

ProTen

Pollution Incident Response Management Plan (PIRMP)

Bective Poultry Production Farm – Bective Lane, Bective NSW



20/9/25

PROTEN PTY LTD

Prepared by: ProTen

Revision: Version 15



Document Control

Issue/Version	Date	Description
1	September 2012	Draft PIRMP provided to ProTen for review.
2	November 2014	PIRMP reviewed, discussed and documented.
3	March 2014	Update of contact details.
4	March 2015	Update of contact details; inclusion of PIRMP testing process and outcomes; and review of pollutant inventory.
5	December 2015	Update of PIRMP testing history.
6	October 2016	Update of PIRMP testing history.
7	September 2017	Update of PIRMP testing history.
8	September 2018	Update of PIRMP testing history and contact details.
9	September 2019	Update of PIRMP testing history and contact details.
10	September 202	Update of PIRMP testing history and contact details.
11	September 2021	Update of PIRMP testing history and contact details.
12	September 2022	Update of PIRMP testing history and contact details.
13	September 2023	Update of PIRMP testing history and contact details.
14	April 2024	The PIRMP has been updated to address the updated Protection of the Environment Operations Act 1997 (POEO Act), specifically Protection of the Environment Operations (General) Regulation 2022 addressed within the EPA's Guideline: Pollution Incident Response Management Plans (2022).
15	September 2025	Update of PIRMP template, testing history and contact details.

Basis of Report

This report has been prepared by ProTen Pty Ltd with all reasonable skill, care and diligence. Information herein is based on the interpretation of data collected, which has been accepted as being accurate and valid.

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Acronyms and Abbreviations

ARA	Appropriate Regulatory Authority
CLC	Community Liaison Committee
DP	Deposited Plan
EPA	Environment Protection Authority
EP	Environment Protection Licence
PELA Act	<i>Protection of the Environment Legislation Amendment Act 2011</i>
PIRMP	Pollution Incident Response Management Plan
POEO Act	<i>Protection of the Environment Operations Act 1997</i>
POEO(G) Regulation	<i>Protection of the Environment Operations (General) Regulation 2009</i>
PPU	Poultry Production Unit
SDS	Safety Data Sheet

1.0 Introduction

1.1 Background and Scope

The Protection of the Environment Legislation Amendment Act 2011 (PELA Act) received assent on the 16 November 2011 resulting in changes to the Protection of the Environment Operations Act 1997 (POEO Act). The intent of the PELA Act is to improve the way pollution incidents are reported and managed. The specific requirements for a Pollution Incident Response Management Plan (PIRMP) are set out in Part 5.7A of the Protection of the Environment Operations Act 1997 (POEO Act) and the Protection of the Environment Operations (General) Regulation 2022 (POEO(G) Regulation). In summary, this legislation requires the following:

- All holders of an Environment Protection Licence (EPL) must prepare a PIRMP (section 153A, POEO Act);
- The PIRMP must include the information detailed in the POEO Act (section 153C) and the POEO(G) Regulation (clause 72) and be in the form required by the POEO(G) Regulation (clause 71);
- Licensees must keep the PIRMP at the premises to which the EPL relates, or, in the case of trackable waste transporters and mobile plant, where the relevant activity takes place (section 153D, POEO Act);
- Licensees must test the PIRMP at least every 12 months and after a pollution incident in accordance with the POEO(G) Regulation (clause 75); and

If a pollution incident occurs in the course of an activity so that material harm to the environment is caused or threatened within the meaning of Part 5.7 of the POEO Act, licensees must immediately implement the PIRMP (section 153F, POEO Act).

As the holder of EPL 10865, the Bective Poultry Production Farm (Bective Farm), which is owned and operated by ProTen Limited (ProTen), is required to comply with the POEO Act. As such, this document has been developed to satisfy the PIRMP requirements. This PIRMP covers the key actions to minimise the occurrence of a pollution incident and manage a pollution incident if one occurs (both during and after the incident). It also details the procedures for notification of pollution incidents resulting in or having the potential to cause material harm to the environment. The notification of environmental incidents under this PIRMP is only required for those incidents causing or threatening to result in material environmental harm (a material harm incident) as defined in the POEO Act (Section 1.3). While the PIRMP has been prepared for managing the impact to human health (employees and nearby neighbours) and the environment (onsite and offsite), it does not have procedures for the treatment of injured persons or the remediation of the environment following a pollution incident.

1.2 Availability of the PIRMP

In addressing the requirements of section 153D of the POEO Act and clauses 71 and 74 of the POEO(G) Regulation, a copy of this PIRMP shall be kept in written form at the EPL premises (i.e. the Bective Farm) and shall be made readily available to all personnel responsible for implementing the PIRMP and to any authorized officer (as defined in the POEO Act) on request.

The PIRMP will be made publicly available within fourteen (14) days of finalization via the ProTen website www.proten.com.au.

1.3 Definition of a Pollution Incident

The POEO Act provides the following definitions:

Pollution – means –

- a) Water pollution, or
- b) Air pollution, or
- c) Noise pollution, or
- d) Land pollution.

Pollution incident – ‘pollution incident means an incident or set of circumstances during or as a consequence of which there is or is likely to be a leak, spill or other escape or deposit of a substance, as a result of which pollution has occurred, is occurring or is likely to occur. It includes an incident or set of circumstances in which a substance has been placed or disposed of on premises, but it does not include an incident or set of circumstances involving only the emission of any noise’.

A licensee is required to notify the relevant regulatory authorities of a pollution incident if there is a risk of ‘material harm to the environment’, which is defined in section 147 of the POEO Act as:

- a) Harm to the environment if:
 - i. It involves actual or potential harm to the health or safety of human beings or to ecosystems that is not trivial, or
 - ii. It results in actual or potential loss or property damage of an amount, or amounts in aggregate, exceeding \$10,000 (or such other amount as is prescribed by the regulations), and
loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practical measures to prevent, mitigate or make good harm to the environment.
- (2) For the purposes of this Part, it does not matter that harm to the environment is caused only in the premises where the pollution incident occurs.

1.4 Regulatory Requirements

Table 1 outlines the structure of the PIRMP, as per the requirements of the POEO Act.

Table 1 Document Directory

Section 153C	Detail Required	Section in PIRMP
(a)	The procedures to be followed by the holder of the relevant EPL, or the occupier of the relevant premises, in notifying a pollution incident to: 1. The owners or occupiers of premises in the vicinity of the premises to which the EPL or the direction under section 153B relates, and 2. The local authority for the area in which the premises to which the EPL relates; and 3. Any persons or authorities required to be notified by Part 5.7 (of the POEO Act).	Sections 3.1, 3.2 and 3.3
(b)	A detailed description of the action to be taken immediately after a pollution incident, by the holder of the relevant EPL, or the occupier of the relevant premises, to reduce or control any pollution.	Section 4.3
(c)	The procedures to be followed for coordinating, with the authorities or persons that have been notified, any action taken in combating the pollution caused by the incident and, in particular, the persons through whom all communications are to be made.	Section 3.0
(d)	Any other matter required by the regulations	See below
Clause 72 of the General Regulation		
(a)	<i>A description of the hazards to human health or the environment associated with the activity to which the licence relates (the relevant activity),</i>	Sections 2.2 and 2.4, and Appendix A
(b)	<i>The likelihood of any such hazards occurring, including details of any conditions or events that could, or would, increase that likelihood,</i>	Section 2.2 and Appendix A
(c)	<i>Details of the pre-emptive action to be taken to minimise or prevent any risk of harm to human health or the environment arising out of the relevant activity,</i>	Section 2.3 and Appendix A
(d)	<i>An inventory of potential pollutants on the premises or used in carrying out the relevant activity,</i>	Section 2.4
(e)	<i>The maximum quantity of any pollutant that is likely to be stored or held at particular locations (including underground tanks) at or on the premises to which the licence relates,</i>	Section 2.4
(f)	<i>A description of the safety equipment or other devices that are used to minimise the risks to human health or the environment and to contain or control a pollution incident,</i>	Section 2.5

