Appendix 1 – Mitigation Measures

The collective measures required to mitigate the impacts associated with the proposed works are detailed in the table below. These measures have been derived from the assessment in the REF and those detailed in appended consultants' reports.

Table 1 Mitigation Measures

Ref No.	Mitigation Measure	Timing	Appendix Reference
General			
GM-1	These Mitigation Measures do not remove the obligation to obtain all other licences, permits, approvals and consents as required under any other legislation.	Throughout	
GM-2	A Crown Certificate under Section 6.28 of the *Environmental Planning and Assessment Act 1979* must be obtained for any Crown building work.	Pre-Operation	
GM-3	Landowners consent must be obtained in writing from the relevant landowner or authority.	Pre-Construction	
GM-4	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	Throughout	
GM-5	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	
GM-6	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 undertaken, to address the non-compliance. *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*.	Throughout	
GM-7	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.	Pre-Operation	
GM-8	A Compliance Certificate under Section 73 of the Sydney Water Act 1994 must be obtained.	Pre-Operation	
GM-9	All works must comply with the relevant Australian Standards.	Throughout	
Design and Operation			
Landscaping			
D/O-L1	Landscaping at the site associated with the works must be maintained. This includes the undertaking of: a) Mulching	Operation	

	(a) Concrete/paving maintenance and replacement (b) Outdoor furniture maintenance and replacement (c) Turf replacement (d) Planting and tree replacement (e) Planting and tree maintenance (trimming) (f) Watering (g) Irrigation maintenance (h) Mowing (i) Spraying and pest treatment		
Transport and Traffic			
D/O-TT1	Standard regulatory speed signage indicating a speed limit of 20km/h must be installed at the entry locations and at 50m increments along the existing north-south Service Road.	Pre-Operation	**Appendix 17 – Transport Access Impact Statement** **Appendix 33 – Transport Access Impact Assessment - Response to Submissions**
D/O-TT2	Widen the Digitaria Drive footpath to 2.0m and provide tree planting for shade along Digitaria Drive southern side for the length of the frontage.	Pre-Operation	
D/O-TT3	School Zone signage, speed management signage and associated pavement markings must be constructed and approved by TfNSW.	Pre-Operation	
D/O-TT4	Subject to approval by Camden Council, change traffic signs along Digitaria Drive, southern side, along the frontage of the school to No Parking 8.00-9.30am and 2.30-4.00pm	Pre-Operation	
D/O-TT5	Update the School Transport Plan to provide further detail in relation to the management of the kiss 'n drop zone.	Pre-Operation	
D/O-TT6	Update the Transport Access Guide to include information discouraging use of the north-south road and Futuro Early Learning Centre car park.	Pre-Operation	
D/O-TT7	Prepare a bus zone relocation signage plan for endorsement by Camden Council.	Pre-Operation	
D/O-TT8	The raised crossing must be designed in accordance with relevant standards and design specifications and are subject to Local Traffic Committee review and concurrence. Consultation is also to be undertaken with affected surrounding landowners and occupiers.	Pre-Operation	
D/O-TT9	Speed humps must be installed along the north-south private access road spaced a maximum of 50m apart.	Pre-Operation	
D/O-TT10	An automatic sliding gate on the western driveway is to be closed outside of delivery hours.	Operation	
D/O-TT11	By Term 2 of the first year of operation appoint a School Travel Coordinator, establish a School Transport Committee, and prepare a Travel Access Guide.	Operation	

