PLANNING and ENVIRONMENT ACT
LATROBE AND SOUTH GIPPSLAND
PLANNING SCHEME

INCORPORATED DOCUMENT
Marinus Link Project (Department of Transport and Planning, June 2025)
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MARINUS LINK

Environmental Management Framework

CONFIDENTIAL

Quality information

Revision history

Revision	Description	Date	Author	Reviewer	Approver
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Rev 0A	Updated with changes from IAC Hearing	05/04/2025	Vanessa Holloway	Erin Pears	Erin Pears
Rev 0B	Updated following assessment of the project under EE Act and approval of the project under the EPBC Act.	14/08/2025	Maria Leris	Vanessa Holloway	Erin Pears
Rev0C	Final draft for DTP review.	20/08/2025	Vanessa Holloway	Erin Pears	Erin Pears
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Abbreviation list

Acronyms/abbreviations	Definition
AoD	Area of disturbance
CEMP	Construction Environmental Management Plan
CHMP	Cultural Heritage Management Plan under the *Aboriginal Heritage Act 2006* (Vic)
DCCEEW	Department of Climate Change, Energy, the Environment and Water, Commonwealth government
DEECA	Department of Energy, Environment and Climate Action, Victorian government
DTP	Department of Transport and Planning, Victorian government
EE Act	*Environment Effects Act 1978* (Vic)
EES	Environment effects statement
EIS	Environmental impact statement
EMF	Environmental Management Framework
EMS	Environmental management system (See EPR EMF01)
EMPC Act	*Environmental Management and Pollution Control Act 1994* (Vic)
EP Act	*Environment Protection Act 2017* (Vic)
EPBC Act	*Environment Protection and Biodiversity Conservation Act 1999* (Cwlth)
EPRs	Environmental performance requirements
GED	General environmental duty under section 25 of the EP Act
ha	Hectare
HDD	Horizontal directional drilling
HVAC	High voltage alternating current
HVDC	High voltage direct current
IEA	Independent Environmental Auditor
km	Kilometre
kV	Kilovolt

Acronyms/abbreviations	Definition
LGA	Local government area
LUPA Act	*Land Use and Planning Approvals Act 1993* (Tas)
m	Metre
MAC Act	*Marine and Coastal Act 2018* (Vic)
MLPL	Marinus Link Pty Ltd
MW	Megawatt
NEM	National Electricity Market
NM	Nautical miles
OEI Act	*Offshore Electricity Infrastructure Act 2021* (Cwlth)
OEMP	Operations Environmental Management Plan
P&E Act	*Planning and Environment Act 1987* (Vic)
PSA	Planning Scheme Amendment
SCO	Specific Controls Overlay
TI Licence	Transmission and infrastructure licence under the OEI Act
TPZ	Tree protection zone

Glossary

Term	Definition
Additional Land	Areas of land within certain landholdings that are affected by, or adjacent to, the Project Land (and sections of roads adjacent to those landholding), as shown on the plans in the Incorporated Document.
Construction	The project phase of construction includes design, any pre-construction activities that inform construction or to establish baseline conditions, temporary works, work site establishment, reinstatement, rehabilitation of construction areas, and any commissioning activities, excluding “preparatory buildings and works” under conditions 17 and 18 of the Incorporated Document.
Incorporated Document	*Marinus Link Project Incorporated Document*, an incorporated document in the Latrobe Planning Scheme and South Gippsland Planning Scheme.
Key secondary consents	Alignment Plans, Development Plans, and EMF with EPRs, as required under the Incorporated Document.
Material adverse impact	Any direct, indirect or residual effects that are in addition to, or greater than, the presented worse-case scenario in the EIS/EES.
Primary approvals	The PSA with Incorporated Document, CHMP, MAC Act consent, EPBC Act approval, and Transmission and Infrastructure Licence.
Principal contractor	Contractors directly engaged by MLPL for works packages. Principal contractors may engage sub-contractors to perform project works. Principal contractors do not include contractors directly engaged by MLPL for the performance of stand-alone advisory, investigatory, quality assurance or consultancy services.
Priority habitat	High-quality habitats containing features and resources which are consistent with threatened species preferred habitat requirements and also support a wide range of flora and fauna species.
Project alignment	The cable route and survey area that has been assessed in the EIS/EES.
Project approvals	Includes all primary approvals and key secondary consents.
Project delivery	Includes construction, operation and decommissioning
Project Land	The indicative alignment of the cable route and infrastructure for the Project as shown on the plans in the Incorporated Document. It includes the 220 m wide survey area, laydown areas, access tracks, converter station and potential transition station.
Project works	Any physical activities undertaken for site establishment, construction, operation or decommissioning of the project, excluding “preparatory buildings and works” under conditions 17 and 18 of the Incorporated Document.
Sub-contractor	Contractors engaged by primary contractors.
Subject Land	Land shown on the planning scheme maps as SCO3 in the Latrobe Planning Scheme and South Gippsland Planning Scheme, made up of the Project Land and Additional Land, as shown on the plans in the Incorporated Document.

Term	Definition
Survey area	The area surveyed for assessment in the EIS/EES based on the location of project components.

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1 Introduction

Marinus Link (the project) is an electricity interconnector that will link Tasmania's renewable energy resources and the National Electricity Market (NEM) via connection in Victoria.

This Environmental Management Framework (EMF) provides a transparent governance framework for the management of environmental impacts from the project to meet Victorian environment and planning statutory requirements, achieve necessary environmental outcomes, maintain environmental values and sustain stakeholder confidence. It applies to project components being assessed under the Victorian *Planning and Environment Act 1987* (Vic) (P&E Act) only, which is limited to the Victorian terrestrial environment.

The EMF has been informed by the technical studies completed for the environmental impact statement/environment effects statement (EIS/EES) and the approach to environmental compliance being adopted by Marinus Link Pty Ltd (MLPL) for the project. It includes Environmental Performance Requirements (EPRs) developed through the preparation of technical studies which specify the environmental outcomes that must be achieved during project delivery which includes construction, operation, and decommissioning of the project. The technical studies have assessed a concept design and survey area, which has also informed the development of the project's technical specifications for the procurement processes.

The EMF forms a part of the governance framework for delivery of the project and sets outs the requirements and accountability of MLPL and its principal contractors for environmental compliance throughout the project. MLPL will monitor compliance with the EMF and EPRs through the implementation of an Environmental Management System developed in accordance with *AS/NZS ISO 14001:2016 Environmental management systems* (or equivalent standard). Principal contractors will also have an Environmental Management System certified under *AS/NZS ISO 14001:2016* or equivalent.

Compliance with the EMF and EPRs will be enforced through the contractual requirements for the construction, operation and decommissioning of the project. During construction this will be verified, audited and reported on by an Independent Environmental Auditor (IEA). During operation and decommissioning this will be audited and reported on by MLPL.

The draft EMF was exhibited with the EIS/EES and updated in response to submissions received. These updates were presented during the Inquiry and Advisory Committee (IAC) hearing in October 2024.

Following the release of the Victorian Minister for Planning's assessment under the *Environment Effects Act 1978* (EE Act) on 18 May 2025, and the approval of the project under the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) on 28 July 2025, the EMF and EPRs were reviewed and updated to respond to the recommendations from the Minister for Planning, and the conditions of the EPBC Act approval.

The updated EMF is required to be approved and will be enforced by the Minister for Planning under the P&E Act in respect of activities in Victorian land to which the Incorporated Document applies. This is a requirement under condition 6 of the Incorporated Document which forms part of the Planning Scheme

Amendment (PSA) GC217 approved by the Minister for Planning on 21 August 2025 and gazetted on 12 September 2025.

Condition 6 of the Incorporated Document requires that the EMF be submitted to and approved by the Minister for Planning prior to the commencement of development (excluding preparatory building and works). The EMF must include:

- A set of EPRs that must be achieved during the construction, operation and decommissioning of the Project to reduce and manage environmental effects.
- The process, timing and responsibilities for the preparation of a Construction Environment Management Plan (CEMP) and any other sub-plans and procedures required by the EMF.
- A summary of monitoring and reporting processes, including auditing to ensure environmental and amenity effects are reduced and managed during construction, operation and decommissioning of the Project.

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1.1 Purpose of the Environmental Management Framework

The broader Marinus Link project includes the construction, operation and decommissioning activities across the jurisdictions of Victoria, Tasmania and the Commonwealth. This EMF addresses project components on Victorian land only.

The EMF outlines the responsibilities of:

- The regulators in consideration and assessment of the EIS/EES under Victorian legislation.
- MLPL in securing the primary project approvals and developing the EMF and EPRs.
- The principal contractors during construction and operation in accordance with the EMF, EPRs and CEMP.
- The asset operator during operation and decommissioning in accordance with the EMF, EPRs and operational environmental management plan/s (OEMP).

An overview of the Marinus Link EMF is provided in Figure 1-1. Commonwealth requirements are included for context. Some Victorian requirements may also apply to areas of Victoria to which the Incorporated Document does not apply.

If any changes are required to the content of this EMF (e.g. conditions of consent, management plans or matters arising under the EPBC Act or MAC Act during construction, operation or decommissioning require amendment for consistency), MLPL will advise the Minister for Planning and submit a revised EMF for review and approval.

There will be multiple principal contractors and sub-contractors involved in the delivery of the different project components. Each contractor must comply with the EMF, EPRs and project approvals as relevant to their scope and location of project works.

Plans and sub-plans required to comply with project approvals may be prepared in stages by each principal contractor. However, these plans must be in place prior to the commencement of project works of that phase (construction, operation, decommissioning). Contractors will consider the requirements of EPRs for each phase, as applicable.

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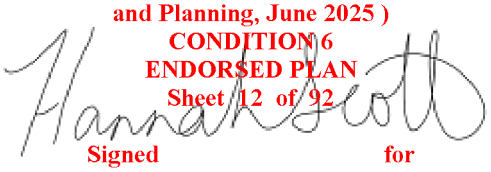

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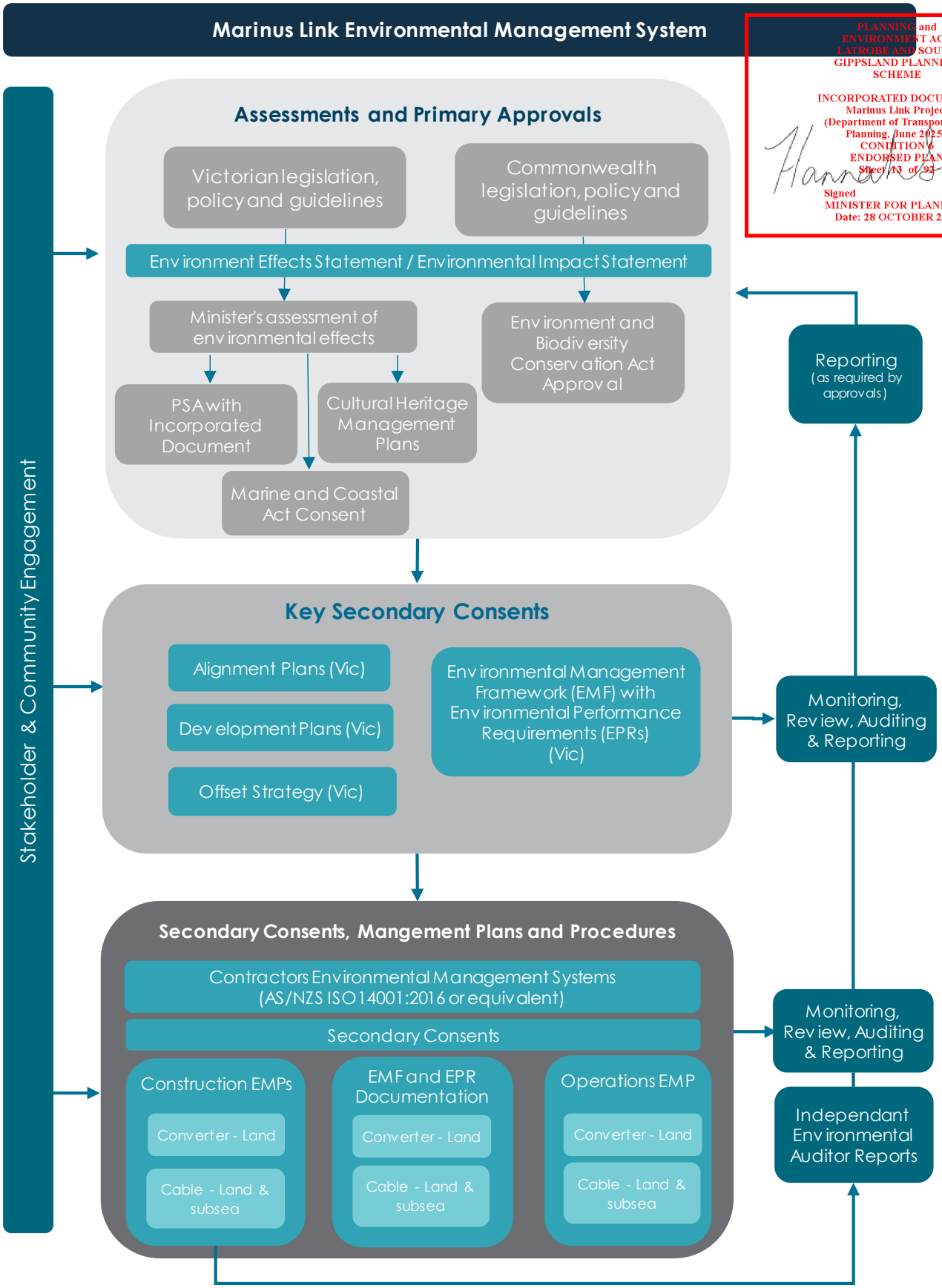

Figure 1-1 Marinus Link Environmental Management Framework

1.2 Project staging

The project will be delivered in two construction stages and by a number of principal contractors. Each stage will deliver one complete 750 MW HVDC circuit between Tasmania and Victoria. Construction and cabling activities for stage 1 are anticipated to be completed by 2030. Stage 2 activities will follow, with final timing to be determined by market demand.

Stage 1 will include earthworks and site preparation (including foundations) for both converter station sites and switching station (Heybridge only); all HDD drilling for the shore crossings for both stages; construction of the communications building and the potential transition station at Waratah Bay; trenching works to install conduits and joint pits for both cable circuits; laying the cables for the Stage 1 cable circuit; and construction of the Stage 1 converter stations at the Heybridge and Hazelwood sites. Rehabilitation works will be completed at the end of Stage 1.

Stage 2 will be developed subject to market demand and will include installing cables for the Stage 2 cable circuit (through the conduits previously installed during Stage 1) and construction of the Stage 2 converter stations at the Heybridge and Hazelwood sites. Stage 2 includes final reinstatement works.

Each principal contractor and MLPL are responsible for complying with relevant requirements of approvals that apply to the project. MLPL will develop a Compliance Management Standard to outline the responsibilities applicable to each construction stage (Stage 1 and/or Stage 2) and phase (construction, operation, and/or decommissioning) to comply with requirements of the EMF and EPRs.

The Compliance Management Standard will:

- Set out the MLPL delivery strategy for the project including how it will be staged, details of work and other activities to be carried out for construction and operation, and the general timing of each phase and/or stage.
- Specify approval conditions that apply to each phase and/or construction stage.
- Require the principal contractor to develop and implement a Sustainability Management Plan in accordance with the Marinus Link Sustainability Framework.

The selected principal contractors will develop works packages for components or sections of the project in accordance with the project's statutory approvals, project contracts and the MLPL Compliance Management Standard. Principal contractors will be those directly engaged by MLPL for works packages, and who may engage sub-contractors as required.

The Compliance Management Standard will be a controlled document and revised accordingly responding to the project delivery strategy and staging during construction.

MLPL will be responsible for confirming compliance of principal contractors with project approvals prior to and during construction. MLPL will be supported by an IEA to confirm compliance with the CEMP prior to and during construction.

MLPL will be responsible for confirming compliance of the asset operator with project approvals prior to and during operation and decommissioning.

Further details of these responsibilities are provided in Section 3.

1.3 Works covered by this Environmental Management Framework

This EMF and EPRs cover the construction, operation and decommissioning phases of the project, onshore in Victoria.

The key project components covered by this EMF are summarised in Table 1-1.

Table 1-1 Key project components covered by this EMF

Phase	Project components (onshore Victoria)
Construction (Stage 1 and Stage 2)	◢ Shore crossing ◢ Cable laying out to 3NM ◢ Potential transition station (if constructed) ◢ Communications building ◢ Two 750 MW cables and joint pits ◢ Converter station ◢ Construction laydown areas, haul roads and access tracks.
Operation	◢ Converter station, transition station (if constructed) and access track (if required) operation and maintenance ◢ Cable maintenance
Decommissioning (activities to be confirmed at end of asset life, including whether below ground infrastructure will be removed)	◢ Removing cables ◢ Demobilising above ground infrastructure ◢ Removing access tracks and joint pits ◢ Reinstatement of land

2 Statutory context and approvals

The P&E Act and EPBC Act will provide the primary statutory basis for project approval and requirements for the EMF for the project. This section provides an overview of the primary approvals and key secondary consents expected to be required for the project. The primary approvals and key secondary consents are referred to as the project approvals in this document.

For the purposes of this EMF, secondary consents are the approvals obtained after the primary approvals. Secondary consents must be in place prior to commencement of relevant project works.

MLPL has been granted a licence to transmit electricity and connect to the existing transmission infrastructure in Victoria by the Essential Services Commission under the *Electricity Industry Act 2000* (Vic). This licence also allows MLPL to access land in accordance with the *Electricity Industry Act 2000* (Vic).

2.1 Primary approvals

MLPL is responsible for obtaining the primary approvals for the project including:

- Approval of the action under the EPBC Act.
- Transmission and infrastructure licence under the OEI Act.
- Approval of the planning scheme amendment (PSA) under the P&E Act.
- Consent under the *Marine and Coastal Act 2018* (Vic) (MAC Act).
- Three approved Cultural Heritage Management Plans (CHMPs) under the *Aboriginal Heritage Act 2006* (Vic).

The Victorian Minister for Planning's Assessment of the EES (under the EE Act) informs the Victorian statutory decision makers who issue approval or consent for the project under the P&E Act and MAC Act. Assessments prepared for the EES have also informed development of the CHMPs to be approved under the *Aboriginal Heritage Act 2006* (Vic).

Table 2-1 provides further information on the primary approvals and Figure 2-1 shows the area covered by each approval.

Table 2-1 Primary approvals

Legislation	Primary approvals or assessments required	Decision maker
Commonwealth		
EPBC Act	A referral decision was received from a delegate for the former Minister for the Environment on 4 November 2021, determining that the project is a controlled action, requiring assessment and approval under the EPBC Act. The assessment considered potential impacts to relevant Matters of National Environmental Significance (MNES) in Victoria and Tasmania both onshore and up to 3 NM offshore, and the Commonwealth marine area.	Minister for the Environment and Water

Legislation	Primary approvals or assessments required	Decision maker
	The project received approval under the EPBC Act on 28 July 2025.	
OEI Act	The Act applies to Commonwealth waters between Tasmanian and Victorian coastal waters. A transmission and infrastructure licence for the subsea cable must be granted by the Minister for Energy under the Offshore Electricity Infrastructure Act 2021 prior to construction and operation of offshore electricity transmission infrastructure. The management plan under the licence to be approved by the Offshore Infrastructure Regulator must cover activities involving the construction, installation, commissioning, operation, maintenance or decommissioning of offshore renewable energy infrastructure or offshore electricity transmission infrastructure can commence. The transmission and infrastructure licence and management plan are not considered by this EMF.	Minister for Climate Change and Energy
Victoria		
EE Act	A referral decision was received from the Minister for Planning on 12 December 2021. The Minister for Planning determined that the project in Victoria required assessment with an EES due to the project's potential for a range of significant effects that require assessment. Based on the EES and following the public inquiry process, the Minister for Planning made an assessment about the project within the Victorian jurisdiction, released on 18 May 2025. The assessment concluded the project can proceed with acceptable environmental effects. This is not a statutory approval, rather it enables statutory decision makers to decide on approvals for a project under separate Victorian legislation.	Minister for Planning
P&E Act	The construction, operation and decommissioning of the Victorian components of the project will occur in the municipalities of Latrobe City Council and South Gippsland Shire Council. A PSA with Incorporated Document, approved by the Minister for Planning on 21 August 2025 and gazetted on 12 September 2025, applies under a Specific Controls Overlay, providing a consistent planning control for the project in both council planning schemes. The Incorporated Document applies to the area covered by the Specific Controls Overlay and includes the relevant planning schemes. Condition 6 of the Incorporated Document requires compliance with this EMF and EPRs.	Minister for Planning
MAC Act	As components of the project will be located offshore within Victorian waters and use sections of Crown Land onshore within 200 metres of the high-water mark during construction, consent is required under the MAC Act for any development and use on marine and coastal Crown land. The decision under MAC Act will be informed by the Minister for Planning's Assessment of the EES.	Minister for Environment
Aboriginal Heritage Act 2006 (Vic)	The project requires three CHMPs. One CHMP requires approval of the Gunaikurnai Land and Waters Aboriginal Corporation as the Registered Aboriginal Party of the part of the project area it covers. Two CHMPs require approval from First Peoples-State Relations as there is no appointed Registered Aboriginal Party under the *Aboriginal Heritage Act 2006* (Vic) for the project area it covers.	Gunaikurnai Land and Waters Aboriginal Corporation and First Peoples-State Relations

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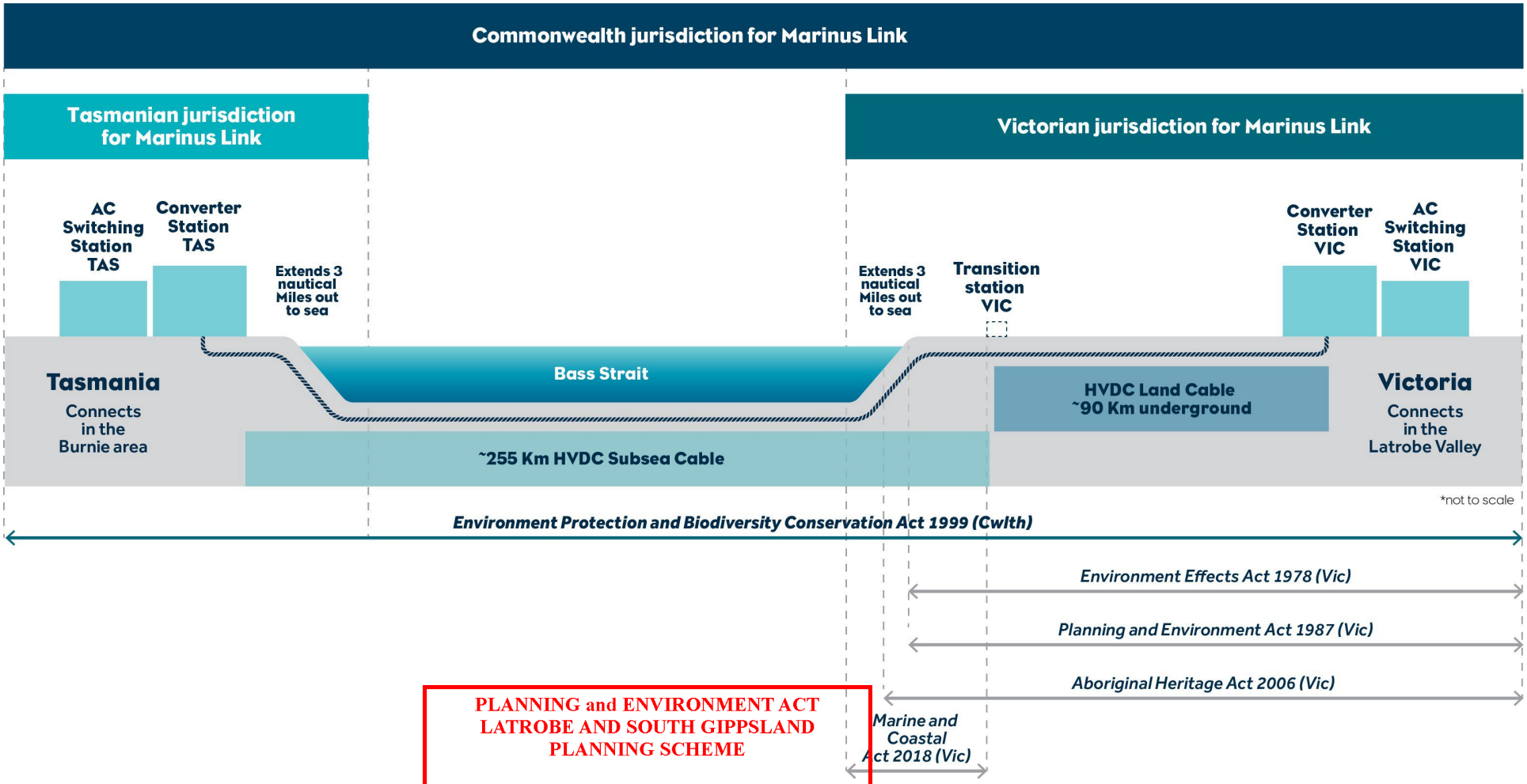

Figure 2-1 Key legislation for primary approvals

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2.2 Planning Scheme Amendment

The primary planning approval pathway for the project is by a PSA. The PSA was approved by the Minister for Planning on 21 August 2025 and gazetted on 12 September 2025. The PSA applies a Specific Controls Overlay (SCO) to the project alignment within Victorian land. Controls for the project are defined in the Incorporated Document which forms part of the PSA.

