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HumeLink

Environmental Management Strategy

HumeLink Environmental Management Strategy

CONTROLLED DOCUMENT

Environmental Management Strategy

Summary					
HumeLink Environmental Management Strategy is the framework for project environmental management for Transgrid and our Delivery Partners.					
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A printed copy of this document may not be the current version. Please refer to the Controlled and Business Practice Documents section in The Wire to verify the current version.

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1. Acronyms and Abbreviations

Term	Definition
ACMP	Accommodation Camp Management Plan
ACT	Australian Capital Territory
AEIC	Australian Energy Infrastructure Commission
AEMO	Australian Energy Market Operator
AG JV	Acciona Construction Australia Pty Ltd and Genus Infrastructure (NSW) Pty Ltd Joint Venture
AG DCCEEW	Australian Government Department of Climate Change Energy, Environment and Water (referred to as DCCEEW (Cth) in this document)
AQMP	Air Quality Management Plan
BAVR	Biodiversity Assessment Verification Report
BCS	Biodiversity, Conservation and Science Directorate Note: This directorate is now known as Conservation Programs, Heritage and Regulation Group (CPHR). The abbreviation BCS has been used in this document to avoid confusion (as it is referenced in the Conditions of Approval)
BDAR	Biodiversity Development Assessment Report
BMP	Biodiversity Management Plan
BFEMEP	Project Bushfire Emergency Plan and Evacuation Plans
CAMMS	Transgrid's Hazard, Compliance, Audit, Risk and Safety system
CEMP	Construction Environmental Management Plan
CoA	Conditions of Approval
CCS	Community Communication Strategy
CMS	Complaints Management System
CSSI	Critical State Significant Infrastructure
DECC	Former Department of Environment and Climate Change (now DCCEEW (NSW))
DECCW	Former Department of Environment, Climate Change and Water (now DCCEEW (NSW))
DCCEEW (Cth)	Department of Climate Change, Energy, the Environment and Water (Commonwealth)
DCCEEW (NSW)	Department of Climate Change, Energy, the Environment and Water (NSW)
DPE	Former Department of Planning and Environment (now DPHI)
DPs	Delivery Partners appointed as Principal Contractors by Transgrid to deliver the Project: - HumeLink East (HLE): Acciona Construction Australia Pty Ltd and Genus Infrastructure (NSW) Pty Ltd (AG JV) - HumeLink West (HLW): UGL Engineering Pty Ltd and CPB Contractors Pty Ltd (UGL-CPB JV)
DPHI	Department of Planning, Housing and Infrastructure
DPI	Department of Primary Industries

Term	Definition
DPIRD	Department of Primary Industries and Regional Development
ECM	Environmental Control Map
EIS	The Environmental Impact Statement titled HumeLink – *Environmental Impact Statement*, prepared by Aurecon (August 2023), including: - Amendment Report (May 2024) - Submissions Report (May 2024) - Revised Biodiversity Development Assessment Report (June 2024), and - additional information (1 October 2024)
EP&A Act	Environmental Planning and Assessment Act 1979 (NSW)
EPA	NSW Environment Protection Authority
EPBC Act	Environment Protection and Biodiversity Conservation Act 1999 (Commonwealth)
EPL	Environment Protection Licence
EMP	Environmental Management Plan
EMS	Environmental Management Strategy
ER	Environmental Representative
EWMP	Enabling Works Management Plan
EWMS	Environmental Work Method Statements
EWON	Energy and Water Ombudsman of NSW
FCNSW	Forestry Corporation of NSW
FRNSW	Fire and Rescue NSW
HLE	HumeLink East
HLW	HumeLink West
HMP	Heritage Management Plan
JV	Joint Venture
km	Kilometre
kV	Kilovolts
LBES	Local Business and Employment Strategy
LGA	Local Government Area
MW	Megawatt
MWh	Megawatt-hour
NEM	National Electricity Market
NPfI	Noise Policy for Industry
NPWS	National Parks and Wildlife Service
NRAR	Natural Resources Access Regulator
NSW	New South Wales
NVMP	Noise and Vibration Management Plan

Term	Definition
OEMP	Operational Environmental Management Plan
OOHW	Out of Hours Works
PADs	Potential Archaeological Deposits
PC	Principal Contractor
PNTL	Project Noise Trigger Level
POEO Act	Protection of the Environment Operations Act 1997
QLD	Queensland
REZ	Renewable Energy Zone
RFS	NSW Rural Fire Service
SAII	Specific Serious and Irreversible Impact
SEARs	Secretary's Environmental Assessment Requirements
SES	NSW State Emergency Services
SWMP	Soil and Water Management Plan
SuMP	Sustainability Management Plan
TAS	Tasmania
TG	Transgrid
TTMP	Traffic and Transport Management Plan
UGL-CPB JV	UGL Engineering Pty Ltd and CPB Contractors Pty Ltd Joint Venture
UMMs	Updated Mitigation Measures
VIC	Victoria
VMS	Variable Message Signs

2. Introduction

2.1. Background

The Australian energy landscape is transitioning to a greater mix of low-emission renewable energy sources, such as wind and solar. To support this transition, meet our future energy demands and connect Australian communities and businesses to these lower cost energy sources, the national electricity grid needs to evolve.

Transgrid has received approval to increase the energy network capacity in southern New South Wales (NSW) through the development of around 365 kilometres (km) of new 500 kilovolt (kV) high-voltage transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle. This project is collectively referred to as HumeLink. The Project will be located across six Local Government Areas (LGAs) including Wagga Wagga City, Snowy Valleys, Cootamundra-Gundagai Regional, Upper Lachlan Shire, Yass Valley and Goulburn-Mulwaree. The location of the Project is shown in Figure 2-1.

HumeLink would involve construction of a new substation east of Wagga Wagga as well as connection to existing substations at Wagga Wagga and Bannaby and a future substation at Maragle in the Snowy Mountains (referred to as the future Maragle 500 kV substation). The future Maragle 500 kV substation was subject to a separate major project assessment and approval (reference SSI-9717, EPBC 2018/836) and is currently under construction.

HumeLink is a priority project for the Australian Energy Market Operator (AEMO) and the Commonwealth and NSW governments and has been declared as Critical State Significant Infrastructure (CSSI). The Project will deliver a cheaper, more reliable and more sustainable grid by increasing the amount of renewable energy that can be delivered across the national electricity grid, helping to transition Australia to a low carbon future. It will achieve this by supporting the transfer of energy from existing renewable generation as well as facilitate development of new renewable generation in the declared South West Renewable Energy Zone (REZ) and candidate Wagga Wagga and Tumut REZs. The Project will provide the required support for the network in southern NSW, allowing for the increase in transfer capacity between new renewable generation sources and the state's demand centres of Sydney, Newcastle and Wollongong. The Project will also improve the efficiency and reliability of the current energy transfer in this part of the network.

Furthermore, HumeLink will form a key part of the transmission line infrastructure that supports the transfer of energy within the National Electricity Market (NEM) by connecting with other major interconnectors. The NEM incorporates around 40,000 kilometres of transmission lines across Queensland (QLD), NSW, the Australian Capital Territory (ACT), Victoria (VIC), South Australia (SA) and Tasmania (TAS).

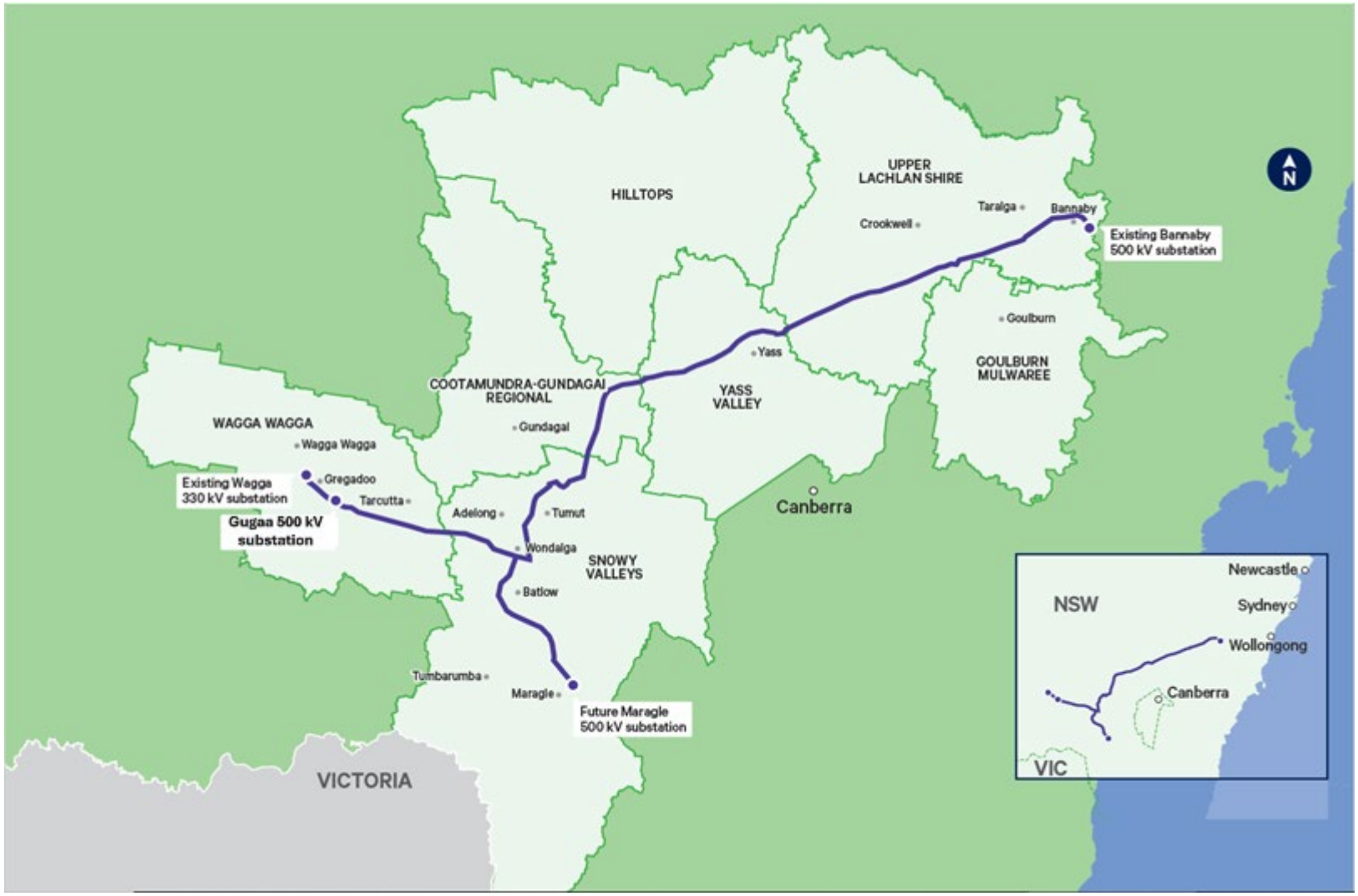

Figure 2-1 Location of the Project

2.2. Key project features

The key components of the Project include:

- Construction and operation of around 365 kilometres of new double circuit 500 kV transmission lines and associated infrastructure between Wagga Wagga, Bannaby and Maragle
- Construction of a new 500/330 kV substation at Gregadoo (Gugaa 500 kV substation) approximately 11 kilometres south-east of the existing Wagga 330/132 kV substation (Wagga 330 kV substation)
- Demolition and rebuild of a section of Line 51 (around two kilometres in length) as a double circuit 330 kV transmission line connecting into the Wagga 330 kV substation
- Modification of the existing Wagga 330 kV substation and Bannaby 500/330 kV substation (Bannaby 500 kV substation) to accommodate the new transmission line connections
- Connection of transmission lines to the future Maragle 500/330 kV substation (Maragle 500 kV substation, approved under the Snowy 2.0 Transmission Connection Project (SSI-9717))
- Additional telecommunications connections to existing substations
- Establishment of new and/or upgraded temporary and permanent access tracks
- Ancillary works required for construction of the Project such as construction compounds, worker accommodation facilities, utility connections and/or relocations, brake and winch sites, and helipad/helicopter support facilities.

Refer to Figure 2-2 for key project features.

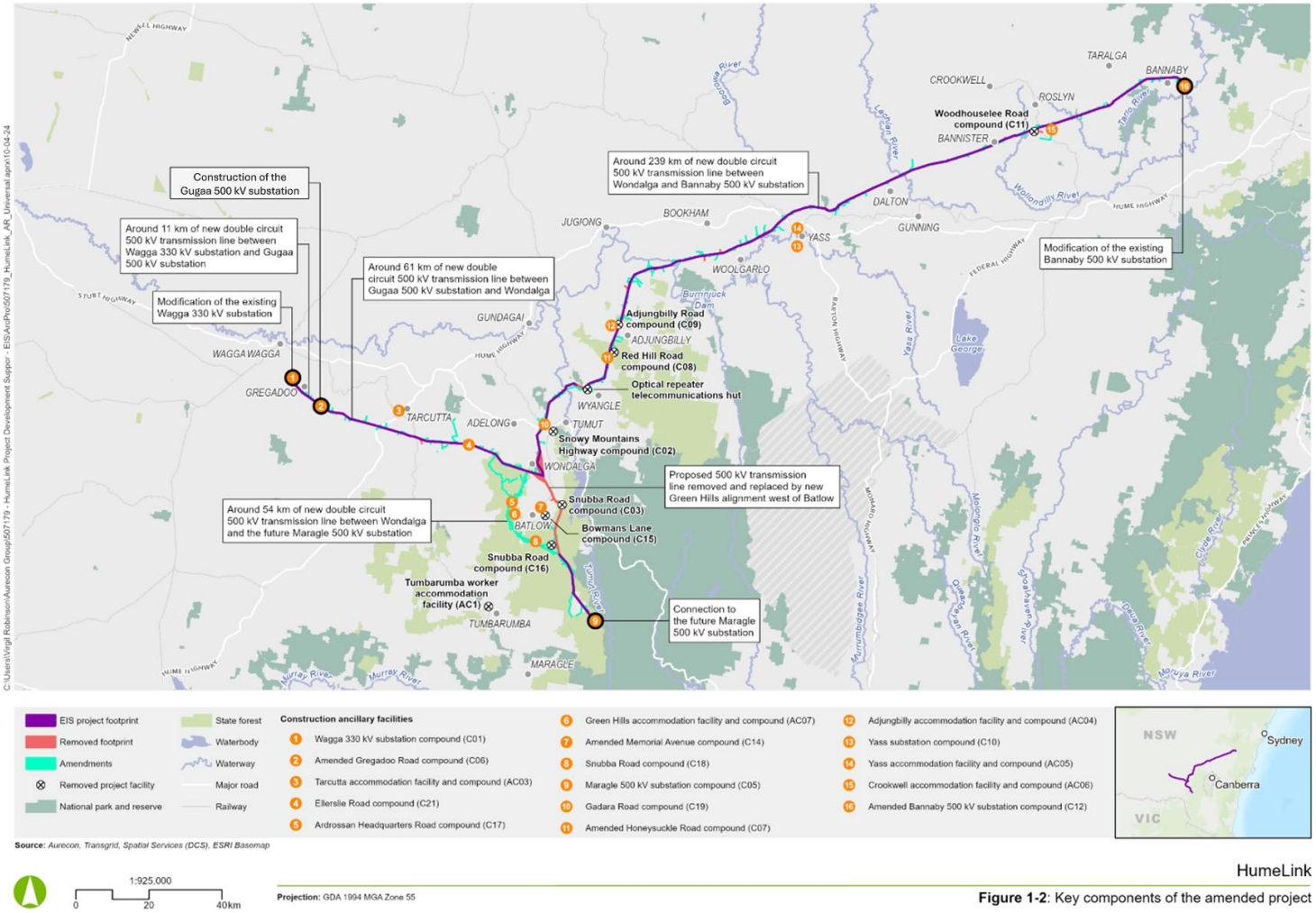

Figure 1-2: Key components of the amended project

Figure 2-2 Key components of the Project

2.3. Purpose

This Environmental Management Strategy (EMS) presents the framework for environmental management for construction works carried out by Transgrid and our Delivery Partners (DPs) HumeLink East (Acciona Construction Australia Pty Ltd and Genus Infrastructure (NSW) Pty Ltd (AG JV) and HumeLink West (UGL Engineering Pty Ltd and CPB Contractors Pty Ltd (UGL-CPB JV).It provides a link between the planning approval phase, detailed design and the construction environmental management documentation. This EMS details Transgrid's expectations for environmental management for the Project.

This EMS has been developed to address conditions of approval (CoA) C1 for the Project. Refer below to Table 1 for details.

Table 2-1: CoA C1 requirements for the EMS

Requirements	EMS Reference
Prior to commencing construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare an Environmental Management Strategy for the development to the satisfaction of the Planning Secretary. This strategy must: (a) provide the strategic framework for environmental management of the development;	This EMS
(b) identify the statutory approvals that apply to the development;	Section 3, Appendix A, Appendix C
(c) describe the role, responsibility, authority and accountability of all key personnel involved in the environmental management of the development;	Section 5.11
(d) set out the procedures that would be implemented to:	
(i) keep the local community and relevant agencies informed about the operation and environmental performance of the development;	Section 6
(ii) receive, handle, respond to, and record complaints;	Section 6.2
(iii) resolve any disputes that may arise;	Section 6.2
(iv) respond to any non-compliance;	Section 5.10
(v) respond to emergencies; and	Sections 5.8 and 5.14
(e) include: (i) references to any strategies, plans and programs approved under the conditions of this approval; and	Section 4
(ii) a clear plan depicting all the monitoring to be carried out in relation to the development, including a table summarising all the monitoring and reporting obligations under the conditions of this approval.	Sections 5.9 and 5.12
The Proponent must not commence construction until the Environmental Management Strategy is approved by the Planning Secretary.	Section 2.3

Requirements	EMS Reference
Following the Planning Secretary's approval, the Proponent must implement the Environmental Management Strategy.	Section 2.3

The EMS must be prepared to the satisfaction of the Planning Secretary and construction (not including Enabling Works) must not commence until the EMS is approved by the Planning Secretary. Construction will not commence until the plans referred to in the EMS have been approved, however plans may be submitted on a staged basis.

Following the Planning Secretary's approval, the implementation of this EMS will ensure all reasonable and feasible measures are employed during works to minimise and mitigate, any material harm to the environment that may result from the construction of the development. This EMS represents an overarching document for the Project, with specific environmental management requirements and compliance assurance addressed in the Delivery Partners' Construction Environmental Management Plans (CEMPs) and relevant subplans. Refer to Section 4 for the document structure for all plans associated with the Project.

2.4. Status

Refer to the revision table in the Change History Section of this EMS, which is updated as required by Transgrid.

2.5. The Project

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

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

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

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

The Project is being delivered under two separate Contract Packages - HumeLink East and HumeLink West. The two joint venture (JV) DPs appointed as Principal Contractors (PCs) are:

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

Refer to Figure 2-3 for the split between HLE and HLW. The integration point between the two packages is located at Windowie, close to Wondalga.

Figure 2-3: Indicative location and integration point between HLE and HLW

As per the Staging Request and Department of Planning, Housing and Infrastructure (DPHI) Approval (22 Nov 2024), the Project is staged geographically into East and West as detailed in Figure 2-3, and with delivery phases consisting of:

- Stage 1: Initial Development
    - Stage 1a - Pre-Construction Minor Works HLE
    - Stage 1b – Pre-Construction Minor Works HLW
- Stage 2: Enabling Works – both HLE and HLW, managed through the Enabling Works Management Plan (EWMP). Refer to Section 4.3 for more details
- Stage 3: Construction, with management under this EMS and the DPs' CEMPs and subplans:
    - Stage 3a – Construction Works HLE
    - Stage 3b – Construction Works HLW
- Stage 4: Operation – both HLE and HLW, with on-going obligations managed under an Operational Environmental Management Plan (OEMP).

For details on the notification of the above staging arrangement, refer to Section 5.14.

3. Legislative and Other Requirements

This EMS has been developed in accordance with the:

- Key legislative requirements
- The Environmental Impact Statement (EIS) and Amendment Report, including Updated Mitigation Measures (UMMs) (refer Appendix B)
- Transgrid and DP's Environment Policies (refer Appendix D and Appendix E)
- Transgrid Environmental Management System Framework (refer Appendix F)
- HLE and HLW Environmental Management Systems
- Relevant standards and guidelines
- Detailed design for the Project
- Other Transgrid policies and procedures.

All activities undertaken in the delivery of the Project must comply with the Infrastructure Approval including the CoA and the provisions of the legislation. The EMS will be updated to reflect Project CoA, and other permits, approvals and licences when available and required.

3.1. Project Approval Process

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

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

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

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

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

NSW approval of the Project (SSI-36656827) was received on 13 November 2024 and Commonwealth approval (EPBC 2021/9121) was received on 18 December 2024. NSW State approval for this Project will lapse in the event that construction works are not commenced within 5 years of the approval date.

The requirements of the approval documentation and Project CoA are required to be complied with by Transgrid. Responsibility for implementing mitigation measures and CoA is allocated between Transgrid and the DPs. The responsibility for each CoA being met is outlined in Appendix A of this EMS, as well as where each condition can be found in relevant subplans.

The responsibility for implementing each mitigation measure is outlined in Appendix B of this EMS, as well as where each mitigation measure can be found in relevant subplans.

3.2. Key Legislative Requirements

A register of relevant legislation is provided in Appendix C. The legislation register identifies the key legislative requirements and how they will apply to the construction of the Project including responsibilities.

Legislation registers are also provided in the HLE and HLW CEMPs. Transgrid, HumeLink HLE and HLW will regularly review their legislative requirements.

This EMS will be updated to reflect changes to legislation and/ or responsibility as required.

4. Environmental documentation and approval processes

4.1. Environmental Management Documentation Structure

The HumeLink EIS Chapter 26 Environmental Management provided a description of the environmental management approach for the Project. The key plans are detailed below.

Enabling Works Management Plan (EWMP)

Details the management of pre-construction enabling works, which includes:

- Site establishment and operation of construction compounds, including excavations, surface preparation, access roads and utility connections
- Site establishment of worker accommodation facilities, including excavations, surface preparation, access roads and utility connections
- Establishment of new access tracks
- Minor adjustments to existing access tracks and road improvement work
- Utility relocations and adjustments.

The EWMP (Rev4) was approved by DPHI on 13 December 2024, as part of post approval document requirements as detailed in Schedule 2, Table 1 in the CoA (refer to Appendix G HumeLink Document Map). The EWMP (Rev5.3) was updated and approved by DPHI on 24 March 2025.

Environmental Management Strategy

The EMS is the principal environmental management document as detailed in Section 2.3. HLE and HLW CEMPs and associated subplans are subsidiary plans to the EMS.

Construction Environmental Management Plan and Subplans

The CEMPs prepared by the DPs, and associated subplans, outline the procedures and processes required for the management of the main construction works. Information on approval processes (Section 4.3) and content (Section 5.1) are detailed below.

4.2. Documentation consultation (NSW)

Prior to submission to the Environmental Representative (ER) for review and endorsement (refer Section 5.12), consultation on plans and procedures was undertaken with the relevant external stakeholders as required by NSW CoA A8. Further details on consultation can be found in the HLE and HLW CEMPs.

4.3. Documentation approval (NSW)

This EMS and relevant management plans as per the Project CoA will be submitted to DPHI for confirmation that the document has been prepared to the satisfaction of the Planning Secretary. Other plans and records will be provided to DPHI for information only. Refer to Tables 4-1 and 4-2 (Section 4.5) and Appendix G (HumeLink Document Map) for details on plans that are required to be approved or provided for information only

Table 4-1: Plans and reports required by the Project CoA (CoA Schedule 1, Table 1)

Condition	Plan Name	DPHI Approval (A) or for Information only (I)	CEMP & Sub-plan (Y)
A24	Community Communication Strategy	I	Y
B15	Operational Noise Compliance Verification	I	-
B16	Noise and Vibration Management Plan (Sub-plan)	A	Y
B24	Soil and Water Management Plan (Sub-plan)	A	Y
B26	Biodiversity Offset Package	A	-
B30	Biodiversity Management Plan (Sub-plan)	A	Y
B33	Heritage Management Plan (Sub-plan)	A	Y
B36	Transport Strategy (HLW only)	A	-
B37	Pre-construction Dilapidation Report	I	-
B38	Post-construction Dilapidation Report	I	-
B39	Traffic and Transport Management Plan (Sub-Plan)	A	Y
B52	Emergency Plan (Bushfire Emergency Management and Evacuation Plan)	I	Y
B57	Waste Management Plan (Sub-Plan)	I	Y
B59	Accommodation Camp Management Plan	A	-
B60	Local Business and Employment Strategy	I	-
B61	Social Impact Management Plan (Sub-Plan)	A	Y
B64	Enabling Works Management Plan	A	-
C1	Environmental Management Strategy	A	-
C8	Final Layout Plans	I	-
C9	Work as Executed Plans	I	-

Following approval of the documents, Transgrid and the DPs will be responsible for the implementation of this EMS. Transgrid and the DPs will update following subsequent reviews of the strategies, plans and/or received correspondence as required by the CoA. Documentation will be submitted to DPHI within the timeframes specified by the CoA, unless otherwise agreed by the Planning Secretary.

4.4. Documentation consultation (EPBC – Commonwealth)

The Biodiversity Management Plan (BMP) required by the NSW CoA B30 will be submitted to DCCEEW (Cth) for consultation ahead of submission for approval by the NSW Planning Secretary (EPBC Act Condition 7). In accordance with CoA B30, development that could impact biodiversity values that require offsetting will not commence before DCCEEW approval has been received.

DCCEEW (Cth) also require the preparation and submission of an Orchid Management Plan for DCCEEW (Cth) approval. In accordance with EPBC Condition 3, any activity that could impact habitat for Bago Leek-orchid, habitat for Brandy Marys Leek Orchid, habitat for Kelton's Leek-orchid and habitat for Blue-tongued Orchid will not commence before DCCEEW approval has been received.

Transgrid and the DPs are required to exclude or redact sensitive ecological data from plans published on the website or otherwise provided to a member of the public. If sensitive ecological data is excluded or redacted from a plan, Transgrid must notify DCCEEW (Cth) in writing what exclusions and redactions have been made in the version published on the website.

4.5. Additional Management Plans

Additional management plans required to meet Transgrid, EIS and DCCEEW (Cth) requirements are listed in Table 4-2 below.

Table 4-2: Plans and reports required to meet Transgrid, EIS and DCCEEW (Cth) requirements

Plan Name	Transgrid / EIS requirement	DCCEEW (Cth) Approval	CEMP & sub-plan
Construction Environmental Management Plan (CEMP)	Y	-	Y
Air Quality Management Plan (AQMP)	Y	-	Y
Sustainability Management Plan (SuMP)	Y	-	-
Orchid Management Plan (HLW only)	-	Y	-

4.6. Environmental Governance

Transgrid (as the Proponent) and the DPs have environmental management systems based on ISO 14001. These environmental management systems have been developed with governance procedures and processes to meet environmental objectives and to continually improve environmental performance. The principal driver of environmental management systems is an environmental policy. Transgrid and the DPs' Environmental Policies are provided in Appendix D and Appendix E respectively.

The DPs' CEMPs provide details on their environmental management framework, organisational commitment and their environmental management system which supports the CEMP subplans and provides details of plan implementation. The DPs' CEMPs are consistent with the *Environmental Management Plan Guideline for Infrastructure Projects* (Department of Planning, Industry and Environment (2020i)), as detailed in the EIS Section 26.1.2 and Section 26.1.1.3. Transgrid's environmental management system framework is provided in Appendix F.

4.7. Standards and Guidelines

Standards, policies and guidelines relevant to the Project are detailed within the respective CEMP subplans and have been taken into consideration in the preparation of this EMS.

5. Environmental Management Requirements

5.1. Construction Environmental Management Plan

The DPs are required to prepare and implement CEMPs as outlined in the contract with Transgrid. The CEMPs will include a main document, issue specific sub-plans, activity specific procedures and site-based environmental plans and will illustrate the relationship between other plans required by the contract.

The CEMPs detail how the DPs will comply with the Project CoA, NSW and Commonwealth legislation, the Project EIS and Amendment Report and all associated licences, permits and approvals. Additionally, they outline how the DPs will minimise environmental risks and achieve environmental outcomes associated with the Project by providing a structured approach to ensure appropriate mitigation measures and controls are implemented.

A document map outlining the relationship between this EMS and the CEMPs and subplans is provided in Appendix G.

As a minimum the CEMPs will:

- Describe the Project, including details of activities to be undertaken
- Cover the requirements of the EIS and Amendment Report (including the Updated Mitigation Measures (UMMs)) and CoA
- Address the conditions of all other permits, approvals and licences
- Meet the environmental provisions of the contract documentation
- Confirm the obligations, objectives and targets for issues that are important to the environmental performance of the Project
- Describe the strategic framework for environmental management of the Project
- Describe risk management procedures and processes and Include processes for tracking and reporting performance against contract compliance targets
- Describe the environmental management related roles and responsibilities of personnel
- Outline training and induction requirements for employees, contractors and sub-contractors, in relation to environmental and compliance obligations with applicable policies, approvals, licences, permits, consultation agreements and legislation
- Describe stakeholder management and consultation processes
- Describe the procedures that will be implemented for complaints notification and management
- Include protocols for managing and reporting incidents and non-compliances with applicable policies, approvals, licences, permits, consultation agreements and legislation
- Outline a monitoring regime and inspection and audit program to check the adequacy of controls as they are implemented during construction
- Outline procedures for emergency and incident management

- Outline procedures for document control and the control of environmental records.
- Outline the review and plan revision processes.
- Include a process for identifying and responding to changing legislative or other requirements
- Include processes for assessing project changes for consistency against the Project CoA and other permits, approvals and licences
- Include a procedure for the identification and management of Project specific environmental risks and appropriate control measures.

The CEMPs will also:

- Be compliant with this EMS
- Be consistent with the DPs' Environmental Management System, AS/NZS ISO 14001:2015 and the NSW Government Post Approval Guidance, Environmental Management Plan Guideline April 2020
- Be consistent with Transgrid's as well as the HLE and HLW Environment Policies (as relevant to each CEMP).

The CEMPs and subplan documents will be prepared to identify requirements and processes applicable to specific impacts or aspects of the activities of the Project. The subplans that are to be read and implemented in conjunction with the CEMP are detailed in Tables 4-1 and 4-2.

5.2. Risk Management

Ongoing environmental risk and opportunity identification is undertaken throughout project development and construction via the DPs risk assessment processes, which manages all environmental risks and elevates higher category risks as appropriate. This includes the following processes and tools:

- Project risk register and reviews as per the Project Risk Management Plan
- Environmental risk register and ongoing reviews
- Environmental Works Method Statements (EWMS) and Environmental Control Maps (ECMs)
- Risk assessments undertaken as part of pre-start meetings.

Further details can be found in the HLE and HLW CEMPs.

Transgrid will also review project and related environmental risks in accordance with Transgrid's Risk Management Framework.

5.3. Environmental Work Method Statements and Environmental Control Maps

The DPs will develop EWMSs for specific activities, including (where relevant):

- Works in or near an environmentally sensitive area (including waterways and heritage items/artefacts/Potential Archaeological Deposits)
- Vegetation clearing or grubbing
- Sediment basin construction, maintenance and management

- Dewatering activities
- Concrete or asphalt batching plants/facilities
- Acid sulfate soil management
- Borrow pit management
- Earthworks and stockpile management
- Heritage survey and salvage
- Accommodation camps
- Site compound establishment
- Geotechnical investigations
- Managing contaminated material
- Tower and pole installation
- Fencing.

The content and management of EWMSs are detailed in the HLE and HLW CEMPs.

In addition, to assist with design, construction planning and management, identified site constraints will be consolidated on a series of map-based sheets for each work area called ECMs. Each ECM will delineate site boundaries, no-go zones and identify environmental controls, procedures and relevant environmental requirements to that location or specific activity.

The EWMS and ECMs will be developed prior to construction and will be maintained for currency throughout the project works.

Further details can be found in the HLE and HLW CEMPs.

5.4. Project Refinements

During delivery of the Project, changes to the design and/or construction methodologies not addressed in the approval documents may be required. The DPs will undertake an assessment of the consistency of that change against the Infrastructure Approval in accordance with the EP&A Act Section 5.25. Additional environmental assessments may be required to determine whether the proposed change would be consistent or not, such as traffic, noise and vibration, air quality, soil and water, ecology and/or heritage assessments. The assessment would be prepared in consultation with Transgrid and Transgrid would determine the Consistency Assessment in accordance with EP&A Act Section 5.25.

If necessary, plans/strategies prepared under the project approval will be revised to incorporate additional commitments made or mitigation measures. The ER will review and endorse changes to plans/strategies prior to submission to DPHI for approval. The ER will approve minor amendments made to plans/strategies prepared under the project approval that involve updating or are of an administrative nature and do not increase impacts to nearby sensitive receivers in accordance with CoA A13(c).

If the proposed change is inconsistent with the approved Project, the DPs may be required to complete further environmental assessment and submit this assessment to Transgrid as a Project modification which would be

submitted to DPHI for assessment. In the case of an administrative modification, a Consistency Assessment may not be required. Further details on DP processes surrounding this can be found in HLE and HLW CEMPs.

5.5. Dilapidation Reports

As per CoA B38, the DPs will undertake independent dilapidation surveys:

- Assessing the existing condition of all local roads on the transport route shown in Figure 4-1 in Appendix 4 in the CoA (including local road crossings) prior to Enabling Works, construction, upgrading or decommissioning works; and
- Assessing the condition of all local roads on the transport route (including local road crossing):
    - Within 1 month of the completion of construction, upgrading or decommissioning works, or within a timeframe agreed to by the relevant roads authority/manager
    - On an annual basis during construction, or within a timeframe agreed to by the relevant roads authority/manager.

The DPs will repair (or pay the full costs associated with repairing) any damage to local roads on the transport route (including local road crossings) as a result of construction related road traffic:

- As soon as possible after the damage is identified but within 7 days at the latest if it could endanger road safety; and
- Within 2 months of the completion of the survey; unless the relevant roads authority agrees otherwise.

Pre- and post-construction dilapidation reports will be prepared in consultation with the relevant road authority.

During construction, the DPs are also obligated to rehabilitate and/or make good any construction-related damage to the satisfaction of the relevant road authority. During upgrading or decommissioning works, Transgrid as the Proponent is obligated to rehabilitate and/or make good any development damage.

5.6. Environmental Project Hold Points

The DPs will meet the requirements of contractually prescribed relevant Hold Points, Permits or Approvals prior to and during project activities. Works must not proceed until Hold Points, Permits or Approvals have been released by the relevant DP designated authority. The HLE and HLW CEMPs will provide further details on Hold Points, Permits and Approvals. Non-conformances will be issued if activities proceed without the appropriate sign-off or approval.

5.7. Training, Awareness and Competence

The DPs will be responsible for determining the training needs of their personnel.

Training will be undertaken in the following forms:

- Project induction, incorporating any specific induction requirements from relevant stakeholders (i.e. FCNSW)
- Toolbox talks and environmental awareness (such as for EWMSs and ECMs)

- Daily pre-start meetings
- Targeted environmental training.

Records of induction and training will be kept including the training carried out, dates, participant names and trainer details. Inductees will be required to sign-off that they have been informed of the environmental issues and that they understand their responsibilities. Relevant training records will be provided to Transgrid monthly via project Progress Reports.

Further details on training, awareness and competence will be provided in the HLE and HLW CEMPs.

5.8. Contingency, Emergency and Incident Management

Transgrid and the DPs recognise and appreciate the critical requirement for emergency and incident management for the Project.

5.8.1. Bushfire Emergency Management

Project Bushfire Emergency Management and Evacuation Plans (BFEMEPs) have been developed by suitably qualified and experienced persons in consultation with the NSW Rural Fire Service (RFS), Forestry Corporation of NSW (FCNSW) and Fire and Rescue NSW (FRNSW), in accordance with CoA B52, and will be implemented in accordance with the Project CoA, relevant legislation and guidelines.

The BFEMEP is a subplan of the CEMP and addresses incident management response to environmental emergencies of all aspects, as detailed below.

The BFEMP includes:

- Emergency preparedness
- Response actions depending on the type of emergencies including bushfires and floods as well as measures to minimise the risks of these emergencies
- Fire risk management in accordance with CoA B51
- Evacuation protocols for the site.

An OEMP will be developed for the operation phase of the development and would include details on how live transmission infrastructures would be safely isolated in an emergency.

5.8.2. General Emergency Preparedness

The DPs will ensure that the following equipment will be available to all site personnel to utilise in the event of an incident, where appropriate:

- Protective gloves for certain types of corrosive chemicals
- Other personal protective equipment required for the handling of hazardous chemicals and radioactive substances
- Spill kits
- Stormwater drain guards
- Alarms for when there are issues with processes

- Firefighting equipment
- Up-to-date safety data sheets for any chemicals or fuels used or stored at the premises
- Hard hats for designated 'emergency controllers'
- Eye-wash stations.

The DPs will ensure that all site personnel are aware of where the equipment listed above is located on site and appropriately trained on the use of all equipment. Emergency contact details will be provided on relevant ECMs.

5.8.3. General Emergency Evacuation

In the event of an evacuation resulting from a fire (including bushfire), flood or other emergency, the following steps will be followed (as per the RFS Development Planning Guideline):

- The site manager is to advise the local emergency service that the centre is being evacuated (include how many people and where they are going) and arrange transportation
- Ensure all site buildings have all doors and windows closed prior to leaving site
- Move all persons to the assembly point for evacuation and ensure all workers are accounted for prior to departure and once arriving at the refuge
- The site manager or delegate will advise the local emergency service that all persons have been evacuated and are accounted for and safe at the designated refuge
- After all the occupants are accounted for and safe at the designated refuge nominated staff will commence contacting families affected.
- Emergency services (such as FRNSW, RFS, NSW State Emergency Services (SES), etc) will be contacted to confirm suitable exit routes.
- Maintain situational awareness through radio, RFS website, 1800 NSW RFS, smart phone applications, local firefighting resources, and SES.

When the threat has passed, and the area is deemed safe by emergency services:

- No person should re-enter any evacuated building until advised by the emergency service
- The Emergency Warden (or person responsible) to arrange the movement of occupants back to the site and or their separate accommodation
- All occupants are to be accounted for on their return
- Inform the police/emergency service of the return of persons to the premises.

5.8.4. Incident Identification

An environmental incident is an occurrence or set of circumstances that causes or threatens to cause material harm to the environment. Material harm is defined in the CoA as harm that:

- 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

- results in actual or potential 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).

This can include, but is not limited to:

- Spills of fuels, oils, chemicals, and other hazardous materials
- Unauthorised discharge from sediment basins or other containment devices
- Potential contamination of waterways or land
- Accidental starting of a fire
- Unauthorised dumping of waste
- Unauthorised vegetation removal or damage
- Inadequate installation and subsequent failure of temporary erosion and sediment controls
- Unauthorised damage or interference to threatened species, endangered ecological communities, or critical habitat
- Unauthorised harm or desecration to Aboriginal objects and Aboriginal places
- Any potential breach of legislation or Infrastructure Approval or EPBC CoA.

All efforts will be undertaken to avoid and reduce impacts of incidents. All site personnel are authorised to suspend a work activity that is likely to cause or actually causing or contributing to an incident. A supervisor/manager may request additional staff be deployed to the site to provide additional capacity or capability to manage the incident.

In the event of an environmental incident, the incident will be managed in accordance with the procedures outlined in the relevant DP's CEMP.

All environmental incidents will be managed in accordance with Transgrid's Health Safety and Environment Incident Classification and Reporting Procedure, which outlines the requirements for environmental incident classification.

