



Marta Szeto

Associate Environmental Engineer

Marta is a professional Environmental Engineer with 20+ years' experience gained through a diversity of advisory, leadership and project management roles in the fields of environment, compliance, and Health-Safety-Environment (HSE). Her career has spanned industry, consultancy, and government – most notably 12+ years in the oil and gas industry.

She has held various roles at BP Australia Pty Ltd and the BP Bulwer Island Refinery including: Environment-Compliance-Sustainability (ECS) Advisor & Portfolio Manager; HSEQ Compliance & Assurance Program Manager; and Environmental Business Manager. Marta's roles focused on driving continuous improvement, championing positive cultural change, and achieving compliance by providing strategic advice and recommendations on complex and sensitive environmental and HSE compliance issues faced by business units at a national, regional, and site-specific level. As a result, she has wide-ranging knowledge of Commonwealth and State based environmental legislation, regulations, guidelines, and industry standards.

SKILLSETS

Environmental Compliance



Risk Management



Environmental Management Systems



Environmental Assessments



Stakeholder Management and Engagement



MARKET SECTORS



Resource



Electricity & Renewables



Industrial



Government

CONTACT

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QUALIFICATIONS

- 1996** Griffith University / Bachelor of Environmental Engineering (Honours)
- 2001** University of NSW / Master of Engineering Science in Water Engineer
- 2015** Cert IV Work Health Safety
- 2015** Diploma Work Health Safety
- 2016** QLD DEHP Authorised Officer

MAJOR PROJECTS

- Northern Wastewater Strategy – Reclaimed Water Reuse Scheme (Gold Coast City Council): Responsible for overseeing deliverables by 10+ multidisciplinary Specialist Consultants, and co-authoring ~\$800K worth of consulting reports including a Review of Environmental Factors (REF), five Environmental Impact Statements/Assessment reports and three Management Plans

AFFILIATIONS

- Member, Institute of Engineers, Australia (MIEAust)
- Member, Society of Sustainability and Environmental Engineering (QLD)

EXPERIENCE

ENVIRONMENTAL CONSULTANCY PROJECT EXPERIENCE

● Senior Environmental Consultant

During her professional career, Marta has held various consulting and project management roles. Consequently, she has extensive knowledge and experience in executing a broad range of environmental activities, and developing practical solutions for clients from diverse sectors such as petroleum, gas, mining, manufacturing, chemical, waste, government, banking, property and legal.

Key achievements:

Conducted, coordinated, managed and/or produced reporting deliverables for 130+ environmental assessments, investigations, and audits. Including: 80+ contamination and remediation assessments - phase 1, 2 and 3 environmental site assessments; remediation and validation investigations; quantitative human health risk modelling and ecological fate and transport modelling; and remedial options and cost benefit analysis

Northern Wastewater Strategy – Reclaimed Water Reuse Scheme (Gold Coast City Council):

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● Project Environmental Engineer

Suburban Roads Upgrade (SRU) - \$2.2b Initial Capital Works Program (ICP) - Major Roads Projects Victoria: Undertook high level reviews of environmental assessments to identify issues/constraints and potential information gaps. Developed CEMPs and Environmental Design Reports (EDRs) to identify risks, potential environmental approvals and vegetation offset requirements, and specific regulatory design requirements.

● Environmental Representative Secondment - Department of Transport & Main Roads (TMR):

Produced Environmental Scoping Reports (ESRs), Rapid Environmental Assessment (REA) reports, Environmental Design Reports (DERs), and MRTS annexures. Undertook technical and legislative reviews of environmental assessments and management plans produced by Consultants and Contractors, and environmental construction audits in accordance with legislative requirements, TMR contract conditions, specifications, and associated annexures.

BP Australia

● Environmental Business Manager (QLD/NT/N.SW/PNG)

Relationship manager with BP BU Leaders and stakeholders, regulators, industry and the community. Provided advice, support and direction to assess soil and groundwater contamination, determine environmental and human health risks, and identify future site development constraints and remediation opportunities for BP facilities. Prioritised each BU's Program, team members and consultants were effectively managed to meet project budgets and agreed timelines.

