Note: CEMP(s) may reflect the staged construction of the SSI through geographical activities, temporal activities or activity based contracting and staging.	Section 4 Sections 4.8 Section 4.9 Appendix B Section 4.10 Appendix C Section 6.1 Section 5.8 Section 6.4 Section 6.4 Section 4.10 Section 5.1 Appendix I Section 5.3 Section 7.3
C7	CEMP(s) (and relevant CEMP sub-plans) must be submitted to the Planning Secretary for approval.	Section 1.1 Section 2
C8	Where a CEMP (and relevant CEMP sub-plans) requires Planning Secretary's approval, the CEMP (and relevant CEMP sub-plans) must be endorsed by the ER and then submitted to the Planning Secretary for approval no later than one month before the commencement of construction, or where construction is staged, no later than one month before the commencement of each stage.	Section 2.1
C15	The CEMP must include considerations about contamination at the sites, including all known and suspected contamination present in soils at the sites and consider the potential for groundwater to also be contaminated. Additionally, it must outline clear measures to mitigate impacts to human health and the environment from the contamination and identify the parties responsible for implementing these measures, as well as consider the information outlined in Billabong Creek Regulators – Landfill Gas Investigation (GHD, 2025).	Section 4.8 Section 4.10.6 Appendix F
C16	The CEMP(s) and CEMP Sub-plans as approved, including any minor amendments approved by the ER, must be implemented for the duration of construction.	Section 2.1

3. PROJECT OVERVIEW

3.1 CLIENT

The Billabong Creek Environmental Water Regulators (SSI-50831979) (Part 2A and 2C) project is being undertaken by Abergeldie for DCCEEW.

3.2 PROJECT LOCATION

The Project is situated in rural south-west NSW within Edward River Local Government Area (LGA).

The Hartwood Weir is located about 10 kilometres east of Conargo village. Land in the vicinity of the Project is mostly used for dryland and irrigated cropping and grazing. The closest regional centre to the proposal is Deniliquin (about 40 kilometres south-east of Wanganella and 30 kilometres south-west of Conargo). The existing Hartwood Weir is downstream of the Billabong Creek and Forest Creek junction. WaterNSW owns the land on which Hartwood Weir is located (lot 1 DP1144789, lot 2 DP1144789 and lot 3 DP181995). Downstream of this land includes both private and Crown land. Land on the right bank (eastern side) of the creek is privately-owned agricultural land. Billabong Creek around the weir is a Crown Waterway. The land on the left bank (western side) is Crown Land and includes a Crown License (R92577) and a Crown Enclosure Permit (R30139).

Wanganella Weir (lot 7004 DP1024203, lot 7005 DP1024202) is located on Billabong Creek. Wanganella village is located around one kilometre north of the site. The weir contains eleven drop board bays to regulate flows, however the drop boards are no longer in place as they were removed in the 1980s. It now operates as a fixed crest weir with a concrete apron and abutments. The weir was constructed for the Wanganella village water supply. The extent of the weir pool at full supply level upstream of the structure is around 13 kilometres. The site is part of the Wanganella Recreation Reserve, known to local residents as Wanganella Common. The area is a Crown land reserve (R88408) for the preservation of fauna and for public recreation. It is understood to be managed by Edward River Council. Billabong Creek at this location is a Crown Waterway. Existing access to the site is from the Cobb Highway on the western side of the Creek. Zara Road is located on the eastern side of the creek but there is no formed access track on this side. Zara Road also intersects with another Crown Reserve (R58165). Surrounding land uses include cropping and grazing.

The Hartwood Weir is zoned as RU1 Primary Production under the Conargo Local Environmental Plan (LEP) 2013. The Wanganella Weir is zoned as RU1 Primary Production under the Conargo Local Environmental Plan (LEP) 2013.

The new Hartwood Regulator will be located immediately downstream of the existing Hartwood Weir. The new Wanganella Regulator will be located immediately downstream of the existing Wanganella Weir.

The location of the project is shown in Figure 3-1 below.



Figure 3.1 Location of the Project

The location of the new regulators and other components of the new infrastructure are shown in Figures 3.2 to 3.12.

3.3 PROJECT BACKGROUND

The Yanco Creek Modernisation Project (YCMP) is progressing the upgrade of infrastructure to enable smarter use of water in the Yanco Creek system, including Yanco, Billabong, Colombo and Forest Creeks. It encompasses a series of initiatives aiming to improve water management as part of commitments within the SDLAM program.

The modernisation of the Yanco Creek system aims to:

- create a community and government partnership to maintain and improve flows
- keep the Yanco, Billabong, Forest and Colombo Creeks flowing
- be smart in the use of available water
- modernise ageing infrastructure
- ensure project benefits for irrigators, town water supplies, native fish, water birds, culture and heritage, and recreational use.

The modernisation focuses on delivering equivalent and/ or improved environment outcomes through

infrastructure and smarter use of water. Some of the expected benefits in the Yanco, Billabong, Forest, Colombo creeks and Murrumbidgee River system include:

- more efficient delivery of environmental water
- improved fish passage (e.g. new fishways)
- improved knowledge and understanding of First Nations cultural heritage
- improved connection to Country
- an economic, training and employment boost for local communities
- improved levels of service for water users (e.g. more flexible irrigation scheduling)
- a reduced risk of further non-strategic water market purchases from the southern-connected Basin to meet Basin Plan commitments.

The Yanco Creek modernisation is also progressing the construction of works that will restore fish passage along creeks and enable native fish to safely negotiate barriers to movement.

The Hartwood Regulator and Wanganella Regulator are sub-projects of the YCMP program.

3.4 PROJECT DESCRIPTION

The Project involves replacing two existing weirs, Hartwood Weir and Wanganella Weir, along Billabong Creek with new regulators including fishway.

The core structures of the Hartwood and Wanganella regulators would include:

- concrete piers with maintenance bulkhead slots
- automated layflat gates across the crest of the structure to assist with flow management and downstream fish passage
- a low turbulence 'keyhole' type vertical slot fishway with allowances for variable headwater to provide upstream fish passage
- automated sidewinder gates within the vertical slot fishway to allow for variable headwater conditions
- fixed concrete crests on the opposite side of the gates to the vertical slot fishway
- concrete apron downstream of the structure
- concrete wingwalls upstream and downstream of the structure
- access from a trafficable deck for maintenance
- walkway grating over gates to facilitate operations and maintenance
- crushed rock maintenance pads, access and turnaround areas adjacent to the structure

- rock beaching upstream and downstream of structure for erosion protection
- control house
- sheet pile cut-off walls beneath the structure
- fencing of the structures to prevent public access
- SCADA control system.

The Project will also involve the following elements:

- Power supply to the regulators will be provided by a mix of underground and overhead electricity cables connecting the structures to the grid.
- Access to the regulators will require permanent tracks for maintenance and some additional tracks to support construction only. Track upgrades include a new drainage culvert at Hartwood.
- The existing Forest Creek block bank is in a degraded condition. This will be replaced with a similar earthen structure in the same location.

The Wanganella flood bypass channel will be constructed to reduce potential upstream flooding impacts from the Wanganella Regulator. The channel will enable flood waters to drain between the billabongs in the Wanganella Reserve during flood events.

An existing privately owned borrow pit on lot 56 / DP756322 near Hartwood Weir will be extended to provide material for the construction of Hartwood Regulator and Forest Creek block bank.

The key features of the Hartwood regulator are shown in Figures 3.2, 3.3, 3.5, 3.6, 3.7, 3.8 and 3.9 below. The key features of the Wanganella regulator are shown in Figures 3.4, 3.10, 3.11 and 3.12 below.

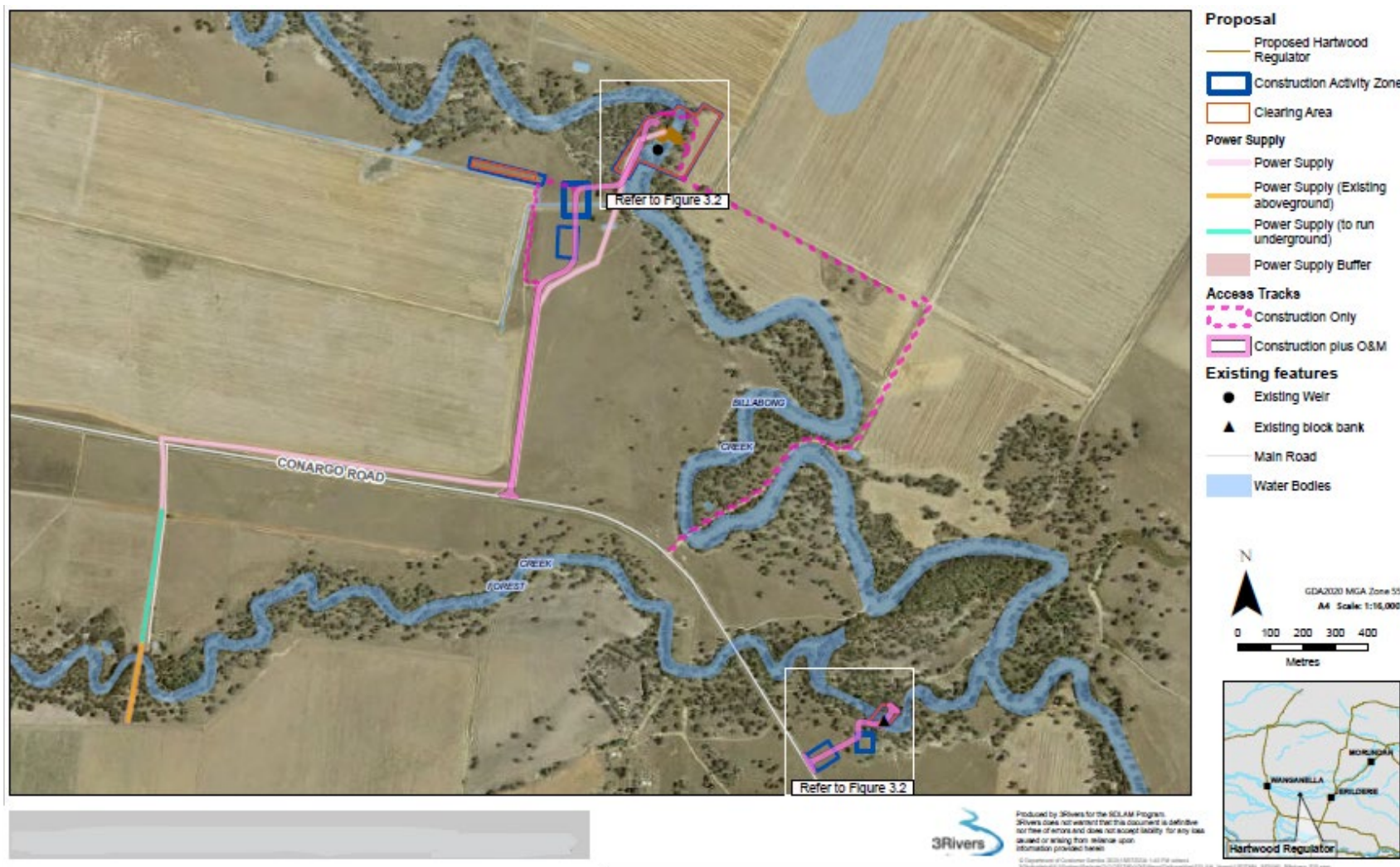


Figure 3.2 Location of Hartwood Regulator and key features

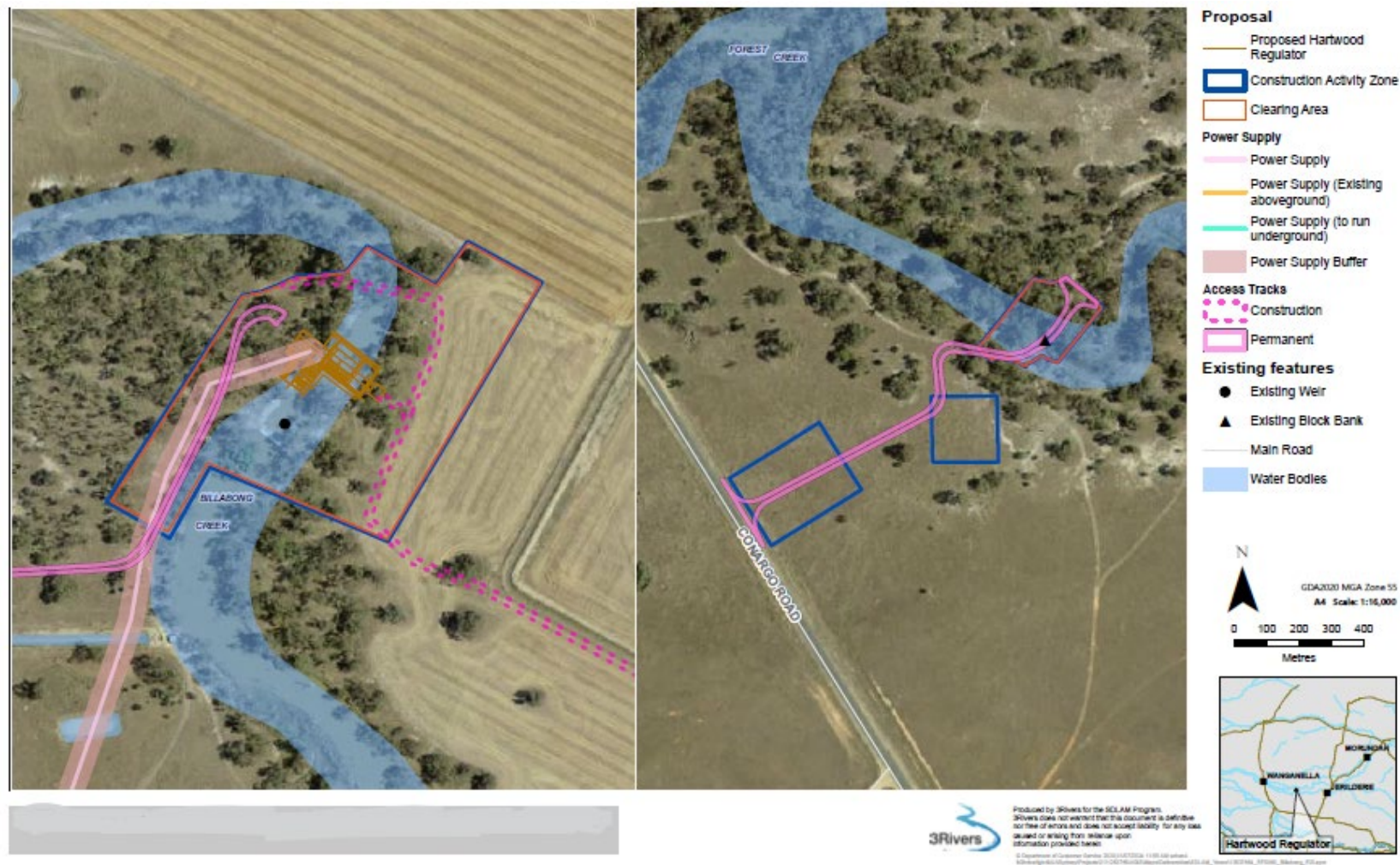


Figure 3.3 Location of Hartwood Regulator and Project Works

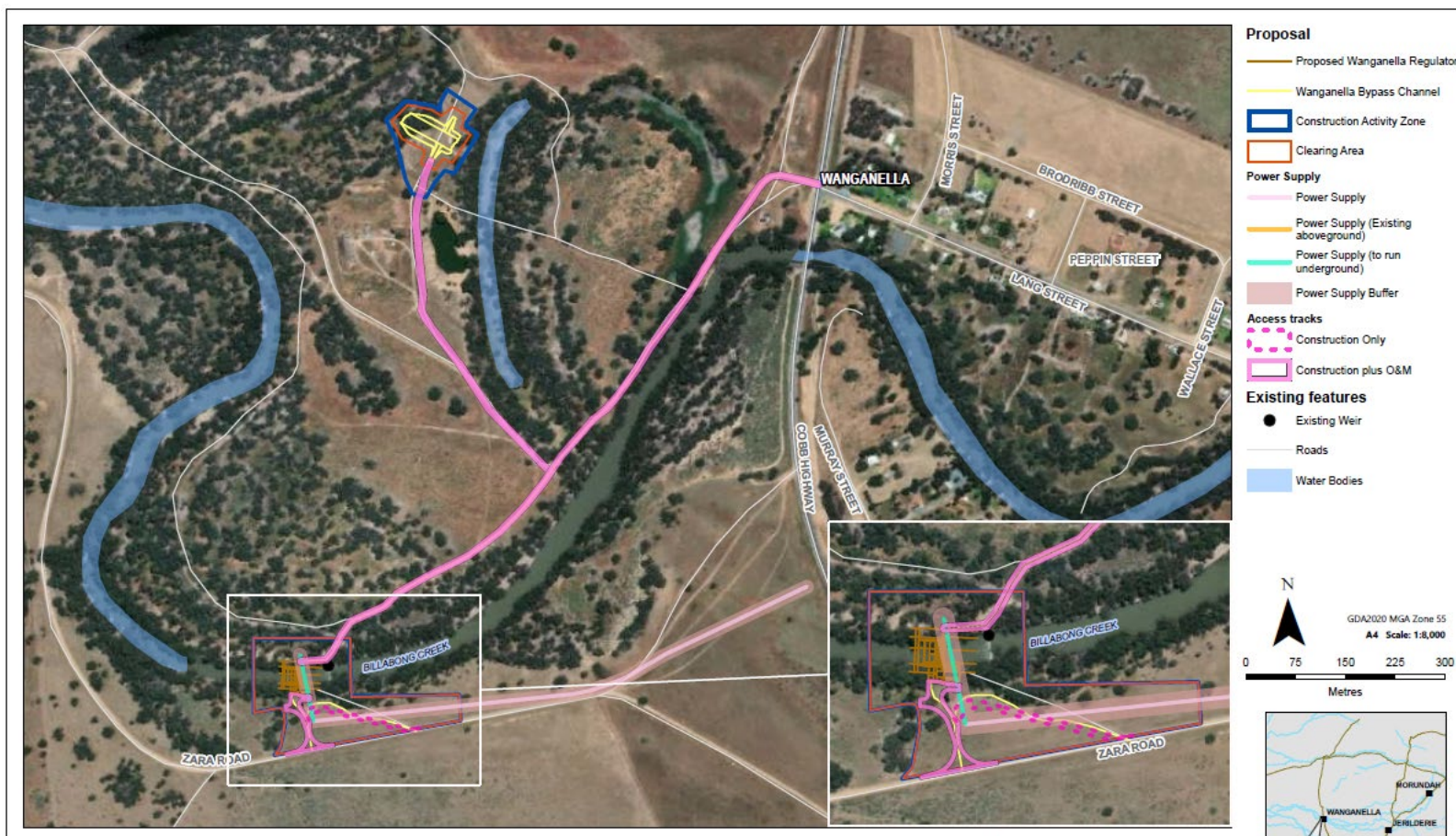


Figure 3.4 Location of Wanganella Regulator and key features

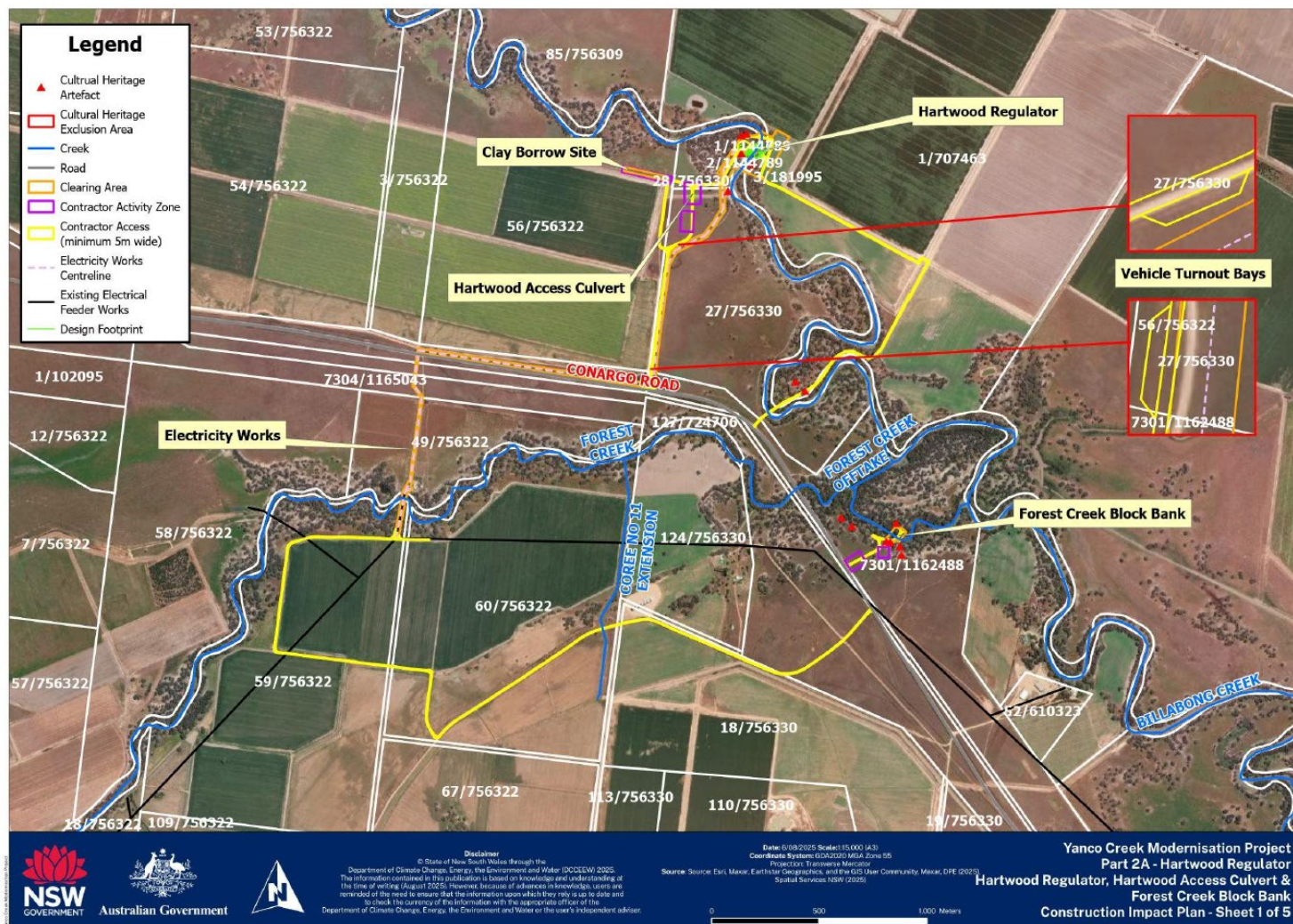


Figure 3.5 Location of Hartwood Regulator and key features

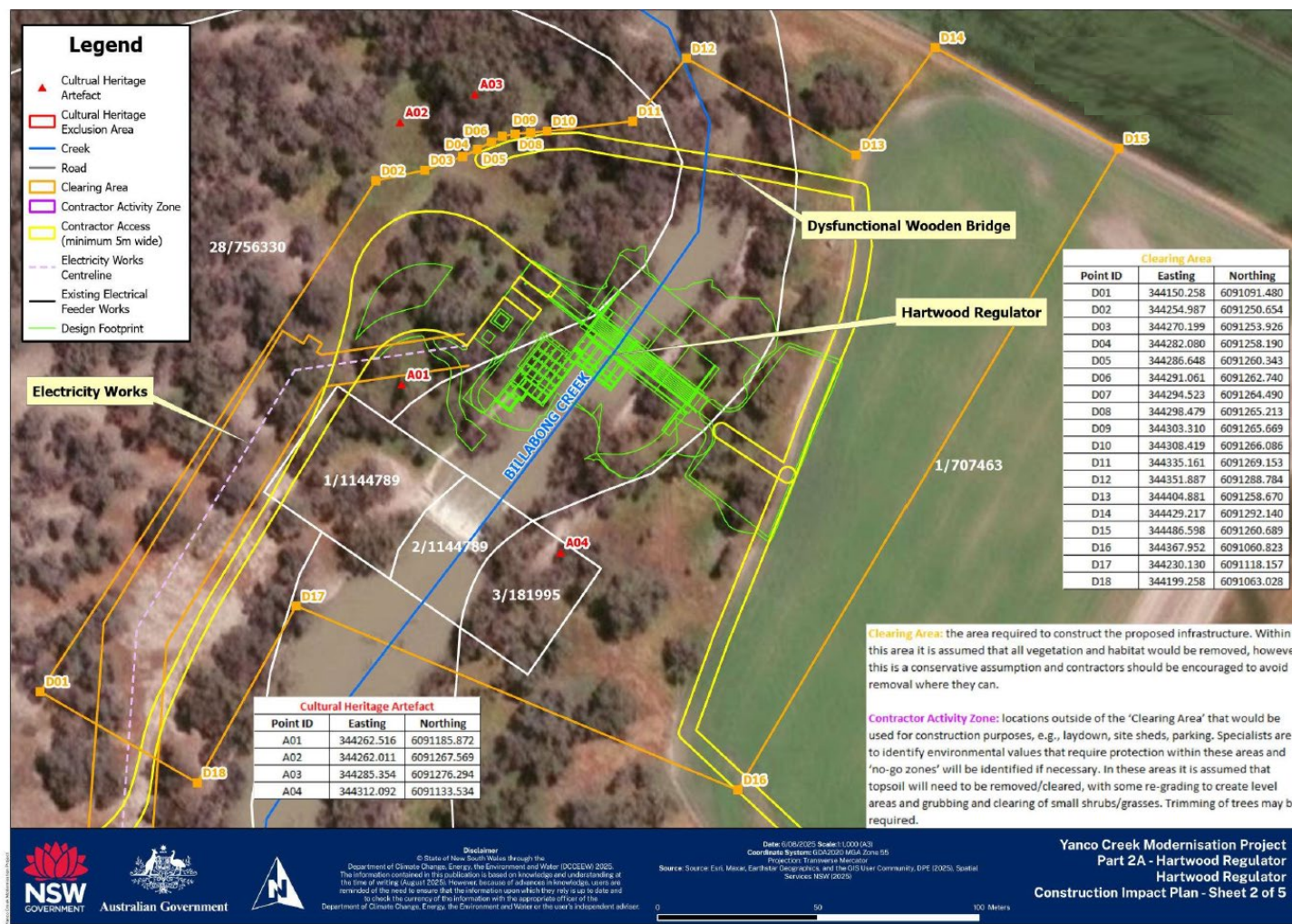


Figure 3.6 Location of Hartwood Regulator

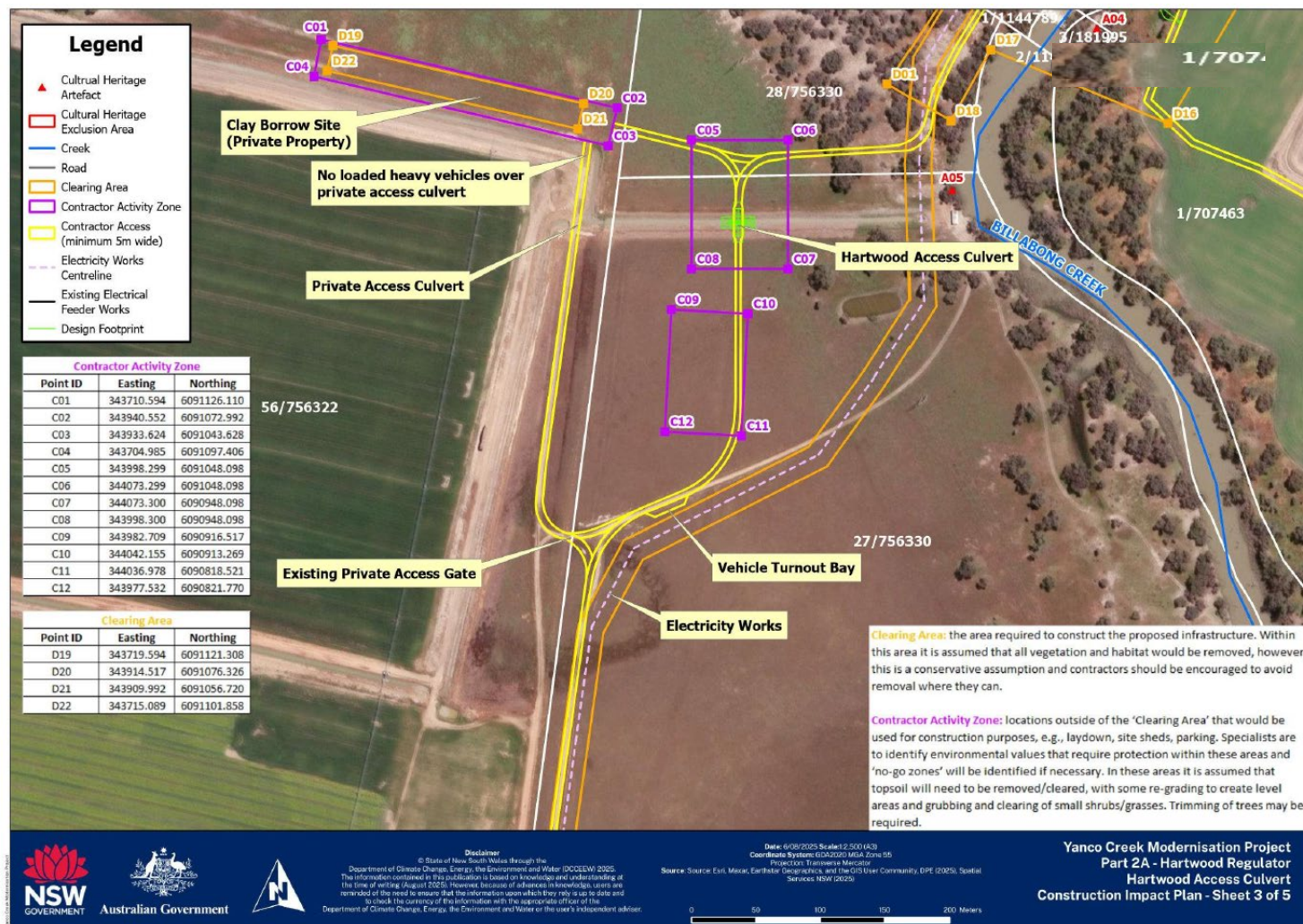


Figure 3.7 Hartwood Regulator – Access Culvert

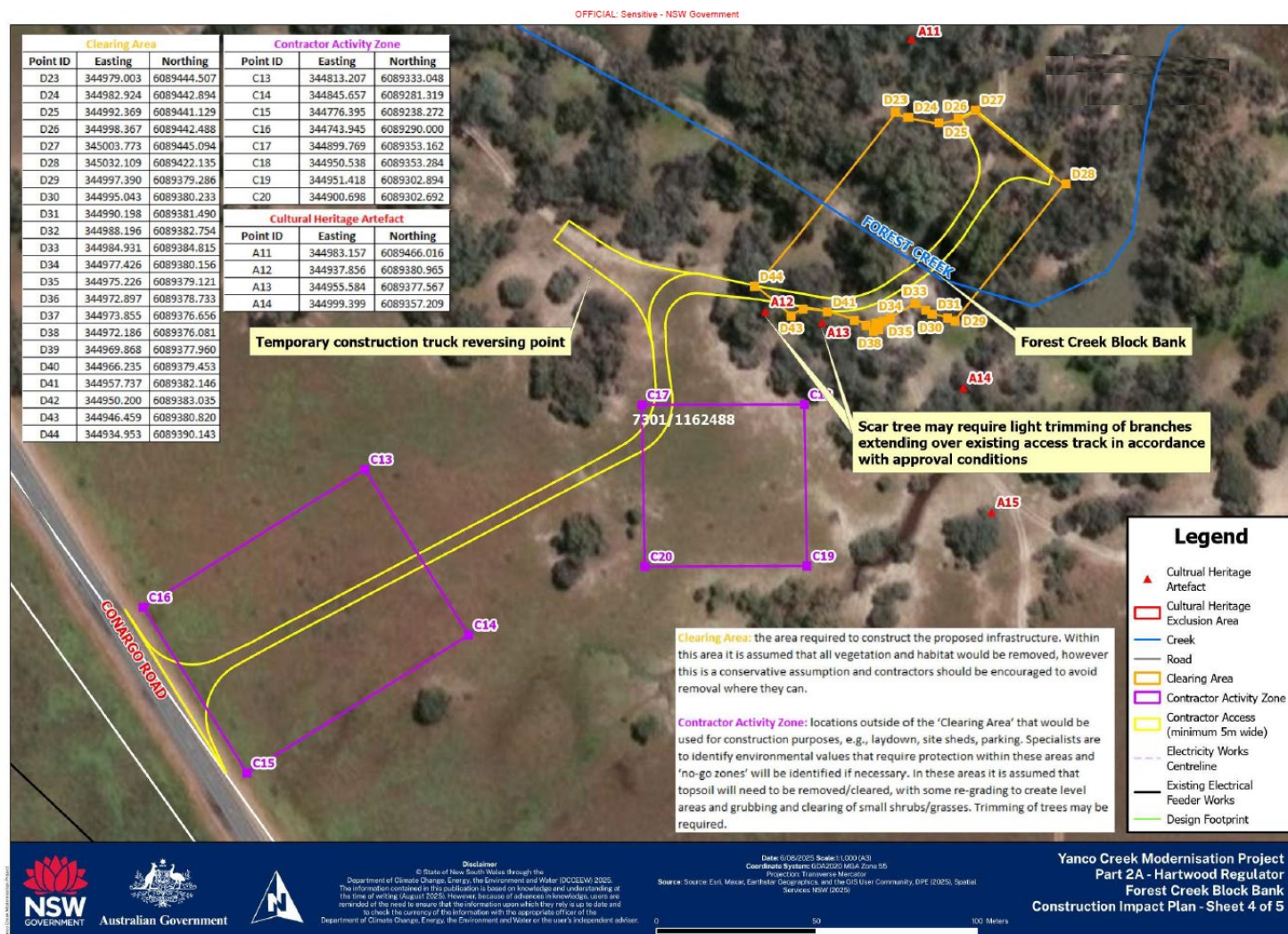


Figure 3.8 Hartwood Regulator – Forest Creek Block Bank

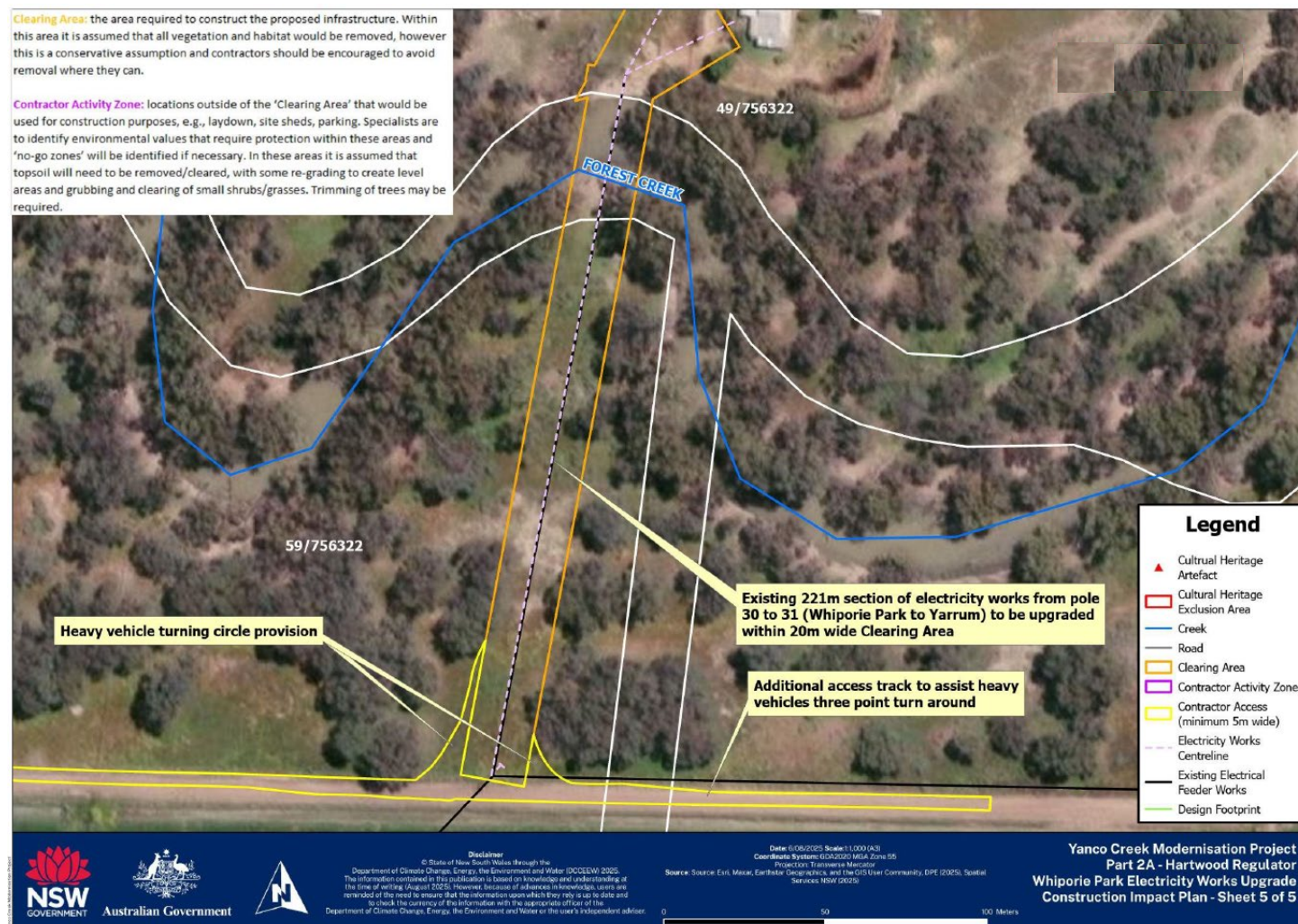


Figure 3.9 Hartwood Regulator – Electricity Works Upgrade

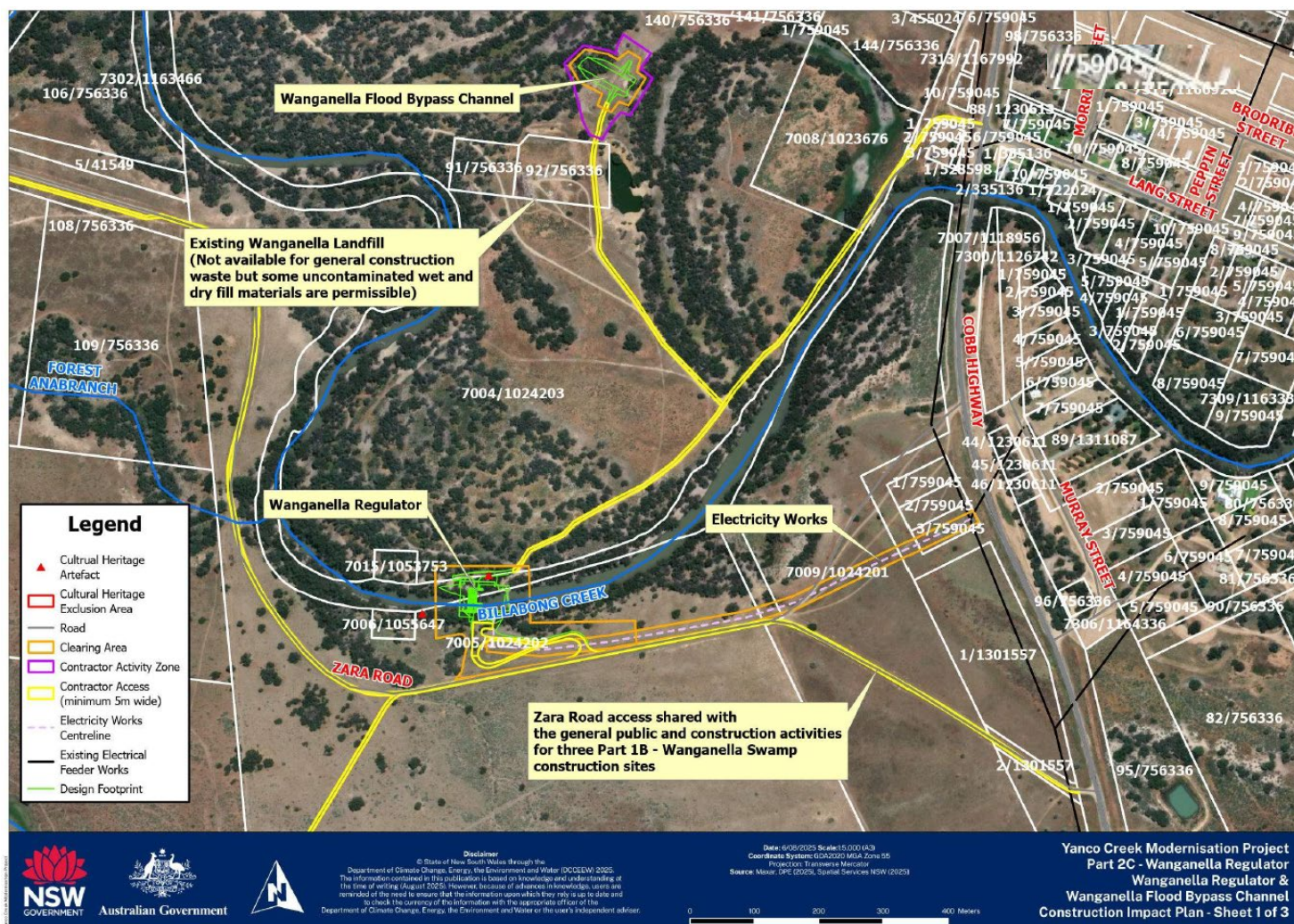


Figure 3.10 Location of Wanganella Regulator and key features

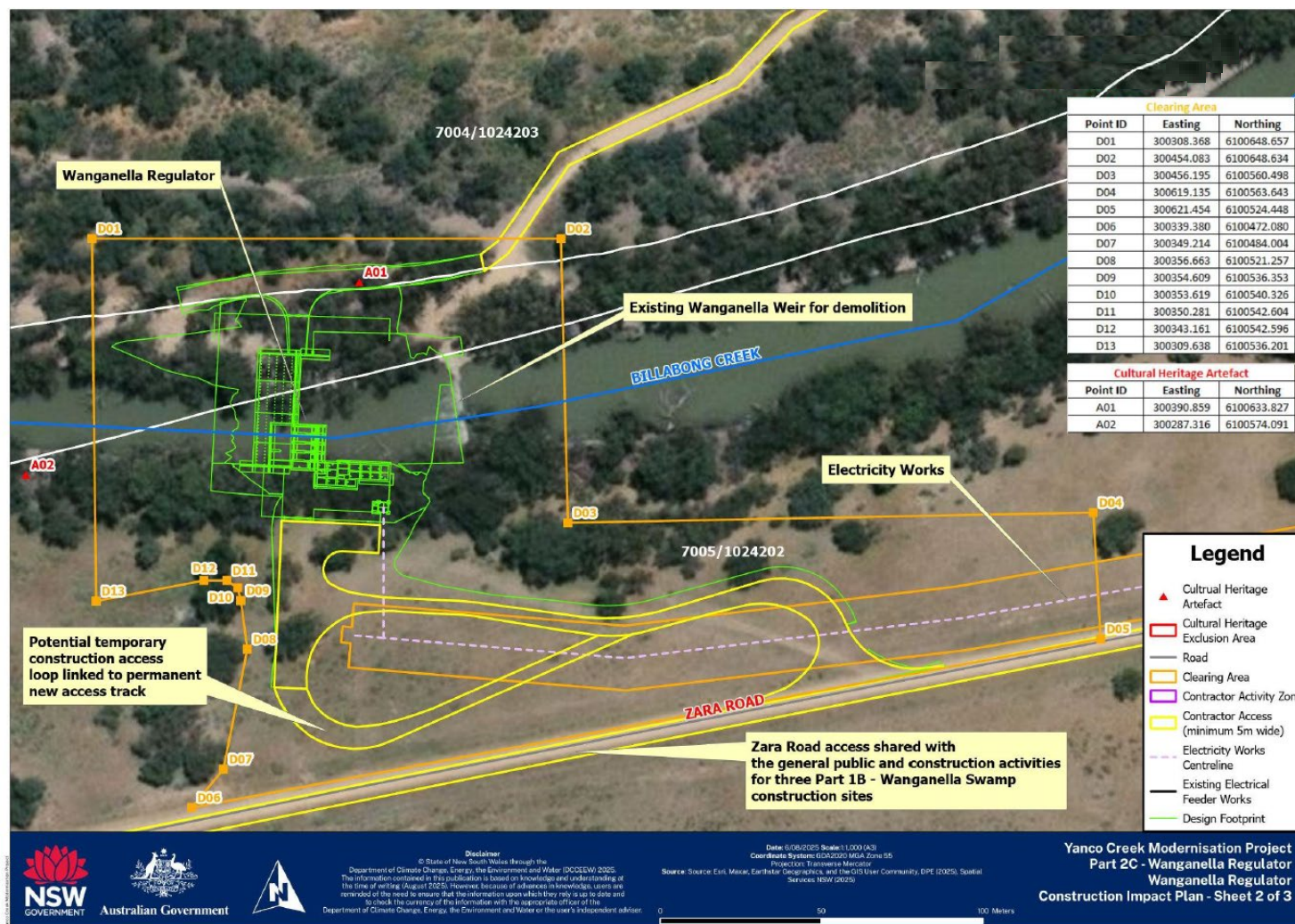


Figure 3.11 Location of Wanganella Regulator

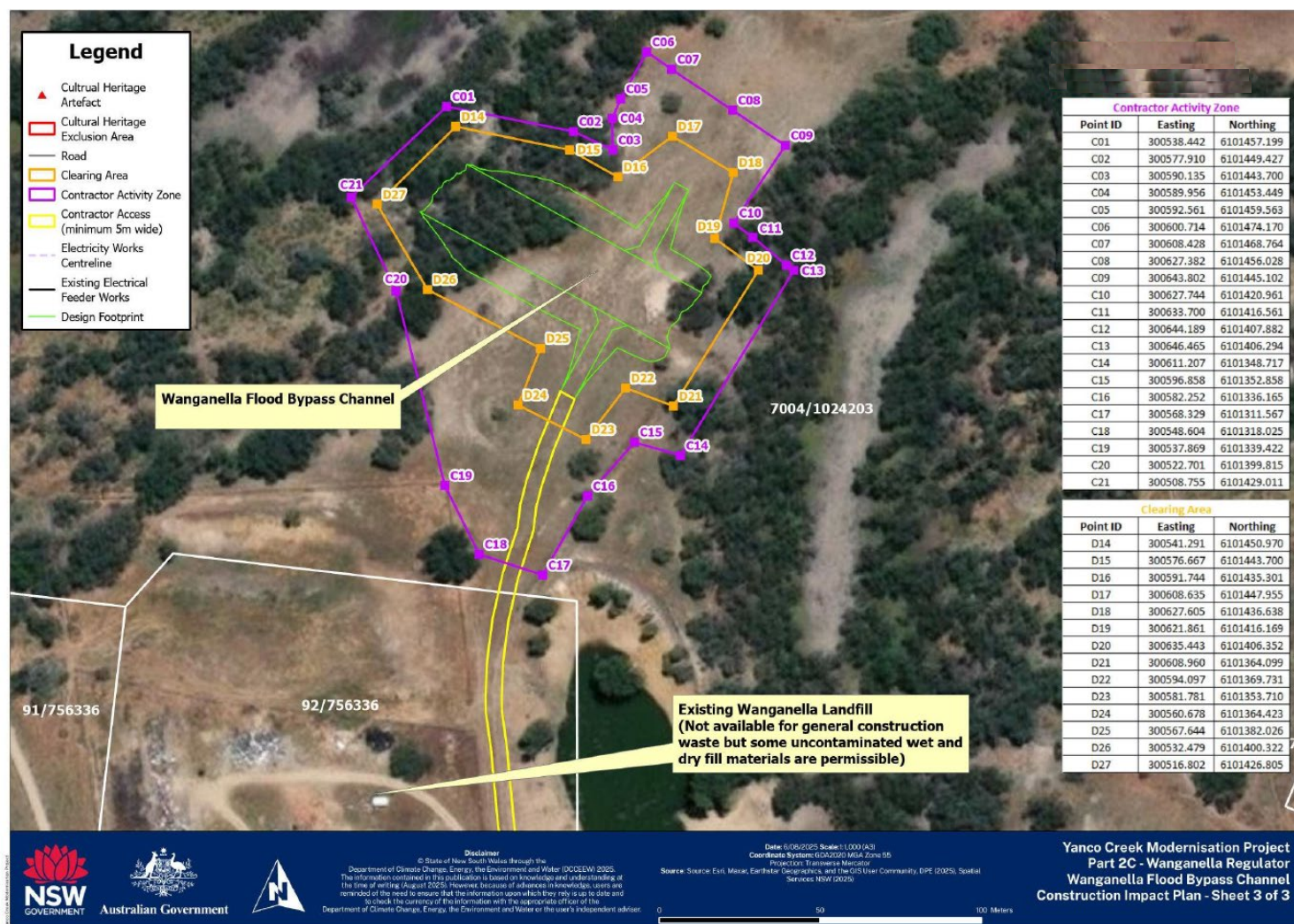


Figure 3.12 Wanganella Flood Bypass Channel

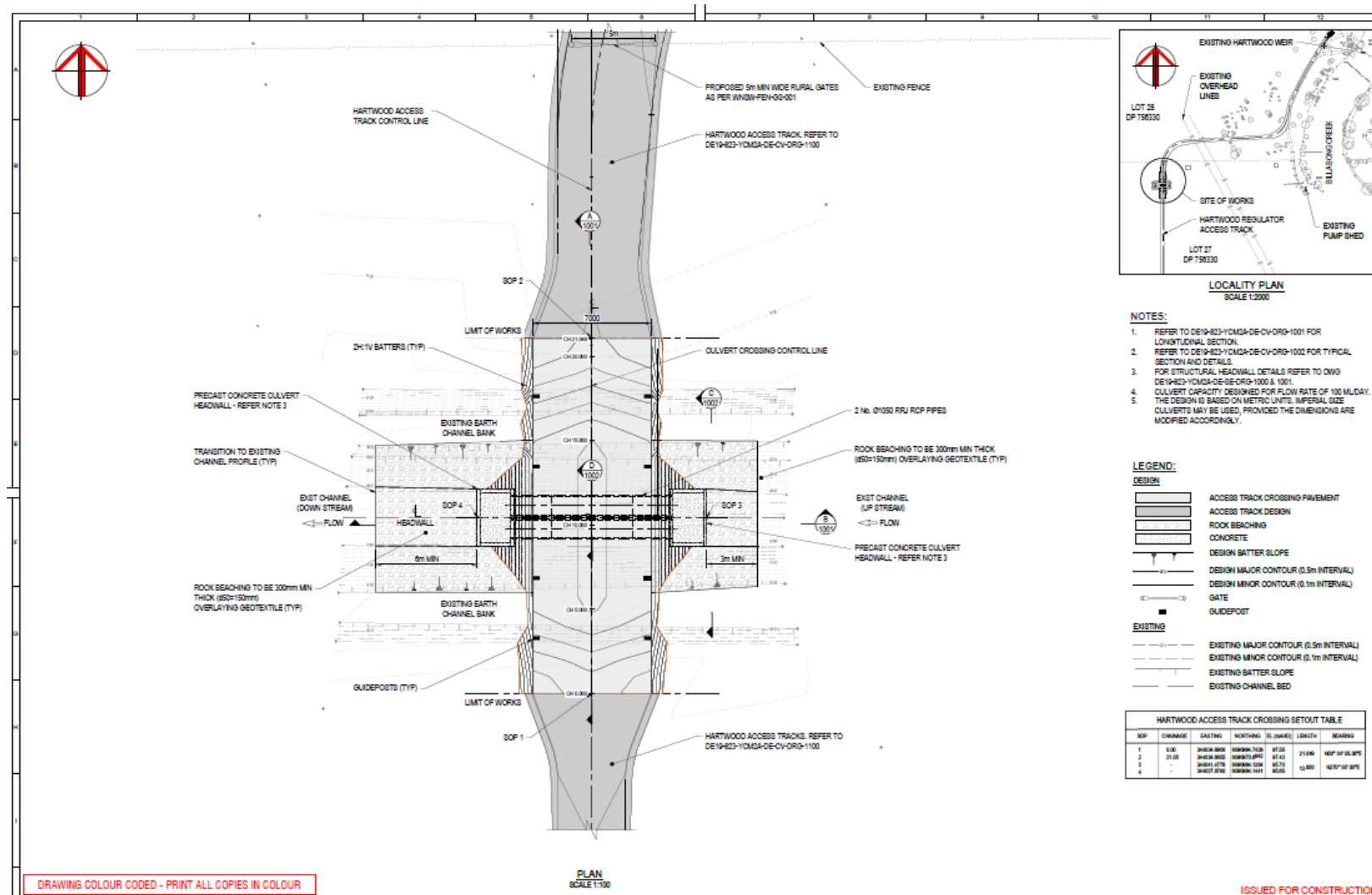


Figure 313 Hartwood Regulator – Access Culvert

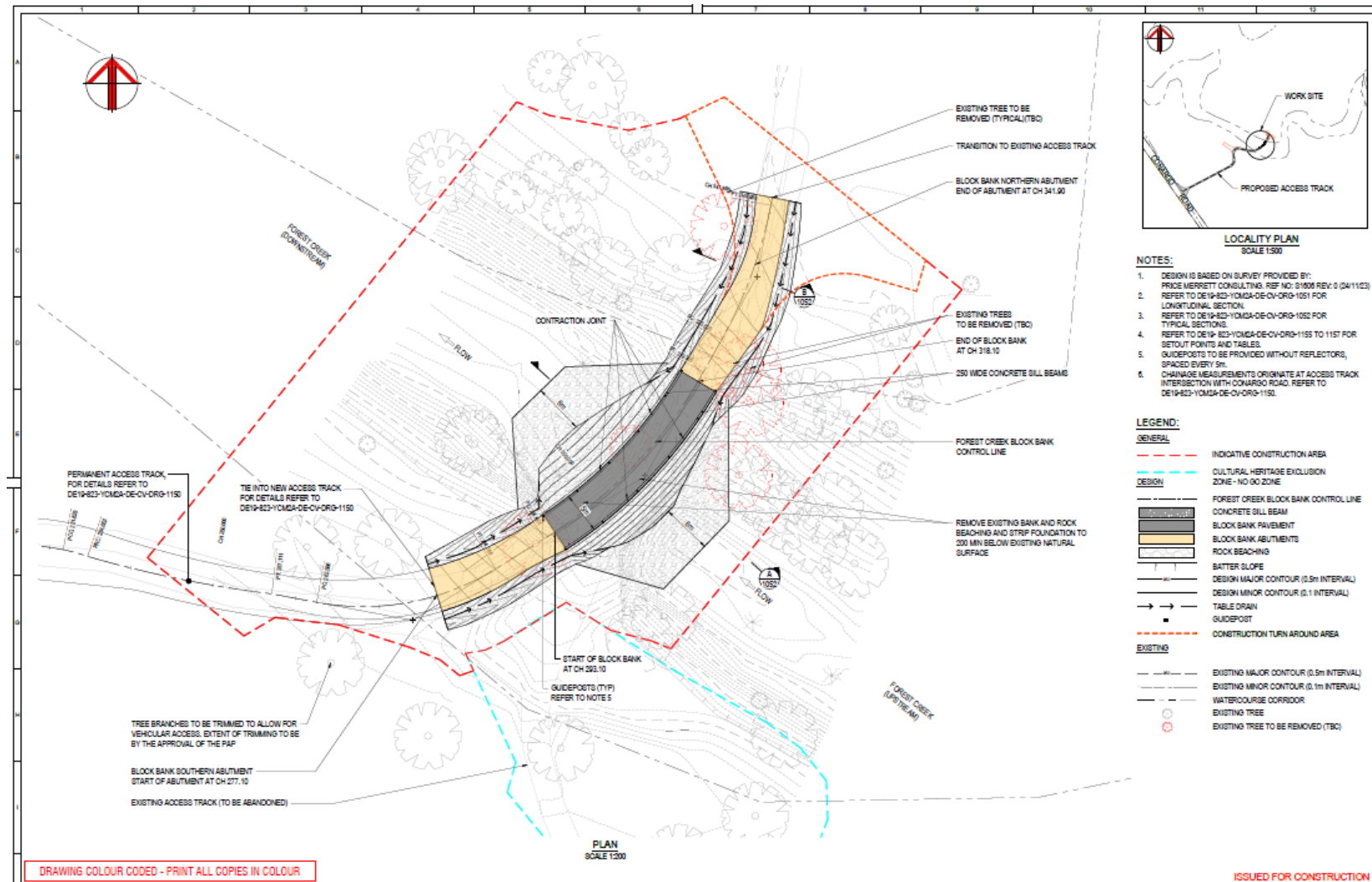


Figure 314 Hartwood Regulator – Forest Creek Block Bank

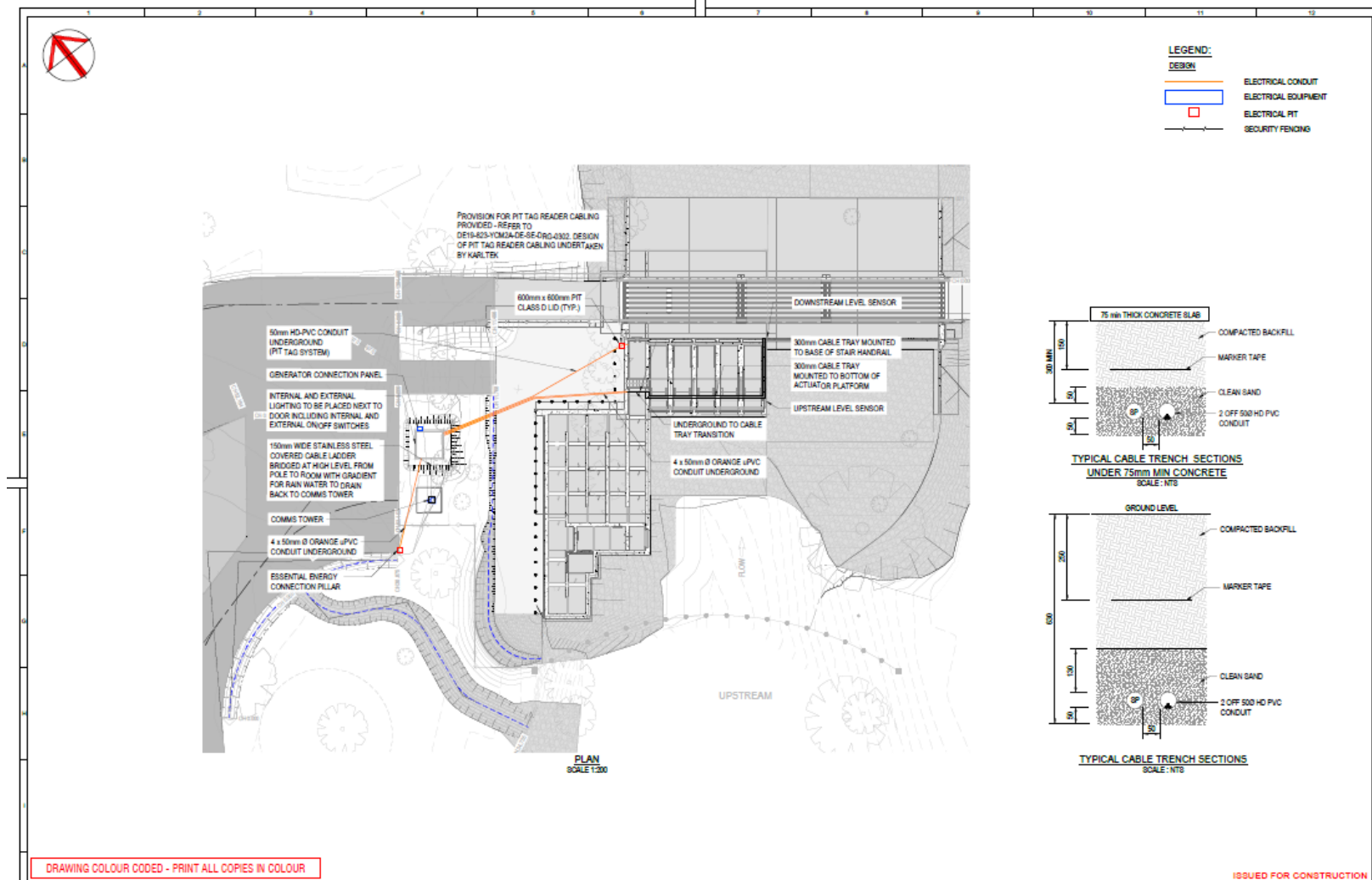
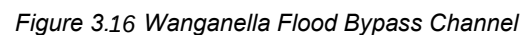


Figure 315 Hartwood Regulator – Electricity Works Upgrade



3.5 ANCILLARY FACILITIES

In accordance with Condition C1, an Ancillary Facility Site Establishment Management Plan was prepared to outline the environmental management practices and procedures to be implemented for the establishment of the ancillary facilities required prior to the approval of the CEMP (excluding minor ancillary facilities established under Condition C4). Ancillary facilities are listed in Table 3-1. Site Environmental Plans (SEPs) will be prepared for all ancillary facilities prior to establishment.

