

ATTACHMENT 11 - LAND ENVIRONMENTAL MANAGEMENT PLAN

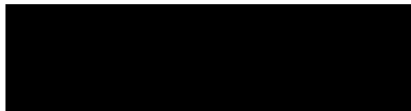
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PAVILION FARM 13

Land and Environmental Management Plan
Planning Permit Application PP-789-2025

415 Carrs Road
Anakie VIC 3213



MANAGING DIRECTOR

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Responsible Parties

All management measures in this LEMP are the responsibility of Pavilion Farms as the Grower/Landowner, unless otherwise stated. The parties responsible for administration and implementation are:

Pavilion Farms (Grower / Landowner)

[REDACTED] (Managing Director, Pavilion Partners Pty Ltd) is responsible for ensuring compliance with this LEMP and the planning permit issued by the City of Greater Geelong. In the event of emergency, contact Michael Vukadinovic: 0419 533 127 / michael@pavilionfarms.com.

Relationship to Environmental Management Plan

This LEMP is a standalone document but is to be read in conjunction with the Environmental Management Plan (EMP) for Pavilion Farm 13, prepared in accordance with the Victorian Code for Broiler Farms 2009 Plus 2018 Amendments. This LEMP specifically addresses obligations arising from Environmental Significance Overlay Schedule 4 (ESO4) of the Greater Geelong Planning Scheme and is to be endorsed as a separate document forming part of the planning permit.

Cross-references from the EMP to this LEMP appear at EMP measures 2.1 (Landscaping), 2.10.9 (LEMP compliance), and Appendix 1 (Waste Minimisation Plan — native vegetation / earthworks waste).

1 LAND AND ENVIRONMENTAL MANAGEMENT PLAN (LEMP)

Environmental Significance Overlay Schedule 4 (ESO4) — Grasslands within the Werribee Plains Hinterland

Prepared in accordance with the application requirements of Clause 42.01 Environmental Significance Overlay Schedule 4 (ESO4) of the Greater Geelong Planning Scheme and the Council's internal referral requirements for Planning Permit Application PP-789-2025.

1. Purpose and Legislative Basis

The Environmental Significance Overlay Schedule 4 (ESO4) of the Greater Geelong Planning Scheme applies to the Broiler Farm Property at 415 Carrs Road, Anakie (both Lot 1 on PS829403F and Lot 2 on PS703711W). ESO4 protects grassland and related habitat values within the Werribee Plains Hinterland, including native vegetation, embedded rock, surface soils, and habitat for threatened species including the Golden Sun Moth (*Synemon plana*).

This Land and Environmental Management Plan (LEMP) has been prepared in accordance with the ESO4 application requirements to demonstrate how the proposed development will avoid and minimise impacts on values protected by the overlay, and to set out the revegetation, offset and weed management measures required.

This LEMP is an operative document forming part of the Environmental Management Plan (EMP) for Pavilion Farm 13 and is to be read in conjunction with the Flora and Fauna Assessment prepared by Mark Trengove Ecological Services (Final, May 2025) (Attachment 8 to the Planning Report) and the broader EMP. It is to be endorsed as part of the planning permit and enforced by the City of Greater Geelong. The Flora and Fauna Assessment confirms that the proposed development footprint contains no native vegetation requiring removal, and that there are no implications for the Victorian Grassland Earless Dragon (*Tympanocryptis pinguicolla*), Spiny Rice-flower (*Pimelea spinescens* subsp. *spinescens*), Golden Sun Moth (*Synemon plana*), Striped Legless Lizard (*Delma impar*), or Growling Grass Frog (*Litoria raniformis*) under the FFG Act or EPBC Act, and no implications under ESO4 or Clause 52.17. The assessment also confirms the footprint is free of embedded rock or surface soil features of ecological significance; the area of undisturbed basaltic rock and associated native vegetation identified in the broader study area lies outside the development footprint and is not impacted by the proposal.

2. Site Description and Ecological Context

The Broiler Farm Property comprises two contiguous lots with a combined area of approximately 500 hectares within the Farming Zone in the Anakie locality, City of Greater Geelong.

