

Mitigation Measures for Review of Environmental Factors

10 July 2026

Document Control

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Version History

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Appendix 1 Mitigation Measures

Project Name: New Primary School in Worrigee
REF: New Primary School in Worrigee
Version Number: 6
Date: 10/07/2026

ID	MM Name	Mitigation Measure	Timing
General			
G1	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
G2	Australian Standards	All works must comply with the relevant National Construction Code and Australian Standards.	During Construction
G3	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 commencement of Construction
G4	Landowners Consent	Landowner's consent must be obtained in writing from the relevant landowner or authority.	Prior to commencement of Construction on that land
Community Engagement			
CE1	Work Commencement Notification	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 commencement of construction for the project. The notice must outline the works to be undertaken, and the proposed commencement date and expected completion date of construction works.	Minimum of 48 hours prior to commencement of Construction
CE2	Site Notice Board	A site notice board must be installed at eye level at the entrance or other appropriate, prominent and public facing location at the site. The site notice must be displayed throughout the construction period, be durable, weatherproof and include the following information: (a) 24-hour contact person for the site	Prior to commencement of Construction

ID	MM Name	Mitigation Measure	Timing
		(b) telephone number and email address of the contact person for the site (c) site works and timeframes (d) details of where accessible project information can be sourced.	
CE3	Complaints Handling	All complaints must be managed in accordance with DoE's Stakeholder and Community Participation Plan.	During Construction
Planning Compliance			
PC1	Mitigation Measures Induction	All contractors and their subcontractors must be made aware of these Mitigation Measures, any construction management plans required by these Mitigation Measures, and the requirement to undertake the activity as per these Mitigation Measures. Evidence of this must be recorded in a Site Induction Register.	During Construction
PC2	Non-compliance notification	As soon as practicable after becoming aware of a non-compliance, all non-compliances with a Mitigation Measure must be notified in writing to the Accountable Lead and DoE's Post Approval and Compliance Team using DoE's Non-Compliance Notification Form.	During Construction
PC3	Incident notification	Any pollution incident must be notified immediately in writing to the Accountable Lead and DoE's Post Approval and Compliance Team using DoE's Incident Notification Form. Anyone engaged in an activity that results in a pollution incident has a duty to report it under the <i>Protection of the Environment Operations Act, 1997</i> .	During Construction
PC4	Independent Audit Program	A risk-based program of independent audits must be developed by the independent auditor for the work, having regard to the <i>AS/NZS ISO 19001-2019 Guidelines for Auditing Management Systems</i> . The timing of construction audits is to be twelve (12) weeks after the commencement of construction and every twenty-six (26) weeks thereafter until construction has been completed. The independent audit program is to be provided to the Accountable Lead and DoE's Post Approval and Compliance Team.	Prior to commencement of Construction
PC5	Independent Audits	The Independent Audits must be carried out in accordance with the approved audit program (PC4) and undertaken by suitably qualified personnel independent to the works. Audits must be 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	During Construction

ID	MM Name	Mitigation Measure	Timing
		environment and local community (d) Recommends any measures or actions to improve the performance of the works, if deemed required. Each Audit Report must be finalised within four (4) weeks from the auditor's site inspection or where an alternative timeframe is agreed to by DoE's Post Approval and Compliance Team. Each Audit Report is to be provided to the Accountable Lead and DoE's Post Approval and Compliance Team within seven (7) days of completion of the report.	
PC6	REF Compliance Status Report	The Accountable Lead must submit a REF Compliance Status Report to DoE's Post Approvals and Compliance Team demonstrating compliance with the Mitigation Measures and identifying all Mitigation Measures that have not been closed and need ongoing compliance during Operations.	Minimum 48 hours prior to commencement of Operations
Construction			
C1	Preparation of Construction Environmental Management Plan	A Construction Environmental Management Plan (CEMP) must be prepared, having regard to the <i>Environmental Management Guidelines for Construction Procurement (Edition 4)</i>, and must include: (a) Details of: (i). hours of work (ii). 24-hour contact details of site manager (iii). all specific environmental construction Mitigation Measures detailed in the REF and Decision Statement (iv). any requirements outlined in any relevant approvals, permits, licences or landowner consents (v). community consultation and complaints handling process in line with DoE's Stakeholder and Community Participation Plan (vi). emergency management processes (vii). training and site induction requirements, including heritage site inductions under the <i>National Parks and Wildlife Act 1974</i> and <i>Heritage Act 1977</i> (where relevant) (b) Environmental Control Map, including, where relevant: (i). aerial Site Plan showing the location of works (ii). construction site access and egress	Prior to commencement of Construction

