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WHC_PLN_VCM_BIODIVERSITY MANAGEMENT PLAN

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1 INTRODUCTION

The Vickery Coal Mine (VCM) is located in the Gunnedah Coal Basin, approximately 25 kilometres (km) north of Gunnedah in New South Wales (NSW) (Figure 1-1). The VCM is operated by Vickery Coal Pty Limited (VCPL) (a wholly owned subsidiary of Whitehaven Coal Limited [WHC]).

Development Consent (SSD-7480) was granted to VCPL on 12 August 2020 by the NSW Independent Planning Commission as a delegate of the NSW Minister for Planning under Section 75J of the NSW *Environmental Planning and Assessment Act, 1979* (EP&A Act).

1.1 PURPOSE AND SCOPE

This Biodiversity Management Plan (BMP) has been prepared by WHC (with input from experienced and qualified biodiversity experts) as per the BMP requirements of Condition B63, Schedule 2 of the VCM Development Consent (SSD-7480), shown in Table 1. It is noted Condition B63 (e) will be addressed within subsequent revisions of this BMP once all offset lands have been determined.

Table 1 – Specific Biodiversity Management Conditions

VCM Development Consent (SSD-7480) Schedule 2		Relevant BMP Section
Biodiversity Management Plan		-
B63. The Applicant must prepare a Biodiversity Management Plan to the satisfaction of the Planning Secretary. This plan must:		-
(a)	be prepared by a suitably qualified and experienced person/s;	Section 1.1
(b)	be prepared in consultation with BCD and North West LLS;	Section 1.2
(c)	be submitted to the Planning Secretary for approval prior to carrying out construction under this consent;	Section 1.2
(d)	describe the short, medium, and long-term measures to be undertaken to manage vegetation and fauna habitat on the site and in the biodiversity offset strategy areas required under Condition B56 (see note below the table);	Section 4
(e)	include detailed performance and completion criteria for evaluating the performance of the biodiversity offset strategy required under Condition B56, and triggering remedial action (if necessary);	Section 1.1
(f)	describe how biodiversity management would be integrated with similar measures within other management plans, including the Rehabilitation Management Plan referred to in condition B108;	Section 1.1
(g)	describe the measures to be implemented within the approved disturbance areas to:	-
(i)	minimise the amount of clearing;	Section 4.2
(ii)	minimise impacts on fauna, including undertaking pre-clearance surveys;	Section 4.2.2
(iii)	translocate and protect the population of Winged Peppercreepers located on the site, including detailed description of a monitoring and maintenance program; and	Section 4.4
(iv)	maximise the salvage of resources, including tree hollows, vegetation and soil resources, for beneficial reuse, including fauna habitat enhancement;	Section 4.2.6
(h)	describe the measures to be implemented on the site to:	-
(i)	minimise impacts on fauna habitat resources such as hunting and foraging areas, habitat trees, fallen timber and hollow-bearing trees;	Section 4.2.2

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VCM Development Consent (SSD-7480) Schedule 2		Relevant BMP Section
(ii)	enhance the quality of vegetation, vegetation connectivity and wildlife corridors through the planting of scattered trees, corridor enhancement measures and/or targeted revegetation associated with the Project Rail Spur of appropriate canopy, sub-canopy, understorey and ground strata;	Section 4.1
(iii)	introduce naturally scarce fauna habitat features such as salvaged tree hollows and logs and promote the use of these introduced habitat features by threatened fauna species;	Section 4.1
(iv)	manage any potential conflicts with Aboriginal heritage values;	Section 4.2.1
(v)	protect vegetation and fauna habitat outside of the approved disturbance areas;	Section 4.1
(vi)	manage the collection and propagation of seed from the local area;	Section 4.2.5
(vii)	control weeds, including measures to avoid and mitigate the spread of noxious weeds;	Section 4.5
(viii)	control feral pests with consideration of actions identified in relevant threat abatement plans;	Section 4.6
(ix)	control erosion;	Section 4.7
(x)	manage any grazing and agriculture;	Section 4.8
(xi)	control access to vegetated or revegetated areas; and	Section 4.9
(xii)	manage bushfire hazards;	Section 4.10
(i)	include a seasonally-based program to monitor and report on the effectiveness of the above measures, progress against the detailed performance indicators and completion criteria, and improvements that could be implemented to improve biodiversity outcomes; and	Section 4.12
(j)	include details of who would be responsible for monitoring, reviewing, and implementing the plan.	Sections 4.12 and 5
Note: Any Biodiversity Offset Strategy Areas required under Condition B56 secured through a Biodiversity Stewardship Agreement under the BC Act do not require to be included in the Biodiversity Management Plan		-
B64.	The Applicant must implement the Biodiversity Management Plan as approved by the Planning Secretary.	Section 1.2

This BMP has been prepared in accordance with the standard requirement for management plans listed in Condition E4, Schedule 2 of the VCM Development Consent (SSD-7480). Table 2 presents these requirements and indicates where each is addressed within this BMP.

