



Hy-Tec Industries Pty Limited

ABN: 90 070 100 702

Austen Quarry

Environmental Management Strategy

August 2019

Prepared by:



R.W. CORKERY & CO. PTY. LIMITED



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Environmental Management Strategy

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1. INTRODUCTION AND SCOPE

The Austen Quarry Environmental Management Strategy (“the EMS”) has been prepared in satisfaction of *Condition 1* of Schedule 5 of Development Consent SSD 6084 (SSD-6084). The EMS provides the strategic framework for the environmental management of the Austen Quarry (“the Quarry”). It will be used by Hy-Tec Industries Pty Limited (Hy-Tec) personnel as the first point of reference for the environmental management of the Quarry.

This plan synthesises the recommendations made during the assessments undertaken for the Stage 2 development of the Quarry which was approved in July 2015 as well as a subsequent modification to SSD 6084 approved in August 2018.

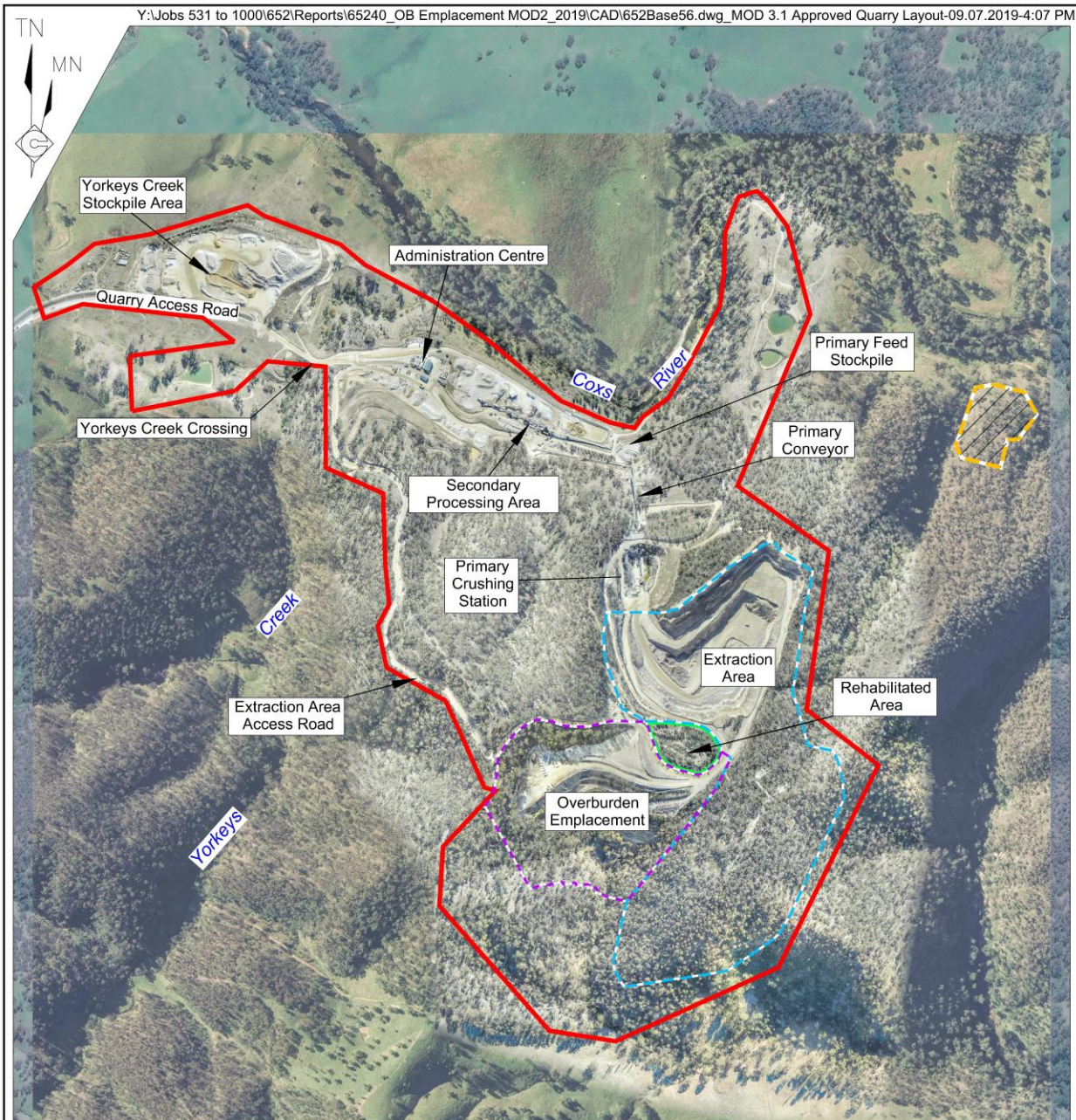
The approved layout is displayed in **Figure 1**. The land within the approved site boundary is referred to as the Quarry Site. The construction and development of Stage 2 of the Quarry involves an increase in depth and lateral extension of the extraction area (as originally approved and subsequently modified by DA 103/94) along an adjacent southwest- northeast trending ridge and a lateral extension and elevation of the existing overburden emplacement. SSD 6084 was modified in August 2018 and in July 2019.

This EMS is supported by a range of environmental management plans that provide practical guidance on the environmental management of the Quarry including details of the Environmental Management System that incorporates proactive and reactive management measures as well as monitoring programs.