D/O-TT12	School management is to update and endorse the School Transport Plan annually for the first two years. Where necessary, the advice and input of a qualified transport consultant is to be relied on.	Operation	
D/O-TT13	Deliveries and waste collection must occur outside of school operating and peak hours (before 8am or after 4pm).	Operation	
D/O-TT14	Prior to the commencement of operations, a School Transport Plan 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 is to be provided to the relevant DoE Project Lead for implementation during operations.	Prior to commencement of operations	
Noise Impact			
D/O-NV1	Provide minimum façade constructions as per Table 18 and Table 19 of the Acoustic Report prepared by NDY (Revision 3.1).	Design	**Appendix 18 – Acoustic Report**
D/O-NV2	Waste collection vehicles are required to enter the Service Road via Gregory Hills Drive.	Operation	
D/O-NV3	PA systems and school bells are required to be located as far as possible from neighbouring properties and oriented to the centre of the arrangement of school buildings.	Design and operation	
D/O-NV4	Car park peak movements during evening events to be limited to 1 hour (i.e. 1 event in an evening).	Operation	
D/O-NV5	The car park must have a coved finish with Slabseal 2000 SR sealant or equivalent applied to the concrete floor. The surface of the car park must be maintained such that the sealant remains in acceptable condition.	Design and Operation.	
D/O-NV6	Attenuators, louvres, screening or the like are to be applied to all mechanical systems including fans, outdoor units, smoke fans.	Design	
D/O-NV7	Implement any required acoustic mitigations based on final fire pump selection during the detailed design and operations stages	Design and Operation	
D/O-NV8	An assessment of the final plant design must be undertaken by a qualified acoustic engineer to ensure compliance with the applicable acoustic standards	Design	
D/O-NV9	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.	Operation	
Flooding			
D/O-FL1	Prior to the commencement of operation, the Flood Emergency Response Plan (FERP) is to be incorporated with the Emergency Management Plan and include the following: (a) Prioritise evacuation and avoid shelter-in-place by closing the school before the school day if flood events are forecasted and SES advises. (b) School administration must undertake annual evacuation preparations and an evacuation drill prior to the	Pre-Operation	**Appendix 21 – Flood Risk Assessment**

	commencement of the wet season (typically November to April); (c) School administration to undertake responsibilities as set out in the FERP; and Ensure that the Flood Warning Notice is maintained and permanently visible.		
D/O-FL2	Flood awareness training to be included in site induction process.	Pre-Operation and Operation	
D/O-FL3	Flood Risk Management Plan signs must be installed in appropriate locations around the site.	Operation	
D/O-FL4	Gledswood Hills High School should consider enforcing Shelter in Place protocols within the habitable floor areas if moderate flood warnings are announced.	Operation	
D/O-FL5	Review of the Flood Evacuation Plan should occur upon the increase of student numbers. Should updates be required to the Flood Evacuation Plan, school administration should: (a) Seek consultation with an appropriately qualified engineer (b) Seek re-engagement with SES	Operation	
Operational Waste			
D/O-OW1	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 during operations.	Operation	
Stormwater			
D/O-SW1	Stormwater quality treatment measures to treat stormwater in accordance with the Council requirements must be implemented.	Operation	**Appendix 11 – Hydraulic Services and Utilities Services Report**
D/O-SW2	The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must: (a) Ensure that the system capacity has been designed in accordance with the relevant Australian Standards; and (b) Ensure that the system has been designed in accordance with the Australian Rainfall and Runoff (Engineers Australia, 20016) and Managing Urban Stormwater: Council Handbook (EPA, 1997) Guidelines.	Design	
D/O-SW3	Prior to the commencement of operations, a Stormwater Operation and Maintenance Plan is to be prepared and include the following: (a) Maintenance schedule of all stormwater quality treatment devices;	Pre-Operation	