ID	MM Name	Mitigation Measure	Timing
		(iii). site compound (iv). site worker parking (v). environmentally sensitive areas ('no go' areas for threatened species, endangered communities and tree protection zones) (vi). location of spill containment kit, chemical storage and refuelling area (vii). heritage items (viii). contamination areas. (c) The following Plans: (i). Erosion and Sediment Control (refer to Mitigation Measure SW1 for further details) (ii). Construction Traffic and Pedestrian Management (refer to Mitigation Measure TA2 for further details) (iii). Construction Noise and Vibration Management (refer to Mitigation Measure NV1 for further details) (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). Biodiversity Management Plan (ix). Construction Tree Protection Plan (d) Unexpected finds protocol for Aboriginal and non-Aboriginal heritage (refer to Mitigation Measure H1, H2 and H3 for further details) (e) Unexpected finds protocol for contamination (refer to Mitigation Measure LC4 for further details)	
C2	Update and implementation of CEMP	The Construction Environmental Management Plan, and associated Plans, must be reviewed every 6 months, updated if necessary and implemented.	During Construction
C3	Construction Fencing	Construction site fencing is to be installed around the site. Construction vehicle and pedestrian access points to and from the site are to be clearly designated, signposted and controlled for authorised access only.	Prior to commencement of Construction
C4	Use and storage	The use and storage of hazardous materials and dangerous goods, including petroleum,	During

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	of Hazardous Materials	distillate and other chemicals, must be in accordance with the relevant legislation including, but not limited to: • <i>Protection of the Environment Operations Act 1997</i>; • Work Health and Safety Regulation 2017; • AS 1940:2017 The Storage and Handling of Flammable and Combustible Liquids; and • Safe Work NSW Code of Practice – Managing Risks of Hazardous Chemicals in the Workplace.	Construction
C5	Spill Kits	A spill containment kit must be available at all times. All personnel must be made aware of the location of the kit and trained in its effective deployment.	During Construction
C6	Construction Materials and Waste	All construction 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. All waste must be classified in accordance with the <i>Waste Classification Guidelines: Part 1 Classifying Wastes (EPA 2014)</i> and transported to a suitably licensed waste facility.	During Construction
C7	Designated Washout	Building methods such as brick cutting, mixing mortar and the washing of tools, paint brushes, form-work and concrete trucks must be undertaken in the construction site at a designated washout area located to prevent air, land or water pollution.	During Construction
C8	Construction Lighting	All construction lighting must not cause a nuisance to adjoining neighbours and comply with <i>AS/NZS 4282:2019 Control of the Obtrusive Effects of Outdoor Lighting</i> .	During Construction
C9	Construction Hours	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. Vehicle movements must be managed to prevent early arrivals and associated noise impacts on surrounding sensitive receivers. Heavy vehicles must not idle, queue, or be parked near the site outside these construction hours. Where noise levels are not expected to exceed the existing background noise level plus 5dB,	During Construction

ID	MM Name	Mitigation Measure	Timing
		and noise monitoring is undertaken in accordance with the <i>Approved Methods for Measurement and Analysis of Environmental Noise in NSW (EPA, 2022)</i>, works may also be undertaken during the following additional work hours: (d) Mondays to Friday inclusive: Between 6:00pm to 7:00pm; and (e) Saturday: Between 1:00pm to 6:00pm. Construction work may be undertaken outside of the standard and additional work hours, 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: (f) By the police or a public authority for the delivery of vehicles, plant or materials; or (g) In an emergency to avoid the loss of life, damage to property or to prevent environmental harm; or a) Where the works are completely inaudible at the nearest sensitive receiver; or (h) 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 (7) days prior to the works; or (i) 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 construction hours; or (j) Accountable Lead approves the Contractor's justified request for public infrastructure works where works are outside the standard work hours and is supported by the affected community to shorten the length of construction works; or (k) where it is demonstrated and justified for the need to work outside the standard construction hours. Except in emergencies, these circumstances are not to be interpreted as an endorsement of work outside the recommended standard hours and must be justified in each case. Work schedule convenience or project expedience is not considered sufficient justification.	
C10	Construction Hours for Noise-intensive Works	Use of any rock excavation machinery, sheet piling, pile driving or jack-hammering and 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; (c) Saturday: 9:00am to 12:00pm; and	During Construction

