Appendix N

Construction Environmental Management Framework

Hydro Tasmania

Contents

Tables

Abbreviations

Abbreviation	Expanded form
AH Act	*Aboriginal Heritage Act 1975*
AQMP	Air Quality Management Plan
AMD	Acid Mine Drainage
AIPP	Australian Industry Participation Plan
AS	Australian Standard
CEMF	Construction Environmental Management Framework
CEMP	Construction Environmental Management Plan
CHC	Central Highlands Council
CTMP	Construction Traffic Management Plan
CSEP	Communication and Stakeholder Engagement Plan
DBH	Diameter and Breast Height
DCCEEW	Commonwealth Department of Climate Change, Energy, the Environment and Water
DSG	Tasmanian Department of State Growth
ECI	Early Contractor Involvement
EIS	Environmental Impact Statement
EMPC Act	*Environmental Management and Pollution Control Act 1994*
EMS	Environmental Management System
EPA	Tasmanian Environment Protection Authority
EPC	Engineering, Procurement and Construction
ESCP	Erosion and Sediment Control Plan
ESG	Environmental, Social and Governance
DEWR	Department of Employment and Workplace Relations
FID	Final Investment Decision
FNPP	First Nations Participation Plan
GHG	Greenhouse Gas
GMP	Groundwater Management Plan
GRP	Glass reinforced plastic
HEC	Hydro-electric Corporation
HMMP	Hazardous Materials Management Plan
HMP	Hydrocarbon Management Plan
IECA	International Erosion Control Association
ICN	Industry Capability Network

Abbreviation	Expanded form
ISO	International Organization for Standardization
kV	Kilovolt
LBS	Local benefit Sharing
LUPA Act	*Land Use Planning and Approvals Act 1993*
MNES	Matters of national environmental significance
NC Act	*Nature Conservation Act 2002*
NMP	Nitrate Management Plan
NRE	Department of Natural Resources and Environment Tasmania
NVA	Natural Values Atlas
PAS	Potential Areas of Sensitivity
ReCFIT	Renewables, Climate and Future Industries Tasmania
RkMP	Roadkill Management Plan
SDS	Safety Data Sheet
SEMP	Site Establishment Management Plan
SIMP	Social Impact Management Plan
SRP	Site Rehabilitation Plan
SMP	Spoil Management Plan
TFS	Tasmania Fire Service
TIPP	Tasmanian Industry Participation Plan
TSP Act	*Threatened Species Protection Act 1995*
TSS	Total suspended solids
UDP	Unanticipated Discovery Plan
WaMP	Waste Management Plan
WAP	Workforce Accommodation Plan
WTDP	Workforce Training and Development Plan
WMP	Water Management Plan

1 Introduction

Hydo Tasmania has developed a Construction Environmental Management Framework (CEMF) for the Tarraleah Redevelopment Project (the Project), which forms part of Hydro Tasmania's Major Projects Program.

1.1 Project delivery

An Environmental Impact Statement (EIS) has been prepared for the Project based on a reference design developed by Hydro Tasmania. This design retains flexibility for the Contractor to propose solutions that deliver further economically, environmentally, and socially sustainable outcomes.

Hydro Tasmania intends to appoint an Engineering, Procurement and Construction (EPC) Contractor (the Contractor) following an Early Contractor Involvement (ECI) phase to deliver the detailed design, cost estimate, and construction of the Project, prior to a Final Investment Decision (FID). The Contractor will be engaged after Hydro Tasmania has obtained the necessary Local, State, and Commonwealth primary approvals.

Hydro Tasmania and the selected Contractor will enter into an EPC Contract following the ECI phase. Specific obligations will be determined during the ECI phase and subsequent contract negotiations. This CEMF refers to the EPC Contract where processes and responsibilities will be finalised during the ECI phase or contract negotiations.

Subject to a positive FID, the Contractor will develop the detailed design and refine construction methodologies to inform the Construction Environmental Management Plan (CEMP) and associated sub-plans. The Contractor will be responsible for developing the CEMP and sub-plans prior to the commencement of construction, in accordance with all applicable laws, regulations, and the Project's environmental approvals.

Hydro Tasmania will include specific environmental management requirements in the Contractor's contractual obligations to ensure compliance with regulatory requirements and the achievement of Best Practice Environmental Management, as defined by the Tasmanian *Environmental Management and Pollution Control Act 1994* (EMPC Act).

1.2 Purpose and scope of CEMF

The purpose of this CEMF is to provide an overarching framework for the management of environmental impacts from the Project to meet Tasmanian and Commonwealth environmental statutory requirements, achieve the desired environmental outcomes, protect environmental values, and maintain stakeholder confidence.

The CEMF forms one component of the overall governance framework for the delivery of the Project and applies to the components being assessed by the Commonwealth, State, and Local government approval authorities for the construction phase. The assessment scopes of these authorities differ, as outlined in Table 2.1.

The CEMF outlines the key environmental roles and responsibilities of Hydro Tasmania and the Contractor. Following the grant of government approvals to proceed, the CEMF and relevant management measures will be reviewed and updated to reflect any conditions of approval, if required.

1.3 Approach to environmental management

Hydro Tasmania has an established environmental governance framework to ensure that environmental considerations are integrated into decision-making at all levels. Its Environmental Policy and Sustainability Principles guide environmental management to protect natural values and resources for future generations.

Hydro Tasmania has an ISO 14001:2015 certified Environmental Management System (EMS), and the Project will be managed in line with ISO 14001:2015 requirements.

Hydro Tasmania has also developed an Environmental, Social and Governance (ESG) Framework for its Major Projects Program (refer to Table 1.1). This Framework guides the planning, design, and construction of the Project and outlines Hydro Tasmania's commitment to effectively manage risks that may impact the environment during Project development. The Contractor will be required to deliver the Project in alignment with the ESG Framework to ensure positive environmental and sustainability outcomes.

Table 1.1: Hydro Tasmania's Major Projects ESG Framework

Hydro Tasmania ESG Objectives	Major Projects ESG Objectives
Planetary Integrity A leading custodian.	Ensure leading environmental management, enhance biodiversity outcomes and minimise Project carbon emissions.
Sustainable Resource Use A sustainable energy transition.	Adopt circular economy principles across the Project life cycle, prioritising renewable energy production and sustainable water use for shared value.
People Foster a safe, inclusive and adaptive culture. Provide a holistic employee experience.	Support the development of a safe, skilled, diverse and resilient workforce, including contractors, to enable future energy transition projects.
Prosperity A sustainable energy future for all. Enable the transition.	Deliver social and economic value to local communities and the state, and realise market and Tasmanian consumer benefits. Build trusted relationships with local communities, including Aboriginal communities.
Governance A trusted organisation.	Build stakeholder confidence through ethical, commercial and technical governance, and procurement processes to ensure transparency and accountability.

2 External approvals

This section outlines the external primary and secondary development and environmental planning approvals required to facilitate construction of the Project.

It is based on the understanding of the Project to date, including the key components and alignment of the Project infrastructure. Matters such as land tenure, building and development approvals, and alternative approval processes are outside the scope of this document.

2.1 Primary approvals

Hydro Tasmania is responsible for obtaining the primary Commonwealth, State and Local Government (Council) approvals for the Project. The key primary approvals, permits and consents are outlined in Table 2.1 and Table 2.2 below.

Table 2.1: Approvals and permits

Approval / Permit	Relevance	Legislation	Approving authority	Assessment scope
Commonwealth approval	Impacts on matters of national environmental significance (MNES)	Commonwealth *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act)	Department of Climate Change, Energy, the Environment and Water (DCCEEW) (Commonwealth)	Whole Project Construction, commissioning and operation phases
Tasmanian Parliamentary approval	Approval to construct a new major power facility	Tasmanian *Hydro-electric Corporation Act 1995* (HEC Act)	Tasmanian Parliament	New power station, pipelines and tunnels
State and Local Planning permits	Assessment of Level 2 activities (Materials Handling and Wastewater Treatment)	Tasmanian *Environmental Management and Pollution Control Act 1994* (EMPC Act)	Environment Protection Authority (EPA) (State)	Whole Project, except 220 kV transmission line and switchyard Construction and commissioning phases
	Assessment of use and development against the *Tasmanian Planning Scheme – Central Highlands*	Tasmanian *Land Use Planning and Approvals Act 1993* (LUPA Act)	Central Highlands Council (Local)	Whole Project Construction, commissioning and operation phases

Pursuant to section 52 of the LUPA Act, consent is required for development on land not owned by Hydro Tasmania. Based on the Project footprint selected for approvals, the following consents are required for submission of the approval documentation for the Project.

Table 2.2: Landowner consents

Consent	Consent authority	Relevant aspect of Project
Crown land consent	Department of State Growth, as manager of state highway	• Project includes the Lyell Highway due to tunnelling underneath the highway • Southern 220 kV transmission line option
Crown land consent	Department of Natural Resources and Environment (Parks and Wildlife Services) via issue of a lease pursuant to the Tasmanian *National Parks and Reserve Management Act 2002* (NPRM Act)	• Construction of surge tower and associated infrastructure in the Tarraleah Conservation Area • Southern 220 kV transmission line option
Council consent	Central Highlands Council	• Northern and Southern 220 kV transmission line options.
Landholder consent	TasNetworks, as manager of state electricity network	• Southern 220 kV transmission line option

2.2 Secondary approvals

Once the primary approvals, permits and consents have been obtained by Hydro Tasmania, the EPC Contract entered into between Hydro Tasmania and the Contractor will stipulate who is responsible for obtaining the secondary approvals outlined below, as a minimum.

2.2.1 Permits, consents and exemptions

Several other approvals and consents may be required depending on the final construction footprint and works necessary to enable the Project. These may include, but are not limited to:

- A permit to take or interfere with Aboriginal relics under the Tasmanian *Aboriginal Heritage Act 1975*
- A permit to take listed threatened species under the Tasmanian *Threatened Species Protection Act 1995*
- A permit to take or impact protected species and communities under the Tasmanian *Nature Conservation Act 2002*.

