

Upgrade of Kogarah Public School

Appendix 1 – Mitigation Measures v3 (27/06/2025)

The measures required to mitigate the impacts associated with the proposed activity are identified below. Measures have been derived from the Review of Environmental Factors Assessment and those provided by consultants in technical reports. Mitigation measures have been identified as either general mitigation measures or those associated with relevant technical disciplines (ecology, heritage etc).

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General	GMM1	Approvals	These Mitigation Measures do not remove the obligation to obtain all other licences, permits, approvals and consents as required under any other legislation.	Throughout
General	GMM3	Australian Standards	All works must comply with the relevant Australian Standards.	Throughout
General	GMM4	Crown Certificate	A Crown Certificate under Section 6.28 of the <i>Environmental Planning and Assessment Act 1979</i> must be obtained for any Crown building work.	Prior to the commencement of construction
General	GMM5	Landowners Consent	Landowners consent must be obtained in writing from the relevant landowner or authority.	Prior to the commencement of construction on that land

Aspect	MM ID	MM Name	Mitigation Measure	Timing
General	GMM6	Use of Buildings	These Mitigation Measures do not preclude the use of a building that is completed, subject to a Crown Certificate being issued for that building.	Upon completion of construction of a building
Community	CEMM1	Work Notification	DoE's Post Approval and Compliance Team, the relevant local Council and the occupiers of any land within 80 metres of the site boundary must be notified in writing of the project. The notice must outline the works to be undertaken, the expected timing for commencement of, and completion of construction works. A minimum period of 48 hours notification prior to the commencement of any construction work must be given.	Prior to the commencement of construction
Community	CEMM2	Site Notice Board	<p>A site notice board must be located at eye level at the entrance or other appropriate location at the site in a prominent position for the benefit of the community. The site notice must be displayed throughout the entire construction period, be A1 sized, durable, weatherproof and include the following information:</p> <p>(a) 24-hour contact person for the site;</p>	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(b) Telephone and email addresses; (c) Site works and timeframes; and (d) Details of where accessible project information can be sourced.	
Community	CEMM3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout
Compliance	PACMM 1	Compliance with Mitigation Measures	All relevant personnel, including contractors and their subcontractors, must be made aware of these Mitigation Measures and the requirement to undertake the activity as per these Mitigation Measures.	Throughout
Compliance	PACMM 2	Non-compliance notification	The relevant Project Lead and DOE's Post Approval and Compliance Team must be notified as soon as practical when any non-compliance with a Mitigation Measure is identified. The notification should identify the relevant works, set out the Mitigation Measure that works are non-compliant with, the way in which it does not comply, any known reasons for the non-compliance and what actions have been, or will be	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>undertaken, to address the non-compliance.</p> <p><i>Note: Non-compliance and incident notifications processes are set out in the Post Approvals Guide. All notifications must be recorded using the digital Non-Compliance Notification Form or the Incident Notification Form.</i></p>	
Compliance	PACMM 3	Independent Audits	<p>A risk-based program of independent audits must be prepared for the work, having regard to the <i>AS/NZS ISO 19011-2019 Guidelines for Auditing Management Systems</i>. Audits are to be undertaken by suitably qualified personnel independent to the works and documented in an audit report which:</p> <ul style="list-style-type: none"> (a) Assesses how the Mitigation Measures are being satisfied; (b) Outlines the adequacy of any documents required under the Mitigation Measures; (c) Outlines the performance of the works with respect to any impacts on the surrounding environment including the local community; and 	Throughout

