



JABIRU MASTERPLAN

DEVELOPMENT MANAGEMENT FRAMEWORK
(VERSION 2 MARCH 2026)



We pay our respects to the Mirarr Traditional Owners of Jabiru and to all Traditional Owners of Kakadu and West Arnhem as the custodians of the lands on which we work, their elders and community leaders past and present and the emerging leaders that inspire our future.

PURPOSE OF THE MANAGEMENT FRAMEWORK

The Management Framework describes the approach of Gundjeihmi [Goun-jey-me] Aboriginal Corporation Jabiru Town (GACJT) representing the Mirarr Traditional Owners in administering the Township Lease over Jabiru.

The Management Framework provides clarity on the role of GACJT and the processes and procedures that apply for successful investment and development planning, community consultation and approval of developments within the Township Lease area.

This Management Framework is intended to be read in conjunction with the Future of Jabiru Implementation Framework.

This Management Framework provides specific processes and protocols to achieve approval in the following 5 key areas, specific to Jabiru:

- (1) Lease and Sub-lease Management.*
- (2) Cultural Heritage Management.*
- (3) Development Management.*
- (4) Social Impact Management.*
- (5) Sustainability Management.*

CONTEXT OF THE MANAGEMENT FRAMEWORK

Grant of Aboriginal land

The land on which Jabiru is located is the subject of a grant of title under the Aboriginal Land Rights (Northern Territory) Act (Cth) 1976 (Land Rights Act). It is the first of its kind in Australia¹ and was formally handed back to the Kakadu Aboriginal Land Trust on behalf of the Mirarr Traditional Owners at a ceremony held in Jabiru on the 26 June 2021.

The return of the land to the Mirarr corrects the dispossession that occurred when Jabiru was constructed without Mirarr consent. It is the culmination of years of work between the Mirarr people represented by Gundjeihmi Aboriginal Corporation (GAC), the Australian Government, the Northern Territory Government and Energy Resources of Australia Ltd to secure the long-term future of the town.

Entity to hold the Section 19A Township Lease

On 23rd November 2020 the then Commonwealth Minister for Indigenous Australians, the Hon Ken Wyatt AM MP, approved GACJT as the appropriate entity to hold the section 19A Township Lease for Jabiru on the recommendation of the Northern Land Council under the Land Rights Act. GACJT is the decision-maker for tenure issues in Jabiru. GACJT also represents the Mirarr Traditional Owners in cultural heritage management and community consultation. The board of GACJT is comprised of senior Mirarr Traditional Owner directors who work with two independent directors.

Providing a secure and certain future for the town of Jabiru was a key priority in the negotiations for the return of ownership and control to the Mirarr. The commencement of the new section 19A Township Lease held by GACJT demonstrates what can be achieved by working in partnership with Traditional Owners.

¹ The grant of Jabiru as Aboriginal land under the *Aboriginal Land Rights Act (Northern Territory) Act 1976* was the first time that an entire town with a majority non-Aboriginal population came under the legal ownership of the Traditional Owners

TABLE OF CONTENTS

PURPOSE OF THE MANAGEMENT FRAMEWORK	2
CONTEXT OF THE MANAGEMENT FRAMEWORK	3
Grant of Aboriginal land.....	3
Entity to hold the Section 19A Township Lease	3
TABLE OF CONTENTS	4
HOW TO USE THIS MANAGEMENT FRAMEWORK	5
Review of the Management Framework	5
THE ROLE OF GACJT	6
CONSULTATION AND COMMUNICATION	7
LEASE AND SUB-LEASE MANAGEMENT AND COMPLIANCE	8
Operation of Section 19A Township Lease	8
Sub-Lease Applications and Approvals and Improvements	9
Access to Housing	9
Non-Conformance Waiver Request.....	10
CULTURAL HERITAGE MANAGEMENT	11
Cultural Heritage Management Protocol	11
MASTER PLAN MANAGEMENT	12
Jabiru Masterplan	12
Concept Planning	12
Urban Design Strategy	13
SOCIAL IMPACT MANAGEMENT AND COMPLIANCE	16
Code of Conduct	16
Drug & Alcohol Policy	16
Inductions	17
Cultural Awareness Training.....	17
Local Industry Participation	17
ENVIRONMENTAL MANAGEMENT	19
Environmental Management Plan	19
Environmental Approval Obligations.....	19
DEVELOPMENT APPROVAL GUIDANCE	22
GACJT Preliminary Approval.....	22
Development Approval Obligations	22
APPENDICES	23
ATTACHMENTS	23

HOW TO USE THIS MANAGEMENT FRAMEWORK

This Jabiru Masterplan Development Management Framework (**Management Framework**) provides a framework for all sub-lessees, developers, government, contractors and project delivery teams (referred to collectively as “*Proponents*”) to follow in order to successfully meet the expectations of the GACJT, the Mirarr Traditional Owners and the local community.

