



# 2025 ANNUAL COMPLIANCE REPORT

## LAKE VERMONT MEADOWBROOK (EPBC 2019/8485)

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PREPARED FOR  
BOWEN BASIN COAL PTY LTD

12 MARCH 2026



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## Document Control

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<b>Client:</b>	Bowen Basin Coal Pty Ltd
<b>Project Manager:</b>	Rod Hailstone

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# 1 Introduction

The 2025 Annual Compliance Report for the Lake Vermont Meadowbrook Coal Mine Project has been prepared in accordance with Condition 52 of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) Approval (EPBC 2019/8485). This report provides the compliance assessment of the reporting period of 19 December 2024 to 19 December 2025.

## 2 Scope of work

This report has been prepared in accordance with the EPBC Act approval Condition 52 and presents the findings of the annual compliance reporting. The scope of this reporting includes:

- a desktop review of the documentation relevant to the EPBC Act approval; and
- correspondence with site personnel.

## 3 Description of activities

An overview of EPBC 2019/8485 project details is outlined in Table 1.

Table 1: Project details

Matter	Information
Approval number	EPBC 2019/8485
Project name	Lake Vermont Meadowbrook Coal Mine Project (EPBC 2019/8485)
Approval holder	Bowen Basin Coal Pty Ltd
ACN of approval holder	065 321 440
The approved action	To construct, operate and decommission an extension to the existing Lake Vermont Mine, including a double-seam underground longwall mine, an open-cut pit and associated mine infrastructure.
Project location	Approximately 20 km northeast of Dysart and 180 km southwest of Mackay, in the Bowen Basin region of central Queensland.
Dates for the reporting period	19 December 2024 to 19 December 2025.

The Lake Vermont Meadowbrook Project is an extension to the existing open-cut operations, of the existing Lake Vermont Mine (within mining leases [ML] 70331, ML 70477 and ML 70528). The Lake Vermont Mine operates under Queensland Environmental Authority EPML00659513.

The Lake Vermont Meadowbrook Project targets metallurgical product coal (hard coking coal and pulverised coal injection coal). The project addresses the forecast decline in coal output from the existing Lake Vermont open cut coal mine, by maintaining approved (up to 12 Mtpa ROM) production levels (being approximately 9 Mtpa of product coal) across an extended life of the mine. The project was scheduled to commence with underground longwall mining from 2028, however this remains subject to final approvals. The underground will operate for a period of 20 years, with the operation of a single open cut pit occurring towards the end of the underground, with a mining life of approximately 10 years. Production levels will continue to tail off upon

completion of the underground, until mining completion. Approximately 108.6 Mt of underground ROM coal and 13.3 Mt of open cut ROM coal is estimated to be mined over the life of the project, producing approximately 122 Mt of total ROM coal.

**It is noted that activities have not yet commenced for the Lake Vermont Meadowbrook Project, with no activities having been undertaken during this compliance reporting period.**

## 4 Conditions and compliance audit

The conditions of the EPBC approval have been considered and addressed in Table 2. If a management plan is required under an approval condition, where applicable the specifics of a management plan that supports the condition are detailed in this compliance report.

Table 2: EPBC 2019/8485 condition compliance status

Condition numbers	Condition	Compliance	Evidence/comments
<b>Clearing limits</b>			
1 to 2	1) The approval holder must not: <ul style="list-style-type: none"> <li>a) clear outside of the Action area</li> <li>b) construct outside of the Action area.</li> </ul> 2) The approval holder must not clear more than: <ul style="list-style-type: none"> <li>a) 109.2 hectares (ha) of Koala habitat</li> <li>b) 100.6 ha of Greater Glider habitat</li> <li>c) 211.4 ha of Ornamental Snake habitat</li> <li>d) 15.8 ha of Squatter Pigeon habitat</li> <li>e) 44.4 ha of Poplar Box Grassy Woodland on Alluvial Plains threatened ecological community</li> <li>f) 7.9 ha of Brigalow</li> </ul>	N/A	No clearing has been undertaken, the Project has not commenced.
<b>Mitigation measures</b>			
3 to 6	3) The approval holder must implement the following mitigation measures from the commencement of the Action and continue to implement these measures until the completion of the Action to avoid and mitigate harm to protected matters: <ul style="list-style-type: none"> <li>a) enforce a 40 kilometre/hour speed limit when travelling within Koala habitat, Greater Glider habitat or Squatter Pigeon habitat unless travelling on a section of road made difficult for Koalas, Greater Gliders and Squatter Pigeons to access by the installation of fauna friendly fencing and safe crossings for fauna.</li> <li>b) ensure all fencing constructed as a result of the Action uses a non-barbed top wire where it passes through areas of Greater Glider habitat and Koala habitat</li> <li>c) ensure a fauna spotter-catcher is present during all habitat clearance activities, and has the authority to immediately cease habitat clearance</li> </ul>	N/A	The Project has not commenced, no impacts have occurred and corresponding mitigation is not yet required.