2.2.2 Modifications to approvals

The EPC Contract will stipulate who will be responsible for obtaining modifications to environmental planning approvals (Commonwealth, State and Council) if required for any proposed works outside the Project disturbance footprint as described in the Project EIS.

3 Key roles and responsibilities

All Hydro Tasmania Project personnel have an obligation relating to environmental duty of care; however, specific key roles hold responsibility for ensuring that positive environmental and sustainability outcomes are achieved on the Project.

The key Project positions at Hydro Tasmania responsible for environmental performance are the Project Director, Construction Manager, Environment Manager and Environmental Assurance Officers.

The Contractor will be required to detail the roles and responsibilities of its key Project personnel in relation to environmental management in the CEMP. Key responsible personnel will include, but not be limited to, the Project Director, Construction Manager, Environment Manager and Environmental Field Advisors. All sub-contractors will meet the same requirements as the Contractor.

Hydro Tasmania's and the Contractor's responsibilities with regard to environmental management for the Project will be clearly defined between parties and are summarised in Table 3.1.

Table 3.1: Summary of Contractor and Hydro Tasmania responsibilities

Responsible Party	Obligations
Hydro Tasmania	• Obtain primary approvals for the Project. • Ensure that all land access authorisations and requirements are in place. • Set Contractor expectations and requirements for environmental management in the EPC Contract. • Develop and implement an assurance program to monitor the Contractor's performance against the contract obligations, CEMP and sub-plans and conditions of approval. • Ensure appropriate levels of resourcing and support are allowed for to ensure positive environment outcomes on the Project. • Reserve the right to direct the removal of the Contractor's environmental personnel if it reasonably believes that the Contractor's environmental personnel are not suitably qualified or experienced.
Contractor	• Meet expectations and requirements set by approvals documents and Hydro Tasmania under the contract; including environmental management plans and monitoring and reporting programs • Develop a Project specific EMS to ensure that expectations and requirements can be met including a change management process that ensures changes to design or construction methods do not lead to worse environmental outcomes than what approved. • Obtain secondary approvals as required. • Employ the personnel and sub-contractors required to deliver the Project in accordance with all requirements. • Ensure personnel are adequately trained and inducted. • Ensure that sub-contractors and suppliers meet all relevant environmental obligations

4 Environmental management documentation

This section outlines the documentation required by the Contractor under the CEMF to achieve compliance with relevant legislation, contractual requirements, management measures and conditions of approval.

4.1 Environmental Management System

The Contractor must have an ISO 14001:2015 certified Environmental Management System (EMS) at a corporate level, and Project activities must be conducted within the certified system. All sub-contractors will be required to work in accordance with the requirements of the Contractor's EMS.

4.2 CEMP

The CEMP and its sub-plans will serve as the primary document for managing all environmental impacts during the construction phase. It will outline the systems and procedures required to minimise environmental impacts and ensure compliance with legislative and approval requirements.

The CEMP will detail how specific management and monitoring measures outlined in the approval conditions and contract will be implemented. It will also include sub-plans addressing specific construction activities and environmental impacts.

5 Change management

A performance-based approach has been adopted for Project approval and delivery. This approach encourages innovation in the development of the design and construction of the Project to determine how best to achieve the desired environmental outcomes and protect environmental values.

The reference design will be developed into a tender design by the Contractor during the ECI phase in collaboration with Hydro Tasmania. During this process, and possibly into the construction phase, further assessment and detailed design may identify alternative design solutions or construction methods. Where this occurs, the reference design and construction method will be refined.

Within the Project area, a disturbance footprint has been defined in the EIS to capture all land that may be physically disturbed during construction. The disturbance footprint represents the maximum potential area of land disturbance, allowing for refinement of the Project's design and construction methods. The actual area disturbed by the Contractor is expected to be smaller than the defined EIS disturbance footprint.

The final Project design and construction methods should be generally consistent with the approved Project description and associated disturbance footprint; however, changes leading to inconsistencies may arise due to design or construction method refinements in response to onsite conditions (e.g. geotechnical) or unanticipated finds during construction.

5.1 Change management procedure

The Contractor will develop a change management procedure for any material variations. The procedure will outline how proposed works will be assessed and managed to ensure that construction activities are not environmentally worse than those assessed in the EIS.

The Contractor's design change management procedure must, at a minimum:

- Ensure that key documents undergo a strict engineering change control process requiring notification and approval for any changes that occur after the document is 'frozen' or reaches a specific status
- Ensure that reviews of changes are performed by all discipline leads, including the Environment Manager
- Ensure that the review process determines whether additional design or hazard reviews are required
- Ensure that the change is approved by an authorised person in accordance with the Project authority matrix.

5.2 Changes to documents

Revisions to the CEMP and sub-plans may be required from time to time as a result of changes in activities or work practices, monitoring outcomes, legislative changes, identification of environmental risks, or findings from internal or external audits, incidents or complaints.

The Contractor's EMS, CEMP and sub-plans will be controlled documents and must be developed, accepted, implemented and revised in accordance with a process confirmed in the EPC Contract.

Hydro Tasmania will approve Contractor proposals for variations to conditions of approval and modifications to approvals.

6 Incident management and reporting

Hydro Tasmania manages incidents in accordance with its internal incident management and investigation review procedures. Requirements for managing notifiable environmental incidents will be subject to the conditions of approval and the regulatory requirements of the EMPC Act and the EPBC Act.

The Contractor will be required to manage incidents for the Project and must consider Hydro Tasmania's internal procedures when developing an incident management procedure for the Project. Incident reporting obligations will be set out in the EPC Contract.

7 Evaluating compliance

Compliance with environmental obligations will be enforced through the contractual requirements for the construction of the Project and will be verified, audited and reported on by the Contractor, its independent auditor, and Hydro Tasmania.

7.1 Inspections and monitoring

7.1.1 Contractor

- The Contractor will develop and implement monitoring programs, audits and inspections as part of the CEMP that:
- Monitor activities against the requirements of the CEMP, management measures and conditions of approval
- Have a monitoring frequency adequate to ensure suitable inspections occur across all active Project work sites
- Include mechanisms for escalation to improve performance where required.

7.1.2 Hydro Tasmania

Hydro Tasmania will have an assurance role, which will involve verifying the adequacy and quality of the monitoring programs and conducting site inspections. Hydro Tasmania will also verify compliance reports prepared by the Contractor.

7.2 Environmental audits

Auditing will be the responsibility of both Hydro Tasmania and the Contractor.

Regular environmental audits will be conducted to evaluate compliance with the CEMF, CEMP, management measures and conditions of approval. Audit frequency may be amended over time based on the Contractor's environmental performance on site.

7.2.1 Contractor

The Contractor will develop and implement an internal audit and inspection schedule, in addition to audits conducted by the independent auditor.

7.2.2 Contractor's independent auditor

The Contractor will appoint an independent environmental auditor, accepted by Hydro Tasmania, to conduct environmental audits against the CEMP, management measures and conditions of approval.

Hydro Tasmania may require additional independent audits to be undertaken based on the Contractor's environmental performance on site.

7.2.3 Hydro Tasmania

Hydro Tasmania will, from time to time, conduct system audits and assurance reviews of the Contractor's implementation of its EMS and CEMP. The Contractor will be required to facilitate these activities and provide information to Hydro Tasmania as requested.

7.3 Reporting

7.3.1 Contractor

The Contractor will prepare reports to meet the conditions of approval. The EPC Contract will stipulate who will submit these to the regulator.

The Contractor will also provide Hydro Tasmania with progress reports and ESG Reports that summarise how works are being delivered in alignment with Hydro Tasmania's ESG Objectives. Key aspects of these reports will be integrated into the overall Project ESG documentation and disclosed publicly to ensure transparency in contractor performance and compliance with environmental standards. This practice not only holds contractors accountable but also reinforces the Project's commitment to responsible and sustainable development.

7.3.2 Contractor's independent auditor

The independent auditor will prepare audit reports to be submitted to the Contractor and Hydro Tasmania.

7.3.3 Hydro Tasmania

The EPC Contract will stipulate procedures for non-conformance, corrective and preventative actions and notification to the regulator and land manager, where required.

The EPC Contract will stipulate who will submit compliance reports to the regulator.

7.4 Adaptive management

The evaluation of the Contractor's environmental performance will be based on an adaptive management approach. This will involve collecting information, analysing its significance and implications, and responding to it, with the key purpose of learning from the information collected so that the Project can continuously improve its environmental performance.

This approach will allow Hydro Tasmania and the Contractor to monitor and instigate change where required, acknowledging the need for continual improvement, using an evidence-based and systems approach to achieve best practice environmental management.

8 Management measures

8.1 Overview

The management measures in the EIS define the minimum environmental outcomes to be achieved during the design and construction of the Project. They are performance-based and have been developed to address the environmental risks and impacts assessed in the EIS, ensuring that impacts to environmental values are avoided or minimised to the extent reasonably practicable.

The management measures are intended to provide a strong foundation for efficient environmental management, informed by fit-for-purpose risk assessment and site-specific investigations. They are not intended to be prescriptive in how outcomes are achieved, but rather set out a flexible approach to Project delivery that encourages innovation by the Contractor to develop site-specific design solutions and use best-practice methodologies and technologies to achieve the desired environmental outcomes and protect environmental values.

The Contractor will determine the most effective mitigation measures to reduce or avoid environmental impacts in order to comply with the management measures. In accordance with the EMPC Act, the measures adopted will consider the current state of knowledge about impact mitigation, best practice, and any feasible innovations, technologies, and methods that are suitable and practical for the nature and location of the Project.

Compliance with management measures will be verified by Hydro Tasmania prior to and during construction. This will include review of the CEMP and sub-plans, as required by the management measures and this CEMF. The effectiveness of mitigation measures will be evaluated in accordance with Section 7.

