



Transport Management Plan

for the

New Berrima Clay/Shale Quarry

PA08_0212

Prepared by:



R.W. CORKERY & CO. PTY. LIMITED

September 2018

Approved by
the Secretary's nominee, Megan Dawson,
on 28 September 2018



Transport Management Plan

for the

New Berrima Clay/Shale Quarry

PA08_0212

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COMMONLY USED ACRONYMS

AHD	Australian Height Datum
AS	Australian Standard
Council	Wingecarribee Shire Council
DPE	Department of Planning and Environment
EP&A Act	<i>Environmental Planning and Assessment Act 1979</i>
EPA	Environment Protection Authority
EPL	Environment Protection Licence
NATA	National Association of Testing Authorities
PA	Project Approval
RMS	Roads and Maritime Services

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1. INTRODUCTION

This *Transport Management Plan* (the TMP) has been prepared by R W Corkery & Co Pty Limited on behalf of The Austral Brick Company Pty Ltd (Austral) for the New Berrima Clay/Shale Quarry (the Quarry). The Quarry is located within the “Mandurama” property approximately 1.5km east of New Berrima in the Southern Highlands of NSW (**Figure 1**). For the purposes of this document, the area of the approved quarry is referred to as “the Quarry Site”.

This TMP represents the second revision of the TMP and has been prepared in satisfaction of *PA Condition 3(29)* and *5(3)* of Project Approval (PA) 08_0212¹. Roads and Maritime Services (RMS) and Wingecarribee Shire Council have also previously been consulted in relation to the TMP.

This TMP forms part of the Quarry’s overall Environmental Management System which includes the preparation and implementation of the following management plans.

- Environmental Management Strategy.
- Noise Management Plan.
- Air Quality Management Plan.
- Water Management Plan.
- Landscape Management Plan.
- Aboriginal Cultural Heritage Management Plan.

2. APPROVED ACTIVITIES AND STAGED OPERATIONS

2.1 APPROVED ACTIVITIES

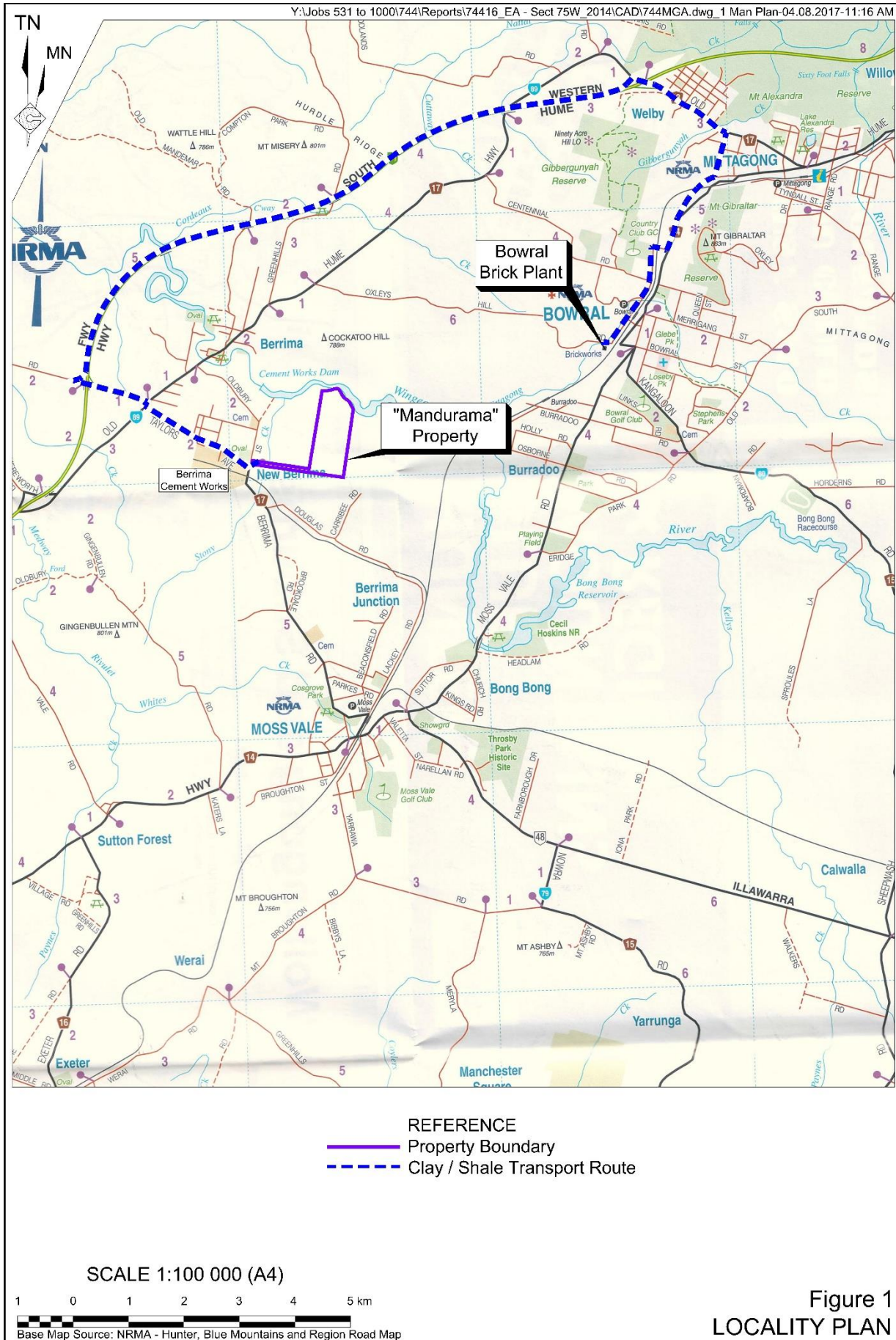
The principal activities approved at the Quarry (**Figure 2**) comprise the following.

