



EnviroRisk

APPROVALS - SUSTAINABILITY - COMPLIANCE

**INDEPENDENT AUDIT OF COMPLIANCE
WITH EPBC 2019/8530**

**Holcim Colac Quarry,
75 – 95 Potters Road, Ondit VIC**

August 2025



for

Holcim (Australia) Pty Ltd

ACKNOWLEDGEMENTS

EnviroRisk would like to thank all Holcim Colac Quarry personnel involved in the independent audit. The audit process was well represented. Particular thanks go to Mr David McMahon (Quarry Manager) who attended audit briefing meetings and/or accompanied the auditors for the site audit period, and Mr Stewart Burton (Planning and Approvals Manager – VIC/SA) who assisted with the provision of audit documentation.

AUDITING METHOD

This audit report is based on a representative sample of systems and information using the *'evidence based approach'* as provided for in AS/NZS ISO 19011:2019 *Guidelines for auditing management systems*. This approach was adopted to verify that environmental risks are being systematically managed in accordance with the audit criteria as specified in the audit scope section of this report.

Information presented within the report relies on:



- the completeness and accuracy of information provided by those personnel available for interview (after reasonable professional interrogation of the accuracy of such information);
- the condition of the site as observed during the day(s) of the site inspection; and
- the completeness and accuracy of records, monitoring data and previous reports that were within the system or made available to support audit enquiries.

It is emphasised that this audit is a 'snapshot in time' and environmental conditions, business operations and/or management practices may vary at times following the audit period.

The detail provided within the audit report largely reports by exception; discussing areas identified for improvement far more than when commendable practices were observed and/or verified. This approach is considered to provide a more concise report, with a focus on continuous improvement.

The audit report is intended for those named on the distribution list. The audit report should only be reproduced and distributed in full.

GENERAL INFORMATION

AUDIT ITEM:		DETAILS
AUDIT DETAILS	Audit No:	rHOL_COL_CWS Ind Audit Report_251104_R0.docx
	Audit Title:	Independent Audit of Compliance With EPBC 2019/8530, Holcim Colac Quarry – August 2025
	Site Office:	75 – 95 Potters Road, Ondit VIC
	Site/ Dept. Manager:	David McMahon – Quarry Manager, Holcim Colac
	Date Audit Completed:	26 August 2025
AUDIT TEAM	Auditor:	Lok Nethercott, Director – EnviroRisk, BAppSci (Env Mgt), Certified Environmental Practitioner, Exemplar Global Certified Auditor
	Signed:	
	Auditor:	Stephen Jenkins, Chief Scientist – EnviroRisk Pty Ltd, BAppSci, GradDipMgt, Certified Environmental Practitioner,
	Signature:	
CLIENT REPRESENTATIVE	Name:	David McMahon – Quarry Manager, Holcim Colac Stuart Burton – Holcim Planning and Approvals Manager – VIC/SA
	AUDIT PERSONNEL	Interviewees/ Attendees: David McMahon – Quarry Manager, Holcim Colac Stuart Burton – Holcim Planning and Approvals Manager – VIC/SA
REPORT DISTRIBUTION	Names:	Stuart Burton – Holcim Planning and Approvals Manager – VIC/SA
		Lok Nethercott – EnviroRisk Pty Ltd (Master Copy)

DOCUMENT REVISION HISTORY

REVISION NO.	SUMMARY OF AMENDMENTS	REVIEWED BY	ISSUED BY	ISSUE DATE
R0		S Jenkins	L Nethercott	4 Nov 2025

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GLOSSARY

ABBREVIATION	DESCRIPTION
AS/NZS	Australian Standard / New Zealand Standard
CEA	Central Extraction Area
CEnvP	Certified Environmental Practitioner
CWS	Corangamite Water Skink
DCCEEW	Department of Climate Change, Energy, the Environment and Water
EnviroRisk	EnviroRisk Pty Ltd
EPBC	Environment Protection and Biodiversity Conservation
Holcim	Holcim (Australia) Pty Ltd
mAHD	Metres Australian Height Datum

EXECUTIVE SUMMARY

EnviroRisk Pty Ltd (EnviroRisk) was engaged by Holcim (Australia) Pty Ltd (Holcim) to conduct an independent audit of compliance with the conditions of approval EPBC 2019/8530 for the Colac Quarry located at 75 – 95 Potters Road, Ondit, Victoria.

The audit comprised conducting interviews with Holcim personnel, examination of documentation and records (audit evidence), a guided inspection of the quarry site and surrounding area, and the completion of a detailed protocol which lists all commitments and obligations contained within the EPBC 2019/8530 approval and associated 2021 Corangamite Water Skink Management Plan and 2021 Corangamite Water Skink Offset Strategy and Management Plan. Photographs were taken to illustrate items raised for attention and to support audit determinations and are included in this report.

This report describes the outcome of the independent audit. From examining evidence provided to EnviroRisk during the audit, discussions with site personnel, and inspections in and around the quarry area and surroundings, it is concluded that the conditions of the EPBC 2019/8530 approval and the requirements of the associated 2021 Corangamite Water Skink Management Plan and 2021 Corangamite Water Skink Offset Strategy and Management Plan, are in the main being effectively implemented.

The following commendable practices and outcomes were noted:

- CWS habitat has been created generally in accordance with the 2021 Corangamite Water Skink Management Plan including 240 lineal metres of new habitat that was created in October 2019 (i.e. greater than 9 months prior to commencement of Stage 6) comprising:
 - 160 lineal metres on the northern and north-eastern margins of Basin 1;
 - 40 lineal metres on southern margin of Basin 4; and
 - 40 lineal metres on eastern margin of Basin 6.

In addition, 100 lineal metres of habitat was created on the eastern margin of Basin 4 in November 2021.
- Greater than 150 lineal metres of supplementary habitat was created in November 2021 comprising:
 - 50 lineal metres on the southern margin of Basin 4;
 - 20 lineal metres upslope of habitat created in 2019 (referred to as Basin 4 southern margin area 1);
 - 30 lineal metres upslope of an existing area of occupied habitat (referred to as Basin 4 southern margin area 2);
 - 40 lineal metres on the northern margin of Basin 6; and
 - 120 lineal metres on the southern and eastern margin of Basin 6 upslope of habitat created in 2008 and 2019.

- The condition and integrity of existing habitat [i.e. around the Central dam area in Stage 5 and the eastern edge of Basin 2 and the northern edge of Basin 5 (southern area of Stage 6)] is reported by suitably qualified ecologists (i.e. Biosis) to have been maintained.

Table E1 provides a summary of specific non-compliances that were identified during the audit. **Table E2** provides recommendations for addressing the non-compliances and implementing opportunities for improvement identified during the audit.

TABLE E1: SUMMARY OF IDENTIFIED NON-COMPLIANCES

SECTION	RATING	NON-COMPLIANCE DESCRIPTION
EPBC 2019/8530 A-1	mNC	<p>A recent audit report undertaken by the DCCEEW (dated 26 June 2025) identified that Holcim had removed Corangamite Water Skink habitat outside of the action area (i.e. along the southern area of Stage 6 or the northern bank of Basin 5). However, Holcim advise that the areas that have been removed were located in areas that required the removal of the northern wall of Basin 5 to allow access to Stage 6. Basin 5 technically forms part of the action as it needs to be dewatered.</p> <p>The DCCEEW audit report (dated 26 June 2025) recommended that ‘if management commitments made in any of the Offset Management Plans need to be altered, you may choose to contact the Department’s Post Approvals Section (postapproval@dceew.gov.au) and discuss potential variations to the documents’. As such, Holcim should follow through on this recommendation from DCCEEW to close out this identified non-compliance.</p>
<p>EPBC 2019/8530 A-2, CWS Mgt Plan 4.2.5 (Management and Monitoring) OMP 5.3.2 (Water Levels) OMP (Implementation Schedule) 5.7 -7</p>	mNC	<p>The March 2023, Sept 2023, March 2024 and Sept 2024 water monitoring reports (conducted by an external consultant) revealed water levels in Basins 1, 2 and 3 of >116.4 mAHD, >116 mAHD and >116 mAHD respectively (except for Basin 3 in March and Sept 2024 which had a recorded water level of between 116 to <116.8 mAHD). The March 2025 water monitoring report revealed water levels in Basins 1, 2 and 3 of 116.3 mAHD, >116 mAHD and between 116 to <116.8 mAHD respectively.</p> <p>Holcim advise that water levels within the Northern Pits have not exceeded the 117 mAHD trigger level or 118 mAHD during the audit period, however this could be verified based on the data provided.</p> <p>Whilst water levels in the northern pit are being recorded on a biannual basis, it is considered that the current reporting approach applied by the consultant is predominantly for the purpose of determining water volumes within the northern pit. As such additional records should be included in the biannual reports to clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.</p> <p>Whilst it is acknowledged that in February 2025, Holcim commenced monthly recording of water levels in the northern pit which have demonstrated that water levels have not exceeded the 117 mAHD trigger level or 118 mAHD during, the monthly water level monitoring was not undertaken throughout the audit period.</p>
EPBC 2019/8530 B-15, B-16	mNC	<p>Holcim advise, and the annual compliance reports suggest, that there have been no incidents, non-compliances with EPBC conditions or commitments made in the plans.</p> <p>The annual compliance reports are showing compliance with all conditions of the approval. However, this is not technically correct. For example condition 18 required Holcim to provide the name and qualifications of the proposed independent auditor and the draft audit criteria to the department before the</p>

		<p>end of the subject three year period. However this did not happen by the 31 March 2025. Whilst this is noted in the 'assessment findings' column of the annual compliance report ending 30 March 2025 (that has been provided to the Department) Holcim are showing the condition as being compliant. Technically this non-compliance has also not been notified to the Department no later than 2 business days after becoming aware of the non-compliance. As mentioned above, the removal of Corangamite Water Skink habitat outside of the action area is also technically a non-compliance with conditions. The Department is aware of this issue (as mentioned above and in their own audit report dated 26 June 2025) therefore it is reasonable to consider that that the intent of this condition has been met (i.e. the department have been made aware).</p> <p>Visual inspection of existing habitat areas during the site inspection also revealed that some areas of existing habitat in Stage 5 and the central development area (CDA), whilst within a larger fenced off area, have not been appropriately demarcated to protect retained habitat from inadvertent damage should operational activities progress into those areas in the future.</p>
EPBC 2019/8530 B-18	mNC	<p>Holcim provided written correspondence (dated 14 May 2025) to the Department of Climate Change, Energy, the Environment and Water (DCCEEW), submitting the nominated auditors and the audit criteria for the independent audit of the Holcim Colac Quarry Extension (EPBC 2019/8530). However, this was technically not provided before the end of the subject three year period (i.e. end of March 2025).</p>
CWS Mgt Plan 4.2.4 OMP 5.2.4 OMP 5.3.3 (Weeds, pest animals and pathogens) OMP (Implementation Schedule) 5.7-6 and 5.7-8 and 5.7-11	mNC	<p>Revegetation plantings of inland margins of created habitat was evident from the visual inspection undertaken during the audit. However, the 2023, 2024 and 2025 Biosis monitoring reports have identified that further work is needed to improve revegetation in created habitat. A 10% cover of native shrub cover was only partially observed during the 2022/23, 2023/24 and 2024/25 monitoring seasons.</p>
CWS Mgt Plan 4.2.5, 8-15 OMP 5.3.3 (Weeds, pest animals and pathogens) OMP (Implementation Schedule) 5.7-9 and 5.7-11	mnc	<p>Holcim advise that they do engage a contractor for managing of weeds and pest animals, however it could not be confirmed if the contractors personnel were appropriately licenced to undertake the work.</p>
CWS Mgt Plan 4.2.5 OMP 5.3.2	mNC	<p>Whilst it is acknowledged that in February 2025, Holcim commenced monthly recording of water levels in the northern pit which have demonstrated that water levels have not exceeded the 117 mAHD trigger level or 118 mAHD during, the monthly water level monitoring was not undertaken throughout the audit period.</p>
CWS Mgt Plan 5.2.4	mNC	<p>AECOM report that prior to release the health of each CWS individual was assessed, however a record of the health of each CWS individual as outlined in Section 5.3.1 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B) was not included in the AECOM reports.</p>
CWS Mgt Plan 5.2.4	mNC	<p>The AECOM reports do not include high resolution photographs of the ventral surface of each individual Corangamite Water Skink caught in accordance with</p>

		Section 5.3.3 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).
CWS Mgt Plan 8-1 OMP (Implementation Schedule) 5.7-4	mNC	Whilst the visual inspection of existing habitat areas during the site inspection revealed that areas within Stage 5 and the central extraction area (CEA) are fenced off from operational activities, there are some areas of existing habitat around the central dam area (within Stage 5) and within the CEA that have not been appropriately demarcated to protect retained habitat from inadvertent damage should operational activities progress into those areas in the future.
CWS Mgt Plan 8-14 CWS Mgt Plan 9 (Implementation Schedule)	mNC	Weed management targets were reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season, partially met during the 2023/24 monitoring season and fully met during the 2024/25 monitoring season.
CWS Mgt Plan 8.21 OMP 5.7-15	mNC	Incidents and complaints are logged on ICARE. Holcim advise there have been no incidents or complaints against the requirements of CWS Management Plan and CWS Offset Strategy and Management Plan. However, it is considered that the reporting non-compliances identified under conditions 15 and 16 of the EPBC 2019/8530 approval are incidents that require logging.

TABLE E2: TABLE OF RECOMMENDATIONS AND OPPORTUNITIES FOR IMPROVEMENT

SECTION	RATING	RECOMMENDATION / OPPORTUNITY FOR IMPROVEMENT
EPBC Approval - 2019/8530 A-1	mNC	Contact the DCCEE Post Approvals Section (postapproval@dcceew.gov.au) and discuss potential variations to the Offset Management Plans to close out the identified non-compliance of the removal of Corangamite Water Skink habitat outside of the action area caused by the removal of the northern wall of Basin 5 and the dewatering of Basin 5.
EPBC Approval - 2019/8530 A-2 CWS Mgt Plan 4.2.5, 8-13 OMP 5.3.2, 5.7-7	C-OFI	Request that the consultant undertaking the biannual water level monitoring in the northern pits, clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.
EPBC Approval - 2019/8530 A-14	C-OFI	Ensure that all conditions of the EPBC 2019/8530 approval are addressed in the annual compliance reports (i.e. previous compliance reports have not addressed conditions 7, 9 and 11. If they are not applicable for the audit period then indicate as such).
EPBC Approval - 2019/8530 A-15	mNC	Notify the department of any non-compliances with conditions of the approval as soon as practicable and no later than 2 business days after becoming aware of the non-compliance.
EPBC Approval - 2019/8530 A-16	mNC	Provide the department with details of any non-compliances with conditions of the approval as soon as practicable and no later than 10 business days after becoming aware of the non-compliance.
EPBC Approval - 2019/8530 A-18	mNC	Provide to DCCEE the name and qualifications of the proposed independent auditor and the draft audit criteria before the end of any recurring subject three year period.
CWS Mgt Plan 3.2	C-OFI	To ensure that retained habitat is protected (i.e. in the southern development area and at the central dam area within Stage 5), place demarcation pegs around these habitat areas to ensure that they are clearly identified and will be protected from inadvertent damage should new works be planned in this area in the future.

<p>CWS Mgt Plan 4.2.4, 8-12, 8-14, 8-16, 9 (Implementation Schedule), OMP 5.2.4, 5.7-6, 5.7-8, 5.7-11</p>	<p>mNC</p>	<p>Maintain 10% cover of native shrubs and implement revegetation recommendations as specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.</p>
<p>CWS Mgt Plan 4.2.5, 8-15, 8-17, 9 (Implementation Schedule) OMP 5.3.3, 5.7-9, 5.7-12</p>	<p>C-OFI</p>	<p>Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented.</p>
<p>CWS Mgt Plan 4.2.5, 8-15, 8-17, 9 (Implementation Schedule) OMP 5.3.3, 5.7-9, 5.7-12</p>	<p>mNC</p>	<p>Obtain from the contractor managing weeds and pest animals, copies of applicable licences to demonstrate that they are appropriately licenced to undertake the work and keep these files on record.</p>
<p>CWS Mgt Plan 4.2.5, OMP 5.3.2</p>	<p>mNC</p>	<p>Continue conducting monthly monitoring of water levels based on the water level gauge in the northern pits and keep records of the monthly monitoring.</p>
<p>CWS Mgt Plan 5.2.4</p>	<p>mNC</p>	<p>In future salvage and release works, keep a record of the health evaluation of each individual CWS that is captured and released in accordance with the health evaluation requirements as outlined in Section 5.3.1 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).</p>
<p>CWS Mgt Plan 5.2.4</p>	<p>mNC</p>	<p>In future salvage and release works, take high resolution photographs of the ventral surface of each individual Corangamite Water Skink caught in accordance with Section 5.3.3 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).</p>
<p>CWS Mgt Plan 8-21 OMP 5.7-15</p>	<p>mNC</p>	<p>Provide clear demarcation for all habitat protected areas including the following areas identified in this audit as not demarcated:</p> <ul style="list-style-type: none"> • the central dam created habitat area in Stage 5a; and • created habitat areas in the central extraction area (CEA).
<p>CWS Mgt Plan 8.21 OMP 5.7-15</p>	<p>mNC</p>	<p>Ensure that a log of incidents (including the reporting of non-compliances identified under conditions 15 and 16 of the EPBC 2019/8530 approval) is maintained and available for inclusion in above reporting requirements.</p>

Compliance is rated as follows:

C-OFI – Observation; opportunity for improving the management system and/or operational controls exists.

mNC – Non-compliant - minor actual or potential issue having limited impact; systems implementation or documentation type issue;

MNC – Non-compliant - significant deviation from what is specified within approval documents/management plans with potential or actual significant impact;

NA – Not Applicable – Not Auditable or not in scope (see comments for reason why)

NT – Not Triggered - Condition has an activation or timing trigger or is not able to be verified within the time of the audit

1.0 INTRODUCTION AND BACKGROUND

The Holcim Colac quarry has been in operation since 1972 and currently operates under Work Authority 158. In June 2001, as part of an application for the quarrying activities to be extended into Stages 5 and 6 the Department of Agriculture, Water and the Environment granted approval EPBC 2019/8530 under sections 130(1) and 133(1) of the Environment Protection and Biodiversity Conservation Act 1999 (Cth) (the EPBC Act) to ‘extend a quarry for extraction of basalt, at Holcim Colac Quarry, 75 Potters Road, Ondit, Victoria [refer EPBC Act referral 2019/8530]’ for the purposes of protection of a Corangamite Water Skink (CWS) population.

A 2021 Corangamite Water Skink Management Plan and 2021 Corangamite Water Skink Offset Management and Strategy Plan have been developed and under the EPBC 2019/8530 approval. Holcim is required to undertake an independent audit of compliance with the conditions of the EPBC 2019/8530 approval including the requirements of the 2021 Corangamite Water Skink Management Plan and 2021 Corangamite Water Skink Offset Management and Strategy Plan.

This report describes the outcome of the independent audit, conducted as specified under condition 17 of the EPBC 2019/8530 approval.

2.0 SCOPE AND CRITERIA

The scope of this audit is to complete a detailed evaluation of compliance with the conditions of the Approval: Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530). In relation to the audit the approval specifically requires the following:

Independent audit

17. *The approval holder must ensure that an independent audit of compliance with the conditions of approval is conducted for the three year period starting from the commencement of the action, and that an independent audit of compliance with the conditions of approval is then conducted for each subsequent three year period until the completion of the action.*
18. *For each independent audit, the approval holder must:*
 - a. *provide the name and qualifications of the proposed independent auditor and the draft audit criteria to the department before the end of the subject three year period;*
 - b. *only commence the independent audit once the audit criteria and auditor 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.*
19. *The approval holder must publish the audit report on the website within 10 business days of receiving the department’s approval of the audit report and keep the audit report published on the website until the end date of this approval.*

The site component of the audit was conducted through site interviews, documentation examination and an accompanied site inspection at the quarry and its surroundings on Tuesday 26 August 2025. Prior to and following the site inspection a selection of audit evidence (in electronic format) was requested from Holcim for review by the auditors.

3.0 AUDIT TEAM

The Audit Team and their specific roles in the Audit are summarised in **Table 1**.

TABLE 1: AUDIT TEAM

MEMBER OF AUDIT TEAM	ROLE
Lok Nethercott	<p>Project Director, BAppSci (Env Mgt), CEnvP, Exemplar Global Certified Auditor</p> <p>Lok is the Director for EnviroRisk Pty Ltd and an Exemplar Global-accredited Environmental Auditor (EMS and Compliance). He is also a Certified Environmental Practitioner. He has twenty-four (24) years of environmental management experience with a broad range of industrial expertise and has carried out numerous environmental audits of businesses across Australia and has also conducted audits, developed work plans, environmental monitoring plans (EMPs) and risk management and monitoring plans (RMMPs) within the extractive industry in VIC and SA.</p> <p>Lok undertook the site component of the audit, conducting interviews/inspections, and prepared documentation for internal and client review, and finalised this audit report to completion.</p>
Stephen Jenkins	<p>BAppSci, GradDipMgt, CEnvP</p> <p>Stephen is a Certified Environmental Practitioner, and a Victorian EPA-appointed Environmental (Industry Facility) Auditor (appointed pursuant to the Environment Protection Act, 2017).</p> <p>He has over twenty-five (25) years of auditing experience having conducted numerous compliance and risk audits of a large variety of industries across Australia, south-east Asia and China.</p> <p>Stephen’s role in this audit will be specialist opinion and peer review.</p>

4.0 CRITERIA

The audit criteria are the documented conditions, commitments, requirements and undertakings by the auditee against which audit evidence is compared to determine whether they have been met.

The ‘primary’ criteria for this audit are set out in the EPBC 2019/8530 approval. ‘Secondary’ criteria are the requirements specified within the 2021 Corangamite Water Skink Management Plan and 2021 Corangamite Water Skink Offset Strategy and Management Plan, and more generally, industry best practice. The audit report will reference these as appropriate.

The audit protocol (**Appendix 1**) is used to record the findings against each of the primary and secondary criteria. The protocol lists each condition or commitment together with its section reference. Where management measures specified in the criteria have a timing requirement against them, this has been included in the protocol against each measure as

appropriate. The audit team examined Holcim’s actions in fulfilling or carrying out each of these conditions or commitments and recorded the evidence of these actions (either documentary, or by observation during site inspection). Auditor comments were also recorded.

For each condition or commitment, the audit team has determined whether the actions and their timing fully satisfy the condition or commitment and have provided a determination as outlined in **Table 2** below:

TABLE 2: COMPLIANCE DEFINITIONS

COMPLIANCE RATING	DESCRIPTION
Complies (C)	Compliant - Verified to comply with what is stated;
Opportunity for improvement (OFI)	Observation - opportunity for improving the management system and/or operational controls exists;
Minor non-compliance (mnc)	Non-compliant - minor actual or potential issue having limited impact; systems implementation or documentation type issue;
Major non-compliance (MNC)	Non-Compliant - significant deviation from what is specified within approval documents/management plans with potential or actual significant impact;
Not auditable (NA)	Not Applicable – Not Auditable or not in scope (see comments for reason why);
Not Triggered	Not Triggered - Condition has an activation or timing trigger or is not able to be verified within the time of the audit.

Photographs have been taken of various locations around the quarry as evidence of the measures and actions taken to implement commitments, and in some cases highlight opportunities for improvement or commendable actions. These are referenced in the protocol where appropriate.