Section 153C	Detail Required	Section in PIRMP
	<i>(g) The names, positions and 24-hour contact details of those key individuals who:</i> <i>(i) are responsible for activating the plan, and</i> <i>(ii) are authorised to notify relevant authorities under section 148 of the Act, section 148</i> <i>(iii) are responsible for managing the response to a pollution incident,</i>	Section 3.1
	<i>(h) The contact details of each relevant authority referred to in the Act, section 148,</i>	Section 3.2
	<i>(i) Details of the mechanisms for providing early warnings and regular updates to the owners and occupiers of premises in the vicinity of the premises to which the licence relates or where the scheduled activity is carried on,</i>	Sections 3.3 and 4.3, and Appendix A
	<i>(j) The arrangements for minimising the risk of harm to any persons who are on the premises or who are present where the scheduled activity is being carried on.</i>	Section 3.4
	<i>(k) A detailed map (or set of maps) showing the location of the premises to which the licence relates, the surrounding area that is likely to be affected by a pollution incident, the location of potential pollutants on the premises and the location of any stormwater drains on the premises,</i>	Figures 1, 2, 3 and 4
	<i>(l) A detailed description of how any identified risk of harm to human health will be reduced, including (as a minimum) by means of early warnings, updates and the action to be taken during or immediately after a pollution incident to reduce that risk,</i>	Section 4 and Appendix A
	<i>(m) The nature and objectives of any staff training program in relation to the plan,</i>	Section 5.1
	<i>(n) The dates on which the plan has been tested and the name of the person who carried out the test,</i>	Appendix D
	<i>(o) The dates on which the plan is updated,</i>	After TOC ¹
	<i>(p) The manner in which the plan is to be tested and maintained.</i>	Section 5.2
Clause 74 of the General Regulation		
1)	A PIRM plan must be made readily available to an authorised officer on request, and to a person who is responsible for implementing the PIRM plan at the premises – to which the relevant licence relates, or where the activity takes place.	Section 1.2
2)	A PIRM plan must be made publicly available in the following way within 14 days after it is prepared – in a prominent position on a publicly accessible website of the person who is required to prepare the PIRM plan. If the person does not have a website – by providing a copy of the PIRM plan, without charge, to a person who makes a written request for a copy.	Section 1.2
Clause 75 of the General Regulation		
1)	A PIRM plan must be tested – routinely at least every 12 months. If a pollution incident occurred during an activity to which an environment protection licence relates, which caused or threatened material harm to the	Section 5.2

Section 153C	Detail Required	Section in PIRMP
	environment, within the meaning of the Act, section 147 – within 1 month of the incident occurring.	
2)	The test must be carried out in a way to ensure the following – The information included in the PIRM plan is accurate and up to date, the PIRM plan is capable of being implemented in a workable and effective way.	Section 5.2

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2.0 Premises Details

2.1 Site Details

The Bective property is identified as Lots 35 and 36 in Deposited Plan 856006 in the Local Government Area of Tamworth. It comprises around 58 hectares, with frontage to Bective Lane and the Oxley Highway approximately 21 kilometres north-west of Tamworth in NSW. Figure 1 positions Bective in its regional setting.

This site encompasses ProTen's Bective Poultry Production Farm, which comprises two Poultry Production Units (PPUs) where birds are grown for human consumption. Each PPU comprises eight tunnel-ventilated climate-controlled poultry sheds, with associated support infrastructure and staff amenities. Each poultry shed houses up to 29,000 broiler birds at any one time, giving a combined site capacity of up to 464,000 broilers at any one time.

The nearest residential dwelling is located approximately 250 metres from the nearest poultry shed in a south-south-east direction. The closest urban areas to the Farm are identified as the township of Somerton, which is located approximately 10 kilometres west-north-west from the Farm, and Attunga, which is located approximately 10 kilometers north-east of the Farm.

The Bective Farm operates 24 hours a day with all activities besides bird transport undertaken between 7:00 am and 7:00 pm. For reasons of livestock welfare, as the birds reach their desired slaughter weight they are removed from the sheds and transported from the site between 7:00 pm and 11:00 am when it is cooler and the birds are more settled.

2.1.1 Environment Protection Licence

Bective ProTen operates under the provisions of EPL 10865 for the scheduled activity of "livestock intensive activities". It covers the fee-based activity of "bird accommodation" to a scale of greater than (>) 1,000 tonnes.

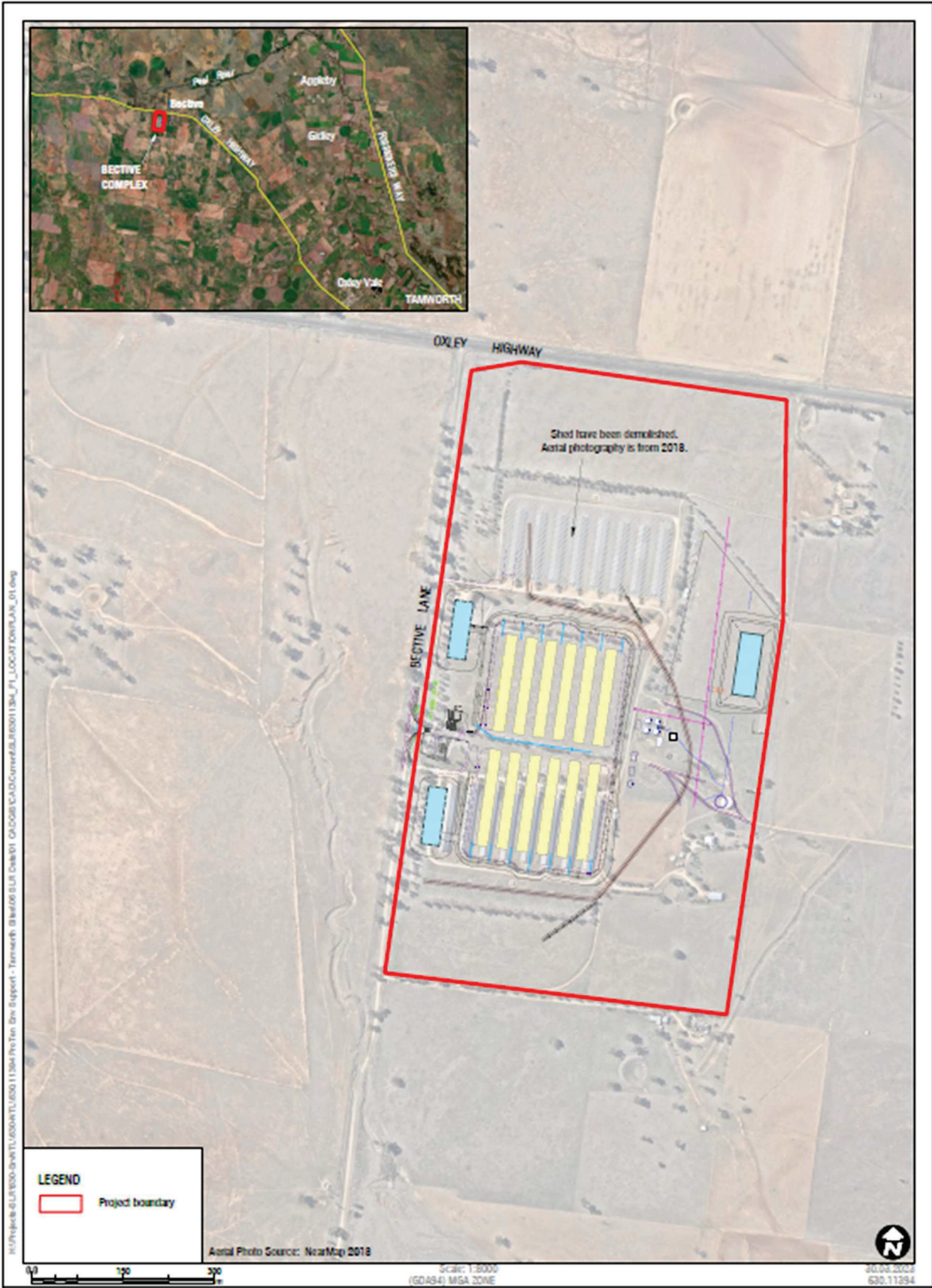
2.2 Description and Likelihood of Hazards