This approach enables a project specific planning approval to apply consistently across the project alignment in both the South Gippsland Shire and Latrobe City council areas, to facilitate use and development for the purposes of the project.

The SCO and Incorporated Document enable the development and use of the Subject Land for the project. The SCO applies to the Subject Land and includes two areas:

- Project Land: The indicative alignment of the cable route and infrastructure for the Project. It includes the 220 m wide survey area, laydown areas, access tracks, converter station and potential transition station.
- Additional Land: Areas of land within certain landholdings that are affected by, or adjacent to, the Project Land (and sections of roads adjacent to those landholding).

The Incorporated Document requires that the location of the final project alignment within the Victorian jurisdiction be shown in project Alignment Plans, and the design of the converter station and potential transition station shown in Development Plans. During operation, the project alignment will be located within in a 20 m wide easement.

The Incorporated Document includes the requirement for the Minister for Planning to approve this EMF and EPRs that relate to the works within the SCO, Alignment Plans for the project within the SCO, and Development Plans for all above ground components of the project.

The Incorporated Document also outlines the requirements for complying with the relevant requirements of the *Guidelines for removal, destruction or lopping of native vegetation* (Department of Environment, Land, Water and Planning (DELWP) December 2017).

Under the planning scheme, the Minister for Planning is the responsible authority for the administration and enforcement of the Incorporated Document in respect of the project.

2.3 Secondary consents

Key secondary consents required by the PSA and Incorporated Document are an EMF with EPRs (this document), Alignment Plans and Development Plans. MLPL is required to seek approval of this EMF with EPRs following approval of the PSA.

Principal contractors will be responsible for developing Alignment Plans and Development Plans to be approved by the Minister for Planning.

Roles and responsibilities for key secondary consents are described in Section 3.

Other secondary consents will be obtained by principal contractors and their sub-contractors as required prior to commencing project works and are anticipated to include approvals under, but not limited to, the following legislation:

- *Water Act 1989* (Vic) – permit or licences for waterways crossing waterways and potentially to extract groundwater.
- *Heritage Act 2017* (Vic) – consent to disturb registered heritage sites.
- *Flora and Fauna Guarantee Act 2017* (Vic) (FFG Act) – permit for the removal of listed flora from public land or from freehold land where that land is managed by a public authority and permit to take listed fish.
- *Wildlife Act 1975* (Vic) – permit to relocate and handle wildlife.
- *Road Management Act 2004* (Vic) – consent to undertake road upgrades.
- *Building Act 1993* (Vic) – building permit for converter station buildings.
- Licences, consents or agreements related to land tenure under *Traditional Owner Settlement Act 2010* (Vic), *Land Act 1958* (Vic), *Crown Land (Reserves) Act 1978* (Vic) and *Victorian Plantations Corporation Act 1993* (Vic).

Assessment under the EE Act also requires that the following legislation be considered despite no approval being required:

- *Environment Protection Act 2017* (Vic); *and*
- *Climate Change Act 2017* (Vic).

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3 Roles and responsibilities

This section describes the roles, responsibilities, and accountabilities for MLPL, regulators and principal contractors under this EMF for project delivery.

This section also outlines the responsibilities under the *Environment Protection Act 2017* (Vic) (EP Act) for MLPL and all contractors. The General Environmental Duty (GED) under the EP Act requires all persons undertaking activities that may give rise to a risk of harm to the environment or human health from pollution or waste to take measures to eliminate or, if not possible to eliminate, reduce the risk so far as reasonably practicable. The EP Act specifies duties that must be complied with to prevent and minimise harm to human health and the environment.

The roles and responsibilities outlined in Table 3-1, Table 3-2 and Table 3-3 assumes the project has received the primary approvals listed in Section 2.1. The key responsibilities include:

- Regulators – review and enforce compliance with project approvals.
- MLPL – obtain and comply with primary approvals and the EP Act, engage an IEA, monitor the principal contractors' and asset operators' compliance with primary approvals and key secondary consents throughout construction, operation and decommissioning phases.
- IEA - review the CEMP and sub plans to confirm that they are consistent with the requirements of the EMF, EPRs and conditions of project approvals and if so, verify via a written statement to this effect prior to implementation. The IEA must verify the CEMP and sub plans prior to commencement of construction by each principal contractor. The IEA will also audit principal contractors and MLPL, and report on environmental performance and compliance with approvals, the EMF, EPRs, project approvals and CEMP and sub plans during construction of the project. Due to the nature of the project, the IEA does not have a role in respect of the operations contractor.
- Principal contractors – design and construct the project in accordance with primary approvals, approved management plans and applicable legislation. Mandate the compliance of sub-contractors with project approvals and secondary consents, where appropriate. Obtain and comply with secondary approvals and consents as required for their works.
- Operator – operate and decommission the project/asset in accordance with primary approvals, approved management plans and applicable legislation at that time.

Table 3-1 Government regulator roles and responsibilities

Regulator	Role	Responsibilities for the EMF
Minister for the Environment and Water (Cwlth)	Regulation	Approved the project under the EPBC Act and determined the conditions of approval. Approve relevant plans in accordance with the EPBC Act approval conditions.
Department of Climate Change, Energy, the Environment and Water (DCCEEW) (Cwlth)	Regulation	Review, comment, and engage with MLPL through the development and, where necessary, approve relevant plans in accordance with the EPBC Act approval conditions.
Minister for Planning (Vic)	Regulation	Review and approve the EMF as it applies to project components within Victorian land within the SCO (which must include EPRs), Alignment Plans and Development Plan/s, in accordance with the Incorporated Document. Receive annual summary reports of audit outcomes and compliance with the EMF (as it applies to Victorian land within the SCO) during construction, or as otherwise agreed with the Minister for Planning. Administer and enforce the Incorporated Document.
Minister for Environment (Vic)	Regulation	Determine if a consent should be issued for the project activities under the MAC Act (from 3 NM and coastal crown land up to 200 m inland of the highwater mark). If consent is given, determine approval conditions having regard to the Minister for Planning's assessment under the EE Act. If required by conditions of consent under the MAC Act, review annual summary reports of audit outcomes and compliance during construction as relevant to the area covered by the MAC Act consent.
Department of Transport and Planning (DTP) / Department of Energy, Environment and Climate Action (DEECA)/ Environment Protection Authority (EPA) (Vic)	Regulation	Review, comment, and engage with MLPL and its principal contractors through development of relevant plans and documents as required by the EMF with EPRs and Incorporated Document.

Table 3-2 MLPL and IEA roles and responsibilities

Proponent or IEA	Role	Responsibilities for the EMF
MLPL	Project proponent	Obtain and comply with primary approvals and obtain approval of the EMF (under the Incorporated Document) as described in Section 2. Through project contracts, mandate compliance of all principal contractors and their sub-contractors with the EMF and EPRs, and the Incorporated Document. Develop a Compliance Management Standard to outline the responsibilities applicable to each construction stage (Stage 1 and/or Stage 2) and phase (construction, operation, and/or decommissioning) to comply with requirements of the EMF and EPRs. Develop and implement the Marinus Link EMS in alignment with AS/NZS ISO 14001: 2016 (or equivalent standard). Prepare and implement all relevant plans as required by the EMF and EPRs. Prepare and implement a community and stakeholder engagement framework (EPR S03). Obtain consent for private and public land access. Implement the Marinus Link Sustainability Strategy. Engage a qualified and experienced IEA. Review and approve principal contractor's environmental management plans. Monitor and report on compliance of all principal contractors with approval conditions in construction and operation. Review all audit reports prepared by the IEA for the project construction phase. Audit the asset operator during the operations and decommissioning phases. Prepare and publish annual audit summary reports for construction and operation. Publish the approved EMF, Alignment Plans, Development Plans and annual audit summary reports on a project website. Liaise with regulators and other agencies as required. Conduct stakeholder and community consultation activities and address the concerns of stakeholders and community where practicable. Comply with duties under the EP Act during construction, operation and decommissioning as applicable, including: ✎ General Environmental Duty (s25) ✎ Duty to manage contaminated land (s39) ✎ Duty to notify of certain contaminated land (s40) ✎ Duties and controls relating to priority waste (s138-141) ✎ Advise the Minister for Planning if conditions of consent, management plans or matters arising under the EPBC Act or MAC Act during construction or operation require amendment (for consistency) to the content of this EMF relevant to those jurisdictions.
IEA – prior to construction	Verify compliance of the CEMP and sub plans with project approvals prior to construction.	Review the CEMP and sub plans and verify that they are consistent with the relevant requirements of the EMF and EPRs prior to commencing construction for Stage 1 and Stage 2. Provide a verification statement that CEMP and sub plans are consistent with the EMF, EPRs and approval conditions.

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Proponent or IEA	Role	Responsibilities for the EMF
IEA – during construction	Auditing and reporting of compliance with environmental obligations during construction	Prepare an audit plan, including schedule and audit scopes, to the satisfaction of MLPL for each principal construction contractor works package and in accordance with the frequencies outlined in this EMF. Conduct audits of principal construction contractors' construction works and the CEMP and sub plans to consider and recommend improvements to be made to work practices to avoid or minimise adverse impacts to environment and community. Prepare construction audit reports containing the results of each audit including any comment on compliance of the principal contractor with EP Act duties and evidenced by the materials reviewed by the auditor and provide to MLPL and the contractor. Review and provide comment on each principal construction contractor's draft annual audit summary report which summarises compliance of the contractor with the EMF and EPRs addressed through the CEMP. The IEA must be a certified principal or lead auditor in environmental management systems under AS/NZS ISO 14001:2016 (or equivalent standard).

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Table 3-3 Contractors' roles and responsibilities

Agency or organisation	Role	Responsibilities for the EMF
Principal construction contractors	Project delivery	Comply with legislative and approval requirements, including the approved EMF with EPRs through the design and construction of the project. Develop environmental documentation and management plans in accordance with legislative and approval requirements, including this EMF and EPRs. Develop and implement a CEMP and sub plans for their scope of work including monitoring programs as required by EPRs. Have a corporate EMS certified to AS/NZS ISO 14001:2016 (or equivalent standard). Develop and implement a project specific EMS consistent with the principles of AS/NZS ISO 14001:2016 (or equivalent standard). Develop and implement a community and stakeholder engagement management plan in accordance with the MLPL framework (EPR S03). Provide adequate resources to comply with all environmental requirements and the community and stakeholder engagement management plan. Obtain and comply with alignment plans and development plans (under the Incorporated Document) and other secondary approvals and consents as required to facilitate the delivery of the relevant work package. Undertake regular internal audits (based on risks associated with the package of works) to assess and ensure compliance with approved CEMP, EPRs and other documentation required by the EMF. Assess and report on compliance with environmental obligations in accordance with the contract and take corrective action where necessary. In the event of an environmental incident, liaise with MLPL to report to EPA Victoria in accordance with the EP Act. Mandate sub-contractors' compliance with the EMF, EPRs, CEMP and other plans required by the EPRs, where relevant. Comply with duties under the EP Act during construction as applicable, including: • General Environmental Duty (s25) • Duty to respond to a pollution incident causing harm (s31) Duty to notify of a notifiable pollution incident (s32-33) Duty to manage contaminated land (s39) • Duty to notify of certain contaminated land (s40) Duties relating to industrial waste (s133-137) • Duties and controls relating to priority waste (s138-141) Duties and controls relating to reportable priority waste (s142-143)
Asset operator	Project operation, maintenance and decommissioning	Develop and implement an OEMP for the project alignment, converter station, communications building and potential transition station, to comply with relevant sections the EMF and EPRs. Have a corporate EMS certified under AS/NZS ISO 14001:2016 (or equivalent standard). Develop and implement a project EMS consistent with the principles of AZ/NZS ISO 14001:2016 (or equivalent standard). Comply with duties under the EP Act, including: • General Environmental Duty (s25) • Duty to respond to a pollution incident causing harm (s31) Duty to notify of notifiable pollution incident (s32-33) • Duty to manage contaminated land (s39) • Duty to notify of certain contaminated land (s40) Duties relating to industrial waste (s133-137) • Duties and controls relating to priority waste (s138-141) Duties and controls relating to reportable priority waste (s142-143) Develop and implement a Decommissioning Management Plan to comply with relevant sections of the EMF, EPRs, and legislative requirements at that time.

4 Environmental management documentation

The EMF includes requirements for a range of plans, independently approved documents, MLPL and contractor documents. Each of these documents has its own preparation and endorsement pathway. An overview of the key environmental documents required by the project is outlined in Table 4-1. This list focuses on the key documents and does not include all plans required by the EPRs. A list of the plans required in the EPRs and EPBC Act conditions of approval is provided in Table 4-2.

The scope of the EMF is the documentation required to address the impacts identified in the EIS/EES and relevant legislative requirements.

The EMF requires the preparation of environmental management documentation by MLPL and principal contractors. These documents will detail mitigation measures to avoid, minimise, offset or manage environmental impacts during construction, operation and decommissioning phases of the project. The environmental management documentation must comply with this EMF and the EPRs, and address relevant legislation, approval conditions, and contractual requirements.

The Compliance Management Standard (Section 1.2) will assign the applicability and allocation of requirements to project phases. Applicability is further refined for relevance to current scope of works during development of the CEMP and sub plans. Where an EPR or other requirement is deemed not relevant to scope of works, it will be noted in the CEMP and/or relevant sub plan.

All documents and management plans required by the EMF and EPRs will be reviewed by MLPL prior to being verified where required by the IEA to comply with EPRs. The IEA will audit compliance of principal contractors with the CEMP and sub plans, as detailed in Section 3. All documents and management plans required by the EMF and EPRs will be reviewed and updated where necessary prior to Stage 2 construction activities, as detailed in Section 3.

MLPL will audit compliance of the asset operator with the OEMP and sub plans, as detailed in Section 3.

Change management for plans and environmental management documents is outlined in Section 5.

Table 4-1 Preparation and approval of key environmental documents

Documentation	Description	Responsible for preparation	To review and/or verify	To consult, approve or endorse
EMF with EPRs (Condition of Incorporated Document)	The EMF with EPRs provides the overarching governance framework for environmental management in accordance with the expected approval conditions that will apply to the project for construction, operation and decommissioning. The project EPRs outline the required environmental outcomes to be achieved during the delivery of the project. The EPRs were developed based on recommendations in technical studies prepared to inform the EIS/EES and commitments made by MLPL. This EMF and EPRs cover the requirements for the project under Victorian legislation and the EPBC Act, but do not include requirements under Tasmanian law. The Victorian Minister for Planning will approve the EMF and the EPRs as relevant to Victorian land subject to the SCO. It is expected that the MAC Act consent will address approval of EPRs relevant to Victorian coastal waters.	MLPL	MLPL (Review)	Minister for Planning (Vic) (Approve, as relevant to Victorian land subject to the SCO)
Alignment Plans and Development Plans (Conditions of Incorporated Document)	Alignment Plans will show the final cable route and construction areas required for the transmission cables and associated easements within the SCO located in the Victorian jurisdiction. The plans will show the location of key project components including the shore crossing, joint pits, access roads and tracks, construction compounds, and the location of the converter station and the transition station if one is required. Development Plans will show the site layout plans and elevations for the converter station, communications building and potential transmission station. As required by the Incorporated Document, the project infrastructure must be developed generally in accordance with the approved Alignment Plans and Development Plans, unless the Minister for Planning provides further written consent.	Contractors	MLPL (Review)	Minister for Planning (Vic) (Approve)
EMS (EPR EM01)	MLPL and its principal contractors will each develop an EMS for delivery of the project in accordance with EPR EM01. Each EMS will be developed and implemented in accordance with the principles of *AS/NZS ISO 14001:2016 Environmental management systems — Requirements with guidance for use* (or equivalent standard). **Marinus Link EMS** The MLPL EMS will provide the framework for addressing the statutory environmental duties under the EP Act and demonstrating compliance with the General Environmental Duty, and all project approvals and legal requirements.	MLPL		

Documentation	Description	Responsible for preparation	To review and/or verify	To consult, approve or endorse
	The scope of MLPL EMS is greater than this EMF as it will cover the project approval under Commonwealth, Victorian and Tasmanian jurisdictions.			
	Contractors EMS Principal contractors will be required to have an EMS certified to AS/NZS 14001:2016 (or equivalent standard). In accordance with this EMF, principal contractor must also develop a project specific EMS consistent with the principles of AS/NZS ISO14001:2016 (or equivalent standard). Contractors will be responsible for identifying the secondary consents and environmental approvals, licences, permits and consents in addition to complying with the project's EPRs and CEMP. The principal contractor's project EMS will be verified by the IEA for compliance with the EMF and compliance with the EMS will be audited during construction in accordance with Section 6.	Contractors	Independent Environmental Auditor (Verify)	-
CEMPs (EPR EM02)	In accordance with EPR EM02, each principal contractor will be responsible for developing and implementing a CEMP with relevant sub plans that describe how the requirements of the EMF and EPRs will be complied with and implemented during their construction works. The CEMP and sub plans will include: • An environmental and sustainability policy. • A description of activities to be undertaken during construction Environmental accountabilities and responsibilities of personnel. • A procedure for identifying, managing and monitoring environmental risks specific to the construction activities to be undertaken by the principal contractor and any sub-contractors. • Measures to address the requirements of the EMF, EPRs, and the project approvals as it relates to the construction activities to be undertaken by the principal contractor and their sub-contractors. The locations of and measures for protection of no-go zones. • A process for inspections and monitoring, auditing, and reporting. • Awareness and competency requirements in relation to environmental management for works for all personnel working on the project. • Communication requirements. • Procedures for identifying non-conformance and implementing corrective actions. A protocol for incident notification and management.	Contractor	MLPL (Review) Independent Environmental Auditor prior to and during construction (Verify)	MLPL (Approve)

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Documentation	Description	Responsible for preparation	To review and/or verify	To consult, approve or endorse
	◢ A protocol for the use and maintenance of plant, equipment, processes and systems to minimise risk of harm from pollution and waste ◢ A protocol for ensuring all substances are handled, stored, used or transported in accordance with EPA guidelines and to minimise risk of harm from pollution and waste ◢ A protocol for managing and responding to complaints in consideration of the complaints management system (refer to EPR S03). ◢ A process for review and continuous improvement. ◢ A protocol for emergency preparedness and response including containment of environmental damage and due to extreme weather events. ◢ Each sub plan will include a matrix of relevant EPRs and where it is addressed. Each sub plan will set objectives and targets and key performance indicators. ◢ The CEMP and sub plans will cover the requirements of the relevant approval documentation, EPRs, EMF and conditions of material permits and licences, the environmental provisions of the contract documentation and any management plans and/or documentation prepared by MLPL and required to be addressed for their scope of works. Sub-plans will also include contingency measures, where required. ◢ The CEMP and its sub plans must be informed by a detailed assessment of risks and impacts associated with the final project alignment, constructions methods and schedule that will be carried out by contractors. The risk assessment must be consistent with AS/NZS ISO 31000 Risk management – principles and guidelines and consider the issues identified through the EIS/EES process and the risks associated with delivery of the project works. The risk assessment should be maintained and reviewed on a regular basis to ensure it remains relevant and adequately considers risks throughout construction. ◢ The structure and title of sub plans has not been specified in the EMF or EPRs. This is to provide flexibility for MLPL and its principal contractors to determine the most effective way to document impacts and mitigation, and design measures for implementation. ◢ There will be separate management plans for terrestrial and marine construction activities. Marine activities will be managed in accordance with the management plan approved under the OEI Act and addressing any relevant conditions of the EPBC Act approval.			
OEMP (EPR EM03)	The asset operator will be responsible for developing and implementing an OEMP, in accordance with EPR EM03, that describes how the requirements of the EMF with EPRs will be complied with and implemented for specific locations and activities during operation. This will include routine and unplanned maintenance activities, contingency measures, monitoring and reporting.	Operator	MLPL (Review)	MLPL (Approve)

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Documentation	Description	Responsible for preparation	To review and/or verify	To consult, approve or endorse
Community and Stakeholder Engagement Framework (EPR S03)	MLPL will develop project wide Community and Stakeholder Engagement Framework (CSEF) in accordance with EPR S03. The framework will outline how each principal contractor will coordinate their communications and provide consistent information to stakeholders, community and directly affected landholders. The framework must include a process for managing and responding to complaints received during construction in accordance with the MLPL Public Enquiries and Complaints Management Procedure. The complaints management system must be consistent with *Australian Standard AS/NZS 10002: 2014 Guidelines for Complaints Management in Organisations*.	MLPL	-	-
Community and Stakeholder Engagement Management Plans (EPR S03)	Principal contractors will be required to prepare a Community and Stakeholder Engagement Management Plan (CSEMP) demonstrating how they will comply with the requirements of the project CSEF, in accordance with EPR S03. The plan will outline requirements for all works sites and any sub-contractors engaged.	Contractors	MLPL (Review)	MLPL (Approve)
Other documents or plans required by the EPRs for construction	The EPRs set out the requirements for principal contractors to develop and implement other management plans and/or documents (not part of the CEMP) to avoid, minimise and mitigate impacts. All plans required under the EPRs are to be prepared by suitably qualified and experienced professionals and will be reviewed and approved by MLPL prior to construction.	Contractors	MLPL (Review)	MLPL (Approve)
Decommissioning management plans (DMPs) (EPR EM05)	The asset operator will prepare a land decommissioning management plan for the project in accordance with EPR EM05. This plan will be prepared and approved at least six months prior to the commencement of decommissioning, or at a time as agreed with the relevant authority. The plan will be prepared in accordance with the legislation and guidelines at the time of decommissioning. The plan will be informed by an assessment of the impacts of the proposed decommissioning activities and address the environmental conditions at the time. This plan will cover reinstatement and rehabilitation of land and be informed by consultation with relevant landholders.	Operator	MLPL (Review)	Minister for Planning (Vic) (Approve land DMP)

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In their assessment of the EES, the Victorian Minister for Planning indicated a lack of certainty around what management plans, subplans or other requirements were to be included in the CEMP or OEMP, and recommended further clarity be provided in the EMF. To address this recommendation, the following detail is provided:

- A list of all required management plans (relevant to this EMF) as specified in EPRs, including the relevant project phase and construction stage (as applicable).
- Those management plans, sub-plans or other requirements (such as measures or methods to avoid, minimise or manage impacts, as specified in EPRs) to be included in the CEMPs.
- Those management plans, sub-plans or other requirements (such as measures or methods to avoid, minimise or manage impacts, as specified in EPRs) to be included in the OEMPs.