2. LEGAL AND OTHER REQUIREMENTS

2.1 INTRODUCTION

A range of legislation, approvals, licenses and consents exist for the Quarry, each of which include requirements that address the environmental management of the Quarry. The following subsections present the statutory commitments relevant to environmental management of the Quarry. It is acknowledged that a range of additional requirements exist for non-environmental aspects of the operation (occupational health and safety for example). Those aspects are beyond the scope of this document and are not addressed here.



Note: Some boundaries are coincident

- REFERENCE
- Quarry Site Boundary
 - - - Extraction Area Boundary
 - - - Overburden Emplacement Area Boundary
 - - - Rehabilitated Area (Offset for Clarity)
 - ▨▨▨▨ Conservation Area H

SCALE (A4)



Quarry Plan Source: Groundwork Plus - January 2019
 Base Photograph Source: CEH Survey - May 2017 & Google Earth - October 2016 (surrounds)

Figure 1
 APPROVED QUARRY SITE LAYOUT

2.2 LEGISLATION

Legislation (and associated regulation) relevant to environmental management of the Quarry includes the following. Except where expressly stated, all legislation is NSW legislation.

- *Environmental Planning and Assessment Act 1979*
This Act regulates matters relevant to the development consent. SSD6084 was issued under Part 4 of the Act and the conditions therein are enforceable by the NSW Department of Environmental and Planning.
- *Protection of the Environment Operations Act 1997*
This Act regulates matters related to pollution and waste in NSW. EPL12323 was issued under that Act and the conditions therein are enforceable by the Environment Protection Authority. EPL12323 principally regulates matters associated with “pollution.” This licence also regulates the discharge of water from the Quarry at dedicated discharge points.
- *Water Management Act 2000*
This Act regulates access to water resources. The various water access licences and water supply works approvals held by Hy-Tec were issued under this Act (see Section 3.3) and the conditions therein are enforceable under the Act.
- *Biodiversity Conservation Act 2016*
This Act regulates the protection and conservation of biodiversity values within the terrestrial environment in NSW. The act provides listings and the basis for the protection of threatened flora and fauna as well as providing provisions for the management of native ecosystems. The Biodiversity Offset Scheme is legislated through this Act. As the Quarry development would result in residual impacts to native vegetation communities and the Silver-leaved Mountain Gum, Hy-Tec must satisfy assessed biodiversity offsetting obligations in accordance with the Biodiversity Offset Scheme.
- *National Parks and Wildlife Act 1974*
This Act regulates disturbance to Aboriginal objects. No Aboriginal objects are known within the Quarry, however, unanticipated finds retain their protection under the Act.
- *Environment Protection and Biodiversity Conservation Act 1999 (Cth)*
This Commonwealth Act regulates matters of National Environmental Significance. The Silver-leaved Mountain Gum (*Eucalyptus pulverulenta*) is a threatened species listed within the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) and therefore development of the Quarry is subject to satisfying the offsetting obligations of the Department of the Environment and Energy in accordance with Approval EPBC 2013/6967.

2.3 APPROVALS, LICENCES AND PERMITS

Table 1 presents the approvals, licenses and permits that apply to the development. Section 3.4 presents the requirements of SSD 6084 relevant to this EMS.

Table 1
Austen Quarry Approvals, Licenses and Permits

Licence/Permit	Type	Authority	Expiry Date
Development Consent (SSD 6084)	N/A	DPIE	30 June 2050
EPL12323	N/A	EPA	Nil Last varied – 12/12/2016
EPBC 2013/6967	N/A	DoEE	30 June 2050
Water Access Licence WAL37423 and associated Water Supply Works Approval 10WA119180	Aquifer	Water NSW	Nil
Water Access Licence WAL25616 and associated Water Supply Works Approval 10WA103330	Unregulated River	Water NSW	Nil

2.4 DEVELOPMENT CONSENT

Development Consent SSD 6084 was granted on 15 July 2015 and subsequently modified on 15 August 2018. Conditional requirements identified in SSD 6084 that are relevant to this Plan are reproduced in **Table 2** with a reference provided to the section(s) of this document where each conditional requirement is addressed.

Table 2
Conditions of consent associated with the Environmental Management Strategy

Page 1 of 2

Cond No.	Conditions of Consent	Document Reference
5(1)	The Applicant must prepare an Environmental Management Strategy for the development to the satisfaction of the Secretary. This strategy must	
	(a) be submitted to the Secretary for approval within 6 months of the date of this consent;	Noted
	(b) provide the strategic framework for environmental management of the development;	Section 3
	(c) identify the statutory approvals that apply to the development;	Sect 2.3 and Sect 3
	(d) set out the role, responsibility, authority and accountability of all key personnel involved in the environmental management of the development;	Sect 3.4
	(e) set out the procedures to be implemented to:	
	– keep the local community and relevant agencies informed about the operation and environmental performance of the development;	Sect 6
	– receive, record, handle and respond to complaints;	Sect 7
	– resolve any disputes that may arise during the course of the development;	Sect 7.2
	– respond to any non-compliance and any incident;	Sect 8
	– respond to emergencies; and	Sect 9

Table 2 (Cont'd)
Conditions of consent associated with the Environmental Management Strategy

Page 2 of 2

Cond No.	Conditions of Consent	Document Reference
	(f) include:	
	– references to any strategies, plans and programs approved under the conditions of this consent; and	Sect 3
	– a clear plan depicting all the monitoring to be carried out under the conditions of this consent.	Sect 4.2
	The Applicant must implement the Environmental Management Strategy as approved by the Secretary.	

