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1. Declaration of accuracy

I In making this declaration, I:

a) am aware that section 491 of the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) makes it an offence in certain circumstances to knowingly provide false or misleading information or documents to specified persons who are known to be performing a duty or carrying out a function under the EPBC Act or the Environment Protection and Biodiversity Conservation Regulations 2000 (EPBC Regulations). The offence is punishable on conviction imprisonment or a fine, or both.

b) am authorised to bind Pembroke Olive Downs Pty Ltd to this declaration and have no knowledge of that authorisation being revoked at the time of making this declaration.

Signed:

Ngairé Tranter

Head of ESG

Pembroke Olive Downs Pty Ltd

Date: 16 July 2025



2. Introduction

Pembroke Olive Downs Pty Ltd (Pembroke) has approval to develop an open cut coal mine approximately 40 kilometres south-east of Moranbah, Queensland.

Pembroke holds the Environmental Protection and Biodiversity Conservation Act 1999 controlled action approval 2017/7867 (EPBC Act Approval) to deliver the mine site and access road. In addition, Pembroke holds the following EPBC Act Approvals for related project infrastructure development and connectivity:

EPBC Act referral 2017/7868 – Olive Downs Project Water Pipeline

EPBC Act referral 2017/7869 – Olive Downs Project Electricity Transmission Line

EPBC Act referral 2017/7870 – Olive Downs Project Rail Spur

EPBC Act Approval 2017/7867 is the focus of this report and specifically addresses Condition 72 which states the following:

The approval holder must prepare a compliance report for each 12-month period following the date of the commencement of the action, or otherwise in accordance with an annual date that has been agreed to in writing by the Minister. The approval holder must:

- a. Publish each compliance report on its website within 60 business days following the relevant 12 month period;
- b. Notify the Department by email that a compliance report has been published on its website within 5 business days of the date of publication;
- c. Keep all compliance reports publicly available on its website for the duration of this approval;
- d. Exclude or redact sensitive ecological data from compliance reports published on its website; and
- e. Where any sensitive ecological data has been excluded from the version published, submit the full compliance report to the Department within 5 business days of publication.

The purpose of this compliance report is to meet the requirements of Condition 72 for the period of 20 April 2024 to 19 April 2025. This is the third annual compliance report for the EPBC act Approval 2017/7867.



3. Description of activities

3.1 Overview

EPBC ACT APPROVAL RELATED MATTER	DETAILS
EPBC Act approval	2017/7867
Project name	Olive Downs Project Mine Site and Access Road, near Moranbah, Queensland (EPBC ref 2017/7867)
Approval holder	Pembroke Olive Downs Pty Ltd ACN: 611 674 376
Approved action	To develop an open-cut coal mine and access road approximately 40 km south-east of Moranbah, Queensland, subject to the variation of the action acceptable by the Minister under section 156B on Tuesday 17 April 2018 [see EPBC Act referral 2017/76=867 and variation request dated 21 December 2017].
Date of approval	14 May 2020
Date of variation effect	14 August 2023
Date of commencement of activities	20 April 2022
Current reporting period	20 April 2024 to 19 April 2025

3.2 Details of activities

Activities carried out for the period of 20 April 2024 to 19 April 2025 in accordance with condition of the EPBC Act Approval, and other relevant state and local approvals, were:

- Civil works for construction of mine infrastructure area, borrow pits, mine road network, dams and drainage works
- Clearing and grubbing and topsoil removal for planned mine progression
- Continuing exaction of the open cut pit
- Tailings cell development
- Run of mine stockpile capacity expansion
- Coal mining
- Coal handling plant and coal preparation plant operation; and



- Drilling and servicing of groundwater monitoring bore network.