The IEA will review all subplans to the CEMP developed to manage activities where there is a higher risk of causing harm to the environment, as assessed by the EIS/EES. Other requirements (such as measures or methods to avoid, minimise or manage impacts, as specified in EPRs) will be documented in standalone plans will provide flexibility for the Contractor to more readily update these plans, without requiring updates to the overall CEMP. These plans will be audited by the IEA as part of the audit reviewing compliance with all EPRs.

The EPRs include detail of all requirements for management plans, sub plans, strategies and other requirements. Please refer to the table in Table 7-1 for this detail.

Table 4-2 Management plans as specified in EPRs

Plan	Relevant EPR/s	Project phase	Construction stage	IEA verification required
Construction Environmental Management Plan	EM02	Construction	Stage 1 and Stage 2	Yes
Property Management Plan(s)	A02	Construction	Stage 1 and Stage 2	No
Property Soil Management Plan(s) (sub-plan to Property Management Plan)	A03	Construction	Stage 1 and Stage 2	No
Biodiversity Management Plan	EC02	Construction	Stage 1 and Stage 2	Yes
Site Environmental Management Plan(s)	EC03	Construction	Stage 1 and Stage 2	Yes

Plan	Relevant EPR/s	Project phase	Construction stage	IEA verification required
Dust Management Plan	AQ01	Construction	Stage 1 and Stage 2	No
Bushfire Emergency Management Plan	BF03, BF02	Construction, operation, decommissioning	Stage 1 and Stage 2	No
Historical Heritage Management Plan	CH01	Construction	Stage 1 and Stage 2	No
Contaminated Land Management Plan	CL02	Construction	Stage 1 and Stage 2	Yes
Acid Sulfate Soils Management Plan	CL03	Construction	Stage 1 and Stage 2	Yes
Waste Management Plan	EM07	Construction, operation, decommissioning	Stage 1 and Stage 2	No
EMF and EMI Management Plan	EMF01	Construction	Stage 1 and Stage 2	No
Transport Management Plan	T01	Construction	Stage 1 and Stage 2	No
Erosion and Surface Water Management Plan	SW01	Construction	Stage 1 and Stage 2	Yes
Flood Risk Management Plan	SW03	Construction	Stage 1 and Stage 2	Yes
Ground Movement Management Plan	GM04, GM05, GM06, GM07, GM08	Construction	Stage 1 and Stage 2	Yes
Community and Stakeholder Engagement Framework and Management Plan	S03	Construction	Stage 1 and Stage 2	No

Plan	Relevant EPR/s	Project phase	Construction stage	IEA verification required
Groundwater Management Plan	GW02, GW03, GW04, GW05, GW06, GW07, GW08, GW09, GW11	Construction, operation	Stage 1 and Stage 2	Yes
Construction Noise and Vibration Management Plan	NV02	Construction	Stage 1 and Stage 2	Yes
Operation Environmental Management Plan	EM03	Operation	N/A	No
Stability Management Plan	GM10	Operation	N/A	No
Operation Noise Management Plan	NV05	Operation	N/A	No
Land Decommissioning Management Plan	EM05	Decommissioning	N/A	No

Management plans, sub-plans and other requirements (as specified in EPRs) to be included in the CEMP are:

- Site Environmental Management Plan(s) (EC03).
- Contaminated Land Management Plan (CL02).
- Acid Sulfate Soils Management Plan (CL03).
- Biodiversity Management Plan (EC02).
- Waterway Crossing Plan (GM09).
- Groundwater Management Plan (GW01, GW02, GW03, GW04, GW05, GW06, GW07, GW08, GW11).
- Construction Noise and Vibration Management Plan (NV02).
- Erosion and Surface Water Management Plan (SW01).
- Flood Risk Management Plan (SW03).
- Bushfire protocol (BF01).

- Measures to address extreme or chronic weather events such as bushfires heavy rainfall events and extreme wind speeds and their potential impact on safety of employees, accessibility and operation of infrastructure (CC01).
- Measures for managing trenchless construction (GM05).
- Methods for managing earthworks and excavations (GM04).
- Methods to provide trench stability (GM06).
- Site drainage plan to (GM08).

All management plans and sub-plans prepared to as part of the CEMP will be reviewed by the IEA and approved by MLPL.

Management plans, sub-plans and other requirements (as specified in EPRs) to be included in the OEMP are:

- Stability Management Plan (GM10).
- Operation Noise Management Plan (NV05).
- Measures to manage potential impacts to groundwater in operation (GW06, GW09).
- Measures to address extreme or chronic weather events such as bushfires heavy rainfall events and extreme wind speeds and their potential impact on safety of employees, accessibility and operation of infrastructure (CC01).
- Measures to avoid or minimise impacts on agricultural and forestry properties during the operation of the project (A06).
- Measures to address extreme or chronic weather events during the operation of the project (CC01).
- Measures to manage emissions to air during the operation of the project (AQ02).
- Measures to ensure protection of the brick cistern during operation (CH01).
- Measures to avoid causing contamination during the operation of the project (CL04).
- Protocol for investigating and resolving complaints regarding EMF and EMI during operation (EMF02).
- Measures to minimise visual impacts during operation (LV04).
- Measures to avoid or minimise impacts to waterways (SW05).

5 Change management

A performance-based approach has been adopted for the project approval and delivery. This approach encourages innovation in development of the design and construction of the project to determine how to achieve the EPRs and avoid or minimise impacts.

The EIS/EES technical studies have assessed a concept design and survey area. The technical studies identified the potential for impacts of the alignment and construction methods proposed and considered potential mitigation measures to inform the development of EPRs.

Principal contractors must implement measures to comply with EPRs and deliver the project generally in accordance with the approved plans under the Incorporated Document under the SCO. The EPRs define the outcomes to be achieved, and the contractor then determines how these outcomes are realised. The project design is based on the concept design in the EIS/EES, and implementation of final design may result in changes to the concept design that was assessed in the EIS/EES.

The final design and construction method adopted for project delivery must comply with EPRs and be located within the Subject Land identified in the Incorporated Document under the SCO. The final alignment and infrastructure will be designed to meet the EPRs and shown in Alignment Plans and Development Plans approved by the Minister for Planning in accordance with the Incorporated Document. The Incorporated Document is further described in Section 2 and allows for:

- Amendments to the location of the project alignment and infrastructure within Project Land, subject to approval of Alignment Plans and Development Plans by the Minister for Planning.
- Amendments to the location of the project alignment and infrastructure in Additional Land if approved by the Minister for Planning on the basis that the proponent will submit a report to the satisfaction of the Minister setting out the reasons for the proposed location of Project infrastructure within the Additional Land; and the location will not give rise to any material adverse increase in impacts compared to impacts in the location within the relevant Project Land, or otherwise to the satisfaction of the Minister.

Changes following approval of Alignment Plans and Development Plans may arise due to:

- Principal contractor design and construction methods refinement as required to respond to onsite conditions.
- Outcomes of ongoing landholder engagement.
- Results of further geotechnical assessments.
- Unanticipated finds during construction.
- As a consequence of EPRs.

No change to the approved Alignment Plans and Development Plans will be proposed unless it has been agreed with the relevant landholder.

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5.1 Change management procedure - Alignment Plans

All changes proposed to the project alignment and infrastructure must comply with the EPRs. Different processes will apply to changes depending on whether they are proposed within Project Land or Additional Land, as shown in Figure 5-1 and summarised in Table 5-1. Approval of any changes to the project alignment within Project Land or Additional Land must be approved under the Incorporated Document.

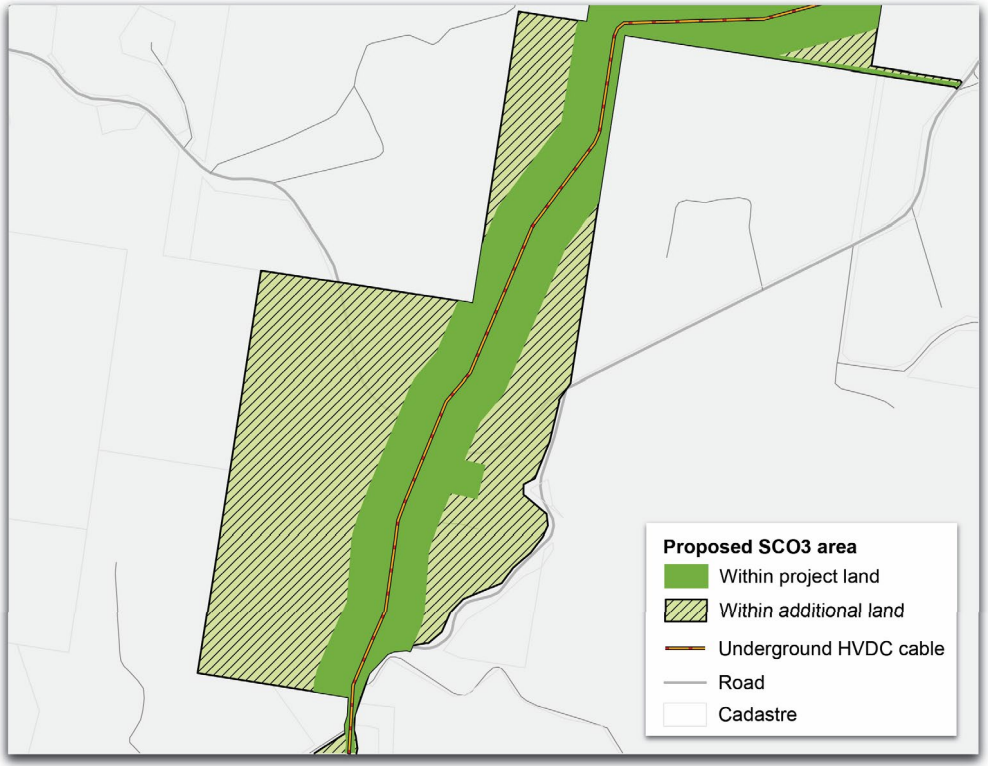

Figure 5-1 Locations for different types of project changes

A flow chart of the change management processes within the Project Land or Additional Land is provided in Figure 5-2. If a change is proposed outside of the SCO3, any relevant statutory requirements and consents would need to be addressed by MLPL or the relevant contractor, and appropriate approvals obtained to construct works or impact native vegetation outside of the SCO3.

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Table 5-1 Change management process summary

Change location	Process summary
Within Project Land	✓ Changes proposed by MLPL or Contractor (including in response to landholder requests). ✓ Change to be incorporated into amended Alignment Plan or Development Plan (as required in Incorporated Document). Updated Plan to include the proposed location of the project alignment of infrastructure. ✓ Report to be prepared with the reasons for the change and supporting evidence to demonstrate that the change will not give rise to any material adverse impacts (encompassing any direct, indirect or residual impacts) that are in addition to, or greater than, the presented worse-case scenario in the EIS/EES; or must otherwise be to the satisfaction of the Minister for Planning. ✓ Approval of the amendment to the Plan to be sought from the Minister for Planning. If approval is provided in writing, the change can then be implemented.
Within Additional Land: 1) No material adverse increase in impacts compared to impacts in the location within the relevant Project Land; or 2) The change is to the satisfaction of the Minister for Planning	✓ Changes proposed by MLPL or Contractor (including in response to landholder requests). ✓ Change to be incorporated into amended Alignment Plan or Development Plan (as required in Incorporated Document). Updated Plan to include the proposed location of the project alignment of infrastructure. ✓ Report to be prepared with the reasons for the change and supporting evidence to demonstrate that the change will not give rise to any material adverse impacts (encompassing any direct, indirect or residual impacts) that are in addition to, or greater than, the presented worse-case scenario in the EIS/EES; or must otherwise be to the satisfaction of the Minister for Planning. ✓ Approval of the amended Plan to be sought from the Minister for Planning. If approval is provided in writing, the change can then be implemented.
Within Additional Land but does not meet either of criteria (1) or (2) in the row above	✓ Change proposed by MLPL or Contractor. ✓ Discussions to be held with relevant agencies, DTP and/or the Minister for Planning to confirm relevant environmental impact assessment and approval process for change under the P&E Act and other applicable legislation. ✓ Required approvals to be sought. If approvals are provided, the change can then be implemented.

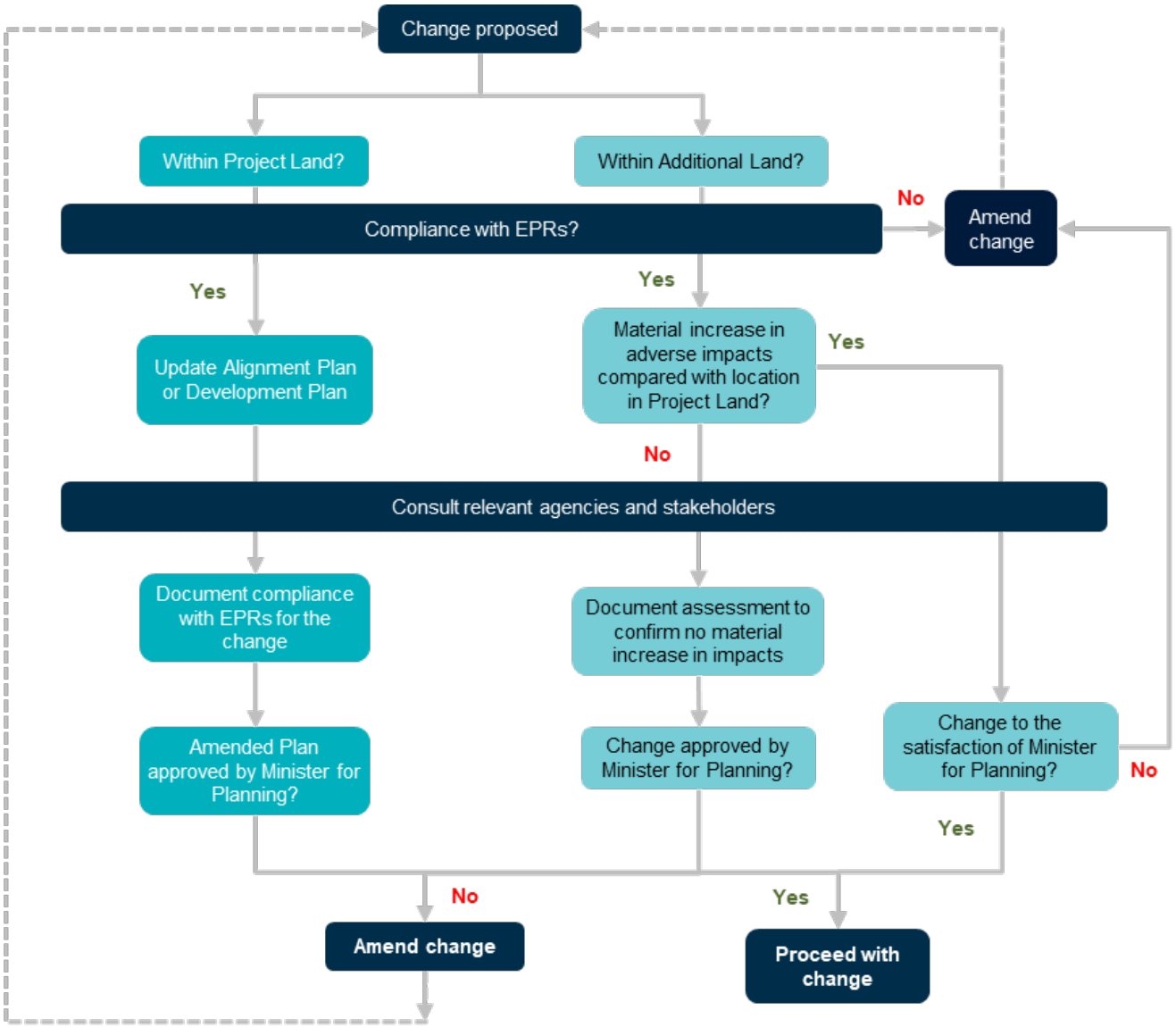

Figure 5-2 Change management process flow chart

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5.2 Changes to the CEMP and sub-plans

The key environmental management documents listed in Table 4-1 include the CEMP and sub-plans, which will be controlled documents. The principal contractor's CEMP may require revision during construction.

As set out in Table 4-1, any revision of the CEMP will be subject to review, verification and approval by MLPL prior to the relevant works commencing. Review or approval of documents by regulators will only be required where expressly stated in project approvals.

Revisions to the CEMP may be:

- Minor revisions – clarifications or improvements to environmental management practices, minor changes in work practices on site, or new controls being implemented. No new or increased environmental risk or impacts.
- Major revisions – significant changes to construction methods, environmental management procedures, scope of works. There is potential for, or will be, new or increased environmental risks.

Amendments to the CEMP as a controlled document will be assessed by applying the following process:

- Principal contractor to provide proposed change to controlled document to MLPL with an assessment demonstrating the proposed change complies with the project approvals and the EMF (including EPRs).
- MLPL to assess change against requirements of project approvals and the EMF (including EPRs).
- IEA to review changes to the CEMP and subplans, and verify that changes comply with the EMF and relevant EPRs.
- If the proposed change meets these requirements:
    - Minor revisions to be reviewed and approved by MLPL (unless additional approval is required by regulators).
    - Major revisions to the CEMP and sub plans in accordance with the EPRs will be provided to the IEA for review and verification. If the IEA verifies the changes are consistent with the requirements of the project approvals and EMF, the change will be approved by MLPL.
    - Major revisions to all controlled documents other than the CEMP and its sub plans will be provided to MLPL for review and approval. MLPL will verify the changes are consistent with the requirements of the project approvals and EMF.
- MLPL will engage with key agencies and stakeholders prior to submission of changes for approval. Regulator approval of the changes to be sought by the principal contractor or MLPL, if required.
- Change to be implemented by the principal contractor once MLPL and regulator approval provided.
- If changes to controlled documents are proposed that do not meet the requirements of project approvals or the EMF these will be discussed with the relevant regulator and amendments made to the change request, or the necessary approvals may be sought.

5.3 Changes to other key environmental management documents

The documents and management plans listed in Table 4-1 are key environmental management documents. Revisions of key environmental management documents will be subject to review, verification and approval by MLPL, as set out in Table 4-1, prior to the relevant works commencing.

Review or approval of documents by regulators will only be required where expressly stated in project approvals.

6 Evaluating compliance

Compliance with this EMF, EPRs and project approvals will be monitored, audited and reported on in accordance with the requirements of the project's approval conditions. MLPL and its principal contractors will have responsibilities to evaluate compliance during design development, construction, operation and decommissioning. The IEA will have a role in evaluating compliance with EPRs relevant to the CEMP during construction.

Evaluating compliance will consider:

- Compliance with the requirements of the EMF, project approvals and key plans including the CEMP and OEMP.
- Effectiveness of mitigation measures to achieve EPRs considering the types of mitigation measures, how widely they are used in environmental management, the complexity of mitigation measures and the level of uncertainty about the effectiveness of measures.
- How corrective actions have been applied after an incident or non-conformance with the EMF and EPRs, and any improvements implemented as a result.
- Records and monitoring to demonstrate that EPRs and project approvals are met during delivery of the project.

The Marinus Link EMS will also outline the process for monitoring compliance with project approvals and EPRs, and for continual improvement. The process for continual improvement will consider available information such as contractor reporting, auditing, monitoring results, incident management, complaints received and how they were resolved.

6.1 Monitoring

Monitoring programs will be required to comply with some EPRs and to be undertaken prior to and during each construction stage (Stage 1 and/or Stage 2), and operation.

While measures implemented to comply with all EPRs will be monitored, inspected, or audited to confirm actions are being undertaken to comply with EPRs, issue-specific monitoring programs will only be implemented in accordance with regulatory requirements where required and will be commensurate to the level of potential risk and impact to the environment or human health. Each issue- specific monitoring program will address the requirements of the relevant EPR, be detailed in the relevant CEMP and/or OEMP sub plan, and be verified by the IEA (for CEMP only).

The CEMP and/or OEMP sub plans will document the monitoring programs to comply with EPRs. Where a particular requirement of the EPRs is not relevant to the works to be undertaken by a particular principal contractor, the rationale for this to be excluded from that contractor's CEMP must be documented and verified by the IEA.

A land decommissioning management plan (EPR EM05) will include a rehabilitation and monitoring program to return the land surface to a condition consistent with pre-construction conditions or a condition consistent with the proposed land use.

Where a monitoring program is required, it must:

- Address all relevant guidelines and regulations as required by the EPRs and environmental legislation.
- Outline monitoring objectives.
- Detail the method, parameters, location and frequency.
- Consider specific, measurable, achievable, realistic and timely (SMART) principles.
- Include calibration requirements for equipment and staff competencies or qualifications in implementing the monitoring and inspection programs.
- Outline parameters to indicate if non-compliance with EPRs could occur and what corrective actions should be taken if non-compliance occurs.
- Specify reporting requirements and provision of data to MLPL and IEA as relevant.

Contractors will be responsible for maintaining their baseline and monitoring data. Any changes to monitoring programs will be managed by the change management process for documents outlined in Section 5. A summary of the EPRs that require a monitoring program involving the **collection and analysis of samples or data** are set out in Table 6-1 (note: there are additional EPRs that require monitoring of procedures for compliance purposes which are not listed in Table 6-1).