2.1 Ecological Vegetation Class

The relevant Ecological Vegetation Class (EVC) across the property is Plains Grassland (EVC 132), which is listed as Vulnerable under the Victorian Flora and Fauna Guarantee Act 1988. This EVC is characterised by native grass species such as Wallaby Grass (*Rytidosperma* spp.) and Kangaroo Grass (*Themeda triandra*) and does not include tree cover. Any revegetation proposals under this LEMP accordingly specify grassland and low shrub species only, consistent with the EVC, and do not propose tree plantings within mapped or potential grassland areas.

2.2 Flora

The Flora and Fauna Assessment (Attachment 8) confirmed that the proposed development footprint (Lot 1, approximately 40 ha) is cleared agricultural land with 0% native vegetation cover and no patch or scattered tree native vegetation requiring removal. A separate area of patch native vegetation identified during the assessment is located beyond the proposed impact area and is to be retained without impacts.

The proposed development will avoid all mapped native vegetation. In the unlikely event native vegetation is identified on site, offset obligations apply as set out in Section 4 of this LEMP.

3. Avoidance and Minimisation of Native Vegetation Impacts

The Broiler Code requires an applicant to demonstrate that the avoid-and-minimise hierarchy has been applied to native vegetation impacts. The following measures have been applied to the design and siting of the Farm 13 development to avoid and minimise impacts:

- Shed siting: All 6 proposed broiler sheds have been sited within the cleared, previously cultivated paddock areas on Lot 1, avoiding the remnant native vegetation patch mapped to the north of the development footprint.

- Access roads and hardstand: Internal roads and hardstand areas have been routed within previously cultivated ground only. No new access roads are proposed through areas of remnant or potential native vegetation.
- Drainage infrastructure: The dedicated Farm 13 stormwater retention dam and associated drainage channels have been located within cleared ground at the southern end of the development envelope, with a minimum 30-metre setback from the mapped native vegetation patch. The Farm 13 stormwater system is independent of the existing Farm 3 stormwater infrastructure.
- Ancillary buildings: The energy centre, generator and amenities shed and feed silos are all located within the previously cultivated farm complex footprint.
- Truck storage: The 25-metre truck storage area adjacent to the Staceys Road crossover is located entirely within previously disturbed ground.
- Alternative siting: The possibility of locating the shed complex further from the native vegetation patch was considered. The existing Farm 3 layout and the orientation of the lots constrain the practical alternatives; the selected layout represents the least-impact option while maintaining operational integration with Farm 3.

The applicant confirms that the development as proposed results in no native vegetation removal. In the event that any native vegetation is identified on site, the applicant will immediately notify the City of Greater Geelong and will not commence works in the affected area until an updated offset obligation has been calculated and agreed.

4. Native Vegetation Offset Plan

The Flora and Fauna Assessment (Attachment 8) confirms that the proposed development footprint contains no native vegetation and results in no vegetation removal. Accordingly, no offset is currently triggered.

In the event that native vegetation not identified in the Attachment 8 assessment is found within the approved development envelope prior to or during works, the applicant will notify the City of Greater Geelong and will not commence or continue works in the affected area until the impact has been assessed by a suitably qualified ecologist, an offset requirement (if any) has been calculated in accordance with the Guidelines for the Removal, Destruction or Lopping of Native Vegetation (DELWP 2017), and any required offset has been secured and evidenced to Council.

Offsets, if required, are to be geographically and ecologically matched to the impact (Plains Grassland EVC, Werribee Plains Hinterland bio-region) to the maximum extent practicable, with preference given to offsets within the City of Greater Geelong municipality or the Werribee Plains Hinterland bio-region.

5. Weed Management

Weed management is an ongoing obligation under ESO4, particularly in the context of protecting remnant native grassland from encroachment by exotic species. The following weed management measures apply to the Broiler Farm Property.