8.2 Consultation and engagement

Through the development of the EIS, the issues and priorities of affected stakeholders—including government and regulatory bodies, landholders, local government, community groups, and other interested parties—have been considered.

A Project Communication and Stakeholder Engagement Plan (CSEP) will be developed for the pre-construction and construction phases by Hydro Tasmania and the Contractor (see Section 8.3.10). It will outline an effective approach to communication and engagement, underpinned by proactive issues management, open and transparent two-way communication processes, and responsiveness to the needs and expectations of key stakeholders and the broader community. Plans will be developed in accordance with the consultation requirements of the relevant management measures and any conditions of approval.

8.3 Summary of management measures

Hydro Tasmania is committed to avoiding and minimising impacts during Project design and to seeking further opportunities to avoid and minimise impacts during construction. The management measures presented below form a comprehensive set of environmental commitments developed in consultation with relevant stakeholders and informed by specialist technical reports and recommendations. Together with the CEMF, implementation of these management measures will ensure that key environmental risks are minimised and appropriately managed.

8.3.1 Construction management

Objectives

Construct the Project sustainability and in compliance with legislative requirements including conditions of approval.

EIS Ref	Management Measure	Phase	EIS Location
CM 1	A Construction Environmental Management Plan (CEMP) and associated sub-plans will be prepared prior to the commencement of construction and implemented during the construction of the Project. The CEMP will fulfil the minimum requirements outlined in Section 8.2. The CEMP will align with the environmental management measures outlined in this EIS and any subsequent approval conditions issued by the Tasmanian EPA and Central Highlands Council.	Pre–construction (preparation) Construction (implementation)	Section 8.2
CM 2	A Site Establishment Management Plan (SEMP) will be prepared prior to the commencement of site establishment activities and implemented during their execution. The SEMP will outline the environmental management practices and procedures to be implemented for site establishment activities.	Pre–construction (site establishment)	Section 8.3
CM 3	A Sustainability Management Plan will be prepared prior to the commencement of construction and implemented during the construction of the Project. The Sustainability Management Plan will identify sustainability targets for the Project that include, but are not limited to: • Reduction in materials use / consumption against baseline • Re-use of water generated (including process / construction water, stormwater and wastewater) • Waste diversion from landfill • Waste repurposing / re-use • Topsoil re-use • Spoil re-use • Native vegetation clearing reduction.	Pre–construction (preparation) Construction (implementation)	Section 8.4

8.3.2 Water quality

Objectives

Avoid where possible and minimise potential impacts to water quality – including from hydrocarbons, nitrates, sediment and turbidity – in the Nive River, River Derwent, and other local waterways and water bodies.

Relevant guidelines and standards

- Tasmanian *State Policy on Water Quality Management 1997*
- *Technical Guidance for Water Quality Objectives (WQOs) Setting for Tasmania* (EPA 2020)
- *Default Guideline Values (DGVs) for Aquatic Ecosystems of the Upper Derwent Catchment* (EPA 2021)
- *AS/NZS 5667 - Water Quality Sampling Guidelines*
- *Australian and New Zealand Guidelines for Fresh and Marine Water Quality (ANZG 2018)*
- *Fact sheets - Soil and water management on building and construction sites, NRM South, NRM North, Derwent Estuary Program*
- *Best Practice Erosion and Sediment Control (BPESC) document* (IECA Australasia 2008)
- IECA *Australasia Position Statement – Definition of a Suitably Qualified Professional* (Nov 2023)

EIS Ref	Management Measure	Phase	EIS Location
WQ 1	A Water Management Plan (WMP) will be prepared prior to the commencement of construction and implemented during the construction of the Project. The WMP will fulfil the minimum requirements outlined in EIS Section 5.1.	Pre – construction (preparation) Construction (implementation)	Section 5.1.3.1
WQ 2	For the duration of Project construction, surface water discharged from site will meet the following discharge criteria at monitoring locations: • TSS of 50 mg/L (or turbidity via established relationship) • pH of between 6.0 and 9.0.	Construction	Section 5.1.3.1
WQ 3	For the duration of Project construction, water at the Liapootah Pond Outlet will meet the following criteria: • Nitrate concentration: measurements must not exceed background concentration (measured upstream of Tungatinah Power Station on the Nive River) by more than 0.07 mg/L for two consecutive measurements. • Turbidity: ◦ *During in-stream works*: No more than 30 NTU above upstream background turbidity on a 72-hour rolling average (final value to be confirmed based on final design and methods). Guided by the EPA DGV 95th percentile (30.7 NTU). ◦ *At other times*: No more than 10 NTU above upstream background on a 72-hour rolling average, guided by the EPA DGV 80th percentile (8.3 NTU). • pH: measurements not to exceed 8.1 for more than two consecutive measurements.	Construction	Section 5.1.3.1
WQ 4	A Hydrocarbon Management Plan (HMP) will be prepared prior to the commencement of construction and implemented during the construction of the Project. The HMP will fulfil the minimum requirements outlined in EIS Section 5.1.	Pre – construction (preparation) Construction (implementation)	Section 5.1.3.1

EIS Ref	Management Measure	Phase	EIS Location
WQ 5	Concrete batching and washout areas will be: • Located away from drainage lines, storm water drains and waterbodies. • Conveniently located for washing out equipment and be clearly signposted. • Fully bunded with impervious surfaces, with all washdown water either treated on-site to meet WQ2/WQ3 criteria or disposed of at a licensed waste facility.	Construction	Section 5.1.3.1
WQ 6	On-site storage capacity will be provided to accommodate rare periods when there is low or no flow for dilution of discharges in the Nive River from Tarraleah Power Station (via No. 1 or No. 2 Canals) and Tungatinah Power Station. This will include: • Ensuring each portal location has sufficient on-site storage to hold water with elevated nitrate concentrations for at least 72 hours without the need to discharge. • Using No. 2 Pond as additional overflow storage capacity (beyond the 72-hour on-site capacity). • Managing subsequent discharges at a controlled flow rate to remain below the nitrate performance criterion.	Construction	Section 5.1.3.1
WQ 7	Prior to the commencement of construction at each construction site identified in EIS Section 5.1, an Erosion and Sediment Control Plan (ESCP) will be prepared in accordance with the minimum requirements outlined in EIS Section 5.1. The ESCP will be prepared by a suitably qualified professional as defined the IECA *Australasia Position Statement – Definition of a Suitably Qualified Professional (Nov 2023)* in accordance with the principles and guidance provided in IECA Australasia's *BPESC document* (2008).	Pre – construction (preparation) Construction (implementation)	Section 5.1.3.2
WQ 8	A Nitrate Management Plan (NMP) will be prepared prior to the commencement of construction and implemented during the construction of the Project. The NMP will fulfil the minimum requirements outlined in EIS Section 5.1.	Pre – construction (preparation) Construction (implementation)	Section 5.1.3.3
WQ 9	In line with the WMP, all water exposed to blasted materials (e.g. tunnel excavation water, surface runoff from spoil emplacement areas) will be collected and contained within the disturbance footprint prior to discharge. Collected water will be discharged to one of the following locations: • No. 1 Canal • No. 2 Canal and storages • Nive River • On-site storage during periods of low or no flow in the Nive River from either Tarraleah Power Station (via No. 1 or No. 2 Canals) or Tungatinah Power Station.	Construction	Section 5.1.3.3

8.3.3 Groundwater

Objectives

Avoid where possible and minimise Contamination of groundwater and comply with the *State Policy on Water Quality Management 1997,* and monitor groundwater throughout construction to enable adaptive management.

Relevant guidelines and standards

- Tasmanian *State Policy on Water Quality Management 1997*
- *Technical Guidance for Water Quality Objectives (WQOs) Setting for Tasmania* (EPA 2020)
- *Default Guideline Values (DGVs) for Aquatic Ecosystems of the Upper Derwent Catchment* (EPA 2021)
- *Fact sheets - Soil and water management on building and construction sites, NRM South, NRM North, Derwent Estuary Program*
- *Best Practice Erosion and Sediment Control (BPESC) document* (IECA Australasia 2008)
- *AS/NZS 5667 - Water Quality Sampling Guidelines*
- *Australian and New Zealand Guidelines for Fresh and Marine Water Quality (ANZG 2018)*

EIS Ref	Management Measure	Phase	EIS Location
GW 1	A **Groundwater Management Plan (GMP)** will be prepared prior to construction, reflecting the final project design and construction methods. At a minimum, the GMP will include: • Objectives and commitments: Including development of groundwater performance criteria consistent with the *State Policy on Water Quality Management 1997*, where relevant (e.g. early AMD signature levels). • Site water balance: Showing expected water sources (flows, groundwater, rainfall, wastewater) and discharges (groundwater, wastewater, clean water) at each construction site over the construction period, cross-referenced to the Project's WMP. • Measures to: ◦ Minimise potential groundwater contamination during construction ◦ Capture and remove tunnel wastewater (cross-referenced to the Project's WMP) ◦ Manage hazardous materials used in tunnelling and excavation, including: • Hydrocarbons and drilling fluids (cross-referenced to the WMP and HMP) • Explosives (cross-referenced to the NMP) • Spill response (cross-referenced to the WMP and Hazardous Materials Management Plan [HMMP]) • Manage spoil emplacement, including limiting surface water infiltration to stockpiles by diverting surface water around stockpiles and proactively draining landforms as they develop (cross-referenced to the Spoil Management Plan in EIS Section 5.10.3.2). ◦ Implement incident response and reporting procedures.	Pre–construction (preparation) Construction (implementation)	Section 5.2.3.1

EIS Ref	Management Measure	Phase	EIS Location
	• Groundwater monitoring program: Covering all construction sites, including parameters sampled, sampling method and frequency, responsibilities, performance criteria/guideline values, and reporting requirements. Program requirements are detailed in EIS Section 5.2.3.2. • Trigger action response plan: Including adaptive management measures. • Audit requirements: Internal and external, with specified frequency. • Consolidated mitigation and monitoring table: Summarising measures from EIS Chapter 6 and Chapter 8, reporting requirements, and roles and responsibilities. The GMP will be prepared as soon as practicable following engagement of the EPC Contractor, with the aim of adapting the baseline groundwater monitoring program for construction monitoring, in line with groundwater risks associated with the Project's final design and construction methods.		