The likelihood of environmental hazards occurring at the Bective Farm has been captured via a Risk Assessment (**Appendix A**). It is noted that the Likelihood of Occurrence and Risk Rating is nominated based on residual risk (in consideration of controls). The purpose of the risk assessment was to identify the potential major hazards and/or risk(s) posed by the poultry production operation, the controls necessary to effectively mitigate and/or manage the risks and the key pollution response measures.

The potential major hazards that have been identified at the Bective Farm are:

- Gas leaks;
- Chemical Spill;
- Petrol or Diesel Spill; and Fire in or around the poultry sheds.

Figure 1 Location Plan



2.3 Pre-Emptive Action to be Taken

Pre-Emptive Actions to be Taken to minimise or prevent any risk of harm to human health or the environment arising from the activities undertaken at the premises has been captured via the Risk Assessment (**Appendix A**).

Figure 2 shows the sites water bodies and discharge locations.

Figure 2 Onsite Waterbodies



2.4 Inventory of Pollutants

Appendix C provides a summary of the potential pollutants (hazardous materials) stored and/or used onsite at the Bective Farm. The location of these pollutants is shown on **Figure 3**.

2.5 Safety Equipment

Table 2 lists the safety equipment kept onsite at the Bective Farm.

Table 2 *Inventory of Safety Equipment*

Product Name	Location(s)	Caibration/Maintenance Requirement
Fire extinguishers	Poultry sheds	Checked every six (6) months
SDSs	Chemical stores	When a new chemical is brought on site or the SDS is updated/revised
First AID Kits	Office/staffroom	As required
Personal Protective Equipment (PPE)	Workshop/office/staffroom	As required and needed
Eye Wash Stations	Pump sheds & Chemical Shed	Checked monthly and maintenance as required
Spill Kits	Pump Sheds & Chemical Shed	Checked every six (6) months and restocked as required

Figure 4 illustrates the location of fire safety and first aid equipment stored across the site.

Figure 3 Potential Pollutants

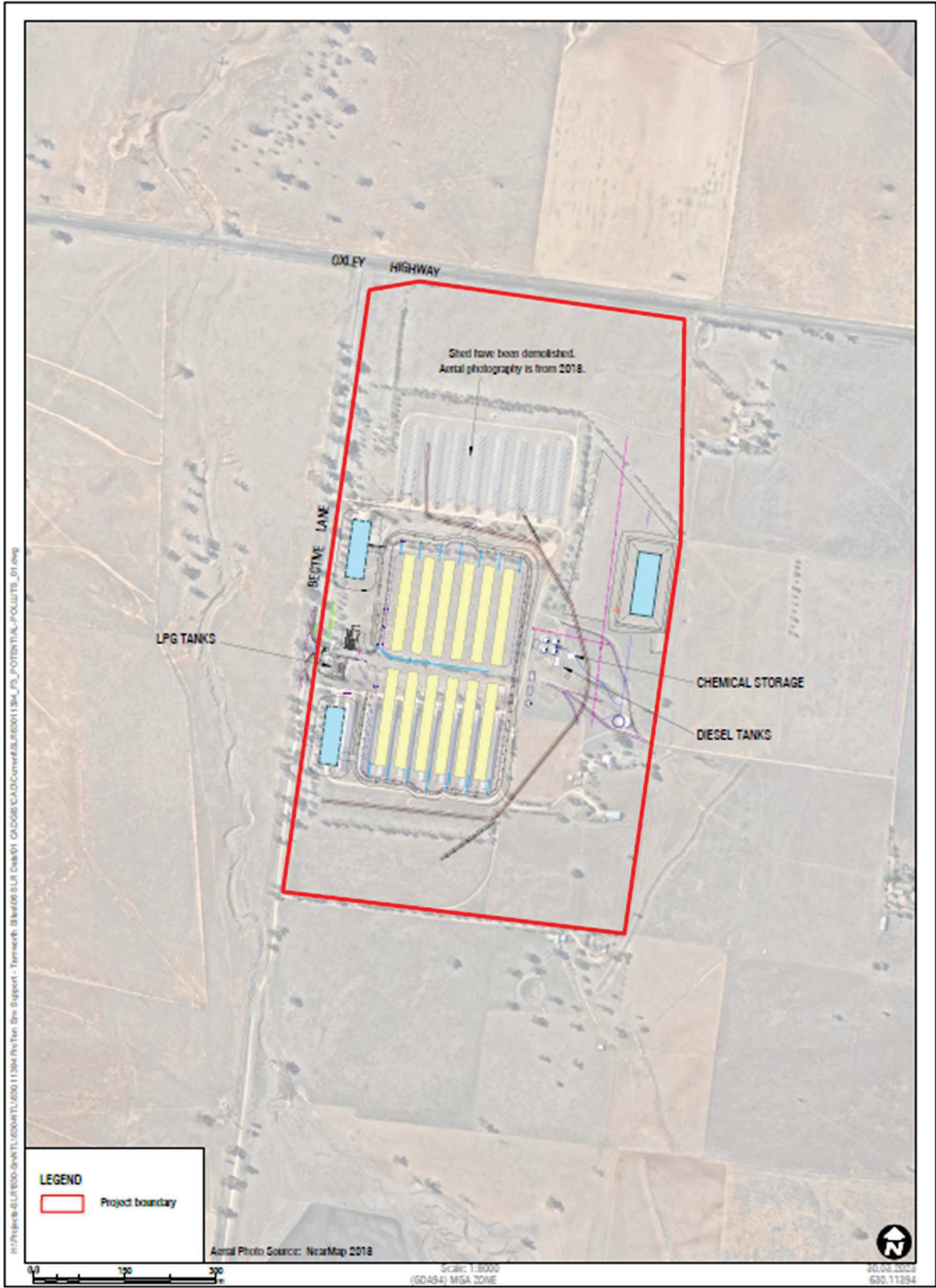
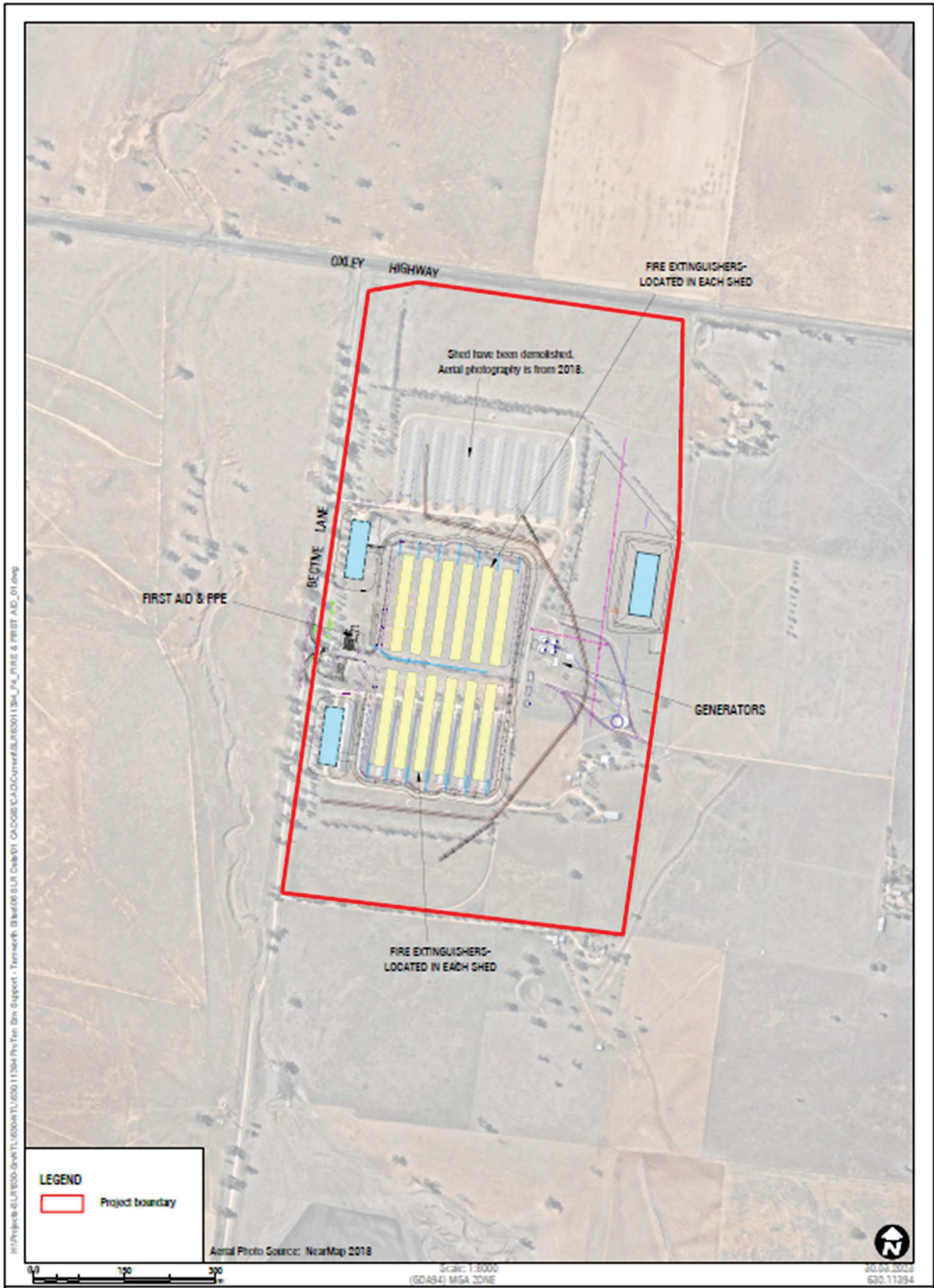