	(b) Record and reporting details; and (c) Work Health and Safety requirements. A copy of the Stormwater Operation and Maintenance Plan is also to be provided to the relevant DoE Project Lead for implementation.		
Social Impact			
D/O-SI1	Implement promotion of healthy food choices and provision of health options at the school canteen, which are affordable, tasty, nutritious, and appealing to school students. This should be aligned to the Healthy School Canteen Strategy.	Operation	**Appendix 26 – Social Impact Assessment**
D/O-SI2	Liaise with future fast-food restaurant and Gregory Hills Hotel to promote responsible behaviours, strong local relationships and students' wellbeing.	Operation	
Bushfire			
D/O-BF1	The proposed internal roads (i.e. carpark and services access) are to comply with the Acceptable Solutions listed within Table 6.4b of Planning for Bush Fire Protection 2019.	Pre-Operation	**Appendix 25 – Bushfire Assessment Report**
D/O-BF2	Fire hydrants are provided in accordance with AS2419:2021	Pre-Operation and Operation	
D/O-BF3	Gas services (if installed) are installed and maintained in accordance with AS/NZS 1596:2014.	Pre-Operation and Operation	
D/O-BF4	Prior to occupation, a Bushfire Emergency Management and Evacuation Plan is to be prepared in accordance with the NSW Rural Fire Service document 'A Guide to Developing a Bushfire Emergency Management and Evacuation Plan' (RFS 2014).	Pre-Operation and Operation	
Ecologically Sustainable Development			
D/O-ESD1	<u>Formal Green Star Certification / Green Star Buildings v1 / 5 Star</u> A holistic approach to sustainability must be implemented, by addressing the requirements from Green Star Buildings framework, which is representative of an Industry Best-practice outcome. For operations, meter, measure and monitor the building performance to address the requirements from Green Star Buildings framework, which is representative of an Industry Best-practice outcome. For enquiries on requirements please contact the DoE Sustainability Team on Sustainability.ESD@det.nsw.edu.au.	Operation	**Appendix 15 – Ecologically Sustainable Development Report**
D/O-ESD2	<u>Reduction in energy demand</u> The following strategies must be incorporated: • Air Conditioning systems must utilise push-buttons with a run-on timer for activation and de-activation of the air-conditioning in all spaces. • LED lighting fixtures must be provided with Passive Infrared Occupancy sensors.	Design and Operation	

	• Sub-meters must be provided for monitoring and preparing targeted approach for future optimization.		
D/O-ESD3	Minimise potable water consumption Certified WELS rated water fixtures to reduce wastage of water. Rainwater tanks (2x20kL each) must be installed for enabling rainwater harvesting, to reduce the load on potable water demand.	Pre-Operation	
D/O-ESD4	On-site renewable energy generation A 99kW Photovoltaic system must be incorporated in the design.	Design	
D/O-ESD5	Embodied Reporting Potential waste streams that would occur during the operational stage must be identified, and a 'reduce-reuse-recycle' strategy must be implemented.	Operation	
Planting			
D/O-PLT1	Where native landscaping is to be placed around the school, Cumberland Plain Woodland origin species should be considered, subject to any existing landscaping plans where this has already been determined. Landscaping beds should incorporate a reasonable proportion of understorey species also of Cumberland Plain Woodland origin where appropriate.	Pre-Operation and Operation	**Appendix 11 – Arboricultural Impact Assessment**
Construction Management			
CM1	A copy of the approved plans, Crown Certificate and the Terms of Approval/mitigation measures must be kept at an appropriate location on-site at all times and must be available for inspection on request.	Construction and Operation	**Appendix 29 – Preliminary Construction Management Plan**
CM2	A Crown Certificate under Section 6.28 of the *Environmental Planning and Assessment Act 1979* is to be obtained by a registered Certifier prior to any work commencing.	Pre-construction	
CM3	These mitigation measures, approved plans and supporting documents do not remove any obligation to obtain all other licences, permits, approvals and landowners consents from all relevant authorities and land owners as required under any other legislation. The terms and conditions of such licences, permits, approvals and permissions must be complied with at all times. A copy of all approvals is to be provided to the relevant department Project Lead, and must be kept on-site at all times in an appropriate location.	Construction and Operation	
CM4	All building work must be carried out in accordance with the National Construction Code Series, Building Code of Australia, Volume 1 and 2, as relevant.	Pre-construction	
CM5	All works must be designed and constructed to provide access and facilities for people with a disability in accordance with the EFSG (or provide evidence of EFSG departure approval by the department), National Construction Code [and the recommendations of the Accessibility Report approved as part of the REF dated 19/11/24. Prior to the issue of a Crown Completion Certificate, the Crown Certifier must ensure that evidence of compliance with this condition from a suitably qualified person is provided.	Pre-construction, Construction and Design	
CM6	All new buildings and structures, and any alterations or additions to existing buildings and structures, must be constructed in accordance with the relevant requirements of the National Construction Code.	Pre-construction and Construction	