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(d) Recommends any measures or actions to improve the performance of the works, if deemed required.</p> <p>The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.</p>	
Compliance	PACMM 4	Independent Audits	<p>The Independent Audits must be carried out in accordance with the approved audit program.</p> <p>Each Independent Audit Report is to be finalised within four weeks from the auditor's site inspection or where an alternative timeframe is agreed to by the Post Approval and Compliance Team.</p> <p>Each Independent Audit Report is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team within 7 days of completion of the report.</p>	Throughout
Compliance	PACMM 5	Status Report	<p>The Project Lead must submit a Status Report to the Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures upon completion of the works.</p>	One week prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM1	Demolition	Any demolition work must be undertaken in accordance with the provisions of <i>Australian Standard AS 2601-2001 The Demolition of Structures</i> .	Construction
Construction	CMM2	Construction Environmental Management Plan	<p>A Construction Environmental Management Plan (CEMP) is to be prepared and implemented having regard to the <i>Environmental Management Guidelines for Construction Procurement (Edition 4)</i>, and is to include where relevant, but not limited to, the following:</p> <p>(a) Details of:</p> <ul style="list-style-type: none"> (i). Hours of work; (ii). 24-hour contact details of site manager; (iii). Management of dust and odour; (iv). Stormwater control and discharge; (v). Measures to ensure that sediment and other materials are not tracked onto the roadway by vehicles leaving the site; 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(vi).Any other specific environmental construction Mitigation Measures detailed in the REF;</p> <p>(vii). Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and</p> <p>(viii). Community consultation and complaints handling in line with DoE's Stakeholder and Community Participation Plan.</p> <p>(b) Aerial Site Plan showing the location of the works;</p> <p>(c) The following, where required by Mitigation Measures:</p> <p>(i). Construction Traffic and Pedestrian Management;</p> <p>(ii). Construction Worker Transport Strategy</p> <p>(iii).Construction Noise and Vibration Management;</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> (iv).Construction Waste Management (including details on contaminated waste); (v). Construction Air Quality and Dust Management; (vi).Construction Soil and Water Management; (vii). Construction Flood Management; (viii). Aboriginal/Non-Aboriginal Heritage Management; and (ix).Demolition Work Plan <ul style="list-style-type: none"> (d) Construction Tree Protection Plan; (e) Erosion and Sediment Control Plan; (f) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage; (g) Unexpected finds protocol for contamination; (h) Construction Emergency Management Plan; 	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			(i) Training of responsibilities/heritage site inductions under the <i>National Parks and Wildlife Act 1975</i> , <i>Heritage Act 1977</i> and any other relevant legislation, as relevant to the works.	
Construction	CMM3	Construction Fencing	Construction site fencing is to be installed around the site. Construction vehicle and pedestrian access points to / from the site are to be clearly designated, signposted and controlled for authorised access only.	Construction
Construction	CMM4	Construction Hazardous Materials	<p>The use and storage of hazardous materials and dangerous goods, including petroleum, distillate and other chemicals, shall be in accordance with the relevant legislation including, but not limited to:</p> <ul style="list-style-type: none"> • <i>Protection of the Environment Operations Act 1997</i>; • <i>Work Health and Safety Regulation 2017</i>; • <i>AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids</i>; and • <i>Safe Work NSW Code of Practice – Managing Risks</i> 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>of Hazardous Chemicals in the Workplace.</i>	
Construction	CMM5	Construction Hazardous Materials	A spill containment kit must be available at all times on the construction site. All personnel must be made aware of the location of the kit and trained in its effective deployment.	Construction
Construction	CMM6	Construction Materials	All materials must be wholly contained within the construction site. The requirements of the <i>Protection of the Environment Operations Act 1997</i> are to be complied with when placing and stockpiling construction and waste materials, when disposing of waste products and during any other works likely to pollute drains or watercourses.	Construction
Construction	CMM7	Construction Operations	Building methods such as brick cutting, mixing mortar and the washing of tools, paint brushes, form-work and concrete trucks shall be undertaken in the construction site in a location so as to prevent air, land or water pollution.	Construction
Construction	CMM8	Construction Equipment	All equipment and machinery shall be secured to prevent vandalism outside of construction hours.	Construction
Construction	CMM9	Construction	All contractors must meet all workplace safety legislation and	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Contractors	requirements.	
Construction	CMM10	Construction Vehicle Maintenance	No vehicle maintenance is permitted in the construction areas except in emergencies.	Construction
Construction	CMM11	Construction Waste Sustainability	<p>The Construction Waste Management Plan (CWMP) will need to be reviewed and updated by the contractor if any changes to construction waste management processes within the approved report are proposed. Periodic review of the CWMP must be undertaken to ensure compliance with environmental regulations and standards.</p> <p>The project is required to divert 90% of the construction waste from landfill to achieve the targeted Green Star construction credit.</p>	Construction
Construction	CMM12	Construction Waste	The work site is to be left tidy and rubbish free each day prior to leaving the site and at the completion of works.	Construction
Construction	CMM13	Construction Lighting	All construction lighting shall not cause a nuisance to adjoining neighbours and comply with <i>AS/NZS 4282:2019</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<i>Control of the Obtrusive Effects of Outdoor Lighting.</i>	