Figure 4 Fire Safety and First Aid Equipment



3.0 Management and Responsibilities

3.1 Bective Contact Details

The management and implementation of this PIRMP is to be undertaken by the key individuals listed in **Table 3**. These individuals are responsible for activating the PIRMP and managing the responses to the incident. It is the responsibility of the CEO to authorise who will notify the relevant authorities following an incident.

Table 3 *Primary Contacts for the Bective Farm*

Key Contact	Contact Details	Position
		ProTen CEO
		Tamworth Regional Operations Manager
		National SHEQ Manager
		SHEQ Officer
		Bective Farm Manager

Whilst personal contact details are listed in the controlled version of the PIRMP maintained onsite, they do not appear in the public document under provision of the *Privacy and Personal Information Protection Act 1998*.

3.2 Relevant Authorities

Table 4 lists the contact details for the relevant authorities that should be notified in the event of a pollution incident at the Bective Farm. **Table 4** also lists the contact details for emergency services.

Table 4 *Relevant Authorities Contact Details*

Appropriate Authority	Key Contact	Contact Details
Environment Protection Authority		Environmental Line – Ph: 131 555 <i>This will result in the incident being recorded and the appropriate person being contacted.</i>

Appropriate Authority	Key Contact	Contact Details
NSW Health	Hunter New England District Population Health Unit – Tamworth	Ph: 02 6767 6700
SafeWork NSW		Incident Notification Hotline (Response Management Team) – Ph: 131 050 <i>Select option 3 to report a ‘Serious Incident or Fatality’ – this will result in the incident being recorded and the appropriate person being contacted.</i>
Local Authority (Council)	Tamworth Regional Council – Environment Manager	Ph: 02 6767 5555 <i>After office hours, emergency calls are diverted to Council’s after-hours service (on the same phone number).</i>
Emergency Services (Fire and Rescue NSW and NSW Police)		Emergency: Ph: 000 Fire & Rescue – Ph: 1300 729 579
Department of Primary Industries	General enquiries	Ph: 02 6391 3100
	Agriculture	Ph: 1800 808 095 Email: nsw.agriculture@dpi.nsw.gov.au

3.3 Communications with Neighbours and the Local Community

The location of the Bective Farm is outlined in Section 2.1 and shown on Figure 1. As advised, the nearest residential dwelling is approximately 250 metres from the nearest poultry shed in a south south-east direction. The closest urban areas to the Farm are identified as the township of Somerton, which is located approximately 10 kilometres westnorth-west from the Farm, and Attunga, which is located approximately 10 kilometres northeast of the Farm.

In the event of a pollution incident, ProTen have established the following processes for contacting the local community:

- Site Management will consult with the regulatory authorities to determine if the community is to be notified of the pollution incident and will discuss the most appropriate communication strategy with the regulatory authorities (for example, media release or direct contact with those potentially impacted).
- When determining the appropriate response and notification process for a particular pollution incident, all aspects of the pollution event will be taken into consideration, e.g., the type and extent of the pollution. Notification strategies may include door knocking, letter drop, phone calls, SMS, or email where contact details are available, notifications on social and mass media as appropriate to the circumstances.

- Notification of neighbouring properties shall be undertaken at the determination Site Management. Determination will be risk based on considering materiality of the event, incident type and prevailing conditions.

The following notification methodology is proposed to be utilised as required:

- Immediate contact during an incident for neighbours at risk of downstream / flow-on impacts.
- Early warnings: same day telephone notification to landholders who may be affected by the incident over the subsequent 24-hour period.
- Updates: follow up phone calls to all landholders who may have been notified by the initial early warning.
- Updates are to be provided to the broader local community in affected areas via information sheets or newsletters, ProTen website, media statements or any other strategy as deemed necessary. Information provided to the community will be relevant to the incident and may include the following details:
 - a) Type of incident that has occurred.
 - b) Type of pollutant.
 - c) Prevailing winds.
 - d) Magnitude of the emission.
 - e) The likelihood of the pollutant reaching ground level.
 - f) Potential impacts on any sensitive receptors, the local landholders, and the community.
 - g) Site contact details.
 - h) Advice or recommendations based on the incident type and scale.

A list of community contact details is available on-site should notification be required.

3.4 Minimising Harm to Persons on the Premises

All staff and contractors are inducted and trained prior to completing any work on site. The induction covers procedures for minimising the chance of a pollution incident occurring, notification processes, managing a pollution incident and actions following a pollution incident. Records of staff training are kept onsite.