4. Compliance with conditions

4.1 Compliance status for the period

The following table specifies compliance with EPBC 2017/7867.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS																									
1	Maximum Clearance Limits 1) The approval holder must not clear outside of the project area.	Compliant	No vegetation was cleared outside of the Project Area.																									
2	During each stage of the action, the approval holder must not clear more than the areas (in hectares) of habitat for each listed threatened species and community as specified in the following table: <table><tr><th>Matter of national environmental significance</th><th>Stage 1</th><th>Stage 2</th><th>Stage 3</th><th>Stage 4</th></tr><tr><td>Koala (<i>Phascolarctos cinereus</i>) (combined populations of Qld, NSW and the ACT) habitat</td><td>1,099</td><td>406.16</td><td>3,899.81</td><td>354</td></tr><tr><td>Greater Glider (<i>Petauroides volans</i>) habitat</td><td>932.81</td><td>352.54</td><td>3,921.22</td><td>389</td></tr><tr><td>Squatter Pigeon (Southern) (<i>Geophaps scripta scripta</i>) breeding habitat</td><td>810.45</td><td>262.73</td><td>3,084.11</td><td>322</td></tr><tr><td>Squatter Pigeon (Southern) (<i>Geophaps scripta scripta</i>) foraging habitat</td><td>133.76</td><td>69.74</td><td>656.5</td><td>6.5</td></tr></table>	Matter of national environmental significance	Stage 1	Stage 2	Stage 3	Stage 4	Koala (<i>Phascolarctos cinereus</i>) (combined populations of Qld, NSW and the ACT) habitat	1,099	406.16	3,899.81	354	Greater Glider (<i>Petauroides volans</i>) habitat	932.81	352.54	3,921.22	389	Squatter Pigeon (Southern) (<i>Geophaps scripta scripta</i>) breeding habitat	810.45	262.73	3,084.11	322	Squatter Pigeon (Southern) (<i>Geophaps scripta scripta</i>) foraging habitat	133.76	69.74	656.5	6.5	Compliant	A permit to disturb process is in place to ensure clearing activities remaining within that specified. The project areas remained with the current stage 1 allocation.
Matter of national environmental significance	Stage 1	Stage 2	Stage 3	Stage 4																								
Koala (<i>Phascolarctos cinereus</i>) (combined populations of Qld, NSW and the ACT) habitat	1,099	406.16	3,899.81	354																								
Greater Glider (<i>Petauroides volans</i>) habitat	932.81	352.54	3,921.22	389																								
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CONDITION NUMBER	CONDITION	STATUS				COMMENTS
	Ornamental Snake (<i>Denisonia maculata</i>) important habitat	973.9	367.74	5,094.11	1,307	
	Australian Painted Snipe (<i>Rostratula australis</i>) breeding habitat	16	3	70	25	
	Brigalow TEC	0	0	13	0	
3	Stage 1 Environmental Offset Requirements To compensate for the clearance of habitat for listed threatened species and community for Stage 1 up to the limits as specified in condition 2, the approval holder must provide an environmental offset consistent with the Environmental Offsets Policy.	Compliant				Offset areas are established within the Pembroke Olive Downs Pty Ltd land holdings and remain under management.
4	The environmental offset to compensate for the clearance of 978.5 ha of Greater Glider (<i>Petauroides volans</i>) habitat for Stage 1 must result in a measured increase in Greater Glider (<i>Petauroides volans</i>) habitat connectivity in the riparian zones within the Stage 1 environmental offset.	Compliant				Table 2.1 of the Stage 1 OAMP addresses this condition. The Stage 1 OAMP Year 3 Annual Consolidated annual report provides further update on progress.
5	The approval holder must submit a Stage 1 Offset Area Management Plan (OAMP) prepared by a suitably qualified ecologist for the written approval of the Minister . The approval holder must not commence the action until the	Compliant				The Stage 1 Offset Area Management Plan (OAMP) was submitted in June 2020 and



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	Stage 1 OAMP has been approved in writing by the Minister . The approved Stage 1 OAMP must be implemented.		subsequently approved in writing by the Minister in December 2020.
6	The Stage 1 OAMP must include the offset information to compensate for the clearance of listed threatened species and community habitat as provided for in condition 2 in accordance with the principles of the Environmental Offsets Policy .	Compliant	Section 6 of the Stage 1 OAMP addresses this condition.
7	To assess the effectiveness of the management actions in the Stage 1 OAMP to increase Greater Glider (<i>Petauroides volans</i>) habitat connectivity in the riparian zones within the Stage 1 environmental offset, the approval holder must engage an independent suitably qualified expert to undertake an assessment every 5 years from the implementation date of the approved Stage 1 OAMP until the approved Stage 1 OAMP offset completion criteria are achieved.	Compliant	Section 6 of the Stage 1 OAMP addresses this condition. The Stage 1 OAMP Year 3 Annual Consolidated annual report provides further update on progress.
8	The approval holder must ensure each assessment of the effectiveness of the management actions in the Stage 1 OAMP is: a) subject to a peer-review completed within 6 months of the completion of each such assessment; and b) published on its website with the findings of the peer-review within 6 months of the completion of the peer-review and for the duration of this approval.	Compliant	Section 6 of the Stage 1 OAMP addresses this condition. The Stage 1 OAMP Year 3 Annual Consolidated annual report provides further update on progress.
9	Legal Securing of the Stage 1 Environmental Offset 9) The approval holder must legally secure the Stage 1 environmental offset within 2 years from the date that the Stage 1 OAMP is approved by the	Compliant	The Stage 1 offset area Voluntary Declaration Application made in accordance with the Vegetation



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	Minister in writing. The approved Stage 1 OAMP must be attached to the legal mechanism used to legally secure the Stage 1 environmental offset.		Management Act 1999 remained under assessment with the Queensland Department of Resources. The application was submitted in 13 April 2022 and was confirmed as a satisfactory application in January 2025 and awaits finalisation of the matter by the Department.
10	The approval holder must notify the Department within 5 business days of the mechanism to legally secure the Stage 1 environmental offset being executed.	N/A	Not applicable during the period.
11	Stage 2 Environmental Offset Requirements 11) To compensate for the clearance of habitat for listed threatened species and community for Stage 2 up to the limits as specified in condition 2, the approval holder must provide an environmental offset consistent with the Environmental Offsets Policy .	N/A	The project is currently in Stage 1.
12	The environmental offset to compensate for the clearance of 303 ha of Greater Glider (<i>Petauroides volans</i>) habitat for Stage 2 must result in a measured increase in Greater Glider (<i>Petauroides volans</i>) habitat connectivity in the riparian zones within the Stage 2 environmental offset.	N/A	The project is currently in Stage 1.
13	At least 12 months prior to the commencement of Stage 2 , the approval holder must submit a Stage 2 OAMP prepared by a suitably qualified ecologist for the written approval of the Minister . The approval holder must	Compliant	On 20 May 2024 the Stage 2 OAMP, Financial Framework for Koala and Greater Glider were submitted to