Condition numbers	Condition	Compliance	Evidence/comments
	<p>for an appropriate timeframe if any protected matter is sighted</p> <p>d) keep artificial site lighting to the minimum required for human safety</p> <p>e) ensure lighting beams are directed downwards and use shields and baffles to limit light spill beyond the area that requires lighting in accordance with the National Light Pollution Guidelines for Wildlife.</p> <p>4) To avoid and mitigate harm as a result of the Action on the Koala, the approval holder must implement the following mitigation measures:</p> <p>a) when clearing within Koala habitat:</p> <p>i) only undertake clearing during daylight hours,</p> <p>ii) ensure clearing is conducted in stages and timed to provide a minimum of 12 hours break between clearing events,</p> <p>iii) maintain appropriate habitat links, or trees retained as stepping stones, linking the Action area to adjacent habitat areas to facilitate Koala movement between habitat areas,</p> <p>iv) ensure habitat links are not more than 200 metres apart</p> <p>v) ensure clearing is undertaken in the direction of retained habitat, adjacent habitat or local habitat corridors to ensure Koalas are not isolated in an island of vegetation surrounded by clearing,</p> <p>vi) thin areas with trees prior to undertaking complete clearing of that area, to encourage resident Koalas to start seeking new home ranges prior to complete clearing, and</p> <p>vii) ensure Koala habitat trees are only felled in a controlled manner using a vertical tree grab mounted on an excavator</p> <p>b) within two days prior to any clearing within the Action area, ensure a fauna spotter catcher inspects all Koala habitat trees for the presence of, or use by, Koalas</p> <p>c) ensure no tree in which a Koala is present, and no tree with a crown overlapping a tree in which a Koala is present, is cleared until the Koala leaves of its own accord.</p> <p>5) To avoid and mitigate harm as a result of the Action to the Greater Glider, the approval holder must implement the following measures:</p> <p>a) within two days prior to any clearing within Greater Glider habitat, ensure a fauna spotter catcher inspects all Greater Glider habitat trees including but not limited to all hollowbearing trees, for the presence of, or use by Greater Gliders</p>		

Condition numbers	Condition	Compliance	Evidence/comments
	<p>b) ensure a fauna spotter catcher is in attendance and observing for Greater Gliders during any clearing activities undertaken within Greater Glider habitat.</p> <p>c) ensure the fauna spotter catcher has the authority to immediately cease clearance for a sufficient amount of time to safely relocate any Greater Gliders to an appropriate habitat area.</p> <p>6) To avoid and mitigate harm as a result of the Action to Ornamental Snake, the approval holder must implement the following measures:</p> <p>a) within two days prior to any clearing within the Action area, ensure a fauna spotter catcher inspects all Ornamental Snake habitat for the presence of, or use by Ornamental Snake</p> <p>b) ensure a fauna spotter catcher is in attendance and observing for Ornamental Snake during any clearing activities undertaken within Ornamental Snake habitat.</p> <p>c) ensure the fauna spotter catcher has the authority to immediately cease clearance for a sufficient amount of time to relocate any Ornamental Snake to an appropriate habitat area.</p>		
<b>Action management plans</b>			
7 to 9	<p>The MNESMP must be prepared by a suitably qualified ecologist. All commitments, including environmental outcomes, management measures, corrective measures, trigger thresholds and performance indicators in the MNESMP must be SMART and based on referenced or included evidence of effectiveness. The MNESMP must be consistent with the Environmental Management Plan Guidelines and the National Light Pollution Guidelines for Wildlife, and must include:</p> <p>a) details of the relevant protected matters and a reference to EPBC Act approval conditions to which the plan refers,</p> <p>b) a table of commitments made in the plan to achieve the environmental outcomes, and a reference to exactly where these commitments are detailed in the plan,</p> <p>c) commitments capable of ensuring that the environmental outcomes are achieved, 5</p> <p>d) reporting and review mechanisms to demonstrate compliance with the commitments made in the plan,</p> <p>e) an assessment of risks relating to achieving the environmental outcomes and risk management strategies and/or mitigation measures that will be applied to address identified risks,</p>	N/A	<p>The Project has not commenced and the MNESMP will be provided prior to commencement in accordance with the condition.</p> <p>It is noted a draft Ornamental Snake Management Plan was prepared and submitted with the EIS (AARC 2023a), this plan will form part of the MNESMP, when it is required.</p>

Condition numbers	Condition	Compliance	Evidence/comments
	<p>f) impact avoidance, mitigation and/or repair measures, and the timing of those measures,</p> <p>g) a monitoring program, which must include:</p> <ul style="list-style-type: none"> <li>i) performance indicators,</li> <li>ii) trigger thresholds for corrective measures,</li> <li>iii) the timing and frequency of monitoring, ensuring monitoring is capable of detecting trigger thresholds and changes in the performance indicators, and</li> <li>iv) proposed corrective measures if trigger thresholds are reached, and</li> </ul> <p>h) references to other relevant plans or conditions of approval (including state or territory approval conditions).</p>		
<p>10 to 12</p>	<p>10) The approval holder must submit a Groundwater Dependent Ecosystem Monitoring and Management Plan (GDEMMP) to the department for the Minister’s approval. The approval holder must not commence the Action until the GDEMMP has been approved by the Minister in writing. The approval holder must commence implementing the GDEMMP, as approved by the Minister in writing, prior to the commencement of the Action and continue to implement the approved GDEMMP until the expiry date of this approval.</p> <p>11) The GDEMMP must be prepared by a suitably qualified ecologist. All commitments, including environmental outcomes, management measures, corrective measures, trigger thresholds and performance indicators in the GDEMMP must be SMART and based on referenced or included evidence of effectiveness. The GDEMMP must be consistent with the Environmental Management Plan Guidelines, and must:</p> <ul style="list-style-type: none"> <li>a) specify the design of, and subsequently be informed by the initial implementation of, a program of monitoring groundwater dependent ecosystem (GDE) habitat quality for each of the 14 GDE monitoring areas specified in Attachment I.</li> <li>b) provide two years of GDE baseline monitoring records (comprising at least four monitoring events covering at least two wet seasons and two dry seasons) to inform the specification of groundwater trigger thresholds and limits to prevent harm to GDEs,</li> <li>c) report on the condition of all potential GDE areas in, and within 10 km of, the Action area including those in any approved offset area,</li> <li>d) specify surface water quality, sediment quality, and macroinvertebrate trigger thresholds and limits,</li> </ul>	<p>N/A</p>	<p>A GDEMMP was prepared and submitted with the Project EIS (3D Environmental 2023).</p> <p>However, given the project has not yet commenced, the GDEMMP has not yet been formally submitted for approval. This will occur prior to project commencement.</p> <p>Following approval of the GDEMMP, this plan will be published on the proponents website.</p> <p>It is noted that while the Project has not yet commenced, implementation of the requirement for a further 2 years of baseline monitoring is currently in progress (as a proactive measure of preparedness).</p>