Table 2 – General Management Plan Requirements

Condition E4 Schedule 2 VCM Development Consent (SSD-7480)		Relevant BMP Section
Management Plan Requirements		-
E4. Management plans required under this consent must be prepared in accordance with relevant guidelines, and include where relevant:		-
(a)	summary of relevant background or baseline data;	Section 3
(b)	details of:	-
(i)	the relevant statutory requirements (including any relevant approval, licence or lease conditions);	Section 2
(ii)	any relevant limits or performance measures and criteria; and	Section 4

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Condition E4 Schedule 2 VCM Development Consent (SSD-7480)		Relevant BMP Section
(iii) <i>the specific performance indicators that are proposed to be used to judge the performance of, or guide the implementation of, the development or any management measures;</i>		Section 4
(c) <i>any relevant commitments or recommendations identified in the document/s listed in condition A2(c);</i>		Sections 3 and 4
(d) <i>a description of the measures to be implemented to comply with the relevant statutory requirements, limits, or performance measures and criteria;</i>		Section 4
(e) <i>a program to monitor and report on the:</i>		Section 4.12
(i) <i>impacts and environmental performance of the development; and</i>		
(ii) <i>effectiveness of the management measures set out pursuant to paragraph (d);</i>		
(f) <i>a contingency plan to manage any unpredicted impacts and their consequences and to ensure that ongoing impacts reduce to levels below relevant impact assessment criteria as quickly as possible;</i>		Section 5
(g) <i>a program to investigate and implement ways to improve the environmental performance of the development over time;</i>		Section 6
(h) <i>a protocol for managing and reporting any:</i>		Section 7
(i) <i>incident, non-compliance or exceedance of any impact assessment criterion or performance measure;</i>		Section 7.1
(ii) <i>complaint; or</i>		Section 7.2
(iii) <i>failure to comply with other statutory requirements;</i>		Section 7.3
(i) <i>public sources of information and data to assist stakeholders in understanding environmental impacts of the development; and</i>		Section 6
(j) <i>a protocol for periodic review of the plan.</i>		Section 6.2