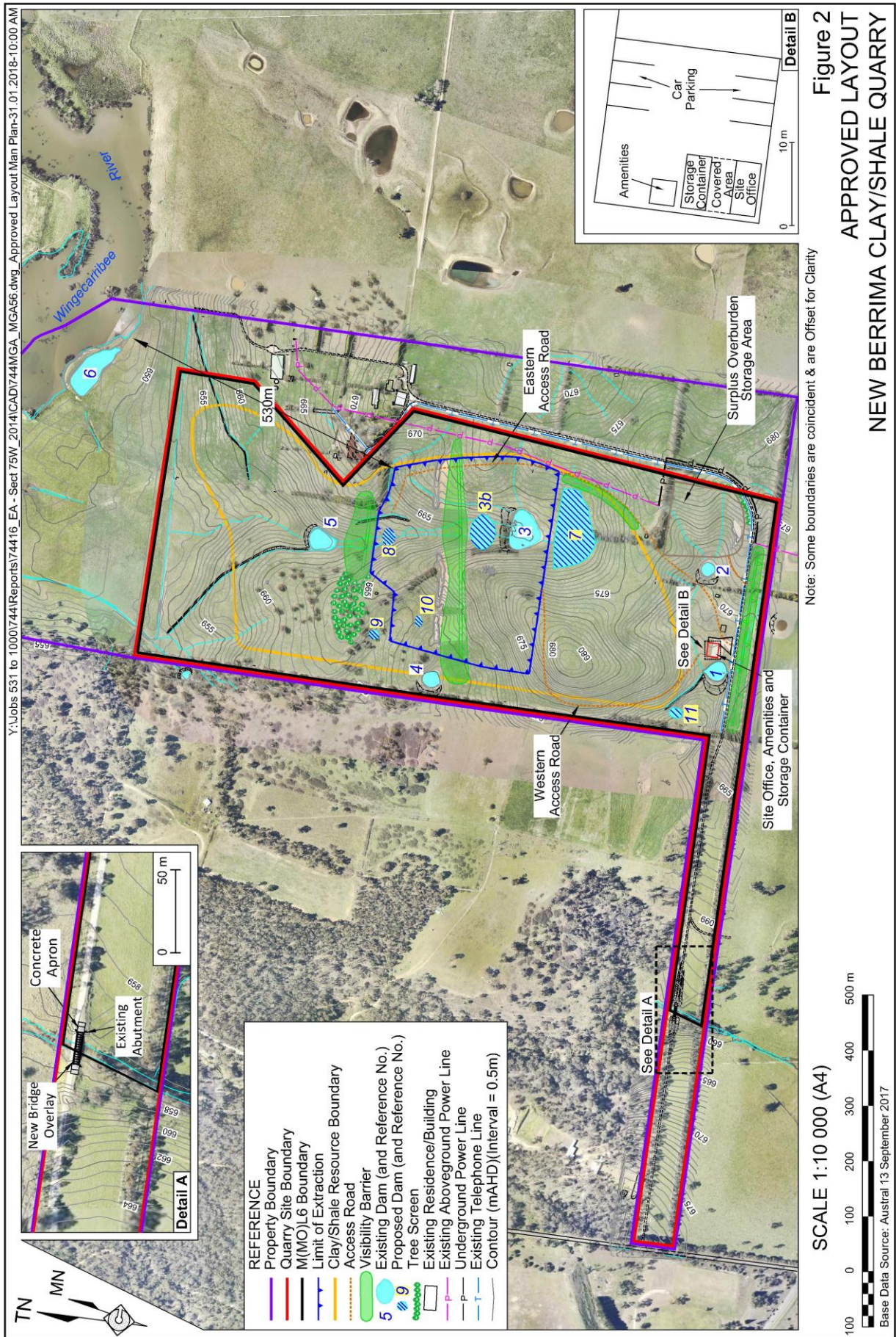
- Construction of visibility barriers to provide visual screening for the quarry operations.
- Extraction and stockpiling of clay/shale from the extraction area using standard ripping, pushing and loading techniques.
- Transportation of up to 150 000t per year of quarry products via Berrima Road using articulated and rigid trucks not exceeding 19m in length.