8.3.4 Terrestrial biodiversity and natural values

Objectives

Avoid where possible and minimise potential impacts to terrestrial biodiversity and natural values.

Relevant guidelines and standards

- *Guidelines for Natural Values Surveys - Terrestrial Development Proposals* (DPIPWE 2015)
- *Survey Guidelines and Management Advice for Development Proposals that may impact on the Tasmanian Devil* (Environment Strategic Business Unit, 2023)
- *Caring for Nature - Reducing Roadkill guidelines* (PWS, 2006)
- Tasmanian EPA's *Guide to Eagle Nest Searches and Activity Checks* (EPA Tasmania, 2023)
- Tasmanian FPA's *Fauna Technical Note No. 1: Eagle nest searching, activity checking and nest management* (Forest Practices Authority, 2023)
- *Survey Guidelines for Australia's Threatened Birds* (Department of the Environment, Water, Heritage and the Arts, now DCCEEW, 2010a)
- *Arrive Clean, Leave Clean guidelines* (Commonwealth of Australia, 2015)
- *Weed and Disease Planning and Hygiene Guidelines – Preventing the spread of weeds and diseases in Tasmania* (DPIPWE, 2015)
- Biosecurity Management Plans under the *Biosecurity Act 2019* (Tas) as they apply for the Central Highlands municipality Zone A and Zone B declared weed species
- AS 4970-2009 – Protection of trees on development sites
- *Forest Practices Code 2020* (Forest Practices Authority 2020)
- *EPBC Act Environmental Offsets Policy* (2012) and *Offsets Assessment Guide* (2012)

EIS Ref	Management Measure	Phase	EIS Location
TB 1	Any pits and trenches (e.g. for the pipeline or underground distribution lines) required will remain open for the shortest duration possible and, where practicable, will not be open during periods of heavy rain or forecast weather events that may inundate the trench. A suitably qualified person will inspect open excavations (pits and trenches) for fauna daily within five hours after sunrise, before sunset and prior to backfilling. Trapped fauna will be recorded including location, species and condition.	Construction	Section 5.3.3.1
TB 2	Habitat trees (hollow-bearing trees important for arboreal mammals and hollow-nesting birds) within the disturbance footprint will be avoided as far as practicable, with a root protection buffer zone applied. The buffer radius will equal 12 times the tree's DBH.	Detailed design	Section 5.3.3.1
TB 3	A final Project disturbance footprint (within the footprint presented in this EIS) will be established based on the Project's final design and construction method. The disturbance footprint and vegetation clearing exclusion zones will be clearly shown on Project plans, communicated to all construction personnel, and physically marked on site. Vegetation clearing will be limited to the minimum necessary to construct and operate the Project. The SEMP will specify procedures to ensure clearance is minimised.	Detailed design Pre-construction Construction	Section 5.3.3
TB 4	Hazard trees associated with the Project's 220 kV transmission line and 22 kV distribution lines will be identified and assessed by a suitably qualified arborist prior to construction. Trees marked for removal or trimming will be checked for fauna use of hollows by a suitably qualified person before removal. If native fauna are found using hollows of trees that must be cleared, a permit to 'Take' under the TSP Act and/or NC Act will be required.	Pre-construction (preparation) Construction	Section 5.3.3

EIS Ref	Management Measure	Phase	EIS Location
TB 5	*Diplarrena latifolia* (western flag-iris) within subalpine *Diplarrena latifolia* rushland, and buttongrass (*Gymnoschoenus sphaerocephalus*) within buttongrass moorlands in the disturbance footprint, will be stockpiled as close as possible to their original location. After construction, they will be spread back over areas no longer required for operation (DR 2).	Construction Operation (monitoring)	Section 5.3.3
TB 6	An offset for potential impacts to the *Sphagnum* peatland patch downstream of No. 2 Canal (~400 m upstream of Mossy Marsh Pond) will be secured before construction begins. The offset will involve protecting a peatland area larger than the 3 ha Mossy Marsh patch, under a covenant and approved conservation management plan in accordance with the NC Act. It will also align with the *EPBC Act Environmental Offsets Policy* (2012) and *Offsets Assessment Guide* (2012). Hydro Tasmania has identified a suitable 9.5 ha offset site in Western Tasmania. Entura ecologists have verified this site contains high-quality *Sphagnum* peatland (ASP), listed as threatened under the NC Act and as an endangered ecological community under the EPBC Act (Alpine *Sphagnum* Bogs and Associated Fens*)*. The peatland at this site is in similarly excellent condition to Mossy Marsh. Hydro Tasmania is in ongoing negotiations with the property owner to acquire freehold title.	Pre-construction	Section 5.3.3
TB 7	Threatened flora exclusion zones of 5 m from the outermost plant will be established for: *Barbarea australis* plants at the Nive River and Pump Pond wall locations. *Pomaderris elachophylla* plants at the No. 2 Canal location and the two sites along the Lake King William to Derwent Pumps distribution line alignment. Exclusion zones will be shown on Project plans, communicated to all construction personnel, and physically marked on site.	Pre-construction (preparation) Construction	Section 5.3.3
TB 8	If new occurrences of threatened flora are detected during construction, exclusion zones of at least 5 m from the outermost plant will be established. If avoidance is not possible, a permit to 'Take' under the TSP Act will be sought.	Construction	Section 5.3.3
TB 9	The final disturbance footprint for the northern transmission line (if selected) will be designed to minimise impacts on *Westringia angustifolia* plants recorded at proposed sites for Towers 3 and 14. Where plants can be avoided, exclusion zones will be shown on Project plans, communicated to construction personnel, and physically marked on site. Where impacts are unavoidable, a permit to 'Take' under the TSP Act and/or the (NC Act) will be obtained.	Detailed design Pre-construction (exclusion zones) Construction	Section 5.3.3
TB 10	A suitably qualified ecologist will survey suitable denning habitat (mature dry and wet eucalypt forest) within the disturbance footprint at least 30 days before construction begins at each site. The survey will locate potential Tasmanian devil or quoll dens, including wombat burrows, and determine the occupant species and whether any are active maternal carnivore dens, in line with the *Survey Guidelines and Management Advice for Development Proposals that may impact on the Tasmanian Devil* (Environment Strategic Business Unit, 2023). Camera traps may be used to confirm activity and occupant species. If a Tasmanian devil or quoll den is identified, management will follow the above guidelines and advice from NRE Tasmania. Where avoidance is not possible, a decommissioning plan will be prepared and a permit to 'Take' under the TSP Act and/or NC Act will be obtained. If an active wombat burrow is found within the disturbance footprint, it will be closed in accordance with the same guidelines and NRE Tasmania advice, and a permit to 'Take' under the NC Act will be obtained.	Pre-construction (at each site)	Section 5.3.3

EIS Ref	Management Measure	Phase	EIS Location
TB 11	If an unexpected den is discovered during construction, surface works will cease at the den location. A suitably qualified ecologist will determine whether the den is used by a native or non-native animal: • If non-native, work may continue. • If native, no surface works will recommence within 50 m of the den until a permit to 'Take' under the TSP Act and/or NC Act is obtained.	Construction	Section 5.3.3
TB 12	A Roadkill Management Plan (RkMP) will be prepared and implemented to minimise vehicle strike risk. The plan will apply to roads expected to experience a ≥10% increase in night-time traffic (defined as one hour before sunset to one hour after sunrise) due to construction. The plan will follow *Caring for Nature – Reducing Roadkill guidelines* (PWS, 2006) and address elevated risks for threatened species that scavenge on roadkill carcasses (Tasmanian devils, spotted-tailed quolls, eastern quolls, and Tasmanian wedge-tailed eagles). Mitigation measures will include: • Minimising night-time construction traffic where practicable • Reducing Project vehicle night-time speed limits by at least 10 km/h on all roads that are expected to experience a 10% or greater increase in night-time traffic volume due to Project construction[1] • Environmental training for site workers covering threatened species awareness, reporting procedures for vehicle strikes and roadkill, and recommended rescue procedures (e.g. reporting to Bonorong Wildlife Rescue on 0447 264 625) • Reporting Project-related vehicle strikes and threatened species roadkill to Hydro Tasmania within 24 hours • Investigating Project-related threatened species roadkill incidents within three working days • Installing advisory signs in high-risk areas • Continuing verge maintenance along Oldina Drive and Butlers Gorge Road to maintain visibility and reduce browsing • Prompt removal of roadkill carcasses along Oldina Drive and Butlers Gorge Road, as soon as safe, to reduce scavenger attraction.	Pre-construction (preparation) Construction Operation	Section 5.3.3
TB 13	Annual eagle nest searches will be undertaken before the start of construction and repeated until construction is complete, to identify new or previously unknown eagle nests and to monitor the condition of known nests.	Pre-construction Construction	Section 5.3.3

1 Current speed limits on roads subject to the Roadkill Management Plan are as follows:
- 100 km/h on the Lyell Highway (Butlers Gorge Road to Oldina Drive, Oldina Drive to Tarraleah Power Station, and the Tarraleah Power Station to Marlborough Road sections), Poatina Road, Bogan Road, Golden Valley Road, Highland Lakes Road – Golden Valley Road to Marlborough Road
- 80-100 km/h on two sections of Highland Lakes Road (Poatina Road to Marlborough Road; Meander Road to Golden Valley Road)
- 80 km/h on Butlers Gorge Road, Fourteen Mile Road and Marlborough Road
- 60-100 km/h on the New Norfolk to Tarraleah section of the Lyell Highway and on Exton Road
- 50-100 km/h on Saundridge Road
- 50 km/h on Palana Crescent
- 25-60 km/hr on Oldina Drive.