Condition numbers	Condition	Compliance	Evidence/comments
	<p>e) detail how changes to surface water quality, sediment quality, macroinvertebrates, and the receiving environment, as a result of the Action, would be detected, assessed, and limited so that unapproved harm to protected matters does not occur, and</p> <p>f) specify the corrective measures to be implemented if trigger thresholds are reached.</p> <p>12) The GDEMMP must include the following related to stygofauna:</p> <p>a) trigger thresholds and limits for impacts to stygofauna abundance and diversity</p> <p>b) detection and monitoring measures to determine whether stygofauna are being impacted by the Action and, if so, which ones and how much</p> <p>c) a monitoring program utilising bores capable of detecting any exceedance of approved stygofauna trigger thresholds or limits</p> <p>d) corrective measures to be implemented in the event that any stygofauna trigger threshold is exceeded.</p>		
13 to 14	<p>13) The approval holder must submit a Subsidence Management Plan (SMP) to the department for the Minister’s approval. The approval holder must not commence the Action until the SMP has been approved by the Minister in writing. I. The approval holder must commence implementing the SMP, as approved by the Minister in writing, prior to the commencement of the Action and continue to implement the approved SMP until the expiry date of this approval.</p> <p>14) The SMP must be prepared by a suitably qualified ecologist. All commitments, including environmental outcomes, management measures, corrective measures, trigger thresholds, limits and performance indicators specified in the SMP must be SMART and based on referenced or included evidence of effectiveness. The SMP must be consistent with the Environmental Management Plan Guidelines, and must include:</p> <p>a) an overview of the existing environment of the subsidence area,</p> <p>b) a summary of the key impacts that may arise as a result of the subsidence,</p> <p>c) a program of effective monitoring to detect the actual and potential environmental impacts of subsidence including, but not limited to:</p> <p>i) landform change,</p> <p>ii) surface cracking,</p> <p>iii) erosion,</p>	N/A	<p>A SMP was prepared and submitted with the Project EIS (AARC 2023b). The Project will not commence without the SMP being submitted and approved by the Minister in writing.</p> <p>Following approval of the SMP, this plan will be published on the proponents website.</p>

Condition numbers	Condition	Compliance	Evidence/comments
	<ul style="list-style-type: none"> <li>iv) surface water flows, including dewatering or ponding,</li> <li>v) watercourse channel movement, and</li> <li>vi) ecology,</li> <li>d) a process for the assessment of the adequacy of any completed repair works or recommended measures from the previous monitoring period,</li> <li>e) a process to monitor the completion of measures,</li> <li>f) trigger thresholds and limits which the approval holder commits to not exceed, and</li> <li>g) corrective measures to be implemented if a trigger threshold is reached.</li> </ul>		
15 to 17	<p>15) The approval holder must submit a Water Management Plan (WMP) to the department for the Minister’s approval. The approval holder must not commence the Action until the WMP has been approved by the Minister in writing. The approval holder must commence implementing the WMP, as approved by the Minister in writing, prior to the commencement of the Action and continue to implement the approved WMP until the expiry date of this approval.</p> <p>16) The WMP must be prepared by a suitably qualified water expert. All commitments, including environmental outcomes, management measures, corrective measures, trigger thresholds, limits and performance indicators in the WMP must be SMART and based on referenced or included evidence of effectiveness. The WMP must be consistent with the Environmental Management Guidelines, and must:</p> <ul style="list-style-type: none"> <li>a) specify trigger thresholds and limits for groundwater levels and quality,</li> <li>b) detail how changes to groundwater levels and quality, as a result of the Action, will be detected, assessed and limited,</li> <li>c) detail a monitoring program that utilises a network of groundwater monitoring bores capable of detecting any potential exceedance of trigger thresholds, limits and any harm to protected matters,</li> <li>d) specify the corrective measures to be implemented in the event that a groundwater level or quality trigger threshold is exceeded,</li> <li>e) specify surface water quality, sediment quality, and macroinvertebrate trigger thresholds,</li> <li>f) detail how changes to surface water quality, sediment quality, macroinvertebrates, and the receiving environment, as a result of the Action, will be detected, assessed, and limited</li> </ul>	N/A	<p>The project has not yet commenced. Accordingly, the WMP will be prepared and submitted for approval, prior to commencement.</p> <p>Following approval of the WMP, this plan will be published on the proponents website.</p>