5.0 METHODOLOGY

The audit was conducted in accordance with AS/NZS ISO 19011:2019 *Guidelines for auditing management systems* and progressed through the following stages as outlined in **Table 3**:

TABLE 3: EPBC 2019/8530 AUDIT PROCESS

AUDIT STEP	AUDIT PROCESS
1. Scope confirmation and scheduling	Introductions, attain preliminary documents, devise a schedule for the audit.
2. Pre-audit information assembly and initial review	To expedite the site component of the audit documentary evidence in electronic format was provided by Holcim to the auditors for review prior to attendance on site.
3. Pre-audit opening meeting	Introduction of auditors to site personnel, audit process overview, project team requirements, reporting formats, schedule of de-briefings and timing for progressive phases of the compliance audit process.

4. Physical site assessment (as per Audit Schedule):	The auditor then conducted a detailed site inspection accompanied by the Quarry Manager. The inspection included the northern pits, Stage 5 and 6 and the Central Extraction Area and the respective CWS created habitat areas. Photographs are taken to illustrate risks. Additional document sampling to verify compliance with Holcim personnel. Meetings, discussions, interviews, sighting of evidence and completion of the audit protocol occurred in the site office. Holcim personnel present for some or all of this time were David McMahon (Quarry Manager).
5. Post-audit site Closing meeting and final information request	A closing meeting was held with the Quarry Manager at the conclusion of the site component of the audit (26 August 2025) at which the preliminary audit findings were presented (subject to any further audit evidence requested by the auditors for subsequent follow up and provision by the auditee). Request for further information not made available during the site phase (where applicable). Details of the audit reporting process including timeframes.
6. Information review	Receipt and review of further supporting information (where requested).
7. Reporting	A detailed audit report was prepared describing the processes and findings of the audit, including recommendations for any future management actions to correct non-compliances. A draft copy of the report was provided to the auditee approximately four weeks following completion of the site component of the audit, for comment and corrections of any errors.

6.0 FINDINGS AND DISCUSSION

6.1 Overall

The audit has found that over the three year audit period (1 April 2022 – 31 March 2025) the quarrying operations have in the main met the conditions of the EPBC 2019/8530 approval and the requirements of the associated 2021 Corangamite Water Skink Management Plan and the 2021 Corangamite Water Skink Offset Strategy and Management Plan.

The following sub-sections provide further detail on the main findings for relevant key areas of the audit and site activities.

6.2 Commendable Practices and Outcomes

The following commendable practices and outcomes were noted during the audit:

- CWS Habitat has been created generally in accordance with the CWS management plan including 240 lineal metres of new habitat that was created in October 2019 (i.e. greater than 9 months prior to commencement of Stage 6) comprising:
 - 160 lineal metres on the northern and north-eastern margins of Basin 1;
 - 40 lineal metres on southern margin of Basin 4; and
 - 40 lineal metres on eastern margin of Basin 6.
- In addition, 100 lineal metres of habitat was created on the eastern margin of Basin 4 in November 2021.

- Greater than 150 lineal metres of supplementary habitat was created in November 2021 comprising:
 - 50 lineal metres on the southern margin of Basin 4;
 - 20 lineal metres upslope of habitat created in 2019 (referred to as Basin 4 southern margin area 1);
 - 30 lineal metres upslope of an existing area of occupied habitat (referred to as Basin 4 southern margin area 2);
 - 40 lineal metres on the northern margin of Basin 6; and
 - 120 lineal metres on the southern and eastern margin of Basin 6 upslope of habitat created in 2008 and 2019.
- The condition and integrity of existing habitat [i.e. around the Central dam area in Stage 5 and the eastern edge of Basin 2 and the northern edge of Basin 5 (southern area of stage 6)] is reported by suitably qualified ecologists (i.e. Biosis) to have been maintained.

6.3 Created Habitat and Offset Areas

A recent audit report undertaken by the DCCEEW (dated 26 June 2025) identified that Holcim had removed Corangamite Water Skink habitat outside of the action area (i.e. along the southern area of Stage 6 or the northern bank of Basin 5 – **Figure 1**). However, Holcim advise that the areas that have been removed were located in areas that required the removal of the northern wall of Basin 5 to allow access to Stage 6. Basin 5 technically forms part of the action as it needs to be dewatered. As the DCCEEW audit report (dated 26 June 2025) identified this issue as a non-compliance with the EPBC approval and their report was finalised without any recommendations or corrective actions to close out this non-compliance, Holcim should seek written confirmation from DCCEEW to confirm (or otherwise) if any further action is required to respond to this issue.

Areas of created habitat were visually inspected on Tuesday 26 August 2025 as part of the audit and appeared to generally follow the description in section 3.3.2 of Biosis Research 2007 and schematic in Figure 4 (an example is shown in **Figure 2** below located on the northern bank of Basin 6) and the created habitat meets the area and timing requirements specified with the 2021 CWS Management Plan and the 2021 CWS Offset Management and Strategy Plan.

The visual inspection of existing habitat areas during the site inspection revealed that in the main, areas of existing habitat have been appropriately fenced off or had a bund constructed to protect the retained habitat from inadvertent damage. However, it was also observed that there were some areas of existing habitat around the central dam area (within Stage 5) and within the central extraction area (CEA), whilst located within a larger fenced off area, that have not been appropriately demarcated to protect retained habitat from inadvertent damage should operational activities progress into those areas in the future.

FIGURE 1: CORANGAMITE WATER SKINK HABITAT REMOVED OUTSIDE OF THE ACTION AREA (i.e. ALONG THE SOUTHERN AREA OF STAGE 6 OR THE NORTHERN BANK OF BASIN 5

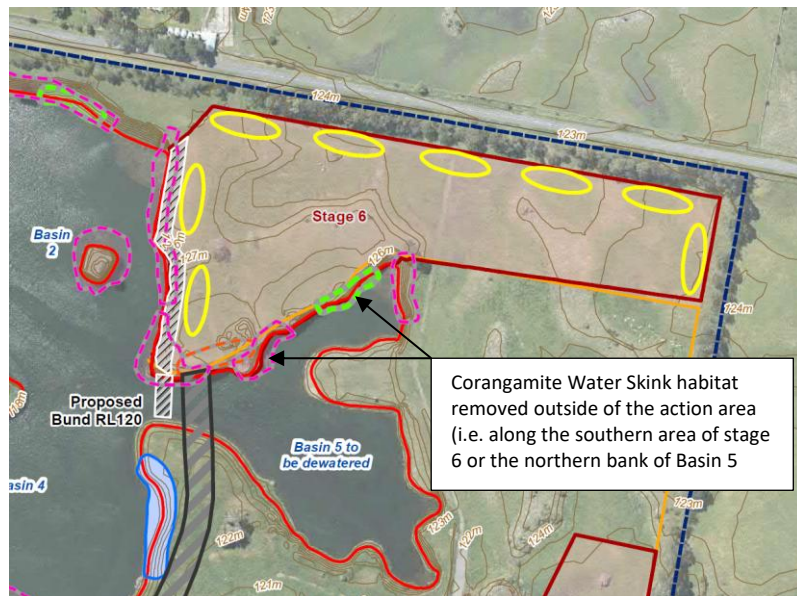


FIGURE 2: EXAMPLE OF AREAS OF CREATED HABITAT



A bund wall was observed at the crest of the cliff face on the western edge of Stage 6 to prevent rocks/earth from falling down the cliff face (**Figure 3**).

However, it was also noted that not all habitat areas were clearly demarcated (e.g. the central dam in Stage 5a, whilst part of a fenced off area, the habitat within the fenced off area has not been demarcated). Also, some habitat areas in the central extraction area (CEA) have not been cleared demarcated (**Figure 4**).

FIGURE 3: BUND WALL OBSERVED AT THE CREST OF CLIFF FACE ON WESTERN EDGE OF STAGE 6



FIGURE 4: EXAMPLE OF HABITAT AREA IN THE CENTRAL EXTRACTION AREA (CEA) NOT CLEARLY DEMARCATED



6.4 Water Level Monitoring in Northern Pits

Holcim have placed two survey markers within the northern pits to assist in determining water levels. One marker is placed at 116.8 mAHD and another at 118 mAHD (**Figure 5**). As such water levels can be measured to determine whether they are approaching the 117 mAHD trigger level and whether they are below the 118 mAHD level as specified in the CWS Management Plan.

Holcim engage a consultant to undertake groundwater and surface water monitoring on a biannual basis. The purpose of this monitoring is to predominantly assess groundwater quality against environmental values and to assist in determining the volume of water within the northern pits. Water levels are also measured as part of this monitoring.

A review of the March 2023, Sept 2023, March 2024 and Sept 2024 water monitoring reports (conducted by an external consultant) revealed water levels in Basins 1, 2 and 3 were recorded as >116.4 mAHD, >116 mAHD and >116 mAHD respectively (except for Basin 3 in March and Sept 2024 which had a recorded water level of between 116 to <116.8 mAHD). The March 2025 water monitoring report revealed water levels in Basins 1, 2 and 3 of 116.3 mAHD, >116 mAHD and between 116 to <116.8 mAHD respectively.

Holcim advise that water levels within the Northern Pits have not exceeded the 117 mAHD trigger level or 118 mAHD during the audit period, however this could be verified based on the data provided.

Whilst water levels in the northern pit are being recorded on a biannual basis, it is considered that the current reporting approach applied by the consultant is predominantly for the purpose of determining water volumes within the northern pit and additional records should be specified in the report to determine whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.

Whilst it is acknowledged that in February 2025, Holcim commenced monthly recording of water levels in the northern pit which have demonstrated that water levels have not exceeded the 117 mAHD trigger level or 118 mAHD during, the monthly water level monitoring was not undertaken throughout the audit period.

The auditor observed during the quarry inspection on Tuesday 26 August 2025 that the water level within the northern pit was below the 117 mAHD survey marker and below the 118 mAHD specified level in the 2021 CWS Management Plan.

FIGURE 5: WATER LEVEL SURVEY MARKERS IN NORTHERN PITS



6.5 Revegetation, weeds, pest animals

Revegetation plantings of inland margins of created habitat were evident from the visual inspection undertaken during the audit (**Figure 6**). However the 2023, 2024 and 2025 Biosis monitoring reports have identified that further work is needed to improve revegetation in created habitat. A 10% cover of native shrub cover was only partially observed during the 2022/23, 2023/24 and 2024/25 monitoring seasons.

Weed management targets are reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season, only partially met during the 2023/24 monitoring season and fully met during the 2024/25 monitoring season.

FIGURE 6: REVEGETATION AREAS



6.6 Identified Non-Compliance

Twelve (11) non-compliances were identified and are set out in **Table 4**.

TABLE 4: SUMMARY OF IDENTIFIED NON-COMPLIANCES

SECTION	RATING	NON-COMPLIANCE DESCRIPTION
EPBC 2019/8530 A-1	mNC	<p>A recent audit report undertaken by the DCCEEW (dated 26 June 2025) identified that Holcim had removed Corangamite Water Skink habitat outside of the action area (i.e. along the southern area of Stage 6 or the northern bank of Basin 5). However, Holcim advise that the areas that have been removed were located in areas that required the removal of the northern wall of Basin 5 to allow access to Stage 6. Basin 5 technically forms part of the action as it needs to be dewatered.</p> <p>The DCCEEW audit report (dated 26 June 2025) recommended that ‘if management commitments made in any of the Offset Management Plans need to be altered, you may choose to contact the Department’s Post Approvals Section (postapproval@dcceew.gov.au) and discuss potential variations to the documents’. As such, Holcim should follow through on this recommendation from DCCEEW to close out this identified non-compliance.</p>
EPBC 2019/8530 A-2, CWS Mgt Plan 4.2.5 (Management and Monitoring) OMP 5.3.2 (Water Levels) OMP (Implementation Schedule) 5.7 -7	mNC	<p>The March 2023, Sept 2023, March 2024 and Sept 2024 water monitoring reports (conducted by an external consultant) revealed water levels in Basins 1, 2 and 3 of >116.4 mAHD, >116 mAHD and >116 mAHD respectively (except for Basin 3 in March and Sept 2024 which had a recorded water level of between 116 to <116.8 mAHD). The March 2025 water monitoring report revealed water levels in Basins 1, 2 and 3 of 116.3 mAHD, >116 mAHD and between 116 to <116.8 mAHD respectively.</p> <p>Holcim advise that water levels within the Northern Pits have not exceeded the 117 mAHD trigger level or 118 mAHD during the audit period, however this could be verified based on the data provided.</p> <p>Whilst water levels in the northern pit are being recorded on a biannual basis, it is considered that the current reporting approach applied by the consultant is predominantly for the purpose of determining water volumes within the northern pit. As such additional records should be included in the biannual reports to clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.</p> <p>Whilst it is acknowledged that in February 2025, Holcim commenced monthly recording of water levels in the northern pit which have demonstrated that water levels have not exceeded the 117 mAHD trigger level or 118 mAHD during, the monthly water level monitoring was not undertaken throughout the audit period.</p>
EPBC 2019/8530 B-15, B-16	mNC	<p>Holcim advise, and the annual compliance reports suggest, that there have been no incidents, non-compliances with EPBC conditions or commitments made in the plans.</p> <p>The annual compliance reports are showing compliance with all conditions of the approval. However, this is not technically correct. For example condition 18 required Holcim to provide the name and qualifications of the proposed independent auditor and the draft audit criteria to the department before the end of the subject three year period. However this did not happen by the 31 March 2025. Whilst this</p>

		<p>is noted in the 'assessment findings' column of the annual compliance report ending 30 March 2025 (that has been provided to the Department) Holcim are showing the condition as being compliant. Technically this non-compliance has also not been notified to the Department no later than 2 business days after becoming aware of the non-compliance.</p> <p>As mentioned above, the removal of Corangamite Water Skink habitat outside of the action area is also technically a non-compliance with conditions. The Department is aware of this issue (as mentioned above and in their own audit report dated 26 June 2025) therefore it is reasonable to consider that that the intent of this condition has been met (i.e. the department have been made aware).</p> <p>Visual inspection of existing habitat areas during the site inspection also revealed that some areas of existing habitat in Stage 5 and the central development area (CDA), whilst within a larger fenced off area, have not been appropriately demarcated to protect retained habitat from inadvertent damage should operational activities progress into those areas in the future.</p>
EPBC 2019/8530 B-18	mNC	<p>Holcim provided written correspondence (dated 14 May 2025) to the Department of Climate Change, Energy, the Environment and Water (DCCEEW), submitting the nominated auditors and the audit criteria for the independent audit of the Holcim Colac Quarry Extension (EPBC 2019/8530).</p> <p>However, this was technically not provided before the end of the subject three year period (i.e. end of March 2025).</p>
CWS Mgt Plan 4.2.4 OMP 5.2.4 OMP 5.3.3 (Weeds, pest animals and pathogens) OMP (Implementation Schedule) 5.7-6 and 5.7-8 and 5.7-11	mNC	<p>Revegetation plantings of inland margins of created habitat was evident from the visual inspection undertaken during the audit. However, the 2023, 2024 and 2025 Biosis monitoring reports have identified that further work is needed to improve revegetation in created habitat. A 10% cover of native shrub cover was only partially observed during the 2022/23, 2023/24 and 2024/25 monitoring seasons.</p>
CWS Mgt Plan 4.2.5, 8-15 OMP 5.3.3 (Weeds, pest animals and pathogens) OMP (Implementation Schedule) 5.7-9 and 5.7-11	mNC	<p>Holcim advise that they do engage a contractor for managing of weeds and pest animals, however it could not be confirmed if the contractors personnel were appropriately licenced to undertake the work.</p>
CWS Mgt Plan 4.2.5 OMP 5.3.2	mNC	<p>Whilst it is acknowledged that in February 2025, Holcim commenced monthly recording of water levels in the northern pit which have demonstrated that water levels have not exceeded the 117 mAHD trigger level or 118 mAHD during, the monthly water level monitoring was not undertaken throughout the audit period.</p>
CWS Mgt Plan 5.2.4	mNC	<p>AECOM report that prior to release the health of each CWS individual was assessed, however a record of the health of each CWS individual as outlined in Section 5.3.1 of the Holcim Colac Quarry Corangamite Water</p>

		Skink Translocation Plan (Appendix B) was not included in the AECOM reports.
CWS Mgt Plan 5.2.4	mNC	The AECOM reports do not include high resolution photographs of the ventral surface of each individual Corangamite Water Skink caught in accordance with Section 5.3.3 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).
CWS Mgt Plan 8-1 OMP (Implementation Schedule) 5.7-4	mNC	Whilst the visual inspection of existing habitat areas during the site inspection revealed that areas within Stage 5 and the central extraction area (CEA) are fenced off from operational activities, there are some areas of existing habitat around the central dam area (within Stage 5) and within the CEA that have not been appropriately demarcated to protect retained habitat from inadvertent damage should operational activities progress into those areas in the future.
CWS Mgt Plan 8-14 CWS Mgt Plan 9 (Implementation Schedule)	mNC	Weed management targets were reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season, partially met during the 2023/24 monitoring season and fully met during the 2024/25 monitoring season.
CWS Mgt Plan 8.21 OMP 5.7-15	mNC	Incidents and complaints are logged on ICARE. Holcim advise there have been no incidents or complaints against the requirements of CWS Management Plan and CWS Offset Strategy and Management Plan. However, it is considered that the reporting non-compliances identified under conditions 15 and 16 of the EPBC 2019/8530 approval are incidents that require logging.

7.0 CONCLUSIONS AND RECOMMENDATIONS

From examining evidence obtained during the audit, discussions with site personnel, and inspections in and around the quarry area and surroundings, we conclude that the conditions of the EPBC 2019/8530 approval and the requirements of the associated 2021 Corangamite Water Skink Management Plan and the 2021 Corangamite Water Skink Offset Strategy and Management Plan, are in the main being effectively implemented.

Table 5 summarises the recommendations for addressing the identified non-compliances and recommends opportunities for improvement moving forward.

TABLE 5: TABLE OF RECOMMENDATIONS AND OPPORTUNITIES FOR IMPROVEMENT

SECTION	RATING	RECOMMENDATION / OPPORTUNITY FOR IMPROVEMENT
EPBC Approval - 2019/8530 A-1	mNC	Contact the DCCEEW Post Approvals Section (postapproval@dcceew.gov.au) and discuss potential variations to the Offset Management Plans to close out the identified non-compliance of the removal of Corangamite Water Skink habitat outside of the action area caused by the removal of the northern wall of Basin 5 and the dewatering of Basin 5.
EPBC Approval - 2019/8530 A-2 CWS Mgt Plan 4.2.5, 8-13 OMP 5.3.2, 5.7-7	C-OFI	Request that the consultant undertaking the biannual water level monitoring in the northern pits, clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.

EPBC Approval - 2019/8530 A-14	C-OFI	Ensure that all conditions of the EPBC 2019/8530 approval are addressed in the annual compliance reports (i.e. previous compliance reports have not addressed conditions 7, 9 and 11. If they are not applicable for the audit period then indicate as such).
EPBC Approval - 2019/8530 A-15	mNC	Notify the department of any non-compliances with conditions of the approval as soon as practicable and no later than 2 business days after becoming aware of the non-compliance.
EPBC Approval - 2019/8530 A-16	mNC	Provide the department with details of any non-compliances with conditions of the approval as soon as practicable and no later than 10 business days after becoming aware of the non-compliance.
EPBC Approval - 2019/8530 A-18	mNC	Provide to DCCEEW the name and qualifications of the proposed independent auditor and the draft audit criteria before the end of any recurring subject three year period.
CWS Mgt Plan 3.2	C-OFI	To ensure that retained habitat is protected (i.e. in the southern development area and at the central dam area within Stage 5), place demarcation pegs around these habitat areas to ensure that they are clearly identified and will be protected from inadvertent damage should new works be planned in this area in the future.
CWS Mgt Plan 4.2.4, 8-12, 8-14, 8-16, 9 (Implementation Schedule), OMP 5.2.4, 5.7-6, 5.7-8, 5.7-11	mNC	Maintain 10% cover of native shrubs and implement revegetation recommendations as specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.
CWS Mgt Plan 4.2.5, 8-15, 8-17, 9 (Implementation Schedule) OMP 5.3.3, 5.7-9, 5.7-12	C-OFI	Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented.
CWS Mgt Plan 4.2.5, 8-15, 8-17, 9 (Implementation Schedule) OMP 5.3.3, 5.7-9, 5.7-12	mNC	Obtain from the contractor managing weeds and pest animals, copies of applicable licences to demonstrate that they are appropriately licenced to undertake the work and keep these files on record.
CWS Mgt Plan 4.2.5, OMP 5.3.2	mNC	Continue conducting monthly monitoring of water levels based on the water level gauge in the northern pits and keep records of the monthly monitoring.
CWS Mgt Plan 5.2.4	mNC	In future salvage and release works, keep a record of the health evaluation of each individual CWS that is captured and released in accordance with the health evaluation requirements as outlined in Section 5.3.1 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).
CWS Mgt Plan 5.2.4	mNC	In future salvage and release works, take high resolution photographs of the ventral surface of each individual Corangamite Water Skink caught in accordance with Section 5.3.3 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).
CWS Mgt Plan 8-21 OMP 5.7-15	mNC	Provide clear demarcation for all habitat protected areas including the following areas identified in this audit as not demarcated:

		<ul style="list-style-type: none"> • the central dam created habitat area in Stage 5a; and • created habitat areas in the CEA.
CWS Mgt Plan 8.21 OMP 5.7-15	mNC	Ensure that a log of incidents (including the reporting of non-compliances identified under conditions 15 and 16 of the EPBC 2019/8530 approval) is maintained and available for inclusion in above reporting requirements.