5.8.5. Incident Notification

All environmental incidents that occur on the project, regardless of how minor, must be reported to a supervisor by personnel involved or witnesses to the incident immediately after the incident occurs. The relevant DP's Environment and Sustainability Manager will be notified immediately of any environmental incident. The DP's Environment and Sustainability Manager will confirm whether the incident has caused or threatens material environmental harm under the *Protection of the Environment Operations Act 1997* (POEO Act).

Section 5.14 details the requirements for notifying the relevant authorities, including DPHI and the EPA, in the event of an environmental incident. Environmental incidents will also be recorded in Transgrid's Hazard, Compliance, Audit, Risk and Safety system, CAMMS.

The DPs have developed Environmental Incident Management Procedures that address incident response, investigation, notification and recording and reporting.

Further details on emergency and incident management will be provided in the HLE and HLW CEMPs.

5.9. Environmental Monitoring, Reporting, Inspections and Auditing

5.9.1. Environmental Monitoring and Reporting

Environmental monitoring will be undertaken as required and in accordance with any standards, as specified by the Project CoA (NSW CoA C15 for the public reporting of monitoring results; EPBC Act Conditions 27, 28 and 29) or other permits, approvals and licences and reported as required by these approvals (refer to Sections 5.13 and 6.5). The monitoring requirements for required aspects are included in the relevant environmental management subplans. A summary of environmental monitoring and reporting requirements is provided in Table 5-1, with more detail provided in the relevant management plans.

Table 5-1 Monitoring and Reporting Obligations

Condition	Updated Mitigation Measure	Monitoring and Reporting Obligations	Monitoring Frequency/Timing	Record/Report	Relevant Management Plans
Environmental Monitoring					
B16(f), B16(h)	NV5	Noise monitoring	On commencement of new Out of Hours Works (OOHW) activity or noise intensive activity during standard hours with potential to cause noise exceedances	Noise monitoring records Noise model output Communications record	HLE and HLW NVMPs
			Noise monitoring in response to complaints	Noise monitoring records	
			Weekly monitoring of noise controls	Weekly Environmental Inspection Checklist	
			Daily in locations where on-site monitoring stations are installed	Noise monitoring records	
	NV7	Vibration monitoring	On commencement of new activity near structures/receivers within minimum working distances	Vibration monitoring records	
B30(d)(ii)	B20	Pre-clearing surveys	Prior to commencement of relevant clearing works	Pre-clearing Survey Report	HLE and HLW BMPs
B30	-	Partial clearance monitoring	Quarterly	Partial Clearing Verification Report	
	B3	Threatened flora monitoring	Initial monitoring to occur prior to construction activities or within three months of commencement.	Annual threatened flora monitoring to be summarised in the BMP Monitoring Report.	

Condition	Updated Mitigation Measure	Monitoring and Reporting Obligations	Monitoring Frequency/Timing	Record/Report	Relevant Management Plans
			Annual monitoring in Spring and Summer for target species		
	B8	Threatened frog monitoring	Occupancy Monitoring: - Prior to construction, where weather permits - Annually during construction works, within approved survey period Habitat Monitoring: - One monitoring event to be undertaken prior to or within six months of construction works commencing - Ongoing monitoring to occur annually in spring.	Habitat and Occupancy Monitoring to be summarised in Annual BMP Monitoring Reports	
	-	Rehabilitation monitoring	Baseline and Annually (spring) during construction. Longer term monitoring (post-construction) to be detailed in Transgrid's Operational Environmental Management Plan.	Rehabilitation Monitoring Report – Quarterly, within 3 months of completed monitoring	
	B12	Artificial hollow monitoring	Biannually during construction (spring and autumn)	Artificial Hollow Monitoring Report prepared biannually. To be summarised and collated in the BMP Monitoring Report, including all GIS data collected	

Condition	Updated Mitigation Measure	Monitoring and Reporting Obligations	Monitoring Frequency/Timing	Record/Report	Relevant Management Plans
	-	Connectivity Corridor / Glider Monitoring	Ground Corridors – Annually (spring, during construction) Glider crossing baseline surveys – once, prior to clearing commencing in the area, over 2 weeks. Glider crossing ongoing monitoring – motion detecting cameras will be set to record for 1 month every 4 months of construction (i.e. 3 months sampling period annually. Must include target Glider species breeding periods: - Greater glider – March. - Squirrel Glider and Yellow-bellied Glider – September.	Glider Baseline Report completed during pre-construction Ongoing Connectivity Corridor monitoring to be summarised in the BMP Monitoring Report.	
	B22, LP4	Weed and Pathogen Monitoring	Baseline prior to clearing at any area (during pre-clearing surveys). Annually during construction.	Post clearing reports will include results from baseline weed monitoring. Annual BMP Monitoring will document results of weed and pathogen monitoring.	
B33(e)	AH10	Heritage monitoring	Weekly	Weekly Environmental Inspection Checklist	HLE and HLW HMPs
		Site heritage measures	Daily	Daily site diary – as required	
B39(e)(iv),	TT8	Traffic monitoring	Weekly	Weekly Environmental Inspection Checklist	HLE and HLW TTMPs

Condition	Updated Mitigation Measure	Monitoring and Reporting Obligations	Monitoring Frequency/Timing	Record/Report	Relevant Management Plans
B39(f)(ii)		Shift and post completion inspections	Daily / works completion	Site diaries	
		TMP review / assessment	Monthly	Monthly reporting incorporating TMP requirements	
B24(g) B57(e)	SW3	Water quality monitoring	Baseline (waterways of high sensitivity) Construction water quality monitoring – monthly/quarterly based on monitoring program Monitoring after heavy rainfall events (in accordance with the Surface Water Monitoring Program)	Water Quality Register - Monthly Water Quality Monitoring Report – Annually Monthly Environment Report Surface Water Monitoring Reports - every 6 months	HLE and HLW SWMPs and Water Quality Monitoring Programs
	-	Water quality discharge monitoring (i.e. dewatering activities)	Prior to water discharge	Dewatering Permit – as required	
	-	Water use monitoring	Monthly	Construction Water Use Register – Monthly	
	-	Weather monitoring	Weekly weather forecast Daily when adverse weather is predicted	Pre-starts Weather Station Data	
	-	Erosion and sediment control monitoring	Daily checks as part of ad hoc/informal inspections Weekly Before and after heavy rainfall events (25mm in 24 hours or in accordance with the Erosion and Sediment Control Plan)	Site diary Weekly Environmental Inspection Checklist Site Inspection Records CPESC Inspection Report	

Condition	Updated Mitigation Measure	Monitoring and Reporting Obligations	Monitoring Frequency/Timing	Record/Report	Relevant Management Plans
			Before a site closure of 3 days or more CPESC monitoring be assessed based on the risk profile of the works being undertaken and the sensitivity of the location of the works.		
	-	Groundwater intercepted during aquifer interference activities	Bi-annually	Consumption records (NSW Natural Resources Access Regulator requirements)	
	SC6	Soil contamination and waste monitoring	Site inspections – Weekly Waste Monitoring – Monthly Visual surveillance – Daily	Waste Register – Weekly Weekly Environmental Inspection Checklist Foreman's logbook	HLE and HLW WMPs
B61(h)	-	Monitoring of social impact mitigation measures	Weekly monitoring of revegetation progress	Weekly Environmental Inspection Checklist	HLE and HLW SIMPs
			Monthly monitoring of project data and stakeholder engagement	Monthly Contractor Report (workforce and employment data, initiatives, feedback surveys, complaints, engagement activities)	
			Monthly - social impact monitoring	Social Impact Report - Quarterly	
			Annually – monitoring of community attitudes	Community attitudes survey	
B17	AQ1, AQ3	Weather monitoring	Daily	Daily rainfall records (nearest Bureau of Meteorology (BOM) station)	HLE and HLW AQMPs

Condition	Updated Mitigation Measure	Monitoring and Reporting Obligations	Monitoring Frequency/Timing	Record/Report	Relevant Management Plans
		Air quality monitoring - Informal visual observations (dust and air quality controls and potential impacts from outside the project near sensitive receivers)	Daily	Daily diaries	
		Visual air quality monitoring	Weekly	Weekly Environmental Inspection Checklist Strong Wind Work Modifications Record Complaints Record	
		Real time air quality monitoring	Monthly	Air quality records	
B52	HR5	Fire danger monitoring	Daily – during the Bushfire Danger Period	Fire danger ratings (NSW RFS) – Site Diaries / pre-start and other records	HLE and HLW BFEMPs
B15, B16(g)	-	Operational noise compliance verification	Within 12 months of commencement of operation	Operational Noise Compliance Verification Report	TG OEMP
Reporting					
C10	-	Incident notification and reporting	As required	Incident Report	TG EMS Section 5.14
C11	-	Non-compliance reporting	As required	Non-compliance Report	TG EMS Section 5.10

Condition	Updated Mitigation Measure	Monitoring and Reporting Obligations	Monitoring Frequency/Timing	Record/Report	Relevant Management Plans
C13	-	Independent Environmental Audit	Within 12 weeks of commencing construction Every 6 months of the construction phase thereafter Within 6 months of commencement of operations.	Independent Environmental Audit Report	TG EMS Section 5.9.3
EPBC	-	Annual compliance report	Annually	Annual EPBC Compliance Report	TG EMS Section 5.13

5.9.2. Inspections

Environmental inspections will be undertaken to evaluate the effectiveness of environmental mitigation and controls. Inspection will include:

- Pre-work and daily work site inspections.
- Weekly environmental site inspections
- Pre and post rainfall site inspections
- DPs and Transgrid site inspections
- ER inspections.

5.9.3. Auditing

Audits will be undertaken as required and in accordance with Transgrid contract requirements and the DPs audit procedures, Project CoA or other permits, approvals and licences. The audits conducted on this Project will address the following areas:

- Compliance with the CEMPs
- Compliance with legal and other requirements (e.g. Project CoA)
- All monitoring and operational reports required by any licences are adequate
- Environmental mitigation measures specified in the CEMPs and subplans are being implemented and are effective
- Environmental training records are maintained
- Environmental reports are being completed and acted on
- Environmental events are being recorded and acted on
- Environmental targets are being tracked and achieved.

Infrastructure approval independent audits of the Project will be conducted in accordance with the Independent Audit Post Approval Requirements (2020) and the Project CoA:

- Within 12 weeks of commencing construction
- Every 6 months of the construction phase thereafter
- Within 6 months of commencement of operations.

EPBC approval independent audits of the Project will be undertaken in accordance with Independent Audit and Audit Report Guidelines for controlled actions which have been approved under Chapter 4 of the *Environment Protection and Biodiversity Conservation Act 1999*, Department of Environment and Energy (2019) every five years.

Compliance will also be assessed through audits undertaken by the DPs (or a third party) during project delivery.

Monitoring, inspections and auditing are discussed further in the HLE and HLW CEMPs.

5.10. Environmental Non-conformance and Non-compliance

The DPs will document and detail any environmental non-conformances and non-compliances arising out of the above monitoring, inspections, and audits. Transgrid will be made aware of all environmental non-conformances and non-compliances in accordance with the contract requirements.

An environmental non-conformance is a failure to conform with EMS or CEMP documentation.

The DPs will develop and implement preventative and corrective actions to rectify non-conformances, near misses and hazards identified or reported. Corrective actions will be developed in consultation with relevant parties and will be assigned to the appropriate staff for close out. Records will be maintained of all corrective actions.

An environmental non-compliance is a breach with any CoA or any other statutory approval (including the EPBC approval).

The DPs must inform Transgrid within 24 hours of becoming aware of a non-compliance and provide a written report setting out 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. The content and timing of the written report must address reporting requirements and timeframes for the relevant authority and provide sufficient time for Transgrid to review and request additional information where needed.

Any non-compliance with the CoA must be notified to DPHI, in writing, in accordance with CoA C11 within 7 days of Transgrid becoming aware of the non-compliance.

Potential or actual non-compliance with the EPBC approval must be reported to DCCEEW (Cth) in accordance with conditions 37 and 38 within 2 business days of Transgrid becoming aware of the potential or actual non-compliance.

Transgrid will be responsible for submitting environmental non-compliance notifications and reports to the relevant authorities as outlined in Section 5.14.

5.11. Roles and Responsibilities

Environmental compliance is the responsibility of all Project and site personnel. For effective implementation of the EMS, specific roles and responsibilities for environmental performance and compliance have been allocated to the Transgrid and DP positions described in Tables 5-2 and 5-3.

Table 5-2 Transgrid's key environmental roles and responsibilities

Roles	Responsibilities
Environment and Sustainability Manager	Oversee the DPs' management of environment in delivery through conducting reviews of completeness and quality of environmental management assurance and ensuring delivery is being undertaken in compliance with the planning conditions. Investigate and reporting all incidents to the relevant authorities and implementing corrective and preventive action plans to prevent reoccurrence. Manage the environmental impact assessment process for any changes to the Project and ensure compliance with all relevant standards and requirements.

Roles	Responsibilities
	Manage the development and implementation of environmental management plans for the construction and operation of the HumeLink transmission line. Provide technical guidance to Project teams on environmental matters and ensure that environmental considerations are integrated into Project planning and decision-making. Liaise with government agencies, non-governmental organisations, and other stakeholders to ensure that the Project has the necessary environmental approvals and permits. Report regularly to senior management on the status of environmental approvals, risks, and mitigation measures. Manage the budget and resources allocated to the environmental delivery team and ensuring that all activities are carried out efficiently and effectively. Monitor, reviewing and managing performance of external service providers for environmental services.
Environmental Business Partners for HLE and HLW	Conduct reviews of completeness and quality of environmental assurance. Ensure delivery is being undertaken in compliance with environmental planning conditions. Ensure that all environmental-related incidents are recorded and reported in accordance with relevant legislation and company policies. Liaise with design team to ensure any environmental issues are identified at design stage.
Environmental Approvals Coordinator	Manage, delivering and completing environmental planning support required during the development of the Project. Provide timely, comprehensive and strategic specialist advice regarding planning approvals and environmental issues. Manage the delivery of specialist environmental studies to proactively scope environmental risks. Develop environmental approval strategies, including developing appropriate resourcing strategies. Undertake strategic engagement with external stakeholders, including government agencies, authorities and regulators, to ensure environmental risks, concerns, and assessment requirements, are adequately considered and incorporated into the Project. Ensure all aspects of environmental assessments are documented and delivered in an efficient, timely, and complete manner, and comply with legislative requirements. Identify Project risks and issues associated with environmental activities and communicate and manage these as appropriate. Identify and obtain ancillary environmental approvals and permits as appropriate.
Biodiversity Business Partner	Ensure delivery is being undertaken in compliance with biodiversity related environmental planning conditions. Conduct reviews of completeness and quality of the implementation of the Biodiversity Management Plan. Provide timely, comprehensive and strategic specialist advice regarding biodiversity related issues.

Roles	Responsibilities
	Manage the delivery of specialist environmental studies to proactively scope environmental risks. Undertake strategic engagement with external stakeholders, including government agencies, authorities and regulators, to ensure biodiversity risks, concerns, and assessment requirements, are adequately considered and incorporated into the Project. Identify Project risks and issues associated with delivery of the biodiversity requirements and communicate and manage these as appropriate.
Community Stakeholder Manager	Develop and implement community and stakeholder engagement strategies in alignment with best practice and to optimise Project and organisational outcomes. Build and maintain relationships with key stakeholders, including local communities, government agencies, and industry partners. Oversee consultation processes and stakeholder communications. Undertake research and analysis to identify emerging community issues and trends and developing strategies to address these. Oversee the management of community complaints and feedback, ensuring that all issues are addressed in a timely and effective manner. Ensure that all community and stakeholder engagement activities are conducted in accordance with relevant legislation, policies, and procedures. Collaborate with other areas of the business, to ensure seamless coordination and execution of Project activities. Plan, coordinate and set performance expectations of internal and external resources.

Table 5-3: DP's key environmental roles and responsibilities

Roles	Responsibilities
Project Director	Ensure adequate resources for delivery of the CEMP and compliance with the Infrastructure Approval Participate in the regular review of the plan and associated documents Ensure effective systems are in place to manage environmental complaints, and ensure they are investigated, and effective resolution achieved Ensure the project is compliant with all Project environmental obligations. Support the implementation of the Project's Environment and Sustainability Policies Stop work when becoming aware of an event which causes potential or actual pollution or environmental non-compliance Support the attainment of an IS Excellent Rating (or higher) and the achievement of sustainability objectives and targets.
Environment and Sustainability Manager	Responsible for implementing and monitoring works to ensure compliance with the obligations, Infrastructure Approval, EIS, Amendment Report and other relevant documents, Transgrid requirements and applicable legislation Provide leadership on environmental and sustainability management

Roles	Responsibilities
	Accountable for the implementation of the CEMP and associated procedures, ECMs and EWMSs Report on environmental performance to the Project Director and senior leadership team as required Liaise with relevant government agencies as required by legislative requirements Regularly monitoring and ensuring that the environmental management system is implemented on the Project Ensure environmental performance targets and performance specifications are being achieved Interface with key stakeholders on environmental management Coordinate environmental protection measures at all sites in conjunction with Site Supervisors Review the results of all environmental inspections, investigation and audits to ensure that corrective actions are completed within the agreed timeframes Monitor and report on environmental performance targets and the performance specifications Implement continual improvements stemming from internal monitoring and auditing and performance reviews and from independent environmental audit findings Stop work when becoming aware of an event which causes potential or actual pollution or environmental non-compliance.
Environmental Advisor / Coordinator	Undertake site inspections, environmental audits and aspect monitoring as required Provide advisory support to teams in mitigation measures implementation and maintenance Undertake regular task observations to check compliance with the Infrastructure Approval, CEMP, procedures and EWMS Undertake environmental monitoring in accordance with relevant standards Interface with internal teams and external project stakeholders (as required) Advise Environment and Sustainability Manager of any incidents or non-compliances.
Superintendents and supervisors	Enable works delivery in relation to environmental management and compliance in conjunction with the Environment and Sustainability Manger Conduct works to minimise environmental impacts and achieve sustainability objectives Comply with the requirements of the Infrastructure Approval Responsible for checking the site on a regular basis and ensuring that regular maintenance is undertaken to minimise environmental impacts Take preventative action to eliminate or minimise all environmental hazards Implement and monitor onsite environmental management and compliance measures across all sites in conjunction with environmental team Implement or oversee the implementation of corrective actions for non-conformances resulting from investigations, incidents, hazards, injuries and near misses, where nominated as the person responsible Comply with any responsibilities assigned in the CEMP and associated procedures

Roles	Responsibilities
	Communicate environmental risk management and emergency procedures during site induction and pre-start meetings Raise any environmental impacts, issues or concerns immediately Stop work when becoming aware of an event which causes potential or actual pollution or environmental non-compliance undertake site inspections, provide input and support to environmental performance reporting.
Project and Site Engineers	Responsible for ensuring that environmental considerations are integral to the decision-making for all construction activities Comply with the requirements of the Infrastructure Approval Implement and monitor onsite environmental management and compliance measures across all sites in conjunction with environmental coordinators Undertake site inspections, provide input and support to environmental performance reporting.
Community and Stakeholder Engagement Manager	Assist the Environment and Sustainability Manager in consulting with relevant government agencies Comply with the requirements of the Infrastructure Approval Promptly advise the Environmental and Sustainability Manager of any community complaints that relate to environmental aspects and comply with reporting requirements and relevant obligations Communicate sustainability initiatives and potential environmental impacts to the surrounding community Work collaboratively with the Environment and Sustainability Manager to resolve environmental complaints.
Delivery Director / Construction Manager	Manage construction in relation to environmental management for their work activity in conjunction with the Environment Team Comply with the requirements of the Infrastructure Approval Ensure compliance with the CEMP and procedures Lead and manage the delivery of the construction process, in relation to environmental management across all sites in conjunction with the Environment and Sustainability Manager Authority to direct personnel and/or subcontractors to carry out actions to avoid or minimise unintended environmental impacts Ensure adequate resources are allocated to environmental and sustainability management.
Traffic Manager	Development of Traffic and Transport Management Plan (TTMP), TGSs, Vehicle Movement Plans, Traffic Guidance Schemes, approvals and various road occupancy approvals in a timely manner Comply with the requirements of the Infrastructure Approval Manage interface meetings, consultation and dissemination of information and requirements to the project team and stakeholders in relation to traffic matters Ensure all legislated and company procedural inspections and documentation are completed and filed, as well as any quality assurance documentation Ensure works are safe for both workers, pedestrians, cyclists and the travelling public (including temporary traffic arrangements and side-tracks)

Roles	Responsibilities
	Regularly review and update management plans and approvals Ensure Road Safety Audits are conducted on all necessary project works, and any audit findings are responded to and closed out in a timely manner.
Commercial Manager	Ensure relevant environment and sustainability requirements are considered in procuring materials and services Comply with the requirements of the Infrastructure Approval Ensure subcontractors are held accountable for complying with environmental and reporting requirements.
Safety Manager	Ensure environmental and planning requirements are addressed in relevant safety documents Comply with the requirements of the Infrastructure Approval Collaborative incident management and reporting in the event of safety incidents with a potential to cause environmental impact.
HR Manager	Include environmental responsibilities in Position Descriptions assist in sourcing and allocating appropriate resources. comply with the requirements of the Infrastructure Approval
Other Personnel	All personnel working on the project including but not limited to staff, construction workers, subcontractors, consultants and personnel involved in preparatory works have responsibility for environmental performance of the project. They must adhere to the project requirements communicated through the induction, toolbox talks and pre-start meetings. Comply with the requirements of the Infrastructure Approval

All subcontractors engaged by the DPs will be required to operate under this EMS and respective HLE and HLW CEMPs.

5.12. Environmental Representative (ER)

Transgrid has engaged Derek Low as the independent ER, Ricardo Prieto-Curiel and Wayne Duffy (alternative ERs) from WolfPeak Group Pty Ltd for the Project, which meets the requirements of NSW CoA A12. As per NSW CoA A10, the ERs were approved by the Planning Secretary on 15 November 2024 and 5 February 2025.

The ER has responsibility to review documents detailed in the CoA Schedule 1 Table 1 as specified in NSW CoA A13 and submit written statements before submission of document to the Planning Secretary for approval and/or plans to DPHI for information only as per NSW CoA A12. Refer to Section 4.3 Table 4-1 and Section 4.4 Table 4-2 for these. The complaints register will also be provided to the ER as per NSW CoA A14.

After plans have been approved by the Planning Secretary, the ER will be responsible for reviewing and approving any minor amendments to plans as per NSW CoA A13(c).

Transgrid and the DPs will provide assistance and all necessary information for the ER to fulfil their function as per the CoA and the Environmental Representative Protocol, Department of Planning and Environment (DPE) October 2018.

5.13. Environmental Compliance Reporting

All compliance reporting will be carried out in accordance with the Project Contract(s), relevant standards, as specified by the Project CoA or other permits, approvals and licences.

The DPs will supply a range of different reports at specified frequencies for environmental and planning requirements to Transgrid. These reports contain information on work breakdowns, works progress, non-compliances and corrective actions, incidents, monitoring results, audit and inspection completions and outcomes, environmental issues and risks and a range of other requirements.

An annual compliance report will be prepared and submitted to DCCEEW (Cth) following the date of approval and published on the Transgrid project website within 60 business days following the end of the 12-month period.

For further details on the content of these reports and the frequency or reporting, refer to the environmental reporting requirements sections in the HLE and HLW CEMPs.

Transgrid and the DPs will comply with the requirements of any correspondence received from DPHI and DCCEEW (Cth) following review of compliance reports.

5.14. Notifications

Notifications will occur in accordance with any standards, as specified by a Project CoA or other permits, approvals and licences.

In accordance with the NSW CoA:

- Prior to commencing development, construction, operations, upgrading or decommissioning of the Project, Transgrid must notify DPHI in writing via the major projects website portal of the date of commencing the relevant phase (CoA C7).
- DPHI must be notified via the major projects website portal immediately after Transgrid becomes aware of an incident (CoA C10). The notification must identify the development (including the development application number and the name of the development if it has one) and set out the location and nature of the incident. Within 7 days (or as otherwise agreed by the Planning Secretary) of the immediate incident notification, Transgrid must submit a subsequent incident report that:
    - Identifies how the incident was detected
    - Identifies when Transgrid became aware of the incident
    - Identifies any actual or potential non-compliance with conditions of consent
    - Provides a summary of the incident
    - Identifies the outcomes of an incident investigation, including identification of the cause of the incident
    - Provides 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
    - Provides details of any communication with other stakeholders regarding the incident.

- DPHI must be notified via the major projects website portal within seven days of Transgrid becoming aware of any non-compliance (CoA C11).

The Project has been staged as detailed in Section 2.5. DPHI Approval of the geographical and phase staging request as per the CoA C3 was received on 22 November 2024. As the project develops, further consideration with regards to staging within the phases of delivery may be required. Transgrid will discuss these requirements with DPHI before submitting any additional staging requests.

In accordance with the Project EPBC Act Conditions, Transgrid (approval holder) must:

- Notify of any proposed changes by the NSW Planning Secretary to the NSW State Infrastructure Approval that related to protected matters to DCCEEW (Cth) within 2 days and within 5 days of becoming aware (Condition 20). Changes of conditions being finalised must be notified within 5 business days (Condition 21).
- Notify DCCEEW (Cth) electronically of the date of commencement of the Action, within 5 business days of commencement of the Action (Condition 22).
- Not commence the Action later than 5 years after the date of the approval (Condition 23) and the approval holder must notify the department when clearing or construction begins within 5 business days (Condition 24)
- Notify DCCEEW (Cth) of any potential or actual incident or non-compliance within 2 business days of becoming aware of the potential or actual incident or non-compliance
- Submit monitoring data, surveys, maps, other spatial data and metadata and all species occurrence data within 20 business days except where specified in the BMP (Condition 29).
- Notify when an audit report is published to the project website within 5 business days
- Notify electronically the department within 20 business days after the completion of the Action, and, in any event, at least 20 business days before this approval expires, the date of completion of the Action and provide completion data (with spatial data submitted as shapefiles) The approval holder must submit any spatial data that comprises completion data as a shapefile (Condition 48).
- Notify DCCEEW (Cth) electronically 60 business days prior to the expiry date of this approval, that the approval is due to expire (Condition 49).

Transgrid and DPs will comply with the requirements of any correspondence received from DCCEEW (Cth) review of correspondence.

5.15. Records of Environmental Activities

Transgrid and the DPs will maintain environmental management documents and records to ensure they are current.

Relevant documents will be published to the Transgrid Project website in accordance with CoA C15.

The DPs will retain outcomes of environmental inspections and audits and provide these to Transgrid.

Electronic copies of any required compliance records will be provided to DPHI and DCCEEW (Cth) within the timeframe specified and/or when requested in writing, as per EPBC Act Conditions 25 and 26. For protected

matters, monitoring data, surveys, maps, and other spatial and metadata are prepared in accordance with the following guidelines (or as advised by the Minister in writing):

- *Guidelines for biological survey and mapped data*, Commonwealth of Australia 2018 (Condition 27)
- *Guide to providing maps and boundary data for EPBC Act projects*, Commonwealth of Australia 2021 (Condition 28)

The management of environmental records is discussed further in the HLE and HLW CEMPs.

5.16. Review and Improvement of Plans

The EMS and associated CEMPs and subplans require periodic review and, if necessary, amendment during the life of the Project. A review of this EMS and other plans will be undertaken annually as a minimum or as required where:

- There are changes to environmental or business practices, new risks or changes in law
- Submission of an audit report which requires changes to strategies, plans, programs or reports
- There is a significant change to the scope of project works (including modifications)
- Site based conditions require a change to the environmental controls and procedures identified within the EMS
- Where non-compliances are identified
- An environmental incident occurs that requires corrective actions or findings to be incorporated in the EMS.

These reviews will generate actions for the continual improvement of the Project EMS, CEMPs and supporting management plans and relevant documentation.

Changes to the EMS and other plans will be communicated through channels specified in the HLE and HLW CEMPs i.e. inductions, awareness training sessions, toolbox talks etc.

If necessary, strategies, plans or programs required under SSI-36656827 will be revised and approved to the satisfaction of the Planning Secretary within 3 months as per CoA C2 related to:

- The submission of an incident report (CoA C10)
- The submission of an Independent Audit (CoA C14)
- The approval of any modification of the conditions of this approval
- The issue of a direction by the Planning Secretary under CoA A3 which requires a review.

Updates to the Orchid Management Plan will be undertaken in accordance with EPBC Act Conditions 14 to 19, including provision and notification to DCCEEW (Cth) within the timeframes specified in these Conditions:

- Notification that the Orchid Management Plan has been revised
- Notification of implementation of the revised Orchid Management Plan at least 20 business days after providing notice of the revision, or a date agreed to in writing with DCCEEW (Cth).

6. Communication and Engagement

6.1. Enquiries and Complaints Management

Each DP will develop a Complaints Management System (CMS), including reporting requirements. The CMS will include a Complaints Register which will record the details of all complaints relating to the project, including the following as a minimum:

- Date and time of the complaint
- Method by which the complaint was made
- Any personal details of the stakeholder
- Number of people affected in relation to a complaint
- Nature of the complaint
- Action taken in relation to the complaint, means by which the complaint was addressed and any follow up actions
- Whether resolution was reached, with or without mediation
- If no action taken, reasons why
- The status of resolution of the complaint.

Complaints will be managed according to the following process:

- All complaints will be recorded in the Complaints Register within 24 hours
- All email enquiries will be responded to within one (1) business day
- All email complaints received during working hours acknowledged within four (4) hours, or if received out of hours, on the next business day
- All complaints received in person or via phone call will be provided a verbal acknowledgement response within two (2) hours if received during working hours or within two (2) hours of the next business day
- If investigation identifies construction activities being undertaken as the likely source of the complaint, the relevant DP will initiate an investigation. The complainant will be advised of the results of the investigation of their complaint and any proposed remedial action, as relevant
- All complaints to be provided with a full response within ten (10) business days
- If the complaint is unable to be resolved within ten (10) business days, weekly progress updates should be provided until the complaint is resolved.

If an issue or dispute cannot be resolved between the DPs and a stakeholder, despite all best efforts and after seeking guidance from Transgrid, the DPs will escalate the matter to Transgrid's Community Stakeholder Manager. Transgrid's Community Stakeholder Manager will negotiate steps towards resolution and keep the stakeholder informed. After all efforts are exhausted and the stakeholder is still dissatisfied then, via Transgrid, the stakeholder will be informed of their right to contact the Energy and Water Ombudsman of NSW or Australian Energy Infrastructure Commission.

These procedures and processes will be regularly reviewed to ensure enquiries and complaints are satisfactorily managed.

6.2. Liaison with Government Agencies and Other Relevant Stakeholders

Transgrid will notify DPHI in writing of the dates of commencement of construction prior to commencement.

The DPs are responsible for reporting on the ongoing environmental performance of the project to Transgrid and the ER. The DPs will report regularly to Transgrid on progress and any key environmental matters.

Relevant government agencies will be consulted throughout construction through their involvement in regular meetings. These meetings will discuss environmental performance, upcoming work, high risk activities and will include inspections of the work sites as required.

6.3. Community Liaison and/or Notification

Directly and indirectly impacted landowners, the community, and businesses will be notified of current and upcoming construction works across the project footprint using a variety of platforms in line with their preferred communication mode.

Additionally, if requested, directly impacted landowners will be contacted directly to ensure they have a full understanding of the upcoming work that will be taking place on their property and to allow the project team to listen to any concerns they may raise.

6.3.1. Letterbox Paper Notifications

Notifications on project milestones will be distributed via letterbox paper notifications. The specific stakeholder notification area is variable from activity to activity and will be determined by a number of factors including:

- location of the activity in relation to residences, sensitive receivers, and businesses
- the potential impact work may have (such as noise, dust, access, and traffic changes)
- the type and frequency of the activity being carried out (this will include any impulsive noise activities)
- the time of day or night the activity is being carried out (this will include any out of hours works proposed)
- the duration of the activity
- the type of equipment that is being used
- the direct or indirect impact that is predicted or level of interest in a particular activity.

In addition, the stakeholder notification area is also dependent on the results of specific noise modelling (where required). As a minimum, specific stakeholder notification areas will encompass community, businesses, and stakeholders within 500 metres from work in advance of work and traffic changes.

6.3.2. Digital Notifications

Where community stakeholders have registered to receive project updates via email, regular emails directing stakeholders to the website will provide timely, relevant and specific information to the community. Emails can be sent to all residents or targeted to area specific residents depending on where the work is located. Each

email will provide the date of the work, the area of work and an outline of the work as well as a map outlining the work area.

Information on the Transgrid website will detail the work as well as visually reflect the following:

- location of the activity in relation to sensitive receivers (including residences) and businesses
- the potential impact work may have (such as noise, dust, access, traffic changes and other work activity)
- the type and frequency of the activity being carried out (this will include any impulsive noise activities)
- the time of day or night the activity is being carried out (this will include any OOHW proposed)
- the duration of the activity
- the type of equipment that is being used
- the direct or indirect impact that is predicted or level of interest in a particular activity, such as utility works on local streets or traffic delays to the wider network.

6.4. Communication Tools and Activities

The communication tools and activities that will be utilised where appropriate during delivery of the Project are identified in Table 6-1.

Table 6-1: Communication tools and activities

Tool	Description	Frequency / Timing	Detail
Information line 24-hour toll-free 1800 number	A 1800 number will be staffed 24 hours a day and will be the main point of contact between the community and the project team	Ongoing	The Project 1800 number (1800 317 367) to be included on all Project communication material
Advertisements	Print and radio advertisements to advise of major impacts from traffic changes and Project opening will include but not be limited to: • commencement of works and operation • construction activity • traffic changes	Prior to the commencement of construction and prior to the commencement of operation	Media may include: • Goulburn Post • Regional News Pty Ltd • Yass Tribune • Yass Valley Times • The Yass Phoenix • Tumut and Adelong Times • Tumbarrumba Times • Relevant local language newspapers
Community contacts database	Salesforce is the approved community contact database	Ongoing for duration of the Project	All known stakeholders close to the Project, key stakeholders and any member of the community that requests to be provided with

Tool	Description	Frequency / Timing	Detail
			information will be included on the database The database will be regularly updated.
Community forums	Contractor will seek to engage with the community in a range of forums as appropriate throughout the Project.	As required	Key issues will be discussed, and options explored with community representatives who live/work/operate a business or have a direct interest in the Project
Community updates	Community updates will be prepared in the form of newsletters and or community notifications to keep the community up to date with construction milestones Stakeholders will be able to register to be included on a distribution list via the website, mail out or feedback form.	At least every three months, but as required, but for each major construction milestone at a minimum including but not limited to: • Commencement of construction • Major traffic changes	The updates (newsletters) may include but will not be limited to: • Status of the Project • Construction progress • Environmental management initiatives and community involvement achievements • Any temporary works
Site hoarding	The project name, 1800 telephone number, postal and email address will be printed on the hoardings (where required) of each work site.	Throughout the project footprint	Basic project identification details to be available and visible to those walking or driving past the project sites
Doorknocks	When deemed necessary, the project team may doorknock directly affected property owners and residences	As required	Doorknocks and feedback will be recorded in the Salesforce database Doorknocks may also be required in the event of emergency works.
Email	A dedicated email address will provide the community with a channel to provide complaints or make enquiries Email or text notifications will be used to inform those directly affected by any changes that may impact on individual properties, residents and businesses, such as traffic disruptions, and work required outside normal working hours	Ongoing for the duration of the project	All email enquiries will be responded to within one (1) business day and email complaints received during working hours acknowledged within four (4) hours, or if received out of hours, on the next business day

Tool	Description	Frequency / Timing	Detail
Letterbox notifications	Letterbox notifications will be used to inform those directly affected and the wider community of any changes that may impact on individual properties, residents, and businesses	As required but will occur five (5) days prior to the proposed activity described in the leaflets	With detail about what is happening and/or changes, in plain English, supported by map, drawings, construction schedules/programmes as required
Media release	A media release containing information about relevant milestones including start of construction	At commencement of construction At major milestones	The DPs in conjunction with Transgrid will identify other opportunities for media events, including the achievement of other project milestones
Out of hours works	The contractor will implement an OOHW protocol and appropriate levels of consultation will be carried out for all OOHW activities	Throughout construction, as needed	Details of works required outside standard construction hours will include but not be limited to: • Justification of why the activities are required outside standard construction hours • Measures that will be implemented to manage potential impacts associated with works outside standard construction hours • Location and activity specific noise and vibration impact assessment process(es) that will be followed to identify potentially affected receivers, clarify potential impacts and select appropriate management measures.
Stakeholder and resident meetings	One-on-one meetings with nearby property owners, landholders and interested stakeholders that are either requested by the stakeholder or the project team.	As required	Meetings with residents (street corner if appropriate), businesses and other stakeholders will be held from time to time to discuss current issues or discuss and provide an overview of upcoming project works
Stakeholder briefings	Key stakeholders, including local councils and sensitive receivers, will be given the opportunity to receive briefings on the project and its potential impacts.	Commencement of construction works Key milestones As programmed (councils, regulatory authorities).	Regular meetings will be scheduled with Transgrid and key stakeholders including councils and government agencies to report on current community and stakeholder issues, provide an overview of the project works including traffic changes, construction schedules/programmes and draft documentation for comment with Agendas. Meeting

Tool	Description	Frequency / Timing	Detail
			minutes and records of meeting attendees will be managed by the DPs
Variable Message Signs (VMS)	VMS will be used as a static communication tool to keep the community informed about construction activities including changes to traffic and construction activities	As required	VMS wording to be agreed to by Transgrid where required.
Website	A project online portal	Ongoing	Contractors will provide updated material for the Transgrid website

6.5. Access to Information

The following Project documentation is, or will be made, publicly available from the Transgrid Project website (https://www.transgrid.com.au/projects-innovation/humelink) as per NSW CoA C15 and EPBC Act approval:

- The EIS, Submission and Amendment Reports
- The final layout plans for the Project
- Current statutory approvals for the Project
- Approved strategies, plans or programs required under the CoA
- The proposed staging plans for the development if the construction, operation and/or decommissioning of the development is to be staged
- A summary of monitoring results of the Project, which have been reported in accordance with the various plans and programs approved under the CoA
- How complaints about the Project can be made
- A record of complaints (updated monthly)
- Any independent environmental audits and Transgrid's response to recommendations in any audit
- Any other matters required by the Planning Secretary
- Matters as specified by the EPBC Act Conditions, i.e.

    Plans (Condition 12), ensuring that sensitive biodiversity data is redacted from publicly available versions, including the notification of the department about the availability of redacted versions (Conditions 13 and 34),

    - Compliance reports and related shapefiles (Conditions 33 and 36)
    - Audit reports (Condition 45).

The website will be updated on a regular basis.

7. General Site Works

7.1. Work Hours

Unless the Planning Secretary agrees otherwise, as per the Interim Construction Noise Guideline (DECC, 2009), the following standard construction hours will apply, in accordance with condition B1:

- 7am to 6pm Monday to Friday
- 8am to 1pm Saturday
- No construction work on Sundays or public holidays.

The following activities may be carried out outside of the hours specified:

- The delivery or dispatch of materials as requested by the NSW Police Force or other public authorities for safety reasons
- Emergency work to avoid the loss of life, property or prevent material harm to the environment
- Works carried out in accordance with the hours and noise limits specified in any negotiated agreements with sensitive receivers (owners and occupiers), provided the negotiated agreements are in writing and finalised before the commencement of works
- Activities that do not result in noise affected sensitive receivers, as defined in the *Interim Construction Noise Guidelines* (DECC, 2009) (or its latest version)
- Road upgrades required by the relevant road authority to be undertaken outside the standard construction hours
- Where a rail authority requires a rail possession for the activities to be performed outside of standard construction hour
- Activities that require a network outage on another utility, distribution or transmission network, and the operator of the network requires the outage and associated works outside standard construction hours
- Where different hours are permitted or required under an Environment Protection Licence (EPL) in force in respect of the CSSI or works carried out in accordance with an OOHW Protocol in accordance with condition B16.