The relevant limitations upon the approved activities nominated in Conditions within PA 08_0212 are as follows.

- “The Proponent must not carry out any development in the extraction area below a level of 640m AHD” *PA Condition 2(6)*.
- “The Proponent must not extract more than 150 000 tonnes of extractive materials from the site in any calendar year” *PA Condition 2(7)*.
- “The Proponent must not transport more than:
 - a) 150,000 tonnes of product from the site in any calendar year;
 - b) 68 laden trucks from the site in a day; and
 - c) 8 laden trucks from the site in an hour.

¹ All conditions in Project Approval 08_0212 are referred to as the schedule number followed by the condition number in brackets, e.g. *PA Condition 3(29)*.





The approved quarry life is until 31 December 2045 and the approved hours of operation are outlined in **Table 1**.

Table 1
Hours of Operation

Day	Construction & Extraction Operations	Clay/Shale Transportation
Monday – Friday	7:00am to 5:00pm	7:00am to 4:00pm
Saturday	8:00am to 1:00pm	8:00am to 1:00pm
Sundays and Public Holidays	None	None

2.2 STAGED OPERATIONS

Figure 3 displays the staging sequence throughout the life of the Quarry. The southern section would be extracted in four stages, namely Stages 1 to 4. Once extraction ceases in the southern section, extraction would commence in the northern section with extraction undertaken in three stages, namely Stages 5 to 7. It is noted that, whilst the stages will progress sequentially, the actual timing for each stage will be largely dependent on the raw material requirements at the Bowral Brick Plant.

3. LEGAL AND OTHER REQUIREMENTS

3.1 PROJECT APPROVAL 08_0212

Austral was granted PA 08_0212 by the Director-General of Planning and Infrastructure on 7 July 2012 pursuant to Part 3A of the *Environmental Planning and Assessment Act 1979* (EP&A Act). Modification 1 of PA 08_0212 was issued on 15 December 2015 to incorporate modifications to the Quarry associated with an alternate extraction area boundary. Modification 2 of PA 08_0212 was approved on 06 July 2017 to incorporate modifications to the Quarry associated with the construction of a new bridge over Stony Creek, the realignment of the western access road, the repositioning of the site office, amenities and storage container, and the installation of underground power and removal of a section of overhead power line. PA 08_0212 includes the required criteria that Austral needs to comply with and sets out the matters to be addressed within the TMP.

Relevant transport-related conditions in PA 08_0212 are reproduced in **Tables 2** and **3** with a reference provided to the section(s) of this document where each conditional requirement is addressed.