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	not commence Stage 2 until the Stage 2 OAMP has been approved in writing by the Minister . The approved Stage 2 OAMP must be implemented.		the Department for assessment following on from a request for EPBC approval variation made on 24 January 2024. The Stage 2 OAMP and Indirect Offset Plan (Ornamental Snake) remained under assessment throughout the reporting period.
14	The Stage 2 OAMP must include the offset information to compensate for the clearance of habitat for each listed threatened species and community as provided for in condition 2 in accordance with the principles of the Environmental Offsets Policy .	Compliant	The Stage 2 OAMP and Indirect Offset Plan (Ornamental Snake) have been developed in accordance with the Environmental Offsets Policy and remained under assessment during the reporting period.
15	To assess the effectiveness of the management actions in the Stage 2 OAMP to increase Greater Glider (<i>Petauroides volans</i>) habitat connectivity in the riparian zones within the Stage 2 environmental offset, the approval holder must engage an independent suitably qualified expert to undertake an assessment every 5 years from the implementation date of the approved Stage 2 OAMP until the approved Stage 2 OAMP offset completion criteria are achieved.	N/A	The project is currently in Stage 1.
16	The approval holder must ensure each assessment of the effectiveness of the management actions in the Stage 2 OAMP is:	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	a) subject to a peer-review completed within 6 months of the completion each such assessment; and b) published on its website with the findings of the peer-review within 6 months of the completion of the peer-review and for the duration of this approval.		
17	The approval holder must legally secure the Stage 2 environmental offset within 2 years from the date that the Stage 2 OAMP is approved by the Minister in writing. The approved Stage 2 OAMP must be attached to the legal mechanism used to legally secure the Stage 2 environmental offset.	N/A	The project is currently in Stage 1.
18	The approval holder must notify the Department within 5 business days of the mechanism to legally secure the Stage 2 environmental offset being executed.	N/A	The project is currently in Stage 1.
19	Stage 3 Environmental Offset Requirements To compensate for the clearance of habitat for listed threatened species and community for Stage 3 up to the limits as specified in condition 2, the approval holder must provide an environmental offset consistent with the Environmental Offsets Policy .	N/A	The project is currently in Stage 1.
20	The environmental offset to compensate for the clearance of 3,937 ha of Greater Glider (<i>Petauroides volans</i>) habitat for Stage 3 must, at a minimum, result in a measured increase in Greater Glider (<i>Petauroides volans</i>) habitat connectivity in the riparian zones within the Stage 3 environmental offset.	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
21	At least 12 months prior to the commencement of Stage 3 , the approval holder must submit a Stage 3 OAMP prepared by a suitably qualified ecologist for the written approval of the Minister . The approval holder must not commence Stage 3 until the Stage 3 OAMP has been approved in writing by the Minister . The approved Stage 3 OAMP must be implemented.	N/A	The project is currently in Stage 1.
22	The Stage 3 OAMP must include the offset information to compensate for the clearance of habitat for each listed threatened species and community as provided for in condition 2 in accordance with the principles of the Environmental Offsets Policy .	N/A	The project is currently in Stage 1.
23	To assess the effectiveness of the management actions in the Stage 3 OAMP to increase Greater Glider (<i>Petauroides volans</i>) habitat connectivity in the riparian zones within the Stage 3 environmental offset, the approval holder must engage an independent suitably qualified expert to undertake an assessment every 5 years from the implementation date of the approved Stage 3 OAMP until the approved Stage 3 OAMP offset completion criteria are achieved.	N/A	The project is currently in Stage 1.
24	The approval holder must ensure each assessment of the effectiveness of the management actions in the Stage 3 OAMP is: a) subject to a peer-review completed within 6 months of the completion each such assessment; and	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	b) published on its website with the findings of the peer-review within 6 months of the completion of the peer-review and for the duration of this approval.		
25	The approval holder must legally secure the Stage 3 environmental offset within 2 years from the date that the Stage 3 OAMP is approved by the Minister in writing. The approved Stage 3 OAMP must be attached to the legal mechanism used to legally secure the Stage 3 environmental offset.	N/A	The project is currently in Stage 1.
26	The approval holder must notify the Department within 5 business days of the mechanism to legally secure the Stage 3 environmental offset being executed.	N/A	The project is currently in Stage 1.
27	Stage 4 Environmental Offset Requirements To compensate for the clearance of habitat for listed threatened species and community for Stage 4 up to the limits as specified in condition 2, the approval holder must provide an environmental offset consistent with the Environmental Offsets Policy .	N/A	The project is currently in Stage 1.
28	At least 12 months prior to the commencement of Stage 4 , the approval holder must submit a Stage 4 OAMP prepared by a suitably qualified ecologist for the written approval of the Minister . The approval holder must not commence Stage 4 until the Stage 4 OAMP has been approved in writing by the Minister . The approved Stage 4 OAMP must be implemented.	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
29	The Stage 4 OAMP must include the offset information to compensate for the clearance of habitat for each listed threatened species and community as provided for in condition 2 in accordance with the principles of the Environmental Offsets Policy .	N/A	The project is currently in Stage 1.
30	Legal Securing of the Stage 4 Environmental Offset The approval holder must legally secure the Stage 4 environmental offset within 2 years from the date that the Stage 4 OAMP is approved by the Minister in writing. The approved Stage 4 OAMP must be attached to the legal mechanism used to legally secure the Stage 4 environmental offset.	N/A	The project is currently in Stage 1.
31	The approval holder must notify the Department within 5 business days of the mechanism to legally secure the Stage 4 environmental offset being executed.	N/A	The project is currently in Stage 1.