The following activities must not be carried out at the Memorial Avenue Construction Compound:

- Any activities outside the hours specified in condition B1
- Helicopter arrivals or departures
- Crushing or screening
- Concrete batching
- Any other noise generating activity that would result in noise levels at sensitive receivers or sensitive land uses exceeding the construction 'highly noise affected' noise management level criteria established using the *Interim Construction Noise Guideline* (DECC, 2009).

Unless the Planning Secretary agrees otherwise, helicopter use associated with the development may only be carried out:

- between 9 am to 5 pm Monday to Friday
- between 9 am to 1 pm on Saturday
- no helicopter use is allowed on Sunday or NSW public holidays.

OOHW Protocols have been prepared to meet the requirements of the Amendment Report UMM NV2 and CoA B16. The protocols:

- Have been prepared in consultation with the relevant local councils
- Identify negligible and low risk activities that can be undertaken without the approval of the Planning Secretary but with the approval of the DPs' Environment Manager
- Identify high risk activities that must be approved by the Planning Secretary
- Identify DPHI, councils and community notification arrangements for approved out of hours works.

Refer to the DPs' Noise and Vibration Management Plans for further information.

7.2. Site Layout

The DPs must comply with the following in the layout of construction sites:

- The Project approval documentation
- The Project CoA
- Other permits, approvals and licences.

Prior to commencing construction, Transgrid will submit detailed plans of the final layout of the Project to DPHI, via the Major Projects website portal, which includes:

- Details on final siting of transmission towers and ancillary facilities
- Showing comparisons to the approved layout and approved vegetation clearing polygons.

Transgrid will ensure that construction works are undertaken in accordance with the finalised versions of these layout plans.

7.3. Protection of Public Infrastructure

Transgrid and the DPs will ensure public infrastructure is protected in accordance with NSW CoA A15. Further information can be found in the HLE and HLW CEMPs.

7.4. Reinstatement and Rehabilitation

Mitigation measures for reinstatement and rehabilitation must be produced in accordance with Project CoA, UMMs, consultation with Transgrid, community and stakeholders (as applicable). Mitigation measures and requirements are included within the DPs CEMPs and associated subplans (BMPs, SWMPs). These subplans will comply with the objectives and timing requirements outlined in CoA B62 and 63.

8. Key Environmental Management Aspects

The following sections provide information on the management of environmental aspects managed by the DPs during construction. Where subplans are required to manage environmental risks and issues, as identified in the sections below, these plans contain:

- A summary of relevant background or baseline data
- Details of:
    - The relevant statutory requirements, approvals or licences
    - Relevant limits or performance measures and criteria
    - Performance indicators to determine management measures effectiveness
- Any relevant commitments or recommendations identified in the EIS and Amendment Report
- Environmental management measures to be implemented to comply with the relevant statutory requirements, limits, or performance measures and criteria
- Programs (where relevant) to monitor and report on the:
    - Impacts and environmental performance of the development (including tables summarising all the monitoring and reporting obligations under relevant conditions of this approval)
    - Effectiveness of the management measures
- Contingency procedures to manage any unpredicted impacts (where relevant)
- Environmental performance improvement mechanisms
- Procedures to manage incidents, non-compliances against procedures and statutory requirements and complaints
- Internal and external communication processes
- Periodic plan reviews.

Management of environmental aspects during the operational phase will be covered by an OEMP, which will be developed prior to commencement of the operational phase.

8.1. Noise and Vibration Management

Construction work hours and OOHW are discussed in Section 7.1 of this EMS.

Transgrid and the DPs will take all reasonable and feasible steps to minimise the noise of the Project in locations where the noise is audible to sensitive receivers.

The HLE and HLW Noise and Vibration Management Plans (NVMPs) have been developed to meet the requirements of NSW CoA B16 and updated mitigation measures and describe how the DPs will manage potential noise and vibration impacts during construction of the Project and all commitments in the planning approval are met with regard to impacts to noise and vibration. The Plans will include:

- Measures and processes to ensure the requirements of CoA B1 to B14 are complied with

- A description of the reasonable and feasible measures that would be implemented to minimise noise and vibration impacts of the development
- A description of the measures that would be implemented to minimise aircraft noise at sensitive receivers, including measures relating to the number and timing of trips, flight paths and consultation with affected receivers
- A detailed description of the noise and vibration management system for the development
- A protocol for the identification, notification and management of works that exceed the noise management levels
- A monitoring program that evaluates and reports on the effectiveness of the noise and vibration management systems and identify additional noise mitigation measures that are to be implemented and the timeframe to be implemented; and if the monitoring programs identify exceedances, then identify additional noise mitigation measures that are to be implemented and the timeframe to be implemented
- A monitoring program that evaluates and reports on the operational noise performance of the development and the effectiveness of operational noise mitigation measures; and if the monitoring programs identify exceedances, then identify additional noise mitigation measures that are to be implemented and the timeframe to be implemented
- An Out-of-Hours Work Protocol to identify a process for the consideration, management and approval of works outside the hours defined in conditions B1 and B11, which must:
    - Be prepared in consultation with the relevant Council
    - Identify low risk activities that can be undertaken without the approval of the Planning Secretary and with the approval of the ER
    - Identify high risk activities that must be approved by the Planning Secretary
    - Identify Department, Council and community notification arrangements for approved out of hours work.

For CoA B9 and B10, HLE and HLW NVMPs provide further information on reasonable and feasible work practice measures to implement should noise management levels be exceeded at sensitive receivers.

With regards to CoA B16(g) and (h), the OEMP will address operational noise monitoring requirements, the verification of operational noise levels and the management of potential noise exceedances as well as longer term visual impact obligations, as detailed in the NSW CoA B40 and any long-term obligations associated with lighting at substations. An Operational Noise Compliance Verification Report will be prepared within 12 months of commencement of HumeLink operations in accordance with the requirements of CoA B15.

8.2. Air Quality Management

Transgrid and the DPs will take all reasonable and practicable steps to minimise the off-site dust, fumes, odours and other air pollutants of the Project, as well as minimise surface disturbance of the site.

HLE and HLW Air Quality Management Plans (AQMPs) have been developed and describe how the DPs will manage potential air quality impacts during construction of the Project whilst addressing applicable statutory requirements and aims to ensure that the commitments in the planning approval are met regarding air quality management. The AQMP details mitigation measures and strategies that the DPs will abide by to minimise air

quality impacts, including how dust, fume, blast emissions and other air pollutants and minimising surface disturbance will be managed as per CoA B17.

8.3. Soil and Water Management

HLE and HLW Soil and Water Management Plans (SWMPs) have been prepared to address the applicable statutory requirements and aims to ensure that commitments made in the planning approval (Project CoA B24 and the Amendment Report (UMM, B7)) are met with regards to the protection of soils and surface water quality conditions. The SWMPs have been prepared by a suitably qualified and experienced personnel, in consultation with relevant Councils, Biodiversity, Conservation and Science Directorate (BCS) and Water Group. The SWMPs include measures to:

- Ensure the requirements in conditions B18 to B23 are met
- Manage flood risk during construction
- Investigate, assess and manage contaminated land, soils, groundwater and blasting in the development area
- Investigate, assess and manage the potential for asbestos and other hazardous materials in the development area
- Manage any unexpected and / or suspected contaminated land, asbestos and unexploded ordinance excavated, disturbed or otherwise discovered during construction
- A program to monitor and report on the impacts and environmental performance during construction.

As a minimum, the SWMPs contain the following subplans and procedures:

- Erosion and Sediment Control Plan (ESCP) Strategies
- Water Quality Monitoring Programs
- Excavation Dewatering Plans
- Emergency Spill Plans
- Unexpected Finds Protocols - Contamination.

The SWMPs include details on the management of flood impacts and water supply requirements, as per the requirements of the NSW CoA B18 and B23.

ESCPs will be developed for activities and in areas considered to be high risk and will be developed in accordance with the requirements of:

- Managing Urban Stormwater – Soils and Construction, Volume 1 (Landcom, 2004) and Volumes 2A (DECC, 2008a) and Volume 2C (DECC, 2008b), known as the ‘Blue Book’
- Best Practice Erosion and Sediment Control (IECA, 2008)
- Guidelines for Controlled Activities on Waterfront Land (NRAR 2018).

8.4. Biodiversity Management

Transgrid has prepared a Biodiversity Offset Package in accordance with CoA B26, and in consultation with the BCS. Transgrid has executed a Bank Guarantee Deed with DPHI for the retirement of the Project’s offset credit

liability. Transgrid has lodged the required bank guarantee in accordance with CoA B27 prior to commencing development that could impact on biodiversity values.

Transgrid has also prepared a Supplementary Biodiversity Strategy to meet the requirements of CoA B28 to the satisfaction of the Planning Secretary, which details targeted survey methods for specific serious and irreversible impact (SAII) species to support credit liability reductions associated with offsets.

HLE and HLW Biodiversity Management Plans (BMP) have been developed and will be implemented in accordance with the Project CoA B30, the Amendment Report Updated Mitigation Measure (UMM) B3, EPBC Act approval and the Revised Biodiversity Development Assessment Report (BDAR). The HLE and HLW BMPs were prepared by suitably qualified and experienced personnel, in consultation with BCS and FCNSW. The plans include a description of the measures that would be implemented for:

- Meeting the biodiversity mitigation requirements in condition B25 concerning vegetation and habitat clearing limits and as required by CoA B29 for the development and approval by the Planning Secretary for the Biodiversity Assessment Verification Report (BAVR) prepared by Transgrid
- Minimising:
    - The amount of vegetation clearing on site
    - The loss of key fauna habitat (including tree hollows)
    - The impacts of fauna on site, including undertaking pre-clearance surveys
    - Potential indirect impacts on threatened flora and fauna species
- Ensuring the development does not adversely affect the native vegetation and habitat outside the disturbance footprint
- Protocols for unexpected finds of threatened species and threatened ecological communities within the disturbance footprint including the requirements for:
    - All work in the associated location to stop to prevent further impact
    - Notification to the Planning Secretary and BCS (and DCCEEW (Cth) where relevant) in writing on any additional mitigation measures to be implemented
    - Relevant agencies to be consulted and the Planning Secretary to endorse recommencement of work
- A connectivity strategy for the potentially impacted species identified in the Revised BDAR (Revision 0, dated 21 June 2024) and a Supplementary Hollow and Nest Strategy
- Protecting the conservation values of McPhersons Plain and avoiding impacts to *Prasophyllum bagoensis*, *Prasophyllum keltonni* and *Pterostylis oreophila*
- Rehabilitating temporary disturbance areas to facilitate natural regeneration of suitable native species
- Progressively monitoring the areas of partial clearance following the commencement of construction and provision of a verification report every three months during construction to confirm the assumptions made in the BDAR regarding partial clearance within the Easement Clearing Zone and whether any changes are required to this plan

- 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
- Collecting and propagating seed (where relevant)
- Controlling erosion, weeds and feral pests
- Bushfire management
- Minimising impacts on entities at risk of a serious and irreversible impact (SAII), including for Box Gum Woodland, Rice Flower (*Pimelea bracteata*) and Sooty Owl (*Tyto tenebricosa*) and other entities that are identified as requiring mitigation measures in the BAVR required by condition B29 and the additional mitigation measures outlined in the additional information (Transgrid proposal dated 2 September 2024) within three years of the date of the Project Approval (over and above the relevant credit obligations)
- A program to monitor, evaluate and publicly report on the effectiveness of these measures.

HLW will also support the implementation of an Orchid Management Plan for the management of habitat associated with the Bago Leek-orchid, Habitat for Brandy Marys Leek Orchid, Habitat for Kelton's Leek-orchid and Habitat for Blue-tongued Orchid that has been prepared by an orchid specialist in accordance with EPBC Act Condition 5, approved by DCCEEW (Cth) (Conditions 3 and 4).

8.5. Heritage Management

Heritage (Aboriginal and non-Aboriginal) management has been addressed through the development of HLE and HLW Heritage Management Plans (HMPs) which will be implemented in accordance with the Project CoA B33 and the Amendment Report UMM B3. The HMPs were prepared by suitably qualified and experienced personnel, in consultation with Heritage NSW, Heritage Council, Aboriginal Stakeholders and National Parks and Wildlife Service (NPWS).

Prior to carrying out any activity that could harm heritage items, the DPs will develop and implement a program to:

- Undertake an assessment of the unsurveyed areas of the construction areas, in accordance with the Code of practice for archaeological investigation of Aboriginal objects in NSW (DECCW, 2010) and develop an Addendum Aboriginal Cultural Heritage Assessment Reports (Addendum ACHAR) in consultation with Aboriginal Stakeholders and Heritage NSW to meet the requirements of CoA B31
- Salvage and relocate all Aboriginal heritage items identified in Table 3-2 of Appendix 3 in the CoA for salvage and relocation to a suitable alternative location, in accordance with the Code of Practice for Archaeological Investigation of Aboriginal Objects in NSW (DECCW, 2010)
- Undertake archival recording, test excavation and/or salvage of the historic heritage items identified in Table 3-3 of Appendix 3 in the CoA for salvage.

The HMPs include:

- A description of the measures that would be implemented for:
    - Protecting heritage items in accordance with conditions B32(a)

- Undertaking the management activities specified in Table 3-2 of Appendix 3 in the CoA, including a detailed methodology for each of the approved management activities
- Avoiding harm to the heritage items specified in Table 3-1 and Table 3-3 of Appendix 3 in the CoA
- Undertaking detailed reporting on the outcomes of management activities including (but not limited to) archival recording and analysis of stone artefact assemblages and other information relevant to addressing research questions
- A strategy for the management of any salvaged Aboriginal objects
- A contingency plan and reporting procedure if:
  - Heritage items outside the approved construction area are harmed
  - Previously unidentified heritage items are found
  - Skeletal material is discovered
- Ensuring workers on site receive suitable heritage inductions prior to carrying out any development on site, and that records are kept of these inductions
- Ongoing consultation with Aboriginal Stakeholders during the implementation of the plan

- A program to monitor and report on the effectiveness of these measures and any heritage impacts of the project.

8.6. Traffic and Transport Management

HLE and HLW Traffic and Transport Management Plans (TTMPs) have been documented and will be implemented in accordance with the Project CoA B39 and the EIS. The TTMPs have been prepared by suitably qualified and experienced personnel in consultation with FCNSW, TfNSW and relevant councils (Snowy Valleys Council, Wagga Wagga City Council, Cootamundra-Gundagai Regional Council, Yass Valley Council, Upper Lachlan Shire Council and Goulburn-Mulwaree Council). The plans include the following details:

- Details of the transport route to be used for all development-related traffic
- Details of the road upgrade works required by condition B37
- Details of the measures that would be implemented to comply with the transport management requirements in conditions B34 to B38
- Details of the measures that would be implemented to:
  - Minimise traffic safety impacts of the development and disruptions to local road users during construction, upgrading or decommissioning works, including:
    - A description of the proposed timeframe and schedule of construction works
    - A description of the proposed dilapidation surveys required by condition B38
    - Strategic concept designs and procedures for stringing cables and transmission lines across roads to ensure compliance with Austroads Guide and TfNSW requirements (for crossing of state roads)

- Scheduling heavy vehicle movements to avoid peak periods where reasonable and feasible
- Reducing the speeds of development-related traffic at key intersections (not applicable to Hume Highway)
- Temporary traffic controls, including detours and signage
- Notifying the local community about development-related traffic impacts
- Procedures for receiving and addressing complaints from the community about development related traffic
- Minimising potential cumulative traffic impacts with other projects in the area
- Minimising potential conflict between development-related traffic and rail services, stock movements and school buses, in consultation with local schools, including preventing queueing on the public road network
- Implementing measures to minimise development-related traffic on the public road network outside standard construction hours
- Minimising dirt and debris tracked on to the public road network from development related traffic
- Details of the employee shuttle bus service, including pick-up and drop-off points and associated parking arrangements for construction workers, and measures to encourage employee use of this service
- Measures for managing light vehicle peak numbers, such as car-pooling or ride sharing by employees
- Scheduling the haulage vehicle movements to minimise convoy lengths or platoons
- Responding to local climate conditions that may affect road safety, such as, fog, dust, wet weather and flooding
- Ensuring loaded vehicles entering or leaving the site have their loads covered or contained and leave site in a forward direction
- A schedule for the periodic inspection and maintenance of the condition of all local roads used by development-related traffic
- Responding to any emergency repair or maintenance requirements
- Provisions for maintaining emergency vehicle access to the site at all times
- A traffic management system for managing over-dimensional vehicles, and
- Fatigue management.

  - Minimise the impacts of the road and intersection upgrades of the development
  - Minimises parking on the public road network
  - Maintain all roads and water-related infrastructure on site in a safe and serviceable condition
  - Minimise the traffic noise impacts of the development

- A drivers code of conduct that addresses:

  - Travelling speeds
  - Procedures to ensure that drivers to and from the development adhere to the designated heavy vehicles requiring escort and heavy vehicle routes
  - Procedures to ensure that drivers to and from the development implement safe driving practices
  - Including a detailed program to monitor and report on the effectiveness of these measures and the code of conduct
- A program to:
  - Ensure drivers working on the development receive suitable training on the code of conduct and any other relevant obligations under the Traffic and Transport Management Plan; and
  - Monitor and publicly report on the effectiveness of these measures
- A flood response plan detailing procedures and options for safe access to and from the site in the event of flooding.

Details on dilapidation survey requirements are discussed in Section 5.5 of this EMS.

A Transport Strategy for Mates Gully Road will be specifically developed by HLW in consultation with TfNSW and the relevant Council (Wagga Wagga Regional Council) to meet the requirements of CoA B36. The Strategy will include or ensure:

- The location and type of any necessary road upgrades (including roads, intersections and access points)
- Road upgrades comply with the *Austroads Guide to Road Design* (as amended by TfNSW supplements), unless the relevant road authority agrees otherwise
- Strategic concept designs prepared in accordance with *Austroads Guide to Road Design* (as amended by TfNSW supplements)
- A detailed assessment of potential impacts of any necessary road upgrades (such as heritage and biodiversity impacts) and appropriate mitigation measures, including consideration of cumulative traffic impacts from approved projects
- A schedule for the commencement and completion of all necessary road upgrades
- Whether intersections and access points would be permanent or temporary.

8.7. Visual Impact Management

Transgrid and the DPs will take reasonable steps to minimise the visual impacts of the Project in accordance with the Project CoA B43 and will implement specific measures for properties identified in CoA B40. The management of visual impacts to address UMMs are addressed in a variety of plans, such as:

- The DPs' BMPs for opportunities to retain vegetation where possible during detailed design and for the management of Tree Protection Zones (UMM LV1, LV2 and LV4).
- The DPs' Accommodation Camp Management Plans (ACMPs) for the design and operation of lighting to minimise obtrusive effects (UMM LV3)

- The DPs' CEMPs and CCSs for discussions with moderately to high visually impacted landholders and options for visual screening or other measures (UMM LV5) and working with landowners and neighbours to avoid, minimise and mitigate visual impacts in a fair and consistent manner (UMM LV8). All towers will have a pre-dulled finish, which addresses the requirements of UMM LV7.

8.8. Hazard and Risk

Transgrid and the DPs will ensure the design, construction and operation of the Project are managed to comply with the applicable electric and magnetic fields (EMF) limits in *the International Commission on Non-Ionizing Radiation Protection (ICNIRP) Guidelines* for limiting exposure to time-varying electric and magnetic fields (1Hz – 100 kHz) (ICNIRP, 2010).

The storage, handling, and transport of dangerous goods onsite will be undertaken in accordance with the relevant Australian Standards and guidelines, particularly AS1940 *The storage and handling of flammable and combustible liquids* and AS/NZS 1596:2014 *The storage and handling of Liquefied Petroleum Gas, the Dangerous Goods* Code, and the EPA's *Storing and Handling of Liquids: Environmental Protection – Participants Manual* (2007). Refer to the DPs' CEMPs for details of chemical management.

If the DPs propose to use aircraft such as helicopters for transmission tower stringing purposes, an application under the Transgrid Aviation Framework will need to be made and the risks evaluated before permission can be granted. The requirements of CoA B4 with regards to limitations of hours of use and landing sites (such as Memorial Avenue as per CoA B3) will need to be considered as part of this application.

8.9. Waste Management

As a subplan to the HLE and HLW CEMPs, Waste Management Plans have been developed. To meet the requirements of CoA B57, the plans include information on:

- The anticipated quantity, type and quality of the waste to be generated and their intended fate
- Details of how waste will be segregated, handled, stored, managed and then collected and transported for treatment and/or disposal
- Any materials produced which will require a specific Resource Recovery Order
- Any materials produced under a Resource Recovery Order, and the controls and procedures in place for meeting the conditions of that order
- Testing or monitoring procedures
- How materials segregation will be achieved, particularly the segregation of contaminated soils, resource recovery materials and waste generated from the accommodation camps
- The capability of the waste management facilities in Councils LGAs to accept the volumes of waste, including from the accommodation camps predicted to be deposited and any associated approvals required to create and/or expand waste storage or disposal facilities and arrangements for transporting waste to the waste management facilities.

9. List of Figures

10. Change from previous version

Revision no	Date	Approved by	Amendment
Rev A	02/05/2024	M Moroney	Document creation
Rev B	14/02/2025	M Moroney	Incorporation of Transgrid review feedback comments
Rev C	23/04/2025	M Moroney	Addresses ER's first review and comments
Rev D	02/05/2025	M Moroney	Addresses ER's second review and comments
Rev 0	05/05/2025	ER	EMS endorsed for submission to DPHI
Rev 1	06/06/2025	ER	EMS updated to address DPHI comments

Appendices

Appendix A – Project Conditions of Approval

NSW CoA, SSI-36656827

References to HLE and HLW CEMPs and subplans have been provided in the table below. Refer to individual subplans for a more detailed breakdown of conditions and locations of where they're addressed within each plan.

While responsibility for various conditions has been delegated to HLE and HLW during construction, ultimately Transgrid is accountable as the Proponent for compliance with all CoA.

ID	Condition	Responsibility (during Construction)	Plan
Schedule 2, Part A Administrative Conditions			
Obligation to minimise harm to the environment			
A1	In meeting the specific performance measures and criteria of this approval, all reasonable and feasible measures must be implemented to prevent, and if prevention is not reasonable and feasible, minimise, any material harm to the environment that may result from the construction, operation, rehabilitation, upgrading or decommissioning of the development.	HLE and HLW	EMS Section 2.3 HLE and HLW CEMPs and subplans
Terms of approval			
A2	The development must be carried out: (a) in compliance with the conditions of this approval; (b) in accordance with all written directions of the Planning Secretary; (c) generally in accordance with the EIS; and (d) generally in accordance with the Layouts in Appendix 1.	HLE and HLW	EMS Section 2.3 HLE and HLW CEMPs and subplans
A3	The Proponent must comply with any requirement/s of the Planning Secretary arising from the Department's assessment of:	HLE and HLW	EMS, Sections 4.13, 5.13, 5.14 HLE and HLW CEMPs and subplans

ID	Condition	Responsibility (during Construction)	Plan
	(a) any strategies, plans or correspondence that are submitted in accordance with this approval; (b) any reports, reviews or audits commissioned by the Department regarding compliance with this approval; and (c) the implementation of any actions or measures contained in these documents.		
A4	The conditions of this approval and directions of the Planning Secretary prevail to the extent of any inconsistency, ambiguity or conflict between them and a document listed in condition A2(c) or A2(d). In the event of an inconsistency, ambiguity or conflict between any of the documents listed in condition A2(c) or A2(d), the most recent document prevails to the extent of the inconsistency, ambiguity or conflict.	HLE and HLW	Noted
A5	Any document that must be submitted within a timeframe specified in or under the terms of this approval may be submitted within a later timeframe agreed with the Planning Secretary. This condition does not apply to the immediate written notification required in respect of an incident under condition C7.	HLE and HLW	EMS, Section 4.3
Lapse of approval			
A6	This approval will lapse if the Proponent does not physically commence the development within 5 years of the date on which it is granted.	Transgrid	EMS, Section 3.1
A7	This approval does not authorise the development of any quarry operation, including: (a) Coffee Pot Quarry; and (b) Three Mile Quarry. Note: This condition does not preclude use of extractive material from these quarries in accordance with a valid development consent or other approval or modifying this Approval to permit the development of these quarries in the future.	Transgrid	Noted

ID	Condition	Responsibility (during Construction)	Plan
Evidence of consultation			
A8	Where conditions of this approval require consultation with an identified party, the Proponent must: (a) consult with the relevant party prior to submitting the subject document to the Planning Secretary for approval; and (b) provide details of the consultation undertaken including: (i) the outcome of that consultation, matters resolved and unresolved; and (ii) details of any disagreement remaining between the party consulted and the Proponent and how the Proponent has addressed the matters not resolved.	HLE and HLW, unless indicated as Transgrid in this table.	EMS, Section 4.2 HLE and HLW CEMPs
Payment of Reasonable Costs			
A9	The Proponent must pay all reasonable costs incurred by the Department to engage a suitably qualified, experienced and independent expert(s) to review the adequacy of any strategy, plan, program or report required under this approval.	Transgrid	Noted
Environmental Representative			
A10	Prior to commencing the development, an Environmental Representative (ER) must be approved by the Planning Secretary and engaged by the Proponent.	Transgrid	EMS, Section 5.12 HLE and HLW CEMPs
A11	The Planning Secretary's approval of an ER must be sought no later than one (1) week before commencing the development.	Transgrid	EMS, Section 5.12
A12	The proposed ER must be a suitably qualified and experienced person who was not involved in the preparation of the documents listed in condition A2, and is independent from the design and construction of the development. The ER must meet only the requirements set out in section 2.2, 2.3, 2.4 and 3 in the Environmental Representative Protocol (Department of Planning and Environment, October 2018).	Transgrid	EMS, Section 5.12

ID	Condition	Responsibility (during Construction)	Plan
A13	The Proponent shall engage the Environmental Representative(s) during all construction activities, or as otherwise agreed by the Planning Secretary. The Environmental Representative(s) shall be the Proponent's principal point of advice in relation to the environmental performance of the project and shall have responsibility for: (a) reviewing the documents identified in Table 1, Schedule 1 unless the Planning Secretary agrees otherwise, and any other documents that are identified by the Planning Secretary, to ensure they are consistent with requirements in or under this approval and if so: (i) make a written statement (including a 'Review Table' in Word format) 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 Department for information or are not required to be submitted to the Department); (b) as may be requested by the Planning Secretary, assisting the Department in the resolution of community complaints; (c) considering any minor amendments to be made to the plans/strategies in Table 1, Schedule 1 that involve updating or are of an administrative nature and do not increase impacts to nearby sensitive receivers, and ensure they are consistent with the terms of this approval and, if satisfied such amendment is necessary, approve the amendment. This does not include any modifications to the terms of this approval; (d) overseeing the implementation of all construction environmental management plans and monitoring programs required under this approval, and advise the Proponent upon the achievement of these plans/programs;	Transgrid	EMS, Section 5.12

ID	Condition	Responsibility (during Construction)	Plan
	(e) considering and advising the Proponent on its compliance obligations against all matters specified in the conditions of this approval, and permits and licences; and (f) having the authority and independence to recommend to the Proponent reasonable steps to be taken to avoid or minimise unintended or adverse environmental impacts, and, failing the effectiveness of such steps, to recommend to the Proponent that relevant activities are to be ceased as soon as reasonably practicable if there is a significant risk that an adverse impact on the environment will be likely to occur.		
A14	The Proponent must provide the ER with all documentation requested by the ER in order for the ER to perform their functions specified in condition A13, as well as the complaints register for any complaints received (on the day they are received).	HLE and HLW	EMS, Section 5.12 HLE and HLW CEMPs
Protection of Public Infrastructure			
A15	Unless the Proponent and the applicable authority agree otherwise, the Proponent must: (a) repair, or pay the full costs associated with repairing, any public infrastructure that is damaged by the development; and (b) relocate, or pay the full costs associated with relocating, any public infrastructure that needs to be relocated as a result of the development. Note: This condition does not apply to the upgrade and maintenance of the road network, which is expressly provided for in the conditions of this approval.	HLE and HLW	EMS, Section 7.3.
Demolition			
A16	The Proponent must ensure that all demolition work on site is carried out in accordance with AS 2601-2001: The Demolition of Structures (Standards Australia, 2001), or its latest version.	HLE and HLW	NA

ID	Condition	Responsibility (during Construction)	Plan
Structural adequacy			
A17	The Proponent must ensure that all new buildings and structures, and any alterations or additions to existing buildings and structures, are constructed in accordance with the relevant requirements of the Building Code of Australia; and where the Building Code of Australia is not applicable, to the relevant Australian Standard. Notes: • Under Part 6 of the EP&A Act, the Proponent is required to obtain construction and occupation certificates for the proposed building works. • Environmental Planning and Assessment (Development Certification and Fire Safety) Regulation 2021 sets out the requirements for the certification of the development.	HLE and HLW	HLE and HLW CEMPs Note: Part of design process.
Compliance			
A18	The Proponent must ensure that all of its employees, contractors (and their sub-contractors) are made aware of, and are instructed to comply with, the conditions of this approval relevant to activities they carry out in respect of the development.	HLE and HLW	HLE and HLW CEMPs
A19	The Applicant 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.	HLE and HLW – incident details and notification requirements to Transgrid Transgrid - provision of incident details and subsequent information to DPHI	EMS, Sections 5.8, 5.14

ID	Condition	Responsibility (during Construction)	Plan
A20	The Applicant must provide the Department with a subsequent incident report in accordance with Appendix 5 (Incident Notification and Reporting Requirements).	HLE and HLW – incident details and notification requirements to Transgrid Transgrid - provision of incident details and subsequent information to DPHI	EMS, Sections 5.8, 5.14
Operation of plant and equipment			
A21	All plant and equipment used on site, or in connection with the development, must be: (a) maintained in a proper and efficient condition; and (b) operated in a proper and efficient manner.	HLE and HLW	HLE and HLW NVMPs
Applicability of guidelines			
A22	References in the conditions of this approval to any guideline, protocol, Australian Standard or policy are to such guidelines, protocols, Standards or policies in the form they are in as at the date of this approval.	HLE and HLW	Noted
A23	However, consistent with the conditions of this approval and without altering any limits or criteria in this approval, the Planning Secretary may, when issuing directions under this approval in respect of ongoing monitoring and management obligations, require compliance with an updated or revised version of such a guideline, protocol, Standard or policy, or a replacement of them.	HLE and HLW	Noted
Community communication strategy			
A24	Prior to commencing the development, the Proponent must prepare a Community Communication Strategy to provide mechanisms to facilitate communication between the Proponent and the community (including adjoining affected landowners) during Enabling Works and construction.	HLE and HLW	HLE and HLW CCSs

ID	Condition	Responsibility (during Construction)	Plan
A25	The Community Communication Strategy must: (a) identify landowners for potentially impacted receivers; (b) ensure that the landowners identified in (a) are consulted during Enabling works and construction; (c) set out procedures and mechanisms for the regular distribution of information to the wider community; (d) establish a public liaison officer(s) to engage with the local community; and (e) 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 the community; and (iii) to resolve any issues and mediate any disputes that may arise in relation to construction of the development. The Proponent must implement the Community Communication Strategy for the duration of Enabling Works and construction.	HLE and HLW	HLE and HLW CCSs
Part B – Key issue conditions			
Noise and vibration			
Construction hours			
B1	Pre-construction minor works, road upgrades, Enabling Works, construction (including operation of construction compounds), demolition, upgrading or decommissioning activities (excluding blasting) may only be undertaken between: (a) 7 am to 6 pm Monday to Friday; (b) 8 am to 1 pm Saturdays; and (c) at no time on Sundays and NSW public holidays; unless the Planning Secretary agrees otherwise.	HLE and HLW	EMS, Sections 7.1, 8.1 HLE and HLW NVMPs

ID	Condition	Responsibility (during Construction)	Plan
B2	The following activities may be carried outside the hours specified in condition B1 above: (a) the delivery or dispatch of materials as requested by the NSW Police Force or other public authorities for safety reasons; (b) emergency work to avoid the loss of life, property or prevent material harm to the environment; (c) works carried out in accordance with the hours and noise limits specified in any negotiated agreements with sensitive receivers (owners and occupiers), provided the negotiated agreements are in writing and finalised before the commencement of works; (d) activities that do not result in noise affected sensitive receivers, as defined in Interim Construction Noise Guidelines (DECC, 2009) (or its latest version); (e) road upgrades required by the relevant road authority to be undertaken outside the standard construction hours; (f) where a rail authority requires a rail possession for the activities to be performed outside of standard construction hours; (g) activities that require a network outage on another utility, distribution or transmission network, and the operator of the network requires the outage and associated works outside standard construction hours; (h) where different hours are permitted or required under an EPL in force in respect of the CSSI; or (i) works carried out in accordance with an Out-of-Hours Work Protocol in accordance with condition B16.	HLE and HLW	EMS, Sections 7.1, 8.1 HLE and HLW NVMPs
Memorial Avenue Construction Compound			
B3	The following activities must not be carried out at the Memorial Avenue Construction Compound:	HLW	EWMP (Enabling phase) HLW NVMP (Construction)

ID	Condition	Responsibility (during Construction)	Plan
	(a) any activities outside the hours specified in condition B1; (b) helicopter arrivals or departures; (c) crushing or screening; (d) concrete batching; or (e) any other noise generating activity that would result in noise levels at sensitive receivers or sensitive land uses exceeding the construction 'highly noise affected' noise management level criteria established using the Interim Construction Noise Guideline (DECC, 2009).		
Helicopter Activities			
B4	Helicopter use associated with the development may only be carried out: (a) between 9 am to 5 pm Monday to Friday; (b) between 9 am to 1 pm on Saturday; and (c) no helicopter use is allowed on Sunday or NSW public holidays; unless different hours are permitted or required under an EPL in force in respect of the CSSI or the Planning Secretary agrees otherwise.	HLE and HLW	HLE NVMP HLW CEMP
Construction and decommissioning			
B5	The Proponent must take all reasonable and feasible steps to minimise the pre-construction minor works, Enabling Works, road upgrades, construction, upgrading or decommissioning noise of the development in the locations where the noise is audible to sensitive receivers, including any associated traffic noise.	HLE and HLW	EMS, Sections 7.1, 8.1 HLE and HLW NVMPs
B6	The Proponent must ensure that the noise generated by any construction, upgrading or decommissioning activities is managed in accordance with the requirements for construction 'noise affected' management levels established in accordance with Interim Construction Noise Guideline (DECC, 2009) (or its latest version).	HLE and HLW	EMS, Sections 7.1, 8.1 HLE and HLW NVMPs

ID	Condition	Responsibility (during Construction)	Plan
B7	The Proponent must implement mitigation measures with the aim of achieving the road traffic noise assessment criteria for land uses from NSW Road Noise Policy (DECCW, 2011).	HLE and HLW	EMS, Sections 7.1, 8.1 HLE and HLW NVMPs
B8	The Proponent must comply with the following vibration limits at any residence or sensitive receiver: (a) vibration criteria established using the Assessing vibration: a technical guideline (DEC, 2006) (for human exposure); (b) BS 7385 Part 2-1993 "Evaluation and measurement for vibration in buildings Part 2" as they are "applicable to Australian conditions"; and (c) vibration limits set out in the German Standard DIN 4150-3: Structural Vibration - effects of vibration on structures (for structural damage).	HLE and HLW	EMS, Sections 7.1, 8.1 HLE and HLW NVMPs
B9	Where a sensitive receiver is identified as potentially exceeding the construction 'noise affected' noise management level or sleep disturbance criteria established using the Interim Construction Noise Guideline (DECC, 2009), or its latest version, as a result of the construction or operation of the accommodation camps or construction compounds, mitigation measures must be implemented with the objective of reducing construction noise below the relevant criteria at each relevant sensitive receiver. Activities that would exceed the 'noise affected' noise management level or sleep disturbance criteria during construction or operation of these facilities must not commence until the measures identified in this condition have been implemented, unless otherwise agreed with the Planning Secretary. However, this does not apply if the Proponent has an agreement with the relevant owner/s of these receivers to generate higher noise levels, and the Proponent has advised the Department in writing of the terms of this agreement. Note: Mitigation measures may include path barrier controls, at-property treatment, or a combination of path controls and at-property treatment.	HLE and HLW	EMS, Section 8.1 HLE and HLW NVMP

ID	Condition	Responsibility (during Construction)	Plan
B10	Where a sensitive receiver is identified as potentially exceeding the 'highly noise affected' noise management level established using the Interim Construction Noise Guideline (DECC, 2009), or its latest version, during Enabling Works or construction, mitigation measures must be implemented with the objective of reducing construction noise below the highly noise affected noise management level at each relevant sensitive receiver. Activities that would exceed the 'highly noise affected' noise management level during construction must not commerce until the measures identified in this condition have been implemented, unless otherwise agreed with the Planning Secretary. However, this does not apply if the Proponent has an agreement with the relevant owner/s of these receivers to generate higher noise levels, and the Proponent has advised the Department in writing of the terms of this agreement. Note: Mitigation measures may include path barrier controls, at-property treatment, or a combination of path controls and at-property treatment.	HLE and HLW	EMS, Section 8.1 HLE and HLW NVMP
B11	Blasting may only be carried out on the site: (a) between 9 am and 5 pm Monday to Friday; (b) between 9 am to 1 pm on Saturday; and (c) No blasting is allowed on Sundays or public holidays.	HLE and HLW	EMS, Sections 7.1, 8.1 HLE and HLW NVMPs
B12	The Proponent must ensure that any blasting carried out on the site does not exceed the criteria in Table 2. Any residential receiver 120 Airblast Overpressure (dB(Lin Peak)); 10 Ground vibrations (mm/s); Allowable exceedance 0% 115 Airblast Overpressure (dB(Lin Peak)); 5 Ground vibrations (mm/s); Allowable exceedance 5% of the total number of events over a rolling 12 month period	HLE and HLW	EMS, Sections 7.1, 8.1 HLE and HLW NVMPs

ID	Condition	Responsibility (during Construction)	Plan
Operation			
B13	Except for corona discharge noise, the Proponent must ensure that the noise generated by the operation of the development does not exceed the project noise trigger level (PNTL) established in accordance with the Noise Policy for Industry (NPfI) at the reasonably most affected point of the residence, at any non-associated residential receiver.	HLE and HLW	Design
B14	The Proponent must: (a) take all reasonable and feasible steps to minimise corona discharge noise during operation of the project; (b) identify residences predicted to experience corona discharge noise levels above the PNTL at the reasonably most affected point of the residence, determined in accordance with the NPfI, and how often corona noise is expected to be above this level per year; (c) identify residences predicted to experience circuit breaker noise levels above the PNTL at the reasonably most affected point of the residence, determined in accordance with the NPfI, and how often this happens during the night-time period; and (d) implement all reasonable and feasible noise mitigation measures, determined in accordance with the NPfI, at receivers predicted, or identified by noise monitoring, to experience corona discharge noise levels or circuit breaker noise levels that exceed the PNTL.	HLE and HLW Transgrid for operations	HLE and HLW NVMPs
Operational Noise Compliance Assessment			
B15	Within 12 months of the commencement of operation of the development, the Proponent must submit to the Planning Secretary, an Operational Noise Compliance Verification report. The assessment must include: (a) the results of monitoring of operational noise undertaken following the commencement of operation, including, but not limited to, at residences predicted	Transgrid	EMS, Section 8.1

