

VANUATU EGGS

ENVIRONMENTAL MANAGEMENT PLAN

Free-Range Egg Production Operations

OUR COMMITMENT Vanuatu Eggs will prevent pollution, protect land and water, use resources responsibly, respect neighbouring communities and continually improve the environmental performance of its poultry operations. Production, cost or timing never excuses unlawful discharge or avoidable environmental harm.

Document control	Details
Document status	Draft for formal approval
Plan owner	Chief Executive Officer (CEO) or delegated Environmental / Farm Operations Lead
Technical authority	Competent environmental adviser and relevant farm technical lead
Approval authority	Board / Owners of Vanuatu Eggs
Effective date	Upon approval
Review cycle	At least annually, and after any material incident, complaint trend, permit change, site expansion, audit finding or legal change
Version	1.0 4 August 2026
Applies to	Free-range layer and pullet farms, egg-handling and storage areas, feed and utility systems, ranges, roads, waste areas, contractors and associated poultry operations

Approval

Name / title	Signature	Date

Implementation note: Before approval, insert the registered legal entity, farm address and map, landowner and custom-owner arrangements where relevant, environmental and planning permit details, sensitive receptors, water sources, drainage plan, waste outlets, emergency contacts and site-specific limits. This corporate plan must be converted into a verified farm-specific Environmental Management and Monitoring Plan before construction, expansion or operation.

1. Purpose and commitment

This Environmental Management Plan (EMP) establishes the minimum system for identifying, preventing, controlling, monitoring and correcting environmental impacts from Vanuatu Eggs operations. It is designed for free-range egg production and associated poultry activities in Vanuatu and must be supplemented by site drawings, permits, registers, monitoring points and operating procedures that reflect the actual farm.

1. comply with applicable laws, permits, approvals, lawful directions and land-use conditions;
2. avoid pollution at source and apply the waste hierarchy before relying on disposal;
3. protect surface water, groundwater, soil, air quality, biodiversity and community amenity;
4. use water, energy, feed, fuel and materials efficiently and build resilience to cyclone, drought, flood, fire and power loss;
5. measure performance, investigate abnormal results and close corrective actions; and
6. communicate honestly with authorities, landholders, neighbours, workers, contractors and customers.

PREVENT FIRST Environmental controls must be designed into the farm, maintained every day and strengthened before production increases. Dilution, concealment, unauthorised discharge or moving a problem off-site is not acceptable environmental management.

2. Scope and application

This Plan applies to planning, construction, commissioning, operation, maintenance, cleaning, flock change, manure and litter management, mortality management, chemical and fuel use, transport, emergencies, decommissioning and rehabilitation. It covers sheds, free-range areas, egg rooms, stores, workshops, generators, tanks, water and wastewater systems, drains, roads, loading areas, composting or waste areas and contractor activities under Vanuatu Eggs control.

Where a hatchery, feed mill, broiler unit, greenhouse, processing activity or other facility is added, a specific environmental aspect assessment and any required permit variation must be completed before work begins. A contractual grower or leased site must meet this Plan unless a written, approved requirement is more protective.

This Plan is a controlled corporate framework. It does not by itself constitute an Environmental Permit, development consent or approved Environmental Management and Monitoring Plan required by an authority.

3. Legal, permit and standards framework

The Environmental Protection and Conservation Act [CAP 283] is Vanuatu's overarching environmental law and provides for environmental impact assessment, conservation, sustainable development and

management of the environment. A project that will cause or is likely to cause environmental, social or custom impacts must be referred to the Department of Environmental Protection and Conservation (DEPC) for environmental-permit screening before it proceeds.¹²

The Pollution (Control) Act No. 10 of 2013 controls the discharge and emission of pollution, including liquid, solid, gas, odour, organisms, hazardous substances and noise. It provides for standards, permits, abatement action and enforcement where pollution unreasonably interferes with health, welfare, amenity or the environment.³

The Waste Management Act No. 24 of 2014 establishes responsibilities for identifying, collecting, transporting, disposing of and reporting on waste, including hazardous waste. Waste services and certain waste facilities may require a private waste operator licence.⁴

Water use and protection must comply with the Water Resources Management Act [CAP 281], applicable water-supply and public-health requirements, water-source permissions and lawful directions of the Department of Water Resources. Planning and development must also comply with the Physical Planning Act [CAP 193] where the site is within a declared physical planning area, and with applicable provincial, municipal, foreshore, road, biosecurity and pesticides controls.⁵⁶