Table 3-1 Ancillary Facilities

SITE LOCATION	SIZE (M ²)	PROPOSED ACTIVITIES
Hartwood Regulator	Within the construction activity zone at the Hartwood regulator site.	- Compound site set up – sheds, amenities, fencing - Stockpiles - Material storage - Plant and equipment storage
Wanganella Regulator	Within the construction activity zone at the Wanganella regulator site.	- Compound site set up – sheds, amenities, fencing - Stockpiles - Material storage - Plant and equipment storage

3.6 CONSTRUCTION METHODOLOGY

Construction will generally include the following steps:

- A permanent sheet wall would be installed upstream of the regulator, most likely using a vibratory hammer.
- A blinding layer made of a lean mix concrete and an in-situ concrete slab will be poured on top of the hardstand.
- Other required in-situ concrete slabs will be constructed using industry standard form, reinforce and pour methods. Required in-situ concrete walls and beams will be fabricated onsite on the hardstand area and installed using the crane.
- The prefabricated baffles, grates handrails and walkways, lay-flat gate unit and all other steelwork will be installed using the crawler crane.

Construction of the fishway and layflat gates will include the following steps:

- construct hardstands for the compound, laydown areas and crane pad(s)
- install site facilities and mobilise plant
- demolish small section of existing weir to allow cofferdam through structure
- install all the temporary cofferdams around new structures and old weirs separately and dewater work areas

- prepare subgrade and initial earthworks including any remediation if required
- install permanent sheet pile wall
- form, reinforce and pour all slabs (fixed crest structure, stilling pool, apron and fishway)
- form, reinforce and pour all walls (gates and fishway)
- install scour protection and finalise backfill of new structure
- demolish existing weir including reshaping of creek bed
- install and commission layflat gates and fishway furniture
- flood cofferdam and remove the sheet piles around the new structure only.

Construction of the fixed crest structure will include the following steps:

- install temporary sheet pile cofferdam for the fixed crest weir section and seal against the new structure (at this point the new gates will be operational)
- remove the cofferdam around the existing weir and reinstall around the other side of the existing weir
- dewater the two new work zones
- prepare subgrade and initial earthworks including any remediation if required
- install remaining permanent sheet pile wall
- form, reinforce and pour remaining slabs (fixed crest structure, stilling pool and apron)
- form, reinforce and pour remaining walls (fixed crest structure)
- install scour protection and finalise backfill of other side
- demolish other side of the existing weir including reshaping of creek bed
- flood both cofferdams and remove the sheet pile
- rehabilitate work areas and demobilise from site

The construction program is included in Appendix H.

Construction equipment will include:

- Light vehicles (e.g. 4 wheel drive)
- Various truck combinations including:
 - truck and trailer combinations
 - concrete truck.

- Cranes including:
 - fixed crane
 - 160-220 tonne capacity pin jab crawler crane
 - track or crawler crane (60 tonne)
 - mobile crane
 - franna crane.
- Crew bus
- Water cart
- Concrete pump
- Frontend loader
- Compactor
- Concrete vibrator
- Dump truck
- Pneumatic hammer
- Sumps and dewatering pumps
- Asphalt truck & sprayer
- Grader
- Piler driver (vibratory)
- Smooth drum roller
- Roller (large pad foot)
- Vibratory roller
- Bulldozer D9
- Tub grinder/ mulcher
- Power generator
- Crew boat or barge
- Excavator (25 tonnes and 13 tonnes)
- Light tower

- Scraper 651
- Chainsaw 4-5 hp

3.7 CONSTRUCTION STAGING AND TIMING

Construction of the Project will start in early 2026 and be completed by the end of 2026 and take around 12 months to complete.

A detailed construction program is provided in Appendix H.

3.8 CONSTRUCTION HOURS OF WORK

In accordance with Condition of Approval E29, standard construction hours for the project are:

- Monday to Friday 7am to 6pm
- Saturday 8am to 1pm
- At no time on Sundays or NSW public holidays

Any Out of Hours Works (OOHW) that are proposed outside of the standard construction hours will require assessment and approval.

In accordance with Condition of Approval E30, notwithstanding Condition E29, Work may be undertaken outside the hours specified in any of the following circumstances (a, b, or c below):

(a) Safety and Emergencies

- (i) for the delivery of materials required by the NSW Police Force or other authority for safety reasons; or
- (ii) where it is required in an emergency to avoid injury or the loss of life, to avoid damage or loss of property (external to the SSI) or to prevent environmental harm, except where construction programming has led to the incident.

On becoming aware of the need for emergency work in accordance with Condition E30 (a)(ii), the ER, the Planning Secretary and the EPA must be notified of the reasons for such work. Best endeavors must be used to notify all noise and/or vibration affected residents and owners/occupiers of properties identified sensitive land use(s) of the likely impact and duration of those Work.

Note: If an activity is scheduled to take a long period to be completed, this activity should be commenced as early as possible and aim to be started and completed within the Work hours identified in Condition E29. Programming should not form part of the rationale to undertake safety and emergencies under Condition E30(a)(ii). It is essential to prioritise timely completion of activities to ensure the safety and well-being of workers and anyone else who may be affected by the construction activities.

(b) Work that meets all of the following criteria

- (i) Work that causes LAeq(15 minute) noise levels:

- no more than 5 dB(A) above the rating background level at any residence in accordance with the ICNG, and
 - no more than the 'Noise affected' NMLs specified in Table 3 of the ICNG at other sensitive land use(s); and
- (ii) Work that causes LAFmax noise levels no greater than 15 dB(A) above the night period rating background level at any residence during the night period as defined in the ICNG; and
- (iii) Work that causes:
- continuous or impulsive vibration values, measured at the most affected residence are no more than the preferred values for human exposure to vibration, specified in Table 2.2 of Assessing Vibration: a technical guideline (DEC, 2006), and
 - intermittent vibration values measured at the most affected residence are no more than the preferred values for human exposure to vibration, specified in Table 2.4 of Assessing Vibration: a technical guideline (DEC, 2006).
- (c) By Approval
- (i) negotiated agreement with the substantial majority of affected residents and sensitive land use(s) for Work which is not subject to an EPL.

Note: Appendix B of the Conditions of Approval provides guidance regarding negotiated agreements.

It is intended that agreements with potentially impacted residents in Wanganella will be negotiated to allow works to occur all day on Saturday and Sunday. Works would typically not be planned in this period.

3.9 CONSTRUCTION WORKFORCE

The construction workforce is expected to fluctuate depending on the phase of construction and associated activities.

It is anticipated that up to around 26 personnel per day will be on each site. This will relate to the more labour-intensive activities including the regulator and fishway construction. Other activities, such as mobilisation and site setup will require less personnel on site each day.

A Local Accommodation and Employment subplan has been prepared in accordance with Condition C12 and includes measures to ensure there is sufficient accommodation for the workforce associated with the development and options to prioritise the employment of local workers for construction and operation.

3.10 RESTORATION

The sites will be rehabilitated and restored to their previous condition, as far as possible.

Due to the remote location of the regulator sites and the site's natural landscape, a frequent maintenance program is not cost effective or in keeping with the existing environment.

A Rehabilitation Plan has been developed as part of the Biodiversity Management Plan, in accordance with Condition C10(c)(v) and C10(c)(ix), which details rehabilitating and revegetating temporary disturbance areas and controlling weeds and feral pests.

The Rehabilitation Plan considers the following:

- Endemic plant species would be planted in a natural planting design to replicate the existing environment and encourage natural re-vegetation.
- Stabilisation of the riverbanks through of re-vegetation of endemic species. Recycled rock and gravel edge interspersed with endemic riparian grass species would screen the fishway and regulator and integrate it into the surrounding landscape character while adhering.
- Encouragement of natural revegetation through provision of suitable ground surface. This would include:
 - back filling excavations with spoil from on site, where possible
 - the storage and re-use of topsoil from any grubbing and levelling activities
 - using material from local borrow pits where possible, when additional material is needed.
- Weed management will be conducted during construction and at the completion to construction to reduce competition with newly planted native species and improve the appearance of the sites.
- Once vegetation is established, a maintenance program will not be required.

An excavator with a rock grab will be used to place rock on the excavated river embankment as scour protection.

4. ENVIRONMENTAL MANAGEMENT PLANNING

4.1 INTEGRATED MANAGEMENT SYSTEM

Abergeldie Complex Infrastructure operates an Integrated Management System (IMS), comprising of policies, procedures, forms, management plans and proformas that define the minimum requirements by which Abergeldie functions. Abergeldie Procedure *BMS000 Management System Overview*, provides a detailed description of the Abergeldie IMS. A summary of its elements is depicted below:



The IMS is Third Party certified against Australia and New Zealand ISO 14001:2015 – Environmental Management Systems, ISO 45001:2018 Occupational Health and Safety Management Systems and ISO 9001: 2015 Quality Management Systems.

Abergeldie maintains a company intranet that serves as the repository for the management system documents. All documentation is controlled through this environment and ensures project personnel always have access to the most current documents for the purposes of meeting company and legal requirements.

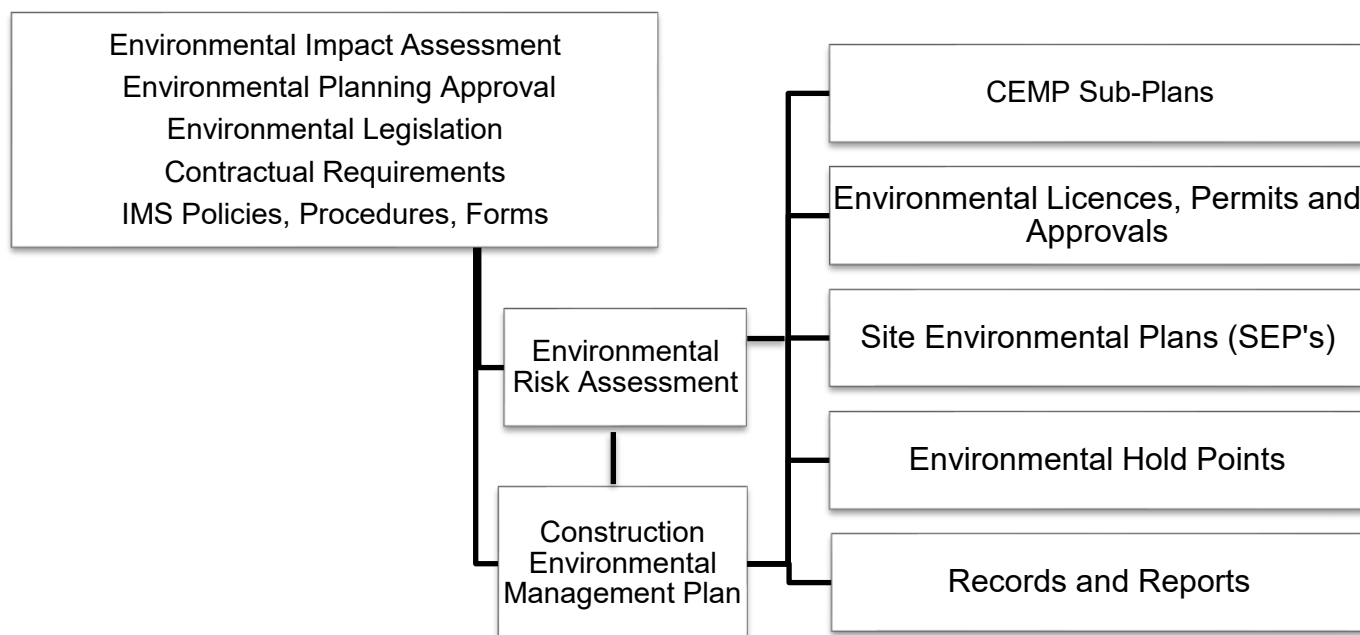
4.2 ENVIRONMENTAL MANAGEMENT DOCUMENTATION

As per BMS000, Abergeldie's environmental management system includes:

- Environmental and Sustainability Policies.
- Planning for works by assessing environmental risks and potential impacts on the environment.
- Obtaining all approvals, permits and licences required to undertake works.
- Undertaking activities, only after the appropriate environmental protection measures are in place.
- Undertaking environmental due diligence to assess effectiveness of risk mitigation measures via inspections, monitoring, audits and communication and addressing non-compliance.

- Providing appropriate resources, training and management review processes.

The following chart shows the environmental management documentation applicable to the project.



4.3 ENVIRONMENTAL POLICY

Abergeldie is committed to building better communities, by ensuring the environment is protected and considered in all areas of the business to enhance, maintain, and restore the environment and the communities within.

Abergeldie's Environmental Policy describes Abergeldie's commitment to continual improvement in environmental performance and compliance with applicable legal requirements. The policy is communicated to staff, sub-contractors and other relevant project stakeholders at the time of induction.

The Environmental Policy is available on the Abergeldie Management System Manual (MSM) intranet, signposted on noticeboards and included in **Appendix A**.

4.4 REGULATORY & OTHER REQUIREMENTS

4.4.1 Environmental Planning and Legislative Requirements

Environmental legislation relevant to the construction of the project are identified in Table 4-1. The table will be reviewed at least annually as part of the management review detailed in Section 8 or at any time if legislation or other requirements change. Any applicable and relevant changes will be communicated to the Abergeldie employees and subcontractors using methods outlined in Section 6.

Table 4-1 Regulatory and Other Requirements

ENVIRONMENTAL PLANNING INSTRUMENT OR LEGISLATION	RELEVANCE TO PROPOSAL
PLANNING	
State Environmental Planning Policy (Transport and Infrastructure) 2021	The Project is permissible without consent as a result of the operation of the Transport and Infrastructure SEPP. Section 2.159(2A) of the Transport and Infrastructure SEPP states that "Development for the purposes of the maintenance or replacement of existing water storage facilities may be carried out by or on behalf of a public authority without consent on any land". As the Project is appropriately characterised as being for the purpose of a water storage facility in accordance with the definitions provided in section 2.158 of the Transport and Infrastructure SEPP, and is being undertaken by a public authority, it can be carried out without consent on any land.
State Environmental Planning Policy (Planning Systems) 2021	Schedule 3 (Section 4) of the Planning Systems SEPP identifies that development for the purpose of a water storage facility carried out by a public authority and having a value of greater than \$30 million. The project will be undertaken by a public authority and have a value of greater than \$30 million and it meets the requirements of Section 4 of Schedule 3 of the Planning Systems SEPP. As the project is permissible without consent and meets Section 4 of Schedule 3 of the Planning Systems SEPP, it is declared State significant infrastructure. As declared State significant infrastructure, the NSW Minister for Planning and Public Spaces is the approval authority for the proposal.
LEGISLATION	
<i>Environmental Planning and Assessment Act 1979</i>	The Project is declared State significant infrastructure by operation of Part 5, Division 5.2 of the EP&A Act. Section 5.12(2) of the EP&A Act provides that a State environmental planning policy may declare any development, or any class or description of development, to be State significant infrastructure. The Planning Systems SEPP (section 2.13(1)) provides that development is State significant infrastructure if it is permissible without development consent under Part 4 of the EP&A Act and it is specified in the categories of development in Schedule 3 of the Planning Systems SEPP. As the Project is State significant infrastructure, it is subject to the environmental assessment requirements in Part 5 Division 5.2 of the EP&A Act and the Secretary's Environmental Assessment Requirements (SEARs). An EIS was prepared to support the application for approval of the Project under Part 5 Division 5.2 of the EP&A Act. It addressed the SEARs issued by the NSW Department of Planning, Housing and Infrastructure (DPHI) on 17 October 2024 and the form and content requirements of sections 190 and 192 of the EP&A Regulation and the State Significant Infrastructure Guidelines – Preparing an Environmental Impact Statement (Department of Planning, Industry and Environment (DPIE), 2021b). This EIS provided the information required to support NSW DCCEEW's application for approval of the Billabong Creek Regulators Project and addressed relevant legislative requirements and the SEARs. The form and content requirements for the EIS are contained in sections 190 and 192 of the EP&A Regulation.

ENVIRONMENTAL PLANNING INSTRUMENT OR LEGISLATION	RELEVANCE TO PROPOSAL
<i>Roads Act 1993</i>	Section 138 of the <i>Roads Act 1993</i> provides that consent from the relevant road authority is required to disturb, erect a structure, or carry out a work in, on or over a public road. Clause 5(1) of Schedule 2 exempts public authorities from this requirement, except in relation to works on or over classified and Crown roads. The Project includes the following works on or over Conargo Road and the Cobb Highway which are classified roads. Works at these locations will potentially involve intersection works for haul roads and the installation of an overhead transmission line Approval would be sought under Section 138 of the <i>Roads Act 1993</i>.
<i>Crown Land Management Act 2016</i>	Section 5.21 of the <i>Crown Land Management Act 2016</i> outlines the need for a licence for the use or occupation of Crown Land. The Project includes works located on Crown Land and an Ongoing Licence Application will be required to be submitted to Crown Lands. The existing weir is subject to existing licences and therefore consultation with Crown Lands will be undertaken to confirm the need for a new licence or the need to amend the existing licence.
<i>Fisheries Management Act 1994</i>	Section 199 of the <i>Fisheries Management Act 1994</i> (FM Act) states that a public authority undertaking dredging and/or reclamation work must before works commence give the Minister for Agriculture written notice of the proposed work and to consider any matters raised by the Minister within 21 days after giving the notice. The Project is being undertaken by a public authority and involves excavation works within Billabong Creek at the Hartwood weir site, such works are defined as dredging in accordance with the FM Act. Notification is therefore required to the Minister prior to works occurring. Section 218(5) of the FM Act states that when a public authority proposes to construct, alter or modify a dam, weir or reservoir on a waterway, that they must notify the Minister for Agriculture of the proposal and where the Minister requests the inclusion of a suitable fishway or fish by-pass. The Project is being undertaken by a public authority and involves works to replace an existing weir on Billabong Creek. The proponent is therefore required to notify the Minister of the works. As the Project includes fishway and fish by-pass it is unlikely the Minister will require further works to be included.
<i>Biodiversity Conservation Act 2016</i>	Sections 7.9(1)(b) and 7.9(2) provide that an application for approval of State significant infrastructure must be accompanied by a biodiversity development assessment report (BDAR) unless the proposed development is not likely to have any significant impact on biodiversity values. Section 7.14(2) provides that, when determining an application in accordance with the EP&A Act, the Minister for Planning must take into account the likely impact of a proposed development on biodiversity values as assessed in the BDAR. A Biodiversity Development Assessment Report was prepared as part of the EIS.
<i>Environment Protection and Biodiversity Conservation Act 1999</i>	In accordance with the <i>Environment Protection and Biodiversity Conservation Act 1999</i> (EPBC Act) proposed actions with the potential to significantly impact matters protected by the EPBC Act must be referred to the Australian Minister for the Environment and Water to determine whether they are controlled actions and require approval from the Minister. The following matters are defined as protected matters by Part 3 of the EPBC Act: • matters of national environmental significance

ENVIRONMENTAL PLANNING INSTRUMENT OR LEGISLATION	RELEVANCE TO PROPOSAL
	- the environment of Commonwealth land - the environment in general if they are being carried out by a Commonwealth Government agency The Project is not being carried out by a Commonwealth Government agency and no significant impacts on the environment of Commonwealth land have been identified. The Project has the potential to impact on the following matters of national environmental significance: - threatened species (both flora and fauna) - ecological communities - migratory species. Although no significant impacts on these species have been predicted, the Project was referred to the Australian Minister for the Environment and Water. The decision on the referral (024/09939) was made on 17 September 2024. This decision under Section 75 of the EPBC Act was that the Project is not a controlled action.

4.4.2 Guidelines and Standards

Other guidelines, specifications and policy documents relevant to this Plan include:

- Managing Urban Stormwater: Soils and Construction, Volume 1 and Volume 2 (DEC 2004) (the “Blue Book”),
- Interim Construction Noise Guidelines (OEH 2010)
- NSW EPA Waste Classification Guidelines 2014
- Water Discharge and Reuse Guideline (EMF WG GUI 04,002)
- Safework NSW Code of Practice: How to Manage and Control Asbestos in the Workplace 2022
- Safework NSW Code of Practice: How to Safely Remove Asbestos 2022
- Contaminated Land Guidelines: Consultants Reporting on Contaminated Land (NSW EPA, 2020)
- National Environmental Protection (Assessment of Site Contamination) Measure 1999 – Schedule B2 (NEPC), updated 2013)
- IECA (2008). Best Practice Erosion and Sediment Control. International Erosion Control Association (Australasia). Picton, NSW.
- National Environment Protection (Ambient Air Quality) Measure (NEPM, 2021)
- NSW EPA Contaminated Land Guidelines, Sampling Design Guidelines Parts 1 and 2, 2022 (NSW EPA 2022)
- NSW EPA Guidelines on the Duty to Report Contamination Under the CLM Act 1997, 2015;
- NSW EPA Guidelines for the NSW Site Auditor Scheme (Third Edition), 2017 (NSW Guidelines for the NSW Site Auditor Scheme)
- NSW EPA Contaminated Land Guidelines, Consultants Reporting on Contaminated Land 2020

- NSW EPA Draft Position Statement: Management of Asbestos-Contaminated Sites 2022
- NSW Road Noise Policy, Dept. of Environment, Climate Change and Water 2011
- NSW Noise Policy for Industry (NPfI), Environment Protection Authority 2017
- NSW Assessing Vibration – a technical guideline (AVTG), Department of Environment and Conservation 2006
- British Standard BS 6472-2008, 'Evaluation of human exposure to vibration in buildings (1-80Hz)
- British Standard 7385: Part 2-1993 'Evaluation and measurement of vibration in buildings'
- German Standard DIN4150-2016 Vibration in buildings – Part 3: Effects of vibration on Structures.
- Department of Primary Industries 'Policy and Guidelines for Fish Habitat Conservation and Management' (DPI 2013).
- Policy and Guidelines for Fish Friendly Waterway Crossings (November 2003).
- Hygiene protocol for the control of disease in frogs (DECCW 2008).
- Australian Standard AS 4373 Pruning of Amenity Trees.
- Australian Standard 4970 – 2009 Protection of Trees.
- Revised Australian and New Zealand Guidelines for Fresh and Marine Water Quality (ANZECC and ARMCANZ, 2018)
- Department of Environment and Conservation (DEC): Bunding & Spill Management. Insert to the Environment Protection Manual for Authorised Officers - Technical section "Bu" November 1997
- Fairfull, S. and Witheridge, G. (2003) Why do Fish Need to Cross the Road? Fish Passage Requirements for Waterway Crossings. NSW Fisheries, Cronulla.
- NSW Fisheries, November 2003. Fishnote – Policy and Guidelines for Fish Friendly Waterway Crossings (Ref: NSWF – 1181)
- Approved Methods for the Sampling and Analysis of Water Pollutants in NSW – March 2004
- Book 4 Dryland Salinity: Productive Use of Saline Land and Water, (NSW DECC, 2008)
- Guidelines for treatment of stormwater runoff from roads infrastructure (AP-R232/03) (Austroads, 2003)
- NSW Waste and Resource Recovery Strategy 2014-21 (EPA, 2014)
- Net Zero Government Operations Policy (DCCEEW 2024)
- EPA Resource Recovery Orders and Exemptions
- Guidelines for Controlled Actions on Waterfront Land – Riparian Corridors (NRAR, 2018)
- Guidelines for Watercourse Crossings on Waterfront Land (DPI, 2012)

- Guidelines for Riparian Corridors on Waterfront Land (DPI, 2012)

4.5 PROJECT EIA & ENVIRONMENTAL PLANNING APPROVAL

The project was assessed and approved under Part 5, Division 5.2 of the *NSW Environmental Planning and Assessment Act 1979* in an Environmental Impact Statement prepared by 3Rivers and determined by {insert name of determining authority who approved the EIS} on {insert date of approval}.

The environmental planning approval documents for the project are:

- Environmental Impact Statement for Billabong Creek Regulators, DCCEEW / 3Rivers, October 2024.
- Response to Submissions for Billabong Creek Regulators, DCCEEW, May 2025.
- Billabong Creek Regulators Request for Additional Information DCCEEW September 2025
- SSI-50831979 Approval and included Conditions of Approval, 19 February 2026

The conditions of approval and environmental mitigation measures from the EIA documents have been incorporated into this CEMP. The CEMP is to be read in conjunction with the approved EIA documents.

4.6 ENVIRONMENTAL LICENCES, PERMITS AND APPROVALS

Environmental licences, permits and approvals may be required in accordance with environmental legislation. Where required, these will be obtained prior to commencement of the affected construction scope, by the Client or Abergeldie, in accordance with allocations outlined in the contract.

Where obtained, environmental licence, permit and approval requirements and conditions of consent have been incorporated into this CEMP. The CEMP is to be read in conjunction with the approved EIA documents. The Abergeldie Project Manager will ensure current copies of environmental licences, permits and approvals are available at the site.

Environmental licences, permits and other approvals required for construction of the project are listed in Table 4-2.

Table 4-2 Environmental License, Permit and Approval Register

INSTRUMENT	REQUIREMENT	AUTHORITY	RESPONSIBILITY	TIMING	STATUS
<i>Roads Act 1993</i>	Licence: Road Occupancy License will need to be obtained as necessary under section 138 of the Roads Act 1993.	TfNSW	Abergeldie	Prior to start of the activity commencing on Conargo Road and the Cobb Highway.	ROLs have been secured.
<i>Crown Land Management Act 2016</i>	Licence: The Project includes works located on Crown Land and an Ongoing Licence Application will be required to be submitted to Crown Lands. The existing weir is subject to existing licences and therefore consultation with Crown Lands will be undertaken to	Crown Lands	Abergeldie / DCCEEW	Prior to construction.	DCCEEW will notify Crown Lands that they will use their powers of entry to negate the need for licences.

INSTRUMENT	REQUIREMENT	AUTHORITY	RESPONSIBILITY	TIMING	STATUS
	confirm the need for a new licence or the need to amend the existing licence.				
<i>Fisheries Management Act 1994</i>	Notification: Written notice of dredging and reclamation work. Notification: Written notice of proposal to construct, alter or modify a weir on a waterway	DPI – Fisheries	Abergeldie / DCCEEW	Prior to dredging and reclamation on water land or construction, alteration or modification of a weir.	Consultation is ongoing. Fisheries have been consulted regarding the draft CoAs.

4.7 ENVIRONMENTAL ASPECTS AND IMPACTS

Key environmental aspects and potential impacts identified in the EIA are summarised in Table 4-3.

Table 4-3 Key Environmental Aspects and Impacts

ENVIRONMENTAL ASPECT	DESCRIPTION OF KEY ENVIRONMENTAL ASPECTS AND IMPACTS
Hydrology	During construction of the new Hartwood and Wanganella regulators, the existing weir will remain in place for the majority of the construction timeframe, only being demolished once the new regulator is fully installed and commissioned. It will therefore continue to have a similar influence on hydrology during the construction period compared to current conditions. In addition, partial cofferdamming of Billabong Creek within the construction timeframes will allow for passing flows to meet irrigation and consumptive demands and environmental water provisions. Therefore, it is considered unlikely that construction of the Project will have a material adverse effect on the hydrology of Billabong Creek, either upstream or downstream. If there were to be any potential changes in the hydrology of Billabong Creek, either upstream or downstream, it is considered they will be short-term (i.e. within the construction timeframes) and will not adversely affect irrigation and consumptive demands and environmental water provisions.
Flooding	Given the nature of Billabong Creek and the large surrounding catchments, high flow events are typically slow rising with surrounding floodplains and agricultural land gradually becoming inundated during flood events for extended periods. Decommissioning and construction for the weir and regulator will involve the use of cofferdams, allowing flow to continue around. Works will cease during periods of high flow to ensure the safety of site staff and manage environmental risks. During these periods, where needed, equipment will be moved to locations outside of the creek channels. The effects of the construction on flooding will be short-term for the period of construction. Cofferdams are constructed to meet the 1 in 5 year event and the provision of adequate diversions to maintain normal flows. It is unlikely that there will be significant adverse impacts as flows are generally contained in the creek channel at this event or a more common event. There are some small breakouts into the floodplain including the low-lying areas to the rear of Lang Street in Wanganella Village, when compared to existing conditions. Therefore, there are no significant construction phase flood impacts or consequences identified. Construction activity zones outside of the channel will not be impacted in these events.
Groundwater	The water-table lies within Quaternary Alluvium at around five metres below ground level. The water table elevation near the existing Hartwood Weir is around 90 m AHD with the average water level in the weir around 94.9 m AHD. Flow in the shallow aquifer system is mildly affected by recharge from the creek but is overall to the south and west, with a component to the northwest. The water table elevation near the existing Wanganella Weir is around 78.5 to 80 m AHD with the average weir pool elevation around 80.9 m AHD.

ENVIRONMENTAL ASPECT	DESCRIPTION OF KEY ENVIRONMENTAL ASPECTS AND IMPACTS
	Billabong Creek is a mostly disconnected creek and is losing to groundwater at Hartwood and Wanganella. Whilst creek seepage contributes to recharge to groundwater, groundwater does not affect surface water levels nor contribute to flow in the Creek. Accordingly, groundwater variation has no effect on Billabong Creek flow or quality. Potential terrestrial groundwater dependent ecosystems are mapped adjacent to Billabong Creek however, it is considered likely that vegetation water use is dominated by river leakage and flood recharge rather than direct groundwater use. The base of fixed crest Hartwood weir structure is 91.26 m AHD with sheet piles expected to extend to 84.9 m AHD. The groundwater elevation is well below the base of Hartwood Regulator structure by around 1.6 metres. Therefore, it is not anticipated that groundwater dewatering will be required. Water removal from inside of the sheet pile wall is expected to control seepage through the sheet pile wall, but this will not be groundwater. The base of the fixed crest Wanganella weir structure is 78.6 m AHD with sheet piles expected to extend to 72.7 m AHD. The assumed excavation depth is 0.5 metres below the base of structure. Based on the concept design constructability and the assumed excavation depth, the groundwater elevation is above the base of Wanganella Regulator structure by around 0.3 metres. Therefore, minor dewatering is expected to be required during construction. Seepage into the bank and bed of the creek immediately around the construction area would mitigate drawdown. Construction dewatering would only be required for short periods within construction of the two halves of the regulator, once the structure is above groundwater level, dewatering will not be required. The floor of the regulator is just above groundwater level.
Geomorphology	Billabong Creek is a series of weir pools, the channel is largely considered to be stable. The majority of Hartwood Weir is intact with one concrete wingwall failure on the left-hand side of the channel. There has been some erosion of channel banks evident downstream of the weir over a distance of about 50 metres. The channel banks upstream of the weir are stable and have vegetation cover. The structure of Wanganella Weir appears generally intact, although some cracking of concrete is noted. The channel upstream of the weir appears to be stable, with some minor erosion/notching of banks. Some erosion of the banks is evident downstream of the weir over a distance of about 50 metres. This is particularly noted on the right-hand side of the channel. Around 100 metres downstream of the weir the channel banks appear stable and a high-water mark can clearly be seen. There are a number of potential impacts to creek geomorphology during the construction phase. Potential changes to fluvial processes leading to adverse impacts on environmental values: • construction works and structures potentially result in bed and bank erosion or instability • potential effects to important wetlands and wetland habitat as a result of changes in fluvial processes during construction. Potential changes to water quality leading to adverse impacts on environmental values: • erosion and loss of topsoil during construction causing water quality degradation (e.g. due to clearing of vegetation and ground disturbance, inundation during construction activities) • discharging/dewatering poor quality water into receiving environments results in reduction in water quality. Prior to implementation of mitigation and management measures both risks are rated Medium.
Surface Water Quality and Aquatic Ecology	The water quality indicators of turbidity, dissolved oxygen, nutrients and some heavy metals did not meet the recommended targets limits at the time of sampling in the Project area, and nutrients and turbidity appear to be elevated throughout the catchment. The Project lies wholly within the bounds of the 'aquatic ecological community in the natural drainage system of the lower Murray River catchment', also known as the 'Lower Murray River aquatic ecological community'. This effectively means that the whole fish community and its habitat is listed as Endangered under the FM Act.

ENVIRONMENTAL ASPECT	DESCRIPTION OF KEY ENVIRONMENTAL ASPECTS AND IMPACTS
	Surveys have shown that Murray Cod (Vulnerable under the EPBC Act) and Silver Perch (Critically Endangered under the EPBC Act) are widespread in the middle and lower reaches of Billabong Creek, so the Project site has been classified 'Type 1 – Highly Sensitive KFH' (DPI, 2013). The threatened Freshwater Catfish and Murray Crayfish may also occur. There is a moderate to high abundance of instream structural habitat (large woody habitat and rootballs) throughout mid and lower Billabong Creek. Priority weed species, <i>Sagittaria (Sagittaria platyphylla)</i>, has also been recorded near Hartwood Weir, although in very low abundance. Emergent species, rushes, common reed and Broadleaf Cumbungi are present along the riverbanks and on benches or in shallow water in the stream margins. Billabong Creek supports a band of riparian vegetation along its banks and higher benches. Construction of the Project would involve a range of activities including vegetation clearing, earthworks, concrete works, establishment of construction compound and instream works including construction and dewatering of cofferdams, streambed excavation and demolition of existing structures. During construction, flow would be maintained throughout the creek and scour protection measures would be implemented. Construction works would not impact on the bankful level. Potential adverse effects of the Project during construction of the proposed regulators relate to loss of connectivity and impeded passage for native aquatic species, degradation of aquatic habitat through water quality or water regime changes, spread of weeds, pest species or pathogens, impacts to Groundwater Dependent Ecosystems and direct impacts to aquatic habitat or species. With the implementation of mitigation measures, the water quality objectives and aquatic ecosystem values (including threatened species and key fish habitat) will be protected during construction.
Terrestrial Biodiversity	The Project footprint at Hartwood occurs adjacent to Conargo Road and also contains riparian woodland associated with Billabong Creek. The Project site also contains both native and non-native grasslands and occurs in close proximity to cropped lands. Instream vegetation along sections of Billabong Creek in the Hartwood site is dense in cover. The weir site is not publicly accessible by the public. Up to 10.98 hectares of native vegetation is present at Hartwood weir, including 0.32 hectares of a local occurrence of 'Natural Grasslands of the Murray Valley Plains' critically endangered ecological community (CEEC) listed under the EPBC Act. The Project footprint contains large areas of cleared and degraded land that support agricultural production and cattle grazing areas as well as areas of native vegetation. Native vegetation is predominantly associated with the riparian corridor of Billabong Creek and Forest Anabranch Creek which intersect the regulator site. The Project footprint at Wanganella occurs adjacent to the Cobb Highway and contains moderate condition riparian woodland along Billabong Creek and native grasslands within the Wanganella Recreation Reserve. The northern bank of Billabong Creek is used by recreational campers, and is routinely subject to human disturbance. Up to 5.29 hectares of native vegetation is present at Wanganella weir. The Project footprint contains large areas of cleared and degraded land that support agricultural production and cattle grazing areas as well as areas of native vegetation. Native vegetation is predominantly associated with the riparian corridor of Billabong Creek and Forest Anabranch Creek which intersect the regulator site. A number of threatened or migratory bird species have been recorded/or are predicted to occur at the Project sites. <i>Swainsona murrayana</i> Slender Darling Pea is present adjacent to the access track at Hartwood. The Project will result in direct impacts on native vegetation and threatened species habitats due to vegetation removal. Prior to any impacts, the number and classes of ecosystem credits and species credits (like-for-like) specified in Condition of Approval E6 must be achieved. Plant Community Types (PCT) that will require clearing as part of the Project comprise: • PCT 7: River Red Gum - Warrego Grass - herbaceous riparian tall open forest wetland mainly in the Riverina Bioregion

ENVIRONMENTAL ASPECT	DESCRIPTION OF KEY ENVIRONMENTAL ASPECTS AND IMPACTS
	- PCT 10: River Red Gum - Black Box woodland wetland of the semi-arid (warm) climatic zone (mainly Riverina Bioregion and Murray Darling Depression Bioregion) - PCT 13: Black Box - Lignum woodland wetland of the inner floodplains in the semi-arid (warm) climate zone (mainly Riverina Bioregion and Murray Darling Depression Bioregion) - PCT 44: Forb-rich Speargrass - Windmill Grass - White Top grassland of the Riverina Bioregion - PCT 46: Curly Windmill Grass - speargrass - wallaby grass grassland on alluvial clay and loam on the Hay Plain, Riverina Bioregion - PCT 160: Nitre Goosefoot shrubland wetland on clays of the inland floodplains Habitat for <i>Swainsona murrayana</i> Slender Darling Pea and Plains-wanderer (<i>Pedionomus torquatus</i>) will be removed by the Project. There is also the potential for indirect impacts, from light, noise and vibration, on areas of native vegetation adjacent to the Project footprint,
Aboriginal Heritage	The Hartwood site is considered to have moderate archaeological potential. Numerous Aboriginal sites are present. All ground disturbing works to earth mound and/or potential archaeological deposit (PAD) sites, including Forest Creek Block Bank Earth Mound 1 (AHIMS # 54-3-0058), Hartwood Weir Scarred Tree and PAD (AHIMS # 54-3-0055), Hartwood EM Weir 1 (AHIMS # 54-3-0054) and Hartwood EM Weir 2 (AHIMS # 54-3-0056), will be avoided. The following culturally modified (scar) trees Hartwood Weir Scarred Tree and PAD (AHIMS # 54-3- 0055) and Forest Creek Block Bank Scarred Tree 3 (AHIMS # 54-3-0034) will have no ground-disturbing works within the canopy dripline, damage to their trunks or limbed removed and/or damaged. Hartwood Weir Scarred Tree 4 (AHIMS # 54-3- 0059), Hartwood Weir Hearth (AHIMS #54-3-0061, Forest Creek Block Bank Scarred Tree 2 (AHIMS # 54-3-0031), and Forest Creek Block Bank Scarred Tree 4 (AHIMS # 54-3-0057) will be impacted by the works. All sites harmed would be from direct impacts which relate to an activity such as tree trimming or works which disturbs the ground including, but not limited to, site preparation activities, installation of services and infrastructure, roadworks and changes in water flows affecting the value of a cultural site. The Wanganella site is considered to have moderate archaeological potential. Numerous Aboriginal sites are present. A scarred tree will be pruned by an Arborist. Aboriginal Heritage at the site will be managed in accordance with the ACHMP.
Non-Aboriginal Heritage	Hartwood weir is listed as a heritage item on the WaterNSW S170 register as ID 4550110 (Heritage NSW 2019). Wanganella Weir has been assessed as having local heritage significance. Due to the decommissioning of the existing weirs and construction of the new regulators, the Project will directly impact upon the Hartwood and Wanganella weirs via demolition of a substantial portion of the heritage items. Further works that may have indirect impact upon the heritage items include site establishment activities during construction including the use of a temporary crane pad / laydown area, approximately 10 metres north of the existing weir crest. There are no known or suspected areas of archaeological potential within the boundary of the heritage items at Hartwood and Wanganella weirs, that could be impacted by the Project.
Land Use, Property and Agriculture	The Project site is dominated by agricultural land consisting of the grazing of livestock in area of native vegetation. The Project site also includes some areas mapped for cropping and irrigated cropping representing about 16 per cent of the Project footprint at this regulator. About 20 per cent of the Project footprint is represented by land forming part of the Billabong Creek. The Project site is zoned RU1 Primary Production under the Conargo Local Environmental Plan 2013. Direct impacts on land use during construction will result from the permanent and temporary land requirements for the Project and the short-term presence of construction equipment, plant, vehicles, compounds and work sites within the construction footprint. Public access to this land (where it is currently available) will be restricted. Works may affect the shared access to the Wanganella Landfill but will be managed to ensure the community's access to this facility is maintained at all times. No disposal of any materials will occur here without previous approval from Edward River Council due to the potential to exceed the capacity of the landfill given the scale of the Project.

ENVIRONMENTAL ASPECT	DESCRIPTION OF KEY ENVIRONMENTAL ASPECTS AND IMPACTS
	Impacts on Crown land (not reserved as travelling stock reserves) are considered minimal as any land to be impacted either has no specific use or the proposed use of land during construction is not considered to impact upon any existing land uses. Where Crown land is reserved as a travelling stock reserve, there is a potential for construction activities to limit the movement of stock movement along the travelling stock reserves. The Project will result in works located within lots with Aboriginal land claims. The following lots at each of the regulators are subject to at least one Aboriginal Land Claim (number of claims shown in brackets): Hartwood • Lot 28 DP756330 (2) • Lot 27 DP 756330 (1) • Lot 7301 DP1162488 (2) • Lot 7304 DP1165043 (2) Wanganella • Lot 7004 DP1024203 (1) • Lot 7009 DP 1024201 (3) • Lot 3 Section 23 DP 759045 (2) – noting that this is not Crown Land but adjacent lots are Crown Land. These claims are currently under investigation by DPHI - Crown Lands and are yet to be determined.
Traffic and Access	The Project sites are remote and isolated and accessed along private tracks and local roads. Conargo Road, a Regional Road, connects Deniliquin and Jerilderie via Wandook, Conargo, Hartwood and Coree. It is a sealed single carriageway approximately 6.5 metres wide. No direct changes to the road network are anticipated such as temporary closures or diversions. The Cobb Highway, a State Road, (B75) is a key route connecting NSW far west communities between Victoria and the Queensland Border. The majority of Cobb Highway is a sealed single carriageway approximately 6.5 metres wide. Zara Road is an unsealed track local road that runs an east-west alignment. Zara Road is Crown land but is managed by Edward River Council. A new site access track will be constructed at the Forest Creek block bank site. This will require a new access from Conargo Road to be constructed. Disruption to the road network is expected to be very minor and take only a few days at most at these intersections. Upgrades to some site access tracks are expected. This would include locations where access tracks connect to Zara Road and the Cobb Highway at Wanganella. Disruption to the road network is expected to be very minor and take only a few days at most at these intersections. Parking of all vehicles would be within the proposal sites and have no effect on the road network. Traffic generation during construction will be a mix of light and heavy vehicles and expected to be evenly split between the north and south directions of travel from the two sites. The surrounding road network has ample existing capacity therefore the traffic level of service will not be substantially affected by the additional traffic from the Project.
Noise and Vibration	The Project site is located in a rural setting with limited development in close proximity which has the potential to impact the background noise levels. The acoustic environment at Hartwood is dominated by natural sounds with the occasional vehicle on nearby roads or on adjacent rural properties. Four sensitive receivers have been identified in Hartwood. The acoustic environment at Wanganella is dominated by natural sounds with the occasional vehicle on nearby roads or on adjacent rural properties. 22 sensitive receivers have been identified. Works at the Hartwood Regulator will not result in the exceedance of criteria for the majority of receivers. No receivers are predicted to experience noise levels above the highly noise affected level of 75 dBA. No vibration impacts are anticipated given the distance to the nearest receivers. At Wanganella, exceedance of the criteria is only expected at five receivers. All other receivers are not expected to experience construction noise impacts. Two receivers may experience human comfort impacts should vibratory rolling work occur within 100 metres of these dwellings.

ENVIRONMENTAL ASPECT	DESCRIPTION OF KEY ENVIRONMENTAL ASPECTS AND IMPACTS
	No impacts are anticipated from road traffic noise.
Visual Amenity	The Hartwood Project site is surrounded by a thin strip of riparian habitat along Billabong Creek. Beyond the creek is mainly primary production land and pasture. A few settlements and farms are scattered across the landscape. The surrounding area is traversed by a number of minor roads and overhead power lines. Public access is not provided to the area of Hartwood Weir and there are no public facilities in the vicinity of the weir. Hartwood Weir has a dilapidated appearance resulting from its degraded concrete structures. Forest Creek block bank comprises an existing rock and soil bank with an access track across the top. The area immediately surrounding the Wanganella site is flat pastureland, with scattered shrubs, with trees located along the creek line. The Wanganella Camping Reserve is in proximity to the works. The Project site is surrounded by a thin strip of riparian habitat along Billabong Creek. Wanganella Village, is located around one kilometre north-east of Wanganella Weir. Beyond the creek is mainly primary production land and pasture. A few settlements and farms are scattered across the landscape. The existing Wanganella Village landfill, a small rural waste tip is located around 0.5 kilometres north of the weir. The surrounding area is traversed by a number of minor roads and overhead power lines. Wanganella Camping Reserve, features an open space to camp and picnic. The camping reserve is located within the Project site and therefore public access is available at this location currently and will be available on completion of the Project. The reduction in visual amenity from construction equipment on site and vehicles accessing the work areas, will be temporary. Vegetation clearance would have the most significant effect during construction. This would increase the visibility of the construction areas and works, where buffer vegetation is lost. The loss of vegetation will not be permanent and the sites would be rehabilitated on completion. An underground power line will be installed adjacent to a residential property at 4483 Conargo Road, south of the Hartwood site. The trenching works to install this and connect to the existing overhead power line will be visible for several weeks during installation, at this property.
Public Health and Safety	The Project sites are located in a rural area, with a mix of agricultural, residential and recreational land uses. Bush Fire Prone Land maps for the Project sites show they are surrounded by grasslands, categorised as Category 2 vegetation, signifying lower bush fire risk. Although unlikely, construction activities could result in hazards and risks to the safety of the local community and road users if improperly managed. The existing weirs are located upstream of the new regulators. This will enable the regulators to be completed and tested before the old weirs are removed. This will avoid the risk of the regulator structures failing during construction and the weir pools being released downstream in a dam-break event. During construction there will be additional heavy and light vehicles using the local roads and tracks around the sites. This will result in increased risks to road users and the local community. During construction there will be additional activities occurring around the Project site. This could result in a number of increased risks to the local community, including, swimmers or other water users being injured, spillage of materials and/or wastes impacting quality of soil and water, potential for risks to public safety resulting from unauthorised access to construction work areas.
Social	There are no residential or social infrastructure within 2 kilometres of the Hartwood site. The nearest village is Conargo, some 10 kilometres away in the west. There is no public access via road to the location of Hartwood Weir. The existing Wanganella weir to be demolished, adjacent to the proposal site, was constructed to provide town water supply and is owned by Edward River Council. The weir pool provides incidental recreational opportunities such as kayaking and fishing. The new Wanganella regulator would be on RU1 – Primary Production zoned land but would be only about 1 km southwest of Wanganella village. The site forms part of Wanganella Recreational Reserve. Acquisition of Crown land and land on travelling stock routes would be acquired in accordance with relevant legislation. There would be access from both sides of the water.

ENVIRONMENTAL ASPECT	DESCRIPTION OF KEY ENVIRONMENTAL ASPECTS AND IMPACTS
	Construction impacts could occur from temporary land use changes, vehicle movements, power disturbances, reduction in amenity, access, procurement opportunities for businesses.
Soils and Contamination	The Project sites do not contain acid sulfate soils. The potential for impacts due to the presence of saline soils is considered low. Potentially contaminating land uses are present in the vicinity of the site. At Hartwood, the potential for widespread and elevated contamination in soils, groundwater and surface water within the proposal site is considered Low. The Wanganella landfill is located adjacent to the Wanganella flood bypass channel, which remains operational today. The potential for widespread and elevated contamination in soils, groundwater and surface water within the Wanganella Regulator site is considered Low. A moderate risk is identified in the area of the flood bypass channel. The Targeted Contaminated Land Assessment (GHD, May 2025) appended to the Submissions Report concluded that the construction of the flood bypass channel will be very unlikely to pose any risks to workers or the general public from contamination. If inadequately managed, construction activities have the potential to result in the contamination of soils due to spills or the inadequate management of contaminated materials. Construction will temporarily expose the natural ground surface and sub-surface through the removal of vegetation, general excavation and soil disturbance, which may result in erosion of exposed soil and stockpiled materials.
Air Quality	Four sensitive receivers are located within the vicinity of the Hartwood site. 22 sensitive receivers are located within the vicinity of the Wanganella site. The main impacts to air quality as a result of the Project are likely to come from dust generated during construction activities, use of access tracks and vehicle and equipment exhausts from machinery, equipment, and vehicles used during construction. Negligible impacts to sensitive receivers are anticipated at Hartwood. Minor impacts to sensitive receivers are anticipated at Wanganella.
Waste Management and Resource Use	Construction and decommissioning of the Project would require the management or disposal of excess spoil, general construction waste, demolition waste, and green waste. Impacts may occur during generation, classification, storage, transportation and disposal.

4.8 PROJECT ENVIRONMENTAL RISK ASSESSMENT

Risk management processes help to inform the management of environmental issues during project delivery. Risk assessments enable consideration of hazards and potential impacts, legal risks, and the concerns of the community and other key stakeholders.

The objectives of the environmental risk assessment are to:

- Identify outcomes that have the potential to adversely affect the environment/human health/property.
- Qualitatively evaluate and categorise each risk.
- Assess whether risk issues can be managed by environmental risk controls.
- Qualitatively evaluate residual risk with implementation of environmental risk controls.

An Environmental Risk Assessment (ERA) has been developed for the project to assess the potential environmental aspects (hazards) and impacts (risks) and to determine risk controls and priorities for risk mitigation. The project ERA is presented in **Appendix B**.

The project ERA is developed with consideration to:

- IMS Procedure, *ENV001 Aspects and Impacts*.
- IMS Procedure, *WHS001 Risk Management*.
- IMS Form, *WHS001-F01 – Risk Matrices*.
- IMS Form, *ENV001-F01 – Environmental Impact Checklist*.
- IMS Document, *WHS001-F04.1 Global Risk Register*.
- Site specific risks identified in the project EIA.
- Conditions of the environmental planning approval, environmental permits, licences and approvals.
- Critical Environmental Risks (CERs) and Critical Environmental Controls (CERs).
- Client risk workshops, if required.

The ERA will be documented using IMS Form, ENV001-F02 Environmental Risk Assessment and will be considered in development of the project WHS001-F04 Workplace Risk Assessment (WRA). Abergeldie will maintain the ERA and update it as part of periodic review of the CEMP and review it for relevance immediately following any environmental incident and/or approved change in scope.

4.8.1 Environmental Minimum Standards

Abergeldie recognises ten Environmental Minimum Standards (EMSs) that are to be implemented to ensure environmental harm is eliminated or minimised.

The EMSs that are relevant to the project include:

- Ensure all waste is managed to meet regulatory requirements.
- Install controls to prevent erosion and control sediment runoff.
- Ensure impacts to vegetation are approved, wildlife is protected and sites are restored to existing or better conditions.
- Minimise noise and vibration impact on the community.
- Install controls to prevent dewatering impacts.
- Ensure known and unexpected contamination is managed to avoid impacting the environment and human health.
- Protect heritage items and places and report and implement unexpected finds processes.
- Store, use and transport chemicals appropriately to prevent spills.
- Prevent the spread of weeds and pests.

- Manage dust, fumes and odour emissions to ensure air quality meets environmental and human health standards.

Implementation of environmental mitigation measures to address the relevant EMSs are an IMS requirement (see Section 4.10).

Environmental Minimum Standards

1 Ensure all waste is managed to meet regulatory requirements and reuse, recycle initiatives are prioritised.	2 Install controls to prevent erosion and control sediment runoff.
3 Ensure impacts to vegetation are approved, wildlife is protected and sites are restored to existing or better conditions.	4 Minimise noise and vibration impact on the community.
5 Install controls to prevent dewatering impacts.	6 Ensure known and unexpected contamination is managed to avoid impacting the environment and human health.
7 Protect heritage items and places and report and implement unexpected finds processes.	8 Store, use and transport chemicals appropriately to prevent spills.
9 Prevent the spread of weeds and pests.	10 Manage dust, fumes and odour emissions to ensure air quality meets environmental and human health standards.

4.9 ENVIRONMENTAL MITIGATION MEASURES

Environmental mitigation measures are the risk controls assessed as necessary to minimise or avoid potential environmental impacts during construction of the project. The mandatory environmental mitigation measures for the project are tabulated in **Appendix C** and are derived from the:

- Environmental Impact Statement for Billabong Creek Regulators, DCCEEW / 3Rivers, October 2024.
- Response to Submissions for Billabong Creek Regulators, DCCEEW, May 2025.
- Billabong Creek Regulators Request for Additional Information DCCEEW September 2025
- SSI-50831979 Approval and included Conditions of Approval, 19 February 2026.
- Project Environmental Risk Assessment (**Appendix B**).
- IMS Form, *ENV001-F01 – Environmental Impact Checklist*.
- Relevant Environmental Minimum Standards.
- Biodiversity Management Plan
- Soil and Water Management Plan
- Aboriginal Cultural Heritage Management Plan
- Waste and Resource Management Plan
- Construction Noise and Vibration Management Plan
- Local Accommodation and Employment Plan

All mitigation measures from the environmental planning approval and other environmental licences, permits and approvals have been considered and are incorporated into this document. Prior to the commencement of the works project the project team will be inducted to the mitigation measures. The Abergeldie Project manager, or appropriate delegate, will ensure mitigation measures have been addressed in all Abergeldie and subcontractor Workplace Risk Assessments, EWMS / SWMS / JSEA and Inspection Test Plans (ITPs).

Environmental mitigation measures for the Project are summarised below and are supported by detailed management measures within the relevant CEMP sub-plans and appendices.

4.9.1 Biodiversity

Biodiversity impacts will be managed in accordance with the Biodiversity Management Plan. The Project boundary, clearing limits, biodiversity exclusion zones and tree protection zones (TPZs) will be clearly delineated with fencing and signage to restrict access and protect vegetation to be retained. Exclusion zones (no-go zones) will be marked out by a qualified surveyor and then fenced with highly visible and durable product (e.g. high visibility string of bunting or plastic mesh (not transparent) attached to star pickets with plastic caps (or weighted posts that avoid ground penetration in culturally sensitive areas)). An Environmental No-Go Zone Entry Permit will be required to enter these zones.