CM7	The external walls of buildings, including alterations and additions to existing buildings, must comply with the relevant requirements of the National Construction Code.	Pre-construction and Construction
CM8	Imported fill material must be compatible with the existing soil characteristics of the site and limited to the following: 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. 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.	Pre-construction and Construction
CM9	Any imported mulch must comply with the Resource Recovery Order under Part 9, Clause 93 of the Protection of the Environment Operations (Waste) Regulation 2014 and the Mulch Order 2016 recognised by the NSW Environment Protection Authority as being "fit for purpose" with respect to the works under the REF. Additionally, imported mulch must comply with DG92.09 of the EFSG. 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 Resource Recovery Mulch Order 2016 and DG92.09 of the EFSG is to be provided to the relevant department Project Lead prior to importing the mulch.	Pre-construction and Construction
CM10	A risk-based program of independent audits must be prepared for the work, having regard to the AS/NZS ISO 19011-2019 Guidelines for Auditing Management Systems. Audits are to be undertaken by suitably qualified personnel independent to the works and documented in an audit report which: (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 (d) Recommends any measures or actions to improve the performance of the works, if deemed required. The independent audit program is to be provided to the relevant DoE Project Lead and DoE Post Approval and Compliance Team for agreement.	Pre-construction
CM11	The Independent Audits must be carried out in accordance with the approved audit program. 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. 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.	Construction

CM12	DoE's Post Approval and Compliance Team, the relevant local Council and the occupiers of any land within 20 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.	Pre-construction
CM13	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: a) 24-hour contact person for the site; b) Telephone and email addresses; c) Site works and timeframes; and d) Details of where accessible project information can be sourced.	Pre-construction and Construction
CM14	A Construction Environmental Management Plan (CEMP) is to be prepared and implemented having regard to the *Environmental Management Guidelines for Construction Procurement (Edition 4)*, and is to include where relevant, but not limited to, the following: (a) Details of: 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; vi. Any other specific environmental construction Mitigation Measures detailed in the REF; vii. Any requirements outlined in any relevant approvals, permits, licences or landowner consents; and viii. Community consultation and complaints handling in line with DoE's Stakeholder and Community Participation Plan. (b) Aerial Site Plan showing the location of the works; (c) The following, where required by Mitigation Measures: i. Construction Traffic and Pedestrian Management; ii. Construction Worker Transport Strategy iii. Construction Noise and Vibration Management; 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 (d) Construction Tree Protection Plan; (e) Erosion and Sediment Control Plan; (f) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage;	Pre-construction and Construction

	(g) Unexpected finds protocol for contamination; (h) Construction Emergency Management Plan; (i) Training of responsibilities/heritage site inductions under the *National Parks and Wildlife Act 1975*, *Heritage Act 1977* and any other relevant legislation, as relevant to the works.	
CM15	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
CM16	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
CM17	1. 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: a) Monday to Friday inclusive: Between 7.00am to 6.00pm; b) Saturday: Between 8.00am to 1.00pm; and c) Sunday and Public Holidays: No work permitted. 2. 3. Where noise levels are not expected to exceed the existing background noise level plus 5dB, and noise monitoring is undertaken in accordance with the Approved Methods for Measurement and Analysis of Environmental Noise in NSW (EPA, 2022), works may also be undertaken during the following additional work hours: a) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and b) Saturday: Between 1:00pm to 4:00pm. 4. 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: a) By the police or a public authority for the delivery of vehicles, plant or materials; or b) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or c) Where the works are completely inaudible at the nearest sensitive receiver; or 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 e) Maintenance and repair of public infrastructure where 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 f) Public infrastructure works where work outside the recommended standard hours is supported by the affected community to shorten the length of the project; and g) where it is demonstrated and justified for the need to work outside the recommended construction hours. 5. 6. 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.	Construction

