Australian Government
National Environmental Protection Agency

EPBC 2021/8934

Adam Bamford
Managing Director
Labelmakers Group of Companies
55 Austrak Drive, Somerton VIC 3062

Decision to approve an Industrial Facility – 276 Rex Road, Campbellfield, VIC

Dear Mr Bamford

I am writing to you about a proposal to construct a commercial complex at 276 Rex Road, Campbellfield, Victoria, approximately 18.6 km north of Melbourne (Proposed Action). The Proposed Action was referred and assessed under the *Environment Protection and Biodiversity Conservation Act 1*999 (EPBC Act) for its impacts on listed threatened species and communities (Section 18 and 18A.

I have considered the proposal in accordance with Part 9 of the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) and have decided to grant an approval to Bamford Rex Industrial Pty Ltd. The details of my decision are attached. The proposal must be undertaken in accordance with the conditions specified in the approval.

Any plans required to be implemented under the conditions of approval will be regarded as public documents unless the approval holder provides sufficient justification to warrant a commercial-in-confidence status.

Approval under the EPBC Act does not affect obligations to comply with any other laws of the Commonwealth, state or territory that are applicable to the action. Neither does this approval confer any right, title or interest that may be required to access land or waters to take the action.

Section 142 of the EPBC Act requires an approval holder to comply with conditions attached to an approval. Penalties may apply to approval holders who contravene conditions.

The agency actively monitors and audits proposals referred or approved under the EPBC Act. The audit program aims to ensure approval holders comply with conditions of approval and implement any commitments made in management plans. Your project may be selected for audit by the agency at any time and all related records and documents may be examined. Please refer to the agency's Compliance and enforcement page for further information on the compliance monitoring and auditing program.

I have also written to the following parties to advise them of this decision:

Commonwealth and State or Territory minister(s)	Senator the Hon Malarndirri McCarthy Minister for Indigenous Australians Delegate to the Hon. Sonya Kilkenny MP Minister for Planning (Vic)

The National Indigenous Australians Agency on behalf of Senator the Hon Malarndirri McCarthy, Minister for Indigenous Australians provided additional comments, See Attachment A, with regard to economic and social matters to assist you in your ongoing engagement with Traditional Owners and other First Nations stakeholders:

Please advise the agency when you commence the action and ensure you keep the details of the person responsible for administration of the approval decision up to date throughout the life of the approval via email to epbcmonitoring@nationalepa.gov.au.

You will soon receive a letter regarding the requirements of the approval conditions. For general enquiries regarding post approval matters, e.g. approval of management plans, please contact PostApproval@nationalepa.gov.au.

If you have any questions about this decision, please contact the project manager, Gillian Vogel, by email to gillian.vogel@nationalepa.gov.au, or telephone 03 6161 8824 and quote the EPBC reference number shown at the beginning of this letter.

Yours sincerely



Rachel Short
Branch Head
Environment Assessments (Vic and Tas) Branch
Environment Regulation Division

22 September 2026

Attachment A – Comments from The National Indigenous Australians Agency

General First Nations engagement

The NIAA recommends that Bamford Rex Industrial Pty Ltd (BRI) ensure it has identified and engaged with the Traditional Owners and other First Nations stakeholders with interests in the project and have provided them with sufficient time and information to make informed assessments of the possible impact of the project on their interests. We recommend that the proponent engages directly and actively with the Traditional Owners and any other First Nations stakeholders on the range of potential environmental, cultural, social and economic interests and concerns they may have in relation to a project. We recommend that this engagement be ongoing for the life of the project, including development, construction, operation and any project decommissioning.

Guidance on principles for culturally appropriate and respectful First Nations engagement is provided by the Department of Climate Change, Energy, the Environment and Water in *Interim Engaging with First Nations People and Communities on Assessments and Approvals under the Environment Protection and Biodiversity Conservation Act 1999*.

Native Title

BRI is advised to ascertain whether there are any Native Title claims, determinations or settlements relevant to a proposed project. The National Native Title Tribunal's website and Native Title Vision (nntt.gov.au) may provide related information. Where a Native Title claim, determination or settlement is identified we recommend that proponents consult with the claimants, Native Title holders or settlement body through their relevant Native Title representative body and service provider, legal representative, Prescribed Body Corporate or other relevant organisation. Native Title Vision provides some information on the relevant bodies.

The NIAA advises that the absence of Native Title claims or determinations over all or sections of a project area does not necessarily mean Native Title does not exist. While Native Title rights and interests will likely have been extinguished over any freehold land tenure, it may still exist over other land tenures, such as Crown Land and leases or offshore areas. Where a project is not on freehold or exclusive land tenure types, we recommend that proponents seek advice from the relevant state or territory government on whether any requirements under the future act provisions of the *Native Title Act 1993* apply prior to commencing works.

Cultural Heritage

The NIAA recommends that BRI assess the potential cultural heritage impacts of the project in collaboration with the relevant Traditional Owners, knowledge holders and other First Nations stakeholders, which may include First Nations organisations appointed under state or territory First Nations cultural heritage legislation. We recommend that this assessment include on-site inspections with the Traditional Owners and knowledge holders, and consideration of both tangible and intangible cultural heritage values. Intangible values can include songlines, dreaming sites, associations with biogeographic features, and culturally significant flora and fauna species.

The NIAA recommends that BRI collaborate with the relevant Traditional Owners, knowledge holders and other relevant First Nations stakeholders following the cultural heritage assessment to develop

agreed measures for the protection and management of First Nations cultural heritage. Depending on the nature, size and potential impacts of a project, we recommend that proponents consider developing a Cultural Heritage Management Plan (CHMP) for the project that includes:

- the outcomes of the cultural heritage assessment
- measures agreed with the Traditional Owners for the protection and management of both tangible and intangible cultural heritage values and mitigation of impacts
- agreed protocols for the identification, protection and management of any cultural heritage values discovered during the project
- delivery of cultural awareness training to project staff and contractors to ensure that CHMP measures are implemented.

Economic opportunities and partnerships

The NIAA encourages the engagement of First Nations employees and businesses to help realise the economic benefit of a project for the local First Nations community. We encourage BRI to discuss opportunities for First Nations people and businesses with Traditional Owners and other First Nations stakeholders.

To support First Nations economic participation, we recommend BRI develop a First Nations employment, training and procurement plan incorporating participation targets. The Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts' *Indigenous Employment and Supplier-use Infrastructure Framework* and the Australian Government's *Indigenous Procurement Policy* contain useful tools for setting employment and business procurement targets respectively.

BRI may wish to contact local employment providers such as Workforce Australia to connect with potential First Nations employees. Likewise, Supply Nation maintains an online directory that can be used to identify suitable First Nations businesses to support a project.