Construction	CMM14	Construction Noise and Vibration	<p>The Construction Noise and Vibration Management Plan to be included in the final CEMP is to include (not limited to) the following mitigation measures:</p> <ul style="list-style-type: none"> (a) All works will be in accordance with AS 2436-2010: Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites; (b) Building contractors are to implement the requirements of the Office of Environment Interim Construction Noise Guideline (July 2009) as far as practicable; (c) Construction is to be carried out in accordance with the National Construction Code deemed-to-satisfy provisions with respect to noise transmission; (d) All reasonable, practicable steps are to be undertaken to reduce noise and vibration from the site; (e) Plant and equipment are to be maintained, checked and calibrated in accordance with the appropriate 	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>design requirements and to ensure that maximum sound power levels are not exceeded;</p> <p>(f) Plant and equipment (where possible) are to be strategically positioned on site to reduce the emission of noise from the site to the surrounding area, users of the site and on site personnel;</p> <p>(g) Unnecessary noise is to be avoided when carrying out manual operations and operating plant; and</p> <p>(h) Any equipment not used for extended periods is to be switched off.</p> <p>Please note the Noise and Vibration Impact Assessment Report required:</p> <ul style="list-style-type: none"> A perimeter hoarding will be needed around the new building (min 2 m tall and 12 – 15 kg/m² dense). The perimeter hoarding will be needed also around the truck turning area and heavy trucks routes on site (same height and construction) to protect the church and childcare centre. 	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> No vibratory piling. 	
Construction	CMM15	Construction Hours	<p>The undertaking of any construction work, including the entry and exit of construction and delivery vehicles at the site, is restricted to the following standard work hours:</p> <p>(a) Monday to Friday inclusive: Between 7.00am to 6.00pm;</p> <p>(b) Saturday: Between 8.00am to 1.00pm; and</p> <p>(c) Sunday and Public Holidays: No work permitted.</p> <p>Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the <i>Approved Methods for Measurement and Analysis of Environmental Noise in NSW</i> (EPA, 2022), works may also be undertaken during the following additional work hours:</p> <p>(a) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(b) Saturday: Between 1:00pm to 4:00pm.</p> <p>Construction work may be undertaken outside of the standard and additional work hours outlined above, but only if notification has been given to the occupiers of any land within a minimum of 80 metres of the site boundaries before undertaking the work or as soon as is practical afterwards, and only if it is strictly required:</p> <p>(a) By the police or a public authority for the delivery of vehicles, plant or materials; or</p> <p>(b) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or</p> <p>(c) Where the works are completely inaudible at the nearest sensitive receiver; or</p> <p>(d) For the delivery, setup and removal of construction cranes, where notice of the crane related works is provided to Council and affected residents at least seven days prior to the works; or</p> <p>(e) Maintenance and repair of public infrastructure where</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>disruption to essential services, required system conditions (such as low-flow conditions for sewers) and/or considerations of worker safety do not allow work within standard hours; or</p> <p>(f) Public infrastructure works where work outside the recommended standard hours is supported by the affected community to shorten the length of the project; or</p> <p>(g) where it is demonstrated and justified for the need to work outside the recommended construction hours.</p> <p>Except in emergencies, these circumstances are not to be interpreted as endorsement for work outside the recommended standard hours and should be justified in each case. Work schedule convenience or project expedience is not considered sufficient justification.</p> <p>Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.</p> <p>Note: Reference equipment time management (%) per</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			construction phase as per table 20 in the Noise and Vibration Impact Assessment Report (see Appendix 16 of REF).	
Construction	CMM16	Construction Methods	<p>Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and the like is restricted to the following hours:</p> <p>(a) Monday to Friday inclusive: 9:00am to 12:00pm;</p> <p>(b) Monday to Friday inclusive: 2:00pm to 5:00pm; and</p> <p>(c) Saturday: 9:00am to 12:00pm.</p>	Construction
Construction	CMM17	Air Quality and Dust Management	<p>The Construction Air Quality and Dust Management Plan to be included in the CEMP is to include (not limited to) the following conditions/mitigation measures:</p> <p>(a) Spraying of paint and other materials with the potential to become air borne is only to be undertaken on days with still or light wind conditions to prevent drift;</p> <p>(b) No burning of materials is permitted;</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>(c) Dust generated during construction works is to be controlled to avoid impact on surrounding properties;</p> <p>(d) Excessive use of vehicles and powered construction equipment is to be avoided;</p> <p>(e) Exposed areas are to be progressively revegetated as soon as practical;</p> <p>(f) Vehicle wash down areas are to be established on-site to ensure all mud and soil from construction vehicles is not carried onto public roads;</p> <p>(g) All vehicles involved in any excavation and/or demolition and departing the site with demolition materials, spoil or loose matter must have their loads fully covered before entering the public roadway;</p> <p>(h) Vehicles, machinery and equipment will be maintained in accordance with manufacturer's specifications and meet the requirements of the <i>Protection of the Environment Operations Act 1997</i> and associated regulations;</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> (i) Record all dust and air quality complaints, identify cause(s), take appropriate measures to reduce emissions in a timely manner, and record the measures taken; (j) Make the complaints log available to the local authority when asked; (k) Record any exceptional incidents that cause dust and/or air emissions, either on- or off-site, and the action taken to resolve the situation in the log book; (l) Develop and implement a specific Construction Dust Management Plan (DMP) which includes the following: <ul style="list-style-type: none"> • Undertake daily on-site and off-site inspection, where receptors (including roads) are nearby, to monitor dust, record inspection results, and make the log available to the local authority when asked. • Carry out regular site inspections to monitor 	