The key to success is that all proponents follow one consistent management and approval process that is founded on the Vision of the Traditional Owners for the town.

To successfully deliver works in Jabiru, all delivery, implementation planning, and operational teams must be familiar with both the Implementation Framework and this Management Framework.

The processes and protocols that make up the totality of this Framework are:

1: Lease and Sub-Lease Management: Criteria for entry into sub-leases and sub-lease terms that are consistent with the Township Lease, the Masterplan, the Jabiru Town Plan and the Kakadu National Park (KNP) Plan of Management.

2: Cultural Heritage Management: Providing a transparent guide to cultural heritage clearance, approval and management, including sacred sites clearance.

3: Development Management: Ensuring planning approvals are determined consistently with the Township Lease, the Masterplan, the Jabiru Town Plan and the KNP Plan of Management.

4: Social Impact Management: Ensuring requirements and expectations from GACJT are met consistently by all organisations and contractors in relation to codes of conduct, drug & alcohol policies, and cultural awareness training & inductions.

5: Sustainability Management: Ensuring both private and public infrastructure is designed for maximum resource efficiency and sustainability for the long-term benefit of the town and the region.

Review of the Management Framework

GACJT will review and update this Management Framework from time to time to reflect changes to approval processes and new information as it is received, decisions are made, and progress is monitored. Part of the regular review will consider Program Implementation progress and updates as reported under the Implementation Framework.

Before making or implementing any substantial amendments or updates to the Management Framework which relate to specific sublessee or stakeholders, GACJT will use reasonable endeavours to provide a copy of the proposed update/s to the relevant stakeholders for comments and will attempt to incorporate any reasonable amendments into the update before finalisation.

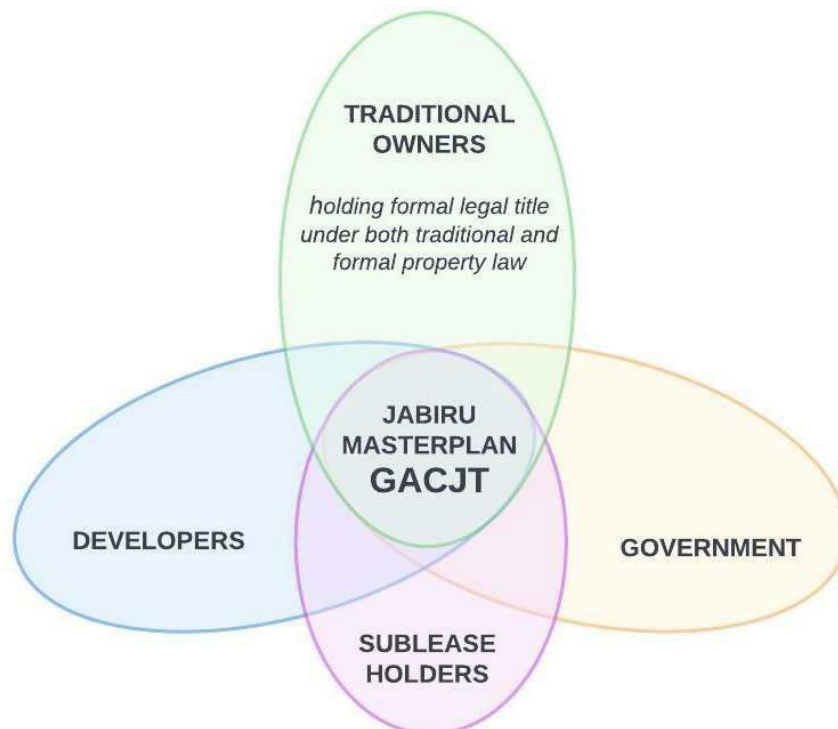
THE ROLE OF GACJT

As the head lessor over the town of Jabiru, GACJT represents the Mirarr Traditional Owners for all issues related to Jabiru. It has been established for the purpose of administering the Jabiru Township.

GACJT administers the land tenure over all of Jabiru in accordance with the Township Lease. GACJT also has a formal role under the Jabiru Town Plan to ensure compliance with the Jabiru Masterplan (Appendix A).

The Jabiru Masterplan provides the broad Vision that the Mirarr Traditional Owners have committed to for the future of the town. The adoption of the Jabiru Masterplan has provided crucial planning certainty for government and private industry.

The Jabiru Masterplan is the keystone document for all planning and development in Jabiru. The Masterplan describes a town with a strong sense of place, a strong Australian based on Aboriginal culture and the environment, and celebrating Jabiru as a unique world-class destination.



GACJT, as head lessor and custodian of the Jabiru Masterplan, plays the critical and central role of connecting decision making between the Mirarr Traditional Owners, government, sub-lease holders, and new developers.