ID	Condition	Responsibility (during Construction)	Plan
	to experience corona discharge noise levels or circuit breaker noise levels above the PNTL; (b) a comparison of the actual noise performance of the development against PNTLs established in accordance with the NPfI; (c) identification of any additional reasonable and feasible noise mitigation measures that would be required to be implemented to achieve the objective of meeting the PNTLs, a schedule of when these measures are to be implemented and how their effectiveness is to be measured. Any additional noise mitigation measures identified under (c) must be implemented within 12 months of submitting the Operational Noise Verification report, unless otherwise agreed by the Planning Secretary.		
Noise and vibration EMP sub-plan			
B16	Prior to the commencement of construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare a Noise and Vibration Management Plan to the satisfaction of the Planning Secretary. This plan must: (a) includes measures and processes to ensure the requirements in conditions B1 to B14 are complied with; (b) include a description of the reasonable and feasible measures that would be implemented to minimise noise and vibration impacts of the development; (c) include a description of the measures that would be implemented to minimise aircraft noise at sensitive receivers, including measures relating to the number and timing of trips, flight paths and consultation with affected receivers; (d) include a detailed description of the noise and vibration management system for the development;	HLE and HLW	EMS, Section 8.1 HLE and HLW NVMPs

ID	Condition	Responsibility (during Construction)	Plan
	(e) include a protocol for the identification, notification and management of works that exceed the noise management levels; (f) include a monitoring program that evaluates and reports on the effectiveness of the noise and vibration management systems and identify additional noise mitigation measures that are to be implemented and the timeframe to be implemented; (g) include a monitoring program that evaluates and reports on the operational noise performance of the development and the effectiveness of operational noise mitigation measures; and (h) if the monitoring programs in B16((f) and (g)) identify exceedances, then identify additional noise mitigation measures that are to be implemented and the timeframe to be implemented (i) include an Out-of-Hours Work Protocol to identify a process for the consideration, management and approval of works outside the hours defined in conditions B1 and B11, which must: (i) be prepared in consultation with the relevant Council; (ii) identify low risk activities that can be undertaken without the approval of the Planning Secretary and with the approval of the ER; (iii) identify high risk activities that must be approved by the Planning Secretary; and (iv) identify Department, Council and community notification arrangements for approved out of hours work. Following the Planning Secretary's approval, the Proponent must implement the Noise and Vibration Management Plan. Note: The Noise and Vibration Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		

ID	Condition	Responsibility (during Construction)	Plan
Air quality			
B17	In addition to the performance outcomes, commitments and mitigation measures specified in the EIS, the Proponent must take all reasonable steps to: (a) minimise the off-site dust, fume, blast emissions and other air pollutants of the development; and (b) minimise the surface disturbance of the site.	HLE and HLW	EMS, Section 8.2 HLE and HLW AQMPs
Soil and water			
Water supply			
B18	The Proponent must ensure that it has sufficient water for all stages of the development, and if necessary, adjust the scale of the development to match its available water supply. Note: Under the Water Act 1912 and/or the Water Management Act 2000, the Proponent is required to obtain the necessary water licences before commencing any works which intercept or extract groundwater or surface water (unless an exemption applies).	HLE and HLW	EMS, Section 8.3 HLE and HLW SWMPs
Erosion and sedimentation			
B19	The Proponent must: (a) minimise erosion and control sediment generation; and (b) ensure all land disturbances have appropriate drainage and erosion and sediment controls designed, installed and maintained in accordance with Best Practice Erosion and Sediment Control (IECA, 2008), Managing Urban Stormwater - Soils and Construction Volume 1 (Landcom, 2004), Managing Urban Stormwater – Soils and Construction Volume 2A Installation of Services (DECC, 2008) and Managing Urban Stormwater – Soils and Construction Volume 2C Unsealed Roads (DECC, 2008), or their latest versions	HLE and HLW	EMS, Section 8.3 HLE and HLW SWMPs

ID	Condition	Responsibility (during Construction)	Plan
Pollution of waters			
B20	Unless otherwise authorised by an EPL, the Proponent must ensure the development does not cause any water pollution, as defined under Section 120 of the Protection of the Environment Operations Act 1997 (POEO Act).	HLE and HLW	EMS, Section 8.3 HLE and HLW SWMPs
B21	The Proponent must: (a) design, construct and maintain an appropriate water management system at all substations, concrete batching plants, construction compounds and accommodation camps to prevent pollution; (b) ensure that all liquid waste captured by the substation's spill oil containment system is classified, transported, and disposed of at a facility that can lawfully accept the waste; and (c) minimise any spills of hazardous materials or hydrocarbons, and clean up any spills as soon as possible after they occur.	HLE and HLW	EMS, Section 8.3 HLE and HLW SWMPs
Riparian areas			
B22	The Proponent must ensure: all activities on waterfront land are constructed in accordance with the Guidelines for Controlled Activities on Waterfront Land (DPE 2022), Why do Fish Need to Cross the Road? Fish Passage Requirements for Waterway Crossings (NSW Fisheries 2003) and the Policy and Guidelines for Fish Habitat and Conservation and Management (NSW Fisheries, 2013), unless Water Group and Department of Primary Industries (DPIRD) Fisheries agrees otherwise.	HLE and HLW	EMS, Section 8.3, 8.4 HLE and HLW SWMPs and BMPs
Flooding			
B23	Except for the Gugaa Substation, the Proponent must ensure that the development does not materially alter the flood storage capacity, flows or characteristics in the development area or off-site.	HLE and HLW	EMS, Section 8.3 HLE and HLW SWMPs

ID	Condition	Responsibility (during Construction)	Plan
Soil and water EMP Sub-plan			
B24	Prior to the commencement of construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Applicant must prepare a Soil and Water Management Plan for the development to the satisfaction of the Planning Secretary. This plan must: (a) be prepared in consultation with the relevant Council, BCS and Water Group; (b) ensuring the requirements in conditions B18 to B23 are met; (c) managing flood risk during construction and operation; (d) investigating, assessing and managing contaminated land, soils, groundwater and blasting in the development area; (e) investigating, assessing and managing the potential for asbestos and other hazardous materials in the development area; (f) managing any unexpected and / or suspected contaminated land, asbestos and unexploded ordinance excavated, disturbed or otherwise discovered during construction; (g) a program to monitor and report on the impacts and environmental performance of the development. Following the Planning Secretary's approval, the Proponent must implement the Soil and Water Management Plan. Note: The Soil and Water Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.	HLE and HLW	EMS, Section 8.3 HLE and HLW SWMPs

ID	Condition	Responsibility (during Construction)	Plan
Biodiversity			
Restrictions on clearing and habitat			
B25	Unless otherwise agreed with the Planning Secretary, the Proponent must: (a) ensure that the vegetation and habitat clearing limits specified in Table 2-1, Table 2-2 and Table 2-3 of Appendix 2 are not exceeded; and (b) minimise: (i) the impacts of the development on hollow-bearing trees; (ii) the impacts of the development on threatened species; and (iii) the clearing of native vegetation and key habitat; and (c) not undertake any works that result in ground disturbance within a minimum setback distance of 50 metres from PCT 637 – Alpine and sub-alpine peatlands, damp herbfields and fens, South Eastern Highlands Bioregion and Australian Alps Bioregion and 30 metres from known locations of Prasophylum bagoensis, Prasophylum keltonni and Pterostylis oreophila as mapped in the BDAR.	HLE and HLW	EMS, Section 8.4 HLE and HLW BMPs
Biodiversity offset package			
B26	Prior to carrying out any development that would impact on biodiversity values requiring offset or within 3 months of the date of the Project Approval whichever is sooner, the Proponent must update the Biodiversity Offset Package (Package) that is consistent with the EIS, in consultation with BCS and BCT and to the satisfaction of the Planning Secretary in writing. The Package must include, but not necessarily be limited to: (a) details of the specific biodiversity offset measures to be implemented and delivered in accordance with the EIS; (b) the cost for each specific biodiversity offset measure, as determined in accordance with a BCF Charge Statement indexed on a monthly basis in accordance with the Biodiversity Offsets Payment Calculator Order 2022;	Transgrid	EMS, Section 8.4 Biodiversity Offset Package

ID	Condition	Responsibility (during Construction)	Plan
	(c) the timing and responsibilities for the implementation and delivery of the measures required in the Package; (d) a report to be provided every 6 months from the approval of the updated Package to the Planning Secretary, BCS and the BCT setting out the progress towards delivering each specific biodiversity offset measure; and (e) confirmation that the biodiversity offset measures will have been implemented and delivered no later than 13 November 2026, unless otherwise agreed with the Planning Secretary. Following the Planning Secretary's approval, the Proponent must implement and deliver the Biodiversity Offset Package.		
B27	Prior to carrying out any development that could impact the biodiversity values requiring offset, the Proponent must lodge bank guarantee(s) with a total value of $502,332,107, in accordance with the Deed of Agreement with the Planning Secretary (or delegate) executed on 10 October 2024. The Proponent must comply with the terms of the Deed.	Transgrid	EMS, Section 8.4 Biodiversity Offset Package
Supplementary Biodiversity Strategy			
B28	Prior to carrying out any development that would impact on the relevant biodiversity values (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare a Supplementary Biodiversity Strategy as committed to in the EIS, in consultation with BCS and to the satisfaction of the Planning Secretary. Unless otherwise agreed by the Planning Secretary, the Strategy must: (a) be peer reviewed by a suitably qualified, experienced and independent biodiversity consultant with Biodiversity Assessment Method (2020) (BAM) Accreditation whose appointment has been endorsed by the Planning Secretary; (b) detail survey methods for all entities to be targeted by the Strategy, in accordance with the Biodiversity Assessment Method (2020) and any other	Transgrid	EMS, Section 8.4 Supplementary Biodiversity Strategy

ID	Condition	Responsibility (during Construction)	Plan
	guidance document that is relevant and applicable at the time surveys were undertaken or the BDAR was prepared, including but not limited to: (i) surveys within unsurveyed areas of the development area identified in the EIS where a reduction in credit liability for the relevant biodiversity value assumed present is being sought; (ii) surveys for the following serious and irreversible impact (SAII) entities: • *Prasophyllum bagoense* • *Pomaderris pallida* • *Pterostylis oreophila* • *Mixophyes balbus* • *Caladenia concolor* • *Prasophyllum keltonii* • *Genoplesium superburn* • *Bossiae fragrans* • *Pomaderris delicatat* • *Eucalyptus robertsonii subsp, hemisphaerica* • *Litoria castanea* • *Grevillea wilkinsonii* • *Prasophyllum innubum* • *Chalinolobus dwyeri* • *Solanum armourense* • *Pseudomy fumeus* • *Calotis glandulosa* • *Pimelea bracteata* • *Grevillea iaspicula* • *Tyto tenebricosa*		
Biodiversity Assessment Verification Report			
B29	Unless otherwise agreed by the Planning Secretary, prior to carrying out any development that would impact on the relevant biodiversity values subject to survey in the Supplementary Biodiversity Strategy in condition B28 (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare a Biodiversity Assessment Verification Report in consultation with BCS and to the satisfaction of the Planning Secretary. The Report must:	Transgrid	EMS, Section 8.4 Biodiversity Assessment Verification Report

ID	Condition	Responsibility (during Construction)	Plan
	(a) be prepared by a suitably qualified, experienced and independent biodiversity consultant with Biodiversity Assessment Method (2020) (BAM) Accreditation whose appointment has been endorsed by the Planning Secretary; (b) be prepared in accordance with reference to the Biodiversity Assessment Method (2020) and any other guidance document that is relevant and applicable at the time surveys were undertaken or the BDAR was prepared; (c) be prepared with regard to the final layout plans for the development required under condition C8, including the location of final access routes within each clearing zone and stockpile locations; (d) include: (i) detail of the outcomes of surveys undertaken in accordance with condition B28; (ii) where species are found to be present following the surveys undertaken under condition B28 or that are assumed to be present, identify measures to avoid and / or mitigate the impact to those entities for inclusion in a revised version of the Biodiversity Management Plan required under condition B30; (e) provide findings and recommendations relating to the matters in (d), including, but not limited to, reducing the relevant credit obligations and calculating credit obligations for unexpected finds. Any required changes to biodiversity offset or mitigation measures arising from the Biodiversity Assessment Verification Report must be incorporated into an updated revised version of the Biodiversity Offset Package under condition B26 in consultation with BCS and BCT and addressed in a revised version of the Biodiversity Management Plan required under condition B30, in consultation with BCS and FCNSW, to the satisfaction of the Planning Secretary.		
Biodiversity Management Plan			
B30	Prior to carrying out any development (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works	HLE and HLW	EMS, Section 6.4 HLE and HLW BMPs

ID	Condition	Responsibility (during Construction)	Plan
	Management Plan of condition B64) that could impact biodiversity values that require offsetting, the Proponent must prepare a Biodiversity Management Plan for the development to the satisfaction of the Planning Secretary. This plan must: (a) be prepared by a suitably qualified and experienced biodiversity expert/s; (b) be prepared in consultation with BCS and FCNSW; (c) be prepared generally in accordance with the Revised Biodiversity Development Assessment Report (Revision 0, dated 21 June 2024); (d) include a description of the measures that would be implemented for: (i) meeting the biodiversity mitigation requirements in condition B25 and as required by condition B29; (ii) minimising: • the amount of vegetation clearing on site; • the loss of key fauna habitat (including tree hollows); • the impacts of fauna on site, including undertaking pre-clearance surveys; and • potential indirect impacts on threatened flora and fauna species; (iii) ensuring the development does not adversely affect the native vegetation and habitat outside the disturbance footprint; (iv) protocols for unexpected finds of threatened species and threatened ecological communities within the disturbance footprint including the requirements for: • all work in the associated location to stop to prevent further impact, and • notification to the Planning Secretary and BCS (and AG DCCEEW where relevant) in writing on any additional mitigation measures to be implemented; and • relevant agencies to be consulted and the Planning Secretary to endorse recommencement of work;		

ID	Condition	Responsibility (during Construction)	Plan
	(v) connectivity strategy for the potentially impacted species identified in the Revised Biodiversity Development Assessment Report (Revision 0, dated 21 June 2024) and a Supplementary Hollow and Nest Strategy; (vi) protecting the conservation values of McPhersons Plain and avoiding impacts to Prasophyllum bagoensis, Prasophyllum keltonni and Pterostylis oreophila; (vii) rehabilitating temporary disturbance areas to facilitate natural regeneration of suitable native species; (viii) progressively monitoring the areas of partial clearance following the commencement of construction and provision of a verification report every three months during construction to confirm the assumptions made in the BDAR regarding partial clearance within the Easement Clearing Zone and whether any changes are required to this plan; (ix) maximising the salvage of resources within the approved disturbance area – including vegetative and soil resources – for beneficial reuse (such as fauna habitat enhancement) during the rehabilitation and revegetation of the site; (x) collecting and propagating seed (where relevant); (xi) controlling erosion, weeds and feral pests; (xii) bushfire management; (xiii) minimising impacts on entities at risk of a serious and irreversible impact (SAII), including for Box Gum Woodland, Rice Flower (Pimelea bracteata) and Sooty Owl (Tyto tenebricosa) and other entities that are identified as requiring mitigation measures in the Biodiversity Assessment Verification Report required by condition B29 and the additional mitigation measures outlined in the additional information (Transgrid proposal dated 2 September 2024) within three years of the date of the Project Approval (over and above the relevant credit obligations); and		

ID	Condition	Responsibility (during Construction)	Plan
	(e) include a program to monitor, evaluate and publicly report on the effectiveness of these measures. Following the Planning Secretary's approval, the Proponent must implement the Biodiversity Management Plan. Note: The Biodiversity Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		
Heritage			
Unsurveyed Areas			
B31	Prior to carrying out any construction within the unsurveyed areas of the development area identified in the EIS, or any potential archaeological deposits (PADs) identified for impact during detailed design, the Proponent must provide an Addendum Aboriginal Cultural Heritage Assessment Report (Addendum ACHAR), prepared in consultation with the Aboriginal stakeholders and Heritage NSW, to the satisfaction of the Planning Secretary. The report must: a) include details of consultation with the Aboriginal stakeholders; b) describe the additional Aboriginal heritage surveys that were undertaken, including test excavations of PADs; c) describe any potential additional impacts to heritage items; d) identify further mitigation measures, including avoidance or salvage; e) include detailed justification where the final transmission line alignment is not able to avoid impacts to heritage items; and f) provide an updated and consolidated list of sites that would be protected and remain in-situ throughout construction and sites that would be salvaged and relocated to suitable alternative locations.	HLE and HLW	EMS, Section 8.5 HLE and HLW HMPs

ID	Condition	Responsibility (during Construction)	Plan
Protection of heritage items			
B32	The Proponent must: (a) ensure the development does not cause any harm to any Aboriginal heritage objects/sites or historic heritage items located outside the approved construction area (see Table 3-1 and Table 3-3 of Appendix 3); (b) manage the sites identified in Table 3-2 of Appendix 3 in accordance with the specified mitigation and management measures and in accordance with the requirements of the Heritage Management Plan, as outlined in condition B33, including any subsequent revision of this plan; (c) implement all reasonable and feasible measures to avoid and minimise harm to historic heritage items within the approved construction area (identified in Table 3-4 of Appendix 3); and (d) salvage and relocate items that would be impacted to a suitable location, in accordance with the Heritage Management Plan described in condition B33.	HLE and HLW	EMS, Section 8.5 HLE and HLW HMPs
Heritage Management Plan			
B33	Prior to carrying out any development (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64) that could harm heritage values, the Proponent must prepare a Heritage Management Plan for the development to the satisfaction of the Planning Secretary. This plan must: (a) be prepared by a suitably qualified and experienced Aboriginal cultural heritage specialist whose appointment has been endorsed by the Planning Secretary; (b) be prepared in consultation with Aboriginal Stakeholders, NPWS and reviewed by Heritage NSW; (c) undertake an assessment of the unsurveyed areas of the construction areas, in accordance with the Code of practice for archaeological investigation of Aboriginal objects in NSW (DECCW, 2010);	HLE and HLW	EMS, Section 8.5 HLE and HLW HMPs

ID	Condition	Responsibility (during Construction)	Plan
	(d) include a description of the measures that would be implemented for: (i) protecting heritage items in accordance with conditions B32(a); (ii) undertaking the management activities specified in Table 3-2 of Appendix 3, including a detailed methodology for each of the approved management activities; (iii) avoiding harm to the heritage items specified in Table 3-1 and Table 3-3 of Appendix 3; (iv) undertaking detailed reporting on the outcomes of management activities including (but not limited to) archival recording and analysis of stone artefact assemblages and other information relevant to addressing research questions; (v) a strategy for the management of any salvaged Aboriginal objects; (vi) a contingency plan and reporting procedure if: • heritage items outside the approved construction area are harmed; • previously unidentified heritage items are found; or • skeletal material is discovered; (vii) ensuring workers on site receive suitable heritage inductions prior to carrying out any development on site, and that records are kept of these inductions; and (viii) ongoing consultation with Aboriginal Stakeholders during the implementation of the plan; and (e) include a program to monitor and report on the effectiveness of these measures and any heritage impacts of the project. Following the Planning Secretary's approval, the Proponent must implement the Heritage Management Plan. Note: The Heritage Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		

ID	Condition	Responsibility (during Construction)	Plan
Traffic and transport			
Designated heavy and Heavy Vehicle Requiring Escort Routes			
B34	All heavy vehicles requiring escort associated with the development must only travel to and from the site via the construction routes described in the EIS, as identified in Figure 4-2 in Appendix 4, unless the Planning Secretary agrees otherwise. Note: The Proponent is required to obtain relevant permits and approvals under the Heavy Vehicle National Law (NSW) for the use of over-dimensional vehicles on the road network.	HLE and HLW	EMS Section 8.6 HLE and HLW TTMPs
B35	All heavy and light vehicles associated with construction, upgrading and decommissioning of the development must travel to and from the site via the construction routes as described in the EIS and identified in the Figure 4-1 in Appendix 4, unless the Planning Secretary agrees otherwise.	HLE and HLW	EMS Section 8.6 HLE and HLW TTMPs
Transport Strategy			
B36	Prior to commencing the relevant road upgrades referenced in Table 4-1 of Appendix 4, the Proponent must prepare a Transport Strategy for those road upgrades, in consultation with the TfNSW and relevant Council(s), to the satisfaction of the Planning Secretary, which: (a) identifies the location and type of any necessary road upgrades (including roads, intersections and access points); (b) ensures the road upgrades comply with the Austroads Guide to Road Design (as amended by TfNSW supplements), unless the relevant road authority agrees otherwise; (c) includes strategic concept designs prepared in accordance with Austroads Guide to Road Design (as amended by TfNSW supplements);	HLW	HLW Transport Strategy

ID	Condition	Responsibility (during Construction)	Plan
	(d) includes a detailed assessment of potential impacts of any necessary road upgrades (such as heritage and biodiversity impacts) and appropriate mitigation measures, including consideration of cumulative traffic impacts from approved projects; (e) include a schedule for the commencement and completion of all necessary road upgrades; (f) identifies whether intersections and access points would be permanent or temporary.		
Road upgrades			
B37	Unless the Planning Secretary agrees otherwise, the Proponent must implement the road upgrades identified in Appendix 4 in accordance with the relevant standard and timing requirements in Appendix 4, and to the satisfaction of the relevant roads authority. If there is a dispute about the road upgrade works, or the implementation of these works, then either party may refer the matter to the Planning Secretary for resolution.	HLE and HLW	HLE and HLW TTMPs
Road maintenance			
B38	The Proponent must: (a) undertake an independent dilapidation survey: (i) assessing the existing condition of all local roads on the transport route shown in Figure 4-1 to Figure 4-4 in Appendix 4 (including local road crossings) prior to Enabling Works, construction, upgrading or decommissioning works; and (ii) assessing the condition of all local roads on the transport route (including local road crossing); • within 1 month of the completion of construction, upgrading or decommissioning works, or within a timeframe agreed to by the relevant roads authority/manager;	HLE and HLW, with the exception of disputes which Transgrid will lead	EMS Sections 5.5, 8.6 HLE and HLW TTMPs

ID	Condition	Responsibility (during Construction)	Plan
	• on an annual basis during construction, or within a timeframe agreed to by the relevant roads authority/manager; (b) repair (or pay the full costs associated with repairing) any damage to local roads on the transport route (including local road crossings) as a result of development related road traffic: (i) as soon as possible after the damage is identified but within 7 days at the latest if it could endanger road safety; and (ii) within 2 months of the completion of the survey; unless the relevant roads authority agrees otherwise; (c) prepare a report in consultation with the relevant roads authority. If there is a dispute about the road maintenance works, or the implementation of these works, then either party may refer the matter to the Planning Secretary for resolution.		
Traffic and Transport Management Plan			
B39	Prior to commencing construction or road upgrades identified in condition B37 (whichever comes first) but excluding Enabling Works where the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64, the Proponent must prepare a Traffic Management Plan for the development in consultation with FCNSW, TfNSW, Snowy Valleys Council, Wagga Wagga City Council, Cootamundra-Gundagai Regional Council, Yass Valley Council, Upper Lachlan Shire Council and Goulburn-Mulwaree Council, and to the satisfaction of the Planning Secretary. This plan must include: (a) details of the transport route to be used for all development-related traffic; (b) details of the road upgrade works required by condition B37; (c) details of the measures that would be implemented to comply with the transport management requirements in conditions B34 to B38; (d) details of the measures that would be implemented to:	HLE and HLW	EMS Section 8.6 HLE and HLW TTMPs

ID	Condition	Responsibility (during Construction)	Plan
	(i) minimise traffic safety impacts of the development and disruptions to local road users during construction, upgrading or decommissioning works, including: • a description of the proposed timeframe and schedule of construction works; • a description of the proposed dilapidation surveys required by condition B37; • strategic concept designs and procedures for stringing cables and transmission lines across roads to ensure compliance with Austroads Guide and TfNSW requirements (for crossing of state roads); • scheduling heavy vehicle movements to avoid peak periods where reasonable and feasible; • reducing the speeds of development-related traffic at key intersections (not applicable to Hume Highway); • temporary traffic controls, including detours and signage; • notifying the local community about development-related traffic impacts; • procedures for receiving and addressing complaints from the community about development- related traffic; • minimising potential cumulative traffic impacts with other projects in the area; • minimising potential conflict between development-related traffic and rail services, stock movements and school buses, in consultation with local schools, including preventing queueing on the public road network; • implementing measures to minimise development-related traffic on the public road network outside standard construction hours; • minimising dirt and debris tracked on to the public road network from development related-traffic; • details of the employee shuttle bus service, including pick-up and drop-off points and associated parking arrangements for construction workers, and measures to encourage employee use of this service;		

ID	Condition	Responsibility (during Construction)	Plan
	• measures for managing light vehicle peak numbers, such as car-pooling or ride sharing by employees; • scheduling the haulage vehicle movements to minimise convoy lengths or platoons; • responding to local climate conditions that may affect road safety, such as, fog, dust, wet weather and flooding; • ensuring loaded vehicles entering or leaving the site have their loads covered or contained and leave site in a forward direction; • a schedule for the periodic inspection and maintenance of the condition of all local roads used by development-related traffic; • responding to any emergency repair or maintenance requirements; • provisions for maintaining emergency vehicle access to the site at all times; • a traffic management system for managing over-dimensional vehicles; and • fatigue management; (ii) minimise the impacts of the road and intersection upgrades of the development; (iii) minimises parking on the public road network; (iv) maintain all roads and water-related infrastructure on site in a safe and serviceable condition; (v) minimise the traffic noise impacts of the development; (e) include a drivers code of conduct that addresses: (i) travelling speeds; (ii) procedures to ensure that drivers to and from the development adhere to the designated heavy vehicles requiring escort and heavy vehicle routes; (iii) procedures to ensure that drivers to and from the development implement safe driving practices; and;		

ID	Condition	Responsibility (during Construction)	Plan
	(iv) including a detailed program to monitor and report on the effectiveness of these measures and the code of conduct. (f) include a program to: (i) ensure drivers working on the development receive suitable training on the code of conduct and any other relevant obligations under the Traffic and Transport Management Plan; and (ii) monitor and publicly report on the effectiveness of these measures. (g) a flood response plan detailing procedures and options for safe access to and from the site in the event of flooding. Following the Planning Secretary's approval, the Proponent must implement the Traffic and Transport Management Plan. Note: The Traffic and Transport Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		
AVIATION			
Aerial activities			
B40	Prior to submitting the Final Layout Plans for the section of the transmission line within 3 nautical miles of the aircraft landing area located at Lot 108 DP757214 (as identified in additional information dated 1 October 2024), the Proponent must provide reasonable and feasible measures or negotiated agreement to minimise impacts commensurate to the impact to aerial activities that are affected by the erection and/or operation of the transmission line and towers/the project, such as increasing setbacks, funding the cost difference between the pre-development aerial activities and a reasonable alternative method and/or funding the cost to relocate the landing area in consultation with owners or managers of these aircraft landing areas to the satisfaction of the Planning Secretary.	HLW	Plans will be provided and evidence maintained to demonstrate measures implemented and/or agreements negotiated.

ID	Condition	Responsibility (during Construction)	Plan
	Following approval by the Planning Secretary, the Proponent must implement these measures.		
Visual amenity			
Visual impact mitigation			
B41	Unless the Planning Secretary agrees otherwise, for a period of 2 years from the commencement of operations, the owners of residences A29, A33, A67, C35, E27, H56, K23, K40, K44, K45, K46, K47, K48, O18, O45, Q20, R12, R24, S12, T14, T15 and T16 as identified in the EIS may ask the Proponent to implement visual impact mitigation measures on their land to minimise the visual impacts of the development on their residence (including its curtilage). Upon receiving such a written request from the owner of these residences, the Proponent must implement appropriate mitigation measures (such as landscaping and vegetation screening) in consultation with the owner. These mitigation measures must be reasonable and feasible, aimed at reducing the visibility of the transmission line and towers from the residence and its curtilage, and commensurate with the level of visual impact on the residence. All agreed mitigation measures must be implemented within 12 months of receiving the written request, unless the Planning Secretary agrees otherwise. If the Proponent and the owner cannot agree on the measures to be implemented, or there is a dispute about the implementation of these measures, then either party may refer the matter to the Planning Secretary for resolution. To avoid any doubt, mitigation measures are not required to be implemented to reduce the visibility of transmission lines and towers from any other locations on the property other than the residence and its curtilage.	Transgrid	EMS, Section 8.7
B42	Prior to submitting the Final Layout Plans for any towers located within 450 m of residence A29, K23, Q20, R12, R24 and S12 and the Proponent must provide reasonable and feasible measures or negotiated agreement to minimise the visual	Transgrid	EMS, Section 8.7

ID	Condition	Responsibility (during Construction)	Plan
	impacts on residence A29, K23, Q20, R12, R24 and S12, including increasing setbacks, in consultation with the owner of the residence, to the satisfaction of the Planning Secretary. Following approval by the Planning Secretary, the Proponent must implement these measures.		
B43	Prior to submitting the Final Layout Plans for towers located within 1000 m of V23 (the 'Hillas Homestead and Outbuildings'), the Proponent must provide reasonable and feasible measures to minimise the visual impacts on V23 and its curtilage, commensurate with the level of visual impact on the heritage item and its curtilage, in consultation with the landowner and Heritage Council, to the satisfaction of the Planning Secretary. The Final Layout Plans must be informed by photomontages (or equivalent representation) of existing views from V23 and its curtilage. Following approval by the Planning Secretary, the Proponent must implement these measures.	HLE	HLE HMP
Visual appearance			
B44	The Proponent must: (a) take reasonable steps to minimise the off-site visual impacts of the development; and (b) not mount any advertising signs or logos on site, except where this is required for identification or safety purposes.	HLE and HLW	EMS, Section 8.7 HLE and HLW ACMPs
Lighting			
B45	The Proponent must: (a) take all reasonable steps to minimise the off-site lighting impacts of the development; and (b) ensure that any external lighting associated with the development: (i) is installed as low intensity lighting (except where required for safety or emergency purposes);	HLE and HLW	Design

ID	Condition	Responsibility (during Construction)	Plan
	(ii) does not shine above the horizontal; and (iii) complies with Australian/New Zealand Standard AS/NZS 4282:2019 – Control of Obtrusive Effects of Outdoor Lighting.		
Radiocommunications			
B46	Prior to submitting the Final Layout Plans for tower locations, the Proponent must take all reasonable and feasible measures to avoid impacts to the Public Safety Network microwave link paths, including relocating towers to avoid the 100 m exclusion zone, in consultation with the NSW Telecommunications Authority.	HLE and HLW	HLE CEMP HLW – Design compliance reports and property agreements
B47	If the Proponent cannot avoid the 100 m exclusion zone, the Proponent must ensure there is no disruption to the Public Safety Network microwave link paths in the area in consultation with the NSW Telecommunications Authority prior to constructing towers within the exclusion zone.	HLE and HLW	HLE CEMP HLW – Design compliance reports and property agreements
B48	If the development results in the disruption to any radio communications services (including point-to-point microwave links) in the area, then the Applicant must make good any disruption to these services as soon as possible following the disruption, but no later than 1 month following the disruption of the service unless the relevant service provider or user or Planning Secretary agrees otherwise.	HLE and HLW – pre-construction and construction Transgrid - Operations	HLE CEMP HLW – Design compliance reports, property agreements and responding to issues and complaints
Hazard and risk			
Dangerous goods			
B49	The Proponent must ensure that the storage, handling, and transport of dangerous goods is undertaken in accordance with the relevant Australian Standards and guidelines, particularly AS1940 The storage and handling of flammable and combustible liquids and AS/NZS 1596:2014 The storage and handling of LP Gas, the Dangerous Goods Code, and the EPA's Storing and Handling of Liquids: Environmental Protection -- Participants Manual.	HLE and HLW	EMS, Section 8.8 HLE and HLW ACMPs
Electric and magnetic fields			

ID	Condition	Responsibility (during Construction)	Plan
B50	The Proponent must ensure that the design, construction and operation of the development is managed to comply with the applicable electric and magnetic fields (EMF) limits in the International Commission on Non-Ionizing Radiation Protection (ICNIRP) Guidelines for limiting exposure to time-varying electric and magnetic fields (1Hz-100kHz) (ICNIRP, 2010).	HLE and HLW (Design and Construct) Transgrid - Operations	Design HLE CEMP HLW – Design and construction reports
Bushfire safety			
Operating conditions			
B51	The Proponent must: (a) minimise the fire risks of the development, including managing vegetation fuel loads on-site; (b) ensure that the development; (i) complies with the relevant asset protection requirements in the RFS's Planning for Bushfire Protection 2019 (or equivalent) and Standards for Asset Protection Zones; (ii) is suitably equipped to respond to any fire on site, including provision of a 20,000 litre water supply tank fitted with a 65 mm Storz fitting and a FRNSW compatible suction connection located at each of the construction compounds; (iii) incorporates the recommendations of a fire risk assessment as per the network operator's design standards; (c) ensures that buildings within the compounds comply with Australian Standard AS3959-2018 Construction of buildings in bushfire-prone areas (or equivalent) and RFS's Planning for Bushfire Protection 2019; (d) ensure any fire trails or asset protection zones associated with the development are wholly contained within the approved disturbance area; (e) develop procedures to manage potential fires on site, in consultation with the RFS, FRNSW, FCNSW and NPWS;	HLE and HLW	EMS, Section 5.8 HLE and HLW BFEMPs

ID	Condition	Responsibility (during Construction)	Plan
	(f) assist the RFS, FRNSW, FCNSW, NPWS and emergency services as much as practicable if there is a fire in the vicinity of the site; and (g) notify the relevant local emergency management committee following completion of construction of the development, and prior to commencing operations.		
Emergency Plan			
B52	Prior to commencing Enabling Works (unless the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64) and/or construction, the Proponent must develop and implement a comprehensive Emergency Plan and detailed emergency procedures for the development, including an evacuation plan for the accommodation camps, and provide a copy of the plan to the local Fire Control Centre and FRNSW. The Applicant must keep two copies of the plan on-site in a prominent position adjacent to the site entry point(s) to the construction compounds and substations at all times. The plan must: (a) be consistent with the Department's Hazardous Industry Planning Advisory Paper No. 1, 'Emergency Planning' and RFS's Planning for Bushfire Protection 2019 (or equivalent); (b) be consistent with the NSW RFS document: A Guide to Developing a Bush Fire Emergency Management and Evacuation Plan; (c) detail access provisions for emergency vehicles and contact details for both a primary and alternative site contact who may be reached 24/7 in the event of an emergency; (d) include procedures for the storage and maintenance of any flammable materials; (e) include fire emergency management planning, including:	HLE and HLW	EMS, Section 5.8 HLE and HLW BFEMPs

ID	Condition	Responsibility (during Construction)	Plan
	(i) details of the location, management and maintenance of the Asset Protection Zone and on-site water supply tanks; (ii) a list of works that should not be carried out during a total fire ban; (iii) identify the fire risks and hazards and details measure for the development to prevent fires igniting; (iv) include availability of fire suppression equipment, access and water; (v) details of how RFS would be notified, and procedures that would be implemented in the event that: • there is a fire on-site or in the vicinity of the site; • there are any activities on site that would have the potential to ignite surrounding vegetation; or • there are any proposed activities to be carried out during a bushfire danger period; and (vi) detail specific response measures in the case of flood to ensure site safety; (vii) describe the specific emergency exit routes to be used in the case of flood and include evidence of access agreements with relevant landowners (e.g. right of carriageway); and (viii) include an Emergency Services Information Package in accordance with Emergency Services information and tactical fire plan (FRNSW, 2019) to the satisfaction of FRNSW and RFS; (ix) operational procedures in the event of bushfires to minimise interference with aerial firefighting operations; and (x) include details of how live transmission infrastructure can be safely isolated in an emergency. Note: The Emergency Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		

ID	Condition	Responsibility (during Construction)	Plan
Waste			
B53	Waste generated during construction, operation, upgrading and decommissioning 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.	HLE and HLW	EMS, Section 8.9 HLE and HLW WMPs
B54	The importation of waste and the storage, treatment, processing, reprocessing or disposal of such waste must comply with the Protection of the Environment Operations Act 1997, the Protection of the Environment Operations (Waste) Regulation 2014, and orders or exemptions under the regulation.	HLE and HLW	EMS, Section 8.9 HLE and HLW WMPs
B55	Waste must only be exported to a site licensed by the EPA for the storage, treatment, processing, reprocessing or disposal of the subject waste, or in accordance with a Resource Recovery Exemption or Order issued under the Protection of the Environment Operations (Waste) Regulation 2014, or to any other place that can lawfully accept such waste.	HLE and HLW DPs	EMS, Section 8.9 HLE and HLW WMPs
B56	All waste that is removed from site must be classified in accordance with the EPA's Waste Classification Guidelines, with appropriate records and disposal dockets retained for audit purposes.	HLE and HLW	EMS, Section 8.9 HLE and HLW WMPs
B56	Prior to commencing construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare and implement a Waste Management Plan in consultation with Councils and the EPA. This program must detail:	HLE and HLW	EMS, Section 8.9 HLE and HLW WMPs

ID	Condition	Responsibility (during Construction)	Plan
	(a) the anticipated quantity, type and quality of the waste produced and their intended fate; (b) details of how waste will be segregated, handled, stored, managed and then collected and transported for treatment and/or disposal; (c) any materials produced which will require a specific Resource Recovery Order; (e) any materials produced under a Resource Recovery Order, and the controls and procedures in place for meeting the conditions of that order; (e) any testing or monitoring procedures; (f) how materials segregation will be achieved, particularly the segregation of contaminated soils, resource recovery materials and waste generated from the accommodation camps; and (g) the capability of the waste management facilities in Councils LGAs to accept the volumes of waste, including from the accommodation camps predicted to be deposited and any associated approvals required to create and/or expand waste storage or disposal facilities and arrangements for transporting waste to the waste management facilities. Note: The Waste Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		
Accommodation Camps			
B58	Unless the Planning Secretary agrees otherwise, the proponent must construct and operate the accommodation camps as described in the EIS and in Appendix 1 of this approval, in accordance with staging set out in B59(e), prior to commencing construction.	HLE and HLW	HLE and HLW ACMPs
B59	Prior to commencing construction of the accommodation camps, but excluding Enabling Works where the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64, the Proponent	HLE and HLW	HLE and HLW ACMPs

ID	Condition	Responsibility (during Construction)	Plan
	must prepare an Accommodation Camp Management Plan in consultation with the relevant Council and TfNSW, and to the satisfaction of the Planning Secretary. Unless the Planning Secretary agrees otherwise, the plan must: (a) ensure utilities at the accommodation camps, including water, wastewater, waste and electricity, are designed and located in accordance with the relevant Council specifications and relevant standards; (b) ensure the accommodation camps comply with conditions B23 and B51; (c) ensure any treated wastewater from the accommodation camps used for dust suppression during construction: (i) complies with the Australian and New Zealand Environment and Conservation Council (ANZECC) & Agriculture and Resource Management Council of Australia and New Zealand (ARMCANZ) (2000) Guidelines for irrigation water quality; (ii) meets the requirements of the Public Health Act 2010; (d) include measures for dust suppression within the accommodation camp; (e) quantify the proposed capacity of workers accommodated at each accommodation camp or stage of accommodation camp and how the proposed staging of the camp meets the construction workforce for that stage timeframe; (f) provide the site layout including building locations, vehicle access and movement, site servicing and utilities infrastructure; (g) include a blade throw risk assessment for the Crookwell temporary workers accommodation camp and detail any mitigation measures required as an outcome of the assessment; (h) include measures to support local suppliers in servicing the camp where possible; and (i) include measures to facilitate worker cohesion, safety, health and wellbeing and provision of on-site medical services. The Proponent must implement the Accommodation Camp Management Plan.		