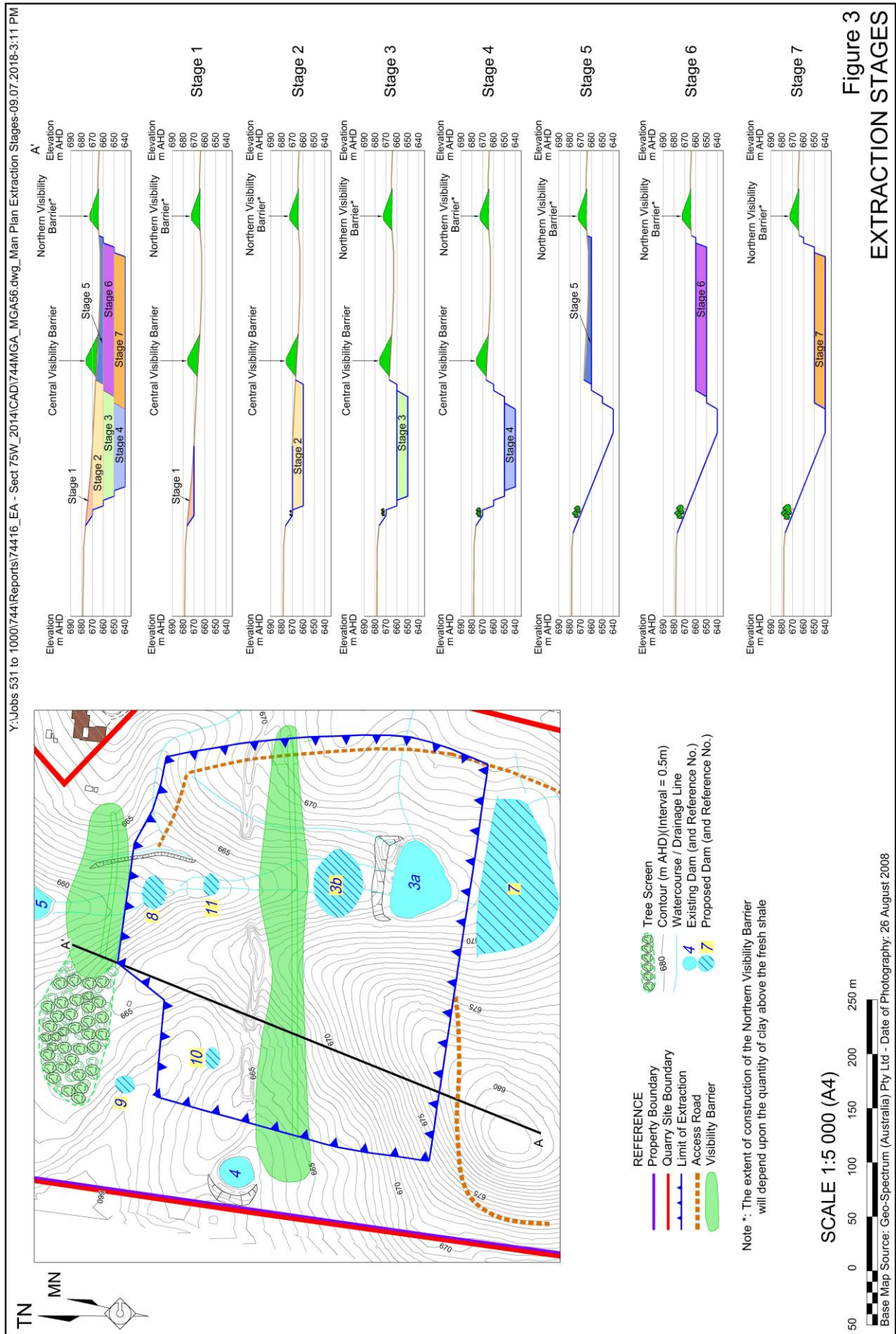


Figure 3
 EXTRACTION STAGES

Table 2
Project Approval Requirements Relating to Transport

Page 1 of 2

Cond No.	Requirement	Plan Section																
TRANSPORT																		
2(8)	The Proponent must not transport more than: a) 150,000 tonnes of product from the site in any calendar year; b) 68 laden trucks from the site in a day; and c) 8 laden trucks from the site in an hour.	Section 6.4																
2(9)	The Proponent must only transport extractive material on the haul route.	Section 6.4 Figure 1 & Appendix 1																
3(6)	The Proponent must comply with the operating hours in Table 2. <i>Table 2 - Operating Hours</i> <table border="1" data-bbox="239 705 1165 873"> <thead> <tr> <th>Day</th> <th>Transport</th> <th>Quarrying Operations</th> <th>Construction</th> </tr> </thead> <tbody> <tr> <td>Monday – Friday</td> <td>7 am to 4 pm</td> <td>7 am to 5 pm</td> <td>7 am – 5 pm</td> </tr> <tr> <td>Saturday</td> <td>8 am to 1 pm</td> <td>8 am to 1 pm</td> <td>8 am – 1 pm</td> </tr> <tr> <td>Sundays and Public Holidays</td> <td>None</td> <td>None</td> <td>None</td> </tr> </tbody> </table> <p><i>Note: Maintenance activities may occur at any time provided they are inaudible at privately-owned residences.</i></p>	Day	Transport	Quarrying Operations	Construction	Monday – Friday	7 am to 4 pm	7 am to 5 pm	7 am – 5 pm	Saturday	8 am to 1 pm	8 am to 1 pm	8 am – 1 pm	Sundays and Public Holidays	None	None	None	Section 6.4
Day	Transport	Quarrying Operations	Construction															
Monday – Friday	7 am to 4 pm	7 am to 5 pm	7 am – 5 pm															
Saturday	8 am to 1 pm	8 am to 1 pm	8 am – 1 pm															
Sundays and Public Holidays	None	None	None															
3(23)	Prior to transporting any extractive material from the site, the Proponent must: a) construct the junction of the site access road with Berrima Road to Basic Right Turn and Basic Left Turn Treatment standard for a 19m semi-trailer; b) construct a raised concrete median in Berrima Road on the south bound approach to its junction with MR372; c) provide appropriate traffic signage and line-marking, in accordance with AUSTROADS Guide to Road Design and to the satisfaction of the Council.	Section 6.2																
3(24)	Prior to transporting any extractive material from the site, the Proponent must: a) construct the Berrima Road/Taylor Avenue junction to give priority to MR372 incorporating Rural BA Left and Right turn treatments for a 19m semi-trailer; b) provide appropriate traffic signage and line-marking, in accordance with AUSTROADS Guide to Road Design and to the satisfaction of the Council and the RMS. If the Council undertakes or proposes to undertake a superior treatment of this intersection upgrade, then this condition may be fulfilled by the Proponent paying a monetary contribution to the Council equivalent to the cost of the upgrades specified under this condition, as assessed by a qualified independent valuer or quantity surveyor appointed by the Secretary. The costs of the valuation are to be paid by the Proponent. Any dispute over the interpretation of this condition or a satisfactory valuation can be referred by any party to the Secretary for resolution. The decision of the Secretary in any such dispute shall be final.	Section 6.2																
3(25)	The Proponent must ensure heavy vehicles associated with the Project travel along haulage routes specified in the EA and the haulage route diagram in Figure 3 of APPENDIX A to this approval to the satisfaction of the Secretary.	Section 6.4 Figure 1 & Appendix 1																
3(26)	The Proponent must pay to Council an annual contribution of 91.2 cents per cubic metre of extractive material exported from the site (indexed annually to Consumer Price Index) for the life of the Project. The volume of extractive material exported from the site must be established by way of a volumetric survey of the site carried out by a registered surveyor. Each annual volumetric survey must be provided to Council to allow verification of the contribution amount. The first annual payment falls due 12 months from the commencement of operation. <i>Note: The Proponent must provide a base-line survey of the site to the Council prior to the commencement of operations.</i>	Section 6.3																
3(27)	The Proponent must provide sufficient parking for all project-related traffic, in accordance with Council's parking code.	Section 6.4																
3(28)	The Proponent must ensure that: a) vehicles on site do not exceed a speed limit of 30 kilometres per hour; b) all loaded vehicles entering or leaving the site have their loads covered; and c) all loaded vehicles leaving the site are cleaned of sand and other materials before they leave the site so they do not track dirt onto the public roads.	Section 6.4 Appendix 1																

