

ATTACHMENT 6 - ENVIRONMENTAL MANAGEMENT PLAN

This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning and Environment Act 1987.
The document must not be used for any purpose which may breach copyright legislation

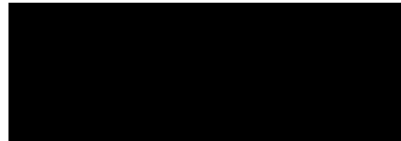


PAVILION FARM 13

Environmental Management Plan
Planning Permit Application PP-789-2025

415 Carrs Road
Anakie VIC 3213

PREPARED BY:



This copied document is made available for the sole purpose of enabling its consideration and review as part of a planning process under the Planning and Environment Act 1987.
The document must not be used for any purpose which may breach copyright legislation

Table of Contents

1 INTRODUCTION

- 1.1 Background
- 1.2 Purpose
- 1.3 Responsible Parties

2 ENVIRONMENTAL ISSUES

- 2.1 Landscaping
- 2.2 Facility Standards
- 2.3 Roads and Traffic
- 2.4 Feed, Water and Electricity Supply
- 2.5 Noise
- 2.6 Odour
- 2.7 Litter and Dust
- 2.8 Chemicals
- 2.9 Bird Management and Biosecurity
- 2.10 Other Environmental Controls
- 2.11 Contingency Plans
- 2.12 Community Participation

3 IMPLEMENTING THE EMP

- 3.1 Environmental Targets
- 3.2 Regular Monitoring and Contingency Plans
- 3.3 Operations and Incident Reporting
- 3.4 Incident Investigation

4 AUDITING AND REPORTING

- 4.1 Biennial Farm Assessment Against EMP and Planning Permit
- 4.2 Complaints Handling
- 4.3 Public and Local Council Reporting

APPENDIX 1 – WASTE MINIMISATION PLAN

APPENDIX 2 – EMERGENCY DISEASE AND MASS MORTALITY DISPOSAL PLAN

PAVILION FARM 13

Environmental Management Plan

1 INTRODUCTION

1.1 Background

The meat chicken or broiler industry provides a highly efficient method of protein production and its products are increasingly popular with consumers. It has however, been the subject of complaints from areas of the community regarding odour, amenity loss or other environmental problems.

Following extensive discussion between government authorities, members of the community and the industry the Victorian Code for Broiler Farms (the Code) was approved and introduced into all Victorian Planning Schemes in September 2001.

The Victorian Government in 2009 adopted the Code in planning regulations and it is an incorporated document in the Greater Geelong Planning Scheme.

Applications for Planning Permits for new or expanding chicken farms are now required to be assessed against the Code. The Code was last amended in 2018 and this EMP is based on the requirements of the current version of the Code

1.2 Purpose

A key element of the Code is an emphasis on ongoing environmental management and an Environmental Management Plan (EMP) is required to be submitted with every application for a new farm or farm expansion.

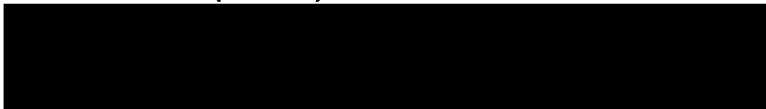
This EMP has been prepared for the proposed 6 shed broiler farm on the subject land.

The objective of the EMP is to ensure best practice management and a commitment to continuous improvement in environmental performance. It is intended to minimise the risk of any adverse event with potential to impact on the environment or the surrounding community during the ongoing operation and management of the broiler farm.

1.3 Responsible Parties

The parties responsible for the administration and operations of this EMP are:

Pavilion Farms (Grower)



Turosi Foods (Processor)



Michael Vukadinovic is responsible to ensure compliance with any operating procedures not specifically concerned with this EMP but is required by the Planning Permit issued by City of Greater Geelong.

In the event of emergency, parties are to contact Michael Vukadinovic.

2 ENVIRONMENTAL ISSUES

Within this EMP the environmental issues pertinent to the broiler farm have been grouped into 12 categories as follows:

1. Landscaping
2. Facilities Standards
3. Roads and Traffic
4. Feed, Water and Electricity Supply
5. Odour
6. Noise
7. Litter and Dust
8. Chemicals
9. Bird Management and Biosecurity
10. Other Environmental Controls
11. Contingency Plans
12. Community Participation

Overall strategies and control measures to minimise impacts and continuously improve environmental performance on each issue are provided in the following sections.

Careful monitoring and application of the appropriate measures can manage potential impacts in relation to each issue.

2.1 Landscaping

EMP Objective:

To complete the landscape plantings specified in the approved landscape plan within six months of commencement of the use with the intent to provide effective visual screening of the broiler farm sheds and to maintain these over the life of the farm.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.1.1	The implementation of the landscape plan approved by the responsible authority prior to the commencement of use of the farm as part of the planning permit will effectively screen broiler farm sheds and assist with odour dispersion.	Grower	Inspection will confirm that planting has been undertaken within 6 months of the use of the sheds commencing.	Dead or diseased plants or inconsistencies with approved plan will initiate corrective action.	Dead, diseased or incorrect plants to be replaced with new plants within 2 months where seasonal conditions allow.
2.1.2	Landscaping is well maintained with dead/diseased plants regularly replaced. Watering, weed control and mulching activities are consistent with advice from a qualified horticulturist and/or local nurseries.	Grower	Inspections to be monthly for 12 months after planting and every 6 months thereafter to ensure plant health and weed control. Replaced plants to be inspected monthly in the period November to April for the first year after planting.	Dead and diseased plants trigger replacement of plants. Supplementary watering triggered by dry soil conditions consistent with advice from a qualified horticulturist and/or local nurseries.	Replacement within 2 months if consistent with seasonal and weather conditions. Species to be consistent with original plantings unless deemed unsuitable by death or disease. Manual watering will be undertaken as soil moisture conditions require.
2.1.3	Changes that will improve farm performance against EMP 2.1 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			
2.1.4	A landscape performance bond (in the amount and form specified in the planning permit) is held by the City of Greater Geelong for the duration of the landscape establishment period (minimum 5 years from first planting), in accordance with Approved Measure E4 M1.8 of the Victorian Code for Broiler Farms 2009 Plus 2018 Amendments. The Applicants confirm acceptance of this condition and commit to maintaining the required bond throughout the establishment period.	Grower	Bond evidence confirmed annually. Renewal documented in EMP biennial audit.	Lapse or reduction of bond below required level triggers immediate renewal.	Bond reinstated within 30 days of any lapse. Council notified immediately.

2.2 Facility Standards

EMP Objective:

To maintain and enhance buildings, site drainage and equipment in order to minimise off-site impacts and maximise operational efficiency and safety.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.2.1	Sheds and associated areas are maintained to the Processor and Grower agreed best practice specifications and to planning permit requirements.	Both	Annual inspection and comparison will demonstrate compliance with both Processor and Permit requirements.	Non-compliance with Processor or Permit requirements will trigger remedial action.	Minor remedial actions will be completed prior to placement of next batch. Major remedial action will be undertaken within one year.
2.2.2	Equipment and structures are in place and maintained to enable odour, dust and noise control as required by the planning permit.	Grower	Manufacturer documentation for major equipment is available to demonstrate design performance standards are being achieved.	Failures in performance will trigger remedial action.	Repairs will occur prior to next batch unless there is potential for immediate offsite noise or other effects. In these cases, timings in Sections 2.5, 2.6 and 2.11 apply.
2.2.3	External finishes of sheds exhibit low visual intrusion. Walls are a pale eucalypt colourbond. Coolpad surfaces to be non-reflective. Roofs are to be constructed of custom orb. Energy consumption, fan usage and animal welfare have been considered in selecting the roof surface.	Grower	Annual inspection will confirm compliance with planning permit requirements and maintenance of external cladding in a sound condition.	Surfaces found not to be in sound condition are to be repaired.	Minor remedial actions will be completed prior to placement of subsequent batch. Major remedial action will be undertaken within one year.
2.2.4	Best practice equipment for monitoring and control of temperature, ventilation, cooling and water consumption is used and maintained to manufacturer's specifications.	Grower	Continuous monitoring of shed via programmable controllers (to adjust heaters, fans and cooling systems) and remote alarms (to alert on temperature, water and electricity excursions).	Deviation of conditions outside processor's performance tolerances initiates remedial action. Power or water failures initiate corrective action.	Remedial / corrective action to be undertaken immediately to protect environmental performance and bird welfare.
2.2.5	Drainage to soil or waterways is not impaired or contaminated by shed or farm operations. Spilt feed or litter will be cleaned up to prevent contamination of surface waters. Nofree flowing water from shed cleaning / sanitisation will be allowed to leave the shed.	Grower	Inspections at the time of feed deliveries, litter clean out, shed cleaning and rainfall events will confirm compliance.	Any incidences of spilt feed or litter will initiate remedial action. Any failures of the drainage system to efficiently deliver surface water flows into the retention dam will initiate remedial action.	Cleanup of spilt feed or litter will occur within 8 hours of detection. Rectification of drainage problems will be undertaken within one month.
2.2.6	Stormwater runoff from roofs, roads and hardstand aprons is controlled and collected via drains and directed into the retention dam capable of detaining a 1:10 year rainfall event.	Grower	Confirmation via inspections at the time of rainfall events.	Drains are to have sufficient capacity to adequately drain required areas and deliver flows to retention dam. Failure to achieve this will initiate remedial action.	Remedial actions will be undertaken within one month
2.2.7	Stormwater systems including drains, silt traps and dams are maintained in accordance with planning permit requirements to ensure no pollution of surface or groundwater	Grower	Confirmation via inspections at the time of rainfall events.	Drains are maintained in shape and slope (typically greater than 1:300) and are free of weeds and blockages. Failure to achieve this will initiate remedial action.	Remedial actions will be undertaken within one month
2.2.8	Water from the retention dam is to be recycled for drinking, cooling and landscape purposes.	Grower	Confirmation by quarterly inspection of infrastructure.	Observation of non-compliance will initiate remedial action.	Remedial actions undertaken immediately if there is a threat to bird welfare or within one month
2.2.9	Dead bird Composting pads must be sited at least 100 meters from sheds.	Grower	Siting of dead bird compost sites are to considered at construction and Continuous monitoring of dead bird	Observation of non-compliance will initiate remedial action.	Observation of non-compliance will initiate remedial action.