EIS Ref	Management Measure	Phase	EIS Location
TB 14	For all eagle nests within either 500 m or 1 km line-of-sight of proposed surface works, no surface works will occur within these buffers during the breeding season (July–January inclusive, or July-February inclusive in late season years) unless the nest is confirmed inactive for that season. Where required, nest activity checks will be undertaken during the breeding season before relevant construction works commence, and repeated annually until construction of the relevant infrastructure is complete. An annual report summarising eagle nest search results will be prepared and provided to the EPA upon request. Any previously unrecorded raptor nests, or failures to locate previously recorded nests, will be reported to the Tasmanian NVA as soon as practicable. Photographs and descriptions of known nests re-located during surveys will also be provided to the NVA as soon as practicable after each search.	Construction	Section 5.3.3
TB 15	Anticoagulant rodenticides—especially second-generation products (SGARs: brodifacoum, bromadiolone, difethialone, difenacoum, flocoumafen)—that pose a secondary poisoning risk to raptors will be avoided during all phases of the Project, including at the new power station on the Nive River.	Construction Operation	Section 5.3.3
TB 16	To minimise electrocution and collision risk for birds, the new 22 kV power distribution lines will be designed and built in accordance with TasNetworks standards.	Detailed design	Section 5.3.3
TB 17	A Biosecurity Management Plan will be prepared and implemented in accordance with the *Arrive Clean, Leave Clean* guidelines (Commonwealth of Australia, 2015) and the *Weed and Disease Planning and Hygiene Guidelines – Preventing the spread of weeds and diseases in Tasmania* (DPIPWE, 2015). The plan will aim to: • Prevent the spread of weeds and diseases (e.g. *Phytophthora cinnamomi* and the chytrid fungus *Batrachochytrium dendrobatidis*), and • Eradicate, where practicable, known declared weed infestations within the disturbance footprint prior to construction. Targeted eradication efforts will focus on foxglove, orange hawkweed, serrated tussock, English broom and Montpellier broom. • The plan will also include training in weed and disease management for all staff, contractors, subcontractors and visitors, outlining responsibilities. • If herbicides are required, application will be undertaken only by a suitably qualified weed contractor in approved areas. Weed identification and herbicide use will be recorded by the contractor and provided to Hydro Tasmania for entry into the corporate GIS; weed observation records will be supplied to the Tasmanian Natural Values Atlas database. • Tasmania Parks and Wildlife Service (PWS) will be notified when weed control actions are taken within the Tarraleah Conservation Area. • Monitoring and treatment of weeds in areas disturbed by the Project will continue throughout construction and for at least five years post-construction at six-monthly intervals within the Tarraleah Conservation Area and for at least two years post-construction elsewhere. A report will be prepared demonstrating implementation of the Biosecurity Management Plan.	Pre-construction (preparation) Construction (implementation) Operation (implementation and monitoring)	Section 5.3.3

8.3.5 Aquatic biodiversity and natural values

Objectives

Avoid where possible and minimise potential impacts to aquatic biodiversity and freshwater and riverine natural values.

Relevant guidelines and standards

- *Forest Practices Code 2020* (Forest Practices Authority 2020)

EIS Ref	Management Measure	Phase	EIS Location
AB 1	New watercourse crossings for access roads will be designed, constructed and maintained in accordance with the Forest Practices Authority Code of Practice to minimise disturbance to fish and other aquatic fauna. Machinery activity in watercourses will be minimised. Where practicable, culvert pipes will be set at or marginally below the natural bed level to facilitate aquatic fauna passage.	Construction	Section 5.4.3.1

8.3.6 Air quality

Objectives

Minimise gaseous and particulate pollutant emissions from construction activities are far as practicable, and identify and control potential dust and air pollutant sources.

Relevant guidelines and standards

- Tasmanian *Environment Protection Policy (Air Quality) 2004*
- *Update to Air Pollutant Design Criteria used in the Environmental Impact Assessment Process* (EPA 2022)

EIS Ref	Management Measure	Phase	EIS Location
AQ 1	An Air Quality Management Plan (AQMP) will be prepared prior to construction. The AQMP will identify potential and existing dust sources and outline best-practice design controls, air quality management measures, responsibilities, key personnel, adaptive management, and community engagement. Management measures to be considered include: • Minimising exposed surfaces through construction planning and progressive rehabilitation (e.g. hydromulching, surface matting, and revegetation) • Watering haul routes within the disturbance footprint during hot, dry, and windy summer conditions • Locating temporary stockpiles in wind-protected areas and controlling dust generation (e.g. water sprays) • Installing dust suppression systems (e.g. water sprays) on crushing and screening equipment • Ensuring adequate water supply for watering rates and spray systems • Minimising surface blasting during hot, dry, and windy conditions, where practicable • Risk-based management approaches outlined in Code of Practice – Prevention and Management of Blast Generated Nox Gases in Surface Blasting (AEISG 2011) to manage the risk of NO2 exposure to vehicles travelling on public roads from blast gases • Regularly monitoring the effectiveness of dust control measures. Where measures are found to be ineffective, they will be reviewed (internally and/or by an external dust specialist if required) and amended as necessary.	Pre–construction (preparation) Construction (implementation)	Section 5.5.4

8.3.7 Noise and vibration

Objectives

Avoid where possible and minimise noise and vibration from construction activities.

Relevant guidelines and standards

- *NSW Interim Construction Noise Guideline*
- Tasmanian *Environmental Protection Policy (Noise) 2009*
- *Noise Measurement Procedures Manual, Second Edition July 2008 (DPIPWE 2008)*
- *AS 2436-2010: Guide to Noise Control on Construction, Maintenance and Demolition Sites.*
- *AS2107:2016 – Acoustics: Recommended design sound levels and reverberation times for building interiors*
- Tasmanian Quarry *Code of Practice 3rd Edition* (MRT, 2017)

EIS Ref	Management Measure	Phase	EIS Location
NV 1	To minimise noise in Tarraleah Village, where reasonably practicable, noisier plant (e.g. the crusher at Paddy's Quarry) will be located in areas providing topographic screening relative to Tarraleah Village.	Construction	Section 5.6.4.1
NV 2	To minimise impacts from helicopter stringing of the transmission line, operations will be restricted to between 7 am and 6 pm when near Wayatinah or Tarraleah Village. Residents of Brady's Lake, Bronte Lagoon and Wayatinah will be notified at least one week in advance of planned helicopter use.	Construction	Section 5.6.4.1

8.3.8 Dangerous goods and environmentally hazardous materials

Objectives

Comply with relevant regulations and standards for the storage, handling and transport of environmentally hazardous materials.

Relevant guidelines and standards

- *Work Health and Safety Regulations 2022 (Tas)*
- *AS 1940:2017 – The storage and handling of flammable and combustible liquids*
- AS 4452:2025 – *The storage and handling of toxic substances*
- *AS 2187.1:1998 – Explosives: Storage, Transport and Use – Storage*
- *AS/NZS 3833:2007 – The storage and handling of mixed classes of dangerous goods, in packages and intermediate bulk containers*
- *AS/NZS 4681:2000 – The storage and handling of corrosive substances*
- *AS 2507:1998 – The storage and handling of pesticides*
- *AS 1692:2006 - Steel tanks for flammable and combustible liquids*
- *AS 2683:2000 - Hose and hose assemblies for distribution of petroleum and petroleum products (excepting LPG)*
- *Australian Code for the Transport of Dangerous Goods by Road and Rail*
- Code of Practice Labelling of workplace hazardous chemicals (Safe Work Australia 2018)
- Code of Practice Managing risks of hazardous chemicals in the workplace (Safe Work Australia 2018)

EIS Ref	Management Measure	Phase	EIS Location
DG 1	A Hazardous Materials Management Plan (HMMP) will be prepared prior to construction. The HMMP will cover the storage, handling, containment and disposal of environmentally hazardous materials. Management measures will include: • Environmentally hazardous materials, including dangerous goods, will be purchased, used, stored, transported and disposed of in accordance with relevant Safety Data Sheets (SDS) and applicable legislation, regulations and Australian Standards. • Fuels, oils and lubricants will be stored and handled in accordance with *AS 1940:2017 – The storage and handling of flammable and combustible liquids*. Fuel dispensing areas will be designed to facilitate spill management and clean-up. • Explosives will be kept in locked, purpose-built explosive magazines and stored, used and transported in accordance with *AS 2187.1:1998 – Explosives: Storage, Transport and Use – Storage*. • Hazardous materials will be stored in dedicated, fenced and bunded areas with suitable ventilation and signage. Bunded areas will have capacity to hold 110% of the largest container. SDSs will be available onsite. • The transport of dangerous goods will comply with the *Australian Code for the Transport of Dangerous Goods by Road and Rail* and the *Dangerous Goods (Road and Rail Transport) Act 2010*. • Cement for batching will be stored in separate bulk silos at batch plants to prevent wind-blown waste and runoff. • Containment devices (e.g. bunds, separators, catch trays) will be used wherever spillage risks exist.	Pre–construction (preparation) Construction (implementation)	Section 5.7.2.1

EIS Ref	Management Measure	Phase	EIS Location
	• Spill kits will be placed adjacent to containment devices, on large machinery, in refuelling/maintenance areas and at other designated locations. Spill kits will be sized to match material volumes stored. Aquatic spill kits will be available near waterways. • Management of hazardous materials will be included in site inductions. Relevant staff will undergo spill response, safe handling and storage training. • All dangerous goods and hazardous substances will be registered on a Project chemical register with safety, storage, segregation and handling information, including SDSs.		
DG 2	An Emergency Response Plan (ERP) will be prepared prior to construction and implemented throughout. The plan will: • Provide contingency measures for control failures, equipment breakdowns or accidental releases • Document notification procedures, including to Hydro Tasmania and the Tasmanian EPA • Detail clean-up measures for terrestrial and aquatic environments, including: • Collection of affected soils/water into suitable containers or vehicles • Disposal of contaminated material at a temporary construction bioremediation area or licenced disposal facility (depending on spill type, quantity and severity) • Site remediation.	Pre–construction (preparation) Construction (implementation	Section 5.7.2.1

8.3.9 Greenhouse gas emissions

Objectives

Maximise energy use and reduce greenhouse gas emissions during construction, including in the selection and sourcing of materials, goods and services.