2.5 STATEMENT OF COMMITMENTS

Appendix 3 to SSD 6084 contains the Statement of Commitments that Hy-Tec will implement during the operation of the Quarry. The commitments relevant to the environmental management of the operation are described in the management plans for those matters.

The Statement of Commitments includes the general commitment to:

- comply with commitments recorded in Appendix 3, and
- comply with all conditional requirements included in the
 - Development Consent SSD 6084.
 - Environment Protection Licence 12323
 - EPBC 2013/6967
 - The Water Access Licences for the operation.

3. STRATEGIC FRAMEWORK FOR ENVIRONMENTAL MANAGEMENT

3.1 SAFETY MANAGEMENT SYSTEM

Hy-Tec is a fully-owned subsidiary of Adelaide Brighton Ltd, a leading integrated construction materials and lime producing group of companies focused on the engineering, infrastructure and resource sectors. All operations owned by Adelaide Brighton operate in accordance with a Safety Management System that is designed to establish and maintain an effective Work Health and Safety management system. The structured safety management system will assist Hy-Tec to achieve a consistently high standard of safety performance and ensure the Company meets the obligations of its internal Health, Safety & Environmental policy and all relevant Work, Health and Safety legislation.

The Safety Management System applies to all quarries and quarry offices of Adelaide Brighton.

3.2 ENVIRONMENTAL MANAGEMENT SYSTEM

The Environmental Management System for the Quarry comprises the following principal documents.

- Environmental Management Strategy (EMS) (this document).
The EMS defines the broader environmental management system requirements that are common to all relevant environmental aspects for the Quarry.
- Air Quality Management Plan.
- Noise Management Plan.
- Blast Management Plan.
- Transportation Management Plan.
- Water Management Plan.
- Rehabilitation and Landscape Management Plan.
- Silver-leaved Mountain Gum Management Plan.
- Biodiversity Offset Management Plan

3.3 STANDARD OPERATING PROCEDURES

All subsidiary operations of Adelaide Brighton operate in accordance with the Company's Health Safety and Environment – System Standards. These include the following documents that are generally reflected in this EMS and other environmental management plans.

- GSS-01 HSE Policy and Commitment
- GSS-02 HSE Planning
- GSS-03 HSE Resourcing and Accountability
- GSS-04 HSE Training and Competency
- GSS-05 HSE Communication and Consultation
- GSS-06 HSE Document and Records Management
- GSS-07 HSE Hazard Management
- GSS-08 Contractor Management
- GSS-09 Change Management
- GSS-10 Operational Process
- GSS-11 Incident Management
- GSS-12 Emergency Preparedness
- GSS-13 HSE Performance Monitoring and Reporting
- GSS-14 HSE Auditing and Inspection
- GSS-15 HSE Management Review

It is noted that the conditions of consent and commitments made in regarding the operation of the Quarry take precedence where there may be a perceived conflict with the System Standards.

3.4 RESPONSIBILITY FOR ENVIRONMENTAL MANAGEMENT

Table 3 outlines the roles and responsibilities of personnel with reference to management of air quality.

Table 3
Roles and Responsibilities of Personnel with Respect to Management of Air Quality

Page 1 of 2

Role	Responsibilities
NSW General Manager	<p>The overall work health and safety of personnel, contractors and visitor to the Quarry.</p> <p>Monitoring the effectiveness of the Environmental Management Strategy.</p> <p>Reviewing all investigations comprehensively to ensure their accurate completion</p> <p>Ensuring effective consultation and communication occurs between all parties</p>
NSW Quarry Operations Manager	<p>Implementing the Environmental Management Strategy.</p> <p>Ensuring all employees, contractors and visitors comply with the Health, Safety & Environment policies and all company safe work practices</p> <p>Monitoring the effectiveness of Environmental Management Strategy</p> <p>Provide adequate training and supervision on all work tasks</p> <p>Ensure adequate communication of environmental management risks</p> <p>Consultation with employees regarding health, safety and welfare on site.</p> <p>Ensure adequate resources are available to implement the EMS.</p> <p>Ensure suitably trained personnel are available to implement the responsibilities of the Quarry Manager during any time of the Quarry Manager's absence from site.</p> <p>Coordinate the review of the Strategy (see Section 11).</p>
Quarry Manager, or his/her nominee	<p>Ensure that all employees, contractors and visitors have completed the relevant induction before commencing work / visiting the site.</p> <p>Ensure the implementation of the Environmental Management System (see Section 3.2).</p> <p>Provide primary contact for complaints and supply follow-up information to any complainant.</p> <p>Initiate investigations of complaints as received from the public or government agency.</p> <p>Prepare a report to government agencies or neighbours following a notifiable pollution incident (see Section 8).</p> <p>Inform the NSW Quarry Operations Manager of identified causes of incidents or complaints and any alterations to site operations that may or has influenced the local environment.</p> <p>Ensure employees are competent through training and awareness programs.</p>
Quarry Supervisor, or his/her nominee	<p>Undertake the responsibilities of the Quarry Manager in his/her absence.</p> <p>Facilitate all monitoring and/or inspections required under the Environmental Management System.</p>