			disposal is a responsibility of the farm manager to ensure compliance.		
2.2.10	Failure of any faulty ventilation equipment is to be immediately repaired or replaced	Grower	Farm management software will send alarms alerting management of failures	Observation of non-compliance will initiate remedial action	Observation of non-compliance will initiate remedial action.
2.2.11	Stormwater management infrastructure for the development is designed to achieve volumetric reduction of additional freshwater inputs from new hardstand and shed roof areas in accordance with EPA Publication 1739.1 (Urban Stormwater Management Guidance). Roof runoff is captured for shed cooling and drinking water use; remaining runoff is directed to the dedicated Farm 13 retention dam, located at the southern end of the development envelope and sized to detain a 1:10 year ARI rainfall event based on Farm 13's own impervious catchment area. The Farm 13 stormwater system is independent of the existing Farm 3 stormwater infrastructure. The retention dam is designed to provide a minimum storage capacity of 4ML for the 1:10-year ARI design event, as confirmed in the stormwater retention basin calculations prepared by CAF Consulting (Attachment 12), satisfying the EPA Publication 1739.1 volumetric reduction targets.	Grower	Stormwater calculations and as-built infrastructure inspected at commissioning. Quarterly inspection of dam levels and infiltration of captured stormwater.	Failure to meet EPA Publication 1739.1 volumetric targets, dam overtopping, or escape of contaminated stormwater triggers remedial action.	Civil engineer to investigate and rectify within 3 months. EPA notified of any uncontrolled discharge within 24 hours of detection.
2.2.12	Changes that will improve farm performance against EMP 2.2 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			

2.3 Roads and Traffic

EMP Objective

To maintain roads, gates and turning areas in good condition and in accordance with the planning permit in order to prevent interference with other traffic or the generation of unreasonable off-site noise or dust.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.3.1	Access to the farm is from the existing Staceys Road crossover via an all-weather road.	Grower	Compliance confirmed by inspection.	Non-compliance with Permit requirements will trigger remedial action.	Minor remedial actions will be completed prior to placement of next batch. Major remedial action will be undertaken within one year.

2.3.2	The access point is constructed to the standards specified by the responsible authority in the Planning Permit.	Grower	Compliance confirmed by inspection.	Non-compliance with Permit requirements will trigger remedial action.	Minor remedial actions will be completed prior to placement of next batch. Major remedial action will be undertaken within one year.
2.3.3	The surface of access roads, loading areas and car parking spaces are surfaced with crushed rock and maintained to allow safe entry, all weather access and minimise generation of dust.	Grower	Inspection of road infrastructure will be undertaken at the completion of each batch.	If all weather access is compromised or fine surface particles are likely to lead to dust generation, remedial action will be triggered.	Repairs or upgrades where needed will be completed prior to the next major period of truck movements.
2.3.4	Road drains, stormwater runoff areas and culverts etc., are maintained to ensure efficient functioning.	Grower	Confirmation via inspections at the time of rainfall events.	Failure to achieve efficient functioning will initiate remedial action.	Remedial actions will be undertaken within one month
2.3.5	All vehicles and machinery, including contractor equipment, will be maintained and operated to minimise noise and emissions so far as reasonably practicable in accordance with the general environmental duty under the Environment Protection Act 2017. Equipment will be serviced to manufacturer specifications and managed to prevent excessive noise, exhaust emissions, smoke, fuel or oil leaks, and unnecessary idling. Registered vehicles will comply with applicable Australian Design Rules, and all plant will be operated and maintained to meet the requirements of the Environment Protection Regulations 2021.	Both	Monitoring will be via the recording of noise complaints from neighbours.	Regular substantiated noise complaints from neighbours will initiate remedial action.	Where offsite vehicle noise has been identified as a concern, testing of vehicles by an appropriate acoustics engineer will occur to ensure compliance with the noise standards listed in this Section.
2.3.6	All transport contractors will be instructed to undertake all operations with the objective of minimising noise generation, both on-site and in the farm vicinity.	Both	Monitoring will be via the recording of noise complaints from neighbours.	Regular substantiated noise complaints from neighbours will initiate remedial action.	Where regular verified off-site noise complaints occur, appropriate measures to address the causes will be implemented. These may include modifications to operational practices and / or equipment, provision of physical barriers, reductions in vehicle speeds, etc.
2.3.7	Farm layout and standing instructions to transport contractors ensure that all vehicles leave the property in a forward direction.	Both	Monitoring will be via regular observations by farm manager	Observation of non-compliance will initiate remedial action.	Transport contractors will be instructed to ensure that all vehicles leave the property in a forward direction.
2.3.8	Bird pick-up contractors are instructed and supervised to ensure bird pick-up and associated activities completed during the night are undertaken with care to reduce the generation of noise.	Both	Monitoring will be via regular observations by farm manager	Observation of non-compliance will initiate remedial action.	Bird pick up contractors will be instructed to ensure that all activities are undertaken with care to reduce the generation of noise.
2.3.9	During pick up and loading activities (generally 8.30 pm to 12.00 am) the time that shed doors remain open will be minimised as far as practicable. If delays occur, shed doors will remain closed.	Both	Monitoring will be via regular observations by farm manager	Observation of non-compliance will initiate remedial action.	Bird pick up contractors will be instructed to ensure shed doors are closed during delays in pick up activities.
2.3.10	Vehicle speed limit of 40 kph applies on the farm and is implemented by training, signs and instructions to drivers in order to limit noise and dust levels.	Grower	Monitoring will be via visual monitoring of vehicle movements, monthly inspection of signs and	Observation of non-compliance will initiate remedial action.	Vehicle operators will be instructed to maintain speeds below 40 kph. Documentation of instructions to

			annual inspection of documented instructions.		operators will be updated where required and advised to drivers.
2.3.11	Contract transport drivers are aware of their responsibilities and are familiar with their transport accident emergency plan.	Processor	Compliance confirmed by inspection of plan.	Observation of non-compliance will initiate remedial action.	Emergency plans updated to comply with industry emergency procedures and with VicRoads Transport Regulations
2.3.12	All traffic movements associated with the farm must be in accordance with the approved Traffic Management Plan.	Both	Compliance confirmed by constant monitoring of traffic movements.	Observation of non-compliance will initiate remedial action.	Failure of detection of improper traffic management will be investigated and remedied immediately.
2.3.13	All transport contractors and drivers will be provided with route maps and written instructions to ensure compliance with the approved Traffic Management Plan.	Both	Annual review of contractor instructions and periodic observation of vehicle routes by farm manager.	Observation of vehicles not using approved routes or non-compliance with Traffic Management Plan.	Contractor to be instructed immediately to comply. Updated route information to be reissued. Repeat breaches to be reported to the Processor and alternative contractor arrangements considered if required.
2.3.14	Changes that will improve farm performance against EMP 2.3 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			