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		(d)Sunday: no work permitted.	
C11*	Flood – Finished Floor Levels and Overland Flow	All proposed building finished floor levels must be elevated at the local overland PMF level or above as detailed in the Flood Impact Risk Assessment Report (Appendix 7). Sufficient drainage and grading provisions must be provided (subject to detailed civil design) along the western side of the three-storey split-level building to manage overland stormwater flows away from the building footprint.	Design
Utilities and Infrastructure			
UI1	Pre-Construction Dilapidation Report	A Pre-Construction Dilapidation Report must be prepared by a suitably qualified person and submitted to Council, relevant asset/service infrastructure owners and the Accountable Lead. The report must provide an accurate record of the existing condition of adjoining private properties and asset/ service infrastructure that are likely to be impacted by the works (and that have agreed to an offer for a dilapidation survey).	Prior to commencement of Construction
UI2	Post-Construction Dilapidation Report	A Post-Construction Dilapidation Report must be prepared by a suitably qualified person and submitted to Council, relevant asset/service infrastructure owners and the Accountable 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 that has occurred as a result of construction works, the damage must be repaired or the full cost of repairs covered, within a timeline agreed with the property owner.	Prior to Commencement of Operations
UI3	Dial Before You Dig	“Before You Dig Australia” must be used to obtain a Service Diagram to identify the location of underground utilities at the site.	Prior to commencement of Construction
UI4	Service and Utility Disconnection	All services and utilities in the construction area must be appropriately disconnected and reconnected as required, in consultation with the relevant authorities.	During Construction
UI5	Service and Utility Augmentation	Where existing 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.	During Construction
UI6	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.	During Construction

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Traffic and Access			
TA1	School Transport Plan	A School Transport Plan (STP) must be prepared to the satisfaction of DoE's Transport Planning Team. A copy of the School Transport Plan is to be provided to the Accountable Lead and DoE's Transport Planning Team for implementation during Operations.	Prior to commencement of Operations
TA2	Construction Traffic and Pedestrian Management	A Construction Traffic and Pedestrian Management Plan (CTPMP) must be prepared to: (a) ensure heavy vehicle movements are safe and minimise disruption to the school and surrounding areas (b) outline strategies and measures to manage how construction workers access the site (c) Guide heavy vehicle traffic to follow the Construction Vehicle Traffic Route outlined in Section 7.1 of Appendix 2 (Traffic and Accessibility Impact Assessment). (d) Notify NSW SES where there are likely to be significant delays in the operation of the roads affected by the upgrades as this may impact the ability for emergency vehicles to use these routes.	Prior to commencement of Construction
TA3	Pedestrian Access	Safe pedestrian access around the construction site must 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 must be implemented.	During Construction
TA4	Design of Road Safety Measures	Transport Working Group (TWG) meetings (including Shoalhaven City Council and Transport for NSW) must be facilitated to finalise the design of road safety measures, including consideration of: a) New single lane mountable roundabout at the intersection of Worrigeer Road, Booligal Road and Golden Grove b) Two raised pedestrian priority crossings (wombat): — On Worrigeer Road across the northern approach to the intersection with Golden Grove and Booligal Road — On Booligal Road across the eastern approach to the intersection with Golden Grove and Worrigeer Road (delivered as part of the separate preschool activity)	Design