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			<p>compliance with the DMP, record inspection results, and make an inspection log available to the local authority when asked.</p> <ul style="list-style-type: none"> • Increase the frequency of site inspections by the person accountable for air quality and dust issues on site when activities with a high potential to produce dust are being carried out and during prolonged dry or windy conditions. • Establish real-time PM10 continuous monitoring in locations surrounding the construction activity. Where possible commence baseline monitoring at least three months before work commences on site or, if it is a large site, before work on a phase commences. 	
Construction	CMM18	Air Quality – site layout	<p>Plan site layout so that machinery and dust causing activities are located away from receptors, as far as is possible.</p> <p>Erect solid screens or barriers around dusty activities or the site boundary that are at least as high as any stockpiles on site.</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>Fully enclose site or specific operations where there is a high potential for dust production and the site is active for an extensive period.</p> <p>Avoid site runoff of water or mud.</p> <p>Keep site fencing, barriers and scaffolding clean using wet methods.</p> <p>Remove materials that have a potential to produce dust from site as soon as possible, unless being re-used on-site. If they are being re-used on-site cover as described below.</p> <p>Cover, seed or fence stockpiles to prevent wind whipping.</p>	
Construction	CMM19	Air Quality – Site Controls	<p>Only use cutting, grinding or sawing equipment fitted or in conjunction with suitable dust suppression techniques such as water sprays or local extraction, e.g. suitable local exhaust ventilation systems.</p> <p>Ensure an adequate water supply on the site for effective dust/particulate matter suppression/mitigation, using non-potable water where possible and appropriate.</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>Use enclosed chutes and conveyors and covered skips.</p> <p>Minimise drop heights from conveyors, loading shovels, hoppers and other loading or handling equipment and use fine water sprays on such equipment wherever appropriate.</p> <p>Ensure equipment is readily available on site to clean any dry spillages, and clean up spillages as soon as reasonably practicable after the event using wet cleaning methods.</p> <p>Ensure sand and other aggregates are stored in bunded areas and are not allowed to dry out, unless this is required for a particular process, in which case ensure that appropriate additional control measures are in place.</p>	
Construction	CMM20	Vibration During Construction	<p>Vibration levels induced by demolition activities must be in accordance with the <i>AS4236 – Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites</i>.</p> <p>The operation of plant and equipment must not give rise to the transmission of vibration nuisance or damage to other premises.</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>Prior to commencement of vibration-generating activities, a specific vibration monitor must be set up either at the property boundary or nearest sensitive receiver to monitor and record the vibration levels affecting buildings on adjacent land using the <i>Assessing Vibration: A Technical Guide (DECC, 2009)</i>.</p> <p>Any departures from this Mitigation Measure must be notified to the Post Approvals and Compliance Team.</p>	
Construction	CMM21	Aviation Impact	<p>Confirmation must be provided to the Crown Certifier that cranes to be used during construction will not breach the 51m AHD OLS control in order to appropriately address airspace safety requirements.</p> <p>Should crane height breach the control, an Aviation Consultant must be engaged to liaise with relevant airport authorities where appropriate approvals must be obtained for any conflict with OLS airspace.</p>	Construction
Construction	CMM22	Aviation Consultation	The Project Team must consult with Sydney Airport and NSW Health to ensure compliance with crane use and hospital helicopter flight paths.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Construction	CMM23	Shoring & Adequacy of Adjoining Property	<p>If the works involve an excavation that extends below the level of the base of the footings of a building, structure or work on adjoining land (including any structure or work within a road or rail corridor), under the advice of a suitably qualified engineer the works must:</p> <p>(a) Protect and support the building, structure or work from possible damage from the excavation, and</p> <p>(b) Where necessary, underpin the building, structure or work to prevent any such damage.</p>	Construction
Construction	CMM25	Site Establishment / Heritage	<p>Any temporary site establishment works within the adjacent St Paul's Anglican Church site must be undertaken in a manner that will ensure the protection of the heritage assets. This includes:</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> Regular toolbox talks with all construction contractors clearly identifying the heritage significance of the temporary site establishment area. Hoarding or construction fencing to be installed around the built form heritage assets to mitigate the opportunity for vehicle conflict. Reinstatement of any turfed or landscaped areas that will be used for construction vehicle movements at the completion of works. 	
Soil & Water	SWMM1	Erosion and Sediment Control	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing <i>Managing Urban Stormwater, Soils and Construction Guidelines</i> (Blue Book). The controls must be in place, inspected and managed until the works are complete and all exposed erodible materials are stable relevant to each construction stage. Inspection records must be kept and provided to the Post Approval and Compliance Team on request.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Soil & Water	SWMM2	Imported Fill Material	<p>Imported fill must be compatible with the existing soil characteristics of the site and limited to the following:</p> <ul style="list-style-type: none"> (a) Virgin excavated natural material (VENM); and/or (b) Excavated natural material (ENM) certified as such in accordance with Protection of the Environment Operations (Waste) Regulation 2014; and/or (c) Material subject to a Waste Exemption under Clause 91 and Clause 92 of the Protection of the Environment Operations (Waste) Regulation 2014 and recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF. <p>Certificates from a suitably qualified person/contractor proving that the imported fill material complies with these requirements must be provided to the relevant DoE Project Lead prior to filling works.</p>	Construction
Soil & Water	SWMM3	Imported Mulch	Any imported mulch must comply with the <i>Resource Recovery Order under Part 9, Clause 93 of the Protection of</i>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p><i>the Environment Operations (Waste) Regulation 2014</i> and the <i>Mulch Order 2016</i> recognised by the NSW Environment Protection Authority as being “fit for purpose” with respect to the works under the REF. Mulch must not include physical or chemical contaminants and minimise harm to the environment through the introduction, spread or increase in any weed, disease or pest. A written statement provided by the supplier confirming compliance with the <i>Resource Recovery Mulch Order 2016</i> is to be provided to the relevant DoE Project Lead prior to importing the mulch.</p> <p>Refer also to Mitigation Measure TMM1.</p>	
Soil & Water	SWMM4	Groundwater	Should any unexpected groundwater be encountered during construction works, works are to cease immediately. Where groundwater needs to be removed, an approval may be required under the <i>Water Management Act 2000</i> .	Construction
Soil & Water	SWMM5	Stormwater Management System	<p>The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must:</p> <p>(a) Ensure that the system capacity has been designed in</p>	Design