Compliance is rated as follows:

- C** – Compliant - Verified to comply with what is stated;
- C-OFI** – Observation; opportunity for improving the management system and/or operational controls exists.
- mNC** – Non-compliant - minor actual or potential issue having limited impact; systems implementation or documentation type issue;
- MNC** – Non-compliant - significant deviation from what is specified within approval documents/management plans with potential or actual significant impact;
- NA** – Not Applicable – Not Auditable or not in scope (see comments for reason why)
- NT** - Not Triggered - Condition has an activation or timing trigger or is not able to be verified within the time of the audit

8.0 REFERENCES

1. Department of Agriculture, Water and the Environment (2021) APPROVAL Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530) – 9 June 2021
2. AECOM Services Pty Ltd (2021) Corangamite Water Skink Management Plan - Stage 5 and Stage 6 Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria – 1 February 2021
3. AECOM Services Pty Ltd (2021) Corangamite Water Skink EPBC Act Offset Strategy & Management Plan Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria – 19 February 2021
4. Harwood Andrews (2022) SECTION 173 AGREEMENT PLANNING AND ENVIRONMENT ACT 1987, COLAC OTWAY SHIRE COUNCIL Responsible Authority - and - HOLCIM (AUSTRALIA) PTY LTD ACN 099 732 297 Registered Land Owner in relation to land at: 75 POTTERS ROAD, ONDIT
5. Department of Climate Change, Energy, the Environment and Water (2025) Compliance Audit Report Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530) HOLCIM (AUSTRALIA) PTY LTD - Report prepared by Environmental Audit Section 26 June 2025
6. AECOM Australia Pty Ltd (2023) Corangamite Water Skink Habitat Monitoring - 2021-2022 Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria – 25 May 2023
7. AECOM Services Pty Ltd (2022) Corangamite Water Skink Monitoring - 2021-2022 Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria – 8 December 2022
8. Biosis (2023) Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023. Report for Holcim Australia Pty Ltd. Author: Wyn Russell. Biosis Pty Ltd, Ballarat. Project no. 38645
9. Biosis (2024) Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2024. Report for Holcim Australia Pty Ltd. Russell, W. Biosis Pty Ltd, Ballarat. Project no. 40429
10. Biosis (2025) Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025. Report prepared for Holcim (Australia) Pty Ltd. Author: Russell. W. Biosis Pty Ltd, Ballarat, Vic. Project no. 41939
11. AECOM Services Pty Ltd (2022) Corangamite Water Skink Salvage - Stage 6 Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria – 9 May 2022
12. AECOM Australia Pty Ltd (2023) Corangamite Water Skink Salvage - Stage 6 (additional) Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria – 25 May 2023
13. Holcim (Australia) Pty Ltd (2023) EPBC 2019/8530 Annual Compliance Report - 31 March 2022 - 30 March 2023
14. Holcim (Australia) Pty Ltd (2024) EPBC 2019/8530 Annual Compliance Report - 31 March 2022 Holcim (Australia) Pty Ltd (2023) EPBC 2019/8530 Annual Compliance Report - 31 March 2023 - 30 March 2024

15. Holcim (Australia) Pty Ltd (2025) EPBC 2019/8530 Annual Compliance Report - 31 March 2024 - 30 March 2025
16. AECOM Services Pty Ltd (2021) Work Plan Variation Colac Quarry Extension Stage 5 and 6 - WA158 – 6 September 2021
17. Golder Associates Pty Ltd (2022) Annual Surface Water and Groundwater Monitoring Report 2022, Holcim (Australia) Pty Ltd - Colac Quarry – 137616014-056-R-Rev0 – 4 August 2022
18. Golder Associates Pty Ltd (2023) September 2022 Surface Water and Groundwater Monitoring Report Holcim (Australia) Pty Ltd - Colac Quarry – 137616014-059-R-Rev0 – 13 January 2023
19. Golder Associates Pty Ltd (2023) Holcim (Australia) Pty Ltd, Annual Surface Water and Groundwater Monitoring Report, March 2023 - Colac Quarry – PS201226-WSP-MEL-ENV-REP-001 Rev A_JKO – July 2023
20. Golder Associates Pty Ltd (2024) Holcim (Australia) Pty Ltd, Annual Surface Water and Groundwater Monitoring Report, September 2023 - Colac Quarry – PS201226-WSP-MEL-ENV-REP-0002 – January 2024
21. Golder Associates Pty Ltd (2024) Holcim (Australia) Pty Ltd, Annual Surface Water and Groundwater Monitoring Report, March 2024 - Colac Quarry – PS201226-WSP-MEL-ENV-REP-003 RevB_FINAL – July 2024
22. Golder Associates Pty Ltd (2025) Holcim (Australia) Pty Ltd, Annual Surface Water and Groundwater Monitoring Report, September 2024 - Colac Quarry – PS201226-WSP-MEL-ENV-REP-0005 RevB – January 2025
23. Golder Associates Pty Ltd (2025) Holcim (Australia) Pty Ltd, Annual Surface Water and Groundwater Monitoring Report, March 2025 - Colac Quarry – PS201226-WSP-MEL-ENV-REP-007 RevA – July 2025
24. AS/NZS ISO19011:2019 *Guidelines for auditing management systems.*

APPENDIX 1 – AUDIT PROTOCOL

EPBC APPROVAL - 2019/8530

AUDITEE: HOLCIM (AUSTRALIA) PTY LTD

APPROVAL: Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530)

CONDITIONS		EVIDENCE COLLECTED	AUDIT FINDINGS	COMPLIANCE* STATUS	RECOMMENDATION
PART A - CONDITIONS SPECIFIC TO THE ACTION					
1	In the action area, the approval holder must not remove more than 0.32 ha of Corangamite Water Skink habitat from the action area. The approval holder must not remove Corangamite Water Skink habitat outside the action area.	<p>Compliance Audit Report Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530) - 26 June 2025</p> <p>Visual inspection</p>	<p>A recent audit report undertaken by the DCCEEW (dated 26 June 2025) identified that Holcim had removed Corangamite Water Skink habitat outside of the action area (i.e. along the southern area of Stage 6 or the northern bank of Basin 5). However, Holcim advise that the areas that have been removed were located in areas that required the removal of the northern wall of Basin 5 to allow access to Stage 6. Basin 5 technically forms part of the action as it needs to be dewatered.</p> <p>The DCCEEW audit report (dated 26 June 2025) recommended that 'if management commitments made in any of the Offset Management Plans need to be altered, you may choose to contact the Department's Post Approvals Section (postapproval@dcceew.gov.au) and discuss potential variations to the documents'. As such, Holcim should follow through on this recommendation from DCCEEW to close out this identified non-compliance.</p>	mNC	Contact the DCCEEW Post Approvals Section (postapproval@dcceew.gov.au) and discuss potential variations to the Offset Management Plans to close out the identified non-compliance of the removal of Corangamite Water Skink habitat outside of the action area caused by the removal of the northern wall of Basin 5 and the dewatering of Basin 5.
2	The approval holder must ensure that water levels within the Northern Pits do not exceed 118 mAHD.	WSP - Surface water and Groundwater Monitoring Reports - March 2023, Sept 2023, March 2024, September 2024, March 2025	<p>The March 2023, Sept 2023, March 2024 and Sept 2024 water monitoring reports (conducted by an external consultant) revealed water levels in Basins 1, 2 and 3 of >116.4 mAHD, >116 mAHD and >116 mAHD respectively (except for Basin 3 in March and Sept 2024 which had a recorded water level of between 116 to <116.8 mAHD). The March 2025 water monitoring report revealed water levels in Basins 1, 2 and 3 of 116.3 mAHD, >116 mAHD and between 116 to <116.8 mAHD respectively).</p> <p>Holcim advise that water levels within the Northern Pits have not exceeded the 117 mAHD trigger level or 118 mAHD during the audit period, however this could be verified based on the data provided.</p> <p>Whilst water levels in the northern pit are being recorded on a biannual basis (by an external consultant), it is considered that the current reporting approach applied by the consultant is predominantly for the purpose of determining water volumes within the northern pit. As such additional records should be included in the biannual reports to clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.</p> <p>Whilst it is acknowledged that in February 2025, Holcim commenced monthly recording of water levels in the northern pit which have demonstrated that water levels have not exceeded the 117 mAHD trigger level or 118 mAHD during, the monthly water level monitoring was not undertaken throughout the audit period.</p>	mnc	Request that the consultant undertaking the biannual water level monitoring in the northern pits, clearly specify whether the water in the northern pits is below the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.
3	Prior to commencing the action in any Stage, the approval holder must implement the Corangamite Water Skink Management Plan in respect of that Stage, and must continue to implement the Corangamite Water Skink Management Plan in that Stage for the remainder of the duration of the approval.	<p>Visual Inspection,</p> <p>EPBC 2019/8530 Annual Compliance Reports - 2022/23, 2023/24, 2024/25</p> <p>AECOM (2023) and Biosis (2023, 2024, 2025) Habitat and Population Monitoring Reports</p>	<p>Prior to the commencement of Stage 6 Holcim have in the main implemented the CWS Management Plan in relation to Stage 6 and have in the main continued to implement the CWS Management Plan throughout the audit period.</p> <p>Refer to the specific findings and recommendations provided throughout this audit protocol</p>	C-OFI	Refer to specific recommendations throughout this audit protocol

4	Prior to the commencement of the action, the approval holder must secure the offset area.	<p>S173 Agreement between Colac Otway Shire and Holcim</p> <p>AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022</p> <p>AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023</p>	<p>Sighted the Section 173 agreement including the establishment of habitat creation areas (i.e. Offset areas) that was executed on the 23/03/2022 prior to commencement of the action (i.e. the action commenced on 31/03/2022).</p> <p>240 lineal metres of new habitat was created in October 2019 (i.e. greater than 9 months prior to commencement of stage 6) comprising:</p> <ul style="list-style-type: none"> - 160 lineal metres on the northern and north-eastern margins of Basin 1; - 40 lineal metres on southern margin of Basin 4; and - 40 lineal metres on eastern margin of Basin 6. <p>100 lineal metres of habitat was created on the eastern margin of Basin 4 in November 2021.</p> <p>Stage 5 has not yet commenced and Holcim advise that there are no plans to commence action within this area in the near future.</p>	C	
5	<p>Within 10 business days of the offset area being secured, the approval holder must provide the department with:</p> <ul style="list-style-type: none"> • written evidence demonstrating that the offset area has been secured; and • shapefiles and the offset attributes for the offset area. 	Email communications - 5 Apr 2022	Sighted an email from Holcim to the Department (dated 5 April 2022 i.e. within 10 business days of the offset area being secured) providing a copy of the executed Section 173 agreement along with shapefiles and offset attributes. Sighted acknowledgement email from the Department (dated 7 April 2022) confirming that they had received the information.	C	
6	Prior to commencing the action in any Stage, the approval holder must implement the Offset Management Plan for the offset area, and must continue to implement the Offset Management Plan for the duration of the approval.	AECOM - Corangamite Water Skink EPBC Act Offset Strategy and Management Plan - Colac Quarry Extension – Stage 5 and Stage 6 (WA158) - 19 Feb 2021	<p>Prior to the commencement of Stage 6 Holcim have in the main implemented the CWS Offset Strategy and Management Plan in relation to Stage 6 and have in the main continued to implement the CWS Offset Strategy and Management Plan throughout the audit period.</p> <p>Refer to the specific findings and recommendations provided throughout this audit protocol</p>	C-OFI	Refer to specific recommendations throughout this audit protocol
7	If the approval holder wishes to carry out any activity within the offset area other than in accordance with the Offset Management Plan, the approval holder must submit a revised version of the Offset Management Plan to the department for the Minister's written approval. A revised Offset Management Plan must not result in a reduced environmental outcome for the Corangamite Water Skink. The approval holder must not commence the varied activity until the Minister has approved the revised Offset Management Plan in writing. If the Minister approves the revised Offset Management Plan, the revised version must be implemented.	AECOM - Corangamite Water Skink EPBC Act Offset Strategy and Management Plan - Colac Quarry Extension – Stage 5 and Stage 6 (WA158) - 19 Feb 2022	Holcim have not undertaken and are not proposing to undertake any activity within the offset area other than in accordance with the Offset Strategy and Management Plan	C	
PART B - STANDARD ADMINISTRATIVE CONDITIONS					
Notification of date of commencement of the action					
8	The approval holder must notify the department in writing of the date of commencement of the action within 10 business days after the date of commencement of the action.	Email communication - 12 April 2022	Sighted an email from Holcim to the Department (dated 12 April 2022) advising of the commencement of the action which is within 10 business days of the commencement of the action (i.e. the action commenced on 31/03/2022 eight (8) business days earlier)	C	
9	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 prior written agreement of the Minister		The action commenced (31 March 2022) within 5 years from the date of the approval (9 June 2021)	NT	
Compliance records					
10	The approval holder must maintain accurate and complete compliance records.	<p>EPBC 2019/8530 Annual Compliance Report - 31/03/2022 - 30/03/2023</p> <p>EPBC 2019/8530 Annual Compliance Report - 31/03/2023 - 30/03/2024</p> <p>EPBC 2019/8530 Annual Compliance Report - 31/03/2024 - 30/03/2025</p>	<p>Sighted annual compliance reports for 2022/23, 2023/24 and 2024/25 which have been submitted to the Department and posted on the Holcim website within the designated time period - refer to detailed comments below and throughout this audit protocol.</p> <p>In the main, accurate and completed compliance records are being maintained by Holcim. However there is opportunity for further improvement regarding keeping of records associated with weed and pest management and water level monitoring of the northern pits.</p>	C-OFI	Refer to specific recommendations regarding weed and pest management and water level monitoring records throughout this audit protocol

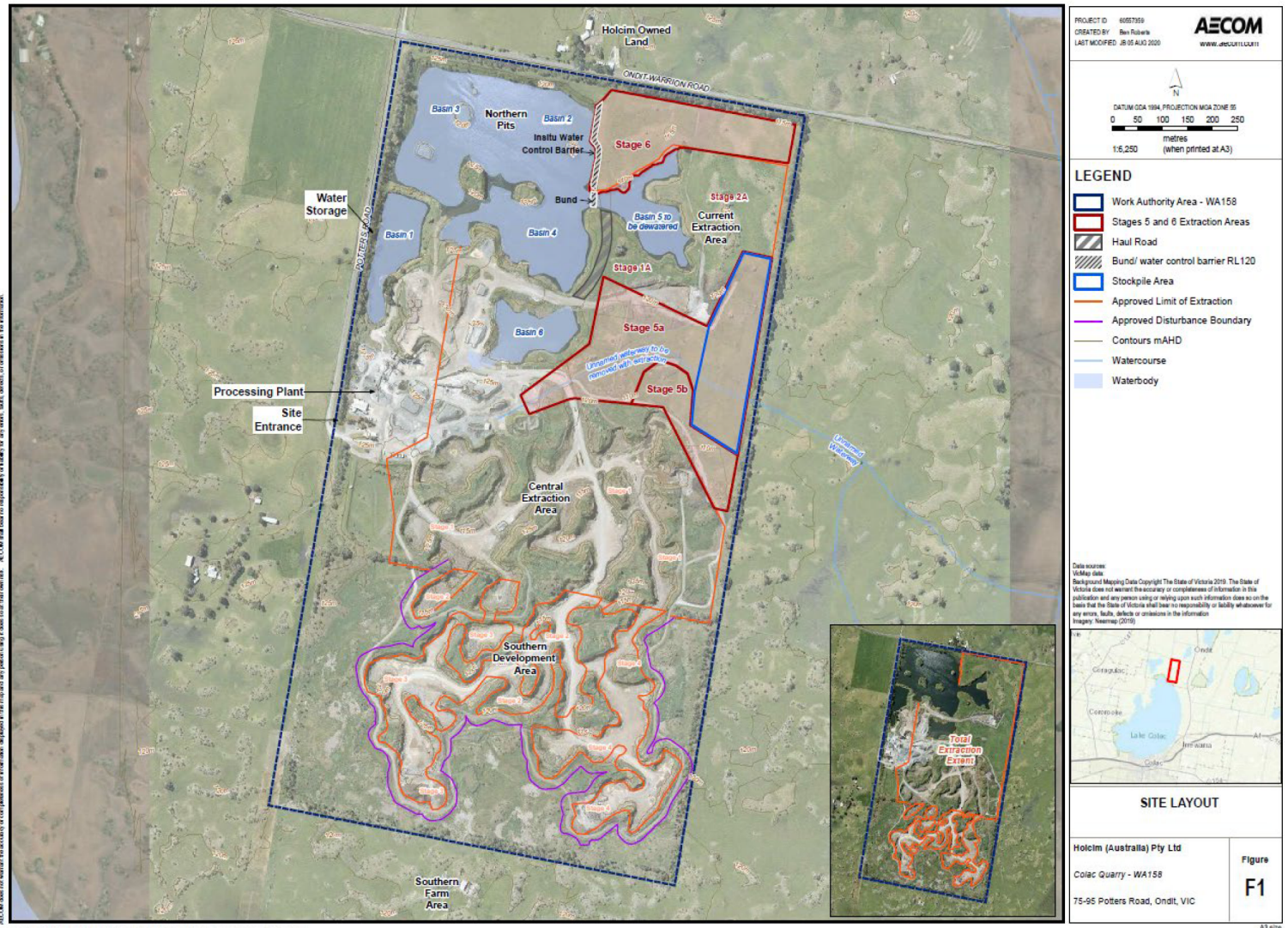
<p>11</p>	<p>If the department makes a request in writing, the approval holder must provide electronic copies of compliance records to the department within the timeframe specified in the request.</p> <p><i>Note: Compliance records may be subject to audit by the department or an independent auditor in accordance with section 458 of the EPBC Act, and 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.</i></p>	<p>EPBC 2019/8530 Annual Compliance Report - 31/03/2022 - 30/03/2023</p> <p>EPBC 2019/8530 Annual Compliance Report - 31/03/2023 - 30/03/2024</p> <p>EPBC 2019/8530 Annual Compliance Report - 31/03/2024 - 30/03/2025</p> <p>Compliance Audit Report Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530) - 26 June 2025</p>	<p>Annual compliance reports are readily available on the Holcim Colac Quarry website.</p> <p>A recent audit was undertaken by DCCEEW (dated 26 June 2025). As part of that audit the following records were provided to the department:</p> <ul style="list-style-type: none"> - Annual CWS habitat monitoring and survey reports; - evidence in relation to weed spraying (i.e. invoices from contractor) and biannual water level monitoring. 	<p>C</p>	
<p>Submission and publication of plans</p>					
<p>12</p>	<p>The approval holder must:</p> <p>a. unless otherwise agreed to in writing by the Minister, publish each plan on the website within 20 business days of the date:</p> <p>i. of this approval, if the version of the plan to be implemented is specified in these conditions; or</p> <p>ii. that the plan is submitted to the Minister or the Department if the plan does not require the approval of the Minister but was not finalised before the date of this approval; or</p> <p>iii. that the plan was approved by the Minister in writing, if the plan requires the approval of the Minister;</p> <p>b. exclude or redact sensitive ecological data from plans that are to be published on the website or provided to a member of the public; and</p>	<p>Holcim Colac Quarry Website (accessed at https://www.holcim.com.au/colac)</p> <p>Pers comm (Stewart Burton)</p>	<p>A copy of the 'Corangamite Water Skink Management Plan - Attachment C - Colac Quarry Extension (WA158), Victoria' was published on the Holcim Colac Quarry website on 1 February 2021.</p> <p>A copy of the 'Corangamite Water Skink EPBC Act Offset Strategy & Management Plan - Attachment D - Colac Quarry Extension (WA158), Victoria' was published on the Holcim Colac Quarry website on 19 February 2021</p> <p>Both of these plans were uploaded prior to the approval being granted on 9 June 2021</p> <p>Holcim advise that no ecological data was considered to be sensitive and as such was not redacted and/or excluded from the compliance reports.</p>	<p>C</p> <p>C</p>	
<p>13</p>	<p>The approval holder must keep plans published on the website for the period for which this approval has effect.</p>		<p>Refer to comments above. The plans continue to be published on the Holcim Colac Quarry website as of the date of this audit.</p>	<p>C</p>	
<p>Annual compliance reporting</p>					
<p>14</p>	<p>The approval holder must prepare a compliance report addressing each condition of this approval for each 12 month period following the date of 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:</p> <p>a. publish each compliance report on the website within 60 business days following the relevant 12 month period</p>	<p>EPBC 2019/8530 Annual Compliance Report - 31/03/2022 - 30/03/2023</p> <p>EPBC 2019/8530 Annual Compliance Report - 31/03/2023 - 30/03/2024</p> <p>EPBC 2019/8530 Annual Compliance Report - 31/03/2024 - 30/03/2025</p> <p>As above</p>	<p>Holcim have prepared annual compliance reports over the three year period from the date of commencement. However in future the compliance reports need to address and provide comment on every condition of approval EPBC 2019/8530 (i.e. conditions 7, 9, and 11 have not been addressed and comment should be provided. If they are not applicable for the audit period then indicate as such).</p> <p>EPBC 2019/8530 Annual Compliance Report - 31/03/2022 - 30/03/2023 was published on the Holcim Colac Quarry website on 19 June 2023 which was within 60 business days following the relevant 12 month period. Also sighted an email from Holcim to the Department (dated 20 June 2023) providing them with a copy of the annual compliance report and advising them that the report was published on the Holcim website on that date.</p> <p>EPBC 2019/8530 Annual Compliance Report - 31/03/2023 - 30/03/2024 was published on the Holcim Colac Quarry website on 26 June 2024 which was within the 60 business days following the relevant 12 month period. Also sighted an email from Holcim to the Department (dated 26 June 2024) providing them with a copy of the annual compliance report and advising them that the report was published on the Holcim website on that date.</p> <p>EPBC 2019/8530 Annual Compliance Report - 31/03/2024 - 30/03/2025 was published on the Holcim Colac Quarry website on 12 May 2025 which was within 60 business days following the relevant 12 month period. Also sighted an email from Holcim to the Department (dated 12 May 2025) providing them with a copy of the annual compliance report and advising them that the report was published on the Holcim website on that date.</p>	<p>C-OFI</p> <p>C</p>	<p>Ensure that all conditions of the EPBC 2019/8530 approval are addressed in the annual compliance reports (i.e. previous compliance reports have not addressed conditions 7, 9 and 11. If they are not applicable for the audit period then indicate as such).</p>

	b. notify the department by email that a compliance report has been published on the website and provide the weblink for the compliance report within 5 business days of the date of publication	As above	As above	C	
	c. keep all compliance reports publicly available on the website until this approval expires	As above	The annual compliance reports are publicly available on the website	C	
	d. exclude or redact sensitive ecological data from compliance reports published on the website	Pers comm (Stewart Burton)	Holcim advise that no ecological data was considered to be sensitive and as such was not redacted and/or excluded from the compliance reports.	C	
	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.	As above	As above	NT	
Reporting non-compliance					
15	The approval holder must notify the department in writing of any: incident; non-compliance with the conditions; or non-compliance with the commitments made in plans. The notification must be given as soon as practicable, and no later than 2 business days after becoming aware of the incident or non-compliance. The notification must specify:	EPBC 2019/8530 Annual Compliance Report - 31/03/2022 - 30/03/2023 EPBC 2019/8530 Annual Compliance Report - 31/03/2023 - 30/03/2024 EPBC 2019/8530 Annual Compliance Report - 31/03/2024 - 30/03/2025 WSP - Surface water and Groundwater Monitoring Reports - March 2023, Sept 2023, March 2024, September 2024, March 2025	Holcim advise and the annual compliance reports suggest that there have been no incidents, non-compliances with EPBC conditions or commitments made in the plans. The annual compliance reports are showing compliance with all conditions of the approval, however this is not technically correct. For example condition 18 required Holcim to provide the name and qualifications of the proposed independent auditor and the draft audit criteria to the department before the end of the subject three year period. However this did not happen. Whilst this is noted in the 'assessment findings' column of the annual compliance report ending 30 March 2025 (that has been provided to the Department) Holcim are showing the condition as being compliant. Technically this non-compliance has also not been notified to the Department no later than 2 business days after becoming aware of the non-compliance. As mentioned above the removal of Corangamite Water Skink habitat outside of the action area is also technically a non-compliance with conditions. The Department is aware of this issue (as mentioned above and in their own audit report dated 26 June 2025) therefore it is reasonable to consider that that the intent of this condition has been met (i.e. the department have been made aware).	mnc	Notify the department of any non-compliances with conditions of the approval as soon as practicable and no later than 2 business days after becoming aware of the non-compliance.
	a. any condition which is or may be in breach	Refer to above	Refer to comments above	mnc	
	b. any condition which is or may be in breach	Refer to above	Refer to comments above	mnc	
	c. the location (including co-ordinates), date, and time of the incident and/or non-compliance. In the event the exact information cannot be provided, provide the best information available.	Refer to above	Refer to comments above	mnc	
16	The approval holder must provide to the department the details of any incident or non-compliance with the conditions or commitments made in plans as soon as practicable and no later than 10 business days after becoming aware of the incident or non-compliance, specifying:	Refer to above	Refer to comments above. In addition, whilst the visual inspection of existing habitat areas during the site inspection revealed that some areas of existing habitat in Stage 5 and the central development area (CDA), whilst within a larger fenced off area, have not been appropriately demarcated to protect retained habitat from inadvertent damage should operational activities progress into those areas in the future.	mnc	Provide the department with details of any non-compliances with conditions of the approval as soon as practicable and no later than 10 business days after becoming aware of the non-compliance.
	a. any corrective action or investigation which the approval holder has already taken or intends to take in the immediate future	Refer to above	Refer to comments above	mnc	
	b. the potential impacts of the incident or non-compliance	Refer to above	Refer to comments above	mnc	
	c. the method and timing of any remedial action that will be undertaken by the approval holder	Refer to above	Refer to comments above	mnc	
	d. the measures put in place to prevent a reoccurrence of the incident of non-compliance.	Refer to above	Refer to comments above	mnc	