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		c) One new on-grade painted pedestrian crossings (zebra): — On Golden Grove across the western approach to the intersection with Worrige Road and Booligal Road d) Request Transport for NSW Implement school zone travel speed restrictions along Greenwell Point Road, Worrige Road and side streets e) Road verge widths and path designs along Worrige Road.	
TA5	Implementation of Road Safety Measures	Road safety measures agreed with the Transport Working Group as per Mitigation Measure TA4 must be implemented.	Prior to commencement of Operations
TA6*	Consultation with Bus Operators	The Department of Education is to consult with bus operators on existing bus services and future arrangements.	Prior to commencement of Operations
TA7*	Road Safety Audit	A road safety audit of all road upgrades associated with the proposed activity must be completed prior to handover to Council.	Prior to commencement of operations
Noise and Vibration			
NV1*	Construction Noise and Vibration	A Construction Noise and Vibration Management Plan must be implemented in accordance with the NSW EPA Interim Construction Noise Guideline (2009). Specific construction noise mitigation is required to highly noise affected receivers as outlined in Appendix 9 (Noise and Vibration Impact Assessment).	During Construction
NV2	Vibration During Construction	Vibration levels induced by demolition activities, or other vibration intensive activities such as rock hammering, must be in accordance with the AS2436 – <i>Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites</i>. The operation of plant and equipment must not give rise to the transmission of vibration nuisance or damage to other premises. 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>.	During Construction

ID	MM Name	Mitigation Measure	Timing
NV3*	Operational Noise	A detailed acoustic review of all proposed building services is required to be undertaken prior to installation once final selections are made to ensure compliance with the relevant project noise trigger levels identified in Appendix 9 (Noise and Vibration Impact Assessment). A suitably qualified acoustic engineer must demonstrate that noise associated with the operation of mechanical plant or machinery installed does not exceed the relevant project noise trigger levels.	Prior to installation and commencement of Operations
NV4*	Operational Noise	A noise limiter should be installed on the school public address system if required in order to limit the maximum noise generated by the school bell and loudspeaker announcements to the noise levels provided in Appendix 9 (Noise and Vibration Impact Assessment).	Prior to commencement of Operations
NV5*	Design of Building Envelope	Design of building envelope (i.e. Glazing Construction, External Wall Construction and Roof Construction) is to meet the minimum acoustic design requirements identified in Appendix 9 (Noise and Vibration Impact Assessment).	Design
Land Contamination			
LC1	Remediation and Site Auditor Requirements	A Remediation Action Plan (RAP) must be prepared to guide remediation of the site. Remediation of known contaminated land is to be carried out in accordance with the requirements of the RAP. Following completion of the remediation works, a Site Remediation and Validation Report is to be submitted to a NSW EPA-Accredited Site Auditor to confirm site suitability through a Site Audit Statement. The site suitability statement and Site Remediation and Validation Report is to be submitted to the Accountable Lead and DoE's Post Approval and Compliance Team. A notice of completion of remediation work must also be given to Council within 30 days of completion of the work in accordance with Section 4.14 and Section 4.15 of <i>State Environmental Planning Policy (Resilience and Hazards) 2021</i> . The Site Audit Statement is also to be provide to the Accountable Lead and DoE's Post Approval and Compliance Team.	Prior to commencement of Operations
LC2	Category 2 Remediation	For any Category 2 remediation work, all regulatory notifications must be provided, including Notification of Category 2 Remediation Works to Council. Notice must be given in accordance with <i>Section 4.13 of State Environmental Planning Policy (Hazards and Resilience) 2021</i> .	At least 30 days prior to commencement of any Category 2

ID	MM Name	Mitigation Measure	Timing
			remediation work
LC3	Asbestos Handling and Removal	Where asbestos or asbestos-containing material is to be disturbed or uncovered, compliance with SafeWork NSW requirements must be adhered to. Asbestos must be removed by a suitably qualified and experienced contractor, licensed by SafeWork NSW. The removal of such material must be carried out in accordance with the <i>Department of Education Asbestos Management Plan</i> and <i>Asbestos Management Procedures</i> as well as 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'.	During Construction
LC4	Unexpected Site Contamination	Should any unexpected contamination information or contaminants be identified which have the potential to alter previous site contamination assessments, conclusions and recommendations, the Accountable 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 Clearance Certification from the contamination consultant must be submitted to the Accountable 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 Validation Report, and an Environmental Management Plan (if applicable), are 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 Accountable 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>.	During Construction