Prior to the commencement of construction, additional survey/s will be undertaken by the Project Ecologist to confirm the extent of threatened species within the Project site. Surveys will include an assessment of the local *Swainsona murrayana* and Southern Bell Frog populations, as well as threatened bird (including the Little Eagle and Pink Cockatoo) breeding habitat. Should additional threatened species be identified during the survey/s, the Unexpected and Incidental Threatened Species Finds Procedure will be followed and the CEMP will be updated accordingly. A pre-clearing threatened species survey report will be prepared, following completion of the survey/s.

Native vegetation clearing will be staged (two-stages), with the clearing of hollow bearing trees and habitat features included in the second stage. Pre-clearing inspections will be undertaken by the Project Ecologist prior to any native vegetation clearing. Fauna recorded within the approved clearing limits may be relocated prior to the commencement of clearing, as determined by the Project Ecologist. An approved Vegetation Impact Permit is required prior to any vegetation clearing or pruning. The Project Ecologist will supervise clearing activities. Following clearing, the Project Ecologist will survey the cleared area.

An Unexpected and Incidental Threatened Species Finds Procedure has been developed and included in the Biodiversity Management Plan. The procedure is to be implemented following the discovery of any known or suspected threatened flora or fauna within the Project site.

Native vegetation and other habitat features approved for removal will be reused onsite wherever practicable.

Declared priority weeds will be managed according to requirements of the NSW *Biosecurity Act 2015*. All machinery entering the site will be appropriately washed down and disinfected prior to work on site to prevent the potential spread of weeds and disease in accordance with the NSW best practice Protocols to protect priority biodiversity areas (DPIE 2020). Protocols to prevent introduction or spread of chytrid fungus will be implemented following the NSW hygiene guidelines for wildlife (DPIE 2020).

4.9.2 Soil and Water

Soil and water impacts will be managed in accordance with the Soil and Water Management Plan. Erosion and Sediment Control Plans (ESCPs) will be prepared by the Project's Certified Professional in Erosion and Sediment Control (CPESC) prior to any works that require ground disturbance. The ESCPs will detail the specific erosion and sediment control measures to be implemented within the work area, in accordance with the principles and requirements of Managing Urban Stormwater – Soils and Construction, Volumes 1 (Landcom 2004) and 2C (DECC, 2008) (known as the Blue Book).

All water discharges from the Project site will require an approved Dewatering Permit.

4.9.3 Air Quality

Dust generation will be managed by covering all loaded trucks and covering or stabilising stockpiled materials or storing them in areas not subject to high wind.

Emissions will be managed by turning off machinery rather than leaving it to idle when not in use and by maintaining all vehicles, including trucks and vehicles entering and leaving the site in accordance with the manufacturers' specifications to ensure good operating conditions and exhaust emissions comply with the *Protection of the Environment Operations Act 1997*.

4.9.4 Traffic

Traffic will be managed in accordance with the Construction Traffic Management Plan. Site-specific Traffic Guidance Schemes (TGSs) will be developed by the Traffic Manager in accordance with the Traffic Control at Work Sites – Technical Manual Version 6.1. TGSs will contain detailed descriptions of the work activities and the nature of the works addressed by that TGS. Road Occupancy Licences (ROLs) will be obtained under section 138 of the *Roads Act 1993*, prior to the start of an activity commencing on Conargo Road or the Cobb Highway.

4.9.5 Heritage

Heritage impacts will be managed in accordance with the CEMP and the Aboriginal Cultural Heritage Management Plan. Aboriginal sites will be clearly marked on the SEPs and protected in accordance with the mitigation measures and conditions of approval in Appendix C. Aboriginal sites approved for impact will be managed in accordance with the Aboriginal Cultural Heritage Management Plan. All staff and contractors will be made aware of the location of the heritage sites during the site induction. Impacts to the existing heritage listed/heritage significant weirs will be managed in accordance with the mitigation measures and conditions of approval in Appendix C. Any unexpected heritage finds will be managed in accordance with the Unexpected Finds Procedure – Heritage (Appendix G).

4.9.6 Contamination

Previous contamination assessments are detailed below:

Contamination Assessment (GHD, 2024)

- GHD completed a preliminary investigation of the project area in 2024. The investigation did not include sampling activities.
- The assessment did not identify any known NSW EPA registered contaminated sites within the project area or its surrounds. The nearest registered contaminated site is reportedly 33km upstream.
- Potential sources of contamination identified included:
 - Asbestos and heavy metal (lead) contamination from the existing infrastructure and buildings at the site.
 - Disturbance of contamination from existing and future site activities.
 - Historical maintenance activities of existing infrastructure.
 - Potential use of uncontrolled fill during historical development of the site.
 - Pesticides and herbicides from historical land uses.
 - Wanganella landfill adjacent to the proposed drainage channel and access tracks at the Wanganella project site.
- Potential contaminants associated with the sources listed above included:
 - Asbestos in fill and associated with existing infrastructure.

- Heavy metals including lead in existing infrastructure.
- Benzene, toluene, ethylbenzene and xylene (BTEX), total recoverable hydrocarbons (TRH), and polycyclic aromatic hydrocarbons (PAH) from historical land uses of the site, associated with existing infrastructure, and the potential for uncontrolled fill.
- Organochlorine pesticides (OCP) from historical land uses.
- Organophosphorus pesticides (OPP) from historical land uses.
- Contaminants associated with the operation of the Wanganella landfill:
 - Polychlorinated biphenyls (PCBs).
 - Per- and poly-fluoroalkyl substances (PFAS).
 - Phenols.
 - Ammonia.
 - Semi-volatile organic compounds (SVOCs).
 - Volatile organic compounds (VOCs).
 - Landfill gases including methane, carbon monoxide, carbon dioxide, hydrogen sulphide, and VOCs.
- The investigation indicated that although potential sources of contamination were present, there was unlikely widespread or elevated contamination in soils, groundwater or surface water within the project area.
- It was noted that intrusive investigations were not undertaken, and therefore the potential for contamination to be present from the contamination sources could not be ruled out.
- The seepage of leachate and the migration of vapours / gases from the adjacent Wanganella landfill was recommended to be managed and/or investigated further.

Billabong Creek Regulators Landfill Gas Investigation (GHD, 2025)

- GHD completed a Landfill Gas Investigation at the proposed bypass channel footprint associated with the Wanganella regulator.
- The investigation was conducted due to the presence of the Wanganella landfill located 100m northeast of the proposed bypass channel.
- It was identified that the landfilling activities likely commenced between 1950 – 1964 and were still active.
- Edward River Council advised that Wanganella landfill is available to the local community only, and access to the landfill is via a key provided by Council. The landfill reportedly accepts bricks, concrete, garden waste, general household waste, oil, steel and tyres.
- A site visit undertaken by GHD indicated that the landfill was observed to be fully fenced with two

main sections including a level area containing loose rubbish piles including oil drums/barrels, building material waste and tyre, and an uneven area including pits and mounds.

- A former sand quarry and levy bank was identified to be located immediately east of the landfill.
- The intrusive works undertaken included installation of six landfill gas monitoring bores to 4 m bgl, including associated soil sampling and landfill gas monitoring.
- The sampling locations reportedly targeted the proposed contractor work zone and proposed excavation depths. Intrusive works were not undertaken within the landfill.
- The results of the investigation included:
 - Soils encountered included fill/reworked clay to 0.5 m bgl underlain by natural sand from 0.4 – 4.0 m bgl.
 - No landfill material / waste was identified in the subsurface.
 - No exceedances of the adopted assessment criteria were reported in the soil samples collected except for some concentrations of metals (nickel and zinc).
 - Asbestos was not detected in any soil samples.
 - Field ground gas measurements reported the following:
 - Methane was reported at 0.0 parts per million (ppm) in all landfill gas monitoring bores.
 - Carbon dioxide levels ranged from 0.6 – 2.4 %.
 - Oxygen levels ranged from 18.0 – 19.8 %.
 - Carbon monoxide levels were reported at 0.0%.
 - Hydrogen sulfide levels ranged from 0.0 – 0.1 ppm.
- It was concluded that the construction of the flood bypass channel would unlikely pose a risk to workers or the general public from contamination related to the landfill.

Contamination risks will be managed in accordance with the Unexpected Finds Procedure – Contamination (Appendix F), including appropriate identification, handling and disposal of contaminated materials.

4.9.7 Noise and Vibration

Noise and vibration impacts will be managed in accordance with the Construction Noise and Vibration Management Plan. Where feasible and reasonable, works will be carried out during standard construction hours. Work generating high noise and/or vibration levels will be scheduled during less sensitive time periods. The use of quieter and less vibration emitting construction methods will be considered and implemented, where feasible and reasonable. As much distance as possible will be placed between the plant or equipment and residences and other sensitive land uses, where possible.

4.9.8 Waste

Waste will be managed in accordance with the Waste and Resource Management Plan. The generation of waste will be minimised by sorting waste streams to maximise reuse/recycling in accordance with the Waste Avoidance and Resource Recovery Act 2001. All waste will be classified in accordance with the Waste Classification Guidelines Part 1: Classifying Wastes (EPA 2014) and transported to a suitably licensed waste facility. Waste and imported materials will be tracked in ENV005-F01 Waste Management Tool, including the collation of all tipping and delivery dockets.

4.9.9 Land Use and Community

Impacts to land use and the local community will be managed in accordance with the Local Accommodation and Employment Plan, including maintaining access and minimising disruption to surrounding land uses. Access along the Travelling Stock Reserves (Appendix D) will be maintained at all times. Where access cannot be maintained, consultation with Local Land Services will be undertaken to confirm any requirements during any full closures of the reserve.

4.10 ENVIRONMENTAL HOLD POINTS

A hold point is a mandatory verification point that prevents work from commencing prior to completion/release of the hold point. Works associated with the environmental hold points identified in Table 4-4 will not proceed without approval from the nominated approver. Refer to IMS Form, PM009-F04 Hold Point Release. Stop work triggers have also been included.

Table 4-4 Environmental Hold Points

HOLD POINT	RELEASE REQUIREMENT	NOMINATED APPROVER	REFERENCE DOCUMENT
Hold Points			
Internal review of CEMP and relevant sub-plans, prior to works commencing	Approved and signed CEMP	Construction Manager, Project Manager and Environmental Site Representative	CEMP
Client approval of CEMP and relevant sub-plans, prior to works commencing	DCCEEW approval of CEMP	DCCEEW Representative	CEMP
ER endorsement of CEMP and sub-plans prior to works commencing.	ER endorsement of CEMP	ER	CEMP
External regulatory agency approval of the CEMP prior to construction	Approval of CEMP	Department of Planning, Housing and Infrastructure	CEMP
Approval of the delineation of the impact/works area/no go areas.	Approval of the delineation area	DCCEEW representative	CEMP
Prior to the installation of environmental controls e.g. sediment and erosion controls, tree protection etc	Assessment of the delineation of approved area by DCCEEW	DCCEEW Representative	CEMP
Prior to demolition of Hartwood Weir	14 day notification to Heritage NSW	DCCEEW Representative	CEMP
Prior to demolition of Hartwood Weir	Photographic Archival Recording Completed	DCCEEW Representative	CEMP

HOLD POINT	RELEASE REQUIREMENT	NOMINATED APPROVER	REFERENCE DOCUMENT
Approval of EWMS prior to activities requiring an EWMS	Client EWMS approval	Environmental Site Representative	ENV001-F03 EWMS, CEMP
Site Layout and SEP	Site Environmental Plan	Environmental Site Representative	WHS020-F05
Out of Hours Works	Approval of OOHW Community Consultation	Environmental Site Representative	Client OOHW Approval
Prior to vegetation clearing and ground disturbance	Assessment of environmental controls by DCCEEW	DCCEEW Representative	CEMP
Vegetation impacts – trim/remove	Approved and signed Vegetation Impact Permit	Environmental Site Representative	ENV004-F01 – Vegetation Impact Permit
Pumping water / dewatering	Approved and signed Dewatering Permit	Environmental Site Representative	ENV003-F04 - Dewatering Permit
Prior to ground disturbing activities and dewatering	Installation of erosion and sediment controls as per plan Check biosecurity controls in place.	Environmental Site Representative	CEMP
Prior to import materials	Ensure imported materials are contaminant and biosecurity risk free	Environmental Site Representative	CEMP
Prior to waste disposal offsite	Review of licence and approval from waste facility that waste classification is acceptable. Track waste leaving site prior to disposal and after disposal.	Environmental Site Representative	ENV005-F03 – Proposed Waste Facilities Register ENV005-F01 – Waste and Material Tracking Register
Work outside of approved construction footprint / Changes to scope of work approved in the EIS	Environmental Assessment & Approval by Determining Authority	General Manager – Health, Safety, Environment & Sustainability Environmental Representative Department of Planning, Housing and Infrastructure	CEMP
Prior to removal of erosion and sediment controls	Stabilisation of ground completed/effective	Environmental Site Representative	CEMP/Restoration Plan
Prior to start of the activity commencing on the roadway.	Approved Road Occupancy Licence.	TfNSW and Edward River Council	Road Occupancy Licence
Prior to dredging and reclamation on water land or modification of a weir.	Written notice of dredging and reclamation work. Written notice of proposal to modify a weir on a waterway	Project Manager	DPI Fisheries Notification Letter
Prior to construction.	The Project includes works located on Crown Land and an Ongoing Licence Application will be required to be submitted to Crown Lands. The existing weir is subject to existing licences and therefore consultation with Crown Lands will be undertaken to confirm the need for a new	Crown Lands	Ongoing Licence

HOLD POINT	RELEASE REQUIREMENT	NOMINATED APPROVER	REFERENCE DOCUMENT
	licence or the need to amend the existing licence.		
Stop Work			
Spill incident	Clean up and approval to recommence works	Environmental Site Representative	ENV007 Spill Management Procedure
Native fauna encountered	Approval to relocate fauna and recommence works	Ecologist / Environmental Site Representative	CEMP
Unexpected or incidental threatened species find	Written approval to recommence works in area of the find.	Ecologist / Environmental Site Representative	Biodiversity Management Plan
Unexpected heritage find	Written approval to recommence works in area of the find	Heritage Consultant / Environmental Site Representative	ENV006.1 Unexpected Finds Process Chart - Heritage
Unexpected contamination, asbestos, acid sulphate soil find	Written approval to recommence works in area of the find	Contamination Consultant / Environmental Site Representative	ENV003.1 Unexpected Finds Process Chart - Contamination

4.11 SITE ENVIRONMENTAL MANAGEMENT DOCUMENTS

4.11.1 SEPs

Site Environmental Plans (SEPs) provide a practical representation of the existing environment, key environmental risks and environmental mitigation measures for the project. SEPs are specific to a site or activity and provide a detailed visual depiction of the site, environmentally sensitive receivers and detailed control measures from relevant environmental approvals and risk assessments. The Site Layout template may be used, refer to IMS template, WHS020-F05.

SEPs will be prepared and updated progressively by the project team and endorsed by the project Environmental Site Representative or delegate. SEPs will be regularly communicated to relevant workers throughout the construction of the project and be signposted on project notice boards. The adequacy of SEPs and their implementation will be reviewed during site inspections and audits. Observations made during site inspections will prompt SEP updates by the project team, on an as needed basis.

SEPs will include the following information, where applicable:

- Approved project construction site boundary, site access paths and compound/laydown areas.
- Environmentally sensitive areas on and adjacent to the site (for example, threatened species or habitat, heritage items or areas, known contamination etc.).
- Exclusion zones or No-Go areas.
- Waterways including stormwater drains and drainage pathways.
- Erosion and sediment control measures.

- Work areas, machinery and vehicle parking, spoil stockpiling, waste storage, concrete washout, fuel/chemical storage areas, spill kits.
- Approved vegetation clearing and vegetation protection zones.
- Project specific environmental controls (e.g. heritage protection barriers, noise blankets).
- Monitoring locations (e.g. noise, dust, etc).
- Sensitive receivers (e.g. residents, school, etc).

An initial SEP for the project is presented in **Appendix D** to enable approval of the CEMP. It will be continuously reviewed as works progress and updated accordingly. This will not trigger a CEMP revision. All updated SEPs will be submitted to DCCEE for approval.

4.11.2 EWMS

Environmental Work Method Statements (EWMS) may be prepared for construction activities, if required by legislative, environmental planning approval or client requirements.

An EWMS identifies the environmental risks associated with a specific activity and describes the risk control measures to be implemented. The EWMS would follow the format in IMS template, ENV01-F03 or client provided template.

If required, EWMS would be prepared prior to the commencement of relevant construction activities, and in consultation with relevant members from the project team and other stakeholders involved in the activity.

All construction personnel and sub-contractors undertaking a task governed by an EWMS would participate in training on the EWMS as outlined in Section 5 of this CEMP and will acknowledge that they understood their obligations by signing an attendance record prior to commencing work.

4.12 MANAGING CHANGES IN SCOPE

Detailed design, changed circumstances during construction, or variations to construction methodologies may result in scope changes to the approved project.

All changes in scope that deviate from that described in the EIA/environmental planning approval, are subject to consistency assessment by the Project Environmental Site Representative. Scope changes may include changes to construction working hours, different construction methodologies or equipment, additional impacts to vegetation, or works in waterways for example.

Where the change is deemed to be not consistent, additional environmental impact assessment would be required to facilitate environmental planning approval for the scope change, in consultation with the Client.

Following approval of any additional environmental impact assessments for changes in scope, this CEMP will be reviewed and updated as required. Any CEMP revisions would be managed in accordance with the process outlined in Section 1 of the CEMP.

5. IMPLEMENTATION & OPERATION

5.1 PROJECT ROLES & RESPONSIBILITIES

The allocation of environmental roles and responsibilities to project personnel and subcontractors is to ensure effective environmental management is implemented during project delivery.

All project team members and subcontractors will be inducted and made aware of their responsibilities during site inductions. Achievement of identified environmental objectives and targets relies on the project team and all site personnel diligently carrying out their duties and reporting all environmental incidents immediately.

During construction, primary responsibility for environmental and sustainability performance sits with the Abergeldie Project Manager, supported by the Environmental Site Representative. The Abergeldie Construction Manager is accountable for the allocation of adequate resources and supervision to enable effective implementation of this CEMP.

The roles and responsibilities for environmental management are summarised in Table 5-1 and are also included in the Project Requirements Delegation PM002-F03. The Organisational Chart is included in Appendix I.

Table 5-1 Environmental Roles and Responsibilities

ROLE	RESPONSIBILITIES
All Abergeldie personnel and subcontractors	- Carry out work in accordance with the relevant requirements of this CEMP - Comply with the planning approval and environmental permits, licences, approvals - Exercise due care and skill to minimise risk to the environment from work activities - Participate in the project induction and environmental awareness program - Report any (potential or actual) environmental incidents to Abergeldie Site Supervisor/Project Manager immediately - Adhere to instructions provided by Abergeldie supervision - Implement corrective actions as required to ensure environmental controls are maintained and in good working order
Construction Manager	- Visible commitment to ensure compliance to the IMS and contract specifications - Ensure project delivery conformance to statutory and Client requirements - Review and approve this CEMP and work with the Project Manager to implement - Provide appropriate resources to comply with the project environmental planning approval and CEMP - Review and determine training requirements in conjunction with the General Manager – Health, Safety, Environment & Sustainability and HR Adviser - Attend Client meetings (as Management Representative) - Oversee selection of subcontractors and ensure Abergeldie requirements are met - Participate in environmental incident investigations and regulatory reporting - Attend management review meetings for the project, as required
Project Manager	- Visible commitment to ensure compliance to the IMS and contract specifications - Plan works in a manner that avoids or minimises impact to the environment - Review and implement the CEMP and environmental permits, licences, approvals

ROLE	RESPONSIBILITIES
	▪ Ensure the project is delivered in accordance with statutory approval requirements ▪ Provide appropriate resources to comply with the project environmental planning approval and CEMP ▪ Attend Client Meetings and liaise with environmental specialists as required ▪ Report any environmental issues and incidents to the Abergeldie General Manager – Health, Safety, Environment & Sustainability and the Client representative ▪ Report any contract related issues to the Construction Manager ▪ Determine and ensure implementation of environmental induction and training ▪ Participate in scheduled environmental audits of the IMS ▪ Liaise with environmental site representative if there is a project change ▪ Ensure corrective and preventative actions arising from environmental inspections and monitoring are implemented in a timely manner ▪ Stop non-conforming work that has actual or potential risk of harm to the environment, property and/or human health immediately ▪ Maintain environmental records and ensure copies of the CEMP and any environmental permit, licence or approval are readily available on site ▪ Manage subcontractor selection and compliance to contractual requirements, the environmental planning approval, the CEMP and relevant documentation ▪ Participate in environmental incident investigations and regulatory reporting ▪ Undertake annual management reviews of project environmental performance in conjunction with the Environmental Site Representative
Site Supervisor / Superintendent	▪ Visible commitment to ensure compliance to the IMS and contract specifications ▪ Plan works in a manner that avoids or minimises impact to the environment ▪ Review and implement the CEMP and environmental permits, licences, approvals ▪ Engage with the Environmental Site Representative to ensure environmental and sustainability requirements are embedded in construction plans and processes ▪ Identify appropriate resources to enable compliance with approvals and CEMP ▪ Report any environmental issues and incidents to the Abergeldie Project Manager and/or General Manager – Health, Safety, Environment & Sustainability ▪ Advise the Project Manager if there is a project change (scope or location) that may trigger additional environmental assessment or approval ▪ Ensure personnel and subcontractors attend environmental induction and training prior to commencement of works ▪ Deliver toolbox and awareness programs to promote environmental compliance ▪ Establish, implement, maintain, monitor and improve environmental controls ▪ Carry out weekly site inspections to review environmental controls and rectify improvements ▪ Carry out environmental monitoring e.g. weather and coordinate specialist consultants carrying out environmental works on site ▪ Stop non-conforming work that has actual or potential risk of harm to the environment, property and/or human health immediately ▪ Coordinate action in emergency situations and allocate required resources ▪ Maintain environmental records including photographs of controls ▪ Assist in managing subcontractor compliance to contractual requirements, the environmental planning approval, the CEMP and relevant documentation ▪ Participate in environmental incident investigations, as required

ROLE	RESPONSIBILITIES
Environmental Manager	- Visible commitment to compliance with and continual improvement of the IMS - Provide specialist environment, planning and sustainability advice to facilitate environmental outcomes for operations and on projects - Facilitate appropriate allocation of environmental site representative resources - Support and coach environmental site representatives during project delivery - Review and facilitate the environmental and sustainability training program - Manage completion of environmental audits as scheduled in IMS - Liaise and consult with the Client, regulatory agencies and other relevant stakeholders regarding environmental complaints and enquiries, as required - Support notifiable environmental incident investigations and regulatory reporting - Ensure management reviews of the CEMP are undertaken annually (or following an incident) and are documented and actions implemented - Analyse environmental performance reports and report on compliance and assurance including 3rd party audits
Environmental Site Representative	- Provide specialist environmental advice to the project team - Facilitate compliance with the project environmental planning approval, CEMP, and other environmental permits, licences and approvals - Prepare and review the CEMP and supporting documentation - Facilitate and review environmental hold points and environmental permits - Maintain a register of relevant environmental management documents - Undertake consistency assessments for project changes and where required, coordinate additional EIA and planning approval - Facilitate and develop environmental induction training on environmental requirements and where required, deliver environmental component of toolbox - Provide advice on the practical implementation of on-site environmental controls, ensuring they are established, implemented, maintained, monitored and improved - Undertake environmental site inspections and associated reporting - Review specialist environmental monitoring and audit reports and provide corrective and preventative action lists to relevant members of the project team - Maintain environmental records and manage environmental reporting - Stop non-conforming work that has actual or potential risk of harm to the environment, property and/or human health immediately - Notify appropriate parties of any environmental incidents, including notifications in accordance with statutory requirements and timeframes - Report environmental incidents in IFS, undertake incident investigations, follow up on close-out of corrective and preventative actions - Lead notifiable environmental incident investigations and regulatory reporting - Undertake annual management reviews in conjunction with the Project Manager and prepare/submit an annual environmental performance report to the Construction Manager and General Manager – Health, Safety, Environment & Sustainability.
Senior Project Engineer / Project Engineer	- Visible commitment to ensure compliance to the IMS and contract specifications - Review and implement the CEMP and environmental permits, licences, approvals - Review of Engineering and Design activities to ensure compliance to contract specifications, the CEMP, environmental permits, licences and approvals - Advise the Project Manager if there is a project change (scope, method or location) that may trigger additional environmental assessment or approval

ROLE	RESPONSIBILITIES
	▪ Carry out environmental inspections and monitoring to monitor compliance ▪ Coordinate specialist consultants carrying out environmental works on site ▪ Stop non-conforming work that has actual or potential risk of harm to the environment, property and/or human health immediately ▪ Maintain environmental records ▪ Participate in environmental incident investigations, as required ▪ Report any environmental issues and incidents to the Abergeldie Project Manager and/or General Manager – Health, Safety, Environment & Sustainability
Stakeholder / Community Engagement Manager	▪ Lead and manage all community and stakeholder engagement activities during Construction ▪ Be the primary point of contact for all enquiries and complaints ▪ Work with the project team ▪ Collaborate and liaise with DCCEEW's CSE Team on relevant matters about engagement ▪ Provide communications and stakeholder engagement resources to manage construction impacts, develop relationships and manage issues ▪ Update and implement the CSES during construction ▪ Work closely with the wider project team to enhance the project's reputation ▪ Be contactable during construction hours to address concerns about construction work ▪ Manage the diversion of the project community phone number during any night time construction work and if needs be, follow up on any outstanding responses the next working day. ▪ Incorporate timeframes and resources for community notification and engagement into project planning and programs. ▪ Give the community and stakeholders adequate notice of planned construction activities and milestones, and proactively manage issues raised ▪ Make all staff and subcontractors working on the Site aware of the communications procedures and ensure they are properly trained in their application ▪ Create entries in CM for all stakeholder and community communications and complaints ▪ Create and maintain a complaints register that records the receipt of complaints and responses and make this available to DCCEEW when requested ▪ Comply with the requirements of the NSW Government and DCCEEW guidelines, policies, and reference documents in relation to community relations obligations.
Project Ecologist	▪ Provide expert advice on biodiversity related issues ▪ Review and provide advice on fauna handling procedures, clearing procedures and applicable EWMS ▪ Conduct pre-clearing inspections and provide clearing supervision in accordance ▪ Arrange fauna handling and relocation if needed ▪ Conduct flora and fauna surveys, weed and pathogen surveys, ecological constraints assessments, reporting, monitoring and trapping where required ▪ Prepare detailed pre-clearing and post-clearing reports ▪ Provide advice on any unexpected finds of Threatened Species\ ▪ Prepare the Rehabilitation Plan with existing and endemic native vegetation communities.

ROLE	RESPONSIBILITIES
Certified Professional in Erosion and Sediment Control (CPESC)	- Review all erosion, sediment and water pollution plans, controls prior to installation. - Prepare a program for and conduct routine inspections including preparing inspection reports and action closeout and reporting. - Monitor the erosion and sediment controls and measures on Site prior to and during construction.
Project Heritage Consultant	- Prepare and/or implement Aboriginal Cultural Heritage Management Plan (ACHMP) - Prepare or assist with Photographic Archival Recording - Prepare or assist Heritage Interpretation Strategy - Delivering heritage inductions - On site delineation of heritage items - Supervision - Monitoring - Reporting
Project Arborist	- Conduct trimming of Scar trees - Ensure tree protection zones are established and maintained.
Environmental Representative (Independent Appointment)	- receive and respond to communication from the Planning Secretary in relation to the environmental performance of the SSI; - consider and inform the Planning Secretary on matters specified in the terms of this approval; - consider and recommend to the Proponent any improvements that may be made to work practices to avoid or minimise adverse impact to the environment and to the community; - review documents identified in Conditions A10, C1, C5, and C9 and any other documents that are identified by this approval or the Planning Secretary, to ensure they are consistent with requirements of this approval and if so: (i) make a written statement to this effect before submission of such documents to the Planning Secretary (if those documents are required to be approved by the Planning Secretary); or (ii) make a written statement to this effect before the implementation of such documents (if those documents are required to be submitted to the Planning Secretary / Department for information or are not required to be submitted to the Planning Secretary/Department); - regularly monitor the implementation of the documents listed in Conditions A10, C1, C5, C9 and to ensure implementation is being carried out in accordance with the document and the terms of this approval; - as may be requested by the Planning Secretary, help plan or attend audits of the development commissioned by the Department including scoping audits, programming audits, briefings and site visits, but not independent environmental audits required under Condition A27 of this approval; - as may be requested by the Planning Secretary, assist in the resolution of community complaints; - review and determine the appropriateness of any activities reliant on the definition of Low Impact Work; - consider or assess the impacts of minor construction ancillary facilities

ROLE	RESPONSIBILITIES
	comprising lunch sheds, office sheds and portable toilet facilities as required by Condition C4 of this approval; - consider any minor amendments to be made to the Ancillary Facility Site Establishment Management Plan, CEMP, and CEMP Sub-plans that are consistent with the terms of this approval and the Ancillary Facility Site Establishment Management Plan, CEMP, and CEMP Sub-plans approved by the Planning Secretary and, if satisfied such amendment is necessary, approve the amendment. This does not include any modifications to the terms of this approval; and - prepare and submit to the Planning Secretary and other relevant regulatory agencies (where requested by those agencies), for information, an Environmental Representative Monthly Report providing the information set out in the Environmental Representative Protocol under the heading “Environmental Representative Monthly Reports.” The Environmental Representative Monthly Report must be submitted within seven days following the end of each month for the duration of the ER’s engagement for the SSI, or as otherwise agreed by the Planning Secretary.

5.2 SUBCONTRACTOR MANAGEMENT

Subcontractors must carry out their work in a manner which will minimise risk to the environment. All subcontractors who perform site work must complete the project environmental induction to ensure that they are aware of Abergeldie’s environmental requirements and commitments.

Subcontractors will be provided with a copy of this CEMP and must comply with all CEMP and contract environmental requirements relevant to the subcontractor’s scope of work.

Subcontractors are responsible for the following:

- Ensuring staff are inducted into environmental management documentation and environmental risks.
- Complying with all relevant requirements of the project environmental planning approval and CEMP.
- Implementing effective environmental controls and monitoring the effectiveness of the controls.
- Recording and tracking progress of their monitoring and maintaining environmental records.
- Reporting all environmental incidents (potential and actual) to the Abergeldie Site Supervisor/Project Manager immediately.

Sub-contractors will be made aware of CEMP requirements during tendering and will be expected to demonstrate as part of their tender response how they intend to meet the project environmental and sustainability requirements. All site environmental documentation submitted by subcontractors will be subject to review and approval by Abergeldie staff to ensure compliance with contract requirements, before related works may begin. Subcontractors must monitor their company’s compliance with the CEMP throughout project delivery and participate in any environmental inspection or audit, including third-party audits of Abergeldie.

The Abergeldie Site Supervisor and Abergeldie Project Manager will manage subcontractor compliance to project contractual requirements, the environmental planning approval, the CEMP and other relevant environmental management documentation. The Project Manager will ensure any non-compliance are

addressed by the subcontractors appropriately with actions managed and tracked for close out within appropriate timeframes.

5.3 TRAINING & ENVIRONMENTAL AWARENESS

To ensure the CEMP is effectively implemented, environmental awareness and training will be provided for all workers performing services for Abergeldie.

5.3.1 Company Induction

All Abergeldie employees will attend a mandatory company induction upon commencement of employment that includes an environmental induction into the IMS and general environmental risk management for Abergeldie operations. The company induction will include both an in-person Health, Safety, Environment and Quality (HSEQ) training session, in addition to an online environmental induction delivered through the RAPID system. The RAPID environmental induction will require inductees to successfully complete a competency test prior to commencement of work at Abergeldie. Attendance records for HSEQ inductions and RAPID environmental inductions will be maintained by Abergeldie Human Resources.

5.3.2 Project Inductions

Project Environmental Induction

All project personnel, including employees and sub-contractors, must attend a project induction that includes an environmental component. Induction material will be prepared by the Environmental Site Representative who will deliver a project environmental induction for key personnel in the project team. The induction material will be provided to DCCEEW for review prior to implementation. Key project team personnel will then incorporate the project environmental induction into the overarching project induction. The project environmental induction will include (as a minimum):

- Overview of the CEMP, subplans, other relevant plans/reports/procedures associated with the Infrastructure Approval, including the EIA and environmental approvals, permits and licences.
- Approved construction scope and construction boundaries and location of any exclusion zones.
- Environmental aspects including sensitive areas / features e.g. protected species or heritage areas.
- Approved working hours and out-of-hours work (OOHW) approval process.
- Roles and responsibilities specific to the inductees.
- Environmental incident and emergency response and reporting procedures.
- Protocol for complaint handling and Regulator and media enquiries.
- Risk Assessments and SEPs, relevant to the inductees' activities.
- Environmental hold points, mitigation measures and consent conditions to be implemented.
- On-site permits to work for specific activities (e.g. dewatering, vegetation impacts, out of hours work).

- Compliance management processes e.g. inspections, audits, monitoring, non-compliance.
- Unexpected finds protocols and key personnel to ask questions if unsure of any aspect.
- Cultural heritage procedures for the discovery of Aboriginal artefacts or other cultural material.
- Non-Aboriginal Heritage.
- Waste management and resource use.
- Information on the ecological values of the site and measures to be implemented to protect biodiversity.

Should there be updates or changes to the CEMP or other environmental requirements that the site team need to be aware of, further inductions and/or training will be provided to ensure workers and subcontractors are aware of their responsibilities during delivery of the project.

Subcontractors Induction

Subcontractors must be fully inducted onto the project and show an understanding of environmental risks, procedures, mitigation measures and compliance requirements. Subcontractors are responsible for the selection, training and verifying competency of their own staff, as well as maintaining and providing (on request) all records of inductions and training to Abergeldie.

Visitors Induction

Visitors to the project site will be accompanied by a fully inducted person. Visitors are required to obey all site rules and observe environmental exclusion zones. Visitors will be provided with a visitor induction that will typically cover key health and safety requirements and emergency response procedures, key environmental issues and exclusion zones, minimum PPE and hazard reporting requirements, and site access and amenity locations. Visitors must participate in and/or sign onto the daily pre-start register.

Training Records

The project team will establish and maintain a register of environmental inductions and training carried out including dates, name of the person trained, their position and signature and trainer details. Project induction and training records will be maintained at the site office and/or the project SharePoint page

5.3.3 Environmental Awareness Training

Additional environmental awareness training will be delivered to project personnel to target environmental aspects and risks and improve general environmental awareness, generally identified and recorded in the project planning group HR006-F02 Training Plan or individual HR006-F01 Training Needs Analysis. Environmental awareness training will target specific audiences to manage specific tasks and activities. All environmental awareness training shall be documented by the project team.

Toolbox Talks

Toolbox talks will be delivered on site to raise awareness and educate personnel on issues related to all aspects of construction including environmental issues. Toolbox talks will ensure environmental awareness continues during delivery of the project.

Toolbox talk topics will be tailored to specific environmental risks relevant to upcoming works identified in

the construction program. Relevant environmental issues may include (but not be limited to):

- Emergency and spill response and reporting.
- Erosion and sediment control plans and measures.
- Works in or near waterways.
- Dewatering activities.
- Works in environmentally sensitive areas.
- Vegetation clearing and grubbing.
- Topsoil stripping and stockpiling.
- Noise management and community impacts.
- Unexpected finds, including potential contamination.
- General procedures for site preparation prior to absence or significant rain events.
- Recent environmental alerts issued by Abergeldie or the Client.
- Specific targeted training for activities with an increased risk of environmental impact (e.g. EWMS Training if required).

Toolbox talk attendance is mandatory and attendees are required to sign an attendance form. Records of toolbox talk attendance will be maintained by the project team in the site office and/or on SharePoint.

Daily Pre-Start Meetings

The Abergeldie Site Supervisor, and/or other appropriate project team personnel, will conduct a daily pre-start meeting with site workers before the commencement of each work shift, or where changes occur during a shift. The pre-start meeting will be used to inform workers of the upcoming shift's activities and will include information on environmental hazards, environmental protection practices, work area restrictions, coordination with other workers' activities, SEPs for a particular work scope and/or location, and other relevant information.

Pre-starts that are undertaken prior to commencing works in a new area of the project site or works on a new activity will include a description of the activity and area, identification of environmental risks for the activity and/or area and the mitigation measures to be implemented. The SEP for the activity and area will also be discussed.

All daily pre-start attendees will be required to sign on to the pre-start sheet and acknowledge their understanding of the issues explained. Pre-start topics, dates delivered, and a register of attendees will be maintained by the Abergeldie Site Supervisor.

5.3.4 Environmental Alerts

Abergeldie will periodically distribute environmental alerts that may include information on:

- Environmental legislation changes.

- Lessons learned from industry and/or environmental inspections, audits or incidents.
- New procedures relating to the IMS, updated standards or innovative practices.
- Environmental risks and mitigation strategies to promote awareness and performance improvement.

Environmental alerts and posters will be visible in prominent locations of the site, such as noticeboards. Relevant content of environmental alerts will be shared with site workers at pre-start meetings or toolbox talks.

5.4 COMMUNICATION

Effective communication and consultation are a critical to minimising environmental impact, facilitating compliance with environmental obligations and achieving continual improvement in environmental performance.

All communication and stakeholder engagement will be undertaken in accordance with the approved Community Communication Strategy (CCS).

The CCS defines the communication objectives, stakeholder engagement approach, notification requirements, protocols and tools to be implemented for the project. This section provides a high-level overview only and does not duplicate the detailed requirements of the CCS.

5.4.1 Internal Communication

The project team will meet regularly to discuss on-site environmental management, any amendments to plans that might be required or any new / changes to construction activities and other relevant aspects of the project.

Regular meetings may also be scheduled with the Client Project Management and Environmental Representatives. The purpose of these meeting would be to communicate ongoing environmental performance, share ideas and to identify any issues to be addressed.

In addition, the Environmental Site Representative will participate in toolbox talks which will provide an opportunity to communicate on environmental performance, to advise on any upcoming sensitive environmental matters for future work areas and to receive feedback from onsite personnel.

Internal communication methods may include:

- Project progress meetings.
- Daily pre-start meetings.
- Toolbox talks.
- Noticeboards.
- Site inspection and audit reports.
- Environmental inductions and training.
- HSEQ alerts.

- Informal (on-the-job discussions, site visits, site meetings).
- Incident investigations.
- Risk assessment workshops.

Formal document submissions to DCCEEW will be made via the Ineight project management software.

5.4.2 External Communication

External communication is communication that results in a transfer of, or request for, information with external parties. Contact may occur via telephone, direct engagement (e.g. meetings, site visits) or written correspondence (e.g. letters, emails, social media posts).

External communication with the community and other stakeholders such as the Client, government agencies, regulatory authorities and the media that may occur through:

- Community notifications and published project updates.
- Client meetings and site visits and project information issued to the Client.
- Meetings and correspondence with interested parties (e.g. Local council and NSW EPA).
- Discussions with adjoining landowners and the community who may be affected by the project.

External communication will be undertaken in consideration of IMS Procedures, *PM003 Project Administration*, *PM012 Project Completion*, and *WHS011 Communication and Consultation*.

Community communications

Communication with the local community will occur prior to commencement of construction and regular updates will be issued to affected residents and businesses for the duration of the project.

Abergeldie will distribute project information and notifications at least five working days before commencement. Notifications may require client approval prior to issue. Notifications would outline the:

- Nature of the work and why it is necessary.
- Expected duration and working hours including OOHW.
- Changes to arrangements for traffic or property access.
- Name and contact phone number for complaints and enquiries.

Project updates may also be periodically provided on the Abergeldie or the Client website.

Communication with Government Agencies, Authorities and Media

All Government Agency, Authority and Media communication will be managed by nominated project personnel only. All such enquiries will be documented on the IFS Incident Management System.

Government Agencies and Authorities

The Abergeldie Environmental Site Representative will be the main point of contact for Government

Agencies and Authorities relating to environmental matters. The Abergeldie Project Manager will be the second point of contact and will inform Client representatives when required. Contact details for these roles are provided in **Appendix E** of the CEMP.

The following project team members (depending on the scope of work) are nominated as 24-hour contacts for environmental Regulatory Authorities, with the authority to take immediate action to shut down any activity, or to affect any pollution control measure:

- Construction Manager.
- Project Manager.
- Environmental Site Representative.

Section 5.5 of the CEMP details how Abergeldie communicates with agencies and authorities in the event of reportable environmental incidents in accordance with relevant legislation.

Media and Parliamentary Representatives

All media enquiries must be directed to the Abergeldie Project Manager. No statements are to be made, including photographs on social media, or provided to the media, or parliamentary representatives or their staff about the project, without the written approval of the Client. All relevant information will be provided to assist the Client with response to media and parliamentary enquiries in a timely manner. All project personnel, including subcontractors, will be made aware of this requirement through the site induction process.

5.5 HANDLING COMPLAINTS AND ENQUIRIES

All project-related enquiries and complaints will be managed in accordance with the Complaints and Enquiries Management processes outlined in the approved Community Communication Strategy (CCS).

The CCS defines the procedures for receiving, recording, managing and responding to enquiries and complaints, including timeframes, responsibilities and escalation pathways.

Abergeldie will support the implementation of the CCS by ensuring that all enquiries and complaints received onsite are directed to the appropriate DCCEE channels and managed in accordance with the CCS requirements.

All interactions with the community, including complaints and enquiries, will be recorded and managed within the approved stakeholder management system (Borealis), as detailed in the CCS.

Complaints and enquiries will be responded to in a timely manner and in accordance with the response timeframes defined in the CCS. Records of complaints and their resolution will be maintained and reported as required.

5.6 CONSULTATION

Consultation with Government Agencies and or other stakeholders may be required in accordance with the EIA or environmental planning approval requirements. Where consultation is required by the EIA, the Abergeldie project team will ensure statutory requirements allocated in the contract are implemented, in accordance with the required legislation, codes of practice and standards.

Further consultation will occur with the Department of Planning, Housing and Infrastructure as they must review and approve the CEMP.

Refer to the DCCEEW Environmental incident management flowchart (EMF-WG-TOO-10/001) within the DCCEEW Environmental incident management procedure (EMF-WG-PRO-10/001) and Section 5.8 for communication of environmental incidents.

5.7 EMERGENCY PLANNING AND INCIDENT PREPAREDNESS

Abergeldie will undertake emergency planning and incident preparedness by implementing the Emergency Response Management Plan (ERMP) for the project. The ERMP details responsibilities and specific actions and processes to be implemented in the event of an emergency that could pose a threat to life, health, property or the environment. This may include bushfires, spills and unexpected finds of hazardous materials, onset of storms and floods, and other potential incidents relevant to the project.

In addition, Abergeldie will ensure:

- Regular inspections of the works and the surrounding environment are undertaken to identify actual or potential environmental issues and non-compliances.
- Emergency response is appropriately resourced and relevant personnel are adequately trained and any specialised response equipment needed is identified on WHS006-F03 Emergency Equipment Risk Assessment.
- Emergency drills are conducted regularly to familiarise with response procedures, recorded on WHS006-F01 Emergency Response Debrief.
- Site preparedness activities are undertaken prior to and following high rainfall or extended shutdowns.
- Spill kits and emergency response equipment are available at work sites, dangerous goods storage locations and in accordance with the SEP or ESCP. These will be maintained in good working order.

5.8 ENVIRONMENTAL INCIDENT MANAGEMENT

An environmental incident is an occurrence or set of circumstances that causes or threatens to cause material harm to the environment, and as a consequence of that environmental harm, may cause harm to the health and safety of human beings, and which may or may not be or cause a non-compliance.

Environmental incidents will be classified, notified, managed, investigated and reported in accordance with Abergeldie IMS Procedure, *WHS010 Incident Management* and the incident management processes outlined in this CEMP. In addition to internal incident response procedures, Abergeldie will implement the DCCEEW Incident Management Procedure (EMF – WG -PRO -10-0010) and included Environmental incident management flowchart (EMF-WG-TOO-10/001) and Conditions of Approval.

5.8.1 Incident Identification and Classification

An environmental incident may include (but not be limited to) the following:

- Material harm to the environment (potential and actual) pollution incidents.
- Pollution to land or water from a spillage or leak of a substance.

- Unauthorised damage, removal or harm to native flora and fauna (including protected species).
- Unauthorised damage, removal or harm to heritage objects, items or places.
- Noise, dust or odour issue that has an impact on people or the environment or has resulted in a complaint from a regulator or community member.
- Potential or actual legal, contractual or compliance breach.
- Unexpected finds of contamination, hazardous building materials, protected flora or fauna or heritage.

Material harm, as defined by the SSI-50831979 Approval, is harm that:

- (a) involves actual harm to the environment that may include (but not be limited to) a leak, spill, emission other escape or deposit of a substance, and as a consequence of that environmental harm (pollution), may cause harm to the health or safety of people; or
- (b) results in actual loss or property damage of an amount, or amounts in aggregate, exceeding \$10,000 (such loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practicable measures to prevent, mitigate or make good harm to the environment).

Notes:

1. *This definition excludes “harm” that is either authorised under this consent or any other statutory approval.*
2. *For the purposes of this definition, material harm excludes incidents captured by Work Health and Safety reporting requirements.*

Environmental incidents will be classified in accordance with the Abergeldie IMS Procedure, *WHS010 Incident Management*, this CEMP, and the DCCEEW Incident Management Procedure (EMF – WG - PRO -10-0010). The Environmental Site Representative, in consultation with the Project Manager, is responsible for classifying the incident.

5.8.2 Incident Response and Notification

Response and Internal Notification

The general procedure for incident response in accordance with *WHS010 Incident Management* will involve:

- Stop works, make safe and stop further impact.
- Immediately notify the Abergeldie Site Supervisor.
- Quantify risk level and notification requirements.
- Notify stakeholders (as required), including internal, Client and Regulatory Authorities.
- Agree on required actions, decide on appropriate level of investigation and assign actions.
- Implement corrective actions and monitor for effectiveness.

- Complete investigation and ensure all data is captured in IFS and the DCCEE reporting system as required.

Internal notifications

Abergeldie Site Supervisor, or other person who is aware of the incident, will immediately notify the Abergeldie Project Manager, who will then notify the Abergeldie Environmental Site Representative, Abergeldie Construction Manager and Client Project Manager and Client Environmental Representative. General Managers will be notified for severe environmental incidents in line with IMS Procedure, *WHS010 Incident Management*.

Department of Planning, Housing and Infrastructure notification

As per Condition A33, the Proponent must notify the Department within 24 hours of becoming aware of an incident. The notification must be made via the NSW planning portal (Major Projects) and address details of the incident including:

- (a) date, time and location;
- (b) a brief description of what occurred and why it has been classified as an incident;
- (c) a description of what immediate steps were taken in relation to the incident; and
- (d) identifying a contact person for further communication regarding the incident.

External Notification of Material Harm pollution incidents

Under Section 148 of the POEO Act, environmental incidents causing or threatening material harm to the environment must be reported to the following appropriate regulatory authorities:

- NSW EPA - environment line – telephone **131 555**.
- Edward River Council – telephone **(03) 5898 3000**
- SafeWork NSW – telephone **131 050**.
- Fire and Rescue NSW – **telephone 000 (emergencies) OR 1300 729 579 (non-emergencies)**.

If material harm pollution incidents present an immediate threat to human health or property, the order of notification is to focus on first responders i.e. Fire and Rescue NSW (telephone 000, or 112 from your mobile), then NSW EPA, SafeWork NSW and the Appropriate Regulatory Authority.

The Abergeldie Environmental Site Representative, the Abergeldie General Manager – Health, Safety, Environment & Sustainability and the Client must be consulted regarding notification to Regulatory Authorities.

The following information is required to be reported, in accordance with Section 150 of the POEO Act:

- The time, date, nature, duration and location of the incident.
- The location of the place where pollution is occurring or is likely to occur, the nature, the estimated quantity or volume and the concentration of any pollutants involved if known.
- The circumstance in which the incident occurred (including the cause of the incident, if known).
- The action taken or proposed to be taken to deal with the incident and any resulting pollution or threatened pollution, if known.

If further information becomes known after the initial notification, that information must immediately be notified to all authorities in accordance with Section 150 of the POEO Act. The verbal notification must be followed by written notification within seven days of the date on which the incident occurred. The written notification must include the details as outlined above for verbal notification.

Other regulatory agency notification requirements

Other statutory notifications requirements may arise from environmental incidents such as unexpected finds of Aboriginal objects and remains or non-Aboriginal relics, pollution incidents in water supply catchment areas, inextinguishable fires during a bushfire danger period, or some occurrences of land contamination. All incidents must be notified to the Environmental Site Representative who will provide guidance on the statutory notification requirements relevant to the issue, as well as the timeframes for reporting.

5.8.3 Incident Investigation and Reporting

Environmental incidents, including complaints, must be recorded in the IFS Incident Management System and meet Client requirements within 24 hours. All incidents will be closed out as quickly as possible and all required actions will be taken to resolve environmental incidents.

All environmental incidents will be investigated to the level required to address the incident classification in accordance with IMS Procedure *WHS010 Incident Management*. An environmental investigation may include the following basic elements depending on the size and severity of the incident:

- Identifying the cause, extent and responsibility of the incident.
- Identifying if it's a reportable incident to a regulator.
- Identifying and implementing the necessary corrective action.
- Identifying the personnel responsible for carrying out the corrective action.
- Implementing or modifying controls necessary to avoid a repeat occurrence of the incident.
- Recording any changes in written procedures required.
- Advising the relevant stakeholders, if any substantial pollution has occurred (reporting of incidents to regulatory authorities).

The Project Manager must ensure all incidents are documented in IFS to allow incident actions to be monitored implemented within the specified timeframes.

Upon the completion of the investigation, the findings and recommendations must be distributed to the relevant work groups for discussion at a toolbox meeting. All incidents and the results of the subsequent investigation will be tabled and reviewed at the next project management review meeting.

All employees and subcontractors are required to report environmental incidents, non-compliance and near misses to their supervisor and assist in completion of incident investigations and reporting as directed or required. Subcontractors may be required to prepare an incident report in accordance with their company procedures.

5.8.4 Reporting to the Department of Planning, Housing and Infrastructure

As per Condition A33, the Proponent must provide the Department with a subsequent incident report in accordance with Appendix A (Incident Notification and Reporting Requirements) of the Conditions of Approval.

1. All incident notifications and reports must be submitted via the NSW planning portal (Major Projects).
2. The Proponent must provide notification as required under these requirements, even if the Proponent fails to give the notification required under Condition A32 or, having given such notification, subsequently forms the view that an incident has not occurred.
3. Within 7 days (or as otherwise agreed by the Planning Secretary) of the Proponent making the immediate incident notification (in accordance with Condition A32), the Proponent is required to submit a subsequent incident report that:
 - (a) identifies how the incident was detected;
 - (b) identifies when the Proponent became aware of the incident;
 - (c) identifies any actual or potential non-compliance with conditions of consent;
 - (d) identifies further action(s) that will be taken in relation to the incident;
 - (e) a summary of the incident;
 - (f) outcomes of an incident investigation, including identification of the cause of the incident;
 - (g) details of the corrective and preventative actions that have been, or will be, implemented to address the incident and prevent recurrence, including the period for implementing any corrective and/or preventative actions; and
 - (h) details of any communication with other stakeholders regarding the incident.
4. The Proponent must submit any further reports as directed by the Planning Secretary.
5. Council shall be notified in any incidents impact on Council's assets as soon as practicable.

5.8.5 Site Emergency Contacts List

An updated list of emergency response personnel and organisations will always be maintained at the project site and compounds, including a 24-hour contact number. An environmental Site Contacts List is presented in **Appendix E**.

6. PERFORMANCE EVALUATION

6.1 ENVIRONMENTAL INSPECTIONS

Environmental inspections and observations will be recorded to ensure the construction environmental management obligations detailed in the CEMP are implemented. Inspections will assess the ongoing effectiveness and suitability of the project's environmental controls, and will include inspection of:

- High risk activities and processes.
- Work undertaken in environmentally sensitive areas.
- Environmental controls and mitigations being implemented daily, as well as:
 - Pre- and post- significant rainfall events.
 - Pre- and post- shutdown over prolonged periods.

Table 6-1 provides an indicative list of environmental inspections that may be undertaken during construction of the project.

Table 6-1 Indicative Environmental Inspections

INSPECTION	BY WHO	FREQUENCY	REPORT FORMAT
Regular Environmental Site Inspections	Environmental Site Representative	Weekly	ENV001-F04 (Appendix K)
Regular Environmental Site Inspections with DCCEEW and the ER	Environmental Site Representative DCCEEW Environmental Representative	As required	DCCEEW Environmental Site Inspection
High environmental risk activity/location	Environmental Site Representative	As required	ENV001-F04
Daily Activity Inspections	Site Supervisors	Daily	PM003-F05 (Site Diary)
Workplace Inspection Checklist	Site Supervisors	Weekly	WHS020-F01
Management Workplace Inspection	ACI Management	As required	BMS007-F03
Pre- and post- rainfall inspections	Environmental Site Representative	Prior to heavy rainfall (>20mm predicted in 24 hours) Following heavy rainfall (>20mm in 24 hours)	ENV001-F06
Pre- and post- site shutdown	Site Supervisors Project Managers Environmental Site Representative	Prior to shutdown of site > 4 days Before return to site following shutdown > 4 days	WHS020-F07 ENV001-F04
Preclearing Surveys	Project Ecologist	48 hours prior to any native vegetation clearing	Preclearing Survey Report
Clearing Supervision	Project Ecologist	During vegetation clearing	N/A
Post Clearing Surveys	Project Ecologist	Post vegetation clearing	Post Clearing Checklist

Inspections and observations will be recorded in accordance with IMS forms and kept with project records. If required, an environmental action list will be issued to the relevant Supervisor and Project Manager to action within appropriate timeframes relevant to environmental risk.

6.2 ENVIRONMENTAL MONITORING

Environmental monitoring will be carried out as required by the environmental impact assessment, environmental planning approval conditions and CEMP sub-plans. Environmental monitoring will be undertaken by suitably qualified and experienced Abergeldie staff or specialist technical consultants. Environmental monitoring for the project is outlined in Table 6-2.

Table 6-2 Environmental Monitoring

ASPECT	WHAT	BY WHO	FREQUENCY	FORMAT	ACTION PLAN
Weather	Review BOM for adverse weather conditions, noting if: Wind speed (>25km/hr) and direction toward receivers High rainfall events predicted for next 72 hours	Site Supervisors Project Engineers	Daily	Site Diary	<u>High wind</u> - Adjust or reschedule dust generating work activities to minimise off-site air quality impacts to receivers. <u>High rainfall</u> - Inspect and improve controls to mitigate potential offsite sedimentation of waterways. <u>Flooding</u> - remove hazardous materials, erodible materials and machinery from flood prone areas.
Bushfire Risk	Review local fire service website for: Total Fire Ban Days (TOBAN)	Site Supervisors Project Engineers	Daily (in summer months)	Site Diary	Ensure hot works are not undertaken during TOBAN days, unless there is an exemption in place from the fire authority
Air Quality	Visually inspect for excessive dust generation onsite	Site Supervisors	Daily	Site Diary	Adjust work activities or reschedule works as required to minimise off-site air quality impacts on receivers.
Surface Water Quality	Monitor in accordance with the Water Quality Monitoring Program appended to the SWMP. Water sampling prior to dewatering.	Environmental Site Representative	Monthly/wet weather. Prior to dewatering.	Water Quality Monitoring Report Dewatering Permit ENV003-F04	If site-specific trigger values are exceeded an investigation will be undertaken to identify potential causes and determine whether these are related to Project activities. Corrective actions or improvements will be implemented. If values are exceeded in dewatering samples, the water will be treated and resampled prior to discharge or removed from site as liquid waste.
Stream Morphology	Downstream bank stability and erosion.	Site Supervisor	Daily	Site Diary	If bank erosion and instability is increased an investigation will be undertaken to identify potential causes and determine whether these are related to Project activities. Corrective actions or improvements will be implemented.

ASPECT	WHAT	BY WHO	FREQUENCY	FORMAT	ACTION PLAN
Biodiversity	Monitor in accordance with Table 6-1 of the Biodiversity Management Plan	Project Ecologist Site Supervisors Environmental Site Representative	Refer to Table 6-1 of the Biodiversity Management Plan.	Refer to Table 6-1 of the Biodiversity Management Plan.	Refer to Table 6-1 of the Biodiversity Management Plan.
Noise and Vibration	Monitor in accordance with Table 9-1 of the Construction Noise and Vibration Management Plan	Environmental Site Representative Noise and Vibration Consultant	Refer to Table 9-1 of the Construction Noise and Vibration Management Plan.	Noise and vibration monitoring reports. Environmental Site Inspection Checklist ENV001-F04.	Refer to the Construction Noise and Vibration Management Plan.

Environmental monitoring records will be kept in the project SharePoint folder. Environmental monitoring reports will be reviewed by the Environmental Site Representative and communicated to the project team. If required, an environmental action list will be issued to the relevant Abergeldie Site Supervisor and subcontractor to action within appropriate timeframes relevant to environmental risk. Any non-compliances identified from environmental monitoring will be managed in accordance with Section 6.4 of this CEMP.