CONSULTATION AND COMMUNICATION

It is fundamental to the overall success of Jabiru's development and transition that a transparent consultation and communication process is articulated by GACJT and that the process is followed consistently by all developers and sub-lessees.

All interested sub-lessees, investors, developers and works managers should follow a three-step approach to community consultation and communication (also referred to as community engagement). This process can be in addition to any internal policy for community engagement that may apply but cannot be a substitute for this approach.

1. Preliminary Development and Works Request

All proponents are expected to send a *Preliminary Development and Works Request* (Development Proposal Request) to GACJT via email to subleasing@gacjabiru.com.au (refer Attachment A). This should occur before formally undertaking consultations or submitting a Development Application (if a Development Application is required).

This provision of project information is the first step in obtaining GACJT and Mirarr Traditional Owner support for proposed developments, infrastructure projects and remediation works.

Development Proposal Requests are intended to identify information and approval requirements, provide advice on Mirarr Traditional Owner consultation requirements including any costs, and consider potential design issues and possible solutions based on a preliminary assessment. This request may result in the following:

- (1) GACJT preliminary approval (this is approval to proceed subject to formal approval for a sub-lease and formal development approval in accordance with the Masterplan); or
- (2) A GACJT request for further information or a revised proposal.

A preliminary approval decision will consider and comment on:

- consistency with the Mirarr Masterplan;
- advice on specific Traditional Owner requirements, if any;
- consistency with town plan / subdivision requirements; and
- Cultural Heritage Management & Protocols, including compliance with the *NT Sacred Sites Act* requirements

2. Community Consultation (if required)

If directed by GACJT, the proponent must undertake community consultation, which may include a community presentation, and which may be required for the duration of the project.

LEASE AND SUB-LEASE MANAGEMENT AND COMPLIANCE

Operation of Section 19A Township Lease

The Township Lease is held by the Mirarr Traditional Owners via GACJT. The lease provides certainty of tenure through the issuing of mid and long-term subleases. These subleases replace a similar system of 40-year subleases under which the town was constructed, and these subleases were previously issued by the Jabiru Town Development Authority. A formal land administration system for Jabiru allows government, commercial developers, and new investors to continue to invest and operate in the township.

Jabiru town lease area

The land included in the section 19A township lease is NT Portion 7874 on Plan S2021/043A.

Kakadu National Park and World Heritage Values

Jabiru is wholly within the dual World Heritage listed Kakadu National Park. Kakadu is a Commonwealth reserve and is subject to the *Environmental Protection and Biodiversity Conservation Act 1999* (Cth) (“the EPBC Act”) and regulations.

Section 388 (1) of the EPBC Act requires GACJT to use the Township in accordance with the Kakadu National Park Plan of Management and the Jabiru Town Plan as prepared and approved in accordance with the *Environmental Protection and Biodiversity Conservation Regulations 2000* (Cth) (“EPBC Regulations”).

All proponents in Jabiru must acknowledge and agree to undertake all activities consistently with Kakadu’s World Heritage values.

Applicable Legislation

Under the section 19A lease, GACJT must use, and permit the use of, the Township as a town as described in the Jabiru Masterplan and in accordance with the EPBC Act; the EPBC Regulations; the Kakadu National Park Plan of Management; the Jabiru Masterplan; the Jabiru Town Plan; and any other Laws so far as they relate to the Township. This Development Framework assists prospective occupiers of land in Jabiru to understand this regulatory context and comply with it.

Remediation Works in Jabiru

GACJT acknowledges the Memorandum of Understanding signed in 2019 between the Commonwealth Government, the Northern Territory Government, GAC and Energy Resources Australia (MOU). The MOU required the parties to reach agreements for a range of remediation measures and investment in new works to achieve the Vision for the future of the town.

GACJT works closely with the Commonwealth and Northern Territory governments to ensure all remediation works are undertaken in accordance with the section 19A lease requirements and this Management Framework.

Sub-Lease Applications and Approvals and Improvements

All requests for a formal sublease must be directed to GACJT. Decisions are made by the board of GACJT on behalf of the Mirarr Traditional Owners using a transparent approach described in the Sub-Lease Applications and Approval Guide.

The Sub-lease Applications and Approval Guide document is a guide to applying for a sub-lease. This document has been prepared by GACJT and describes the approach of the Mirarr Traditional Owners to administering the township of Jabiru. The approach supports fair and transparent opportunity for current and future residents and investors and support services for the wider region.

The Jabiru Sub-Lease Applications and Approval Guide is publicly available and can be found at Appendix B.

Where a sub-lease is sought for a new development or a re-development (including improvement), the first step is to submit a *Preliminary Development and Works Request* (Development Proposal Request) to GACJT. More details about this is provided above on page 8 under Consultations and Communications 1. Preliminary Development and Works Request.