EIS Ref	Management Measure	Phase	EIS Location
GHG 1	During detailed design and construction, the following measures will be considered where practicable and consistent with Technical Specification requirements: • Use of GRP pipe rather than steel pipe where feasible (e.g. for surface installations accessible for maintenance), as steel has higher embodied and transport emissions • Minimising the final disturbance footprint and rehabilitating disturbed land not required for ongoing operations, reducing direct emissions from land use change (refer Chapter 7): • Preference for electric vehicles and construction machinery • Avoidance of SF_6 (a potent GHG) in electrical infrastructure (e.g. switchboards) • Reducing transport fuel emissions by reusing or disposing of spoil at designated spoil emplacement sites • Implementing a Local Industry Participation Plan to preference local suppliers of goods and services where commercially and technically viable (refer EIS Section 5.9).	Detailed design	Section 5.8.5
GHG 2	To ensure value engineering opportunities are captured beyond the commitments in this EIS: • Contractors will be required to demonstrate, through the selection and use of key construction materials (including concrete, steel, GRP pipe and blasting materials), that lower embodied emission options have been chosen where consistent with Technical Specification requirements. • GHG emissions from fuel and electricity use during construction will be tracked to monitor performance.	Construction	Section 5.8.5

8.3.10 Social

Objectives

Avoid where possible, and minimise potential impacts to directly and indirectly impacted stakeholders and local communities and continue to effectively engage and communicate with communities and stakeholders.

Relevant guidelines and standards

- *Hydro Tasmania's Stakeholder Engagement Charter*
- *Best practice Charter for Renewable Energy Projects* (Clean Energy Council 2021)
- *Leading Practice Principles: First Nations and Renewable Energy Projects* (CEC & KPMG 2024)
- *Australian Industry Participation National Framework* (Australian Government 2001)
- *Renewable Energy Development in Tasmania: A Guideline for Community Engagement, Benefit Sharing and Local Procurement* (Tasmanian Government 2024)
- *Buy Local Policy* (Version 8, August 2024) (Department of Treasury and Finance, 2024)

EIS Ref	Management Measure	Phase	EIS Location
SI 1	A Social Impact Management Plan (SIMP) will be prepared for the pre-construction and construction phase of the Project. The SIMP will be developed in consultation with relevant government and local government agencies, key stakeholders, and directly affected parties to minimise construction-phase social impacts. The SIMP will address key components of the construction program. The SIMP will be made readily available to the public in a format easily interpreted, and will: • Include an updated social baseline assessment focussing on the social indicators of relevance to the identification and management of construction phase impact. • Include a summary of the anticipated social impacts (positive and negative), potential residual impacts and consideration for cumulative impacts. • Identify the desired management outcomes for the key performance areas of: ◦ Workforce management (including workforce behaviour, housing and accommodation) ◦ Community health and wellbeing ◦ Tasmanian industry and business participation ◦ Social procurement ◦ Workforce employment and training ◦ First Nations participation and engagement ◦ Local benefit sharing ◦ Visitor economy ◦ Community and stakeholder engagement • Incorporate key strategies for achieving the desired management outcomes, responsibilities for implementation, timing and key partners in strategy delivery. • Document the monitoring, evaluation and reporting process for ensuring the effectiveness of mitigation measures and adopting an adaptive management approach. • Describe the approach to complaints management during construction. • Define the roles and responsibilities for social performance management during construction.	Pre–construction (Preparation and Implementation) Construction (implementation)	Section 5.9.3.1

EIS Ref	Management Measure	Phase	EIS Location
SI 2	A Project Communication and Stakeholder Engagement Plan (CSEP) will be developed for pre-construction and construction phases. The Project CSEP will outline an effective approach to communication and engagement underpinned by a proactive issues-management approach, open and transparent two-way communication processes and responsiveness to the communication needs and expectations of key stakeholders and the broader community. This would include ensuring community and key stakeholders are kept informed of: • Project construction timelines • Changes in construction workforce numbers • Timing of key construction activities and potential affects • Any required changes in existing conditions to accommodate construction activities, e.g. introduction of traffic management, changes in public access arrangements to Tarraleah Village. • Workforce accommodation arrangements. The Project CSEP would document the approach to grievance management. The Contractor will prepare a CSEP in accordance with the requirements of the Project CESP.	Pre–construction (Preparation and Implementation) Construction (Implementation)	Section 5.9.3.1
SI 3	A Project workforce code of conduct will be prepared prior to the commencement of construction and implemented during the construction of the Project. The workforce code of conduct will establish expectations in relation to workforce behaviour both on-site and off-site (i.e. in community) and demonstrates how potential impacts on the rural and heritage character of local communities (e.g. Ouse and Hamilton) will be minimised.	Pre-construction	Section 5.9.3.1
SI 4	A Workforce Accommodation Plan (WAP) will be prepared prior to the commencement of construction and implemented during the construction of the Project. The WAP will be based on the final construction workforce profile. The WAP will: • Demonstrate how the peak Project workforce will be accommodated and serviced, and how flow-on impacts to host communities will be minimised • Consider pedestrian and vehicle access and connectivity within the Tarraleah Village during construction to always ensure pedestrian safety • Detail controls to be implemented to minimise workforce related traffic on the public road network. • Include a plan for monitoring workforce accommodation arrangements to enable proactive response to off-site impacts • Achieve the objectives of the Project SIMP.	Pre–construction (Implementation) Construction (Implementation)	Section 5.9.3.1
SI 5	During construction, identify actions that encourage workforce contribution to community and seek to build relationships between the workforce and the community, as a component of the SIMP.	Construction	Section 5.9.3.1
SI 6	Undertake regular community perception surveys during construction to inform Project SIMP reviews, including the evaluation of impacts and outcomes.	Construction	Section 5.9.3.1

EIS Ref	Management Measure	Phase	EIS Location
SI 7	Prior to commencement of construction, establish a publicly accessible project information centre at Tarraleah Village for the duration of construction. Ensure visitors can continue to engage with the village and construction progress, including latest events and opportunities to engage. Incorporate heritage interpretation into the project information centre to enable remote connection for the public to Tarraleah Village and components of the Tarraleah Hydro Power Scheme. As a component of interpretation, identify opportunities to provide public access to the Tarraleah locality during construction.	Construction	Section 5.9.3.1
SI 8	Where possible during construction, provide public access to existing regional visitor experiences located in proximity to the Village. This includes the penstock lookout at Tarraleah Village, the Tarraleah Falls walking track and areas of the Tarraleah Village valued by community.	Construction	Section 5.9.3.1
SI 9	Prior to the commencement of construction, persons with connection to the Polish monument in the Nive Valley will be identified and engaged through a structured process to explore solutions for monument relocation.	Pre-construction	Section 5.9.3.1
SI 10	Prior to and during construction, facilitate a program of access to Hydro Tasmania managed land in the Derwent hydropower scheme so that Tasmanian Aboriginal People can connect to Country and share stories. This will inform the development of a broader cultural values mapping process to support Hydro Tasmania's future land management practices.	Pre-construction and Construction	Section 5.9.3.1
SI 11	Prior to commencement of construction, develop a First Nations Participation Plan (FNPP) as a component of the construction phase Project SIMP. The FNPP will establish desired outcomes and key actions to be implemented to support First Nations participation during the construction phase. The FNPP will reflect the core pillars of Hydro Tasmania's CAP. Key themes to be addressed in the FNPP include: • Supporting connection to Country for Tasmanian Aboriginal people during construction • Recognising culture through project design and delivery • Delivery of cultural safety training for the workforce • Realising employment and economic development opportunities. • The FNPP actions will be implemented prior to and during construction and monitored through the Project SIMP.	Pre-construction	Section 5.9.3.1
SI 12	A Workforce Training and Development Plan (WTDP) will be prepared prior to the commencement of construction and implemented during the construction of the Project. The WTDP will detail the strategy for employee training programs, available apprenticeships, traineeships and other workforce development programs. The WTDP will include a local and regional workforce development program. This program will demonstrate the Project's commitment to: • Reducing barriers to employment and training participation • Equipping local workers with the necessary skills and certifications to participate in project opportunities (direct and indirect) • Training a workforce that contributes to the development of an improved local and regional skills base. • WTDP actions will be implemented during construction and monitored through the Project SIMP.	Pre-construction	Section 5.9.3.1