This Plan is also informed by the attached Victorian generic poultry-farm EMP, the Central Pollution Control Board Environmental Guidelines for Poultry Farms and research on environmental conditions in laying-hen houses. These are comparative technical references only and are not statements of Vanuatu law.⁷⁸⁹

Where a law, permit, licence, approval, lease, custom-owner agreement, customer requirement or another Vanuatu Eggs standard is more protective, the higher standard applies. This Plan does not replace legal, environmental-engineering, veterinary, public-health or land-tenure advice. Vanuatu Eggs is privately owned and independently managed; cooperation with government does not imply government ownership, equity, control, management or partnership.

¹ Vanuatu Department of Environmental Protection and Conservation, Who needs a permit? and EIA Process, <https://environment.gov.vu/index.php/environment-impact-assessment/who-needs-a-permit> and <https://environment.gov.vu/index.php/environment-impact-assessment/eia-process>

² Vanuatu Department of Environmental Protection and Conservation, Environmental Protection and Conservation Act [CAP 283], <https://environment.gov.vu/index.php/environment-conventions-and-agreements/laws/laws-depc/epc-act>

³ Vanuatu Department of Environmental Protection and Conservation, Pollution (Control) Act No. 10 of 2013 and Pollution Control guidance, <https://environment.gov.vu/index.php/environment-conventions-and-agreements/laws/laws-depc/pollution-control-act> and <https://environment.gov.vu/index.php/environmental-protection/pollution-control>

⁴ Vanuatu Department of Environmental Protection and Conservation, Waste Management Act No. 24 of 2014 and Waste and Pollution Forms, <https://environment.gov.vu/index.php/environment-conventions-and-agreements/laws/laws-depc/waste-management-act> and <https://environment.gov.vu/index.php/forms-and-fees/waste-and-pollution>

⁵ Vanuatu Department of Urban Affairs and Planning, Legislation, including the Physical Planning Act [CAP 193], <https://duap.gov.vu/index.php/energy-security/legislation>; and DEPC, Other Environmental Laws, <https://environment.gov.vu/index.php/environment-conventions-and-agreements/laws/other-environmental-laws>

⁶ Vanuatu Department of Water Resources, Policies and Legislations, including the Water Resources Management Act No. 9 of 2002 [CAP 281], <https://dowr.gov.vu/index.php/en/policy-legislation-water>

⁷ T. Fouda, A. Awany, M. Darwish and N. Kassab, Environmental Measurements in Laying Hens Houses, Scientific Papers Series Management, Economic Engineering in Agriculture and Rural Development, Vol. 21, Issue 4, 2021, source provided by the user.

⁸ Central Pollution Control Board, Ministry of Environment, Forest and Climate Change, Government of India, Environmental Guidelines for Poultry Farms, August 2021, comparative source provided by the user.

⁹ Broiler Code Committee, Generic Environmental Management Plan for Ongoing Operations Management of New or Expanded Victorian Broiler Chicken Farms, comparative source provided by the user.

4. Definitions and management principles

Term	Meaning
Aspect	An activity, product, service or condition that can interact with the environment, such as manure storage, water extraction or generator fuel.
Impact	A positive or negative change to the environment, community, custom interest or amenity resulting wholly or partly from an aspect.
Sensitive receptor	A person, place or environmental feature that may be affected, including homes, schools, clinics, customary sites, wells, waterways, wetlands, coast, conservation areas and neighbouring farms.
Pollution	Introduction of a substance, organism, energy, odour, noise or other thing that may harm human health, amenity or the environment.
Clean stormwater	Rainfall runoff that has not contacted manure, litter, chemicals, fuel, waste, mortalities, wash-water or other contaminants.
Contaminated water	Water that has contacted pollutants or potentially polluting areas and must be contained, assessed and managed as wastewater.
Material incident	An event causing or threatening significant off-site impact, unlawful discharge, permit breach, serious complaint, major spill, fish or animal harm, water-source contamination or authority notification.
Competent person	A person with verified knowledge, skill and experience for the assigned environmental task, supported by training, supervision and authorisation.