2.4 Feed, Water and Electricity Supply

EMP Objective

To ensure the quality and continuity of feed, water and shed ambient conditions in order to protect animal welfare and prevent environmental impacts.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.4.1	Well designed, constructed and totally enclosed silos and feed systems are installed in order to provide fresh and wholesome feed without any contamination or generation of dust.	Both	Inspections of the feed delivery system will be undertaken daily and problems will be recorded in the flock record sheet.	Observation of any breach will initiate remedial action.	Where feed delivery to birds is compromised by the problem, repairs will be undertaken immediately. All other repairs will be undertaken within one week.
2.4.2	Wild-bird proofing on shed and silos is installed and maintained, and vermin and rodents are controlled by targeted and environmentally safe baiting, using substances and protocols that meet Government and Processor requirements.	Grower	Inspections of the bird proofing will be undertaken prior to each batch of chickens being placed. Vermin and rodent control actions and baiting program will be recorded in the flock record sheet and checked against protocols.	Observation of any breach will initiate remedial action. Non-compliance with protocols will initiate corrective action.	Where biosecurity of birds is compromised, repairs will be undertaken immediately. Farm staff will be instructed to comply with relevant protocols for next cycle of control and / or baiting.
2.4.3	Equipment and procedures for clean-up of feed spills are available and any such spills are removed daily.	Grower	Inspections will be undertaken daily for spillages or breaches of the feed system – these will be recorded in the flock record sheet.	Observation of any breach will initiate remedial action.	Spillages will be cleaned up within 8 hours. Where feed delivery to birds is

					compromised by the problem, repairs will be undertaken immediately. All other repairs will be undertaken with one week.
2.4.4	Potable drinking water for birds is provided by a private mains water connection reserve via the private main into the storage dam. This is supplemented by runoff from the sheds and hardstand areas. This water is suitably treated before being used in the sheds. Four (4) on-site water storage tanks provide in excess of 3 days back up supply of water (at peak summer usage). These are connected to automatic backup water pumps.	Grower	Water supply failure sensors will be connected to the Farm Alarm System which will immediately alert the farm manager by mobile phone. The system has automatic leak failsafe and shut off facility. The sheds' computer controller system constantly monitors water flow.	The Farm Alarm System will alert farm manager if consumption is outside set parameters – normally + or – 50% of previous day's consumption. The system will automatically cut off water supply to the shed(s) if it detects abnormal flows.	The farm manager or staff will immediately identify the problem and take corrective action.
2.4.5	Electrical power and phase supply alarms are installed to alert the Grower of supply failure and a standby generator housed in the generator and amenities shed is provided to maintain normal operating conditions.	Grower	Monitoring is via daily inspection and monthly testing.	Generator starts automatically upon supply / phase failure. Mains electricity supply failure sensors will be connected to the Farm Alarm System which will immediately alert the farm manager by mobile phone.	The farm manager or staff will immediately identify the problem and take corrective action.
2.4.6	Feed deliveries will not occur between midnight and 7.00 am unless required for bird welfare and undertaken at a time agreed to the satisfaction of the Responsible Authority.	Both	Delivery times recorded in flock record sheet and/or delivery dockets.	Any delivery occurring between midnight and 7.00 am without welfare justification.	Processor and transport contractor to be instructed immediately to comply with delivery time restrictions. Any welfare-related deliveries to be documented and, if required, reported to the Responsible Authority.
2.4.7	Changes that will improve farm performance against the EMP 2.4 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			

2.5 Noise

EMP Objective

To ensure that farm operations control transmission of unreasonable noise by using appropriate design, maintenance and operating procedures.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.5.1	Correct operation of all mechanical equipment, including shed fans, feed systems and other equipment minimises the offsite transmission of mechanical noise or vibration.	Grower	Inspection prior to placement of each batch will confirm compliance.	Observation of an equipment failure will initiate remedial action.	Equipment failures causing increased off-site noise are repaired within one week. Other equipment problems are repaired in a timely manner to prevent

					deterioration and occurrence of excessive offsite noise.
2.5.2	Equipment and electrical generators have effective noise suppressers / screens.	Grower	Inspection prior to placement of each batch will confirm compliance.	Observation of ineffective noise suppressers / screens will initiate remedial action.	Problems causing increased off- site noise are repaired within one week. Other equipment problems are repaired in a timely manner to prevent deterioration / occurrence of excessive offsite noise.
2.5.3	Equipment is installed, operated and maintained according to manufacturer's requirements or to the instructions from an appropriately qualified technical source.	Grower	Annual comparison of equipment operations with register of manufacturer instructions available on the farm for all equipment with potential for off- site noise.	Observation of failure to comply with manufacturer's or technician's instructions will initiate remedial action.	Farm staff will be instructed to comply with relevant instructions
2.5.4	Vehicle reversing is minimised and visual alarms are used (subject to safety considerations also being met).	Grower	Monitoring will be via regular observations by farm manager	Observation of non-compliance will initiate remedial action.	Drivers will be instructed to minimise vehicle reversing.
2.5.5	Only low noise alarms, house alarms, visual alarms and pagers are used to minimise the occurrence and duration of noise affecting neighbours.	Grower	Inspection confirms installation of low noise alarms, house alarms, visual alarms and paging systems. Alarms are to be checked on a daily basis.	Failure of any alarm will trigger corrective action.	Failed alarms will be repaired as soon as possible upon detection.
2.5.6	Ventilation fans, tractors, farm vehicles, transport vehicles and other equipment are maintained, repaired and operate to the manufacturer's requirements.	Both	All equipment is to be inspected annually via an equipment checklist	Observation of failure to comply with manufacturer's or requirements will initiate remedial action.	Equipment failures causing increased off-site noise are repaired within one week. Other equipment problems are repaired in a timely manner to prevent deterioration and occurrence of excessive offsite noise. Any faulty ventilation fans will be immediately decommissioned and repaired or replaced within 3 business days, unless otherwise agreed by the Responsible Authority.
2.5.7	Bird pick-up contractors have the equipment and training specified by Processors and comply with procedures that minimise noise and comply with the planning permit issued by the Council. Noise control practices require the arrival, operation and departure of pick up trucks and crews to be conducted as quietly as possible.	Both	Procedures will be reviewed annually with the Processor Monitoring will be via regular observations by farm manager	Observation of non-compliance will initiate remedial action.	Bird pick up contractors will be instructed to ensure that arrival, operation and departure of pick up trucks and crews will be conducted as quietly as possible.
2.5.8	Bird pick-up contractors are supervised and suggested practical improvements or details of noisy contractor performance are reported to the Processor for action.	Both	Monitoring will be via regular observations by farm manager. Breaches of noise control practice will be recorded in the flock record sheet and reported to the processor.	Breaches will initiate remedial action.	Breaches to be reported to the processor within 24 hours for follow up with the pickup contractor.

2.5.9	Farm noise levels comply with the noise criteria specified in the planning permit.	Both	Monitoring will be via the recording of noise complaints from neighbours.	Regular substantiated noise complaints from neighbours will initiate remedial action.	Where regular substantiated noise complaints occur, the principles and measures outlined in the National Environmental Management System for the Meat Chicken Industry – Rural Industries Research & Development Corporation Publication No. 03/038 will be adopted and implemented.
2.5.10	All physical noise b specified in the planning permit and/or endorsed plans are maintained in effective condition.	Grower	Monitoring will be via regular observations by farm manager	Observation of non-compliance will initiate remedial action.	Failures likely to cause increased off-site noise are repaired within one week. Other problems are repaired in a timely manner to prevent deterioration and occurrence of excessive offsite noise.
2.5.11	All noise levels on the farm must adhere to adhere to noise limits outlined by Noise Protocol EPA Publication 1826.4.	Grower	Noise levels of farms are measured on operating farms on farm commissioning for compliance.	Observation of non-compliance will initiate remedial action	Any noncompliance of EPA Publication 1826.4 will be addressed via farm designs.
2.5.12	Bird pick-up trucks attending the site between 9.00 pm and midday must be fitted with broadband (quieter) reversing alarms to minimise off-site noise.	Both	Visual confirmation by farm manager during bird pick-up operations. Annual review with Processor and contractor.	Observation of trucks operating with tonal or non-compliant reversing alarms.	Contractor to be instructed immediately to provide compliant broadband reversing alarms prior to the next pick-up operation. Non-compliant vehicles not permitted to operate on site.
2.5.13	Changes that will improve farm performance against EMP 2.5 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			