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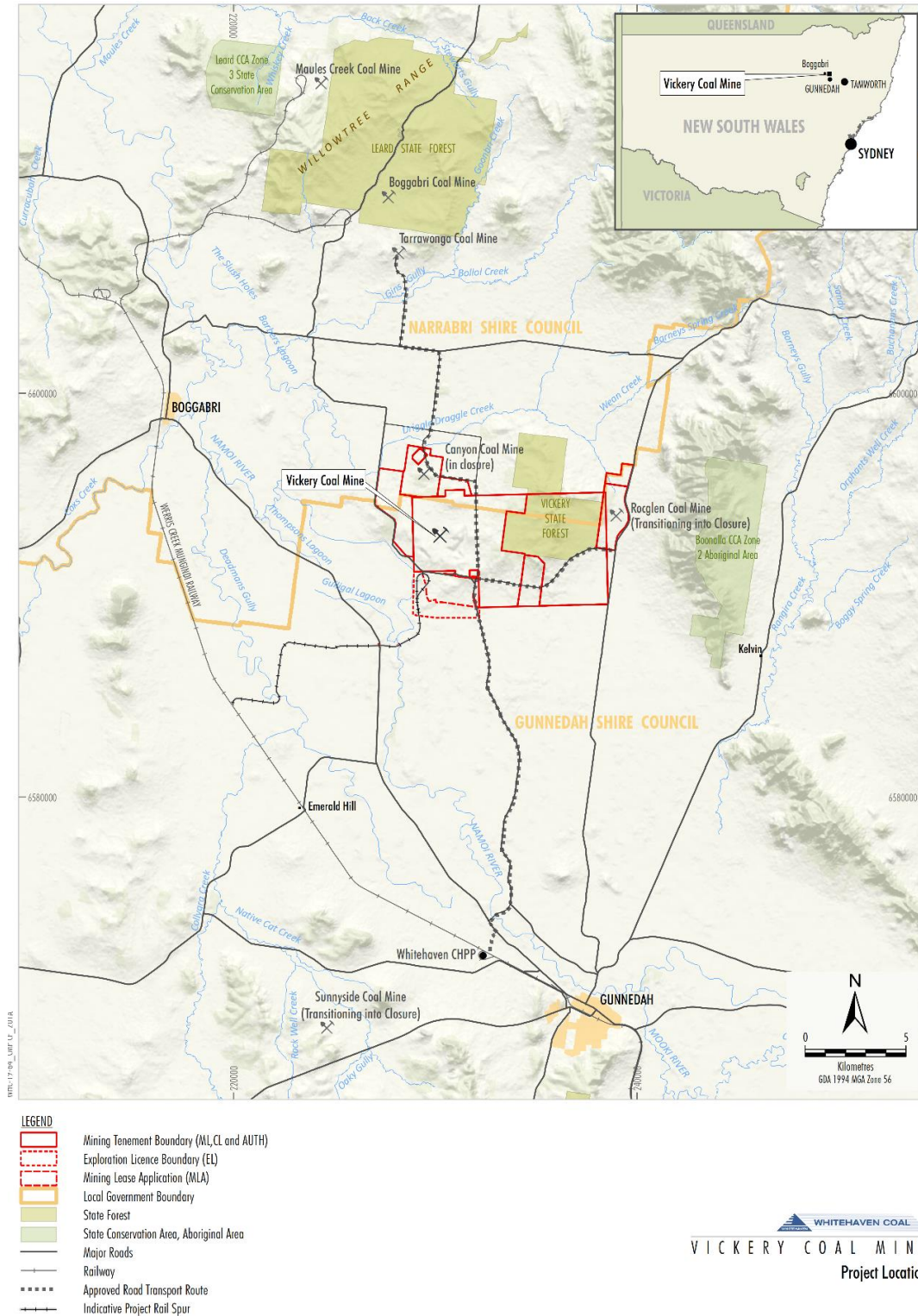


Figure 1-1

Figure 1-1 Regional Location

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On 11 December 2020, the Secretary of the Department of Planning, Infrastructure and Environment (DPIE) has approved the progressive submission of environmental management plans for the VCM in accordance with Condition A25(a), Schedule 2 of SSD 7480. The scope of this BMP is specifically related to the construction and initial mining activities. The management measures described within this BMP will be aligned with those described in related documents i.e. the Rehabilitation Management Plan/Mining Operations Plan.

The construction and initial mining stage is anticipated to take approximately 30 months based on sequencing of the major construction activities, with the bulk of significant construction earthworks to occur within a 12 - 18 month period, and will include:

- construction of the coal handling and preparation plant (CHPP);
- construction of the rail spur and loop and train load-out facility;
- construction of the mine industrial area (MIA);
- construction of run-of-mine (ROM) and product coal stockpile pads;
- initial development of the box cut;
- construction of temporary infrastructure facilities;
- construction of temporary ROM coal stockpiles;
- construction of workshops and offices;
- construction of water supply bores and Namoi River pump station and pipelines;
- construction of dams, sediment dams, up-catchment diversions, channels and other water management infrastructure;
- construction of soil stockpile areas;
- construction of access roads and internal roads;
- closure of a portion of Braymont Road;
- construction of connection to the existing 66 kilovolt (kV) powerline and construction of substations and power supply;
- construction of ancillary infrastructure including consumable storage areas, laydown areas, explosives storage facilities;
- ongoing exploration activities; and
- other associated minor infrastructure construction, use of other plant and other activities.

The general arrangement of the VCM is shown on Figures 1-2 and 1-3. The VCM layout at the end of the construction and initial mining stage is shown on Figure 1-4.

Earthworks associated with the development of the above infrastructure would include the excavation of waste rock, gravel and coal material from within the VCM open cut footprint. The earthworks would include the initial development of the box cut, with a small volume of ROM coal extracted for stockpile pad treatment, commissioning activities and transport to the

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Gunnedah CHPP. Additionally, a small volume of coal from WHC's other mines may be delivered to the VCM for stockpile pad treatment and CHPP commissioning activities.

1.2 **CONSULTATION**

In accordance with Condition B63(b), Schedule 2 of SSD-7480, this BMP was consulted with the Biodiversity and Conservation Division (BCD) of DPIE and the North West Local Land Service (NWLLS) as outlined in Appendix B. While response from BCD was received and no response was received back from NWLLS.