Independent Audit				
17	The approval holder must ensure that an independent audit of compliance with the conditions of approval is conducted for the three year period starting from the commencement of the action, and that an independent audit of compliance with the conditions of approval is then conducted for each subsequent three year period until the completion of the action.	Independent Audit Report conducted by EnviroRisk	The commencement of the action started on 31 March 2022. An independent audit of compliance with the conditions of the EPBC 2019/8530 approval was undertaken in August 2025 for the three year period 31 March 2022 to 31 March 2025 which is therefore covering the three year period from the commencement of the action. Holcim advise that an independent audit of compliance with conditions of approval 2019/8530 will be conducted for each subsequent three year period until completion of the action.	C
18	For each independent audit, the approval holder must: a. provide the name and qualifications of the proposed independent auditor and the draft audit criteria to the department before the end of the subject three year period; b. only commence the independent audit once the audit criteria and auditor 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.	Written correspondence (dated 14 May 2025) to DCCEEW Letter from DCCEEW (dated 23 July 2025) Approval of nominated auditors and draft audit criteria – Holcim Colac Quarry Extension – Stage 5 and 6, 75 Potters Road, Ondit, Victoria EPBC 2019/8530 Letter from DCCEEW (dated 23 July 2025) Approval of nominated auditors and draft audit criteria – Holcim Colac Quarry Extension – Stage 5 and 6, 75 Potters Road, Ondit, Victoria EPBC 2019/8531	Holcim provided written correspondence (dated 14 May 2025) to the Department of Climate Change, Energy, the Environment and Water (DCCEEW), submitting the nominated auditors and the audit criteria for the independent audit of the Holcim Colac Quarry Extension (EPBC 2019/8530). However this was technically not provided before the end of the subject three year period DCCEEW provided written correspondence (dated 23 July 2025) to Holcim advising that the Department approved the audit criteria and the auditor. The independent audit was commenced in August 2025 i.e. after the Department had approved the audit criteria and auditor. The Independent Audit report was completed in September 2025 and is planned to be submitted by Holcim to DCCEEW before the 17 October 2025 submission date provided by the Department.	mnc C C
19	The approval holder must publish the audit report on the website within 10 business days of receiving the department’s approval of the audit report and keep the audit report published on the website until the end date of this approval.		Holcim have committed to publish the audit report on the Holcim Colac Quarry website within 10 business days of receiving the department’s approval of the audit report and keep the audit report published on the website until the end date of this approval. This condition could not be verified as part of this inaugural independent audit and as such will need to be verified during the next independent audit.	NT
Completion of the action				
20	Within 30 business days after whichever is the earlier of a. the completion of the action or b. 60 business days before the end date of the period for which the approval has effect, the approval holder must notify the department in writing of the date of the completion of the action and submit all completion data to the department.		The action has not yet been completed (and is not due for completion until 20 June 2046) and as such this condition is not applicable to this audit	NT

LEGEND	*Compliance is rated as follows:
C	Compliant - Verified to comply with what is stated;
C-OfI	Observation - opportunity for improving the management system and/or operational controls exists;
mnc	Non-compliant - minor actual or potential issue having limited impact; systems implementation or documentation type issue;
MNC	Non-Compliant - significant deviation from what is specified within approval documents/management plans with potential or actual significant impact;
NA	Not Applicable – Not Auditable or not in scope (see comments for reason why)
NT	Not Triggered - Condition has an activation or timing trigger or is not able to be verified within the time of the audit

Attachment A - Action Area and Stages




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CORANGAMITE WATER SKINK MANAGEMENT PLAN

AUDITEE: HOLCIM (AUSTRALIA) PTY LTD

APPROVAL: Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530)

CONDITIONS		EVIDENCE COLLECTED	AUDIT FINDINGS	COMPLIANCE* STATUS	RECOMMENDATION
3.0 PROTECTION OF EXISTING HABITAT					
3.1	AIM				
	To retain and protect areas of existing habitat where possible.	Visual Inspection	In the main, the aim appears to have been achieved		
3.2	ACTION				
	Existing habitat refers primarily to areas within the quarry that are known to provide habitat for Corangamite Water Skink (refer to Figure 3 – Appendix A). In areas where existing habitat is retained:	Visual Inspection, Annual Habitat and Population Monitoring Reports (AECOM 2021/22, Biosis 2022/23, Biosis 2022/23 and Biosis 2024/25)	Condition and integrity of existing habitat [i.e. around the Central dam area in Stage 5 and the eastern edge of Basin 2 and the northern edge of Basin 5 (southern are of stage 6)] is reported by suitably qualified ecologists (i.e. Biosis) to have been maintained.	C	
	- Maintain a 10 m wide buffer between works and retained or created habitat	Visual Inspection	A 10m wide buffer was observed to have been maintained between works and retained or created habitat.	C	
	- Fence or construct a bund to protect retained habitat from inadvertent damage should new works be planned within 10 m of habitat.	Visual Inspection	Visual inspection of existing habitat areas during the site inspection revealed that areas of existing habitat have been appropriately fenced off or had a bund constructed to protect retained habitat from inadvertent damage. However, further demarcation is required in some areas.	C-OFI	To ensure that retained habitat is protected (i.e. in the central development area and at the central dam area within Stage 5), place demarcation pegs around these habitat areas to ensure that they are clearly identified and will be protected from inadvertent damage should new works be planned in this area in the future
	- Install measures to prevent rocks/earth from falling down the cliff face of the western edge of Stage 6 and covering areas of habitat which, although currently covered by water, may provide habitat again if the water level recedes.	Visual Inspection	A bund wall was observed at crest of the cliff face on the western edge of Stage 6 to prevent rocks/earth from falling down the cliff face.	C	
					
	- Ensure post-extraction rehabilitation works do not impact on created or retained habitat.		Post extraction rehabilitation works have not yet commenced	NT	
4.0 HABITAT CREATION AND MANAGEMENT					
4.1	AIM				
	To continue to construct new Corangamite Water Skink habitat along the edges of existing former quarry extraction areas. Suitable areas for habitat creation have been selected based on: - areas where habitat does not already exist, - habitat that will not be impacted by future quarry operational requirements, and - habitat where the former quarry pit is inundated.	Visual Inspection	Habitat creation and management aims appear to have been met.	C	
4.2	ACTIONS				
	Habitat creation to compensate for loss of habitat will be achieved in two ways: - As a measure to mitigate the impacts of progressive water level increase by allowing Corangamite Water Skink to migrate from existing habitat as the water level changes. - As new areas of habitat to replace (offset) habitat to be lost in Stage 5 and Stage 6. Actions for location, extent, timing, design and management and monitoring associated with habitat creation are outlined below.	Visual Inspection	Habitat creation and management actions appear to have been implemented.	C	
4.2.1	Location				

	<p>Areas for habitat creation are identified in Figure 4 - Appendix A and have been selected based on:</p> <ul style="list-style-type: none"> - areas where suitable rocky habitat does not already exist on the margin, - habitat that will not be impacted by future quarry operational requirements, and - habitat where the former quarry pit is inundated. 	Visual Inspection	The locations for areas of habitat creation as identified in Figure 4 - Appendix A appear to have been implemented.	C	
4.2.2 Extent					
	<p>Widen 150 lineal metres of existing habitat in Basin 4 and Basin 6 to allow for migration of Corangamite Water Skink as water level rises to a maximum of 118m AHD. This supplementary habitat is to be created to mitigate the impacts of progressive water level rise and is in addition to habitat creation to compensate for (offset) habitat loss within Stage 5 and Stage 6. Creation of supplementary habitat should be supervised by an ecologist to minimise the risk of disturbance to the adjacent existing habitat.</p>	<p>Visual Inspection</p> <p>AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022</p> <p>AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023</p>	150 lineal metres was created in November 2021. The creation of the supplementary habitat was supervised by an ecologist (AECOM).	C	
	<p>Create 340 lineal metres of new habitat situated such that rocks extend beyond the expected final water level, with a minimum contiguous extent of 25 lineal metres along the shoreline. An indication of areas for habitat creation to replace habitat to be lost in Stage 5 and Stage 6 is provided in Figure 4 - Appendix A and comprises areas on the:</p> <ul style="list-style-type: none"> - Eastern margin of Basin 6 - Southern margin of Basin 4 - Eastern margin of Basin 4 - Bund between Basin 1 and Basin 3. 	Visual Inspection	Holcim have prepared annual compliance reports over the three year period from the date of commencement. However in future the compliance reports need to address and provide comment on every condition of approval EPBC 2019/8530 (i.e. conditions 7, 9, and 11 have not been addressed and comment should be provided. If they are not applicable for the audit period then indicate as such).	C-OfI	Ensure that all conditions of the EPBC 2019/8530 approval are addressed in the annual compliance reports (i.e. previous compliance reports have not addressed conditions 7, 9 and 11. If they are not applicable for the audit period then indicate as such).
	<p>Create 670 lineal metres of additional habitat during rehabilitation of the terminal faces of the new pits formed for Stage 5 and Stage 6.</p>		Rehabilitation of the terminal faces of the new pits formed for Stage 5 and Stage 6 has not yet commenced. However Figure 4 of the CWS Management Plan identifies indicative habitat offset areas to be created during rehabilitation.	NT	
4.2.3 Timing					
	<p>As the impacts are staged, the creation of habitat will also be staged as follows:</p>	Visual Inspection	Refer to comments below		
	<p>- Create the 150 lineal metres of supplementary habitat at least 2 months prior to Stage 6 commencing.</p>	<p>Visual inspection</p> <p>AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022</p> <p>AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023</p>	<p>Greater than 150 lineal metres of supplementary habitat was created in November 2021 comprising:</p> <ul style="list-style-type: none"> - 50 lineal metres on the southern margin of Basin 4; - 20 lineal metres upslope of habitat created in 2019 (referred to as Basin 4 southern margin area 1) and - 30 lineal metres upslope of an existing area of occupied habitat (referred to as Basin 4 southern margin area 2). - 40 lineal metres on the northern margin of Basin 6. - 120 lineal metres on the southern and eastern margin of Basin 6 upslope of habitat created in 2008 and 2019. 	C	
	<p>- Create the 340 lineal metres of new habitat at least nine (9) months incorporating one full spring-summer season prior to the salvage and relocation process for each stage (240 lineal metres for Stage 6 and 100 lineal metres for Stage 5). This timeframe would allow time for vegetation to establish and appropriate invertebrate prey to colonise the habitat and will allow a survey for Corangamite Water Skink to occur during the spring-summer survey period prior to quarrying in the Stage 5 and Stage 6 extension commencing.</p>	<p>AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022</p> <p>AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023</p>	<p>240 lineal metres of new habitat was created in October 2019 (i.e. greater than 9 months prior to commencement of stage 6) comprising:</p> <ul style="list-style-type: none"> - 160 lineal metres on the northern and north-eastern margins of Basin 1; - 40 lineal metres on southern margin of Basin 4; and - 40 lineal metres on eastern margin of Basin 6. <p>100 lineal metres of habitat was created on the eastern margin of Basin 4 in November 2021.</p> <p>Stage 5 has not yet commenced and Holcim advise that there are no plans to commence action within this area in the near future.</p>	C	
	<p>- Create 280 lineal metres of new habitat during rehabilitation of the terminal faces of Stage 6 prior to groundwater being reached in Stage 5.</p>	Visual Inspection	Rehabilitation of the terminal faces of the new pits formed for Stage 5 and Stage 6 has not yet commenced. However, Figure 4 of the CWS Management Plan identifies indicative habitat offset areas to be created during rehabilitation.	C	
	<p>- Create the balance of habitat during rehabilitation of the terminal faces of Stage 6 and Stage 5 as required for each stage.</p>	Visual Inspection	As above	C	
4.2.4 Design					
	<p>Follow the description in Section 3.3.2 of Biosis Research (2007) and schematic in Figure 5 below which includes:</p>	Visual Inspection	Areas of created habitat were visually inspected on Tuesday 16 August 2025 as part of the audit and appeared to generally follow the description in section 3.3.2 of Biosis Research 2007 and schematic in Figure 5 (an example is shown in the photo below located on the northern bank of Basin 6).		

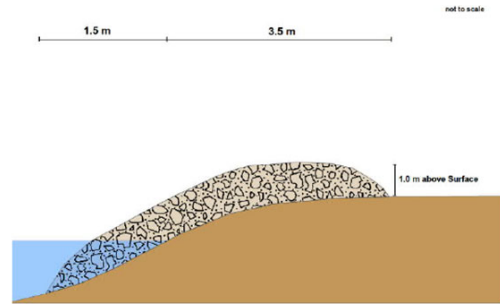


Figure 5 Conceptual drawing of habitat creation



Use rock overburden from quarry operation (mix of some soil and mostly rock)	Visual Inspection	Rock overburden from the quarry operation was observed to have been used for habitat creation and was comprised of mostly rock.	C	
Create piles that are:	Visual Inspection	Piles appeared to be a minimum 25 lineal metres along the water edge	C	
<ul style="list-style-type: none"> - Minimum 25 lineal metre sections along the water edge spaced intermittently. - Minimum width of 5 metres: - Extending approximately 1.5 metres into the water. - Extending approximately 3.5 metres out of the water (Basin 4, Basin 6, Stage 6 rehabilitation) or approximately 1 metre above the 118m AHD water level on the bund between Basin 1 and Basin 3. - Average of 1 metre height of rock pile above ground surface level. - Comprised of a variety of rock sizes to create a high proportion of rock crevices as refugia for the skinks 	Visual Inspection	Piles appeared to have a minimum width of 5 metres, extended 1.5m into the water (noting that the water level was low during the visual inspection) and extending approximately 3.5m out of the water and approximately 1m above the 118 m AHD water level on the bund between Basin 1 and Basin 3. The piles also appeared to have an average height of 1m above ground surface and were comprised of a variety of rock sizes.	C	
Revegetate water body margins adjacent to the created outcrop with appropriate semiaquatic plants including: <ul style="list-style-type: none"> - Marsh Club-rush <i>Bolboschoenus medianus</i> - Common Reed <i>Phragmites australis</i> - Sharp Club-sedge <i>Schoenoplectus pungens</i> - Water Ribbon <i>Triglochin procerum</i> - Southern Water-ribbons <i>Cycageton alcockiae</i> 	Visual Inspection	Revegetation plantings of inland margins of created habitat was evident from the visual inspection undertaken during the audit, however the 2023, 2024 and 2025 Biosis Monitoring reports have identified that further work is needed to improve revegetation in created habitat. A 10% cover of native shrub cover was only partially observed during the 2022/23, 2023/24 and 2024/25 monitoring seasons.	mnc	Maintain 10% cover of native shrubs and implement revegetation recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.
Revegetate inland margins of created habitat with appropriate shrub species at: <ul style="list-style-type: none"> - a rate of 400 plants per hectare and - a ratio of 3 Tree Violets <i>Melicytus dentatus</i> s.s. to 0.5 Black Wattle <i>Acacia mearnsii</i> / Blackwood A. melanoxylon to 0.5 Sweet Bursaria <i>Bursaria spinosa</i>. 	Visual Inspection	As above	mnc	As above

<p>Allow for the maximum predicted water levels of the former quarry pit environment following bunding and dewatering of Basin 5 and dewatering Stage 5 and 6 during operation.</p>	<p>Visual Inspection</p> <p>AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023</p> <p>Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025</p>	<p>Allowance has been made for the maximum predicted water levels of the former quarry pit environment.</p>	<p>C</p>	
<p>4.2.5 Management and Monitoring</p>				
<p>Implement measures to manage weeds and pest animals in areas of created habitat including engaging appropriately licensed personnel to:</p> <ul style="list-style-type: none"> - Control CaLP listed shrub weeds to minimise shading of basking sites and allow native plants to establish and persist. Use spot spraying of pesticides to reduce detrimental impacts to Corangamite Water Skink. Use hand pulling or grubbing with hand tools where herbicide application will adversely impact on Corangamite Water Skink or their habitat. - Control rabbits and hares to reduce damage to created habitat (e.g. grazing of plantings and/or warrens occupying microhabitat for Corangamite Water Skink). Mechanical destruction of warrens should not be undertaken in areas of known Corangamite Water Skink habitat. - Control introduced predators such as foxes and cats. 		<p>Holcim advise that they do engage a contractor for managing of weeds and pest animals, however the contractor does not supply any formal report to verify the control measures that have been implemented. They only provide an invoice for the work undertaken.</p>	<p>C-OfI</p>	<p>Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented.</p>
<p>Monitor the use of created habitat by Corangamite Water Skink (see Section 6). If created habitat becomes occupied by Corangamite Water Skink it will be rendered unsuitable as a release site (as outlined in Section 5.2.2).</p>	<p>Visual Inspection</p> <p>AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023</p> <p>Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025</p>	<p>CWS populations have been monitored in 2022 by AECOM and 2023, 2024 and 2025 by Biosis and confirmed that created habitat is being used by CWS</p>	<p>C</p>	
<p>Include habitat creation requirements in the rehabilitation plan to be prepared for Stage 5 and Stage 6 to be implemented at completion of extraction in those areas.</p>	<p>Colac Quarry Work Plan Variation – Colac Quarry Extension Stage 5 and 6 - WA158</p>	<p>Section 3.0 - Rehabilitation Plan of the Holcim Colac Quarry Work Plan Variation (6 Sept 2021) included principles and actions to be implemented for the CWS as part of the rehabilitation of the quarry.</p> <p>Figure F4 - Rehabilitation Plan Stage 5 and 6 identified indicative zones of beaching and CWS habitat to be created during rehabilitation</p>	<p>C</p>	

<p>Monitor water levels in the northern pits to ensure they do not exceed the predicted maximum of 118 mAHD. Implement the following measures:</p>	<p>WSP - Surface water and Groundwater Monitoring Reports - March 2023, Sept 2023, March 2024, September 2024, March 2025</p>	<p>The March 2023, Sept 2023, March 2024 and Sept 2024 water monitoring reports (conducted by an external consultant) revealed water levels in Basins 1, 2 and 3 of >116.4 mAHD, >116 mAHD and >116 mAHD respectively (except for Basin 3 in March and Sept 2024 which had a recorded water level of between 116 to <116.8 mAHD). The March 2025 water monitoring report revealed water levels in Basins 1, 2 and 3 of 116.3 mAHD, >116 mAHD and between 116 to <116.8 mAHD respectively).</p> <p>Holcim advise that water levels within the Northern Pits have not exceeded the 117 mAHD trigger level or 118 mAHD during the audit period, however this could be verified based on the data provided.</p> <p>Whilst water levels in the northern pit are being recorded on a biannual basis (by an external consultant), it is considered that the current reporting approach applied by the consultant is predominantly for the purpose of determining water volumes within the northern pit. As such additional records should be included in the biannual reports to clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.</p> <p>Whilst it is acknowledged that in February 2025, Holcim commenced monthly recording of water levels in the northern pit which have demonstrated that water levels have not exceeded the 117 mAHD trigger level or 118 mAHD during, the monthly water level monitoring was not undertaken throughout the audit period.</p>	<p>mnc</p>	<p>Request that the consultant undertaking the biannual water level monitoring in the northern pits, clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and/or if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.</p>
<p>- Monthly monitoring of water levels based on the water level gauge in the northern pits during Stage 5 and Stage 6 operations.</p>		<p>It is acknowledged that in February 2025, Holcim commenced its own monthly recording of water levels in the northern pit, however monthly water level monitoring was not undertaken throughout the entire audit period.</p>	<p>mnc</p>	<p>Continue conducting monthly monitoring of water levels based on the water level gauge in the northern pits and keep records of the monthly monitoring.</p>
<p>- Setting of a trigger level of 117 mAHD for the Quarry Operator to initiate an evaluation of the rate of groundwater dewatering and remaining pit life of Stage 5 and Stage 6.</p>	<p>Visual inspection</p>	<p>A trigger gauge of 117 mAHD was observed in the northern pits (refer to photo below) during the visual inspection. Water levels were observed to be below the 117 mAHD level during the site inspection.</p>	<p>c</p>	

	- Implementation of alternative water management measures approved under existing operations if water levels in the northern pits may exceed 118mAHD. These measures include: Temporarily cease dewatering in the Stage 5 and/or Stage 6 pits if increase in water levels is related to high rainfall events.		Alternative water management measures can be implemented as required but Holcim have advised that they have not needed to be	NT	
	Irrigation of land within the quarry.		As above	NT	
	Placement of water into other areas of the quarry where extraction has been completed, such as the SDA, to maximise habitat opportunities for Corangamite Water Skink.		As above	NT	
	Placement of additional water into the SDA must be consistent with the objectives in the approved End Use Plan (Biosis, 2017) and rehabilitation stage reached in the SDA.		As above	NT	
4.3	Protection Mechanism				
	Habitat created for Stage 5 and 6 is to be protected in perpetuity through a section 173 agreement on title under the Planning and Environment Act 1987.	S173 Agreement between Colac Otway Shire and Holcim	Sighted the Section 173 agreement including the establishment of habitat creation areas (i.e. Offset areas) that was executed on the 23/03/2022 prior to commencement of the action	C	
5.0 SALVAGE AND RELOCATION					
5.1	AIM				
	To undertake a salvage and relocation program for Corangamite Water Skinks to capture individuals from areas of habitat to be removed and relocate them to nearby created habitat.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022	The aims of the salvage and relocation program appear to in the main have been achieved. Refer to further comments and recommendations below		
	To undertake the salvage and relocation program in accordance with the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Biosis Research 2010) where applicable to Stage 5 and Stage 6.	AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023			
5.2	ACTIONS				
	The salvage and relocation program entails a number of actions which need to be undertaken prior to, and during, the program. The program should be implemented by suitability qualified ecologists on behalf of Holcim.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	Actions associated with the CWS salvage and relocation program have been implemented by suitability qualified ecologists from AECOM	C	
5.2.1	Timing				
	Do not commence dewatering of Basin 5 or earthworks within 50 metres of areas of suitable habitat until salvage has been completed. The only exception to this approach would be the determination by project ecologists that salvage would be more effective and/or safer to be completed after Basin 5 is dewatered.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	Dewatering commenced in March 2023 following the completion of the salvage and relocation program.	C	
	Salvage needs to be undertaken immediately prior to works to reduce the risk of individuals moving back into the habitat between the time of salvage and works commencing. For this management plan, 'immediately prior' is defined as no more than 1 month prior.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	AECOM report that salvage activities were completed the day before the stage 6 works commenced, therefore meeting the requirement to be undertaken 'immediately prior (i.e. no more than 1 month prior)'. Email correspondence between AECOM and the Department (15 Dec 2021)	C	
	Undertake salvage during the optimal months of October and November. This is the time when gravid females are basking more often to ensure foetal development and coincides with the lowest number of animals in the populations annual cycle (Biosis Research 2010). Only one litter is produced each year in late December (DSE 2003).	As above	AECOM report that salvage occurred during late March 2022 (which is less optimal but still compliant with the Corangamite Skink Management Plan) with an additional salvage program undertaken during late February 2023.	C	
	Salvage could also occur in September or March to April however this timing is less optimal.	As above	Refer to comments above	C	
	December to January is particularly sub-optimal as this coincides with the timing of litters being born (DSE 2003).	As above	No salvage was undertaken during the period December to January	C	
	Do not undertake salvage during the cooler months (May to August) when the species is inactive.	As above	No salvage was undertaken during the cooler months (i.e. May to August)	C	
5.2.2	Pre-salvage requirements				
	Targeted surveys				
	- Conduct two days of pre-salvage targeted surveys within Stage 5 and Stage 6 to confirm the location of known animals and determine whether additional areas not previously identified are inhabited by animals.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	Pre-salvage targeted surveys of Stage 6 was completed during annual population monitoring between the 24 – 25 January 2022 and 1-2 and 9 February 2022 and again on 23 March 2022 on the first day of the deployment to conduct the salvage program. Those surveys confirmed the occurrence of eight individuals on the wall of Basin 5. Pre-salvage targeted surveys are yet to be undertaken for Stage 5 as works in this area has not yet commenced and is not scheduled to commence any time in the near future.	C	