2.6 Odour

EMP Objective

To ensure that farm operations do not produce odours that unreasonably impact on neighbours.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.6.1	A flock record sheet of key conditions and activities with potential to affect odour generation is in place, maintained and periodically reviewed as the basis for minimisation and control of odours. It addresses relevant factors including feed, drinker, litter and climate conditions and flock age.	Both	Confirmation will be via inspection of flock record sheet at the end of each batch. Regular observations of odour generation by farm manager.	Observation of noncompliance, either due to incomplete recording or verified odour complaints will trigger corrective actions. Observation of higher-than-normal odour generation from a shed will trigger remedial action.	In cases of incomplete recording, staff will be instructed to carry out proper recording. In instances of high odour emissions or verified complaints, investigation of the cause will be undertaken and appropriate contingency action plans

					will be enacted. These may include those detailed in Section 2.11 and in various industry information. These cover odour caused by: - Drinker malfunction - Poor ventilation - Wet droppings - Dead birds - Chemicals
2.6.2	Drinker technology equivalent in performance to industry best practice is installed and maintained to minimise formation of wet litter.	Both	Annual comparison with other Growers in the Processor group and reviews of research and commercial literature. Daily inspection of drinkers and litter.	Where comparisons and inspections confirm that best practice operating performance is not being achieved, mitigation measures are to be investigated. Instances of wet litter will initiate remedial action.	Consistent poor performance dictates that drinker technology be repaired / upgraded in a timely manner to prevent further deterioration and occurrence of wet litter. Wet litter is to be removed from sheds within 8 hours of detection.
2.6.3	Feed is sourced only from mills capable of producing an output of assured quality. Feed formulation objectives for meat chicken diets demonstrably minimise the risk of feed-sourced odour on farms. Feed delivery flexibility will be typically provided by availability of at least 3 silos (45 tonne capacity) for every 2 sheds	Processor	Monitoring will be via regular observations of litter conditions and odour by farm manager.	Any individual feed batches strongly linked to excessive odour will be reported to the Processor.	Suspect batches will be reviewed, changed or removed immediately when the sources of the problem are known. Feed formulations suspected to be causing excessive odour or wet litter will be adjusted no later than for the next bird growing cycle.
2.6.4	The prevailing weather conditions and forecasts are taken into account when scheduling and planning farm operations in order to minimise offsite impacts. These are to be recorded in the flock record sheet of key conditions, which for example will include recording of wind direction and strength at the time of shed clean-out.	Grower	Weekly and daily monitoring of weather forecasts will be undertaken by the farm manager. Confirmation will be via inspection of the flock record sheet at the end of each batch.	Weather conditions are forecast that are likely to lead to off-site impacts,	Timing and / or nature of operations will be adjusted to take account of potentially adverse conditions.
2.6.5	Cumulative odour emissions across the Pavilion Farms Anakie operation (Farm 13, the existing Farm 3 at 445 Carrs Road, and the co-located Pavilion Biogas facility) are managed on an ongoing basis. Operating conditions for all three facilities are aligned with the assumptions and operating envelope of the GHD Odour Assessment Report dated 9 October 2025 (accepted by EPA Victoria in its referral response dated 11 December 2025).	Both	Continuous review of complaints register and cross-site operating data. Annual cross-check by the Farm Manager against the GHD assessment operating envelope.	Persistent or material divergence from the GHD assumptions, or substantiated cumulative odour complaints from beyond the assessed property boundaries, triggers review.	Investigation undertaken with input from a suitably qualified odour consultant. Operational and/or design changes implemented as required. EPA Victoria and the City of Greater Geelong notified of any material divergence.
2.6.6	The Proposed Development complies with the General Environmental Duty under section 25 of the Environment Protection Act 2017 by minimising, so far as reasonably practicable, the risk of harm to human health and the environment from odour emissions. Compliance with the	Both	Annual self-assessment against the General Environmental Duty including odour management practices.	Identification of any reasonably practicable measure not already implemented.	Implement the identified measure or document the basis for not doing so. EPA Victoria notified of significant changes.

	EPA-accepted Special Class odour assessment methodology is the primary operating commitment.				
2.6.7	Changes that will improve farm performance against the EMP 2.6 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			

2.7 Litter and Dust

EMP Objective

To minimise odour or dust generation with potential for off-site impact and to ensure that no land or water contamination occurs.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.7.1	Prior to the introduction of the birds to the sheds an approximately 8 centimetre layer of chopped straw is distributed over the entire shed floor.	Grower	Confirmation will be via inspection of litter by farm manager prior to placement of birds at beginning of each batch.	Insufficient depth of litter will trigger remedial action.	Litter will be topped up to sufficient depth prior to placement of birds.
2.7.2	A concrete hardstand of area sufficient for clean-out operations is provided and maintained at the shed entrance.	Grower	Confirmation will be via inspection by farm manager during cleanout operations.	Concrete area to be large enough to accommodate litter removal machinery. Insufficient size will trigger remedial action.	Concrete hardstand area to be increased to sufficient size prior to clean out of next batch.
2.7.3	The results of monitoring are to be recorded in the flock record sheet.	Grower	Litter and drinker monitoring will be undertaken via regular visual inspections (typically 3 to 4 times daily). Measurement of litter moisture percentage by weight is to be undertaken where persistent odour problems are occurring.	Dry litter is material that does not form a single stable ball when squeezed by hand. Litter which is not dry will trigger remedial action. Areas of wet litter observed will trigger remedial action. Observations of dusty litter will trigger remedial action.	Contingency actions including gas heating, ventilation adjustment and others detailed in industry information will be implemented to dry litter and counteract high moisture levels prior to onset of excessive odour generation. Adjustments to ventilation will be undertaken to improve litter moisture content to appropriate levels if litter becomes dusty.
2.7.4	Any major wet litter areas are removed and replaced with dry litter where practicable.	Grower	Monitoring will be undertaken via regular visual inspections (typically 3 to 4 times daily).	Areas of wet litter exceeding 10 square metres will trigger remedial action	Where the wet litter is likely to generate high levels of odour, it will be replaced with dry litter within 24 hours. Otherwise contingency actions including gas heating, ventilation adjustment and others detailed in industry information will be implemented to dry litter.

2.7.5	Litter transported off-site is free of dead birds.	Grower	Inspection of empty sheds before litter removal is undertaken will ensure that dead birds are not contained within the litter. Where wet litter is removed from any shed during the growing cycle, it will be inspected for dead birds prior to disposal.	Occurrence of dead birds will trigger remedial action.	Dead birds are collected and removed in the manner described in Section 2.9.
2.7.6	Litter is removed from each shed after each batch as part of the cleaning process and loaded directly onto trucks and transported to a biogas facility operated by Pavilion Farms. Shed clean-out activities will only be undertaken between 8.00 am and 4.00 pm.	Grower	Confirmation will be via inspection by farm manager during cleanout operations.	A verified off-site complaint regarding odour or litter removal will trigger remedial action.	Implement operational odour controls and contingency measures as required, including adjusting ventilation during shed cleanout, scheduling cleanout under less favourable odour propagation conditions, and applying other appropriate odour management practices.
2.7.7	Staff responsible for the delivery and collection of litter will ensure that all trucks entering and leaving the site carry loads that are properly covered and secured to prevent any dust, spillage or loss of litter during transport.	Grower	Litter delivery / collection vehicle movements will be monitored by the farm manager.	Where uncovered loads have been identified, remedial action will be triggered.	The contractor will be instructed to cover all loads.
2.7.8	Any litter spillage will be cleaned up promptly to minimize generation of contaminated stormwater or dust.	Grower	Litter delivery / collection activities will be monitored by the farm manager.	Occurrences of spilt litter will trigger remedial action.	Spills will be cleaned up within 8 hours of occurrence.
2.7.9	If dust is visible with potential for off- site impact, shed operations and/or loading activities will be modified to control the level of dust emissions.	Grower	Monitoring will be undertaken via regular visual inspections of shed operations (typically 3 to 4 times daily). Inspections by farm manager during cleanout operations will be conducted.	Visible dust with the potential for off-site impacts will initiate remedial action.	Contingency actions include adjustment of litter moisture levels or fan cowls. Actions to be commenced immediately. Loading of used litter onto trucks may have to be stopped or modified.
2.7.10	Used litter will be loaded directly onto trucks and removed from the site. Litter stockpiling, spreading or disposal will not occur anywhere on whole of the land.	Grower	Visual inspection by farm manager during clean-out operations.	Observation of litter stockpiled or stored on site.	Stockpiled litter to be removed from the site immediately. Operational procedures to be reviewed to prevent recurrence.
2.7.11	Used litter is removed from each shed at the end of every batch and transferred directly onto enclosed transport trucks for delivery to the co-located Pavilion Biogas facility at 445 Carrs Road, Anakie, for processing into renewable energy and fertiliser. Indicative quantities: approximately 380 tonnes of spent litter per batch across the 6 sheds (~64 tonnes per shed per batch, based on industry typical of 1.5 kg/bird), removed over a 5–7 day clean-out window with approximately 15–18 truck movements per batch. Transport route is the dedicated internal access road between Farm 13 and Farm 3 / Pavilion Biogas (entirely on	Grower	Clean-out activities monitored by Farm Manager. Truck movements logged in the flock record sheet (movement count, time of day, destination).	Stockpiling, off-hours movements, public-road use for inter-site transfer, or off-route deliveries trigger remedial action.	Stockpiled litter removed within 24 hours. Off-hours or off-route movements: contractor instructed immediately and movement logged. Recurrence escalated to Processor and recorded as a non-conformance.