32	Conservation of the Koala and Greater Glider in the Bowen Basin In addition to its obligations under the Environmental Offsets Policy , the approval holder must contribute \$100,000 (GST exclusive and indexed in line with CPI for each year to be equal to the value of \$100,000 on the date of commencement of Stage 2) each year for 10 years to a program where the total contribution will be used for the better protection and long-term conservation of the Koala and Greater Glider in the Bowen Basin.	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
33	The approval holder must submit a framework to make financial contributions to the program for the written approval of the Minister at least 3 years prior to the commencement of Stage 2 . The approved framework must be implemented.	N/A	The project is currently in Stage 1.
34	The approval holder must not commence Stage 2 until it has provided notice, with documentary evidence, to the Department that the: a) framework required under condition 33 has been approved by the Minister in writing; and b) the first financial contribution has been made.	N/A	The project is currently in Stage 1.
35	For each subsequent annual financial contribution, the approval holder must provide notice, with documentary evidence, to the Department within 20 business days after each such financial contribution has been made.	N/A	The project is currently in Stage 1.
36	The activities funded by the program must target in the Bowen Basin, at a minimum: a) translocation programs to translocate Koala and Greater Glider individuals from the project area during pre-clearance surveys and clearing to determine its success in reducing individual mortality and its effects on the population size of the Koala and Greater Glider; b) revegetate, rehabilitate and restore habitat in the riparian zones associated with watercourses to create and maintain Koala and Greater Glider habitat connectivity; c) surveys to determine Koala and Greater Glider population density and carrying capacity across the Bowen Basin; and	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	d) implement priorities identified in relevant recovery plans , threat abatement plans and/or approved conservation advices , and evaluate their success and cost effectiveness.		
37	At a minimum, the following information, prepared by an independent suitably qualified expert , must be provided to the Department prior to commissioning each activity: a) commitments, including financial commitments and proposed timeframes, that will be implemented to support the undertaking of the activity; b) the proposed timeframe for undertaking the activity; c) the independent suitably qualified expert/s who has designed and will implement the activity; d) timing of a peer-review of the outcomes of the activity; e) the proposed peer-reviewed scientific journal and/or other method/s to ensure the outcomes of the activity is made publicly available; and f) details, with supporting evidence, of the consultation undertaken (including with the Queensland Government and relevant Recovery Teams) on how the activity can complement and/or align with other studies for the Koala and Greater Glider in the Bowen Basin.	N/A	The project is currently in Stage 1.
38	The outcomes of each activity must be subject to a peer-review and must, at a minimum, be published on the approval holder's website for the remaining period of effect of this approval.	N/A	The project is currently in Stage 1.
39	A review of outcomes from the financial contributions must commence 5 years after the date of the first financial contribution or as otherwise agreed by the Minister in writing. This review must take into account progress of each activity and any subsequent on-ground actions, as well as the involvement of other holders of approvals under the EPBC Act making financial contributions.	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
40	A detailed report of the outcomes of the review must be provided to the Department within 6 months of the date of commencement of the review.	N/A	The project is currently in Stage 1.
41	Ripstone Creek Diversion – Greater Glider Habitat Connectivity At least 15 years prior to the commencement of the Ripstone Creek Diversion , the approval holder must submit a Ripstone Creek Diversion Program (RCDP) for the written approval of the Minister to ensure Greater Glider (<i>Petauroides volans</i>) habitat connectivity is maintained along Ripstone Creek for the duration of this approval.	N/A	The project is currently in Stage 1.
42	The RCDP must be prepared by a suitably qualified ecologist and include details, with detailed justification, of: a) the activities, and associated timing, for the Ripstone Creek Diversion ; b) the description, ecological values and location (maps and shapefiles) of the existing Ripstone Creek channel to be impacted by the Ripstone Creek Diversion ; c) the extent (in hectares) and quality of Greater Glider (<i>Petauroides volans</i>) habitat in the existing Ripstone Creek channel to be impacted by the Ripstone Creek Diversion ; d) baseline data, including results from field validation surveys, and quantifiable ecological data on the quality of Greater Glider (<i>Petauroides volans</i>) habitat in the existing Ripstone Creek channel to be impacted by the Ripstone Creek Diversion ;	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	e) the outcome to ensure Greater Glider (<i>Petauroides volans</i>) habitat connectivity is maintained along Ripstone Creek for the duration of this approval; f) Ripstone Creek completion criteria to demonstrate that Greater Glider (<i>Petauroides volans</i>) habitat connectivity is maintained along Ripstone Creek; g) Ripstone Creek interim milestones to track progress against ensuring the Ripstone Creek completion criteria are achieved; h) proposed timing of Ripstone Creek interim milestones to track progress against achieving the Ripstone Creek completion criteria; i) details of the actions, and timeframes for implementation, to be carried out to achieve the Ripstone Creek completion criteria; j) details of the nature, timing and frequency of monitoring to inform progress against achieving the Ripstone Creek interim milestones (the frequency of monitoring must be sufficient to track progress towards each set of milestones, and sufficient to determine whether the area of the Ripstone Creek Diversion is likely to achieve those milestones in adequate time to implement all necessary corrective actions); k) proposed timing for the submission of internal monitoring reports which provide evidence demonstrating whether the Ripstone Creek interim milestones have been achieved; l) proposed mitigation strategy, including corrective action/s and their timing, if monitoring activities indicate the Ripstone Creek interim milestones will not or have not been achieved; and m) a risk analysis and a risk management and mitigation strategy for all risks to the timely achievement of the Ripstone Creek completion criteria, including a rating of all initial and post-mitigation residual risks in accordance with the risk assessment matrix.		