6.3 ENVIRONMENTAL AUDITS

Abergeldie will continually review and improve systems, procedures, processes, practices and performance against established criteria and legislative requirements through the implementation of IMS procedure, *BMS007- Auditing*. Environmental audits will include system audits to assess the effectiveness of management system (IMS) implementation; and compliance audits to evaluate project compliance with contractual and legislative requirements.

Risk-based internal audits will be undertaken to ensure ongoing compliance with approval requirements and to assess the effectiveness of site-specific environmental management controls and provide improvements where possible. These audits may also be undertaken following a significant environmental incident.

Independent Audits required in Conditions A27-A32 will be undertaken in accordance with the Independent Audit Post Approval Requirements (DPE, 2020).

6.3.1 System Audits

System audits include internal (1st party) audits conducted by Abergeldie auditors on Abergeldie projects, processes and contracts, and external (3rd party) audits conducted by an accredited certification body in accordance with relevant Standards. System audits can encompass both a review of IMS implementation, as well as a review of compliance to project contractual and legislative requirements.

Abergeldie's online Audit Planning Schedule in IFS provides the frequency of internal and external system audits. The project system audit frequency is determined in consideration of the project scope and associated potential safety, quality and environmental risks. The frequency of audits is reviewed at the time each audit is undertaken and is therefore subject to change.

6.3.2 Compliance Audits

Compliance audits include external (2nd party) audits conducted by Client or independent auditors to identify the level of the project's compliance to contractual and other legislative requirements. The scope of these audits is to assess compliance with the contract, EIA, planning approval, consent conditions and associated management plans and/or may be a requirement of the Client's environmental management system requirements. Auditors may include Client Environmental Representatives or Independent Auditors that require approval by regulatory authorities prior to engagement.

In accordance with Condition A27, proposed independent auditors must be approved by the Planning Secretary before the commencement of an Independent Audit. In accordance with Condition A28, Independent Audits of the SSI must be conducted and carried out in accordance with the Independent Audit Post Approval Requirements (DPIE, 2020) or as updated from time to time and published on the Department's website.

6.3.3 Audit Schedule

The audit schedule for the project is outlined in Table 6-3 below.

Table 6-3 Internal Audit Schedule

AUDIT TYPE	FREQUENCY	PARTICIPANTS	REPORTING
Internal IMS System/Compliance Audits	Within 8 weeks of commencement of construction and as per IFS Audit Planning Schedule	1 st Party	IFS Audit Module BMS007-F01 BMS007-F02
External System/Compliance Audits	As per DPHI and Contract requirements	2 nd Party	Client System
Abergeldie IMS System Audit	As per ISO Certification Requirements	3 rd Party	Independent Report IFS Audit Module

Internal environmental system and compliance audits will be recorded using the *BMS007-F01 – Audit Checklist*. Observations, findings and recommendations, including opportunities for improvement and non-compliance identified during the audits will be recorded on the *BMS007-F02 Audit Inspection Action Plan* and in the Audit Module of IFS. Non-compliance will be managed in accordance with IMS procedure, *BMS008-Non-Conformance and Improvement Actions*.

In accordance with Condition A29, the Planning Secretary may require the initial and subsequent Independent Audits to be undertaken at different times to those specified in Independent Audit Post Approval Requirements (Department of Planning, Industry and Environment, 2020), upon giving at least four weeks notice (or timing as stipulated by the Planning Secretary) to the Proponent of the date upon which the audit must be commenced.

Audit outcomes will be reviewed by the Environmental Site Representative and will be communicated to the project team for action. Any corrective and preventative actions identified will be implemented within a suitable timeframe and the CEMP may be revised and reissued as necessary. Findings from the audit will be included as part of the Management Review Process (Section 7.3).

In accordance with Condition A30, in accordance with the specific requirements in the Independent Audit Post Approval Requirements (Planning, Industry and Environment, 2020), the Proponent must:

- (a) review and respond to each Independent Audit Report prepared under Condition A27 or Condition A28;

- (b) submit the response to the Planning Secretary; and
- (c) make each Independent Audit Report and response to it publicly available 60 days after submission to the Planning Secretary, or as otherwise agreed by the Planning Secretary.

In accordance with Condition A31, Independent Audit Reports and the Proponent's response to audit findings must be submitted to the Planning Secretary within two months of undertaking the independent audit site inspection as outlined in the Independent Audit Post Approval Requirements (Planning, Industry and Environment, 2020).

In accordance with Condition A32, notwithstanding the requirements of the Independent Audit Post Approval Requirements (Planning, Industry and Environment, 2020), the Planning Secretary may approve a request for ongoing independent operational audits to be ceased, where it has been demonstrated to the Planning Secretary's satisfaction that independent operational audits have demonstrated operational compliance.

6.4 COMPLIANCE MANAGEMENT

A non-compliance is defined as a failure to comply with the requirements of the IMS (including this CEMP, the SSI Approval and its supporting documentation) that requires action. The IMS procedure, *BMS008-Non-Conformance and Improvement Actions* describes the process for managing non-conforming work practices and initiating corrective and preventative actions or system improvements.

Non-compliances may be identified by anyone, including Abergeldie or Client personnel, during observations, inspections, monitoring or audits or because of a complaint or environmental incident. When non-compliances are identified and substantiated, corrective and preventative actions will be identified and implemented.

Non-compliances, corrective and preventative actions and improvement opportunities will be documented in the IFS Non-Compliance module, as per *BMS008-Non-Conformance and Improvement Actions*, including details of the issue, action required, timing and responsibility for implementation. Actions shall be reviewed and closed out within assigned timeframes.

Non-complying activities will be stopped by the Abergeldie Project Manager or Environmental Site Representative following consultation with the Abergeldie Construction Manager. The works will not recommence until the corrective or preventative action has been closed out. The Client may also stop activities in these circumstances.

In accordance with Condition A35, within seven days of becoming aware of a non-compliance, the Proponent must notify the Department of the non-compliance. The notification must be in writing and must be submitted via the NSW planning portal (Major Projects). The notification must identify the SSI (including the application number and the name of the SSI if it has one), set out the condition of this approval that the SSI is non-compliant with, why it does not comply, the reasons for the non-compliance (if known), and what actions have been undertaken, or will be undertaken, and when, to address the non-compliance.

Note: A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.

7. REPORTING & IMPROVEMENT

7.1 ENVIRONMENTAL RECORDS

Environmental records will be kept demonstrating environmental due diligence and compliance with environmental requirements and may include:

- Environmental site inspection, audit, monitoring and compliance reports/records.
- Environmental incident reports, investigations and follow-up action taken.
- Non-compliance reports and corrective action registers.
- Training and induction records.
- Waste registers and disposal dockets.
- Minutes of environmental system review meetings and evidence of action taken.
- Complaints and enquiries received, and follow-up actions.
- Correspondence received by regulators.
- Licences, permits and approvals.
- Environmental risk assessments.
- Other documentation required by approvals, licences and permits.

All records will be retained in accordance statutory requirements. Project documentation shall be kept in accordance with the *Abergeldie BMS004 Document Management Procedure*.

7.2 ENVIRONMENTAL REPORTING

Environmental performance will be reported to the Abergeldie General Manager – Health, Safety, Environment & Sustainability and the Client (if required) monthly. The Abergeldie Project Manager is responsible for ensuring adequate resources are allocated to complete the required environmental reporting.

The monthly environmental report will include a summary and status of:

- Environmental incidents and non-compliances.
- Environmental site inspection, audit and monitoring results.
- Environmental training undertaken.
- Status of approvals and high-risk site activities.
- Environmental complaints and regulator or media enquiries.

- Data required by NGERs (fuel and energy usage on site)
- Data related to waste (recycled, reused, exported, imported)
- Data related to native vegetation clearing and rehabilitation works.
- Unexpected finds.
- Comments on performance against the CEMP and its objectives.

A monthly safety and environment report will be prepared in the format detailed in DCCEEW Water Group Monthly Project Safety and Environment Report.

All fuel, energy and waste information will be entered into the *PM005-F03 HSEQ Monthly Report* on IFS.

7.3 MANAGEMENT REVIEW & CEMP REVISION

7.3.1 Management Review

Management review of the CEMP will be undertaken as part of Abergeldie's' continual improvement process. The purpose of the review is to periodically examine the effectiveness and implementation of the CEMP and evaluate the environmental performance of the project, to identify opportunities for improvement.

The review may include consideration of:

- Progress of work and the adequacy of the environmental risk assessment.
- Issues raised during environmental monitoring, inspections, and audits.
- Any recent and relevant environmental incidents and lessons learnt.
- Communications from external parties including complaints and Client feedback.
- Review of the adequacy and effectiveness of environmental controls, resources and training programs.
- Compliance with legal and other requirements and consideration of any new regulatory obligations.
- Consideration of the performance of subcontractors and consultants on the project.
- Review of any project modifications or changes to identify revisions required to the CEMP.
- Review of the effectiveness of corrective and preventative actions.
- Review of the implementation of follow-up actions from previous management reviews.

Management reviews will be undertaken annually (at a minimum) and will be led by the Environmental Site Representative and the Project Manager, who will include relevant project team members and stakeholders, as required.

The outcomes of the management review will be documented and provided to the Abergeldie Construction Manager, the Abergeldie General Manager – Health, Safety, Environment & Sustainability and other Abergeldie management team members (as required). The management review outcomes will be evaluated within two weeks following the review. Any corrective/preventative actions or improvement opportunities will be managed in accordance with IMS procedure *BMS008-Non-Conformance and Improvement Actions*, including details of the issue, action required, timing and responsibilities.

7.3.2 CEMP Approval and Revision

Approval of the CEMP by the Planning Secretary is a hold point for the commencement of Construction. Where the document is revised, the revised document requires re-approval.

The CEMP will be prepared by the Abergeldie project team (or delegated consultant) and reviewed by the Abergeldie Project Manager and Abergeldie Environmental Site Representative. The CEMP will be endorsed by the ER and approved by DPHI.

The effectiveness of the CEMP will be assessed and updated regularly to ensure its continuing suitability, adequacy, effectiveness and compliance to the project specifications. At a minimum, the CEMP will be reviewed and updated on an annual basis i.e. one year after the date of DPHI approval and every 12 months thereafter. All CEMP sub-plans will also be reviewed on an annual basis following approval. Revision and amendments to the CEMP and/or other project environmental documentation may be required to incorporate or reflect:

- Recommendations of the annual management review or audits.
- Amendments to the EIA and project environmental planning approval.
- Changes in scope that have been assessed and approved.
- Performance improvement is identified for any environmental constraint.
- Changes in contractual, legislative, IMS or project requirements.
- Updates to risk management following review of significant incidents.
- Comments received from the Client or other stakeholders.

CEMP revisions will be recorded and issued in accordance with Section 1 of the CEMP.

8. ABBREVIATIONS & DEFINITIONS

ABBREVIATION	DESCRIPTION
Aboriginal Cultural Heritage	The same meaning as “Aboriginal object” or “Aboriginal place” as defined in section 5 of the <i>National Parks and Wildlife Act 1974</i> (NSW).
ACM	Asbestos Containing Material
AEP	Annual Exceedance Probability
AHIMS	Aboriginal Heritage Information Management System
AHIP	Aboriginal Heritage Impact Permit, issued under the <i>National Parks and Wildlife Act 1974</i>
Ancillary Facility	A temporary facility for construction of the SSI including an office and amenities compound, construction compound, skip bin, fuel and equipment containers, a fixed material stockpile area, access roads, borrow pit, temporary coffer dams and car parking facilities. Note: Where an approved CEMP contains a stockpile management protocol, a material stockpile area located within the construction boundary is not considered to be an ancillary facility.
ARA	Appropriate Regulatory Authority
ASS	Acid Sulphate Soils
ASSMAC	Acid Sulphate Soils Management Advisory Committee
BC Act	<i>Biodiversity Conservation Act 2016</i> (NSW)
BOM	Bureau of Meteorology
CEMP	Construction Environmental Management Plan (this document)
Certified contaminated land consultant	A contaminated land consultant certified under one of the following certifications: - Environment Institute of Australia and New Zealand – Certified Environmental Practitioner (Site Contamination) (CEnvP (SC)); or - Soil Science Australia – Certified Professional Soil Scientist Contaminated Site Assessment and Management (CPSS CSAM)
Client	DCCEEW
CLM Act	<i>Contaminated Land Management Act 1997</i> (NSW)
COA	Conditions of Approval
Construction	Includes Work required to construct the SSI as defined in the Project Description in the documents listed in Condition A1 including commissioning trials of equipment and temporary use of any part of the SSI but excludes Low Impact Work which is carried out or completed prior to approval of the CEMP and work approved under a Site Establishment Management Plan.
Construction Boundary	The area physically affected by work as defined in the Project Description in the documents listed in Condition A1.
Consultation	To provide information and actively engage with and obtain and consider feedback from stakeholders following project approval. How the feedback has been considered and whether any changes have been made in response to this feedback is then documented and communicated back to stakeholders. Consultation should not be limited to one-way notification about the project. This definition must be used to inform the Communication Strategy required under Condition B1.
Contamination	As defined in the CLM Act.
CPHR	Conservation Programs Heritage and Regulation of NSW DCCEEW
dB	Decibels, the measurement of sound or noise
DCCEEW	Department of Climate Change, Energy, Environment and Water
DCCEEW (Commonwealth)	Department of Climate Change, Energy, Environment and Water (Commonwealth)

ABBREVIATION	DESCRIPTION
Department	NSW Department of Planning, Housing and Infrastructure
Disturbance of land	Work that alters the ground surface to expose underlying soils or fill materials.
DPHI	Department of Planning, Housing and Infrastructure
DPIRD Fisheries	NSW Department of Primary Industries and Regional Development, Fisheries Division.
EEC	Endangered Ecological Community
EIA	Environmental Impact Assessment
EIS	The Environmental Impact Statement referred to in Condition A1, submitted to the Planning Secretary seeking approval to carry out the development described in it, and including any additional information provided by the Proponent in support of the application for approval of the project.
EMS	Environmental Management System
ENM	Excavated Natural Material
Environment	Includes all aspects of the surroundings of humans, whether affecting any human as an individual or in their social groupings.
Environmental Aspect	Defined by AS/NZS ISO 14001:2015 as an element of an organisation's activities, products or services that can interact with the environment.
Environmental Impact	Defined by AS/NZS ISO 14001:2015 as any change to the environment, whether adverse or beneficial, wholly or partially resulting from an organisations' environmental aspects.
Environmental Heritage	Has the same meaning as the definition of the term in section 4 of the <i>Heritage Act 1977</i> (NSW)
Environmental Site Representative	Includes Abergeldie Environment & Sustainability Team members such as Environmental Manager, Environmental Advisor, Environmental Coordinator, etc.
EPA	Environment Protection Authority (NSW)
EP&A Act	<i>Environmental Planning and Assessment Act 1979</i> (NSW)
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i> (Commonwealth)
EPL	Environment Protection Licence under the POEO Act
ER	The Environmental Representative(s) for the SSI approved by the Planning Secretary.
ERA	Environmental Risk Assessment (ENV001-F02)
ERSED	Erosion and Sediment
ESCP	Erosion and Sediment Control Plan
EWMS	Environmental Work Method Statement
EWR	Environmental Water Requirement
FM Act	<i>Fisheries Management Act 1994</i> (NSW)
HAZMAT	Hazardous Materials
Heritage Act	<i>Heritage Act 1977</i> (NSW)
Heritage item	A place, building, work, relic, archaeological site, tree, movable object or precinct of heritage significance, that is listed under one or more of the following registers: the State Heritage Register under the <i>Heritage Act 1977</i> (NSW), a state agency heritage and conservation register under section 170 of the <i>Heritage Act 1977</i> (NSW), a Local Environmental Plan under the EP&A Act, the World, National or Commonwealth Heritage lists under the <i>Environment Protection and Biodiversity Conservation Act 1999</i> (Cth).
Heritage NSW	Heritage NSW, Department of Climate Change, Energy, the Environment and Water.
Hold Point	A verification point that prevents work from commencing prior to completion / approval / release of the hold point by the nominated approver

ABBREVIATION	DESCRIPTION
Hot Work	Includes grinding, welding, brazing, oxy-cutting, heat treatment or processes that generate heat or continuous streams of sparks
HSEQ	Health, Safety, Environment and Quality
IFS	Abergeldie's Incident Management System
IMS	Integrated Management System
Incident	An occurrence or set of circumstances that causes or threatens to cause material harm to the environment, and as a consequence of that environmental harm, may cause harm to the health and safety of human beings, and which may or may not be or cause a non-compliance.
ISO14001	International Standard ISO 14001:2015, Environmental Management Systems
LALC	Local Aboriginal Land Council
Landowner	Has the same meaning as "owner" in the <i>Local Government Act 1993</i> and in relation to a building means the owner of the building.
LGA	Local Government Authority
Low Impact Work	(a) surveys; (b) investigations; (c) property acquisition adjustment work; (d) archaeological testing under the Code of practice for archaeological investigation of Aboriginal objects in NSW (DECCW, 2010) or archaeological monitoring to ensure that there is no impact on heritage items; (e) maintenance of existing buildings and structures required to facilitate the carrying out of the SSI; and (f) Works or uses that the ER has determined will have minimal environmental or community impact, including out-of-hours work determined under (b) below. Notwithstanding the following works are not Low Impact Work: (a) where heritage items or expected archaeological potential, or threatened species or threatened ecological communities (within the meaning of the Biodiversity Conservation Act 2016 or Environment Protection and Biodiversity Conservation Act 1999) are affected or potentially affected by any low impact work, that work is construction, unless otherwise determined by the Planning Secretary, following consultation by the Proponent with Heritage NSW, CPHR or DPIRD Fisheries (in the case of impact upon fish and aquatic invertebrates); and (b) any Work undertaken outside the hours specified in Condition E29 that exceeds noise management and vibration levels as identified in Condition E30(b), unless determined by the ER the activity can occur. Notes: 1. Early stages of Work are not necessarily low impact work. 2. Low Impact work is not construction as defined by this approval. 3. Where ER approval is sought, the Proponent must justify the need to undertake the activity and advise how any low impact activity will be managed including duration of the activity and cumulative impacts.
Material Harm	Is harm that: (a) involves actual harm to the environment that may include (but not be limited to) a leak, spill, emission other escape or deposit of a substance, and as a consequence of that environmental harm (pollution), may cause harm to the health or safety of people; or (b) results in actual loss or property damage of an amount, or amounts in aggregate, exceeding \$10,000 (such loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practicable measures to prevent, mitigate or make good harm to the environment). Notes: 1. This definition excludes "harm" that is either authorised under this consent or any other statutory approval.

ABBREVIATION	DESCRIPTION
	2. For the purposes of this definition, material harm excludes incidents captured by Work Health and Safety reporting requirements.
Minister	NSW Minister for Planning and Public Spaces
Minor Ancillary Facility	Worker amenities and materials laydown and the like that are not part of an ancillary facility site.
MNES	Matter of National Environmental Significance, as defined under the <i>EPBC Act 1999</i> .
NML(s)	Noise Management Level as defined in the Interim Construction Noise Guideline (DECC, 2009).
NPW Act	<i>National Parks and Wildlife Act 1974</i> (NSW)
Non-compliance	An occurrence, set of circumstances or development that is a breach of this approval.
NSW	New South Wales
CNVMP	Construction Noise and Vibration Management Plan
OOHW	Out Of Hours Work
pH	Potential of hydrogen which is the measure of the acidity or alkalinity of a solution
Planning Secretary	Planning Secretary of the Department (or nominee, whether nominated before or after the date on which this approval was granted)
POEO Act	<i>Protection of the Environment Operations Act 1997</i> (NSW)
PPE	Personal Protective Equipment
RAPs	Registered Aboriginal Parties
Relic	Has the same meaning as the definition of the term in section 4 of the <i>Heritage Act 1977</i> (NSW).
Relevant council(s)	Edward River Council
Response to Submissions	The Proponent's response to issues raised in submissions received in relation to the application for approval for the SSI under the EP&A Act.
ROL	Road Occupancy Licence
Sensitive Receiver	includes residences, classrooms, hospitals, places of worship and recreation areas. Commercial premises (such as temporary accommodation, childcare centres, restaurants) at times may be considered sensitive.
SEP	Site Environmental Plan, a visual representation of the site environmental sensitivities and key environmental management controls to be applied.
SEPP	State Environmental Planning Policy
SDS	Safety Data Sheet
SIS	Species Impact Statement
SRZ	Structural Root Zone, the area of a tree where the roots provide critical structural stability
SSI	The State Significant Infrastructure, as generally described in Schedule 1 of this approval, the carrying out of which is approved under the terms of this approval.
Standard Construction Hours	Monday to Friday 7am to 6pm, Saturday 8am to 1pm, no work on Sundays or public holidays
SWMP	Soil and Water Management Plan
TISEPP 2021	State Environmental Planning Policy (Transport and Infrastructure) 2021
TMP	Traffic Management Plan
TOBAN	Total Fire Ban
TPZ	Tree Protection Zone, the area of a tree set aside for the protection of tree roots and crown to maintain the trees long-term viability

ABBREVIATION	DESCRIPTION
Unexpected heritage find	An object or place that is discovered during the carrying out of the SSI and which may be a heritage item but was not identified in the documents listed in Condition A1 or suspected to be present. An unexpected heritage find does not include human remains.
VENM	Virgin Excavated Natural Material, natural soil/rock that comes from undisturbed areas that are not contaminated
VMP	Vegetation Management Plan
Work	Any physical activity for the purpose of the SSI including Construction and Low Impact Work.
WM Act	<i>Water Management Act 2000</i> (NSW)
WMP	Waste Management Plan
WRA	Workplace Risk Assessment (WHS001-F04)

APPENDIX A – ENVIRONMENTAL POLICY & SUSTAINABILITY POLICY



ENVIRONMENTAL POLICY

Abergeldie is committed to building better communities, by ensuring the environment is considered, protected, and restored in the communities where we operate.

Abergeldie demonstrates this commitment by preventing pollution, protecting human health and ecosystems, minimising environmental harm and incorporating sustainable practices into all aspects of our operations.

Abergeldie will achieve this Policy commitment by:

- Continuously managing and improving our Environmental Management System (14001:2015).
- Identifying and managing environmental aspects and impacts across the lifecycle of our activities, products, and services.
- Proactively assessing environmental risks and opportunities and implementing controls to eliminate or reduce environmental impacts.
- Engaging stakeholders to promote a culture of shared environmental responsibility.
- Conducting activities in compliance with legislative, regulatory and statutory obligations and requirements.
- Setting and reviewing measurable environmental objectives and targets and monitoring and reporting progress against them.
- Consulting, communicating, and educating our workers on environmental responsibilities and compliance obligations.
- Providing adequate resources, induction, training, and equipment to support our obligations.
- Maintaining emergency preparedness and response plans.
- Reporting environmental incidents and near misses and learning from them to prevent recurrence.
- Implementing mechanisms to enable continual improvement in environmental performance, including inspections, audits, and management reviews.
- Ensuring management remains directly responsible and accountable for environmental management system implementation and performance, including provision of adequate resources and leadership.

This policy statement applies to all Abergeldie workplaces across Australia and New Zealand and will be regularly reviewed in consideration of changes to legislation, our understanding of best practice, and the organisational structure of Abergeldie.

Mark Bruzzone
Chief Executive Officer

21 November 2025

Date



SUSTAINABILITY POLICY

Abergeldie is committed to building better communities, by ensuring sustainability is considered in all areas of the business to enhance, protect and restore communities and their surrounding environment for future generations.

Abergeldie will achieve this Policy commitment by:

- Operating efficiently and aligning with the principles of ecological sustainable development.
- Ensuring all reasonable steps are taken to minimise harm to the environment whilst maximising long term social, environmental, and economic value.
- Continuously improving our certified Environmental Management Systems ISO 14001:2015.
- Monitoring and managing our sustainability performance and complying with all legislative and regulatory requirements.
- Taking all reasonable care to provide and maintain a safe and healthy working environment.
- Continuously improving resource consumption, supplies, technology, and carbon emissions across our operations by implementing circular economy principles.
- Integrating sustainability within our procurement processes, guided by ISO 20400:2017.
- Implementing our Corporate Social Responsibility Procedure, guided by ISO 26000:2010 to effectively assess and address social responsibility issues that impact our operations.
- Promoting sustainable innovations and establishing targets to achieve the goals of our Carbon Reduction Strategy and Net Zero goal.
- Managing and mitigating the risks associated with modern slavery in our business operations and supply chains by implementing and adhering to our Modern Slavery Statement.
- Promoting an inclusive and diverse workplace and culture.
- Proactively working with educational institutions to encourage opportunity and experience.
- Implementing our Reflect Reconciliation Action Plan (RAP), which will further develop our understanding, commitment, and respect for First Nations cultures and focus on improving relationships, opportunities and governance related to Reconciliation.
- Proactively engaging with stakeholders, community groups, charities, and Not-for-Profit organisations to achieve positive sustainable outcomes in the communities we work in

This policy statement applies to all Abergeldie workplaces across Australia and New Zealand and will be regularly reviewed in consideration of changes to legislation, our understanding of best practice, and the organisational structure of Abergeldie.

Mark Bruzzone
Chief Executive Officer

21 November 2025

Date

APPENDIX B – ENVIRONMENTAL RISK ASSESSMENT

Please refer to Document MBYCM00-000ALL-ACI-NM-REG-00001_00 YANCO CREEK
MODERNISATION - ENVIRONMENTAL RISK REGISTER

NOTE: The Environmental Risk Assessment has been included in the CEMP, however it is a separate document that is edited independently of this CEMP. Therefore, the ERA included in this CEMP will not be update as the project ERA is progressively reviewed and updated throughout construction.

APPENDIX C – ENVIRONMENTAL MITIGATION MEASURES

ENVIRONMENTAL MITIGATION MEASURES				
#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
Groundwater				
GW01	The need for construction dewatering will be reviewed if the construction methodology changes substantially from that assessed in the Groundwater Assessment Report and deeper excavations are proposed.	Pre-construction Construction	DCCEEW Environmental Site Representative Project Engineer	SWMP Dewatering Procedure
GW02	Groundwater level monitoring utilising the existing monitoring wells should be undertaken on a monthly basis at wells BH201 (Hartwood) and BH3 (Wanganella) for five years.	Operation	WaterNSW	N/A
GW03	Annual water quality monitoring for salinity (as electrical conductivity) and pH at wells BH201 (Hartwood) and BH3 (Wanganella) for five years.	Operation	WaterNSW	N/A
GW04	Site environmental management, inclusive of spill response measures, will be in accordance with broader WaterNSW existing environmental management procedures and policies.	Operation	WaterNSW	N/A
Geomorphology				
GE01	Regulator structures designed to avoid erosion around and downstream of structures through erosion protection. Regulator structure include energy dissipation measures to manage erosion immediately downstream including concrete aprons and rock armouring of bed and channel banks.	Detailed Design	DCCEEW	N/A
GE02	A Construction Environment Management Plan (CEMP) will be prepared to include site specific control measures to manage potential erosion or sedimentation impacts from instream works as set out below.	Pre-construction	Environmental Site Representative Certified CPESC	This Plan SWMP ESCP
GE03	A construction Erosion and Sediment Control Plan (ESCP) will be prepared as part of the construction soil and water management plan (CSWMP) and will detail the specific erosion and sediment control measures to be implemented within the proposal area, in accordance with the principles and requirements of Managing Urban Stormwater – Soils and Construction,	Pre-construction Construction	Environmental Site Representative CPESC (Certified Professional in Erosion and Sediment Control)	SWMP ESCP

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	Volumes 1 (Landcom 2004) and 2C (DECC, 2008) (known as the Blue Book). Controls should include but not be limited to: • Instream control measures: ○ Floating silt fences for instream works. ○ Undertaking work when flows are low/dry and minimise the duration of works within the watercourse as far as practicable. ○ Weir removal and new regulator construction to be undertaken in two phases; half of the creek needs to remain unobstructed to maintain continuous flow of water while construction is undertaken on the other side. Cofferdams, sumps and pumps would be used to separate and dewater the half of the creek undergoing construction. ○ Minimise clearance of vegetation and retain existing vegetation as much as possible. ○ Contingencies are in place for moderate to high flows, particularly during instream construction works. ○ Wherever possible, prefabricate instream structural elements prior to instream installation. • Terrestrial control measures: ○ Install sediment controls around stockpiles and borrow areas to contain coarse soil and sediment, as applicable to prevent sedimentation of watercourses. ○ Placement of stockpiles away from the watercourse (at least 20 metres of creek channels) and be covered when not in use to prevent sediment runoff, and consider whether covering of stockpiles containing coarse soil and sediment is also required. ○ Stabilise exposed soil where applicable with the appropriate structural materials and media for the construction activities (e.g. stabilisation matting, rock armour or vegetation). ○ Regular, at least daily, visual water quality monitoring of waterways adjacent to the project area during construction, to assess the effectiveness of silt fences, so they can be fixed if necessary.		Site Supervisor	

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	Erosion and sediment controls established prior to commencement of vegetation clearing or earthworks where practical.			
GE04	Disturbed areas will be revegetated as soon as practical, progressively. Rehabilitation at construction sites to include replacing topsoil.	Construction Post-construction	Environmental Site Representative CPESC Project Ecologist	SWMP ESCP Rehabilitation Plan
GE05	Erosion and sediment controls, will be maintained post construction until disturbed areas are stabilised. Undertake two post-construction visual assessments of the regulator over two years to identify and assess any erosion, so it can be addressed if required.	Post-construction Operation	Environmental Site Representative CPESC WaterNSW	ESCPs Environmental Inspection Reports Ersed Inspection Reports
Surface Water Quality and Aquatic Ecology				
SWQ01	Preparation of a CEMP to outline the measures to manage water quality impacts associated the construction works is recommended. If risks are to be minimised, it is recommended the CEMP include, but not be limited to, the following: - Measures to minimise/manage erosion and sediment transport within the disturbance area and off site with consideration of contingencies for moderate to high rainfall events. - Measures to manage stockpiles, including locations and sediment controls and stabilisation. - Detail procedures to capture, contain and dispose of concrete waste. - Measures to manage saline soils. - Measures to manage water (including dewatering) and groundwater ingress from construction, including water collection protocols, and water quality standards to be achieved for release to downstream environment. This should be included in a dewatering management plan that would be prepared as a subplan to the CEMP. - Staging of works to consider and respond to forecast high flows and heavy rainfall events.	Pre-construction	Environmental Site Representative CPESC	CEMP SWMP Dewatering Procedure ESCPs Weed and Pathogen Control Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	- Management of the spread of weeds and pests. - Management of spills and leaks.			
SWQ02	Measures to ensure all waterway crossings will be constructed in accordance with the Guidelines for Controlled Activities on Waterfront Land – riparian corridors (NRAR, 2018), Guidelines for watercourse crossings on waterfront land (DPI, 2012), Guidelines for riparian corridors on waterfront land (DPI, 2012) and Why Do Fish Need to Cross the Road? Fish Passage Requirements for Waterway Crossings (DPI, 2003).	Pre-construction Construction	Environmental Site Representative CPESC Project Ecologist	SWMP ESCPs Flora and Fauna Management Plan
SWQ03	A construction Erosion and Sediment Control Plan (ESCP) will be prepared as part of the construction soil and water management plan (CSWMP) and will detail the specific erosion and sediment control measures to be implemented within the proposal area, in accordance with the principles and requirements of Managing Urban Stormwater – Soils and Construction, Volumes 1 (Landcom 2004) and 2C (DECC, 2008) (known as the Blue Book). Controls should include but not be limited to: - Instream control measures - Floating silt fences for instream works. - Undertaking work when flows are low/dry and minimise the duration of works within the watercourse as far as practicable - Weir removal and new regulator construction to be undertaken in two phases; half of the creek needs to remain unobstructed to maintain continuous flow of water while construction is undertaken on the other side. Cofferdams, sumps and pumps would be used to separate and dewater the half of the creek undergoing construction. - Minimise clearance of vegetation and retain existing vegetation as much as possible. - Contingencies are in place for moderate to high flows, particularly during instream construction works. - Wherever possible, prefabricate instream structural elements prior to instream installation.	Pre-construction Construction	Environmental Site Representative CPESC	ESCPs

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
SWQ04	Site specific controls to be developed to manage the risk of accidental spills or leaks of fuels, oils and chemicals (such as hydraulic oils), or concrete, during construction. These controls are to be documented in the CEMP and would include: • emergency spill response procedure in accordance with NSW DCCEEW incident management protocols • site specific controls to reduce the risk of the release of potentially harmful chemicals from spills or leaks entering waterways • storage of hazardous materials such as oils, chemical and refuelling activities in bunded areas within contractor's temporary work areas • bunded receptacles for concrete waste including concrete slurries and washout water provided at the work sites to capture, contain and appropriately dispose of any concrete waste at a suitably licenced waste facility. These will be located as far from waterways as feasible.	Pre-construction	Environmental Site Representative CPESC	CEMP SWMP
SWQ05	To avoid ingress of concrete waste material into downstream watercourse, the CEMP would outline procedures to capture, contain and appropriately dispose of any concrete waste. Concrete structures would be pre-fabricated prior to installation instream, where practicable.	Pre-construction	Environmental Site Representative CPESC	CEMP SWMP
SWQ06	To detect and manage the degradation of water quality due to construction activities, a water quality monitoring program will be designed and implemented and appended to the CSWMP. As a minimum water quality monitoring would include: • Water quality monitoring upstream and downstream of the proposal site prior to and during construction. In particular, monitoring of dissolved oxygen to ensure suitable saturation levels and turbidity to determine effectiveness of erosion and sediment controls. • Any groundwater that enters excavations within the works sites will be tested and, if suitable, pumped into nearby waterways or otherwise transferred into a treatment pond and treated before being discharged into nearby waterways. The CEMP will include	Pre-construction Construction	Environmental Site Representative CPESC	SWMP Water Quality Monitoring Program

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	water quality criteria for any water to be discharged into nearby waterways.			
SWQ07	Minimise the duration of fish passage restrictions (e.g. cofferdams).	Construction	Environmental Site Representative CPESC Project Ecologist	SWMP Flora and Fauna Management Plan
SWQ08	Develop and implement a weed and pathogen control plan that includes the following requirements and measures to mitigate spread: - Vehicle, personnel, material and equipment hygiene protocols (including measures required to prevent the spread or transmission of Chytrid Fungus as per Hygiene protocols for the control of diseases in Australian frogs (Murray et al. 2011). - Weed, pest animal and pathogen management and monitoring and reporting requirements during the construction period. - Weed and pathogen management and monitoring and reporting requirements should be documented. Measures must be auditable and linked to management outcomes. - Identify any listed weeds (identified in NSW WeedWise) that have been found in the construction area as part of the ecological assessment and assess the risk of additional spread prior to relocating topsoil. Implement measures to manage this risk when clearing, grading, and reinstatement activities. - To a reasonable extent when conducting clearing and grading activities, check that vehicles and plant equipment are free of soil (dust/clods) and vegetation prior to entry and exit from the construction area. - Evaluate disturbed areas post-construction and implement rehabilitation in accordance with the appropriate safeguards. - To avoid and minimise spread of weeds and pathogens, all vehicles and plant undertaking construction works directly in the watercourse must be cleaned and free of debris prior to entering a waterway, and on exit if working between multiple waterways	Pre-construction Construction Post-construction	Environmental Site Representative Project Ecologist Site Supervisor	Flora and Fauna Management Plan Weed and Pathogen Control Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
SWQ09	- Limit disturbance to riparian vegetation and snags to the assessed clearing areas and avoid complete removal wherever possible. - Any large woody debris and snags (>3m long or 30cm wide) that have to be removed from the construction footprint should be moved to a suitable location upstream or downstream of the site in consultation with a qualified ecologist and WaterNSW.	Construction	Environmental Site Representative Project Ecologist Site Supervisor	Flora and Fauna Management Plan
SWQ10	- Disturbed areas will be revegetated with endemic riparian and floodplain species (replacing like for like) to be undertaken as soon as practical, progressive reinstatement. - Rehabilitation at construction sites to include replacing topsoil from the site stockpile.	Construction Post-construction	Environmental Site Representative Project Ecologist	Rehabilitation Plan
SWQ11	Food waste accumulated on site will be stored in inaccessible bins and disposed off-site regularly so that the waste doesn't attract predatory pests such as cats and foxes.	Construction	Site Supervisor	Environmental Site Inspections Waste Management Tool
SWQ12	Implement the following fauna management procedures during construction including: - Prepare a dewatering plan for coffer dams to avoid potential impacts to aquatic fauna such as fish stranding. - As a requirement of the dewatering plan, native aquatic fauna entrained within the coffer dams will be captured and relocated to a nearby suitable habitat by qualified aquatic ecologists. - Development and implementation of handling and salvage protocols for terrestrial and aquatic fauna during construction, including requirements for legislative permits and authorisation requirements of wildlife handlers. This will include procedures for pre-clearing, clearing surveys and procedures should fauna or nests/burrows be found during these surveys and removal is required. The protocols will include details of requirements, including wildlife handler/ecologist/NSW DPI permits.	Pre-construction Construction	Environmental Site Representative Project Ecologist Site Supervisor	Flora and Fauna Management Plan Coffer Dam Dewatering Procedure
SWQ13	All fencing must be fauna friendly to minimise risk of injury from collision and include provision of egress points, for example:	Construction	Environmental Site Representative	Flora and Fauna Management Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	- Temporary to exclude construction: High visibility string of bunting or plastic mesh (not transparent) attached to star pickets with plastic caps (or weighted posts that avoid ground penetration in culturally sensitive areas). - Temporary to exclude wildlife (e.g. from open trenches): Fencing stays located inside the exclusion area, or with high visibility mesh to guide wildlife away from obstructions and potential traps. Shade cloth or other suitable deterrent attached to the lower 50 cm of the outside of the exclusion zone and weighted to the ground. - No barbed or razor wire will be used. - Trench management, including avoiding open trenches overnight where practicable. Where trenches cannot be closed, check trenches at the start and end of each day (i.e. dawn/dusk), and consider feasibility of measures (e.g. ramps) to aid animal escape.		Project Ecologist Site Supervisor	
SWQ14	Implement measures to minimise noise, vibration and lighting impacts on known threatened fauna species and habitat, including: - Avoid unnecessary light spill across a broader area than required to avoid attracting insects and subsequently their predators (bats and birds). - Avoiding night works during periods of high insect/bird/bat activity (October to March) as far as reasonably practical, so as to minimise disturbance to fauna communication, foraging and other behaviours that depend on sound and darkness.	Construction	Environmental Site Representative Site Supervisor Project Ecologist	Flora and Fauna Management Plan Environmental Site Inspections
SWQ15	Once the proposal structures have been in operation through an appropriate operational cycle, the Yanco Creek System Operations Plan will be updated reviewed taking into account system monitoring results, identified operating risks and ecological response.	Operation	DCCEEW WaterNSW	N/A
SWQ16	Erosion and sediment controls, including semi-permanent controls along the creek bed and bank as required, will be maintained post construction until disturbed areas are stabilised.	Operation	WaterNSW	N/A

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	Undertake two post-construction visual assessments of regulators over two years to identify and assess any erosion caused by the structures, so it can be addressed if required.			
SWQ17	Site environmental management, inclusive of spill response measures, will be in accordance with broader WaterNSW operation and maintenance and environmental management procedures for operations.	Operation	WaterNSW	N/A
SWQ18	- Develop and adhere to fishway maintenance protocols in line with NSW DPI – Fisheries advice. - Conduct fishway monitoring in line with advice from NSW DPI - Fisheries at each regulator once the construction is complete to ensure they are operating as anticipated.	Operation	WaterNSW	N/A
SWQ19	To assess changes in water quality following the construction of the proposal and implementation of the Yanco Creek System Operations Plan, develop and conduct a water quality monitoring program for Billabong Creek, downstream of Wanganella and Hartwood Regulators. This may be incorporated into existing catchment-based monitoring programs at long-term monitoring locations, if not already covered.	Operation	WaterNSW	N/A
SWQ20	- All operation personnel would be informed of environmental responsibility with respect to the protection of aquatic and terrestrial fauna and their habitat. - All vehicles driven by operation personnel would be required to remain on designated tracks and not drive through water.	Operation	WaterNSW	N/A
Terrestrial Flora and Fauna				
B01	Flora and fauna management controls will be included within the CEMP that specifies measures, processes, and responsibilities to minimise the potential for biodiversity impacts during construction. The CEMP will specify requirements for the implementation of these measures and provide for audit and compliance.	Pre-construction	Environmental Site Representative Project Ecologist	CEMP Flora and Fauna Management Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
B02	Flora and fauna management controls will be included within the WaterNSW operational environmental management procedures. This will include measures, processes, and responsibilities to minimise the potential for biodiversity impacts during operation of the proposal incorporating the measures listed below. The OEMP will specify requirements for the implementation of these measures and provide for audit and compliance.	Operation	WaterNSW	N/A
B03	All workers will be provided with an environmental induction prior to starting work on site. This will include information on the biodiversity values of the site, protection measures to be implemented to protect native biota and penalties for breaches.	Pre-construction Construction	Environmental Site Representative Project Ecologist	Induction Records
B04	Plans will be prepared showing areas to be cleared and areas to be protected, including exclusion zones and protected habitat features in the vicinity of work areas.	Pre-construction	Environmental Site Representative Project Ecologist	Flora and Fauna Management Plan SEPs Pre-clearing Survey Report
B05	A pre-construction assessment of the local <i>Swainsona murrayana</i> population will be conducted including: - consideration of whether the construction period coincides with the August to November flowering period for the species (Cth. DCCEEW 2024b) - consideration of prevailing rainfall conditions in the preceding cool season and assessment of the likely health and extent of the local population - supplementary survey as appropriate to confirm the extent of above-ground plants in the local population - definition and implementation of additional impact and avoidance measures as appropriate potentially including delayed construction activity, adjustment of CAZs, exclusion fencing and/or translocation.	Pre-construction Construction	Environmental Site Representative Project Ecologist	Flora and Fauna Management Plan Pre-clearing Survey Report
B06	A pre-construction assessment of the local Southern Bell Frog population will be conducted including: consideration of whether the construction period coincides with the Spring-Summer breeding and higher adult frog activity period for the species	Pre-construction Construction	Environmental Site Representative Project Ecologist	Flora and Fauna Management Plan Pre-clearing Survey Report

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	- consideration of prevailing rainfall and river conditions and assessment of the likely presence and extent of potential breeding habitat in ephemeral wetlands - supplementary survey as appropriate to confirm the extent of occupied breeding habitat and/or mobile adult frogs in the local population - definition and implementation of additional impact and avoidance measures as appropriate potentially including delayed construction activity, adjustment of CAZs, exclusion fencing, procedures for dewatering of wetlands and/or translocation.			
B07	A pre-construction assessment of threatened bird breeding habitat will be conducted including: - consideration of whether the construction period coincides with the Spring-Summer breeding periods for the Little Eagle, Pink Cockatoo and other threatened bird species - inspection of the known Little Eagle nest tree location, species polygon areas, and any other suitable habitat containing candidate nest trees within 200 m of the proposal footprint - supplementary monitoring as appropriate to confirm the presence of occupied nest trees, breeding activity, and behaviour of birds in the vicinity of the proposal footprint - definition and implementation of additional impact and avoidance measures as appropriate to ensure that occupied nests are not disturbed, potentially including delayed construction activity, adjustment of CAZs and exclusion fencing.	Pre-construction Construction	Environmental Site Representative Project Ecologist	Flora and Fauna Management Plan Pre-clearing Survey Report
B08	Prior to the commencement of any work in or adjoining areas of native vegetation, a survey will be carried out to mark the construction impact boundary. The perimeter of this area would be fenced using high visibility fencing and clearly marked as the limits of clearing. All vegetation outside this fence line will be clearly delineated as an exclusion zone to avoid unnecessary vegetation and habitat removal and the transmission of weeds or disease. Fencing and signage will be maintained for the duration of the construction period. Fencing will be designed to allow fauna to exit the site during clearing activities.	Pre-construction Construction	Environmental Site Representative Project Ecologist	Flora and Fauna Management Plan Pre-clearing Survey Report

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
B09	An unexpected finds protocol will be implemented including measures to be undertaken if threatened flora and fauna not previously recorded on site are detected during clearing or construction activities.	Pre-construction Construction	Environmental Site Representative Project Ecologist Site Supervisor	Flora and Fauna Management Plan
B10	The following protocols for the management of fauna and habitats will be implemented in accordance with would be included in the CEMP: - a procedure for the felling of hollow-bearing trees to prevent or minimise mortality of fauna - salvage of hollows and logs where practicable - management of any trenches or drill sites to prevent fauna from becoming trapped or injured - any additional measures for the management of frog breeding habitat as appropriate to seasonal conditions and the outcomes of pre-construction surveys.	Pre-construction Construction	Environmental Site Representative Project Ecologist	CEMP Flora and Fauna Management Plan
B11	Pre-clearing surveys will be undertaken prior to and during construction by a suitably qualified ecologist. The surveys and inspections, and any subsequent relocation of species, will be undertaken in accordance with the CEMP. Specific surveys include: - an initial pre-clearance survey of the proposal footprint, undertaken by a suitably qualified ecologist prior to the commencement of any clearing activities including: - surveys for roosting microbats in any man-made structures to be removed - searches for nests in vegetation to be removed - identification of fauna refuge sites potentially requiring fauna management during removal, including hollow-bearing trees, woody debris as well as human made material such as metal sheets - a daily pre-clearance fauna survey of the day's work area, undertaken by a suitably qualified ecologist prior to the clearing of native vegetation	Pre-construction Construction	Environmental Site Representative Project Ecologist	Flora and Fauna Management Plan Pre-clearing Survey Report

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	monitoring of clearing activities and observation, rescue, treatment and/or relocation of any resident fauna as appropriate.			
B12	Monitoring of clearing activities would include particular focus on habitat features that may harbour threatened species that are vulnerable to direct or indirect harm including during: - felling of habitat trees that may contain roosting threatened birds or microbats - earthworks in or near floodplain depressions that may contain breeding habitat for the Southern Bell Frog - earthworks affecting cracking clay soils or woody debris that may harbour Grey Snakes or Southern Bell Frogs. - construction activity in the vicinity of the known Little Eagle nest tree or any other nest sites observed in or near the proposal footprint.	Construction	Environmental Site Representative Project Ecologist	Flora and Fauna Management Plan Pre-clearing Survey Report Post-clearing Report
B13	A post-clearing report will be prepared documenting all animals that are handled, or otherwise managed, within the site. Data to be recorded includes: - date and time of the sighting and details of the observer - species - number of individuals recorded - adult/juvenile - condition of the animal (living/dead/injured/sick) - management action undertaken (e.g. captured, handled, taken to vet) - results of any management actions (e.g. released, placed in a nest box, euthanised, placed with carer). An inventory of hollows and fallen timber salvaged and relocated will be maintained.	Construction	Environmental Site Representative Project Ecologist	Flora and Fauna Management Plan Post Clearing Report
B14	All machinery entering the site will be appropriately washed down and disinfected prior to work on site to prevent the potential spread of weeds and disease in accordance with the NSW best practice Protocols to protect priority biodiversity areas (DPIE 2020f).	Construction	Environmental Site Representative Project Ecologist Site Supervisor	Flora and Fauna Management Plan Weed and Pathogen Control Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	Protocols to prevent introduction or spread of chytrid fungus will be implemented following the NSW hygiene guidelines for wildlife (DPIE 2020f). Vehicle washdown logbooks will be maintained.			
B15	Declared priority weeds will be managed according to requirements of the NSW Biosecurity Act. Soil material and stripped groundcover vegetation with the potential to contain priority weeds will not be removed from the proposal footprint. Soil disturbance would be avoided as much as possible to minimise the potential for spreading weeds.	Construction	Environmental Site Representative Project Ecologist Site Supervisor	Flora and Fauna Management Plan Weed and Pathogen Control Plan
B16	A construction Erosion and Sediment Control Plan (ESCP) will be implemented as part of the construction soil and water management plan (CSWMP) and will detail the specific erosion and sediment control measures to be implemented within the proposal area, in accordance with the principles and requirements of Managing Urban Stormwater – Soils and Construction, Volumes 1 (Landcom 2004) and 2C (DECC, 2008) (known as the Blue Book).	Construction	Environmental Site Representative CPESC Site Supervisor	SWMP ESCP
B17	Erosion and sediment controls throughout the proposal site will be inspected and maintained to ensure they are operating effectively. Management measures that have been integrated in the proposal design, including partial coffer damming of Billabong Creek are specified in the Surface Water Quality and Aquatic Ecology Assessment Report, Appendix K to the EIS (Jacobs 2023b).	Construction	Environmental Site Representative CPESC Site Supervisor	SWMP ESCP Environmental Site Inspection Reports Ersed Inspection Reports
B18	Appropriate speeds for all construction and contractor vehicles will be enforced to limit dust generation and minimise risk of fauna mortality through vehicle strike during construction and operation.	Construction	Site Supervisor	Flora and Fauna Management Plan
B19	Works would be confined to daytime hours of 7:00am to 6:00pm, Monday to Sunday (including public holidays), with the exception of the limited activities as described above for noise impacts. Light generated during construction will be managed in general accordance with the requirements in Australian Standard AS 4282-1997 Control of the Obtrusive Effects of Outdoor Lighting. Directional lighting will be used to minimise the effects of light spill outside the CAZ as far as possible.	Construction	Environmental Site Representative Site Supervisor	Environmental Site Inspection Reports

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
B20	All activities on site are to be undertaken as per the approved CEMP and WaterNSW operational environmental procedures, with works confined between the following hours: daytime hours of 7am to 6pm, Monday to Sunday (including public holidays), with the exception of the following activities: - the delivery of materials as requested by the NSW Police Force or other authorities for safety reasons; emergency work to avoid the loss of life or damage to property, or to prevent environmental harm - emergency work to avoid the loss of life, property and/or material harm to the environment - works as approved through the out-of-hours works protocol as approved through the CEMP. These specific controls will be in accordance with the Interim Construction Noise Guideline (DECC. 2009) as listed in the Noise and Vibration Impact Assessment (GHD 2023b).	Construction	Environmental Site Representative Site Supervisor	CEMP Environmental Site Inspection Reports
B21	Post approval Management/Monitoring plans will be prepared and implemented in accordance with relevant NSW EPA Guidance including, but not limited to: - Consultants reporting on contaminated land, Contaminated Land Guidelines, NSW EPA 2020. - Environmental Guidelines, Solid Waste Landfills (2nd Edition), NSW EPA 2016. - The NSW Waste Classification Guidelines and relevant NSW reuse/waste orders and exemptions (E.g. the Excavated Natural Material Order / Exemption) - NSW DCCEEW incident management protocols. Measures will include: - Site specific controls to reduce the risk of the release of potentially harmful chemicals from spills or leaks entering waterways - Spill kits will be kept on site and in construction vehicles where required	Pre-construction Construction	Environmental Site Representative Site Supervisor	CEMP SWMP Water Quality Monitoring Program

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	- Storage of hazardous materials such as oils, chemical and refuelling activities in bunded areas within the construction activity zones - Bunded receptacles for concrete waste including concrete slurries and washout water provided at the work sites to capture, contain and appropriately dispose of any concrete waste at a suitably licenced waste facility. These will be located as far from waterways as feasible.			
B22	Site environmental management during operation, inclusive of spill response measures, will be in accordance with broader WaterNSW existing environmental management procedures and policies.	Operation	WaterNSW	N/A
Aboriginal Heritage				
AH1	All ground-disturbing works to the following earth mounds and potential archaeological deposit (PAD) site must be avoided, specifically: - Forest Creek Block Bank Earth Mound 1 (AHIMS # 54-3-0058), - Hartwood Weir Scarred Tree and PAD (AHIMS # 54-3-0055), - Hartwood Weir Earth Mound 1 (AHIMS # 54-3-0054) and - Hartwood Weir Earth Mound 2 (AHIMS # 54-3-0056), Traditional Owners must be involved in monitoring works to ensure the protection of these sites from the proposed works. Specific site protection conditions include: - Six Aboriginal cultural heritage sites are in close proximity to the access tracks. Prior to the commencement of works these sites must be fenced off using temporary flagging to ensure no disturbance occurs, specifically: - Forest Creek Block Bank Earth Mound 1 (AHIMS # 54-3-0058), - Hartwood Weir Scarred Tree 1 (AHIMS # 54-3-0026),	Pre-construction Construction	Environmental Site Representative Project Heritage Consultant	CEMP ACHMP SEPs

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	- Hartwood Weir Scarred Tree 3 (AHIMS # 54-3-0029), - Hartwood Weir Scarred Tree and PAD (AHIMS # 54-3-0055), - Hartwood Weir Earth Mound 1 (AHIMS # 54-3-0054) and - Hartwood Weir Earth Mound 2 (AHIMS # 54-3-0056), - All vehicles must keep to the access tracks. - An exclusion line using bollards is to be erected to the south of Hartwood Weir Earth Mound 1 (AHIMS # 54-3-0054) and Hartwood Weir Earth Mound 2 (AHIMS # 54-3-0056) to ensure that no vehicles drive in close proximity to sites.			
AH2	The following culturally modified (scar) trees are to have no ground-disturbing works within the canopy dripline, damage to their trunks or limbed removed and/or damaged this includes: - Hartwood Weir Scarred Tree and PAD (AHIMS # 54-3-0055), - Wanganella Weir Scarred Tree 1 (AHIMS # 54-2-0263), - W scar tree 2 (AHIMS # 54-2-0251) and - Forest Creek Block Bank Scarred Tree 3 (AHIMS # 54-3-0034) Temporary flagging must be erected to ensure the preservation of these sites and Traditional Owners must be involved in monitoring works to ensure the protection of these sites from the proposed works.	Construction	Environmental Site Representative Project Heritage Consultant Site Supervisor	CEMP ACHMP SEPs
AH3	Hartwood Weir Scarred Tree 4 (AHIMS # 54-3-0059), Hartwood Weir Hearth (AHIMS # 54-3-0061), Forest Creek Block Bank Scarred Tree 2 (AHIMS # 54-3-0031), Wanganella Weir Scarred Tree 3 (AHIMS # 54-2-0264) and Forest Creek Block Bank Scarred Tree 4 (AHIMS # 54-3-0057) will be impacted by the proposed works and are to be managed in accordance with recommendations AH4, AH5 and AH6 below.	Construction	Environmental Site Representative Project Heritage Consultant	CEMP ACHMP Induction Records SEPs Unexpected Finds Procedure
AH4	The Conditions of Approval must state that impacts the following sites must be managed under the preparation of an Aboriginal Cultural Heritage Management Plan (ACHMP): Hartwood Weir Scarred Tree 4 (AHIMS # 54-3-0059): digital recording of the tree using LIDAR scanning and casting of the scar;	Construction	Environmental Site Representative Project Heritage Consultant Site Supervisor	CEMP ACHMP Unexpected Finds Procedure

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	followed by careful removal of the tree avoiding damage to the cultural modification of the tree, - Hartwood Weir Hearth (AHIMS # 54-3-0061): including archaeological salvage of the site with RAPs present, - Forest Creek Block Bank Scarred Tree 2 (AHIMS # 54-3-0031): trimming to be conducted by qualified arborist and under supervision of RAPs, - Forest Creek Block Bank Scarred Tree 4 (AHIMS # 54-3-0057): trimming to be conducted by qualified arborist and under supervision of RAPs, and - Wanganella Weir Scarred Tree 3 (AHIMS # 54-2-0264) digital recording of the tree using LIDAR scanning and casting of the scar; followed by careful removal of the tree avoiding damage to the cultural modification of the tree.			
AH5	The ACHMP at a minimum, must include protocols for: 1. Minimisation and managing the impacts of the project on heritage items within the disturbance area. 2. Protecting the heritage items outside the project disturbance area. 3. Managing the discovery of human remains or previously unidentified heritage items based on Water NSW's unexpected finds protocol. 4. Ensuring any workers on site receive suitable heritage inductions prior to carrying out any work on site. 5. Monitoring and reporting on the effectiveness of any mitigation measures and any heritage impacts of the project. 6. Maintaining and managing reasonable access for registered Aboriginal parties (RAPs) to heritage items on site. 7. Conducting further archaeological and heritage assessments in any disturbance areas where this assessment has not already been carried out. 8. Be developed in consultation with RAPs and Heritage NSW.	Construction	Environmental Site Representative	ACHMP
AH6	This assessment covers the harm to all known cultural heritage sites. In the event that unexpected finds occur during the proposed construction activities, an unexpected finds process must be followed. This process will	Construction	Environmental Site Representative	ACHMP

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	be developed as part of the recommended ACHMP prior to the proposed works' commencement. If human skeletal remains are encountered, all work must cease immediately and NSW Police must be contacted, they will then notify the Coroner's Office. Following this, if the remains are believed to be of Aboriginal origin, then the Aboriginal stakeholders and Heritage NSW must be notified.			
AH7	It is recommended that NSW DCCEEW continues to inform the Aboriginal stakeholders about the management of Aboriginal cultural heritage within the study area throughout the completion of the project. The consultation outlined as part of this ACHA is valid for six months and must be maintained by the proponent for it to remain continuous. If a gap of more than six months occurs, then the consultation will not be suitable to support an ACHMP for the study areas.	Pre-construction Construction	DCCEEW	Consultation Records
AH8	A copy of this report should be forwarded to all Aboriginal stakeholder groups who have registered an interest in the project.	Pre-construction Construction	DCCEEW	Consultation Records
Non-Aboriginal Heritage				
HH1	Management of historical heritage during pre-construction and construction: - Prior to construction commencing, all personnel working on site will be provided a site-specific cultural heritage induction (e.g. Project induction toolbox talks and staff inductions). This will include the heritage sensitivities of work sites and the procedures for the management of non-Aboriginal cultural heritage during construction, such as the discovery of historical artefacts, features or deposits, or the discovery of human remains. - An unexpected finds protocol that specifies measures to avoid and minimise impacts on any previously unidentified historical archaeological sites and values discovered during pre-construction and construction will be prepared. If unexpected items are discovered during construction, all work will cease in the area. The Contractor will inform the site supervisor and Project Manager, and an Historical Archaeologist will be engaged to assess the item's significance. The Project Manager must advise a WaterNSW heritage officer of any unexpected finds on WaterNSW land or in	Pre-construction Construction	Environmental Site Representative Project Heritage Consultant	CEMP Unexpected Finds Procedure Induction Records