Condition numbers	Condition	Compliance	Evidence/comments
	<p>g) detail a monitoring program that utilises a network of surface water monitoring locations capable of detecting any potential exceedance of surface water quality, sediment quality, or macroinvertebrate trigger thresholds, limits and any harm to protected matters</p> <p>h) specify measures to prevent erosion and sedimentation as a result of the Action to ensure harm to aquatic habitat and water quality is minimised,</p> <p>i) specify management measures for controlled releases of mine-affected water and other sources of contamination generated by the Action to ensure they do not cause unapproved impacts to the environment,</p> <p>j) specify the format and timing for the reporting of monitoring data and analysis of that data to predict the likelihood of any trigger thresholds being exceeded, and</p> <p>k) specify procedures for periodic review of the effectiveness of the WMP, at a minimum of once every three years from the date of commencement of the Action.</p> <p>17) In the event that monitoring, tests, surveys or investigations indicate an exceedance of a trigger threshold or limit specified in the approved WMP, the approval holder must:</p> <p>a) report the exceedance of a limit in writing to the department as an incident within 2 business days of becoming aware of the exceedance, including details of any immediate corrective measures implemented and their effectiveness,</p> <p>b) commence implementing the corrective measures specified in the approved WMP within 24 hours of becoming aware of any exceedance of a trigger threshold,</p> <p>c) report any exceedance of a trigger threshold in writing to the department in the next compliance report following the approval holder becoming aware of the exceedance,</p> <p>d) investigate to determine the cause of any exceedance of a limit,</p> <p>e) investigate to determine the extent and severity of potential environmental harm or alteration of the receiving environment that occurred or is likely to occur due to any exceedance of a limit, and</p> <p>f) provide a report to the department within 21 business days of any exceedance of a limit being detected. The report must include:</p> <p>i) the findings of the investigations required by conditions 18)d) and 18)e),</p>		

Condition numbers	Condition	Compliance	Evidence/comments
	ii) measures to prevent exceedance of the limit in the future, iii) measures to prevent, mitigate and remedy any unapproved environmental harm, and iv) a recommendation and justification of whether the trigger thresholds should be revised based on better understanding, demonstrating that limits will not be exceeded again		
18 and 19	<p>18) The approval holder must submit a Receiving Environment Monitoring Program (REMP) to the department for the Minister’s approval. The approval holder must not commence the Action until the REMP has been approved by the Minister in writing. The approval holder must commence implementing the REMP, as approved by the Minister in writing, prior to the commencement of the Action and continue to implement the approved REMP until the expiry date of this approval. By implementing the approved REMP, the approval holder must achieve the following environmental outcome:</p> <p>a) obtain and collate adequate baseline data and monitoring coverage that is sufficient to identify any potential impacts as a result of the Action.</p> <p>19) The REMP must be prepared by a suitably qualified ecologist. All commitments, including management measures, corrective measures, trigger thresholds, limits and performance indicators in the REMP must be SMART and based on referenced or included evidence of effectiveness. The REMP must be consistent with the Environmental Management Plan Guidelines, and must include:</p> <p>a) details of the relevant protected matters and a reference to the EPBC Act approval conditions to which the plan refers,</p> <p>b) a table of commitments made in the plan to achieve the environmental outcomes, and a reference to exactly where these commitments are detailed in the plan,</p> <p>c) commitments capable of ensuring that the environmental outcomes are achieved,</p> <p>d) reporting and review mechanisms to demonstrate compliance with the commitments made in the plan,</p> <p>e) an assessment of risks relating to achieving the environmental outcomes and risk management strategies and/or mitigation measures that will be applied to address identified risks,</p> <p>f) impact avoidance, mitigation and/or repair measures, and the timing of those measures ,</p> <p>g) a monitoring program, which must include:</p> <p>i) performance indicators,</p>	N/A	<p>The project has not yet commenced. Accordingly, the REMP will be prepared and submitted for approval, prior to commencement.</p> <p>Following approval of the REMP, this plan will be published on the proponent’s website.</p>

Condition numbers	Condition	Compliance	Evidence/comments
	<ul style="list-style-type: none"> <li>ii) trigger thresholds for corrective measures,</li> <li>iii) limits,</li> <li>iv) the timing and frequency of monitoring, ensuring monitoring is capable of detecting trigger thresholds, limits and changes in the performance indicators, and</li> <li>v) proposed corrective measures if trigger thresholds are reached,</li> <li>h) details of how upstream and downstream free movement of fish throughout Phillips Creek and One Mile Creek will be facilitated, from the commencement of the Action at least until the expiry date of this approval, and</li> <li>i) evidence that procedures and guidelines from ANZG and other relevant guidance documents have been applied.</li> </ul>		
<b>Offsets</b>			
20 to 25	<p data-bbox="336 913 730 936">Stage 1-3 Offset Area Management Plan</p> <p data-bbox="336 958 815 1099">20) The approval holder must commence implementing the Offset Area Management Plan (OAMP) prior to commencement of the Action and continue to implement the OAMP at least until the expiry date of this approval.</p> <p data-bbox="336 1122 815 1234">21) The approval holder must, within 5 business days of commencing implementation of the OAMP, notify the department of the date on which implementation of the OAMP commenced.</p> <p data-bbox="336 1256 815 1424">22) The approval holder must, prior to commencement of the Action, submit an application to secure each offset site specified in the OAMP. The OAMP must be attached to the mechanism used to legally secure each offset site specified in the OAMP.</p> <p data-bbox="336 1447 815 1615">23) Within 12 months of the commencement of the Action, the approval holder must ensure that the offset site specified in the OAMP has been legally secured. The approval holder must ensure that the offset site remains secured at least until the expiry date of this approval.</p> <p data-bbox="336 1637 815 1749">24) The approval holder must notify and provide evidence to the department in writing within 5 business days of the offset site specified in the OAMP being secured.</p> <p data-bbox="336 1771 815 1939">25) The approval holder must achieve all offset outcomes at the offset site specified in the OAMP by the time specified for each outcome in the OAMP. Once achieved, the approval holder must maintain or exceed these offset outcomes at least until the expiry of this approval.</p>	Compliant	<p data-bbox="999 913 1366 1021">The Offset Area Management Plan (OAMP) has been submitted and approved, despite the Project having not yet commenced.</p> <p data-bbox="999 1043 1366 1178">Legal registration of the proposed offset remains pending final project approvals. Following this, the OAMP will be implemented (in conjunction with Project commencement).</p> <p data-bbox="999 1200 1366 1256">The approved OAMP is available on the proponent’s website, at:</p> <p data-bbox="999 1279 1286 1335"><a href="#">Meadowbrook Offset-Area-Management-Plan.pdf</a></p>
26 to 33	<p data-bbox="336 1973 480 1995">Stage 4 OAMP</p> <p data-bbox="336 2018 815 2067">26) Prior to the commencement of stage 4 of the Action, the approval holder must submit a Stage</p>	N/A	<p data-bbox="999 1973 1366 2018">The Project has not yet commenced. The conditions relating to Stage 4</p>