	7. 8. Any departure from this Mitigation Measure must be immediately notified to the Post Approvals and Compliance Team.	
CM18	• To minimise loss of amenity, blasting is not permitted and the use of any rock excavation machinery, sheet piling, pile driving or jack-hammering the like is restricted to the following hours: a) Monday to Friday inclusive: 9:00am to 12:00pm; b) Monday to Friday inclusive: 2:00pm to 5:00pm; and c) Saturday: 9:00am to 12:00pm.	Construction
CM19	• The independent audit reports of the development must be carried out in accordance with the approved program and having regard to the Independent Audit Post Approval Requirements. Each Independent Audit is to be provided to the relevant department Project Lead and department Statutory Planning Post Approval Team in line with the audit program.	Construction
CM20	The Contractor is to comply with the WHS and Environmental Management Policies, Plans and Procedures.	Pre-Construction and Construction
CM21	The Contractor will ascertain all relevant project information, applicable Standards, Statutory requirements and Conditions, including all Authorities having jurisdiction over the works; obtain all relevant insurances, permits and approvals and pay all associated fees, including any outstanding Long Service Leave Levies; ensure a copy of the REF is filed on site for reference throughout the works.	Pre-Construction and Construction
CM22	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
CM23	The Contractor is to ensure there is a dispute resolution plan in place and all complaints encountered by the general public are recorded and communicated to School Infrastructure as soon as possible.	Construction
CM24	An Erosion and Sediment Control Plan must be implemented in accordance with the Landcom/Department of Housing Managing Urban Stormwater, Soils and Construction Guidelines (Blue Book) prior to work commencing. The controls must be in place, inspected and managed until the works are complete and all exposed erodible materials are stable. Inspection records must be kept and provided on request.	Pre-construction
CM25	If any extended construction hours are required, a detailed plan should be prepared to mitigate the noise effects. For evening hours, less intrusive works will be scheduled to be carried out and/or works will be carried out away from sensitive receivers.	Construction
CM26	Adopt the following general noise source control measures as require: • Avoid unnecessary revving of engines and turn off plant that is not being used/required.	Construction

	• Where possible organise the site so that delivery trucks and haulage trucks only drive forward to avoid the use of reversing alarms • Where possible, avoid using tonal reverse alarm outside standard construction hours. • Organise and schedule the equipment operations to limit the noisiest machines operating simultaneously. • Site set up/ movement of plant / delivery of material/ waste removal to site should generally be restricted to day period. • Truck drivers are to be informed of site access routes, acceptable delivery hours and must minimise extended periods of engine idling • Ensure there is no unnecessary shouting or loud stereo/radios on site. There must be no dropping of metal from heights, throwing of metal items or slamming of doors. • Use less noise intensive equipment where reasonable and feasible. • Where practical fixed plant should be positioned as far as possible from the sensitive receivers. • Use temporary site buildings and material stockpile additional noise barriers. • Employ the use of solid barrier plywood hoardings as required.		
Stormwater			
CM-SW1	Erosion and sediment control measures to be installed and maintained including: • Silt fences to prevent silt and waste being washed into neighbouring sites and streets and may be integrated with safety fencing. • Catch drains with hay bales to carry and treat site runoff. • Sedimentation basin(s) to be installed at the low point of site excavation. • Shaker grids at the construction site entrance(s) to ensure that vehicles and machinery leave the site with clean wheels. • Pits will have silt protection installed to prevent silt from entering the stormwater system during construction.	Construction	**Appendix 8 – Civil Engineering Design Report**
Contamination Risk			
CM-CR1	Any materials resulting from illegal dumping (fly tips) must be removed from the site and disposed of appropriately as part of the site preparation works. Inspection of the footprints of the fly tips is to occur following complete removal.	Pre-Construction	**Appendix 19 – Preliminary Site Investigation (PSI) and Detailed Site Investigation (DSI)**
CM-CR2	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 Certification from the	Construction	