ID	MM Name	Mitigation Measure	Timing
Soil and Water			
SW1	Erosion and Sediment Control	The Erosion and Sediment Control Plan required by Mitigation Measure C1 must be developed 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.	During Construction
SW2	Imported Fill Material	Imported fill 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 Accountable Lead prior to filling works.	During Construction
SW3	Imported Mulch	Any imported mulch must comply with the <i>Resource Recovery Order under Part 9, Clause 93 of the Protection of 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 Accountable Lead prior to importing the mulch.	During Construction
SW4	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> .	During Construction

ID	MM Name	Mitigation Measure	Timing
SW5	Stormwater Management System	The operational stormwater management system must be designed by a suitably qualified civil engineer. The system must: (a) Ensure that the system capacity is designed in accordance with the relevant Australian Standards; and (b) Ensure that the system is designed in accordance with the <i>Australian Rainfall and Runoff (Engineers Australia, 2016)</i> and <i>Managing Urban Stormwater: Soil and Construction (Blue Book. 4th Edition, 2022)</i> .	Design
SW6	Acid Sulfate Soils	The management of potential and actual acid sulfate soils must be conducted in accordance with <i>the Acid Sulfate Soil Assessment Guidelines (NSW Acid Sulfate Soils Management Advisory Committee, August 1998)</i> .	During Construction
SW7	Water Quality	Following the removal of any temporary erosion and sediment control measures, permanent water quality treatment measures, designed by a suitably qualified expert as part of water-sensitive urban design, must be implemented.	Design and during Operations
SW8*	Geotechnical Requirements	The detailed design, construction and installation of structural foundations are to be generally in accordance with the recommendations identified in Appendix 10 Geotechnical Report.	Design and Construction
Heritage			
H1	Unexpected archaeological relics	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 DoE's Heritage Team. Should significant relics be identified, external approvals to impact the relics may be required.	During Construction
H2	Unexpected Aboriginal Heritage	If any unexpected Aboriginal object/s, site/s or place/s (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	During Construction

ID	MM Name	Mitigation Measure	Timing
		RAPs (if they attended the site) are to advise on whether further management, mitigation or approvals are required in consultation with DoE's Heritage Team. Should Aboriginal objects be identified, these are to be registered in the Aboriginal Heritage Information Management System (AHIMS). Impact to Aboriginal heritage sites would only proceed under an Aboriginal Heritage Impact Permit (AHIP).	
H3	Human Remains	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. 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> . The DoE Heritage Team is to be notified, and a specialist archaeologist engaged to assess the find. 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 the Commonwealth Minister for the Environment, under the provisions of the <i>Aboriginal and Torres Strait Islander Heritage Protection Act 1984</i> .	During Construction
H4*	Aboriginal Heritage Impact Permit	Prior to construction, the Department will apply to Heritage NSW, NSW Department of Climate Change, Energy, the Environment and Water for an AHIP, to impact the listed Aboriginal site within the study area. No ground disturbing works can occur within the proposed AHIP area/no go zone identified in Figure 12 of the ACHAR report until the AHIP has been issued. All AHIP conditions must be satisfied once approved. When AHIP is approved from Heritage NSW it must be immediately provided to DoE Heritage.	Prior to commencement of Construction
H5*	Heritage Induction	Prior to construction and during construction, Aboriginal cultural awareness training for all site workers and contractors will be undertaken to prevent any unintentional harm to any unexpected Aboriginal objects. All registered Aboriginal parties for the project must be provided with the opportunity to participate in the development of the Aboriginal cultural heritage awareness training. DoE Heritage to advise on Aboriginal cultural training scope.	Prior to commencement of Construction and During Construction