Table 3 (Cont'd)
Roles and Responsibilities of Personnel with Respect to Management of Air Quality

Page 2 of 2

Role	Responsibilities
All On-site Personnel	<p>Complete the relevant inductions at the request of the Quarry Manager and continue to abide by the commitments contained within documents such as the Drivers Code of Conduct, driver inductions and Driver-Vehicle Checks.</p> <p>Operate in manner that minimises risks of incidents to themselves, fellow workers or the surrounding environment.</p> <p>Fully implement the relevant control measures within the Environmental Management System. This may include, where relevant to the task required of the employee, matters relating to transport management, noise, air quality or blasting management or matters relating to biodiversity.</p> <p>Report any anomalous or extraordinary events to the Quarry Manager.</p> <p>Follow any instructions provided by the Quarry Manager.</p>

4. ENVIRONMENTAL MONITORING STRATEGY

4.1 OBJECTIVES

The objectives of the environmental monitoring strategy for the Quarry are:

- to facilitate the Environmental Management System by providing feedback to Quarry personnel regarding environmental management performance and inform adaptive (proactive) management.
- to demonstrate compliance or satisfaction of:
 - relevant objectives and targets;
 - predictions made during assessment of the Stage 2 Project;
 - conditional requirements of SSD 6084 and EPL 12323; and
 - reasonable community expectations.
- to provide triggers for reactive management should a non-compliance or pollution incident be identified (see Section 8).

4.2 OVERVIEW OF ENVIRONMENTAL MONITORING

The various management plans identified in Section 3.2 describe in detail the monitoring that will be implemented throughout the life of the Quarry. **Table 4** and **Figure 2** present an overview of the environmental monitoring to be undertaken.

Table 4 Overview of Environmental Monitoring

Page 1 of 3

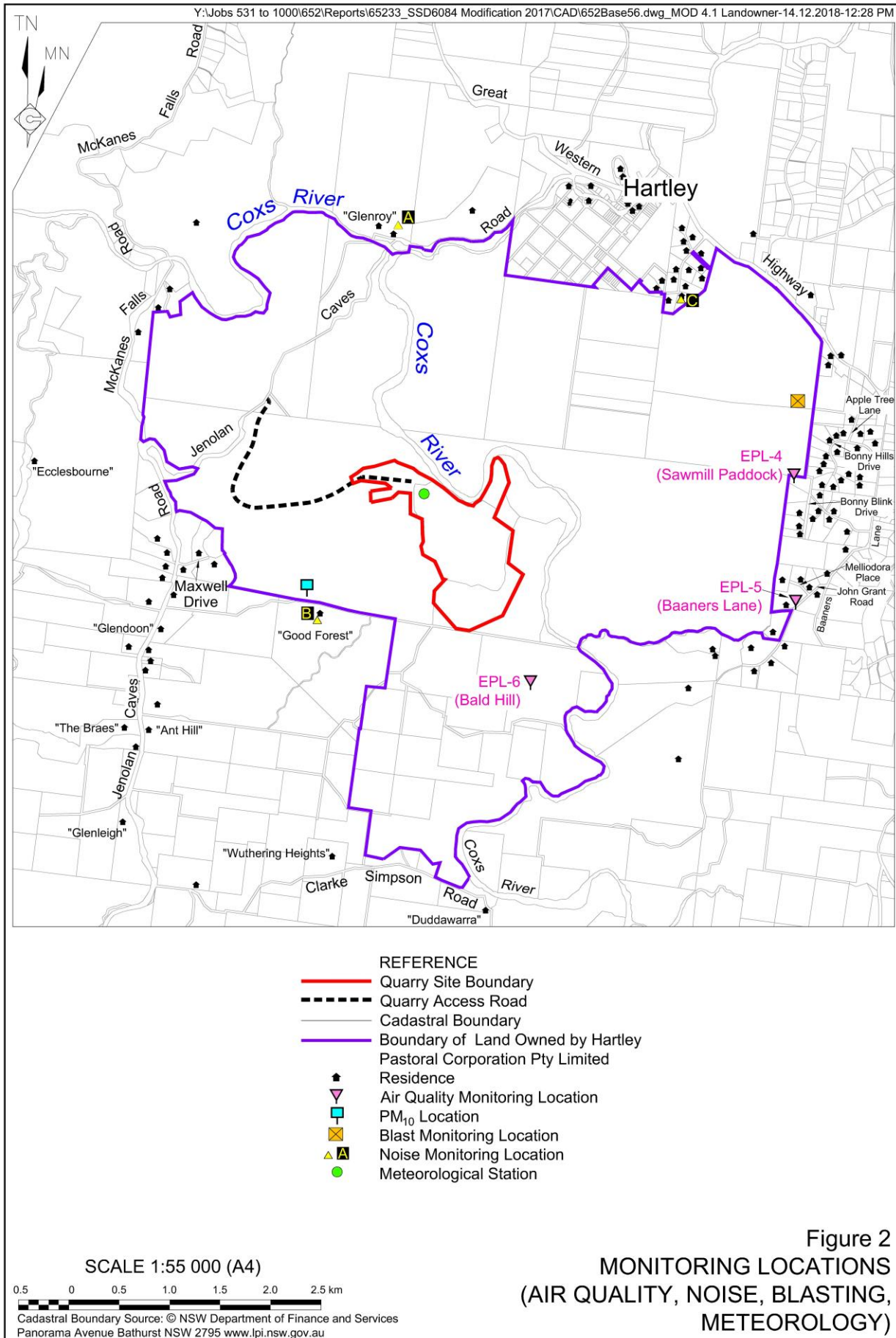
Parameter	Units	Location	Equipment	Frequency	Comment
Meteorology (Figure 2)					
Rainfall	mm	Administration Area	Automated meteorological station	Continuous and real-time	
Sigma theta	°				
Air Temperature	°C				
Wind Direction at 10m	°				
Wind Speed at 10m	m/s				
Air Quality (Figure 2)					
Total PM ₁₀	µg/m ³	Good Forest	E-Sampler	Continuous and real-time	For the purpose of demonstrating compliance with the air quality criteria for Total Suspended particulates and PM _{2.5} , continuous PM ₁₀ monitoring data will be used as a surrogate.
Deposited dust – Total insoluble solids	g/m ² /month	AQD-1 Sawmill Paddock AQD-2 Baaners Lane AQD-3 Bald Hill	Deposited dust gauge	30±2 days	Deposited dust monitoring has occurred for the Quarry operation since 2003
Noise (Figure 2)					
Attended Noise Monitoring	dBA	Residence 24A Residence 31 Residence 48	Independent Contractor	Bi-annually	Generally occurring in March/April and August/September each year
Blasting (Figure 2)					
Ground vibration Air blast overpressure	mm/s dBL	Adjacent to the village of Little Hartley	Mobile blast monitors	Every blast	
Water (Figure 3)					
Surface Water Quality • pH • Electrical Conductivity • Turbidity • Oil and Grease • Total Suspended Solids	pH units µS/cm NTU mg/L mg/L	EPL 2 EPL 3	Field water quality meter	Monthly	