ID	Condition	Responsibility (during Construction)	Plan
	Note: The Accommodation Camp Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		
Local business and employment strategy			
B60	Prior to commencing construction, (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare a Local Business and Employment Strategy for the development in consultation with the relevant Council. This strategy must: (a) consider the cumulative impacts associated with other State significant projects in the area; and (b) investigate options for prioritising the employment of local and Aboriginal workforce and suppliers for the construction of the development, where feasible. The Proponent must implement the Local Business and Employment Strategy. Note: The Local Business and Employment Strategy must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B66.	HLE and HLW	HLE and HLW LBESs
Social			
Social Impact Management Plan			
B61	Prior to commencing construction, or commencing operation of the accommodation camps (whichever is first) excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64, the Proponent must prepare a Social Impact Management Plan for the development, to the satisfaction of the Planning Secretary. This plan must: (a) be prepared by suitably qualified and experienced persons/s;	HLE and HLW	EMS, Section 6.3 HLE and HLW SIMPs

ID	Condition	Responsibility (during Construction)	Plan
	(b) be prepared having regard to the EIS commitments for the preparation of the Social Impact Management Plan; (c) be developed in consultation with Councils and relevant affected stakeholders; (d) include a summary of the social baseline and assessment of social impacts and risks, including the social impact ratings; (e) refer to and be consistent with the strategy in condition A22; (f) describe the measures that would be implemented to enhance positive social impacts from the development; (g) describe the measures that would be implemented to manage and mitigate negative (and cumulative) social impacts, including: (i) impacts to near neighbours and the broader community; (ii) impacts to community cohesion, safety, health and wellbeing; (iii) access to social infrastructure and services; (iv) impacts to housing availability and affordability; (v) impacts to tourism; (vi) labour draw and impacts to local businesses and services; (vii) cumulative social impacts associated with other State significant development projects in the area (h) include a program to monitor, evaluate and publicly report on the effectiveness of these measures and any social impacts of the development, including: (i) identifying performance indicators, incorporating trigger action response plan; (ii) a yearly independent survey of the attitudes of the community about the development; (iii) procedures for analysing and comparing the results of monitoring and surveys against the baseline, the predicted social impacts and results of previous monitoring and surveys;		

ID	Condition	Responsibility (during Construction)	Plan
	(iv) recording community engagement and complaints as they relate to social issues; (v) adaptive management measures implemented or proposed; and (vi) preparing a quarterly monitoring report, to be publicly available on the project website; and (i) include details of who would be responsible for monitoring, reviewing and implementing the plan. Following the Planning Secretary's approval, the Proponent must implement the Social Impact Management Plan for the duration of construction. Note: The Social Impact Management Plan must incorporate all relevant aspects of the development, including Enabling Works consistent with the requirements of condition B67.		
Rehabilitation			
B62	Unless the Planning Secretary agrees otherwise, within 12 months of commencing operation of the project, the Proponent must decommission and rehabilitate the accommodation camps to the satisfaction of the Planning Secretary. This rehabilitation must comply with the objectives in Table 3. Table 3: Rehabilitation Objectives Accommodation camp objectives: • Safe, stable and non-polluting • All infrastructure including above and below ground to be decommissioned and removed to a depth of 500 mm, unless the Planning Secretary agrees otherwise • Restoring land capability to pre-existing productive capacity • Ensure public safety at all times	HLE and HLW	EMS, Section 8.4 HLE and HLW BMPs
B63	Unless the Planning Secretary agrees otherwise, within 6 months of the completion of construction, upgrading or decommissioning, the Proponent must rehabilitate	HLE and HLW	EMS, Section 8.4 HLE and HLW BMPs

ID	Condition	Responsibility (during Construction)	Plan
	the areas where ancillary facilities, accommodation camps and earthwork material sites are located. This rehabilitation must comply with the objectives in Table 4. Table 4: Rehabilitation objectives • Ancillary Facilities: Safe, stable and non-polluting; Progressively rehabilitate the site as soon as possible following disturbance; o be decommissioned and removed, unless the Planning Secretary agrees otherwise. • Land use: Restore land capability to pre-existing use • Community: Ensure public safety		
Enabling Works Management Plan			
B64	Prior to commencing Enabling Works, an Enabling Works Management Plan must be prepared which outlines the environmental management practices and procedures to be implemented. The Enabling Works Management Plan must be prepared in consultation with the relevant council(s) and government agencies. The Enabling Works Management Plan must include: (a) a description of activities to be undertaken during Enabling Works (including scheduling and duration of work to be undertaken at the site) focussing on low risk activities; (b) risk assessment for types of activities to be undertaken under the plan; (c) figures illustrating the proposed operational site layout and the location of the closest sensitive land use(s); (d) a program for ongoing analysis of the key environmental risks arising from the site establishment activities described in subsection (a) of this condition, including an initial risk assessment undertaken prior to the commencement of site establishment work; (e) details of how the activities described in subsection (a) of this condition will be carried out to:	Transgrid – plan preparation, approval, oversight and management HLE and HLW - implementation	EWMP

ID	Condition	Responsibility (during Construction)	Plan
	(i) meet the performance outcomes stated in the documents listed in Condition A1; (ii) ensure the accommodation camps comply with conditions B23 and B51; (iii) manage the risks identified in the risk analysis undertaken in subsection (b) of this condition; and (f) a program for monitoring the performance outcomes, including a program for construction noise monitoring.		
B65	Following the Planning Secretary's approval, the Proponent must implement the Enabling Works Management Plan for the duration of the Enabling Works.	Transgrid – oversight and management HLE and HLW - implementation	EWMP
B66	Unless otherwise agreed by the Planning Secretary, the Enabling Works must only be undertaken under the Enabling Works Management Plan for a period of 4 months from the commencement of the Enabling Works.	Transgrid	EWMP
B67	Unless otherwise agreed by the Planning Secretary, within 4 months of the commencement of the Enabling Works, the Proponent must update the approved management plans for the development to incorporate any relevant aspects of the Enabling Works Management Plan.	Transgrid	EWMP
Part C – Environmental management, reporting and auditing			
Environmental management strategy			
C1	Prior to commencing construction (excluding Enabling Works, if the relevant requirements of this condition are adequately addressed in the Enabling Works Management Plan of condition B64), the Proponent must prepare an Environmental Management Strategy for the development to the satisfaction of the Planning Secretary. This strategy must: (a) provide the strategic framework for environmental management of the development;	Transgrid	EMS

ID	Condition	Responsibility (during Construction)	Plan
	(b) identify the statutory approvals that apply to the development; (c) describe the role, responsibility, authority and accountability of all key personnel involved in the environmental management of the development; (d) set out the procedures that would be implemented to: (i) keep the local community and relevant agencies informed about the operation and environmental performance of the development; (ii) receive, handle, respond to, and record complaints; (iii) resolve any disputes that may arise; (iv) respond to any non-compliance; (v) respond to emergencies; and (e) include: (i) references to any strategies, plans and programs approved under the conditions of this approval; and (ii) a clear plan depicting all the monitoring to be carried out in relation to the development, including a table summarising all the monitoring and reporting obligations under the conditions of this approval. The Proponent must not commence construction until the Environmental Management Strategy is approved by the Planning Secretary. Following the Planning Secretary's approval, the Proponent must implement the Environmental Management Strategy.		
Revision of strategies, plans and programs			
C2	The Proponent must review and, if necessary, revise the strategies, plans or programs required under this approval to the satisfaction of the Planning Secretary within 3 months of the: (a) the submission of an incident report under condition C10; (b) the submission of an Independent Audit under condition C14;	HLE and HLW	EMS, Section 5.16

ID	Condition	Responsibility (during Construction)	Plan
	(c) any modification of the conditions of this approval; or (d) the issue of a direction of the Planning Secretary under condition A3 which requires a review.		
Staging, combining and updating strategies, plans or programs			
C3	With the approval of the Planning Secretary, the Proponent may: (a) prepare and submit any strategy, plan or program required by this approval on a staged basis (if a clear description is provided as to the specific stage and scope of the development to which the strategy, plan or program applies, the relationship of the stage to any future stages and the trigger for updating the strategy, plan or program); (b) combine any strategy, plan or program required by this approval (if a clear relationship is demonstrated between the strategies, plans or programs that are proposed to be combined); and (c) update any strategy, plan or program required by this approval (to ensure the strategies, plans and programs required under this approval are updated on a regular basis and incorporate additional measures or amendments to improve the environmental performance of the development).	HLE and HLW unless indicated as Transgrid in this Table.	EMS, Section 5.16 HLE and HLW CEMPs
C4	If the Planning Secretary agrees, a strategy, plan or program may be staged or updated without consultation being undertaken with all parties required to be consulted in the relevant condition in this approval.	HLE and HLW DPs unless indicated as Transgrid in this Table.	EMS, Section 5.16 HLE and HLW CEMPs
C5	If approved by the Planning Secretary, updated strategies, plans or programs supersede the previous versions of them and must be implemented in accordance with the condition that requires the strategy, plan or program.	HLE and HLW unless indicated as Transgrid in this Table.	EMS, Section 5.16 HLE and HLW CEMPs
C6	If the Planning Secretary agrees, a strategy, plan or program may be staged without addressing particular requirements of the relevant condition of this approval if those requirements are not applicable to the particular stage.	HLE and HLW unless indicated as Transgrid in this Table.	EMS, Section 5.16 HLE and HLW CEMPs

ID	Condition	Responsibility (during Construction)	Plan
Notifications			
Notification of Department			
C7	Prior to commencing development, construction, operations, upgrading or decommissioning of the development, the Proponent must notify the Department in writing via the Major Projects website portal of the date of commencing the relevant phase. If any of these phases of the development are to be staged, then the Proponent must notify the Department in writing prior to commencing the relevant stage, and clearly identify the development that would be carried out during the relevant stage.	HLE and HLW preparation of notifications Transgrid notification to DPHI	EMS, Section 5.14
Final Layout Plans			
C8	Prior to commencing construction, the Proponent must submit detailed plans of the final layout of the development to the Department via the Major Projects website, including: (a) details on siting of transmission towers, ancillary infrastructure and / or ancillary facilities; and (b) showing comparison to the approved layout and approved vegetation clearing. The Proponent must ensure that the development is constructed in accordance with the Final Layout Plans.	HLE and HLW - plan preparation Transgrid – provision to DPHI	EMS, Section 4.2
Work as Executed Plans			
C9	Prior to commencing operations, the Proponent must submit plans that confirm the constructed layout of the development and showing comparison to the final layout plans to the Planning Secretary, via the Major Projects website.	HLE and HLW - plan preparation Transgrid – provision of plans to DPHI	EMS, Sections 4.2
C10	The Department must be notified via the Major Projects website portal immediately after the Proponent becomes aware of an incident. The notification must identify the development (including the development application number and the name of	HLE and HLW – incident details and notification requirements to Transgrid	EMS, Sections 5.8, 5.14

ID	Condition	Responsibility (during Construction)	Plan
	the development if it has one), and set out the location and nature of the incident. Subsequent notification requirements must be given, and reports submitted in accordance with the requirements set out in Appendix 5.	Transgrid - provision of incident details and subsequent information to DPHI	
Non-compliance notification			
C11	Within seven days of becoming aware of a non-compliance, the Applicant 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 development (including the development application number and name), set out the condition of this consent that the development 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.	HLE and HLW – non-compliance details and notification requirements to Transgrid Transgrid - provision of non-compliance details and subsequent information to DPHI	EMS, Section 5.10, 5.14
Notification of landholders			
C12	Prior to the commencement of construction, the Proponent must notify the owners of receivers listed in conditions B40, B42 and B43, as identified in the EIS, of their rights under conditions B40, B42 and B43.	Transgrid	HLE and HLW CCSs
Independent Environmental Audit			
C13	Independent Audits of the development must be conducted and carried out in accordance with the Independent Audit Post Approval Requirements (2020) or as updated from time to time and published on the Department's website.	HLE and HLW	EMS, Section 5.9
C14	Make each Independent Audit Report, and response to it, publicly available within 60 days of submission to the Planning Secretary.	HLE and HLW	EMS, Section 5.9

ID	Condition	Responsibility (during Construction)	Plan
Access to Information			
C15	The Proponent must: (a) make the following information and documents publicly available on its website as relevant to the stage of the development: (i) the EIS; (ii) the final layout plans for the development; (iii) current statutory approvals for the development; (iv) approved strategies, plans or programs required under the conditions of this approval; (v) the proposed staging plans for the development if the construction, operation and/or decommissioning of the development is to be staged; (vi) a comprehensive summary of the monitoring results of the development, which have been reported in accordance with the various plans and programs approved under the conditions of this approval; (vii) how complaints about the development can be made; (viii) a record of complaints, which is to be updated on a monthly basis; (ix) any independent environmental audit, and the Proponent's response to the recommendations in any audit; and (x) any other matter required by the Planning Secretary; and (b) keep this information up to date.	HLE and HLW – preparation of relevant information where indicated in this table Transgrid – make information available on the project website	EMS, Section 6.5

EPBC Act Conditions (EPBC Number 2021/9121)

ID	Condition	Responsibility	Plan
Part A – Avoidance, mitigation and compensation			
Clearing Limits			
1	The approval holder must undertake clearing and construction activities in accordance with conditions A2(c) and A2(d) of the NSW approval to the extent that they relate to protected matters.	HLE and HLW	EMS, Section 8.4 HLE and HLW BMPs
2	To avoid and mitigate harm to protected matters, the approval holder must comply with condition B25 of the NSW approval to the extent that it relates to protected matters.	HLE and HLW	EMS, Section 8.4 HLE and HLW BMPs
3	Prior to carrying out any activity that could harm Habitat for Bago Leek-orchid, Habitat for Brandy Marys Leek Orchid, Habitat for Kelton's Leek-orchid and Habitat for Blue-tongued Orchid, the approval holder must submit an Orchid Management Plan to the department for the Minister's approval.	HLW	EMS, Section 8.4 HLW Orchid Management Plan
4	The approval holder must not harm any Habitat for Bago Leek-orchid, Habitat for Brandy Marys Leek Orchid, Habitat for Kelton's Leek-orchid and Habitat for Blue-tongued Orchid unless the Minister has approved the Orchid Management Plan in writing. The approval holder must implement the Orchid Management Plan approved by the Minister during construction and operation until the expiry of this approval.	HLW	EMS, Section 8.4 HLW Orchid Management Plan
5	The Orchid Management Plan must be prepared by a suitably qualified orchid specialist. All commitments, including environmental outcomes, management measures, corrective measures, trigger values and performance indicators in the Orchid Management Plan must be SMART and based on referenced or included evidence of effectiveness. The Orchid Management Plan must be consistent with the Environmental Management Plan Guidelines, and must include: a) clear environmental outcomes for the implementation of the plan,	HLW	EMS, Section 8.4 HLW Orchid Management Plan

ID	Condition	Responsibility	Plan
	b) details of the Bago Leek-orchid, Brandy Marys Leek Orchid, Kelton's Leek-orchid and the Blue-tongued Orchid and a reference to the EPBC Act approval conditions to which the plan refers, c) a table of commitments made in the plan to achieve the environmental outcomes, and a reference to exactly where these commitments are detailed in the plan, d) commitments capable of ensuring that the environmental outcomes are achieved, e) reporting and review mechanisms to demonstrate compliance with the commitments made in the plan, f) an assessment of risks relating to achieving the environmental outcomes and risk management strategies and/or mitigation measures that will be applied to address identified risks, g) impact avoidance, mitigation and/or repair/compensation measures, and the timing of those measures, h) a monitoring program, which must include: i) performance indicators, ii) trigger values for corrective measures, iii) the timing and frequency of monitoring, ensuring monitoring is capable of detecting trigger values and changes in the performance indicators, and iv) proposed corrective measures if trigger values are reached, i) links to other relevant plans or conditions of approval (including state or territory approval conditions), j) consistency with species specific guidelines/conservation advices for the Bago Leek-orchid, Brandy Marys Leek Orchid, Kelton's Leek-orchid and the Blue-tongued Orchid.		

ID	Condition	Responsibility	Plan
Field Verification Efforts			
6	The approval holder must provide to the department the Supplementary Biodiversity Strategy and Biodiversity Assessment Verification Report required under conditions B28 and B29 of the NSW approval.	Transgrid	EMS, Section 8.4 Supplementary Biodiversity Strategy Biodiversity Assessment Verification Report
Biodiversity Management Plan			
7	The approval holder must comply with condition B30 (Biodiversity Management Plan) of the NSW Approval. The Biodiversity Management Plan must be prepared in accordance with the Environmental Management Plan Guidelines and condition B30 of the NSW Approval.	HLE and HLW	EMS, Section 8.4 HLE and HLW BMPs
Offsets			
8	To compensate for the residual significant impacts of the Action on protected matters, the approval holder must submit to the department a Biodiversity Offset Package 10 business days prior to obtaining approval of the Biodiversity Offset Package from the NSW Planning Secretary. The Biodiversity Offset Package must be prepared in accordance with condition B26 of the NSW approval.	Transgrid	EMS, Section 8.4 Biodiversity Offset Package
9	The approval holder must provide a report in writing to the department confirming that the biodiversity offset measures in the Biodiversity Offset Package for the protected matters that have required offsets under this approval have been implemented and delivered by 13 November 2026 or timing otherwise agreed by the NSW Planning Secretary.	Transgrid	EMS, Section 8.4 Biodiversity Offset Package
Part B – Administrative conditions			
Submission and Publication of Plans			
10	Wherever these conditions require the approval holder to submit any plan to the department, all such plans must be submitted to the department electronically.	Transgrid	EMS, Section 6.5

ID	Condition	Responsibility	Plan
11	Unless otherwise agreed to in writing by the Minister, the approval holder must publish each plan on the website within 15 business days of the date the plan is approved by the NSW Planning Secretary or the plan is approved by the Minister in writing.	Transgrid	EMS, Section 6.5
12	The approval holder must keep all plans published on the website, in a format that is easily accessible and downloadable, from the first date which that plan must be published and until the expiry date of this approval. This requirement applies to all current and superseded versions of plans.	Transgrid	EMS, Section 6.5
13	The approval holder is required to exclude or redact sensitive biodiversity data from any version of a plan before that plan is published on the website or otherwise provided to a member of the public. If sensitive biodiversity data is excluded or redacted from a plan, the approval holder must notify the department in writing what exclusions and redactions have been made in the version published on the website.	Transgrid	EMS, Section 6.5
Revision of Action Management Plans			
14	The approval holder may, at any time, apply to the Minister for a variation to an action management plan approved by the Minister or as subsequently revised in accordance with the following conditions, by submitting an application in accordance with the requirements of section 143A of the EPBC Act. If the Minister approves a revised action management plan (RAMP) then, from the date specified, the approval holder must implement the RAMP in place of any previous version of the action management plan.	HLE and HLW - for revision of plans Transgrid - for notification to the department and for operational implementation of the plan	EMS, Section 5.15
15	The approval holder may choose to revise an action management plan approved by the Minister under condition 3, or as subsequently revised in accordance with these conditions, without submitting it for approval under section 143A of the EPBC Act, if the taking of the Action in accordance with the RAMP would not be likely to have a new or increased impact.	HLE and HLW	EMS, Section 5.15

ID	Condition	Responsibility	Plan
16	If the approval holder makes the choice under condition 15 to revise an action management plan without submitting it for approval, the approval holder must: a) Notify the department electronically that the approved action management plan has been revised and provide the department with: i) An electronic copy of the RAMP. ii) An electronic copy of the RAMP marked up with track changes to show the differences between the approved action management plan and the RAMP. iii) An explanation of the differences between the approved action management plan and the RAMP. iv) The reasons the approval holder considers that taking the Action in accordance with the RAMP would not be likely to have a new or increased impact. v) Written notice of the date on which the approval holder will implement the RAMP (RAMP implementation date), being at least 20 business days after the date of providing notice of the revision of the action management plan, or a date agreed to in writing with the department. b) Subject to condition 18, implement the RAMP from the RAMP implementation date.	HLE and HLW – for revision of plans Transgrid for notification to the department	EMS, Sections 5.15
17	The approval holder may revoke its choice to implement a RAMP under condition 15 at any time by giving written notice to the department. If the approval holder revokes the choice under condition 15, the approval holder must implement the action management plan in force immediately prior to the revision undertaken under condition 15.	HLE and HLW – for revision of plans Transgrid - for notification to the department	Noted
18	If the Minister notifies the approval holder that the Minister is satisfied that the taking of the Action in accordance with the RAMP would be likely to have a new or increased impact, then: a) Condition 15 does not apply, or ceases to apply, in relation to the RAMP. b) The approval holder must implement the action management plan specified by the Minister in the notice.	HLE and HLW	Noted

ID	Condition	Responsibility	Plan
19	At the time of giving the notice under condition 19) the Minister may also notify that for a specified period of time, condition 16) does not apply for one or more specified action management plans. Note: Conditions 15, 16, 17, 18, 19 and 20 are not intended to limit the operation of section 143A of the EPBC Act which allows the approval holder to submit a revised action management plan, at any time, to the Minister for approval.	HLE and HLW	Noted
Modifications to State or Territory Approval			
20	The approval holder must notify the department in writing of any proposed change to the NSW approval (including management plans under the NSW approval referenced in these conditions) that may relate to protected matters within 2 business days of formally proposing such a change and within 5 business days of the approval holder becoming aware of any proposed change by the NSW planning secretary.	HLE and HLW - for revision of plans Transgrid - for notification to the department	EMS, Section 5.13
21	The approval holder must notify the department in writing of any change to the NSW approval conditions (including management plans under the NSW approval referenced in these conditions) that may relate to protected matters, within 5 business days of such a change to conditions coming into effect. Such notification must include a copy of the changed NSW approval conditions, or management plans, showing what changes have been made.	HLE and HLW - for revision of plans Transgrid - for notification to the department	EMS, Section 5.13
Commencement of the Action			
22	The approval holder must notify the department electronically of the date of commencement of the Action, within 5 business days following commencement of the Action.	Transgrid	EMS, Section 5.13
23	The approval holder must not commence the Action later than 5 years after the date of this approval decision.	Transgrid	EMS, Section 5.13
24	The approval holder must notify the department electronically of the date of when clearing or construction begins within 5 business days.	Transgrid	EMS, Section 5.13

ID	Condition	Responsibility	Plan
Compliance Records			
25	The approval holder must maintain accurate and complete compliance records and document the procedure for recording and storing compliance records.	HLE and HLW Transgrid	EMS, Section 5.14
26	If the department makes a request in writing, the approval holder must provide electronic copies of compliance records to the department within the timeframe specified in the request. Note: Compliance records may be subject to audit by the department, or by an independent auditor in accordance with section 458 of the EPBC Act, and/or be used to verify compliance with the conditions. Summaries of the results of an audit may be published on the department's website or through the general media.	HLE and HLW - for provision of relevant records to Transgrid Transgrid - for provision of records to the department	EMS, Section 5.14
27	The approval holder must ensure that any monitoring data, surveys, maps, and other spatial and metadata required under the conditions of this approval are prepared in accordance with the Guidelines for biological survey and mapped data, Commonwealth of Australia 2018, or as otherwise specified by the Minister in writing.	HLE and HLW	EMS, Section 5.14
28	The approval holder must ensure that any monitoring data, surveys, maps, and other spatial and metadata required under the conditions of this approval are prepared in accordance with the Guide to providing maps and boundary data for EPBC Act projects, Commonwealth of Australia 2021, or as otherwise specified by the Minister in writing.	HLE and HLW	EMS, Section 5.14
29	The approval holder must submit all monitoring data, surveys, maps, other spatial and metadata and all species occurrence record data required under the conditions of this approval (sightings and evidence of presence) electronically to the department within 20 business days except where otherwise specified in a plan.	HLE and HLW - for provision of relevant records and data to Transgrid Transgrid - for provision of records and data to the department	EMS, Section 5.13

ID	Condition	Responsibility	Plan
Annual compliance reporting			
30	The approval holder must prepare a compliance report for each Annual Compliance Report period (ACR period).	HLE and HLW - provision of information to complete the compliance report. Transgrid – Collation and submission of compliance report.	EMS, Section 5.13
31	The approval holder must ensure each compliance report includes: a) accurate and complete details of compliance and any non-compliance with: i) each condition imposed under the NSW approval, if a condition attached to this approval decision requires compliance with that NSW approval condition, to the extent that it relates to protected matters, ii) each condition attached to this approval decision, and iii) all commitments made in each plan, b) a schedule of all plans in effect in relation to these conditions during the ACR period, c) accurate and complete details of how each plan was implemented during the ACR period, and d) if any incident occurred, accurate and complete details of each incident.	HLE and HLW - provision of information to complete the compliance report. Transgrid – Collation and submission of compliance report.	EMS, Section 5.13
32	The approval holder must ensure each compliance report is completed to the satisfaction of the Minister and is consistent with the Annual Compliance Report Guidelines, Commonwealth of Australia 2023.	Transgrid	EMS, Section 5.13
33	The approval holder must, within 20 business days following the end of each ACR period, in a format that is easily accessible and downloadable, publish on the website: a) each compliance report, and	Transgrid	EMS, Section 6.3

ID	Condition	Responsibility	Plan
	b) a shapefile showing all clearing of protected matters, and their habitat, undertaken within the ACR period.		
34	The approval holder must: a) Exclude or redact sensitive biodiversity data from each compliance report and shapefile published on the website or otherwise provided to a member of the public. b) If sensitive biodiversity data is excluded or redacted from a version of a compliance report published or otherwise provided to a member of the public, submit the full compliance report to the department within 5 business days of its publication on the website and notify the department in writing what exclusions and redactions have been made in the version published on the website or otherwise provided to a member of the public. c) If sensitive biodiversity data is excluded or redacted from a version of a shapefile published or otherwise provided to a member of the public, submit the full shapefile to the department within 5 business days of its publication on the website and notify the department in writing what exclusions and redactions have been made in the version published on the website or otherwise provided to a member of the public.	Transgrid	EMS, Section 5.13
35	The approval holder must notify the department electronically, within 5 business days of each date of publication that the compliance report and related shapefile has been published on the website. In this notification, the approval holder must provide the department with the web address for where the compliance report and related shapefile are published on the website.	Transgrid	EMS, Section 5.13
36	The approval holder must keep each compliance report and related shapefile published on the website from the first date which that compliance report must be published and until the expiry date of this approval. Note: Compliance reports may be published on the department's website.	Transgrid	EMS, Section 6.5

ID	Condition	Responsibility	Plan
Reporting non-compliance			
37	The approval holder must notify the department electronically, within 2 business days of becoming aware of any incident. The approval holder must specify in each notification: a) any condition or commitment made in a plan which has not been, or may have not been, complied with, b) a short description of the incident, and c) the location (if applicable, including co-ordinates), date and time of the incident.	HLE and HLW – incident / non-compliance details and notification requirements to Transgrid Transgrid - provision of incident non-compliance details and subsequent information to the department	EMS, Section 5.14
38	The approval holder must provide to the department in writing, within 12 business days of becoming aware of an incident, the details of that incident. The approval holder must specify: a) all corrective measures and investigations which the approval holder has already taken in respect of the incident, b) the potential impacts of the incident, c) the method and timing of any corrective measures that the approval holder proposes to undertake to address the incident, and d) any variation of these conditions or revision of a plan that will be required to prevent recurrence of the incident and/or to address its consequences.	HLE and HLW – incident / non-compliance details and notification requirements to Transgrid Transgrid - provision of incident non-compliance details and subsequent information to the department	EMS, Section 5.14
Independent audit			
39	The approval holder must ensure that an independent audit of compliance with the conditions is conducted for every audit period.	Transgrid	EMS, Section 5.9
40	The approval holder must submit details of the proposed independent auditor and their qualifications to the department within 10 business days following the end of each audit period.	Transgrid	EMS, Section 5.9

ID	Condition	Responsibility	Plan
41	The approval holder must ensure the scope of each independent audit is sufficient to determine the compliance status for each condition of approval, and each commitment made in each plan.	Transgrid	EMS, Section 5.9
42	The approval holder must ensure the criteria for each independent audit and the undertaking of each independent audit are consistent with the Independent Audit and Audit Report Guidelines.	Transgrid	EMS, Section 5.9
43	The approval holder must submit an audit report to the department for written agreement from the department within 3 months following the end of each audit period, or as otherwise directed by the Minister in writing.	Transgrid	EMS, Section 5.9
44	The approval holder must ensure each audit report is completed to the satisfaction of the Minister and is consistent with the Independent Audit and Audit Report Guidelines to the extent that the Guidelines are consistent with the conditions of this approval.	Transgrid	EMS, Section 5.9
45	The approval holder must publish each audit report on the website, in a format that is easily accessible and downloadable, within 10 business days of the date the department agrees to that audit report in writing.	Transgrid	EMS, Section 6.5
46	The approval holder must notify the department within 5 business days of the date the audit report is published on the website. In this notification, the approval holder must provide the department with the web address for where the audit report is published on the website.	Transgrid	EMS, Section 5.13
47	The approval holder must keep each audit report published on the website from the first date which that audit report must be published and until the expiry date of this approval.	Transgrid	EMS, Section 5.9
Completion of the action			
48	Within 20 business days after the completion of the Action, and, in any event, at least 20 business days before this approval expires, the approval holder must notify the department electronically of the date of completion of the Action and provide	Transgrid	EMS, Section 5.14

ID	Condition	Responsibility	Plan
	completion data. The approval holder must submit any spatial data that comprises completion data as a shapefile.		
49	The approval holder must notify the department electronically 60 business days prior to the expiry date of this approval, that the approval is due to expire. Note: Section 145C of the EPBC Act entitles the approval holder to request an extension to the period of effect of this approval.	Transgrid	EMS, Section 5.14

Appendix B – Updated Mitigation Measures

	Updated Mitigation Measure	Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
Biodiversity						
B1	Impacts to matters of biodiversity conservation significance will be avoided to the greatest extent practicable during finalisation of the design and construction methodology for the project. Biodiversity constraints mapping will be used to guide prioritisation of areas of high biodiversity conservation significance (particularly serious and irreversible impacts (SAIIs), and critically endangered ecological communities (CEECs)) to avoid, where practicable. Spatial data, threatened species locations and constraints mapping will be provided to the design and construction teams and considered in detailed design. Associated mapping will be included on sensitive area plans and provided to the construction workforce. Micro-siting of the transmission line infrastructure and associated work sites and other areas of disturbance (eg blasting and rock crushing sites) will occur to avoid or minimise impacts wherever practicable. Site features with the highest biodiversity conservation significance, in particular recorded threatened species, and their habitat, will be given the highest priority for impact avoidance. This will also include micro-siting to avoid or minimise prescribed impacts (as described in Technical Report 1 – Revised Biodiversity Development Assessment Report) where possible (ie avoiding impact to rocky habitats or caves and waterways). Micro-siting of infrastructure requiring sub-surface work, such as	Detailed design and construction	Y (for updating biodiversity constraints mapping)	Y (for all other aspects	Y (for all other aspects	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	transmission line structure footings, will be undertaken as part of the detailed design stage of the project, to minimise prescribed impacts where possible (ie avoiding impact to breeding habitat features, groundwater dependent ecosystems (GDEs), aquatic habitats and supporting aquifers). Clearing will be undertaken in accordance with the Vegetation Clearing Memo and where practicable will conserve mid and ground story vegetation in the ECZ and HTZ. Vegetation clearing methods in areas of threatened groundcovers (eg orchids) may require a bespoke approach.					
B2	Design and micro-siting of project infrastructure including transmission line structure benches and access tracks will avoid and/or minimise impacts within protected areas (ie nature refuges) and conservation lands (ie established BioBank and Biodiversity Stewardship sites and Conservation Agreement sites) occurring within the amended project footprint.	Detailed design	Y (for updating biodiversity constraints mapping in known areas)	Y (for all other aspects)	Y (for all other aspects)	HLE and HLW BMPs
B3	A Biodiversity Management Plan (BMP) will be prepared in consultation with NSW DCCEEW Environment and Heritage and approved by DPHI prior to construction. The BMP will be prepared by a qualified ecologist and include a plan for implementing, evaluating and reporting on the effectiveness of all mitigation measures outlined in Technical Report 1 – Revised Biodiversity Development Assessment Report the BDAR, including: • Measures to minimise impacts to biodiversity, including measures to reduce disturbance to sensitive flora and fauna procedures for clearing of vegetation, including pre-clearing inspections and procedures for the	Detailed design and construction		Y	Y	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	relocation of flora and fauna. • Preparation of a fauna handling and rescue procedure to be implemented during construction and operation for the ethical handling of injured or displaced fauna. Further, the fauna handling and rescue procedure would include an incident reporting protocol for fauna relocations, rescue and rehabilitation, euthanasia and/or fatality. • Procedures for the demarcation and protection of retained vegetation, including vegetation adjacent to construction areas and during weed management. • Vegetation clearing procedures for a two staged habitat removal process required for removal of key habitat features (hollow-bearing trees, habitat trees, and bushrock) identified in Technical Report 1 – Revised Biodiversity Development Assessment Report and/or pre-clearing inspection. Including procedures to record the effort and outcomes of the habitat removal process. • Retention of habitat features such as rocky outcrops, surface rock, dead wood, logs, wherever practicable. • Proposed rehabilitation of temporary disturbance areas including management and maintenance measures. • Unexpected species finds protocol to be implemented if threatened ecological communities, flora and fauna species, not assessed in Technical Report 1 – Revised Biodiversity Development Assessment Report, are encountered during pre-clearing inspections. • A description of biosecurity protocols for plant and equipment movement between sites, including species specific measures. • Education of construction teams regarding the presence of native fauna and risks of vehicle collision, particularly early in the morning and					

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	late in the afternoon/at night; implementation of speed limits on sealed and unsealed tracks and roads. • Outline monitoring and compliance management requirements. • Approach to relocation of nests by suitably qualified ecologist where found within construction work sites (ie nests found in hazardous areas will be translocated to nearby safe areas, direct handling of eggs and chicks will be avoided where possible). This could include potentially new poles/nest platforms. • Details on the pre-clearing and clearing supervision process. • Procedures for consultation with DPI Fisheries and pre-construction survey (where required) for threatened aquatic species should be established (and Commonwealth DCCEEW for Riek's Crayfish, as required), along with processes for reporting and consideration of recommendations into design and construction methods, as relevant. • Procedures for reporting the outcomes of pre-construction aquatic biodiversity surveys (where required under mitigation measure B33) at CLASS 1 crossing locations (new and upgraded tracks) potentially supporting threatened aquatic species and any management measures to be implemented (eg timing construction outside of breeding seasons, crossing type, micro siting). • Procedures for the stockpiling and supply of felled trees for KFH rehabilitation or improvement works, including procedures for consultation with DPI Fisheries. The BMP will include adaptive management measures for uncertain/ indirect/ prescribed impacts and a biodiversity monitoring program. The adaptive management measures would detail procedures for uncertain impacts, risk associated with potential failure of mitigation,					

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	circumstances where avoidance may not be achievable and prescribed impacts. The adaptive management measures would be underpinned by monitoring programs, to provide early warning of ineffective measures and/or uncertain impacts occurring. The adaptive management measures would include: • performance criteria to guide monitoring • measurable thresholds to identify when remedial action is triggered • adaptive management response/actions • a trigger for additional credit obligations and/or conservation measures for uncertain, indirect or prescribed impacts, where these impacts cannot be adaptively managed • reporting requirements. The adaptive management measures and monitoring program will be developed to target specific species considered to be most at risk of significant impacts, as determined during the detailed design phase. The BMP will stipulate objectives for monitoring, reporting and evaluation, and how baseline data will be captured and represented.					
B4	Where construction activities are required in areas of native vegetation that have not been previously subject to biodiversity survey, supplementary biodiversity survey will, where possible, be carried out prior to disturbance to inform detailed design and micro-siting opportunities, adherence to clearing limits and biodiversity offsetting requirements. Areas subject to additional survey may include but are not limited to previously inaccessible lands, tracks to access isolated clearing areas and any areas requiring direct impacts outside the existing project footprint.	Detailed design and construction	Y (for supplementary survey)	Y (for inclusion of future survey requirements in BMP)	Y (for inclusion of future survey requirements in BMP)	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	The surveys will be carried out by a suitably qualified person and would incorporate the following at a minimum: • survey of the area of vegetation to be cleared to determine clearing extent • vegetation surveys to determine PCTs/TECs and Vegetation Integrity of the areas to be impacted • survey and map habitat constraints for candidate threatened species to inform presence/ absence • additional targeted surveys to confirm presence/ absence of candidate flora and fauna species conservatively assumed present. • adaptive management measures in the BMP will outline appropriate response actions to be implemented in the event that additional biodiversity constraints are identified. • an assessment of the likelihood of additional indirect and prescribed impacts as a result of additional clearing and disturbance to be undertaken prior to clearing. Future survey requirements and processes for reporting and consideration of recommendations into design and construction methods, as relevant, will be included in the BMP (mitigation measure B3).					