The process for obtaining the formal sub-lease is to submit a Sublease Request Form.

Applicants can contact GACJT for more information and support in completing the form.

Once a Sub-lease Request Form has been submitted, GACJT will review the information and will advise an applicant if further information is required. As outlined in the Sub-lease Applications and Approvals Guide, when all information has been provided including the term and purpose of the proposed sub-lease, the request will be considered by the board of GACJT for a decision. In some cases, an applicant may be invited to address a board meeting to discuss their application.

Once a decision has been made, GACJT will advise the applicant of the outcome. If successful, GACJT will prepare a draft sub-lease for the consideration of the proposed sub-lessee. Sub-leases commence on the date specified in the sub-lease for the term agreed and formalised in the sub-lease. In the great majority of cases, there will be no requirement for additional survey or subdivision as the town of Jabiru has a good supply of vacant surveyed lots connected to town services that are available for sub-leasing.

Access to Housing

As part of the Sub-Lease Applications and Approval approach, a significant pool of rental housing is sub-leased to the *Approved Housing Entity* in Jabiru to manage on behalf of GACJT and the Mirarr Traditional Owners. Jabiru Property Service Ltd (JPS), previously known as Jabiru Kabolkmakmen Ltd, a locally based not-for-profit corporation has been approved by GACJT as the Approved Housing Entity.

Approval of the entity fulfilling the role of Approved Housing Entity is conditional on the entity managing the pool of residential properties in accordance with conditions and criteria determined by GACJT. The conditions and criteria ensure access to rental housing to support economic development by requiring a transparent, consistent and fair

approach to rents and eligibility with an emphasis on community service needs. The conditions and criteria can be found in the GACJT Access to Rental Housing in Jabiru Charter.

The GACJT Access to Rental Housing in Jabiru Charter has been approved and adopted by GACJT in May 2022 and is subject to regular review. This policy is publicly available and can be found at Appendix C.

Non-Conformance Waiver Request

Appendix H, Housing Design Requirements (2021) allows for a non-conformance waiver request to be made where sub-lessees are unable to meet these requirements. A non-conformance waiver request can be submitted for Board consideration where any stakeholder is unable to meet a condition of this Management Framework. Any waiver request must be made in writing and must address the Jabiru Masterplan and Vision and establish consistency with the Development Framework and the specific appendix, if any, that the request relates to.

CULTURAL HERITAGE MANAGEMENT

***‘Indigenous Cultural Heritage’** has the same meaning as in the United Nations Declaration on the Rights of Indigenous Peoples and includes all indigenous heritage places and objects subject to the Heritage Act NT 2011, the Northern Territory Sacred Sites Act 1982 and relevant Commonwealth heritage legislation.*

All Indigenous Cultural Heritage on Mirarr Country, including Jabiru, is the Indigenous Cultural Intellectual Property of the Mirarr People. It is also confidential to the Mirarr People and cannot be dealt with without the permission of the Mirarr People in accordance with the Rights to Indigenous Knowledge (ICIP) Policy of the Mirarr People.

Any proponent, person or entity that intends to conduct Ground Disturbing Activities (as defined in the Cultural Heritage Management Protocol for Jabiru (see Appendix D) (the Protocol)) in Jabiru agrees to work cooperatively with the Mirarr traditional owners, via GACJT, to ensure the protection of Cultural Heritage in Jabiru. GACJT is central to the management of Jabiru and to the management of Cultural Heritage in Jabiru. GACJT has developed the Protocol to provide a guide to compliance that proponents must follow.

Cultural Heritage Management Protocol

This Protocol applies to all Developments and to Ground Disturbing Activities that occur in Jabiru that are subject to the area of the Jabiru Lease Area Cultural Heritage Survey conducted in 2019. This Protocol sets out the processes that Proponents must follow when undertaking any works in Jabiru, including vegetation management, to ensure that the risk of harm to any Cultural Heritage in Jabiru is minimised.

The processes in this Protocol:

- ensure respect for the cultural heritage attributes of Jabiru and maintain the Indigenous Cultural Intellectual Property rights of the Mirarr and other Bininj over their Traditional Knowledge and Traditional Cultural Expressions;
- allow the Mirarr Traditional Owners to maintain their cultural obligations over country in accordance with traditional law and custom;
- provide a basis for mutually beneficial future relationships between Proponents and the Mirarr Traditional Owners;
- enable each Proponent and the Mirarr Traditional Owners to make informed decisions about their respective interests; and
- be transparent, timely, certain and cost effective for all parties in protecting Indigenous Cultural Heritage in Jabiru.

Any Proponent must ensure that all its employees, agents, representatives and contractors engaged to work within Jabiru are aware of their obligations under this Protocol and the applicable legislation.