	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 State Environmental Planning Policy (Resilience and Hazards) 2021.		
CM-CR3	An Interim Site Audit Statement prepared by an EPA Accredited Site Auditor is to be provided to the relevant department Director/Asset Manager and department Statutory Planning Post Approval Team.	Pre-Operation	
Noise and Vibration Impacts			
CM-NV1	Perimeter hoarding must be installed to shield the childcare centres either side of the site in accordance with the diagram at Figure 16 of the Acoustic Report prepared by NDY (Revision 3.1). It must be of the following minimum specifications: 2m in height, solid with a density of 17 kg/m2.	Construction	**Appendix 18 – Acoustic Report**
CM-NV2	Time restrictions are to be applied to construction noise activities as required to comply with the construction noise limits.	Construction	
CM-NV3	Advance notice is to be provided to the adjoining childcare operators of planned high impact noise construction activities.	Construction	**Appendix 18 – Acoustic Report**
CM-NV4	All employees, contractors and subcontractors are to receive an environmental induction and should instruct all persons at the site with regard to all relevant project specific and standard noise mitigation measures, including but not limited to permissible hours or work, limitation of high noise generating activities, location of nearest affected noise receivers, construction employee parking areas, designated loading/unloading areas and procedures, site opening/closing times (including deliveries) and environmental incident procedures.	Construction	**Appendix 18 – Acoustic Report**
CM-NV5	A dedicated person will form a point of contact for dissemination of general information regarding site operations. Contact persons will also be defined to receive comment or complaints from the community.	Construction	**Appendix 18 – Acoustic Report**
Aboriginal Cultural Heritage			
HMM1	If any unexpected archaeological relic (or potential relic) of heritage significance is discovered during any construction 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.	Construction	

HMM2	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 Aboriginal Heritage Information Management System (AHIMS). An Aboriginal Heritage Impact Permit (AHIP) would also need to be obtained to impact the site.	Construction	
HMM3	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 *Coroners Act 2009*. Aboriginal burials (older than 100 years) are protected under the *National Parks and Wildlife Act 1974* 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 the Commonwealth Minister for the Environment, under the provisions of the *Aboriginal and Torres Strait Islander Heritage Protection Act 1984*.	Construction	
Traffic and Transport			
CM-TT1	Prior to construction commencing, finalise a Construction Traffic Management Plan to the satisfaction of Camden Council, including preparation of traffic guidance schemes where required.	Pre-Construction	**Appendix 17 – Transport Access Impact Statement**
CM-TT2	Construction Worker Transport Strategy must be prepared and appended to the Construction Environmental Management Plan prior to the commencement of works.	Pre-Construction	
Geotechnical Implications			
CM-GEO1	Construction is to be undertaken in accordance with the Salinity Management Plan prepared by Douglas Partners (May 2012) as appended to the Preliminary Geotechnical Desktop Study and Intrusive Geotechnical Investigation Report prepared by Geotechnique (Rev 1 20/12/2024).	Construction	**Appendix 22 – Geotechnical Report**
CM-GEO2	Detailed design should recognise variability in thickness of fill across the site and ascertain that the design allows for this variability and its implications in project design and costing. It is preferable that the fill thickness variability is confirmed by additional borehole drilling and/or inspections during construction stage to reduce the risk of this variability.	Design and Construction	
CM-GEO3	Detailed design should recognise variability in the depth to bedrock to ascertain that the designs of activities are appropriate to site conditions and its impact on project design and costing. The depth to bedrock will need to be confirmed by additional borehole drilling or inspections during construction stage	Design, Construction and Operation	