1.3 **RESPONSIBILITY FOR IMPLEMENTING THE PLAN**

The VCM Environmental Superintendent (or delegate) will be responsible for monitoring, reviewing and implementing this Biodiversity Management Plan. VCM commit to implement the Biodiversity Management Plan as approved by the Planning Secretary of DPIE.

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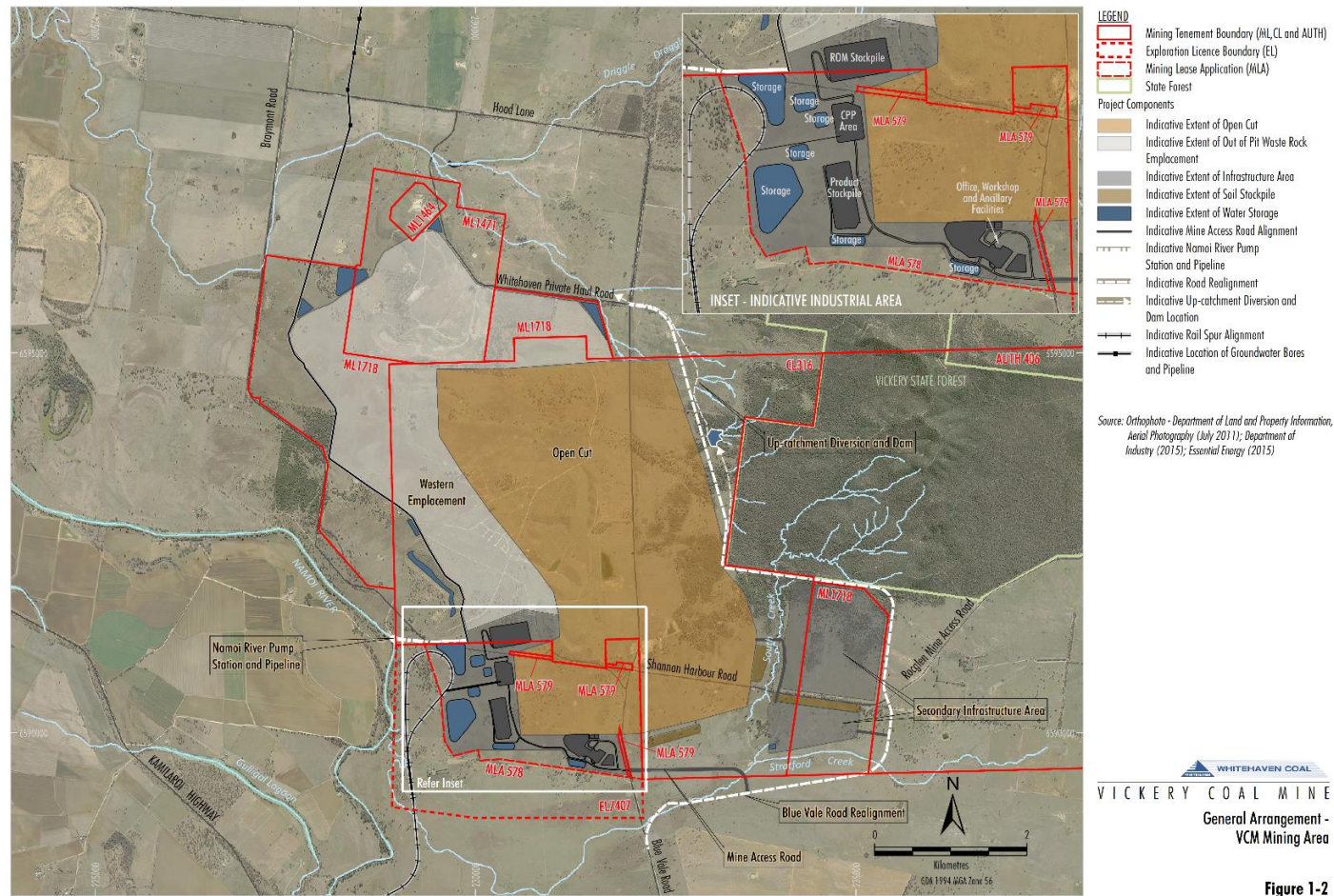