The outcomes of monitoring programs will be audited as outlined in Section 6.2

Table 6-1 EPRs that require monitoring with the collection and analysis of samples or data prior to and during construction or operation

EPR Number	EPR title	Project phase
Contaminated land and acid sulfate soils		
CL03	Develop and implement an acid sulfate soils management plan	Construction
Geomorphology		
GM01	Investigate ground and groundwater conditions over the alignment, identify and assess landslide and other hazards to inform design and construction methods that reduce environmental and operational risks to tolerable levels (under AGS2007)	Construction
GM02	Develop designs and construction methodology that minimises construction induced ground movement	Construction
GM10	Develop and implement measures to manage potential impacts to and from ground stability in operation	Operation

EPR number	EPR title	Project phase
Groundwater		
GW01	Complete a hydrogeological assessment and dewatering drawdown assessment to inform the design	Construction
GW05	Design and implement measures to manage and dispose of extracted groundwater during construction to avoid (where possible) or minimise environmental impacts	Construction
GW06	Undertake groundwater monitoring to establish baseline groundwater conditions prior to construction and monitor groundwater levels and quality in areas of higher potential impact during construction	Construction
GW07	Develop and implement measures to prevent groundwater acidification, saline intrusion and contaminant mobilisation in areas where they are predicted to occur	Construction
GW09	Develop and implement measures to manage potential impacts to groundwater in operation	Operation
Landscape and visual		
LV04	Develop and implement measures to manage potential visual impacts in operation	Operation
Noise and vibration		
NV01	Conduct additional background noise monitoring	Construction
NV02	Develop and implement a construction noise and vibration management plan	Construction
NV03	Develop a detailed noise and vibration impact assessment for construction activities at specific sites	Construction
NV05	Develop an operation noise management plan for the converter station and transition station sites	Operation
Social		
S06	Engagement to be reflected in the project's emergency response plan and procedures	Construction
Surface water		
SW01	Develop and implement an erosion and surface water management plan	Construction
SW04	Develop and implement a surface water monitoring program	Construction
SW05	Develop and implement measures to manage potential impacts to surface water in operation	Operation

MLPL and the IEA will monitor the principal contractor's performance and compliance through review of environmental documentation (Section 4), audit results (Section 6.2) and reports (Section 6.3). The IEA will

audit the compliance of each principal contractor with their CEMP and sub-plans. MLPL will audit the compliance of the asset operator with their OEMP and sub-plans. The MLPL EMS will outline the process for tracking compliance with all other EPRs that MLPL is responsible for.

6.2 Auditing and inspections

MLPL, the IEA and principal contractor all have key roles to play in verifying compliance and mitigation of impacts throughout the project construction.

The IEA will audit compliance of each principal contractor with their CEMP and sub-plans during construction, including review and verify any proposed major revisions to the CEMP and sub-plans. The audit scopes and schedule will be reviewed and approved by MLPL.

The IEA will audit all CEMPs and sub-plans in accordance with the frequency in Table 6-2. The IEA will produce an audit report following the conclusion of each audit, as well as an annual summary to be provided to MLPL and the principal contractor.

Any non-conformances identified during an audit must be addressed in accordance with the EMF, including implementing corrective actions as soon as practicable. MLPL will communicate findings across the organisation and other works packages where relevant.

Any major revisions required to the CEMP and sub-plans following IEA audits must follow the change management process, as outlined in Section 5.

MLPL will agree the scope of IEA audits for the CEMP and sub-plans, and participate in audits where required. MLPL will audit compliance with all other EPRs and approval conditions that are not addressed by the CEMP.

MLPL will also carry out audits during operation and decommissioning of the project to confirm compliance with the OEMP, EPRs and/or approval conditions in accordance with their EMS. The MLPL operational audits will review necessary records, reports and data including the outcomes of regular maintenance and cable inspections, repairs and responses to any incidents or complaints.

6.2.1 Audit requirements and frequency

Audits by the IEA will have regard to the *AS/NZS ISO 19011 Guidelines for auditing management systems*. The audit will begin upon commencement of construction. Compliance will be assessed through a combination of site-based observation of project activities, interviews and review of documents and records.

The results of each audit, including audit evidence relied on, will be documented in an audit report. The audit template will be reviewed and agreed with MLPL prior to the commencement of the audits. An overview of the audit requirements and frequency is in provide in Table 6-2.

The outcomes of audits will be made available to MLPL as required under the contract, and IEA during the audit process.

Table 6-2 Overview of audit requirements and frequency

Audit	Scope	Minimum frequency	Responsibility		
			MLPL	Contractor	IEA
EMF and EPR compliance during construction	Contractors and MLPL compliance with the EMF, EPRs, conditions of project approvals. Audit scope to be developed using a risk-based approach so that higher risk activities and associated EPRs audited more frequently. Audit scope must include verifying compliance with the EMF, EPRs, CEMP and sub-plans including the effectiveness of site specific environmental controls. Compliance with every EPRs to be audited annually. Audits will occur during construction	Quarterly	Engage IEA Participate in audits	Participate in audits	Conduct audit
Internal audits during construction	Contractor audit of environmental performance considering compliance with the EMF, EPRs and project approvals; monitoring results and effectiveness of monitoring programs; response to non-conformances and complaints; and where continuous improvement has been demonstrated. Audit scope to be developed using a risk-based approach so that higher risk activities and associated EPRs audited more frequently. All EPRs must be audited annually. Audits conducted in accordance with requirements of the contractor's EMS. Principal contractors will also audit all sub-contractors they have engaged.	Bi-annual	N/A	Conduct audit	N/A
Environmental Performance during operation	In accordance with the MLPL EMS, assess compliance of operator against the OEMP and project approvals annually in operation.	Annual	Conduct audit	Participate in audit	N/A

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6.2.2 Environmental inspections

Environmental inspections will include surveillance to verify adequacy of environmental mitigation measures. The CEMP and sub-plans will detail the procedure and frequency for environmental inspections. MLPL will undertake regular site inspections at any location and at a frequency to be agreed with the principal contractor based on the risk of activity. The principal contractor will regularly inspect the works of all sub-contractors engaged to confirm compliance with the CEMP and sub-plans.

6.3 Reporting

Reporting will document how compliance with the EMF, EPRs and project approvals has been achieved.

6.3.1 MLPL and Independent Environmental Auditor

The IEA will prepare reports following the completion of each audit of each principal contractor's CEMP and sub-plans. The audit reports will describe the audit activities, findings, the status of actions taken to address any previous audit findings, and compliance with the project approvals.

MLPL will provide annual audit summary reports to the Minister for Planning on the project's compliance with project approvals and summarise the outcomes of the IEA audits during construction. These reports will also be made available on the project's website.

MLPL will audit contractor performance during operation and prepare annual audit summary reports. These reports will be made available on the project's website.

6.3.2 Contractors

Contractors will provide quarterly reports to MLPL that document how they have complied with the EMF, EPRs, project approvals and all relevant environmental legislation.

The reports will include, but will not be limited to, the following:

- Compliance with EPRs as relevant to the works performed including monitoring and inspections results.
- Copies of consents, licenses and approvals obtained, and correspondence with regulators and agencies.
- Copies of environmental baseline monitoring and site inspection results.
- Results of internal audits.
- Environmental incidents and corrective actions reports.
- Summary of consultation to relevant government agencies and regulatory authorities.
- Summary of consultation with the community and stakeholders, including any complaints received and corrective actions.
- Waste tracking information.
- Sustainability data.
- Records of environmental competency training.

7 Environmental Performance Requirements

The EPRs establish the environmental outcomes that must be achieved through the design, construction, operation and decommissioning of the project. The EPRs facilitate the adoption of effective avoidance and mitigation measures so that the project is delivered and operated in accordance with the expectation of stakeholders and in accordance with the project approvals.

Some EPRs apply to the whole of the project, and others apply to specific activities, specific impacts, or specific locations. Compliance with EPRs may be staged including where relevant to commencement of construction of each phase of project works or in specific locations. The Compliance Management Standard will identify the applicability and allocation of EPRs to each construction stage (Stage 1 and/or Stage 2) and project phase (construction, operation or decommissioning) to comply with the requirements of the EMF.

7.1 Approach

The EPRs are a set of performance-based standards that have been developed to address the environmental risks and impacts assessed in the EIS/EES so that risk of harm to the environment is minimised so far as reasonably practicable during construction, operation and decommissioning of the project.

The performance-based approach promotes innovative and site-specific design solutions and mitigation measures to be adopted during the construction, operation and decommissioning of the project. All contractors are required to demonstrate how risks to human health and the environment have been avoided or minimised.

The EPRs have been developed through preparation of the EIS/EES technical studies and informed by relevant legislation, policy and guidelines. Where activities for the project result in risk of harm to human health or the environment from pollution or waste, the general environmental duty under the EP Act also requires all contractors to eliminate or minimise the risk of harm, to the extent reasonably practicable.

Section 25 of the EP Act sets out minimum standards to comply with the duty and section 6(2) of the EP Act states that in determining what is reasonably practicable, regard must be had to the following matters:

- The likelihood of those risks eventuating.
- The degree of harm that would result if those risks eventuated.
- What the person concerned knows, or ought reasonably to know, about the harm or risks of harm and anyways of eliminating or reducing those risks.
- The availability and suitability of ways to eliminate or reduce those risks.
- The cost of eliminating or reducing those risks.

Principal contractors will determine the most effective mitigation methods to reduce or avoid environmental impacts to comply with EPRs through implementing specific mitigation measures. In accordance with the EP 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 of the project and its location.

Compliance with EPRs through applying mitigation measures will be verified by the IEA prior to and during construction. This will include the CEMPs with sub-plans, and other management plans, as required by the EPRs and this EMF. The effectiveness of the mitigation measures to achieve the EPRs will be evaluated in accordance with Section 6.

7.2 Consultation and engagement

Through the development of the EIS/EES, the issues and priorities of affected stakeholders, including government and regulatory bodies, landholders and the broader community have been incorporated into the EIS/EES and reflected in the EPRs for the project. In accordance with EPR S03, MLPL will prepare a community and stakeholder engagement framework and each principal contractor will prepare a community and stakeholder engagement management plan. A process for recording, managing and resolving complaints received from affected stakeholders will be developed and implemented in accordance with the EPR S03.

As EPRs are performance based, they often refer to a management plan being developed in consultation with or informed by consultation. Plans will be developed in accordance with the relevant EPRs and as required by project approvals.

The purpose of consultation is to facilitate the views and understanding of priorities of affected stakeholder when implementing measures to comply with the EPRs and developing management plans. Consultation will involve government agencies, First Peoples, key stakeholders including landholders, and emergency services where required.

The consultation required by the EPRs will commonly occur in the form of meetings and workshops, and the exchange of information in other formats provided by MLPL or its principal contractors. The requirement for formal written correspondence, or to supply draft plans for formal written comments to particular stakeholders is not required unless specified in a statutory approval. Consultation outcomes will be documented to demonstrate compliance with the EPRs and be shared with relevant stakeholders to outline how feedback has been addressed.

Where an EPR states that a plan or design must be developed in consultation with a stakeholder, all reasonable endeavours must be undertaken to engage with that stakeholder and seek comments.

Where an EPR requires an agreement to be made between MLPL or principal contractor with a third party, all reasonable endeavours must be undertaken to reach agreement. Where an agreement cannot be reached, MLPL or the principal contractor will document what has been done to reach agreement and this will be reported to the Minister for Planning.

7.3 EPRs

The EPRs listed in this EMF cover activities to be undertaken in Victoria.

When an EPR refers to a plan being prepared in accordance with a particular EPA publication, or other regulatory guidance/standard, this refers to the version of that document that is in force at the time the plan is being prepared. If a guidance document referred to in an EPR has been superseded prior to preparation of the relevant plan in compliance with the EPR, the plan should be prepared in accordance with the version or document that the regulator states supersedes the original publication. If updates to such guidance documents occur after submission of a plan for approval, update is not necessarily required, unless required by relevant law or regulation, or as an outcome of an audit as set out in this EMF.

When an EPR (the first EPR) refers to another EPR (the second EPR), including a reference to undertaking something in accordance with or consistent with the second EPR, this applies only insofar as relevant to the subject matter of the first EPR.

Table 7-1 provides the EPRs relevant to the P&E Act (subject of this EMF).

Table 7-1 EPRs relevant to P&E Act

#	EPR	Project phase
Environmental management		
EM01	**Deliver the project in general accordance with an Environmental Management System** Develop, implement and maintain an Environmental Management System (EMS) that conforms to A*S/NZS ISO 14001:2016 Environmental Management Systems – Requirements with guidance for use* (or equivalent standard). The EMS must be in implemented during construction, operation and decommissioning of the project. Principal contractors must have an EMS that is certified to AS/NZS ISO 14001:2016 or equivalent standard.	Construction Operation Decommissioning
EM02	**Construct the project in accordance with management plans** Prepare a Construction Environmental Management Plan (CEMP) for terrestrial and marine works in accordance with the Environmental Management Framework prior to the commencement of construction. The CEMP must be developed in consultation with relevant stakeholders. Relevant stakeholders are identified in Environmental Performance Requirements (EPRs), or as required by project approvals, legislation or guidelines. The CEMP must be developed with reference to the current state of knowledge, best practice and EPA Publication 1834.1 Civil construction, building and demolition guide. The CEMP and sub plans are to be verified by the Independent Environment Auditor (IEA) prior to construction. The CEMP sub plans are required under EPR BF01, CL02, GM04, GM05, GM06, GM07, GM08, GM09, GW01, GW02, GW03, GW04, GW05, GW06, GW07, GW08, MERU01, MERU04, NV02, SW01, SW02, EC02, EC03. The extent and title of CEMP sub plans will be determined by the principal contractor. The CEMP sub plans must address applicable EPRs including those relevant to marine waters, surface water and waterway crossings, groundwater, ground movement, contaminated land and acid sulfate soils, ecology and vegetation, air, noise, bushfire protocols, weed and pest management. The CEMP must be implemented for the duration of construction, or where staged, for the duration of the staged construction.	Construction
EM03	**Operate the project in accordance with management plans** Develop an Operation Environmental Management Plan (OEMP) prior to the commencement of operation of the project. The OEMP must: • Be developed in consultation with relevant stakeholders as listed in the Environmental Management Framework or as required by project approvals, legislation or guidelines. • Address the management of extreme or chronic weather events (EPR CC01). • Consider the management plans implemented during construction and if any measures are relevant for operation. The OEMP must outline the framework for ongoing engagement with stakeholders and landholders during operation of the project. The OEMP must be implemented during operation.	Operation
EM04	**Audit and report on environmental compliance** Appoint an Independent Environmental Auditor (IEA) that is appropriately qualified to verify compliance of the CEMP with the Environmental Management Framework and EPRs prior to construction and audit compliance of principal contractors with their CEMP and sub plans during	Construction Operation Decommissioning

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#	EPR	Project phase
	construction. The IEA must prepare an audit report after each audit and provide an annual summary of the outcomes to Marinus Link Pty Ltd (MLPL). MLPL will audit compliance with all EPRs in construction that are not addressed as part of the CEMP. MLPL will prepare an environmental compliance summary report of the outcomes of all audits undertaken by the IEA and MLPL to determine compliance with the environmental management framework, EPRs and approval conditions over the previous 12 months during construction. The summary report will be provided to the Minister for Planning. MLPL will audit compliance with all EPRs during operation and decommissioning.	
EM05	**Develop and implement a land decommissioning management plan** Prior to the commencement of decommissioning, prepare a land decommissioning management plan with the objective of leaving a safe, stable and non-polluting environment, and minimising impacts during the removal of infrastructure. The land decommissioning management plan must: • Identify above-ground and below-ground infrastructure proposed to be removed or left in situ. • Assess potential impacts of decommissioning activities for the removal or retention of infrastructure. • Describe measures to be implemented to avoid or reduce impacts from the removal or retention of infrastructure. • Include a rehabilitation and monitoring program to return the land surface to a condition consistent with pre-construction conditions or a condition consistent with the proposed land use. • Include a noise and vibration management plan for decommissioning related works to be prepared as a sub-plan to the land decommissioning plan. • Consider management measures adopted in construction and apply these where similar impacts could occur. • Comply with the requirements of relevant legislation and guidelines at the time of decommissioning. • Apply the waste management hierarchy for removed materials and include waste management measures to apply to land decommissioning activities. • Be consistent with the Marinus Link Sustainability Framework. The land decommissioning management plan is to be developed in consultation with landholders, relevant stakeholders and regulator/s. The plan must meet the relevant requirements of legislation and guidelines at the time of decommissioning and be approved by the Minister for Planning. The plan will be prepared and approved 6 months prior to decommissioning or at a time as agreed with the relevant authority. The land decommissioning management plan must be implemented during decommissioning.	Decommissioning
EM07	**Develop and implement a waste management plan** Prior to commencement of project works prepare a waste management plan. The waste management plan must detail measures to apply the waste management hierarchy to construction and operation of the project and comply with the requirements of the Victorian Environment Protection Authority (EPA Victoria) as well as the project approvals.	Construction Operation Decommissioning

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#	EPR	Project phase
	The waste management plan must: ◢ Identify the sources and types of waste through all stages of construction and operation including controlled and priority waste and/or reportable priority waste expected to be produced during construction and operation. ◢ Classify waste under the Environment Protection Regulations. ◢ Outline how the waste management hierarchy of avoidance, reuse, recycling and disposal has been applied to the management of wastes during construction and operation. ◢ Identify environmental risks with the waste expected to be generated and how they will be managed, reused, recycled or disposed of. ◢ Detail the approach to management of all types of waste including any safe handling, storage, transporting and disposal requirements and any permission, tracking and reporting requirements. ◢ Require an inventory to be maintained recording the types and volume of waste, disposal method and location and contractor transporting the waste to be maintained. ◢ Outline how wastes will be monitored and reported The waste management plan must be implemented during construction, operation and decommissioning.	
EM08	**Develop and implement a strategy for ongoing engagement with First Peoples** MLPL will develop and implement a strategy for ongoing engagement with First Peoples in Victoria and Tasmania during construction and operation of the project.	Construction Operation
Cultural heritage		
CH01	**Develop and implement a historical heritage management plan to avoid and minimise impacts to historical cultural heritage values** Prior to commencement of project works prepare a historic heritage management plan. The plan must be prepared by a suitably qualified archaeologist in consultation with Heritage Victoria. The plan must include: ◢ An unexpected finds protocol. ◢ Artefact and site recognition guide. ◢ Artefact and site recording standards. ◢ Artefact management and retention protocol. ◢ Measures to avoid impacts to the brick cistern located at Moores Rd, Buffalo, including: ○ Confirmation of the cistern site's boundary by a suitably qualified archaeologist. ○ Installation of a barrier around the site when construction activities are in proximity to the site. ○ Training to prevent access to the site by project employees and contractors. ○ Reference to the site and protection measures in daily toolbox meetings when construction activities are in proximity to the site. ○ Periodic inspections to confirm the barrier around the site remains in place.	Construction Operation

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#	EPR	Project phase
	○ Monitoring during construction for vibration related impacts if required under the noise and vibration construction management plan prepared under EPR NV02. ◢ Cultural awareness training. ◢ Procedure for historical cultural heritage inductions to be delivered to all project staff and contractors managing or directly undertaking ground disturbing activities. The plan must be implemented during construction. As part of the OEMP, include measures to ensure protection of the brick cistern during operation.	
CH02	**Comply with the Cultural Heritage Management Plans (CHMPs) 18201, 18244 and 20684.** Implement and comply with CHMPs 18201, 18244 and 20684, prepared by qualified Heritage Advisors recognised under s 189 of the *Aboriginal Heritage Act 2006* (Vic), and approved in accordance with Division 5 (ss. 61-66A) of the *Aboriginal Heritage Act 2006* (Vic). The CHMPs must be implemented and complied with during construction and operation.	Construction Operation
CH03	**Develop a cultural values assessment for land and sea country with First Peoples** As part of the strategy developed for EPR EM08, continue working with First Peoples in Victoria and Tasmania about intangible heritage values and develop an understanding of terrestrial and submerged intangible values. Where a cultural values assessment for a group has been finalised, consider incorporation of relevant outcomes into the three CHMPs referenced in EPR CH02.	Construction
Agriculture and forestry		
A01	**Complete property condition surveys prior to construction** Prior to commencing project works, complete property condition surveys for each property to be disturbed during construction to document existing conditions. The property condition surveys should document all key activities on the property and infrastructure that could be directly or indirectly impacted, whether within or adjacent to the construction corridor, and must be informed by consultation with the landholder. For each property as relevant, this could include, but not be limited to: ◢ Existing pasture or current crop or plantation coupes, including age classes. ◢ Existing ground profile including levels and slope. ◢ Existing drainage and surface water management. ◢ The type and condition of fencing, gates and other farm or forestry infrastructure including but not limited to stockyards, stock water troughs, water supply systems and water points, temporary and permanent farm buildings and structures, fire breaks, and (as relevant to forestry) log storage areas and log landings. ◢ The type (tree species), age and condition of plantation coupes, shelter belts and windbreak plantings. ◢ The type and condition of access tracks and laneways including surface material, roads and road classifications (if applicable) and culverts and bridges. The property condition survey should be supported by a photographic or video record. A property condition report must be prepared and a copy provided to the landholder.	Construction (Design)

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#	EPR	Project phase
A02	**Develop and implement property management plans to avoid or minimise impacts on agricultural and forestry properties** Prior to commencing project works on each agricultural or forestry property, develop a property management plan. The property management plan must outline property specific measures to avoid or minimise disruption to farm or forestry infrastructure, practices and operations and to prevent reducing the carrying capacity of the property or its yield during construction and in operation. The property management plan must be informed by the property condition survey (EPR A01) and be prepared in consultation with the landholder. A property management plan may include as relevant for each property: ◢ Summary of existing farming or forestry practices (as applicable) and farm development plans and forestry management plans relevant to project works. ◢ Controls to minimise disturbance to farm or forestry infrastructure, farming or forestry practices, property operations and maintenance, activities that must occur seasonally for farming practices and plantations, forestry activities and practices. This must include consideration of: o Impacts on grazing and crop growing practices o Impacts on livestock management o Impacts on forestry infrastructure and operations, such as log landings, log storage areas and the nature and timing of plantation crop activities. o Communication protocol reflecting preferences advised by the landholder, to be utilised by MLPL, contractors and any other relevant parties through construction of the project. ◢ The communication protocol must include: o Provision of a program of works for the property to the landholder as early as practicable, and at least one month prior to activities commencing on that property. o If the program of works is not continuous, the arrangements to manage and maintain worksites between staged construction activities will also be communicated. o Notification timeframes and nominate MLPL and principal contractor representatives responsible for managing access and responding to agricultural landholder issues and complaints. The nominated person must be available to respond to landholder issues daily. ◢ Details of access arrangements including: o property entry and exit points for all construction, operation and maintenance vehicles o no go areas o maintenance of landholder access to farm or forestry operation areas and farm or forestry infrastructure o maintenance of stock, landholder access to water points and supplies including water for fire fighting purposes (or alternatives provided) o limits on timing and duration of access to a property. ◢ Location, construction method, material type (including materials to avoid damage or injury to stock), duration of use (i.e. temporary or permanent), maintenance responsibilities and requirements, and requirements for removal of temporary access tracks. ◢ Measures to avoid, so far as reasonably practicable, impacts on land capability outside the construction corridor, laydown areas and access tracks during construction.	Construction

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#	EPR	Project phase

- Type and location of fences or barriers to demarcate the construction corridor and associated workspace, provide stock crossings and restrict stock access.
- Water supply arrangements during construction including temporary diversion or realignment of water supply infrastructure or alternative water supply arrangements.
- Measures to avoid impacts on tree protection zones including for plantations, isolated trees and stands, shelter belts and windbreak plantings.
- Measures to avoid, so far as reasonably practicable, impacts to farm infrastructure, including services, sheds, feed store locations and other facilities, or to forestry infrastructure.
- Measures to minimise avoid, so far as reasonably practicable, impact to the firefighting capacity of landholders.
- Biosecurity controls to be implemented to prevent the introduction and spread of animal and plant pathogens, pests and weeds, including soil borne pathogens. Controls should be informed by a risk assessment for each property, comply with the requirements of the Catchment and *Land Protection Act 1994* (Vic), and be developed in consultation with Agriculture Victoria.
- Controls during wet weather to avoid damaging access tracks, infrastructure (including drainage infrastructure), plantations and paddocks.
- Controls to minimise dust impacts on farmhouses and farm worker accommodation, farm water supplies fed by water collected from roofs, animal nurseries, animal handling facilities including stockyards and dairies, farm orchards and vegetable patches, crops and pasture, and solar panels. Controls to minimise and manage these impacts must be included in the construction dust management plan required by EPR AQ01.
- For forestry properties, bushfire management protocols having regard to existing bushfire management arrangements and policies or procedures.
- Requirements for progressive reinstatement and rehabilitation including:
  - Reinstatement of infrastructure (including but not limited to roads, access tracks, water points and water supply and drainage infrastructure) removed or altered in the course of construction or to facilitate construction, to the same or better standard as outlined in the property condition report (EPR A01) or to a condition agreed with the landholder.
  - Rehabilitation of soils and rehabilitation of land to the same gradient, drainage and condition as prior to construction and outlined in the property condition report (EPR A01) prior to construction or to a condition agreed with the landholder. Rehabilitation requirements must include details of seed, lime, gypsum and fertiliser type; mix of plants for revegetation, and consideration of cropping, plantation and grazing cycles, where relevant.
- Process for review and revision of property management plans and property condition reports in response to changes identified during construction.