CM-GEO4	Detailed design should recognise the possibility that the existing fill across the site is of variable nature. Review results of geotechnical investigations carried out to ascertain the existing fill is suitable as foundation materials. Alternatively, it can be assumed that the existing fill is uncontrolled and ensure the design is suitable for site underlain by uncontrolled fill.	Design and Construction	
CM-GEO5	Detailed design should recognise that the subsurface soils across the site are saline and therefore disturbance and excavation of soils across the site should be carried out in accordance Saline Soil Management Plan (SMP) recommended by Douglas Partners. The cost for management of saline soil should be considered in project costing. It is possible that non-saline soil may be encountered in some portions of the site. If additional testing is carried out to delineate areas with non-saline soil, disturbance, and excavation of non-saline soils may be carried out without SMP	Design, Construction and Operation	
CM-GEO6	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 *Water Management Act 2000*.	Construction	
CM-GEO7	The management of potential and actual acid sulfate soils shall be conducted in accordance with the Acid Sulfate Soil Guidelines (NSW Acid Sulphate Soils Management Advisory Committee, August 1998).	Construction	
Social Impact			
CM-SI1	Implement a delivery method that improves efficiency to reduce construction timeframes and impacts.	Construction	**Appendix 26 – Social Impact Assessment Report**
CM-SI2	Preparation of a Construction Management Plan should contain a communications and engagement plan to minimise disruption, including notification requirements for periods of high impacts, key contacts for enquiries and a complaints management process.	Construction	
CM-SI3	Any Construction Management Plan should also consider the needs of potentially sensitive receivers/vulnerable groups including childcare and medical uses neighbouring the site.	Construction	
CM-SI4	Liaise with parties responsible for other proposed activity to coordinate community notification of construction works, particularly for road closures and detours.	Construction	
Construction Waste			
CM-CW1	All hazardous materials, including asbestos, will be managed by licensed contractors and disposed of at approved facilities.	Construction	**Appendix 28 – Construction and Demolition Waste Management Plan**
CM-CW2	Hazardous waste materials will be stockpiled minimally on-site, stored on HDPE liners in bunded locations	Construction	
CM-CW3	Trucks carrying contaminated materials should be securely covered after material loading and must be licensed by EPA	Construction	
CM-CW4	Decontamination of all equipment prior to demobilisation	Construction	
CM-CW5	All waste generated during construction and demolition will be segregated. This may be completed on-site through segregation into dedicated bins for materials such as green waste, timber, concrete, metals, and plasterboard, etc. Alternatively, off-site segregation may be employed through third party services / contractors.	Construction	

CM-CW6	Excavated material will be reused on-site for landscaping, levelling, or backfilling where practical, ENM & VENM should be reused off-site where possible prior to disposal. If disposal is necessary, it must be justified and documented, and the material must be transported to a licensed waste facility.	Construction	
CM-CW7	Site staff will undergo training on waste management procedures, including source separation, spill management, and legal obligations.	Construction	
CM-CW8	Materials will be selected and ordered to minimize waste, preferring pre-cut, prefabricated materials, and items with recycled content or reuse potential.	Design	
CM-CW9	All site procedures will include provisions for battery and green waste recycling, use of excavated materials on-site, and proper disposal of hazardous waste to ensure compliance with EPA and WorkCover requirements.	Construction	
CM-CW10	Skip bins and stockpile areas will be managed to avoid overfilling, contamination, and environmental impacts, with regular waste removal scheduled. Waste being transported must be adequately covered to ensure it does not fall, spill or otherwise escape from the vehicle or trailer.	Construction	
Ecology			
CM-EC1	The following measures will be implemented to manage the potential soil impacts: • Minimise disturbance and compaction of existing soils where possible • Replace any topsoil once works are completed • Recreate a natural landscape profile where excavation works have been completed • Stabilise any exposed soils • Revegetation of any disturbed areas not required for maintenance purposes. • Sediment control fences installed. • Damping of soils in dry and windy conditions to prevent excess dust spreading over neighbouring properties.	Design and Construction	**Appendix 24 – Biodiversity Report**
CM-EC2	Temporary stormwater management measures such as sandbags, sediment fences and berms are to be appropriately located to intercept surface water run-off during the construction phase and ensure that sediment laden runoff and other construction pollutants do not enter downstream aquatic systems.	Construction	
CM-EC3	Where open trenching is undertaken it is recommended the trench is to be exposed for as minimal length of time as feasible and outside of wet weather conditions. In addition, restoration and stabilisation of the disturbed sections is to be commenced immediately after completion of construction works. Backfilling and stabilisation are to be undertaken as quickly as possible following installation of infrastructure. Should dewatering be required, water collected is to be contained and discharged in a manner that avoids sedimentation, flooding and erosion.	Construction	
CM-EC4	All potential chemical pollutants (e.g. fuels, oils, lubricants, paints, etc.) are to be stored in appropriate containers in bunded areas within construction compounds to minimise the risk of spillages and mobilisation of any pollutants into aquatic environments.	Construction	