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>accordance with the relevant Australian Standards; and</p> <p>(b) Ensure that the system has been designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 20016)</i> and <i>Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines</i>.</p> <p>It is noted that any stormwater runoff generated by the proposed development activity must be collected via the proposed drainage system and will then be treated in a northern and southern chamber with a total of 14-units of 690 PSorb Stormfilters or equivalent.</p>	
Soil & Water	SWMM6	Acid Sulphate Soils	The management of potential and actual acid sulfate soils shall be conducted in accordance with <i>the Acid Sulfate Soil Guidelines (NSW Acid Sulphate Soils Management Advisory Committee, August 1998)</i> .	Construction
Trees	TMM1	Tree Protection	Trees not approved to be pruned or removed are to be protected and maintained in accordance with <i>AS 4970-2009 Protection of Trees on Development Sites</i> and are to remain	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>in place until the completion of all construction work in the vicinity of the protected trees.</p> <p>Tree protection must be approved by a Consulting Arborist AQF Level 5.</p> <p>No materials, mixing, parking, disposal, repairs, refueling, fires, stockpiling, or backfilling is allowed near remaining trees.</p> <p>Avoid storing bulk or harmful materials near trees. Keep spoil from excavations away from TPZs. Ensure wind-blown materials like cement don't harm trees. Contaminants stored properly with spill measures.</p> <p>Use AS 4454 leaf mulch with 90% recycled content for tree protection fencing. Chip trees marked for removal and use mulch 100mm deep. Avoid soil, weeds, sticks, and stones. Comply with AS 4454 (1999) and AS 4419 (1998).</p> <p>Contractors are to maintain plants are watered. Apply water at an appropriate rate suitable for the plant species during periods of little or no rainfall.</p>	