Identification of release sites			
- Do not undertake salvage until release site/s have been identified and assessed for suitability.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	Two areas were identified as suitable for release of Corangamite Water Skink within the boundaries of the quarry; Area 1 was located on the southern boundary of Basin 6 and Area 2 was located in the north-east of Basin 1. In addition two days of pre-salvage visual surveys of habitat was undertaken during 15 to 16 February 2023 prior to release activities.	C
- Identify areas of optimal habitat for release of salvaged Corangamite Water Skink. Optimal habitat is areas of fractured and jumbled large rocks with some shrub cover adjacent to water. This habitat can be existing or created but should be in locations that allow for the predicted maximum water level of 118m AHD and will be retained in perpetuity.	As above	The two areas of habitat were created in October 2019	C
- Prioritise created habitat provided it has been completed at least 9 months prior (and that incorporates a full spring-summer season) to allow a period of settling and colonisation by appropriate invertebrate prey and establishment of vegetation.	As above	The two areas of habitat had been in place for two full spring-summer seasons, allowing for settlement of the habitat, establishment of vegetation and time for the colonisation of invertebrate prey.	C
- Survey potential release sites to determine whether they are occupied by Corangamite Water Skink. If potential release sites are occupied then they will generally be deemed unsuitable as a release site. As explained by Biosis Research (2010) this is 'due to the territorial nature of the animals and the expectation that resident Water Skinks would prevent newly released animals from establishing at the site' (pg 8).	As above	Survey of the identified areas of habitat did not identify any Corangamite Skinks already occupying these areas or within 15 lineal meters of these areas.	C
- Assign a minimum of 15 metre linear distance from a location known to be occupied by Corangamite Water Skink to allow for the potential home range of the resident individual/s. According to Peterson and Robertson (2011), Corangamite Water Skink occupy small home ranges (most <10m ²) therefore buffering by 15 metres either side of a location should avoid releasing a new individual into the home range of an existing individual (applying an assumption that the home range is 1 m x 10m) and allow for the potential for there to be other individuals present at, or near the location, given the species also tends to be social.	As above	The identified areas were assigned a minimum of 15 lineal metres from any other location known to be occupied by Corangamite Water Skink.	C
- Do not use a release site outside the boundaries of the quarry.	As above	No release sites were used outside the boundary of the quarry	C
Authorisations			
- Do not commence dewatering or earthworks within 50 metres of areas of suitable habitat identified within Stage 5 or Stage 6 until salvage is complete and written confirmation of its completion is provided. Suitable habitat is defined as areas identified during previous surveys (Figure 3 – Appendix A) and any additional habitat identified during pre-salvage targeted surveys.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022	Dewatering commenced in March 2023 following the completion of the salvage and relocation program.	C
- Do not commence salvage without authorisation under the Wildlife Act 1975 (refer to Section 5.4)	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023 Email correspondence between AECOM and the Department (15 Dec 2021)	AECOM notified the Department of Environment, Land and Water Protection (DELWP) on 15 December 2021 of the timing for commencement of the salvage scheduled for late February 2022 (which was subsequently delayed to March 2022).	C
- Do not commence salvage without notifying DELWP in accordance with authorisation under the Wildlife Act (refer to Section 5.4).	As above Email correspondence between AECOM and the Department Environment Research Coordinator (18 Jan 2022)	AECOM notified the DELWP Environment Research Coordinator via email on 18 January 2022 of salvage works being conducted under a permit. AECOM also report that written confirmation of the completion of the salvage was provided to Holcim via email on 31 March 2022 enabling them to commence Stage 6 works.	C
5.2.3 Trapping			
Undertake a minimum of 4 days of trapping immediately prior to habitat removal, at locations where Corangamite Water Skink are observed during pre-salvage survey. Conduct trapping in accordance with the approach outlined in Section 5.2 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Biosis Research 2010). This approach has been approved by DELWP as part of the preparation of the plan and includes:	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	AECOM report that five days of trapping was conducted prior to the commencement of Stage 6. Due to safety constraints traps were only able to be distributed as close to known populations as possible. Trapping was conducted in accordance with the approach outlined in section 5.2 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Biosis Research 2010) as summarised in comments below:	C
- Place traps out by 9am and monitoring until 6pm each day when they are to be closed or taken away	As above	AECOM report that traps were opened between 9am - 4pm	C
- Position traps between rocks or in crevices with the lip of the trap level with surrounding rocks beneath shrubs where possible to reduce heat stress.	As above	AECOM report that traps were placed between rocks along the top of basin 5 and Basin 2 walls	C
- Place refugia into traps to reduce exposure and stress.	As above	AECOM report that grass material was placed into the traps to provide shelter and reduce stress	C
- Transfer any Corangamite Water Skink caught during salvage to securely tied, dry cloth bag and place immediately into a Styrofoam box to prevent heat stress.	As above	AECOM report that CW Skinks that were caught during salvage were placed into securely tied dry cloth bags and placed in an esky to prevent heat stress.	C

	- Record the location of all Corangamite Water Skink found using GPS.	As above	AECOM report that locations were recorded using ArcGIS on an Apple iPhone	C	
	- Continue trapping as required if more than two Corangamite Water Skinks are trapped on each of the final days of the salvage period. Continue until no skinks are caught.	As above	AECOM report that only two CW Skinks were caught on the last day of trapping in March 2022 and no individuals were captured on the last day of trapping in late February 2023 and as such salvage works concluded on both occasions.	C	
5.2.4	Release				
	- Implement health evaluation as outlined Section 5.3.1 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	AECOM report that prior to release the health of each individual was assessed, however a record of the health of each individual as outlined in Section 5.3.1 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B) was not included in the AECOM reports.	mnc	In future salvage and release works keep a record of the health evaluation of each individual CWS that is captured and released in accordance with the health evaluation as outlined in Section 5.3.1 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).
	- Implement measures outlined in Section 5.3.2 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan relating to Corangamite Water Skink mortalities (Appendix B).	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	AECOM report that no mortalities of the captured CWS occurred during salvage and relocation activities.	C	
	- Take high resolution photographs of the ventral surface of each individual Corangamite Water Skink caught in accordance with Section 5.3.3 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	The AECOM reports do not include high resolution photographs of the ventral surface of each individual Corangamite Water Skink caught in accordance with Section 5.3.3 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B)	mnc	In future salvage and release works take high resolution photographs of the ventral surface of each individual Corangamite Water Skink caught in accordance with Section 5.3.3 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).
	- Follow the release procedures outlined in Section 5.3.5 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B).	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2024	The release procedures were in the main followed as outlined in section 5.3.5 of the Translocation plan including a minimum five metres distance was maintained between concurrently released animals to reduce the risk of antagonistic encounters.	C	
	- Survey release site immediately prior to relocation to confirm if it is occupied by Corangamite Water Skink for the same reasons outlined in Section 5.2.1 above. Do not release animals at the site if another Corangamite Water Skink is present.	AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	AECOM reported that a release area was identified based on habitat structure and whether any CWS were observed utilising the habitat during two days of pre-salvage visual surveys of the habitat conducted on the 15 and 16 February 2023.	C	
5.3	OHS CONSIDERATIONS				
	Safety measures applicable to the location and the activity must be adopted. These measures include, but are not limited to the following:	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	Refer to below comments	C	
	Salvage team members must - Complete the Holcim site induction and any other relevant site access inductions - Wear Personal Protective Equipment (PPE); minimum standard is high visibility safety vest and steel capped safety boots but could also include items such as hard hat, gaiters, ear plugs and safety glasses or any other equipment as required.	As above	AECOM report that the following OHS measures were adopted: - Damstra induction access to the site - Minimum standards PPE was worn including gaiters, gloves and PFDs - Vehicles were fitted with operational flashing beacon located on top of vehicle	C	
	- Vehicles must be fitted with an operational flashing beacon located on top of the vehicle	As above	As above	C	
	The suitably qualified consultant must hold all necessary insurance cover for its staff members.	As above	Holcim require all contractors to hold necessary insurances in order to be inducted and contracted on the site	C	
5.4	AUTHORISATIONS				
	A Management Authorisation (permit) issued under the Wildlife Act 1975 is required from DELWP to undertake salvage and relocation of Corangamite Water Skinks and only suitably qualified and authorised persons are to undertake salvage and relocation. AECOM hold a management authorisation which allows for the salvage and relocation of CWS within the same site and within 100 m of the point of capture (permit no. 10008049). In this instance, the likely point of release is the edge of the former quarry pit within the same site but more than 100 m from the CWS records within Stage 5 and Stage 6. AECOM therefore sought confirmation from the DELWP Translocation Evaluation Panel (TEP) that the action of moving the individuals more than 100 m to suitable habitat within the Colac Quarry site does not require an application to the TEP. The TEP advised that a translocation proposal is not required in this case.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023 Email correspondence between AECOM and the Department (15 Dec 2021)	AECOM notified the Department of Environment, Land and Water Protection (DELWP) on 15 December 2021 of the timing for commencement of the salvage scheduled for late February 2022 (which was subsequently delayed to March 2022).	C	

<p>The DELWP Environmental Research Coordinator must be notified of salvage works being conducted under a permit. At that time, advice received from the TEP must be provided to indicate that relocation of Corangamite Water Skinks beyond 100 m but within the quarry site is permitted.</p>	<p>As above Email correspondence between AECOM and the Department Environment Research Coordinator (18 Jan 2022)</p>	<p>AECOM notified the DELWP Environment Research Coordinator via email on 18 January 2022 of salvage works being conducted under a permit. AECOM also report that written confirmation of the completion of the salvage was provided to Holcim via email on 31 March 2022 enabling them to commence Stage 6 works.</p>	<p>C</p>
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6.0 POPULATION MONITORING

<p>6.1 AIMS</p>	<p>Monitoring of Corangamite Water Skink within Colac Quarry aims to: - Assess the success of trapping and relocation program for Stage 5 and Stage 6. - Assess the success of habitat creation. - Ascertain whether quarry activity, particularly rock extraction in Stage 5 and Stage 6, has an impact on the resident population of Corangamite Water Skink. As outlined in Section 6 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B) this will be quantified by: - Ongoing presence of animals within retained and created habitat over successive years. - An increase in numbers of Corangamite Water Skinks within created habitat.</p>	<p>AECOM - Corangamite Water Skink Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 8 Dec 2022 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd</p>	<p>The aims for monitoring of the CWS appears to have been met. Refer to specific comments below.</p>	<p>C</p>
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6.2 ACTIONS

<p>Monitor the Corangamite Water Skink population annually for a period of 10 years following commencement of the Stage 5 and Stage 6 extension.</p>	<p>AECOM - Corangamite Water Skink Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 8 Dec 2022 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd</p>	<p>The Corangamite Water Skink population was monitored annually during the following periods: • 2021/22 with a total of 30 CSW observed (23 adults and 7 sub-adults); • 2022/23 with a total of 23 CWS observed (20 adults and 3 juveniles); • 2023/24 with a total of 32 CWS observed (all adults); • 2024/25 with a total of 25 CWS observed (all adults);</p>	<p>C</p>
<p>Undertake monitoring in accordance with the methods outlined in Section 6.3 of the Holcim Colac Quarry Corangamite Water Skink Translocation Plan (Appendix B) and the 10-year review of monitoring (Biosis 2018).</p>	<p>As above</p>	<p>A review of the AECOM and Biosis population monitoring reports confirms that monitoring was undertaken consistent with the method adopted in the Survey guidelines for Australia's threatened reptiles (DSEWPac 2011)</p>	<p>C</p>
<p>This includes conducting surveys each year in the following areas: - A reference site, supporting a known population of the Corangamite Water Skink at Meredith Park on the northern shore of Lake Colac (surveyed on each day of survey to ascertain that Corangamite Water Skinks were active on the day).</p>	<p>As above</p>	<p>Monitoring was undertaken at Meredith Park on the northern shore of Lake Colac during the following periods: • 2021/22 with 6 CWS recorded; • 2022/23 with 11 CWS recorded; • 2023/24 with 8 CWS recorded; • 2024/25 with 28 CWS recorded;</p>	<p>C</p>
<p>- Margins of the former (flooded) quarry including the basin area that supplies water to the quarry processing facility on the western side of the study area.</p>	<p>As above</p>	<p>Monitoring was undertaken at margins of the former (flooded) quarry including the basin area that supplies water to the quarry, during the following periods: • 2021/22 with a total of 26 CWS recorded; • 2022/23 with a total of 23 CWS recorded; • 2023/24 with a total of 32 CWS recorded; • 2024/25 with a total of 25 CWS recorded;</p>	<p>C</p>

- Created habitat on the southern shore of the former quarry.	As above	Monitoring was undertaken at the created habitat on the southern shore of the former quarry, during the following periods: <ul style="list-style-type: none"> • 2021/22 with 1 CWS recorded; • 2022/23 with 1 CWS recorded; • 2023/24 with 2 CWS recorded; • 2024/25 with 4 CWS recorded; 	C
- Habitat created as part of implementing this plan in accordance with Section 4 above.	As above	Refer to comments above demonstrating that CWS population was monitored in habitat created as part of implementing this plan	C

7.0 REPORTING AND REVIEW

7.1	AIM			
	To document the outcomes of the implementation of this Plan and provide an opportunity to revise the approach as needed.	Refer to comments below		
7.2	ACTIONS			
	Prepare a report on the salvage and relocation program on completion of salvage. Submit the report to: <ul style="list-style-type: none"> - DELWP Translocation Evaluation Panel - DELWP Environmental Research Coordinator as a requirement of the management authorisation - Other DELWP officers – Garry Peterson- Program Manager Natural Environment Programs 	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023 Email correspondence between Holcim and the Department (8 Dec 2022 and 12 Dec 2022)	Salvage and Relocation report prepared by AECOM. Sighted an email from Holcim to the Department (dated 8 Dec 2022) including the Translocation Evaluation Panel, Environmental Research Team and the Program Manager Natural Environment Programs demonstrating submission of the salvage and relocation report.	C
	Prepare a report annually detailing the results of post-release monitoring. Submit the report annually to: <ul style="list-style-type: none"> - DELWP Environmental Research Coordinator as a requirement of the management authorisation - Other DELWP officers – Garry Peterson Program Manager Natural Environment Programs 	AECOM - Corangamite Water Skink Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 8 Dec 2022 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd	Annual compliance reports are prepared and have been submitted to the Department and posted on the Holcim Colac Quarry website	C
	Prepare a review report at the completion of the salvage and monitoring program.		The monitoring program is ongoing and not due for completion until 2032, at which time a review report will be prepared.	NT

LEGEND *Compliance is rated as follows:

C	Compliant - Verified to comply with what is stated;
C-OfI	Observation - opportunity for improving the management system and/or operational controls exists;
mnc	Non-compliant - minor actual or potential issue having limited impact; systems implementation or documentation type issue;
MNC	Non-Compliant - significant deviation from what is specified within approval documents/management plans with potential or actual significant impact;
NA	Not Applicable – Not Auditable or not in scope (see comments for reason why)
NT	Not Triggered - Condition has an activation or timing trigger or is not able to be verified within the time of the audit

CORANGAMITE WATER SKINK MANAGEMENT PLAN - SUMMARY OF ACTIONS - STAGE 5 AND STAGE 6

AUDITEE: HOLCIM (AUSTRALIA) PTY LTD

APPROVAL: Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530)

ACTION NUMBER	ACTION DESCRIPTION	TIMEFRAME	AUDIT FINDINGS	DURATION	RESPONSIBILITY	PERFORMANCE TARGET	FOLLOW UP ACTION IF TARGET NOT MET	EVIDENCE COLLECTED	AUDIT FINDINGS	COMPLIANCE* STATUS	RECOMMENDATION
HABITAT PROTECTION											
1	Protect all areas of retained and created CWS Pre-commencement habitat	Prior to quarrying		Once	Quarry Operator	Habitat protected from quarrying activities through clear demarcation. Measures such as star picket and wire fence or earth bund may be used to achieve demarcation between quarry areas and created habitat.	Review habitat protection measures if habitat is not protected from quarry activities. Implement additional or different measures if required.	Visual inspection	Whilst the visual inspection of existing habitat areas during the site inspection revealed that areas within Stage 5 and the central extraction area (CEA) are fenced off from operational activities, there are some areas of existing habitat around the central dam area (within Stage 5) and within the CEA that have not been appropriately demarcated to protect retained habitat from inadvertent damage should operational activities progress into those areas in the future.	mmc	Provide clear demarcation for all habitat protected areas including the following areas identified in this audit as not demarcated: • the central dam created habitat area in Stage 5a; and • created habitat areas in the central extraction area (CEA).
HABITAT CREATION											
2a	Create new habitat in the northern pits to offset direct and indirect habitat loss for Stage 6	Pre-commencement	At least 9 months prior to commencement of Stage 6 incorporating a full spring-summer season.	Once	Quarry Operator	240 lineal metres created	Create additional habitat to achieve the 240 lineal metres within 1 month of performance target not met.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	240 lineal metres of new habitat was created in October 2019 (i.e. greater than 9 months prior to commencement of stage 6) comprising: - 160 lineal metres on the northern and north-eastern margins of Basin 1; - 40 lineal metres on southern margin of Basin 4; and - 40 lineal metres on eastern margin of Basin 6. 100 lineal metres of habitat was created on the eastern margin of Basin 4 in November 2021. Stage 5 has not yet commenced and Holcim advise that there are no plans to commence action within this area in the near future.	C	
2b	Create new habitat in the northern pits to offset direct habitat loss for Stage 5	Pre-commencement	At least 9 months prior to commencement of Stage 5 incorporating a full spring-summer season.	Once	Quarry Operator	100 lineal metres created	Create additional habitat to achieve the 100 lineal metres within 1 month of performance target not met.		Stage 5 has not yet commenced and Holcim advise that there are no plans to commence action within this area in the near future.	NT	
3	Create supplementary habitat to mitigate the impacts of water level increase prior to salvage and relocation	Pre-commencement	At least 2 months prior to Stage 6 commencement.	Once	Quarry Operator	150 lineal metres created	Create additional habitat to achieve the 150 lineal metres within 1 month of performance target not met.	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	150 lineal metres was created in November 2021	C	
4a	Create habitat on the terminal faces of the new pit of Stage 6 to offset indirect loss of Stage 5.	Rehabilitation	Prior to groundwater being reached in Stage 5.	Once	Quarry Operator	280 lineal metres created	Create additional habitat to achieve the 280 lineal metres.		Terminal faces within Stage 6 have not yet been developed	NT	
4b	Create habitat on the terminal faces of new pit of Stage 6 to further compensate habitat loss for Stage 6.	Rehabilitation	Completed as part of rehabilitation of Stage 6	Once	Quarry Operator	140 lineal metres created	Create additional habitat to achieve the 140 lineal metres.		Terminal faces within Stage 6 have not yet been developed	NT	
4c	Create habitat on the terminal faces of new pits to further compensate habitat loss for Stage 5.	Rehabilitation	Completed as part of rehabilitation of stages	Once	Quarry Operator	250 lineal metres created	Create additional habitat to achieve the 250 lineal metres.		Terminal faces have not yet been developed	NT	
2a – 4c						Population number remains within 50% of the count in the previous year.	As per Action 11.		Refer to comments for Action 11 below		
SALVAGE AND RELOCATION											
5	Obtain management authorisation	Pre-commencement	Prior to salvage of Stage 6 Prior to salvage of Stage 5	Once	Suitably qualified ecological consultant	Management authorisation obtained	Obtain management authorisation prior to salvage	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	AECOM notified the Department of Environment, Land and Water Protection (DELWP) on 15 December 2021 of the timing for commencement of the salvage scheduled for late February 2022 (which was subsequently delayed to March 2022).	C	
6	Advise DELWP of salvage commencement	Pre-commencement	Prior to salvage of Stage 6 Prior to salvage of Stage 5	Once	Suitably qualified ecological consultant	DELWP advised.	Advise DELWP prior to salvage, or as soon as absence of notification identified.	Email correspondence between AECOM and the Department (15 Dec 2021) As above Email correspondence between AECOM and the Department Environment Research Coordinator (18 Jan 2022)	AECOM notified the DELWP Environment Research Coordinator via email on 18 January 2022 of salvage works being conducted under a permit. AECOM also report that written confirmation of the completion of the salvage was provided to Holcim via email on 31 March 2022 enabling them to commence Stage 6 works.	C	
7	Identify release site/s	Pre-commencement	Two months prior to salvage of Stage 6 Two months prior to salvage of Stage 5	Once for each stage.	Suitably qualified ecological consultant in conjunction with Quarry Operator	Release site/s identified.	Identify release site/s before survey.	As above	Two areas were identified as suitable for release of Corangamite Water Skink within the boundaries of the quarry; Area 1 was located on the southern boundary of Basin 6 and Area 2 was located in the north-east of Basin 1	C	
8	Undertake Corangamite Water Skink survey of potential release sites	Pre-commencement	One month prior to salvage of Stage 6 One month prior to salvage of Stage 5 Optimal timing: September to February	Minimum 2 days. Once for each stage.	Suitably qualified ecological consultant in conjunction with Quarry Operator	Survey completed.	Complete prior to salvage.	As above	Pre-salvage targeted surveys of Stage 6 was completed during annual population monitoring between the 24 – 25 January 2022 and 1-2 and 9 February 2022 and again on 23 March 2022 on the first day of the deployment to conduct the salvage program. Those surveys confirmed the occurrence of eight individuals on the wall of Basin 5	C	