Condition numbers	Condition	Compliance	Evidence/comments
	<p>4 Offset Area Management Plan (Stage 4 OAMP) to the department for the Minister’s approval.</p>		<p>offsets will be met prior to commencement of Stage 4 activity.</p>
	<p>27) The approval holder must not commence stage 4 of the Action unless the Stage 4 OAMP has been approved by the Minister in writing. The approval holder must commence implementation of the approved Stage 4 OAMP prior to the commencement of stage 4 of the Action and continue to implement the approved Stage 4 OAMP at least until the expiry date of this approval.</p>		
	<p>28) The approval holder must, within 5 business days of commencing implementation of the approved Stage 4 OAMP, notify the department of the date on which implementation of the approved Stage 4 OAMP commenced.</p>		
	<p>29) The approval holder must, prior to commencement of stage 4 of the Action, submit an application to secure each offset site specified in the approved Stage 4 OAMP.</p>		
	<p>30) Within 12 months of the commencement of stage 4 of the Action, the approval holder must ensure each offset site specified in the approved Stage 4 OAMP has been legally secured. The approval holder must ensure that the offset site remains secured at least until the expiry date of this approval.</p>		
	<p>31) The approval holder must notify and provide evidence to the department in writing within 5 business days of the Stage 4 offset site being secured.</p>		
	<p>32) The Stage 4 OAMP must meet the requirements of the Environmental Offsets Policy and the Environmental Management Plan Guidelines to the satisfaction of the Minister. All commitments, including environmental outcomes, management measures, corrective measures, trigger threshold and performance indicators in the Stage 4 OAMP must be SMART and based on referenced or included evidence of effectiveness. The Stage 4 OAMP must be prepared by a suitably qualified ecologist and must include:</p>		
	<p>a) detailed information on the residual impacts of stage 4 on Koala, Greater Glider, Ornamental Snake, Squatter Pigeon, Poplar Box Grassy Woodland on Alluvial Plains, and Brigalow that will be compensated for by the offset, including the area(s) of habitat for protected matters and its habitat quality at all locations impacted by the Action which the offset is to address,</p>		
	<p>b) detailed information and a shapefile specifying the location, area and boundaries at the offset site(s),</p>		

Condition numbers	Condition	Compliance	Evidence/comments
	<p>c) detailed baseline information on the area(s) of habitat, its habitat quality, and the presence (or not) of the protected matters at the offset site(s),</p> <p>d) commitments to achievable improved ecological benefits at the offset site(s) and the timeframes in which they will be achieved,</p> <p>e) a table summarising all commitments to achieve the ecological benefits for protected matters at the offset site(s), and a reference to where each commitment is detailed in the Stage 4 OAMP,</p> <p>f) reporting and review mechanisms to inform the department annually regarding compliance with the management and environmental outcome commitments, and attainment and maintenance of the ecological benefits specified in the Stage 4 OAMP,</p> <p>g) an assessment of risks to achieving the ecological benefit(s) and what risk management measures and/or strategies will be applied to address these,</p> <p>h) a monitoring program, which must:</p> <ul style="list-style-type: none"> <li>i) specify measurable performance indicators and the timeframes for their achievement to gauge attainment of the ecological benefits for the protected matters,</li> <li>ii) specify trigger thresholds for corrective measures,</li> <li>iii) specify the timing (including season/time of day/frequency) methods and effort, and</li> <li>iv) explain how monitoring will be effective in detecting trigger thresholds and changes in the performance indicators, and gathering evidence that effectively demonstrates progress towards, attainment of and maintenance of the ecological benefits for the protected matters,</li> </ul> <p>i) corrective measures to be implemented to ensure that the ecological benefits for the protected matters are achieved or maintained if trigger thresholds are reached or performance indicators not achieved in specified timeframes,</p> <p>j) references to relevant referenced plans or conditions of approval (including state approval conditions), and</p> <p>k) how the offset site(s) will be protected, including securement, and all ecological benefits maintained or improved at least until the expiry date of this approval, and have enduring protection.</p> <p>33) The approval holder must achieve all offset outcomes at the offset site(s) specified in the approved Stage 4 OAMP by the time specified for each outcome in the approved Stage 4 OAMP. Once achieved, the approval holder must</p>		