5. Farm-specific implementation prerequisites

No site may rely on this corporate document alone. Before construction, expansion or operation, the Plan Owner must ensure the following are completed, approved where required and available at the site:

7. legal and permit register, including permit conditions, expiry or review dates and reporting duties;
8. site plan showing boundaries, contours, sheds, ranges, roads, drains, water sources, tanks, wastewater controls, waste areas, chemical/fuel storage, emergency access and monitoring points;
9. map and register of sensitive receptors, customary interests, neighbouring land uses, wells, waterways, wetlands, coastlines and conservation values;
10. environmental aspect and risk register for normal, abnormal, maintenance and emergency conditions;
11. baseline observations or sampling required by DEPC, the Department of Water Resources or another approval;
12. waste and manure outlet agreements, authorised transporters and disposal/beneficial-use evidence;
13. site monitoring schedule, trigger levels, inspection forms, complaint process and emergency contacts; and

14. staffing, training, equipment, budget and corrective-action arrangements sufficient to implement the controls.

6. Roles and responsibilities

Role	Core responsibilities
Board / Owners	Approve this Plan; set environmental expectations; provide resources; receive material incident, compliance, audit and trend reports; oversee serious or conflicted matters.
CEO / Plan Owner	Overall accountability; appoint competent leads; approve site plans and objectives; ensure permits are obtained; direct notifications and corrective action.
Environmental / technical adviser	Advise on legal and permit obligations, risk assessment, monitoring design, sampling, incident investigation, engineering controls and regulator engagement.
Farm Manager	Implement the site EMP; verify daily and scheduled controls; maintain registers; supervise contractors; stop unsafe or polluting work; escalate incidents and complaints.
Supervisors / workers	Follow procedures; inspect work areas; conserve resources; segregate waste; prevent spills; report defects, incidents and complaints; assist with response and records.
Procurement / contract managers	Select capable providers; verify approvals and waste destinations; include environmental duties, records, incident reporting, audit and termination rights in contracts.
Contractors / growers / transporters	Meet this Plan and site rules; use competent personnel and maintained equipment; prevent pollution; report incidents immediately; provide required records and corrective action.

7. Environmental aspect and risk management

Each site must assess environmental risk before starting a new activity and whenever there is a material change. The assessment must consider likelihood and consequence under normal operation, start-up, shutdown, maintenance, extreme weather, equipment failure and credible human error. Existing controls must not be assumed effective without inspection or evidence.

Step	Required action
1. Identify	List the activity, aspect, pollutant or resource use and the affected receptor.
2. Evaluate	Rate the inherent risk using the approved Company matrix and consider legal, permit, community, custom, biodiversity and cumulative impacts.
3. Control	Apply elimination, substitution, engineering, administrative and emergency controls in that order where practicable.
4. Assign	Name the control owner, resources, monitoring method, trigger and completion date.
5. Verify	Inspect or test the control and rate residual risk. Senior approval is required for any high residual risk.
6. Review	Update after an incident, complaint, audit, legal change, new evidence, expansion or control failure.

CHANGE CONTROL No new shed, range, bore, dam, waste area, composting system, incinerator, fuel store, major chemical, flock expansion or drainage alteration may proceed until environmental and planning approvals have been checked and the risk register updated.

8. Site planning, land, soil and biodiversity

15. Locate and design facilities to avoid or minimise impacts on homes, customary sites, drinking-water sources, waterways, wetlands, coast, steep or unstable land, flood paths, high-value habitat and conservation areas.

16. Maintain surveyed or clearly marked boundaries, required buffers and permit conditions. Do not use generic overseas setback distances as a substitute for site assessment or DEPC direction.
17. Minimise clearing and ground disturbance. Protect topsoil; stage earthworks; stabilise exposed ground promptly; use silt controls and inspect them before and after heavy rain.
18. Maintain vegetation screens and locally appropriate landscaping for erosion, visual, dust, noise and odour management without creating wild-bird, fire, toxic-plant or predator hazards.
19. Prevent invasive-species spread through clean equipment, approved planting material, weed control and biosecurity measures. Native vegetation or wildlife must not be removed, harmed or relocated without lawful authority.
20. Rehabilitate redundant roads, stockpiles, drains, waste areas and disturbed land to a stable, non-polluting condition.

9. Stormwater, drainage and wastewater

Clean stormwater must be kept separate from contaminated water. Roof water and upslope runoff should be diverted around manure, litter, waste, chemical, fuel, mortality, compost and wash-down areas. Contaminated runoff must be contained and managed through an approved system; it must not be discharged to soil, a drain, watercourse, wetland, coast or groundwater without lawful approval.