Minimising the impact to people at the Bective Farm during a pollution incident must be the highest priority. In the event that a pollution incident requires the evacuation of the site, actions will be completed in accordance with ProTen's Standard Operating Procedure titled 'Emergency Procedures'. In the event of an evacuation:

- The notification system will be sounded.
- The Warden is to contact emergency services if required.
- The Warden (or other staff member nominated by the Warden in his/her absence) is the only person to coordinate with the emergency services.

- Employees are to promptly stop work and move to the nearest emergency assembly area and remain there until they are instructed to leave;
- The Warden (or other staff nominated by the Warden in his/her absence) is to perform a role call;
- Once the Warden gives all clear employees are able to return to work; and
- ProTen's Regional Operations Manager is to be notified as soon as possible following an actual emergency event.

All staff are informed of the location of Emergency Assembly Areas through site inductions, signage and on-going training. As part of the preparation of the PIRMP, the key aspects of the PIRMP will be provided to staff and contractors. The PIRMP will be tested every twelve (12) months as detailed in **Section 5.2**.

3.5 Legal Duty to Notify

All employees, contractors and sub-contractors at the Bective Farm are responsible for alerting Site Management to hazards and potential hazards that may result in an environmental incident, regardless of the nature of the scale.

Notification responsibilities are detailed in section 148 of the POEO Act, and these can be categorized broadly as:

- The duty of an employee or any person undertaking an activity:
Any person engaged as an employee or undertaking an activity (at Bective Farm) must, immediately after becoming aware of any potential incident, notify their relevant manager of the incident and all relevant information about it. This is to be undertaken as per **Section 3.0**; and
- The duty of the employer or occupier of premises to notify:
An employer or occupier of the premises on which the incident occurs, who is notified (or otherwise becomes aware of) a potential pollution incident, must undertake notification to the appropriate regulatory authorities of any "material harm incidents", as defined in **Section 1.3**, including relevant information. Notification shall be undertaken by Site Management (with prior authorization from ProTen CEO) as per **Section 3.0**.

4.0 Incident Management

4.1 Immediate Notification of a Pollution Incident

Licensees must notify all the relevant authorities of pollution events immediately (contact details can be found in **Table 4**), which, for the Bective Farm, are identified as:

- EPA;
- Health NSW;
- SafeWork NSW;
- Tamworth Regional Council; and
- Fire and Rescue NSW.

Note: “immediately” (section 148 POEO Act) means that licensees need to report pollution incidents without delay.

4.2 Actions During a Pollution Incident

ProTen aims to effectively respond to any environmental incident and promptly prevent or reduce any adverse environmental impact. Site Management is responsible for coordinating the PIRMP procedure in the event of an environmental incident and ensuring that staff members working in critical areas are trained appropriately. All staff are instructed to Staff Management of any environmental incident and take immediate action (where it is safe to do so) to prevent, contain and/or minimise the environmental impact of the incident.

Upon becoming aware of an environmental incident, Site Management is required to follow these steps:

1 Preventative Action

Where possible and safe to do so, immediate action should be taken to prevent, stop, contain and/or minimise the environmental impact of the incident. The situation should be visually assessed and emergency response undertaken if required.

If a pollution incident requires the evacuation of the site, actions will be completed in accordance with the Site Evacuation Procedure. All staff are informed on the location of Emergency Assembly Areas through site inductions, signage and on-going training.

2 Assistance

Where assistance is required in handling the situation, ProTen’s Regional Operations Manager should be contacted (**Table 3**).

Where the incident is reported via a regulatory authority the Regional Operations Manager must be notified immediately (even outside of normal business hours).

The person reporting the pollution incident should provide the following key details:

- Location of the pollution incident/emergency.
- Nature of the pollution incident/emergency.
- Their name and contact details; and
- Details of any assistance required.

If adequate resources are not available and the incident threatens public health, property or the environment, Fire and Rescue NSW should be contacted on 000 for emergency assistance and/or the EPA can be contacted on 131 555 (Environment Line). If Fire and Rescue NSW is called, they may notify the EPA if they consider the environment or public health to be threatened. Notification by Fire and Rescue NSW does not negate the notification requirements outlined below.

3 Notify

Under the provisions of the POEO Act, there is a duty to notify any incident that has caused or threatens to cause material harm to the environment and all relevant information about the incident. The specific duties are outlined in Sections 3.5 and 4.1. The relevant authorities required to be immediately notified are listed in Table 4.

In the event of a serious incident or emergency, it is more likely that the Fire and Rescue NSW and/or the EPA will take control and manage the required investigation and remedial activities. Any instructions issued must be strictly adhered to.

4 Investigate

Undertake immediate investigative work to determine the cause of the incident.

5 Remedial Action

Undertake appropriate remedial action to address the cause of the incident and mitigate any further environmental impact. In some instances, outside resources such as specialist contractors/consultants may be required.

It is imperative that an honest assessment of the situation is carried out and documented in order to minimise the potential for similar events in the future. On this basis, every environmental incident is to be recorded on ProTen's standard Environmental Incident Report Form contained within Appendix B. A copy of the completed form should be maintained for at least four (4) years.

Additional controls for managing chemical spills include:

- Advise relevant regulatory authorities if spill is considered to be significant or threatening material harm and adhere to any instructions issued by them.
- Recover material into other containers if feasible.
- Where possible, contain spillage onto vermiculite or similar absorbing materials such as those produced by various chemical companies.
- Remove contaminated soil and/or absorption material to an approved disposal site as advised by the EPA or Council.
- Replace with clean soil or material once it has been established that all contamination has been removed; and
- For minor spills the actions indicated in the SDSs relating to spills or leaks should be followed.

4.3 Actions Following a Pollution Incident

In the event of a pollution incident, there will be a detailed incident investigation completed and will be completed by a ProTen employee, and a report will be sent to Site Management and relevant regulatory authorities. As with all complaints, if ProTen was notified of the pollution incident by a member of the public, the complaint will then be logged per the Environmental Complaint Record Form. All complaints records will be kept on site in a legible format for a minimum of four (4) years.

Depending on the nature and/or extent of the pollution incident, ProTen will consult with the relevant authorities when determining whether the community will be notified of the pollution incident. If the community is to be notified, and outlined in **Section 3.3**, ProTen will decide the most appropriate consultation and/or notification strategy with the relevant authorities.

Within a month following a pollution incident, the PIRMP will be reviewed and tested (Refer **Section 5.0**). ProTen will continue to liaise with the relevant authorities to reduce the likelihood of the pollution incident re-occurring.

All staff and contractors will receive the necessary refresher training, and the key outcomes of the incident investigation will be reported to staff and contractors.

5.0 Training, Testing and Communications

5.1 Staff Training

The requirements of the PIRMP are outlined in the site induction of all new employees and contractors. The objective of this training was to ensure all staff and contractors are aware of the key steps required to respond to and manage a pollution incident. Following a pollution incident, refresher training will be delivered to staff and contractors.

5.2 Testing of the PIRMP

The PIRMP testing will be coordinated by the Farm Manager and undertaken to ensure that the information included in the PIRMP is accurate and up to date, and that the PIRMP is capable of being implemented in a workable and effective manner.

Routine testing of the PIRMP will be conducted annually in September or within 30 days of any pollution incident occurring, and can be completed through the following methods:

- Incident response.
- Simulated environmental emergency.
- Desktop simulations.

Records documenting the date on which the Plan was tested and the name of the staff members who carried out the testing will be maintained (refer **Appendix D**). Each test will be maintained on record for at least four (4) years.