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	Note: The Minister may, throughout the RCDP approval process, seek advice from experts on the draft and/or revised RCDP proposed by the approval holder. As a consequence, specific matters identified through such advice may need to be addressed in a revised RCDP. Where such advice is sought, the approval holder will be provided with the opportunity to submit information and respond to the specific matters identified, in order to ensure the approved RCDP is based on the best available information.		
43	The approval holder must not commence mining activities in the Ripstone Creek Pit (ODS9) until the RCDP has been approved by the Minister in writing. The approved RCDP must be implemented.	N/A	The project is currently in Stage 1.
44	The approval holder must not commence the Ripstone Creek Diversion until it demonstrates, to the Minister's written satisfaction, that the Ripstone Creek completion criteria have been achieved.	N/A	The project is currently in Stage 1.
45	Matters of National Environmental Significance (MNES) Management Plan To avoid, mitigate and manage impacts of the action on the listed threatened species and community and their habitat, the approval holder must submit a MNES Management Plan for the written approval of the Minister. The MNES Management Plan must be prepared by a suitably qualified ecologist and in accordance with the Department's Environmental Management Plan Guidelines.	Compliant	A MNES Management Plan was developed and approved by the Minister prior to clearing activities commencement in April 2022.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
46	The MNES Management Plan must include: - details of specific environmental outcomes to be achieved for the listed threatened species and community and their habitat; - interim milestones that set targets at 5-yearly intervals to track progress against achieving the environmental outcomes; - details of the measures, and timeframes for implementation, that will be taken in the project area to avoid, mitigate and manage impacts on the listed threatened species and community and their habitat during clearance, construction, operation and decommissioning of the action, including but not limited to: clearance of one corridor, of a maximum 45 metres in width, in the riparian zone of the Isaac River; clearance of two corridors, of a maximum 60 metres in width, in the riparian zone of the Isaac River; clearance of two corridors, of a maximum 30 metres in width, in the riparian zone of Ripstone Creek; - no clearance in the riparian zones of the Isaac River and Ripstone Creek other than that specified in this approval; - removal and exclusion of grazing from all riparian zones in the project area; - installation of rope ladder crossings of the cleared corridors in the riparian zones of the Isaac River and Ripstone Creek to maintain Greater Glider (<i>Petauroides volans</i>) habitat connectivity; - enforced vehicle speed limits of 60 kilometres/hour or less; - installation of Koala-proof fences, without barb-wire, in Koala (<i>Phascolarctos cinereus</i>) (combined populations of Qld, NSW and the ACT) habitat and Greater Glider (<i>Petauroides volans</i>) habitat;	Compliant	MNES Management Plan references: Overarching environmental outcomes are specified in Section 5.1. Specific performance criteria and outcomes relating to each MNES species and Brigalow TEC , for each Project phase are provided in Tables 4.1, Table 4.2 and Table 4.3. Management measures, interim milestones and corrective actions are discussed in Section 5. Interim milestones have been described in Table 6.1. Interim milestones have been based on actions to be achieved, or outcomes, based on Project stages. Due to the long duration of the Project, and that a number of activities may occur at different phases, interim progress reviews are proposed at 5 yearly intervals as well as 12 months prior to the