EIS Ref	Management Measure	Phase	EIS Location
SI 13	The Project will apply Hydro Tasmania's Major Projects Local Content Framework to the Project construction phase as outlined in **EI 4**.	Pre-construction and Construction	Section 5.9.3.1
SI 14	Through the SIMP, develop and implement actions that support the realisation of the social procurement objectives established in Hydro Tasmania's Major Projects Local Benefit Sharing Strategy as outlined in **EI 6**.	Pre-construction and Construction	Section 5.9.3.1
SI 15	Prior to commencement of construction, develop a cultural awareness training program for Project construction. Prior to the commencement of work, all Project personnel will be required to complete cultural awareness training in support of a culturally safe work environment for First Nations people.	Pre-construction and Construction	Section 5.9.3.1
SI 16	Prior to commencement of construction, engage with tourism industry sector stakeholders to identify potential strategies to offset or minimise potential adverse construction phase effects and create opportunities for the sector during Project construction. Agreed strategies would be considered through the LBS Strategy process (**SE 18**).	Pre-construction and Construction	Section 5.9.3.1
SI 17	Provide appropriately resourced health services for the duration of the construction phase, with access available to all Project construction workers. Provide the construction workforce with access to an EAP service for the duration of construction.	Pre-construction and Construction	Section 5.9.3.1
SI 18	Prior to commencement of construction, develop a Local Benefit Sharing (LBS) Action Plan for the Project consistent with the Major Projects LBS Strategy. The LBS Action Plan would be informed through a structured engagement process with key stakeholders and affected communities. There could be a range of core community needs that are identified and that the LBS may respond to. These may include addressing barriers to participation and realisation of project opportunities.	Pre-construction and Construction	Section 5.9.3.1
SI 19	Prior to commencement of construction, develop an emergency response plan in consultation with local emergency service providers. Implementation of the emergency response plan will be monitored through the Project SIMP. Provide emergency response personnel for the Project for the duration of construction. The emergency response service may be called upon to assist in incidents that occur within or near the project area, including those involving public roadways intersecting the site. In the event of external bushfire threat to the Project, the emergency response personnel will assist Tasmanian Fire Service (TFS) in coordinating workforce evacuations and facilitate safe access for state response teams. Provide qualified and experienced medical personnel with responsibility for responding to and managing medical and trauma incidents, including stabilising and transporting patients to onsite facilities or designated handover points. These personnel will interface with the Tasmanian Ambulance Services and support further off-site medical evacuation co-ordination.	Pre-construction and Construction	Section 5.9.3.1
SI 20	During construction, promote to the public other regional opportunities for recreational fishing, camping and boating activities	Construction	Section 5.9.3.1

EIS Ref	Management Measure	Phase	EIS Location
SI 21	Before and during construction monitor traffic on alternative routes around Tarraleah and advise Central Highlands Council (CHC)/Department of State Growth (DSG) of changes in usage patterns	Pre-construction and Construction	Section 5.9.3.1
SI 22	Prior to the commencement of construction, develop and implement the following controls to minimise risks to workers and the public when driving: • Driver Safety (DS) and Journey Management Plan (JMP)—to address hazards such as distance of journey, wildlife interaction, adverse weather and interaction with public vehicles. • Installation of an In-Vehicle Monitoring System IVMS in all vehicles used for travel to and from site. • Fitness for Work Management Plan to protect and support workforce health and wellbeing whilst minimising safety risks to the surrounding communities. • Driver Code of Conduct outlining the minimum driver behaviour requirements to ensure compliance with the legislative requirements. • Commence early and ongoing engagement with the DSG, CHC and Tasmanian Police in relation to public safety and construction traffic management.	Pre-construction and Construction	Section 5.9.3.1
SI 23	Prior to commencement of construction, relocate the public amenities from the Nive Valley to the Tarraleah Village and provide 24 hr public access to the relocated facilities for the duration of construction.	Pre-construction	Section 5.9.3.1
SI 24	Prior to the commencement of operations, Hydro Tasmania will develop and implement a stakeholder engagement plan to communicate to downstream users changes in operational flow regimes and likely effects. Downstream users will be provided with information regarding Hydro Tasmania's Complaints Management, including how to raise issues or concerns regarding operational impacts.	Commissioning/ Operations	Section 5.9.3.2
SI 25	Prior to the completion of Project construction, develop and implement a plan to support the transition from construction to operations. Engage with key stakeholders and potentially affected communities in the development of the plan. Development of the plan could involve: • Identification of areas and demographic cohorts likely to experience potential economic and social impacts from the cessation of construction. • Identification of the services, funding opportunities, programs that can help to soften the transition.	Construction	Section 5.9.3.1
SI 26	Prior to the completion of Project construction, collaborate with key stakeholders (e.g. DSG, Renewables, Climate and Future Industries Tasmania (ReCFIT)) and industry sector stakeholders to facilitate workforce forecasting and inform labour force planning. Advocate for policies that support workforce development and facilitate the movement of workers between regions and sectors.	Pre-construction and Construction	Section 5.9.3.1

8.3.11 Waste management

Objectives

Minimise material use throughout the Project life cycle, reuse and recycle materials where possible, and appropriately manage and dispose of waste, including spoil, generated from construction activities.

Relevant guidelines and standards

- *Approved Management Method for the disposal of Clean Fill Type 1 and Type 2 (EPA 2025)*
- *Information Bulletin 105 (EPA, 2018)*
- *Best Practice Guidelines for Concrete By-Product Re-Use at Concrete Batching Plants Tasmania. Concrete and Aggregates Australia (CCAA)*
- *Guidelines - Waste Rock Dumps.* (Department of Mines, Industry Regulation and Safety, Government of Western Australia 2021)

EIS Ref	Management Measure	Phase	EIS Location
WM 1	A Waste Management Plan (WaMP) will be prepared prior to the commencement of construction and implemented throughout the construction phase. The WaMP will: • Incorporate circular economy principles to enhance resource efficiency, minimise environmental impact, and promote sustainability by eliminating waste, circulating materials, and supporting ecological regeneration • Ensure compliance with all relevant legislation, including systems to demonstrate regulatory compliance • Include the waste management measures in Table 5.31 and Table 5.32 • Apply the waste management hierarchy: avoidance, on-site reuse, treatment/stabilisation for reuse, off-site recycling, energy recovery, recovery storage, treatment/stabilisation for disposal, and permanent containment • Identify waste types and sources • Define waste handling procedures, roles, and responsibilities • Specify infrastructure and equipment needed to manage waste • Provide training for relevant personnel to ensure effective implementation • Include periodic reviews to assess performance and drive continuous improvement.	Pre–construction (Preparation) Construction (Implementation)	Section 5.10.3.1
WM 2	A Spoil Management Plan (SMP) will be prepared prior to construction to guide the design and management of permanent spoil emplacement areas. The SMP will meet the objectives outlined in EIS Section 5.10.3.2 and will: • Detail how permanent spoil emplacement areas will be designed to be safe, stable, and non-polluting. • Describe measures to minimise spoil generation and maximise beneficial reuse. • Characterise anticipated spoil volumes and potential contamination, and outline a program for spoil classification during construction, if required. • Provide plans for managing and disposing of reactive or contaminated spoil, including contingencies for unanticipated volumes. • Identify spoil volumes for each activity, along with reuse opportunities and placement areas. • In conjunction with the WaMP, GMP, and ESCP, detail management of potential water quality impacts from emplacement areas, including monitoring of surface water and groundwater. • In conjunction with the SRP, provide a rehabilitation plan for each emplacement area, including measures to retain topsoil, incorporate organic matter, reduce visual impact, and support long-term stability.	Pre–construction (preparation) Construction (Implementation)	Section 5.10.3.2
WM 3	Where spoil is found to be contaminated at levels unsuitable for reuse, stockpiling, or emplacement, it will be designated for off-site disposal. Such spoil will be tested and classified in accordance with Information Bulletin 105 (Tas EPA, 2018) to determine the appropriate disposal method and location.	Construction	Section 5.10.3.3

8.3.12 Fire Risk

Objectives

Reduce the potential for the generation of bushfire on the construction sites and ensure the Project is prepared to respond to fire related incidents.

Relevant guidelines and standards

- *AS 3959:2018 – Construction of buildings in bushfire-prone areas*
- *Midlands Fire Management Area Bushfire Risk Management Plan 2020* (State Fire Management Council 2023)
- *Bushfire Emergency Planning Guidelines* (Tasmanian Fire Service)
- *Roadside Management for Bushfire Risk Mitigation* (Tasmanian Fire Service)
- *Bushfire risk environments - Bushfire best practice guide* (CSIRO 2021)

EIS Ref	Management Measure	Phase	EIS Location
FR 1	A Construction Bushfire Mitigation Plan will be prepared prior to construction. The plan will set out how each principle and site-specific measure in Table 8 of Appendix L will be applied, based on strategic asset management principles with the overriding priority being preservation of life.	Pre–construction (Preparation) Construction (Implementation)	Section 5.11.3.1
FR 2	A Bushfire Emergency Plan will be prepared prior to construction, including: • Procedures for altering activities during total fire bans and high, extreme, or catastrophic fire danger days • Procedures for altering activities, including ceasing hot work, on land managed by the Tasmania Parks and Wildlife Service (PWS) when the Forest Fire Danger Index (FDI) is calculated as equal to or greater than HIGH 20, or the relative humidity is equal to or less than 30% • Consideration of reducing site personnel on such days • Pre-emptive triggers for risk reduction during extreme and catastrophic conditions • Identification of refuge locations. The plan will: • Be consistent with the TFS Bushfire Emergency Planning Guideline • Be prepared and reviewed annually (until practical completion) by a suitably experienced and TFS-accredited Bushfire Hazard Practitioner Be incorporated into site inductions during bushfire season.	Pre–construction (Preparation) Construction (Implementation)	Section 5.11.3.1
FR 3	A Bushfire Response Plan will be prepared prior to the construction. The plan will identify responsible officers and procedures to occur when an accidental fire occurs on site. The plan will align with relevant external documents (e.g. TFS Local Area Fire Management Plan, Sustainable Timber Tasmania Fire Management Plan, Parks and Wildlife Service Fire Action Plan).	Pre – construction (preparation) Construction (implementation)	Section 5.11.3.1
FR 4	The HMMP (DG 1) will specify the minimum fire protection measures for onsite hazardous material storage.	Pre – construction	Section 5.11.3.1
FR 5	Fire response agencies will be provided with copies of the Bushfire Emergency and Response Plans.	Construction	Section 5.11.3.1

EIS Ref	Management Measure	Phase	EIS Location
FR 6	Bushfire risk will be included in Project and site-specific inductions covering: • Site-specific bushfire procedures, Emergency Plans and Response Plans • Training in basic bushfire awareness where appropriate (e.g. 11318NAT – Course in Basic Wildfire Awareness).	Construction	Section 5.11.3.1
FR7	Fire response agencies and relevant surrounding land managers will be briefed prior to each bushfire season on Project access/egress arrangements, limitations for large firefighting appliances, and areas restricted to smaller appliances. (The Tasmanian bushfire period typically extends from November to mid-May, subject to annual climate conditions and TFS advice.)	Construction	Section 5.11.3.1
FR 8	Ensure all activities during the fire danger period comply with the Tasmanian *Fire Service Act 1979* and Total Fire Ban declarations.	Construction	Section 5.11.3.1
FR 9	Ensure site access roads, tracks and roadside vegetation management comply with State Government guidelines and industry best practice for bushfire-prone areas.	Construction	Section 5.11.3.1
FR 10	Establish and maintain asset protection zones, hazard management areas, and fuel breaks consistent with State Government guidelines and best practice.	Construction	Section 5.11.3.1
FR 11	Provide sufficient static firefighting water supply and equipment fill points, scaled to the site's bushfire risk and compliant with relevant guidelines and best practice.	Construction	Section 5.11.3.1

8.3.13 Aboriginal heritage

Objectives

Avoid and minimise potential impacts to items or places of heritage value in consultation with the Aboriginal community and facilitate on country engagement to identify cultural values and potential impacts.