5.3 Review

The PIRMP will be reviewed and tested every 12 months in accordance with the General Regulations. Reviews are to be carried out in a manner that ensures the information included in the PIRMP is accurate and current and ensures that the PIRMP is capable of being implemented in a workable and effective manner.

Where PIRMP Reviews identify elements that require the PIRMP to be updated, revisions will be undertaken within 30 days of completing the review. The version number and date of the PIRMP is to be updated within the revision record.

Reviews are to be coordinated by the Farm Manager. The objectives of a review are:

- To maintain compliance with the statutory requirements.
- Consider changes on activities on neighboring properties.
- To identify opportunities for improvement in the PIRMP.

PIRMP Reviews will be undertaken on event and time-based triggers.

5.3.1 Time Based

This management plan will be reviewed every 12 months in September. The Plan review will include:

- This Document.
- Legislation, Approval and Licence changes.

PIRMP reviews will be undertaken regularly to ensure the PIRMP is current and fit for purpose.

Reviews will be coordinated by the Farm Manager with the following objectives:

- Identify and consider changes to site (infrastructure, processes, practices).
- Identify and consider changes to the strategic and statutory context.
- Identify and consider changes to ownership / development status of neighboring properties.
- Identify and consider opportunities for improvement in the Plan.

5.3.2 Event Based

Events which may trigger a review of this Plan, or its associated documents include:

- Reporting to the nominated parties in accordance with the plan.
- Activating the PIRMP (within 30 days).
- Completing PIRMP Testing (within 30 days).
- Change of operations including significant increase of production capacity, significant new plant and equipment is installed or upgraded and when the layout of the site is changed (e.g., relocation of a chemical storage area), requiring a new risk assessment (prior to operation of the change).
- Modification/Improvement to site processes (prior to operation of the change).

6.0 References

Environmental Protection Authority (2022) *Guideline: Pollution Incident Response Management Plans*.

Appendix A Risk Assessment

APPENDIX A: PROTEN BECTIVE COMPLEX POLLUTION RISK ASSESSMENT

Version: C Date: May 2024									
Risk Category	Risk Ref. Number	Potential Hazard / Risk (Impact)	Relevance to Project	Circumstances and or Events that could Increase Likelihood	Inherent			Pre-Emptive Actions to be Taken	Pollution Response Measures
					C	L (like likelihood)	Rating		
Spill	1	Spill of hazardous material causing impact to human health or environment	Operation of Bective requires only limited chemical input, however the primary areas of chemical use are cleaning/sanitisation and pest/vermin control.	Operator error. Spill kits outdated	3	C	3C 13 (S)	Limited chemicals stored on site. Chemical storage area container. Contracted company for chemical delivery and pickup services. SDSs available for chemicals stored and used onsite. Relevant staff are instructed on proper use and handling of chemicals and spill/incident management procedures. Training and awareness.	1. Visually assess the situation, consult SDS for the chemical and activate PIRMP and/or emergency evacuation procedure if required. 2. Contact the Relevant Authorities in accordance with the PIRMP and take direction as required. 3. Seek immediate assistance from specialist environmental consultants.
	2	Spill of fuel causing impact to the environment	Fuel is stored onsite however is located in bunded areas to contain potential spills	Bunds not maintained Heavy rainfall event	5	C	5C 22 (L)	Fuel tanks in bunded areas with overflow containers. SDS available for fuel and diesel. Training and awareness.	4. Complete incident investigation and send report to Relevant Authorities
Surface Water	3	Flood and heavy rainfall events cause dam failures resulting in discharges.	Surface water is stored onsite in dams.	Lack of erosion and sediment inspections Failure to manage sediment Lack of dam integrity inspections Poor leachate/effluent/wastewater storage management Poor irrigation/saturated soils	4	B	4B 14 (S)	Sediment and erosion controls for unseated areas are implemented and regularly inspected. Integrity of dams is regularly reviewed Bunds are kept empty to prevent them being filled with stormwater. Chemicals are stored above areas that are prone to inundation, all loose items are secured to prevent them coming into contact with floodwater. Storage of leachate / effluent / wastewater storage is reduced as far as practicable on site. Irrigation activities review soil conditions during prolonged wet conditions. Irrigation activities are regularly assessed for effectiveness Contingency plans.	1. Assess the situation for the type and extent of the incident. 2. Notify the Relevant Authorities in accordance with the PIRMP and take direction as required. 3. Seek immediate assistance from specialist environmental consultant/contractor. 4. Complete incident investigation and send report to Relevant Authorities
Surface Water	4	Contamination of surface water by chemicals causing impact to human health.	Operation of Bective requires limited chemical input.	Lack of dam integrity inspections Operator error Heavy rainfall event	4	D	4D 21 (L)	Limited chemicals stored on site. Runoff from sheds and during shed cleaning is collected in the two sedimentation dams onsite (one at PPU1 and one at PPU2). Relevant staff are instructed on proper use and handling of chemicals. Training and awareness.	1. Visually assess the situation, consult SDS for the chemical and undertake emergency response if required. 2. Contact the Relevant Authorities in accordance with the PIRMP and take direction as required. 3. Seek immediate assistance from specialist environmental consultants.
	5	Contamination of surface water causing impact to the environment.	Operation of Bective requires limited chemical input, however there is a risk that a pollution incident caused by excessive poultry litter or cleaning chemicals could potentially occur	Lack of dam integrity inspections Operator error Heavy rainfall event	5	D	5D 24 (L)	Maximise dry-cleaning practices in sheds when removing poultry litter. Fuels stored in bunded areas with overflow containers in place	4. Complete incident investigation and send report to Relevant Authorities
Air Quality	6	Smoke (due to onsite fire) causing impact to human health.	A fire could occur onsite and smoke could affect human health due to smoke inhalation.	Warm temperature poses an increased risk to site. Sparks created on site from maintenance works or other activities Smoking areas on site and incorrect disposal of cigarettes. Combustible materials present on site. Outdated fire detection and fire fighting equipment. Outdated Emergency Response/evacuation procedures.	4	D	4D 21 (L)	Emergency response/evacuation procedures. Fire/Smoke detection systems in buildings and sheds. Fire extinguishing equipment located in all sheds and other locations around the site.	1. Visually assess the situation, undertake emergency response/evacuation procedures if required. 3. Contact and take direction from Relevant Authorities. 4. Complete incident investigation and send report to relevant authorities.
	7	Dust emissions from unsealed surfaces from site causing impact to human health.	Dust could affect human health due to dust inhalation at the site. Site access roads are unsealed surfaces that could cause dust in dry conditions. Excessive dust could impact the surrounding environment.	Dust generated from different weather events particularly strong winds. Exposed earth caused by dry conditions. Trucks travelling above the site speed limits	4	D	4D 21 (L)	Site landscaping is maintained. Maintenance of internal gravel roads. Site speed limits.	1. Visually assess the situation, undertake emergency response if required. 2. Stop/Shut down all dust producing activities. 3. Contact the Relevant Authorities and take direction as required. 4. Complete incident investigation and send report to relevant authorities.
	8	Odour emissions from site causing impact to human health/comfort	Due to the nature of operations, odour emissions and offensive odour are an issue, however, the definition of odour as a pollution incident is dependent on a number of complaints received rather than a single odour emission/incident. A collection of samples is required as part of an odour impact assessment and odour modelling subject to verified offensive odour incidents.	Incorrect implementation of the site inspection and maintenance program Weather conditions	4	C	4C 18 (M)	Mass Bird Disposal Plan. Site inspection and maintenance program. Daily inspections and removal of dead birds Daily maintenance and removal of soiled bedding material. Complaints Procedure No long-term stockpiling or disposal of waste products on-site.	1. Upon receipt of an odour complaint, handle and manage complaint in accordance with the complaints procedure including recording the complaint on a Complaints form 2. Review activities and farm data (age and litter quality) to determine if Bective is the source of the odour and if so if the odour can be reduced.
	9	Gas/fume emissions causing impact to human health	Leak from an onsite fuel or gas tank could cause impact to human health by inhalation	Incorrect implementation of the site inspection and maintenance	3	D	3D 17 (M)	SDSs for fuels and chemicals stored and used onsite. Site inspection and maintenance program. Emergency evacuation/response procedures. Training and awareness. Fuel stored in a bunded area.	1. Assess the situation for the type and extent of the incident. 2. Apply appropriate safety precautions, consult SDS for the chemical and activate emergency evacuation procedure if required 3. Notify the Relevant Authorities in accordance with the PIRMP and take direction as required. 4. Seek immediate assistance from specialist environmental consultant/contractor. 5. Complete incident investigation and send report to Relevant Authorities
	10	Gas Emissions or fuel causing fire or explosion	Leak from one of the onsite fuel or gas tanks could result in fire or explosion	Warm temperature poses an increased risk to site. Sparks created on site from maintenance works or other activities Smoking areas on site and incorrect disposal of cigarettes. Outdated fire fighting equipment.	4	C	4C 18 (M)	Emergency response/evacuation procedures. Fire/Smoke detection systems in buildings and sheds. Fire extinguishing equipment located in all sheds and other locations around the site.	1. Assess the situation for the type and extent of the incident. 2. Apply appropriate safety precautions, consult SDS for the chemical and activate PIRMP and/or emergency evacuation procedure if required 3. Notify the Relevant Authorities in accordance with the PIRMP and take direction as required. 4. Complete incident investigation and send report to Relevant Authorities
Fire	11	Fire in PPU or site premises	Fire on the premises due to weather conditions	Sparks created on site from maintenance works or other activities Smoking areas on site and incorrect disposal of cigarettes. Outdated fire detection and fire fighting equipment.	4	C	4C 18 (M)	Emergency response/evacuation procedures. Fire/Smoke detection systems in buildings and sheds. Fire extinguishing equipment located in all sheds and other locations around the site. PPUs cleared of debris at the end of each production cycle Fuel stored in bunded tanks with overflow containers. Land surrounding the sheds is regularly slashed and well maintained. Gas contained in permanent bulk tanks.	1. Apply appropriate safety precautions, contact emergency services and conduct emergency evacuation procedure if required 2. Utilise fire safety equipment such as extinguishers located in each shed. 3. Notify the Relevant Authorities in accordance with the PIRMP and take direction as required. 4. Complete incident investigation and send report to Relevant Authorities
Waste	12	Incorrect handling, use, storage and/or disposal of hazardous/toxic waste causing impact to human health.	Licensed waste contractor to remove waste from site.	Operator error	4	C	4C 18 (M)	No access of the site to the public. Sign in book at site entry. Contract with licensed waste contractor for transport. Poultry litter removed for offsite rural/agricultural application. Chemical supply company directly services the site dropping of and removing chemicals and containers. Training & awareness. Mass Bird Disposal Plan.	1. Visually assess the situation 2. Apply appropriate safety precautions, consult SDS for the chemical if appropriate, and undertake emergency response if required. 3. Activate PIRMP and/or emergency evacuation procedure. 4. Notify Relevant Authorities
	13	Incorrect handling, use, storage and/or disposal of hazardous/toxic waste causing impact to the environment.	Licensed waste contractor to remove waste from site.	Operator error	5	C	5C 22 (L)		5. Undertake inspection to ensure that any waste has not leaked or split. 6. Take direction from specialist authorities. 7. Engage specialist waste handling consultants.
Noise	14	Noise emissions from site causing impact to human health.	Operation of the site may cause disruption to surrounding receptors if noise limits are exceed (NB - Noise is not defined as a pollution incident by the EPA for the PIRMP).	Weather conditions conducive to noise pollution. Operator error Noisy equipment	5	D	5D 24 (L)	Complaints handling procedure. Complaints Reporting phone number available during hours of operation. Plant and Equipment regularly inspected and maintained to ensure optimal operating condition. Plant and equipment operators instructed how to minimise noise generation.	1. Upon receipt of noise complaint, handle and manage complaint in accordance with the complaints procedure. 2. Review operation activities to determine if noise can be reduced. 3. Ensure all operation activities are only undertaken during approved operating hours. 4. Record complaint on Complaints form and keep on file.