9	Pre-salvage trapping survey of habitat to be removed	Pre-commencement	No more than 2 weeks prior to salvage in Stage 6. No more than 2 weeks prior to salvage in Stage 5. Optimal timing: September to February.	Minimum 2 days each stage.	Suitably qualified ecological consultant on behalf of Quarry Operator	Pre-salvage trapping completed.	Complete before salvage.	As above	Survey of the identified areas of habitat (23 March 2022) did not identify any Corangamite Water Skinks already occupying these areas or within 15 lineal meters of these areas.	C	
10	Salvage and release program	Pre-commencement	No more than 1 month prior to dewatering Basin 5 or earthworks within 50 metres of areas of suitable habitat (Basin 5 wall) for Stage 6. No more than 1 month prior to earthworks within 50 metres of areas of optimal habitat (farm dam) in Stage 5. Optimal timing: October to November Sub-optimal timing: September, February to April Ideally avoid December to January Unsuitable timing: May to August	Minimum 4 days or until no CWS trapped for each stage	Suitably qualified ecological consultant on behalf of Quarry Operator	Salvage completed.	Complete salvage and release prior to commencement of quarrying activities.	As above	AECOM report that five days of trapping was conducted prior to the commencement of Stage 6. Due to safety constraints traps were only able to be distributed as close as known populations as possible. Salvage and release occurred in late March 2022.	C	
MONITORING											
11	Monitor the Corangamite Water Skink population in Colac Quarry	Operation	Annually in Spring/Summer	Ten years from Stage 5 / Stage 6 extraction commence ment	Suitably qualified ecological consultant on behalf of Quarry Operator	Population number remains within 50% of the count in the previous year.	Review numbers in the context of the overall Lake Colac population and prevailing climatic conditions that year if numbers drop below historic range. Conduct additional monitoring to confirm if individuals overlooked during the survey. Review quarry operations, habitat protection and management measures in consultation with DELWP if contextual review suggests a reduction in population is restricted to the quarry environment and is not attributed to a change in climate.	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	The 2023 Biosis report does not appear to take into account the population survey for the 2021/22 period undertaken by AECOM which identified a population of 30 CWS in 2021/22. Biosis identified a population of 23 CWS within the 2022/23 population monitoring which is within 50% of the count of the previous year. Population monitoring for the 2023/24 season revealed the CWS population is within 50% of the count of the previous year. Population monitoring for the 2024/25 season revealed the CWS population is within 50% of the count of the previous year.	C	
12	Monitoring condition of the retained and created habitat	Operation	At time of population monitoring	Ten years from Stage 5 / Stage 6 extraction commence ment	Suitably qualified ecological consultant on behalf of Quarry Operator	Condition and integrity of habitat is maintained. At least 10% cover native shrubs	Supplementary planting Weed control (Action 17) Pest control (grazing pressure) (Action 18)	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	Monitoring of Corangamite Water Skink retained and created habitat has been undertaken annually for the following monitoring seasons: 2021/2022, 2022/23, 2023/24 and 2024/25. Condition and integrity of habitat is reported by suitably qualified ecologist's (i.e. Biosis) to have been maintained. A 10% cover of native shrub cover was only partially observed during the 2022/23, 2023/24 and 2024/25 monitoring seasons.	Maintain 10% cover of native shrubs and implement revegetation recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.	mmc
13	Monitor water levels in the northern pits	Operation	Monthly	Until dewatering of Stage 5 and Stage 6 ceases	Quarry Operator	Water level in the northern pits does not exceed 117mAHD. To meet this target, an interim target of 117 mAHd has been set.	Review of water management measures if evaluation predicts water levels may exceed 116 mAHd Liaise with DELWP with water levels exceed 117m AHD and during review of water management measures. Implement alternative water management measures if water levels in the northern pits may exceed 118mAHd (refer to Section 4.2.3).	WSP - Surface water and Groundwater Monitoring Reports - March 2023, Sept 2023, March 2024, September 2024, March 2025	The March 2023, Sept 2023, March 2024 and Sept 2024 water monitoring reports (conducted by an external consultant) revealed water levels in Basins 1, 2 and 3 of >116.4 mAHd, >116 mAHd and >116 mAHd respectively (except for Basin 3 in March and Sept 2024 which had a recorded water level of between 116 to <116.8 mAHd). The March 2025 water monitoring report revealed water levels in Basins 1, 2 and 3 of 116.3 mAHd, >116 mAHd and between 116 to <116.8 mAHd respectively. Holcim advise that water levels within the Northern Pits have not exceeded the 117 mAHd trigger level or 118 mAHd during the audit period, however this could be verified based on the data provided. Whilst water levels in the northern pit are being recorded on a biannual basis (by an external consultant), it is considered that the current reporting approach applied by the consultant is predominantly for the purpose of determining water volumes within the northern pit. As such additional records should be included in the biannual reports to clearly specify whether the water in the northern pits has reached the 117 mAHd trigger level and if the water is below the 118 mAHd specified level in the 2021 CWS Management Plan. Whilst it is acknowledged that in February 2025, Holcim commenced monthly recording of water levels in the northern pit which have demonstrated that water levels have not exceeded the 117 mAHd trigger level or 118 mAHd during the monthly water level monitoring was not undertaken throughout the audit period.	Request that the consultant undertake the biannual water level monitoring in the northern pits, clearly specify whether the water in the northern pits has reached the 117 mAHd trigger level and/or if the water is below the 118 mAHd specified level in the 2021 CWS Management Plan.	mmc

14	Monitor weeds in retained and created habitat	Operation and into rehabilitation phase	Annually	Ten years from Stage 5 / Stage 6 extraction commencement	Suitably qualified ecological consultant on behalf of Quarry Operator	<10% cover woody weeds < 20 % cover CALP Act listed weeds No new CALP Act listed weeds	Control weeds (Action 17)	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	Weed management targets are reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season but only partially met during the 2023/24 monitoring season but is reported to have been met during the 2024/25 monitoring season. Sighted Weed Spraying Record from Assassins Weed and Vermin Control (dated 21/10/24, 22/10/24 and 29/10/24)	mnc	Maintain 10% cover of native shrubs and implement revegetation recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.	
15	Monitor pest animals within quarry	Operation and into rehabilitation phase	Annually	Ten years from Stage 5 / Stage 6 extraction commencement	Quarry Operator	No discernible increase in pest animal numbers No additional pest animals established on the site.	Control pest animals (Action 18)	As above	Holcim advise that they do engage a contractor for managing of weeds and pest animals, however the contractor does not supply any formal report to verify the control measures that have been implemented. They only provide an invoice for the work undertaken.	C-OfI	Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented.	
MANAGEMENT												
16	Inspect and maintain measures protecting retained and created habitat	Operation	Bi-annually	Ongoing	Quarry Operator	Habitat protection measures as established in Action 3 and 4 remain in place. No incidents of accidental entry by personnel or equipment	Reinstate protective measures if damaged. Review protective measures in the event of an incident.	Visual inspection	Habitat protection measures as established in action 3 and 4 above appear to remain in place.	C		
17	Control weeds in retained and created habitat	Operation	Quarterly	Ongoing	Quarry Operator	<10% cover woody weeds < 20 % cover CALP Act listed weeds No new CALP Act listed weeds established (a species will be considered established if it has greater than 1% cover).	Review weed control measures. Review quarry activities to determine source of infestation.	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Sighted Weed Spraying Record from Assassins Weed and Vermin Control (dated 21/10/24, 22/10/24 and 29/10/24)	Weed management targets are reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season but only partially met during the 2023/24 monitoring season but is reported to have been met during the 2024/25 monitoring season.	mnc	Maintain 10% cover of native shrubs and implement revegetation recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.	
18	Control pest animals within quarry	Operation	Annually - March/April	Ongoing	Quarry Operator	Pest animal control completed if monitoring identifies it is required. Maintain a log of pest animal control events and numbers of pest animals managed	Review pest animal control measures. Implement log and documentation requirements if log not maintained	As above	Holcim advise that they do engage a contractor for managing of weeds and pest animals, however the contractor does not supply any formal report to verify the control measures that have been implemented. They only provide an invoice for the work undertaken. It could not be confirmed if the contractors personnel were appropriately licenced to undertake the work.	C-OfI	Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented.	
										mnc	Obtain from the contractor managing weeds and pest animals, copies of applicable licences to demonstrate that they are appropriately licenced to undertake the work, and keep these files on record	
REPORTING												
19	Corangamite Water Skink population and habitat monitoring	Operation	Annually	Ten years from Stage 5 / Stage 6 extraction commencement	Suitably qualified ecological consultant on behalf of Quarry Operator	Report produced annually and provided to DELWP within one month of final report issue Submit records of Corangamite Water Skink to the Victorian Biodiversity Atlas.	Complete report and provide to DELWP within one month of identification of absence of report. Submit records to the Victorian Biodiversity Atlas within one month of identification of records not lodged.	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	Annual population and habitat monitoring reports have been produced and provided to the Department. Sighted email from Holcim to the Department (dated 13 Oct 2023) providing a copy of the September 2023 Annual CWS Monitoring Report which is within one month of final issue of the report. Sighted records of submission to the Victorian Biodiversity Atlas (Project ID 7175, Project Name: 38645 - Colac Quarry CWS Stg 5/6 Monitoring) for survey dated 17/03/2023. Sighted email from Holcim to the Department (dated 26 Mar 2025) providing a copy of the 2024 Annual CWS Monitoring Report noting that this email was a resend of the 2024 report communication as the Department had requested it to be resent. Sighted records of submission to the Victorian Biodiversity Atlas (Project ID 8189, Project Name: 40429 Colac Quarry CWS Stg 5/6 Monitoring 2024) for survey dated 28/03/2024. Sighted email from Holcim to the Department (dated 24 Mar 2025) providing a copy of the 2025 Annual CWS Monitoring Report which is within one month of final issue of the report. Sighted records of submission to the Victorian Biodiversity Atlas (Project ID 8334, Project Name: 4Project Name: 41939 Colac Quarry for survey dated 04/02/2025.	C		

20	Population monitoring program	Operation	At completion of 10-year monitoring program	Once	Suitably qualified ecological consultant on behalf of Quarry Operator	Report produced at completion of 10 year monitoring program and provided to DELWP within one month of final report issue. Habitat creation commitments have been met and population has remained within 50% of the count in the previous year.	Complete and provide to DELWP within one month of identification of absence of report. Liaise with DELWP regarding the need for contingency measures.	10 year monitoring program commenced in 2021/22 and is still ongoing. Report to be produced at the end of the 10 year monitoring program.	NT
21	Maintain a log of all incidents and management activities	Operation	Annually and at completion of 10-year monitoring program	Ten years from Stage 5 / Stage 6 extraction commencement	Quarry Operator	Log of incidents to be maintained and to be available for inclusion in above reporting requirements.	Implement log and documentation requirements if log not maintained	Incidents and complaints are logged on ICARE. Holcim advise there have been no incidents or complaints against the requirements of CWS Management Plan and CWS Offset Strategy and Management Plan. However it is considered that the reporting of non-compliances identified under conditions 15 and 16 of the EPBC 2019/8530 approval are incidents the require logging.	mnc Ensure that a log of incidents (including the reporting of non-compliances identified under conditions 15 and 16 of the EPBC 2019/8530 approval) is maintained and available for inclusion in above reporting requirements.

LEGEND follows:

C	Compliant - Verified to comply with what is stated;
C-OfI	Observation - opportunity for improving the management system and/or operational controls exists;
mnc	Non-compliant - minor actual or potential issue having limited impact; systems implementation or documentation type issue;
MNC	Non-Compliant - significant deviation from what is specified within approval documents/management plans with potential or actual significant impact;
NA	Not Applicable – Not Auditable or not in scope (see comments for reason why)
NT	Not Triggered - Condition has an activation or timing trigger or is not able to be verified within the time of the audit

CORANGAMITE WATER SKINK MANAGEMENT PLAN - 9.0 IMPLEMENTATION SCHEDULE

AUDITEE: HOLCIM (AUSTRALIA) PTY LTD
APPROVAL: Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530)

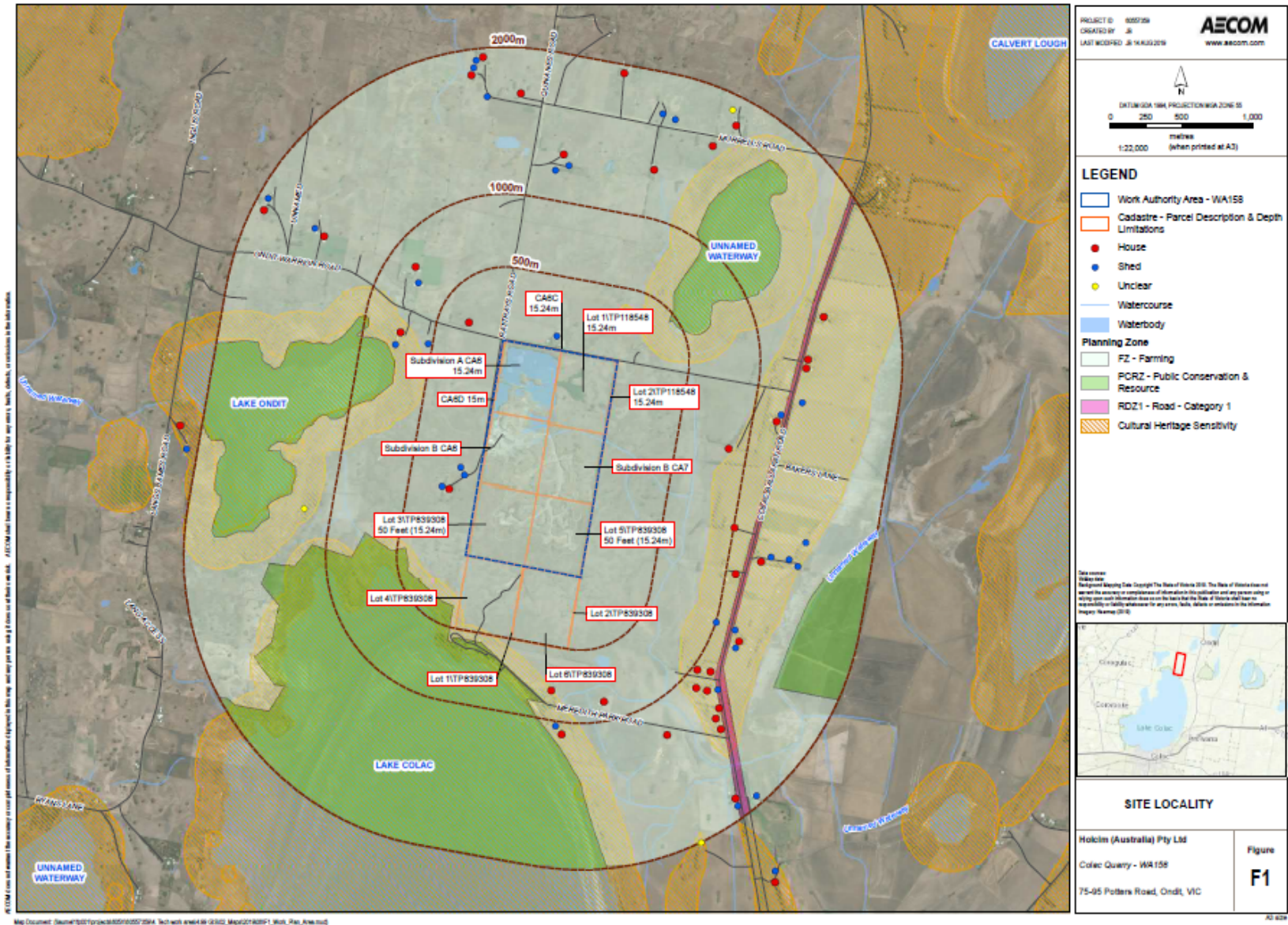
An outline of the timeframes for implementing the actions outlined in the management plan is provided in Table 2. The timeframes are separated into pre-commencement actions before any extension works start, actions to be completed prior to Stage 6 commencement as this is the first expansion area to be extracted, actions to be completed prior to Stage 5 commencement and operational requirements for the whole expansion.

TIMEFRAME	AIM	ACTION FOR IMPLEMENTATION	NOTES ON TIMING	EVIDENCE COLLECTED	AUDIT FINDINGS	COMPLIANCE* STATUS	RECOMMENDATION
PRE-COMMENCEMENT (ALL)							
6 months prior	Habitat protection	Retain and protect areas of existing or created habitat where possible		5173 Agreement between Colac Otway Shire and Holcim AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	Sighted the Section 173 agreement including the establishment of habitat creation areas (i.e. Offset areas) that was executed on the 23/03/2022 prior to commencement of the action (i.e. the action commenced on 31/03/2022). 240 lineal metres of new habitat was created in October 2019 (i.e. greater than 9 months prior to commencement of stage 6) comprising: - 160 lineal metres on the northern and north-eastern margins of Basin 1; - 40 lineal metres on southern margin of Basin 4; and - 40 lineal metres on eastern margin of Basin 6. 100 lineal metres of habitat was created on the eastern margin of Basin 4 in November 2021. Stage 5 has not yet commenced and Holcim advise that there are no plans to commence action within this area in the near future.	C	
	Habitat management	Control pest animals and weeds in areas of existing or created habitat	On going	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	Weed management targets are reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season but only partially met during the 2023/24 monitoring season but is reported to have been met during the 2024/25 monitoring season. Sighted Weed Spraying Record from Assassins Weed and Vermin Control (dated 21/10/24, 22/10/24 and 29/10/24)	mnc	Maintain 10% cover of native shrubs and implement revegetation recommendations specified in the AECOM (25 May 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.
2 months prior	Habitat creation	Create a minimum of 150 lineal metres of additional habitat to augment existing habitat in Basin 4 and Basin 6.		AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	150 lineal metres was created in November 2021	C	
	Monitoring	Undertake Corangamite Water Skink survey of release sites / monitoring of created habitat	Two months prior to salvage. Optimal timing: September to February	As above	Pre-salvage targeted surveys of Stage 6 was completed during annual population monitoring between the 24 – 25 January 2022 and 1-2 and 9 February 2022 and again on 23 March 2022 on the first day of the deployment to conduct the salvage program. Those surveys confirmed the occurrence of eight individuals on the wall of Basin 5	C	
	Salvage and relocation	Obtain management authorisation	Two months prior to salvage	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	AECOM notified the Department of Environment, Land and Water Protection (DELWP) on 15 December 2021 of the timing for commencement of the salvage scheduled for late February 2022 (which was subsequently delayed to March 2022). AECOM notified the DELWP Environment Research Coordinator via email on 18 January 2022 of salvage works being conducted under a permit. AECOM also report that written confirmation of the completion of the salvage was provided to Holcim via email on 31 March 2022 enabling them to commence Stage 6 works.	C	
		Advise DELWP of salvage commencement	One month prior to salvage	As above	As above		C
STAGE 6 - PRE-COMMENCEMENT							
9 months prior (at least and incorporating a full spring-summer season)	Habitat creation*	Create minimum of 240 lineal metres of new habitat adjacent to existing waterbody prior to salvage and relocation		AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	240 lineal metres was created in October 2019 and November 2021	C	
0 – 2 months prior to Stage 6 commencement	Salvage and relocation	Identify release site/s	One month prior to salvage for Stage 6.	As above	Two areas were identified as suitable for release of Corangamite Water Skink within the boundaries of the quarry; Area 1 was located on the southern boundary of Basin 6 and Area 2 was located in the north-east of Basin 1	C	
		Survey potential release sites to determine if occupied	One month prior to salvage for Stage 6. Optimal timing: Spring/Summer	As above	As above	C	

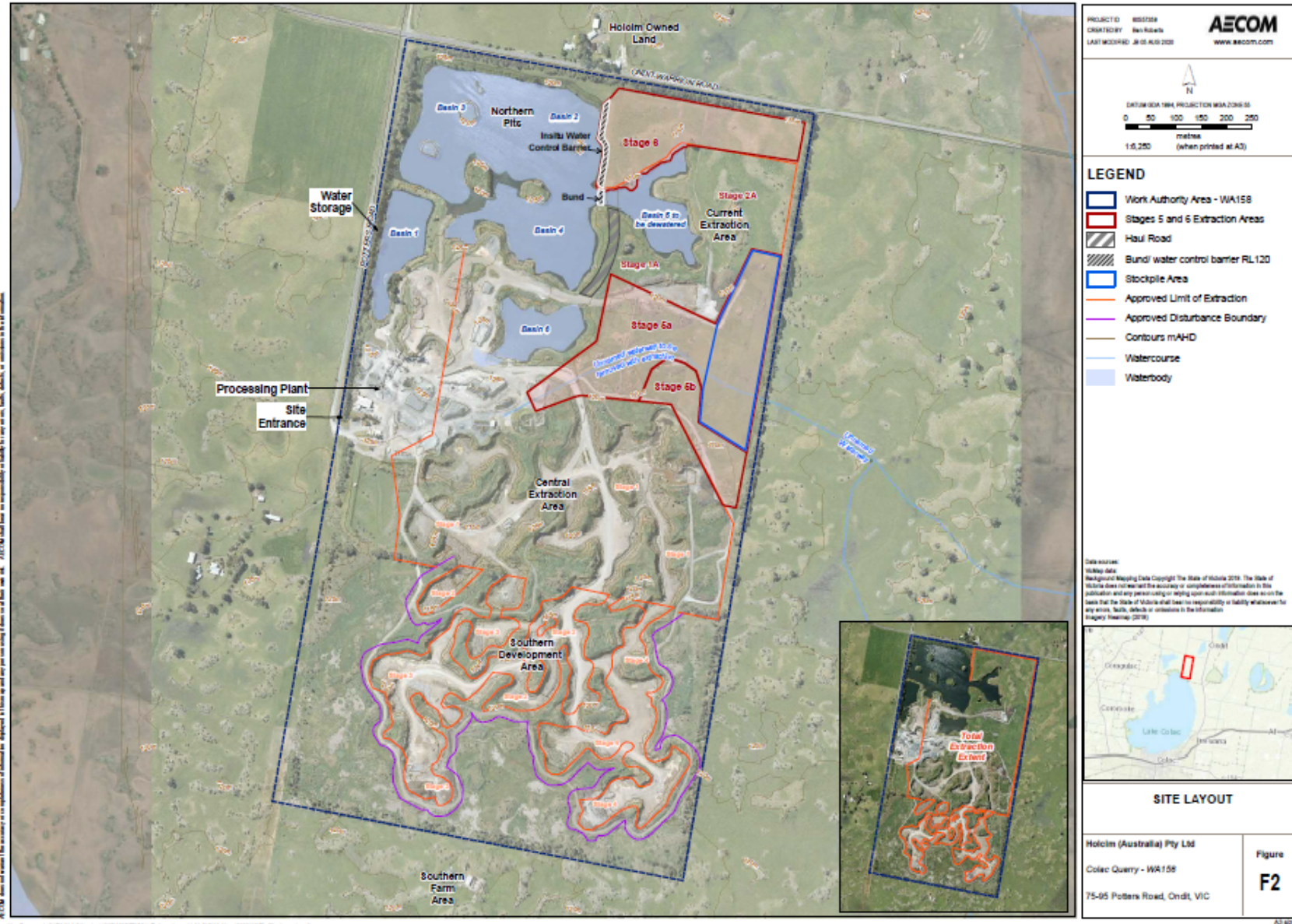
	Undertake pre-salvage trapping survey of habitat to be removed for Stage 6 (Basin 5 wall)	No more than 2 weeks prior to salvage in Stage 6. Optimal timing: September to February.	As above	Pre-salvage targeted surveys of Stage 6 was completed during annual population monitoring between the 24 – 25 January 2022 and 1-2 and 9 February 2022 and again on 23 March 2022 on the first day of the deployment to conduct the salvage program. Those surveys confirmed the occurrence of eight individuals on the wall of Basin 5	C		
	Implement salvage and release program	No more than 1 month prior to dewatering Basin 5 or earthworks within 50 metres of areas of suitable habitat (Basin 5 wall) for Stage 6.	As above	AECOM report that salvage activities were completed the day before the stage 6 works commenced, therefore meeting the requirement to be undertaken 'immediately prior (i.e. no more than 1 month prior)'. Salvage occurred during late March 2022 (which is less optimal but still compliant with the Corangamite Skink Management Plan)	C		
Optimal timing: October to November		As above	As above	C			
Sub-optimal timing: September, February to April Ideally avoid December to January		As above	As above	C			
Unsuitable timing: May to August		As above	No salvage was undertaken during the cooler months (i.e. May to August)	C			
Reporting	Prepare a Salvage and Relocation Program Report on completion of the salvage program for Stage 6.	At completion of the salvage and relocation program for Stage 6.	As above	Salvage and Relocation report prepared by AECOM	C		
STAGE 5 - PRE-COMMENCEMENT							
9 months prior (at least and incorporating a full spring-summer season)	Habitat creation*	Create minimum of 100 lineal metres of new habitat adjacent to existing waterbody prior to salvage and relocation		Stage 5 has not yet commenced and Holcim advise that there are no plans to commence action within this area in the near future.			
0 – 2 months prior to Stage 5 commencement	Salvage and relocation	Identify release site/s	One month prior to salvage in Stage 5.	As above			
		Survey potential release sites to determine if occupied.	One month prior to salvage for Stage 6. Optimal timing: Spring/Summer	As above			
	Implement salvage and release program	Undertake pre-salvage trapping survey of habitat to be removed in Stage 5 (dam).	No more than 2 weeks prior to salvage in Stage 5. Optimal timing: September to February (immediately prior to salvage)	As above	As above		
		No more than 1 month prior to earthworks within 50 metres of areas of optimal habitat (farm dam) in Stage 5. Optimal timing: October to November	As above	As above	As above		
		Sub-optimal timing: September, February to April Ideally avoid December to January Unsuitable timing: May to August	As above	As above	As above		
	Reporting	Prepare a Salvage and Relocation Program Report on completion of the salvage program for Stage 5.	At completion of the salvage and relocation program for Stage 5.	As above	As above		
OPERATION (ALL)							
Year 1 – 10	Population monitoring	Undertake annual Corangamite Water Skink monitoring and report	Spring/Summer	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	The 2023 Biosis report does not appear to take into account the population survey for the 2021/22 period undertaken by AECOM which identified a population of 30 CWS in 2021/22. Biosis identified a population of 23 CWS within the 2022/23 population monitoring which is within 50% of the count of the previous year. Population monitoring for the 2023/24 season revealed the CWS population is within 50% of the count of the previous year. Population monitoring for the 2024/25 season revealed the CWS population is within 50% of the count of the previous year.	C	
	Habitat management	Control weeds in areas of retained and created habitat.	Quarterly	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	Weed management targets are reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season but only partially met during the 2023/24 monitoring season but is reported to have been met during the 2024/25 monitoring season. Sighted Weed Spraying Record from Assassins Weed and Vermin Control (dated 21/10/24, 22/10/24 and 29/10/24)	mmc	Maintain 10% cover of native shrubs and implement revegetation recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.