**Table 2 (Cont'd)
Project Approval Requirements Relating to Transport**

Page 2 of 2

Cond No.	Requirement	Plan Section
TRANSPORT		
3(29)	The Proponent must prepare and implement a Transport Management Plan for the project to the Secretary. This plan must:	Section 1
	a. be submitted prepared in consultation with the RMS and Council, and submitted to the Secretary for approval prior to carrying out any quarrying operations on site;	
	b. include a drivers' code of conduct for the project;	Appendix 1
	c. describe the measures that would be implemented to ensure: <ul style="list-style-type: none"> • establishing a CB radio communication protocol with the local bus companies, to improve driver awareness of quarry truck and school bus locations along haulage routes; • the drivers of project-related vehicles comply with the drivers' code of conduct for the project; and • compliance with the relevant conditions of this approval; and 	Section 6.4
	d. include a program to monitor the effectiveness of the implementation of these measures.	Section 7
3(30)	Should the Traffic Management Plan (TMP) for the proposed works require a reduction of the speed limit on Berrima Road and/or Taylor Avenue, a Speed Zone Authorisation must be obtained from RMS Traffic Operations Unit (TOU) prior to commencing work within the road reserve.	Section 6.2.1

**Table 3
Statement of Commitments Relating to Transport**

	Commitment	Plan Section
Minimisation of traffic impacts, including road safety.	3.1 Seal the last 400m of the Site access road from the entrance to the Project Site	Section 6.4
	3.2 Cover all loads.	Section 6.4
	3.3 Ensure truck drivers adhere to the existing Austral Bricks Drivers Code of Conduct which identifies the required safety and courtesy requirements for drivers travelling to and from all Austral Bricks quarries.	Section 6.4
	3.4 Adopt all safety procedures during the Berrima Road / access driveway intersection construction and incorporate in the Section 138 Permit sought under the Roads Act 1993.	Section 6.2.1

3.2 OTHER APPROVALS, LEASES AND LICENCES

Other approvals and licences relevant to the Quarry include Mining (Mineral Owners) Mining Lease 6 which was granted by the Department of Planning and Environment, Division of Resources and Geoscience on 27 June 2017 for the area displayed on **Figure 2** and Environment Protection Licence (EPL) 20377 issued by the Environment Protection Authority on 1 August 2016.

Neither Mining (Mineral Owners) Mining Lease 6 nor EPL 20377 contain any specific requirements relevant to this TMP.

4. ROLES AND RESPONSIBILITIES

Table 4 lists the roles and responsibilities of the key personnel responsible for the implementation of the TMP.