Area	Minimum control
Roofs and clean areas	Direct to stable drains, tanks or lawful discharge points; prevent erosion and cross-connection with contaminated systems.
Shed aprons, roads and loading areas	Maintain grades, culverts, silt traps and stable surfaces; promptly collect manure, litter, eggs, feed and chemical residues.
Wash-water	Dry-clean first. Collect wash-water in a sized, secure holding or treatment system; record use, level, disposal and any overflow risk.
Manure / litter / compost areas	Use a covered or weather-protected area with stable low-permeability base and clean-water diversion; collect contaminated runoff.
Fuel / chemical areas	Provide compatible secondary containment, protected from rain, with no direct drain connection. A Company design benchmark is capacity of at least 110% of the largest container unless a competent design or permit requires more.
Inspection	Check drainage weekly, before forecast heavy rain or cyclone, and after significant rain; clear blockages and repair erosion, ponding, leakage or overtopping risk immediately.

ZERO UNAUTHORISED DISCHARGE Any contaminated-water escape, dead fish or wildlife, unusual colour or odour in a drain or waterway, overflowing containment, or suspected water-source contamination requires immediate containment, senior escalation and assessment of authority notification.

10. Water use and drought resilience

21. Meter or otherwise quantify major water sources and uses. Review monthly litres per 1,000 hens and litres per dozen saleable eggs, allowing for weather and flock stage.

22. Obtain and maintain lawful permissions for bores, surface-water extraction, storage, distribution and discharge where applicable.
23. Inspect drinkers, tanks, pipes, valves, filters, troughs and irrigation points daily; repair leaks promptly and record material losses.
24. Use dry cleaning, trigger nozzles, appropriate pressure and staged washing to reduce wastewater without compromising animal health or food safety.
25. Maintain tested alternative water and emergency capacity consistent with the Animal Health & Welfare Policy: at least 24 hours of flock drinking demand available or deliverable, with cyclone plans seeking 48 hours where practicable.
26. Protect drinking-water sources and tanks from manure, litter, chemicals, fuel, pests, floodwater and unauthorised access. Test quality on a risk-based schedule.

11. Manure, litter and nutrient management

Manure and litter are resources only when they are safely contained, traceable and used at an agronomically suitable rate. Until accepted by an authorised user, they remain the responsibility of Vanuatu Eggs.

27. Keep litter dry and friable through maintained drinkers, ventilation, roof integrity, drainage, stocking and prompt removal of wet patches. Investigate recurring wet litter or odour.
28. Remove spilled manure and litter from roads, hardstands and drains promptly. Do not wash it into soil or stormwater systems.
29. Load out on a stable, controlled area and, where practicable, consider wind and rain forecasts to minimise dust, odour and runoff.
30. Store only in an approved area protected from rainfall, run-on, pests and wind, with sufficient capacity and access for safe removal. Maintain separation from water sources and sensitive receptors according to site assessment and permit conditions.
31. Use written records for quantity, date, flock/source, transporter, destination, intended use and receiver acceptance. Verify that off-site application will not exceed crop and soil nutrient needs or contaminate water.
32. On-site composting or processing must have prior approval where required, a site-specific design, operating procedure, capacity check and monitoring of temperature, moisture, mixing, odour, leachate, flies and final-product acceptance.
33. Do not dispose of manure or litter by open dumping, uncontrolled burning, burial or discharge to land or water.

12. Mortalities, broken eggs and hatchery waste

34. Collect dead birds and significant broken-egg waste promptly, keep them separate from live birds, feed, saleable eggs and general waste, and store them in closed, leak-resistant, pest-proof containers pending approved disposal.
35. Remove or treat routine mortalities as soon as practicable and normally within 24 hours, subject to biosecurity, veterinary and authority directions. Record flock, count or weight, cause if known, method, date and destination.
36. Use only lawful, approved methods and facilities. On-site burial, composting, rendering, incineration or another treatment requires a documented site assessment and any environmental, waste, planning, biosecurity, public-health or fire approval that applies.
37. Open burning and uncontrolled burial are prohibited. Any mass-mortality or emergency-depopulation plan must pre-identify capacity, environmental safeguards, authority contacts, transport routes and alternative lawful destinations.
38. If hatchery activities are present, eggshells, unhatched eggs, embryos, washings and packaging must be separately assessed and managed under an approved hatchery-waste procedure.