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Trees	TMM2	Tree Protection	<p>Induction of all contractors and staff outlining the ecological sensitivity of the site, no-go areas, the need to minimise ecological impact, and all other required mitigation measures is to be undertaken.</p> <p>All trees to be protected shall be clearly identified and all TPZs surveyed.</p> <p>Protective fencing around existing trees and within TPZs must be installed before any site work begins. The fence must be 1800mm high chain wire mesh fixed to Galvanised steel posts, enclosing an area to prevent damage as defined in the Tree Protection Plan. No storage inside fenced area.</p> <p>Tree protection signage must be attached to tree protection zones before works begin. Signs should be displayed prominently and repeated at 10m intervals or closer when the fence changes direction. Signs must include information about the tree protection zone, access restrictions, developer's contact details, and Site Arborist information.</p>	Prior to and during construction
Trees	TMM3	Ecology	Inspect all trees for hollows and nests. If fauna is discovered	Prior to and during

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			an ecologist may be required to remove and relocate any fauna if the tree or vegetation is to be removed.	construction
Trees	TMM4	Trenching near tree protection zones	Trenching is not allowed in TPZs or in areas enclosed by tree protection fencing. If trenching is necessary, approval needed from level 5 arborist for trenching, must be done by hand with arborist supervision.	Construction
Trees	TMM5	Vegetation hygiene	Basic hygiene protocols would be implemented for construction personnel and machinery on site to reduce the potential for invasion by plant pathogens including <i>Phytophthora cinnamomi</i> , the fungus myrtle rust <i>Uredo rangelli</i> and amphibian chytrid fungus.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Land Contamination	LCMM3	Asbestos Handling	<p>Preparation of Interim, Construction Phase and Long Term (in ground) Asbestos Management Plans required to manage potential risks from asbestos in/on soil during demolition and construction.</p> <p>Where asbestos or asbestos-containing material is to be disturbed or uncovered, compliance with SafeWork NSW requirements shall be adhered to. Asbestos shall be removed</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			by a suitably qualified and experienced contractor, licensed by SafeWork NSW. The removal of such material shall be carried out in accordance with the requirements of SafeWork NSW and the material transported and disposed of in accordance with NSW Environment Protection Authority requirements and the <i>Protection of the Environment Operations (Waste) Regulation 2014</i> with particular reference to Part 7 'Transportation and Management of Asbestos Waste'.	
Land Contamination	LCMM4	Unexpected Site Contamination	During construction works, should any unexpected contamination information or contaminants be identified which have the potential to alter previous site contamination assessments, conclusions and recommendations, the relevant DoE Project Lead must be immediately notified and works must cease in the location of the contamination. Works must not recommence until a suitably qualified and experienced contamination consultant has investigated the unexpected contamination and provided recommendations for the management of necessary remedial work required to render the site suitable for the activity in accordance with any relevant NSW EPA adopted guidelines. A Completion	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>Certification from the contamination consultant shall be submitted to the relevant DoE Project Lead prior to construction works re-commencing. Following completion of the remediation through implementation of the recommendations from the suitably qualified contamination consultation, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability. A copy of the Site Remediation and Validation Report is also to be provided to the relevant DoE Project Lead and DoE's Post Approval and Compliance Team. A notice of completion of remediation work must also be given to Council in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i>.</p>	
Utilities & Infrastructure	UIMM1	Pre-Construction Dilapidation Report	<p>A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council, the DoE Heritage Team, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must provide an accurate record of the existing condition of adjoining private properties that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey),</p>	Prior to the commencement of construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			the condition of fabric for heritage items and assets/service infrastructure that is likely to be impacted by the works.	
Utilities & Infrastructure	UIMM2	Services & Utilities	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities to determine disconnection and reconnection requirements. Where services or utilities are found not to be adequate to support the works, appropriate augmentation must be undertaken, subject to obtaining any required approvals or permits.	Construction
Utilities & Infrastructure	UIMM3	No Obstruction of Public Way	Building materials, machinery, vehicles, refuse, skip bins or the like must not be stored or placed in the public way (outside of any approved construction works zone) under any circumstances.	Construction