MASTERPLAN MANAGEMENT

GACJT as the Head Lessor and custodian of the Jabiru Masterplan recognises that a sustainable flourishing community requires investment in economic development, appropriate infrastructure and new business development across the region.

To support and guide investment, GACJT acknowledges the Jabiru Masterplan Implementation Framework under which all stakeholders and proponents are following a coordinated approach to implementation and decision making.

Jabiru Masterplan

The Jabiru Masterplan is the foundation document for all development in Jabiru. This document provides the Vision and Goals of the Mirarr Traditional Owners for Jabiru to become a *world Leading ecologically sustainable, economically, culturally, and socially vibrant community*.

The Jabiru Masterplan is a component of the Jabiru Town Plan. In accordance with the Jabiru Town Plan, the use or development of land must demonstrate that it has been taken into consideration, and the consent authority (which is established under the *Planning Act 1999* (NT)) must have regard to the Masterplan. The Northern Territory Government (NTG) applies a legislated process for receiving and assessing Development Applications (DA's). GACJT also has a role in approving development in Jabiru. GACJT is responsible for assessing whether a proposed use or development of land (a Proposal) is consistent with the Masterplan. If GACJT determines that a Proposal is consistent with the Masterplan, Part 2.6 provides for a dispensation from various development criteria and requirements contained in Part 4 of the Jabiru Town Plan which would otherwise ordinarily apply to the proposal.

Concept Planning

The Mirarr Traditional Owners, via GAC and JKL, worked with Stafford Strategy to develop preliminary design principles that informed the development of the Jabiru Business Case 2018 and the development of concept planning and design, including updates developed in 2021. These include:

- Jabiru Business Case 2018 – Executive Summary;
- Jabiru Lakefront Precinct – Detailed Concept Plan. (providing initial concept planning for the World Heritage Precinct proposed for Jabiru Lake); and
- Jabiru Concept Design Return Briefs (addressing the following: World Heritage Centre, Luxury Accommodation, Government Business Centre, General Landscape, and Lake and Wetland Landscape).

These conceptualising documents are published on GACJT's website.

The consent authority and GACJT use the above documents to inform decisions related to development approvals and proposals and to confirm consistency with the Masterplan.

Urban Design Strategy

GACJT has adopted the urban design strategy set out below to build on the concept planning undertaken by Stafford Strategy to guide the ongoing long-term development of the town. This strategy operationalises the Masterplan as it relates to Urban Design, ultimately addressing matters at the house, street, precinct and township scale. These matters may include (but are not limited to):

- built form – height, shadowing, character, amenity, diversity, materials, setbacks, lighting;
- public realm – street furniture, embellishments, crime prevention;
- transport/access – networks of footpaths, cycleways, roads and disabled access;
- legibility – pavement treatments, signage, wayfinding and sense of place;
- landscaping – safety, enhanced habitat linkages, design features at the street level and in the public realm; and
- trunk infrastructure – water, sewerage, stormwater.

The GACJT strategy is a long term five-step approach to transform the town and transform the partnerships amongst all of the parties that are key stakeholders to the Future of Jabiru Implementation Framework, which includes:

- (1) development of Design Requirements to be immediately included in subleases;
- (2) development of Design Guidelines to provide guidance for achieving the Vision;
- (3) undertaking a Gap Analysis to determine specific strategies not yet captured in the Implementation Framework;
- (4) identifying and advocating for Priority Projects that are required to realise specific strategies determined to set Jabiru's future as *a world Leading ecologically sustainable, economically, culturally, and socially vibrant community*; and
- (5) developing Jabiru Specific Urban Design Codes to provide the detailed urban design requirements that will achieve the long-term design vision for Jabiru.

Steps 1 and 2 have been undertaken as described in this Framework. GACJT will continue to implement steps 3 – 5 in partnership with government and investors as part of the long-term development management approach.

Step 1: Design Requirements

GACJT has developed Design Requirements for immediate inclusion in residential subleases to facilitate expeditious execution and ensure immediate land use is aligned with the Masterplan. These are contained in Appendix H.

Step 2: Design Guide

GACJT has taken the preliminary design principles and concept designs developed by Stafford Strategy and developed the Jabiru Design Guideline (Appendix I) to drive consistency across implementation of the Jabiru Masterplan. This Guide is applicable to all

future use and development of land in Jabiru and will ensure all proposals that are submitted to GACJT are aligned with the Jabiru Masterplan.

The Jabiru Design Guideline provides strategic direction for the long-term design outcomes intended to be achieved from both new and existing development. This guide reflects each of the eight goals of the Jabiru Masterplan and Vision to ensure all investment and development in the town will contribute to fulfilling the Mirarr Vision.