	land under common ownership) so no use of the public road network is required for litter transfer. Loading occurs only between 8.00 am and 4.00 pm. There will be no stockpiling, spreading, or disposal of spent litter on the Broiler Farm Property.				
2.7.12	Dead bird carcasses are collected daily from the sheds, weighed and recorded, and composted on the dedicated on-site composting pad sited at least 100 metres from the sheds. Compost generated is retained on the Broiler Farm Property and applied to land in accordance with EPA Regulations. Manure / litter is not held on-site beyond the clean-out window — it is transferred directly to Pavilion Biogas without intermediate storage.	Grower	Daily dead-bird collection logged in the flock record sheet. Composting pad inspected weekly.	Manure held on-site beyond the clean-out window, compost pad odour generation, or wet/anaerobic composting conditions trigger remedial action.	Excess held material removed immediately. Compost aeration / moisture corrected within 48 hours. EPA Regulations consulted; if breach is suspected, EPA notified.
2.7.13	All waste streams generated on the Broiler Farm Property are transferred only to lawful places of receipt in accordance with the waste duties under Part 6.4 of the Environment Protection Act 2017 and the Environment Protection Regulations 2021. Receipts and waste tracking documentation are maintained on-site for a minimum of 3 years.	Grower	Annual inspection of waste transfer records and receipts.	Missing or incomplete tracking documentation, or any indication of disposal to an unlawful place, triggers remedial action.	Documentation gap rectified within 14 days. Unlawful disposal reported to EPA within 24 hours of detection and tracked to closure.
2.7.14	Changes that will improve farm performance against EMP 2.7 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Grower			

2.8 Chemicals

EMP Objective

To identify all environmental and safety hazards associated with chemicals and fuels used on the farm, to ensure systems are in place to handle accidents and to prevent on-site and off-site impacts.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.8.1	The Material Safety Data Sheets (MSDS) for all chemicals used are available on the farm. They are reviewed and the implications for use of the substances are assessed and understood. Risk controls are in place before a new substance is received on the farm.	Both	Annual inspection will provide confirmation.	Any missing MSDS's will trigger remedial action.	Actions are to be undertaken prior to the subsequent batch to ensure compliance.
2.8.2	A list of the maximum quantities of chemicals and fuels typically stored on the farm is available, containers are labelled and HAZCHEM placards posted as required under Dangerous Goods and Workplace Hazardous Substances Regulations.	Both	Confirmation by annual inspection and reference to MSDS's.	Any incidences of non- compliance will initiate remedial action.	Actions are to be undertaken prior to the subsequent batch to ensure compliance.

2.8.3	All agricultural chemicals used in poultry facilities are registered and approved for the intended use.	Both	Confirmation by reference to MSDS's.	Any occurrence of unregistered or unapproved chemicals will trigger remedial action.	Non-complying chemicals will be removed from the property.
2.8.4	All persons applying chemicals have successfully completed training in the safe use of chemicals or are supervised by a person who has. Evidence of training will be available on the farm.	Both	Confirmation by annual inspection that persons have successfully completed training such as the Farm Chemical Users Course or equivalent.	Occurrences of non-compliance will trigger remedial action.	Untrained or inappropriately supervised persons will be prohibited from applying chemicals on the farm.
2.8.5	Sanitising and cleaning products to be used on the farm, and their application, will be consistent with the Technical Appraisals and MSDS's.	Both	Confirmation by annual inspection and reference to MSDS's.	Occurrences of non-compliance will trigger remedial action.	Persons applying chemicals will be instructed on correct use and application of chemicals prior to the subsequent batch.
2.8.6	Records are maintained covering the purchase and procurement of chemicals and the details of each chemical application. These records are available to responsible authorities to substantiate that the chemical use meets the requirements of the Code of Practice for Farm Chemical Spray Application.	Both	Confirmation by annual inspection	Occurrences of non-compliance will trigger remedial action.	Actions are to be undertaken prior to the subsequent batch to ensure compliance.
2.8.7	Storage of farm chemicals prevents contamination of soil or stormwater and prevents uncontrolled reactions in routine operations or through spills. This includes provision of a low risk storage location, sealed flooring, segregation and provision of spill absorbents	Both	Confirmation by annual inspection	Occurrences of non-compliance will trigger remedial action.	Actions are to be undertaken prior to the subsequent batch to ensure compliance.
2.8.8	LPG and other fuels storage and handling comply with legal (HAZCHEM) requirements and supplier guidelines. Spill cleanup techniques will meet HAZCHEM requirements.	Grower	Confirmation by annual inspection	Occurrences of non-compliance will trigger remedial action.	Actions are to be undertaken prior to the subsequent batch to ensure compliance.
2.8.9	No chemical or related odours are to be detected off-site during or after shed cleaning / sanitisation. Sanitisation/cleaning of shed uses high pressure low volume sprays to avoid generation of free flowing water or excessive odour or mists To minimise the risk of off-site chemical spray drift, shed is closed immediately after chemical applications and for 12 to 48 hours after spraying with hazardous or highly odorous substances such as cresylic acid, formaldehyde or organophosphate pesticides.	Both	Confirmation will be via inspection by farm manager during and after shed cleaning / sanitisation operations.	The identification of free flowing water or odours / mists that have the potential to create off-site impacts will initiate remedial action.	Immediate modifications to the method of cleaning / sanitisation or application of chemicals will be undertaken, including the closure of sheds, if necessary.
2.8.10	Controls are to be implemented to ensure there is no chemical spray drift into sensitive areas, such as watercourses and residences. Includes spraying only on days with suitable wind conditions and selection of appropriate spraying methods and spray nozzles.	Grower	Confirmation will be via inspection by farm manager during spraying operations.	The identification of spray drifts that have the potential to create off-site impacts will initiate remedial action.	Immediate appropriate corrective action will be implemented. Guidance is available in pamphlets including Reducing Spray Drift (Agriculture Victoria) and Protecting Waterways from Contamination by Pesticides (DNRE Victoria)

2.8.11	Spill kits sized for the largest single chemical or fuel container on site are located at: (a) the generator and amenities shed / diesel fuel storage area; (b) the LPG storage compound; (c) the chemical store within the generator and amenities shed; and (d) the main vehicle entry point near the access from Staceys Road. Contents of each spill kit comply with the relevant supplier MSDS recommendations. Locations are signposted.	Grower	Monthly inspection of spill kit contents and signage. Replenishment after any use.	Missing, incomplete, or unsigned posted spill kits trigger remedial action.	Spill kit replenished within 7 days of any use or identified deficiency.
2.8.12	Changes that will improve farm performance against EMP 2.8 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			

2.9 Bird Management and Biosecurity

EMP Objective

To provide a safe and healthy environment for birds that is appropriate for their physical and behavioural needs and for control of odour.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.9.1	Sheds, equipment, management systems and farm practices comply with the Code of Accepted Farming Practice for Welfare of Poultry (Rev 1). The automated shed environmental control system incorporating heating and cooling and the use of roof insulation will control sheds to the temperatures appropriate to bird age and as outlined in the welfare code above.	Both	Regular inspections by the farm manager will be undertaken to ensure compliance.	Occurrences of non-compliance will trigger remedial action.	Where non-compliance may impact on bird welfare, immediate corrective action will be undertaken. In other instances, actions are to be undertaken prior to the subsequent batch to ensure compliance.
2.9.2	Effective biosecurity and general shed management complies with the requirements of the Processor, the National Biosecurity Manual and industry guidelines to minimise the risk of disease introduction to the farm. Wild-bird proofing on shed and silos is installed and maintained. Exclusion zones exist around shed complex to control entry to authorised persons, vehicles & equipment.	Both	Inspections by the farm manager will be undertaken to ensure compliance prior to each batch of chickens being placed. Ongoing observation will be undertaken by farm manager to ensure compliance.	Occurrences of non-compliance or breaches will trigger remedial action.	Where non-compliance may impact on bird biosecurity, immediate corrective action will be undertaken. In other instances, actions are to be undertaken prior to the subsequent batch to ensure compliance.
2.9.3	Adjustments as needed will be made to feeder availability and height, water availability and drinker height, ventilation rates, air speed, temperature and light levels.	Grower	Monitoring will be undertaken via regular inspections of shed operations (typically 3 to 4 times daily).	Where conditions deviate from guidelines issued by the processor or the Welfare Code, corrective actions will be undertaken.	Immediate actions will be undertaken to correct the specific problem.