Table 4
Roles and Responsibilities - Transport

Roles*	Responsibilities
NSW Manufacturing Manager	<ul style="list-style-type: none"> • Ensure all documentation is reviewed, as required. • Ensure adequate resources are available to enable implementation of the TMP.
Raw Materials & Mining Manager	Accountable for the overall environmental performance of the New Berrima Quarry transport operations, including traffic management measures outlined in Section 6.
Compliance & Environmental Coordinator	Manage the implementation of the following components of the TMP. <ul style="list-style-type: none"> • Conduct environmental component of site induction for all employees and contractors as outlined in Section 5. • Evaluation of compliance as outlined in Section 7 and related follow-up actions. • Complaints handling and response as outlined in Section 8. • Incident reporting as outlined in Section 10. • Publication of reports as outlined in Section 11. • Review of the TMP as outlined in Section 12.
All personnel	<ul style="list-style-type: none"> • Ensure training and awareness induction has been undertaken. • Compliance with the TMP.
*Or equivalent position delegated these responsibilities.	

5. COMPETENCE TRAINING AND AWARENESS

All relevant Company personnel and transport contractors and their employees will undergo transport awareness training as part of the site induction program. The Compliance & Environmental Coordinator or delegate will be responsible for ensuring that all relevant employees and contractors are appropriately inducted prior to undertaking any on-site operational activities and are re-inducted on at least a 2-yearly basis. The Compliance & Environmental Coordinator will also ensure that each truck driver signs the Code of Conduct prior to commencing transport operations.

Austral will require the Code of Conduct to be reviewed at least every 2 years and each driver to re-sign the reviewed Code as part of their re-induction.

6. TRAFFIC MANAGEMENT MEASURES

6.1 INTRODUCTION

During the operational life of the Quarry, traffic travelling between the Quarry and Bowral Brick Plant will typically include predominantly truck and dog trailers with smaller numbers of semi-trailer trucks and light vehicles.

This section presents the traffic management measures that will be implemented during the life of the Quarry to ensure that the requirements of *PA Conditions 3(23) to 3(30)* are achieved.

6.2 INTERSECTION UPGRADES

6.2.1 Berrima Road/Quarry Access Road Intersection

Austral will upgrade the intersection of Berrima Road and the Quarry Access Road prior to transporting any extractive material from the Quarry. This upgrade will effectively provide for a dedicated right-turn lane into the property and a short left turn lane out of the property. This upgrade will be designed and constructed in consultation with and to the satisfaction of Wingecarribee Shire Council, and constructed in accordance with *PA Condition 3(23)* (**Table 2**), the Austroads *Guide to Road Design* and relevant safety requirements. Austral has engaged a suitable qualified contractor to prepare all documentation for Council's approval and to construct the intersection. All required design information and other documentation, including a construction management plan addressing speed zones and other measures for the construction period, was submitted to Council with S138 Roads Permit 17/1477 subsequently issued on 30 August 2018.

6.2.2 Berrima Road/Taylor Avenue Intersection

PA Condition 3(24) requires the intersection of Berrima Road/Taylor Avenue to be upgraded to include Rural BA Left and Right turn treatments, signage and line marking to accommodate the truck movements associated with the Quarry. However, Wingecarribee Shire Council plans to upgrade the intersection of Berrima Road and Taylor Avenue utilising Commonwealth and developer funds, replacing the existing T-junction intersection with a B triple capacity roundabout. As provided for within *PA Condition 3(24)*, given that Council's planned upgrade is superior to the treatment required by PA 08_0212, with agreement from Council, Austral may provide a monetary contribution equivalent to the treatment as required by PA 08_0212.

As a result, Austral has sought Council's agreement for Austral to pay a monetary contribution towards the upgrade of the intersection of Berrima Road and Taylor Avenue. Furthermore, Council will make provision for continued truck movements during the intersection upgrade construction period, if necessary, for temporary lane widening during the construction period. Council will be responsible for obtaining all relevant permits/authorisation to enable the intersection upgrading to be undertaken.

6.3 ROAD MAINTENANCE

In accordance with *PA Condition 3(26)*, Austral will pay to Council an annual contribution of 91.2 cents per cubic metre of extractive material exported from the Quarry (indexed annually to Consumer Price Index) for the life of the Project. The payment will be made annually following the commencement of operations or as otherwise agreed with Council. Contributions will be calculated based upon volumetric survey to identify the volume of extractive material removed from the Quarry.

6.4 TRANSPORT MANAGEMENT

In order to achieve compliance with PA 08_0212 requirements, Austral will implement the following management measures.