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	relation to a WaterNSW asset, as per Section 146 of the Heritage Act.			
HH2	Management of Hartwood Weir (WaterNSW S170 4550110) during pre-construction: - NSW DCCEEW will record the asset prior to demolition in accordance with Heritage NSW's How to Prepare Archives Records of Heritage Items, Guidelines for Photographic Recording of Heritage Sites, Buildings and Structures, and the updates to technology and practice which have occurred since the 2006 guidelines were issued. The archival recording should result in three sets of a digital photographic report, along with digital materials. DCCEEW will provide WaterNSW with a draft copy for review, prior to lodging this recording with the Heritage NSW library, State Library of NSW and the local council library (Guideline 3.57). NSW DCCEEW and WaterNSW will also retain a copy of the final report for their own records. - Explore options in conjunction with WaterNSW for the installation of interpretation of Hartwood Weir to provide information about the heritage significance of the site, fabric, value and history of the site, supported by digital content, including consideration of expenditure and ongoing maintenance. The interpretation display should include the engraving (from the right bank abutment), which is proposed to be removed as part of demolition. For example, interpretation options may include (but are not limited to): - Signage - embedded interpretation - artworks - interpretive display. - Places for interpretive display/s may include location/s determined by WaterNSW and/or NSW DCCEEW. Recommendations from the Edward River Council and/or other local stakeholders may be taken into consideration in the determination of the preferred location/s.	Pre-construction	DCCEEW WNSW Environmental Site Representative Project Heritage Consultant	CEMP Photographic Archival Recording Heritage Interpretation Strategy

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	Provision of 14 days prior written notification of the proposed demolition of the heritage item will be made to the Heritage Council of NSW by NSW DCCEEW and WaterNSW.			
HH3	Management of Wanganella Weir during pre-construction: - The asset will be recorded prior to demolition in accordance with Heritage NSW's preferred method of archival recording, as described in HH2. A draft version of the report should be provided to WaterNSW for review. NSW DCCEEW will provide WaterNSW with a draft copy for review, prior to lodging this recording with the Heritage NSW library, State Library of NSW and the local council library. NSW DCCEEW and WaterNSW will also retain a copy of the final report for their own records. - Explore options in conjunction with WaterNSW for the installation of interpretation (for example but not limited to signage, embedded interpretation, artworks, interpretive display) at the portion of Wanganella Weir which is being retained (near the southern wingwall and timber formwork) to provide information about the heritage significance of the site, fabric, value and history of the site, supported by digital content, including consideration of expenditure and ongoing maintenance. - Prior to its demolition, measures to manage indirect historical heritage impacts to the remaining elements of the weir (the southern wingwall and timber formwork) will be implemented, including physical barrier protection and/or exclusion zones, until the works in the vicinity of the remaining weir features have been completed.	Pre-construction	DCCEEW WNSW Environmental Site Representative Project Heritage Consultant	CEMP Photographic Archival Recording Heritage Interpretation Strategy
Land Use, Property and Agriculture				
LU1	As part of the CEMP document weed and pathogen management should be documented. Measures must be auditable and linked to management outcomes such as: identify listed weeds (identified in NSW WeedWise) in the construction area and assess the risk of additional spread prior to	Pre-construction	Environmental Site Representative Project Ecologist	Flora and Fauna Management Plan Weed and Pathogen Control Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	relocating topsoil. Implement measures to manage this risk during clear and grade, and reinstatement - to a reasonable extent practicable during the clear and grade phase, check that vehicles and plant equipment are free of soil (dust/clods) and vegetation prior to entry and exit from the construction area - evaluate disturbed areas post-construction and implement rehabilitation in accordance with the appropriate safeguards. - To avoid and minimise spread of weeds and pathogens, all vehicles and plant undertaking construction works must be cleaned and free of debris prior to entrance to the site. Plant used within waterways must be cleaned before exiting the site if working between multiple waterways.			
LU2	The design and construction planning would continue to be refined to minimise potential impacts on land uses and properties as far as reasonably practicable. Consultation with landholders would be ongoing to identify opportunities to minimise impacts on farming operations where practicable. Property owners and occupants would be consulted in accordance with the communication management plan for the proposal, to ensure that owners/occupants are informed about: - the timing and scope of activities in their area - any potential property impacts/changes, particularly in relation to potential impacts on access, services, or farm operational arrangements - activities that have the potential to impact on livestock. Feasible and reasonable property-specific measures would be identified in consultation with landholders, and implemented during construction, where construction is located on or immediately adjacent to private properties and has the potential to affect farm operational arrangements.	Pre-construction Construction	Stakeholder / Community Engagement Manager Site Supervisor	Consultation records
LU3	Consultation with the claimants of Native Title Claim VC2021/001 would be undertaken to confirm any further plans to get the claim registered. In the event further attempts to register the claim are proposed consultation with	Pre-construction	Stakeholder / Community Engagement Manager	Consultation records

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	the claimant would occur with regards to the proposed works within the claim area.		Environmental Site Representative Project Heritage Consultant	
LU4	All property acquisition and easements will be carried out in accordance with the Land Acquisition (Just Terms Compensation) Act 1991 and in consultation with WaterNSW.	Pre-construction	DCCEEW	N/A
LU5	Landowners will be consulted about access arrangements.	Pre-construction Construction	Stakeholder / Community Engagement Manager	Consultation records
LU6	Disturbed areas will be revegetated with endemic riparian and floodplain species (replacing like for like) to be undertaken as soon as practical, progressively. Rehabilitation at construction sites to include replacing topsoil. Mature trees removed from the construction footprint will be cut into appropriate sections and relocated adjacent to waterways. Existing woody debris will also be relocated. Any reinstatement plans in proximity to the proposal will be reviewed and approved by WaterNSW beforehand.	Construction Post-construction	Environmental Site Representative Project Ecologist	Rehabilitation Plan
LU7	Access to the Wanganella Landfill is to be maintained at all times. Any loss of public access is to be notified to the community in advance with an alternate access to be provide where possible.	Construction	Stakeholder / Community Engagement Manager Environmental Site Representative Site Supervisor	Community Notifications
LU8	Wanganella Landfill is not to be used for the disposal of waste without the prior approval from Edward River Council. It should also only be used for the disposal of materials agreed upon with Council.	Construction	Stakeholder / Community Engagement Manager Environmental Site Representative Site Supervisor	Council Agreement
LU9	Access along the Travelling Stock Reserves is to be maintained at all times. Where access cannot be maintained, consultation with Local Land Services	Construction	Site Supervisor	Consultation records

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	would be undertaken to confirm any requirements during any full closures of the reserve.		Stakeholder / Community Engagement Manager	
LU10	Consultation with Local Land Services would be undertaken to confirm any specific requirements for works within a travelling stock reserve in relation to their use and any fencing or similar required during construction.	Construction	Site Supervisor Stakeholder / Community Engagement Manager	Consultation records

Traffic and Access

TA1	Develop a construction traffic management sub-plan, prior to construction. The plan shall detail: - the potential impacts/delays associated with the development. - the works required to the existing road infrastructure. - the measures to be implemented to maintain the standard and safety of the network. - the procedures to monitor and ensure compliance. The plan will include, at a minimum, the following management measures: - preparation of a Traffic Guidance Scheme, detailing adequate road signage at construction work sites to inform motorists and pedestrians of the work site ahead to ensure that the risk of road accidents and disruption to surrounding land uses is minimised - maintain accessibility for pedestrians and cyclists - indicate routes to be used by heavy construction-related vehicles to minimise impacts on sensitive land uses and businesses - implement measures to manage traffic flows around the area affected by the construction of the proposal, including, as required, regulatory and direction signposting, line marking, and variable message signs and all other traffic control devices necessary for the implementation of the construction traffic management sub-plan - undertake consultation with the relevant road authorities during preparation of the sub-plan. Ensure the performance of proposal traffic arrangements is monitored during construction.	Pre-construction	Traffic Manager	CTMP
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ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
TA2	Protection shall be provided through advanced warning of roadworks, speed changes, safety barriers with adequate offsets and deflection allowance, where necessary. The construction TMP shall cover strategies to manage vehicular flow to facilitate the safe movement of road users (i.e. workers and staff, and the general public – pedestrians, cyclists, and other non-proposal vehicles) within, around, and to/from the proposal footprint.	Pre-construction	Traffic Manager Site Supervisor	CTMP TGSs
TA3	All deliveries shall be scheduled and coordinated to facilitate the organised arrival of trucks. Ample space and time shall be allotted for the safe loading and unloading of materials. All parking and queueing (if any) shall be contained within the proposal footprint.	Construction	Traffic Manager Site Supervisor	TGSs
TA4	The conditions of the access roads to the proposal's footprint, and of the roads linking the proposal sites to the existing freight network used for freight transport shall be assessed by a Road Dilapidation Report prior to construction commencing and following completion of construction. Any defects attributable to construction activities shall be rectified or compensated in consultation with the relevant road authorities.	Pre-construction Post-construction	Site Supervisor Project Engineer Traffic Manager	Condition Reports
TA5	Monitor the roads leading to and from the proposal footprint and take necessary steps to rectify any road deposits caused by site vehicles as soon as reasonably practicable, to maintain the safety of road users. Where possible, offset the construction vehicle activity from peak periods of road network activity.	Construction	Site Supervisor Project Engineer Traffic Manager	Inspection Records
TA6	Induct employees and contractors to raise awareness and understanding of traffic and transport mitigation measures to be implemented during construction via the CEMP.	Pre-construction Construction	Traffic Manager Site Engineer	Induction Records
TA7	Undertake the necessary upgrades and construction of vehicular access tracks to provide safe and efficient movement of light and heavy vehicles to the proposal sites.	Pre-construction Construction	Traffic Manager Site Supervisor Site Engineer	Upgrade Records

Noise and Vibration

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
NV1	Where feasible and reasonable, construction would be carried out during the ICNG standard daytime working hours. Work generating high noise and/or vibration levels would be scheduled during less sensitive time periods.	Construction	Site Supervisor Environmental Site Representative Project Engineer	CEMP Environmental Inspection Records
NV2	The use of quieter and less vibration emitting construction methods would be considered and implemented, where feasible and reasonable.	Construction	Site Supervisor Environmental Site Representative Project Engineer	CEMP Environmental Inspection Records
NV3	As much distance as possible would be placed between the plant or equipment and residences and other sensitive land uses, where possible.	Construction	Site Supervisor Environmental Site Representative Project Engineer	CEMP Environmental Inspection Records
NV4	Reduce throttle setting and turn off equipment when not being used.	Construction	Site Supervisor Environmental Site Representative	CEMP Environmental Inspection Records
NV5	Selection of equipment which is of an appropriate size and power for the task would be undertaken where possible.	Construction	Site Supervisor Environmental Site Representative Project Engineer	CEMP Environmental Inspection Records
NV6	Loading and unloading of materials/deliveries would occur as far as possible from sensitive receivers.	Construction	Site Supervisor Environmental Site Representative	CEMP Environmental Inspection Records
NV7	Delivery vehicles would be fitted with straps rather than chains for unloading, wherever possible.	Construction	Site Supervisor	CEMP Environmental Inspection Records
NV8	Out of hours movements would be avoided or minimised where possible.	Construction	Site Supervisor Environmental Site Representative Project Engineer	CEMP Environmental Inspection Records
NV9	Where required, limit the size of the vibratory compactor to maintain the safe work buffer distances.	Construction	Site Supervisor Environmental Site Representative	CEMP Environmental Inspection Records

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
NV10	Where site establishment works at site access tracks (vegetation clearing or upgrade of tracks) would occur within 700 metres of residences, the affected residences would be notified a minimum of 7 days prior to work including: - a description of the works to be undertaken including its timing and duration - the expected noise levels during the works - a contact number for further information or for complaints.	Pre-construction Construction	Stakeholder / Community Engagement Manager	Community Notifications
NV11	Reduce the speed of vehicles when approaching sensitive receivers.	Construction	Site Supervisor	TGSs Environmental Inspection Records
NV12	With the exception of delivery of oversized plant or structures, schedule deliveries to nominated hours only.	Construction	Site Supervisor Environmental Site Representative	CEMP OOHW applications
NV13	Optimise the number of vehicle trips to and from site – movements can be organised to amalgamate loads rather than using a number of vehicles with smaller loads.	Construction	Site Supervisor	CEMP TGSs
NV14	Limit access routes to the site to the designated routes.	Construction	Site Supervisor Traffic Manager	TGSs
NV15	Manage driver behaviour and avoidance of the use of engine compression brakes.	Construction	Site Supervisor	TGSs CEMP
NV16	Mechanical plant should be designed to meet the Noise Policy for Industry project noise trigger levels.	Construction	Site Supervisor Environmental Site Representative	CEMP
NV17	Mechanical plant should be well maintained and operate in an efficient manner. This is to limit any excess noise generation that may arise when plant is not functioning correctly.	Construction	Site Supervisor	Plant Check Records
Visual Amenity				

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
V1	Disturbed areas will be revegetated with endemic riparian and floodplain species (replacing like for like) to be undertaken as soon as practical, progressively. Mature trees removed from the construction footprint will be cut into appropriate sections and relocated adjacent to waterways. Existing woody debris will also be relocated.	Construction Post-construction	Environmental Site Representative Project Ecologist	Rehabilitation Plan Flora and Fauna Management Plan
V2	Work areas will be kept tidy at all times. All temporary above-ground infrastructure will be removed at the completion of construction. Reinstatement of construction activity zones will commence progressively post construction and will be undertaken as soon as practicable.	Construction	Site Supervisor Environmental Site Representative	Environmental Inspection Records
V3	Lighting of work areas, compounds, and work sites will be oriented to minimise glare and light spill impact on nearby receivers.	Construction	Site Supervisor Environmental Site Representative	Environmental Inspection Records
V4	The following actions will be adhered to during work within Wanganella Camping Reserve: - Picnic tables and facilities within the construction footprint will be relocated to another area in Wanganella Camping Reserve. - Construction site hoarding and fencing will be designed, erected, and maintained to minimise visual impacts. This will include: - erecting hoarding/fencing as early as possible in the site' - using high quality materials suitable for parks and public spaces. - The hoarding of construction materials will be minimised as far as practicable.	Construction	Site Supervisor Environmental Site Representative	Environmental Inspection Records
V5	A rehabilitation plan for the sites will be developed in consultation with WaterNSW and Edward River Council. This will include a planting schedule of endemic riparian and floodplain species (replacing like for like) appropriate to the sites and requiring low maintenance. The disturbed riverbanks will be reinstated with materials that provide stability while also presenting as natural an appearance as possible. Any rehabilitation plans in proximity to the proposal will be reviewed and approved by WaterNSW.	Construction Post-construction	Project Ecologist Environmental Site Representative DCCEEW	Rehabilitation Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
Public Health and Safety				
HR1	The CEMP will detail processes, responsibilities, and measures to manage hazards, and incident and emergency situations during construction.	Pre-construction	Environmental Site Representative	CEMP
HR2	The soil and water management plan will include a spill response procedure. The procedure will detail measures to manage hazardous substances and dangerous goods, including storage, handling, and spill response, in accordance with legislative requirements.	Pre-construction	Environmental Site Representative CPESC	SWMP
HR3	Where required, signs will be installed during construction of the proposal to communicate risks from traffic to the community.	Construction	Site Supervisor Safety Manager Stakeholder / Community Engagement Manager	Site Inspection Records
HR4	A creek exclusion zone will be demarcated using buoys during construction and operation of the proposal. During construction, the creek exclusion zone will be of a sufficient size to remove the risk of vessels or swimmers colliding with construction equipment and to reduce the risk of injury from underwater noise during piling. During operation, the creek exclusion sign will be of a sufficient size to manage the safety risk to swimmers from the regulators. Signs will be installed during operation of the proposal to communicate that swimming near or jumping of the new regulators is prohibited.	Pre-construction Construction	Environmental Site Representative Site Supervisor Safety Manager	SEPs Site Inspection Records
HR5	A bush fire emergency management plan will be prepared in accordance with Planning for Bush Fire Protection (NSW Rural Fire Service, 2019) and in consultation with the NSW Rural Fire Service. The bush fire emergency management plan will include responsibilities associated with and details of: • site specific hazards and risks for the proposal area • hot works procedures • procedures to maintain bush fire awareness • bush fire mitigation measures • fire preparedness actions including evacuation triggers, evacuation routes, mustering points, neighbourhood safe places	Pre-construction	Environmental Site Representative Bushfire Consultant	Bushfire Emergency Management Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	instructions for sheltering in-vehicle if there are no other options. Construction staff attendance on site will be suspended on days with severe or greater forecast fire danger ratings, and construction/maintenance hours will be reduced or moved to an earlier time on hot days (days above 40 degrees) to avoid work being undertaken during the hottest time of the day.			
HR6	WaterNSW will implement procedures relating to bushfire hazards for maintenance activities.	Operation	WNSW	N/A
Social				
S1	NSW DCCEEW will continue to manage and deliver the Communication and Engagement Plan (C&EP) in the lead up to and during construction of the proposal. This will help to ensure that: - the community and stakeholders have a high level of awareness of all processes and activities - accurate and accessible information is made available - a timely response is given to issues and concerns raised by the community - feedback from the community is encouraged - opportunities for input are provided.	Pre-construction Construction	DCCEEW	N/A
S2	A communication management plan will be developed by the primary contractor in accordance with the C&EP and implemented to define the specific requirements for engagement during delivery of the proposal. A communication management plan will be developed to ensure that: - landowners/landholders, community members and businesses affected by construction activities (eg property impacts, cultural heritage impacts, access changes, noise, vibration, dust) are notified in a timely manner about impacts - accurate and accessible information is made available through multiple channels (eg printed fact sheets and notification letters, email, phone calls, online) - feedback from the community is encouraged	Pre-construction	DCCEEW Stakeholder / Community Engagement Manager	Communication Management Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	opportunities for input are provided where appropriate. The communication management plan will define the requirements for the complaints management system to be implemented throughout the duration of the proposal, including 24-hour, seven days a week phone line, postal and email address for written enquiries, and publication of contact details.			
S3	NSW DCCEEW will continue to engage with local Aboriginal stakeholders about the proposal. NSW DCCEEW will continue to manage and deliver tailored and targeted engagement with Traditional Owners and Aboriginal communities and stakeholders in accordance with the C&EP. This will: - provide mechanisms for Aboriginal people and communities to provide input to the proposal - draw upon perspectives, knowledge, relationships, cultural practices, and wisdoms of Aboriginal stakeholders to minimise potential disruptions from the proposal - demonstrate how input provided is incorporated into decision making and planning for the proposal - identify employment, training, and procurement opportunities associated with the proposal - protect and mitigate harm of Aboriginal cultural heritage and spiritual values within the influence of the proposal scope.	Pre-construction Construction	DCCEEW	N/A
S4	NSW DCCEEW will maximise the participation of local, regional and First Nation businesses in the proposal, such as: - preferential local and First Nation participation inclusions in tender documents which outline the sub-contracting and local employment goals that construction contractors would need to deliver - promotion of supply and employment opportunities through local industry channels, employment organisations and local Aboriginal organisations.	Pre-construction Construction	DCCEEW	N/A
S5	The construction contractor will share information with local accommodation providers about any non-resident workforce accommodation requirements in a timely manner.	Pre-construction Construction	Project Manager	Consultation Records

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
			Stakeholder / Community Engagement Manager	
Soils and Contamination				
CS1	- Development of a leachate and ground gas management plan and assessment of potential for runoff from the Landfill into receiving water bodies as part of construction management documents (e.g. CEMP). Consideration should be given to targeted site investigations to inform the development of the leachate and ground gas management plan. - Implementation of a monitoring during construction works in this area to address human health risks from potential gas/vapour migration. - Implementation of a groundwater monitoring program to assess the potential for leachate migration into excavations and during operation. - Management/Monitoring plans should be prepared in accordance with relevant NSW EPA Guidance including, but not limited to: - consultants reporting on contaminated land, Contaminated Land Guidelines, NSW EPA 2020 - Environmental Guidelines, Solid Waste Landfills (2nd Edition), NSW EPA 2016.	Pre-construction	Contaminated Land Consultant Environmental Site Representative	Further investigations by GHD determined this was not required.
CS2	- Odour and dust/fibre control procedures and monitoring to minimise the release of dust/fibres to the surrounding environment. - Erosion and sediment control procedures and management measures. - Procedures to minimise the potential for construction spills and contamination releases. - Protocols to minimise the potential for offsite migration of impact in surface water and groundwater. - Emergency response procedures in the event of a release of contamination, whether it be via surface water, groundwater, or air.	Pre-construction Construction	Environmental Site Representative Contaminated Land Consultant	SWMP ESCPs Unexpected Finds Procedure - Contamination

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	- A soil management plan detailing the high-risk areas of the site, exposure risk management protocols, materials storage procedures (including stockpile management and reuse protocols), waste transport procedures, waste tracking and disposal plans to ensure all material is appropriately managed. - An unexpected finds protocol, particularly with regard to asbestos, which is linked to additional site investigations and the development of a remedial action plan, where required, to effectively manage contamination. - Management/Monitoring plans should be prepared in accordance with relevant NSW EPA Guidance including, but not limited to: - Consultants reporting on contaminated land, Contaminated Land Guidelines, NSW EPA 2020. - Environmental Guidelines, Solid Waste Landfills (2nd Edition), NSW EPA 2016. - The NSW Waste Classification Guidelines and relevant NSW reuse/waste orders and exemptions (E.g. the Excavated Natural Material Order / Exemption).			
CS3	- Surface water, groundwater and dust monitoring should be implemented to monitor for and respond to the emergence of contamination impacts during construction of the proposal. - Monitoring plans should be prepared in accordance with relevant NSW EPA Guidance including, but not limited to: - consultants reporting on contaminated land, Contaminated	Construction	Environmental Site Representative Contaminated Land Consultant	Management/Monitoring Plans
CS4	An operational management plan will include controls to minimise contamination from plant and equipment usage during maintenance activities.	Operation	WaterNSW	N/A
Air Quality				
AQ1	Dust during construction will be considered and addressed within the CEMP and will include methods to manage work during strong winds or other adverse weather conditions as required. As a minimum, the following measures will be included:	Construction	Environmental Site Representative Site Supervisor	CEMP SWMP

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	- covering all loaded trucks and vessels - machinery to be turned off rather than left to idle when not in use - maintenance of all vehicles, including trucks and vessels entering and leaving the site in accordance with the manufacturers specifications to comply with all relevant legislation - maintenance of all plant and equipment to ensure good operating conditions and exhaust emissions comply with the <i>Protection of the Environment Operations Act 1997</i> - stockpiled materials will be covered, stabilised, or stored in areas not subject to high wind - maintaining the work site in a condition that minimises fugitive emissions of dust.			
AQ2	Local residents will be advised of hours of operation and duration of work and supplied with a contact name and number for queries regarding air quality.	Pre-construction Construction	Stakeholder / Community Engagement Manager	Community Notifications
Waste and Resource Management				
WR1	Resource and waste management controls will be prepared and included in the CEMP. These will include the following (as a minimum): - the type, classification, and volume of all materials to be generated and used on-site including identification of recyclable and non-recyclable waste in accordance with NSW EPA Waste Classification Guidelines (2014) - quantity and classification of excavated material generated as a result of the proposal - interface strategies for excavated spoil on-site to ensure reuse where possible - strategies to 'avoid', 'reduce', 'reuse' and 'recycle' materials - classification and disposal strategies for each type of material - destinations for each resource/waste type either for on-site reuse or recycling, offsite reuse or recycling, or disposal at a licensed waste facility - details of how material will be stored and treated on-site	Pre-construction	Environmental Site Representative	CEMP Resource and Waste Management Plan

ENVIRONMENTAL MITIGATION MEASURES

#	MITIGATION MEASURE	TIMING/FREQUENCY	RESPONSIBILITY	VERIFICATION
	- identification of available recycling facilities on and off-site - identification of suitable methods and routes to transport waste - procedures and disposal arrangements for unsuitable excavated material or contaminated material - the types of waste collected, amounts, date/time and details of disposal are to be recorded in a waste register - site clean-up for each construction stage.			
WR2	Waste receptacles will be provided, and recycling of materials encouraged. Rubbish will be transported to an appropriate waste disposal facility.	Construction	Environmental Site Representative Site Supervisor	Waste Management Tool Environmental Site Inspections
WR3	All wastes will be managed in accordance with the POEO Act.	Construction	Environmental Site Representative Site Supervisor	Waste Management Tool Environmental Site Inspections
WR4	Portable toilets will be provided for construction workers and will be managed by the service provider to ensure the appropriate disposal of sewage.	Construction	Site Supervisor	Environmental Site Inspections
WR5	Weeds removed during work will be managed in accordance with the Biosecurity Act 2015 requirements that relate to their classification status.	Construction	Environmental Site Representative Site Supervisor	Waste Management Tool
WR6	Site inductions will occur and be recorded by a Site Supervisor to ensure staff are aware of waste disposal protocols.	Pre-construction Construction	Environmental Site Representative Site Engineer	Induction Records
WR7	Procurement will endeavour to use materials and products with a recycled content where that material or product is cost and performance effective.	Construction	Environmental Site Representative Site Engineer Project Engineer	Import Dockets

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
ADMINISTRATIVE CONDITIONS			
General			
A1	The Proponent must carry out the SSI in accordance with the terms of this approval and generally in accordance with the: (a) Billabong Creek Environmental Water Regulators Environmental Impact Statement dated October 2024 (b) Billabong Creek Environmental Water Regulators Response to Submissions – Main Report dated May 2025 (c) Billabong Creek Regulators Request for additional information dated September 2025	Pre-construction Construction	Project Manager Environmental Site Representative Site Engineer Site Supervisor
A2	The SSI must be carried out in accordance with all procedures, commitments, preventative actions, performance criteria / outcomes and mitigation measures set out in the documents listed in Condition A1 unless otherwise specified in, or required under, this approval.	Pre-construction Construction	Project Manager Environmental Site Representative Site Engineer Site Supervisor
A3	In the event of an inconsistency between: (a) the terms of this approval and any document listed in Condition A1 inclusive, the terms of this approval will prevail to the extent of the inconsistency; and (b) any document listed in Condition A1 inclusive, the most recent document will prevail to the extent of the inconsistency. Note: For the purpose of this condition, there will be an inconsistency between a term of this approval and any document if it is not possible to comply with both the term and the document.	Pre-construction Construction	Project Manager Environmental Site Representative Site Engineer Site Supervisor
A4	The Proponent must comply with all written requirements or directions of the Planning Secretary, including in relation to: (a) the environmental performance of the SSI; (b) any document or correspondence in relation to the SSI; (c) any notification given to the Planning Secretary under the terms of this approval; (d) any audit of the construction or operation of the SSI;	Construction	Project Manager Environmental Site Representative Site Engineer Site Supervisor

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	(e) the terms of this approval and compliance with the terms of this approval (including anything required to be done under this approval); and (f) the carrying out of any additional monitoring or mitigation measures. In respect of ongoing monitoring and management obligations, compliance with an updated or revised version of a guideline, protocol, Australian Standard or policy required to be complied with under this approval.		
A5	This approval lapses five years after the date on which it is granted, unless Work has physically commenced on or before that date.	Construction	Project Manager
A6	References in the terms of this approval to any guideline, protocol, Australian Standard or policy are to such guidelines, protocols, Australian Standards or policies in the form they are in as at the date of this approval, unless otherwise required by this approval or approved by the Planning Secretary.	Construction	Project Manager Environmental Site Representative
A7	This approval does not authorise the operation of the Part 4 of the Yanco Creek Modernisation Project (the Forest Creek Return Flows project).	Construction	N/A
Timing and Approvals			
A8	Any action required to be undertaken within a timeframe specified in or under the terms of this approval may be undertaken within a different timeframe agreed in writing with the Planning Secretary. This condition does not apply to the written notification required in respect of an incident or a non-compliance.	Pre-construction Construction	Project Manager Environmental Site Representative
Evidence of Consultation			
A9	Where the terms of this approval require consultation to be undertaken, evidence of the consultation undertaken must be submitted to the Planning Secretary and ER (as relevant) with the corresponding documentation. The evidence must include: (a) documentation of the consultation with the party identified in the condition of approval that has occurred before submitting the document for approval; (b) a log of the dates of engagement or attempted engagement with the identified party; (c) documentation of the follow-up with the identified party where engagement has not occurred to confirm that they do not wish to engage or have not attempted to engage after repeated invitations; (d) outline of the issues raised by the identified party and how they have been addressed; and (e) a description of the outstanding issues raised by the identified party and the reasons why they have not been addressed.	Pre-construction Construction	Project Manager Environmental Site Representative Stakeholder / Community Engagement Manager

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
Staging			
A10	The SSI may be constructed and operated in stages (including but not limited to temporal, location or activity, based staging). Where staged construction and/or operation is proposed, a Staging Report (for either or both construction and operation as the case may be) must be prepared. The Staging Report must be endorsed by the ER and then submitted to the Planning Secretary for information no later than one month before the commencement of construction of the first of the proposed stages of construction (or if only staged operation is proposed, one month before the commencement of operation of the first of the proposed stages of operation). Note: Unless otherwise specified in this approval, early works are a stage of construction unless considered to be Low Impact Work.	Pre-construction Construction	Project Manager
A11	The Staging Report must: (a) if staged construction is proposed, set out how the construction of the whole of the SSI will be staged, including details of work and activities to be carried out in each stage and the general timing of when construction of each stage will commence and finish; (b) if staged operation is proposed, set out how the operation of the whole of the SSI will be staged, including details of activities to be carried out in each stage and the general timing of when operation of each stage will commence and finish (if relevant); (c) specify how compliance with conditions will be achieved across and between each of the stages of the SSI; and (d) set out mechanisms for managing any cumulative impacts arising from the proposed staging. Note: A Staging Report may reflect the staged construction and operation of the project through geographical activities, temporal activities or activity-based contracting and staging.	Pre-construction Construction	Project Manager
A12	Where staging is proposed, the SSI must be staged in accordance with the Staging Report.	Pre-construction Construction	Project Manager
A13	Where staging is proposed, the terms of this approval that apply or are relevant to the Work or activities to be carried out in a specific stage must be complied with at the relevant time for that stage. Note: Where an inconsistency arises between the staging report and the terms of this approval, the terms of this approval prevail.	Pre-construction Construction	Project Manager

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
A14	Where changes are proposed to the staging of construction or operation, a revised Staging Report must be prepared, endorsed by the ER and submitted to the Planning Secretary for information no later than one month before the proposed change in the staging.	Pre-construction Construction	Project Manager
A15	Strategies, plans or programs required by this approval can be submitted on a progressive basis, with the agreement of the Planning Secretary. With the agreement of the Planning Secretary, the Proponent may prepare the updated strategy, plan or program without undertaking all the consultation required under the applicable condition in this approval. Notes: 1. While any strategy, plan or program may be submitted on a progressive basis, the Proponent must ensure that activities on site are covered by suitable strategies, plans or programs at all times; and 2. If any strategy, plan or program is to be submitted on a progressive basis, then the relevant strategy, plan or program must clearly describe the specific stage / activities to which strategy, plan or program applies, the relationship of this stage / activity to future stages / activities, and the trigger for updating the strategy, plan or program.	Pre-construction Construction	Project Manager

Independent Appointments

A16	All Independent Appointments required by the terms of this approval must have regard to Seeking approval from the Department for the appointment of independent experts (Department of Planning, Industry and Environment, 2020). All Independent Appointments must hold current membership of a relevant professional body, unless otherwise agreed by the Planning Secretary.	Pre-construction	DCCEEW
A17	The Planning Secretary may at any time commission an audit of how an Independent Appointment has exercised their functions. The Proponent must: (a) facilitate and assist the Planning Secretary in any such audit; and (b) make it a term of their engagement of an Independent Appointment that the Independent Appointment facilitate and assist the Planning Secretary in any such audit.	Pre-construction Construction	DCCEEW
A18	The Planning Secretary may withdraw its approval of an Independent Appointment should they consider the Independent Appointment has not exercised their functions in accordance with this approval. Note: Conditions A16 and A17 apply to all Independent Appointments.	Pre-construction Construction	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
A19	More than one Independent Appointment(s) may be engaged for the SSI, in which case the functions to be exercised by the Independent Appointments under the terms of this approval may be carried out by any Independent Appointments that are approved by the Planning Secretary for the purposes of the SSI. Note: The intent is to allow for multiple ER appointments to undertake the functions of the role as required by the terms of the approval.	Pre-construction Construction	DCCEEW
Environmental Representative			
A20	Work must not commence until an Environmental Representative (ER) has been nominated by the Proponent and approved by the Planning Secretary.	Pre-construction	DCCEEW
A21	The Planning Secretary's approval of an ER must be sought no later than one month before the commencement of Work.	Pre-construction	DCCEEW
A22	The proposed ER must meet the requirements of the Environmental Representative Protocol (Department of Planning and Environment, October 2018) and must be a suitably qualified and experienced person(s) who was not involved in the preparation of the documents listed in Condition A1, and is independent from the design and construction personnel for the SSI and those involved in the delivery of it.	Pre-construction	DCCEEW
A23	For the duration of the Work until the commencement of operation, the approved ER must: (a) receive and respond to communication from the Planning Secretary in relation to the environmental performance of the SSI; (b) consider and inform the Planning Secretary on matters specified in the terms of this approval; (c) consider and recommend to the Proponent any improvements that may be made to work practices to avoid or minimise adverse impact to the environment and to the community; (d) review documents identified in Conditions A9, C1, C5, and C9 and any other documents that are identified by this approval or the Planning Secretary, to ensure they are consistent with requirements of this approval and if so: (i) make a written statement to this effect before submission of such documents to the Planning Secretary (if those documents are required to be approved by the Planning Secretary); or (ii) make a written statement to this effect before the implementation of such documents (if those documents are required to be submitted to the Planning Secretary / Department for information or are not required to be submitted to the Planning Secretary/Department);	Construction	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	(e) regularly monitor the implementation of the documents listed in Conditions A9, C1, C5, C9 and to ensure implementation is being carried out in accordance with the document and the terms of this approval; (f) as may be requested by the Planning Secretary, help plan or attend audits of the development commissioned by the Department including scoping audits, programming audits, briefings and site visits, but not independent environmental audits required under Condition A27 of this approval; (g) as may be requested by the Planning Secretary, assist in the resolution of community complaints; (h) review and determine the appropriateness of any activities reliant on the definition of Low Impact Work; (i) consider or assess the impacts of minor construction ancillary facilities comprising lunch sheds, office sheds and portable toilet facilities as required by Condition C4 of this approval; (j) consider any minor amendments to be made to the Ancillary Facility Site Establishment Management Plan, CEMP, and CEMP Sub-plans that are consistent with the terms of this approval and the Ancillary Facility Site Establishment Management Plan, CEMP, and CEMP Sub-plans approved by the Planning Secretary and, if satisfied such amendment is necessary, approve the amendment. This does not include any modifications to the terms of this approval; and (k) prepare and submit to the Planning Secretary and other relevant regulatory agencies (where requested by those agencies), for information, an Environmental Representative Monthly Report providing the information set out in the Environmental Representative Protocol under the heading “Environmental Representative Monthly Reports.” The Environmental Representative Monthly Report must be submitted within seven days following the end of each month for the duration of the ER’s engagement for the SSI, or as otherwise agreed by the Planning Secretary. Note: The written statement / submission by point (d) must be made via the Major Projects Portal to the Planning Secretary advising the documents have been endorsed.		
A24	The Proponent must provide the ER with documentation requested in order for the ER to perform their functions specified in Condition A22 (including preparation of the ER monthly report), as well as: (a) the complaints register (to be provided on a weekly basis where complaints have been received or as requested); and (b) a copy of any assessment carried out by the Proponent of whether proposed Work is consistent with the approval (which must be provided to the ER before the commencement of the subject Work). Note: Personal details of the complainant are not to be provided to the ER unless otherwise agreed to or requested by the complainant.	Construction	DCCEEW Project Manager Environmental Site Representative Stakeholder / Community Engagement Manager

CONDITIONS OF APPROVAL			
#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
Notification of Commencement			
A25	The Department must be notified in writing of the dates of commencement of Work, Construction and Operation at least one month before those dates.	Pre-construction	DCCEEW
A26	If the construction or operation of the SSI is to be staged, the Department must be notified in writing at least one month before the commencement of each stage, of the date of the commencement of the relevant Work, Construction and Operation at least one month before those dates.	Pre-construction Construction	DCCEEW
Auditing			
A27	Proposed independent auditors must be approved by the Planning Secretary before the commencement of an Independent Audit.	Pre-construction Yes Construction	DCCEEW
A28	Independent Audits of the SSI must be conducted and carried out in accordance with the Independent Audit Post Approval Requirements (DPIE, 2020) or as updated from time to time and published on the Department's website.	Pre-construction Yes Construction	DCCEEW
A29	The Planning Secretary may require the initial and subsequent Independent Audits to be undertaken at different times to those specified in Independent Audit Post Approval Requirements (Department of Planning, Industry and Environment, 2020), upon giving at least four weeks notice (or timing as stipulated by the Planning Secretary) to the Proponent of the date upon which the audit must be commenced.	Pre-construction Yes Construction	DCCEEW
A30	In accordance with the specific requirements in the Independent Audit Post Approval Requirements (Planning, Industry and Environment, 2020), the Proponent must: (a) review and respond to each Independent Audit Report prepared under Condition or Condition A28; (b) submit the response to the Planning Secretary; and (c) make each Independent Audit Report and response to it publicly available 60 days after submission to the Planning Secretary, or as otherwise agreed by the Planning Secretary.	Pre-construction Yes Construction	DCCEEW
A31	Independent Audit Reports and the Proponent's response to audit findings must be submitted to the Planning Secretary within two months of undertaking the independent audit site inspection as outlined in the Independent Audit Post Approval Requirements (Planning, Industry and Environment, 2020).	Pre-construction Yes Construction	DCCEEW
A32	Notwithstanding the requirements of the Independent Audit Post Approval Requirements (Planning, Industry and Environment, 2020), the Planning Secretary may approve a request for ongoing independent operational audits	Pre-construction Construction	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	to be ceased, where it has been demonstrated to the Planning Secretary's satisfaction that independent operational audits have demonstrated operational compliance.		

Incident and Non-Compliance Notification and Reporting

A33	The Proponent must notify the Department within 24 hours of becoming aware of an incident. The notification must be made via the NSW planning portal (Major Projects) and address details of the incident including: (a) date, time and location; (b) a brief description of what occurred and why it has been classified as an incident; (c) a description of what immediate steps were taken in relation to the incident; and (d) identifying a contact person for further communication regarding the incident.	Construction	Environmental Site Representative Project Manager DCCEEW
A34	The Proponent must provide the Department with a subsequent incident report in accordance with Appendix A (Incident Notification and Reporting Requirements).	Construction	Environmental Site Representative Project Manager DCCEEW
A35	Within seven days of becoming aware of a non-compliance, the Proponent must notify the Department of the non-compliance. The notification must be in writing and must be submitted via the NSW planning portal (Major Projects). The notification must identify the SSI (including the application number and the name of the SSI if it has one), set out the condition of this approval that the SSI is non-compliant with, why it does not comply, the reasons for the non-compliance (if known), and what actions have been undertaken, or will be undertaken, and when, to address the non-compliance. Note: A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.	Construction	Environmental Site Representative Project Manager DCCEEW

COMMUNITY INFORMATION AND REPORTING

Community Information, Consultation and Involvement

B1	A Community Communication Strategy must be prepared to provide mechanisms to facilitate communication about construction and operation of the SSI with relevant stakeholders including:	Pre-construction	DCCEEW
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CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	(a) the community (including adjoining affected landowners and businesses, and others directly impacted by the SSI); (b) Aboriginal people, Registered Aboriginal Parties (RAPs) and LALCs; and (c) the relevant councils.		
B2	The Community Communication Strategy must: (a) identify people, organisations, councils to be consulted during the design and work phases of the SSI; (b) identify details of the community and its demographics; (c) identify timing of consultation; (d) set out procedures and mechanisms for the regular distribution of accessible information including to LOTE and CALD and vulnerable communities about or relevant to the SSI; (e) detail the measures for advising the community and relevant councils in advance of upcoming construction (f) set out procedures and mechanisms: (i) through which the community can discuss or provide feedback to the Proponent; (ii) through which the Proponent will respond to enquiries or feedback from stakeholders; (iii) to resolve any issues and mediate any disputes that may arise in relation to the environmental management and delivery of the SSI; (g) address who will engage with the relevant stakeholders.	Pre-construction	DCCEEW
B3	Work for the purposes of the SSI must not commence until the Community Communication Strategy has been approved by the Planning Secretary. The Planning Secretary's approval of the Community Communication Strategy must be sought no later than one month before the commencement of Work.	Pre-construction	DCCEEW
B4	The Community Communication Strategy, as approved by the Planning Secretary, must be implemented for the duration of Work and for 12 months following the completion of construction.	Pre-construction	DCCEEW
Complaints Management System			
B5	A Complaints Management System must be prepared and implemented before the commencement of any Work and maintained for the duration of Work and for a minimum for 12 months following completion of construction of the SSI. Note: In the situation where there are different entities constructing and operating the SSI, continuity of access to the Complaints Management System must be maintained.	Pre-construction Construction	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
B6	The following information must be available to facilitate community enquiries and manage complaints one month before the commencement of Work and for 12 months following the completion of construction: (a) a telephone number for the registration of complaints and enquiries about the SSI; (b) a postal address to which written complaints and enquires may be sent; (c) an email address to which electronic complaints and enquiries may be transmitted; and (d) a mediation system for complaints unable to be resolved. This information must be accessible to all in the community regardless of age, ethnicity, disability or literacy level. Note: This information may be located on site hoardings and on the SSIs website page.	Pre-construction Construction	DCCEEW
B7	A Complaints Register must be maintained recording information on all complaints received about the SSI during the carrying out of any Work and for a minimum of 12 months following the completion of construction. The Complaints Register must record the: (a) number of complaints received; (b) the date and time of the complaint; (c) the method by which the complaint was made; (d) any personal details of the complainant which were provided by the complainant or, if no such details were provided, a note to that effect; (e) the nature of the complaint, including the issues raised; (f) means by which the complaint was addressed and whether resolution was reached, with or without mediation; and (g) if no action was taken, the reason(s) why no action was taken. Note: Personal details of the complainant are not to be provided to the ER unless otherwise agreed to or requested by the complainant.	Construction Post Construction	DCCEEW
B8	Complainants must be advised of the following information before, or as soon as practicable after, providing personal information: (a) the Complaints Register may be forwarded to government agencies, including the Department and its representatives (including independent appointments such as the ER), to allow them to undertake their regulatory duties; (b) by providing personal information, the complainant authorises the Proponent to provide that information to government agencies;	Construction	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	(c) the supply of personal information by the complainant is voluntary; and (d) the complainant has the right to contact government agencies to access personal information held about them and to correct or amend that information (Collection Statement). The Collection Statement must be included on the Proponent's or SSI's website to make prospective complainants aware of their rights under the <i>Privacy and Personal Information Protection Act 1998</i> (NSW). For any complaints made in person, the complainant must be made aware of the Collection Statement. Notes: 1. For any complaints made in person, the complainant must be made aware of the Collection Statement. 2. Should a complainant disagree with the collection statement, a note to that effect must be recorded in the Complaints Register.		
B9	The Complaints Register must be provided to the Planning Secretary upon request, within the timeframe stated in the request.	Construction Post-construction	DCCEEW
Provision of Electronic Information			
B10	A website or webpage providing information in relation to the SSI must be established before commencement of Work and be maintained for the duration of construction, and for a minimum of 10 years following the completion of construction or unless an alternative timeframe is agreed by the Planning Secretary. The following up-to-date information (excluding confidential, personal, commercial information or any other information that the Planning Secretary has approved to be excluded) must be published before the relevant work commences and maintained on the website or dedicated pages including: (a) information on the current implementation status of the SSI; (b) a copy of the documents listed in Condition A1, and any documentation relating to any modifications made to the SSI or the terms of this approval; (c) a copy of this approval in its original form, a current consolidated copy of this approval (that is, including any approved modifications to its terms), and copies of any approval granted by the Minister to a modification of the terms of this approval; (d) a copy of each statutory approval, licence or permit required and obtained in relation to the SSI; (e) a copy of the current version of each document required under the terms of this approval; and (f) a copy of the audit reports required under this approval.	Pre-construction Construction	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	Where the information / document relates to a particular Work or is required to be implemented, it must be published before the commencement of the relevant Work to which it relates or before its implementation. All information required in this condition must be provided on the Proponent's website, ordered in a logical sequence, easy to navigate, searchable and with documents titles clearly presented. Notes: 1. The intention of this condition is to increase transparency and for information/documents required as part of the approval to be provided proactively and publicly in an easily accessible manner. Where information is excepted by this condition, it is intended that these documents are provided in their redacted form. 2. The Planning Secretary may instruct the Proponent to finalise and upload any report or documents to the Project's website in accordance with Condition A4. 3. The publishing of documents should occur a minimum of a week before the relevant Work / activity is going to commence. 4. In determining what information should be published under this condition, the proponent should have regard to the principles in Division 2 of Part 2 of the Government Information (Public Access) Act, 2009. 5. Documents should be named to be consistent with the conditions of approval where possible. The name should also give an overall impression of what the document is about. The names should be simple and concise (no more than 50 characters) without any unnecessary punctuation or under scoring in the title.		
B11	Where the agreement of the Planning Secretary is sought to cease providing information via a website or webpage in accordance with Condition B10, the Proponent must demonstrate: (a) operational compliance through independent audits completed in accordance with Condition A29(c); (b) how the public can request access to information that will no longer be available through a website or webpage.	Pre-construction Construction	DCCEEW

CONSTRUCTION ENVIRONMENTAL MANAGEMENT

Site Establishment Work

C1	Before establishing an ancillary facility that is required prior to the approval of a CEMP (excluding minor ancillary facilities established under Condition C4), the Proponent must prepare an Ancillary Facility Site Establishment Management Plan which outlines the environmental management practices and procedures to be implemented	Pre-construction Construction	Environmental Site Representative
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CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	for the establishment of the ancillary facility(ies). The Ancillary Facility Site Establishment Management Plan must be prepared in consultation with the relevant council and government agencies. The Plan must be endorsed by the ER and then submitted to the Planning Secretary for approval one month before the establishment of any ancillary facility(ies). The Ancillary Facility Site Establishment Management Plan must detail the management of the ancillary facility(ies) and include: (a) a description of activities to be undertaken during establishment of the ancillary facility (including scheduling and duration of Work to be undertaken at the site); (b) figures illustrating the proposed operational site layout and the location of the closest sensitive land use(s); (c) an analysis of the key environmental risks arising from the site establishment activities described in subsection (a) of this condition, including an initial risk assessment; (d) details of how the site establishment activities described in subsection (a) of this condition will be carried out to: (i) meet the performance outcomes stated in the documents listed in Condition A1, and (ii) manage the risks identified in the risk analysis undertaken in subsection (c) of this condition; and (e) a program for monitoring the performance outcomes, including a program for noise monitoring during site establishment works. Nothing in this condition prevents the Proponent from preparing individual Ancillary Facility Site Establishment Management Plans for each ancillary facility. The ancillary facility(ies) listed in the Ancillary Facility Site Establishment Management Plan cannot be established until the Plan is approved by the Planning Secretary. Note: This condition allows for the establishment of ancillary facility(ies) prior to the approval of a CEMP. Once a CEMP is approved, an Ancillary Facility Site Establishment Management Plan(s) is not required. The use of the ancillary facility must be addressed in the CEMP.		
C2	An ancillary facility established under Condition C1 must not be used for construction until the CEMP required by Condition C5, and relevant CEMP Sub-plans required by Condition C9 have been approved by the Planning Secretary.	Pre-construction Construction	Environmental Site Representative Project Manager Site Supervisor

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
C3	Once an ancillary facility is no longer required for the SSI, the land must be returned to its pre-existing or better condition within six months of the site being decommissioned or within two years of operation (whichever is the earliest), unless the land is subject to another requirement of this approval.	Post-construction	Environmental Site Representative
C4	Minor Ancillary Facilities can be established and used where they have been assessed in the documents listed in Condition A1 or satisfy the following criteria: (a) are located within or immediately adjacent to the construction boundary; and (b) have been assessed by the proponent and endorsed by ER to have: (i) minimal amenity impacts to surrounding sensitive land use(s), and (ii) minimal environmental impact, and; (iii) no impacts on biodiversity, heritage items beyond those already approved under other terms of this approval.	Pre-construction Construction	Environmental Site Representative Project Manager

Construction Environmental Management Plan

C5	A Construction Environmental Management Plan (CEMP) must be prepared having regard to the Environmental Management Plan Guideline for Infrastructure Projects (Department of Planning, Industry and Environment, 2020).	Pre-construction	Environmental Site Representative
C6	The CEMP must provide: (a) a description of activities to be undertaken during construction (including the scheduling of construction); (b) details of environmental and social policies, guidelines and principles to be followed in the construction of the SSI; (c) a program for ongoing analysis of the key environmental and social impact risks arising from the activities described in subsection (a) of this condition, including an initial risk assessment undertaken before the commencement of construction of the SSI; (d) details of how the activities described in subsection (a) of this condition will be carried out to: (i) meet the performance outcomes stated in the documents listed in Condition A1 and as required by this approval; and (ii) manage the risks identified in the risk analysis undertaken in subsection (c) of this condition; (e) an inspection program detailing the activities to be inspected and frequency of inspections; (f) a protocol for managing and reporting any: (i) incidents; and (ii) non-compliances with this approval or statutory requirements;	Pre-construction	Environmental Site Representative

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY								
	(g) procedures for rectifying any non-compliance with this approval identified during compliance auditing, incident management or at any time during construction; (h) a list of all the CEMP Sub-plans required in respect of construction, as set out in Condition C9. Where staged construction of the SSI is proposed, the CEMP must also identify which CEMP Sub-plan applies to each of the proposed stages of construction; (i) an organisational chart including description of the roles and environmental responsibilities for relevant employees and any independent appointments; (j) for training and induction for employees, including contractors and sub-contractors, in relation to environmental, social and compliance obligations under the terms of this approval; and (k) for periodic review and update of the CEMP and all associated plans and programs Note: CEMP(s) may reflect the staged construction of the SSI through geographical activities, temporal activities or activity based contracting and staging.										
C7	CEMP(s) (and relevant CEMP sub-plans) must be submitted to the Planning Secretary for approval.	Pre-construction	Environmental Site Representative								
C8	Where a CEMP (and relevant CEMP sub-plans) requires Planning Secretary’s approval, the CEMP (and relevant CEMP sub-plans) must be endorsed by the ER and then submitted to the Planning Secretary for approval no later than one month before the commencement of construction, or where construction is staged, no later than one month before the commencement of each stage.	Pre-construction	Environmental Site Representative								
C9	The following CEMP Sub-plans must be prepared in consultation with the relevant government agencies and councils identified for each CEMP Sub-plan. Details of all information requested by an agency during consultation must be provided to the Planning Secretary as part of any submission of the relevant CEMP Sub-plan, including copies of all correspondence from those agencies as required by Condition A9. <table><tr><th>Required CEMP Sub-plan</th><th>Relevant government agencies and councils to be consulted for each CEMP Sub-plan</th></tr><tr><td>Biodiversity Management Plan</td><td>CPHR</td></tr><tr><td>Aboriginal Cultural Heritage Management Plan</td><td>Heritage NSW, Edward River Council</td></tr><tr><td>Local Accommodation and Employment Plan</td><td>Edward River Council</td></tr></table> Notes:	Required CEMP Sub-plan	Relevant government agencies and councils to be consulted for each CEMP Sub-plan	Biodiversity Management Plan	CPHR	Aboriginal Cultural Heritage Management Plan	Heritage NSW, Edward River Council	Local Accommodation and Employment Plan	Edward River Council	Pre-construction	Environmental Site Representative
Required CEMP Sub-plan	Relevant government agencies and councils to be consulted for each CEMP Sub-plan										
Biodiversity Management Plan	CPHR										
Aboriginal Cultural Heritage Management Plan	Heritage NSW, Edward River Council										
Local Accommodation and Employment Plan	Edward River Council										

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	1. CEMP Sub-plan(s) may reflect the staged construction of the project through geographical activities, temporal activities or activity based contracting and staging. 2. Nothing in this condition prevents the Proponent from combining any of the above CEMP Sub-plans.		
C10	The CEMP sub-plan for Biodiversity Management must be prepared to incorporate mitigation measures identified in the documents listed in Condition A1 and the following: (a) be prepared by a suitably qualified and experienced biodiversity expert/s in consultation with NSW DCCEEW CPHR (b) be prepared in accordance with the BDAR dated June 2025 (c) include a description of the measures and timeframes that would be implemented for: (i) ensuring the development does not adversely affect the native vegetation and habitat outside the disturbance footprint; (ii) minimising the clearing of native vegetation and habitat within the disturbance footprint; (iii) minimising impacts on entities at risk of a serious and irreversible impact (SAIL)(Plains-wanderer (<i>Pedionomus torquatus</i>) habitat), (iv) minimising impacts on the breeding cycles of the Little Eagle and Southern Bell Frog, including avoiding construction during breeding periods where possible (v) rehabilitating and revegetating temporary disturbance areas; (vi) protecting native vegetation and key fauna habitat outside the approved disturbance area; (vii) maximising the salvage of resources within the approved disturbance area – including vegetative and soil resources – for beneficial reuse (such as fauna habitat enhancement) during the rehabilitation and revegetation of the site; (viii) collecting and propagating seed (where relevant); (ix) controlling weeds and feral pests; (x) controlling erosion; and (xi) bushfire management; (d) include supplementary surveys to confirm the extent of threatened species within the development footprint (e) include a detailed program to monitor and report on the effectiveness of these measures; (f) include details of who would be responsible for monitoring, reviewing and implementing the plan.	Pre-construction	Environmental Site Representative Project Ecologist

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
C11	The CEMP sub-plan for Aboriginal Cultural Heritage Management must be prepared to incorporate mitigation measures identified in the documents listed in Condition A1 and the following: (a) be prepared by suitably qualified and experienced persons (b) be prepared in consultation with the Registered Aboriginal Parties (RAPs) and reviewed by Heritage NSW (c) include a description of the measures (and associated methodologies) including digital recording, removal, archaeological salvage, trimming of branches, and protection measures that would be implemented for all Aboriginal sites that would be impacted by the proposed works and all Aboriginal sites in the vicinity of the proposed works as identified in the documents listed in Condition A1 (d) the long-term management of any Aboriginal heritage items or cultural material collected under the ACHMP (e) ensuring workers on site receive suitable heritage inductions prior to carrying out any development on site, and that records are kept of these inductions (f) ongoing consultation and involvement of RAPs during the implementation of the ACHMP (g) preparing Aboriginal Site Impact Recording Form/s (ASIRFs) for all Aboriginal heritage sites following construction activities with ASIRFs to be submitted to the Aboriginal Heritage Information Management System (AHIMS) registrar. (h) Include a program to monitor and report on the effectiveness of management measures and any Aboriginal cultural heritage impacts of the project.	Pre-construction	Environmental Site Representative
C12	The CEMP sub-plan for Local Accommodation and Employment must be prepared to incorporate mitigation measures identified in the documents listed in Condition A1 and the following: (a) measures to ensure there is sufficient accommodation for the workforce associated with the development (b) options to prioritise the employment of local workers for construction and operation.	Pre-construction	Environmental Site Representative
C13	The CEMP sub-plan for Soil and Water Management must be prepared to incorporate mitigation measures identified in the documents listed in Condition A1 and the following: (a) energy dissipation and stabilisation measures in areas of disturbance and increased flow velocity and/or shear stress (b) geomorphic monitoring of channel form and erosion, and suitable response measures.	Pre-construction	Environmental Site Representative
C14	The CEMP Sub-plans must state how: (a) the environmental performance outcomes identified in the documents listed in Condition A1 will be achieved; (b) the mitigation measures identified in the documents listed in Condition A1 will be implemented;	Pre-construction	Environmental Site Representative

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	(c) the relevant terms of this approval will be complied with; and (d) issues requiring management during construction (including any trigger levels and cumulative impacts), as identified through ongoing environmental risk analysis, will be managed through SMART principles. Construction must not commence until the relevant CEMP(s) and CEMP Sub-plans have been approved by the Planning Secretary.		
C15	The CEMP must include considerations about contamination at the sites, including all known and suspected contamination present in soils at the sites and consider the potential for groundwater to also be contaminated. Additionally, it must outline clear measures to mitigate impacts to human health and the environment from the contamination and identify the parties responsible for implementing these measures, as well as consider the information outlined in Billabong Creek Regulators – Landfill Gas Investigation (GHD, 2025).	Pre-construction	Environmental Site Representative
C16	The CEMP(s) and CEMP Sub-plans as approved or endorsed (as relevant), including any minor amendments approved by the ER, must be implemented for the duration of construction.	Pre-construction Construction	Environmental Site Representative