The property management plans must be implemented during construction. In consultation with landholders, the property management plans must be reviewed and updated where necessary prior to stage 2.

A03	**Develop and implement property soil management plans to avoid or minimise impacts on agricultural and forestry properties** Prior to commencing of project works on each agricultural or forestry property, develop a property soil management plan in consultation with the landholder. Each property soil management plan must include the following, as a minimum:	Construction

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#	EPR	Project phase
	◢ How management of the soil horizons will be achieved during construction including delineation and separate stockpiling of soil horizons. ◢ Measures to delineate and separate stockpiles of A and B horizon soils and any major delineation of the B horizon to avoid soil inversion and mixing. ◢ Measures to avoid impacts on soil fertility through: ○ stripping and separately stockpiling topsoil ○ excavating and separately stockpiling subsoil ○ managing topsoil and subsoil stockpiles to avoid erosion and mixing ○ reinstating subsoil and topsoil based on documented soil horizons to avoid mixing ○ compacting subsoils to minimise slumping and erosion, to 90% of in-situ soil strength or otherwise as agreed by the landholder ○ minimising soil compaction of topsoils ○ deep cultivation during reinstatement to manage soil compaction and maintain soil moisture content. The soil management plan must be a sub plan to the property management plan for each property and be implemented during construction	
A04	**Develop and implement a rehabilitation strategy to avoid or minimise impacts on agricultural and forestry properties** Prior to commencement of project works, develop a strategy for progressive rehabilitation of disturbed areas not being used for permanent infrastructure. The rehabilitation strategy must include: ◢ Requirements for rehabilitation of soil, surface contours and drains damaged or temporarily diverted during construction. ◢ Requirements for use of appropriate seeds and fertilisers for revegetation and with respect to forestry properties, requirements for plantation crop genetic selection and propagation. ◢ Criteria for successful reinstatement and rehabilitation, and revegetation including soil capacity, pasture or crop health, plantation health and lifecycle and weed type and density. ◢ Details of an inspection program to be completed for a minimum of two years after completion of rehabilitation, to determine the success of rehabilitation. Inspections are required quarterly in the first year, twice in the second year after the completion of rehabilitation, and within two weeks of storm events. ◢ A procedure to manage locations where the success criteria has not been met and where additional work is required. ◢ Consideration of the biodiversity management plan required by EC02 including opportunities for planting native vegetation to contribute to habitat connectivity and biolinks. The rehabilitation strategy must be implemented until the rehabilitation criteria are achieved for all properties where construction activities disturb ground.	Construction
A05	**Avoid impacts on organic farming certification** Prior to commencing project works on any certified organic farming property, develop measures to be implemented in construction to avoid impacts on organic farming and organic farming certification.	Construction

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#	EPR	Project phase
	These measures must be informed by advice provided or guidelines published by approved organic certifying bodies registered by the Commonwealth Department of Agriculture, Fisheries and Forestry and be developed in consultation with organic farm landholders.	
A06	**Develop and implement measures to avoid or minimise impacts on agricultural and forestry properties during operation** As part of the OEMP, develop measures to avoid or minimise impacts on agricultural and forestry properties. These measures must consider matters addressed in the property management plans that are relevant to the operational phase, and include: - Communication protocols with landholders to facilitate site access for inspection and maintenance activities. - Biosecurity protocols to prevent the introduction and spread of animal and plant pathogens, pests and weeds. - Protocols for accessing certified organic farms and plantations. - Measures for soil management and land reinstatement and rehabilitation in the event that excavations are required for maintenance. - Measures to avoid impacts to farming and forestry infrastructure, practices and operations during operation activities. - Bushfire management protocols.	Operation
Contaminated land and acid sulfate soils		
CL01	**Inspect sites to avoid or remove buried waste and waste piles to manage impacts to the environment** Prior to commencement of project works: - Inspect properties to be directly disturbed that have a medium or high risk of contamination as identified in table in section 7.1.1 of the EIS/EES Technical Appendix N: Contaminated Land and Acid Sulfate Soils, and have not been previously accessed to identify risk of potential contamination. The purpose of inspections is to identify areas of potential contamination including buried waste and waste piles to be sampled and tested. Where practicable, realign the cable route to avoid areas of identified wastes and/or potential contamination. Areas that cannot be avoided should be tested to confirm the presence of contamination as required by EPR CL02.	Construction (Design)
CL02	**Manage excavated soil, contaminated soils, removed wastes and potential risks to the environment due to contamination during construction** Prior to commencement of project works, prepare a contaminated land management plan to manage excavated soils that includes: - A procedure for completing a detailed site investigation (in accordance with the *National Environment Protection (Assessment of Site Contamination) Measure (2013)* (including as a minimum scheduled B1 and B2) prior to any excavation of medium to high risk of being contaminated areas (as identified in the table in section 7.1.1 of the EIS/EES Technical Appendix N) to identify the location, types and extent of contamination, in consideration of the potential contaminants of concern for each land parcel identified as relevant to detailed site investigation for the activities in table 7-2 of the EIS/EES Technical Appendix N and the findings of any inspection under EPR CL01). - Measures for the management of all material generated from excavation or trenchless construction methods in accordance with the *Environment Protection Act 2017* (Vic) (EP Act) and Environment Protection Regulations. - Validation testing of soils beneath removed wastes and contaminated soils, and implement measures to remediate or dispose of contaminated soils that present a potential risk to human health and the environment.	Construction

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- Handling, transport, storage and disposal of spoil, excavated or generated wastes in accordance with EM07 to protect human health and the environment.
- Develop a protocol to manage usable spoil material, that must consider the waste management plan required by EM07 and include consideration of the waste hierarchy and characterisation to determine suitability of reuse for spoil that is considered to be a waste.
- Management of hazardous substances, excavated soils and asbestos contaminated soils to minimise risks to human health and the environment.
- An unexpected finds protocol for contaminated land, acid sulfate soils, asbestos and odour management of excavated materials / soils.
- Preventing contamination of soil, surface water and groundwater during construction activities through:
  - Chemicals, fuels and hazardous materials being stored and handled onsite in a manner that prevent contamination and in accordance Australian Standard AS1940 Storage and Handling of Flammable and Combustible Liquids and with reference to EPA Victoria Publication 1698: Liquid storage and handling guidelines.
  - Contingency and emergency response procedures to handle fuel and chemical spills, including availability of on-site hydrocarbon spill kits.
- Inclusion of measures to minimise dust generation, sediment and stormwater runoff and seepage from stockpiled materials in accordance with EPR AQ01, SW01 and GW11.
- Document the requirements for the use, handling, storage, transportation and disposal of all substances to minimise the risk of pollution or harm and in accordance with the relevant legislation and guidelines to demonstrate compliance with the General Environmental Duty.

The contaminated land management plan must be a sub plan to the CEMP and implemented during construction.

CL03 **Develop and implement an acid sulfate soils management plan** — Construction

Prior to commencement of project works:

- Undertake site investigations to characterise potential acid sulfate soils (ASS) prior to construction to confirm the location and extent of potential ASS that could be disturbed by the project (including areas mapped as having a high-probability of containing ASS and areas of waterlogged soils) in accordance with EPA Publication 655.1: Acid Sulfate Soil and Rock.
- Develop an ASS management plan for locations where disturbance intersect potential ASS

The ASS management plan must meet the requirements of National Acid Sulfate Soils Guidance – National acid sulfate soils sampling and identification methods manual June 2018, EPA Publication 655.1: Acid Sulfate Soil and Rock and the Victorian Best Practice Guidelines for Assessing and Managing Coastal Acid Sulfate Soils (DSE,2010), and include:

- The locations and extent of potential ASS identified that could be disturbed.
- Details of monitoring and reporting requirements.
- Need to characterise ASS spoil prior to excavation.
- Measures to prevent oxidation of ASS identified and acidification of groundwater, waterways and the shore crossing wherever possible.
- Management of potential ASS to limit or treat acid generation.

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#	EPR	Project phase
	◢ Identification of appropriate stockpile areas and management measures to prevent release of acid and odours to the environment including lining, covering and runoff collection. ◢ Identification of suitable sites for management, re-use or disposal of any ASS spoil that may be generated in accordance with EPA Victoria requirements. ◢ The ASS management plan must be informed by the sub plan developed for EPR GW07. The ASS management plan must be a sub plan to the CEMP and implemented during construction.	
CL04	**Develop and implement measures to manage potential contamination impacts in operation** As part of the OEMP, develop and implement measures to avoid causing contamination during the operation of the project. The measures should: ◢ Comply with *Australian Standard AS1940 Storage Handling of Flammable and Combustible Liquids*. ◢ Address requirements of *EPA Victoria Publication 1834.1 Civil construction, building and demolition guide.* ◢ Address requirements of EPA Victoria Publication 1698 Liquid Storage and Handling Guidelines.	Operation
Air quality		
AQ01	**Develop and implement a construction dust management plan** Prior to commencement of project works, develop a construction dust management plan that documents measures to avoid, minimise and mitigate dust emissions. The construction dust management plan must: ◢ Identify sources of dust and airborne pollutants, including diffuse sources and the location of sensitive receptors in accordance with *EPA Victoria Publication 1943 – Guideline for assessing nuisance dust.* ◢ Describe dust management measures to be adopted in construction considering: ○ Earthworks, exposed areas and stockpiles ○ Access tracks and haul routes ○ Construction vehicles and equipment ○ Construction materials, transport, handling and storage ○ Waste management transport, handling and storage ◢ Describe measures to avoid and, where avoidance is not practicable, reduce the risk of harm from air emissions so far as reasonably practicable to minimise impacts on health, safety or amenity in accordance with *EPA Victoria Publication 1820.1 – Guide to preventing harm to people and the environment.* ◢ Describe processes to ensure the measures are implemented appropriately, are regularly assessed for effectiveness, including regular inspection requirements in construction areas, and are subject to continuous improvement. ◢ Define roles and responsibilities of the contractors, and how implementation of dust management measures will be communicated.	Construction

#	EPR	Project phase
	◢ Outline a process to address complaints related to dust and dust events and identify opportunities for continual improvement of air quality impacts from construction. ◢ Outline a process for review and improvement of dust and emission reduction and management measures. Consider the mitigation measures presented in the Air Quality impact assessment prepared for the Marinus Link EIS/EES including mitigation for cumulative impacts.	
AQ02	**Develop and implement measures to manage emissions to air during operations** As part of the OEMP, develop measures to avoid or minimise air quality impacts. These measures must include consideration of: ◢ Converter station site maintenance and exposed soil areas. ◢ Access roads. ◢ Vehicles and equipment. ◢ Waste management.	Operation
Bushfire		
BF01	**Develop and implement measures to avoid and manage ignition of fires during construction** Prior to commencement of project works and in consultation with the relevant fire authority and, as relevant, any industry brigade, develop a bushfire protocol as part of the CEMP to: ◢ Avoid and minimise high risk activities on Total Fire Ban Days. ◢ Maintain fuels to low levels within the sites prior to and during the bushfire danger periods. ◢ Maintain vehicles, plant and machinery in accordance with specifications to prevent fire ignition from their operation. ◢ Mitigate ignition risks from electrical faults. ◢ Establish and maintain vehicle access to the site and surrounds for fire suppression activities by fire fighting authorities and brigades. ◢ Consider the forestry operators fire management plan. This protocol should be referenced in the project's emergency response plan required under EPR S06 and implemented during construction.	Construction
BF02	**Provide onsite firefighting water capacity in high fire risk areas** Prior to commencement of project works, develop a protocol for the provision of dedicated onsite water supply tanks or alternative water sources for firefighting in high fire risk areas. The protocol must include: ◢ Provision of mobile water carts along the cable route to supplement emergency water supply for onsite personnel and emergency services. ◢ For the fixed sites, use tank(s) that are non-combustible and incorporate appropriate fire fighting fittings, for emergency services to access the water supply. ◢ Maintaining clear access to tanks or water sources for fire fighting vehicles. ◢ Providing sufficient water capacity to undertake adequate fire suppression.	Construction

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#	EPR	Project phase
	◢ Provision of trained personnel and equipment. High fire risk areas are areas in the natural landscape that are located in a Bushfire Prone Area and/or the Bushfire Management Overlay. This protocol should be referenced in the Bushfire Emergency Management Plan prepared in accordance with EPR BF03.	
BF03	**Prepare and implement a Bushfire Emergency Management Plan (BEMP)** Prior to commencement of project works, prepare a Bushfire Emergency Management Plan (BEMP) to the satisfaction of the relevant fire authority. The BEMP must document arrangements, systems, strategies, roles and procedures relating to the preparedness, prevention, response and recovery of bushfire emergencies, and must include, but not be limited to: ◢ Description of the site facility ◢ Provide details of all emergency procedures, including closure triggers ◢ Emergency preparedness arrangements ◢ Details of all shelter in place and offsite evacuation procedures ◢ Landholder communication protocols in the event of any outbreak of fire from construction or operations. ◢ Site based exposure requirements for work sites at Hazelwood, Waratah Bay and all laydown areas (including in respect of management of vegetation) to ensure radiant heat exposure of no greater than 12.5 kW/m^2. The BEMP must be informed by consultation with the relevant fire authority and, as relevant, any industry brigade, and must have regard to any relevant bushfire management protocols for forestry properties. The BEMP must be implemented during project works, and be reviewed annually in consultation with the relevant fire authority.	Construction
BF04	**Develop and implement measures to avoid and manage ignition risks during operation** In consultation with the relevant fire authority, develop a protocol for: ◢ Avoiding high risk activities on Total Fire Ban Days. ◢ Maintenance of converter station infrastructure. ◢ Maintenance of fire fighting systems and water tank capacity at the converter station. ◢ Site based exposure requirements for above ground infrastructure sites (including in respect of management of vegetation) to ensure radiant heat exposure of no greater than 12.5 kW/m^2. ◢ Maintaining vehicle access to the site and surrounds for fire suppression activities by fire fighting authorities and industry brigades. ◢ Operation of electrical infrastructure to minimise ignition risk and maintain monitoring and management systems (emergencies, fault management, system monitoring, fire detection and suppression). ◢ Provision of trained personnel and equipment. This protocol should be referenced in the project's emergency response plan required under EPR S06 and implemented during operation	Operation

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#	EPR	Project phase
Electromagnetic fields		
EMF01	**Design the project to reduce EMF/EMI emissions and heating impacts** Design and construct the project to reduce electric and magnetic fields (EMF) and electromagnetic interference (EMI) for the project alignment onshore to below the reference levels or as low as reasonably practicable to avoid and minimise impacts. The applicable reference levels are defined in EIS/EES Technical Appendix A: Electromagnetic Fields Section 7 of the EMI impact assessment prepared for the EIS/EES. The design must be informed by a project wide EMF and EMI assessment for all the proposed infrastructure, identifying existing sensitive receptors and committed future developments within the study area. The assessment must be documented in a management plan that includes, but is not limited to: • Outcomes of the project wide EMF and EMI assessment and details of the areas assessed. • The location of all sensitive receptors including beehives within 5 m of the infrastructure. The location of beehives must also be documented in the property management plans (EPR A02). • Where at-receiver mitigation works to sensitive equipment are required to avoid or minimise adverse impacts. • The land cable design and installation to minimise heating effects so far as reasonably practicable and account for other potential heat sources. • A pre- and post-construction testing strategy to verify design calculations, impacts on sensitive equipment and the efficacy of any specified mitigation measures. • Remedial action to be undertaken if EMF and EMI limits are not met during the construction, testing, and commissioning. The EMF and EMI management plan must be prepared to inform the design and commissioning of the project. EMF and EMI emissions of the subsea cable are addressed in EPR MERU 12.	Construction (Design)
EMF02	**Investigate and resolve complaints regarding EMF and EMI during operation** As part of the OEMP, develop a protocol for investigating and resolving complaints regarding EMF and EMI during operation. The protocol must outline requirements for working with landholders to assess impacts on sensitive equipment and implement reasonably practicable measures to address impacts.	Operation
Climate change		
CC01	**Implement measures to address the impacts of climate change on the project.** Design the project to address potential impacts from climate change across the life of the project, considering: • Increased ambient temperatures/soil temperatures/sea temperatures and their potential impact on the operation of high voltage infrastructure. • Sea level rise and coastal erosion and its potential impact on accessibility, and function of coastal infrastructure. The design must be informed by a risk assessment completed to identify climate change risks and management measures based on: • AS/NZS ISO 31000:2018 Risk management – Principles and guidelines • AS 5334-2013 Climate change adaptation for settlements and infrastructure – A risk-based approach	Construction (Design)

#	EPR	Project phase
	◢ IPCC 2012 Managing the risks of extreme events and disasters to advance climate change adaptation Include measures in the CEMP and OEMP (as relevant) to address: ◢ Extreme or chronic weather events such as bushfires, heavy rainfall events and extreme wind speeds and their potential impact on safety of employees, accessibility, and operation of infrastructure.	
Greenhouse gas		
GHG01	**Minimise greenhouse gas emissions in construction** Prior to commencement of project works, identify opportunities to reduce Scope 1 and Scope 2 greenhouse gas emissions (as defined in the *National Greenhouse and Energy Reporting Act 2007*), so far as reasonably practicable. Measures must be consistent with the Marinus Link Sustainability Framework and include consideration of: ◢ Use of low emission fuels ◢ Maintenance of equipment and vehicles ◢ Minimising vegetation clearance ◢ Purchase of green energy ◢ Procurement of energy efficient machinery ◢ Use of low carbon emission concrete ◢ Use of recycled materials The design must include measures to avoid SF_6 leakage so far as reasonably practicable and facilitate the substitution of SF_6 with commercially viable alternatives with lower warming potential where reasonably practicable. Scope 1 and Scope 2 GHG emissions during construction must be reported annually on the Marinus Link website.	Construction (Design) Construction
GHG02	**Report on GHG emissions in operation** Prior to commencement of operation and throughout the life of the Project, identify opportunities to reduce operational Scope 1 and Scope 2 greenhouse gas emissions (as defined in the *National Greenhouse and Energy Reporting Act 2007*) so far as reasonably practicable. Measures must be consistent with the Marinus Link Sustainability Framework and include consideration of: ◢ Management and maintenance of SF6 insulated equipment in accordance with *Australian Standard IEC 62271.4: 2015 – high-voltage switchgear and controlgear – Part 4: Handling procedures for sulphur hexafluoride (SF_6)* and its mixtures and the Energy Network Australia Industry Guideline for SF6 Management (Document 022-2008) and prevention of release of SF6 by using a closed cycle during installation, maintenance and decommissioning of equipment where practicable. ◢ Substitution of SF6 with commercially viable alternatives with lower warming potential where reasonably practicable. ◢ Use of low emission fuels. ◢ Maintenance of equipment and vehicles. ◢ Purchase of green energy. ◢ Procurement of energy efficient machinery.	Operation

PLANNING and ENVIRONMENT ACT
LATROBE AND SOUTH GIPPSLAND
PLANNING SCHEME

INCORPORATED DOCUMENT
Marinus Link Project (Department of Transport and Planning, June 2025)
CONDITION 6
ENDORSED PLAN
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Signed for
MINISTER FOR PLANNING
Date: 28 OCTOBER 2025