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
B5	A Supplementary Biodiversity Assessment Strategy (SBAS) will be prepared and implemented by Transgrid with the primary purpose of credit liability reduction. The SBAS will be prepared in consultation with NSW DCCEEW Environment and Heritage and will include but is not limited to: • Target species, approach and timing of post Technical Report 1 – Revised Biodiversity Development Assessment Report biodiversity surveys. Results will be used for design and construction avoidance (where possible) plus validation of assumed presence where a credit liability reduction is proposed. • Method for validation of PCTs/TECs assumed present on previously inaccessible land where surrogate, duplicate or benchmark plots were used and low confidence of PCT allocation or condition. • Monitoring, and periodic reporting of final areas of impact and application for credit liability reduction. • Approach for any newly identified PCTs/candidate species. A trigger for additional credit obligations and/or conservation measures for uncertain, indirect or prescribed impacts, where these impacts cannot be adaptively managed.	Detailed design and construction	Y			HLE and HLW BMPs
B6	The design and construction methodology for the project must identify additional avoidance and minimisation measures to further reduce impacts to entities which are likely to have a serious and irreversible impact to the greatest extent practicable. Opportunities for intact and/ or higher condition remnants should be prioritised for avoidance incorporating consideration of connectivity between retained remnants	Detailed design		Y	Y	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	within and adjacent to the amended project footprint must be considered in the connectivity strategy.					
B7	Additional and Appropriate Measures (compensatory measures) are to be implemented by Transgrid where impacts to likely SAIIs cannot be further reduced and/ or where likely SAII risks remain. Compensatory measures will be developed and delivered in consultation with the NSW DCCEEW Environment and Heritage and incorporate and/or support the long-term augmentation, enhancement and protection of native vegetation and/or habitat of the target entity within landscapes local to the impact.	Construction and operation	Y			HLE and HLW BMPs
B8	Where threatened frog (including Booroolong Frog) habitats have been identified the following avoidance measures will be implemented, where practicable: • avoid installing waterway crossings • avoid disturbance within 50 m of the top of bank of the waterway (including riparian vegetation). Where avoidance is not possible: • Waterway crossing designs should avoid instream structures to minimise the potential for hydrological change, erosion and sedimentation impacts of downstream environments. • Location of waterway crossings will be determined in consultation with a suitably qualified Ecologist to avoid or minimise impacts to potential habitats or ecological features. • Develop site specific erosion and sedimentation control plans to ensure the potential for erosion and sedimentation impacts are	Detailed design and construction		Y	Y	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	minimised as far as practicable, including monitoring the success of erosion and sediment control measures. • Develop and implement site-specific hygiene protocols (eg cleaning of plant machinery), to minimise the spread of pathogens and exotic weeds during and post-construction (in line with Hygiene protocols for the control of diseases in Australian frogs [DCCEEW, 2011]). A suitably qualified ecologist will be engaged to undertake site specific monitoring surveys for the species at the proposed creek crossing sites within and adjacent to the species habitat as well as in downstream receiving environments that may be subject to potential indirect impacts. The BMP (refer to mitigation measure B3) will incorporate a monitoring program for threatened frogs to be implemented during construction.					
B9	The detailed design will consider opportunities to avoid and minimise impacts to Golden Sun Moth and Key's Matchstick Grasshopper within transmission line easements to be implemented during construction. As a part of the BMP (refer to mitigation measure B3), a rehabilitation plan would be developed for threatened insect habitat temporarily disturbed during construction. Planting specifications and requirements for post-care, including weed control, are to be outlined in the plan and would be subject to agreement of the relevant landowner.	Detailed design and construction		Y	Y	HLE and HLW BMPs and SWMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
B10	As a part of the BMP (refer to mitigation measure B3), a Connectivity Strategy will be developed in consultation with NSW DCCEEW Environment and Heritage. The core objectives of the strategy will be to outline the final locations of the proposed mitigation measures identified within Technical Report 1 – Revised Biodiversity Development Assessment Report. The Connectivity Strategy will be implemented to maintain connectivity in areas identified as facilitating fauna movement. Consideration of connectivity corridors will occur as a minimum at: • key riparian crossings • areas of the transmission line joining proposed biodiversity stewardship sites (ie Donna Valley Biodiversity Stewardship Site) and/or conservation reserve estate (ie Tarlo River National Park, Bango Nature Reserve, Mudjarn Nature Reserve and Minjary National Park) • transmission line structure locations that occur in woodland vegetation at strategic locations (ie vegetation corridors with moderate to high landscape connectivity, and with moderate to high levels of fauna activity/ movement). The final locations of connectivity corridors and minimum width requirements will be identified. Access tracks will avoid connectivity corridors and favour existing access wherever possible. Construction will avoid and minimise any disturbance of connectivity corridors, where practicable. Connectivity measures such as fauna sensitive structures (ie under transmission glider poles), vegetation stepping stones, or reduced clearing will be considered. Glider connectivity opportunities will be considered in at least six locations within the	Detailed design and construction		Y	Y	HLE and HLW BMPs and SWMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	project footprint that align with glider corridors and opportunities identified in the glider memo (Niche, 2023).					
B11	Conductor line-marking techniques will be considered at specific locations identified in Technical Report 1 – Revised Biodiversity Development Assessment Report during design refinement to minimise bird strike. Use of fauna deterrent devices, most likely consisting of the "flapper" variety, will be considered. Positioning and exact diverter model will also be considered during detailed design and will be developed as part of the project design. At a minimum, these will be used at sites recommended for specific corridors (refer to Technical Report 1 – Revised Biodiversity Development Assessment Report, Attachment 24) where flapper devices are considered warranted based on distribution, and nature of avifauna records, and nearby suitable waterbird habitat (within 1 km). Fauna deterrent methods proposed are outlined in the Connectivity Strategy.	Detailed design		Y	Y	HLE and HLW BMPs and SWMPs
B12	Develop and implement a Supplementary Hollow and Nest Strategy to provide alternative roosting and/or nesting habitat for threatened fauna displaced during clearing. The strategy should address measures such as nest boxes, hollow re-use / creation, re-use of timber/logs as habitat within the transmission line easement where practicable. The strategy would be captured in the BMP (as per mitigation measure	Construction		Y	Y	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	B3) and will address the following requirements: • nest boxes and other supplementary measures (such as hollow hogs) to be installed as close to the cleared area as possible (subject to landowner agreement and suitable trees being present) • survey of tree hollows and nests within the proposed clearing extents • identify the target species, size, type, number and suitable location of nest boxes/hollows required based on the results of the ecological surveys and active hollow resources in adjacent areas • the installation of appropriate nest boxes or hollow replacements will be undertaken as early as practicable prior to clearing activities to prevent the use of the nest boxes or hollow replacements by invasive or non-targeted species • nest boxes can also include the re-use of existing hollows salvaged prior to or during clearing where practicable • record the type, height, orientation and location of nest boxes installed and provide as spatial data to Transgrid • an annual monitoring program to assess the efficacy of supplementary habitat measures throughout the construction phase. Post construction monitoring and replacement of damaged nest boxes will form part of discussions with individual landowners.					
B13	Biodiversity exclusion zones for retained vegetation and threatened species habitats will be confirmed by a suitably qualified ecologist and identified as 'No disturbance' zones prior to the commencement of clearing or any site activity that could damage the vegetation within the exclusion zone. These areas will be identified as a no-go zone within approved plans and on-site demarcation will be required. High visibility	Detailed design and construction		Y	Y	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	protection fencing will be erected on site including signage clearly identifying these areas as no-go zones. Requirements for the protection and management of no-go zones will be addressed as a part of the site induction. Biodiversity exclusion zones will be physically marked and demarcated, and included on sensitive area maps and project GIS/GPS systems, prior to clearing.					
B14	All relevant project personnel involved in vegetation clearance, including relevant sub-contractors will be trained on biodiversity management protocols and the requirements for the project, through inductions, toolbox talks and targeted training, and provided with sensitive area maps (showing clearing boundaries and exclusion zones) and updates as required.	Construction		Y	Y	HLE and HLW BMPs
B15	Features of high biodiversity conservation significance within the operational easement, including biodiversity exclusion zones identified during construction and retained habitat for threatened species, will be recorded in Transgrid's GIS. The GIS information will be reviewed during the planning of all maintenance or other future activities that could cause disturbance.	Construction and operation	Y (for recording features in GIS)	Y (for identifying features to be recorded)	Y (for identifying features to be recorded)	HLE and HLW BMPs
B16	Update and implement existing procedures and guidelines for operation and maintenance of the project that address the following: • vegetation clearing and maintenance commitments in Technical Report 1 – Revised Biodiversity Development Assessment Report and EIS • avoiding access and disturbance in biodiversity exclusion zones	Operation	Y			HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	identified during the construction • avoiding access and disturbance in areas of high biodiversity conservation significance • avoiding maintenance of vegetation that does not need to be maintained during operation Provide training to relevant Transgrid operational workers and vegetation maintenance contractors regarding the operational and maintenance guidelines and procedures.					
B17	Works for clearing and construction of access tracks will be carried out in such a manner that the least practicable disturbance to actual ground cover and contours is caused. Trees will be removed as close as possible to ground level and root balls will be left in situ wherever practicable. Areas of particular focus for minimising ground disturbance include the following: • steep or Highly Erodible lands where slopes are in excess of 18 degrees from the horizontal • Protected Riparian Land (PRL) defined as land within 20 m of the bed or bank of a prescribed stream. Generally, named watercourses are classed as protected riparian land; however, some unnamed watercourses may be classed as protected riparian land • waterfront land (40 m from the top of bank) • in areas where large rock outcrops are prevalent on the easement • hazard trees identified from the LiDAR assessment will be flagged for removal, and any adjacent and important habitat trees and features	Construction		Y	Y	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	identified for retention will be clearly marked and included in maps within the CEMP to avoid disturbance during the felling activities.					
B18	All disturbed lands/areas must be managed throughout the construction work (in accordance with the relevant Managing Urban Stormwater (Landcom, 2004) (Blue Book) or comparable best practice guidelines, including: • vegetation removal, restoration, and management • stockpiling, erosion and sediment management • stabilisation / rehabilitation of disturbed lands/areas must be undertaken within suitable timeframes • temporary erosion and sediment controls must be maintained (and not removed) until rehabilitation measures are providing effective stabilisation of disturbed lands/areas. Disturbed areas (including areas not required for operation) will be stabilised/rehabilitated to a standard either: • as agreed with the landowner • in accordance with the relevant Managing Urban Stormwater (Blue Book) or comparable best practice guidelines.	Construction		Y	Y	HLE and HLW BMPs and SWMPs,
B19	Logs and tree hollows that could provide fauna habitat (the total length of wood at least 10 cm in diameter and at least 0.5 m long) will be relocated to adjacent and/or suitable woodland locations where available/feasible. Opportunities to retain felled trees as habitat on-easement will be considered in select areas (ie connectivity corridors and riparian lands). The opportunity to stockpile and supply felled trees for KFH rehabilitation or improvement work will be discussed with DPI	Construction	Y (for consultation with DPI Fisheries and other authorities)	Y (for all other aspects)	Y (for all other aspects)	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	Fisheries. Trees within the boundaries of State forests, Crown Lands, Travelling Stock Reserves, public roads or within 40 m of the bank of any river will be disposed of strictly in accordance with the requirements of the appropriate authorities. These requirements will be determined by the contractors before carrying out such work.					
B20	Pre-clearing surveys will be completed prior to clearing at each location by a suitability qualified and experienced ecologist. The proposed clearing extents will be marked out on site prior to the pre-clearing surveys. During the surveys, the ecologist will: • survey the proposed clearing extent • identify any fauna habitat and fauna that will require relocation prior to clearing; • document location of any fauna release sites off easement; • confirm the location and mark out the extents of any biodiversity exclusion zones including locations of unexpected finds (threatened species or threatened species habitat) • confirm presence of karst roosting habitat for bats within areas identified as high potential karst habitats and develop adaptive safeguards to mitigate indirect impacts to roosting individuals • confirm that hollow-bearing trees to be retained within and adjacent to the clearing extents are prominently marked/tagged • confirm that nest boxes are in place (where required) in suitable locations. • survey and confirm the presence of raptor nests within and adjacent to the clearing extents.	Detailed design and construction		Y	Y	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
B21	Opportunities for individually assessing and selectively clearing hazard trees will be considered further during detailed design to minimise impacts. Hazard tree inspections would be undertaken by an appropriately qualified arborist prior to the commencement of construction in accordance with Transgrid's Maintenance Plan – Easement and Access Tracks.	Detailed design and construction		Y	Y	HLE and HLW BMPs
B22	A Biosecurity Management Plan will be developed as a part of the BMP, to be implemented during construction. The plan will include: • Protocols for the identification of priority weed species, relevant pests and diseases of concern, mandatory reporting obligations and management of Emergency, Control and Biosecurity zones as per the NSW Biosecurity Act 2015. • Weed and pest animal management and monitoring requirements would also be outlined within the plan where relevant. • Inclusion of a Trigger Action Response Plan (TARP) for key biosecurity threats including known biosecurity threats to threatened species and populations. • Locations, timing and methods for removing soil and plant matter from vehicles and machinery and sourcing clean soil and materials free of contaminants for construction work. • Clean down stations (water or air, dependent on the identified biosecurity risk) will be constructed at suitable locations to clean down vehicles and employee shoes to stop the spread of weeds, pathogens (eg amphibian chytrid fungus, Phytophthora cinnamomi, exotic rust fungi and Epizootic Haematopoietic Necrosis Virus (EHNV)) and the introduction of new species. The biosecurity plan would address any	Detailed design and construction	Y (for consultation with agencies/ groups involved with pest management)	Y (for all other aspects)	Y (for all other aspects)	HLE and HLW BMPs

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			TG	HLW	HLE	
	Property Management Plan requirements where relevant. • Phytophthora has been detected in locations associated with the adjoining Snowy 2.0 project and in Lob's Hole (as identified in Appendix C (NSW DCCEEW Environment and Heritage detailed response) of the Submissions Report). If construction vehicles are required to move through areas of known or likely infestation, the risk of spread will be managed through the implementation of suitable hygiene protocols detailed in the Biosecurity Management Plan. Transgrid would consult with relevant agencies and groups involved with pest management in order to contribute to existing or future monitoring and management programs. Consideration of potential contributions would be targeted towards areas where greatest impacts occur, particularly through relatively intact landscapes where easement introduction increases the risk of native fauna predation.					
B23	A weed control strategy would be developed and implemented during the operational stage of the project will be guided by existing Transgrid operational weed management procedures to manage existing or emerging issues.	Operation	Y			HLE and HLW BMPs
B24	Directional lighting will be used for any permanent lighting required (ie substation) or B78	Detailed design and construction		Y	Y	HLE and HLW ACMPs and BMPs
B25	Prior to blasting and/or crushing activities taking place an ecologist will be engaged to determine potential impacts on Bats, Owls, Cockatoos, Raptors and Superb Parrot. An impact assessment of proposed activities will be completed, and if impacts are likely, appropriate	Detailed design and construction		Y	Y	HLE and HLW BMPs

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			TG	HLW	HLE	
	mitigation measures will be proposed. Mitigation measures may include cessation of certain activities, avoiding breeding seasons (where practicable) and/or amending the construction methodology including selecting alternative plant or equipment. Any impact assessments conducted will be provided to NSW DCCEEW Environment and Heritage. In the unlikely event that impacts are unavoidable, offsetting requirements will be discussed with NSW DCCEEW Environment and Heritage.					
B26	The key measures proposed to avoid, manage and/or mitigate impacts to surface water, and groundwater and soils will involve: • Preparation of Soil and Water Management Plans (SWMPs) as part of the Construction Environmental Management Plan (CEMP) to manage water quality impacts during construction of the project, including water quality monitoring requirements. • Preparation of Erosion and Sediment Control Plans (ESCPs) by a certified professional in erosion and sediment control. • Consideration of appropriately designed scour protection at new stormwater management points. The SWMP will include a combination of the following plans: • ESCPs • water quality monitoring requirements • Management of dewatering processes • Emergency Spill Procedure • Unexpected Contaminants Finds Protocol. ESCPs will be developed for the activities and areas that are considered higher risk. The plans will detail the processes, responsibilities and	Detailed design and construction		Y	Y	HLE and HLW BMPs

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	measures to manage potential soil and water quality impacts in accordance with the principles and requirements in: • Managing Urban Stormwater – Soils and Construction, Volume 1 (Landcom, 2004) and Volumes 2A (DECC, 2008a) and Volume 2C (DECC, 2008b), commonly referred to as the 'Blue Book' • Best Practice Erosion and Sediment Control (IECA, 2008) • Controlled activities - Guidelines for instream works on Waterfront Land (DPE Water, 2022b).					
B27	To the greatest extent practicable: • Transmission line structures will be located and constructed to minimise impact to vegetated riparian zones (VRZs). • The final transmission line easement will target narrow crossing points of waterways and riparian areas clear of vegetation. • Shrub or ground stratum native vegetation within vegetated riparian zones will be protected to the greatest extent practicable, with vegetation clearing ideally limited to the tree stratum only, with trunk bases being retained in-situ. • Where threatened species are known to occur, work methods will avoid or minimise impacts by limiting clearing wherever possible and delineating their habitat outside the final disturbance area as no-go zones. • Work near waterways will be undertaken to avoid impacts such as herbicide drift/overspray, erosion and damage to the banks. Riparian areas subject to disturbance will be progressively stabilised and rehabilitated.	Detailed design and construction		Y	Y	HLE and HLW BMPs

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			TG	HLW	HLE	
	Disturbance of bush rock in riparian areas will be avoided wherever practicable.					
B28	Micro-siting of infrastructure requiring sub-surface work, such as transmission line structure footings and access tracks, will be undertaken as part of the detailed design stage of the project, to: • minimise prescribed impacts and impacts to native vegetation, where possible including cut and fill • design and micro-siting of new access tracks will seek to avoid or minimise impacts to breeding and sheltering habitat for fauna, including habitat trees and rocky habitats (ie rock outcrops, large boulders, piled rock, and rock features that provide potential sheltering • avoid impacts to groundwater dependent ecosystems (GDEs), aquatic habitats and aquifers • prioritise restoration of disturbed areas within lands of high biodiversity significance including connectivity corridors, intact vegetation remnants and breeding habitat for fauna, including threatened species and ecological communities). Access track corridors will be established with consideration to terrain to minimise cut/fill and vegetation clearing.	Detailed design and construction		Y	Y	HLE and HLW BMPs and SWMPs
B29	Access tracks will be used as necessary for the construction work and as far as is practicable. Track construction will be carried out to cause minimum disturbance to soil and vegetation both on and adjacent to the track. Tracks will be routed to follow the natural contour of the land as far as practicable to minimise the amount of cut and fill and soil disturbance. For any temporary access tracks, the disturbed surfaces and formed	Construction		Y	Y	HLE and HLW BMPs

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			TG	HLW	HLE	
	areas will be revegetated in accordance with the approved CEMP or Managing Urban Stormwater: Soils and Construction - Volume 2C Unsealed Roads (DECC, 2008a). In addition, other erosion control mechanisms will be put in place during the initial track construction work to contain any sediment that may erode from the disturbed surfaces.					
B30	The following factors will be considered during the detailed design and micro siting process for waterway crossings to minimise potential impacts to aquatic environments, wherever practicable: • Any existing crossings will be re-used or upgraded in preference to establishing new crossings. • Disturbance to waterways (bed, banks and associated riparian zones), will be avoided or minimised. • The crossing design and construction work sites will minimise disturbance to any native vegetation, including native instream, fringing, and riparian vegetation within the access track alignment. • Waterway crossings will be constructed perpendicular to the flow of the water and be positioned away from channel bends (where erosive forces are typically greatest). Preferably crossings will be located in straight stream sections with well-defined channel geometries and shallow stream gradients, in stable dry reaches. • Micro-siting will avoid direct and indirect (erosion or sedimentation) impacts to riverine features such as riffles and rapids and sensitive habitat features (ie snags, coarse woody debris, instream macrophytes, boulders). Where instream structures are required, considerations to potential	Detailed design and construction		Y	Y	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	flooding and erosive effects will be made in the design and construction of the crossing.					
B31	Crossing structures will be designed so that the existing nominal flow velocity, low flow conditions and fish passage are maintained wherever possible. This will include the following considerations: • Minimise the impact of essential instream structures by mimicking natural flows (DPI, 2005b). • Following Fairfull (2013), for waterway crossings incorporating culverts, a minimum of 300 mm of water should pool through the structure, with a centrally placed low-flow cell being preferable. In line with Cotterell (1998), it is recommended that flow over or through instream crossing structures are designed such that they maintain water velocity of 0.3 m/s or less, which is likely to facilitate passage for native species of fish (velocities exceeding 1 m/s, are likely to prevent upstream migration of native fish).	Detailed design		Y	Y	HLE and HLW BMPs, SWMPs
B32	Any sections of stream or waterway banks that are impacted or modified by the project will be reformed or remediated to resemble the pre-work condition and form wherever possible or alternatively to a stable design form, as appropriate following the completion of construction work. This may include revegetation to stabilise bank sediments. Waterway banks impacted by the project will be reinstated such that bank stability at the crossing location is the same or better than prior to construction. Stabilising materials such as rock armouring, hydro mulch, jute matting, or other suitable geotextile materials may be	Construction and operation		Y	Y	HLE and HLW BMPs and ACMPs

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			TG	HLW	HLE	
	utilised where necessary. Any temporary stream crossings will be removed and rehabilitated at the completion of their operational use.					
B33	CLASS 1 KFH streams include larger streams supporting more sensitive aquatic habitats, with important function in the landscape and potential habitats for threatened species. As such CLASS 1 streams require additional consideration: • The need for and location of waterway crossings at identified CLASS 1 locations would be confirmed during detailed design by the construction contractors. • Crossing design would preference a single span bridge structure where practicable (aligning with the recommended crossing types identified by NSW DPI Fisheries for CLASS 1 streams) to avoid instream impacts, particularly within threatened species potential distributions as identified in Table 13-29 of Technical Report 1 – Revised Biodiversity Development Assessment Report. • Consultation should be undertaken with NSW DPI Fisheries (and Commonwealth DCCEEW for Riek's Crayfish, as required) as to crossing designs and the potential occurrence of threatened aquatic species to inform detailed design and survey. Pre-construction survey would be completed at those CLASS 1 streams identified as supporting potential habitats for threatened species at the site of proposed new tracks or upgraded tracks (Table 13-29) to determine:	Detailed design and construction		Y	Y	HLE and HLW BMPs

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			TG	HLW	HLE	
	• the presence/absence or likelihood of threated aquatic species occurring • completion of an updated 7-part test or SIA assessment, as relevant • determine any additional mitigation measures eg timing of works outside the breeding season where possible • recommendations as to micro-siting and design in order to minimise potential impacts to threatened aquatic species. The survey requirements, procedures for consultation with DPI Fisheries and Commonwealth DCCEEW and processes for reporting and consideration of recommendations into design and construction methods, as relevant, will be included in the BMP (mitigation measure B3).					
B34	In the event that any further or alternative waterway crossings are required in areas mapped as Key Fish Habitat (KFH) or indicative threatened species distribution mapping (DPI 2023a), an aquatic ecological assessment will be undertaken at the proposed crossing location. The assessment approach will be consistent with that used for the EIS and will address any potential impacts to threatened aquatic species or KFH. This assessment may be desktop based if suitable levels of information are available but may also recommend a field inspection if threatened aquatic species or sensitive aquatic habitat features are considered to have a moderate or higher likelihood of occurring, in order to guide micro-siting and design/mitigation measures to minimise impacts to aquatic environments. Further to this, if a waterway crossing at Oolong Creek is required, the waterway crossing will incorporate a fish passage barrier to prevent the	Detailed design and construction		Y	Y	HLE and HLW BMPs

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			TG	HLW	HLE	
	upstream incursion of European Carp and Redfin Perch to protect the Endangered Southern Pygmy Perch Population. If the design cannot incorporate an appropriate fish passage barrier, further engagement will be undertaken with DPI Fisheries to confirm alternate measures for implementation.					
B35	In addition to standard erosion and sediment control measures, the following procedures and considerations will be incorporated into construction methodologies for waterway crossings, where appropriate and practicable: • Minimise disturbance to native vegetation, including instream, fringing and riparian vegetation within the updated indicative disturbance area. This may include the demarcation of areas of native vegetation to be retained during work. • Any coarse woody debris or boulders located within instream work sites will be temporarily stockpiled during construction and then returned to the watercourse, at locations where scour risk can be avoided and risk of dislodgment and downstream damage. • Waterway crossing work will be constructed during no or low flow conditions and under calm weather conditions. Work will also be timed to occur outside of any locally high seasonal flow periods. • Silt curtains or coffer dams will be deployed around instream work sites where required, to protect against any impacts to water quality or indirect impacts to retained vegetation. These measures will be situated so to avoid blocking fish passage wherever practical and removed as soon as they are no longer required. • Flow diversion measures will be installed on bunded waterway	Construction		Y	Y	HLE and HLW BMPs and SWMPs

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			TG	HLW	HLE	
	crossings as appropriate or where construction during no or low flow conditions is not feasible. Flow diversion measures may include pumps to ensure that water can be moved from one side of blockages to the other, with screened inlets to prevent the entrapment of aquatic fauna and outlet structures that are designed to avoid scouring of the channel. Where waterways are bunded or flow obstructed, all obstructions to flow will need to be removed as soon as practical after watercourse crossing construction has been completed. • Appropriate erosion and sediment controls that take into account potentially flood prone areas will be employed to manage water quality impacts and indirect impacts to retained vegetation. • Waterway bed and bank material excavated during construction will be stockpiled outside of the active channel and avoid riparian vegetation. Any material excavated from the bed of waterways will be stockpiled separately from other materials and returned to the waterway bed following the completion of construction work. • If the stockpiling of sediment or soil is required, it will be located as far away from waterways as practicable and managed so that it is secure against flooding and runoff to prevent any sediment entering waterways. Adequate erosion and sediment control measures will be in place to protect stockpiled sediment against runoff during rainfall or flooding. • Only excavated natural materials (ENM) or virgin excavated natural materials (VENM) will be used as fill during reclamation work, ie no contaminated material, building or demolition rubble will be used as fill in any stream crossings. • Chemicals will be stored in adequate bunding (in accordance with					

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			TG	HLW	HLE	
	Australia Standard 1940 – The storage and handling of flammable and combustible liquids) as far away from streams as practicable and appropriately protected against flooding or runoff. Spill kits will be made available, and a spill response plan developed. • Plant refuelling will occur as far away from streams as possible and appropriate spill prevention measures (such as diversion bunds/cut off drains upslope and drip trays and spill kits) will be implemented when refuelling.					
B36	Regular monitoring/inspections of waterway crossing and access track conditions will be undertaken during operation. Consideration of the maintenance and inspection recommendations detailed in Fish passage in streams: Fisheries guidelines for design of stream crossings (Cotterell, 1998) to inform the monitoring/inspection details are recommended. This may include monitoring/inspections following random events, eg flooding. This will review: • the crossing structures, access tracks and associated erosion and sediment control measures to determine if they are continuing to operate satisfactorily • any maintenance requirements in order to prevent impacts to aquatic environments any issues that require intervention or rehabilitation eg bank erosion as a result of, or in proximity to, crossing locations.	Operation	Y			HLE and HLW BMPs
B37	A Biodiversity Offset Package will be prepared in consultation with NSW DCCEEW Environment and Heritage and must include, but not necessarily be limited to: • the specific biodiversity offset measures required to be implemented and delivered	Detailed design and construction	Y			HLE and HLW BMPs

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	• specific biodiversity offset measures that have been implemented and delivered • the cost for each specific biodiversity offset measure, which would be required to be paid into the Biodiversity Conservation Fund if the relevant measure is not implemented and delivered • a Supplementary Biodiversity Assessment Strategy which outlines how impacts to biodiversity will be assessed and reported, and the process for credit reduction requests • the timing and responsibilities for the implementation and delivery of the measures required in the Package. The approved Biodiversity Offset Package may, in consultation with NSW DCCEEW Environment and Heritage, be periodically updated to reflect changes to the biodiversity offset liability.					
Aboriginal heritage						
AH1	The Aboriginal community consultation process for this project will continue until completion of construction	Detailed design and construction		Y	Y	HLE and HLW HMPs
AH2	The finalisation of the project design and construction methodology, and associated final disturbance areas, will be developed to avoid harm to sites of moderate or above Aboriginal heritage significance as far as practicable. The objective is to further reduce potential impacts through considered placement of transmission line structure locations and design refinement of proposed infrastructure and the associated construction methodology. Avoidance and minimisation of harm to sites and potential archaeological deposits (PADs) will be prioritised.	Detailed design		Y	Y	HLE and HLW HMPs

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			TG	HLW	HLE	
AH3	Additional assessment will occur in accordance with the Code of Practice for Archaeological Investigations of Aboriginal Objects in NSW (2010a) for areas where ground disturbing activities are required in locations outside of the previously assessed area. Where required, additional heritage surveys will be carried out with the RAPs prior to ground disturbing activities occurring in any such areas (including areas where only visual inspection has been undertaken). If no Aboriginal objects are found or if Aboriginal objects are found and they would not be impacted, then a letter report would be prepared by an archaeologist that documents the findings and gives clearance to proceed. Where Aboriginal objects, scarred trees or area of PAD are located in unassessed areas and would be directly impacted, addendum report/s to Technical Report 2 – Aboriginal Cultural Heritage Assessment Report will be prepared. The report/s will: · detail findings of the survey activities · detail where test excavation is required · outline any additional mitigation strategies beyond those required · be presented to the RAPs for comment. Final reports will be provided to RAPs and to Heritage NSW for their information prior to the commencement of ground disturbing activities in these locations.	Detailed design		Y	Y	HLE and HLW HMPs
AH4	Identified Aboriginal sites of cultural value should be avoided by the project where feasible. Further consideration of the potential to avoid direct or indirect impacts on the identified Aboriginal sites of cultural value will be carried out during detailed design.	Detailed design		Y	Y	HLE and HLW HMPs

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			TG	HLW	HLE	
AH5	Where detailed design confirms there would be direct impacts from the construction of transmission line structures, new waterway crossings, worker accommodation facilities and construction compounds in areas with high and moderate archaeological sensitivity that have not been previously subject to test excavations, prior to impact a desktop assessment and site inspection will be completed to determine the level of previous impact from past ground disturbing activities and to determine if the area contains a potential archaeological deposit (PAD). If it is determined that the area contains a PAD and has undergone low previous impact then an archaeological subsurface test excavation program will be carried out in the area of direct impact.	Detailed design and construction		Y	Y	HLE and HLW HMPs
AH6	Following any stripping and grading works and prior to placement of any fill or road base material for construction of the access track, a site walkover will be completed and any surface artefacts will be recorded and moved off of the track. The artefact locations will be recorded as sites and then entered on the AHIMS database. The recording will include a record of their original location. Artefacts may be grouped into sites and the date provided to AHIMS accordingly.	Construction		Y	Y	HLE and HLW HMPs
AH7	Following the root ball removal in areas assessed as having high and moderate sensitivity, the area will be inspected and any surface artefacts will be recorded and moved away from the area of impact. The artefact locations will be recorded as sites and then entered on the AHIMS database.	Construction		Y	Y	HLE and HLW HMPs

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			TG	HLW	HLE	
AH8	Harm to modified trees and trees of cultural significance will be avoided where possible through design development and construction planning. Modified trees must only be removed to directly facilitate construction of permanent infrastructure and/or to meet Vegetation Clearance Requirements for the transmission line. If the removal of a scarred tree (a type of modified tree), or a tree of cultural significance, that has been assessed to be an Aboriginal object cannot be avoided, the tree will be subject to 3D scanning. Prior to any impacts to modified or scarred trees, or a tree of cultural significance, consultation will be undertaken with the Registered Aboriginal Parties (RAPs) on salvaging the scarred tree trunk.	Detailed design		Y	Y	HLE and HLW HMPs
AH9	All portions of artefact scatters and isolated finds of moderate or high archaeological significance that will be directly impacted will require surface collection and salvage and/or movement prior to construction commencement in those areas. Where test excavations identify archaeological deposits of moderate or high archaeological significance which cannot be avoided, salvage excavations will occur.	Detailed design and construction		Y	Y	HLE and HLW HMPs
AH10	The locations of known Aboriginal heritage sites within and adjacent to the project footprint and the relevant protocols to avoid and manage any potential harm to the items will be communicated through the HMP to all relevant construction workers prior to construction commencing in that area.	Detailed design and construction		Y	Y	HLE and HLW HMPs

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			TG	HLW	HLE	
AH11	Cultural heritage awareness training will be carried out for all construction workers working on the project prior to the construction workers participating in construction activities. The training shall cover features of heritage significance within and adjacent to project work sites and protocols that must be complied with to minimise and manage potential impacts to those features.	Construction		Y	Y	HLE and HLW HMPs and ACMPs
AH12	If at any time during construction, any unanticipated Aboriginal objects (which are inconsistent with approved heritage impacts in Technical Report 2 – Revised Aboriginal Cultural Heritage Assessment Report), or human remains are discovered, they will be managed in accordance with an unexpected finds protocol that is aligned with the protocol in Attachment 6 of Technical Report 2 – Revised Aboriginal Cultural Heritage Assessment Report.	Construction		Y	Y	HLE and HLW HMPs and ACMPs
AH13	The long-term management of salvaged archaeological materials will be determined in consultation with the Registered Aboriginal Parties (RAPs).	Construction	Y			
AH14	Sites of heritage significance that would remain in-situ within the transmission line easement, at substation locations and along access tracks will be mapped and recorded within GIS systems managed by Transgrid to reduce the potential for inadvertent impacts which may occur during maintenance activities.	Operation	Y (for mapping)	Y (for providing information)	Y (for providing information)	TG GIS
AH15	If impacts to the Derringullen Creek Women's Site cannot be avoided during further detailed design and construction planning, further consultation with the relevant Registered Aboriginal Party (RAP) will be	Detailed design and construction			Y	HLE and HLW HMPs

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			TG	HLW	HLE	
	undertaken to seek guidance around minimising and managing the extent of impacts.					
Non-Aboriginal heritage						
NAH1	If at any time during construction, any items of potential historic heritage archaeological significance, or human remains are discovered, they will be managed in accordance with an unexpected finds protocol that is aligned with the protocol in *Technical Report 3 – Historic Heritage Impact Assessment Report*.	Construction		Y	Y	HLE and HLW HMPs and ACMPs
NAH2	Additional assessment will occur in areas where ground disturbing activities are required in locations outside of the previously surveyed heritage survey area. Additional heritage surveys will be carried out prior to ground disturbing activities occurring in any such areas (including areas where only visual inspection has been undertaken). If no historic items are found or if historic items are found and they would not be impacted, then a letter report will be prepared by a heritage specialist that documents the findings and gives clearance to proceed. Where historic items are located and would be impacted, a report will be prepared for the survey areas. The report(s) will: · detail findings of the survey activities · detail where test excavation is required · outline any additional mitigation strategies beyond those required. Final reports will be provided to Heritage NSW for their information prior	Detailed design		Y	Y	HLE and HLW HMPs and ACMPs

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	to the commencement of ground disturbing activities in these locations.					
NAH3	Features/items of heritage significance that will remain in-situ within the transmission line easement and along access tracks would be mapped and recorded within GIS systems managed by Transgrid to reduce the potential for inadvertent impacts to occur during maintenance activities.	Operation	Y (for mapping)	Y (for providing information)	Y (for providing information)	TG GIS
Land use and property						
LP1	The location of infrastructure, work sites and access tracks (temporary and permanent) will be confirmed in consultation with landowners. Where permanent tracks are required, a single access track will be designed to serve both temporary and permanent purposes, where possible.	Detailed design and construction		Y	Y	HLE and HLW SIMPs and CCSs
LP2	A property management plan will be developed for directly impacted properties in consultation with landowners and stakeholders. The property management plans will outline the protocols that will be implemented to address landowner concerns during construction. This may include: • the process for rectification of any damage to property infrastructure caused by construction • the process for rehabilitation and stabilisation of disturbed areas following the completion of construction • measures to minimise disruption to agricultural practices during construction	Detailed design and construction		Y	Y	HLE and HLW SIMPs

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	• any fencing and gate requirements • specific biosecurity protocols.					
LP3	Alternative technologies which could enable weed control close to the transmission lines will be considered.	Detailed design and construction		Y	Y	Design
LP4	Biosecurity controls will be implemented to minimise the risk of off-site transport or spread of disease, pests or weeds. Controls will be in accordance with a Biosecurity Management Plan developed as part of the Biodiversity Management Plan to be implemented during construction, and Transgrid's Biosecurity Procedure and Biosecurity Environmental Guidance Note to implemented during operation, and will include development of specific controls if high biosecurity risks are identified. Appropriate measures will be implemented with respect to foot and mouth disease to control any risk of introduction via the project. The specific controls applicable to a property will be identified in consultation with the affected landowner. The effectiveness of these controls will be monitored in a manner and time interval consistent with the level of risk on each property. In the event of new infestations of notifiable weeds as a result of construction activities, the relevant control authority will be notified as per Biosecurity Act 2015 (NSW) and Biosecurity Regulation 2017.	Construction and operation		Y	Y	HLE and HLW ACMPs
LP5	Management of access on private landowner properties required for access to infrastructure for maintenance, including opening and closing of gates, will be done in accordance with landowner requirements.	Operation	Y			TG OEMP

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			TG	HLW	HLE	
LP6	If adverse effects on agricultural precision farming (using GPS) is reported within 12 months of operation, practical rectification measures (including signal boosting equipment or antenna enhancement) will be considered. This will be carried out in consultation with the relevant landowners.	Operation	Y			TG OEMP
LP7	Should boats be used to string transmission lines across Pejar Dam, they will be: • operated in a manner that minimises wash and bank erosion • appropriately maintained, and include spill containment kits • clean and free of visible debris and biological material before entering the water. Should drones or helicopters be used to string transmission lines across Pejar Dam, consultation will be undertaken with Goulburn Mulwaree Council to determine if further mitigation measures are required.	Detailed design and construction			Y	HLE and HLW CEMPs
LP8	Consultation will be undertaken with relevant landowners who utilise aerial farming operations to identify appropriate mitigation arrangements (where feasible) such as the installation of aerial warning markers on the transmission lines.	Construction and operation		Y	Y	HLE and HLW CEMPs TG OEMP
LP9	The location of all services and utilities within the construction area will be confirmed during detailed design, and any required protection or relocation will be designed in consultation with utility providers.	Detailed design		Y	Y	Design

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			TG	HLW	HLE	
Economic						
EC1	A Local Industry Participation Plan, an Australian Industry Participation Plan, a Workforce and Workforce Development Plan and an Aboriginal Participation Plan will be prepared and implemented.	Detailed design and construction		Y	Y	HLE and HLW SIMPs
EC2	Liaison will occur with local councils, interest groups, economic development organisations, local chambers of commerce and State government to: · notify local businesses of the goods and services required by the project, service provision opportunities and compliance requirements of businesses to secure contracts · encourage and support local business in meeting the requirements of the project for supply contracts · assist qualified local businesses to tender for provision of goods and services to support the construction of the project, where possible.	Detailed design and construction		Y	Y	HLE and HLW SIMPs, ACMPs and CCSs
Social						
SO2	Information will be provided to the construction workers that includes: · information on community services and recreation facilities, events and tourism activities · details on how to access health services including dedicated telehealth services organised by Transgrid · a company contact if help is needed. · Code of Conduct to minimise the incidence of risk drinking and drug behaviours.	Detailed design	Y (for organising telehealth services)	Y (for all other aspects)	Y (for all other aspects)	HLE and HLW SIMPs

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SO3	Emergency services will be regularly updated on work plans and access routes in the event of an emergency.	Construction		Y	Y	HLE and HLW SIMPs
SO4	Any opportunities for appropriate long-term use for the worker accommodation facilities (or component parts thereof) will be identified in consultation with councils and the relevant landowner/s.	Detailed design and construction	Y (for consultation with councils)	Y (for all other aspects)	Y (for all other aspects)	HLE and HLW SIMPs
SO5	Each worker accommodation facility will include appropriate food and catering facilities, fitness and recreational facilities, parking spaces and first aid facilities.	Detailed design and construction		Y	Y	HLE and HLW ACMPs
Landscape character and visual impact						
LV1	Opportunities for the retention and protection of existing trees within the disturbance area would be identified during detailed construction planning. Identified trees of high conservation significance would be retained and protected where practicable.	Detailed design		Y	Y	EWMP, HLE and HLW BMPs
LV2	Temporary and permanent access would be designed to minimise vegetation removal, changes to landform, and visual impacts where practicable.	Detailed design		Y	Y	EWMP, HLE and HLW BMPs
LV3	Lighting at construction compounds and worker accommodation facility would be designed and operated in accordance with *AS 4282 2019 Control of the obtrusive effects of outdoor lighting*.	Detailed design and construction		Y	Y	EWMP, HLE and HLW SIMPs and ACMPs
LV4	The Tree Protection Zone of retained trees within or immediately adjacent to the disturbance area would be managed in accordance with	Detailed design		Y	Y	HLE and HLW BMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	AS 4970-2009 Protection of Trees on Development Sites where practicable to minimise the impact of the works on the long-term health of these trees.					
LV5	For residences where the project is predicted to have a moderate to high visual impact, opportunities for screening vegetation would be investigated. Appropriate visual screening or other options (for example planting of vegetation) would be confirmed in consultation with the affected landowner and implemented where practicable. Vegetative screening would be maintained by the landowner.	Detailed design, construction and operation	(Y for concerns raised by landowners during operation)	Y (for all other aspects)	Y (for all other aspects)	HLE and HLW CEMPs TG OEMP
LV6	Lighting at the substations would be designed and operated in accordance with *AS/NZS 4282:2019 Control of the obtrusive effects of outdoor lighting*.	Operation	Y (for operation)	Y (for lighting design)	Y (for lighting design)	Design, TG OEMP
LV7	Transmission line structures will have a pre-dulled steel finish to minimise the potential for glare and reflection.	Detailed design and operation		Y	Y	Design, TG OEMP
LV8	Transgrid will continue to work with landowners and neighbours to avoid, minimise and mitigate impacts, as well as advocate strongly for a consistent, fair, NSW Government policy on visual impacts to neighbouring properties.	Detailed design, construction and operation	(Y for concerns raised by landowners during operation)	Y (for all other aspects)	Y (for all other aspects)	HLE and HLW CCSs TG OEMP