- Maintain records of the loading dockets for all heavy vehicles transporting raw materials from the Quarry, including their classification and time of arrival/departure.
- Ensure that all heavy vehicles associated with the Quarry, including vehicles transporting extractive material, use the prescribed route as outlined in *PA Condition 3(25)* and shown in **Figure 1**.
- Ensure no more than 150 000 tonnes of product is transported from the Quarry in any calendar year.
- Ensure no more than 68 laden trucks per day or 8 laden trucks per hour leave the Quarry.
- Ensure all laden trucks entering or leaving the Quarry have loads covered.
- Ensure all loaded vehicles do not track dirt and other materials onto public roads, which will be achieved by sealing 400m of the Quarry access road from the Quarry entrance to the bridge crossing of Stony Creek.
- Ensure that heavy vehicles depart the Quarry between the hours of 7:00am to 4:00pm Monday to Friday and 8:00am to 1:00pm Saturdays.
- Ensure all drivers are aware of the requirements and sign the Drivers' Code of Conduct (**Appendix 1**), including complying with speed limits at the Quarry and off site. The Code of Conduct will specifically identify the need for drivers not to cut the corner when entering Kirkham Road from Cavendish Street within Bowral.
- Provide sufficient parking at the Quarry for all Quarry-related traffic.

Berrima Buslines has confirmed that no school buses operate on Berrima Road past the Quarry entrance. They have requested notification of the commencement of operations and have given an undertaking to re-route any future route changes down Taylor Avenue. As a result the requirement for use of CB radios to contact school buses is not currently required. However, in the event that school buses are required to operate past the Quarry entrance in the future, a CB radio protocol will be developed with the school bus company to improve both bus and truck drivers awareness of their location along the route.

7. EVALUATION OF COMPLIANCE

Austral will record traffic-related data to establish compliance with *PA Condition 2(8)* [heavy vehicle numbers] and *3(6)* [transport times]. Compliance with other transport-related conditions (**Table 2**) would be established following the completion of the subject works or activities.

A summary of the results of all compliance matters relating to traffic and transport would be presented in the relevant *Annual Review*.

8. COMPLAINTS HANDLING AND RESPONSE

Transport-related complaints may be received via one of the following methods.

- Directly via the 24-hour, 7 days per week Community Information Line (1800 635 620) or via the Bowral Brick Plant phone line (02 4862 1062).
- Directly via a dedicated email address *compliance-ab@australbricks.com.au* which is advertised in a similar manner to the Community Information Line.
- Indirectly via a local or state government agency.

Following receipt of any traffic-related complaint, Austral will implement the following procedure.

1. The complaint will be reviewed by the Compliance & Environmental Coordinator or their delegate to record the nature, date and time of the incident initiating the complaint.
2. Should the review indicate that no breach by Austral of traffic-related conditions in the Project Approval has occurred, the Compliance & Environmental Coordinator will continue to consult with the complainant in relation to managing traffic associated with the Quarry.
3. Should the review indicate a non-compliance with traffic-related conditions, the Compliance & Environmental Coordinator will notify the DPE and Council in accordance with the procedures outlined in Section 10. In addition, the Compliance & Environmental Coordinator will continue to consult with the complainant, as required, in relation to the complaint.

In the event that multiple complaints are received from the same person(s) and Austral can demonstrate:

- there is documented evidence of compliance with traffic conditions; and
- there is documented evidence of a genuine attempt by Austral to discuss the issue and seek a resolution with the complainant; then
- no further monitoring will be undertaken.

All complaints relating to clay/shale transportation will be recorded using Austral's proforma complaints record sheet.

9. CORRECTIVE AND PREVENTATIVE ACTIONS

In the event that a non-compliance with transport conditions in PA 08_0212 is identified, the non-compliance will be reported to relevant government agencies in accordance with Section 10 and the non-compliance will be reviewed to determine the likely cause(s). The review will seek to determine:

- whether the non-compliance was attributed to a truck travelling between the Quarry and the Bowral Brick Plant;

- the primary cause of the non-compliance;
- any contributing factors which led to the non-compliance;
- whether appropriate controls were implemented to avoid the non-compliance; and
- corrective and preventative measures that may be implemented to prevent a recurrence of the non-compliance.

Corrective and/or preventative actions will be assigned to relevant personnel of either Austral or its contractor. Actions will be communicated internally, such as through toolbox talks, and the implementation of the corrective actions will be monitored for their effectiveness.

10. INCIDENT REPORTING

Any transport-related incidents will be reported in accordance with Section 8 of the approved Environmental Management Strategy and in compliance with *PA Condition 5(7)*.

11. PUBLICATION OF MONITORING INFORMATION

Austral will include a summary of transport movements in each *Annual Review* for the period ending 31 December each year and address the relevant requirements of *PA Condition 5(4)*, a copy of which will be placed on Austral's website following its acceptance by the Department of Planning and Environment.