GACJT, stakeholders and proponents can rely on the Jabiru Design Guideline as the parameters for sustainability initiatives being implemented as part of remediation projects that are already underway including but not limited to:

- the Roof Remediation Project;
- the Jabiru Lake Remediation Project;
- the civil services upgrade works (sewer, water, power, stormwater, roads);
- the Weed Management and Urban Reforestation Project;
- the Landfill Remediation Project; and
- housing rectification works.

Step 3: Gap Analysis

A Gap Analysis will be undertaken, by a relevant expert, to determine specific strategies, to set Jabiru's future as a *world Leading ecologically sustainable, economically, culturally, and socially vibrant community*. It is expected that all sub-lease Approved Managing Entities will engage in this process to provide all available and necessary information to complete the Gap Analysis.

To be world leading, GACJT must first establish what the rest of the world does and knows about design in a tropical savannah climate that achieves ecological sustainable development (including cultural, environment and economic) outcomes.

The Analysis will include investigations to determine the current baseline state of Jabiru and identify specific strategies and related delivery timeframes for project and associated works that need to occur for Jabiru to become a world leader in these areas.

The primary outcome of this process will be a *Jabiru Sustainability Strategy* that establishes water, wastewater, waste and carbon emission targets and strategies for the town. This may then be used to inform development proposals, urban design codes and environmental management processes that will be implemented for the town.

Step 4: Identify Priority Projects

Upon completion of the Gap Analysis and determination of specific strategies, GACJT can then identify the projects that should be prioritized in order to set Jabiru's future as a *world Leading ecologically sustainable, economically, culturally, and socially vibrant community*. GACJT, in partnership with stakeholders and proponents, can then explore investment attraction, funding options, and partnership opportunities with universities, philanthropic and other organisations to progress the priority projects. These projects may include undertaking research to identify the most effective climatic, cultural and economically responsive design solutions.

Step 5: Jabiru Specific Urban Design Codes

As the last step in the Urban Design Strategy, GACJT will develop Jabiru Specific Design Codes to provide the detailed urban design requirements that will achieve the long-term design vision for Jabiru. These may be used to assess development applications under the Town Plan in accordance with Clause 2.6 of the Town Plan.

Development of Design Codes will take a Precinct approach which allows Design Codes to be created according to the precincts identified in the Jabiru Masterplan, providing a range of detailed architectural and landscaping design requirements to enhance the aesthetic and function of each precinct to achieve the long-term Vision and Goals of the Masterplan.

The precincts include:

1. World Heritage Precinct (including Recreation & Open Space);
2. Town Centre Precinct;
3. Industrial Area Precinct; and
4. Residential Precinct

Jabiru Specific Design Codes for Residential Infrastructure

GACJT may be supported by the *Approved Housing Entity* (AHE) and other AMEs to prioritise the development of Jabiru Specific Design Codes for Residential Infrastructure. These Design Codes will be applicable to all residential buildings and improvements to assist GACJT and the holders of residential subleases in achieving the highest standard of environmentally sensitive design and homes suited to the tropical savannah climate and the needs of the residential community. This is expected to include the following 3 step process:

1. Require all rectification and remediation works to consider passive design, materials, energy and water initiatives to achieve environmentally sensitive outcomes appropriate for a tropical savannah climate.
2. GACJT to develop an Architectural and Landscaping Design Guide for residential buildings.
3. GACJT to develop detailed Jabiru Specific Design Codes for Housing to guide all future works to achieve the long-term design vision for the Jabiru residential community. This would be a detailed housing design mandate similar to building caveats in a residential subdivision.

SOCIAL IMPACT MANAGEMENT AND COMPLIANCE

Jabiru and the surrounding region are a small but diverse community that is unique in many ways. Located within the dual World Heritage listed Kakadu National Park for both its cultural and natural values make it a privilege to both work and live in Jabiru. This benefit places important responsibilities on residents (including contractors, workers and visitors). As a starting point the Jabiru Resident's Handbook has been designed to assist new and visiting residents to gain an understanding of their responsibilities and to encourage them to take advantage of the attractions Jabiru and its surrounds have to offer. Refer to [Jabiru | West Arnhem Regional Council](#) to access the current Resident's Handbook for Jabiru.

GACJT is committed to protecting the World Heritage listed values and achieving a healthy and safe working and living environment in Jabiru for residents, workers and visitors as well as the surrounding communities.

The delivery of the full Program of works in Jabiru and Kakadu and the Rehabilitation of the Ranger Uranium Mine present potential impacts and opportunities for the town and surrounding communities of Jabiru.

All proponents undertaking works in Jabiru are required to consider the Social Impact of each project on the local and surrounding communities as part of the development of Safety Management Plans and workers accommodation strategies.

All proponents undertaking work in Jabiru are required to have policies and processes in place that address the following requirements and expectations of GACJT.