CM-EC5	Best practice construction management protocols such as timing, daytime work hours, damping of soils and noise suppressed machinery should be utilised during the construction phase. These controls will ameliorate the creation, severity and annoyance levels of these emissions.	Construction	
CM-EC5	A Weed Eradication and Management Plan is required to be prepared and implemented. This is to form an appendix of the Construction Environmental Management Plan.	Construction	
Arboricultural Impact			
CM-AI1	All tree removal work is to be carried out by an experienced Arborist with minimum AQF Level 3 qualifications in accordance with AS4373-2007 - Pruning of Amenity Trees, Safe Work Australia Guide for Managing Risks of Tree Trimming and Removal Work (2016) and other applicable legislation.	Construction	**Appendix 10 – Arboricultural Impact Assessment**
CM-AI2	Retain and protect Trees 5, 6, 8, 9, 11, 12, 13, 14 & 15 in accordance with the Tree Location Plan & Tree Protection Specification held at Appendix 2 & 5 of the Arboricultural Impact Assessment prepared by Creative Planning Solutions and AS497-2009 Protection of trees on development sites.	Pre-Construction and Construction	
CMAI3	Trees not approved to be pruned or removed are to be protected and maintained in accordance with *AS 4970-2009 Protection of Trees on Development Sites* and are to remain in place until the completion of all construction work in the vicinity of the protected trees.		
CM-AI4	A Project Arborist experienced in tree protection on construction sites must be engaged prior to the commencement of any works on site. The Project Arborist shall monitor and report regularly to the Principal Certifying Authority (PCA) and the Applicant on the condition and protection of the retained trees during the works. The Project Arborist is to supervise and monitor any excavation, machine trenching or compacted fill placement within the TPZ of retained trees throughout construction.	Construction	
CM-AI5	Provide replacement planting for removed street trees at a minimum ratio of 1:1. Trees selected for planting are to be of a species consistent with Camden Council Indicative Planting List and planted in accordance with the street tree planting requirements outlined within Appendix B of Camden Development Control Plan 2019	Pre-Operation	
Ecologically Sustainable Development			
CM-ESD1	Embodied Reporting Must implement environmentally friendly materials and responsible procurement to reduce the stress on virgin materials. Must divert 90% of the construction waste from landfill.	Design and Construction	**Appendix 15 – Ecologically Sustainable Development Report**
Visual & Amenity			
VAMM1	The selection of external colours, materials or finishes of the building(s) should aim to minimise impacts on visual amenity and ensure there is no increase in impacts identified in the visual amenity assessment in the REF.	Design	

	For enquiries on requirements please contact the DoE Design and Infrastructure Standards Team on DesignAndInfrastructureStandards@det.nsw.edu.au.	
Utilities and Infrastructure		
UIMM1	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council, 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), and assets/service infrastructure that is likely to be impacted by the works.	Pre-construction and Construction
UIMM2	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
UIMM3	All materials must be wholly contained within the construction site. The requirements of the Protection of the Environment Operations Act 1997 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
UIMM4	A Post-Construction Dilapidation Report must be prepared by a suitably qualified expert and submitted to Council, 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 repaired or pay the full costs associated with repairing any damage within an agreed timeline between the owner of the identified property.	Prior to the commencement of Operations
Operational Management		
OPMM1	All operational plant and equipment must be maintained and operated in proper and efficient manner and in accordance with the user manual.	