



Rethinking safety through
INCLUSION
+
WELLBEING

ENVIRONMENT

SYSTEM REQUIREMENT

28/01/2025

ENVIRONMENTAL MANAGEMENT PLANS

PURPOSE AND SCOPE

This System Requirement outlines the process and requirements for developing site- or project-specific Environmental Management Plans (EMP) that detail how environmental obligations will be addressed.

1.0 ENVIRONMENTAL MANAGEMENT PLANS

Each project or operational facility is required to develop and implement an EMP relevant to the site-specific risks and opportunities. EMPs represent the project-specific environmental management documentation to enable projects to plan and implement environmental management measures. There is an EMP template for each State and Territory in which the Laing O'Rourke operates. These templates are available in the iGMS (internal Laing O'Rourke use only).

Environmental Risk Action Plans (ERAP) are included in each EMP template and are used to document the proposed operational controls to address environmental risks and to realise opportunities. ERAPs are required for each environmental aspect identified in the environmental risk assessment.

The Project Leader/Workplace Leader must ensure relevant risks and information from the EMP is communicated to the project team and relevant parties (e.g. client, subcontractors, employee representatives, workers, and external stakeholders) via the induction process, noticeboards and the various communication measures outlined in the Communication and Reporting System Requirement.

Each EMP must be project and workplace specific and address the following minimum requirements:

- Environmental risk assessment, determining the significant environmental issues for the site
- Key roles and responsibilities associated with the EMP
- Client/contractual requirements unique to the project (where required)
- ERAPs for environmental aspects relevant to the site detailing operational controls necessary to manage the risks
- Sub-plans (e.g. Soil and Water Management Plan, Waste Management Plan, Noise Management Plan, Air Quality Plan, Community Management Plan) may be required for high environmental risk activities as identified in the project environmental risk assessment or as nominated by contractual or other requirements
- Legal, contractual, and other requirements relevant to the project
- Objectives and targets, monitoring programme and who is responsible for achieving them
- Monitoring, auditing, recording, communication, and reporting methods
- Potential emergencies and recommended responses
- Site induction and training needs.

The EMP must be approved by the Environmental Manager and Project Leader/Workplace Leader prior to the start of construction/contract and maintained for the duration of the contract. The EMP for high-risk projects should be forwarded to the Environmental Leader for review.

If a dispute prevents approval of the plan, the Environmental & Sustainability (ES) General Manager or delegate will be called on to resolve the situation.



2.0 ENVIRONMENTAL MANAGEMENT PLAN DEVELOPMENT PROCESS

EMPs must be developed to address project- or site-specific environmental risks, opportunities, and environmental obligations. Environmental obligations may include legal requirements, client-specific requirements, stakeholders and community expectations and Laing O'Rourke policy, strategies, and programmes.

Table 1 outlines the process for effectively developing an EMP in accordance with the Laing O'Rourke HSEMS. The process must consider other System Requirements including the **System Requirement Environmental Aspects and Impacts** and associated business Environmental Aspects and Impacts Register. Sufficient time and resources must be allowed for the EMP development and approval, so the plan is approved and in place prior to project commencement.

Table 1 EMP development process

STEP	ACTIONS
1. REVIEW CLIENT-SPECIFIC REQUIREMENTS AND SPECIFICATIONS	<ul style="list-style-type: none"> Identify timeframe for client approval of EMP Identify contractual requirements and mitigation measures Incorporate contractual mitigation measures in EMP, operational controls, ERAPs and sub-plans Identify and incorporate environmental incident reporting requirements.
2. REVIEW DEVELOPMENT APPROVAL CONDITIONS	<ul style="list-style-type: none"> Identify conditions that impact design or construction Identify any authority approvals Identify any EMP review or approval requirements Incorporate conditions in Compliance Tracking Register. Incorporate required mitigation measures.
3. REVIEW ENVIRONMENTAL DOCUMENTATION AND REPORTS FOR THE PROJECT OR SITE	<ul style="list-style-type: none"> Confirm the limits of environmental assessment on-site and align with scope of works Confirm assessment aligns with proposed construction methodology Identify environmentally sensitive areas, mitigation measures and other significant matters.
4. LEGAL AND OTHER REQUIREMENTS	<ul style="list-style-type: none"> Review relevant legislation and complete Appendix 2 of the EMP Identify potential impacts of the project Review and identify requirements for additional permits licences and approvals.
5. UNDERTAKE ENVIRONMENTAL RISK ASSESSMENT	<ul style="list-style-type: none"> Identify significant aspects and impacts Review project site environmental assessment Review site-specific environmental constraints Identify local community and stakeholder interaction Identify environmental sensitive areas Identify medium, high, and extreme risks.
6. DEVELOP ERAPS AND SUB-PLANS	<ul style="list-style-type: none"> Develop ERAPs for medium and high risks Include specific control measures from standard ERAPs Incorporate relevant mitigation measures from environmental assessments, licences/permits and approvals Develop monitoring requirements.
7. IDENTIFY OBJECTIVES AND TARGETS	<ul style="list-style-type: none"> Identify project-specific objectives and targets Develop/agree KPI for monitoring environmental performance Align key performance indicators (KPI) with interested party expectations.
8. EMP APPROVAL	<ul style="list-style-type: none"> EMP to be reviewed and approved by Project Leader/Workplace Leader EMP to be submitted to client and or statutory authority as required by the contract or planning conditions EMP requirements to be briefed to the project team through inductions and training.

3.0 PERFORMANCE REVIEW

The EMP should be reviewed at least every six months. The review will determine whether the processes and procedures provided within the plan are suitable for the delivery of the environmental performance expectations and whether it supports the project or site meeting the respective environmental obligations.

4.0 PLANS, FORMS AND TEMPLATES

For relevant plans, forms and templates see the Laing O'Rourke HSEMS at www.lorhsems.com.