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
Noise and vibration						
NV1	Where receivers are predicted to be noise affected and near construction compounds or fixed work sites with long durations (ie several months), path control, such as hoarding or earth bunds will be investigated. Practical measures will be implemented where required. Positioning of site structures will also be considered to act as barriers between noisy work and receivers where practical.	Detailed design and construction		Y	Y	HLE and HLW NVMPs and ACMPs
NV2	An out-of-hours work protocol that details how the project will identify, assess and approve out of hours work outside standard construction hours that are likely to generate noise levels that exceed the relevant noise management levels at sensitive receivers will be developed and implemented. The protocol will include provisions to: · carry out additional assessments for work proposed outside standard construction hours, to confirm noise levels at potentially affected sensitive receivers and determine suitable mitigation measures to minimise noise levels · notify and engage with potentially noise affected receivers about upcoming work outside standard construction hours and address any associated complaints. · identify appropriate respite for noise affected receivers (where required). The OOHW protocol will not apply to the operation of the worker accommodation facilities.	Detailed design and construction		Y	Y	HLE and HLW NVMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
NV3	A Blast Management Plan will be developed to minimise the potential for airblast overpressure and vibration impacts. Maximum instantaneous charge calculations will be undertaken for specific locations within the potential controlled blasting areas. Individual blast designs will be based on meeting the criteria rather than restrictions on maximum instantaneous charge. All controlled blasting, including initial controlled trial blasting will be monitored to obtain data which can be used to confirm site constants and compliance with controlled blasting criteria. Landowner notification and consultation requirements will be identified in the Blast Management Plan.	Detailed design and construction		Y	Y	HLE and HLW NVMPs
NV4	Where construction is likely to result in exceedances of noise monitoring levels (NMLs) at sensitive receivers, mitigation and management measures to be implemented where practicable and appropriate. This will include (but is not limited to) the following measures: · select quieter plant and equipment and use alternative construction methods to minimise noise levels · plan and schedule concurrent noisy activities to minimise the number of items of noisy plant operating at one time and cumulative noise levels · install screens or use barriers to mitigate noise from stationary noise sources · maximise the offset distance between noisy plant and sensitive receivers · orient noisy plant and equipment away from sensitive receivers	Construction		Y	Y	HLE and HLW NVMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	· use noise source controls, such as residential class mufflers, to reduce noise from all regularly used plant including cranes, excavators and trucks · use non-tonal reversing alarms in place of traditional beeper reversing alarms during out-of-hours where noise impacts are predicted · turn off machinery when not in use · confirm equipment is maintained in accordance with manufacture's requirements to minimise generation of excessive noise · operate machinery in a manner which reduces occurrence of maximum noise level events, such as excavator bucket impacts, material drop heights, steel on steel impacts and dragging materials across hard surfaces · provide awareness training regarding noise mitigation measures to be implemented as part of regular toolbox meetings · notify and consult with potentially noise affected receivers about upcoming noisy activities · confirm that noise affected receivers outside standard construction hours and highly noise affected sensitive receivers are managed with consideration to the Construction Noise and Vibration Guideline (Transport for NSW, 2023) (CNVG) additional mitigation measures such as notifications, verification, and respite where appropriate.					
NV5	Monitoring will be carried out for noise intensive activities that have the potential to cause noise exceedances at sensitive receivers, to confirm that actual levels are consistent with the predictions and that appropriate mitigation measures have been implemented.	Construction		Y	Y	HLE and HLW NVMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
NV6	All construction vehicle movements will adhere to the following measures: • out-of-hours vehicle movements will be minimised where possible • construction delivery vehicles will be fitted with straps rather than chains for unloading, wherever possible • use of engine compression brakes will be avoided at night and in residential areas • site access points and roads/flight paths will be located as far as possible away from sensitive receivers • traffic flow, parking and loading/unloading areas will be planned to minimise reversing movements • construction inductions will include driver behaviour requirements to minimise vehicle noise emissions.	Construction		Y	Y	HLE and HLW NVMPs
NV7	Where vibration intensive work is required within the recommended minimum working distances and is considered likely to exceed the cosmetic damage criteria: • different construction methods with lower source vibration levels will be investigated and implemented, where feasible • vibration monitoring will be undertaken at the start of work to determine actual vibration levels at the receiver • work will be ceased if the monitoring indicates vibration levels are likely to, or do, exceed the relevant criteria.	Construction		Y	Y	HLE and HLW NVMPs
NV8	The design and layout of the proposed Gugaa 500 kV substation will comply with the Noise Policy for Industry (NSW EPA, 2017) (NPfI) criteria. The design will consider the following measures to mitigate	Detailed design and operation		Y		HLW NVMP

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	potential noise impacts: · positioning of transformer barriers · selection of equipment with consideration of sound power levels · acoustic modelling of noise levels at surrounding receivers from all noise generating substation equipment.					
NV9	A detailed operational noise assessment will be undertaken based on the final project transmission line route, conductor arrangement and confirmation of any property acquisitions, to confirm potentially noise affected receivers. For each residence where potential operational noise levels are predicted to exceed project trigger levels, noise monitoring to confirm actual operational noise levels will be carried out: • at representative locations within six months of the commencement of operation; and • at the request of the landowner of the residence at any time within two (2) years after the commencement of operation. The noise monitoring will occur during weather/atmospheric conditions conducive to generating the corona effect. For residences where the monitoring identifies corona discharge noise levels above 35 dB(A) LAeq, 15min at the reasonably most affected point of the residence, consultation will be undertaken with the landowner of the affected residence to identify solutions. Once the appropriate solutions have been agreed with the landowner, these will be implemented within 12 months.	Detailed design and operation	Y			TG Operational Noise Compliance Verification

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
NV10	Management measures will be implemented to minimise aircraft noise at sensitive receivers where practicable and appropriate. Measures will include (but are not limited to): • Carrying out consultation to notify nearby sensitive receivers of upcoming work involving aircraft. This will include scheduled use of helipads within construction compounds and combined worker accommodation facilities and construction compounds, flight paths outside of the project footprint and stringing or other work within the transmission line corridor. Notification will include scheduled dates, locations, indicative hours and a description of the proposed work. • Prioritising use of potential helipad locations at the construction compounds and combined worker accommodation facilities and construction compounds with the maximum distance offset from sensitive receivers. • Varying flight paths between helipads and the transmission line corridor to avoid repeated helicopter noise at sensitive receivers. • Operating aircraft in accordance with Airservices Australia (ASA) Environmental Principles and Procedures for Minimising the Impact of Aircraft Noise (2002) and the Helicopter Association International (HAI) Fly Neighbourly Guide.	Construction		Y	Y	HLE and HLW NVMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
Soils, Geology and Contamination						
SC1	Prior to ground disturbance within areas mapped as moderate to high risk saline soils, an inspection will be undertaken for the presence of saline soils. Areas of known or suspected salinity will be subject to further testing as required. If salinity is confirmed, excavated soils will be managed in accordance with Book 4 Dryland Salinity: Productive use of Saline Land and Water (NSW DECC, 2008) and the Salinity Training Manual (DPI, 2014) to manage salinity impacts. Erosion controls will be implemented in accordance with Managing Urban Stormwater – Soils and Construction, Volume 1 (Landcom 2004), and Volumes 2A (DECC, 2008a) and 2C (DECC, 2008b), commonly referred to as the 'Blue Book'. . Prior to construction materials will be selected to withstand acidic or high saline soil and groundwater environment (where applicable). During construction, existing areas of waterlogging and poor drainage will be avoided, where possible, when building access tracks and permanent structures.	Detailed design and construction		Y	Y	HLE and HLW SWMPs
SC2	Disturbance to AECs identified as having a moderate risk or greater will be avoided or minimised where practicable during construction. Where disturbance cannot be avoided, potential impacts will be minimised during finalisation of the design and construction methodology, where practicable. AECs identified as having a moderate risk that will be disturbed will be further assessed prior to construction. The investigations will be undertaken in accordance with the assessment of site contamination	Detailed design and construction		Y	Y	HLE and HLW SWMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	NEPM 2013. Any remediation required for the project will be undertaken based on a site-specific Remedial Action Plan. The Remedial Action Plan will define remedial goals and objectives, performance criteria for remedial effort and remediation methodology. A validation report will be prepared after remedial effort and be in accordance with the NSW EPA *Guidelines for Consultants Reporting on Contaminated Land* (NSW EPA, 2020b).					
SC3	Prior to ground disturbance in areas of potential acid sulfate soil or rock occurrence, testing will be carried out to determine the presence of actual and/or potential acid sulfate soils or rocks. If acid sulfate soils or rocks are encountered, they will be managed in accordance with the *Acid Sulfate Soil Manual* (ASSMAC, 1998).	Detailed design and construction		Y	Y	HLE and HLW SWMPs
SC4	All chemicals, fuels or other hazardous substances will be stored in accordance with the supplier's instructions and relevant legislation, Australian Standards and applicable guidelines. Environmental spill kits containing spill response materials suitable for the work being undertaken will be available with extras available to be carried in vehicles. A spill response procedure will be developed and implemented. All staff will be trained in emergency spill procedures.	Construction and Operation	Y (for operation)	Y (for construction)	Y (for construction)	HLE and HLW SWMPs and ACMPs TG OEMP
SC5	Detailed design will consider the risk of encountering naturally occurring asbestos (NOA) within the project footprint. Consideration may include movement of footings to areas with less risk of NOA, footing design changes or minimising rock blasting and ripping where practicable.	Detailed design and construction		Y	Y	HLE and HLW SWMPs – Unexpected Finds

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	An asbestos management plan will be prepared in accordance with the NSW Government Code of Practice How to manage and control asbestos in the workplace (SafeWork, 2020). The asbestos management plan will include the following measures: · management or isolation of areas mapped as medium to high risk of NOA, where direct disturbance of NOA is confirmed to be required for project construction works · placement of suitable signage around the work areas · list of appropriate personal protective equipment, including Respiratory Protective Equipment · implementation of dust suppression controls including wetting surfaces, covering disturbed surfaces and the use of sealed air-conditioned vehicles to minimise potential asbestos impacts to workers · decontamination of the workers' coveralls, personal protective equipment, equipment and work site · procedures for the disposal of NOA material or waste, if required · implementation of air monitoring using pumps and sample filter grid cowls for asbestos fibres and dusts if it is suspected that exposure to NOA dust during work might exceed safe levels of airborne asbestos. The air monitoring pumps, and reporting, must be undertaken by a licensed asbestos assessor.					Procedure/ Protocol
SC6	The contractor will undertake compliance monitoring, keep a record of waste volumes and waste types and keep a stockpiles register where excavations and stripping of surface soil contamination occurs. The contractor will keep all records during construction for waste disposal	Construction		Y	Y	HLE and HLW SWMPs and ACMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	and for the importation of materials such as engineering fill and excavated natural materials (ENM) or virgin excavated natural materials (VENM) soils. Engineering fill materials for use on site will be validated to confirm they meet the classification of VENM or ENM prior to being transported to site.					
SC7	The discovery of any unexpected contamination during construction will be managed in accordance with an Unexpected Contaminants Finds Protocol which will be prepared prior to construction.	Construction		Y	Y	HLE and HLW SWMPs
Surface Water and Groundwater						
SW1	An Erosion and Sediment Control Plan (ESCP) will be developed and implemented in consultation with a Certified Professional in Erosion and Sediment Control during construction for activities and areas that are considered higher risk. The plan will detail the processes, responsibilities and measures to manage potential soil and water quality impacts in accordance with the principles and requirements in: · Managing Urban Stormwater – Soils and Construction, Volume 1 (Landcom, 2004), and Volumes 2A and 2C (DECC, 2008), commonly referred to as the 'Blue Book' · Best Practice Erosion and Sediment Control (IESCA, 2008) · Transgrid's Environmental Guidance Notes · Guidelines for controlled activities (Riparian corridors (DPE, 2022d) and Watercourse crossings (DPE, 2022e)).	Construction		Y	Y	HLE and HLW SWMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
SW2	Consideration of scour protection will be included for any infrastructure that is within a waterway channel. The design will incorporate features that minimise impact on flow conditions and natural functioning of the waterway, where feasible and reasonable. For work within or near waterways consider and adhere to the following guidelines · Guidelines for Controlled Activity - In-stream works (DPE, 2022f) · Guidelines for Controlled Activity - Watercourse crossings (DPE, 2022e) · Why Do Fish Need to Cross the Road? Fish Passage Requirements for Waterway Crossings (DPI, 2003) · Policy and Guidelines for Fish Habitat Conservation and Management (DPI, 2013).	Detailed design and construction		Y	Y	HLE and HLW SWMPs
SW3	Water quality monitoring will be implemented to establish baseline water quality conditions in waterways of high sensitivity that may be impacted by nearby construction and to detect any changes in water quality that may be attributable to the project during construction. The frequency, location and duration of sampling will be detailed in a monitoring program. Monitoring locations will include: • at a minimum two monitoring locations (one located upstream and one downstream of the transmission line crossing) for waterways with a Strahler 4th stream order or higher within the Sydney Drinking Water Catchment where construction activities within 200 metres of the waterway will be carried out and could result in impacts • monitoring for total dissolved solids, total suspended solids, total nitrogen, and total phosphorus.	Detailed design and construction		Y	Y	HLE and HLW SWMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
SW4	Water supply management will be undertaken in accordance with agreements between the construction contractors, relevant landowners, and relevant water users and suppliers. Groundwater and surface water allocations purchased from existing registered bores/users must be extracted in accordance with the conditions stated in the associated Water Access Licences(s) (WAL(s)) and Water Supply Works approval(s).	Detailed design and construction		Y	Y	HLE and HLW SWMPs and ACMPs
SW5	Alternative construction methodologies will be investigated and implemented as required to minimise impacts to groundwater dependent ecosystems (GDEs) and registered groundwater bores, if identified to be directly impacted during detailed design. Make good provisions will need to be made to the groundwater user(s) for bores that will be affected in line with the minimal impact criteria listed within the NSW Aquifer Interference Policy. Where groundwater dewatering is required, the following will be conducted: • dewatering assessment (including dewatering volume estimates) • dewatering procedures will be included in the Soil and Water Management Plan (SWMP) in line with the minimal impact criteria listed within the NSW Aquifer Interference Policy, relevant water sharing plans (WSPs) and licencing requirements where relevant • Water Supply Works Approval (where needed) • Water Access Licence (WAL) (if dewatering volumes exceed 3 ML/year).	Detailed design and construction		Y	Y	HLE and HLW SWMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
SW6	Where controlled blasting is required, a suitably qualified blasting specialist will be engaged to carry out a detailed blasting assessment and trial blasts (if required) to determine blasting design and site-specific parameters. The blasting assessment should identify measures to limit vibrations to the recommended “safe” levels (defined in AS 2187.2-2006 Explosives - Storage and use), limit rock mass damage, avoid ""over-blasting"" and consider and mitigate potential impacts to: • groundwater dependent ecosystems • groundwater users • surface water bodies.	Detailed design and construction		Y	Y	HLW and HLE SWMPs
Hydrology and Flooding						
HF1	Suitable on-site drainage design and stormwater management strategies and plans will be implemented to limit adverse flood impacts on surrounding properties during construction.	Detailed design and construction		Y	Y	HLE and HLW SWMPs and ACMPs
HF2	The detailed design will consider the potential impacts on flooding associated with earthworks for new access tracks and the need for cross drainage culverts or bridge structures. The cross drainage infrastructure will be sized appropriately to minimise adverse flood impacts.	Detailed design		Y	Y	Design
HF3	Where possible, overland flow paths up to the 5% AEP event for construction compounds and 2% AEP for combined worker accommodation facilities and construction compounds are to remain unobstructed from bulk filling, site infrastructure and/or stockpiling. Selective placement of sensitive or vulnerable infrastructure (eg	Detailed design		Y	Y	HLE and HLW SWMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	electrical equipment, buildings, machinery, stockpiles, pedestrianised areas etc) will be considered in flood prone areas. Where bulk filling of flood prone land is required, a flood impact assessment is required to demonstrate the impact of proposed works with consideration of mitigation measures to minimise any downstream impacts.					
HF4	Where possible, existing drainage and overland flowpaths will be maintained at construction compounds, combined worker accommodation facilities and construction compounds and Bannaby 500 kV substation. Where filling is required, suitable drainage design and stormwater management strategies and plans will be implemented to limit adverse flood impacts on surrounding properties. Selective placement of sensitive or vulnerable infrastructure (eg electrical equipment, buildings, machinery, stockpiles, pedestrianised areas etc) will be allocated to areas away from drainage lines. On site detention will be incorporated where increases in site stormwater discharges exceed predevelopment flows, and will be designed in accordance with Managing Urban Stormwater – Soils and Construction, Volume 1 (Landcom, 2004), and Volumes 2A (DECC, 2008a) and 2C (DECC, 2008b), commonly referred to as the 'Blue Book'.	Detailed design and construction		Y	Y	HLE and HLW SWMPs
HF5	Suitably sized cut-off drains and cross drainage culverts will be designed and constructed to maintain existing flood behaviour up to the 1% AEP event around and downstream of the proposed Gugaa 500 kV substation footprint, unless otherwise approved by NSW Department of Planning, Housing and Infrastructure.	Detailed design and construction		Y		HLW SWMP

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
Hazards and Risks						
HR1	Asset protection zones (APZs) will be managed in accordance with Planning for Bush Fire Protection: A guide for councils, planners, fire authorities and developers requirements (NSW RFS, 2019) (PBP), and associated criteria.	Detailed design, construction and operation	(Y for operation)	Y (for design, construction)	Y (for design, construction)	EWMP, HLE and HLW ACMPs and BFEMEPs
HR2	Vegetation within the proposed transmission line easement will be managed in accordance with Transgrid's existing vegetation management standards consistent with the clearance requirements principle identified in *AS/NZS7000:2016 Overhead Line Design*.	Detailed design, construction and operation	(Y for operation)	Y (for design, construction)	Y (for design, construction)	HLE and HLW BFEMEPs
HR4	Access to substations and project buildings within the bushfire survey area will be established in accordance with: • *Planning for Bushfire Protection 2019* requirements (NSW RFS 2019) criteria • Access requirements will be in accordance with *NSW Fire Trail Standards* (NSW RFS 2016) and *Fire Trail Construction and Design Maintenance Manual* (Soil Conservation Science 2017).	Construction and operation	(Y for operation)	Y (for construction)	Y (for construction)	HLE and HLW ACMPs and BFEMEPs
HR5	The project will be designed and constructed in accordance with a Bush Fire Emergency Management and Evacuation Plan (BFEMEP). The BFEMEP will be prepared by a suitably qualified person and will include: · Bushfire Emergency Evacuation Plan (BEEP) · Bush Fire Risk Management Plan (BRMP) protocols during construction, considering activities during days with fire danger rating 'high' or greater	Detailed design, construction and operation	Y (for operational BFEMP)	Y (for all other aspects)	Y (for all other aspects)	HLE and HLW BFEMEPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	· bushfire response and notification measures to report fires at the earliest opportunity · bushfire mitigation measures including maintaining asset protection zones (APZs) and mechanisms for the handling and use of any dangerous goods · bushfire risk induction and training for personnel, including risks and management measures associated with construction equipment and activities · fire reporting, emergency areas, on-site refuges, and evacuation procedures and is to be consistent with Development Planning: A guide to developing a bush fire emergency management and evacuation plan (NSW RFS, 2014). The BFEMEP will be consistent with relevant Australian standard and development plans and guides. For the Special Fire Protection Purpose (SFPP), the BFEMEP will include planning for the early relocation of occupants in the event of a potential bushfire or other emergency situation. A copy of the BFEMEP will be provided to the Local Emergency Management Committee for its information prior to occupation of the development.					
HR6	The detailed design of the transmission line structures with coordinates and elevations will be provided to relevant stakeholders (including Airservices Australia, Department of Defence and ALA owners along the transmission line route). The notification will be made as early as possible.	Detailed design		Y	Y	N/A

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
HR7	Consultation with Civil Aviation Safety Authority (CASA) will be undertaken to confirm whether obstacle lighting and marking of the transmission line structures are required. The provision of markers on transmission lines and transmission line structures will be considered with the appropriate stakeholders.	Detailed design/ and construction		Y	Y	N/A
HR8	Approval to operate construction cranes that infringe the obstacle limitation surface (OLS) for Wagga Wagga Airport will be obtained in advance of the proposed activity at the transmission line between Wagga 330 kV substation and Gugga 500 kV substation. Wagga Wagga Airport management and Aerial Application Association of Australia will be provided with details of the crane operations at least seven days prior to their commencement via the Notice to Airmen (NOTAM) procedure. Details of potential stringing of transmission lines with helicopters and/or drones will be provided to Airservices Australia prior to commencement of stringing activities.	Construction		Y		N/A
HR9	All chemicals, fuels or other hazardous substances will be stored in accordance with the supplier's instructions and relevant legislation, Australian Standards and applicable guidelines. The capacity of any bunded area will be at least 130 per cent of the largest chemical volume contained within the bunded area. The location of the bunded enclosure/s will be shown on the site plans.	Construction and operation	(Y for operation)	Y (for construction)	Y (for construction)	HLE and HLW SWMPs and ACMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
HR10	Dangerous goods and hazardous substances will be transported in accordance with relevant legislation and codes, including the *Dangerous Goods (Road and Rail Transport) Act 2008*, Road and Rail Transport (Dangerous Goods) (Road) Regulation 1998 and the *Australian Code for the Transport of Dangerous Goods by Road and Rail* (National Transport Commission, 2018).	Construction		Y	Y	HLE and HLW SWMPs and ACMPs
HR11	The Wagga 330 kV substation and Bannaby 500 kV substation Emergency Response Manuals will be updated to include the modifications and required revised emergency response procedures.	Detailed design and operation	Y (for updating ERM)	Y (for providing information)	Y (for providing information)	N/A
HR12	An Emergency Response Manual will be prepared for the proposed Gugaa 500 kV substation and will include emergency response procedures.	Detailed design and operation	Y (for preparing ERM)	Y (for providing information)		TG and HLW Emergency Response Manuals
HR13	The detailed design for the transmission line and substations will be developed to comply with the following criteria: • Magnetic fields: 2,000 milligauss being the ICNIRP guideline 'Reference Level' • Electric fields: 9.1 kV per metre, ensuring compliance with the ICNIRP guideline 'Basic Restriction'	Detailed design		Y	Y	N/A
HR14	Within 12 months of the commencement of operation, an EMF compliance report will be produced to ensure compliance with the following EMF design criteria: • Magnetic fields: 2,000 milligauss being the ICNIRP guideline 'Reference Level'	Operation		Y	Y	N/A

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	• Electric fields: 9.1 kV per metre, ensuring compliance with the ICNIRP guideline 'Basic Restriction'.					
HR15	A minimum of 20,000 litre static water supply for firefighting purpose will be provided for each construction compound and worker accommodation facility where no reticulated water is available in accordance with Planning for Bush Fire Protection: A guide for councils, planners, fire authorities and developers (NSW RFS, 2019).	Construction		Y	Y	HLE and HLW ACMPs and BFEMEPs
Traffic, transport and access						
TT1	Access tracks, access connections and road upgrades required to facilitate the movement of project related traffic will be designed and constructed in a fit for purpose manner for construction. Where required, intersection works with public roads will be designed and constructed according to relevant Austroads guides or the relevant asset owners' standards.	Detailed design		Y	Y	HLE and HLW TTMPs
TT2	Prior to commencement of transportation activities, the validity of the previously undertaken haulage route studies will be confirmed in consideration of final haulage route conditions and applicable route restrictions for the period during which transportation of such components is planned. Any relevant permits and approvals will be sought from National Heavy Vehicle Regulator, the relevant road and rail authorities, NSW police, and utility owners and providers.	Detailed design		Y	Y	HLE and HLW TTMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
TT3	Traffic controls will be aligned with Traffic Control at Work Sites – Technical Manual Version 6.1 (TfNSW, 2022). Traffic controls will be confirmed in consultation with the relevant road authority.	Detailed design and construction		Y	Y	HLE and HLW TTMPs
TT4	Prior to construction, road condition assessments will be carried out for all local roads to be used during construction. The surveys will assess the current condition of the road surface and will be documented in a road condition report, with a copy being provided to the relevant road authority. Road condition assessments will be undertaken during and following construction to assess the damage to roads accessed by project-related traffic. Damage caused by the project will be rectified or compensated for, during or after construction, in consultation with the relevant road authority.	Detailed design and construction		Y	Y	HLE and HLW TTMPs
TT5	All project activities in rail corridors will be undertaken in accordance with the permission granted by the appropriate rail authority. Stringing of transmission line over rail tracks will be scheduled during rail maintenance periods or in a duration which permits sufficient gap between scheduled freight or passenger services to undertake the work.	Construction and operation	(Y for operation)	Y (for construction)	Y (for construction)	HLE and HLW TTMPs
TT6	Road closures will be undertaken with the approval of the appropriate road authority and under the relevant road occupancy licence to be obtained prior to construction. Where feasible, road closures will be planned outside of the traffic peak to minimise the impact on the road network.	Construction		Y	Y	HLE and HLW TTMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
TT7	A Code of Conduct applicable to all construction workers will be developed and implemented which will define acceptable driver behaviour. The purpose of the Code of Conduct is to promote road safety and ensure that the impacts of construction-related vehicle movements on local roads and the local community are minimised. The Code of Conduct will be developed as part of a wider suite of documents under work health and safety requirements.	Construction		Y	Y	HLE and HLW TTMPs, and ACMPs
TT8	Community and stakeholder communication strategies will be established and implemented to notify the affected communities, visitors, emergency services and relevant road and rail authorities in advance of any disruptions to traffic, anticipated delays, disruptions to property access and changes to travel routes. The strategies will be developed including details on communication channels, frequency of communication and response measures in relaying information to the community and stakeholders.	Detailed design and construction		Y	Y	HLE and HLW TTMPs, SIMPs, and CCSs
Air Quality						
AQ1	The following measures will be considered and implemented where practicable and appropriate to manage dust: • use water sprays or surfactants as required for dust suppression • provide adequate water supply on site for dust suppression • locate dust generating activities away from receptors • protect stockpiled materials from wind erosion to minimise dust generation and position stockpiles as far as practicable away from any nearby receptors • implement measures to minimise the tracking of dust generating	Construction		Y	Y	HLE and HLW AQMPs, and ACMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	material onto paved roads • cover the loads of potential dust producing materials • minimise the extent of ground disturbance as far as practicable • stabilise disturbed areas as soon as practicable • plan and schedule vegetation clearance and grubbing activities to minimise areas of open and exposed soil. The effectiveness of the installed controls will be monitored, and additional controls implemented as required to address any performance issues identified.					
AQ2	All vehicles and machinery will be maintained in accordance with manufacturer's specifications.	Construction		Y	Y	HLE and HLW AQMPs, and ACMPs
AQ3	Dust generation from project-related traffic movements on unsealed roads and access tracks (routes) in proximity to sensitive receivers will be visually monitored. Where dust from project related traffic movements is impacting or has the potential to impact the sensitive receivers, measures to minimise dust emissions and potential associated amenity impacts will be implemented where practicable and appropriate.	Construction		Y	Y	HLE and HLW AQMPs, and ACMPs
AQ4	Measures will be implemented at concrete batching plants to minimise emissions to air as far as possible, and will be regularly inspected with additional controls implemented as required. Concrete batching plants that will produce greater than 5,000 tonnes per year will be located 100 m (or more) from sensitive receptors. Measures to minimise emissions to air may include (where relevant):	Construction		Y	Y	HLE and HLW AQMPs, and ACMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	· all aggregate and sand will be stored appropriately in storage bins or bays to minimise dust generation, and material will not exceed the height of the bay · cement silos and hoppers will be fitted with dust filters · all inspection points and hatches will be fully sealed · all dry raw materials to be transferred into the bowl of an agitator via front end loaders by maintaining adequate moisture levels and/or an enclosed conveyor · the cement silo will be fitted with emergency pressure alert and automatic cut off overfill protection · transfer of cement from storage to batching will occur via sealed steel augers · regular monitoring of dust emissions and apply additional controls as required Where recommended separation distances cannot be achieved, alternative controls to minimise potential impacts will be investigated and implemented.					
AQ5	To minimise dust emissions during crushing/screening activities, the following measures (as a minimum) would be considered and implemented where practicable and appropriate: · locate plant 500 m (or more) from sensitive receptors · screen covers will be fitted to the crushing/screening equipment · control dust emissions from screening activities using water sprinklers, where required and appropriate · inspect the water sprinklers on a regular basis and maintain as required to ensure operational efficiency	Construction		Y	Y	HLE and HLW AQMPs and ACMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	· where practicable, install wind breaks in appropriate locations adjacent to the dust generating equipment and processes · prior to screening, dampen the rocks during dry weather conditions. The effectiveness of the implemented controls would be monitored, and additional controls implemented as required to address any performance issues identified. Where recommended separation distances cannot be achieved, alternative controls to minimise potential impacts will be investigated and implemented.					
AQ6	To minimise the impact of emissions from the use of diesel generators on sensitive receptors, the following measures (as a minimum) will be considered and implemented where practicable and appropriate: • Locate the equipment so it is away from the prevailing wind direction and maximise the distance to the nearest sensitive receiver • Connect to existing electricity network rather than using diesel generators where possible. • If connection to existing electricity network is not possible, where practical and appropriate implement the following recommended separation distances: – Greater than 10 MW in aggregate: 1,000 metres from sensitive receptor locations – Greater than or equal to 100 kW but less than 10 MW in aggregate: 500 metres from sensitive receptor locations Where recommended separation distances cannot be achieved,	Construction		Y	Y	HLE and HLW AQMPs and ACMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	alternative controls to minimise potential impacts will be investigated and implemented.					
AQ7	To minimise the impact of air emissions from the use of helipads on sensitive receptors, the following measures (as a minimum) will be considered and implemented where practicable and appropriate: • Locate helipad as far as practical from sensitive receptors • Minimise dust generation at take-off and landing sites and sites being used for transmission line structure assembly (particularly those used frequently) by the implementation of dust control measures including: – provision of water carts to apply water or other dust suppressants as and when required on work areas close to potential sensitive receptors – visual monitoring of dust generation – community liaison and mechanisms for registering and resolving complaints.	Construction		Y	Y	HLE and HLW AQMPs
Climate Change and Greenhouse Gas						
CC1	The use of sulfur hexafluoride (SF6) gas will be minimised where possible, including through the investigation of alternatives.	Detailed design and operation		Y	Y	HLE and HLW SuMPs
CC2	Options that will be considered during Infrastructure Sustainability Council (ISC) rating design review include energy efficient and passive design features for substation and worker accommodation facility buildings including air conditioning, lighting, low-flow fittings and solar power.	Detailed design		Y	Y	HLE and HLW SuMPs and ACMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
CC3	Options to minimise transport distances between construction compounds, accommodation facilities and work sites will be considered, for example utilising vehicle pooling / mini buses and sourcing equipment and materials locally where practicable.	Detailed design		Y	Y	HLE and HLW SuMPs and ACMPs
CC4	GHG emissions and associated activity data will be tracked and recorded to assist in identifying key emission sources and appropriate targeting of mitigation measures, as well as to provide learnings for other projects and demonstration of Infrastructure Sustainability (IS) Rating compliance.	Construction and operation	(Y for operation)	Y (for construction)	Y (for construction)	HLE and HLW SuMPs
CC5	Sulfur hexafluoride (SF6) gas emissions will be minimised through existing Transgrid leakage detection monitoring programs, maintenance and end of life dismantling procedures.	Operation	Y			TG OEMP
Waste						
W1	The resource management hierarchy principles established under the Waste Avoidance and Resource Recovery Act 2007 (WARR) Act of avoid, reduce, reuse, or recycle with disposal as the last resort will be applied to further development, construction and operation of the project.	Detailed design, construction and operation		Y	Y	HLE and HLW WMPs and ACMPs
W2	Stockpiled wastes, where required, will be: • appropriately segregated to avoid mixing and contamination • appropriately signposted • appropriately stored in accordance with Managing Urban Stormwater – Soils and Construction (Landcom, 2004) • less than three metres in height with an appropriate height to length	Construction		Y	Y	HLE and HLW WMPs

Updated Mitigation Measure		Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
	batter ratio • located as far away as reasonably practicable from sensitive receivers, ecological areas and waterways.					
W3	All waste will be assessed, classified, managed, and disposed of in accordance with the Waste Classification Guidelines (NSW EPA 2014b). Waste will be appropriately transported, stored and handled according to their waste classification and in a manner that prevents pollution of the surrounding environment. All waste related documentation such as waste classifications, transfer and disposal documentary evidence will be held by the proponent for a minimum of seven years from the date the waste is generated.	Construction and operation		Y	Y	HLE and HLW WMPs, and ACMPs
W4	The reuse of spoil and soils sourced from construction will be considered under an NSW EPA approved resource recovery order where the materials are sourced from within the project footprint and suitable from both a contamination and geotechnical perspective. Where a NSW EPA Resource Recovery Order exists for waste generated by the project, the opportunity to reuse that waste should be considered prior to disposal. The orders will need to be reviewed during construction and operation for validity and applicability.	Construction and operation		Y	Y	HLE and HLW WMPs
W5	Hazardous waste will be managed by appropriately qualified and licensed contractors, in accordance with the requirements of the *Environmentally Hazardous Chemicals Act 1985* and the EPA waste disposal guidelines.	Construction and operation		Y	Y	HLE and HLW WMPs, and ACMPs

	Updated Mitigation Measure	Relevant Stage/s	Responsibility			Plan
			TG	HLW	HLE	
Cumulative Impacts						
CI1	Coordination and engagement with proponents and/or construction contractors of relevant future projects will occur during detailed design and construction to confirm the potential cumulative impacts and timing of activities that have potential cumulative impacts. Coordination and engagement will include: • providing regular construction program updates • identifying potential conflict points with other relevant future projects, eg proximity of work sites, or shared construction access routes and traffic management requirements • developing mitigation strategies in order to manage conflicts that may arise.	Detailed design and construction		Y	Y	EWMP, HLE and HLW CCSs and TTMPs
CI2	Engagement with the Department of Defence and Transport for NSW will be carried out during detailed design and construction to confirm the potential for cumulative impacts from the RAAF Base Wagga Redevelopment and work associated with the *Tumut to Hume Highway (Snowy Mountains Highway and Gocup Road)* Corridor *Strategy* (Transport for NSW, 2016). Mitigation strategies will be developed if potential cumulative impacts are identified.	Detailed design and construction		Y		N/A

Appendix C – Relevant Legislation

Legislation	Relevant activity / aspect	Requirements	Reference	Responsibility
General				
Environment Protection and Biodiversity Conservation Act *1999* (EPBC Act) (Commonwealth)	Environmental protection	A person must not take any action that has, will have or is likely to have a significant impact on any of the matters of national environmental significance without approval.	S28	TG, DPs
Environmental Planning and Assessment Act 1979 (EP&A Act)	All	The Project has been declared critical State Significant Infrastructure (CSSI) by virtue of Schedule 5, clause 9 of State Environmental Planning Policy (Planning Systems) 2021. Comply with the terms of the Minister for Planning's approval for the project. Obtain the Minister's approval for any project modifications that are not consistent with the planning approval.	5.14 5.25	TG
State Environmental Planning Policy (Planning Systems) 2021	All	Declaration of critical State Significant Infrastructure.	Part 3, Clause 13	TG
Protection of the Environment Operations Act 1997 (POEO Act)	All	Do not risk harming the environment by willfully or negligently: • Disposing of waste unlawfully • Causing any substance to leak, spill or otherwise escape (whether or not from a container) or • Emitting an ozone depleting substance	S115 S116 S117	TG, DPs
	Control equipment	Properly and efficiently maintain and operate any installed pollution control equipment (including monitoring devices).	S167	TG, DPs
	Notification of pollution incidents	Notify the EPA immediately of pollution incidents where material harm to the environment is caused or threatened.	S148	TG, DPs
Biodiversity				
Biodiversity Conservation Act 2016 (BC Act)	Fauna	Do not harm any animal that is; of a threatened species, which is part of a threatened ecological community or is a protected animal, unless authorised under other legislation (e.g. planning approval).	S2.1 S2.8	TG, DPs
	Habitat	Do not damage the habitat of a threatened species or ecological community unless authorised under other legislation (e.g. planning approval).	S2.4 S2.8	TG, DPs
	Biodiversity values	Do not damage declared areas of outstanding biodiversity value unless authorised under other legislation (e.g. planning approval).	S2.3 S2.8	TG, DPs

Legislation	Relevant activity / aspect	Requirements	Reference	Responsibility
	Flora	Do not pick a plant that is of a threatened species, which is part of a threatened ecological community or is a protected plant, unless authorised under other legislation (e.g. planning approval).	S2.2 S2.8	TG, DPs
Fisheries Management Act 1994	Fish passage	Do not block fish passage without a permit.	S219	Under the EP&A Act the Project is exempt from this requirement
Biosecurity Act 2015	Weeds and Pest Management	The duty to prevent, eliminate and minimize biosecurity risks posed by biosecurity matters as defined by the Act.	S22	TG, DPs
Local Land Services Act 2013	Clearing of native vegetation in regulated rural areas	Approval and authorization required for clearing native vegetation in a regulated rural area.	Part 5A	The project would be exempt on approval via Section 60(O)(ii) of the Act.
EPBC Act	Flora and fauna conservation	Do not kill, injure or take a member of a listed threatened species without a permit.	Part 13	TG, DPs
Heritage				
National Parks and Wildlife Act 1974 (NP&W Act)	Aboriginal places and objects	Do not harm or desecrate an Aboriginal object or Aboriginal place without consent.	S86 S90	Under the EP&A Act the Project is exempt from this requirement
		Notify the NPWS within a reasonable time of becoming aware to the location or discovery of certain Aboriginal objects.	S89A	TG, DPs
Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Commonwealth)	Protection of Aboriginal areas and objects	Report any discovery of Aboriginal remains to the Federal Minister for the Environment and Heritage.	S20	TG, DPs
		Comply with the provisions of any declaration in relation to a significant Aboriginal area or object.	S22	TG, DPs
Heritage Act 1977	Non-Aboriginal heritage	Do not undertake an activity that will affect a place, building, work, relic, moveable object or precinct which is subject to an Interim Heritage Order or is listed on the State Heritage Register without approval from the Heritage Council.	S56 S57	Under the EP&A Act the Project is exempt from this requirement
		Do not disturb or excavate land with knowledge or reasonable cause to suspect that the disturbance or excavation will or is likely to result in a relic being discovered, exposed, moved, damaged or destroyed; or do not disturb or excavate land on where a relic has been discovered or exposed.	S139	Under the EP&A Act the Project is exempt from this requirement
		Notify the Heritage Council on discovery of a relic.	S146	TG, DPs
Water				

Legislation	Relevant activity / aspect	Requirements	Reference	Responsibility
Water Management Act 2000 and Water 1912	Water access and use	Do not take water from a water source (a lake, river or estuary or place where water occurs naturally on or below the surface of the ground and includes coastal waters) without an access license. Do not use water on land (unless supplied by a water utility, irrigation corporation etc. or in accordance with basic landholder right) without a water use approval.	S56 S60A S89 S91A	TG, DPs
	Water management works	Do not construct/use a water supply work, drainage work or flood work without the appropriate approval.	S90 S91B S91C S91D	Under the EP&A Act the Project is exempt from this requirement
	Waterfront land	Do not deposit material, excavate, or remove material within a watercourse bank, shore or bed, or on land 40 metres inland, or interfere with the likely flow of water to such a body, without a controlled activity approval.	S91	Under the EP&A Act the Project is exempt from this requirement
	Activity approvals	An aquifer interference approval/licence may be required under Section 91(3) if construction requires intersection of a groundwater source.	S91	TG, DPs
POEO Act	Pollution of waters	Unless otherwise authorised by an EPL, the development must not cause water pollution.	S120	TG, DPs
Noise				
POEO Act	Plant maintenance and operation	Do not operate plant if it emits noise caused by poor maintenance or operation.	S139	TG, DPs
	Materials management	Do not cause noise by failing to properly and efficiently deal with materials.	S140	TG, DPs
Contaminated material				
POEO Act	Land pollution	Do not cause or permit land pollution other than under authority of a licence or regulation. (However, it is not a land pollution offence to place virgin excavated natural material or lawful pesticides and fertilisers on land, or by placing matter on land that has been notified to the EPA as an unlicensed landfill, and which is operated in accordance with the regulations.)	S142A-S142E	TG, DPs
Contaminated Land Management Act 1997	Reporting contamination	Notify the EPA if: • Contaminants exceed thresholds contained in guidelines or the regulations where contamination has entered or will foreseeably enter neighbouring land, the atmosphere, groundwater or surface water.	S60	TG, DPs

Legislation	Relevant activity / aspect	Requirements	Reference	Responsibility
		• Contaminants in soil are equal to or exceed guideline levels with respect to the current or approved use of the land. • Contamination meets other criteria that may be prescribed by the regulations.		
Waste				
POEO Act	Littering	Do not litter in a public place or an open private place. Do not litter from a vehicle. Only deposit advertising material in receptacles provided for mail or newspapers or under the door of the premises. Do not deposit advertising material on or in vehicles.	Part 5.6A	TG, DPs
	Waste and transportation	Do not undertake a scheduled waste activity unless in accordance with an environmental protection licence. A licence must be obtained when construction and demolition wastes are applied to land under certain circumstances. This includes the reincorporation of crushed road base material back into roads and the placing of excess fill material onto properties. A licence is not required if the material: • Is Virgin Excavated Natural Material (VENM). • Does not exceed 200 tonnes in the Sydney, Newcastle and Wollongong areas, or 20,000 tonnes outside these areas. • Is covered by a "general exemption". Current exempted materials are Excavated Natural Material (ENM), recycled aggregates and raw mulch. These exemptions are conditional and require some chemical testing of materials before they are placed onto land. • A licence must be obtained if more than 2,500 tonnes (or cubic metres) is stored on a stockpile site at any one time, or more than 30,000 tonnes of waste is received per year from off site.	Part 3.2 Schedule 1	TG, DPs
		Only transport waste to a facility that can lawfully accept the waste.	S143	TG, DPs
		Do not dispose of waste in a manner that harms or is likely to harm the environment.	S115	TG, DPs
Protection of the Environment		Comply with general requirements for the transport of waste. For example, any	Clause 49	TG, DPs

Legislation	Relevant activity / aspect	Requirements	Reference	Responsibility
Operations (Waste) Regulation 2005	Waste and transportation	vehicle used by the person to transport waste must be kept in a clean condition and be maintained so as to prevent spillage of waste. For some wastes only licensed transporters can be used.		
		Comply with record keeping requirements in relation to the transport of certain types of waste.	Part 3	TG, DPs
Waste Avoidance and Resource Recovery Act 2001	Waste management	Establish the waste hierarchy. Promotes waste avoidance and resources recovery by developing waste avoidance and resource recovery strategies.	-	TG, DPs
Traffic				
Roads Act 1993	Road work	Requires the consent of the appropriate road authority for carrying out work on, or disturbing, the surface of a public road. Where the proponent is a public authority, the roads authority must consult with the applicant before making a decision.	S138	TG, DPs
Hazard and risk				
Environmentally Hazardous Chemicals Act 1985	Hazards and risks	Obtain a licence to undertake prescribed activities involving environmentally hazardous chemicals or declared chemical wastes	S28	TG, DPs
Dangerous Goods (Road and Rail Transport) Act 2008	Hazards and risks	Ensure that dangerous goods are transported in a safe manner.	S9	TG, DPs
Pesticides Act 1999	Hazards and risks	Do not use an unregistered pesticide without a permit. Use pesticides in an environmentally sensitive manner. Read the label or permit for the pesticide. Use registered pesticides in accordance with instructions on the label. Do not use any restricted pesticide unless authorised by a certificate of competency or a pesticide control order under the Act. Compliance with pesticide codes of practice is required.	S12 S13 S14 S15 S17	TG, DPs
Rural Fires Act 1997	Bushfire	The Act provides for the prevention, mitigation and suppression of bush and other fires in local government areas. Exemptions can be sought to allow hot works to be undertaken on Total Fire Ban days.	Division 6 S99	TG, DPs

Appendix D – Transgrid Environment Policy

Transgrid Environment Policy, 26 February 2024

Environment Policy

The Transgrid Group is committed to conducting its activities and services in a manner that protects the environment, prevents pollution, meets our compliance obligations, and supports the development of a green energy future. Transgrid actively supports and encourages employees and contractors to consider the environmental impact of their daily activities, aligning with our commitment to sustainability.