Condition numbers	Condition	Compliance	Evidence/comments
	maintain or exceed these offset outcomes at least until the expiry date of this approval.		
<b>Revision of action management plans</b>			
34 to 39	<p>34) The approval holder may, at any time, apply to the Minister for a variation to an action management plan approved by the Minister or as subsequently revised in accordance with the following conditions, by submitting an application in accordance with the requirements of section 143A of the EPBC Act. If the Minister approves a revised action management plan (RAMP) then, from the date specified, the approval holder must implement the RAMP in place of any previous version of the action management plan.</p> <p>35) The approval holder may choose to revise an action management plan approved by the Minister under conditions 7 and 10, or as subsequently revised in accordance with these conditions, without submitting it for approval under section 143A of the EPBC Act, if the taking of the Action in accordance with the RAMP would not be likely to have a new or increased impact.</p> <p>36) If the approval holder makes the choice under condition 35 to revise an action management plan without submitting it for approval, the approval holder must:</p> <ul style="list-style-type: none"> <li>a) Notify the department electronically that the approved action management plan has been revised and provide the department with:                             <ul style="list-style-type: none"> <li>i) An electronic copy of the RAMP.</li> <li>ii) An electronic copy of the RAMP marked up with track changes to show the differences between the approved action management plan and the RAMP.</li> <li>iii) An explanation of the differences between the approved action management plan and the RAMP.</li> <li>iv) The reasons the approval holder considers that taking the Action in accordance with the RAMP would not be likely to have a new or increased impact.</li> <li>v) Written notice of the date on which the approval holder will implement the RAMP (RAMP implementation date), being at least 20 business days after the date of providing notice of the revision of the action management plan, or a date agreed to in writing with the department.</li> </ul> </li> <li>b) Subject to condition 38, implement the RAMP from the RAMP implementation date.</li> </ul> <p>37) The approval holder may revoke its choice to implement a RAMP under condition 35 at any time by giving written notice to the department. If the approval holder revokes the choice under condition 35, the approval holder must</p>	N/A	The Project has not yet commenced and no management plans have therefore required revision.

Condition numbers	Condition	Compliance	Evidence/comments
	<p>implement the action management plan in force immediately prior to the revision undertaken under condition 35.</p> <p>38) If the Minister notifies the approval holder that the Minister is satisfied that the taking of the Action in accordance with the RAMP would be likely to have a new or increased impact, then:</p> <p>a) condition 35 does not apply, or ceases to apply, in relation to the RAMP.</p> <p>b) the approval holder must implement the action management plan specified by the Minister in the notice.</p> <p>39) At the time of giving the notice under condition 38, the Minister may also notify that for a specified period of time, condition 35 does not apply for one or more specified action management plans.</p>		
<b>Submission and publication of plans</b>			
40 to 43	<p>40) Wherever these conditions require the approval holder to submit any plan to the department, all such plans must be submitted to the department electronically.</p> <p>41) Unless otherwise agreed to in writing by the Minister, the approval holder must publish each plan on the website within 15 business days of the date:</p> <p>a) the plan is approved by the Minister in writing, if the plan requires the approval of the Minister,</p> <p>b) the plan is submitted to the department in accordance with a requirement of these conditions, if the plan does not require the approval of the Minister</p> <p>42) The approval holder must keep all plans published on the website, in a format that is easily accessible and downloadable, from the first date which that plan must be published and until the expiry date of this approval. This requirement applies to all current and superseded versions of plans.</p> <p>43) The approval holder is required to exclude or redact sensitive biodiversity data from any version of a plan before that plan is published on the website or otherwise provided to a member of the public. If sensitive biodiversity data is excluded or redacted from a plan, the approval holder must notify the department in writing what exclusions and redactions have been made in the version published on the website.</p>	N/A	<p>The Project has not yet commenced, but the OAMP for Stages 1-3 has been submitted, approved, and uploaded to the proponent's website. The legal registration of this offset area will remain pending, until final approvals for the Project are granted.</p> <p>Further management plans will be submitted for approval prior to commencement of the Project.</p>
<b>Commencement of the Action</b>			
44 to 46	<p>44) The approval holder must notify the department electronically of the date of commencement of the Action, within 5 business days following commencement of the Action.</p>	N/A	The Project has not commenced.