ID	MM Name	Mitigation Measure	Timing
Ecology			
E1	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> . Tree protection must be approved by a Consulting Arborist AQF Level 5. Protections are to remain in place until the completion of all construction work in the vicinity of the protected trees. Specific tree protection measures listed in Appendix 6 (Arboricultural Impact Assessment) are to be complied with.	During Construction
E2	Tree Removal or Pruning	Tree pruning or removal is to be carried out by an Arborist with a minimum AQF Level 3 qualification in Arboriculture. Any tree pruning must be in accordance <i>AS 4373-2007 Pruning of amenity of Trees</i> . Immediately prior to tree removal, an ecologist or similarly qualified personnel must inspect for the presence of fauna, and capture and relocate as required. Where nesting or habitat hollows are present on trees being removed, this section of the tree must be removed and re-used on site or in the local area.	During Construction
E3	Pre-Clearance Survey	Pre-clearance surveys of potential habitat (e.g. trees for nesting birds/arboreal mammals) must be undertaken by a suitably qualified Ecologist.	48 hours prior to commencement of habitat clearing
E4	Unexpected Native Fauna	If any unexpected native fauna is found on the site during any construction work, work in the vicinity must stop until an ecologist or similarly qualified person captures and relocates the fauna.	During Construction
E5	Weed and Pathogen Management	All footwear, personal protective equipment and other equipment must be thoroughly cleaned prior to commencement of works and when entering the site. Wash down procedures must be implemented for all construction vehicles prior to entering or exiting the site to limit weed or pathogen spread.	During Construction
E6	Replacement Planting	Removal of native vegetation for construction must be replaced by trees at a ratio of 1:1 derived from species which form threatened ecological community PCT 3269 Shoalhaven Lowland Spotted Gum-Paperbark Forest.	During Construction
E7*	Root Investigation	Retention of Tree 1 and Tree 64, as identified in Appendix 6 (Arboricultural Impact Assessment), is to be determined via root investigations by an AQF Level 5 Arborist prior to works	Prior to commencement

ID	MM Name	Mitigation Measure	Timing
		commencing as per the Tree Protection Plan. Works may not commence until the outcome for this tree has been determined.	of Construction
E8*	Artificial Habitat	Install artificial habitats (nest box of similar entrance diameter) for fauna in adjacent retained vegetation within the study area. Ten (10) nest boxes with entrances between 5 mm to 20 mm should be installed to mitigate impacts of the loss of the hollow-bearing trees (six microbat hanging boxes and four bird/glider boxes 10-15 cm).	Prior to commencement of Construction
Visual Amenity			
VA1	External Materials	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. Note: For clarification on the requirements please refer DoE's <i>School Infrastructure Pattern Book</i> and <i>Educational Facilities Standards and Guidelines (EFSG) Technical Standards</i> .	Design
Sustainability			
S1	Green Star Certification	Green Star Certification must be obtained demonstrating that the activity achieves a minimum 4 star rating. Evidence of the certification must be provided to DoE's Sustainability Team. For enquiries on requirements please contact the DoE's Sustainability Team on Sustainability.ESD@det.nsw.edu.au.	Within 12 months of commencement of Operations
Rural Land Use Interface			
LU1*	Buffer Planting	Screen/hedge planting is to be provided within the site immediately adjacent to, and for the full extent of, the Greenwell Point Road boundary, to provide a vegetated buffer to rural land uses.	Prior to Commencement of Operation
Operational Management			
OM1	Operational Waste Management Plan	Operational waste management measures must be detailed in an Operational Waste Management Plan. This Plan must outline how waste will be minimised, handled, stored, recycled and disposed of appropriately, in accordance with any relevant guidelines. A copy of the Operational Waste Management Plan is to be provided to the Accountable Lead.	Prior to commencement of Operations
OM2	Operational Waste	Waste must be maintained in accordance with the Operational Waste Management Plan.	During