The Environment Policy covers all activities and services undertaken by the Transgrid Group including the planning, building and operation of infrastructure, ongoing management of these assets and their decommissioning.

We aim to enhance our systems and processes in a manner that promotes continuous improvement in environmental management and performance which will lead to the achievement of good industry practice and a reduction in our environmental footprint.

In meeting these commitments, Transgrid:

- Maintains an Environmental Management System that provides the framework for setting and reviewing our environmental objectives and targets, including the implementation, monitoring and review of these objectives and targets, as well as facilitating continuous improvement in environmental performance.
- Continues to develop systems that recognise sensitive environmental and cultural sites on or near our infrastructure and provides processes to manage our activities with the aim of preventing environmental harm or adversely impacting the environment.
- Integrates environmental management considerations into the planning, design, siting, construction, maintenance, operation, decommissioning, and disposal of all Transgrid assets.
- Provides environmental training, assessment, and authorisation under our Environmental Management System to employees and contractors to enable them to perform their duties in an environmentally sensitive manner.
- Engages with the community, customers, employees, government, and other stakeholders regarding potential environmental or cultural impacts associated with our plans and activities.
- Pursues opportunities to maximise resource efficiencies and reduce the generation of waste through reduction, reuse and recycling programs.
- Identifies, sets, and monitors realistic environmental performance measures and communicates them to all employees and stakeholders.

Approved by: Brett Redman, CEO, February 2024

1. Document controls:

Keep this as a separate page so it can be removed before publishing on the website.

Revision no:	10	**TRIM No:**	D2003/1736	**Approval/ Review Date:**	26 February 2024
Business function:	Manage Health, Safety and Environment			**Document type:**	Policy
Process owner:	Head of Health, Safety and Environment				
Circulation:	External Website: Yes ☒ No ☐ Lumea: Yes ☒ No ☐				
Author:	David Donehue, Senior Sustainability and Environment Manager				
Reviewers:	Joel McMurtrie, General Manager Health, Safety and Environment. Shauna Coffey, Head of Sustainability				
Approver:	Brett Redman, Chief Executive Officer				

Implementation:

This policy will be implemented in the following ways:

- Notification to all employees when the policy is approved.
- Environment Policy to be displayed at offices and substation.
- Environment Policy to be available to all external stakeholders on the Transgrid website.

Monitoring and review

This policy will be monitored by:

- Executive Health, Safety and Environment Committee

This policy will be reviewed:

- Annually by the Head of Health, Safety and Environment

Change from previous version:

Revision no	Approved by	Amendment
10	Brett Redman, Chief Executive Officer	Reference the Transgrid Group to inclusively encompass Lumea, ensuring that our commitment accurately reflects the current structure and scope of our organisation Reaffirmed our commitment to a green energy future and emphasise our ongoing efforts for continuous performance improvement in reducing our environmental footprint.
9	Brett Redman, Chief Executive Officer	Policy updated to new template and approved by new CEO.

A printed copy of this document may not be the current version. Please refer to the Wire to verify the current version.

Appendix E – HLE and HLW Environment and Sustainability Policies

HLE: Environment and Sustainability Policy Statement, 6 May 2024

HLW: Environment Policy, 27 January 2021

Sustainability Policy, 6 December 2023

HumeLink East

Environment & Sustainability Policy Statement

This policy statement applies to the HumeLink East Project.

AGJV's commitment to Environment & Sustainability focuses on our shared purpose to invest in, develop and operate infrastructure assets that make our planet more sustainable.

AGJV will develop and deliver regenerative infrastructure and assets that respond to global challenges and trends that affect our business, guided by principles established in our Sustainability Master Plan.

AGJV will continually improve the design, delivery and operation of our Projects with an intent of achieving net positive impacts within the construction footprint, the adjoining environment and the wider community.

AGJV is committed to:

- Taking a preventive approach to reduce the extent of our operations, through minimising pollution and impacts to local biodiversity and heritage.
- Mitigating the adverse effects of climate change through design and operation of our assets
- Improving efficiency across our activities to meet AGJV's goal of absolute net zero by 2050 through reducing energy and material consumption.
- Contributing to the Circular economy through reuse of materials, recycling and recovery of waste
- Reducing our reliance and overall consumption of potable water through water efficiency measures and use of alternative water sources
- Complying with legislative and client requirements that relate to business activities.
- Working with our supply chain to achieve sustainability outcomes in our workforce, for local businesses and in the products and services we procure.
- Facilitate economic prosperity through developing local workforce for the future renewable energy industry sector.
- Working with our clients, the local community, and stakeholders to develop regenerative solutions, sustainable practices and implement innovative outcomes.
- Include sustainable principles in the procurement process, by including social, environmental, and economic requirements in procurement documentation.
- Fostering a genuine commitment to environmental protection and a culture of best practice in all employees
- Regular monitoring and auditing of processes and activities in line with our AGJV Integrated Management System and objectives to identify preventive actions to enhance performance.

We are committed to maintaining, reviewing, and continually improving our environmental management systems to meet the requirement of the current standards related to the development, design, construction, maintenance, operation and asset management of all our activities.

Carel Nagel
Project Director (PD) Acciona Genus Joint Venture.

Date of Issue: 6th May 2024

HumeLink West
Sustainability Policy

Document Information	
Project Name	HumeLink West
Client	Transgrid
Document Number	HLW-HLJV-PRW-SU-POL-000001
Issue Date	6/12/2023
Revision	A
Status:	For Information
Author / Position	Greg Appleby / Sustainability Manager

Revision History						
Revision No	**Date**	**Revision Detail/Status**	**Author**	**Reviewer**	**Approver**	**Signature**
A	06/12/2023		Greg Appleby	Reza Khaghani	Jim Maniord	

Purpose

This Policy outlines our sustainability management commitments for minimising environmental impacts, optimising social outcomes, fostering economic resilience, and continually improving our practices to contribute positively to the well-being of both current and future generations.

Application

This Policy is applicable to all employees and third parties under the management control of the HumeLink Joint Venture (HLJV), including alliances. It extends across all divisions of the organisation involved in the HumeLink West Project.

To achieve our sustainability management objectives, we will:

- **Integrate Sustainability:** We will establish project systems and processes, underpinned by strong project leadership, to ensure a shared responsibility for enhancing sustainability outcomes.
- **Achieve Certification:** We will seek certification for the HumeLink West project under the Infrastructure Sustainability Council's (ISC) IS Rating tool for Design and As Built.
- **Minimise our Environmental Footprint:** We are committed to minimising the environmental footprint during construction and operations by reducing energy, water, and resource consumption, minimising waste to landfill, and exploring renewable energy options.
- **Preserve Heritage and Environmental Values:** Our approach includes safeguarding and, whenever feasible, enhancing heritage and environmental values through appropriate design, planning, and management controls.
- **Build Expertise:** We will enhance the knowledge, awareness, and skills of our employees, contractors, and impactful suppliers by providing relevant training, information, and resources.
- **Ensure Climate Resilience:** Our commitment extends to delivering infrastructure that is resilient and adaptable to future challenges by assessing and responding to climate change.
- **Engage with the Community:** We will engage regularly and genuinely with communities and stakeholders to minimise project impacts while generating positive community outcomes.
- **Collaborate with Local and Indigenous Suppliers:** We will collaborate with local, regional, and Indigenous suppliers to foster innovative solutions, encourage sustainable practices, and promote the use of sustainable materials.
- **Create Economic Growth:** Our efforts will enhance local and regional economic growth through procurement practices, partnerships, and workforce development initiatives that leave a positive and legacy for our communities and stakeholders.
- **Integrate sustainability in Procurement:** We are committed to integrating social, environmental, and economic aspects into the procurement process.

The HLJV is dedicated to leading, providing strong systems, and allocating resources to achieve outstanding sustainability results for the HumeLink West Project. We will collaborate closely with Transgrid and the HumeLink East delivery partners to optimise sustainability outcomes.

Our Project Director and the Sustainability Manager will ensure the integration of sustainability into the HumeLink West Project. The policy's objectives will be implemented by JV staff, subcontractors, and suppliers.

Appendix F – Transgrid Environmental Management System Framework

Transgrid Environmental Management System Framework, 21 February 2021

Management Framework

CONTROLLED DOCUMENT

Environmental Management System Framework

Summary					
The purpose of this framework is to provide an overview of Transgrid's environmental management system.					
Revision no:	15	**TRIM No:**	D2003/2790	**Approval/ Review Date:**	20 March 2023
Business function:	Health, Safety & Environment			**Document type:**	Management Framework
Lumea circulation:	Yes ☒	No ☐			
Process owner:	General Manager of Health, Safety and Environment				
Author:	Megan Calvert, HSE Systems Manager				
Reviewers:	David Donehue, Senior Environment and Sustainability Manager Luke Fania, Environment Manager Joel McMurtrie, General Manager of Health, Safety and Environment				
Approver:	Jane Sherlock, EGM, People, Culture and Safety				

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Contents

1. Purpose

The primary purpose of this framework is to describe the core elements of Transgrid's environmental management system and their interaction.

2. Scope

The environmental management system framework applies to all Transgrid staff.

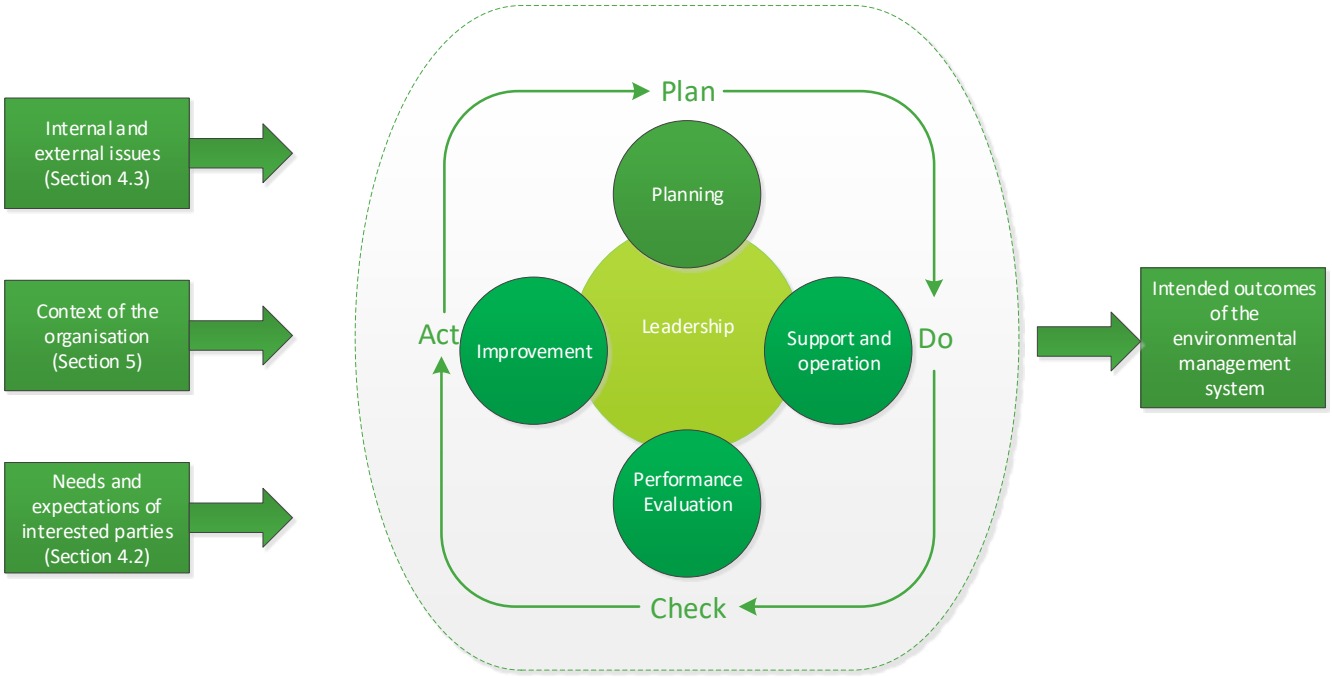
3. Definitions

Term	Definition
CAMMS	Transgrid's hazard and risk management system which allows the tracking, management, investigation, reporting and auditing of hazards, incidents, risks, waste disposal and compliance.
EMS	Environmental Management System, part of an organisation's management system used to develop and implement its environmental policy and manage its environmental aspects
ISO 14001	An international standard which addresses environmental management systems

4. Framework principles

Transgrid has developed an environmental management system to meet the requirements of ISO 14001.

The principles of ISO 14001 are shown in the diagram below, and are explained in this framework:



Each of the elements of the EMS works to continually improve the environmental performance of the organisation.

5. Context of the organisation

5.1. Understanding the organisation and its context

The EMS covers all activities undertaken and services provided by Transgrid, including the provision of electricity transmission services and provision of telecommunication services. This is aligned with Section 2 and 3 of the Business Management System (BMS) description.

The framework will be continually monitored and periodically reviewed to provide effective direction of an organisation's response to changing internal and external issues.

5.2. Needs and expectations of interested parties

Transgrid has developed the Needs and Expectations of Interested Parties Register (D2020/03345), which identifies the interested party relevant to the EMS, including their needs and expectations. Any of the needs and expectations that are compliance obligations have been added to CAMMS.

5.3. Scope of the EMS

The EMS covers all activities undertaken and services provided by Transgrid, including the provision of electricity transmission services and provision of telecommunication services. This is aligned with Section 3 of the Business Management System (BMS) description.

The framework will be continually monitored and periodically reviewed to provide effective direction of an organisation's response to changing internal and external issues.

6. Leadership

6.1. Leadership and commitment

Transgrid's top management demonstrate leadership and commitment to the EMS by ensuring:

- the Environment Policy is approved by the CEO and has been endorsed by the Executive.
- the Executive General Manager/People, Culture and Safety has been delegated with the responsibility of the environmental management process in the organisation.
- that resources are available to complete the actions set out in the HSE Objectives procedure.
- the organisation's environmental performance is reviewed at the Executive Business Review Monthly Meeting

- management reviews of the environmental management system are undertaken on a regular basis.
- continual improvement by participating environmental audits and incident investigations when required.
- the integration of the environmental management system requirements into business processes

These actions are undertaken to ensure that environmental management system achieves its intended outcomes.

6.2. Environmental Policy

Transgrid has developed an Environmental Policy which sets out Transgrid's vision and commitment in regards to environmental management. The Environment Policy covers all activities and services undertaken by Transgrid including the planning, building and operation of infrastructure, ongoing management of these assets and their decommissioning.

6.3. Roles, responsibilities and authorities

Roles, responsibilities and authorities for Transgrid's EMS are defined in the following ways:

- The Senior Sustainability and Environment Manager is responsible for ensuring the EMS has been established, implement and maintained, and reporting to senior management on the performance of the EMS
- Section 13 of this framework provides guidance on the accountabilities for the various levels of management
- Position descriptions outline environmental responsibility for all employees.

7. Planning

The planning section of the EMS is to establish the management system, and help Transgrid focus its resources on the areas of the organisation that have the greatest environmental risks.

7.1. Actions to address risk and opportunities

Transgrid has developed a Health, Safety and Environmental Risks and Opportunities procedure which sets out the process of identifying and documenting environmental risks and opportunities for Transgrid.

7.1.1. Environmental aspects and impacts

Transgrid has developed the procedure Identification of Significant Environmental Aspects which sets out the risk management process of identifying environmental aspects and impacts and determining the significance of these aspects for the organisation. This process is completed during a workshop every two years with the outcome being Transgrid's Register of Significant Environmental Aspects. The current significant environmental aspects are:

- The failure of an Employee or a Contractor to have an appropriate approval or adhere to the conditions of approval, legislative requirements or environmental assessment requirements (e.g., CEMP and associated sub-plans) during construction activities.
- Insufficient clearing of easement (on easement vegetation removal) resulting in arcing and subsequent bushfire ignition.
- Off-easement trees (hazard trees) coming into contact with transmission line conductors causing significant bushfire.
- Legacy issues associated with either the inappropriate disposal of hazardous materials or the historic use of chemicals/materials that has led to site contamination (e.g., PFAS, lead, asbestos, pesticides).
- Biosecurity impacts during early works, pre-construction, construction and operation.
- Lack of maintenance of access tracks causing significant erosion risks.

These significant environmental aspects must be taken into account for the establishing, implementing and maintenance of our EMS.

7.1.2. Compliance Obligations

Transgrid has developed the procedure Health, Safety and Environment Legal and Other Requirements procedure which sets out the method of identifying environmental legislative and other requirements with which Transgrid must comply.

Compliance obligations are available to all staff on the Environmental Legislation page on the Wire. This page provides

- Access to EnviroLaw, an online software package offering plain English summaries of environmental legal obligations from State (NSW, Queensland, Victoria and South Australia) and Commonwealth legislation.
- Environmental Compliance Register
- Monthly summaries of environmental Legislation, upcoming legislative changes, court cases and environmental publications relevant to Transgrid.
- Protocol for Undertaking of Inspection, Maintenance and Emergency Works on Transgrid Network Assets and associated infrastructure with National Parks and Wildlife Service and ACT Site Management Agreement.

7.1.3. Planning action

Actions identified from the significant environmental aspects, compliance obligations and risks and opportunities are managed through the HSE Objectives procedure

7.2. Objectives and planning

Transgrid has developed the HSE Objectives procedure that incorporates objectives from the following documents:

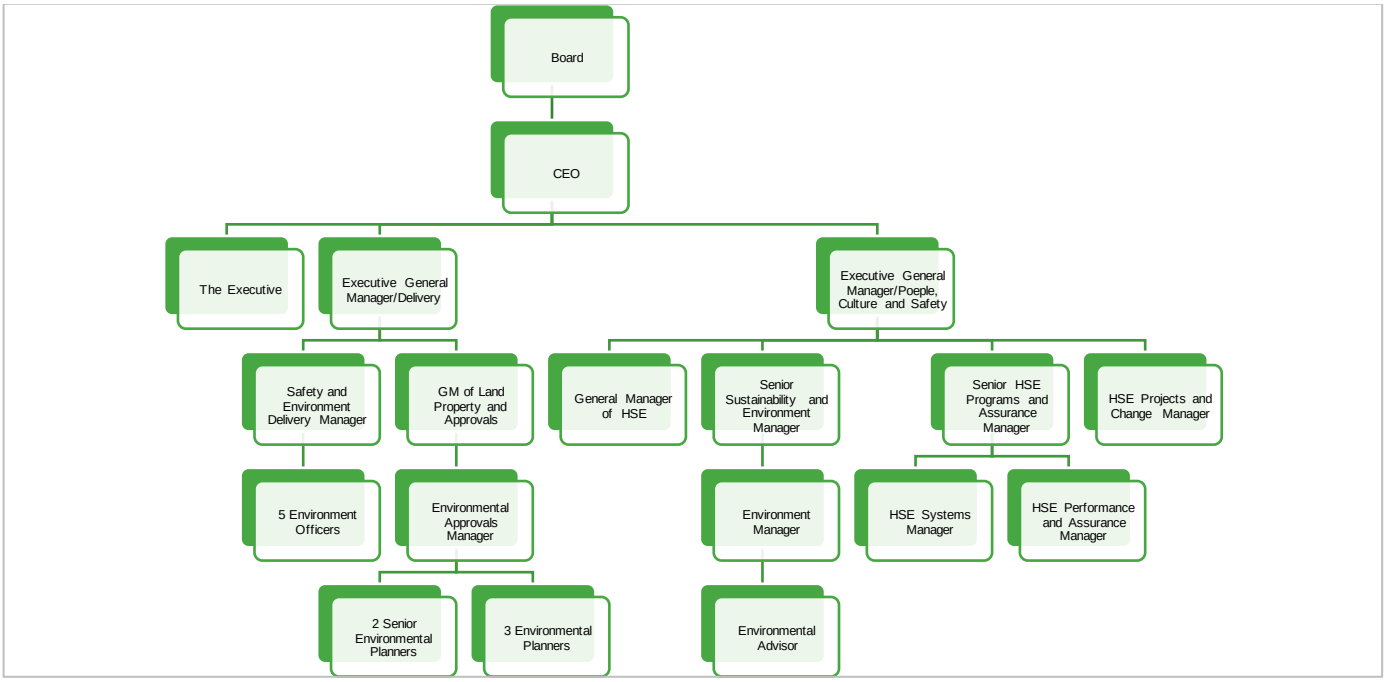
- Corporate Plan

- Transgrid's HSE Strategy
- Significant environmental aspects
- Risks and opportunities

8. Support

8.1. Resources

The following diagram is the organisational structure of the EMS. The diagram below shows the relationship between the Board, Executive and environmental teams with respect to the EMS.



8.2. Competence

Transgrid has established the Authorisation to Work procedure, which details the environmental training requirements for Transgrid's employees and contractors, and the methods by which it will be delivered and administered. This ensures that all employees and contractors are adequately trained to implement the Environmental Assessment Framework which sets out the process for managing environmental assessments.

8.3. Awareness

Transgrid have developed an Overview of Transgrid's EMS, which sets out the following elements of the EMS that all people doing work for the organisation should be aware of:

- The environment policy
- Significant environmental aspects
- Their contribution to the effectiveness of the EMS
- Implications of not conforming to the EMS

8.4. Communication

Transgrid has developed the Health, Safety, Environment and Network Safety Communication and Reporting procedure, which sets out the requirements for internal and external communication.

8.5. Documented information

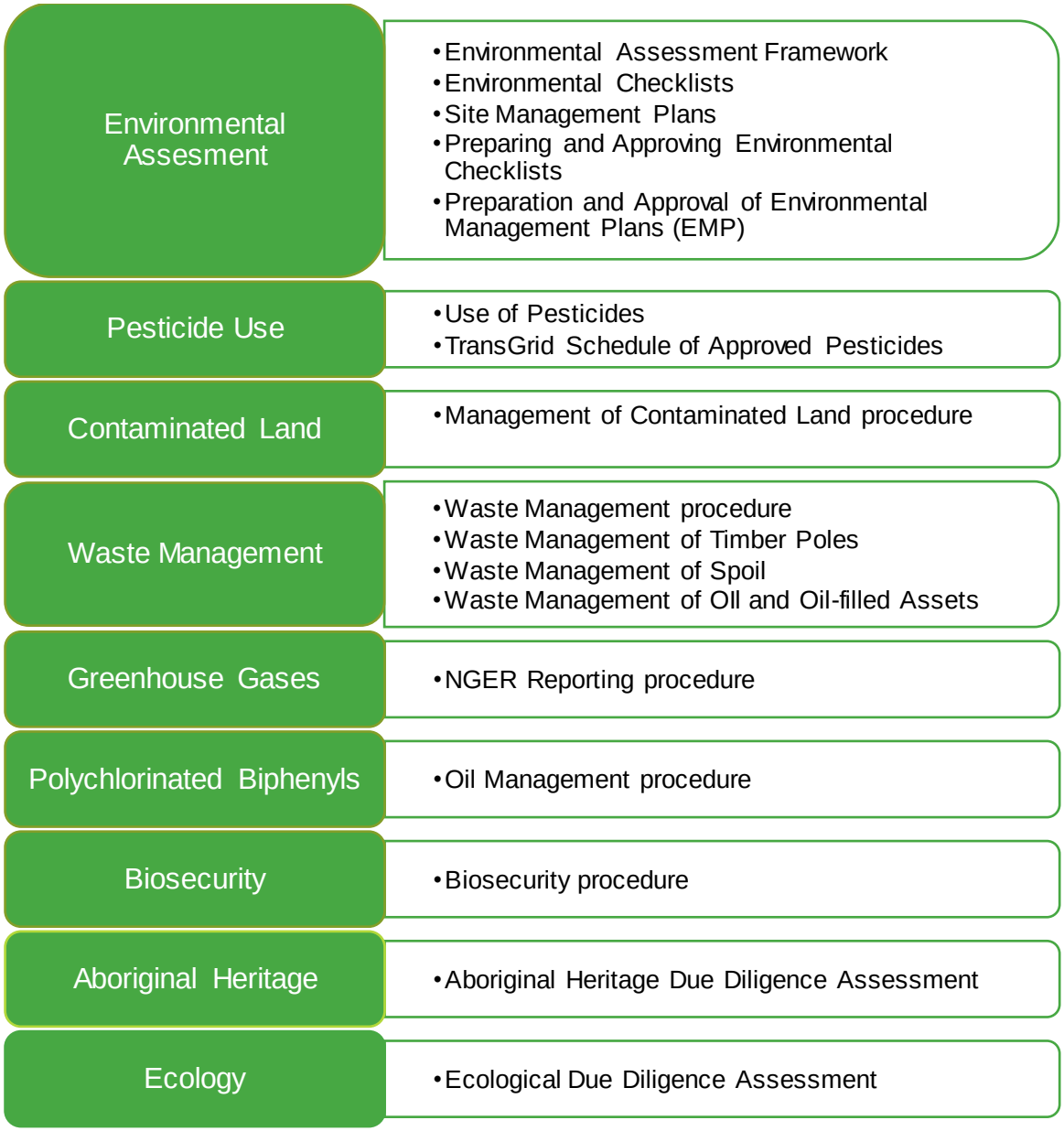
This framework describes the scope of the EMS, the main elements of the EMS and their interaction, and provides references to related documents. Procedures, documents and records are managed in TRIM, and information is accessible on the WIRE.

Transgrid has developed a Document and Records Management procedure, which defines the way in which Transgrid controls corporate documents and records that ensures compliance with ISO9001 and various other external obligations. All documents associated with the Environmental Management System are prepared and managed in accordance with this procedure.

9. Operation

9.1. Operational planning and control

Transgrid has developed a number of operational procedures to manage its activities that have an impact on the environment. The following diagram shows the relevant procedures for each of the main areas of operational control:



Transgrid has developed a page on The Wire to further describe the relevant procedures for the environmental management of their activities.

9.2. Emergency preparedness and response

Transgrid has developed procedures for emergency preparedness and response. The key procedure is the Corporate Response and Emergency Response Plan (CREMP) which sets out the level of response for the various categories of incidents and the associated responsibilities.

Transgrid has also developed site specific emergency response manuals (ERM) which are available on The Wire. Copies of ERM's are available at all sites.

Pollution Incident Response Management Plans (PIRMP) have been developed for each of Transgrid's two Environmental Protection Licences. These PIRMP's are also available on The Wire.

10. Performance Evaluation

10.1. Evaluation of compliance

Transgrid has developed the HSE Monitoring, Measurement, Analysis and Performance Evaluation procedure which sets out the process for evaluating environmental compliance requirements in Transgrid.

10.2. Monitoring and Measurement

Transgrid has established the procedure HSE Monitoring, Measurement, Analysis and Performance Evaluation to monitor and measure the key characteristics of its operations including EMS effectiveness and environmental performance monitoring, including greenhouse gas, waste and PCB management.

10.3. Internal Audit

The Health, Safety and Environmental Audit Process sets out the requirements and responsibilities for planning and conducting compliance and certification audits, setting the audit scope and methodology, reporting audit findings, and record keeping. The HSE Audit Strategy and Schedule has been prepared set out the direction for internal and external health, safety and environmental audits. It addresses areas such as:

- Critical Risks
- Environmental Aspects
- HSE Project Construction – External Principal Contractor
- Transgrid Project Delivery
- HSE External Maintenance Programs
- HSE System (Process/Procedure)
- HSE Operational Compliance Inspections

10.4. Management Review

To ensure its continuing suitability, adequacy and effectiveness of Transgrid's HSMS, the Executive conduct reviews of the HSMS. The management review process is documented in the Monitoring, Measurement, Analysis and Performance Evaluation procedure.

11. Improvement

11.1. Nonconformity, corrective action and preventive action

Transgrid has developed an HSE Incident Management procedure. This procedure sets out the process for notification and investigation for environmental incidents. All environmental incidents are to be reported in CAMMS, accessible through The Wire.

To determine the effectiveness of corrective actions, Transgrid has undertaken the following:

- Develop an audit program, which includes conducting follow up audits and an annual audit to review a sample of corrective actions undertaken in the previous audit program, and a follow up audit for any audit rated as 'orange' or 'red'.
- Causal factors are determined for all environmental incidents in CAMMS. These are analysed on an annual basis.

11.2. Continual improvement

Transgrid demonstrates continual improvement of the EMS to enhance environmental performance through the following mechanisms:

- Management review process
- Environmental alerts to the organisation after high consequence environmental incidents
- Environmental incident investigations
- Inspection findings
- Actions from audit reports

12. Accountability

Title	Responsibilities
All staff	• Complying with the EMS and environmental procedures that are relevant to their activities. • Reporting environmental incidents to their team leader or supervisor. • Undertaking activities in a manner that reduces negative impacts on the environment
Board	• Overseeing, monitoring and reviewing environmental performance within Transgrid.
Chief Executive Officer	• Reporting environmental performance to the Board as required.

Title	Responsibilities
	• Set the Environment Policy which shall clearly articulate Transgrid's environmental commitments
Board Health, Safety and Environment Committee	• Monitor Transgrid's environmental performance through review of EMS and compliance audits and recommend appropriate actions where necessary
Executive General Managers	• Providing the necessary resources for management of identified environmental aspects associated with activities undertaken within their business units. • Preparation and co-ordination of EMPs relevant to their activities, and the monitoring and reporting of EMP outcomes to the Manager/Corporate Environment
Managers/Team Leaders	• Identifying environmental risks associated with their group's activities. • Complying with corporate environmental procedures, and relevant business unit procedures relating to the environment. • Ensuring that staff are appropriately trained to able them to comply with Transgrid procedures, legislation and other regulatory requirements associated with their work activities. • Assigning appropriate environmental responsibilities to staff members and monitoring performance. • Maintaining environmental records, where required, to demonstrate compliance with the EMS and Transgrid procedures.
Senior Sustainability and Environment Manager	• Establish and implement the EMS and report to senior management on the performance of the EMS • Maintaining the EMS in line with the requirements of ISO 14001. • Dealing with regulators and representatives from other government agencies.

13. Implementation

This procedure will be implemented through:

- Updating of HSE news page on the Wire;
- Ongoing management of the Environmental Management System, including education and training by the Health, Safety and Environment group.

14. Monitoring and review

- This framework will be reviewed every three years for currency in line with the requirements of the Document and Records Management procedure;

15. Change history

Revision no	Approved by	Amendment
12	Krista-Lee Fogarty, Head of HSE	• Procedure has been updated to change references from ARMS to CAMMS • Updating of hyperlinks and position titles in the document.
13	Krista-Lee Fogarty, Head of HSE	• Section 4 – alignment to the Business Management Description • Section 7.1.1– updated to include the significant environmental aspects identified in 2020. • Section 10 – update to procedure titles.
14	Kasia Kulbacka, EM, Network Planning and Operations	• The Framework has been updated to the new corporate template • Position titles have been updated to reflect the current organisational structure. • Procedure titles have been updated to current titles.
15	Jane Sherlock, EGM, PC&S	• Section 6.1 – the delegated responsibility for the environmental management process has been updated from EGM/Network Planning and Operations to EGM/People, Culture and Safety. • Section 8.1 – Update of organisational chart to reflect current arrangements • Position titles have been updated to reflect the current organisational structure. • Procedure titles have been updated to current titles.

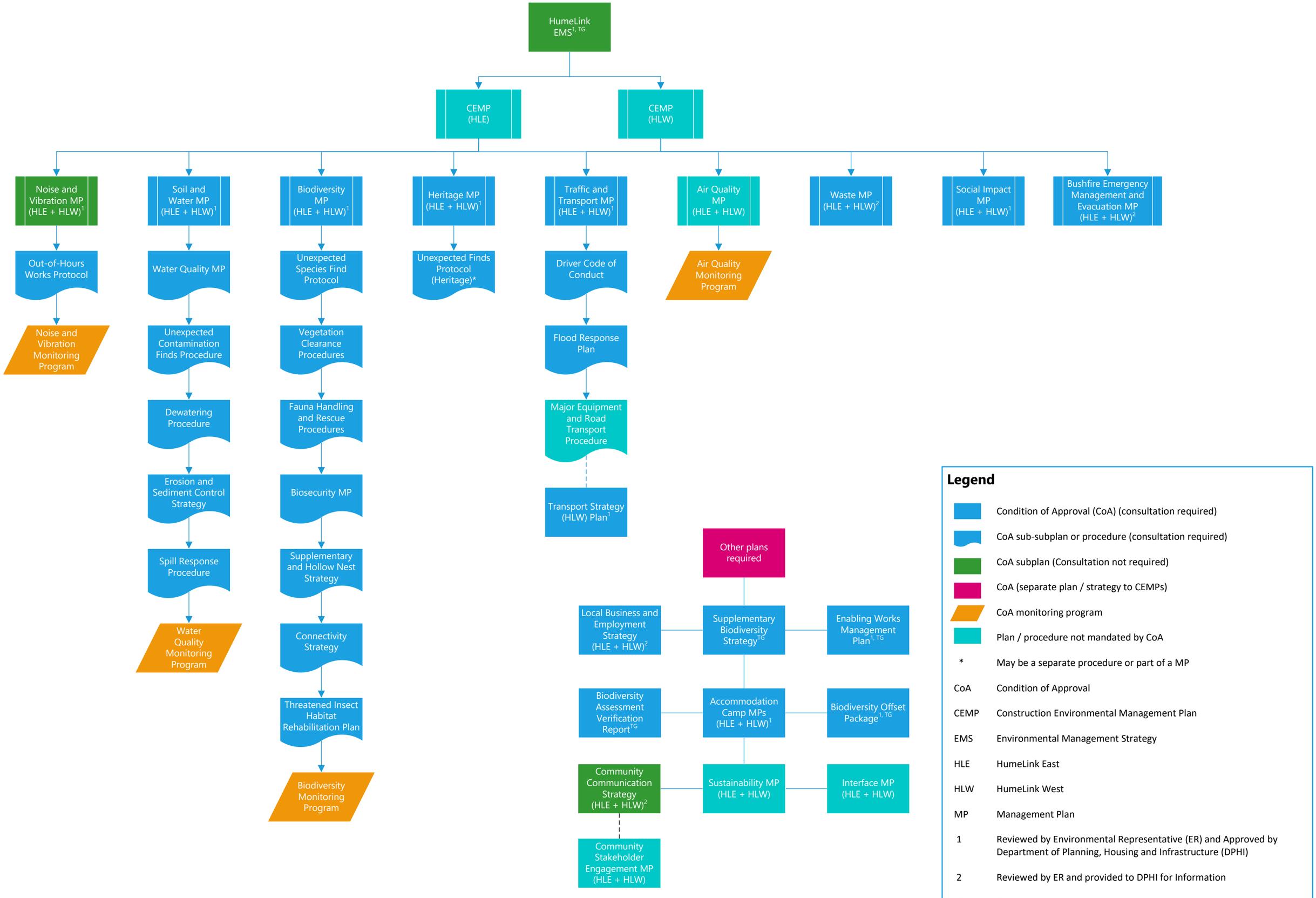
16. References

- AS/NZS ISO14001:2016 – Environmental Management Systems – Requirements with guidance for use

17. Attachments

Nil

Appendix G – HumeLink Document Map



Legend

- Condition of Approval (CoA) (consultation required)
- CoA sub-subplan or procedure (consultation required)
- CoA subplan (Consultation not required)
- CoA (separate plan / strategy to CEMPs)
- CoA monitoring program
- Plan / procedure not mandated by CoA

*	May be a separate procedure or part of a MP
CoA	Condition of Approval
CEMP	Construction Environmental Management Plan
EMS	Environmental Management Strategy
HLE	HumeLink East
HLW	HumeLink West
MP	Management Plan
1	Reviewed by Environmental Representative (ER) and Approved by Department of Planning, Housing and Infrastructure (DPHI)
2	Reviewed by ER and provided to DPHI for Information
TG	Transgrid produced plan