Condition numbers	Condition	Compliance	Evidence/comments
	<p>45) The approval holder must not commence the Action later than 5 years after the date of this approval decision.</p> <p>46) The approval holder must notify the department electronically of the date of commencement of Stage 4 of the Action within 5 business days following commencement of Stage 4 of the Action.</p>		
<b>Compliance records</b>			
47 to 51	<p>47) The approval holder must maintain accurate and complete compliance records and document the procedure for recording and storing compliance records.</p> <p>48) If the department makes a request in writing, the approval holder must provide electronic copies of compliance records to the department within the timeframe specified in the request. Note: Compliance records may be subject to audit by the department, or by an independent auditor in accordance with section 458 of the EPBC Act, and/or be used to verify compliance with the conditions. Summaries of the results of an audit may be published on the department's website or through the general media.</p> <p>49) The approval holder must ensure that any monitoring data, surveys, maps, and other spatial and metadata required under the conditions of this approval are prepared in accordance with the Guidelines for biological survey and mapped data, Commonwealth of Australia 2018, or as otherwise specified by the Minister in writing.</p> <p>50) The approval holder must ensure that any monitoring data, surveys, maps, and other spatial and metadata required under the conditions of this approval are prepared in accordance with the Guide to providing maps and boundary data for EPBC Act projects, Commonwealth of Australia 2021, or as otherwise specified by the Minister in writing.</p> <p>51) The approval holder must submit all monitoring data, surveys, maps, other spatial and metadata and all species occurrence record data (sightings and evidence of presence) electronically to the department within 20 business days except where otherwise specified in a plan.</p>	N/A	<p>The Project has not yet commenced. All data collected in the process of baseline monitoring has been maintained, such that records are compliant with these conditions.</p>
<b>Annual compliance reporting</b>			
52	<p>The approval holder must prepare a compliance report for each Annual Compliance Report period (ACR period).</p>	Compliant	<p>This report meets the requirement of this condition</p>
53	<p>The approval holder must ensure each compliance report includes:</p>	Compliant	<p>This compliance report includes all required information with regard to this condition. It is noted the Project has not yet commenced.</p>

Condition numbers	Condition	Compliance	Evidence/comments
	<p>a) accurate and complete details of compliance and any non-compliance with:</p> <ul style="list-style-type: none"> <li>i) each condition attached to this approval decision, and</li> <li>ii) all commitments made in each plan,</li> </ul> <p>b) a schedule of all plans in effect in relation to these conditions during the ACR period,</p> <p>c) accurate and complete details of how each plan was implemented during the ACR period, and</p> <p>d) if any incident occurred, accurate and complete details of each incident.</p>		
54	<p>The approval holder must ensure each compliance report is completed to the satisfaction of the Minister and is consistent with the Annual Compliance Report Guidelines, Commonwealth of Australia 2023.</p>	Compliant	<p>This report is consistent with the guidelines.</p>
55	<p>The approval holder must, within 20 business days following the end of each ACR period, in a format that is easily accessible and downloadable, publish on the website:</p> <ul style="list-style-type: none"> <li>a) each compliance report, and</li> <li>b) a shapefile showing all clearing of protected matters, and their habitat, undertaken within the ACR period.</li> </ul>	Non-compliant	<p>This report will be published on the proponent’s website, but has been produced after the required timeframe.</p> <p>The proponent has written to the Department explaining the delay, which was caused by human error in circumstances where no activities have been carried out on the ground.</p> <p>Please note that no clearing has yet commenced, and therefore no spatial data of cleared areas is available.</p>
56	<p>The approval holder must:</p> <ul style="list-style-type: none"> <li>a) Exclude or redact sensitive biodiversity data from each compliance report and shapefile published on the website or otherwise provided to a member of the public.</li> <li>b) If sensitive biodiversity data is excluded or redacted from a version of a compliance report published or otherwise provided to a member of the public, submit the full compliance report to the department within 5 business days of its publication on the website and notify the department in writing what exclusions and redactions have been made in the version published on the website or otherwise provided to a member of the public.</li> <li>c) If sensitive biodiversity data is excluded or redacted from a version of a shapefile published or otherwise provided to a member of the public, submit the full shapefile to the department within 5 business days of its publication on the website and notify the department in writing what exclusions and redactions have been made</li> </ul>	N/A	<p>The action has not commenced.</p>

Condition numbers	Condition	Compliance	Evidence/comments
	in the version published on the website or otherwise provided to a member of the public.		
57	The approval holder must notify the department electronically, within 5 business days of each date of publication that the compliance report has been published on the website. In this notification, the approval holder must provide the department with the web address for where the compliance report and related shapefile are published on the website.	Compliant	The department will be notified as required, in accordance with this condition.
58	The approval holder must keep each compliance report and related shapefile published on the website from the first date which that compliance report must be published and until the expiry date of this approval.	Compliant	This compliance report will remain published on the proponent's website, in accordance with this condition.
<b>Reporting non-compliance</b>			
59	<p>The approval holder must notify the department electronically, within 2 business days of becoming aware of any incident. The approval holder must specify in each notification:</p> <ul style="list-style-type: none"> <li>a) any condition or commitment made in a plan which has not been, or may have not been, complied with,</li> <li>b) a short description of the incident, and</li> <li>c) the location (if applicable, including co-ordinates), date and time of the incident.</li> </ul>	Compliant	A technical breach of condition 52 was notified to the department on 4 March 2026 given the late preparation of this report.
60	<p>The approval holder must provide to the department in writing, within 21 business days of becoming aware of an incident, the details of that incident. The approval holder must specify:</p> <ul style="list-style-type: none"> <li>a) all corrective measures and investigations which the approval holder has already taken in respect of the incident,</li> <li>b) the potential impacts of the incident,</li> <li>c) the method and timing of any corrective measures that the approval holder proposes to undertake to address the incident, and</li> <li>d) any variation of these conditions or revision of a plan that will be required to prevent recurrence of the incident and/or to address its consequences.</li> </ul>	Compliant	A technical breach of condition 52 was notified to the department on 4 March 2026 given the late preparation of this report.
<b>Independent audit</b>			
61 to 69	<p>61) The approval holder must ensure that an independent audit of compliance with the conditions is conducted for every audit period.</p> <p>62) The approval holder must submit details of the proposed independent auditor and their qualifications to the department within 10 business days following the end of each audit period.</p>	N/A	The Project has not yet commenced and the audit period has therefore also not occurred. The first audit period will be five years after the commencement of the action.