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	ix. installation of Koala poles at Koala-proof fences, with proposed spacing, in Koala (<i>Phascolarctos cinereus</i>) (combined populations of Qld, NSW and the ACT) habitat; d. details on the specific timing, frequency and duration of the measures to be implemented; e. evidence of how the measures are based on best available practices, appropriate standards, and supported by scientific evidence; f. details on how the measures have been developed with consideration of the S.M.A.R.T principle; g. details of the nature, timing and frequency of monitoring to inform progress against achieving the 5-yearly interim milestones (the frequency of monitoring must be sufficient to track progress towards each set of milestones, and sufficient to determine whether the milestones are likely to be achieved in adequate time to implement all necessary corrective actions); h. timing for the submission of internal monitoring reports which provide evidence demonstrating whether the interim milestones have been achieved; i. timing for the implementation of corrective actions if monitoring indicates the interim milestones will not or have not been achieved; j. a risk analysis and a risk management and mitigation strategy for all risks to the successful implementation of the MNES Management Plan and timely achievement of the environmental outcomes, including a rating of all initial and post-mitigation residual risks in accordance with the risk assessment matrix; and		commencement of each stage. These reviews are to assess progress of the management plan actions, evaluate their effectiveness and apply adaptive management principles. Specific details of the measures and timeframes for implementation of avoidance, mitigation and management of impacts on the listed threatened species and community are described in Sections 4 and 5. Tables 4.1, 4.2 and 4.3 outline these measures by each Project phase, and then they are grouped into avoidance, mitigation and management. Clearance corridor specifications i), ii), iii) and iv) are confirmed in Section 4 and Figure 4.1 for Stage 1. Exclusion of grazing (v) has been noted in Section 4.3. Grazing exclusion areas are shown in Figure 4.2.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	k. evidence of how the measures and corrective actions take into account relevant approved conservation advices and are consistent with relevant recovery plans and threat abatement plans. l. details on the specific timing, frequency and duration of the measures to be implemented; m. evidence of how the measures are based on best available practices, appropriate standards, and supported by scientific evidence; n. details on how the measures have been developed with consideration of the S.M.A.R.T principle; o. details of the nature, timing and frequency of monitoring to inform progress against achieving the 5-yearly interim milestones (the frequency of monitoring must be sufficient to track progress towards each set of milestones, and sufficient to determine whether the milestones are likely to be achieved in adequate time to implement all necessary corrective actions); p. timing for the submission of internal monitoring reports which provide evidence demonstrating whether the interim milestones have been achieved; q. timing for the implementation of corrective actions if monitoring indicates the interim milestones will not or have not been achieved; r. a risk analysis and a risk management and mitigation strategy for all risks to the successful implementation of the MNES Management Plan and timely achievement of the environmental outcomes, including a rating of all initial and post-mitigation residual risks in accordance with the risk assessment matrix; and		Details on the installation of rope ladder crossings of the cleared corridors in the riparian zones (vi) are given in Section 6.2 and Figure 5.2. Details on enforced speed limits (vii) and associated signage and speed humps are given in Section 4.3. Details on the installation of Koala-proof fences (viii) and Koala poles (ix) are given in Section 5.2.8 and Figure 5.1 for Stage 1. The specific timing, frequency and duration of avoidance, mitigation and management measures are summarised in Section 4 and 5. Specific timing, frequency and duration of monitoring is described in Section 6 and Table 6.1 References are provided in Section 4 and 5 in terms of how the proposed measures are based on best available practices and standards and/or guidelines. Section 4.2 states MMP has been developed in accordance with