Code of Conduct

All proponents shall have a Code of Conduct applicable to all employees, contractors and consultants for both working and living in Jabiru which states –

All parties must:

- acknowledge and respect the land of Jabiru as Mirarr country;
- respect cultural differences;
- protect the safety and welfare of the community;
- read and comply with this Jabiru Development Management Framework; and
- encourage an environment that prevents sexual exploitation, abuse and harassment.

Drug & Alcohol Policy

All proponents shall have a Drug & Alcohol Policy applicable to all employees, contractors and consultants for both working and living in Jabiru which recognises that alcohol, drug and other substance abuse by workers can have serious adverse effects on their own health and safety and that of others. Proponents are asked to consider any initiatives of the local Gunbang Action Group, such as the Kakadu West Arnhem Alcohol

Management Plan, the Volatile Substance Abuse Management Plan, the Kakadu Liquor Licensing Accord and any other community initiatives.

To support the safety and wellbeing of employees, contractors and consultants, proponents are encouraged to consider recreational initiatives that support participation in alcohol-free community events, healthy sport and outdoor events and explore local attractions.

All contractors working in Jabiru on sub-leases or licenses granted by GACJT will be required to have a drug and alcohol policy which will:

- enforce a zero-alcohol tolerance for workers when operating work vehicles or participating in any work-related task;
- discourage and prevent the consumption of alcohol during work time, including lunch breaks and events, business meetings and where representing the company;
- provide relevant information materials e.g. posters, brochures and online material; and
- conduct information sessions and training on all Drug and Alcohol procedures and policies.

Inductions

All proponents are required to ensure that all employees and contractors are provided with inductions which cover key elements of this Jabiru Development Management Framework.

GACJT can assist proponents to identify approved induction resources.

Cultural Awareness Training

All proponents are required to ensure all employees, contractors and consultants undertake appropriate cultural awareness training to ensure work is undertaken with awareness and respect for the cultural landscape of Jabiru. As a minimum this will cover:

- culturally Safe Workplaces;
- working on Mirarr Country; and
- working with Bininj/Mungguy in West Arnhem.

For options regarding cultural awareness training in Jabiru, please contact GACJT. Completing the Bininj Kunwok Regional Language Centre's "Living in Jabiru Cultural Induction" course, first launched in February 2024, satisfies this Cultural Awareness Training requirement.

Local Industry Participation

Providing opportunities for local services and suppliers and supporting greater Indigenous participation is a key priority in the delivery of the Jabiru Masterplan.

All proponents of projects which require Development Approval should have a local industry participation plan which sets realistic targets.

Contribution to vocation and education opportunities, including apprenticeships, will be valued highly in the evaluation of a proponent's proposals.

GACJT can provide assistance to proponents to identify local services and suppliers.

ENVIRONMENTAL MANAGEMENT

Jabiru town is located within the World Heritage listed Kakadu National Park and is subject to special environmental protection requirements under the EPBC Act.

Developers are required to engage in environmentally sustainable development. This includes conservation and sustainable use of natural resources, conservation of biodiversity and cultural heritage sites and disaster risk reduction planning. All environmental protection legislation and relevant policies must be complied with.

All development works in Jabiru Town will need to obtain the relevant environmental approvals, which may include NT EPA, EPBC Act and regulations and KNP Plan of Management approvals prior to commencement.

GACJT may consider Environmental approvals being submitted as part of the GACJT Development Proposal Request to confirm that Environmental Approvals are being sought.

Environmental Management Plan

All proponents must ensure that they follow all environmental management plans, laws, rules and regulations as development by either the Commonwealth or Northern Territory governments as they apply to Jabiru.

Environmental Approval Obligations

All proponents should note that all Jabiru sub-leases and licences include terms requiring compliance with environmental requirements of the Town Lease and the EPBC Act and regulations.

All developments will need to obtain the relevant environmental approvals which may include EPBC, NT EPA and KNP Plan of Management approvals prior to commencement of works. Developers must obtain all relevant environmental approvals prior to commencement of work and provide evidence of this to GACJT, prior to commencement of any works.

Developers should consider each of the following aspects of the environment in Jabiru:

- conservation of the variety and integrity of distinctive physical landforms;
- protection of the quality and integrity of land and soils so that environmental values are supported and maintained;
- protection of terrestrial habitats to maintain biodiversity, ecological integrity and ecological functioning;
- protection of the hydrological regimes of groundwater and surface water so that environmental values including ecological health, land uses and the welfare and amenity of people are maintained;
- protection of aquatic habitats to maintain environmental values including biodiversity, ecological integrity and ecological functioning;

- protection of air quality and minimise emissions and their impact so that environmental values are maintained;
- minimisation of greenhouse gas emissions so as to contribute to the NT Government's aspirational target of achieving net zero greenhouse gas emissions by 2050; 30% renewable energy by 2030;
- enhancement of communities and the economy and foster resilience to a changing climate, for the welfare, amenity and benefit of current and future generations of Territorians;
- protection of sacred sites, culture and cultural heritage; and
- protection of the health of the Northern Territory Population.