Key achievements:

- Full Knowledge Assessment (BP Bulwer Refinery & Product Terminal): Reviewed and interpreted 18 technical reports and analysed data to evaluate contamination liability, future remedial strategies, and site divestment options. Produced a 100+ page technical report on-time and on budget. Presented the findings and recommendations to the global and local Leadership Teams.
- Asbestos Management Program (30+ Qld/NT sites): On-time delivery of 30+ assessment reports. Implemented site-specific asbestos registers to achieve compliance with the Workplace Health

● Project HSE Lead / Advisor

Provided HSE and environmental compliance advice and support to the BP Melbourne Jet Fuel Terminal Project. The project was put on hold and did not progress to Construction Phase. Key responsibilities:

- Engaged with Regulators to obtain environmental approvals and negotiate licence conditions;
- Facilitated risk management by developing and maintaining a HSE Compliance Register, Project HSE

Management Plan, Construction Risk Register, and Construction EMP;

- Directed specialist consultants to identify, assess and delineate project constraints such as site contamination (e.g. PFAS, petroleum impact). Identified potential impacts on the Terminal's design;
- Developed technical design criteria for an on-site waste water treatment system to achieve environmental regulatory compliance; and
- Developed content for and delivering environmental training and contractor on-boarding materials including site inductions.

● **Senior Environmental Compliance Sustainability (ECS) Advisor & Portfolio Manager**

Developed and maintained effective working relationships with Regulators, Industry and Community Groups, and BP internal stakeholders (e.g. Business Unit (BU) Leaders, BU corporate departments, and site operators).

Nationally, provided technical advice and operational support to the BUs of retail service stations, aviation, bitumen and lubricants by developing, implementing and maintaining a regulatory compliance program, inspection and audit program and a range of ECS programs, projects and initiatives. Regionally (Qld-NT-NSW), responsible for identifying emerging shifts in policy or potential regulatory changes, environmental legislation subject matter expert, and emergency and incident management. Key achievements:

National BU Environmental Risk Management: Engaged with BU Leaders and Operation Teams to identify environmental risks; systematically manage potential compliance gaps; maximise sustainability improvement opportunities; and devise customised National ECS Strategies for each BU by developing and implementing an:

- Aspects & Impacts Register based on activities, products and services;
- -Environmental Risk Register: identify existing and potential control options;
- ISO14001 EMS, EMP, EIP &/or EAP: control significant environmental aspects and align with the BU's priorities;
- Operational procedures (e.g. spill response, emergency response); and
- Training modules and coordination of the environmental awareness/induction program.

Nationally: prepared new applications, renewals and amendments of environmental licences/approvals/permits; and responsible for licence reporting requirements (e.g. collection, interpretation and reporting of scientific data (e.g. water, air, noise, groundwater, etc.)).

Advocated BP's position. Successfully influenced and negotiated with the NSW EPA to change the regulations and guidelines for Underground Petroleum Storage Systems (UPSS) to ensure requirements were commensurate with the environmental risks and operationally achievable. Developed and delivered programs to achieve compliance for each BU.

Devised a National Environmental & Compliance Risk Ranking Tool for 250+ service stations and prioritise funding.

● **Team Leader & Lead Environment Engineer**

Mentored, developed, led and managed a team of Engineers to ensure that the refinery's process units (e.g. wastewater treatment plant, utilities, storage tanks & pipelines, etc) were operated sustainably, safely and reliably to minimise environmental impacts and ensure compliance with the EA. Appointed into this role due to her demonstrated stakeholder management skills and ability to bring out the best in a team by gaining their respect through leadership, rather than technical refining knowledge.

Key achievements:

- National Greenhouse and Energy Reporting Scheme (NGERS), Greenhouse Gas (GHG) & Corporate Reporting: Performed calculations and authored reports to achieve on-time delivery. No adverse findings or recommendations resulted from the Ernst & Young assurance audit; and
- Business Closure: Four months into this role, BP announced the Refinery would cease production and shut-down in 12 months time. Managed/coordinated project plans & business closure plans including initial planning/project scoping; and the delivery and evaluation of specific projects to successfully execute 'permanent shut-down plans' and avoid adverse environmental impacts and regulatory notices and fines.

● HSE Compliance & Assurance Program Manager

CHALLENGE — prepare a refinery workforce within 6 months for an intensive on-site two week audit by 13 Global Auditors, whilst the workforce's focus was on a four month asset project.

AUDIT PURPOSE — assess compliance against BP's Operating Management System including ISO14001, ISO9001 and OHSAS18001.