Table 4 Overview of Environmental Monitoring (Cont'd)

Parameter	Units	Location	Equipment	Frequency	Comment
Water (Figure 3) (Cont'd)					
Surface Water Quality • pH • Electrical Conductivity • Turbidity • Oil and Grease • Total Suspended Solids	pH units µS/cm NTU mg/L mg/L	EPL 1 EPL 2 EPL 3 EPL 8 EPL 9 EPL 10 EPL 11	Field water quality meter	Daily during discharge	Monitoring at EPL 2 and EPL 3 is only required during discharge at EPL 1.
Groundwater level	m below ground level	MB01S MB01D MB02 MB03	Manual	Monthly	
Groundwater Quality	Physical Parameters Dissolved Solids Major Cations Major Anions Heavy Metals Nutrients Hydrocarbons	MB01S MB01D MB02 MB03	Manual	Six Monthly	
Water take	ML	Groundwater inflow to pit	Water balance	Quarterly estimate of inflow	Water balance assessed in accordance with Section 8 of the Water Management Plan.
Water take	ML	Surface water from the Cox's River	In-line meter	As required	
Traffic (and production levels)					
Vehicle movements	Number	Weighbridge		Daily and Calendar Month Daily Average	

Table 4 Overview of Environmental Monitoring (Cont'd)

Parameter	Units	Location	Equipment	Frequency	Comment
Rehabilitation and Landscape Management (Figure 4)					
Rehabilitation monitoring	The condition of planted tube stock. Species diversity. Percentage foliage cover by canopy, lower-storey and groundcover. Weed species. Soil condition (and erosion)	Areas under rehabilitation	Various	Annually until 2020 and every two years thereafter	
Biodiversity Offset Area	Exclusion measures Silver-leaved Mountain Gum health Mapping of the distribution and extent of the Silver-leaved Mountain Gum	Offset Area	Various Photography	Annually	
Flora and fauna monitoring	Surveys for species	Control and impacts sites	Various	Annually	Methodology in accordance with Section 10.3 of the Rehabilitation and Landscape Management Plan
Coxs River monitoring	Water quality and macroinvertebrate assemblages	Paired sites upstream and downstream of the Quarry	Various	Annually	