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#	EPR	Project phase
	Measures should be subject to ongoing review to identify opportunities to reduce the Project's Scope 1 and Scope 2 emissions. Scope 1 and Scope 2 emissions from operation must be reported annually on the Marinus Link website.	
Terrestrial ecology		
EC01A	**Avoid or minimise native vegetation and habitat loss and degradation - additional surveys to inform detailed design** Prior to finalising the detailed design for any given section of the project: ◢ Complete vegetation surveys at locations that could be impacted by the areas of disturbance (including both "project land" and "additional land (if impacted)) to confirm vegetation type and extent. Areas to be surveyed include: ○ those shown in Figure 6 of Technical Appendix V: Terrestrial Ecology Assessment as 'Native vegetation (unassessed)' noting that this figure would need to be updated to reflect further survey and the final design ○ biolinks and identified future offset sites located on forestry properties that are at risk of being impacted or being disturbed by the Project ○ any other areas that were not surveyed but are at risk of being impacted or disturbed by the Project, including for Stage 2 works and areas with material residual risk of frac out as considered in EPRs GM05, GW03 and SW01. ◢ Complete vegetation quality assessments in areas where native vegetation is found. ◢ Complete habitat assessments and targeted surveys at locations that could be impacted by the areas of disturbance and require further assessment to determine habitat suitability and/or presence/absence of threatened species, including consideration of habitat connectivity. Areas to be assessed and surveyed, if impacted, include: ○ those shown in Figure 5 of EIS/EES Technical Appendix V as 'Priority habitats' ○ those shown in Figure 6 of EIS/EES Technical Appendix V as 'Native vegetation (unassessed)' ○ all potential habitat for Bog Gum, the Forest Red Gum Grassy Woodland community, the Waratah Bay woodland flora functional group and River swamp wallaby grass ○ all potential habitat for species in the ground-dwelling fauna functional group ○ areas of potential koala habitat identified in Technical Appendix V and any additional koala habitat areas identified by forestry landholders. ◢ Complete fauna utilisation surveys of all impacted hollow-bearing trees within areas of priority habitats shown in Figure 5 of EIS/EES Technical Appendix V, to identify nesting sites and minimise removal of hollow bearing trees Assessments must also be undertaken where areas of native vegetation or habitat where ground condition risks lead to trenching being employed over HDD and where EPR GM05 outcomes indicate a material residual risk of "frac out" during HDD.	Construction (Design)
EC01B	**Avoid or minimise native vegetation and habitat loss and degradation – detailed design and construction** The detailed design should seek to avoid and minimise impacts to native vegetation, priority habitat areas and hollow-bearing trees identified through the further surveys and assessments referred to in EC01 and EC01A to the extent practicable. Measures will include: ◢ Minor realignment of the Area of Disturbance.	Construction (Design) Construction

PLANNING and ENVIRONMENT ACT
LATROBE AND SOUTH GIPPSLAND PLANNING SCHEME

INCORPORATED DOCUMENT
Marinus Link Project (Department of Transport and Planning, June 2025)
CONDITION 6

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#	EPR	Project phase
	◢ Reducing the width of the Area of Disturbance. ◢ Trenchless construction methods such as HDD. Develop and implement appropriate construction methods including trenchless technologies such as HDD so far as reasonably practicable to avoid and minimise impacts on: ◢ Native vegetation, priority habitat (including of koalas) or hollow bearing trees identified in the EIS/EES or by the further surveys and assessments conducted under EC01A, including Bog Gum. Any loss of Bog Gum (inclusive of preparatory works) must be to the minimum extent necessary and not result in a significant impact to the species. Sufficient evidence needs to be provided to demonstrate how impacts to the species have been avoided and minimised to achieve this, to the satisfaction of DEECA. ◢ Gippsland Red Gum (*Eucalyptus tereticornis subsp. mediana*) Grassy Woodland and Associated Native Grassland Threatened Ecological Community including the related FFG Act listed Threatened Ecological Community. Trenchless construction is the preferred methodology for avoiding and minimising impacts on this community located along McFarlane Road, Hazelwood as shown in Figure 5.42 of EIS/EES Technical Appendix V. ◢ Any other FFG Act ecological communities or other priority habitats that are identified through additional survey. Complete an arboriculture assessment of trees impacted due to consequential losses and encroachment of tree protection zones, as shown in Figure 6 of EIS/EES Technical Appendix V and any other trees identified through the further survey and assessment work conducted under EPR EC01A. Inspections by qualified arborists must be undertaken to inform measures which may minimise the likelihood of trees being lost. Direct impacts to shorebird sup-optimal habitat must not increase beyond 2% in Waratah Bay and direct impact to optimal breeding and foraging habitat should be avoided.	
EC01C	**Avoid or minimise native vegetation and habitat loss and degradation - offsets** Obtain native vegetation offsets in accordance with the Guidelines for removal, destruction or lopping of native vegetation (DELWP 2017) for the native vegetation to be removed based on the detailed design.	Construction (Design)
EC02	**Develop and implement a biodiversity management plan** Prior to commencement of project works develop a biodiversity management plan to avoid or otherwise minimise impacts to flora and fauna values. The vegetation and habitat management measures must cover, but not be limited to: ◢ Identification and protection of native vegetation and priority habitats to be retained as shown in Figures 5 and 6 of EIS/EES Technical Appendix V and identified through the further surveys and assessments undertaken in accordance with EPR EC01A. This must include pre-construction assessment to flag vegetation to be removed and retained and establishment of no-go zones to a standard suitable to prevent access during construction. ◢ Implementation of tree protection measures identified in accordance with EPR EC01B. ◢ Implementation of appropriate measures to manage the risk of the introduction and spread of environmental weeds and diseases during construction in areas supporting native vegetation, priority habitats and threatened ecological communities, as shown in Figures 5 and 6 of EIS/EES Technical Appendix V including relevant approved EPBC Act threat abatement plans. ◢ Manage all work areas to maintain landform stability and avoid or minimise erosion and sedimentation, and avoid storage of excess soil or fill material upslope or adjacent to native vegetation and priority habitats (to the extent not already addressed under EPR GM02, GM03, GM06, GM07, GM08).	Construction

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#	EPR	Project phase

- Use of sedimentation and pollution controls to prevent uncontrolled releases into retained native vegetation and priority habitats, as shown in Figures 5 and 6 of EIS/EES Technical Appendix V (to the extent not already addressed under EPR GM08 and SW01).
- Use of locally indigenous species in revegetation or plantings, particularly in areas where habitat is removed that is suited to the landscape context and associated native species requirements.
- Where possible, avoid removal or disturbance of root systems associated with native vegetation in areas of priority habitat, to prevent impacts to ground- dwelling fauna (e.g. crayfish).
- Incident management protocols for addressing accidental clearing of vegetation or habitat through assisted regeneration or additional offsets.

The biodiversity management plan must be prepared in consultation with DEECA and as far as reasonably practicable:

- Include mapping that shows, amongst other attributes, all FFG Act species and species habitats and communities that have been identified through further survey, including type and location of habitat and individual observations, showing the final Area of Disturbance, extents of HDD and final construction footprint arrangements.
- Include requirements for revegetation and contribution to habitat connectivity and biolinks with reference to the rehabilitation strategy in EPR A04.
- Include a commitment to maintaining biolinks, including through the reinstatement of trees at biolinks and priority habitats where applicable.

The flora and fauna species management measures must cover, but not be limited to:

- Undertaking pre-clearing inspections by a suitably qualified ecologist to confirm the on-site location of fauna immediately prior to habitat removal.
- Salvage and re-location of fauna, if required prior to construction, in accordance with the *Wildlife Act 1975* (Vic) and EPBC Act (Cwlth) where required.
- Daily inspections of open trenches or pits for trapped animals, such as reptiles and small-ground dwelling mammals.
- Utilising night lighting to a minimum amount required to safely operate the site and to reduce light pollution and adverse effects to nocturnal species in accordance with Night Light Pollution Guidelines for Wildlife (DCCEEW 2023). This must include using:
  - light shields to direct light and reduce light spill.
  - low beam vehicle lights except where safety is compromised.
- Work restrictions during sensitive life-stages (e.g. breeding, nesting, etc.) within 100m of priority habitats, as shown in Figure 5 of EIS/EES Technical Appendix V, to avoid and minimise disturbance to native fauna (with a particular focus on noise and light pollution). This may include restrictions on work activities during a season (e.g., spring), species life stage (e.g., breeding or nesting) or time of day (e.g., night-time), based on the ecology of the species and proximity to habitats. Where work restrictions are not feasible, develop and implement alternative control measures (e.g. light shields).
- Temporary reinstatement works and rehabilitation should consider fauna entry into the Area of Disturbance and movement across it during stage 1 and stage 2 and during operation.
- Fencing utilised should be fauna-friendly, enabling Koala and other threatened species to maintain habitat connectivity as appropriate.
- Installation of temporary wildlife barriers near priority habitats to prevent the movements of ground-dwelling fauna into high-risk areas, such as access tracks.

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#	EPR	Project phase
	◢ Procedures to manage and limit the spread of Chytrid fungus *Batrachochytrium dendrobatidis* when working in or within 200 meters of waterways, dams, wetlands and other aquatic habitat. ◢ Ensuring speed limits within works areas are restricted to appropriate levels, and enforced, to minimise the risk of faunal strikes. ◢ Managing native fauna that may be displaced due to habitat removal, in compliance with the *Wildlife Act 1975* (Vic). ◢ Procedures if unexpected threatened species are identified during construction. The biodiversity management plan must be a sub plan of the CEMP and must be implemented during construction.	
EC03	**Implement aquatic habitat protection measures** Where reasonably practicable avoid and minimise impacts to aquatic habitat through trenchless construction methods (such as HDD) or project alignment changes where reasonably practicable at the following waterway crossing locations shown as HDD in EES Attachment 6 (Map Book): ◢ Morwell River ◢ Tarwin River East Branch ◢ Tributary of the Tarwin River East Branch (northern) ◢ Tributary of the Tarwin River East Branch (southern) ◢ Stony Creek ◢ Buffalo Creek ◢ Fish Creek ◢ Little Morwell River ◢ Amber Creek ◢ Ten Mile Creek ◢ Eel Hole Creek ◢ Tributary of Berrys Creek in the vicinity of KP54.8 ◢ the unnamed waterway in the vicinity of KP2.9 The Map Book (EIS/EES Attachment 6) must be updated, following further surveys and finalisation of construction methodologies and design, to explicitly identify trenchless waterway crossings, using a consistent framework for naming the waterways with reference to GM09. Where trenching works across the unnamed waterways at KP66.7 and 67 cannot be limited to the existing~~,~~ built-up crossing points associated with the existing tracks, consider alternative design and construction approaches as appropriate to avoid disturbance of the waterways. For each designated waterway that is proposed to be trenched, conduct an assessment by a suitably qualified aquatic ecologist prior to commencement of works that: ◢ Documents the existing aquatic and riparian habitat. ◢ Determines whether the waterway provides potential habitat for threatened species. Where the high level assessment identifies a waterway provides potential habitat for threatened species, a suitably qualified aquatic ecologist is to conduct aquatic surveys prior to commencement of project works to inform design and construction methods. Trenchless construction methods are preferred for any crossing of a waterway that provides potential habitat for threatened species.	Construction (Design) Construction

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#	EPR	Project phase
	Where direct impacts to waterways are likely to occur, prepare a site environmental management plan with reference to the plan prepared to manage erosion and surface water in accordance with EPR SW01 and the plan prepared to manage fluvial geomorphology at waterway crossings in accordance with EPR GM09, and in consultation with the West Gippsland Catchment Management Authority (CMA), covering: • Details for retention and protection of riparian and instream vegetation, dead and alive standing trees and fallen timber and other habitat values. • Consider the importance of riparian vegetation for faunal movement and integrate associated species management outcomes with the BMP (EC02). • Requirements for salvage and translocation of aquatic fauna prior to construction, in accordance with the *Wildlife Act 1975* (Vic). • Approach for the implementation of appropriate measures to manage the risk of the introduction and spread of environmental weeds, diseases and pathogens during construction in aquatic habitats. • Document the locations of where measures must be applied. Field survey for Growling Grass Frog is required in areas where habitat suitability is uncertain, including at KP 67 and KP 66.7. Identify area of potential habitat areas or areas that are critical for maintaining habitat connectivity for the species to inform finalisation of the waterways crossing design, reinstatement plans and management measures for Growling Grass Frog in consultation with DEECA and West Gippsland CMA and incorporate measures into the site environmental management plan. soil and erosion management plans required for trenched waterways should consider the importance of riparian vegetation for faunal movement and integrate associated species management outcomes with the biodiversity management plan (EC02). The plan must be a sub plan of the CEMP and be implemented in construction.	
Geomorphology and geology		
GM01	**Investigate ground and groundwater conditions over the alignment, identify and assess landslide and other hazards to inform design and construction methods that reduce environmental and operational risk to tolerable levels (under AGS2007)** Prior to commencement of project works, complete targeted surveys and site assessments along the project alignment, converter station, shore crossing inspection and communications building (and potential land transition station) to assess ground and groundwater conditions to inform the design and site-specific construction methods for the project components including above ground infrastructure, buildings, access roads, underground cables, joint bays, and laydown areas. The survey locations should include 380 Darlimurla Road, Darlimurla. The surveys and site assessments must be undertaken by a suitably qualified person and include, but not be limited to the following (as appropriate having regard to the ground conditions of the particular site): • Desktop review of LiDAR, geological maps and any other relevant information to identify possible landslides or areas of potential instability. • Develop preliminary ground models incorporating LiDAR ground profiles, available geological / geotechnical information and knowledge of geological processes. • Undertake targeted site investigation along the alignment and surrounding area as relevant, including surface mapping and intrusive investigation (such as test pits / boreholes, geophysical investigation and materials testing) to confirm soil, rock and groundwater conditions including confirmation of the depth and extent of possible landslides. • Update ground models based on findings of the site investigations.	Construction (Design)

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#	EPR	Project phase
	◢ Run appropriate slope stability analysis using the updated ground models to assess the factor(s) of safety of the current conditions and the stability conditions following installation of the infrastructure, including sensitivity analysis, to confirm tolerable level of risk at potentially unstable locations. In this EPR 'tolerable' adopts the meaning under Australian Geomechanics Society, Volume 42, No 1, March 2001 (AGS2007). ◢ Testing for sodic/dispersive soils. ◢ Install ground monitoring system, if appropriate, to confirm whether or not identified instability features may be creeping and / or to establish a base line for future monitoring during the construction and operational phases. This could include survey monuments, inclinometers, piezometers, extensometers, or iterative detailed photogrammetry. ◢ Use the findings of the investigation(s) as inputs to landslide hazard and risk assessment with reference to AGS2007. Prior to stage 2, further visual (ground and aerial) inspection of the route is required to establish if the (then) existing conditions need to be further assessed and managed.	
GM02	**Develop designs and construction methodology that minimise construction induced ground movement** Prior to commencement of project works, develop a design for below and above ground infrastructure that ameliorates risk from identified instability hazards. ◢ Where risk from landslide or slope instability is shown to be above tolerable levels in GM01, use the ground models developed in GM01 as the basis for design of preliminary mitigation options that are aimed at reducing risk to elements at risk (both environmental and operational) by reducing one or both of the following: ○ The likelihood of occurrence ○ The consequences to the elements at risk. ◢ Liaise with stakeholders whom MLPL identifies as relevant and undergo optioneering / cost benefit analysis to identify the preferred mitigation option to manage risk. ◢ Understand serviceability requirements for the proposed infrastructure i.e., what are tolerable ground movements (both lateral and vertical) within the design of cable joints and couplings and any surface infrastructure. ◢ Develop the preferred mitigation option(s) to the detailed design stage with consideration to serviceability constraints, constructability, stability of temporary works as well as long term stability. ◢ For forestry properties consider the *Code of Practice for Timber Production 2014* (as amended 2022) and the impacts of forestry equipment, log storage and loading, plant and vehicles that will use the land during operation. ◢ Demonstrate the mitigation measures bring risk to a tolerable level with reference to procedures outlined in AGS2007. If a tolerable limit cannot be achieved, reconsider alignment options and reapply EPRs to the new location/s. ◢ Continue monitoring established in GM01, if applicable, through to construction and operations stages. ◢ Establish a Trigger Action Response Plan (TARP) that clearly sets out criteria that would require a response during construction or operation, what the levels of response(s) would be, and who will be responsible to carry it (them) out. Employ standard construction techniques to minimise potential for slope / trench instability including limiting the length and duration of unsupported temporary excavations.	Construction (Design)

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#	EPR	Project phase
GM03	**Develop designs that minimise ground disturbance due to vegetation removal and disturbance of acid sulfate soils** Prior to commencement of project works, develop designs for below and above ground infrastructure that: - Are informed by investigations required in EPR GM01. - Includes measures to ensure ground disturbance is kept to a minimum following vegetation clearance. - Apply erosion control measures during periods of ground disturbance - Minimises disturbance of ASS. If the design cannot avoid disturbance of ASS, then develop an Acid Sulfate Soils Management Plan to manage risk of ASS, as outlined in EPR CL03.	Construction (Design)
GM04	**Undertake earthworks including excavations in accordance with Australian Standards and informed by geotechnical investigations** Prior to commencement of project earthworks, develop methods based on the findings of EPR GM01 that: - Are planned, constructed and documented in accordance with AS 3798-2007 *Guidelines on earthworks for commercial and residential developments*. - Deploy erosion control measures developed with refence to the *Best Practice Erosion and Sediment Control Guidelines* (IECA 2008). - Ensure all trenches are backfilled with suitable engineering materials to an appropriate design compaction standard to ensure long term trench and slope stability. - Incorporate groundwater management (e.g. subdrains) in the design where accumulation of groundwater could affect slope instability. - Cap trench backfill consistent with the requirements of EPR GW04 to reduce the potential for water ingress. - Include cut and fill batter angles in the design that are commensurate with long term gross and surficial stability. - Include measures for treating exposed faces in a manner to limit erosion and promote longer term vegetation growth. - Minimise the duration of open trenches in landscapes susceptible to movement. - Utilise excavation equipment that is suitable for the geological conditions and able to efficiently construct the proposed trench profile. - Include a program for inspection and testing of earthworks and inspection of excavations during construction. These measures must be documented in a sub plan to the CEMP and implemented during construction.	Construction
GM05	**Develop and implement methods for trenchless construction (HDD) that have considered ground conditions** Prior to commencement of project works, develop measures where trenchless construction methods will be implemented that addresses site conditions as determined through the assessments completed to comply with EPR GM01. These methods must be specific to the location, geology, terrain, geomorphological processes and surrounding landscape stability, including at shore crossings. HDD method must minimise the risk of frac-out, including at the Waratah Bay shore crossing. The locations for HDD drill pads should avoid encroachment into designated waterways unless it can be demonstrated this can be done without adverse impacts on waterway stability and other waterway values, including aquatic ecosystems. Outline potential risks of HDD construction to be minimised including bore collapse, sinkholes and subsidence.	Construction

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#	EPR	Project phase
	Provide for the development of appropriate mitigation strategies to minimise ground subsidence and sinkholes, as well as frac-out. Minimise the risk of bore collapse from HDD at the shore crossing and Morwell River crossing through consideration of measures including using HDD 24 hours a day. Require HDD works to be carried out by a suitably qualified and capable contractor. These measures must be documented in a sub plan to the CEMP and implemented during construction.	
GM06	**Develop and implement methods to provide trench stability during construction** Prior to commencement of project works, develop measures that provide trench stability based on the findings of EPR GM01 and consider factors such as, but not limited to: ◢ Measures that support the stability of the surrounding landscape to maintain lateral support. ◢ Measures to support trench walls and prevent collapse in all ground conditions including unconsolidated, soft and sodic/dispersive soils such as a result of presence of marine deposits, alluvial sediments and weathered, saturated basalts. ◢ Methods to manage trench dewatering, where it is required, to avoid and/or minimise potential trench wall instability scouring and erosion. ◢ Avoiding surface water from entering the trench during and after construction, and if not possible to avoid, install appropriate drainage with managed outlets. ◢ Minimise the duration that trenches are kept open. These measures must be documented in a sub plan to the CEMP and implemented during construction.	Construction
GM07	**Develop and implement methods to provide slope stability during trenching** Prior to commencement of project works, develop measures based on the findings of EPR GM01 that ensure stability on slopes and consider factors such as, but not limited to: ◢ Manage surface water flow consistent with EPR SW01 to reduce potential for ground saturation or erosion from project works that could induce or initiate instability. ◢ Avoid placement of spoil from trenches next to a trench on moderate to steep slopes to reduce potential for excavation instability. ◢ Implement measures so that the trench and the slope above is fully supported and the upslope is not undermined and initiates failures. ◢ Minimise the duration that trenches are kept open. ◢ Wherever possible, sequence trenching to work down the slope rather than up the slope to avoid undermining moderate to steep slopes from below. ◢ Includes measures to ensure slope stability above and below the trench following vegetation clearance. These measures must be documented in a sub plan to the CEMP and implemented during construction.	Construction
GM08	**Develop and implement a site drainage plan to minimise site run off and avoid and/or minimise impacts to ground and slope stability** Prior to commencement of project works, develop measures to avoid and minimise alteration of drainage that could impact erosion and slope stability. The plan must document measures and where they will be applied to address: ◢ The provision of drainage for any area of disturbed ground and construction of level areas.	Construction

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	◢ Existing gullies or areas susceptible to gullying by avoiding the concentration of water flows into susceptible areas ◢ Manage surface water flow consistent with EPR SW01 to direct surface water away from or around any temporary excavations and all permanent manufactured slopes ◢ Cap trench backfill consistent with the requirements of EPR GW04 to reduce the potential for surface water ingress into the trench backfill. ◢ Avoid creating closed depressions so as to avoid ponding of runoff. These measures must be documented in a sub plan to the CEMP and implemented during construction.	
GM09	**Develop and implement a waterway crossing plan** Prior to commencement of project works, develop a waterway crossing plan for crossing of all waterways identified in Figure 52 and Table 31 in the EIS/EES Technical Appendix Q: Victorian Surface Water Impact Assessment, that confirms the construction methodology to be adopted and documents the measures to be applied to avoid and minimise impacts to geomorphology at waterways. The plan must include: ◢ A consistent waterway referencing system for all 82 designated waterway crossings. ◢ High level geomorphological and stability assessments of each of the waterways that are proposed to be trenched, including targeted site assessments as necessary, to inform waterway crossing design. This assessment is to include consideration of existing geomorphological processes and threats to enable potential conflicts with project infrastructure, such as exposure of the cable conduit by erosion, to be identified and avoided so far as reasonably practicable. ◢ Consideration of the Code of Practice for Timber Production 2014 (as amended 2022) for forestry properties. ◢ The selection of a construction methodology for each crossing that ensures waterway stability and has regard to geomorphological processes (including channel migration, headward erosion and avulsion) that could lead to future conflicts with Project infrastructure. ◢ Assessment of relevant waterways where trenchless construction is preferred: ○ For the following waterways, outline relevant outcomes of further design, geotechnical and other investigations, landholder consultation, and outcomes of existing conditions assessment under EPR EC01, EC03, SW01 and GM01, to confirm that trenchless construction remains the preferred methodology: Morwell River, Tarwin River East Branch, Tributary of Tarwin River East Branch (northern), Tributary of the Tarwin River East Branch (southern), Stony Creek, Buffalo Creek, Fish Creek, Little Morwell River, Amber Creek, Ten Mile Creek, Eel Hole Creek, Tributary of Berrys Creek in the vicinity of KP54.8 and the unnamed waterway in the vicinity of KP2.9. ◢ Trenchless construction: ○ Where trenchless construction will be utilised, identify any measures required in addition to EPR SW01, GM06, GW03 and EC03 to avoid or minimise impacts to fluvial geomorphology at waterways where trenchless construction will be utilised. ◢ Trenched construction: ○ Identify any measures required in addition to EPR SW01, GM05 and EC03 to avoid or minimise impacts to fluvial geomorphology. ○ For trenched construction of unnamed waterway crossings at KP66.6 and KP67.0 in the EIS/EES Technical Appendix V: Terrestrial Ecology, measures to maximise utilisation of existing track at the crossing location and having regard to EPR EC03. The waterway crossing plan must be a sub plan to the CEMP and implemented during construction.	Construction (Design) Construction