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	s. evidence of how the measures and corrective actions take into account relevant approved conservation advices and are consistent with relevant recovery plans and threat abatement plans .		S.M.A.R.T principles. For example avoidance, mitigation and management actions are specific, performance criteria and outcomes measurable. Details on the nature, timing and frequency of monitoring to inform progress against performance criteria and interim targets are given in Section 6, Table 6.1 and Appendix C. Details on the timing for the submission of internal monitoring reports are addressed in Section 7.1. Details on corrective actions, triggers for corrective actions and timing for implementation of corrective actions are given in Table 6.1. Details on risk analysis, risk management and mitigation strategy are provided in Section 8. The risk assessment includes pre and post mitigation risk rankings. Reference to conservation advices, applicable recovery plans and



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
			literature are provided in Table 2.1 and Section 5 summarises how proposed measures are consistent with these advices and plans etc.
47	The approval holder must not commence the action until the MNES Management Plan has been approved by the Minister . The approved MNES Management Plan must be implemented.	Compliant	No activities occurred until the MNES Management Plan was approved by the Minister. The approved MNES Management Plan was implemented during clearing activities.
48	The approval holder must ensure there is no adverse effect on the ecological values of GDEs in, or within 2 kilometres of, the project area from water-related impacts as a result of mining activities of the action.	Compliant	A Groundwater Dependent Ecosystem & Wetland Management Plan (GDEWMP) was developed and approved on 26 September 2023 prior to mining activities.
49	The approval holder must submit a GDEMP for the written approval of the Minister . The GDEMP must be prepared by a suitably qualified water resources expert and in accordance with the Department's Environmental Management Plan Guidelines . The GDEMP must include the following details, with detailed justification, of: a. the location (including maps and shapefiles), extent (in hectares) and description of the ecological values of all GDEs derived from both desktop and site-specific field information; b. a risk-based assessment approach method to determine all low risk GDEs, moderate risk GDEs, high risk GDEs and very high risk GDEs ;	Compliant	A GDEWMP was developed and approved on 26 September 2023 prior to mining activities. The project conducts annual reviews of the GDEWMP conceptual modelling based upon monitoring activities.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	c. hydrogeological conceptual modelling and surface water modelling, including an ecohydrological model incorporating the stressor-response relationships for all GDEs, local-scale numerical modelling and consideration of cumulative impacts; d. how the modelling is fit-for-purpose to inform the site-specific assessment and the risk-based assessment approach; e. a site-specific assessment to verify the results of modelling for predicted moderate risk GDEs, high risk GDEs and/or very high risk GDEs, including consideration of past monitoring data; f. performance criteria, trigger values and limits for moderate risk GDEs, high risk GDEs and/or very high risk GDEs to demonstrate there will be no adverse effect on the ecological values of GDEs from water-related impacts as a result of mining activities of the action; g. an ongoing monitoring program to ensure no adverse effect on the ecological values of GDEs is occurring, including a 12 monthly timeframe for updating all modelling; h. a mitigation strategy, including separate corrective actions, for where trigger values have been reached and/or exceeded for moderate risk GDEs, high risk GDEs and/or very high risk GDEs to ensure limits are not reached and/or exceeded, and consideration of cumulative impacts; i. timing for the submission of internal monitoring reports which provide evidence demonstrating performance against the trigger values and limits, including analysis of trends that indicate that reaching and/or exceeding a trigger value and/or limit is likely during or before the next reporting period; j. a 3-year timeframe for updating all risk ratings derived from the risk-based assessment approach and undertaking, with proposed implementation timeframes, any outstanding site-specific assessments for new predicted moderate risk GDEs, high risk GDEs and/or very high risk GDEs;		The last review was completed on 30 January 2025 in keeping with the annual monitoring period of 1 November to 31 October 2024.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	k. timing for the regular review of the GDEMP to assess the effectiveness of measures and/or corrective actions in ensuring no adverse effect on the ecological values of GDEs is occurring, including details of the effectiveness of updated model predictions; l. a process for updating the GDEMP to take into account any changes to the existing regulatory arrangements in place to avoid adverse effect on the ecological values of GDEs, not limited to legislation, standards or codes of practice, governance arrangements and existing controls; and m. timing for notifying the Department of whether an environmental offset in accordance with the principles of the Environmental Offsets Policy may be required to be implemented by the approval holder.		
50	The approval holder must not commence mining activities of Stage 1 until the GDEMP has been approved by the Minister in writing. The approved GDEMP must be implemented.	Compliant	A GDEWMP was developed and approved in writing by the Minister on 26 September 2023 prior to mining activities.
51	The approval holder must, during the implementation of the GDEMP or a revised GDEMP under condition 78, undertake one or more of the provisions of conditions 52 to 64 if the Minister determines and notifies the approval holder in writing that the action has, or is likely to, reach and/or exceed an approved trigger value .	N/A	Not applicable during the reporting period.
52	GDEMP Implementation and Offsets – Stage 1, Stage 2 and Stage 3 If the approval holder detects that a trigger value for moderate risk GDEs , high risk GDEs and/or very high risk GDEs has been reached and/or	Compliant	Monitoring and reporting continues to be managed in accordance with the GDEWMP.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	exceeded for Stage 1, Stage 2 or Stage 3 , the approval holder must report this to the Minister within 5 business days of the detection.		
53	For high risk GDEs and/or very high risk GDEs , and where a limit is predicted to be reached and/or exceeded after the next 12 months, the approval holder must submit a GDE Offset Strategy prepared by a suitably qualified water resources expert and suitably qualified person and in accordance with the principles of the Environmental Offsets Policy , for the written approval of the Minister . The GDE Offset Strategy must be submitted to the Department within 3 months of the detection as specified in condition 52.	Compliant	Monitoring and reporting continues to be managed in accordance with the GDEWMP.
54	For high risk GDEs and/or very high risk GDEs , and where a limit is predicted to be reached and/or exceeded within 12 months, the approval holder must submit a GDE Offset Management Plan, prepared by a suitably qualified water resources expert and suitably qualified person in accordance with the principles of the Environmental Offsets Policy , for the written approval of the Minister . The GDE Offset Management Plan must specify a timeframe for implementation and be submitted to the Department within 3 months of the detection as specified in condition 52.	Compliant	Monitoring and reporting continues to be managed in accordance with the GDEWMP.
55	The approval holder must not commence the next stage of the action until the GDE Offset Strategy and/or GDE Offset Management Plan has been approved by the Minister in writing. The GDE Offset Strategy must be implemented.	Compliant	A GDEWMP was developed and approved in writing by the Minister on 26 September 2023 prior to mining activities.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
56	If the approval holder detects that a limit has been reached and/or exceeded for Stage 1 , Stage 2 and/or Stage 3 , the approval holder must report the detection to the Minister within 1 business day of the detection.	N/A	Not applicable during the reporting period.
57	The approval holder must: a. within 5 business days of notifying the Minister of the detection as specified in condition 56, implement a GDE Offset Management Plan that has been approved by the Minister as required condition 55; and/or b. within 3 months of notifying the Minister of the detection as specified in condition 56, submit a GDE Offset Management Plan for the written approval of the Minister. The GDE Offset Management Plan must be prepared by suitably qualified water resources expert and suitably qualified person, and in accordance with the principles of the Environmental Offsets Policy.	N/A	Not applicable during the reporting period.
58	The approved GDE Offset Management Plan/s required at condition 57 must be implemented for the remaining duration of this approval or a timeframe otherwise agreed to in writing by the Minister .	N/A	Not applicable during the reporting period.