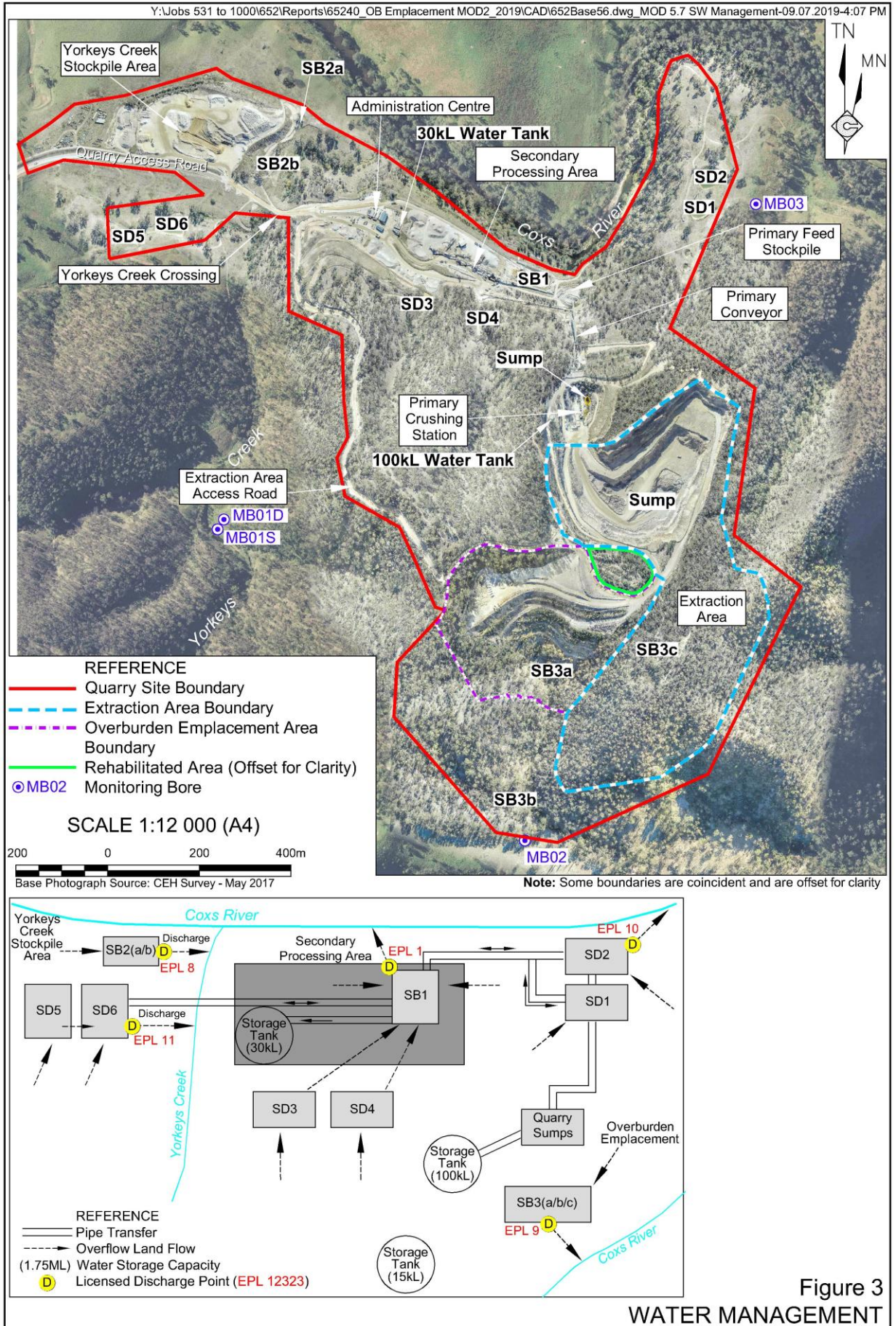
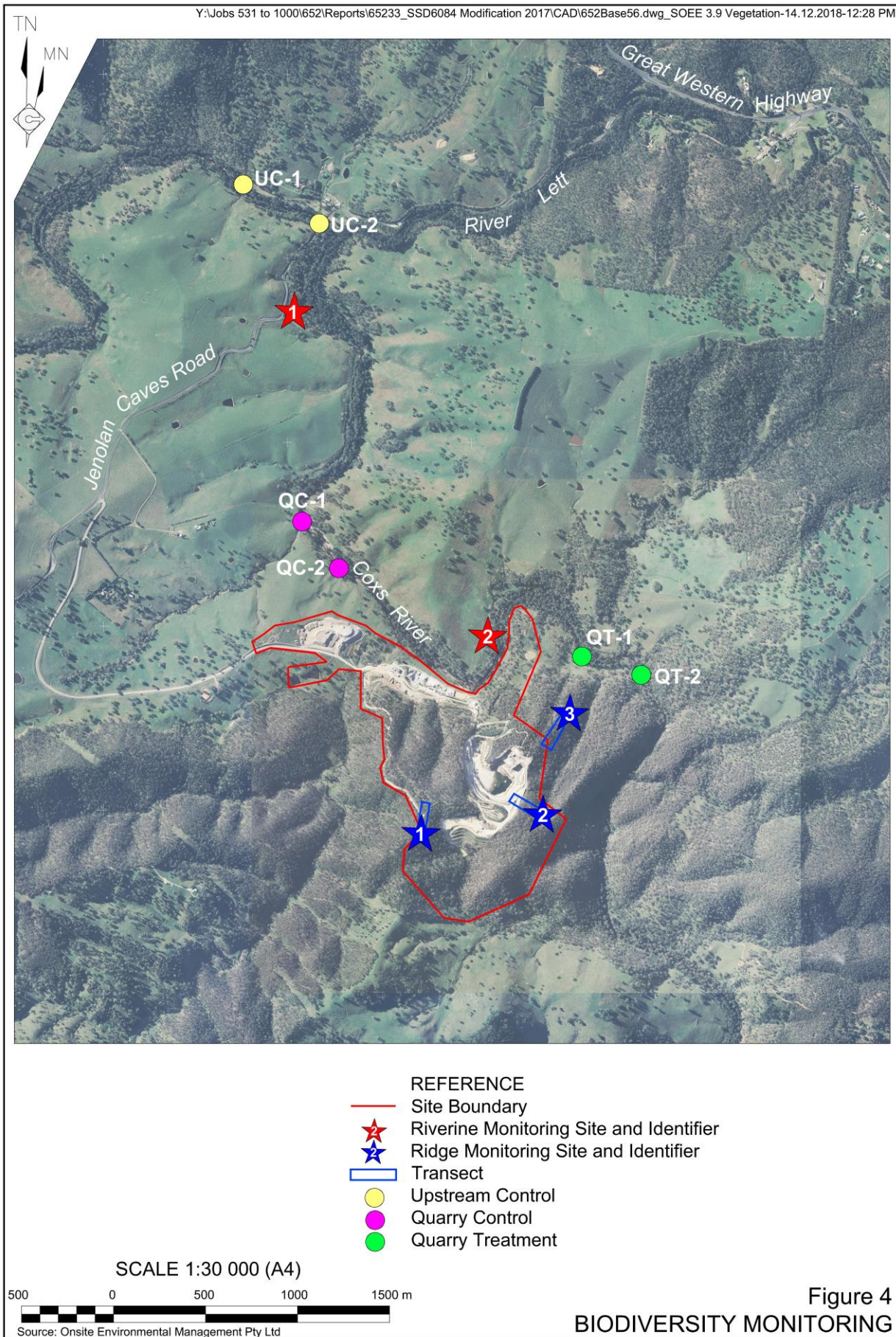