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#	EPR	Project phase
GM10	**Develop and implement measures to manage potential impacts to and from ground stability in operation** As part of the OEMP, include a stability management plan to set out measures to manage any residual ground stability risk to the constructed infrastructure and the land along the easement. The measure should include a periodic monitoring regime and a TARP to identify trigger levels, the action required to be taken for each trigger level, and who is responsible for the action. The stability management plan must consider the Code of Practice for Timber Production 2014 (as amended 2022) for forestry properties, and the impacts of forestry equipment, log storage and loading, plant and vehicles that will use the land (including roads on plantations) during operation. The stability management plan must be a sub plan to the OEMP and implemented during operation.	Operation
Groundwater		
GW01	**Complete a hydrogeological assessment and dewatering drawdown assessment to inform the design** Prior to commencement of project works, and using available site-specific hydrogeological information, complete a hydrogeological assessment at locations identified along the final project alignment as likely to encounter groundwater during construction or at other locations where pre-construction site investigations indicate that shallow groundwater may be encountered. The assessment must: ◢ Be completed by a suitably qualified hydrogeologist. ◢ Consider the assumptions and approach outlined in the EIS/EES Technical Appendix P and identify any differences between the potential impacts assessed in the EIS/EES Technical Appendix P and those in this assessment. ◢ Be informed by hydrogeological investigations including groundwater level and quality monitoring, and aquifer hydraulic testing. ◢ Be informed by geotechnical investigations where available. ◢ Be informed by representative aquifer hydraulic conditions (such as from aquifer hydraulic tests completed on-site) in areas of shallow groundwater and use relevant, available monitoring data. ◢ Include a groundwater drawdown assessment for areas where dewatering of construction trenches will be required based on the detailed design. ◢ Include site inspections and necessary investigations to identify potential GDEs or unregistered groundwater users (including springs and spring fed dams) within zones of predicted construction dewatering drawdown, in terms of their location, extent, and ecological significance. ◢ Incorporate groundwater quality analysis undertaken to assess for the presence of unexpected, existing groundwater contamination. The outcomes of the assessment must be documented in a groundwater management plan as a sub plan to the CEMP and implemented during construction.	Construction (Design)
GW02	**Develop and implement methods to minimise groundwater inflow into trenches and groundwater level drawdown** Prior to commencement of project works, develop methods that identify and either avoid (where possible) or minimise groundwater inflow into cable trenches and joint pits. The construction method should: ◢ Be informed by the hydrogeological assessment completed for EPR GW01 and include measures to respond to the outcomes of that assessment, where required.	Construction

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#	EPR	Project phase
	◢ Include measures to minimise groundwater drawdown where impacts may occur to groundwater quality, productive uses or the function of GDEs. ◢ Consider scheduling construction works to minimise the total time that dewatering is required. ◢ Adopt engineering controls during construction such as sheet pile walls or other temporary structures to avoid (where possible) or minimise groundwater ingress to construction trenches at locations where: ○ High groundwater inflows are predicted to be encountered. ○ The hydrogeological assessment (EPR GW01) identifies potential impacts to groundwater that may be more significant than assessed the EIS/EES Technical Appendix P. ◢ Include contingency measures to manage groundwater inflow rates that may be higher than predicted. ◢ Include adaptive management measures to manage unexpected shallow groundwater during construction and rapidly assess risk to groundwater values. These measures must be documented in a groundwater management plan as a sub plan to the CEMP and implemented during construction.	
GW03	**Develop and implement methods for HDD and drilling to prevent groundwater movement and contamination** Prior to commencement of project works, develop methods to identify and avoid or minimise impacts to groundwater that: ◢ Seal the annulus of directionally drilled bores or otherwise prevent water movement along the borehole annulus. ◢ Adopt relevant guidance from *Minimum construction requirements for water bores in Australia* (2020), including the use of appropriate well construction materials based on local ground conditions (such as salinity and acidity in the coastal zone), to minimise potential for impacts to groundwater. ◢ Utilise non-toxic and/or biodegradable drilling additives, such as bentonite clay and xanthan gum, for HDD and other drilling activities during construction ◢ Are informed by investigations as required by EPR GW01. ◢ Are informed by geotechnical investigations or advice prior to commencing HDD activities. ◢ Include methods for HDD monitoring and mitigation measures to minimise potential for frac-outs to occur and limit the scale of impact in sensitive areas. These include minimum observations during drilling to detect frac-outs (such as loss of fluid circulation) and pressure relief methods. Emergency response measures for frac out during HDD are covered by EPR SW01. These measures must be documented in a groundwater management plan as a sub plan to the CEMP and implemented during construction.	Construction
GW04	**Develop and implement measures to utilise cable backfill material to minimise impact on groundwater recharge and flow** Prior to commencement of project works, develop measures to backfill excavations with the same material that was excavated in approximately the same order so far as reasonably practicable, and having regard to EPR A03. ◢ The backfill should reinstate the soil profile with adequate compaction to avoid (where possible) or minimise surface water ingress to the trench, flow along the trench, and preferential recharge to groundwater, and allow for existing groundwater movement. ◢ Backfill below the water table should be informed by a hydrogeological assessment (EPR GW01).	Construction

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#	EPR	Project phase
	◢ Where the existing material is not suitable for backfill and thermal backfill is required, the placement of thermal backfill, and the construction design should be informed by the hydrogeological assessment (EPR GW01) to prevent barrier effects and allow groundwater pressure to equilibrate across the structure. ◢ Engineered solutions might include the design of under-drainage layers or other features that allow groundwater pressure to equilibrate across the structure. These measures must be documented in a groundwater management plan as a sub plan to the CEMP and implemented during construction.	
GW05	**Design and implement measures to manage and dispose of extracted groundwater during construction to avoid (where possible) or minimise environmental impacts** Prior to commencement of project works, develop measures to manage, monitor, reuse where possible, treat where necessary, and dispose of groundwater inflows during construction dewatering that identify and avoid or minimise potential impacts to groundwater values and conditions. The measures must be developed in consultation with relevant water authorities, and comply with relevant legislation and guidelines, including but not limited to: ◢ EP Act and *Environment Protection Regulations 2021*. ◢ Environment Reference Standard. ◢ *Water Industry Regulations 2006*. ◢ *Occupational Health and Safety Act 2004* (Vic) and *Occupational Health and Safety Regulations 2017*. ◢ The waste management hierarchy. The measures must be documented in a plan that also outlines the approach to: ◢ Avoiding or minimising wastewater production from dewatering groundwater, consistent with EPR GW02 Monitoring of groundwater levels and quality where dewatering may occur. ◢ Management of extracted groundwater including collection methods, quality monitoring methods during disposal, discharge criteria and trigger levels developed in consultation with relevant regulators, proposed treatment methods, and disposal processes. ◢ Groundwater disposal options and individual discharge locations including estimated discharge volumes and flow rates, discharge limits for water quality and flow rates, anticipated potential water treatment requirements and any required approvals, monitoring and reporting. These measures must be documented in a groundwater management plan as a sub plan to the CEMP and implemented during construction.	Construction
GW06	**Undertake groundwater monitoring to establish baseline groundwater conditions prior to construction and monitor groundwater levels and quality in areas of higher potential impact during construction** Prior to commencement of project works, develop a groundwater monitoring program to establish background and baseline groundwater conditions to the extent reasonably practicable. The baseline and background level and quality data will be used to identify if there are any changes in groundwater during construction. The program must focus on areas where higher impacts to environmental values may occur and include, but not be limited to, the project alignment area adjacent to Hazelwood cooling pond, Waratah Bay, groundwater dependent ecosystems and areas of potential ASS. The monitoring program must: ◢ Establish seasonal variability and other long-term trends of groundwater conditions.	Construction

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#	EPR	Project phase
	▰ Establish baseline groundwater levels and quality conditions in areas where shallow groundwater is expected to be encountered and is susceptible to groundwater quality, flow and drawdown impacts, as identified in EPR GW01. ▰ Calibrate the groundwater drawdown assessment prior to commencement of project works and during construction activities to verify predictions. ▰ Verify the adequacy of the proposed design and construction methods, and where required, identify and implement any additional measures required to mitigate impacts from changes in groundwater levels, flow and quality. ▰ Be informed by the outcomes of the hydrogeological assessment (EPR GW01) and acid sulfate soil assessment (EPR GW07). ▰ Outline the approach to review of monitoring results and define acceptability criteria for groundwater recovery at completion of construction for water quality, flows and level recovery as predicted by the groundwater drawdown assessment required in EPR GW01 and considering the impacted groundwater values. Where recovery may extend into operation, relevant groundwater monitoring activities should be incorporated into the OEMP (EPR GW09) The monitoring program, where required, must be consistent with the obligations of the EP Act, *EPA Victoria Publication 668 Hydrogeological assessment groundwater quality guidelines, EPA Victoria Publication 669 Groundwater Sampling Guidelines, EPA Victoria Publication 2033 Background levels methodology guidance* and the *Environment Reference Standard*. This program must be documented in a groundwater management plan as a sub plan to the CEMP and implemented during construction.	
GW07	**Develop and implement measures to prevent groundwater acidification, saline intrusion and contaminant mobilisation in areas where they are predicted to occur** Prior to commencement of project works, develop measures to prevent groundwater acidification within the zone of groundwater drawdown and in areas where acid sulfate soils may exist. The measures must: ▰ Be informed by the ASS management plan (EPR CL03) that will identify locations where ASS could occur. ▰ Be based on the findings of the hydrogeological assessment EPR GW01 and groundwater monitoring EPR GW06. ▰ Adopt appropriate engineering controls, such as sheet pile walls or other barriers, to prevent groundwater level drawdown, so far as reasonably practicable or adopt other mitigations or management measures to prevent groundwater acidification impacts. Develop and implement measures to: ▰ Prevent saline water intrusion into freshwater aquifers where potential impacts to groundwater quality are predicted to occur as a result of dewatering in the coastal zone. Measures should be developed based on the outcome of the hydrogeological assessment (EPR GW01) and prior to the commencement of works. ▰ Prevent the mobilisation of known, existing groundwater contamination, as identified in EPR GW01, that would increase the risk posed to groundwater receptors or cause degraded groundwater quality. Groundwater monitoring must be carried out during construction to verify groundwater acidification, saline intrusion and mobilisation of contamination is not occurring and responses are implemented if quality impacts are detected. The measures must be documented in a sub plan endorsed by a person(s) appointed by EPA Victoria as an environmental auditor. These measures must be documented in a groundwater management plan as a sub plan to the CEMP and implemented during construction.	Construction
GW08	**Develop and implement measures to maintain water supply to registered and unregistered groundwater users**	Construction

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#	EPR	Project phase
	◢ Confirm the status and use of registered and unregistered bores within the immediate construction zone by making inquiries with affected landholders and estimate the drawdown area due to construction. ◢ Where necessary, negotiate requirements to decommission existing bores where they may be destroyed during construction, and/or negotiate the need for replacement with new bores or the provision of an alternative water supply. ◢ Where dewatering reduces access to groundwater for landholders (either via installed groundwater bores or spring fed dams), negotiate arrangements to provide alternative water supplies until groundwater levels return to enable supply of water. ◢ Bore decommissioning must be completed in accordance with the Minimum Construction Requirements for Water Bores in Australia. These measures must be documented in a groundwater management plan as a sub plan to the CEMP and implemented during construction.	
GW09	**Develop and implement measures to manage potential impacts to groundwater in operation** As part of the OEMP, develop and implement measures to identify and avoid (where possible) or minimise potential impacts to groundwater during the operation of the project as identified by the EIS/EES Technical Appendix P or by assessment of impacts from the proposed operation and maintenance activities. The OEMP must also include measures to manage any residual impacts to groundwater from construction that need to be managed in operation. The measures must address: ◢ Ongoing monitoring requirements as determined through the monitoring program developed in accordance with EPR GW06, including monitoring to confirm recovery of groundwater levels and quality, where required. ◢ Management of materials to prevent contamination of groundwater, as required by EPR CL04. The groundwater management plan must be a sub plan to the OEMP and implemented during operation.	Operation
GW10	**Develop and implement practicable measures to avoid or control water pressure build up along cable conduits** Incorporate design measures to minimise so far as reasonably practicable, water pressure transmission along cable conduits. This may include risk assessments during detailed design to identify areas where potential head gradients may develop within the conduit and cause raised pressures. Measure may include, where practicable: ◢ Engineering solutions to minimise ingress of water to the conduit where potential pressure differences may develop. This may include the use of barriers or seals. – Install drainage systems to manage and redirect groundwater away from cable trenches and conduits where water pressure risks are identified. Prior to commencement of project works, develop contingency measures as part of the construction method, to address unexpected water movement or pressure transmission issues during construction and operation.	Construction (Design)
GW11	**Development and implementation of groundwater management plan** Prior to commencement of project works develop a groundwater management plan that must include consideration of measures outlined in EPRs GW01, GW02, GW03, GW04, GW05, GW06, GW07 and GW08.	Construction

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#	EPR	Project phase
Land use and planning		
LUP01	**Minimise land use impacts through design** Design the project to minimise the footprint and avoid, so far as reasonably practicable, impacts on the following land uses: - Agricultural, rural industry, and forestry properties - Townships and rural residential properties - Native vegetation, state parks and nature reserves - Significant landscapes - Other sensitive land uses such as tourism facilities and community recreational areas. - Crossing of other major services and utilities where possible. Prior to submission of Alignment Plans, identify any material changes to relevant strategic land use plans and planning policies that provide for current and future land use in the project area and that have occurred after planning approval for the project, and consider whether the Alignment Plans can respond to any such change.	Construction (Design)
LUP02	**Minimise disruption due to property and easement acquisition** Design the project to minimise property and easement acquisition where reasonably practicable and to provide for safe asset operation and maintenance. Engage with affected landholders to, where reasonably practicable, negotiate property and easement acquisition, and the terms of ongoing access arrangements to minimise impact on existing land uses, access, and amenity.	Construction (Design)
LUP03	**Minimise land use impacts during and post construction** Prior to commencement of project works, develop a plan to: - Minimise the construction footprint and any temporary land use impacts due to construction activities where reasonably practicable. - Undertake construction to minimise disturbance to ongoing use of land for existing purposes. Reinstate land and access following construction to pre-construction conditions to enable existing land uses to resume, unless otherwise agreed with landholders (EPR A04).	Construction
LUP04	**Avoid and minimise impact on services and utilities** Prior to commencement of project works by each principal contractor, consult with asset owners and managers with the objective to: - Agree requirements when construction is proximate to other services, particularly high voltage powerlines and high-pressure gas lines. - Design requirements for crossing of other assets and services. Minimise disruption to localised services and reinstate interrupted services as required. Where services are planned to be disrupted, advance notification must be provided to service users.	Construction

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Landscape and visual		
LV01	**Design converter station buildings to minimise visual impacts from public locations** During the design of the converter station buildings, incorporate design outcomes to reduce the visual prominence of the buildings in views from the public roads. Design of the building facades will be documented in a Development Plan(s) and may include, but not be limited to: - Tapering of leading edges of the building and roofline. - Articulation of building facades. Using colours such as dark greens, reflecting existing vegetation, or muted tones minimises contrast and prominence.	Construction (Design)
LV02	**Implement measures to establish and maintain a vegetative screen for public views of above ground components** During the design of above ground infrastructure at the location of the converter station and potential transition station, develop measures to ensure a vegetative screen is established to shield views from public roads. Strategies to achieve this may include, but not be limited to: - Ensuring sufficient setbacks along the road frontages. - Layered landscaping using endemic species.	Construction (Design)
LV03	**Design inspection and communication building (and potential transition station) to minimise visual impacts from public locations** During the design of above ground infrastructure at the location of the inspection and communications building (and potential transition station), develop measures to provide screening from Waratah Road that is similar to, or better than that which is provided by existing vegetation and landforms. Strategies to achieve this may include, but not be limited to: - Retaining existing vegetation within the site. - Including vegetation or landscaping within the site boundaries to screen or filter views of project features using endemic species. Locating perimeter fencing behind landscape plantings or landforms.	Construction (Design)
LV04	**Develop and implement measures to manage potential visual impacts in operation** As part of the OEMP, develop and implement measures to minimise visual impacts during the operation. The measures should address: - Monitoring vegetation screening and landscaping with site boundaries for at least two years ensuring establishment and long term viability of landscaping. - Replacement of any failed vegetation screens or landscaping with endemic species.	Operation
Noise and vibration		
NV01	**Conduct additional background noise monitoring** Prior to commencement of project works, conduct additional background noise monitoring for onshore receivers in the vicinity of the following project components: - Shore crossing.	Construction (Design)

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	◢ Construction locations where unavoidable works outside of normal working hours could occur for a period of five or more days. ◢ Converter station. ◢ Communications building and transition station (if required). ◢ The background noise monitoring data must: ○ Inform the assessment of construction noise (EPR NV02 and NV03) and operational noise (EPR NV04, NV05 and NV06). ○ Be conducted at a selection of locations which are representative of the receivers that could be impacted by construction of the project components listed above. ○ Be conducted at representative locations for the shore crossing in the townships of Sandy Point and Waratah Bay. The background noise monitoring and results analysis must be conducted in accordance with procedural guidance detailed in: ◢ EPA Victoria Publication 1826.4 *Noise limit and assessment protocol for the control of noise from commercial, industrial and trade premises and entertainment venues* (the EPA Noise Protocol), ◢ EPA Victoria Publication 1834.1 *Civil construction, building and demolition guide*; ◢ EPA Victoria Publication 1997 Technical guide: *Measuring and analysing industry noise and music noise* ◢ Australian Standard 1055:2018 Acoustics - Description and measurement of environmental noise where relevant. Data must be collected and analysed in formats which are suitable for the distinct assessment requirements of the EPA Noise Protocol and EPA Publication 1834.1. The results must be documented in a background noise report and made available to EPA Victoria on request.	
NV02	**Develop and implement a construction noise and vibration management plan** Prior to commencement of project works, develop a construction noise and vibration management plan for onshore construction including the shore crossing. The construction noise and vibration management plan must describe the measures to be implemented during the onshore project works in Victoria to minimise the risk of harm from construction noise and vibration, so far as reasonably practicable, in accordance with the general environmental duty under the *Environmental Protection Act 2017* (Vic) (EP Act). The plan must document: ◢ A description of all noise generating construction activities and their locations. This must include a schedule of equipment types and numbers for each activity and location. ◢ A description of the proposed construction program including timing and duration of construction activities. This must include confirmation that the works will adhere to normal working hours specified in EPA Victoria Publication 1834.1 *Civil construction, building and demolition gu*ide, other than unavoidable works, low-noise works, or managed-impact works, that must occur outside normal working hours. ◢ The results of additional background noise monitoring conducted under EPR NV01. ◢ Details of the location, duration and type of unavoidable works, and details of any low-noise or managed-impact works, which may need to occur outside of normal working hours and the protocols that will apply for the management of these works outside normal working hours. These protocols must include a process for the justification and approval of any unavoidable works, managed-impact works, or low noise impact works that may be planned to occur outside the normal working hours, consistent with EPA publication 1834.1	Construction

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- The locations of the most sensitive working areas along the project alignment, including the extent of areas around unavoidable works where noise and vibration sensitive areas (receivers) need to be identified where risk controls for noise and vibration are most important, based on the predicted construction noise levels.
- A systematic evaluation of noise control options to minimise the risk of harm from operation noise so far as reasonably practicable.
- A framework for the selection and implementation of risk controls that are proportionate to the risk of harm from noise, informed by factors including the noise level, noise character, work timing, and work duration. The existing noise environment and the number of affected receivers may also be relevant factors at some sites.
- Details of all reasonable and practicable measures that are proposed to minimise the risk of harm as a result of noise and vibration associated with both on- site and off-site sources of construction activities (including heavy vehicle movements on local roads), including:
  - Requirement for the selection of major plant items with low noise emissions, characterised by sound power levels that are equivalent to, or lower than, the values/ranges indicated in AS 2436, *Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites* (Reconfirmed 2016), unless it can be demonstrated that adhering to these values would not be reasonably practicable.
  - Measures for the control of potentially annoying characteristics such as tonality, impulsive and low frequency noise (accounting for frequency spectrum as a prescribed characteristic where applicable).
  - A requirement that each HDD rig associated with the shore crossing (including ancillary plant) to achieve a total sound power level of 110 dB LWA or lower, unless it can be demonstrated that adhering to this value would not be reasonably practicable or would increase the duration of exposure.
  - Scheduling protocols for minimising the potential disruption caused by high noise levels as a result of transient construction activities which occur near to receivers for brief periods.
  - Details of any locations where temporary screens or enclosures are identified as a reasonably practicable control measure, informed by updated construction noise modelling.
  - Requirements to minimise the risk of noise impacts on the environmental value of 'human tranquillity and enjoyment outdoors in natural areas', in accordance with the Category V indicator and objectives of the Environment Reference Standard, having regard to the frequency spectrum of both the pre-existing noise and the noise, from the Project, their potential character, and their variability.
- Details of any low-noise or managed-impact works which may need to occur outside of normal working hours and the protocols that will apply to the management of these works outside of normal working hours.
- Requirements for monitoring noise and vibration of construction works, including unavoidable works.
- The protocol for preparing detailed noise and vibration impact assessments (EPR NV03) including when they are required, format, timing and process for review. The protocol must address all project works and specifically:
  - The shore crossing
  - Locations where there is prolonged unavoidable works, managed-impact works, or low noise impact works outside of normal working hours.
  - The converter station.

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- Vibration controls and monitoring requirements, including details of the locations and circumstances in which vibration noise monitoring would be conducted, for heritage structures including the cistern structure identified in Moores Road, Buffalo
- Communication protocols for notifying landholders in advance of the works occurring.
- Noise complaint handling and response protocols, in accordance with the broader process for managing and responding to complaints received during construction (prepared under EPR S03).
- Protocols for continual improvement of the construction noise and vibration mitigation measures, informed by data sources including but not limited to audit findings, the community and stakeholder engagement framework (prepared under EPR S03), complaint reviews, noise modelling (e.g. as part of preparing detailed noise and vibration impact assessments under EPR NV03), and monitoring.

The construction noise and vibration management plan must address the requirements and guidance of:

- The general environmental duty under the EP Act.
- EPA Victoria Publication 1834.1.
- Australian Standard AS 2436 - 2010.
- EPA Victoria Publication 1996 *Noise guideline – assessing low frequency noise*

Both the construction noise and vibration management plan and the IEA review report of the plan must be made available to EPA Victoria on request.
The construction noise and vibration management plan must be a sub plan to the CEMP and implemented during construction.