2.9.4	Cooling system performance is observed, adjusted and maintained to provide the operating patterns specified by Processors or equipment suppliers and to minimise litter wetting.	Grower	Cooling system is continuously monitored as part of the automated control system.	Deviation of shed temperatures and humidity from the processor's tolerances will initiate corrective action.	The automated shed controllers will adjust operating parameters. These can be overridden manually if necessary. Any irregularities will be logged, investigated and rectified as soon as practical.
2.9.5	Any maldigestion of feed or observable increase in shed odour or moisture content of droppings is reported to the Processor for review (by a qualified husbandry officer).	Both	Monitoring will be undertaken via regular inspections of shed operations (typically 3 to 4 times daily).	An observable and recorded increase in droppings moisture for a three day period would typically confirm the need for a review and action.	Depending on the source of the problem, corrective actions could include bird removal, adjustment of feed formulation or treatment for poor health.
2.9.6	Bird density does not exceed those specified in the Code of Accepted Farming Practice for Welfare of Poultry (Rev #1).	Processor	Total bird numbers will be checked at time of placement. Density / bird mass will be checked prior to first thin out.	The standard currently required by the Code is 40kg/m ² maximum and is reviewed and updated from time to time.	Any likely exceedance will be controlled by removal of the necessary number of birds from the sheds to ensure compliance.
2.9.7	Growers record daily bird mortality and report any abnormal losses or trends to their Processor for review and action.	Both	Monitoring will be undertaken via daily recording of mortalities on the flock record sheet.	Bird mortalities at double the norm for the specific week of the batch or unusual flock appearance would be reported to the processor and trigger a review and action.	Investigation of the cause of abnormal mortalities would be immediately undertaken. Corrective action would be dependent on the identified cause of the problem.
2.9.8	The collection of dead birds from within the sheds occurs on a daily basis, or more frequently should conditions so require and composted onsite	Grower	Monitoring will be undertaken via daily recording of mortalities in the flock record sheet.	Occurrences of non-compliance will trigger remedial action.	Actions are to be undertaken prior to the subsequent batch to ensure compliance.
2.9.9	Disposal of dead birds by onsite composting is in accordance with the planning permit conditions and EPA Regulations. Any dead bird composting material must be spread to land at the farm and not removed from the farm land.	Both	Monitoring will be undertaken by management continuously for compliance.	Occurrences of non-compliance will trigger remedial action.	Actions are to be undertaken prior to the subsequent batch to ensure compliance.
2.9.10	Litter, dead birds, compost or other waste generated from external broiler farms will not be accepted, stored, disposed of, stockpiled or spread on the land.	Grower	Ongoing site supervision and inspection of incoming materials.	Delivery or presence of waste originating from external poultry operations.	Material to be refused entry or removed immediately from the site. Contractor or supplier to be instructed that external waste is not permitted.
2.9.11	Cumulative biosecurity is managed across the Pavilion Farms Anakie operation (Farm 13, Farm 3 at 445 Carrs Road, and Pavilion Biogas). Personnel and vehicle movement protocols between the three facilities are documented and audited annually. Common shower-in / shower-out facilities, dedicated PPE, controlled-zone signage, and a shared movement register apply at each facility entry point. Biosecurity arrangements are aligned with the National Farm Biosecurity Manual for Chicken Growers and Agriculture Victoria Agnote AG1155.	Both	Annual review of cross-site biosecurity protocols. Movement register audited quarterly. Shower-in / shower-out logs reviewed monthly.	Breach of cross-site movement protocols, missing register entries, or any incidence of cross-contamination triggers remedial action.	Affected personnel removed from rotation until investigation complete. Movement protocols re-trained within 7 days. Material breaches reported to the Processor and Agriculture Victoria.

2.9.12	Wild bird and pest control specific to the Anakie locality (including consideration of nearby wetlands and waterbird habitat) is implemented using bird-proofing of sheds and silos, environmentally safe baiting in accordance with supplier protocols, and routine inspections by the Farm Manager. No baiting is undertaken within 50 metres of wetlands or waterways or within mapped native vegetation areas.	Grower	Bird-proofing inspected prior to each batch. Baiting actions recorded in the flock record sheet. Wetland/waterway buffer demarcation reviewed annually.	Wild bird intrusion, evidence of rodent activity within sheds, or non-compliance with buffer requirements triggers remedial action.	Bird-proofing repaired within 7 days. Baiting program adjusted. Buffer reinstated immediately if breached.
2.9.13	Changes that will improve farm performance against EMP 2.9 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			

2.10 Other Environmental Controls

EMP Objective

To ensure that those involved in broiler farming are environmentally aware, are trained and implement environmental and fire risk prevention and control practices.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.10.1	Broiler farm personnel participate in briefings and other activities arranged by the industry and other bodies to increase and share knowledge of best practice production and environmental management methods. Records of training completed are kept on-site.	Both	Annual inspection of on-site records will provide confirmation.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 12 months and may include attendance or talks at Processor, Grower Branch, Chicken Care, EPA/NRE/TAFE meetings or workshops
2.10.2	The skills needed to carry out all farm activities safely, efficiently and environmentally soundly are defined. Suitable training is identified, planned, attended, recorded and reviewed. Records of training completed are kept on-site. The Farm Service Manager will help identify training needs.	Both	Annual inspection of on-site records will provide confirmation.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 12 months and will address the deficiencies identified in the monitoring process.
2.10.3	Contingency Plans demonstrate that farm procedures and practices are proactive and cautious in their approach to foreseeable environmental risk events. Refer to Section 11.	Both	Annual inspection of contingency plans will provide confirmation.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 12 months and will address the deficiencies identified in the monitoring process.
2.10.4	A Waste Minimisation Plan for all significant farm wastes is to be implemented. Refer to Waste Minimisation Plan in Appendix 1. Commercial waste operators are engaged to remove all farm wastes from the farm.	Both	Annual inspection of contingency plans will provide confirmation. The farm manager will regularly seek to identify opportunities and methods to reduce waste materials	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 12 months and will address the deficiencies identified in the monitoring process.

2.10.5	Clear requirements for fire prevention are documented and communicated to all people on the farm. Fire extinguishers are provided in the control room of each broiler shed. Fire fighting hoses are provided at the centre and the ends of each shed. Restrictions may be applied to smoking, welding, comfort heating, vegetation burn off or other activities involving potential sources of ignition.	Grower	Confirmation by annual inspection of documents and facilities.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 12 months and will address the deficiencies identified in the monitoring process.
2.10.6	Appropriate facilities to prevent, detect and control fires are provided and maintained. Sheds are constructed from non-flammable materials including steel, concrete and fibreglass wool insulation. Water for firefighting purposes is provided from the on-site water storage tanks, which are fitted with CFA fire truck filling connections.	Both	Confirmation by annual inspection of documents and facilities.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 12 months and will address the deficiencies identified in the monitoring process.
2.10.7	A fire management plan is prepared and held in the amenities service shed. All broiler farm personnel participate in briefings and training in implementing the plan.	Grower	Confirmation by annual inspection of documents and facilities.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 12 months and will address the deficiencies identified in the monitoring process.
2.10.8	External lighting on the Broiler Farm Property is designed, installed and maintained in accordance with AS 4282 — Control of the Obtrusive Effects of Outdoor Lighting. Light fittings are directed downwards, are full cut-off or appropriately shielded, and are operated only during periods when needed for safety, security or operational reasons. No upward light spill or stray light at sensitive viewpoints beyond the property boundary.	Grower	Annual inspection of external lighting fittings and night-time observation from the property boundary toward sensitive receptors.	Light spill at property boundary that is inconsistent with AS 4282, or complaints about night-time light, trigger remedial action.	Fittings adjusted, shielded or replaced within 3 months of identification. Operational lighting hours reviewed.
2.10.9	All works on the Broiler Farm Property comply with the Land and Environmental Management Plan (LEMP), prepared as a standalone document submitted as part of the planning permit application for PP-789-2025. The LEMP sets out the revegetation, native vegetation offset, and weed management measures required under Environmental Significance Overlay Schedule 4 (ESO4) of the Greater Geelong Planning Scheme. This EMP is to be read in conjunction with the LEMP.	Both	LEMP measures reviewed as part of the EMP biennial audit (Section 4.1).	Non-conformance with the LEMP triggers remedial action.	Remedial action implemented within the timeframe agreed with Council.
2.10.10	Changes that will improve farm performance against EMP 2.10 objectives above will be identified and included in future development plans for the farm at the time of the annual EMP review.	Both			