	Habitat management	Control pest animals (predators and grazing animals).	Optimal time: March - April	As above	Holcim advise that they do engage a contractor for managing of weeds and pest animals, however the contractor does not supply any formal report to verify the control measures that have been implemented. They only provide an invoice for the work undertaken.	C-OFI	Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented.
					It could not be confirmed if the contractors personnel were appropriately licenced to undertake the work.	mnc	Obtain from the contractor managing weeds and pest animals, copies of applicable licenses to demonstrate that they are appropriately licenced to undertake the work, and keep these files on record
Dewatering of Stage 5 and Stage 6	Water level monitoring	Undertake water level monitoring of the northern pits until dewatering of Stage 5 and Stage 6 ceases.	Monthly		Monthly monitoring of water levels based on the water level gauge in the northern pits does not appear to be conducted.	mnc	Develop and implement a procedure for conducting monthly monitoring of water levels based on the water level gauge in the northern pits and keep records of the monthly monitoring.
Resource exhausted in Stage 6	Habitat creation*	Create a minimum of 140 lineal metres of habitat as part of rehabilitation of the Stage 6 pit	Rehabilitation		Rehabilitation of Stage 6 has not yet commenced	NT	
Resource exhausted in Stage 5	Habitat creation*	Create a minimum of 530 lineal metres of habitat as part of rehabilitation commitments	Rehabilitation		Rehabilitation of Stage 6 has not yet commenced	NT	
Year 10	Reporting	Monitoring review report at completion of 10-year monitoring program.	At completion of monitoring		Monitoring is not due for completion until 2032	NT	

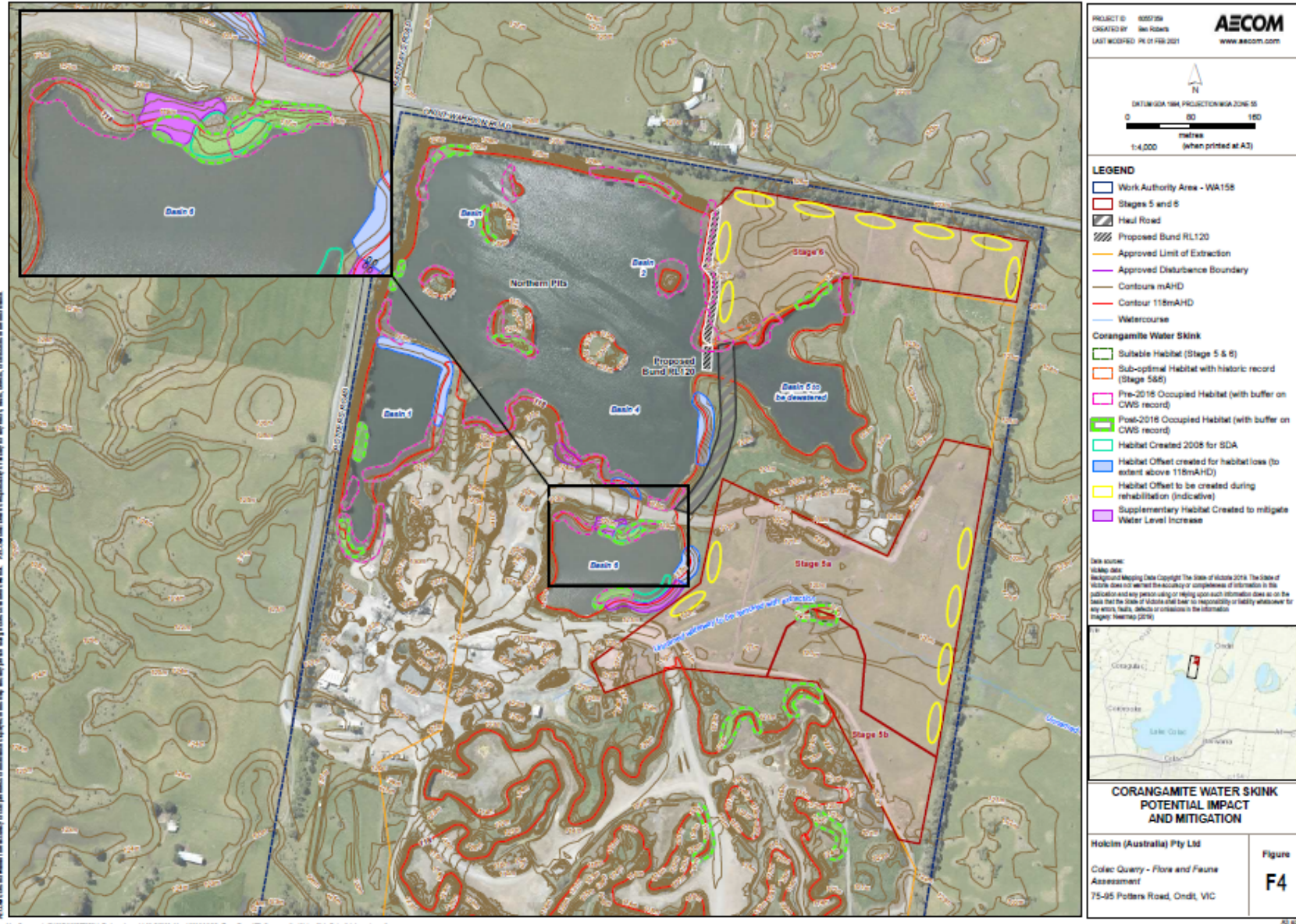
LEGEND	*Compliance is rated as follows:
C	Compliant - Verified to comply with what is stated;
C-OFI	Observation - opportunity for improving the management system and/or operational controls exists;
mnc	Non-compliant - minor actual or potential issue having limited impact; systems implementation or documentation type issue;
MNC	Non-Compliant - significant deviation from what is specified within approval documents/management plans with potential or actual significant impact;
NA	Not Applicable – Not Auditable or not in scope (see comments for reason why)
NT	Not Triggered - Condition has an activation or timing trigger or is not able to be verified within the time of the audit



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CORANGAMITE WATER SKINK EPBC ACT OFFSET STRATEGY AND MANAGEMENT PLAN

AUDITEE: HOLCIM (AUSTRALIA) PTY LTD

APPROVAL: Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530)

CONDITIONS		EVIDENCE COLLECTED	AUDIT FINDINGS	COMPLIANCE* STATUS	RECOMMENDATION
5.0 OFFSET MANAGEMENT PLAN					
5.1	OBJECTIVE				
	To construct new Corangamite Water Skink habitat along the edges of existing former quarry extraction areas to compensate for the loss of habitat associated with the proposed action to extract resources from Stage 5 and Stage 6.	<p>AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022</p> <p>AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023</p>	<p>The March 2023, Sept 2023, March 2024 and Sept 2024 water monitoring reports revealed water levels in Basins 1, 2 and 3 of >116.4 mAHD, >116 mAHD and >116 mAHD respectively (except for Basin 3 in March and Sept 2024 which had a recorded water level of between 116 to <116.8 mAHD).</p> <p>The March 2025 water monitoring report revealed water levels in Basins 1, 2 and 3 of 116.3 mAHD, >116 mAHD and between 116 to <116.8 mAHD respectively).</p> <p>Whilst water levels in the northern pit are being recorded on a biannual basis (by an external consultant), it is considered that the current reporting approach applied by the consultant is predominantly for the purpose of determining water volumes within the northern pit. As such additional records should be included in the biannual reports to clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.</p> <p>It is acknowledged that in February 2025, Holcim also commenced it's own monthly recording of water levels in the northern pit, however monthly water level monitoring was not undertaken throughout the audit period.</p>	C	
5.2	HABITAT CREATION				
	Habitat creation is important as existing habitat within the quarry is likely (or is known) to be currently occupied by Corangamite Water Skink. The species is territorial (Peterson and Robertson, 2011) and therefore animals to be salvaged from Stage 5 and Stage 6 and released into an existing population are unlikely to survive antagonistic encounters with current occupants. Corangamite Water Skinks are known to colonise artificial habitat as evidenced by the natural colonisation of habitat inadvertently created around the edges of the former quarry and habitat created as part of implementing the SDA	Visual inspection	Habitat creation has been undertaken at the quarry - refer to comments below	NT	
	Optimal areas of habitat are those with fractured and jumbled large rocks with some shrub cover adjacent to water bodies (Peterson and Robertson 2011). These areas are of particular value as the exposed rocks provide basking sites and the crevices provide protection from predators and humid conditions which provide protection from desiccation (Biosis Research 2006). The species occupies small home ranges thought to be <10m2 (Peterson and Robertson 2011). Consideration of this home range size has informed the specifications for the created habitat.	Visual inspection	Habitat creation has been undertaken at the quarry - refer to comments below	NT	
5.2.1	Location				
	Suitable areas for habitat creation on the margins of the northern pits are shown in Figure 2 – Appendix A and have been selected based on: - areas where suitable rocky habitat does not already exist on the margin, - habitat that will not be impacted by future quarry operational requirements, and - habitat where the former quarry pit is inundated.	Visual inspection	Figure 2 – Appendix A identifies indicative zones of beaching and CWS habitat to be created during rehabilitation	C	
5.2.2	Extent				
	Creation of new habitat will comprise: A minimum of 340 lineal metres of new habitat installed such that rocks extend beyond the expected final water level, with a minimum contiguous extent of 25 lineal metres along the shoreline. An indication of areas for habitat creation to replace habitat to be lost in Stage 5 (100 lineal metres) and Stage 6 (240 lineal metres) is provided in Figure 2 - Appendix A and comprises areas on the: - Eastern margin of Basin 6 - Southern margin of Basin 4 - Eastern margin of Basin 4 - Bund between Basin 1 and Basin 3. - A minimum of 420 lineal metres of additional habitat during rehabilitation of the faces of the new pit formed in Stage 6.	Visual inspection	<p>Figure 2 – Appendix A identifies areas for habitat creation and these have been implemented as outlined in other sections of this audit protocol including:</p> <p>240 lineal metres of new habitat was created in October 2019 (i.e. greater than 9 months prior to commencement of stage 6) comprising: - 160 lineal metres on the northern and north-eastern margins of Basin 1; - 40 lineal metres on southern margin of Basin 4; and - 40 lineal metres on eastern margin of Basin 6.</p> <p>100 lineal metres of habitat was created on the eastern margin of Basin 4 in November 2021</p> <p>Rehabilitation of the terminal faces of the new pits formed for Stage 5 and Stage 6 has not yet commenced</p>	C	
5.2.3	Timing				

New habitat creation (offsets) will be implemented prior to the impact arising from the extension. Timing for achieving offsets is based on the timing of impacts. As the impacts are staged, the creation of habitat (offset) will also be staged. Offsets (habitat creation) will occur at least 9 months prior to the impact occurring (and incorporate one full spring-summer season prior to Stage 5 and Stage 6 extraction commencement). This timeframe will allow for vegetation to establish and appropriate invertebrate prey to colonise the habitat and will allow a survey for Corangamite Water Skink to occur during the spring-summer survey period prior to quarrying in the Stage 5 and Stage 6 extension commencing.

AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022
 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023

240 lineal metres of new habitat was created comprising of 100 lineal metres created in October 2019 (i.e. greater than 9 months prior to commencement of stage 6) and additional 140 metres in November 2021 (i.e. 4 months prior to commencement of Stage 6).
 Stage 5 has not yet commenced and Holcim advise that there are no plans to commence action within this area in the near future.

C

Table 3 Residual habitat loss and offsets for Stage 5 and Stage 6

Residual impact	Loss extent	Offset extent	Timing
Direct habitat loss			
Stage 6 (first stage)	50 lineal metres plus 50 lineal metres (sub-optimal)	100 lineal metres	9 months prior to commencement of Stage 6
Stage 5 (after Stage 6)	100 lineal metres	100 lineal metres	9 months prior to commencement of Stage 5
Indirect habitat loss*			
Stage 6 and Stage 5	280 lineal metres	140 lineal metres	Prior to commencement of Stage 6.
		420 lineal metres	Rehabilitation of Stage 6 prior to groundwater being reached in Stage 5.
Total			
Both stages	480 lineal metres	760 lineal metres	

*Inundation leading to indirect habitat loss will be gradual and will occur incrementally over the course of the work: initial increase of 0.1m with dewatering Basin 5 and increases of 0.4 m for Stage 6 (total of 0.5 m contribution by Stage 6) followed by an increase of 0.6 m for Stage 5 (Stage 5a and Stage 5b combined), ONLY once the groundwater table is intersected in each stage. As such, half of the additional offset required for indirect loss will be completed prior to commencement of Stage 6 and the other half will be completed as part of the rehabilitation of Stage 6 that will occur prior to the extraction of Stage 5 being deep enough to intersect the water table and dewatering commencing (i.e. before the addition of water from Stage 5 to the northern pits).

As above

As above

C

5.2.4 Design

Created habitat design will follow the description in Biosis Research (2007) and schematic in Figure 3 below which includes:

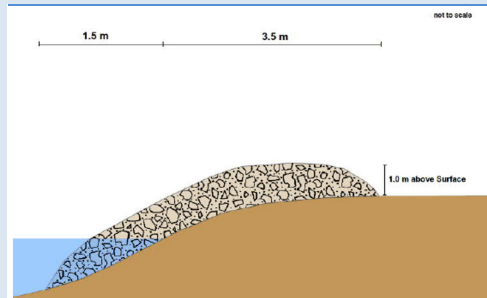


Figure 3 Conceptual drawing of habitat creation

Use rock overburden from quarry operation (mix of some soil and mostly rock)

Visual Inspection

Areas of created habitat were visually inspected on Tuesday 16 August 2025 as part of the audit and appeared to generally follow the description in section 3.3.2 of Biosis Research 2007 and schematic in Figure 5 (an example is shown in the photo below located on the northern bank of Basin 6).



C

Visual Inspection

Rock overburden from the quarry operation was observed to have been used for habitat creation and was comprised of mostly rock.

C


- Create piles that are:
- Minimum 25 lineal metre sections along the water edge spaced intermittently.
 - Minimum width of 5 metres:
 - Extending approximately 1.5 metres into the water.
 - Extending approximately 3.5 metres out of the water (Basin 4, Basin 6, Stage 6 rehabilitation) or approximately 1 metre above the 118mAHD water level on the bund between Basin 1 and Basin 3.
 - Average of 1 metre height of rock pile above ground surface level.
 - Comprised of a variety of rock sizes to create a high proportion of rock crevices as refugia for the skinks

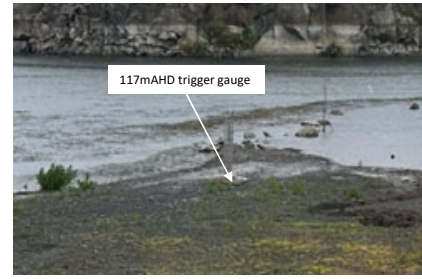
Visual Inspection

Piles appeared to be a minimum 25 lineal metres along the water edge. Piles appeared to have a minimum width of 5 metres, extended 1.5m into the water (noting that the water level was low during the visual inspection) and extending approximately 3.5m out of the water and approximately 1m above the 118 mAHD water level on the bund between Basin 1 and Basin 3. The piles also appeared to have an average height of 1m above ground surface and were comprised of a variety of rock sizes.

C

	<p>Revegetate water body margins adjacent to the created outcrop with appropriate semi-aquatic plants including:</p> <ul style="list-style-type: none"> - Marsh Club-rush <i>Bolboschoenus medianus</i> - Common Reed <i>Phragmites australis</i> - Sharp Club-sedge <i>Schoenoplectus pungens</i> - Water Ribbon <i>Triglochin procerum</i> - Southern Water-ribbons <i>Cycogeton alcockiae</i> 	<p>Visual Inspection</p>	<p>Revegetation plantings of inland margins of created habitat was evident from the visual inspection undertaken during the audit, however the 2023, 2024 and 2025 Biosis Monitoring reports have identified that further work is needed to improve revegetation in created habitat.</p>	<p>mnc</p>	<p>Maintain 10% cover of native shrubs and implement revegetation recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.</p>
	<p>Revegetate inland margins of created habitat with appropriate shrub species at:</p> <ul style="list-style-type: none"> - a rate of 400 plants per hectare and - a ratio of 3 Tree Violets <i>Meliclytus dentatus</i> s.s. to 0.5 Black Wattle <i>Acacia mearnsii</i> and Blackwood <i>A. melanoxylon</i> to 0.5 Sweet Bursaria <i>Bursaria spinosa</i>. 	<p>Visual Inspection</p>	<p>Revegetation plantings of inland margins of created habitat was evident from the visual inspection undertaken during the audit, however the 2023, 2024 and 2025 Biosis Monitoring reports have identified that further work is needed to improve revegetation in created habitat.</p>	<p>mnc</p>	<p>As above</p>
	<p>Allow for the maximum predicted water levels of the former quarry pit environment following bunding and dewatering of Basin 5 and dewatering Stage 5 and 6 during operation.</p>	<p>Visual Inspection</p> <p>AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023</p> <p>Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025</p>	<p>Allowance has been made for the maximum predicted water levels of the former quarry pit environment.</p>	<p>C</p>	
<p>5.3</p>	<p>MANAGEMENT AND MONITORING</p>				
<p>5.3.1</p>	<p>Corangamite Water Skink Population</p>				
	<p>The Corangamite Water Skink population at Colac Quarry will continue to be monitored annually until 10 years post habitat creation (offset) is achieved.</p>	<p>AECOM - Corangamite Water Skink Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 8 Dec 2022</p> <p>Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025</p>	<p>The Corangamite Water Skink population was monitored annually during the following periods:</p> <ul style="list-style-type: none"> • 2021/22 with 30 CSW observed (23 adults and 7 sub-adults); • 2022/23 with 23 CWS observed (20 adults and 3 juveniles); • 2023/24 with 32 CWS observed (all adults); • 2024/25 with 25 CWS observed (all adults); 	<p>C</p>	
	<p>Monitoring will be undertaken through a visual search of habitat using binoculars. This method is consistent with the monitoring undertaken at Colac Quarry since 2005 (Biosis 2018) and will allow for comparison of monitoring results over time. The method has been adopted in the Survey guidelines for Australia's threatened reptiles (DSEWPac 2011) which state that 'Given...the likely sensitivity of the preferred sheltering sites to disturbance, it is recommended that likely suitable habitat (for example, rock piles) be searched by observation using binoculars to detect the presence of the species.' (p41).</p>	<p>As above</p>	<p>A review of the AECOM and Biosis population monitoring reports confirms that monitoring was undertaken consistent with the method adopted in the Survey guidelines for Australia's threatened reptiles (DSEWPac 2011)</p>	<p>C</p>	
	<p>Monitoring will include conducting surveys each year in the following areas:</p>	<p>As above</p>	<p>Refer to comments below</p>	<p>C</p>	
	<p>- A reference site, supporting a known population of the Corangamite Water Skink at Meredith Park on the northern shore of Lake Colac (surveyed on each day of survey to ascertain that Corangamite Water Skinks were active on the day).</p>	<p>As above</p>	<p>Monitoring was undertaken at Meredith Park on the northern shore of Lake Colac during the following periods:</p> <ul style="list-style-type: none"> • 2021/22 with 6 CWS recorded; • 2022/23 with 11 CWS recorded; • 2023/24 with 8 CWS recorded; • 2024/25 with 28 CWS recorded; 	<p>C</p>	
	<p>- Margins of the former (flooded) quarry including the basin area that supplies water to the quarry processing facility on the western side of the study area.</p>	<p>As above</p>	<p>Monitoring was undertaken at margins of the former (flooded) quarry including the basin area that supplies water to the quarry, during the following periods:</p> <ul style="list-style-type: none"> • 2021/22 with a total of 26 CWS recorded; • 2022/23 with a total of 23 CWS recorded; • 2023/24 with a total of 32 CWS recorded; • 2024/25 with a total of 25 CWS recorded; 	<p>C</p>	

<p>- Created habitat on the southern shore of the former quarry.</p>	<p>As above</p>	<p>Monitoring was undertaken at the created habitat on the southern shore of the former quarry, during the following periods:</p> <ul style="list-style-type: none"> • 2021/22 with 1 CWS recorded; • 2022/23 with 1 CWS recorded; • 2023/24 with 2 CWS recorded; • 2024/25 with 4 CWS recorded; 	<p>C</p>
<p>- Habitat created as part of implementing this Offset Management Plan and the Corangamite Water Skink Management Plan – Stage 5 and Stage 6 (Attachment B).</p>	<p>As above</p>	<p>Refer to comments above demonstrating that CWS population was monitored in habitat created as part of implementing this plan</p>	<p>C</p>
<p>It is anticipated that Corangamite Water Skink will be observed in created habitat within 7-8 years of establishment based on monitoring of previously created habitat within the quarry (Table 1). As such failure to detect the species prior to this will not be considered to indicate that management actions are not effective.</p>	<p>As above</p>	<p>Monitoring has confirmed CWS observed in created habitat</p>	<p>C</p>
<p>5.3.2 Water Levels</p>			
<p>Water levels in the northern pits will be monitored to ensure they do not exceed the predicted maximum of 118 mAHD. The following measures will be implemented:</p>	<p>WSP - Surface water and Groundwater Monitoring Reports - March 2023, Sept 2023, March 2024, September 2024, March 2025</p>	<p>The March 2023, Sept 2023, March 2024 and Sept 2024 water monitoring reports revealed water levels in Basins 1, 2 and 3 of >116.4 mAHD, >116 mAHD and >116 mAHD respectively (except for Basin 3 in March and Sept 2024 which had a recorded water level of between 116 to <116.8 mAHD).</p> <p>The March 2025 water monitoring report revealed water levels in Basins 1, 2 and 3 of 116.3 mAHD, >116 mAHD and between 116 to <116.8 mAHD respectively).</p> <p>Whilst water levels in the northern pit are being recorded on a biannual basis, it is considered that the current reporting approach applied by the consultant is predominantly for the purpose of determining water volumes within the northern pit. As such additional records should be included in the biannual reports to clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.</p>	<p>Request that the consultant undertaking the biannual water level monitoring in the northern pits, clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and/or if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.</p> <p>mnc</p>
<ul style="list-style-type: none"> • Monthly monitoring of water levels based on the water level gauge in the northern pits during Stage 5 and Stage 6 operations. 		<p>It is acknowledged that in February 2025, Holcim also commenced its own monthly recording of water levels in the northern pit, however monthly water level monitoring was not undertaken throughout the entire audit period.</p>	<p>Continue conducting monthly monitoring of water levels based on the water level gauge in the northern pits and keep records of the monthly monitoring.</p> <p>mnc</p>
<ul style="list-style-type: none"> • Setting of a trigger level of 117 mAHD for the Quarry Operator to initiate an evaluation of the rate of groundwater dewatering and remaining pit life of Stage 5 and Stage 6. 	<p>Visual inspection</p>	<p>A trigger gauge of 117 mAHD was observed in the northern pits (refer to photo below) during the visual inspection</p>	 <p>C</p>