5. Insignificant	<\$100k	First Aid Treatment Only	< 12 hrs	Low level compliance issue	Local complaints	Limited physical damage	15 (S)	19 (M)	22 (L)	24 (L)	25 (L)
Risk Rating			Risk Category	Generic Management Actions							
1 to 4		E	Extreme	Immediate intervention required from senior management to eliminate or reduce this risk							
5 to 9		H	High	Imperative to eliminate or reduce risk to a lower level by the introduction of control measures. Management planning required at senior levels							
10 to 15		S	Significant	Corrective action required, senior management attention needed to eliminate or reduce risk							
16 to 19		M	Moderate	Corrective action to be determined, management responsibility must be specified Monitor and manage by corrective action where practicable							
20 to 25		L	Low								

Appendix B Environmental Incident Report Form

	Environmental Incident Report Form	
	PRT-F-SHEQ-070	

Section A - Incident Details

Incident Details	
ProTen Farm	
Date	
Time	
Description of incident	
Recorded by	
Investigation	
Has the incident caused, or does it threaten to cause material harm to the environment?	YES / NO If yes, implement PIRMP (NSW) and contact EPA and Authorities as per section B Comments:
Person responsible for investigating and Reporting	
Investigation method	
Findings of investigation	
Action Taken and Close Out	
Remedial Action taken	Yes/No If Yes, Describe:

	Environmental Incident Report Form
	PRT-F-SHEQ-070

Further Corrective Action required	Yes/No If Yes, Describe:
Report submitted to EPA	Date Time
Close out	Name: Title: Signature: Date:

	Environmental Incident Report Form	
	PRT-F-SHEQ-070	

Section B – Notification of Authorities for PIRMP

Authority:	Emergency Services – Fire/Police/Ambulance		
Date:		Time:	
Person Spoken to:			
instructions			
Authority:	EPA		
Date:		Time:	
Person Spoken to:			
EPA Incident Number:			
instructions			
Authority:	EPA – Local Office		
Date:		Time:	
Person Spoken to:			
instructions			
Authority:	NSW Health		
Date:		Time:	
Person Spoken to:			
instructions			
Authority:	Safework NSW		
Date:		Time:	
Person Spoken to:			
instructions			
Authority:	Local Council		
Date:		Time:	
Person Spoken to:			
instructions			
Authority:	DPE		
Date:		Time:	
Person Spoken to:			
instructions			