Figure 1-2

Figure 1-2 General Arrangement – VCM Mining Area



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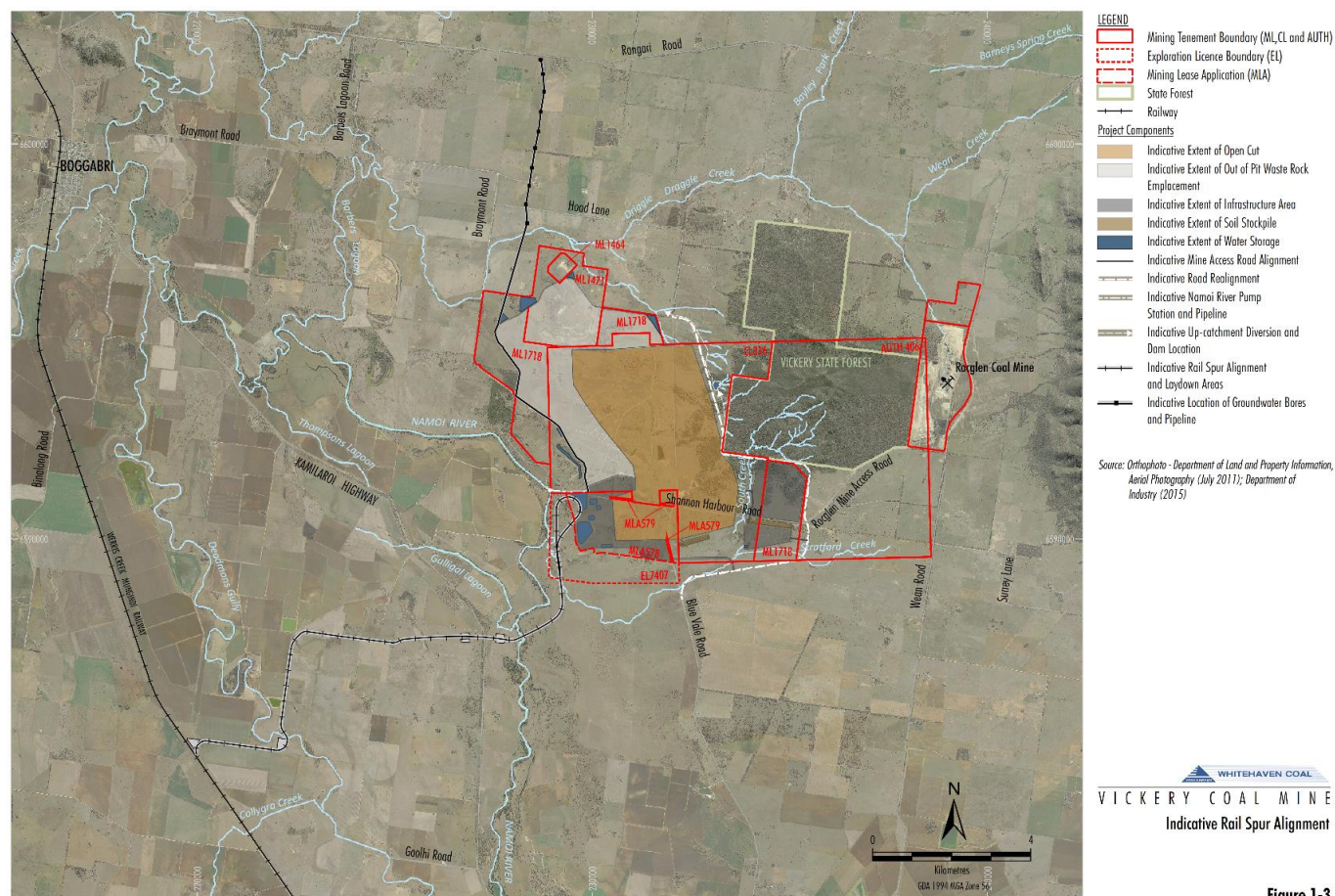