2.11 Contingency Plans

EMP Objective

To provide well thought out contingency plans and triggers for all foreseeable events to complement the planning and prevention of environmental impacts in earlier sections of the EMP.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.11.1	Documented contingency plans for all foreseeable odour and other environmental events and the trigger conditions for their implementation are defined and available on the farm.	Both	Confirmation by annual inspection of documents and facilities.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 3 months and will address the deficiencies identified in the monitoring process. In cases where persistent or serious odour or dust problems are occurring, possible actions for consideration include increased litter depth, reduction in bird density, increased ventilation to dry litter, changed feed, earlier or emergency bird removal, dietary or odour control additives, air/dust system redesign, dispersion stacks and others. The choice of action(s) to be undertaken will be determined by the grower and processor together and will be dependant on the identified cause of the problem. Operational changes for persistent problems should be made within one week.
2.11.2	In an emergency in which large numbers of dead birds must be removed, a bird disposal contractor will be employed, if required, having the capacity to remove the dead birds within 24 hours of their death.	Both	Confirmation by annual inspection of documents recording details of potential contractors and any instances of removal of large numbers of dead birds.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 3 months and will involve the identification of potential contractors and recording of their contact details.
2.11.3	Adequate means of disposal of dead birds in the event of an emergency disease outbreak or catastrophic mortalities are available, are used under direction of the State Chief Veterinary Officer and achieve the optimum overall health, environmental and economic outcome. This would normally involve off-site removal to a licensed landfill.	Both	Off-site dead bird removal will be undertaken by a licensed contractor under the direction of the State Chief Veterinary Officer. Compliance with such directives will be recorded in the flock record sheet.	Occurrences of non-compliance will trigger remedial action.	Any instances of non-compliance will be reviewed in association with the State Chief Veterinary Officer.
2.11.4	Chemical or fuel spill contingency plans and clean-up equipment and materials are available and meet the Material Safety Data Sheet (MSDS) and other supplier	Both	Confirmation by annual inspection of documents and equipment.	Occurrences of non-compliance will trigger remedial action.	Deficiencies in the fuel spill contingency plans or clean up equipment will be rectified prior to the

	recommendations. Clean up equipment and materials are kept within the energy centre. Relevant documentation is maintained on-site in the amenity service shed.				commencement of the subsequent batch.
2.11.5	Documented fire emergency control and response plan (Fire Management Plan) is located in the amenity service shed. This is practiced and updated for lessons learned from drills or actual events. Emergency drills will be undertaken every six months and plans updated where necessary.	Both	Confirmation by annual inspection of the plan and documents recording details of drills or actual events.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 3 months and will involve updating the plan / conducting drills as necessary.
2.11.6	Contract transport drivers are trained and familiar with their transport emergency response plan. A documented transport emergency plan is kept on-site.	Both	Confirmation by annual inspection of the plan.	Occurrences of non-compliance will trigger remedial action.	Corrective action is to be undertaken within the following 3 months and will involve the provision of the transport emergency plan.
2.11.7	Critical failures to farm operations such as power failures, water and feed supply failures ventilation fans, heating systems, cooling systems and other critical operating systems or malfunctions operating systems must be identified and rectified immediately	Grower	Farm operating system alarms alert farm management immediately of any critical operating failures.	Alarms immediately notify 3 levels of management of any failure and the onsite farm manager immediately responds to issues.	Any failures of alarms and responses are addressed immediately.
2.11.8	Events such as feed spills; chemical or fuel spills; high bird mortalities, disease outbreaks, odour of dust events, gas leaks, flooding, fires or other environmental issues must be identified and rectified immediately.	Grower	Farm managers are on site 24 hours a day and routine daily checks of the farm alert management of any issues immediately.	Onsite presence 24 hours a day and routine daily inspections immediately notify farm managers and other staff any issues and the onsite farm manager immediately responds to issues.	Any failures of routine inspections and responses are addressed immediately
2.11.9	Domestic wastewater from the generator and amenities shed is treated and disposed of via an approved on-site wastewater management system (OWMS), designed in accordance with EPA Publication 891.4 (Code of Practice — Onsite Wastewater Management) and the Land Capability Assessment for the site. Where the Proposed Development increases the wastewater load on the existing OWMS (SEPTIC-2021-13291), an updated assessment is undertaken and any permit to alter is obtained from the City of Greater Geelong Environmental Health Unit prior to occupation. Wastewater is wholly contained within the property and does not discharge to surface or groundwater.	Grower	OWMS inspected at commissioning and annually thereafter. Updated assessment undertaken prior to occupation if staff numbers increase.	Wet-out, surface seepage, system overload, or escape of wastewater from the disposal area triggers remedial action.	Affected portion of system isolated within 24 hours and pumped out by a licensed contractor. EPA Victoria and Council Environmental Health Unit notified if discharge to environment is suspected. System repair or upgrade within 1 month.
2.11.10	Changes that will improve farm performance against EMP 2.11 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			

2.12 Community Participation

EMP Objective

To provide processes for consultation with farm neighbours and the local Council so that their concerns and expectations are understood.

	Management Measures	Prime Resp.	Monitoring	Indicator / Trigger Level	Contingency Actions/Timing
2.12.1	All company and farm staff members demonstrate commitment to openness and two-way dialogue with all interested parties. Neighbour contacts and complaints will be logged in the community liaison and complaints records.	Both	Confirmation by annual inspection of the community liaison and complaints records.	Legitimate community complaints	A review will be conducted to determine reasons for significant variance from published industry average performance.
2.12.2	Ways are sought to brief the community on the risks, controls and benefits of the meat chicken industry.	Both	Confirmation by annual inspection of the community liaison and complaints records.	Persistent complaints by neighbours will trigger a review of actions undertaken.	The review will be conducted to determine reasons for persistent complaints and the types of briefings given to neighbours / community.
2.12.3	Annual contact with Council Planning Officers will be undertaken. Implementation is recorded in the community liaison and complaints records.	Grower	Confirmation by annual inspection of the community liaison and complaints records.	Persistent complaints by neighbours will trigger a review of actions undertaken.	The review will be conducted to determine reasons for persistent complaints and the types of briefings given to neighbours / community.
2.12.4	All complaints received are viewed as opportunities for improvement and addressed in a positive and co- operative manner. Neighbour complaints will be recorded. A written copy of complaint details using forms in the Victorian Code for Broiler Farms or similar will be provided by Council or other responsible authority to Growers promptly (typically within one day) to allow remedial action to be undertaken within one week where possible. An initial response to the complaint will be provided within 24 hours of receipt of complaint details.	Both	Confirmation by quarterly inspection of the community liaison and complaints records.	Occurrences of non-compliance will trigger remedial action.	The review will be conducted to determine reasons for non compliance.
2.12.5	All complaints received including their type, complainant details and actions taken are recorded.	Grower	Confirmation by annual inspection of the complaints records.	Occurrences of non-compliance will trigger remedial action.	The review will be conducted to determine reasons for non compliance.
2.12.6	Regular liaison with the local Council will take place over complaints received and on upset conditions that occur with potential to impact nearby residents. This liaison is to be recorded.	Grower	Confirmation by annual inspection and complaints records.	Occurrences of non-compliance will trigger remedial action.	The review will be conducted to determine reasons for non compliance.
2.12.7	Complaints resolution using the local Council and industry processes and the Special Audits as outlined in the Code will be followed where required. The resolution activities will be recorded in the community liaison and complaints records.	Both	Confirmation by annual inspection of the community liaison and complaints records.	Occurrences of non-compliance will trigger remedial action.	The review will be conducted to determine reasons for non compliance. Potential resolution mechanisms may be found in various industry guidance documents.

2.12.8	The results of complaints, corrective actions, complaint resolution activities and audits are available to local Council. The availability of this information will be advised at the annual Council briefing outlined in Section 2.12.3.	Grower	Confirmation by annual inspection of the community liaison and complaints records.	Occurrences of non-compliance will trigger remedial action.	The review will be conducted to determine reasons for non compliance.
2.12.9	Records of the properties, procurement and use of chemicals are maintained and available to the local Council.	Grower	Confirmation by annual inspection of the community liaison and complaints records.	Occurrences of non-compliance will trigger remedial action.	The review will be conducted to determine reasons for non compliance.
2.12.10	Changes that will improve farm performance against EMP 2.12 objectives above will be identified and included in the future development plan for the farm at the time of the annual EMP review.	Both			

3 IMPLEMENTING THE EMP

3.1 Environmental Targets

The objectives, strategies and management measures for each Environmental Issue covered in the previous section are specific to the conditions of this farm.