5.1 Target Weed Species

The primary weed species of concern in the Werribee Plains Hinterland grassland EVC, and therefore the target species for management under this LEMP, include:

- Serrated Tussock (*Nassella trichotoma*) — declared noxious weed in Victoria; priority target
- Chilean Needle Grass (*Nassella neesiana*) — declared noxious weed; priority target
- African Lovegrass (*Eragrostis curvula*) — significant threat to native grassland
- St John's Wort (*Hypericum perforatum*) — invasive broad-leaved weed
- Horehound (*Marrubium vulgare*)
- Capeweed (*Arctotheca calendula*)
- Paterson's Curse (*Echium plantagineum*) — declared noxious weed
- Briar Rose (*Rosa canina*) — particularly in areas adjacent to drainage features
- Blackberry (*Rubus fruticosus* agg.) — Class 2 noxious weed in Victoria

This list is not exhaustive. The Farm Manager is to identify and record any additional exotic species of concern during routine farm operations and update the management program accordingly.

5.2 Weed Management Measures

The following measures apply to manage weeds on the Broiler Farm Property:

- Construction machinery and vehicles entering the site from outside the property are free of soil, seed and plant material before entering, with a wash-down facility provided at the Staceys Road crossover during construction.
- Target weed species (Section 5.1) are controlled on an ongoing basis using methods consistent with Agriculture Victoria best-practice weed management guidance. Herbicide application within 10 metres of retained native vegetation is by spot application only.
- Litter, compost, soil and plant material generated on the farm is not deposited in or adjacent to retained native vegetation areas.
- Weed control actions are recorded in the farm's environmental management records and made available to the City of Greater Geelong on request.

6. Revegetation and Ground Stabilisation

Revegetation of areas disturbed during construction is required to prevent erosion, minimise weed invasion, and contribute to the protection of ecological values under ESO4. All revegetation within and adjacent to the Broiler Farm Property is to be consistent with the Plains Grassland EVC palette.

6.1 Revegetation Areas

The following areas are subject to revegetation requirements under this LEMP:

- Disturbed surface soils within the approved development envelope but not covered by permanent infrastructure (estimated area: up to 2 ha depending on final grading and compaction areas).
- Areas around the perimeter landscape buffer where ground preparation has disturbed existing grassland sward (to be seeded as part of the landscape buffer establishment).
- Any batter slopes, table drain batters, or embankments associated with the stormwater drainage system.
- Any areas within the property where topsoil has been disturbed and is not covered by permanent hardstand.

6.2 Revegetation Species

All revegetation within or adjacent to areas of remnant or potential native grassland is to use locally indigenous Plains Grassland species sourced from seed stock of local provenance (Werribee Plains Hinterland region). Species to be included in the revegetation seed mix include:

- Wallaby Grass (*Rytidosperma caespitosa*)
- Kangaroo Grass (*Themeda triandra*)

- Spear Grass (*Austrostipa* spp., locally sourced)
- Common Everlasting (*Chrysocephalum apiculatum*)
- Bulbine Lily (*Bulbine bulbosa*)
- Yam Daisy (*Microseris walteri*)
- Button Everlasting (*Coronidium scorpioides*)

No exotic grass species or annual ryegrass are to be used for ground stabilisation within 50 metres of retained native vegetation. Exotic species may be used for stabilisation of areas remote from retained vegetation where the risk of spread is low, subject to a subsequent weed management program.

Species selection, seed mix ratios and sowing rates are to be confirmed with a suitably qualified ecologist or revegetation specialist prior to implementation.

6.3 Ground Stabilisation

Disturbed areas not covered by permanent infrastructure are stabilised by seeding with the species in Section 6.2 within 3 months of earthworks completion, or at the next appropriate seasonal window (autumn preferred for grassland species). Topsoil stripped during earthworks is stockpiled separately from subsoil and re-spread over disturbed areas prior to seeding, and is not stockpiled within 30 metres of retained native vegetation.

7. Responsible Parties and Key Contacts

Role	Organisation / Person	Phone	Email
Farm Owner / Permit Applicant	Pavilion Partners Pty Ltd (Pavilion Farm 13)	0419 533 127	michael@pavilionfarms.com
Farm Operations Manager	Nathan Potter, Pavilion Farms	0413 700 888	environment@pavilionfarms.com

8. LEMP Review and Amendment

This LEMP may be reviewed and amended by written agreement between the applicant and the City of Greater Geelong if circumstances change, including if native vegetation not identified in the Flora and Fauna Assessment (Attachment 8) is found within the approved development envelope.