Relevant guidelines and standards

- *Unanticipated Discovery Plan* (Aboriginal Heritage Tasmania 2024)
- *Aboriginal Heritage Standards and Procedures* (Aboriginal Heritage Tasmania 2024)
- *Principles for engagement in projects concerning Aboriginal and Torres Strait Islander peoples* (AIATSIS 2020)

EIS Ref	Management Measure	Phase	EIS Location
AH 1	The location of all confirmed Aboriginal heritage sites, plus the two legacy sites (with effective buffers), will be included in Project plans. Where practicable, these sites will be avoided in the final disturbance footprint. Where avoidance is not possible, a permit under the AH Act will be sought to relocate or disturb the affected artefacts.	Pre–construction	Section 5.13.3.1
AH 2	The location of the four Potential Areas of Sensitivity (PAS) will be included in Project plans. Where practicable, PAS will be avoided. Where avoidance is not possible, Project staff will be made aware of their locations prior to ground disturbance and AHT's Unanticipated Discovery Plan (UDP) will be implemented if relics are encountered.	Construction	Section 5.13.3.2
AH 3	If unanticipated Aboriginal relics are discovered during works not covered by an AH Act permit, ground disturbance will cease immediately and AHT's UDP will be implemented.	Construction	Section 5.13.3.4
AH 4	All Project staff engaged in ground-disturbing works will complete cultural heritage awareness training to ensure effective implementation of the UDP.	Construction	Section 5.13.3.4
AH 5	Provide a copy of the Aboriginal heritage assessment to Aboriginal community organisations and interested individuals to support Project-level consultation.	Pre–construction	Section 5.13.3.5
AH 6	Hydro Tasmania will support additional community-led engagement, including on-Country visits, to identify cultural landscape values and potential impacts. Where practicable, outcomes will be incorporated into Project execution.	Pre–construction Construction	Section 5.13.3.5
AH 7	Requests for AH Act permits will allow sufficient time for Aboriginal community engagement, in line with AHT's *Aboriginal Heritage Standards and Procedures* (2024).	Pre–construction Construction	Section 5.13.3.5

8.3.14 Visual

Objectives

Avoid where possible and minimise potential impacts to the visual amenity of the Project location, considering the existing landscape features and the values of the local community.

Relevant guidelines and standards

- *A Manual for Forest Landscape Management* (Forest Practices Authority 2006)
- *Process for visual landscape special values assessment and planning* (Forest Practices Authority 2022)

EIS Ref	Management Measure	Phase	EIS Location
VI 1	During detailed design consideration will be given to those areas where the potential significance of the Project's visual impact is assessed as moderate. Residual visual amenity impacts may be addressed through: • Use of materials with appropriate finish and colour to blend with the landscape and minimise potential for glint and glare, particularly for the surge tower. • Using non-reflective materials, black powder-coated fencing, and reducing the contrast and reflectivity of concrete elements in high-sensitivity areas. This may include: ◦ Adding dark-coloured additives to general purpose concrete mixes ◦ Applying surface colour treatments such as oxidising compounds ◦ Spray bitumen applications. • Separating topsoil from rock during excavation to enable revegetation. Applying topsoil over freshly cut rock can reduce brightness and visibility. • Shaping spoil emplacement areas using 'geoforming' methods to achieve a more naturalistic landform and support revegetation. Varying vegetation boundaries along access tracks, roads and transmission easements to break up linearity of edges and soften visual impacts, while maintaining the minimum practicable disturbance footprint. (Note: this may not be feasible in areas with sensitive flora and fauna values.)	Detailed design	Section 5.14.3.2

8.3.15 Traffic

Objectives

Avoid where possible and minimise potential impacts to traffic on local roads.

Relevant guidelines and standards

- *Traffic Control for Works on Roads Tasmanian Guide* (DSG 2014)
- *Standard Drawings* (DSG 2013)
- *T3 – Road Design Standards* (DSG 2020)
- *Guide to Traffic Management* (Ausroads 2019)
- *Traffic Management: Guide for construction Work* (Safe Work Australia 2014)
- *General guide for Workplace Traffic Management* (Safe Work Australia 2014)
- *AS 2890 – Parking Facilities, Parts 1-6*

EIS Ref	Management Measure	Phase	EIS Location
TI 1	A Construction Traffic Management Plan (CTMP) will be developed and implemented prior to the commencement of construction. The CTMP will set out measures, processes and responsibilities to minimise potential impacts on the community and the operation of the surrounding road network during construction. The CTMP will be developed in consultation with relevant stakeholders, including Central Highlands Council, Department of State Growth, Sustainable Timber Tasmania, emergency services, and public transport operators. Where appropriate, the plan will incorporate additional reasonable and feasible measures identified through this consultation.	Pre–construction (Preparation) Construction (implementation)	Section 5.15.4

8.3.16 Economic

Objectives

Avoid where possible and minimise potential impacts, and maximise potential opportunities, to the local and regional economy.

Relevant guidelines and standards

- *Australian Skills Guarantee*
- *Tasmanian Building and Construction Training Policy*

EIS Ref	Management Measure	Phase	EIS Location
EI 1	Develop and implement a SIMP for the pre-construction and construction phases, in consultation with government, local councils, key stakeholders, and directly affected parties. The SIMP will: • Identify desired outcomes for Tasmanian industry and business participation, social procurement, workforce training, and First Nations engagement • Define strategies, responsibilities, timing and key partners Refer also to **SI 1** for further detail.	Pre-construction (Preparation) Construction (Implementation)	Section 5.16.4
EI 2	Prior to construction, develop a First Nations Participation Plan (FNPP) as part of the SIMP. The FNPP will outline actions to support First Nations participation, reflecting the pillars of Hydro Tasmania's Commitment and Action Plan (CAP) (refer **SI 11**).	Pre–construction (Preparation) Construction (Implementation)	Section 5.16.4
EI 3	Develop and implement a Workforce Training and Development Plan (WTDP) for the construction phase. The WTDP will set out training, apprenticeship, traineeship and workforce development opportunities, including local and regional programs (refer **SI 12**).	Pre–construction (Preparation) Construction (Implementation)	Section 5.16.4
EI 4	Apply Hydro Tasmania's Major Projects Local Content Framework during construction. Prior to construction, prepare an Australian Industry Participation Plan (AIPP) and, where relevant, a Tasmanian Industry Participation Plan (TIPP). A Project-specific local industry action plan will: • Facilitate participation of local, regional, social and First Nations businesses in procurement opportunities. • Build capacity and capability across local industry. • Outline how supplier and subcontracting opportunities will be presented to maximise local participation. The Project will utilise the Tasmanian Industry Capability Network (ICN), vendor registration systems, local Jobs Hubs and the Tasmanian Department of Employment and Workplace Relations (DEWR) representatives to connect with local businesses.	Pre–construction (Preparation) Construction (Implementation)	Section 5.16.4

EIS Ref	Management Measure	Phase	EIS Location
EI 5	Develop and implement a Local Benefits Sharing Action Plan in line with Hydro Tasmania's Major Projects LBS Strategy. The plan will identify community needs, barriers to participation, and priority initiatives, along with governance arrangements for administering the local benefits fund (refer **SI 18**).	Pre–construction (Preparation) Construction (Implementation)	Section 5.16.4
EI 6	Prior to construction, prepare a Social Procurement Management Plan (SPMP) aligned with the Major Projects LBS Strategy and the SIMP. The SPMP will: • Enhance opportunities for youth, First Nations people, migrants, women and vulnerable groups • Establish performance targets and goals for social procurement Provide strategies for achieving and reporting against these targets.	Pre–construction (Preparation) Construction (Implementation)	Section 5.16.4

8.3.17 Decommissioning and rehabilitation

Objectives

Rehabilitate sites disturbed during construction to stable, self-sustaining, vegetated landforms.

Relevant guidelines and standards

- *Mine Rehabilitation – Leading Practice Sustainable Development Program for the Mining Industry* (Australian Government 2016)
- *Revegetation Projects – best practice guide for Tasmania* (Landcare Tasmania)
- *Best Practice Erosion and Sediment Control (BPESC) document* (IECA Australasia 2008)

EIS Ref	Management Measure	Phase	EIS Location
DR 1	A Site Rehabilitation Plan (SRP) will be prepared prior to the commencement of construction and implemented during the construction of the Project. The SRP will fulfil the minimum requirements outlined in EIS Section 7.4.1.	Pre–construction (Preparation) Construction (Implementation)	Section 7.4.1