The extents to which the objectives are met are measurable in terms of specific levels and timeframes wherever possible.

3.2 Regular Monitoring and Contingency Plans

This EMP lists contingency plans for excessive odour, noise, or dust generation, for chemical, fuel, feed or litter spills, for bird illness and for other environmental events.

3.3 Operations and Incident Reporting

The operator will maintain a flock record sheet of their regular monitoring of the parameters or indicators identified in Section 2. This flock record sheet will be maintained on the farm to record the monitoring and corrective / contingency actions undertaken in situations and incidents considered to be outside normal operating parameters.

This record sheet will be used in formulating operating targets for the next year and may be of assistance in the resolution of complaints.

3.4 Incident Investigation

The operator and their processor will carry out a post-incident review of the causes of any significant incident and of the effectiveness of actions taken under the contingency plan for that incident. Both the grower and processor will undertake corrections to the root causes of the problem when identified. Results of individual incidents will be provided to the local Council when requested.

4 AUDITING AND REPORTING

4.1 Biennial Farm Assessment Against EMP and Planning Permit

A biennial assessment of the compliance with the site EMP and the Planning Permit and of the adequacy of the actions taken to meet farm improvement objectives and targets will be made and signed by the Grower, the Processor and an accredited auditor.

This assessment will use an audit document containing all the elements of the EMP and be conducted in detail sufficient to evaluate or confirm to the responsible authority that planning permit requirements are met.

The Grower will retain audit documents for ten years and the audit will form the basis of the annual review of the EMP by the grower and processor.

The frequency of assessments and reviews may be adjusted based on the performance of the farm and with the agreement of the local Council.

The grower will provide a copy of the full audit report to Council upon request.

4.2 Complaints Handling

As outlined under measures for Community Participation, complaints will be addressed as legitimate community concerns and opportunities for improvement. Where a verified off-site complaint occurs, the principles and measures outlined in the Environmental Guidelines for the Australian Broiler Industry, and Victorian Broiler Code 2009 Updated in 2018 will be adopted and implemented.

All complaints wherever received must be passed on to the grower within 3 working days and the grower must be advised in writing of a validated complaint within one day of its confirmation, so that causes and corrective actions can be identified and implemented.

When received, the grower, a suitably qualified processor employee and where possible a local Council or EPA officer and the complainant will investigate the problem. Complaints lodged with the responsible authority may trigger a Special Audit as outlined in the Code. Results will be provided to the local Council or EPA.

4.3 Public and Local Council Reporting

A summary of the results of the audit will be provided on request to the local Council. Other interested parties may request summaries from the council or the grower.

APPENDIX 1 – WASTE MINIMISATION PLAN

The following table outlines the potential wastes generated on the farm and their minimisation and disposal methods.

Waste Type	Method of Minimisation/Disposal
Used Litter	Litter is removed from each shed after each batch as part of the cleaning process and loaded directly onto trucks and transported to a biogas facility operated by Pavilion Farms.
Dead Birds	Dead birds are collected daily and composted daily onsite and the compost generated will be retained on the farm in accordance with EPA Regulations.
Chemical Containers	Empty chemical containers are returned to the supplier for reuse.
Packaging & General Waste	Where possible, the need to minimise packaging will be considered when purchasing items for use on the farm.
Stormwater	Roof, hardstand and access road runoff is captured via table drains, silt traps and a dedicated Farm 13 retention dam (sized to a 1:10 year ARI rainfall event based on Farm 13's own impervious catchment area). The Farm 13 stormwater system is independent of the existing Farm 3 stormwater infrastructure. Volumetric reduction is achieved in accordance with EPA Publication 1739.1. Captured stormwater is recycled for shed cooling, drinking water (after filtration and chlorination) and landscape watering. No uncontrolled discharge to surface waters.
Domestic wastewater (generator and amenities shed)	Treated by an approved on-site wastewater management system designed in accordance with EPA Publication 891.4 (Code of Practice — Onsite Wastewater Management) and the Land Capability Assessment for the site. The existing site OWMS (SEPTIC-2021-13291) is reviewed prior to occupation; any altered load is the subject of a permit to alter from the City of Greater Geelong Environmental Health Unit. Disposal wholly contained within the property.
Spent litter (manure)	Removed from sheds after each batch and transferred directly to the co-located Pavilion Biogas facility at 445 Carrs Road, Anakie, for processing into renewable energy and fertiliser. Indicative quantity: approximately 380 tonnes per batch across the 6 sheds. Transport via dedicated internal access road between Farm 13 and Farm 3 / Pavilion Biogas (no use of public road network for litter transfer). No on-site stockpiling, spreading or disposal.
Native vegetation / earthworks waste	Soils, rocks and vegetation arising from earthworks are managed in accordance with the standalone Land and Environmental Management Plan (LEMP) submitted as a separate document under PP-789-2025. Material from outside the approved development envelope is not disturbed. Approved-envelope spoil is reused on-site where practicable for landscape mounding, or removed to a lawful place of receipt in accordance with EPA waste duties.

APPENDIX 2 – EMERGENCY DISEASE AND MASS MORTALITY DISPOSAL PLAN

In the unlikely event of a major disease outbreak, the State Veterinary Officer will be contacted as soon as the breakout is suspected and will likely assume control of the site. Immediate measures will be implemented to isolate the infected sheds, effect strict quarantine procedures to prevent the spread of the disease and notify all relevant stakeholders. Where permitted, urgent ring vaccination of flocks within the controlled area will be organised.

Upon confirmation that it is indeed an emergency animal disease (EAD) outbreak and immediate slaughter of farm stock is necessary, slaughter will be managed by Agriculture Victoria in co-ordination with the EPA and technical service units of the poultry industry. The birds will be euthanised within the poultry sheds.

Several options exist for the disposal of bird carcasses and fomites. The Best Practice Management for Meat Chicken Production– Manual 2 Meat Chicken Growing Management lists the following mass disposal options subject to Council, EPA, and DPI approval:

- Onsite composting
- Rendering (if facilities are available)

Emergency management agencies throughout Australia have now identified on-farm composting as an appropriate method of carcass disposal. The Biosecurity of Mass Poultry Mortality Composting (Rural Industries Research and Development Corporation (RIRDC) 2014)) investigated the feasibility of on-farm composting and the effectiveness of this disposal method in eliminating avian diseases in bird carcasses and litter. The investigation found that composting effectively restricts the spread of the disease, and the composting can be undertaken on the farm property or in the poultry sheds using poultry litter as a bulking agent. Poultry carcasses rapidly decompose, usually within 14 days. After a further period of composting, the compost can be safely applied to land.

In consideration of the above, and pending the scale of the mass mortality event and advice from the Agriculture Victoria and EPA, the following options in order of preference has been implemented for the disposal of bird carcasses and fomites in the event of an EAD outbreak within the Development Sit

Onsite Composting

This would occur under the supervision of the State Veterinarian, Agriculture Victoria and EPA and in accordance with the standard operating procedures for mass poultry composting developed by RIRDC (2014). RIRDC (2014) advises that the poultry carcasses rapidly decompose, usually within 14 days, and after a further period of composting, the compost can be safely applied to land.

Rendering

Rendering may be considered as an alternative disposal method where approved by the State Veterinary Officer/Agriculture Victoria and where suitable processing capacity is available.

Rendering involves the transport of carcasses and associated contaminated materials (fomites) to an approved protein recovery or rendering facility for treatment and disposal. This option would only be implemented where the relevant biosecurity authorities determine that off-site transport can occur safely and without increasing the risk of disease spread. All Rendering may be considered as an alternative disposal method where approved by the State Veterinary Officer/Agriculture Victoria and where suitable processing capacity is available.

Rendering involves the transport of carcasses and associated contaminated materials (fomites) to an approved protein recovery or rendering facility for treatment and disposal. This option would only be implemented where the relevant biosecurity authorities determine that off-site transport can occur safely and without increasing the risk of disease spread.

All activities would be undertaken under the direction and supervision of Agriculture Victoria and in accordance with the relevant AUSVETPLAN disease control strategy and any directions issued by the EPA.

Where rendering is approved:

- Carcasses and fomites would be loaded within the poultry sheds into sealed, leak-proof containers.
- Containers would be transported in dedicated vehicles operating under strict quarantine controls.
- Vehicles would be disinfected prior to leaving the site and again after unloading at the receiving facility.
- Transport operators and vehicles would be independent of Pavilion Farms' routine farm or processing logistics to minimise the risk of cross-contamination with other poultry operations.

The volume of material transported would not exceed the receiving facility's available daily processing capacity. Where adequate capacity is not available, or where biosecurity authorities determine that off-site transport is not appropriate, onsite composting would remain the preferred disposal method.