Appendix C Chemical Register

Bective - CHEMICAL REGISTER

UPDATED:												01/08/2025
Product	Description	Preferred Supplier	Hazardous Substance (Y/N)	Dangerous Goods Class	Poisons Standard (SUSMP)	SDS expiry Date	UN#	APVMA#	Unit Weight	Maximum Stock Qty	Storage Location	Usage
15W-40 Oil <i>eg. Valvoline</i>	Heavy Duty Engine Oil		N	NA	NA	11/29/2028	NA	NA	20L	20L	Workshop	Engine oil for Powered Mobile plant
85W-140 Gulf Western	Gear oil		N	NA	NA	1/04/2028	NA	NA	5L	20L	Workshop	Engine oil for Powered Mobile plant
Ag-HDF Detergent	Detergent	Balada	N	8	NA	7/01/2029	1824	NA	20L	1000L	Chemical Shed	Washing Sheds
Amibicide	Disinfectant	Balada	Y	NA	NA	27/11/2025	3082	53720/113151	20L	250L	Chemical Shed	Glyphosate Resistant Weeds (Authorisation required)
Apparent Paraquat	Herbicide (Paraquat)	Griffith Feed and Grain	Y	8 (III)	S7	30/06/2026	2922	66103	15L	15L	Chemical Shed	Sanitising Drinker Lines
Biosolve	Sanitizer	Balada	Y	NA	NA	16/04/2026	1824	31114/113373	20L	250L	Chemical Shed	Cleaning of equipment and coolcells
Circacid S	CIP Cleaner	Balada	Y	8	NA	22/11/2028	3264	NA	15L	450L	Chemical Shed <i>Temporary storage during cleanout</i>	Water buffering
Citric Acid	Ph reduction	Integra	N/A	N/A	44347	30/03/2030	N/A	2000L	1000L	Pump shed	Water pH buffering	Fuel for tractor and generators
Diesel	Automotive Diesel Fuel	Ampol	Y	C1 Combustible 9 (PG III)	S5	1/12/2025	3082	N/A	Generator 1 - 900L Above Ground Tank 2 x 1000L Generator 2 - 190L Generator 3 - 190L	Total for site = 5900L	Depot 2 - Generator 1 Rear sheds 9&10 - Generator 2 Rear Sheds 3&4 - Generator 3	Control of algae bloom in farm dam
Earth Tec	Pond Algaecide	Griffith Feed and Grain	Y	8 (PG III)	S6	21/12/2026	3264	89178/133196	20L	500L	Chemical Shed	Sprayed on empty sheds to Control litter beetle
Elanco Elector PSP	Pesticide	Elanco	Y	9	S5	6/08/2027	3082	59422	250mL	N/A	Chemical Shed <i>Temporary storage during cleanout</i>	Control of Spiders and Insects
Fendona Plus 60	Insecticide and Termiticide	Griffith Feed and Grain	Y	NA	S6	9/05/2026	N/A	80739	1L	30L	Chemical Shed	Control of Weeds
Glyphosate 450	Herbicide	Griffith Feed and Grain	Y	NA	N/A	30/11/2026	NA	65081/119892	25 L	50 L	Chemical Shed	Foam Cleaner
Hyperox	Disinfectant	Balada	Y	NA	NA	3/03/2027	NA	61606/119555	20L	250L	Chemical Shed	Sanitising hands prior to entry to farm and sheds
Kleer	Sanitiser	Rapid Clean	Y	3 (II)	NA	18/08/2025	NA	N	1l	6l	Every entrance/Office	Sprayed on empty sheds to Control litter beetle
Larvabeta	Insecticide	Balada	Y	PGIII	S6	20/07/2026	3082	84858/111568	1L	15L	Chemical Shed	Heating sheds
LPG	Liquefied Petroleum Gas	Elgas	Y	NA	S6	1/09/2028	NA	68355	45000L	6 x 7500litre Tanks	Above Ground Tank	Control of rodents
Mouseoff Bromadiolone	Rodenticide Blocks	Griffith Feed and Grain	N	NA	S6	7/06/2026	NA	64931	10kg Buckets	100kg	Chemical Shed	Sanitizing Sheds
Oxysept Agri	Sanitizer	Balada	Y	8 (PG II)	S6	26/04/2027	3149	70095/62499	20L Drum	100L	Chemical Shed	Control of rodents
Raishot Blue Blocks	Rodenticide Blocks	Griffith Feed and Grain	N	NA	N/A	30/11/2026	N/A	68762	10kg Buckets	100kg	Chemical Shed	Control of rodents
Raishot Red Blocks	Rodenticide Blocks	Griffith Feed and Grain	N	NA	NA	30/11/2026	N/A	69209	10kg Buckets	100kg	Chemical Shed	Wheel Wash, Footbaths
Sanigard	Sanitiser	Balada	Y	NA	NA	3/08/2026	1760	NA	15L	500L	chemical shed	Control of rodents
Selontra	Rodenticide Blocks	Griffith Feed and Grain	N	NA	NA	22/01/2026	NA	81767	10kg Buckets	100kg	Chemical Shed	Water Sanitation
Sodium Hypochlorite 12.5%	Liquid Chlorine	Integra	Y	8 (PG III)	S5	30/03/2030	1791	N/A	1000L	1000L	Water Treatment Room	Residual Control of Weeds
Surefire Definate	Rodenticide Blocks	Griffith Feed and Grain	Y	NA	S6	12/10/2025	NA	69911	10kg Buckets	110Kg	Chemical Shed	Control of rodents

Territory 500 WG	Herbicide	Griffith Feed and Grain	Y	NA	NA	31/11/2026	NA	88880/122725	2kg Bags	Chemical Shed	Water Sanitation
Twin Oxide Part A 0.7%	Water Sanitation	Integra	Y	8 (II)	S5	23/01/2028	1908	N/A	20L	Pump Shed	Water Sanitation
Twin Oxide Part B 0.7%	Water Sanitation	Integra	Y	NA	S5	23/01/2028	NA	N/A	20 L	Pump Shed	Water Sanitation
Twin Oxide Solution 0.7%	Water Sanitation	Integra	Y	NA	S5	5/08/2026	NA	N/A	20L	Pump Shed	Fuel for farm equipment
Unleaded Fuel	Unleaded Fuel	Ampol	Y	3 (PG I)	S5	13/10/2025	1203	N/A	20L	Above ground tank	Footbaths
ViralFX	Sanitiser	Balada	Y	NA	S6	10/12/2025	NA	65691	10kg Buckets	Chemical Shed	Footbaths
Virkon H	Disinfectant	Balada	Y	NA	S6	3/03/2026	NA	89517/125121	10kg Buckets	Chemical Shed	Footbaths

Appendix D PIRMP Testing History

Revision/ Version	Date	Prepared By	Details of Test/Update	Change Description	Next Review
1	September 2014	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of contact details; inclusion of PIRMP testing process and outcomes; and review of pollutant inventory.	September 2015
2	September 2015	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of PIRMP testing history and contact details.	September 2016
3	September 2016	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of PIRMP testing history and contact details.	September 2017
4	September 2017	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of PIRMP testing history and contact details.	September 2018
5	September 2018	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and	Update of PIRMP testing history	September 2019

PROTEN Pollution Incident Response Management Plan (PIRMP) – Bective

Revision/ Version	Date	Prepared By	Details of Test/Update	Change Description	Next Review
			the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	and contact details.	
6	September 2019	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of PIRMP testing history and contact details.	September 2020
7	September 2020	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of PIRMP testing history and contact details.	September 2021
8	September 2021	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of PIRMP testing history and contact details.	September 2022
9	September 2022	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the	Update of PIRMP testing history and contact details.	September 2023

PROTEN Pollution Incident Response Management Plan (PIRMP) – Bective

Revision/ Version	Date	Prepared By	Details of Test/Update	Change Description	Next Review
			Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.		
10	September 2023	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of PIRMP testing history and contact details.	September 2024
14	September 2024	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of PIRMP testing history and contact details.	September 2025
15	September 2025	ProTen	PIRMP handout to all farm staff detailing what classifies as a pollution incident and the correct procedure to follow in the event of a pollution incident at the Bective Farm. PIRMP quiz completed by all farm staff with sign off by the Farm Manager.	Update of PIRMP testing history and contact details.	September 2026