Utilities & Infrastructure	UIMM4	Pedestrian Access	Safe pedestrian access in and around the site shall remain unimpeded at all times. Required informative signage and directional information must be provided in appropriate locations ensuring pedestrian safety. Where necessary, traffic control measures will be implemented.	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Utilities & Infrastructure	UIMM5	Post-Construction Dilapidation Report	A Post-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council, the DoE Heritage Team, relevant asset/service infrastructure owners and the relevant DoE Project Lead. The report must determine whether the construction work has resulted in any structural damage to items assessed in the Pre-Construction Dilapidation Report. If the report determines that there is damage as a result of construction works the identified damage must be repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	Upon completion of all construction work
Utilities & Infrastructure	UIMM6	Construction Traffic Management Plan	Implement all requirements of the Construction Traffic Management Plan prepared by Bitzios dated 13/02/2025. If required, the Construction Traffic Management Plan (CTMP) will need to be updated and submitted to detail the general construction traffic and pedestrian management and controls to be implemented through construction.	Prior to the commencement of work
Heritage	HMM1	Non-Aboriginal Heritage	If any unexpected archaeological relic (or potential relic) of heritage significance is discovered during any construction	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			work, all work in the vicinity must cease and the area must be appropriately protected. Materials should not be removed from the ground wherever possible. The DoE Heritage Team is to be notified and an archaeologist engaged to undertake a site inspection to ascertain whether the finds are significant relics. Construction works cannot recommence in that area until advised by the archaeologist, in consultation with the DoE Heritage Team. Should significant relics be identified, external approvals to impact the relics may be required.	
Heritage	HMM2	Non Aboriginal Heritage	If any unexpected Aboriginal objects, sites or places (or potential Aboriginal objects, site or places) are discovered during any construction work, all works in the vicinity must cease and the area must be appropriately protected. The DoE Heritage Team is to be notified, and an archaeologist engaged to undertake a site inspection to assess the find in consultation with the Registered Aboriginal Parties (RAPs). Following the on-site assessment, the archaeologist and RAPs (if they attended the site) are to advise on whether further management, mitigation or approvals are required in consultation with the DoE Heritage Team. Should Aboriginal objects be identified, these are to be registered in the	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>Aboriginal Heritage Information Management System (AHIMS). An Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.</p> <p>All relevant staff and contractors should be made aware of their statutory obligations for heritage under the <i>National Parks and Wildlife Act 1974</i>, which may be implemented as a heritage induction.</p>	
Heritage	HMM3	Human Remains	<p>If human remains are identified, work must cease and the area around where the remains are found must be protected from all disturbance. Finds are not to be displaced from the location where they are found. The DoE Heritage Team is to be notified and a specialist archaeologist engaged to assess the find. If human skeletal material less than 100 years old is discovered, the NSW Police are to be contacted in accordance with the <i>Coroners Act 2009</i>. Aboriginal burials (older than 100 years) are protected under the <i>National Parks and Wildlife Act 1974</i> and should not be disturbed. Should the skeletal material prove to be archaeological Aboriginal remains, Heritage NSW and the Local Aboriginal Land Council must be notified. Notification should also be made to</p>	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			the Commonwealth Minister for the Environment, under the provisions of the <i>Aboriginal and Torres Strait Islander Heritage Protection Act 1984</i> .	
Heritage	HMM4	Non Aboriginal Heritage	As part of site establishment works, prior to use of the yard of St Paul's Anglican Church as a turning area, parking and compound area, protective hoarding must be installed to provide physical separation between vehicle movement and the heritage fabric of the St Paul's Anglican Church and hall (LEP I192).	Construction
Heritage	HMM5	Non Aboriginal Heritage	Two of the proposed footing pier locations for Building L were unable to be accessed during the Stage Two test excavation due to thick vegetation and trees. During construction when this vegetation is removed, excavation in this vicinity must be monitored by an appropriately experienced Archaeologist and should extend to a depth sufficient to confirm the presence of intact natural soils or bedrock.	Construction
Heritage	HMM6	Non Aboriginal Heritage	A supplementary Archaeological Research Design must be prepared to support construction, which will assess potential archaeological impacts associated with detailed design. This	Construction