Figure 3
WATER MANAGEMENT



5. DOCUMENTATION AND PUBLICATION OF MONITORING INFORMATION AND REPORTING

Hy-Tec will retain records of environmental monitoring for a minimum period of four years. Monitoring records will be made available to relevant government authorities following a written request.

Hy-Tec will include all emissions monitoring results in the *Annual Review*. This report evaluates the effectiveness of the management measures implemented, by reporting on the impacts and environmental performance of the development against its performance criteria. That document, once approved by the relevant government agencies, would be published on the Company's website.

In accordance with the requirements of Section 66(6) of the *Protection of the Environment Operations Act 1997*, each month Hy-Tec will publish a meaningful summary of all EPL required monitoring data on the Company's website. The summary will be published within 14 days of the last sample for that period being collected. In addition, Hy-Tec will provide a copy of obtained data (the value of each individual monitoring sample) free of charge to a member of the public when requested in writing. The data will be provided in a format that includes raw data values if requested, is comprehensible by the general public and also includes all accompanying necessary information. These requirements are presented in detail in *Requirements for Publishing Pollution Monitoring Data* (EPA, 2013).

6. COMMUNITY CONSULTATION

The Adelaide Brighton Group Health, Safety and Environment Standard – *GSS-05 HSE Communication and Consultation* identifies that operations will establish a community communication program for operations that have the potential for significant impact on the local community. Under the Standard, the Quarry Manager is to identify the sections or members of the local community which need to be informed of the activities. The interested parties include the following.

- The site's immediate neighbours (including businesses and residents).
- Businesses and residents along transport corridors.
- Individuals and representatives of environmental and other organisations with direct interest in the site's activities and products (including local schools).
- Representatives of government departments, local government and statutory authorities (including the police, other emergency services, etc).

Residents of properties within a 2km radius of the Quarry are provided with blast notifications a minimum of 24 hours prior to any blast. Residents have been contacted to establish their preferred method of contact for these notifications.

Given the remote location of the Quarry and distance to neighbours, Hy-Tec has developed an informal system of engagement with the neighbours to the Quarry. This generally involves informal visits to properties and discussions with the Quarry Manager and/or Quarry Supervisor. Where specific requests are made, visits to properties are arranged and may include the NSW General Manager.

Hy-Tec have also hosted open days in November 2014 and October 2018 for the local community (with invitations placed in over 800 letter boxes). The Open Days have been very successful in engaging the community with the operation and provide an opportunity for the community to see the operations and site personally.

Consultation with the local community with regards the Quarry extension and Modification 1 included direct consultation with an invitation to raise specific issues of concern, community meetings and additional discussions with surrounding landowners, either opportunistically or on request, either by phone or personal visit to their place of residence.

The National Planning and Development Manager and the NSW General Manager hold meetings with representative of Lithgow City Council to provide an update of the operation and to address any concerns raised by Council or the local community since the previous meetings. These meetings are generally held annually.

7. ENVIRONMENTAL COMPLAINTS AND DISPUTE RESOLUTION PROCESS

7.1 MANAGEMENT OF ENVIRONMENTAL COMPLAINTS

Complaints may be made via the following channels.

- Via phone directly to the Quarry on 02 6355 0268.
- Via the online ‘Contact Us’ portal on the Hy-Tec website (www.hy-tec.com.au/).
- Via a Government agency such as Lithgow City Council or the EPA.

Hy-Tec has developed a complaints procedure for the operation of the Quarry. In summary, following receipt of a complaint appropriate action will be taken within two working days to determine the cause of the complaint and identify appropriate actions to remediate the complaint source. The following details will be recorded following receipt of any complaint.

- a) The date and time of the complaint.
- b) The method by which the complaint was made.
- c) Any personal details of the complainant which were provided by the complainant or, if no such details were provided, a note to that effect.
- d) The nature of the complaint.
- e) The action taken in relation to the complaint, including any follow-up contact with the complainant.
- f) If no action was taken, the reasons why no action was taken.

All complaints will be investigated and an appropriate response provided to the complainant. The investigation will consider the following.

- What activities (and / or equipment) were being carried out or operated at the time of the complaint.