12. PLAN REVIEW

In accordance with *PA Condition 5(5)*, this TMP will be reviewed and, if required, revised within 3 months of:

- the submission of an annual review under *PA Condition 5(4)*;
- the submission of an incident report under *PA Condition 5(7)*;
- the submission of an independent environmental audit report under *PA Condition 5(9)*; and
- any modification to the conditions of PA08_0212.

Appendix 1

Driver's Code of Conduct

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CODE OF CONDUCT FOR TRUCK DRIVERS *Be Professional – It's Your Job!*

The Austral Brick Company Pty Limited (Austral) and our contracted truck drivers have a responsibility to ensure trucks transport materials from the New Berrima Clay/Shale Quarry to the Bowral Brick Plant in a safe and responsible manner at all times.

It is a requirement of your employment with Austral that the following requirements are undertaken at all times.

1. General Responsibilities

Please do:	Please don't:
<ul style="list-style-type: none"> • be medically fit to drive at all times – please inform Austral management if you have any medical condition which may affect your ability to drive; • drive safely and show full consideration to other motorists and road users; • wear a seat belt at all times whilst the vehicle is in motion; and • obey all legal speed limits. 	<ul style="list-style-type: none"> • use a mobile phone at any time whilst the vehicle is in motion unless it's a hands free unit; • drive whilst under the influence of any drugs or any medication which may affect your ability to drive; and • consume any alcohol before or during your journeys (or at any time beforehand on the same day).

2. Within New Berrima Clay/Shale Quarry

Please do:	Please don't:
<ul style="list-style-type: none"> • drive in the centre of the sealed section of the quarry access road and avoid the road edges; • ensure you have the following Personal Protective Equipment before you exit your vehicle within the Quarry – hard hat, safety boots, safety glasses and hi-visibility clothing or vest; and • report any incident/near miss to Austral management. 	<ul style="list-style-type: none"> • use exhaust brakes at any section of the quarry access road; • exceed 30kph on the quarry access road and 10kph within the quarry; • throw any rubbish from the truck cabin; and • climb onto the trailer.

3. Travelling from New Berrima Clay/Shale Quarry to Bowral Brick Plant

Please do:	Please don't:
<ul style="list-style-type: none"> • only travel along the approved transportation route (attached); • ensure tailgates are fully fastened when in transit; • drive carefully and considerately to limit impacts on local residents and homes along the transport route; • ensure headlights are used at times of poor visibility; • retain all rubbish in the truck cabin and dispose of only at the Bowral Brick Plant; • a full walk-around your truck to check all running boards are clean and the dust cover is fully extended – all loads must be covered; and • report to the Raw Materials & Mining Manager any tracking of mud or dirt onto Berrima Road from the Quarry or any excessive dust generation by truck movements. 	<ul style="list-style-type: none"> • exceed sign-posted speed limits on the transport route; • cut the corner at the corner of Cavendish Street and Kirkham Road; • stop or park at any time on the roadside unless required for an emergency; • use exhaust brakes within the 60kph and 50kph zones; • approach the quarry access road earlier than 7:00am Monday to Friday or 8:00am on Saturdays; and • leave the Quarry any later than 4:00pm Monday to Friday or later than 1:00pm on Saturdays.

CODE OF CONDUCT FOR TRUCK DRIVERS

Be Professional – It's Your Job!



4. Chain of Responsibility

Chain of Responsibility legislation dictates it is the driver's responsibility to ensure you:

- take the required rest breaks;
- record working and rest hours;
- ensure your vehicle does not exceed mass limits;
- ensure your vehicle does not exceed dimension limits;
- appropriately cover your load by ground controlled methods (i.e. automatic tarp);
- do not exceed the legal speed limits; and
- do not tamper with, or remove any equipment required to be fitted to the vehicle.

5. Complaints

Local residents, motorists and/or other road users are entitled to phone 1800 635 620 or 4861 3031 to lodge complaints or compliments about your vehicle or on-road driving behaviour. If any complaint of this nature is received, it will be investigated by Austral management and the complainant will be informed about the actions taken.

6. Disciplinary Action

You will face disciplinary action if you fail to meet the requirements in this Code of Conduct or a confirmed community complaint is received regarding your vehicle or on-road driving behaviour that is a result of your actions.

The disciplinary procedure will involve the following.

Three Strikes and You're Out

- The first confirmed non-conformance will be verbally brought to your attention.
- The second confirmed non-conformance will be provided to you in writing.
- Dismissal from Austral will occur if a third confirmed non-conformance occurs.

7. Agreement to Code

I agree to abide with this Code of Conduct	Authorisation by Austral
Signed:	Signed:
Name (Print):	Name (Print):
Date:	Date:



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