OPERATIONAL ENVIRONMENTAL MANAGEMENT PLAN

D1	The height at which lay flat gates are set for operation as a fixed crest weir under Default Operations: - is to be determined in consultation with WaterNSW and DPIRD Fisheries prior to demolition of the existing weirs - must be generally consistent with achieving the EWRs, flow regimes, environmental flow and river flow objectives under the hydrological base case set out in the documents listed in Condition A1 - Unless permitted by Condition D9 the height of the lay flat gates must not be set at an operational level exceeding: 95.44m AHD for Hartwood regulator 80.99m AHD for Wanganella regulator - must be notified to the Planning Secretary prior the demolition of the existing weirs. Note 1: Condition D1 does not prevent the achievement of better environmental outcomes than under	Operation	DCCEEW
D2	The Proponent must operate the infrastructure under Default Operations unless the Planning Secretary has confirmed in writing that: - the Yanco Creek Systems Operations Plan (YCSOP) has been approved by the Planning Secretary; or - a waiver to the requirement for a YCSOP has been granted under Condition D3(b).	Operation	DCCEEW
D3	The infrastructure may be operated under Standard Operations after:	Operation	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	(a) An YCSOP that is consistent with the documents listed in Condition A1 has been submitted to and approved by the Planning Secretary; or (b) A waiver to the requirement for a YCSOP has been granted by the Planning Secretary, as a Water Sharing Plan (WSP) has been made under the Water Management Act 2000 (NSW) that contains rules which achieve: (i) operation of the infrastructure in a manner consistent with the documents listed in Condition A1. (ii) a level of environmental performance consistent with the documents listed in Condition A1 with respect to EWR achievement, flow regimes and river flow objectives. Note: This approval does not intend to limit or prevail over any requirement under the Water Management Act 2000. This condition does not prevent a YCSOP and WSP waiver from operating concurrently		
D4	The Planning Secretary must be notified if the infrastructure returns to Default Operations after Standard Operations has commenced.	Operation	DCCEEW
D5	The Proponent must operate the infrastructure generally in accordance with any approved YCSOP under Condition D3(a).	Operation	DCCEEW
D6	An amended YCSOP may be submitted to the Planning Secretary for approval under Condition D3(a) to replace any previously approved plan.	Operation	DCCEEW
D7	Waiver may be sought under Condition D3(b) by providing information that supports or demonstrates that the WSP made is consistent with Condition D3(b) of this approval.	Operation	DCCEEW
D8	A waiver granted under Condition D3(b): (a) starts from the date identified in the waiver granted by the Planning Secretary (b) is automatically revoked if the WSP supporting the waiver is repealed or ceases to have effect (c) is automatically revoked if the WSP supporting the waiver is amended and the WSP rules no longer achieve operation of the infrastructure in a manner consistent with the documents listed in Condition A1. Note: If a WSP is repealed or ceases to have effect the infrastructure must be operated in Default Operations unless a YCSOP has also been approved.	Operation	DCCEEW
D9	During Default Operation, the infrastructure may be operated so that the fixed crest weir heights of the infrastructure specified in Condition D1 are exceeded in order to support improved environmental outcomes for	Operation	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	fish passage, fish breeding or migration events. Any such operation must also be to the satisfaction of DPIRD Fisheries and approved by the Planning Secretary in writing. Note: This is despite Condition D1 of this approval.		
D10	Hartwood regulator may be set at a lower height than the height determined for Default Operations under Condition D1 for water delivery to meet operational shortfall with the prior written agreement of the Planning Secretary. Note: This is despite Condition D1 of this approval. This condition allows for the operation of Hartwood regulator for the purpose of delivering water to meet operational shortfalls in a manner consistent with the operation of the previous Hartwood weir drop boards.	Operation	DCCEEW
D11	The Planning Secretary must be provided with a data summary for publication every 5 years, after the initial commencement of Standard Operation, that reports on: a. achievement of EWRs during the 5-year period b. achievement of EWRs during the previous 10 years where applicable c. details when flows corresponding to the EWR codes were achieved d. operating water levels of the regulators and weir pools, including the percentage of time water levels in each weir pool were within the operating zones identified in the documents listed in Condition A1, and includes data on the seasonality of water levels in the each of operating zones. Note: The EWR codes are defined in the Murrumbidgee Long Term Water Plan.	Operation	DCCEEW

KEY ISSUE CONDITIONS

Air Quality and Odour

E1	Measures must be implemented to minimise and manage the emission of dust, odour and other air pollutants during Work and Operation.	Construction	Environmental Site Representative Site Supervisor
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Biodiversity

E2	The clearing of native vegetation must be minimised to the greatest extent practicable with the objective of reducing impacts to threatened ecological communities and threatened species habitat.	Pre-construction Construction	Environmental Site Representative Site Supervisor
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CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
E3	The Proponent must not clear any native vegetation or fauna habitat located outside the construction and operational disturbance footprints.	Pre-construction Construction	Environmental Site Representative Site Supervisor
E4	The Proponent must ensure that the vegetation habitat clearing limits specified in Table 3 and Table 4 are not exceeded.	Pre-construction Construction	Environmental Site Representative Site Supervisor
E5	Prior to carrying out any development that could directly or indirectly impact the biodiversity values requiring offset, the Proponent must provide evidence to the Planning Secretary that biodiversity credits have been retired.	Pre-construction	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY																				
E6	Prior to the impacts set out in Table 3 and Table 4 the number and classes of ecosystem credits and species credits (like-for-like) must be achieved by: (i) retirement of biodiversity credits of a number and class specified in Table 3 and Table 4 in accordance with the Biodiversity Conservation Act 2016; and/or (ii) where evidence of compliance with the Ancillary rule: biodiversity conservation action has been provided to the Planning Secretary, and/or (iii) making a payment into the Biodiversity Conservation Fund of an amount equivalent to the class and number of ecosystem and species credits. Table 3: Ecosystem Credits <table><tr><th>Credit Class</th><th>Number of Credits</th><th>IBRA sub-region</th><th>Like-for-like PCTs</th><th>Hollow Bearing tree credit</th></tr><tr><td colspan="5">Hartwood</td></tr><tr><td>PCT 7 River Red Gum - Warrego Grass - herbaceous riparian tall open forest wetland</td><td>26</td><td>Murrumbidgee</td><td>Inland Riverine Forests. Includes PCT's: 2, 5, 7, 8, 9, 10, 11, 36, 78, 79, 112, 233, 234, 249, 356, 362, 4088, 4089</td><td>26</td></tr><tr><td>PCT 10 River Red Gum - Black Box woodland wetland of the semi-arid (warm) climatic zone</td><td>19</td><td>Murrumbidgee</td><td>Inland Riverine Forests This includes PCT's: 2, 5, 7, 8, 9, 10, 11, 36, 78, 79, 112, 233, 234, 249, 356, 362, 4088, 4089</td><td>14</td></tr></table>	Credit Class	Number of Credits	IBRA sub-region	Like-for-like PCTs	Hollow Bearing tree credit	Hartwood					PCT 7 River Red Gum - Warrego Grass - herbaceous riparian tall open forest wetland	26	Murrumbidgee	Inland Riverine Forests. Includes PCT's: 2, 5, 7, 8, 9, 10, 11, 36, 78, 79, 112, 233, 234, 249, 356, 362, 4088, 4089	26	PCT 10 River Red Gum - Black Box woodland wetland of the semi-arid (warm) climatic zone	19	Murrumbidgee	Inland Riverine Forests This includes PCT's: 2, 5, 7, 8, 9, 10, 11, 36, 78, 79, 112, 233, 234, 249, 356, 362, 4088, 4089	14	Pre-construction	DCCEEW
Credit Class	Number of Credits	IBRA sub-region	Like-for-like PCTs	Hollow Bearing tree credit																			
Hartwood																							
PCT 7 River Red Gum - Warrego Grass - herbaceous riparian tall open forest wetland	26	Murrumbidgee	Inland Riverine Forests. Includes PCT's: 2, 5, 7, 8, 9, 10, 11, 36, 78, 79, 112, 233, 234, 249, 356, 362, 4088, 4089	26																			
PCT 10 River Red Gum - Black Box woodland wetland of the semi-arid (warm) climatic zone	19	Murrumbidgee	Inland Riverine Forests This includes PCT's: 2, 5, 7, 8, 9, 10, 11, 36, 78, 79, 112, 233, 234, 249, 356, 362, 4088, 4089	14																			

CONDITIONS OF APPROVAL

#	CONDITION					TIMING/ FREQUENCY	RESPONSIBILITY
	PCT 13 Black Box - Lignum woodland wetland of the inner floodplains in the semi-arid (warm) climate zone	90	Murrumbidgee	Inland Floodplain Woodlands This includes PCT's: 13, 15, 16, 83, 438, 454, 630	68		
	PCT 44 Forb-rich Speargrass - Windmill Grass - White Top grassland	12	Murrumbidgee	Riverine Plain Grasslands This includes PCT's: 44	0		
	PCT 46 Curly Windmill Grass - speargrass - wallaby grass grassland on alluvial clay and loam (46_Moderate)	138	Murrumbidgee	Plain Grasslands This includes PCT's: 44, 45, 46, 165, 1203	0		
	PCT 46 Curly Windmill Grass - speargrass - wallaby grass grassland on alluvial clay and loam (46_Poor)	8	Murrumbidgee	Plain Grasslands This includes PCT's: 44, 45, 46, 165, 1203	0		

CONDITIONS OF APPROVAL

#	CONDITION					TIMING/ FREQUENCY	RESPONSIBILITY
	Wanganella						
	PCT 7 River Red Gum - Warrego Grass - herbaceous riparian tall open forest wetland	11	Murrumbidgee	Inland Riverine Forests This includes PCT's: 2, 5, 7, 8, 9, 10, 11, 36, 78, 79, 112, 233, 234, 249, 356, 362, 4088, 4089	11		
	PCT 10 River Red Gum - Black Box woodland wetland of the semi-arid (warm) climatic zone	18	Murrumbidgee	Inland Riverine Forests This includes PCT's: 2, 5, 7, 8, 9, 10, 11, 36, 78, 79, 112, 233, 234, 249, 356, 362, 4088, 4089	18		
	PCT 13 Black Box - Lignum woodland wetland of the inner floodplains in the semi-arid (warm) climate zone (13_Good)	30	Murrumbidgee	Inland Floodplain Woodlands This includes PCT's: 13, 15, 16, 83, 438, 454, 630	30		

CONDITIONS OF APPROVAL

#	CONDITION					TIMING/ FREQUENCY	RESPONSIBILITY
	PCT 13 Black Box - Lignum woodland wetland of the inner floodplains in the semi-arid (warm) climate zone (13_DNG)	7	Murrumbidgee	Inland Floodplain Woodlands This includes PCT's: 13, 15, 16, 83, 438, 454, 630	0		
	PCT 46 Curly Windmill Grass - speargrass - wallaby grass grassland on alluvial clay and loam	63	Murrumbidgee	Riverine Plain Grasslands This includes PCT's: 44, 45, 46, 165, 1203	0		
	PCT 160 Nitre Goosefoot shrubland wetland on clays of the inland floodplains	7	Murrumbidgee	Inland Floodplain Shrublands This includes PCT's: 17, 24, 25, 115, 160, 161, 240, 241, 247, 261, 271, 375	0		
Table 4: Species Credits							
Species		Indirect Impacts (ha)		Direct Impacts (ha)		Number of credits	

CONDITIONS OF APPROVAL

#	CONDITION				TIMING/ FREQUENCY	RESPONSIBILITY
	Hartwood					
	Southern Bell Frog	0	5.52	157		
	Plains-Wanderer	0	1.96	123		
	Southern Myotis	0	5.52	157		
	Slender Darling Pea	0	2.25	94		
	Wanganella					
	Little Eagle	0	1.25	30		
	Southern Bell Frog	0	3.28	85		
	Bush Stone-curlew	0	2.33	74		
	Pink Cockatoo	0	2.33	74		

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
E7	An Unexpected Finds Protocol must be developed for threatened species and threatened ecological communities before the commencement of Work. The Unexpected Finds Protocol must be submitted to the Planning Secretary for approval at least one month before the commencement of Work. Work cannot commence until the unexpected finds protocol is approved by the Planning Secretary. The Unexpected Finds Protocol must be implemented throughout the duration of Work.	Pre-construction	Environmental Site Representative
E8	The Proponent must minimise impacts to Key Fish Habitat (KFH) as defined in the Policy and Guidelines for Fish Habitat Conservation and Management (DPI, 2013 update).	Construction	N/A
E9	A Key Fish Habitat Offset Strategy must be prepared in consultation with DPIRD Fisheries and published in accordance with Condition B10 within 12 months of the approval date for this development. The Strategy must: (a) Describe the detailed measures that would be implemented to comply with Condition A1 related key fish habitat offsets, and meet requirements of relevant policies and guidelines, including but not limited to, the NSW Biodiversity Offsets Policy for Major Projects and Policy and guidelines for Fish Habitat Conservation and Management Update 2013 (DPI, 2013) (b) Include the establishment of a governance group made up of NSW DCCEEW and DPIRD Fisheries to guide the implementation of the strategy (c) be published on the Major Projects portal prior to implementation, including confirmation that the strategy meets DPIRD Fisheries requirements.	Pre-construction Construction	DCCEEW
E10	The measures within the Key Fish Habitat Offset Strategy must be delivered within 5 years of development of the Strategy as per Condition E6. The Proponent must notify the Planning Secretary when the habitat offsets have been delivered.	Construction Post-construction	DCCEEW
E11	The SSI must maximise the reuse of native vegetation and other habitat features that have been approved for removal. Where reuse by the SSI is not possible, relevant council(s), Local Land Services, local Landcare groups, DPIRD Fisheries and any additional relevant government agencies must be consulted prior to the removal of vegetation and other habitat to determine if: (a) hollows, tree trunks (greater than 25-30 centimetres in diameter and 2-3 metres in length), mulch, bush rock and root balls salvaged from native vegetation impacted by the SSI; and (b) collected plant material, seeds and/or propagated plants from native vegetation impacted by the SSI, could be used by others in the local area in habitat enhancement and rehabilitation work which is currently underway or planned within 6 months of removal, before pursuing other disposal options. If the timber can be re-used by others, the Proponent must advise them and facilitate access for salvage.	Construction	Environmental Site Representative Site Supervisor

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	Note: Before reusing rootballs and other vegetative material by the SSI or offered to others, it must be checked by a suitably qualified arborist/ecologist/pathologist to determine that Pathogens (including but not limited to <i>Phytophthora cinnamomi</i> , Chytrid fungus, Myrtle rust and Fusarium wilt / Panama disease) are absent from the construction footprint and the material is not showing signs of infection or pests.		
Contamination			
E12	An Unexpected Finds Procedure for Contamination must: (a) be prepared by a certified contaminated land consultant; (b) be prepared before the commencement of Work and must outline the actions to be taken should unexpected contamination be discovered; (i) include details of who will be responsible for implementing the unexpected finds procedure and the roles and responsibilities of all parties involved; and (ii) be provided to the Planning Secretary upon request.	Pre-construction	Environmental Site Representative
E13	The Unexpected Finds Procedure for Contamination must be implemented throughout Work.	Construction	Environmental Site Representative Site Supervisor
Flooding			
E14	Measures identified in the documents listed in Condition A1 to not worsen flood characteristics or other measures that achieve the same outcomes, must be incorporated into the detailed design of the SSI.	Pre-construction Construction	DCCEEW
E15	Unless otherwise agreed by the Planning Secretary, the SSI must be designed and constructed to limit impacts on flooding characteristics in areas hydraulically connected to the infrastructure during any flood event up to and including the 1% AEP flood event, to the following: a) a maximum increase of 50 mm depth of inundation for land zoned as residential, industrial or commercial; b) a maximum increase of 100 mm depth of inundation for land zoned as rural, primary production, environment zone or public recreation; c) no increase in the flood hazard or risk to life; and d) maximum relative increase in velocity of 10%, where the resulting velocity is greater than 1.0 m/s, unless adequate scour protection measures are implemented and/or the velocity increases do not exacerbate erosion as demonstrated through site-specific risk of scour or geomorphological assessments.	Pre-construction Construction	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	Where the requirements set out in clauses (iv) and (v) cannot be met alternative flood levels or mitigation measures may be agreed to with the affected landowner.		
E16	Where the requirements set out in Condition E15 cannot be met alternative flood levels or mitigation measures may be agreed to with the affected landowner.	Pre-construction Construction	DCCEEW Project Manager Environmental Site Representative Stakeholder / Community Engagement Manager
E17	Relevant stakeholders, including councils, CPHR, WaterNSW, DCCEEW Water Group NSW and the NSW SES must be notified in writing that flood information (including flood reports, models and geographic information system outputs) obtained to meet the requirements of this approval is available at their request. The notification must occur no later than one month following the commencement of operation. Information requested by the relevant stakeholder must be provided within one month of the request. Note: Flood information must be shared at no cost and by way of a perpetual, irrevocable, non-exclusive license.	Pre-construction Construction	DCCEEW
Health and Safety			
E18	Dangerous goods, as defined by the Australian Dangerous Goods Code, must be stored and handled strictly in accordance with the requirements of all relevant Australian Standards.	Construction	Environmental Site Representative Site Supervisor
Heritage			
E19	Following completion of all Work described in the documents listed in Condition A1 that is related to heritage, an Annotated Index and Reference of archival recording, historical research, archaeological excavations (with artefact analysis and identification of a final repository for finds), and other heritage documents of the SSI must be prepared.	Post-construction	DCCEEW Environmental Site Representative

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
E20	The Annotated Index and Reference must be completed no later than 12 months after the completion of the Work referred to in Condition and provided to the Planning Secretary, the Heritage Council of NSW, Heritage NSW, LALCs, RAPs and the relevant Council(s) on request. Note: The intent of an Annotated Index and Reference is to collate all heritage related assessments, investigations, recordings, research and excavation reports, and all other heritage related documents prepared for this approval in a single location.	Post-construction	DCCEEW Environmental Site Representative
E21	An Unexpected Heritage Finds and Human Remains Procedure must be prepared: (a) by a suitably qualified and experienced heritage specialist in consultation with Heritage NSW and the Heritage Council of NSW; (b) in accordance with guidelines and standards prepared by the Heritage Council of NSW and Heritage NSW; (c) include the requirement to register any newly identified Aboriginal objects or sites in the AHIMs database, and; (d) no later than one (1) month before the commencement of Work and submitted to the Planning Secretary submitted to the Planning Secretary and Heritage NSW for approval on request. The Unexpected Heritage Finds and Human Remains Procedure must be implemented for the duration of Work. and must be included in the Aboriginal Cultural Heritage Management Plan required by Condition C9. Note: Human remains that are found unexpectedly during the carrying out of work may be under the jurisdiction of the NSW State Coroner and must be reported to the NSW Police immediately. All work must cease immediately, and Heritage NSW must be informed.	Pre-construction	DCCEEW
E22	The Proponent must not destroy, modify or otherwise affect any Heritage item not identified in the documents referred to in Condition A1 and except as permitted by Condition E28. Unexpected heritage finds identified by the SSI must be managed in accordance with the Unexpected Heritage Finds Procedure and Human Remains Procedure required by Condition E21. Consideration of avoidance and redesign to protect State significant unexpected finds must be addressed where this condition applies.	Construction	Environmental Site Representative Site Supervisor
E23	An Archival Recording Report must be prepared for heritage-listed items that are affected by Work. The archival recording must be prepared in accordance with Guidelines for preparing archival recordings of heritage items as a condition of consent (DCCEEW 2025). The recordings must capture the potentially affected heritage listed items impacted by Works, and the immediate surrounds, before, during and after the works.	Pre-construction Construction Post-construction	DCCEEW

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
E24	The Archival Recording Report must be prepared no later than 12 months after the completion of Construction and a copy must be provided to Heritage NSW, WaterNSW and the relevant council(s) and must be submitted as part of the annotated index required by Condition E19.	Post-construction	DCCEEW
E25	All practicable steps must be taken so as not to harm, modify or otherwise impact Aboriginal objects except as authorised by this approval.	Construction	Environmental Site Representative Site Supervisor
E26	The Registered Aboriginal Parties (RAPs) must be kept informed about the SSI. The RAPs must be provided with the opportunity to be regularly consulted about the Aboriginal cultural heritage management requirements of the SSI. Note: The intent of this condition is to keep RAPs regularly informed about project matters relating to Aboriginal Cultural Heritage.	Pre-construction Construction	DCCEEW
E27	Where previously unidentified Aboriginal objects are discovered, all Work must immediately stop in the vicinity of the affected area and a suitably qualified and experienced Aboriginal heritage expert must be contacted to provide specialist heritage advice before Work recommences. The measures to consider and manage this process must be specified in the Aboriginal Cultural Heritage Management Plan required by Condition C9 and, where relevant, include registration in the Aboriginal Heritage Information Management System (AHIMS).	Pre-construction Construction	Environmental Site Representative Site Supervisor
E28	An Aboriginal Cultural Heritage Salvage Report must be prepared following the completion of salvage activities under the Aboriginal Cultural Heritage Management Plan required by Condition C9. The Aboriginal Cultural Heritage Salvage Report(s) must: (a) be prepared by a suitable qualified expert (b) be prepared in accordance with the Guide to investigation, assessing and reporting on Aboriginal Cultural Heritage in NSW (OEH 2011) and the Code of practice for archaeological investigation of Aboriginal objects in New South Wales (DECCW 2010) (c) document the results of the salvage works and scarred tree removal and recording completed under the ACHMP (d) document the results of any specialist studies including analysis of dating of hearth materials (e) outline the long-term management strategy for all cultural material recovered from the project area, including any permanent public interpretive display (f) be provided to the RAPs who must be given a minimum of 28 days to consider the report and provide comments before the report is finalized. The final report must be provided to the Planning Secretary, Heritage NSW, AHIMS, and the RAPs within 24 months of the completion of the Aboriginal archaeological collections and excavations.	Post-construction	DCCEEW Environmental Site Representative

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
Noise and Vibration			
E29	Except as permitted by Condition E30, Work must be undertaken during the following hours: (a) 7:00am to 6:00pm Mondays to Fridays, inclusive; (b) 8:00am to 1:00pm Saturdays; and (c) at no time on Sundays or public holidays.	Construction	Environmental Site Representative Site Supervisor
E30	Notwithstanding Condition E29, Work may be undertaken outside the hours specified in any of the following circumstances (a, b, or c below): (a) Safety and Emergencies (i) for the delivery of materials required by the NSW Police Force or other authority for safety reasons; or (ii) where it is required in an emergency to avoid injury or the loss of life, to avoid damage or loss of property (external to the SSI) or to prevent environmental harm, except where construction programming has led to the incident. On becoming aware of the need for emergency work in accordance with Condition E30 (a)(ii), the ER, the Planning Secretary and the EPA must be notified of the reasons for such work. Best endeavors must be used to notify all noise and/or vibration affected residents and owners/occupiers of properties identified sensitive land use(s) of the likely impact and duration of those Work. Note: If an activity is scheduled to take a long period to be completed, this activity should be commenced as early as possible and aim to be started and completed within the Work hours identified in Condition E29. Programming should not form part of the rationale to undertake safety and emergencies under Condition E30(a)(ii). It is essential to prioritise timely completion of activities to ensure the safety and well-being of workers and anyone else who may be affected by the construction activities. (b) Work that meets all of the following criteria (i) Work that causes LAeq(15 minute) noise levels: • no more than 5 dB(A) above the rating background level at any residence in accordance with the ICNG, and • no more than the 'Noise affected' NMLs specified in Table 3 of the ICNG at other sensitive land use(s); and	Pre-construction Construction	Environmental Site Representative Site Supervisor Project Manager

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	(ii) Work that causes LAFmax noise levels no greater than 15 dB(A) above the night period rating background level at any residence during the night period as defined in the ICNG; and (iii) Work that causes: - continuous or impulsive vibration values, measured at the most affected residence are no more than the preferred values for human exposure to vibration, specified in Table 2.2 of Assessing Vibration: a technical guideline (DEC, 2006), and - intermittent vibration values measured at the most affected residence are no more than the preferred values for human exposure to vibration, specified in Table 2.4 of Assessing Vibration: a technical guideline (DEC, 2006). (c) By Approval (i) negotiated agreement with the substantial majority of affected residents and sensitive land use(s) for Work which is not subject to an EPL. Note: Refer to Appendix B for guidance regarding negotiated agreements.		
E31	Mitigation measures must be implemented with the aim of achieving the following NMLs and vibration criteria: (a) construction 'Noise affected' NMLs established using the Interim Construction Noise Guideline (DECC, 2009); (b) vibration criteria established using the Assessing vibration: a technical guideline (DEC, 2006) (for human exposure); (c) Australian Standard AS 2187.2 - 2006 "Explosives - Storage and Use - Use of Explosives"; (d) BS 7385 Part 2-1993 "Evaluation and measurement for vibration in buildings Part 2" as they are "applicable to Australian conditions"; and (e) the vibration limits set out in the German Standard DIN 4150-3: Structural Vibration- effects of vibration on structures (for structural damage). Work that exceeds the NMLs and/or vibration criteria must be managed in accordance with the Noise and Vibration CEMP Sub-plan. Note: The ICNG identifies 'particularly annoying' activities that require the addition of 5 dB(A) to the predicted level before comparing to the construction NML.	Construction	Environmental Site Representative Site Supervisor Project Manager
E32	Work that results in noise levels above the NMLs at community, religious, educational institutions, noise and vibration-sensitive businesses and critical working areas must not be timetabled during sensitive periods, unless other reasonable arrangements with the affected institutions are made at no cost to the affected institution.	Construction	Environmental Site Representative Site Supervisor

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
			Project Manager
Property and Landuse			
E33	Utilities and services (hereafter "services") potentially affected by Works must be identified to determine requirements for diversion, protection and/or support. Alterations to services must be determined by negotiation with the service providers. Disruption to services resulting from Works are to be avoided where practical and advised to customers.	Pre-construction Construction	Site Supervisor Project Manager
E34	Access to all utilities and properties must be maintained during Works, where practicable, unless otherwise agreed with the relevant utility owner, landowner or occupier.	Construction	Site Supervisor Project Manager
E35	Any property access physically affected by the SSI must be reinstated to at least an equivalent standard, unless otherwise agreed by the landowner or occupier.	Post-construction	Site Supervisor Project Manager
Soils			
E36	Erosion and sediment controls must be installed and maintained, as a minimum, in accordance with the publication Managing Urban Stormwater: Soils & Construction (4th edition, Landcom 2004) commonly referred to as the 'Blue Book'.	Pre-construction Construction	Environmental Site Representative Site Supervisor
E37	Ensure that all vehicles, motorised plant and equipment leaving the premises do not deposit mud, soil, sand, gravel and any other materials onto public roads.	Construction	Site Supervisor
Traffic and Transport			
E38	Before any local road is used by a heavy vehicle for the purposes of the SSI, a Road Dilapidation Report must be prepared for the road, including any intersections with the Cobb Highway. A copy of the Road Dilapidation Report must be provided to the relevant road authority within three weeks of completion of the survey and no later than one month prior to the road being used by heavy vehicles associated with the SSI.	Pre-construction	Site Supervisor Project Manager
E39	If damage to roads occurs as a result of the SSI, the Proponent must either (at the relevant road authority's discretion): (a) compensate the relevant road authority for the damage caused; or (b) restore the road to at least the condition it was in pre-works as identified in the Road Dilapidation Report(s).	Post-construction	Site Supervisor Project Manager

CONDITIONS OF APPROVAL

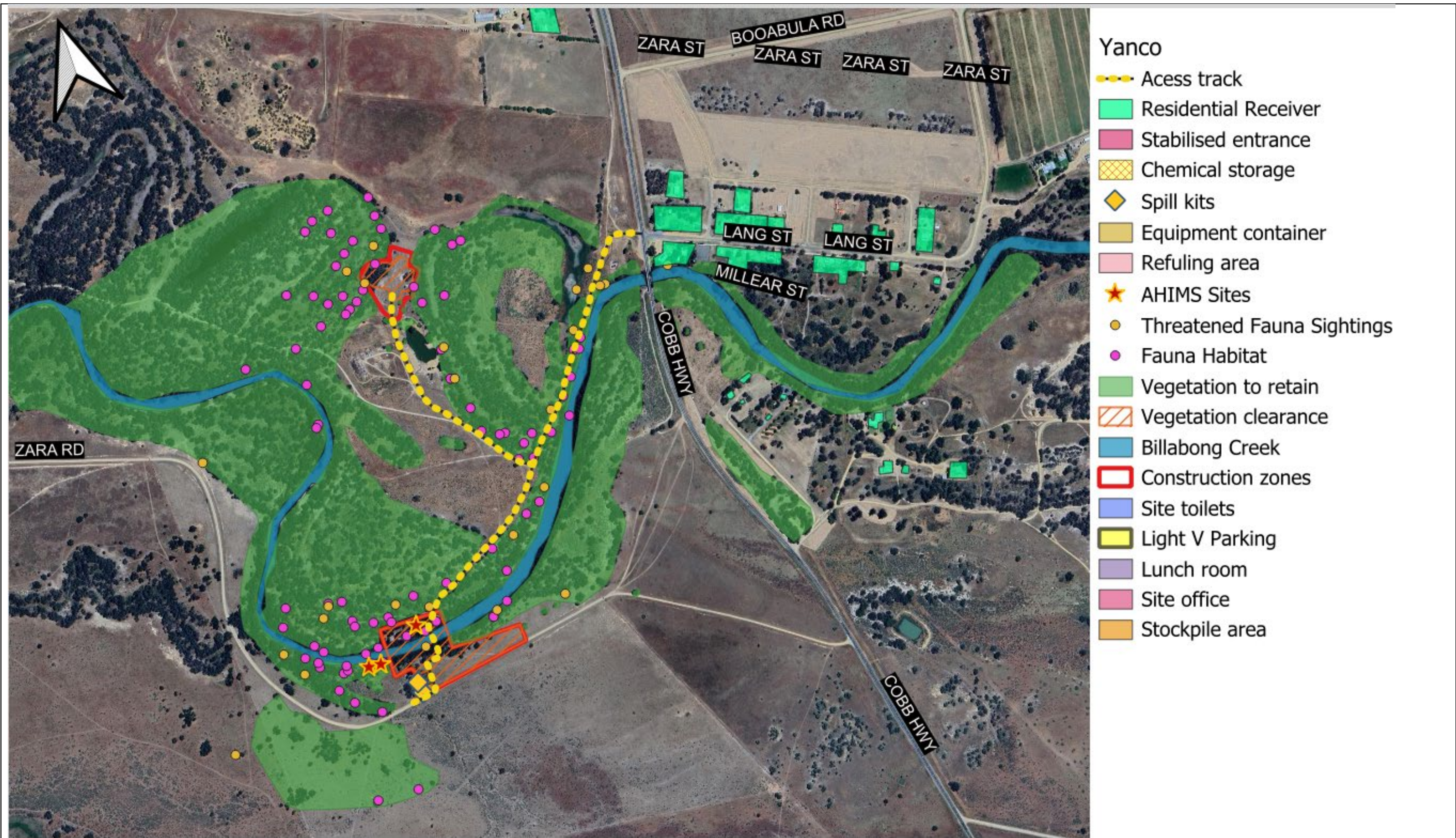
#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	Rectification works must be undertaken within three months of the subject road no longer being used for the construction of the SSI, unless an alternative timeframe is agreed to by the relevant road authority.		
Waste			
E40	Waste generated during construction and operation must be dealt with in accordance with the following priorities: (a) waste generation must be avoided and where avoidance is not reasonably practicable, waste generation must be reduced; (b) where avoiding or reducing waste is not possible, waste must be re-used, recycled, or recovered; and (c) where re-using, recycling or recovering waste is not possible, waste must be treated or disposed of.	Construction	Environmental Site Representative Site Supervisor
E41	The importation of waste and the storage, treatment, processing, reprocessing or disposal of such waste must be carried out in accordance with a Resource Recovery Exemption or Order issued under the Protection of the Environment Operations (Waste) Regulation 2014, as the case may be.	Construction	Environmental Site Representative Site Supervisor
E42	Waste must only be exported to a site licensed by the EPA for the storage, treatment, processing, reprocessing or disposal of the subject waste, or in accordance with a Resource Recovery Exemption or Order issued under the Protection of the Environment Operations (Waste) Regulation 2014, or to any other place that can lawfully accept such waste.	Construction	Environmental Site Representative Site Supervisor
E43	All waste must be classified in accordance with the EPA's Waste Classification Guidelines, with appropriate records and disposal dockets retained for audit purposes.	Construction	Environmental Site Representative Site Supervisor
E44	Consultation must be carried out with Council prior to any waste disposal of at any Council landfill site.	Construction	Environmental Site Representative Site Supervisor DCCEEW
Water			
E45	The SSI must be designed, constructed and operated so as to maintain the NSW Water Quality Objectives where they are being achieved as at the date of this approval, and contribute towards achievement of the NSW Water Quality Objectives over time where they are not being achieved as at the date of this approval in respect	Construction	DCCEEW Environmental Site Representative

CONDITIONS OF APPROVAL

#	CONDITION	TIMING/ FREQUENCY	RESPONSIBILITY
	of the SSI contains different requirements in relation to the NSW Water Quality Objectives, in which case those requirements must be complied with. Note: If it is proposed to discharge construction stormwater to waterways, a Water Pollution Impact Assessment will be required to inform licensing, consistent with section 45 of the POEO Act. Any such assessment must be prepared in consultation with the EPA and be consistent with the National Water Quality Guidelines, with the level of detail commensurate with the potential water pollution risk.		Site Supervisor
E46	Works on waterfront land and within watercourses must be carried out in accordance with the Guidelines for Controlled Activities on Waterfront land (DCCEEW, 2025). Note: This includes outlets and watercourse crossings.	Construction	Environmental Site Representative Site Supervisor
E47	Drainage feature crossings (permanent and temporary watercourse crossings and stream diversions) and drainage swales and depressions must be carried out in accordance with relevant guidelines and designed by a suitably qualified and experienced person.	No	N/A
E48	Sufficient entitlement must be obtained to account for water take, unless an exemption with reporting requirements applies.	No	N/A

APPENDIX D – SITE ENVIRONMENTAL PLAN

NOTE: The SEP has been included as an appendix as a guide. Any future revisions to the SEP will be available separately to the CEMP as they are progressively created, reviewed and updated during construction.



Rev	Date	Designed	Checked	Revision Details
1	9/2/2026	Jonathan Kraft	Glen Isbester	Initial issue

North

**Project Title: YANCO CREEK
MODERNISATION LARGE
REGULATORS (PARTs 1B, 2A
&2C)**

Wanganella Regulator
Wanganella Flood Bypass
Channel

Site Contacts

Construction Superintendent – Wayne Mayo 0403 311 285
Project Manager – Balwanth Kondakindi 0427 134 599
Environmental – Glen Isbester 0406 122 767
Safety - Sean Manenji 0455 992 624



Yanco

- Access track
- Stabilised entrance
- Chemical storage
- Spill kits
- Equipment container
- Refueling area
- AHIMS Sites
- Threatened Fauna Sightings
- Fauna Habitat
- Vegetation to retain
- Vegetation clearance
- Billabong Creek
- Construction zones
- Site toilets
- Light V Parking
- Lunch room
- Site office
- Stockpile area

Rev	Date	Designed	Checked	Revision Details	North		Project Title: YANCO CREEK MODERNISATION LARGE REGULATORS (PARTs 1B, 2A &2C)	Site Contacts		
1	9/2/2026	Jonathan Kraft	Glen Isbester	Initial issue			Wanganella Regulator	Construction Superintendent – Wayne Mayo 0403 311 285 Project Manager – Balwanth Kondakindi 0427 134 599 Environmental – Glen Isbester 0406 122 767 Safety - Sean Manenji 0455 992 624		



- Yanco
- Access track
 - Threatened Fauna Sightings
 - Fauna Habitat
 - Vegetation to retain
 - Vegetation clearance
 - Billabong Creek
 - Construction zones

Rev	Date	Designed	Checked	Revision Details
1	9/2/2026	Jonathan Kraft	Glen Isbester	Initial issue

North



Project Title: Project Title: **YANCO CREEK MODERNISATION LARGE REGULATORS (PARTs 1B, 2A &2C)**

Wanganella Flood Bypass Channel

Site Contacts		
Construction Superintendent – Wayne Mayo 0403 311 285		
Project Manager – Balwanth Kondakindi 0427 134 599		
Environmental – Glen Isbester 0406 122 767		
Safety - Sean Manenji 0455 992 624		



- Yanco
- Access track
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Rev	Date	Designed	Checked	Revision Details
1	9/2/2026	Jonathan Kraft	Glen Isbester	Initial issue

North



Project Title: YANCO CREEK
MODERNISATION LARGE
REGULATORS (PARTs 1B, 2A &2C)

Hartwood Regulator

Site Contacts

Construction Superintendent – Wayne Mayo 0403 311 285
Project Manager – Balwanth Kondakindi 0427 134 599
Environmental – Glen Isbester 0406 122 767
Safety - Sean Manenji 0455 992 624



- Yanco
- Access track
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 - AHIMS Sites
 - Threatened Flora
 - Threatened Fauna Sightings
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 - Vegetation to retain
 - Vegetation clearance
 - Billabong Creek
 - Construction zones
 - Site toilets
 - Light V Parking
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Rev	Date	Designed	Checked	Revision Details
1	9/2/2026	Jonathan Kraft	Glen Isbester	Initial issue

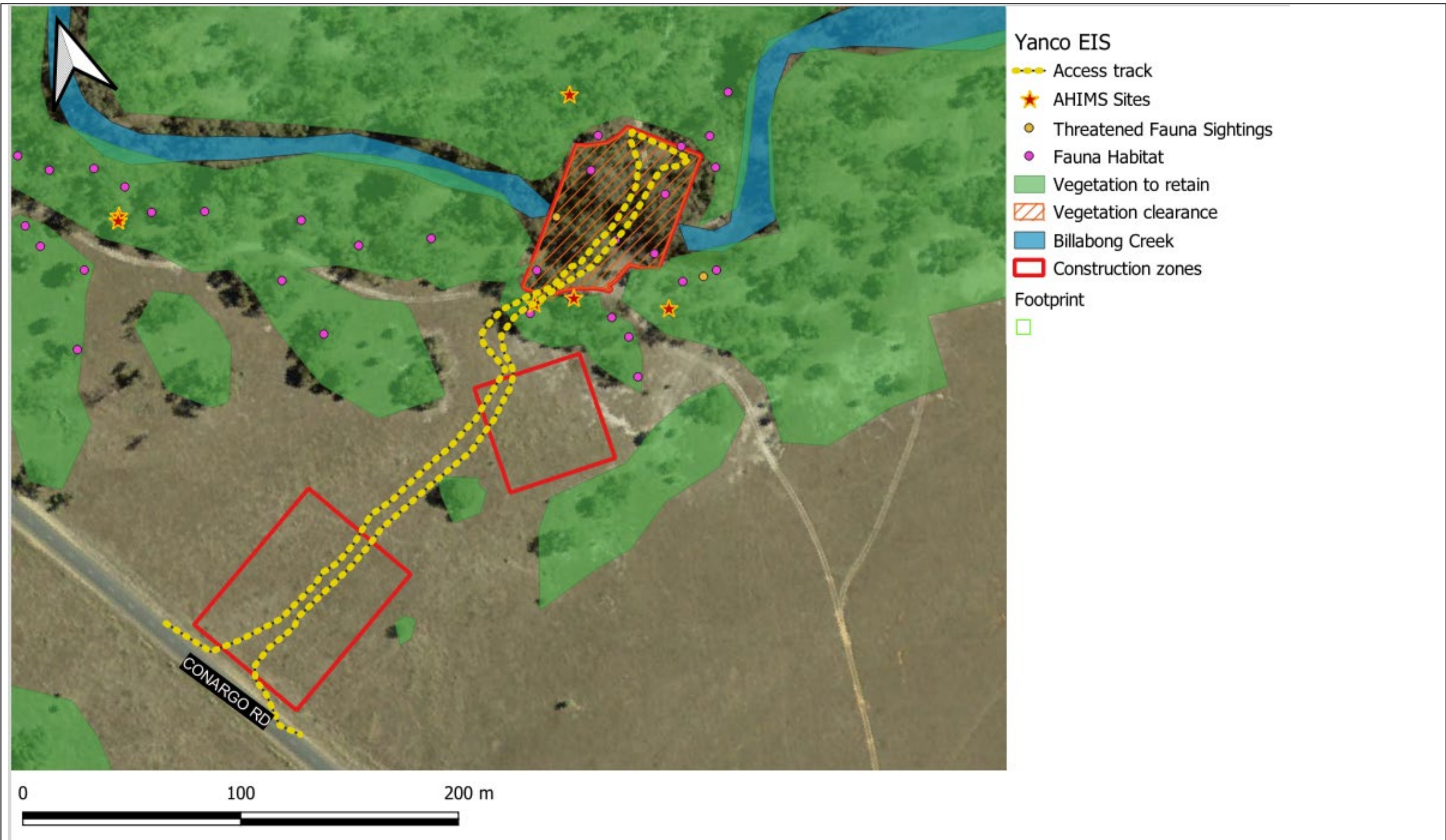
North

Project Title: Project Title: YANCO
CREEK MODERNISATION LARGE
REGULATORS (PARTs 1B, 2A &2C)

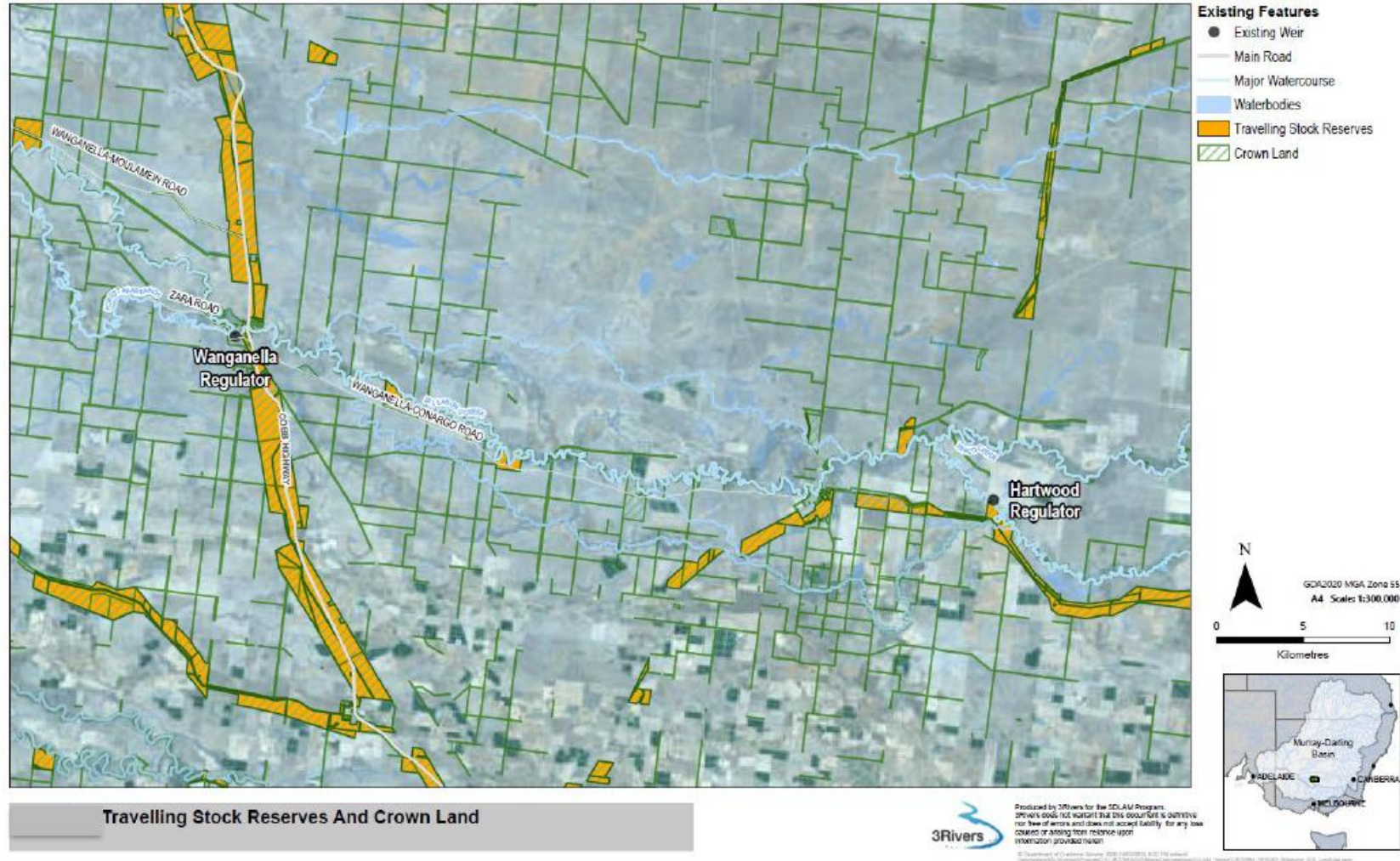
Hartwood Regulator

Site Contacts

Construction Superintendent – Wayne Mayo 0403 311 285
Project Manager – Balwanth Kondakindi 0427 134 599
Environmental – Glen Isbester 0406 122 767
Safety - Sean Manenji 0455 992 624



Rev	Date	Designed	Checked	Revision Details	North	ABERGELDIE COMPLEX INFRASTRUCTURE	Project Title: YANCO CREEK MODERNISATION LARGE REGULATORS (PARTs 1B, 2A &2C)		Site Contacts		
1	18/2/26	Jonathan Kraft	Glen Isbester	Initial Issue			Forest Creek Block Bank		Construction Superintendent – Wayne Mayo 0403 311 285 Project Manager – Balwanth Kondakindi 0427 134 599 Environmental – Glen Isbester 0406 122 767 Safety - Sean Manenji 0455 992 624		



APPENDIX E - ENVIRONMENTAL CONTACTS LIST

Relevant environmental contact names and phone numbers are provided below.

ENVIRONMENTAL CONTACT NAMES AND PHONE NUMBERS		
Abergeldie Project Team		
Position	Name	Phone Number
Project Manager	Balwanth Kondakindi	0427 134 599
Site Superintendent	Wayne Mayo	0403 311 285
Environmental Site Representative	Glen Isbester	0406 122 767
General Manager – Health, Safety, Environment & Sustainability	Nicola Wallace	0427 484 253
Community Relations Representative	Amanda Kearney	0499 383 796
Construction Manager	Brian McGuinness	0448 586 000
Safety Advisor	Ed Farrell	0429 481 633
Emergency Response Coordinator	Ed Farrell	0429 481 633
Main Office – Regents Park	-	02 8717 7777
Client and Community Information Line		
Position	Name	Phone Number
Client Project Manager	Angus Medley	TBC
Client Environmental Manager	Jonas Ball	0419 297436
24 Hour Community Information Line	-	TBC
Emergency Services		
Organisation	Name	Phone Number
HAZMAT	Fire & Rescue	000 or 112 (from mobile phone)
Emergency Services	Ambulance, Police, Fire & Rescue	000 or 112 (from mobile phone)
Water Supplier – Water emergencies	Sydney Water	132090
Electricity Supplier - Electrical emergencies	Essential Energy	(02) 9336 9141
Notifiable Environmental Incidents		
Authority	Name	Phone Number
<u>Pollution Incidents (notifiable)</u>		
NSW EPA Pollution Line	-	131 555
NSW Fire and Rescue	-	000 (for an immediate threat to human health or property) 1300 729 579 (for pollution incidents that do not present an immediate threat to human health or property)
Local Council	Edward River Council	(03) 5898 3000
SafeWork NSW	-	131 050
<u>Other environmental incidents</u>		
Water NSW - if affecting Special and Controlled Areas	-	1800 061 069 (24 hrs)

ENVIRONMENTAL CONTACT NAMES AND PHONE NUMBERS

Fisheries NSW	{Insert Contact details listed on Fisheries Permit where relevant}	1300 550 474 {or Insert Contact details listed on Fisheries Permit where relevant}
Unexpected find of skeletal material	Police Assistance Line	131 444
Unexpected or incidental threatened species finds	DCCEEW/DPHI	Jonas Ball 0419 297436 DPHI TBC

Note: This is not an exhaustive list. List should be maintained as current and updated at any time outside of the formal CEMP review periods.

APPENDIX F – UNEXPECTED FINDS PROCEDURE CONTAMINATION

Billabong Creek Regulators

Contamination Unexpected Finds Procedure

15 January 2026

Abergeldie Complex Infrastructure



nation
partners





People and planet over profits.

We have always seen the need for business to play a key role in creating a new and more equitable economy for people and the planet. We have created a workplace where our team are empowered to shape the business and thrive. This delivers better outcomes for our clients and drives greater impact.

As a certified B Corporation, we meet the highest international governance, social and environmental standards. We direct 4% of all our profits towards climate solutions and the communities most impacted by climate change.

We acknowledge the Traditional Custodians of the land on which we work and live, and recognise their continuing connection to land, water, and community. We pay our respects to Elders past and present.

Document title

Billabong Creek Regulators – Contamination
Unexpected Finds Procedure

Version

2.0

Date

15 January 2026

Prepared by

Sam Campbell

Approved by

Luke Clements (CEnvP-SC)

File name

NP25187 Contamination UFP_v2.0.docx



Nation Partners Pty Ltd

ABN 96 166 861 892

Level 3, The Alley, 75-77 Flinders Lane
Melbourne VIC 3000

Suite 306, 50 Holt Street
Surry Hills NSW 2010

1300 876 976

info@nationpartners.com.au

nationpartners.com.au

Key information

What is a Contamination Unexpected Finds Procedure (UFP) - a procedure on how to manage potential contamination that is unexpectedly encountered during the Billabong Creek regulators construction works (the project).

Who should use this Contamination UFP – any Abergeldie employee or contractor working on-site for the construction works.

Why was this Contamination UFP developed – there is the potential for unexpected contamination to be encountered based on current and historical activities within or surrounding the project area. Appropriate management of contamination unexpected finds is required to minimise potential human health and/or environmental risks and maintain compliance with regulatory requirements and project specific approval conditions.

What is an unexpected find – potentially hazardous substances or contaminated material can be identified or suspected during construction activities, particularly activities involving subsurface earthworks. When contamination occurs in an area not known or suspected to be at risk of contamination, this would be considered an ‘Unexpected Find’.

What are indicators and examples of unexpected finds – examples of unexpected finds include:

- Stained soils, such as black, grey, blue, green, or purple.
- Odorous soil, with smells like petrol, diesel, oil, solvents, or rotten eggs.
- Waste or buried materials, such as pieces of fibro which may be asbestos containing material or potential abandoned underground tanks or drums containing hazardous materials.
- Landfill waste such as household waste, construction and demolition rubble or other types of anthropogenic materials (plastic etc.).

These indicators of unexpected finds may indicate the presence of contamination which requires further assessment and /or management.

How will unexpected finds be managed – they will be managed by application of the following controls:

- Identify – if an unexpected find is identified, stop works and notify the Abergeldie Site Supervisor.
- Protect – the immediate area and the find should be barricaded to protect the find, and prevent further disturbance.
- Assessment – a suitably qualified environmental consultant or contaminated land practitioner is required to identify what the unexpected find comprises and advise on the assessment/investigation approach.
- Management – if confirmed to be an unexpected find, the suitably qualified environmental consultant or contaminated land practitioner should advise on remediation and/or management measures and classify the material for off-site disposal or determine the most appropriate remediation approach.
- Disposal / Remediation (if required) – the unexpected find will be removed and disposed of off-site in accordance with relevant NSW EPA contaminated land regulatory requirements.
- Validation (if required) – the suitably qualified consultant will confirm the unexpected find has been removed by undertaking representative validation sampling, before construction works can recommence in that area.

What do I need to do – anyone undertaking work at the site needs to be inducted and made aware of the requirements detailed within this Contamination UFP.

Who do I talk to – if you have any concerns, or want further information, contact the Abergeldie Site Supervisor, Environment Manager or Project Manager.

This Contamination UFP is to be implemented throughout the project.

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Version history

Version	Status	Changes	Date	Authorised
1.0	Draft	First draft for Abergedlie comment	9 January 2026	Luke Clements – CEnvP-SC 
2.0	Final draft	Final draft for NSW DCCEEW comment	15 January 2026	Luke Clements – CEnvP-SC 

Acronyms

Item	Description
ACM	Asbestos Containing Material
AMP	Asbestos Management Plan
ASS	Acid Sulfate Soils
BTEX	Benzene, toluene, ethylbenzene, xylene
CEMP	Construction Environmental Management Plan
CoPCs	Contaminants of Potential Concern
DP	Deposited Plan
GHD	GHD Pty Ltd
Jacobs	Jacobs Group (Australia) Pty Ltd
m bgl	Metres below ground level
NEPM	National Environmental Protection Measure
NHMRC	National Health and Medical Research Council
NSW	New South Wales
NSW DCCEEW	New South Wales Department of Climate Change, Energy, the Environment and Water
NSW EPA	NSW Environment Protection Authority
OCP / OPP	Organochlorine pesticides / organophosphorus pesticides
PAH	Polycyclic aromatic hydrocarbons
PCB	Polychlorinated biphenyls
PFAS	Per- and polyfluoroalkyl substances
PPE	Personal Protective Equipment
PPM	Parts per million
RAP	Remediation Action Plan
REF	Review of Environmental Factors
SWMS	Safety work method statement
TRH	Total Recoverable Hydrocarbons
UFP	Unexpected Finds Procedure
WHSP	Work, health and safety plan

1 Introduction

Nation Partners Pty Ltd (Nation Partners) was engaged by Abergeldie Complex Infrastructure (Abergeldie) to prepare this Contamination Unexpected Finds Procedure (UFP) to be implemented during construction activities associated with the Billabong Creek regulators project (the project). The Billabong Creek regulators project is a component of the broader Yanco Creek Modernisation project currently being implemented by the New South Wales (NSW) Government Department of Climate Change, Energy, the Environment and Water (DCCEEW) – Water Group.

Abergeldie are the nominated Contractor for the project and are responsible for the implementation of this Contamination UFP.

This Contamination UFP has been reviewed and approved by Luke Clements of Nation Partners, who is a Certified Environmental Practitioner – Site Contamination Specialist (CEnvP-SC).

1.1 Background information

The Yanco Creek system links two of Australia's largest rivers – the Murrumbidgee and Murray Rivers including over 800km of interconnected waterways in the Riverina region of southwestern NSW. These waterways support many important uses including farming, town water supply, native fish and water birds and recreational activities, in addition to significant cultural heritage value. The project will allow water to be delivered more efficiently within the Yanco Creek system, minimising water losses.

Construction activities related to the project are summarised in Section 1.2. Based on the proposed construction activities and information provided in the background information available, unexpected contamination may be encountered during construction works. A Contamination UFP is required as outlined in the *Billabong Creek Environmental Water Regulators – SSI-50831979 Draft Conditions of Approval (Condition No. E10)*.

1.2 Project description

The broader Yanco Creek Modernisation project includes the following activities:

- New regulators and access culverts to allow more efficient delivery of environmental water into the Forest Creek system including Wanganella Swamp.
- Two new Billabong Creek regulators including Wanganella and Hartwood regulators to replace ageing fixed crest weirs (the project).
- A new Wilsons Anabranch Offtake regulator.
- A new regulator to return unplanned flows in Forest Creek downstream of Warriston Weir back to the Billabong Creek via Piccaninny Creek.
- Four new hydrometric measurement stations to improve flow measurement at strategic locations across the Yanco Creek system.
- New environmental flow provisions for the Yanco Creek system.
- New operating rules for the delivery of water from irrigation escapes into the Yanco Creek system.
- Improved use of technology to allow new infrastructure to be managed efficiently.

This Contamination UFP has been prepared to be implemented during the construction of the two new Billabong Creek regulators (Wanganella and Hartwood regulator) and is not related to the broader Yanco Creek Modernisation project activities.

The locations of the Wanganella and Hartwood regulators are shown in Figure 1.1 below.