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			ARD must be informed by the test excavation report prepared for the Stage One and Two test excavation programs. Refer to the Statement of Heritage Impact (Jacobs, 20/3/2025) for a map of required archaeological management.	
Heritage	HMM7	Non Aboriginal Heritage	Due to the high potential for human remains to be present, an exclusion zone must be established and no ground disturbing works are to take place within the mapped boundary of the graveyard. See Figure 10-1 in the Statement of Heritage Impact (Jacobs, 20/3/2025) for the mapped area.	
Heritage	HMM8	Non-Aboriginal Heritage	Following the completion of works, the land within St Paul's Anglican Church and hall (Georges Rivers LEP 2021, I192) grounds within its heritage curtilage must be reinstated to at least its current state.	Upon completion of all construction works

Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational Management	OPMM1	Operation Waste Management Plan	Prior to the commencement of operations, any operational waste management measures shall be detailed in an Operational Waste Management Plan. This Plan must outline how waste will be minimised, handled, stored and disposed of appropriately, in accordance with any relevant guidelines. A copy of the Operational Waste Management Plan is to be provided to the relevant DoE Project Lead for implementation	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<p>during operations.</p> <p>Reference should be made to the operational Waste Management Plan measures identified by MRA in the WMP attached at Appendix 14 of REF.</p>	
Operational Management	OPMM2	Operation Stormwater Management Plan	<p>Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is to be prepared and include the following:</p> <ul style="list-style-type: none"> (a) Maintenance schedule of all stormwater quality treatment devices; (b) Record and reporting details; and (c) Work Health and Safety requirements. <p>A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.</p>	Prior to the commencement of Operations
Operational Management	OPMM3	Operation Plant and Machinery	All operational plant and equipment must be maintained and operated in proper and efficient manner and in accordance	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
		Plan	with the user manual.	
Operational Management	OPMM4	Operation Plant and Machinery	<p>Prior to the commencement of operations, it must be demonstrated by a suitably qualified acoustic engineer that noise associated with the operation of mechanical plant or machinery installed does not exceed the relevant project noise trigger levels.</p> <p>Combined sound power levels for the mechanical plant not to exceed 83 dBA and 79 dBA for Plant A and Plant B respectively. Plant rooms with noisier equipment will require external outdoor insulation for walls and acoustic louvers.</p> <p>Plant A should only be operational during daytime (7:00 am – 6:00pm) whereas Plant B (which serves the Hall) can run until 10pm (evening) if required, as the hall may hold events.</p> <p>If a noisier electrical substation is installed (more than 58 dBA SWL) acoustic louvers will be required.</p>	Prior to the commencement of Operations
Operational Management	OPMM5	Landscaping	Landscaping at the site associated with the works must be maintained. This includes the undertaking of:	During Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			<ul style="list-style-type: none"> (a) Mulching (b) Concrete/paving maintenance and replacement (c) Outdoor furniture maintenance and replacement (d) Turf replacement (e) Planting and tree replacement (f) Planting and tree maintenance (trimming) (g) Watering (h) Irrigation maintenance (i) Mowing (j) Spraying and pest treatment 	
Operational Transport	OPTMM 1	School Transport Plan	Prior to the commencement of operations, a School Transport Plan, Travel Access Guide and supporting Operational Transport Management Plan on the correct and appropriate use of the transport facilities on and surrounding the site (i.e. KnD appropriate use, operations, and staff parking area use)	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			must be prepared to the satisfaction of the DoE Transport Planning Team. If the school already has a School Transport Plan, the existing plan is to be reviewed and updated if necessary to reflect the impacts of the REF works, to the satisfaction of the DoE Transport Planning Team. A copy of the School Transport Plan and associated reporting is to be provided to the relevant DoE Project Lead for implementation during operations.	
Operational Transport	OPTMM 2	Bicycle Parking and End of Trip Facilities	Provide six (6) staff bicycle parking spaces and end of trip facilities (e.g. showers, lockers, change areas, etc) to support mode share targets.	Prior to the commencement of Operations
Operational Transport	OPTMM 3	Student Bicycle Parking	Provide a minimum of 47 student bicycle parking spaces to support mode share targets.	Prior to the commencement of Operations
Operational Transport	OPTMM 4	Safety Fencing – Princes Highway	Prior to the commencement of operations, a kerb-side safety fencing within the road reserve must be provided along the Princes Highway to ensure the safety of students accessing the pedestrian gate, and the existing emergency vehicular access point to be deleted in accordance with Transport for NSW advice (updated TfNSW Response 25.06.2025, CM Ref: DOC/1131823) including the use of the Princes	Throughout

			Highway during construction and operation.	
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Aspect	MM ID	MM Name	Mitigation Measure	Timing
Operational Air Quality	OPAQM M1	Maintenance of Appropriate Air Quality	Operation of the development is to comply with the requirements of the Air Quality Management Plan that forms part of the Air Quality Assessment prepared by Todoroski Air Sciences dated 20/03/2025.	During Operation
Sustainability	SCMM1	Green Star Building Certification	<p>Green Star Building certification must be obtained demonstrating that the activity achieves a minimum 5 star rating. Evidence of the certification must be provided to the DoE Sustainability Team.</p> <p>Note: For enquiries on requirements please contact the DoE Sustainability Team on Sustainability.ESD@det.nsw.edu.au.</p>	Within 12 months of commencement of Operations
Noise and Vibration	NVMM1	Acoustic Attenuation	Prior to the commencement of operations, it must be demonstrated that façade construction on the assembly hall meets minimum requirements for glazing (Nominally Rw ~40) and non glazed construction (Rw ~52 or greater) and roof construction (Rw 40). All façade penetrations and openings are to be acoustically treated (Renlita doors to achieve Rw-32).	Prior to the commencement of Operations

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			Note the indicative façade constructions have been nominated to achieve the internal noise levels targets set out in the NSW Development Near Rail Corridors and Busy Roads – Interim Guideline. However, these ratings/constructions are not final, and other constructions may be adopted during detailed design provided they ensure that the internal noise criteria are met	
Noise and Vibration	NVMM2	Hall Noise Levels	<p>Hall noise levels are to be managed via the implementation of the following measures:</p> <ul style="list-style-type: none"> o Music noise limiter to max (85 dBA) o Restrictions on amplified music nearer to the night-period etc. o No operations after 10:00 pm. o School required to have a community liaison representative in case of complaints. 	During Operation
Noise and Vibration	NVMM3	PA System Noise Levels	<p>The PA system is to be used for voice announcements only (no music).</p> <p>Speakers are to be located away from the school boundary and oriented away from sensitive receivers.</p> <p>The PA system use to be limited to school hours only</p> <p>Sound power level noise limiting devices are required to</p>	During Operation

Aspect	MM ID	MM Name	Mitigation Measure	Timing
			adjust the speakers.	