<ul style="list-style-type: none"> Review of water management measures if the evaluation predicts that water levels may exceed the predicted maximum of 118 mAHD. 		Alternative water management measures can be implemented as required but Holcim have advised that they have not needed to be	NT	
<p>Implementation of alternative water management measures approved under existing operations if water levels in the northern pits may exceed 118mAHD. These measures include:</p> <ul style="list-style-type: none"> Temporarily cease dewatering in the Stage 5 and/or Stage 6 pits if increase in water levels is related to high rainfall events. Irrigation of land within the quarry. Placement of water into other areas of the quarry where extraction has been completed, such as the SDA, to maximise habitat opportunities for Corangamite Water Skink. Placement of additional water into the SDA must be consistent with the objectives in the approved End Use Plan (Biosis, 2017) and rehabilitation stage reached in the SDA. 		As above	NT	
<p>5.3.3 Weeds, pest animals and pathogens</p>				
<p>Measures to manage weeds and pest animals will be implemented to:</p> <ul style="list-style-type: none"> Prevent the introduction of weeds and pathogens. Manage the spread of weeds or pathogens within Colac Quarry. 	Refer to below comments	Refer to comments below	mnc	Refer to recommendations below
Introduction of weeds or pathogens				
<p>The mechanisms by which weeds and pathogens could be introduced to the site are avoided through existing management measures which include:</p> <ul style="list-style-type: none"> no introduction of earth or rock from outside the property machinery already operating within the quarry undertaking the works water kept onsite in the water storage area water from the water storage used for dust suppression so no water from external sources is used on the site. 	Visual Inspection Interviews	These existing management measures are being implemented	C	
Spread of weeds or pathogens				
<p>The spread of any weeds, pests or disease within the site will be managed through the controls identified in the Flora and Fauna Existing Conditions and Impact Assessment report (AECOM 2020a). Those controls are also captured within the risk management plan submitted as part of the Work Plan Variation, November 2020 which will form part of the compliance requirements for the extension. The following controls, as extracted from the risk management plan submitted as part of the Work Plan Variation, will be implemented:</p> <ul style="list-style-type: none"> Eradicate or manage declared noxious weeds or established pest animals present on quarry activity areas. 	Pest contractor invoices	Holcim advise that they do engage a contractor for managing of weeds and pest animals, however the contractor does not supply any formal report to verify the control measures that have been implemented. They only provide an invoice for the work undertaken.	C-OFI	Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented.
<ul style="list-style-type: none"> Limit vegetation clearing and surface disturbance activities to the minimum required operationally. 	As above	As above	C-OFI	As above
<ul style="list-style-type: none"> Control shrub weeds annually (during late spring) with the aim of eliminating shrub weeds and any regrowth. 	As above	As above	C-OFI	As above
<ul style="list-style-type: none"> Engage appropriately licensed personnel to: <ul style="list-style-type: none"> Control CaLP Act listed shrub weeds to minimise shading of basking sites and allow native plants to establish and persist. Use spot spraying of pesticides to reduce detrimental impacts to Corangamite Water Skink. Use hand pulling or grubbing with hand tools where herbicide application will adversely impact on Corangamite Water Skink or their habitat. Control rabbits and hares to reduce damage to created habitat (e.g. grazing of plantings and/or warrens occupying microhabitat for Corangamite Water Skink). Mechanical destruction of warrens should not be undertaken in areas of known Corangamite Water Skink habitat. 	<p>AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023</p> <p>Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025</p>	<p>Holcim advise that they do engage a contractor for managing of weeds and pest animals, however it could not be confirmed if the contractors personnel were appropriately licenced to undertake the work.</p>	mnc	Obtain from the contractor managing weeds and pest animals, copies of applicable licences to demonstrate that they are appropriately licenced to undertake the work, and keep these files on record
<ul style="list-style-type: none"> Control introduced predators such as foxes and cats. 	Pest contractor invoices	Holcim advise that they do engage a contractor for managing of weeds and pest animals, however the contractor does not supply any formal report to verify the control measures that have been implemented. They only provide an invoice for the work undertaken.	C-OFI	Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented.

<ul style="list-style-type: none"> Stockpile and manage soils from areas with noxious weed infestations separately to other soils to avoid cross contamination. 	Visual inspection	Stockpiling and management of soils from areas with noxious weeds was not observed during the audit	C	
<ul style="list-style-type: none"> Mitigate vermin management by removing waste, rubbish, etc. using a licensed contractor. 	Visual inspection	From the areas sighted during the audit waste and rubbish appeared to be managed appropriately to mitigate vermin	C	
<ul style="list-style-type: none"> Inspect all areas annually to assess the health of the vegetation and to check for weed infestation and damage from pest animals or diseases. 	<p>AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023</p> <p>Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025</p>	<p>Weed management targets are reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season but only partially met during the 2023/24 monitoring season but is reported to have been met during the 2024/25 monitoring season.</p> <p>Sighted Weed Spraying Record from Assassins Weed and Vermin Control (dated 21/10/24, 22/10/24 and 29/10/24)</p>	mnc	Maintain 10% cover of native shrubs and implement revegetation recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.
<ul style="list-style-type: none"> Annually prepare internal report for site management to identify if operational areas have emerging weed or pest animal issues that require management intervention. 	EPBC 2019/8530 Annual Compliance Reports - 2022/23, 2023/24, 2024/25	Holcim produce an annual compliance report against the conditions of EPBC 2019/8530. The most recent 2025 report identified that 'Additional revegetation with native species/shrubs (within basins 1, 4 and 6) and weed reduction will be focus areas moving forward to achieve full compliance'.	C	
<ul style="list-style-type: none"> Report observations of weed infestations or pests to the Environment Manager if rehabilitation areas have emerging issues that require management intervention as part of greater site management. 	As above	As above	C	
5.4 PROTECTION				
<p>Offset areas will be protected while the quarry is in operation through clear demarcation using measures such as star picket and wire fence or earth bund between quarry areas and created habitat.</p>	Visual inspection	Not all habitat areas were clearly demarcated. (e.g. the central dam in Stage 5a, whilst part of a fenced off area, the habitat within the fenced off area has not been demarcated. Also some habitat area in the central extraction area (CEA) have not been demarcated)	mnc	Provide clear demarcation for all habitat protected areas including the following areas identified in this audit as not to be demarcated: <ul style="list-style-type: none"> the central dam created habitat area in Stage 5a; and created habitat areas in the central extraction area (CEA)
<p>Habitat created for Stage 5 and Stage 6 will be protected in perpetuity through a Section 173 (s173) agreement on title under the Planning and Environment Act 1987.</p>	S173 Agreement between Colac Otway Shire and Holcim	Sighted the Section 173 agreement including the establishment of habitat creation areas (i.e. Offset areas) that was executed on the 23/03/2022 prior to commencement of the action (i.e. the action commenced on 31/03/2022).	C	
<p>The s173 agreement will be in place in 2021 as part of the required Colac Otway Shire Council planning approvals.</p>	As above	As above	C	
5.5 RESPONSIBILITIES				
<p>The Quarry Operator will be responsible for implementing the measures outlined in this Corangamite Water Skink EPBC Act Offset Management Plan and the Corangamite Water Skink Management Plan for Stage 5 and Stage 6 (AECOM 2021).</p>	Various records Site inspection Interviews	The Quarry operator has, in the main, implemented the measures outlined in the CWS Offset Management Plan. Some minor non-conformances and opportunities for improvement have been identified. Please refer to detailed comments and recommendations within this audit protocol	mnc	Please refer to recommendations within this audit protocol
5.6 REVIEW				
<p>Review of management will be undertaken as part of ongoing population monitoring by a qualified specialist and as part of the quarry environmental review process for weed and pest management and water management.</p>	<p>AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023</p> <p>Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024</p> <p>Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025</p>	Review of management is undertaken by a qualified specialist (AECOM, 2022 and Biosis, 2023, 2024 and 2025)	C	
<p>Corangamite Water Skink population and habitat monitoring report will be produced on an annual basis. This report will summarise the findings of monitoring, list management actions undertaken, summarise any incidents logged (should any occur) and make recommendations for future monitoring and management activities.</p>		Annual population and habitat monitoring reports have been produced		

Annual reports will be submitted to DELWP to ensure objectives of the offsets strategy and management plan are being met and provide oversight and guidance on any potential management revisions.	Annual population and habitat monitoring reports have been produced
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LEGEND

**Compliance is rated as follows:*

C	Compliant - Verified to comply with what is stated;
C-OFI	Observation - opportunity for improving the management system and/or operational controls exists;
mnc	Non-compliant - minor actual or potential issue having limited impact; systems implementation or documentation type issue;
MNC	Non-Compliant - significant deviation from what is specified within approval documents/management plans with potential or actual significant impact;
NA	Not Applicable – Not Auditable or not in scope (see comments for reason why)
NT	Not Triggered - Condition has an activation or timing trigger or is not able to be verified within the time of the audit

CORANGAMITE WATER SKINK EPBC ACT OFFSET STRATEGY AND MANAGEMENT PLAN - SECTION 5.7 IMPLEMENTATION

AUDITEE: HOLCIM (AUSTRALIA) PTY LTD

APPROVAL: Holcim Colac Quarry Extension – Stage 5 and Stage 6, 75 Potters Road, Ondit, Victoria (EPBC 2019/8530)

ACTION NUMBER	ACTION DESCRIPTION	TIMEFRAME	AUDIT FINDINGS	DURATION	RESPONSIBILITY	PERFORMANCE TARGET	MEANS OF MONITORING PERFORMANCE	FOLLOW UP ACTION IF TARGET NOT MET	EVIDENCE COLLECTED	AUDIT FINDINGS	COMPLIANCE* STATUS	RECOMMENDATION
HABITAT CREATION												
1	Create new habitat in the northern pits to offset direct and indirect habitat loss for Stage 6	Pre-commencement	At least 9 months prior to commencement of Stage 6 incorporating a full spring-summer season.	Once	Quarry Operator	240 lineal metres created	Habitat monitoring and reporting (Action 6 and Action 13)	Create additional habitat to achieve the 240 lineal metres	AECOM - Corangamite Water Skink Salvage - Stage 6 Colac Quarry (WA158) 03 Aug 2022 AECOM - Corangamite Water Skink Salvage - Stage 6 (additional) 25 May 2023	240 lineal metres of new habitat was created in October 2019 (i.e. greater than 9 months prior to commencement of stage 6) comprising: - 160 lineal metres on the northern and north-eastern margins of Basin 1; - 40 lineal metres on southern margin of Basin 4; and - 40 lineal metres on eastern margin of Basin 6. 100 lineal metres of habitat was created on the eastern margin of Basin 4 in November 2021. Stage 5 has not yet commenced and Holcim advise that there are no plans to commence action within this area in the near future.	C	
2	Create new habitat in the northern pits to offset direct habitat loss for Stage 5	Pre-commencement	At least 9 months prior to commencement of Stage 5 incorporating a full spring-summer season.	Once	Quarry Operator	100 lineal metres created	Habitat monitoring and reporting (Action 6 and Action 13)	Create additional habitat to achieve the 100 lineal metres		Stage 5 has not yet commenced and Holcim advise that there are no plans to commence action within this area in the near future.	NT	
3	Create habitat on the terminal face of Stage 6 to offset indirect habitat loss for Stage 5.	Rehabilitation	Completed as part of rehabilitation on completion of extraction prior to groundwater being reached in Stage 5.	Once	Quarry Operator	420 lineal metres created	Habitat monitoring and reporting (Action 6 and Action 13)	Create additional habitat to achieve the 420 lineal metres.		Terminal faces within Stage 6 have not yet been developed	NT	
1 - 3						Population number remains within 50% of the count in the previous year.	Population monitoring and reporting (Action 5 and Action 14)	As per Action 11.	AECOM - Corangamite Water Skink Habitat Monitoring 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	The 2023 Biosis report does not appear to take into account the population survey for the 2021/22 period undertaken by AECOM which identified a population of 30 CWS in 2021/22. Biosis identified a population of 23 CWS within the 2022/23 population monitoring which is within 50% of the count of the previous year. Population monitoring for the 2023/24 season revealed the CWS population is within 50% of the count of the previous year. Population monitoring for the 2024/25 season revealed the CWS population is within 50% of the count of the previous year.	C	
4	Protect all areas of created CWS habitat	Pre-commencement	Prior to quarrying	Once	Quarry Operator	Habitat protected from quarrying activities through clear demarcation.	Habitat monitoring and reporting (Action 6 and Action 13)	Review habitat protection measures if habitat is not protected from quarry activities. Implement additional or different measures if required.	Visual inspection	Not all habitat areas were clearly demarcated. (e.g. the central dam in Stage 5a, whilst part of a fenced off area, the habitat within the fenced off area has not been demarcated. Also some habitat area in the central extraction area (CEA) have not been demarcated)	mnc	Provide clear demarcation for all habitat protected areas including the following areas identified in this audit as not to be demarcated: • the central dam created habitat area in Stage 5a; and • created habitat areas in the central extraction area (CEA)
MONITORING												
5	Monitor the Corangamite Water Skink population in Colac Quarry	Operation	Annually in Spring/Summer	Ongoing from 2020 until ten years after habitat creation (offset) completed.	Suitably qualified ecological consultant on behalf of Quarry Operator	Population number remains within 50% of the count in the previous year.	Population monitoring and reporting (Action 5 and Action 14)	Review numbers in the context of the overall Lake Colac population and prevailing climatic conditions that year if numbers drop below historic range. Conduct additional monitoring to confirm if individuals overlooked during the survey. Review quarry operations, habitat protection and management measures in consultation with DELWP if contextual review suggests a reduction in population is restricted to the quarry environment and is not attributed to a change in	AECOM - Corangamite Water Skink Habitat Monitoring 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	The 2023 Biosis report does not appear to take into account the population survey for the 2021/22 period undertaken by AECOM which identified a population of 30 CWS in 2021/22. Biosis identified a population of 23 CWS within the 2022/23 population monitoring which is within 50% of the count of the previous year. Population monitoring for the 2023/24 season revealed the CWS population is within 50% of the count of the previous year. Population monitoring for the 2024/25 season revealed the CWS population is within 50% of the count of the previous year.	C	

6	Monitoring condition of the created habitat	Operation	At time of population monitoring (Action 5)	Ten years after habitat creation	Suitably qualified ecological consultant on behalf of Quarry Operator	Condition and integrity of habitat is maintained. At least 10% cover native shrubs	Habitat monitoring and reporting (Action 6 and Action 13)	Supplementary planting Weed control (Action 7 and Action 10) Pest control (grazing pressure)	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022. Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	Monitoring of Corangamite Water Skink retained and created Habitat has been undertaken annually for the following monitoring seasons: 2021/2022, 2022/23, 2023/24 and 2024/25. Condition and integrity of habitat is reported by suitably qualified ecologist's (i.e. Biosis) to have been maintained. A 10% cover of native shrub cover was only partially observed during the 2022/23, 2023/24 and 2024/25 monitoring seasons.	mnc	Maintain 10% cover of native shrubs and implement revegetation recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.
7	Monitor water levels in the northern pits	Operation	Monthly	Until dewatering of Stage 5 and Stage 6 ceases	Quarry Operator	Water level in the northern pits does not exceed 118mAHD. To meet this target, an interim target of 117 mAHD has been set.	Water level gauging as part of quarry operation	If water levels exceed 117 mAHD, initiate an evaluation of rate of groundwater dewatering and remaining Stage 5/6 pit life. Review of water management measures if evaluation predicts water levels may exceed 118 mAHD Liaise with DELWP with water levels exceed 117m AHD and during review of water management measures. Implement alternative water management measures if water levels in the northern pits may exceed 118mAHD (refer to Section 5.3.2).	WSP - Surface water and Groundwater Monitoring Reports - March 2023, Sept 2023, March 2024, September 2024, March 2025	The March 2023, Sept 2023, March 2024 and Sept 2024 water monitoring reports revealed water levels in Basins 1, 2 and 3 of >116.4 mAHD, >116 mAHD and >116 mAHD respectively (except for Basin 3 in March and Sept 2024 which had a recorded water level of between 116 to <116.8 mAHD). The March 2025 water monitoring report revealed water levels in Basins 1, 2 and 3 of 116.3 mAHD, >116 mAHD and between 116 to <116.8 mAHD respectively). Whilst water levels in the northern pit are being recorded on a biannual basis, it is considered that the current reporting approach applied by the consultant is predominantly for the purpose of determining water volumes within the northern pit. As such additional records should be included in the biannual reports to clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.	mnc	Request that the consultant undertaking the biannual water level monitoring in the northern pits, clearly specify whether the water in the northern pits has reached the 117 mAHD trigger level and/or if the water is below the 118 mAHD specified level in the 2021 CWS Management Plan.
8	Monitor weeds in created habitat	Operation and into rehabilitation phase	Annually	Ten years from Stage 5 / Stage 6 extraction commencement	Quarry Operator	<10% cover woody weeds < 20 % cover CaLP Act listed weeds No new CaLP Act listed weeds	Habitat monitoring and reporting (Action 6 and Action 13)	Control weeds (Action 10)	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022. Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 25 May 2023 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	Weed management targets are reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season but only partially met during the 2023/24 monitoring season but is reported to have been met during the 2024/25 monitoring season. Sighted Weed Spraying Record from Assassins Weed and Vermin Control (dated 21/10/24, 22/10/24 and 29/10/24)	mnc	Maintain weed management targets and implement weed control recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.
9	Monitor pest animals within quarry	Operation and into rehabilitation phase	Annually	Ten years from Stage 5 / Stage 6 extraction commencement	Quarry Operator	No discernible increase in pest animal numbers No additional pest animals established on the site.	Habitat monitoring and reporting (Action 6 and Action 13)	Control pest animals (Action 11)	As above	Holcim advise that they do engage a contractor for managing of weeds and pest animals, however the contractor does not supply any formal report to verify the control measures that have been implemented. They only provide an invoice for the work undertaken.	C-OFI	Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented.
MANAGEMENT												
10	Inspect and maintain measures protecting retained and created habitat	Operation	Bi-annually	Ten years from Stage 5 / Stage 6 extraction commencement	Quarry Operator	Habitat protection measures as established in Action 4 remain in place. No incidents of accidental entry by personnel or equipment	Habitat monitoring and reporting (Action 6 and Action 13) Incident log (Action 15)	Reinstate protective measures if damaged. Review protective measures in the event of an incident.	Visual inspection	Habitat protection measures as established in action 3 and 4 above appear to remain in place.	C	

11	Control weeds in created habitat	Operation	Quarterly	Ten years from Stage 5 / Stage 6 extraction commencement	Quarry Operator	<10% cover woody weeds < 20 % cover CALP Act listed weeds No new CaLP Act listed weeds established (a species will be considered established if it has greater than 1% cover). Maintain a log of weed control events and methods undertaken.	Habitat monitoring and reporting (Action 8 and Action 13) Habitat monitoring and reporting (Action 8 and Action 13) Management log (Action 15)	Review weed control measures. Review quarry activities to determine source of infestation. Implement log and documentation requirements if log not maintained.	AECOM - Corangamite Water Skink Habitat Monitoring - 2021-2022. Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd 25 May 2023 Weed management targets are reported by suitably qualified ecologists (i.e. Biosis) to have been met during the 2022/23 monitoring season but only partially met during the 2023/24 monitoring season but is reported to have been met during the 2024/25 monitoring season. Sighted Weed Spraying Record from Assassins Weed and Vermin Control (dated 21/10/24, 22/10/24 and 29/10/24)	mnc	Maintain weed management targets and implement weed control recommendations specified in the AECOM (25 May 2023), Biosis (20 September 2023), Biosis (29 May 2024) and Biosis (10 March 2025) reports.	
12	Control pest animals within quarry	Operation	Annually - March/April	Ten years from Stage 5 / Stage 6 extraction commencement	Quarry Operator	Pest animal control completed if monitoring identifies it is required. Maintain a log of pest animal control events and numbers of pest animals managed	Habitat monitoring and reporting (Action 9 and Action 13) Management log (Action 15)	Review pest animal control measures. Implement log and documentation requirements if log not maintained	As above Holcim advise that they do engage a contractor for managing of weeds and pest animals, however the contractor does not supply any formal report to verify the control measures that have been implemented. They only provide an invoice for the work undertaken. It could not be confirmed if the contractors personnel were appropriately licenced to undertake the work.	C-OFI mnc	Request that the contractor managing weeds and pest animals provide a formal report of the control measures and works that that have been implemented. Obtain from the contractor managing weeds and pest animals, copies of applicable licences to demonstrate that they are appropriately licenced to undertake the work, and keep these files on record.	
REPORTING												
13	Corangamite Water Skink population and habitat monitoring	Operation	Annually	Ongoing from 2020 until ten years post completion of habitat creation (offset)	Suitably qualified ecological consultant on behalf of Quarry Operator	Report produced annually and provided to DELWP within one month of final report issue Submit records of Corangamite Water Skink to the Victorian Biodiversity Atlas.	Complete report and provide to DELWP within one month of identification of absence of report. Submit records to the Victorian Biodiversity Atlas within one month of identification of records not lodged.	AECOM - Corangamite Water Skink Monitoring - 2021-2022- Colac Quarry Extension, WA158, 75-95 Potters Road, Ondit, Victoria, Holcim (Australia) Pty Ltd - 8 Dec 2022 Biosis - Holcim (Australia) Quarry, Colac: monitoring Corangamite Water Skinks 2023 FINAL REPORT Prepared for Holcim (Australia) Pty Ltd, 20 September 2023 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2024 Prepared for Holcim (Australia) Pty Ltd 29 May 2024 Holcim (Australia) Quarry, Colac: Corangamite Water Skink Monitoring, 2025 Prepared for Holcim (Australia) Pty Ltd 10 March 2025	Annual compliance reports are prepared and have been submitted to the Department and posted on the Holcim Colac Quarry website	C		
14	Population monitoring program	Operation	After 10-years (2031) and at periodic conclusion of monitoring program	Periodic	Suitably qualified ecological consultant on behalf of Quarry Operator	Report produced at completion of 10 year monitoring program and provided to DELWP within one month of final report issue. Habitat creation commitments have been met and population has remained within 50% of the count in the previous year.	Complete and provide to DELWP within one month of identification of absence of report. Liaise with DELWP regarding the need for contingency measures.		10 year monitoring program commenced in 2021/22 and is still ongoing. Report to be produced at the end of the 10 year monitoring program.	NT		
15	Maintain a log of all incidents and management activities	Operation	Annually	Until cessation of population monitoring.	Quarry Operator	Log of incidents to be maintained and to be available for inclusion in above reporting requirements.	Implement log and documentation requirements if log not maintained		Incidents and complaints are logged on ICARE. Holcim advise there have been no incidents or complaints against the requirements of CWS Management Plan and CWS Offset Strategy and Management Plan. However it is considered that the reporting of non-compliances identified under conditions 15 and 16 of the EPBC 2019/8530 approval are incidents the require logging.	mnc	Ensure that a log of incidents (including the reporting of non-compliances identified under conditions 15 and 16 of the EPBC 2019/8530 approval) is maintained and available for inclusion in above reporting requirements.	

LEGEND	*Compliance is rated as follows:
C	Compliant - Verified to comply with what is stated;
C-OFI	Observation - opportunity for improving the management system and/or operational controls exists;
mnc	Non-compliant - minor actual or potential issue having limited impact; systems implementation or documentation type issue;
MNC	Non-Compliant - significant deviation from what is specified within approval documents/management plans with potential or actual significant impact;
NA	Not Applicable – Not Auditable or not in scope (see comments for reason why)
NT	Not Triggered - Condition has an activation or timing trigger or is not able to be verified within the time of the audit