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NV03	**Develop a detailed noise and vibration impact assessment for construction activities at specific sites** Prior to commencement of noise generating work that could impact onshore sensitive receivers, a detailed noise and vibration impact assessment must be completed for construction in accordance with the protocol contained in the construction noise and vibration management plan (EPR NV02): Each assessment must: - Identify all relevant sensitive locations (receivers). - Determine the sound power level for all noise generating plant and equipment planned to be used for the activities being assessed. - Include information to demonstrate the selection, or the processes for selection, of low noise equipment, including consideration of any potentially annoying characteristics of the noise such as tones, impulses or prominent low frequencies. - Model predicted noise levels for the activities and plant being assessed. - Assess noise and vibration impacts on sensitive receivers. This must include an objective assessment of the risk of low frequency noise, informed by indicative estimations of low frequency noise levels. - Include a systematic evaluation of noise control options to minimise the risk of harm from construction noise and vibration so far as reasonably practicable. For unavoidable works outside of normal working hours, the noise control options evaluated should account for any feedback from consultations with the nearest affected receivers. - Include details of all noise and vibration controls and management measures to be implemented to minimise the risk of harm from construction noise and vibration so far as reasonably practicable.	Construction

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	Describe construction noise and vibration monitoring requirements, including verification noise testing (if warranted) to assess the effectiveness of the noise controls before commencing continuous unavoidable works outside of normal working hours. ✓ Include protocols for providing respite in circumstances where residents are affected by prolonged exposure to elevated noise levels as a result of unavoidable works out of hours. Comply with the controls and protocols documented in the construction noise and vibration management plan. ✓ The detailed noise and vibration impact assessments must address the requirements and guidance of: ○ The general environmental duty under the *Environmental Protection Act 2017* (Vic). EPA Victoria Publication 1834.1 *Civil construction, building and demolition guide*. ○ Australian Standard AS 2436-2010 Guide to Noise and Vibration Control on Construction, Demolition and Maintenance Sites (Reconfirmed 2016). ○ EPA Victoria Publication 1996 *Noise guideline – assessing low frequency noise*. Each detailed noise and vibration impact assessment must be reviewed by the independent environmental auditor (IEA), prior to commencement of the noise generating work under assessment. The detailed noise and vibration impact assessments and the IEA review reports must be made available to EPA Victoria on request. All of the recommended noise and vibration risk controls (including mitigation, management, monitoring and respite measures) established in the detailed noise and vibration impact assessment must be implemented during construction.	
NV04	**Design the converter station to minimise the risk of harm from noise so far as reasonably practicable** In accordance with the general environmental duty under the *Environmental Protection Act (*EP Act), the design process for the converter station must include a systematic evaluation of noise control options to minimise the risk of harm from operation noise so far as reasonably practicable. The evaluation must: ✓ Consider site layout, equipment selection, and built form to control noise. ✓ Address both the level and character of the noise, accounting for the assessable characteristics defined in the EPA Noise Protocol and prescribed characteristics under the EP Act. ✓ Address normal operation and routine equipment testing. Prior to installing the converter station plant and any enclosing structures, prepare a design noise assessment report for the final converter station design. The report must: ✓ Document the systematic evaluation of noise control options. ✓ Describe the measures to be implemented to control environmental noise levels, demonstrating that all reasonable and practicable measures will be implemented to minimise the risk of harm as a result of noise, as required by the general environmental duty under the EP Act. ✓ Confirm the applicable noise limits (normal operation and routine equipment testing) determined in accordance with the EPA Noise Protocol, accounting for the background monitoring data obtained for EPR NV01 and cumulative noise considerations. ✓ Provide details of the noise frequency characteristics of key items of plant such as the transformers and valve coolers, and assessment of whether character adjustments are warranted.	Construction (Design)

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#	EPR	Project phase
	◢ Present predicted noise levels at noise sensitive locations (receivers) from operation of the converter station. ◢ Demonstrate that operational noise levels for the final design and equipment selections are predicted to comply with noise limits determined in accordance with the EPA Noise Protocol. ◢ Present an assessment of the potential for prescribed characteristics under the EP Act, including low frequency noise characteristics as described in EPA Victoria Publication 1996 Noise guideline – assessing low frequency noise. The design noise assessment report must be reviewed by the independent environmental auditor (IEA). Both the design noise assessment report and the IEAs review report must be made available to EPA Victoria on request.	
NV05	**Develop an operation noise management plan for the converter station and transition station sites** As part of the Operation Environmental Management Plan (OEMP), develop an operation noise management plan for the converter station and transition station (if required) sites. The operation noise management plan must document: ◢ The noise mitigation and management measures developed in design (EPR NV04) that apply to the operation and maintenance of the converter station. ◢ The confirmed applicable noise limits determined in accordance with the EPA Noise Protocol and EPA Victoria Publication 1996 Noise guideline – assessing low frequency noise, including for routine testing of plant that is used solely for emergencies (i.e. standby generators for the converter station and the transition station), determined under EPR NV04. ◢ Procedures for, and timing of, noise monitoring to be carried out to assess compliance with the applicable noise limits when the converter station and transition station commences operation. ◢ Details and timing of a noise compliance reporting to be submitted to EPA Victoria. ◢ Details of any maintenance and monitoring measures that are required to maintain ongoing compliance with the *Environmental Protection Act 2017 (*Vic) (EP Act) including the general environmental duty. ◢ Procedures for routine testing of plant that is used solely for emergencies (e.g. regularity, days, and times of testing). ◢ Procedures to investigate noise complaints or suspected noise compliance issues. ◢ Protocols for continual improvement of the operation noise management plan, informed by data sources including but not limited to audit findings, complaint reviews and monitoring. The operation noise management plan must be made available to EPA Victoria on request. The operation noise management plan must be a sub plan to the OEMP and implemented during operation.	Operation
NV06	**Prepare an operation noise compliance assessment report** Prepare an operation noise compliance assessment report based on: ◢ An inspection of the converter station and transition station to confirm that the noise mitigation and management measures documented in the operational noise management plan (EPR NV05) have been fully implemented. ◢ The results of noise monitoring conducted in accordance with the operation noise management plan (EPR NV05), to assess compliance with the applicable noise limits. The report must be submitted to EPA Victoria within six months of each stage of the converter station becoming fully operational.	Operation

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#	EPR	Project phase
Social		
S01	**Management of medical incidents and first response capabilities** Prior to commencement of project works, in preparing the project's worker health and safety plan, include: - Requirements and measures for responding to health, medical and safety incidents of construction personnel during the construction phase. - Strategies for provision of first response medical capabilities on-site for both local and non-local employees and contractors to minimise the impact on local health services. The plan must be implemented during construction.	Construction
S02	**Develop and implement a workforce and accommodation strategy** Prior to commencement of project works, develop a workforce and accommodation strategy to address the potential social impact from the project's workforce and accommodation requirements during construction. The strategy must: - Be developed in consultation with government, industry and other relevant providers. - Include a protocol for the identification and management of impacts due to accommodation requirements. - Address cumulative impacts on accommodation due to other large-scale construction and infrastructure projects in the identified local study areas. The outcomes of the strategy must be addressed during construction planning.	Construction

S03	**Develop and implement a community and stakeholder engagement framework**
	Prior to commencement of project works, develop a community and stakeholder engagement framework to outline the approach to engagement with community, stakeholders and First Peoples will be undertaken for project and by all contractors. The community and stakeholder engagement framework should be consistent with IAP2 principles and guidance in the Department of Climate Change, Energy, the Environment and Water National guidelines – *Community engagement and benefits for electricity transmission projects*, and must:
	- Identify key community and stakeholder groups with a likely interest in the Project, including but not limited to property owners; residents of local and regional communities; business owners; business and industry associations; road users; tourists; commercial and recreational marine users, users of potentially affected community facilities, local Councils; and community facility managers.
	- Describe the approach for engaging the community, stakeholders and First Peoples.
	- Establish communication protocols and tools for communication that provide:
	  - Early and ongoing information and notification to local communities and stakeholders, including users of affected community facilities, recreational sites, and public open spaces (e.g., Great Southern and Grand Ridge Rail Trails, regional reserves, State Forests, beaches, marine infrastructure) about details, timing and duration of proposed works, potential impacts, and proposed management measures.
	  - Information on issues of community concern and proposed management measures, including but not limited to, electromagnetic fields (EMF), construction noise, vibration, and air quality, construction traffic, access changes, and biodiversity values.
	- Outline complaints policies and management procedures for recording, managing, and resolving complaints. The complaints management system must be consistent with Australian Standard AS/NZS 10002: 2014 *Guidelines for Complaints Management in Organisations*.
		Construction

#	EPR	Project phase
	Principal contractors must prepare a community and stakeholder engagement management plan in accordance with the framework for their works package, and ensure sub-contractors comply with the management plan. The community and stakeholder engagement framework and contractor's community and stakeholder engagement management plan must be updated annually to reflect any project or stakeholder changes and improvements identified. A register of complaints must be maintained by MLPL and provided to the Minister for Planning with annual audit reporting if requested. The community and stakeholder engagement framework must be implemented during construction.	
S04	**Develop and implement a community benefits sharing scheme** Prior to the commencement of project works, develop a community benefits sharing scheme in consultation with communities and First Peoples in the local study area. The community benefits sharing scheme should be developed having regard to *Community Engagement and Benefit Sharing in Renewable Energy Development: A Guide for Renewable Energy Developers* (July 2021).	Construction
S05	**Develop and implement an industry participation plan** Prior to the commencement of project works, develop an industry participation plan to integrate First People, females, youth and socially vulnerable groups into the project workforce. The purpose of industry participation plan is to stimulate entrepreneurship, business and economic development, providing First Peoples and vulnerable groups with more opportunities to participate in the economy. The plan must: • Set out an employment and supplier-use participation target within the project's locality. • Outline the project's social procurement policies and local procurement policies considering each component and phase of construction. • Be developed in conjunction with the requirements under the Indigenous Employment and Supplier-use Infrastructure Framework (February 2019). • Identify a range of potential opportunities for job-seekers and businesses to be involved in the project across the construction supply chain. • Set employment targets with reference to the local First Peoples working age population within the project area and consistent with the 'locals first principle'. • Identify opportunities for females, youth and other socially vulnerable groups to be involved in the project workforce. The plan must be implemented during construction and operation.	Construction
S06	**Engagement to be reflected in the project's emergency response plan and procedures** Prior to commencement of project works, engage with local emergency service providers and local Councils in the preparation, planning, monitoring and review of the project's emergency response plan and procedures. The project's emergency response plan must outline protocols for: • Ongoing engagement with emergency services about changes to local access and project activities that have potential to cause delay or disruption to emergency response. • Engaging with local Councils to ensure the project's emergency response plan and protocols are consistent with the relevant Municipal Emergency Management Plans. • Engaging with the community and managing social impacts during an emergency incident	Construction

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	The protocols must form part of the project's emergency response plan and must be implemented during construction.	
Surface water		
SW01	**Develop and implement an erosion and surface water management plan** Prior to commencement of project works, develop a plan to manage erosion and surface water. The plan must: ☑ Be developed in consultation with West Gippsland Catchment Management Authority ☑ Document the existing condition (including habitat and aquatic habitat) of all waterways potentially affected by construction (including their immediate surrounds) to establish baseline conditions and inform development of measures to manage potential impacts. ☑ Describe sediment and erosion controls and monitoring requirements in accordance with EPA Victoria Publication 1834.1 *Civil construction, building and demolition guide*, and with reference to the IECA *Best Practice Erosion and Sediment Control Guidelines 2008*. ☑ Identify controls to: ○ Maintain the key hydrologic and hydraulic functionality and reliability of existing waterways. ○ Retain existing flow characteristics to maintain waterway stability downstream of construction. ○ Minimise impacts to fluvial geomorphology, erosion and acceleration of stream processes (including bank erosion, channel adjustment, avulsion and incision to protect bank and bed stability of waterways that could be directly or indirectly affected by construction activities, in accordance with West Gippsland Catchment Management Authority requirements and having regard to EPR GM09. ○ Manage surface water flow to minimise site runoff and avoid and/or minimise impacts to ground and slope stability having regard to EPR GM08 as appropriate. ○ Detail measures for revegetation and reinstatement of the beds, and banks and riparian zone of waterways in accordance with West Gippsland Catchment Management Authority requirements. The measures should be appropriate for the different categories of waterways considering if they are subject to shear stress that exceeds the boundary material resistance thresholds, and the extent of existing native vegetation and aquatic habitats in and around the waterway that will be impacted. ☑ Detail the location for storage of contaminated material, hazardous substances or stockpiled soil outside an appropriate flood level and to the requirements of EPA Victoria and the relevant drainage authority. ☑ Detail the protocol for scheduling of works to minimise or avoid flood related risks (see EPR SW03). ☑ Detail the stormwater drainage system and spills containment measures for construction areas to manage the risk of hazardous spills and runoff to waterways from paved or trafficable surfaces. This must include requirements for bunding of excavations including joint pits to avoid contamination of stormwater. ☑ Detail measures for minimising, the handling, classifying, treating, disposing and otherwise managing wastewater. Wastewater from the site may be subject to approval by the relevant authority prior to discharges occurring and subject to classification under the Environment Reference Standard requirements in accordance with the EP Act. ☑ Detail emergency response protocol for flooding events and frac out during HDD construction under waterways. Methods for HDD drilling to prevent frac out and the use of non-toxic drilling fluids are described in EPR GW03. The protocol is to reference EC02 and EC03 and consider risks to ecological values.	Construction

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#	EPR	Project phase
	◢ Consider the *Code of Practice for Timber Production 2014* (as amended 2022) in the design and construction of roads and works on or near waterways within forestry properties. ◢ Review and update of the plan annually to address the outcomes of water quality monitoring as required by EPR SW04. ◢ Consider the timing and duration of mitigation measures for any proposed interim periods between construction staging. The plan must be a sub plan to the CEMP and implemented during construction.	
SW02	**Minimise flood risk due to permanent infrastructure** Prior to commencement of project works, develop a design for permanent infrastructure to address the requirements outlined in the *Guidelines for Development in Flood Prone Areas* (West Gippsland Catchment Management Authority, 2020), that demonstrates how the project has been designed to mitigate the overall flood risk and incorporate flood protection measures where required. The design must: ◢ Be developed in consultation with West Gippsland Catchment Management Authority. ◢ Be assessed and informed by a hydraulic flood model prepared for the design of permanent works to assess overall flood risk to the community and the project, predict changes to waterway flow regimes, and to demonstrate the resultant flood levels and risk profile. ◢ Include a flood modelling report prepared to document the modelling and how it has addressed current climate conditions and the potential effects of climate change considering pre and post work scenarios as predicted at the end of assets design life using RCP4.5 and RCP8.5 projections (Ball, et al., 2019). The report must also outline how the hydraulic modelling has been scoped in consultation with West Gippsland Catchment Management Authority. ◢ Document the measures to manage overland flows and provide protection of joint pits, the converter station, transition station and any other permanent works from flood waters. ◢ Document the events and scenarios modelled to inform the overall flood risk to the community and the project, and assess potential flood damage to permanent works. ◢ Document mitigation measures develop to address areas of predicted increase flood risk and the engagement undertaken with the relevant drainage authority or asset owner to seek acceptance of the measures.	Construction (Design)
SW03	**Minimise impacts due to flooding during construction** Prior to commencement of project works, develop a flood risk management plan to address the requirements outlined in the Guidelines for Development in Flood Prone Areas (West Gippsland Catchment Management Authority, 2020), that demonstrates how the project has been designed to mitigate the overall flood risk and incorporate flood protection measures where required. The plan must: ◢ Be developed in consultation with West Gippsland Catchment Management Authority ◢ Be assessed and informed by a hydraulic model prepared to assess overall flood risk and flow regime that could affect temporary work sites, and to demonstrate the resultant flood levels and risk profile during construction. ◢ Include a flood modelling report that document the events and scenarios modelled to inform the overall flood risk to the community and the project and assess potential flood damage to construction works.	Construction

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#	EPR	Project phase
	◢ Document the measures and work scheduling requirements to minimise or avoid or minimise flood related risks for construction sites and temporary structures. Consider flood risks for any proposed interim periods between construction staging. The flood risk management plan must be a subplan to the CEMP and implemented during construction.	
SW04	**Develop and implement a surface water monitoring program** Prior to commencement of project works, develop a surface water monitoring program to assess water quality and waterway conditions during construction. The monitoring program must: ◢ Be developed in consultation with West Gippsland Catchment Management Authority ◢ Include waterway monitoring locations at suitable distances both upstream and downstream of works to establish baseline conditions prior to construction. ◢ Include parameters, frequency, durations of water quality monitoring and waterway condition inspections. ◢ Be implemented for up to 12 months after commencement of operation, or a lesser period agreed with EPA Victoria (refer to EPR SW05) ◢ Outline requirements for data to be reviewed to assess the discharges and runoff from the project against Environment Reference Standard requirements and confirm the effectiveness of environmental controls. ◢ Monitor the condition of reinstated waterway crossings and riparian vegetation to confirm the re-establishment of vegetation (EPR SW01). ◢ Consider ongoing monitoring for any proposed interim periods between construction staging. ◢ Be developed with reference to applicable policies and guidelines, including: ○ EP Act. ○ Environment Reference Standard. ○ Victorian Stormwater Committee's Victoria Best Practice Environmental Management Guidelines for Urban Stormwater (as published by CSIRO in 1999 with assistance from EPA Victoria and others). ○ EPA Victoria Publication 596 *Point source discharges to streams: protocol for in-stream monitoring and assessment.* ○ Industrial Waste Resource Guideline 701 Sampling and analysis of waters, wastewaters, soils and wastes.	Construction
SW05	**Develop and implement measures to manage potential *impacts* to surface water in operation** As part of the OEMP, develop and implement measures to avoid or minimise impacts to waterways during the operation, in accordance with West Gippsland Catchment Management Authority requirements. The measures must include: ◢ Ongoing surface water quality monitoring requirements, as outlined in the surface water monitoring program (EPR SW04). ◢ Controls for management of sites and materials to prevent erosion, runoff of contamination and sediments entering waterways. ◢ Requirements for monitoring the establishment of revegetation at waterway crossings.	Operation

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#	EPR	Project phase
Traffic and transport		
T01	**Develop a transport management plan** Prior to commencement of project works, develop a transport management plan/s to document how disruption to affected local land uses, traffic, car parking, public transport (rail and bus), pedestrian and cycle movements and existing public facilities will be managed during all stages of construction. The transport management plan/s may be split into locations / areas where appropriate or aligned with construction methodology. The transport management plan/s must: ◢ Be developed in consultation with relevant road authorities. ◢ Include requirements for maintaining transport capacity and appropriate performance for all travel modes in the peak travel demand periods. ◢ Identify where traffic management is required to lower the speed limit during construction, such as at the intersections to Strzelecki Highway if they are utilised to access the following locations: JP61, JP62, JP 65, JP66, HDD49a, JP67 (and any additional locations where it may be required). ◢ Identify the requirements for the provision of intersection treatments at the following locations if they are used by construction vehicles: South Gippsland Highway access to HDD15b, JP27, HDD16a; Strzelecki Highway access to LA07, and any additional locations where it may be required. ◢ Describe measures to manage any temporary or permanent full or partial traffic lane closures or impacts to property access. Include requirements for limiting the amount of construction heavy vehicles and haulage during the peak traffic periods with specific regard for sensitive land uses such as schools, school bus routes and during any local public events. ◢ Include requirements for the delivery or removal of oversize and over mass loads. ◢ Include a construction parking management plan to provide for adequate parking at appropriate works locations, including containing all worker car parking demands within the construction sites and laydown areas where practicable. ◢ Outline measures to manage impacts and coordinate activities where necessary with other relevant major projects occurring at the same time. ◢ Confirm and document the proposed route of the transformer transporter, including any necessary measures and works required to accommodate the height, weight and geometric requirements, and manage any associated impacts, during the transport. This must be informed by consultation with the relevant road authorities. ◢ Document construction vehicle routes including the transformer travel route and the transport of hazardous goods / materials, and prioritise the use of higher order roads, approaching the study area via the South Gippsland Highway and Princes Highway where possible. ◢ Identify construction vehicle staging areas and/or construction methodologies to minimise potential impacts of truck movements on residents and businesses. ◢ Describe methods investigated and adopted to reduce impact of project generated traffic i.e. shuttle bus for workers, stagger start/ finish times. ◢ Include requirements for the provision of adequate temporary road lighting over night at required intersections to access the construction site during HDD operations.	Construction

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- Include policies to ensure staff comply with relevant industry standards and guidelines with regards to safe practice, including managing driver fatigue. These policies should outline induction requirements for all workers, identifying site specific safe practice, such as identified locations on the road network with a known safety risk.
- Outline measures to manage the project interface with recreational rail trails and provide for the continuous operation / access of the recreational rail trails.
- Document how any road closures will be managed to ensure access is maintained, especially on roads that operate as a single point of access for private properties. These measures must be informed by engagement with affected properties, relevant road authorities and emergency services. The design and construction staging approach should aim to not close any public roads during construction, so far as reasonably practicable.
- Outline induction requirements for all workers, identifying site specific safe practice, such as identified locations on the road network with a known safety risk.
- Outline the inspections to be undertaken to assess the effectiveness of the transport management plans on all modes of transport. Where inspections identify adverse impacts, implement practicable and appropriate mitigation measures.
- Outline the requirements for worksite construction traffic management that are activity and location specific to manage day-to-day activities and the requirements of the transport management plan. This includes the movement of the transformer transporter.
- Include a consultation plan for the engagement with local authorities, impacted landholders and the broader community. This consultation will include, but not be limited to:
  - Informing affected parties of the level of traffic generated by the project construction and any road closures.
  - Engaging with local road authorities to coordinate construction vehicle movements to avoid school bus routes during their time of operation.
  - Engaging with road authorities and emergency services about any partial or full road closures.

The transport management plan/s must be updated when there are significant changes in construction methodology, including changes in construction traffic volumes or roads closures that requires further analysis to confirm adequacy and appropriateness of management measures. The transport management plan/s must be implemented throughout construction.

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INCORPORATED DOCUMENT
Marinus Link Project (Department of Transport and Planning, June 2025)
CONDITION 6
ENDORSED PLAN
Sheet 91 of 92

Signed for
MINISTER FOR PLANNING
Date: 28 OCTOBER 2025

MARINUS LINK

#	EPR	Project phase
T02	**Design transport infrastructure to maintain safety in operation** Design all roadworks, construction staging, and site access arrangements as stipulated in the transport management plan (EPR T01) to meet relevant design standards and provide for safe movement of operational vehicles. The project design must: • Be developed in consultation with the relevant road management authorities. • Meet all relevant road and transport authority requirements with respect to transport network user safety. • Be informed by appropriate transport analysis with the objective to maximise performance for all modes where necessary. • Address the reinstatement of vehicle and pedestrian access that is to be altered during construction, in accordance with relevant road design standards. • Consider any services relocations and the requirements of services authority approvals. • Be audited by an independent road safety auditor during the preparation of the design, at design stages to be agreed upon with the relevant road authority. In addition, the project is to agree upon authority requirements as it relates to road safety audits during construction and post construction. • Be informed by inspection and assessment of existing road and pavement conditions by suitably qualified engineers. • Provide for appropriate upgrades of pavement, bridges, intersections and other road infrastructure, in line with the recommendations of the road safety audit and condition inspections.	Operation

PLANNING and ENVIRONMENT ACT
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