ID	MM Name	Mitigation Measure	Timing
	Management Plan		Operations
OM3	Operational Stormwater Management Plan	A Stormwater Operation and Maintenance Plan is to be prepared by a suitably qualified person and include the following: (a) Maintenance schedule of all stormwater quality treatment devices, On-Site Detention, drainage infrastructure and overland flow paths; (b) Record and reporting details; and (c) Work Health and Safety requirements. A copy of the Stormwater Operation and Maintenance Plan is to be provided to the Accountable Lead.	Prior to commencement of Operations
OM4	Operational Stormwater Management Plan	Stormwater must be maintained in accordance with the Operational Stormwater Management Plan.	During Operations
OM5*	Flood Emergency Response Plan	Prior to the commencement of operation, the Flood Emergency Response Plan (FERP) (Appendix 8) is to be finalised in consultation with the NSW Department of Education's Emergency Response Team. The final FERP must be to the satisfaction of the NSW Department of Education's Emergency Response Team and include the following: (a) The FERP for the New Primary School in Worrigee and the adjoining preschool must be consolidated to provide a single emergency response protocol for the collective site. (b) The school must pre-emptively close when a local or mainstream flood event is forecasted or SES advises; (c) outline procedures to be followed in the case of local flooding occurring while the school is occupied and a warning has been issued for potential mainstream flooding of the site; (d) procedures must ensure that there will be no chance of children and teachers being in the school when mainstream flooding of the site occurs; (e) a simplified description of flood behaviour, including potential flood levels and associated frequencies within the site and within the adjoining road system; (f) provides clear emergency management triggers and responses, including rainfall and water level and NSW SES alerts and Bureau of Meteorology warnings that require pre-emptive closure of the school;	Prior to commencement of Operations

ID	MM Name	Mitigation Measure	Timing
		(g) School administration must undertake annual evacuation preparations and an evacuation drill prior to the commencement of the wet season (typically November to April); (h) School administration to undertake responsibilities as set out in the FERP; (i) Ensure that the Flood Warning Notice is maintained and permanently visible; (j) Include details of awareness training for employees, contractors, parents and induction of new staff members; and (a) Provide clear messaging and communication protocols, including but not limited to, staff and parents	
OM6	Flood Emergency Response Plan	The Flood Emergency Response Plan must be implemented.	During Operations
OM7	Operational Plant and Machinery	All operational plant and equipment must be maintained and operated in a proper and efficient manner and in accordance with the user manual.	During Operations
OM8	Landscape Management	Landscaping at the site under the management of DoE must be maintained. This includes the undertaking of: (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.	During Operations

Note: * represents a Bespoke MM identified, in addition to the Standard MMs, to manage a project-specific impact. ~~Strikethrough~~ text is part of a Standard MM that does not apply to this project. Underlined text has been added to a Standard MM to capture project-specific elements and considerations for that measure.

Dictionary

Term	Definition
Aboriginal object	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Aboriginal place	Has the same meaning as the definition of the term in Section 5 (Definitions) of the <i>National Parks and Wildlife Act 1974</i> .
Accountable Lead	The DoE primary contact for the project i.e. Project Director or Senior Group Leader.
Bushfire prone land	Land mapped on a bushfire prone land map as being subject to bushfire hazard. If part but not all of a lot is mapped as being subject to bushfire hazard, only the specific part of the lot that is mapped as being subject to bushfire hazard is bushfire prone land.
Category 1 Remediation	Remediation work needing development consent as defined by clause 4.8 of the State Environmental Planning Policy (Resilience and Hazards) 2021
Category 2 Remediation	Remediation work not needing development consent as defined by clause 4.11 of the State Environmental Planning Policy (Resilience and Hazards) 2021
Crown certificate	Certification under section 6.28(2) of the <i>Environmental Planning and Assessment Act 1979</i> .
Construction	All physical work to enable operation including, but not limited to, the demolition and removal of buildings, the carrying out of works for the purposes of the activity, including bulk earthworks, and erection of buildings and other infrastructure permitted by this REF determination, but excluding: • Dilapidation surveys • Investigative drilling or investigative excavation • Archaeological salvage • Establishing temporary site offices • Installation of environmental impact mitigation measures, fencing, enabling works • Minor adjustments to services or utilities.
Green Star	The building sustainability rating scheme managed by the Green Building Council of Australia.

Term	Definition
Pollution Incident	An occurrence or set of circumstances that causes, or threatens to cause material harm and which may or may not be, or cause, a non-compliance.
Material Harm	Material harm is harm that: a) Involves actual or potential harm to the health or safety of human beings or to the environment that is not trivial; or b) Results in actual or potential loss or property damage of an amount, or amounts in aggregate, exceeding \$10,000 (such loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practical measures to prevent, mitigate or make good harm to the environment. c) Consistent with the definition in the <i>Protection of the Environment Operations Act 1997</i> .
Suitably qualified person	A professional with the necessary qualifications having regard to the nature of the technical services.