13. General, recyclable and hazardous waste

Each site must maintain a waste register and apply the hierarchy: avoid, reduce, reuse, recycle, recover, treat, then dispose. Waste must be identified at the point of generation, segregated, labelled, protected from weather and pests, and removed before storage capacity is exceeded.

Waste stream	Minimum control
Recyclables	Separate clean cardboard, paper, metal, approved plastics, pallets and suitable containers; use verified recovery outlets where available.
General waste	Use covered bins; prevent littering; do not mix manure, chemicals, sharps, medicines, batteries, oils or mortalities with general waste.
Veterinary / hazardous	Segregate sharps, vaccine vials, medicines, chemical containers, contaminated absorbent, oils, batteries and lamps in compatible labelled containers; use an approved return or disposal route.
Controlled storage	Keep an inventory, inspect weekly, restrict access, provide containment and prevent incompatible materials being stored together.
Transport / disposal	Verify transporter and destination authority where required; retain receipts, manifests or acceptance evidence. Do not direct waste to an unapproved dump or operator.
Waste facilities	Check whether a private waste operator licence is required, including for larger transfer, composting, treatment or incineration operations.

14. Chemicals, fuels, medicines and spill prevention

39. Approve each chemical, fuel, disinfectant, pesticide and veterinary product before purchase. Keep the current label, safety data sheet, inventory, maximum quantity, expiry and approved use available.

40. Store in a secure, ventilated, weather-protected area with compatible secondary containment, clear labels, separation of incompatible products and protection from feed, eggs, water and drains.
41. Use trained and authorised personnel, calibrated equipment, label directions, required personal protective equipment and weather controls. Prevent spray drift and off-site odour.
42. Refuel and transfer liquids only in designated controlled areas. Use drip trays or containment and never leave a transfer unattended.
43. Place suitable spill kits near storage and use points; inspect monthly and after use. Display emergency contacts and prohibit washing spills into soil, drains or water.
44. Return, treat or dispose of residues, rinsate, contaminated absorbent, containers and expired products through approved routes. Never reuse a chemical or medicine container for water, feed, food or general storage.

15. Air quality, odour and dust

Operations must not emit odour, dust, smoke, gases or other pollutants that unreasonably interfere with another person or adversely affect the environment. Controls must address both bird-house conditions and off-site amenity.

45. Maintain ventilation, litter dryness, drainage, drinkers, manure storage, mortality removal, feed quality and pest control to prevent anaerobic conditions and persistent odour.
46. Record weather and wind direction when planning higher-risk work such as litter load-out, manure turning, spraying or major cleaning. Postpone non-urgent work where off-site impact is likely.
47. Keep feed silos, conveyors and transfer points enclosed and maintained; clean spills promptly; use dust capture or suppression where milling or handling creates visible dust.
48. Maintain roads and loading areas to minimise dust and mud tracking. Use safe speed limits and targeted suppression without creating contaminated runoff.
49. Do not burn waste, litter, vegetation, plastic, chemicals, oil or mortalities except through a specifically approved facility and procedure.
50. Treat persistent odour at the boundary, visible off-site dust, smoke, chemical drift or repeated community concern as an incident trigger requiring immediate investigation and corrective action.

16. Noise, traffic, lighting and visual amenity

51. Maintain fans, generators, pumps, alarms, vehicles and loading equipment to prevent excessive noise, vibration, smoke and light spill.
52. Plan routes, delivery times, driver instructions, parking and turning so vehicles remain on approved accessways and do not obstruct roads, damage verges or create avoidable dust, mud or noise.
53. Schedule routine noisy deliveries, repairs and loading during daytime where practicable. As an internal planning benchmark, avoid non-essential noisy activity between 7 pm and 7 am unless a permit or site plan establishes another period.
54. Aim lights downward and shield them from neighbours, roads, wildlife habitat and the night sky while maintaining safety and bird-welfare needs.
55. Maintain landscaping, external cladding, fences, signs and waste areas in a tidy condition. Repair damage that could increase noise, odour, erosion, pest or visual impact.