Condition numbers	Condition	Compliance	Evidence/comments
	<p>63) The approval holder must ensure the scope of each independent audit is sufficient to determine the compliance status for each condition of approval, and each commitment made in each plan.</p> <p>64) The approval holder must ensure the criteria for each independent audit and the undertaking of each independent audit are consistent with the Independent Audit and Audit Report Guidelines.</p> <p>65) The approval holder must submit an audit report to the department for written agreement from the department within 3 months following the end of each audit period, or as otherwise directed by the Minister in writing.</p> <p>66) The approval holder must ensure each audit report is completed to the satisfaction of the Minister and is consistent with the Independent Audit and Audit Report Guidelines to the extent that the Guidelines are consistent with these conditions.</p> <p>67) The approval holder must publish each audit report on the website, in a format that is easily accessible and downloadable, within 10 business days of the date the department agrees to that audit report in writing.</p> <p>68) The approval holder must notify the department within 5 business days of the date the audit report is published on the website. In this notification, the approval holder must provide the department with the web address for where the audit report is published on the website.</p> <p>69) The approval holder must keep each audit report published on the website from the first date which that audit report must be published and until the expiry date of this approval.</p>		
<b>Completion of the action</b>			
70 to 71	<p>70) Within 20 business days after the completion of the Action, and, in any event, at least 20 business days before this approval expires, the approval holder must notify the department electronically of the date of completion of the Action and provide completion data. The approval holder must submit any spatial data that comprises completion data as a shapefile.</p> <p>71) The approval holder must notify the department electronically 60 business days prior to the expiry date of this approval, that the approval is due to expire.</p>	N/A	The Project has not yet commenced, nor has the approval expired.

## 5 Correcting non-compliances

A technical non-compliance was identified during the reporting period with regard to the requirement to prepare an annual compliance report. This report was initially not prepared, as the project has not yet commenced. A summary detailing the non-compliance and corrective measures is shown in Table 3.

Table 3: Non-compliance summary

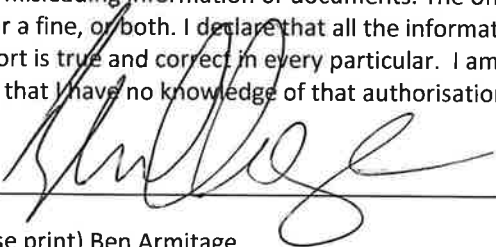
Non-compliance detail	Response
Department notification detail	The department was notified in writing (email) on 4 March 2026, which was the date that the technical non-compliance was identified. The correspondence included the notification and the details of the incident.
Relevant condition number and reference	Condition 52 and Condition 54.
Who detected the non-compliance	Jellinbah Group Manager Health Safety Environment and Communities.
How the non-compliance was corrected	The department was engaged on 5 March 2026, via telephone, to identify whether an Annual Compliance Report was required given the Project had not commenced. After confirming that an annual compliance report was still required, this report was immediately prepared.
Who was responsible for correcting the non-compliance	Jellinbah Group Manager Health Safety Environment and Communities.
Date when correction measures were commenced and completed for correction	The requirement to prepare an Annual Compliance Report (despite the action not having commenced) was confirmed with the department on 05 March 2026. The report was subsequently commissioned immediately, with the final version becoming available on 10 March 2026. The preparation of this report completes the required correction.
What measures have been taken to avoid recurrence	Given the initial Compliance Report is now completed, the annual compliance reports can and will be prepared accordingly. However, the approval holder will write to the Minister in accordance with the definition of 'Annual compliance report period' in the EPBC Act approval, requesting that the Minister confirm that no Annual compliance report will be required until the action has commenced.

## 6 New environmental risks

No new environmental risks have been identified during the reporting period. The project has not yet commenced and no Project impacts have occurred.

## 7 Declaration of accuracy

In making this declaration, I am aware that sections 490 and 491 of the Environment Protection and Biodiversity Conservation Act 1999 (Cth) (EPBC Act) make it an offence in certain circumstances to knowingly provide false or misleading information or documents. The offence is punishable on conviction by imprisonment or a fine, or both. I declare that all the information and documentation supporting this compliance report is true and correct in every particular. I am authorised to bind the approval holder to this declaration and that I have no knowledge of that authorisation being revoked at the time of making this declaration.

Signed 

Full name (please print) Ben Armitage

Position (please print) General Manager – Meadowbrook Underground

Organisation (please print including ABN/ACN if applicable) \_\_\_\_\_

Date 12/3/2026

## 8 References

AARC 2023a. Draft Ornamental Sanke Management Plan, Lake Vermont Meadowbrook Project, Prepared by AARC Environmental Solutions for Bowen Basin Coal Pty Ltd, 28 September 2023.

AARC 2023b. Subsidence Management Plan, Lake Vermont Meadowbrook Project, Prepared by AARC Environmental Solutions for Bowen Basin Coal Pty Ltd, October 2023.

DCCEEW 2024. Correction Notification, Lake Vermont Meadowbrook Coal Mine Project, Queensland (EPBC 2019/8485), Department of Climate Change, Energy, the Environment and Water (DCCEEW), 12 May 2025.

3d Environmental 2023. Groundwater Dependent Ecosystem (GDE) Monitoring and Management Plan, Lake Vermont – Meadowbrook Project, Prepared by 3d Environmental for Bowen Basin Coal Pty Ltd, 5 October 2023.