- Whether at the time of the complaint, normal day-to-day activities were being conducted.
- Whether equipment or activities on-site were the potential source of complaint (or whether other activities in the locality may have contributed to the complaint).
- What actions may be carried out to resolve the complaint and / or minimise the likelihood of further complaints.

If monitoring is undertaken to investigate a complaint, the Quarry Manager will make the results of the monitoring available for viewing by the complainant, on request.

7.2 DISPUTE RESOLUTION

In the event of a disagreement between Hy-Tec and a member of the community regarding environmental management issues, the Quarry Manager, Quarry Supervisor, or other relevant Hy-Tec personnel, will work with the community member to resolve the issue..

If an agreement cannot be reached through direct consultation, Hy-Tec will seek external assistance from a third party in the resolution of the dispute. This may include mediation facilitators, technical matter experts or relevant government agencies.

8. INCIDENTS, NON-COMPLIANCE AND EMERGENCY MANAGEMENT

8.1 INCIDENT IDENTIFICATION

SSD 6084 defines an incident as:

“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”

Further to this, SSD 6084 defines material harm as follows.

Material harm.....Is harm that:

- *involves actual or potential harm to the health or safety of human beings or to the environment that is not trivial, or*
- *results in actual or potential loss or property damage of an amount, or amounts in aggregate, exceeding \$10,000, (such loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practicable measures to prevent, mitigate or make good harm to the environment)*

This definition excludes “harm” that is authorised under either this consent or any other statutory approval’

An incident which causes or threatens to cause material harm to the environment (and may or may not result in an exceedance of criteria) is referred to as a **Pollution Incident**.

An incident which is only as a result of an exceedance of criteria is referred to as a **Non-compliance Incident**.

8.2 INCIDENT MANAGEMENT AND NOTIFICATION

8.2.1 Pollution Incident

In the event of an incident which is deemed a Pollution Incident, the Quarry Manager will be notified and the event will be reported to the DPIE and any relevant regulatory authority immediately (and within 24 hours of the incident).

The incident will be classified according to internal standards and entered into an electronic database. Internal notifications to relevant personnel in Hy-Tec will be undertaken in accordance the level of risk and notification required.

An investigation into the source of the incident will be immediately commenced and once identified the Quarry Manager or delegate will implement one or more corrective measures. The Environmental Management System, described in the environmental management plans, includes actions for response to incidents relating to each relevant discipline.

Within 7 days of the incident, the Company will submit a report to DPIE confirming the source of the incident, actions taken and ongoing management to prevent future incidents.

8.2.2 Non-compliance Incident

On identification of a non-compliance against the criteria nominated in SSD 6084, which may follow receipt of a complaint, the Quarry Manager will be notified and an investigation into the source of the non-compliance or complaint commenced.

All identified non-compliance incidents will be reported to DPIE with a summary of the non-compliance and actions taken to resolve the issue.

8.3 INCIDENT REPORTING

Following implementation and review of the corrective measures, a short description of the incident, actions taken and results of the corrective actions will be documented by the Quarry Manager.

A summary of all incidents, including dates of occurrence, corrective measures taken and success of these measures will be compiled and reported in the Annual Review to the DPIE and Annual Return to the EPA.

9. EMERGENCY MANAGEMENT

The Hy-Tec Mine Safety Management Plan (available from the Hy-Tec website <https://www.hy-tec.com.au/quarry-documentation>) incorporates emergency response procedures including the Pollution Incident Response Management Plan for the Quarry.

Emergency management is incorporated into Quarry induction and ongoing training activities.

10. ENVIRONMENTAL TRAINING AND AWARENESS

The Quarry Manager is responsible for ensuring that all Hy-Tec employees, contactors and visitors review appropriate training in environmental management of the Quarry, appropriate to their role and level of responsibility. Primary training tools include the following.

General site induction

All personnel working within the Quarry are required to be inducted. The inductions address several elements including occupational health and safety and environmental issues.

Dependent on the role and responsibility of the employee or contractor, environmental management issues will be included in the induction including, but not limited to the following.

- Noise and dust generation and management.
- Hydrocarbon management.
- Waste management.
- Blast management.
- Water management
- Flora and fauna management

The induction includes review of sensitive areas of the site that are subject to conditions of consent, exclusion from access or ongoing environmental management.

Tool box and pre-start meetings

Monthly toolbox meetings are held to discuss whole-of-site production, management, safety and environmental issues. Matters relating to environmental management are raised during these meetings, when necessary.

Job-specific training

Particular roles have supervisory or managerial responsibility for environmental management. Those individuals receive specialist training in the environmental aspects particular to their role. All personnel are trained be aware of potential environmental risks associated with their roles and responsibilities.

11. STRATEGY REVIEW AND REVISION PROCESS

In accordance with *Condition 5* of Schedule 5 of SSD-6084, all environmental management plans and strategies will be internally reviewed within 3 months of submission of an Annual Review, an incident report resulting from a notifiable incident, each independent environmental audit and any modification to SSD-6084 to address feedback from these processes.

Should changes to the Plan be required, approval for the modified plan would be sought from DPIE. A comprehensive review of all management plans will take place every three years and include review of all management measures to ensure these remain within best practice management. This will ensure the adequacy of the Plan and allow for opportunities of adaptive management and continual improvement. Each review will also evaluate the effectiveness of the overall monitoring program and whether it should be modified or scaled back.