59	The approval holder must not commence the next stage of the action until the approved GDE Offset Management Plan is demonstrated, to the Minister's written satisfaction, to be achieving the approved offset completion criteria, or a timeframe otherwise agreed to in writing by the Minister .	N/A	Not applicable during the reporting period.
60	GDE Implementation and Offsets – Stage 4	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	At least 3 years prior to the commencement of Stage 4 , the approval holder must submit a Stage 4 GDE Offset Management Plan in the event that there is an adverse effect on the ecological values of GDEs as a result of Stage 4 for the written approval of the Minister . The Stage 4 GDE Offset Management Plan must be prepared by suitably qualified water resources expert and suitably qualified person in accordance with the principles of the Environmental Offsets Policy .		
61	The approval holder must not commence Stage 4 until the Stage 4 GDE Offset Management Plan is approved by the Minister in writing.	N/A	The project is currently in Stage 1.
62	If the approval holder detects that a trigger value has been reached and/or exceeded for Stage 4 , the approval holder must, within 5 business days of the detection: a) report this to the Minister ; and b) notify the Minister that the approved Stage 4 GDE Offset Management Plan may be implemented, with timing for implementation, where an adverse effect on the ecological values of GDEs is predicted or known to occur in less than 12 months.	N/A	The project is currently in Stage 1.
63	If the approval holder detects that a limit has been reached and/or exceeded for Stage 4 , the approval holder must: a) report this to the Minister within 1 business day of the detection; and b) implement the approved Stage 4 GDE Offset Management Plan required at condition 61 within 5 business days of the detection.	N/A	The project is currently in Stage 1.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
64	The approved GDE Stage 4 Offset Management Plan must be implemented for the remaining duration of this approval or a timeframe otherwise agreed to in writing by the Minister .	N/A	The project is currently in Stage 1.
65	Notification of date of commencement of the action and subsequent stages The approval holder must notify the Department in writing of the date of the commencement of the action within 5 business days after the date of the commencement of the action .	Compliant	As confirmed and provided in 2022-2023 Annual EPBC Report.
66	If the commencement of the action does not occur within 5 years from the date of this approval, then the approval holder must not commence the action without the written agreement of the Minister .	N/A	The action commenced and was notified within the allowable timeframe.
67	The approval holder must notify the Department in writing of the date of the commencement of Stage 2, Stage 3 and Stage 4 respectively within 5 business days after the date of the commencement of Stage 2, Stage 3 and Stage 4 respectively.	N/A	The project is currently in Stage 1.
68	Compliance Records The approval holder must maintain accurate and complete compliance records .	Compliant	All compliance records are held and maintained by Pembroke.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
69	If the Department makes a request in writing, the approval holder must provide electronic copies of compliance records to the Department within the timeframe specified in the request. Note: Compliance records may be subject to audit by the Department or an independent auditor in accordance with section 458 of the EPBC Act, or used to verify compliance with the conditions. Summaries of the result of an audit may be published on the Department's website or through the general media.	Compliant	All requested records were made available as per Department requests
70	Preparation and publication of plans The approval holder must: - submit plans electronically to the Department; - unless otherwise agreed to in writing by the Minister, publish each plan on its website within 20 business days of the date of: - this approval; or - the date a plan is submitted to the Department; or - the date a plan has been approved by the Minister in writing; - exclude or redact sensitive ecological data from plans published on its website or provided to a member of the public; and - keep plans published on its website for the duration of this approval.	Compliant	All plans submitted to the department and published to Pembroke's website as per the requirements.
71	The approval holder must ensure that any monitoring data (including sensitive ecological data), surveys, maps, and other spatial and metadata required under conditions 5, 13, 21, 28, 43, 47, 50, 55, 58 and 61 is prepared in accordance with the Department's Guidelines for biological survey and mapped data (2018) and submitted electronically to the Department in	Compliant	All records provided to date conform to departments guidelines and submitted electronically to the department.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	accordance with the requirements of the plans within 2 months of each survey event.		
72	Annual Compliance Reporting The approval holder must prepare a compliance report for each 12 month period following the date of the commencement of the action, or otherwise in accordance with an annual date that has been agreed to in writing by the Minister. The approval holder must: a. publish each compliance report on its website within 60 business days following the relevant 12 month period; b. notify the Department by email that a compliance report has been published on its website within 5 business days of the date of publication; c. keep all compliance reports publicly available on its website for the duration of this approval; d. exclude or redact sensitive ecological data from compliance reports published on its website; and e. where any sensitive ecological data has been excluded from the version published, submit the full compliance report to the Department within 5 business days of publication. Note: Compliance reports may be published on the Department's website.	Compliant	This is the third annual compliance report and will be published in line with this condition. Annual Compliance Report 1 (2022-2023) and Report 2 (2023-2024) is located on the Pembroke Olive Downs website.
73	Reporting Non-compliance The approval holder must notify the Department in writing of any: incident; non-compliance with the conditions; or non-compliance with the	N/A	Not applicable during the reporting period.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	commitments made in plans . The notification must be given as soon as practicable but no later than 2 business days after becoming aware of the incident or non-compliance. The notification must specify: a. the condition which is or may be in breach; and b. a short description of the incident and/or non-compliance.		
74	The approval holder must provide to the Department the details of any incident or non-compliance with the conditions or commitments made in the plans as soon as practicable but no later than 10 business days after becoming aware of the incident or non-compliance, specifying: a. any corrective action or investigation which the approval holder has already taken or intends to take in the immediate future; b. the potential impacts of the incident or non-compliance; and c. the method and timing of any remedial action that will be undertaken by the approval holder.	N/A	Not applicable during the reporting period.
75	Independent Audit The approval holder must ensure that independent audits of compliance with the conditions of this approval are conducted when requested in writing by the Minister.	N/A	Not applicable during the reporting period.
76	For each independent audit , the approval holder must:	N/A	Not applicable during the reporting period.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	a. provide the name and qualifications of the independent auditor and the draft audit criteria to the Department ; b. only commence the independent audit once the audit criteria have been approved in writing by the Department ; and c. submit an audit report to the Department within the timeframe specified in the approved audit criteria.		
77	The approval holder must publish the audit report on its website within 10 business days of receiving the Department's approval of the audit report and keep the audit report published on its website for the duration of this approval.	N/A	Not applicable during the reporting period.
78	Revision of management plans, program or strategy The approval holder may, at any time, apply to the Minister for a variation to a management plan, program or strategy approved by the Minister under conditions 5, 13, 21, 28, 43, 50, 55, 58 and 61, or as subsequently revised in accordance with these conditions, by submitting an application in accordance with the requirements of section 143A of the EPBC Act . If the Minister approves a revised management plan, program or strategy then, from the date specified by the Minister , the approval holder must implement the revised management plan, program or strategy in place of the previously approved management plan.	N/A	Not applicable during the reporting period.
79	Completion of the action	N/A	Not applicable during the reporting period.



CONDITION NUMBER	CONDITION	STATUS	COMMENTS
	Within 30 days after the completion of the action , the approval holder must notify the Department in writing and provide completion data .		