Developed, delivered, and managed a Compliance and Assurance Program:

- Management & Coordination: Chaired stakeholder meetings to assign work, allocate resources, and monitor progress. Coordinated people and resources to execute the on-site audit schedule of 200+ interviews/field checks/information reviews. Coached stakeholders to develop, implement, maintain and review 'action plans' or 'specific projects' to address the audit findings;
- Risk Assessment: Facilitated System Gap Assessments to identify areas of potential non-compliance and develop 'conformance/compliance plans. Prepared and implemented Audit Plans for the pre, during and post audit phases;
- Education — Communications, Engagement & Awareness Program: Increased workforce's knowledge of the BP Systems by: authoring communications (e.g. Refinery Manager's presentations, FAQs and fortnightly newsletters providing guidance on audit preparation activities); developing, coordinating and facilitating presentations and toolbox talks to 35+ teams; and Coaching managers, supervisors and front-line personnel to ensure they could demonstrate that the refinery's systems and procedures were documented, well understood and practiced.
Leadership: Drove and championed positive cultural change to embrace compliance through a 'top-down' approach (e.g. secured the Leadership Team's endorsement to drive change down to front line personnel and clarified each worker's responsibilities); and
- Interpersonal, Influencing & Negotiation skills: Built cross-functional working relationships with managers, branches and contracting workgroups to deliver the Compliance Program. Influenced and negotiated with the Auditors to down-grade audit findings and set achievable due dates for actions, which were commensurate with risk.

RESULTS— Successful imbedding of a cultural compliance change. Improved audit performance with 60% less findings. Onsite audit finished a day early and minimised disrupting operations.

QUEENSLAND DEPARTMENT OF ENVIRONMENT & HERITAGE PROTECTION (EHP)

● Team Leader and Principal Environmental Officer

Led a team through supervision, mentoring and peer review. Reviewed applications and supporting technical documents (e.g. Reports to address impacts to water, soil, air, noise, amenity, cultural heritage, etc.), and recommended approval or refusal of proposed resource developments and/or petroleum, gas and geothermal activities to the Delegate.

- Leadership & Teamwork: "{In her first six weeks} Marta has demonstrated an exceptional ability to build positive relationships with team members, stakeholders and clients.... seamlessly fused with the Team in a remarkably short period.... able to sustain relationships with team members and proponents through open discussion and building trust.... leadership skills are highly developed and appear to come naturally.... positive attitude and ability to encourage high performance of team members has been very refreshing." [Manager referee report]; and
- Technical: Advised on application requirements and other relevant legislative and policy requirements, led application pre-lodgement meetings, and negotiated with Applicants/Consultants. Applications included authorisation to increase flared emissions and water quality discharge limits at the QGC Curtis Is. LNG export facility; and to disturb the environmental sensitive areas and primary and secondary protection zones (PPZs and SPZs) located within Surat Basin coal seam gas operations.

● Team Supervisor & Senior Environmental Officer

Two months after joining, the department's online platform, "Connect", was launched to coincide with the waste tracking and fee amendments to the EP Regulation. Marta became the department's key point of contact. The

Waste Industry voiced strong opposition to the legislative changes, fearing increases to costs, administrative burden, and compliance requirements. In this role, Marta fielded and responded to 100+ telephone and email queries; prepared presentations and educational material, including representing the department at the Waste Recycling Industry Qld's annual general meeting and responding to 'heated' questioning; and chaired meetings with key waste companies to address their concerns, provide regulatory advice and present Connect demonstrations. During these customer interactions, Marta:

- Confidently engaged with a variety of audiences from professional representatives of large, well-resourced companies down to sole owner-operators.
- Actively listened to understand their business, identify potential operational impacts and develop cost effective and administration options to meet achieve regulatory compliance.
- Developed easy to understand waste tracking scenarios and educational material that effectively explained the regulatory changes and how to integrate Connect into their business.
- Logically and clearly articulated facts and statistics to substantiate and advocate EHP's position of 'the regulatory changes were necessary to create an equal, level playing field for all waste handlers through a pay-as-you-participate system of waste tracking'.

POSITION SUMMARY

● Present	Associate Environmental Engineer	Epic Environmental Pty Ltd
● 2018 - 2020	Senior Environmental Engineer	Pitt and Sherry
● 2017 - 2018	EHS Advisor	BP Australia
● 2016 - 2017	Principal Environmental Officer	DEHP
● 2010 - 2015	Lead Environmental Engineer	BP Refinery
● 2004 - 2010	Senior Environment Compliance Officer	BP Australia
● 1999 - 2004	Senior Environmental Consultant	URS/Woodside Clyde
● 1996 - 1999	Project Environmental Engineer	Douglas Partners