17. Pests, vectors and wildlife interaction

56. Use an integrated pest-management plan based on exclusion, sanitation, habitat control, monitoring and targeted lawful treatment.
57. Remove feed spills, broken eggs, mortalities and standing water promptly; maintain vegetation, drains, screens, doors and stores to reduce flies, mosquitoes, rodents, feral animals and wild-bird access.
58. Map and inspect bait stations or traps; secure them from birds, children, pets, wildlife, food and water; record product, date, result and corrective action.
59. Do not poison, trap, disturb or relocate protected or non-target wildlife without lawful authority and competent advice. Report unusual wildlife mortality or suspected contamination.
60. Coordinate environmental and biosecurity controls so one objective is not achieved by creating another risk, such as contaminated pesticide runoff or unapproved carcass disposal.

18. Energy, climate and resource efficiency

Vanuatu Eggs will reduce avoidable resource use while maintaining animal welfare, food safety and resilience. Monthly trend review must consider electricity or fuel per 1,000 hens and per dozen saleable eggs, generator hours, water use, feed losses, waste generation and renewable-energy performance where installed.

61. select efficient, durable and repairable equipment appropriate to tropical conditions and cyclone exposure;

62. maintain fans, pumps, refrigeration, lighting, solar, batteries, generators and insulation for efficient operation;
63. prevent feed loss and egg breakage and investigate abnormal consumption or waste;
64. consider lower-impact materials, local lawful recovery, rainwater capture and renewable energy through documented life-cycle and risk assessment; and
65. include climate projections, heat, drought, extreme rain, cyclone, sea-level or coastal exposure and supply interruption in new-site and expansion decisions.

19. Emergency preparedness and response

Each site must maintain and test response plans for spill, contaminated runoff, wastewater overflow, fire, smoke, cyclone, flood, erosion, mass mortality, extended power or water loss, chemical release, transport accident, structural damage and unauthorised dumping.

Step	Required action
1. Protect people and birds	Stop the activity, raise the alarm, isolate energy or ignition sources where safe, and maintain essential animal-welfare controls.
2. Stop and contain	Close valves, upright containers, block drains, divert clean water, deploy absorbent or barriers and prevent spread without unsafe exposure.
3. Assess	Identify substance, quantity, pathway, receptors, weather, injuries, bird impacts and immediate sampling or evidence needs.
4. Escalate	Notify the Farm Manager and Plan Owner immediately; contact emergency services, DEPC, Water Resources, Biosecurity or other authorities when required.
5. Recover	Use approved recovery, cleaning, waste transport and disposal methods; replace used response equipment and verify the area is stable.
6. Learn	Record facts and decisions, preserve evidence, investigate root causes, communicate appropriately and verify corrective actions.

20. Community engagement and complaints

Vanuatu Eggs will maintain respectful communication with landholders, custom owners, neighbours and relevant authorities. Environmental complaints are information about performance and must be handled promptly, impartially and without retaliation.

66. Provide an accessible contact method and record every complaint, including anonymous reports where possible.
67. Acknowledge a complaint on the same day where contact details are available, begin investigation within 24 hours and provide a progress update or closure response within five business days unless a different period is agreed.
68. Record time, place, weather, wind, activity, monitoring results, other possible sources, actions and communications. Do not dismiss a concern solely because the source is not immediately confirmed.

69. Escalate repeated, serious or unresolved complaints to the Plan Owner and competent adviser; notify an authority where required by law or permit.
70. Review complaint trends at least monthly and use them to adjust operating hours, maintenance, monitoring, landscaping, routes or other controls.

21. Monitoring, inspections and action triggers

Monitoring must be sufficient to demonstrate that controls work and permit conditions are met. Instruments must be suitable, maintained and calibrated where required; samples must be taken by competent persons and analysed by an appropriate laboratory when formal evidence is needed.