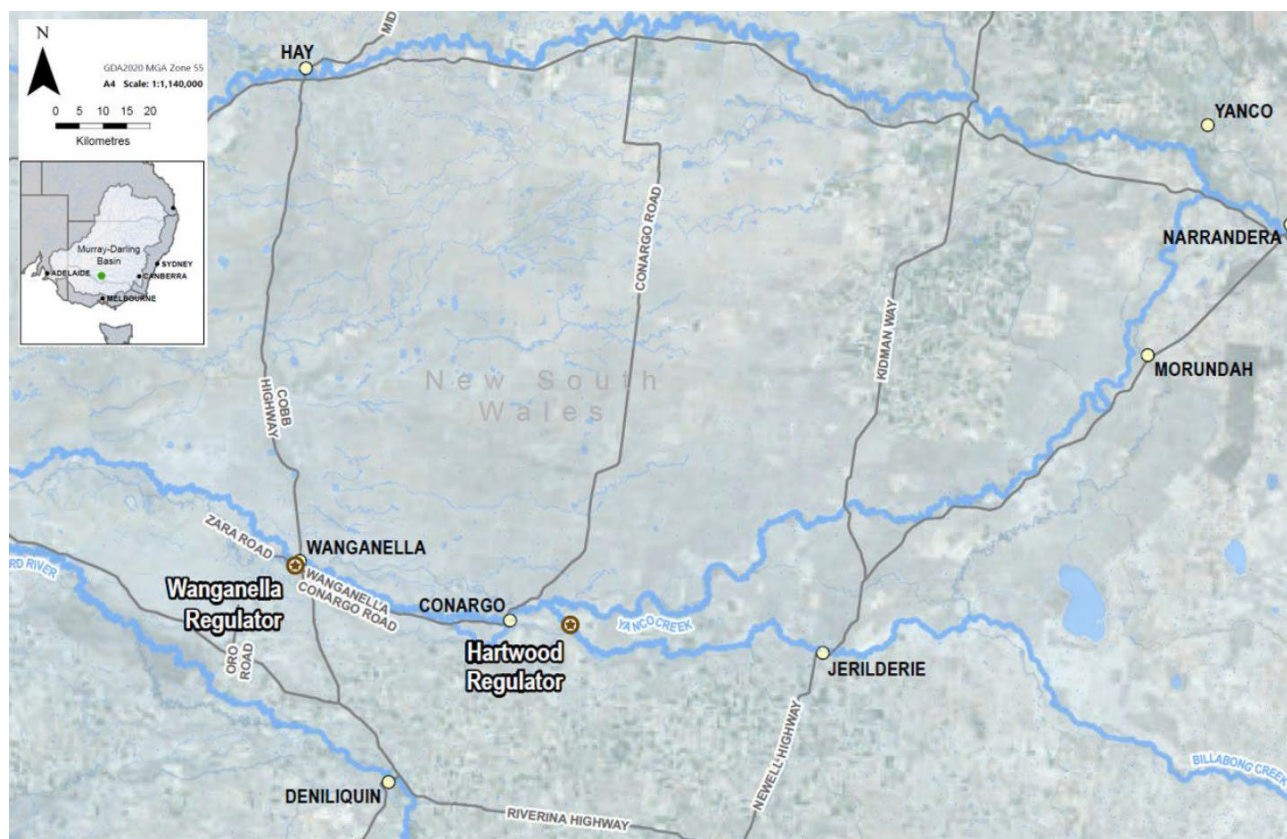


Figure 1.1: Wanganella and Hartwood regulator locations (source: Billabong Creek Environmental Impact Statement – October 2024)

Construction activities, which are reported to be similar at each of the Wanganella and Hartwood regulators, will include construction of:

- A regulator structure including concrete piers with maintenance bulkhead slots, concrete apron downstream of the structure concrete wingwalls upstream and downstream of the structure, fixed concrete crests and automated lay flat gates across the crest of the structure to assist with flow management.
- A fishway comprising a low turbulence ‘keyhole’ type vertical slot fishway with allowances for variable headwater to provide upstream fish passage and automated sidewinder gates within the vertical slot fishway to allow for variable headwater conditions.
- Regulator access from a trafficable deck (Hartwood regulator only) and a pedestrian walkway access part way across Wanganella Regulator structure for maintenance.
- Regulator automated controls comprising an electrical control house and Supervisory Control and Data Acquisition control system.
- Fencing of the structures to prevent public access.
- Crushed rock maintenance pads, access and turnaround areas adjacent to the structure.
- Rock beaching upstream and downstream of structure for erosion protection.
- A flood bypass channel at the Wanganella regulator.
- Power supply to the regulators will be provided by a mix of underground and overhead electricity cables connecting the structures to the grid.
- The existing Forest Creek block bank, which is located 1.7 km south of the Hartwood regulator, is in a degraded condition. This will be replaced with a similar earthen structure in the same location.
- An existing privately owned borrow pit on lot 56 / Deposited Plan (DP) 756322 near Hartwood Weir will be extended to provide material for the construction of Hartwood Regulator and Forest Creek block bank

Construction is anticipated to take 18 months. The key construction phases include:

- Site establishment including vegetation clearance, access track upgrades and environmental requirements.
- In-stream pre-construction works such as installation of sediment curtains.
- Construction of the regulators and fishways.
- Utility services construction.
- Demolition of existing weirs.
- Site rehabilitation and demobilisation.

Earthwork activities, where unexpected contamination could potentially be encountered, include:

- Clearing the creek bed of debris and silt, and removing some silt behind the existing weirs, if needed to gain access during the weir demolition works.
- Installation of cofferdams.
- Upgrades to access tracks.
- Construction of the flood bypass channel at the Wanganella regulator, which is situated directly to the north of the Wanganella landfill. The channel will enable flood waters to drain between the billabongs in Wanganella Reserve during flood events. The flood bypass channel is proposed to be 85 metres (m) long, 40 m wide and 1.7 m deep.

Approximately 4,850 cubic metres (m³) of spoil is expected to be generated at the Hartwood regulator and 1,500 m³ at the Wanganella regulator.

Excavated spoil is proposed to be reused for backfilling where possible, assuming the material is demonstrated to be suitable. Surplus material that is deemed not suitable for reuse on-site or on other projects will be classified in accordance with the NSW Environment Protection Authority (NSW EPA) *Waste Classification Guidelines* (NSW EPA, 2014) and disposed of at an appropriately licensed waste disposal facility.

2 Purpose and objectives

The following section summarises the purpose and objectives of this Contamination UFP.

2.1 Purpose

The purpose of this Contamination UFP is to establish a set of best practice procedures for the identification and management of contamination / potentially hazardous material if it is encountered during the project's construction activities.

2.2 Objectives

The objectives of this Contamination UFP include:

- Provide a summary of known and potential contamination conditions in the project area.
- Define protocols for managing potential unexpected finds including subsequent assessment, remediation / management and validation activities.
- Include details of who will be responsible for implementing the unexpected finds protocols, and the roles and responsibilities of all parties involved.
- Provide procedures to minimise potential risks related to contamination to site personal, local communities and the environment during construction.

This Contamination UFP must be implemented throughout the course of the project.

3 Contamination management requirements

The following section outlines the relevant legislation and guidelines related to contamination and the project specific requirements for managing contamination (if encountered).

3.1 Relevant legislation and guidelines

Relevant regulatory requirements and guidelines include:

- National Environmental Protection Council (NEPC) 2013. National Environment Protection (Assessment of Site Contamination) Measure 2013 No. 1 (NEPM).
- NSW EPA (2014). Waste Classification Guidelines – Part 1: Classifying Waste.
- NSW EPA (2015). Guidelines on the Duty to Report Contamination under the Contaminated Land Management Act 1997.
- NSW EPA (2017). Guidelines for the NSW Site Auditor Scheme, 3rd Edition.
- NSW EPA (2020). Consultants reporting on contaminated land: Contaminated land guidelines.
- NSW EPA (2022). Sampling design part 1 – application: Contaminated Land Guidelines.

Given the presence of the Wanganella landfill adjacent to the Wanganella project area, the Environmental Guidelines: Solid Waste landfills (NSW EPA, 2016) and Assessment and Management of Hazardous Ground Gases: Contaminated Land Guidelines (NSW EPA, 2019) may be applicable in the event unexpected landfill waste/material is encountered during construction works, and to provide guidance for any potential construction environmental monitoring undertaken within the vicinity of the landfill.

3.2 Project specific requirements

Project specific specifications and requirements include:

- Minister for Planning and Public Spaces (no date provided). Billabong Creek Environmental Water Regulators – SSI-50831979 Draft Conditions of Approval.
- NSW DCCEEW (2025). Billabong Creek Environmental Impact Statement – Updated Mitigation and Management Measures.

The project specific mitigation measures and approval requirements related to potential contamination unexpected finds are provided in Table 3.1.

Table 3.1: Project specific requirements summary

Requirement Reference/Source	Requirement Description
Billabong Creek Environmental Water Regulators – SSI-50831979 Draft Conditions of Approval.	• Condition E9: <i>An Unexpected Finds Procedure for Contamination must:</i> – <i>be prepared by a certified contaminated land consultant.</i> – <i>be prepared before the commencement of Work and must outline the actions to be taken should unexpected contamination be discovered.</i> – <i>include details of who will be responsible for implementing the unexpected finds procedure and the roles and responsibilities of all parties involved.</i> – <i>be provided to the Planning Secretary upon request.</i> • Condition E10: <i>The Unexpected Finds Procedure must be implemented throughout Work.</i>

Billabong Creek Environmental
Impact Statement – Updated
Mitigation and Management
Measures.

An unexpected finds protocol, particularly with regard to asbestos, which is linked to additional site investigations and the development of a remedial action plan, where required, to effectively manage contamination.

3.3 Contamination management requirements not related to unexpected finds

The Billabong Creek Environmental Water Regulators – SSI-50831979 Draft Conditions of Approval and the Billabong Creek Environmental Impact Statement – Updated Mitigation and Management Measures, in addition to a letter dated 11 December 2025 containing the NSW EPA’s Advice on the Draft Conditions of Consent provide additional requirements related to contamination management which are not necessarily related to unexpected finds, as follows:

- NSW EPA recommendation: *The CEMP must include considerations about contamination at the sites, including all known and suspected contamination present in soils at the site and consider the potential for groundwater to also be contaminated. Additionally, it must outline clear measures to mitigate impacts to human health and the environment from the contamination and identify the parties responsible for implementing these measures, as well as consider the information outlined in Billabong Creek Regulators – Landfill gas investigation (GHD, 28 May 2025).*
- Updated Mitigation and Management Measures requirements:
 - *A Leachate and Ground Gas Management Plan is to be developed for the Wanganella Flood Bypass Channel area.*
 - *The CEMP is to provide various measures to address potential contamination including contamination which may be caused by the project.*
 - *An Environmental Monitoring Program is to be developed.*
 - *An Operational Management Plan is to be developed which includes controls to minimise contamination from plant and equipment during maintenance activities.*

These additional contamination management requirements, which are not necessarily related to potential unexpected finds, will be addressed in the documentation mentioned above including a Leachate and Ground Gas Management Plan, CEMP, Environmental Monitoring Program and Operational Management Plan.

4 Existing environment

The following section summarises the existing environmental site setting and a summary of potential contamination which may be present within the project area.

The following documents related to contamination were reviewed to inform information on the existing environment:

- GHD Pty Ltd (GHD) (2024), Billabong Creek Regulators Contamination Assessment.
- GHD (2025), Billabong Creek Regulators Landfill Gas Investigation.

The following other documents, which are not solely related to contamination, were also reviewed to inform information on the existing environment:

- NSW DCCEEW (2024). Billabong Creek Environmental Impact Statement (mainly Chapter 20 – Soils and Contamination).
- Jacobs Group (Australia) Pty Ltd (Jacobs) (2024). Billabong Creek Regulators Groundwater Assessment.
- Jacobs (2024). Billabong Creek Regulators Surface Water Quality and Aquatic Ecology Assessment.

4.1 Environmental site setting

A summary of the environmental site setting is provided in Table 4.1 below. Environmental site setting information is important in understanding the potential human health and/or environmental risks which may require further assessment in the event unexpected contamination is encountered during construction works.

Table 4.1: Environmental site setting summary

Item	Hartwood regulator / Forest Creek block bank	Wanganella regulator
Soils / geology	Site specific soil information identified the underlying soils and geology to comprise of: • Fill material from 0 – 0.5 m bgl (maximum). • Multiple layers of natural clays and sands beneath the fill material to 18 m bgl (maximum). A description of the fill material was not available based on the background information reviewed.	Site specific soil information identified the underlying soils and geology to comprise of: • Fill, comprising reworked clay, material from 0 – 0.5 m bgl (maximum). • Multiple layers of natural clays and sands beneath the fill material to 10.5 m bgl (maximum). Natural sand, rather than clay, was predominantly present within the food bypass channel area adjacent to the Wanganella landfill.
Potential acid sulfate soils (ASS)	The Atlas of Australian Acid Sulfate Soils indicates the study area as having a low probability (6-70%) of occurrence of ASS.	The Atlas of Australian Acid Sulfate Soils indicates the study area as having an extremely low probability (1-5%) of occurrence of ASS.
Hydrogeology	Based on site-specific groundwater level information obtained during the Groundwater Assessment associated with the EIS, the groundwater level was reported to be 5.23 metres below ground level (m bgl). Two groundwater bores used for irrigation purposes were identified 670m and 2-kilometres (km) from the project area.	Based on site-specific groundwater level information obtained during the Groundwater Assessment associated with the EIS, the groundwater level was reported to be 4.24 – 5.71 m bgl. No groundwater boreholes were identified within a 2km radius of the project area.
Hydrology	The topography within the project area is relatively uniform/flat at approximately 100 metres Australian Height Datum (m AHD). The area is positioned to drain directly into Billabong Creek in the northern section of the project area and follow the flow of the creek in a	The topography through the study area is relatively uniform/flat at approximately 90 m AHD. The area is positioned to drain directly into Billabong Creek and follow the flow of the creek in a westerly direction.

Item	Hartwood regulator / Forest Creek block bank	Wanganella regulator
	north-westerly direction; and drain into Forest Creek in the southern section of the project area and follow the creek in a westerly direction.	
Nearby receiving surface water bodies	The closest receiving water bodies from the study area are perennial streams of the Murray River catchment within the Murray-Darling basin and include: • Billabong Creek, which the regulators are positioned within. • Forest Creek located approximately 1.2 km south of the proposed Hartwood Regulator and adjacent to access tracks and power supply corridors within the study area • Eight Mile Creek located south-west of the Hartwood Regulator project area. These creeks generally flow west to the Edward River, located 100 km west of the project area. Creek tributaries, some farm dams and multiple areas of standing water within natural low-lying areas are also present nearby.	The closest receiving water bodies from the study area are perennial streams of the Murray River catchment within the Murray-Darling basin and include: • Billabong Creek, which the regulators are positioned within. • Forest Anabranh located west of the Wanganella Regulator study area These creeks generally flow west to the Edward River, located 100 km west of the project area. Creek tributaries, some farm dams and multiple areas of standing water within natural low-lying areas are also present nearby.
Surrounding land uses	• North: Billabong Creek, riparian bushland, and agricultural land. • East: Billabong Creek, riparian bushland, and agricultural land beyond. • South: Agricultural land. • West: Forest Creek, riparian bushland, and agricultural land.	• North: Undeveloped shrubland and agricultural land. • East: Wanganella village, Billabong Creek, and riparian bushland beyond. • South: Agricultural land and Eight Mile Creek beyond. • West: Forest Anabranh, undeveloped shrubland and riparian bushland, and Billabong Creek.

4.2 Potential and known contamination

Table 4.2 summarises previous investigations undertaken in the project area.

Table 4.2: Previous contamination investigations

Investigation	Summary
Contamination Assessment (GHD, 2024)	• GHD completed a preliminary investigation of the project area in 2024. The investigation did not include sampling activities. • The assessment did not identify any known NSW EPA registered contaminated sites within the project area or its surrounds. The nearest registered contaminated site is reportedly 33km upstream. • Potential sources of contamination identified included: – Asbestos and heavy metal (lead) contamination from the existing infrastructure and buildings at the site. – Disturbance of contamination from existing and future site activities. – Historical maintenance activities of existing infrastructure. – Potential use of uncontrolled fill during historical development of the site. – Pesticides and herbicides from historical land uses. – Wanganella landfill adjacent to the proposed drainage channel and access tracks at the Wanganella project site. • Potential contaminants associated with the sources listed above included: – Asbestos in fill and associated with existing infrastructure.

Investigation	Summary
	– Heavy metals including lead in existing infrastructure. – Benzene, toluene, ethylbenzene and xylene (BTEX), total recoverable hydrocarbons (TRH), and polycyclic aromatic hydrocarbons (PAH) from historical land uses of the site, associated with existing infrastructure, and the potential for uncontrolled fill. – Organochlorine pesticides (OCP) from historical land uses. – Organophosphorus pesticides (OPP) from historical land uses. – Contaminants associated with the operation of the Wanganella landfill: ◦ Polychlorinated biphenyls (PCBs). ◦ Per- and poly-fluoroalkyl substances (PFAS). ◦ Phenols. ◦ Ammonia. ◦ Semi-volatile organic compounds (SVOCs). ◦ Volatile organic compounds (VOCs). ◦ Landfill gases including methane, carbon monoxide, carbon dioxide, hydrogen sulphide, and VOCs. • The investigation indicated that although potential sources of contamination were present, there was unlikely widespread or elevated contamination in soils, groundwater or surface water within the project area. • It was noted that intrusive investigations were not undertaken, and therefore the potential for contamination to be present from the contamination sources could not be ruled out. • The seepage of leachate and the migration of vapours / gases from the adjacent Wanganella landfill was recommended to be managed and/or investigated further.
Billabong Creek Regulators Landfill Gas Investigation (GHD, 2025)	• GHD completed a Landfill Gas Investigation at the proposed bypass channel footprint associated with the Wanganella regulator. • The investigation was conducted due to the presence of the Wanganella landfill located 100m northeast of the proposed bypass channel. • It was identified that the landfilling activities likely commenced between 1950 – 1964 and were still active. • Edward River Council advised that Wanganella landfill is available to the local community only, and access to the landfill is via a key provided by Council. The landfill reportedly accepts bricks, concrete, garden waste, general household waste, oil, steel and tyres. • A site visit undertaken by GHD indicated that the landfill was observed to be fully fenced with two main sections including a level area containing loose rubbish piles including oil drums/barrels, building material waste and tyre, and an uneven area including pits and mounds. • A former sand quarry and levy bank was identified to be located immediately east of the landfill. • The intrusive works undertaken included installation of six landfill gas monitoring bores to 4 m bgl, including associated soil sampling and landfill gas monitoring. • The sampling locations reportedly targeted the proposed contractor work zone and proposed excavation depths. Intrusive works were not undertaken within the landfill. • The results of the investigation included: – Soils encountered included fill/reworked clay to 0.5 m bgl underlain by natural sand from 0.4 – 4.0 m bgl. – No landfill material / waste was identified in the subsurface. – No exceedances of the adopted assessment criteria were reported in the soil samples collected except for some concentrations of metals (nickel and zinc). – Asbestos was not detected in any soil samples. – Field ground gas measurements reported the following:

Investigation	Summary
	◦ Methane was reported at 0.0 parts per million (ppm) in all landfill gas monitoring bores. ◦ Carbon dioxide levels ranged from 0.6 – 2.4 %. ◦ Oxygen levels ranged from 18.0 – 19.8 %. ◦ Carbon monoxide levels were reported at 0.0%. ◦ Hydrogen sulfide levels ranged from 0.0 – 0.1 ppm. • It was concluded that the construction of the flood bypass channel would unlikely pose a risk to workers or the general public from contamination related to the landfill.

The location of the landfill in relation to the project area is provided in Figure 4.1 below.

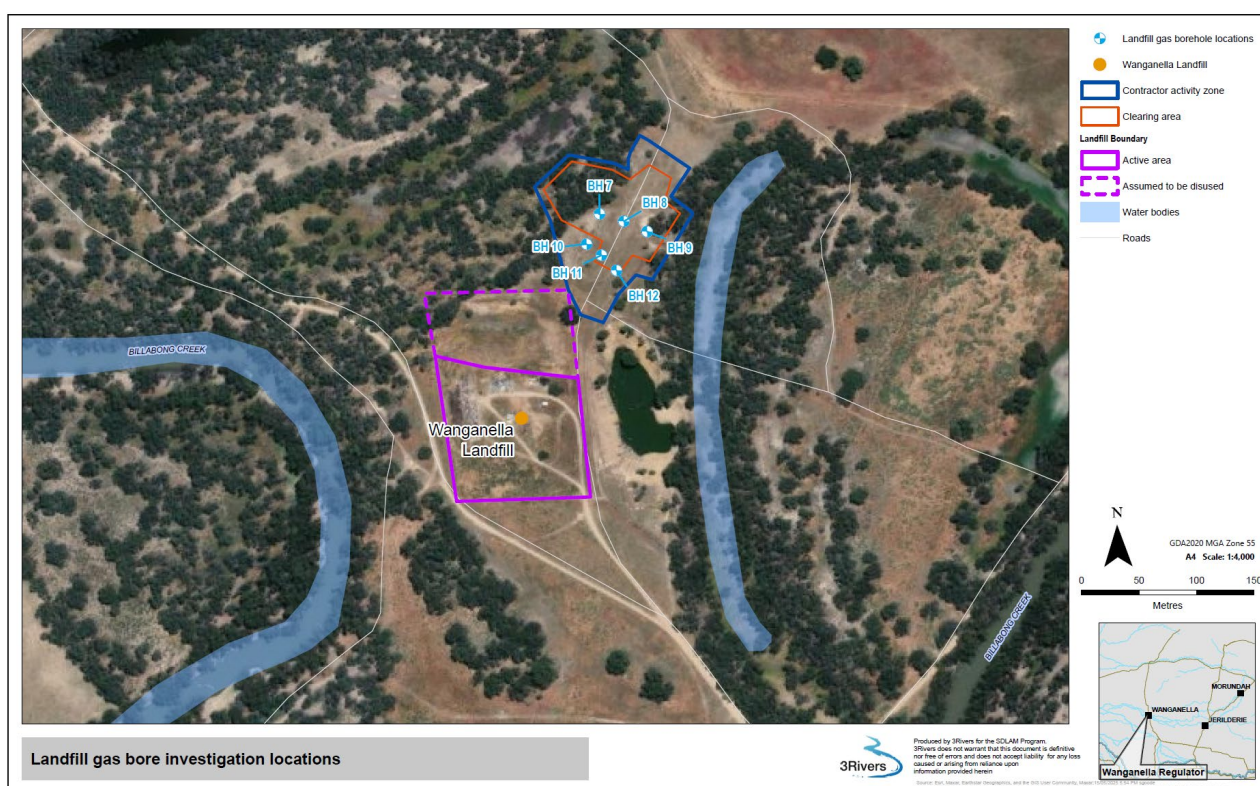


Figure 4.1: Wanganella landfill location in relation to project area (source: Landfill Gas Investigation, GHD 2025)

5 Unexpected finds protocol

The objective of the Unexpected Finds Protocol is to provide a mechanism to enable the effective management and assessment of unexpected finds of potential contamination encountered during site works.

Potential hazardous substances or contaminated material can be identified or suspected during excavation activities. Where this occurs in areas not known or suspected to be at risk of contamination, this would be considered an 'Unexpected Find'.

Where unexpected finds are identified during site works, such materials must be isolated from other materials being excavated until further assessment (which may include sampling and laboratory analysis) confirms the nature/classification of the materials. Additionally, access to the area should be restricted (i.e. with barricades and signage) and a Certified Contaminated Land Practitioner accredited under the NSW EPA made or endorsed schemes is to be consulted to assess the unexpected find and advise on further actions.

5.1 Potential contamination

Soil/fill material contamination occurs when the past and/or present site use has caused the soil/fill material to be altered to a point that the soil/fill material onsite now presents a potential human health risk and/or ecological/environmental risk.

Based on a review of information related to the project area, the causes of soil/fill material contamination in the project area may include (but are not limited to) the following:

- Leakage or spills of chemicals/hydrocarbon-based liquids into soil/fill material from current or historical activities, such as agricultural activities (plant, machinery uses etc.).
- Hazardous building materials such as asbestos containing material (ACM) or lead in former or current structures or buildings impacting soil due to poor building, demolition and maintenance practices or by accidents such as a structural fire or building collapse.
- Historical illegal dumping or uncontrolled filling of soil in the project area from another contaminated site or hazardous building waste materials.
- Historical and current use of pesticides and herbicides related to surrounding agricultural uses.
- Historical landfill activities adjacent to the Wanganella project area causing contamination which has migrated to the project area, such as landfill waste materials, leachate seepage and/or hazardous ground gases.
- Potential acid sulfate soils within or nearby waterways, wetlands and drainage channels.

5.2 Indicators of possible contamination

Indications of possible soil/fill material contamination may include:

- Visual discolouration or staining on soil.
- Soil texture.
- Distinct odours emanating from soil.
- Building/demolition rubble.
- In-ground infrastructure constructed with hazardous materials or which may contain hazardous materials.
- Landfill waste.

5.2.1 Visual discolouration or staining of soils

Discolouration or staining of soil/fill material can (sometimes) be an indicator of contamination. Depending on the concentration or type of soil/fill material contamination there may be a change of the colour of soil/fill material and there would be a notable difference to surrounding (non-contaminated) soils.

Usually, a darker discoloration of similar lithology (soil/fill material type) can be an indicator of potential soil contamination. However, the colour of soil/fill material may vary for several reasons. Therefore, if the colour of the soil/fill material does not appear to be consistent with soils in the area, then further assessment would be required.

Common soil/fill material colours and their associated potential contaminant are outlined in Table 5.1.

Table 5.1: Visual indicators of potential soil contamination

Soil / Fill Material Colour	Potential Contaminant
Red	ASS, heavy metals
Yellow or grey	Heavy metals
Dark soils	PAHs, hydrocarbons, ash, slag, landfill waste (i.e. decomposed waste within the soils)
Blueish or greenish grey (grey colours)	Heavy metals, hydrocarbons

5.2.2 Soil and fill material texture

The texture of soil/fill material can (sometimes) be an indicator of contamination. Depending on the concentration or type of soil contamination it will change the texture of the soil and there would be a notable difference to surrounding (non-contaminated) soils.

Soil textures vary depending on the lithology of the soil but can be an indicator of soil contamination. For example, if the soil has an oily texture then it may indicate the presence of contamination such as hydrocarbon products or if the soil has an irregular gritty texture, it may indicate the presence of contamination such as ash or slag inclusions.

5.2.3 Distinct odours emanating from soil or fill material

Distinct odours emanating from soil/fill material can (sometimes) be an indicator of contamination. Occasionally soil/fill material discolouration or staining will also be associated with odours emanating from the soil/fill material. Odours emanating from soil/fill material may vary in type/cause and strength. Common odours indicating potential contamination include:

- Solvent.
- Hydrocarbon (petrol, diesel, or oil).
- Rotten eggs.
- Other chemical-like or unidentified odours.
- Decomposed / rubbish-like odour representative of potential landfill material.

5.2.4 Building, demolition rubble and potential ACM

Hazardous materials such as ACM are often found associated with building/demolition rubble and/or landfill material which commonly includes broken tiles, brick, concrete, plastic, metal fragments, for example.

Building/demolition rubble can also be found within and/or on the surface of soil. Some of the more common ACM products include:

- Flat wall sheeting which may be dimpled on one side.

- Corrugated cement roof sheeting.
- Asbestos fencing.
- Asbestos vinyl tiles.

Potential ACM may be present in small fragments / pieces amongst building and demolition rubble. Therefore, if building/demolition rubble is encountered it is an indicator of potential soil/fill material contamination.

5.2.5 Potentially hazardous in-ground infrastructure

In-ground infrastructure constructed with hazardous materials such as ACM could be present on the site. In-ground infrastructure generally constructed with asbestos includes pipes, pipe conduits, services pits, pipe lagging around heating pipes, etc. Damaged or degraded inground infrastructure can cause soil contamination. Therefore, if in-ground infrastructure is encountered during works onsite and they are suspected to be asbestos containing then they should also be considered as a potential indicator of soil/fill material contamination.

Potential underground storage tanks / infrastructure may also contain potentially hazardous materials. These may include underground storage infrastructure / tanks constructed of steel or concrete, such as petroleum underground storage tanks or pipework, for example.

5.2.6 Potential landfill related contamination indicators

Potential contamination related to the landfill may include landfill material/waste, leachate and/or hazardous ground gases.

Nation Partners understands a separate Leachate and Ground Gas Management Plan may be prepared to mitigate the potential risks associated with potential leachate and hazardous ground gases.

Potential indicators of landfill contamination within the project area may include evidence of waste materials which are known to be disposed of at the adjacent landfill including bricks, concrete, garden waste, general household waste/rubbish, oils, steel and tyres.

5.2.7 Surface water run-off

Surface water runoff can result in mobilisation and migration of potential contaminants. Indicators of potential contamination in surface water runoff during the project may include:

- Discoloured water.
- Oily sheen
- Unusual odours.
- Sediment accumulation.
- Dead or stressed vegetation.
- Foaming water.
- pH or chemical variations.

If any of these indicators are observed, further assessment, including surface water sampling and laboratory analysis, may be necessary to further assess the presence of potentially contaminated surface water at the site.

5.3 Unexpected finds protocol – implementation

Figure 5.1 provides the Unexpected Finds Protocol and process to be implemented should an unexpected find indicator be encountered during the project.

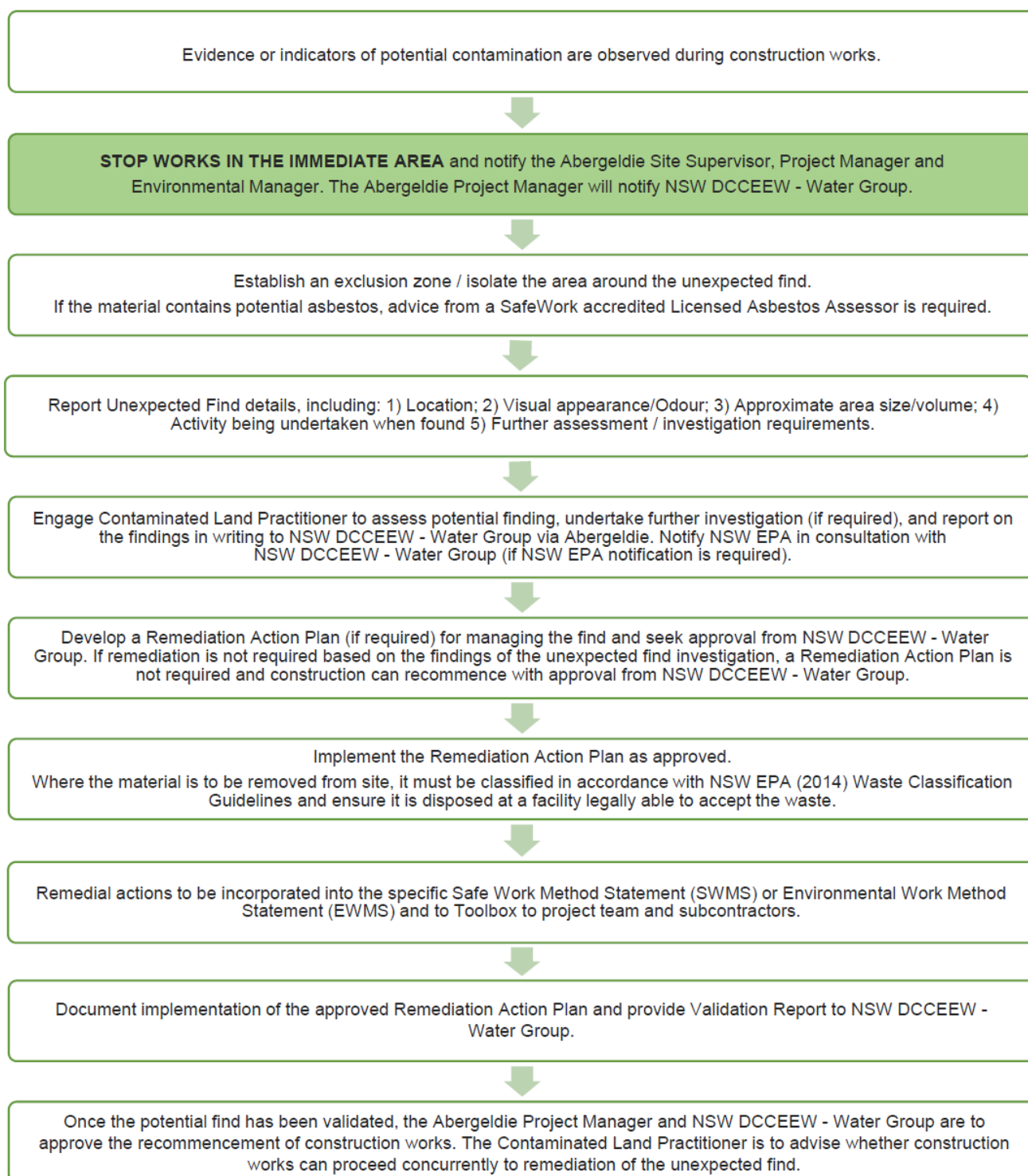


Figure 5.1: Unexpected finds protocol – implementation process

6 Personnel exposure and safety

6.1 Health and safety documentation

Abergeldie shall consider the risks mentioned above and prepare a Health and Safety Plan prior to work commencement in general accordance with “*Guidelines for Auditing Projects OHS Management Plans*” by the NSW Construction Agency Coordination Committee (2004) and “*How to Prepare Site- Specific Safety Management Plans and Safe Work Method Statements*” by the NSW Construction Policy Steering Committee (1998).

The plan should address the following as a minimum:

- Hazard Assessment.
- General and Specific Health and Safety Requirements.
- Emergency Response Procedures.
- Safety Responsibilities of Project Personnel.

6.2 Site induction, training and awareness

Induction and training consistent with this UFP must be provided by Abergeldie to workers and contractors who will undertake construction works at the site. Contamination UFP site inductions, training and awareness are required to minimise potential health and safety risks to workers, but also to minimise potential environmental risks via workers having a robust understanding in how to identify potential contamination unexpected finds during construction works.

The induction and training should be performed prior to any physical works. Specific inductions regarding these works should cover the following:

- The potential indicators of contamination.
- The type, nature, and health risks of the contamination.
- Roles and responsibilities of the parties.
- The processes and procedures to be followed to prevent exposure to contamination.
- Unexpected finds protocols and processes.

Abergeldie are to keep a record of site inductions and training provided with the above information.

6.3 Site hygiene

Food consumption and smoking can increase the probability of ingestion of foreign matter into the body. Hands shall be thoroughly washed before eating, drinking and toileting. All such activities should take place only in designated locations, away from working areas.

Should work clothing be excessively dirty as a result of on-site work, such clothing needs to be washed separately from other clothing or disposed of appropriately. Depending upon contaminant levels and types, disposable overalls may be required for site personnel working with or proximal to impacted soils.

Facilities for workers in the Works Section shall be supplied in general accordance with the *NSW Occupational Health and Safety Regulation 2011*.

6.4 Potential asbestos

If asbestos is encountered, advice should be sought from a SafeWork NSW accredited Licenced Asbestos Assessor (LAA). An Asbestos Management Plan (AMP) or something similar will be required in this scenario to outline the appropriate mitigation protocols to minimise potential asbestos exposure risks.

6.5 Personal protective equipment

To prevent and reduce short- and long-term health risks associated with the potential exposure to the chemicals of concern, the minimum level of personal protective equipment (PPE) is required for personnel at the site is documented in the project Health and Safety Plan (HASP). PPE is to be provided to all personnel entering the site.

It should be emphasised that any PPE used/worn can affect physical mobility, manual dexterity, hearing, visibility, and body moisture loss, thereby having adverse impacts on work efficiency. Regular breaks shall be taken to reduce these impacts.

In the event an unexpected find is encountered, PPE requirements for the project may be subject to change, to mitigate potential risks based on the nature of the unexpected find.

6.6 Decontamination

Based on the nature of the contamination unexpected find identified, measures to decontaminate workers and plant/equipment may be required to minimise potential cross-contamination, and movement of contaminants outside the work zone.

The Contaminated Land Practitioner will advise on potential decontamination measures to be implemented when managing an unexpected find, as required.

7 Compliance management

7.1 Roles and responsibilities

Specific roles and responsibilities related to contaminated land management and unexpected finds are provided below:

- Abergeldie Project Manager – To notify NSW DCCEEW in the event of an Unexpected Find. Ensure all staff are inducted in the unexpected finds procedure.
- Abergeldie Site Superintendent / Supervisor(s) - To advise Abergeldie PM of unexpected finds and to ensure this UFP is followed by Abergeldie workforce / subcontractors.
- NSW DCCEEW Project Manager – to be advised immediately in the event of an unexpected find.
- Abergeldie Project Engineers / Environmental Site Representative / HSE Representative – Ensure UFP is developed and implemented. Support supervisor in the induction of staff to UFP as required.
- Workforce – Follow the UFP and report to site Supervisor /Superintendent if unexpected finds are encountered.
- Specialist Environmental Consultants including Certified Contaminated Land Practitioner - inspect / advise on unexpected find (where required) and recommend further actions for assessment, remediation and / or management.
- SafeWork NSW accredited LAA – to advise on specific requirements for further assessment and management of potential ACM (if encountered).

7.2 Monitoring and inspections

Additional requirements and responsibilities in relation to environmental inspections are documented in the project's CEMP.

7.3 Auditing

Audits (both internal and external) will be undertaken to assess the effectiveness of environmental controls, compliance with this UFP, EIS and other relevant approvals, licences and guidelines. Audit requirements are detailed in the CEMP.

7.4 Reporting and record keeping

This UFP should be kept by Abergeldie at the site as a record of potential contamination which may be present at the site. Record keeping and reporting of any unexpected finds should be completed in accordance with the Unexpected Finds Protocols detailed.

7.5 Review and update

This UFP should be reviewed and updated as needed during project delivery to confirm its completeness and accuracy with respect to the scope and delivery status of the works. It should be updated following any environmental investigations undertaken at the site, significant unexpected finds, or regulatory changes relevant to site requirements.

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9 Statement of Limitations & Disclaimer

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APPENDIX G – UNEXPECTED FINDS PROCEDURE - HERITAGE

6 March 2026



Department of Planning Housing and Infrastructure

To Whom It May Concern,

Re: Endorsement of Unexpected Heritage Finds procedure for Billabong Creek Environmental Regulators (2024 09 EMF-PCD)

Fyfe Pty Ltd trading as NGH Consulting (NGH) have reviewed the unexpected finds procedure (2024 09 EMF-PCD - Unexpected heritage find procedure) provided for the Billabong Creek Environmental Water Regulators (SSI-50831979 – the Project) written by NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW), dated February 2026. This *unexpected heritage find procedure* is not specific to the Project but is a procedure to provide a consistent method for managing unexpected heritage items of both Aboriginal and non-Aboriginal heritage that may be discovered during activities undertaken by or on behalf of DCCEEW - Water Group. This *unexpected heritage finds procedure* will be included in the Aboriginal Cultural Heritage Management Sub-plan of the Construction Environment Management Plan for the Project once these are approved.

The *unexpected heritage find procedure*, which includes an unexpected heritage find flowchart and suspected human remains flowchart, detail is consistent with current archaeological best practice and is compliant with the relevant legislative and regulatory requirements for managing heritage in NSW. In our experience, the *unexpected heritage find procedure* is consistent with unexpected finds procedures that have been approved for other State Significant Development and State Significant Infrastructure Developments in NSW as part of approved heritage management plans such as Blind Creek Solar Farm, Culcairn Solar Farm, Walla Walla Solar Farm, for example, that were prepared by NGH heritage consultants.

The *unexpected heritage finds procedure* was reviewed by qualified archaeologist Dr Tessa Bryant (BA/BSc, BA (Hons), MA (Hons), PhD – NGH Senior Heritage Consultant) with over 10 years experience in NSW heritage management and is endorsed by NGH as a suitable unexpected finds procedure for the Billabong Creek Environmental Water Regulators Project. The unexpected heritage finds procedure is broadly in accordance with requirement of E21 of the Conditions of Approval for the Project for an Unexpected Heritage Finds and Human Remains Procedure, although the procedure does not specify the author or if it was developed in consultation with Heritage NSW and the Heritage Council of NSW. It is noted that the *unexpected heritage find procedure* specifies that the newly recorded Aboriginal objects or sites recorded following the procedure must be registered on the Aboriginal Heritage Information Management System (AHIMS) as is required by condition E21(c). It also correctly notes that any for any finds of potential human remains, work must cease and the police or the coroner notified.

If you have any questions, please contact me on (02) 9800 4038. I would be pleased to discuss any aspect of this endorsement further.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Tessa Bryant'.

Dr Tessa Bryant

Senior Heritage Consultant

02 9800 4038

Canberra

Unit 8, 27 Yallourn Street (PO Box 62) Fyshwick ACT 2609

T. (02) 6280 5053 E: ng@nghconsulting.com.au

W: nghconsulting.com.au FYFE ABN: 57 008 116 130

2024 09 EMF-PCD-Unexpected heritage find procedure

February 2026



Acknowledgement of Country

The Department of Climate Change, Energy, the Environment and Water acknowledges that it stands on Aboriginal land. We acknowledge the Traditional Custodians of the land, and we show our respect for Elders past, present and emerging through thoughtful and collaborative approaches to our work, seeking to demonstrate our ongoing commitment to providing places in which Aboriginal people are included socially, culturally and economically.

Published by NSW Department of Climate Change, Energy, the Environment and Water

dcceew.nsw.gov.au

2024 09 EMF-PCD - Unexpected heritage find procedure

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EMF-HE-PR-0076 unexpected heritage items procedure (TfNSW, 2022)

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Introduction

Purpose

The purpose of this procedure is to:

- Provide a consistent method for managing an unexpected heritage find (both Aboriginal and non-Aboriginal) that is discovered during activities undertaken by NSW Department of Climate Change, Energy, the Environment and Water - Water Group (DCCEEW - Water Group) or contractors on behalf of DCCEEW - Water Group.
- To meet DCCEEW - Water Group's obligations under the:
 - *NSW National Parks and Wildlife Act 1974*
 - *NSW Heritage Act 1977*
 - *NSW Coroner's Act 2009*
 - *Commonwealth Aboriginal and Torres Strait Islander Heritage Protection Act 1984*

Scope

This procedure is applicable to all DCCEEW - Water Group activities being undertaken by, or on behalf of, DCCEEW - Water Group and includes (but is not limited to):

- Activities undertaken by employees and contractors on behalf of DCCEEW - Water Group
- Temporary activities, such as preliminary investigations (e.g. geotechnical and environment surveys)
- Construction and maintenance of assets owned by, or on behalf of, DCCEEW - Water Group
- Activities at DCCEEW - Water Group properties and facilities.
- The discovery of any unexpected heritage find (both Aboriginal and non-Aboriginal), usually during construction, where DCCEEW - Water Group does not have approval to disturb the find or where safeguards for managing the disturbance (apart from this procedure) are not included in the environmental impact assessment.
- All DCCEEW - Water Group projects that are approved or determined under, Part 4 (Division 4.7), Part 5 or Division 5.2 of the *NSW Environmental Planning and Assessment Act 1979* (EP&A Act), or any development that is exempt under the Act.

All construction environmental management plans (CEMPs) must refer to and/or include this procedure. If there is a difference between the unexpected heritage find process in an approved CEMP and this procedure, the approved CEMP must be followed. Where an approved CEMP does not provide sufficient detail on particular issues, this procedure must be used as additional guidance.

This procedure does not apply to:

- The legal discovery and disturbance of heritage finds as a result of investigations being undertaken in accordance with Heritage NSW; Department of Planning and Environment Code of Practice for the Archaeological Investigation of Aboriginal Objects in NSW (2010); an Aboriginal Heritage Impact Permit (AHIP) issued under the *NSW National Parks and Wildlife Act 1974*; or an approval issued under the *NSW Heritage Act 1977*.
- The legal discovery and disturbance of heritage finds as a result of investigations (or other activities) that are required to be carried out for the purpose of complying with any environmental assessment requirements under Part 4, including Division 4.7, or Part 5, including Division 5.2 of the EP&A Act.
- The legal discovery and disturbance of heritage finds as a result of construction related activities, where the disturbance is permissible in accordance with an AHIP; an approval issued under the *NSW Heritage Act 1977*; the Minister for Planning's conditions of project approval; or safeguards (apart from this procedure) that are contained in the relevant environmental impact assessment.

Abbreviation and terms

Abbreviation	Definition
ACHA	Aboriginal cultural heritage assessment
AHIP	Aboriginal Heritage Impact Permit
AHIMS	Aboriginal Heritage Information System
AHMP	Aboriginal Heritage Management Plan
CEMP	Construction environmental management plan
DCCEEW	NSW Department of Climate Change, Energy, the Environment and Water
EEL	Environment, Engagement and Land (DCCEEW – Water Group)
EMP	Environmental management plan

Abbreviation	Definition
HSE	Health, safety, and environment
RAP	Registered Aboriginal Party
REF	Review of environmental factors
DCCEEW - Water Group	NSW Department of Climate Change, Energy, the Environment and Water - Water Group

Term	Definition
Aboriginal object	The <i>NSW National Park and Wildlife Act 1974</i> protects Aboriginal objects which are defined as “any deposit, object or material evidence (not being a handicraft made for sale) relating to the Aboriginal habitation of the area that comprises New South Wales, being habitation before or concurrent with (or both) the occupation of that area by persons of non-Aboriginal extraction and includes Aboriginal remains”.
Aboriginal place	An ‘Aboriginal place’ is defined under the <i>NSW National Park and Wildlife Act 1974</i> as “any place declared to be an Aboriginal place under section 84”. Section 84 Aboriginal places (<i>NSW National Park and Wildlife Act 1974</i>): <i>“The Minister may, by order published in the Gazette, declare any place specified or described in the order, being a place that, in the opinion of the Minister, is or was of special significance with respect to Aboriginal culture, to be an Aboriginal place for the purposes of this Act.</i>
Environmental incident	An environmental incident is defined in 2024 02 EMF-PCD – Environmental incident management procedure as: • An event or set of circumstances, as a consequence of which pollution (air, water, or land) has occurred, is occurring, or is likely to occur. • Adverse environmental impact has occurred, is occurring, or is likely to occur; including native flora clearing/damage, impact on Aboriginal or historic heritage objects, Aboriginal remains, waste, native fauna injury or death, noise, odour, community etc. • An unexpected find that is not managed in accordance with relevant procedures / guidelines.
Environment Lead	Assigned project environment officer.
Heritage	Aboriginal and non-Aboriginal heritage
Immediately	Within 10 minutes of being made aware.
Must	Means that the statement is mandatory.

Term	Definition
Non-compliance	A failure to comply with any condition of approval, license condition or any other statutory approval or requirement relevant to the activity and/or area where the activity occurs.
Other heritage find	Historic heritage finds that are not considered to be 'relics', are referred to as 'works, buildings, or structure'. Works can generally be defined as a form of infrastructure such as tram tracks, a culvert, road base, a bridge pier, kerbing, historic road formations, buried roads, fences, sheds, buildings and conduits.
Registered Aboriginal Parties	Aboriginal people who have registered to be consulted about a proposed project or activity in accordance with Aboriginal cultural heritage consultation requirements for proponents (DCCEEW, 2010).
Relic	The <i>NSW Heritage Act 1977</i> protects relics which are defined 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"
Traditional Owner	Traditional Owners are Indigenous people with cultural and historical connections to specific areas of land. Traditional owners or custodians hold appropriate cultural heritage knowledge to inform decision making and can seek to register their interest as a Registered Aboriginal party as part of the ACHA process.
Unexpected heritage find	Any unanticipated discovery of an actual or potential heritage find, for which DCCEEW - Water Group does not have approval to disturb or does not have a safeguard in place (except for this procedure) to manage the disturbance.
Project Manager	DCCEEW - Water Group Project Manager

Roles and responsibilities

Role	Responsibilities
Person who discovers unexpected find	- Stop work. - Notify the Person responsible for operational control of the project.

Role	Responsibilities
Person with responsibility for operational control of the project or activity	• Provision of training to all project personnel in this procedure. • Implement this procedure on site. • Train all personnel on site in this procedure (DCCEEW - Water Group employees, contractors and consultants) e.g. Project team induction, site specific induction, tool box talks, pre-start meetings, project meetings etc. • Understand how to respond to an unexpected find in accordance with this procedure
Project Manager	• Implement this procedure. • Train the project team in this procedure (DCCEEW - Water Group employees, contractors and consultants) e.g. Project team induction, site specific induction, toolbox talks, pre-start meetings, project meetings etc. • Understand how to respond to an unexpected find in accordance with this procedure
Environment Lead	• Monitor compliance with this procedure. • Provide training in this procedure to project personnel
Archaeologist	• Assess if the object or skeletal remains are of Aboriginal origin. • For objects or skeletal remains of Aboriginal origin, complete the assessment and recording and prepare an Aboriginal cultural heritage assessment (ACHA) and AHIP, if required. • Engage with RAPs, if required. • For a relic or other heritage find, assist the Project Manager to develop the approach for the project to proceed.
First Nations representative	• Understand how to respond to an unexpected find in accordance with this procedure
Director, Environment, Engagement & Land (EEL)	• Oversee compliance with this procedure. • Assess if an unexpected find represents an environmental incident

Evaluation and review

This document will be reviewed after implementation of the procedure for the first unexpected find; or after 12 months since Version 1 was published if there has been no unexpected heritage find since Version 1 was published. The document will then be reviewed on an annual cycle from this point.

Unless directed by DCCEEW - Water Group, retrospective application of updated versions of this document is not required for existing contracts.

Unexpected heritage find

An 'unexpected heritage find' means any unanticipated discovery of an actual or potential heritage find, for which DCCEEW - Water Group does not have approval (such as an Aboriginal Heritage Impact Permit) to disturb or does not have a safeguard in place (except for this procedure) to manage the disturbance.

These discoveries are categorised as either:

- Aboriginal objects
- Historic (non-Aboriginal) heritage finds
- Human skeletal remains.

Heritage discoveries must be assessed by technical specialists (usually an archaeologist).

Aboriginal objects

The NSW National Park and Wildlife Act 1974 protects Aboriginal objects which are defined as:

“any deposit, object or material evidence (not being a handicraft made for sale) relating to the Aboriginal habitation of the area that comprises New South Wales, being habitation before or concurrent with (or both) the occupation of that area by persons of non-Aboriginal extraction, and includes Aboriginal remains”.

Examples of Aboriginal objects include stone tool artefacts, shell middens, axe grinding grooves, pigment or engraved rock art, burials and scarred trees. Images of Aboriginal heritage finds are included in Appendix A – Aboriginal objects and historical heritage find examples.

All Aboriginal objects, regardless of significance, are protected under law. If an unexpected heritage find is identified as 'of Aboriginal origin', a Heritage Management Plan is required. If an Aboriginal object may be damaged, destroyed or moved as a result of the work, Heritage NSW and Aboriginal stakeholders must be informed and an AHIP obtained.

Historic (non-Aboriginal) heritage finds

Historic (non-Aboriginal) heritage finds may include:

- Archaeological ‘relics’
- Other heritage finds (work, building or structure).

Archaeological relics

The *NSW Heritage Act 1977* protects relics which are defined 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”

Relics are archaeological items of local or state significance which may relate to past domestic, industrial or agricultural activities in NSW, including bottles, utensils, household items, implements, remnants of clothing, pottery, building materials and general refuse. Images of Historic (non-Aboriginal) heritage finds are included in Appendix A – Unexpected heritage find examples.

As a general rule, an archaeological relic requires discovery or examination by excavation. An archaeological excavation permit under section 140 of the *NSW Heritage Act 1977* is required to do this.

All relics are subject to statutory controls and protection.

If a relic is likely to be disturbed, a heritage approval is usually required from the Heritage Council of NSW. When a person discovers a relic, they must notify the Heritage Council of NSW of its location.

Other heritage find (work, building or structure)

Some historic heritage finds are not considered to be ‘relics’, but are instead referred to as ‘works, buildings, or structure’. Works can generally be defined as a form of infrastructure such as tram tracks, a culvert, road base, a bridge pier, kerbing, historic road formations, buried roads, fences, sheds, buildings and conduits. Although an approval under the *NSW Heritage Act 1977* may not be required to disturb these finds, their discovery must be managed in accordance with this procedure. ‘Other historic finds’ either may exist above the ground’s surface (e.g., a shed), or they are designed to operate and exist beneath the ground’s surface (e.g., a culvert).

Human skeletal remains

Human skeletal remains can be classed as:

- Reportable deaths

- Aboriginal objects
- Relics.

Where it is suspected that less than 100 years has elapsed since death, human skeletal remains come under the jurisdiction of the State Coroner and the *NSW Coroners Act 2009*. Under s 35(2) of that Act, a person must report the death to a police officer, a coroner or an assistant coroner as soon as possible. This applies to all human remains less than 100 years old regardless of ancestry. Public health controls may also apply.

Where remains are suspected of being more than 100 years old, they are considered to be either Aboriginal objects or non-Aboriginal relics depending on the ancestry of the individual. Aboriginal human remains are protected, and require approval and notification, under the *NSW National Parks and Wildlife Act 1974*, while non-Aboriginal remains are protected under the *NSW Heritage Act 1977*.

The discovery of Aboriginal human remains also triggers notification requirements to the Commonwealth Minister for the Environment under s 20(1) of the *Commonwealth Aboriginal and Torres Strait Islander Heritage Protection Act 1984*.

All human skeletal remains are subject to statutory controls and protections.

All bones must be treated as potential human skeletal remains and work around them must stop while they are protected and urgently investigated.

Procedure

The unexpected heritage find procedure is summarised in **Error! Reference source not found.:** Unexpected heritage find and Figure 2: Suspected human remains flowchart.

Key steps in the procedure, in chronological order, are:

- Immediate response
- Record unexpected heritage find
- Assessment, regulatory notification and approval to proceed.

Roles and responsibilities for each step in the unexpected heritage find procedure are described in this section.

Figure 1: 2024 09 EMF-TOO - Unexpected heritage find flowchart

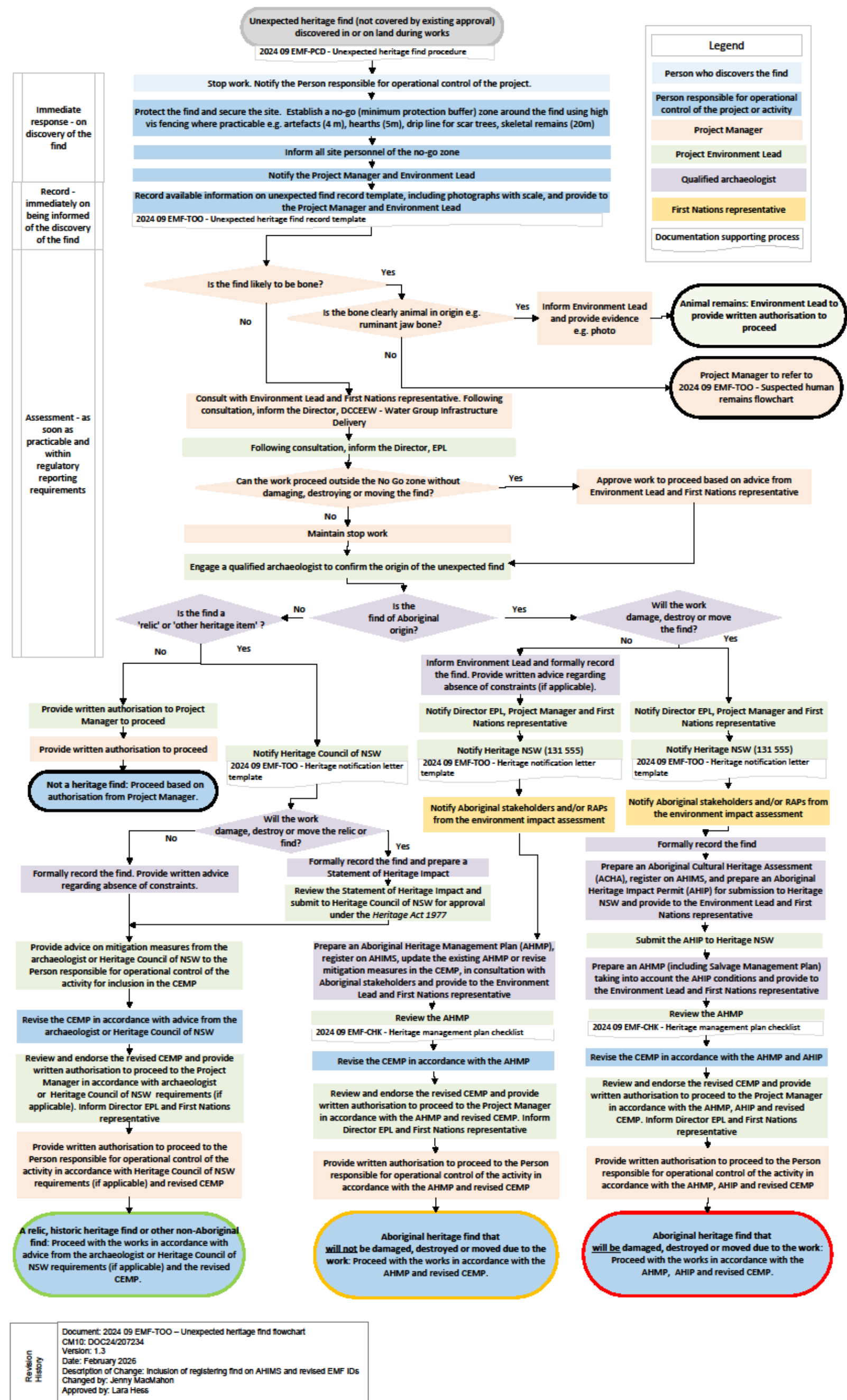
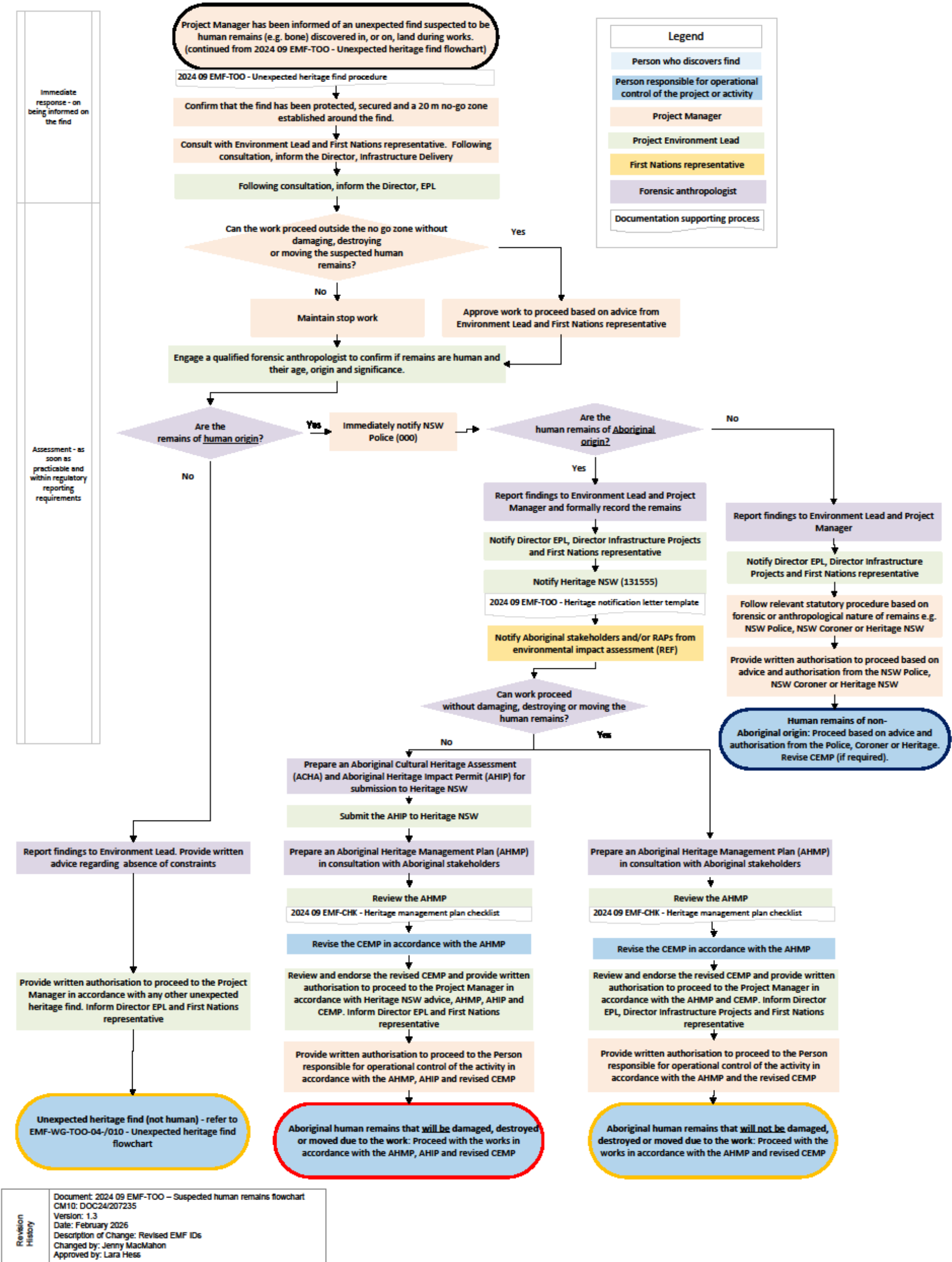


Figure 2: 2024 09 EMF-TOO - Suspected human remains flowchart



Immediate response

The Person who discovers the find must, immediately within 5-10 minutes of discovering the incident:

- Stop work.
- Notify the Person responsible for operational control of the project.