Jabiru is a part of Kakadu National Park and is subject to the EPBC Act and regulations. It is also subject to the Northern Territory *Environment Protection Act*.

Developers should contact Parks Australia and the Northern Territory Government if further assistance is required on the Environmental Approval requirements.

Environment Protection and Biodiversity Conservation Act 1999 (Cth) (EPBC Act) Approval

Under the EPBC Act, Jabiru is located within KNP. The KNP Management Plan 2016 – 2026 sets out how the park and its natural and cultural values will be managed, protected and conserved for the next 10 years, enabling management to proceed in an orderly way, helping reconcile competing interests and identifying priorities for the allocation of available resources.

<https://www.environment.gov.au/resource/kakadu-national-park-management-plan-2016-2026>

The Kakadu National Park Plan of Management describes the impact of EPBC regulations on the town of Jabiru.

<https://www.environment.gov.au/resource/kakadu-national-park-management-plan-2016-2026>

The objectives of the EPBC Act are to:

- provide for the protection of the environment, especially matters of national environmental significance;
- conserve Australian biodiversity;
- provide a streamlined national environmental assessment and approvals process;
- enhance the protection and management of important natural and cultural places;
- control the international movement of plants and animals (wildlife), wildlife specimens and products made or derived from wildlife;
- promote ecologically sustainable development through the conservation and ecologically sustainable use of natural resources;
- recognise the role of Indigenous people in the conservation and ecologically sustainable use of Australia's biodiversity; and
- promote the use of Indigenous peoples' knowledge of biodiversity with the involvement of, and in cooperation with, the owners of the knowledge.

You can find the EPBC Act and approval processes at:

<https://www.environment.gov.au/epbc>

NT Environmental Protection Authority (EPA) Approval

The Northern Territory Environment Protection Authority (NT EPA) provides advice on the environmental impacts of development proposals and advice and regulatory services to encourage effective waste management, pollution control and sustainable practices.

The objectives of the NT EPA are to:

- promote ecologically sustainable development;
- protect the environment, having regard to the need to enable ecologically sustainable development;
- promote effective waste management and waste minimisation strategies; and
- enhance community and business confidence in the environmental protection regime of the Territory.

The NTEPA is responsible for Environmental Assessments (EA's) in the NT which will be required if the NT EPA decides that the proposal has the potential to have a significant impact on the environment. The process for environmental impact assessment is legislated under the *Environmental Protection Act 2019* (NT) and the *Environmental Protection Regulations 2020* (NT).

The NT EPA has prepared guidance material to inform proponents and other stakeholders about EIA in the NT at <https://ntepa.nt.gov.au/>. The website also contains guides on how to apply and fees associated with applications.

DEVELOPMENT APPROVAL GUIDANCE

Development Approval must be sought from the relevant NT Planning consent authority. Approval guidance is provided here for assistance and guidance purposes only.

GACJT Preliminary Approval

As outlined earlier in the document, all proponents are expected to submit a *Preliminary Development and Works Request* (Development Proposal Request) with GACJT. This should occur before formally undertaking consultations or submitting a Development Application. More details about this is provided above on page 8 under Consultations and Communications 1. Preliminary Development and Works Request with GACJT.

Development Approval Obligations

Jabiru Town Plan 2019

The Master Plan Vision and Goals are referenced in the Jabiru Town Plan. The NTG will receive and assess Development Applications and refer applications within the town centre and tourist precinct to GACJT to ensure consistency with the Jabiru Masterplan.

The Jabiru Town Plan 2019 is a specific planning scheme for Jabiru that came into force on 31 October 2019 and includes:

- development controls that allow, prohibit or put conditions on the use or development of land;
- instructions, guidelines and criteria to help the consent authority assess and decide on development applications; and
- maps, plans, designs and diagrams.

A copy of the Jabiru Town Plan can be found on the NTG website:

<https://nt.gov.au/property/land-planning-and-development/our-planning-system/jabiru-town-plan>

This document applies to all works which trigger a Planning Approval or Development Permit under the Jabiru Town Plan.

APPENDICES

- A. *Jabiru Masterplan (2018 – 2028)*
- B. *Jabiru Sub-Lease Applications and Approval Guide (2022)*
- C. *Access to Rental Housing in Jabiru Charter (2022)*
- D. *Cultural Heritage Management Protocol for Jabiru (2022)*
- E. *Jabiru Design Requirements (2026) (which includes the Standard Outdoor Living Area Designs v2 (March 2026) and Design Guidelines Material List and Colour Palette 2023)*

ATTACHMENTS

- A. *GACJT Preliminary Development and Works Request Form*