Area	Trigger	Minimum response
Daily operations	Leaks, spills, odour, dust, waste, mortality storage, water systems, drains near active work and unusual wildlife/pest activity	Correct immediately where safe; record abnormal findings and escalate unresolved risk before the shift ends.
Weekly site inspection	Stormwater, erosion, wastewater, manure/litter, chemicals/fuel, waste stores, roads, landscaping, noise sources and spill equipment	Work order for any defect; immediate containment where pollution could escape.
Water / wastewater	Overflow, overtopping risk, unusual colour/odour, dead aquatic life, contaminated runoff leaving control area or abnormal test result	Stop source, contain, protect receptors, notify Plan Owner immediately and assess legal notification/sampling.
Odour / dust / noise	Persistent boundary impact, visible off-site dust or smoke, chemical drift, after-hours nuisance or repeated complaint	Modify or stop activity; inspect source and weather; document response and competent review if repeated.
Waste / manure	Unlabelled or mixed hazardous waste, uncovered or leaking storage, capacity above 80%, missing disposal evidence or rejected load	Secure and segregate; arrange lawful removal before capacity is exceeded; investigate destination failure.
Chemical / fuel	Any spill beyond a drip tray, damaged container, missing inventory, containment water with visible contamination or expired product	Isolate, contain, assess quantity/pathway, use spill procedure and escalate according to potential impact.
Extreme weather	Official cyclone/heavy-rain warning, flood pathway activation, fire danger, prolonged drought or forecast conditions beyond site design	Activate contingency plan, secure pollutants/waste, create storage capacity and inspect before and after the event.

22. Incidents, notifications and corrective action

71. Any person may stop or pause work where they reasonably believe there is an immediate risk of serious pollution or environmental harm.
72. Report spills, releases, permit deviations, uncontrolled waste, wildlife harm, significant complaints, monitoring exceedances and authority visits immediately to the Farm Manager.
73. The Plan Owner, with competent advice, must determine external notification duties promptly. Internal reporting must never delay emergency services or a legally required notification.
74. Preserve photographs, samples, instrument data, CCTV, delivery records, weather information, witness accounts and affected materials where safe and lawful.
75. Investigations must identify immediate, contributing and system causes; assign actions, owners and dates; verify effectiveness; and share lessons with affected sites.

76. No person may falsify records, conceal an incident or retaliate against a good-faith reporter. Deliberate or serious breaches may result in removal from duties, discipline, contract action and referral to an authority.

23. Training, records, auditing and review

All personnel must receive environmental induction before unsupervised work and task-specific training for waste, chemicals, fuels, wastewater, manure, monitoring, incident response and equipment they use. Competency must be observed and refreshed after a change, incident, extended absence or performance gap.

Frequency	Minimum monitoring and assurance
Daily	Operational inspection findings; water and resource readings; abnormal odour/dust; waste and mortality controls; actions taken.
Weekly	Formal site inspection; drainage and erosion; storage capacity; spill equipment; landscaping; pests; outstanding work orders.
Monthly	Environmental KPI trends; complaints; incidents; waste/manure movements; permit actions; training; contractor and corrective-action status.
Quarterly	Aspect and risk register review for change; emergency-equipment inventory; supplier/waste outlet verification; management site walk.
At least annually	Legal and permit review; formal EMP audit; emergency exercise; objectives and targets; Board/Owner report; policy and site-plan review.
After event/change	Incident or complaint investigation; post-cyclone/flood/fire inspection; expansion/change review; corrective-action effectiveness check.

Records must be legible, attributable, dated, protected from unauthorised alteration, retrievable for inspection and retained for the period required by law, permit, contract or the approved Company retention schedule. Printed copies are uncontrolled unless formally issued and recorded.

Appendix A - Farm-specific implementation schedule

Required site information	Verified detail / document reference
Legal entity and trading name	
Farm name, address and coordinates	
Landowner / lease / custom-owner arrangements	
Farm Manager and after-hours contact	
Plan Owner / environmental adviser	
DEPC environmental permit / conditions	
Planning / provincial / municipal approvals	
Water source and permissions	
Approved flock, shed and range capacity	
Nearest homes, wells, waterways, coast and sensitive sites	
Stormwater and wastewater systems / monitoring points	
Manure, mortality, hazardous and general-waste destinations	
Emergency services and authority contacts	
Site plan, drainage plan and registers attached	

Appendix B - Environmental aspect and risk register

Register field	Site entry
Activity / location	
Aspect / pollutant / resource	
Potential impact and receptors	
Legal / permit / stakeholder requirement	
Normal, abnormal or emergency condition	
Inherent likelihood / consequence / rating	
Existing and additional controls	
Monitoring method and trigger	
Owner / due date / resources	
Residual risk / approval	
Review date / evidence of effectiveness	

Appendix C - Monthly environmental inspection checklist

Inspection area	Evidence / result / action
Permits / records	Conditions displayed or accessible; reports current; licences and contacts valid; changes screened
Stormwater / erosion	Drains clear; clean and contaminated systems separated; no scouring, ponding, sediment escape or blocked culverts