The Person responsible for operational control of the project must, immediately on being informed of the discovery of the find:

- Protect the find and secure the area around the find.
- Establish a no-go (minimum protection buffer) zone around the find using high visibility fencing where practicable e.g.:
 - artefacts (4 m)
 - hearths (5m)
 - drip line for scar trees
 - skeletal remains (20m).
- Inform all site personnel of the no go zone.
- If possible, assess if the find is suspected of being human skeletal remains.
- Notify the Project Manager and Environment Lead.

Unexpected heritage find record

The Person responsible for operational control of the project must, within 2-4 hours of discovery of the find:

- Record available information on the 2024 09 EMF-TOO - Unexpected heritage find record template (Appendix B), including taking photographs with a scale, and provide to the Project Manager and Environment Lead.

Assessment, regulatory notification and approval to proceed.

Determine the nature of the unexpected find

The Project Manager must, as soon as practicable and within regulatory reporting requirements:

- Assess if the find is suspected of being human remains
- Consult with the Environment Lead and First Nations representative to assess if work can be resumed outside of the no-go zone with control measures to prevent damage, destruction or moving the find. Following consultation, inform the Director, DCCEEW - Water Group - Infrastructure Delivery.
- If the activity is unable to proceed without destroying, damaging, or moving the find, stop work until advised by the Environment Lead and a qualified archaeologist.
- If the activity is able to proceed without destroying, damaging, or moving the find, approve work to proceed based on advice from Environment Lead and First Nations representative.

The Environment Lead must as soon as practicable and within regulatory reporting requirements:

- Following consultation with the Project Manager and First Nations representative, inform the Director, EPL of the unexpected find.
- If the find is:
 - suspected to be human skeletal remains, engage a qualified forensic anthropologist to assess the remains.
 - not human skeletal remains engage a qualified archaeologist to assess the unexpected find assessment pathway.

The forensic anthropologist must:

- Determine if the suspected human skeletal remains:
 - are of Aboriginal or non-Aboriginal ancestry and the burial context.
 - will be damaged, destroyed or need to be moved due to the activity.

The qualified archaeologist must:

- Determine if the unexpected find:
 - is of Aboriginal origin, a relic, other heritage find or not a heritage find.
 - will be damaged, destroyed or need to be moved due to the activity.

Aboriginal Object (that will not be damaged, destroyed or need to be moved due to the work)

If an unexpected find is confirmed to be of Aboriginal origin, and the work **will not** damage, destroy or need the Aboriginal object to be moved:

The qualified **archaeologist** must:

- Formally record the find.
- Provide written advice regarding absence of constraints and recommendation to proceed with the activity (if applicable).
- Determine further management measures as required, in consultation with aboriginal stakeholders, to ensure the Aboriginal object will not be impacted and prepare an Aboriginal Heritage Management Plan (AHMP) or update an existing AHMP, and update mitigation measures required in the CEMP.
- Register the find on register the find on the Aboriginal Heritage Information Management System (AHIMS)
- Identify heritage notification requirements.

The **Environment Lead** must:

- Notify the Director, EPL and First Nations representative.
- Notify Heritage NSW (131 555) first by phone call then by formal letter (2024 09 EMF-TOO – Heritage notification letter template).
- Review the AHMP and assess if it has considered relevant archaeological issues by completing the 2024 09 EMF-CHK - Heritage management plan review checklist (Appendix C).
- Review and endorse the CEMP (if the CEMP has been revised).
- Provide written authorisation to proceed to the Project Manager in accordance with the AHMP and revised CEMP. Inform Director EPL and First Nations representative.

The **First Nations** representative must:

- Notify Aboriginal stakeholders and registered Aboriginal parties (RAPs) that were consulted for the environmental impact assessment, of the unexpected Aboriginal object.
- Review the AHMP.

The **Person responsible for operational control of the project** must:

- Revise the CEMP and obtain endorsement of the CEMP by the Environment Lead.
- Proceed with the works in accordance with written authorisation from the Project Manager, and in accordance with the revised CEMP and AHMP.

Aboriginal Object (that will be damaged, destroyed or need to be moved due the activity)

If an unexpected find is confirmed to be of Aboriginal origin, and the work will damage, destroy or need the Aboriginal object to be moved:

The qualified **archaeologist** must:

- Formally record the find.
- Prepare an Aboriginal cultural heritage assessment (ACHA) in accordance with Heritage NSW guidelines.
- Register the find on AHIMS
- Prepare an Aboriginal Heritage Impact Permit (AHIP) application.
- Prepare an AHMP, or update the existing AHMP, in consultation with Aboriginal stakeholders.

The **Environment Lead** must:

- Notify the Director, EPL and First Nations representative.
- Notify Heritage NSW (131 555) first by phone call then by formal letter (2024 09 EMF-TOO – Heritage notification letter template).
- Review and approve the ACHA and AHIP.
- Submit the AHIP to Heritage NSW
- Review the AHMP and assess if the Heritage Management Plan has considered relevant archaeological issues by completing the 2024 09 EMF-CHK - Heritage management plan review checklist (Appendix C).
- Review and endorse the CEMP (if the CEMP has been revised).
- Provide written authorisation to proceed to the Project Manager in accordance with the AHMP, AHIP and revised CEMP. Inform the Director, EPL and First Nations representative.

The **First Nations** representative must:

- Notify Aboriginal stakeholders and/or registered Aboriginal parties (RAPs) that were consulted for the environmental impact assessment, of the unexpected Aboriginal object.
- Review the ACHA and AHMP.

The **Person responsible for operational control of the project** must:

- Revise the CEMP and obtain endorsement of the CEMP by the Environment Lead.
- Proceed with the works in accordance with written authorisation from the Project Manager, and in accordance with the AHMP, AHIP and revised CEMP.

Historic heritage find (that will not be damaged, destroyed or need to be moved due to the work)

If an historic heritage find that will not be damaged, destroyed or need to be moved due to the work:

The Environment Lead must:

- Notify Heritage Council of NSW by formal letter (2024 09 EMF-TOO – Heritage notification letter template).
- Provide advice on mitigation measures from the archaeologist to the Person responsible for operational control of the activity for inclusion in the CEMP
- Review and endorse the CEMP and provide written authorisation to proceed to the Project Manager in accordance with the archaeologist requirements and the revised CEMP. Inform the Director, EPL and First Nations representative.

The qualified Archaeologist must:

- Formally record the find.
- Provide written advice regarding absence of constraints and recommendation to proceed with the activity.
 - Identify heritage notification requirements.

The Project Manager, must:

- Following receipt of written authorisation to proceed from the Environment Lead, provide written authorisation to proceed to the Person responsible for operational control of the activity in accordance with the Heritage Council of NSW requirements (if required) and following review of the CEMP (if required).

The Person responsible for operational control of the project must:

- Revise the CEMP in accordance with advice from the archaeologist and obtain endorsement of the CEMP by the Environment Lead.
- Proceed with the works in accordance with advice from the archaeologist and the revised CEMP.

Historic heritage find (that will be damaged, destroyed or need to be moved due to the work)

If a relic or historic heritage find that will be damaged, destroyed or need to be moved due to the work:

The Environment Lead must:

- Notify Heritage Council of NSW by formal letter (2024 09 EMF-TOO – Heritage notification letter template).
- Review and approve the Statement of Heritage Impact
- Submit the approval application under the *Heritage Act* 1977 as required
- Provide advice on mitigation measures from the archaeologist or Heritage Council of NSW to the Person responsible for operational control of the activity for inclusion in the CEMP
- Review and endorse the revised CEMP and provide written authorisation to proceed to the Project Manager in accordance with Heritage Council of NSW requirements and the revised CEMP.

The qualified Archaeologist must:

- Formally record the find.
- Prepare Statement of Heritage Impact in accordance with Heritage NSW guidelines.
- Prepare the *Heritage Act* 1977 approval application.
- Provide written advice regarding mitigation measures required to proceed with the activity.

The Project Manager, must immediately:

- Following receipt of written authorisation to proceed from the Environment Lead, provide written authorisation to proceed to the Person responsible for operational control of the activity in accordance with the Heritage Council of NSW requirements (if applicable) and the revised CEMP (if required).

The Person responsible for operational control of the project must:

- Revise the CEMP in accordance with advice from the Heritage Council of NSW and obtain endorsement of the CEMP by the Environment Lead.
- Proceed with the works in accordance with advice from the Heritage Council of NSW requirements and the revised CEMP.

Human remains of Aboriginal origin that will not be damaged, destroyed or need to be moved due to the work

If the unexpected find is suspected human remains of Aboriginal origin, and the work will not damage, destroy or need the suspected remains to be moved:

The qualified Forensic anthropologist must:

- Formally record the find.
- Provide written advice regarding absence of constraints and recommendation to proceed with the activity (if applicable).
- Determine further management measures as required, in consultation with aboriginal stakeholders, to ensure the Aboriginal object will not be impacted and prepare an Aboriginal Heritage Management Plan (AHMP), update an existing AHMP or update mitigation measures required in the CEMP.
- Identify heritage notification requirements.

The Environment Lead must:

- Notify the Director, EPL and First Nations representative.
- Notify Heritage NSW (131 555) first by phone call then by formal letter (2024 09 EMF-TOO – Heritage notification letter template).
- Review the AHMP and assess if it has considered relevant archaeological issues by completing the 2024 09 EMF-CHK - Heritage management plan review checklist (Appendix C).
- Review and endorse the CEMP (if the CEMP has been revised).
- Provide written authorisation to proceed to the Project Manager in accordance with the AHMP and revised CEMP. Inform Director EPL and First Nations representative.

The First Nations representative must:

- Notify Aboriginal stakeholders and registered Aboriginal parties (RAPs) of the unexpected Aboriginal object.
- Review the AHMP.

The Person responsible for operational control of the project must:

- Revise the CEMP and obtain endorsement of the CEMP by the Environment Lead.
- Proceed with the works in accordance with written authorisation from the Project Manager, and in accordance with the AHMP and the revised CEMP.

Human remains of Aboriginal origin that will be damaged, destroyed or need to be moved due to the work

If the unexpected find is suspected human remains of Aboriginal origin, and the work will damage, destroy or need the suspected remains to be moved:

The qualified Forensic anthropologist must:

- Formally record the find.
- Prepare an Aboriginal cultural heritage assessment (ACHA) in accordance with Heritage NSW guidelines.
- Prepare an Aboriginal Heritage Impact Permit (AHIP) application.
- Prepare an AHMP, or update the existing AHMP, in consultation with Aboriginal stakeholders.

The Environment Lead must:

- Notify the Director, EPL and First Nations representative.
- Notify Heritage NSW (131 555) first by phone call then by formal letter (2024 09 EMF-TOO – Heritage notification letter template)
- Review and approve the ACHA and AHIP.
- Submit the AHIP to Heritage NSW
- Review the AHMP and assess if the Heritage Management Plan has considered relevant archaeological issues by completing the 2024 09 EMF-CHK - Heritage management plan checklist.
- Review and endorse the CEMP (if the CEMP has been revised).
- Provide written authorisation to proceed to the Project Manager in accordance with the AHMP, AHIP and revised CEMP. Inform the Director, EPL and First Nations representative.

The First Nations representative must:

- Notify Aboriginal stakeholders and/or registered Aboriginal parties (RAPs) of the unexpected Aboriginal object.
- Review the ACHA and AHMP.

The Person responsible for operational control of the project must:

- Revise the CEMP and obtain endorsement of the CEMP by the Environment Lead.
- Proceed with the works in accordance with written authorisation from the Project Manager, and in accordance with the AHMP, AHIP and the revised CEMP.

Human remains of non-Aboriginal origin

If the unexpected find is suspected human remains of non-Aboriginal origin:

The qualified Forensic anthropologist must:

- Report findings to Environment Lead and Project Manager

The Project Manager

- Follow relevant statutory procedure based on forensic or anthropological nature of remains (e.g. NSW Police, NSW Coroner or Heritage NSW).
- Provide written authorisation to proceed based on advice and authorisation from the NSW Police, NSW Coroner or Heritage NSW.

The Environment Lead must:

- Notify the Director, EPL and First Nations representative.
- Review the CEMP (if required)

The Person responsible for operational control of the project must:

- Revise the CEMP (if required) and obtain endorsement of the CEMP by the Environment Lead.
- Proceed based on advice and authorisation from the NSW Police, NSW Coroner or Heritage NSW.

Related information

Related external information

Environment legislation

- *NSW Aboriginal Land Rights Act 1983*
- *NSW Environmental Planning & Assessment Act 1979*
- *NSW Heritage Act 1977*
- *NSW National Parks & Wildlife Act 1974*
- *NSW Native Title (New South Wales) Act 1994*
- *Commonwealth Native Title Act 1993*
- *Work Health and Safety Act 2011*
- *Work Health and Safety Regulation 2017*

Related internal information

- Aboriginal cultural heritage consultation requirements for proponents (DCCEEW, 2010).
- DCCEEW Water Group EMF
 - 2024 09 EMF-TOO - Unexpected heritage find flowchart
 - 2024 09 EMF-TOO – Unexpected heritage find record template
 - 2024 09 EMF-TOO – Heritage notification letter template
 - 2024 09 EMF-CHK – Heritage management plan review checklist
 - 2024 02 EMF-PCD – Environmental incident management procedure

Document metadata

Category	Description
Status	Approved
Date of approval	February 2026
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Next review date	February 2027
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Version control

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V1.0	Sep 2024	First approved version of document for publication	Jenny Macmahon	Lara Hess
V1.1	March 2025	Change EMS to EMF	Jenny Macmahon	N/A
V1.2	6 May 2025	Amend notification to Police in Suspected human remains flowchart (EMF-WG-TOO-04/025) -after confirmation of human remains from anthropologist, and notification of Director, Infrastructure Delivery – after flowchart was tested in the field at SDLAM K-P Shear Paddock in April 2025	Jenny Macmahon	N/A

Version No.	Date	Description of change	Changed by	Approved by
V1.3	8 May 2025	Simplified suspected human remains flowchart EMF-WG-TOO-04/025	Jenny Macmahon	N/A
V1.4	9 October 2025	- CM#10 reference in footer standardisation - Document naming update throughout	Laura Atencio	
V1.5	27 February 2026	Following review of the procedure by DPHI for SSI-50831979Billabong Creek EIS, inclusion of: 2024 09 EMF-PCD – Unexpected heritage find procedure: - Qualified archaeologist to register find on AHIMS (pp 18 and 19) - New abbreviation (page 5) for Aboriginal Heritage Information Management System (AHIMS) 2024 09 EMF-TOO – Unexpected heritage find flowchart: - Qualified archaeologist to register find on AHIMS x 2 - Role ‘archaeologist’ revised to ‘Qualified archaeologist’ General nomenclature changes: - Document naming to reflect DCCEEW – Water Group naming conventions - Water Group – Infrastructure changed to DCCEEW- Water Group - Environment, Planning and Land changed to Environment, Engagement and Land (EEL)		

Appendix A – Aboriginal objects and historic heritage find examples

Table 1: Unexpected heritage find examples

 Aboriginal heritage: scarred tree Source: IGABDR Cap and pipe the bore program, Narba Scheme (DCCEEW – Water Group, March 2022)	 Aboriginal heritage: isolated stone artefact Source: J Dugdale-Bradley
 Aboriginal heritage: artefacts Source: IGABDR cap and pipe the bore program - Wilga Aboriginal Due Diligence Assessment (OzArk Environment and Heritage, May 2022)	 Aboriginal heritage: hearth / oven Source: IGABDR Oreel ecological and heritage induction (DCCEEW - Water Group, May 2023)



Aboriginal heritage: grinding grooves
Terramungamine Rock Grooves, Dubbo, NSW

Source: J MacMahon



Aboriginal heritage: midden

Source: J Dugdale-Bradley



Non-Aboriginal heritage: survey tree

Source: EMF-HE-PR-0076 unexpected heritage items
procedure (TfNSW, 2022)



Non-Aboriginal heritage: boundary fence

Source: EMF-HE-PR-0076 unexpected heritage items
procedure (TfNSW, 2022)



Non-Aboriginal heritage: Remnant bridge piers

Source: EMF-HE-PR-0076 unexpected heritage items procedure (TfNSW, 2022)



Non-Aboriginal heritage: shearing shed

Source: IGABDR Ecological and heritage induction (DCCEEW - Water Group, September 2022)



Non-Aboriginal heritage: artefacts

Source: EMF-HE-PR-0076 unexpected heritage items procedure (TfNSW, 2022)

Appendix B: 2024 09 EMF-TOO - Unexpected heritage find record template

2024 09 EMF-TOO - 2024 09 EMF-TOO - Unexpected heritage find record template

This template provides the format for documenting unexpected heritage finds on NSW Department of Climate Change, Energy, the Environment and Water - Water Group projects.

This template does not include requirements from site specific documents such as EMPs, environmental impact assessment, project approval, contract, environmental legislation etc

Description of unexpected heritage find

Project title			
Location of the site:			
Date of unexpected heritage find	Click or tap to enter a date.		
Description of activities being undertaken when the unexpected heritage find was located			
Description of exact location of the unexpected heritage find (e.g. on the unsealed road surface)			
	GPS location		
Person who discovered the unexpected heritage find	Name	Company	Role
Person responsible for operational control of the project or activity	Name	Company	Role

What type of find is it? (Tick the relevant boxes)

Provide a short description of find		e.g., isolated stone artefact shaped like a hand held knife, approximately 10cm in length
Relic	☐	A 'relic' is an archaeological items of local or state significance which may relate to past domestic, industrial or agricultural activities in NSW, including bottles, utensils, household items, implements, remnants of clothing, pottery, building materials and general refuse.
Other heritage find	☐	Other heritage find i.e. 'work, building or structure', can generally be defined as a form of infrastructure such as tram tracks, a culvert, road base, a bridge pier, kerbing, and similar items.
Aboriginal object	☐	An 'Aboriginal object' is defined under the <i>NSW National Park and Wildlife Act 1974</i> as "any deposit, object or material evidence (not being a handicraft made for sale) relating to the Aboriginal habitation of the area that comprises New South Wales, being habitation before or concurrent with (or both) the occupation of that area by persons of non-Aboriginal extraction, and includes Aboriginal remains". An Aboriginal object may include stone tools, stone flakes, shell middens, rock art, scarred trees and human bones.
Aboriginal place	☐	An 'Aboriginal place' is defined under the <i>NSW National Park and Wildlife Act 1974</i> as "any place declared to be an Aboriginal place under section 84". Section 84 Aboriginal places (<i>NSW National Park and Wildlife Act 1974</i>): <i>The Minister may, by order published in the Gazette, declare any place specified or described in the order, being a place that, in the opinion of the Minister, is or was of special significance with respect to Aboriginal culture, to be an Aboriginal place for the purposes of this Act.</i>

Provide a short description of find		e.g., isolated stone artefact shaped like a hand held knife, approximately 10cm in length
Bone	☐	Bones can either be human or animal remains . The local police must be contacted immediately by telephone if you suspect that the find are human remains.
Other	☐	

Sketch

(Provide a sketch map of find's general location in relation to other features so that the find can be located without re-excavation).

Photographs

(Photographs must show the position of the find, the find itself and any distinguishing features. Photographs must have a scale (ruler, scale bar, mobile phone, coin) and a note describing the direction of the photograph. Minor hand removal of foliage can be undertaken as long as disturbance of the find does not occur. Excavation of the ground must not occur, and the find must not be removed from the ground.)

Impact (tick either A or B)

A. Unexpected find would not be further impacted by works	☐
---	--------------------------

Describe how work would avoid impact on the find e.g., the isolated stone artefact was left in situ and the trench relocated.

B. Unexpected find would be further impacted by works	☐
---	--------------------------

Describe how work would impact on the find e.g., trenching is required to be conducted in the area where the artefact is located, artefact will need to be moved.

Record completed by

Person responsible for operational control of the project or activity	Company	Name	Signature

Document metadata

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V1.0	Sep 2024	This is the first approved version of the document	Jenny Macmahon	Lara Hess
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Appendix C – 2024 09 Emf-CHK - Heritage management plan checklist

2024 09 EMF-CHK - Heritage management plan checklist

This checklist provides potential archaeological issues that may be required within a Heritage Management Plan.

This checklist does not include requirements from site specific documents such as EMPs, environmental impact assessment, project approval, contract, environmental legislation etc.

Contents

2024 09 EMF-CHK - Heritage management plan checklist	1
Contents	1
Heritage management plan details.....	2
Assessment and Investigation	3
Heritage approvals and notifications.....	3
Stakeholder consultation	3
Management.....	4
Program and budget.....	4
Heritage advice checklist conducted by:.....	5
Document metadata	6
Version control	6

Heritage management plan details

	Description		
Heritage Management Plan title			
Prepared by	Company	Author	Title
Document Reference		Date	
Does the Heritage Management Plan include:	Comments/notes		
Description of the find	Choose an item.		
Historic context (if data is accessible)	Choose an item.		
Likely significance	Choose an item.		
Heritage approval and regulatory notification requirements	Choose an item.		
Heritage reporting requirements	Choose an item.		
Stakeholder consultation requirements	Choose an item.		
Relevance to other project approvals and management plans etc.	Choose an item.		

Assessment and Investigation

Does the Heritage Management Plan include:		Comments/notes
Assessment of significance	Choose an item.	
Assessment of heritage impact	Choose an item.	
Archaeological excavation	Choose an item.	
Archival photographic recording	Choose an item.	

Heritage approvals and notifications

Does the Heritage Management Plan include:		Comments/notes
Aboriginal heritage impact permit (AHIP), <i>NSW Heritage Act 1977</i> s140, s139 exceptions, s60, etc.	Choose an item.	
Regulator relics / objects notification	Choose an item.	
Heritage and Conservation register	Choose an item.	
Compliance with CEMP or other project heritage approvals	Choose an item.	

Stakeholder consultation

Does the Heritage Management Plan include:		Comments/notes
Aboriginal stakeholder consultation requirements	Choose an item.	

Does the Heritage Management Plan include:		Comments/notes
Advice from Environment Lead	Choose an item.	
Advice from DCCEEW Water – Infrastructure Manager, First Nations	Choose an item.	

Management

Does the Heritage Management Plan include:		Comments/notes
Retention or conservation strategy (e.g., find may be subject to long conservation and interpretation)	Choose an item.	
Disposal strategy (e.g., former road pavement)	Choose an item.	
Short-term and permanent storage locations (interested third parties to be consulted on this issue)	Choose an item.	
Control Agreement for Aboriginal objects.	Choose an item.	

Program and budget

Item	Description
Time estimate associated with archaeological or heritage conservation work	
Total cost of archaeological heritage work.	



Heritage advice checklist conducted by:

Name	Role:	Signature	Date

Document metadata

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Appendix D: 2024 09 EMF-TOO - Heritage notification letter template

2024 09 EMF-TOO - Heritage notification letter template

This template provides the format of a formal letter notification when an unexpected heritage find has been discovered during NSW Department of Climate Change, Energy, the Environment and Water - Water Group work, to meet the notification requirement under either:

- Section 146 of the NSW Heritage Act 1977; or
 - Section 89(A) of the NSW National Parks and Wildlife Act 1974.
-

This template does not include requirements from site specific documents such as EMPs, environmental impact assessment, project approval, contract, environmental legislation etc

Paste text onto DCCEEW Water Group letter template

[Insert date]

[Insert reference number] / [Insert file number]

[Insert recipient's name and address]

[Insert salutation and name],

Re: Unexpected heritage find discovered during NSW Department of Climate Change, Energy, the Environment and Water - Water Group (DCCEEW Water Group) works.

I write to inform you of an unexpected *[select relic, heritage find or Aboriginal object]* found during DCCEEW Water Group works at *[insert location]* on *[insert date]*. *[Where the regulator has been informally notified at an earlier date by telephone, this should be referred to here].*

This letter is in accordance with the notification requirement under *[select section 146 of the NSW Heritage Act 1977 or section 89(A) of the NSW National Parks and Wildlife Act 1974]*.

Guide note:

On finding Aboriginal human skeletal remains this letter must also be sent to the Commonwealth Minister for the Department of Climate Change, Energy, the Environment and Water in accordance with notification requirements under section 20(1) of the *Commonwealth Aboriginal and Torres Strait Islander Heritage Protection Act 1984*.

[Provide a brief overview of the project background and area].

[Provide a summary of the description and location of the find, including a map and image where possible].

[Identify how the works were assessed under the NSW Environmental Planning and Assessment Act 1979 (e.g., Part 5) and include a project approval number, if available].

DCCEEW Water Group *[or contractor on behalf of DCCEEW Water Group]* has sought professional archaeological advice regarding the find. A preliminary assessment indicates *[provide a summary description & likely significance of the find]*.

Please find additional information on the site record (*Attachment A: completed 2024 09 EMF-TOO - Unexpected heritage find record template*).

Resulting from these preliminary findings, DCCEEW Water Group *[or contractor on behalf of DCCEEW Water Group]* is proposing *[provide a summary of the proposed archaeological/heritage approach (e.g, seek heritage approvals, undertake archaeological investigation or conservation/interpretation strategy etc). Also include preliminary justification of such heritage impact with regard to project design constraints and delivery program]*.

The proposed approach will be further developed in consultation with a nominated representative of Heritage NSW (Aboriginal object) or Heritage Council of NSW (historic heritage item).

Please contact me if you have any input on this approach or if you require any further information.

Yours sincerely

[Sender name and position]

[Attachment A: Unexpected heritage find record]

[Attachment B: Heritage Management Plan]

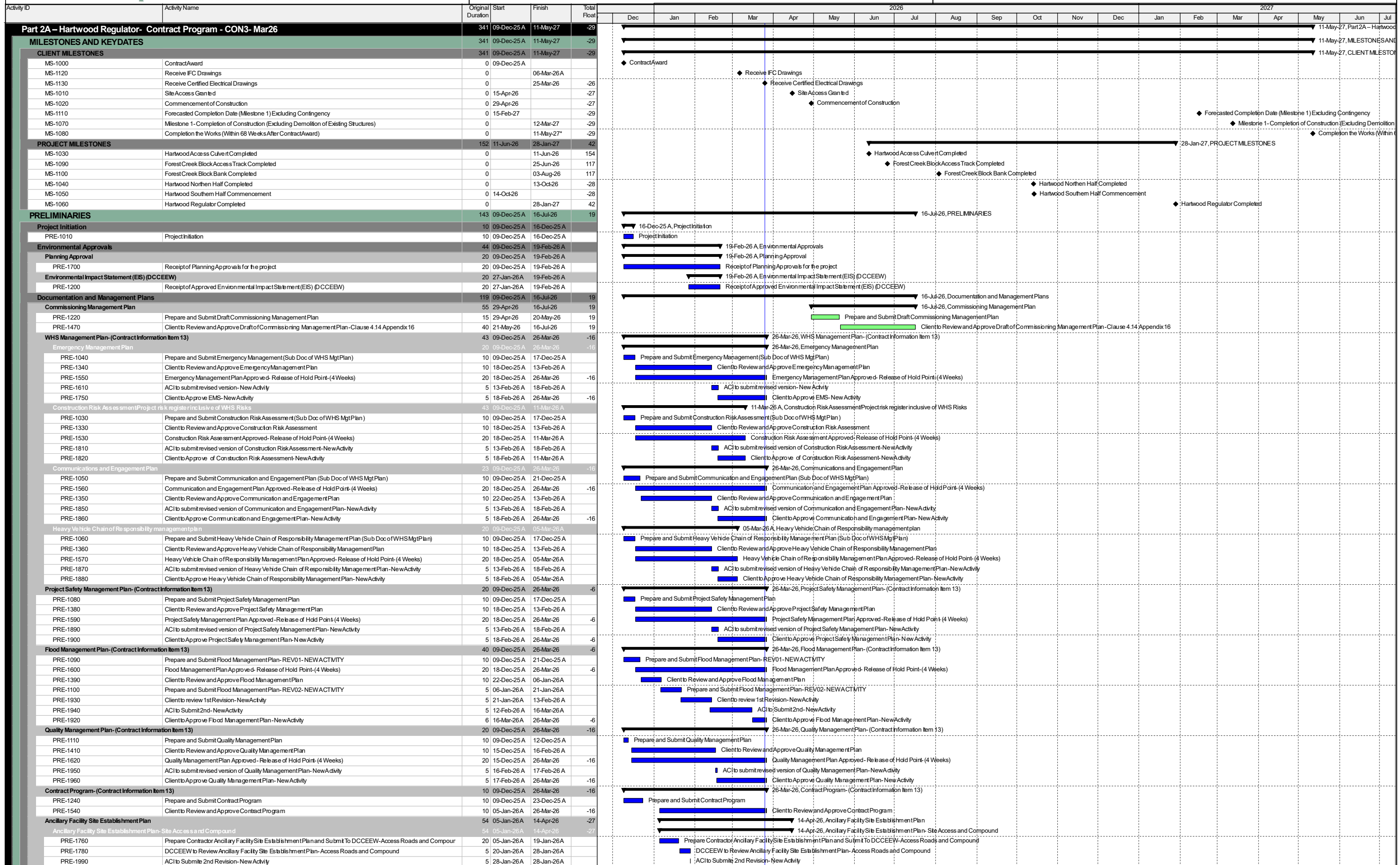
Document metadata

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Division	Infrastructure Development and Delivery
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APPENDIX H – PROGRAM



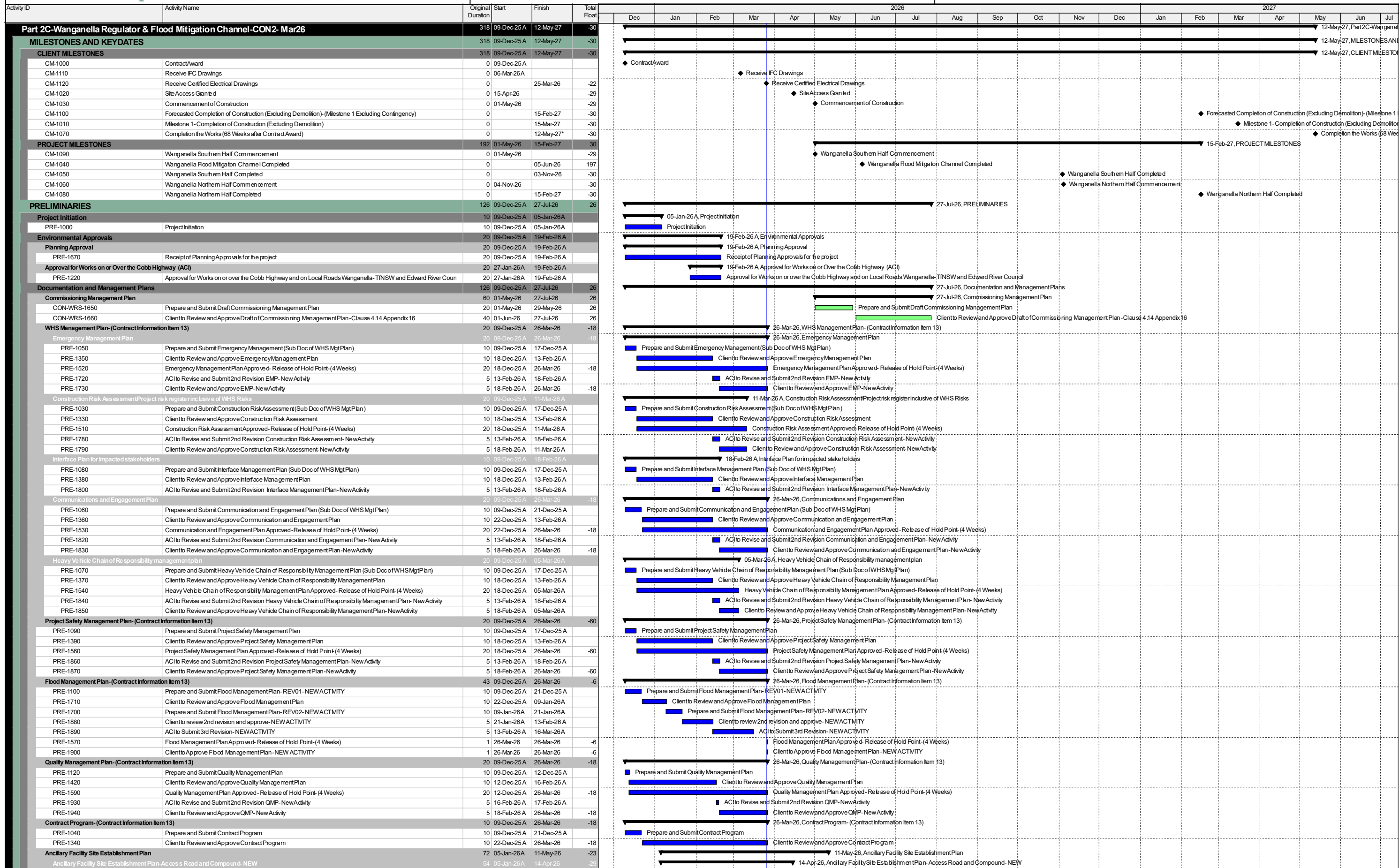
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Activity ID	Activity Name	Original Duration	Start	Finish	Total Float	2026												2027											
						Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul				
NEW1000	Clearing and Grabbing	2	26-Jun-26	29-Jun-26	117																								
NEW1010	Stripping Top soil	2	30-Jun-26	01-Jul-26	117																								
NEW1020	Remove Existing Bank and Rock Beaching and Strip Foundation to Mn 200mm Below Existing Natural Surface	5	02-Jul-26	08-Jul-26	117																								
NEW1030	Foundation Treatment	5	09-Jul-26	15-Jul-26	117																								
Block Bank Abutments																													
NEW1090	Construct 300mm Table Drain	3	20-Jul-26	22-Jul-26	117																								
NEW1100	Install 300mm Thick Rock Beaching with Voids Filled with NOM50 crushed Rock for Vehicle Access	3	23-Jul-26	27-Jul-26	117																								
Block Bank Pavement																													
NEW1040	Select Clay Fill	2	16-Jul-26	17-Jul-26	117																								
NEW1050	FRP 250mm Wide Concrete Sill Beam	3	20-Jul-26	22-Jul-26	118																								
NEW1110	Sill Beam Curing (7day Calendar)	7	23-Jul-26	29-Jul-26	182																								
NEW1060	Lay 400mm Thick Rock Beaching on sides	2	28-Jul-26	29-Jul-26	117																								
NEW1070	Lay 300mm Thick Rock Beaching on Access Track	2	30-Jul-26	31-Jul-26	117																								
NEW1080	Install Guide Posts	1	03-Aug-26	03-Aug-26	117																								
Hartwood Regulator																													
Enabling Works																													
Enabling Works- Northern Side																													
CON-NHR-1460, 2	Install ERSED Control- Northern side	2	29-Apr-26	30-Apr-26	-27																								
CON-NHR-1000, 3	Clearing and Grubbing- Northern side	3	30-Apr-26	05-May-26	-27																								
CON-NHR-1010, 3	Stripping Top Soil- Northern side	3	06-May-26	08-May-26	-27																								
CON-NHR-1020, 3	Prepare Working Platform- Northern side	3	11-May-26	13-May-26	-27																								
Enabling Works- Southern Side																													
CON-NHR-1730	Install ERSED Control- Southern side	5	01-May-26	08-May-26	74																								
CON-SHR-1000	Clearing and Grubbing- Southern side	2	11-May-26	12-May-26	74																								
CON-SHR-1010	Stripping Topsoil- Southern side	2	13-May-26	14-May-26	74																								
CON-SHR-1020	Preparing Working Platform- Southern side	3	15-May-26	19-May-26	74																								
Northern Half of Hartwood Regulator																													
Temporary Works																													
CON-NHR-1030, 7	Coffer Dam	7	14-May-26	22-May-26	-27																								
CON-NHR-1040, 3	Dewatering and Desilting	3	25-May-26	27-May-26	-27																								
Earthwork																													
CON-NHR-1050, 5	Bulk Excavation	5	28-May-26	03-Jun-26	-27																								
CON-NHR-1060	Rock Beaching	5	28-May-26	03-Jun-26	42																								
CON-NHR-1070, 3	Detailed Excavation	3	04-Jun-26	09-Jun-26	-27																								
Permanant Sheetpiling																													
CON-NHR-1690, 3	Install Permanent Sheetpiles- Stage 1- Downstream side	3	10-Jun-26	12-Jun-26	-27																								
CON-NHR-1700	Install Permanent Sheetpiles- Stage 2- Upstream side	3	15-Jun-26	17-Jun-26	-23																								
Secondary Basin, Half of Apron																													
Secondary Basin- Concrete Works																													
Secondary Basin- Concrete Works Slab																													
CON-NHR-1080, 1	Concrete - Secondary Basin & Apron- Slab- Blinding	1	15-Jun-26	15-Jun-26	-27																								
CON-NHR-1090, 3	Concrete - Secondary Basin & Apron- Slab- Formworks	3	16-Jun-26	18-Jun-26	-27																								
CON-NHR-1110, 7	Concrete - Secondary Basin & Apron- Slab- Reinforcement	7	19-Jun-26	29-Jun-26	-27																								
CON-NHR-1150	Concrete - Secondary Basin & Apron- Slab- Pour	3	30-Jun-26	02-Jul-26	-24																								
CON-NHR-1170	Concrete - Secondary Basin & Apron- Slab- 7 days Curing (7d calendar)	7	03-Jul-26	09-Jul-26	-33																								
CON-NHR-1180	Concrete - Secondary Basin & Apron- Slab- 14 days Curing (7d calendar)	14	03-Jul-26	16-Jul-26	0																								
Secondary Basin- Concrete Works- Wall- Flow Straightening Wall & NB Wall																													
CON-NHR-1210	Concrete- Secondary Basin & Apron- Wall- Formworks	1	06-Jul-26	06-Jul-26	-23																								
CON-NHR-1240	Concrete- Secondary Basin & Apron- Wall- Reinforcement	1	07-Jul-26	07-Jul-26	7																								
CON-NHR-1320	Concrete- Secondary Basin & Apron- Wall- Pour	1	17-Jul-26	17-Jul-26	0																								
CON-NHR-1350	Concrete -Secondary Basin & Apron- Wall- Curing (7d calendar)	7	18-Jul-26	24-Jul-26	2																								
Primary Stilling Basin & Regulator																													
Primary Stilling Basin & Regulator- Concrete Works																													
Primary Stilling Basin & Regulator- Concrete Works- Slab																													
CON-NHR-1100	Concrete -Primary Basin & Regulator- Slab- Blinding	1	18-Jun-26	18-Jun-26	-23																								
CON-NHR-1120	Concrete -Primary Basin & Regulator- Slab- Formworks	2	19-Jun-26	22-Jun-26	-23																								
CON-NHR-1160	Concrete -Primary Basin & Regulator- Slab- Reinforcement	5	30-Jun-26	06-Jul-26	-27																								
CON-NHR-1190	Concrete -Primary Basin & Regulator- Slab- Pour	1	07-Jul-26	07-Jul-26	-26																								
CON-NHR-1220	Concrete -Primary Basin & Regulator- Slab- 7 days Curing (7d calendar)	7	08-Jul-26	14-Jul-26	-37																								
CON-NHR-1230	Concrete -Primary Basin & Regulator- Slab- 14 days Curing (7d calendar)	14	08-Jul-26	21-Jul-26	-22																								
Primary Stilling Basin & Regulator- Concrete Works- Wall																													
CON-NHR-1330	Concrete -Primary Basin & Regulator- Wall- Formworks	7	10-Jul-26	20-Jul-26	-26																								
CON-NHR-1340	Concrete -Primary Basin & Regulator- Wall- Reinforcement	5	21-Jul-26	27-Jul-26	-20																								
CON-NHR-1420	Concrete -Primary Basin & Regulator- Wall- Pour	2	28-Jul-26	29-Jul-26	-20																								
CON-NHR-1480	Concrete -Primary Basin &																												

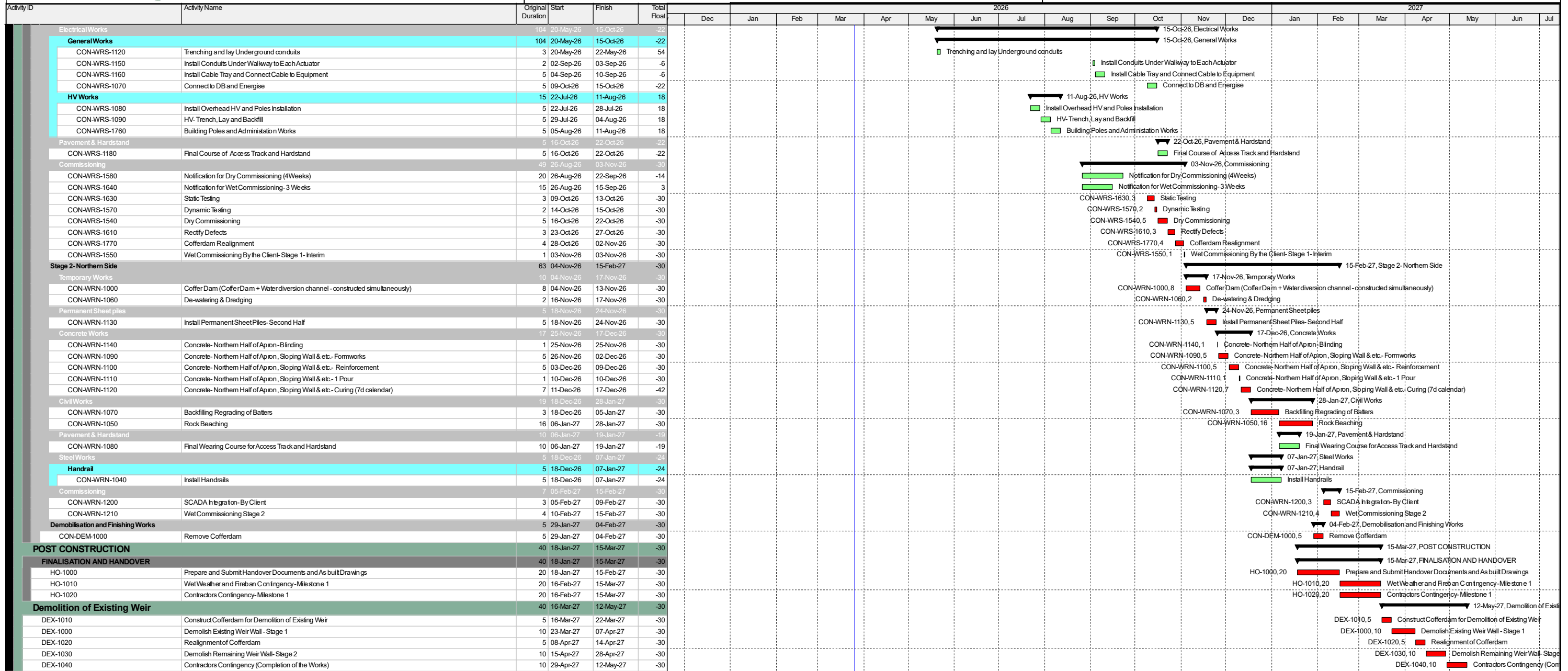


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APPENDIX I – ORGANISATIONAL CHART

APPENDIX J – EMP PREPARATION CHECKLIST

REQUIREMENT	PLAN REFERENCE	YES/NO/NOT APPLICABLE
Document preparation and endorsement		
Has the EMP been prepared in consultation with all relevant stakeholders as per the requirements of the conditions of consent? (Section 4.1)	Section 5.6	Yes
Have the views of the relevant stakeholders been taken into consideration? Have appropriate amendments been made to the EMP and does the EMP clearly identify the location of any changes? (Section 4.1)	Section 5.6	Yes
Has the EMP been internally approved by an authorised representative of the proponent or contractor? (Section 4.2)	Section 1.1	Yes
Version and content		
Does the EMP describe the proponent's Environmental Management System (EMS) (if any), and identify how the EMP relates to other documents required by the conditions of consent? (Section 3.5.1)	Section 4.1 Section 4.2	Yes
Does the EMP include the required general content and version control information? (Section 3.1)	Section 1.2	Yes
Does the EMP have an introduction that describes the project, scope of works, site location and any staging or timing considerations? (Section 3.2)	Section 3	Yes
Does the EMP reference the project description? (Section 3.3)	Section 3.4	Yes
Does the EMP reference a Community and Stakeholder Engagement Plan (or similar) or include community and stakeholder engagement actions (if required)? (Section 3.4)	Section 5.4	Yes
Have all other relevant approvals been identified? Has appropriate information been provided regarding how each approval is relevant? (Section 4)	Section 4.6 Section 4.7	Yes
Has the environmental management structure and responsibilities been included? (Section 3.5.2)	Section 5.1 Appendix I	Yes
Does the EMP include processes for training of project personnel and identify how training and awareness needs will be identified? (Section 3.5.3)	Section 5.3	Yes
Does the EMP clearly identify the relevant legal and compliance requirements that relate to the EMP? (Section 3.5.3)	Section 4.4	Yes
Does the EMP include all the conditions of consent to be addressed by the EMP and identify where in the EMP each requirement has been addressed? (Section 3.5.13)	Appendix C	Yes
Have all relevant guidelines, policies and standards been identified, including details of how they are relevant? (Section 3.5)	Section 4.2	Yes
Is the process that will be adopted to identify and analyse the environmental risks included? (Section 3.5.5)	Section 4.9 Appendix B	Yes
Have all the environmental management measures in the EIA been directly reproduced into the EMP? (Section 3.5.7)	Appendix C	Yes
Have any additional environmental management measures been included in the EMP? (Section 3.5.7)	Section 4.10 BMP	

REQUIREMENT	PLAN REFERENCE	YES/NO/NOT APPLICABLE
	SWMP ACHMP CNVMP WRMP Appendix F Appendix G	
Have environmental management measures been written in committed language? (Section 3.5.7)	Appendix C Section 4.10 BMP SWMP ACHMP CNVMP WRMP Appendix F Appendix G	Yes
Have project environmental management measures, including hold points, been identified and included? (Section 3.5.6)	Section 4.11	Yes
Are relevant details of environmental monitoring that will be carried out included? (Section 3.5.8)	Section 6.2	Yes
Have the components of any environmental monitoring programs been incorporated? (Section 3.5.8)	Section 6.2	Yes
Are environmental inspections included? (Section 3.5.9)	Section 6.1	Yes
Does the EMP document all relevant compliance monitoring and reporting requirements for the project? (Section 3.5.12 and 3.5.13)	Section 6.2	Yes
Does the EMP describe the types of plans or maps (such as environmental control maps) that will be used to assist with the management of environmental matters on site? (Section 3.5.10)	Section 4.12 Appendix D	Yes
Does the EMP list environmental management documents? (Section 3.5.11)	Section 6.1 Section 6.4 Section 5.5 Section 5.8 Section 5.3 Section 6.2 Section 4.12	Yes
Is an auditing program referenced? (Section 3.5.13)	Section 6.3	Yes
Does the EMP include the incident notification and reporting protocols that comply with the relevant conditions of consent? (Section 3.5.15)	Section 5.8	Yes
Does the EMP identify the project role/position that is responsible for deciding whether an occurrence is an incident? (Section 3.5.15)	Section 5.8	Yes
Does the EMP describe a corrective and preventative action process that addresses the requirements? (Section 3.5.16)	Section 6.4	Yes
Does the EMP include details of a review and revision process that complies with the requirements? (Section 3.6)	Section 7.3	Yes

APPENDIX K – ENVIRONMENTAL SITE INSPECTION CHECKLIST

Project Number and Name:		Date & Time of Inspection:	
Person conducting inspection:		Weather Conditions:	
Person(s) participating in inspection:			
Areas of project inspected:			
Activities taking place on site during inspection:			

Checklist Instructions

- Only place a tick in the 'Yes' checkbox if the corresponding statement is correct. Record N/A if issue not applicable or not assessed during this inspection
- If the statement is not 100% compliant, tick the 'No' checkbox & record the required action in the Comments / Action section against corresponding Item #
- Include photos in the Comments / Action section for observations and actions

Item	Description	Yes	No	N/A	Comments / Action
Status of Previous Inspection Actions					
- Are the actions arising from the previous environmental inspection complete? - If previous actions are not complete, list open inspection actions and provide updated status, including photo. Assign an action priority level.					
		☐	☐	☐	(Insert photos here)
		☐	☐	☐	(Insert photos here)
		☐	☐	☐	(Insert photos here)
		☐	☐	☐	(Insert photos here)

Item	Description	Yes	No	N/A	Comments / Action
1	General				
1.1	Environmental documents accessible? E.g., CEMP, EWMS, permits? Environmental Control Maps (ECMs), up to date and adhered to?	☐	☐	☐	
1.2	Environmentally sensitive areas or items protected with fencing and sign posted as no-go zone. e.g., Heritage?	☐	☐	☐	
1.3	Housekeeping in good order and visual amenity measures in place?	☐	☐	☐	
2	Erosion and Sediment (ERSED) Control				
2.1	ERSED controls adequately installed and maintained as per Erosion and Sediment Control Plans?	☐	☐	☐	
2.2	Site access/egress points stabilised and public roads clear of dust/mud tracked from site?	☐	☐	☐	
2.3	Gutters and drains adequately protected from dirty water / chemicals / slurry entering?	☐	☐	☐	
2.4	Stockpiles stabilised e.g., seeded/binder? Excavated material stockpiles stored appropriately e.g., location, battered 2:1 and <2m height?	☐	☐	☐	
3	Water Quality				
3.1	Dewatering undertaken in accordance with relevant approvals, permits and management plan requirements? Site water tested for compliance with water quality criteria, prior to discharge (e.g. turbidity, pH, etc)? Pumping activities are supervised and not left unattended?	☐	☐	☐	
3.2	Turbidity curtains/sediment booms are in place and effective if required?	☐	☐	☐	
4	Noise and Vibration				
4.1	Works taking place within the approved standard construction hours or as per Out of Hours Work approval?	☐	☐	☐	
4.2	General noise and vibration mitigation measures implemented as appropriate?	☐	☐	☐	
4.3	Plant and equipment compliant with non-tonal alarms? (Squawker)	☐	☐	☐	
4.4	Plant and equipment not left running or idling?	☐	☐	☐	
5	Flora and Fauna				
5.1	Limits of vegetation clearing delineated as defined in the ECMs?	☐	☐	☐	
5.2	Vegetation impacts (clearing/trimming) undertaken as per Approval?	☐	☐	☐	
5.3	Tree protection zones identified, and materials, plant, vehicles and equipment located outside of these zones?	☐	☐	☐	
5.4	Weed and hygiene management practices implemented, if required (Weed hygiene management for Queensland)?	☐	☐	☐	

Item	Description	Yes	No	N/A	Comments / Action
6	Air Quality				
6.1	Dust suppression practices appear to be effective. No dust visibly leaving site? Odour controls implemented (if required) and appear effective, e.g. cover manholes, deodorising spray/fans?	☐	☐	☐	
6.2	Equipment and plant on site appear to be in appropriate working order (no excessive noise, exhaust fumes, leaks etc)?	☐	☐	☐	
6.3	Trucks leaving site have loads adequately covered, are clean and have tailgates sealed?	☐	☐	☐	
7	Traffic, Access and Parking				
7.1	Vehicles and plant are parked in the designated areas as defined in ECM? Access to private properties is being maintained and not blocked by works? Approved heavy vehicle traffic routes are being adhered to?	☐	☐	☐	
8	Chemical Management				
8.1	Hazardous chemicals, including fuels adequately stored in bunds? No drums left outside covered / bunded area?	☐	☐	☐	
8.2	Appropriate number, size and type of spill kits available within close proximity to works (If working near waterways, a marine spill kit is available)? Spill kit materials restocked?	☐	☐	☐	
8.3	No signs of spills or leaks on site? If evidence of spill, it has been reported and appropriate measures to contain implemented?	☐	☐	☐	
8.4	Refuelling and maintenance undertaken in a location and manner that mitigates environmental risks (e.g., using spill protection (drip trays), away from drain, spill kits and fire extinguishers on hand)	☐	☐	☐	
9	Waste and Contamination				
9.1	Site is tidy and free of litter and rubbish? Bins emptied regularly to avoid overflow?	☐	☐	☐	
9.2	Appropriate waste receptacles planned/available to manage expected waste? Recycling implemented on site and in site offices?	☐	☐	☐	
9.3	Designated concrete washouts in place, sign posted and used?	☐	☐	☐	
9.4	Waste classified for off-site disposal, waste tracking and waste logs maintained?	☐	☐	☐	
9.5	Stockpiles labelled to identify the material/source/classification?	☐	☐	☐	
9.6	Areas of known contamination requiring remediation demarcated on site? Any additional contaminated material identified during works adequately managed in accordance with unexpected finds protocol?	☐	☐	☐	

Item	Description	Yes	No	N/A	Comments / Action
10	Heritage				
10.1	Workers are aware of the unexpected finds procedure and notification protocols for heritage finds?	☐	☐	☐	
11	Light				
11.1	Is temporary lighting pointing downwards and not towards residences or bushland known to contain nocturnal animals?	☐	☐	☐	
12	Community and Social				
12.1	Potential community and social impacts being mitigated on site?	☐	☐	☐	
12.2	No complaints since the previous inspection?	☐	☐	☐	
13	Reinstatement and Restoration				
13.1	Reinstatement – have disturbed areas been returned to at least pre-existing condition?	☐	☐	☐	
13.2	Restoration – has revegetation been carried out e.g. reseeded, turfed, planting?	☐	☐	☐	
14	Additional Site-specific items				
		☐	☐	☐	
		☐	☐	☐	
		☐	☐	☐	
		☐	☐	☐	
		☐	☐	☐	
		☐	☐	☐	
		☐	☐	☐	

Consolidated List of Actions arising from this inspection			
No.	Identified Issue / Action	Priority (ASAP, 1, 2, 3)	Responsibility

Priority

- ASAP – Immediate action required, action to be closed on day of inspection
- Priority 1 – Major non-conformance 1-2 days
- Priority 2 – Minor non-conformance within 3 days
- Priority 3 – Improvement opportunity – within 1 week.