Inspection area	Evidence / result / action
Wastewater	Tank or treatment system sound; capacity adequate; no leakage/overflow; disposal or reuse records complete
Manure / litter / compost	Dry and contained; cover/base/drainage sound; no runoff, pests or unreasonable odour; movements recorded
Mortalities / egg waste	Closed storage; timely approved disposal; capacity and emergency arrangements adequate; records complete
General / hazardous waste	Segregated, labelled, secure and below capacity; authorised collection/destination evidence available
Chemicals / fuel / medicines	Inventory and SDS current; labels intact; containment dry/sound; no incompatible storage; spill kits complete
Air / odour / dust	No abnormal source or off-site impact; ventilation and feed systems maintained; roads and load-out controlled
Noise / traffic / lighting	Equipment maintained; hours/routes followed; no excessive light spill, mud tracking or road obstruction
Land / biodiversity / pests	Vegetation and silt controls stable; weeds and pests controlled; no non-target wildlife harm
Resources / resilience	Water, energy and feed trends reviewed; leaks corrected; cyclone/fire/flood readiness and backup systems verified
Actions	Defect, immediate control, action owner, due date, escalation and close-out evidence recorded

Appendix D - Environmental incident, spill and complaint record

Field	Confidential details
Date, time, site and exact location	
Reporter / complainant and safe contact method	
Incident, spill, exceedance or complaint description	
Substance / quantity / source / activity	
Weather, wind, drainage path and receptors	
Immediate action to stop and contain	
People, birds, land, water, wildlife or community affected	
Photographs, samples, readings and records preserved	
Manager / Plan Owner / adviser notified and time	
Authority / emergency service notified and reference	
Waste recovery, cleanup and disposal evidence	
Immediate, contributing and system causes	
Corrective actions / owner / due date	
Effectiveness verification / stakeholder response / closure	

Appendix E - Manager first-response checklist

77. Protect people and birds; stop the activity and remove ignition or exposure risks where safe.
78. Stop the source, close valves, isolate damaged equipment and prevent additional clean water entering the affected area.
79. Protect drains, soil, wells, waterways, coast, neighbouring land and other sensitive receptors using safe containment.
80. Identify the material and quantity from labels, inventory and safety data; do not touch or mix unknown substances.
81. Notify the Farm Manager and Plan Owner immediately; contact emergency services and authorities where required.
82. Record weather, times, actions, photographs, readings, affected areas and witnesses; preserve samples and relevant records.
83. Use approved recovery, cleaning, transport and disposal methods; replace spill equipment and verify no residual pathway remains.
84. Investigate causes, assign and verify corrective actions, communicate appropriately and review whether other sites share the risk.

Appendix F - Environmental acknowledgement

I acknowledge that I have received, read and understood the Vanuatu Eggs Environmental Management Plan. I agree to follow site controls, prevent pollution, conserve resources, stop serious environmental risk, report incidents and complaints immediately, keep accurate records and cooperate with training, monitoring and investigations.

Field	Details
Full name	
Position / organisation	
Site	
Signature	
Date	

Related Vanuatu Eggs policies and procedures

85. Animal Health & Welfare Policy and Procedures - Free-Range Laying Hens;
86. Conduct & Ethics Policy;

87. Work Health and Safety Management Plan and Manual;
88. Biosecurity Plan and Farm Entry Procedure;
89. Waste, Manure, Litter, Mortality and Composting Procedures;
90. Chemical, Fuel, Medicine and Spill Management Procedure;
91. Stormwater, Wastewater and Water-Quality Monitoring Procedure;
92. Cyclone, Flood, Fire, Power and Water Emergency Plans;
93. Incident Reporting, Investigation, Whistleblowing and Non-Retaliation Procedures;
94. Supplier, Contractor and Grower Standards; and
95. Site Environmental Permit, Planning Approvals and Environmental Management and Monitoring Plan.

Legal and technical review note: This controlled draft reflects publicly available Vanuatu Government sources reviewed on 4 August 2026 and selected comparative poultry-farm references. Before formal adoption or site use, Vanuatu legal counsel, DEPC, the relevant provincial or municipal planning authority, the Department of Water Resources, Biosecurity Vanuatu and a competent environmental adviser should confirm current requirements and farm-specific controls. Any Environmental Permit or approved EMMP overrides this corporate plan where it is more specific or protective.