Figure 1-3 Indicative Rail Spur Alignment

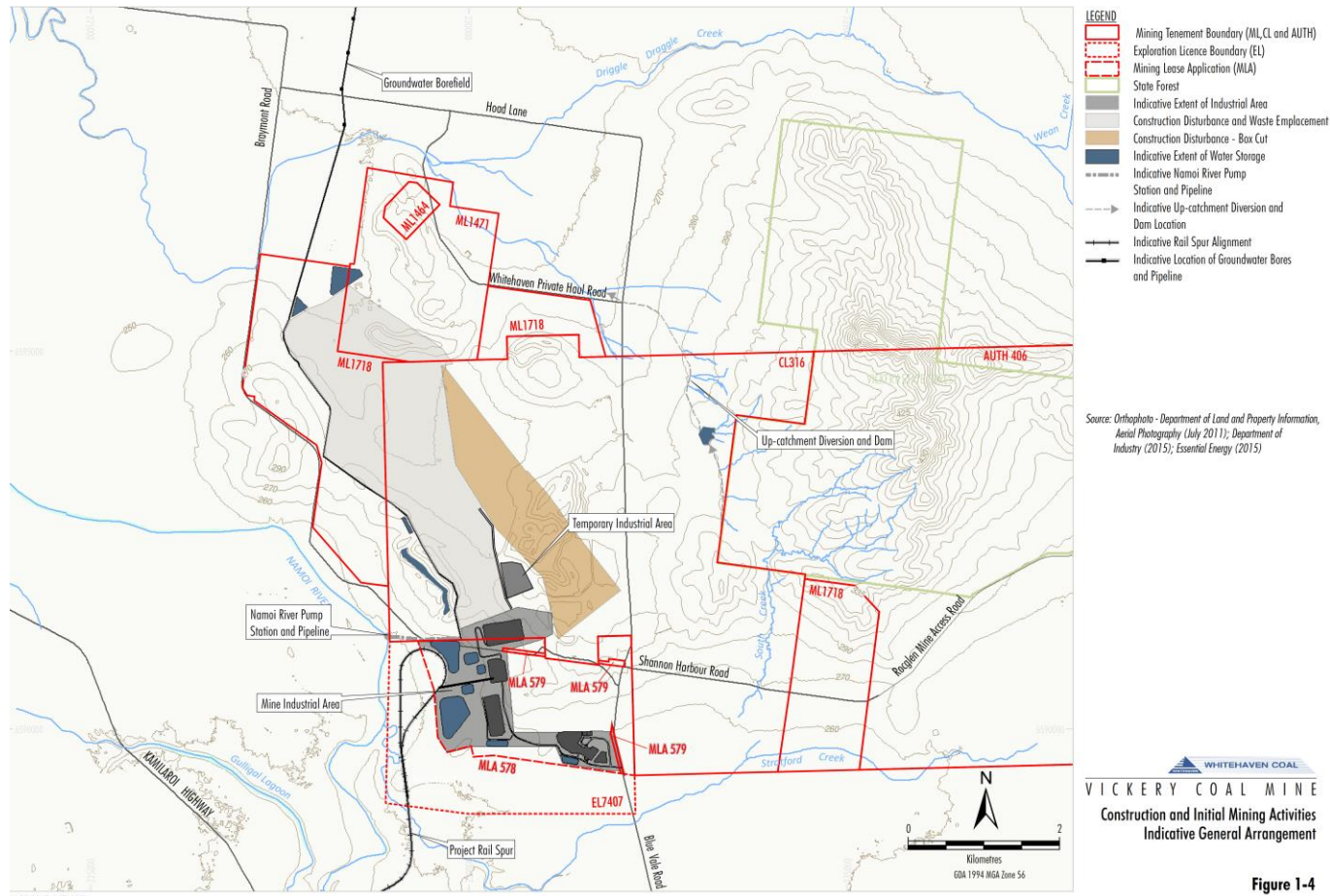


Figure 1-4

Figure 1-4 Construction and initial Mining Activities General Arrangement

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1.4 **STRUCTURE OF THE BIODIVERSITY MANAGEMENT PLAN**

The remainder of this BMP is structured as follows:

- Section 2 Outlines the relevant statutory requirements and policies relevant to this BMP.
- Section 3 Describes the existing environment including baseline survey data.
- Section 4 Describes the biodiversity management measures to be implemented at the VCM.
- Section 5 Provides performance indicators and contingency measures.
- Section 6 Describes the review and improvement of environmental performance.
- Section 7 Describes the procedures in place for management and reporting of incidents, complaints and non-compliance's with statutory requirements
- Section 8 Provides references cited in this BMP.

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2 RELEVANT STATUTORY REQUIREMENTS AND POLICIES

WHC's statutory obligations relevant to biodiversity management are contained in:

- the conditions of SSD-7480;
- the conditions of the Commonwealth (EPBC 2016/7649);
- relevant licences and permits, including conditions attached to mining leases; and
- other relevant legislation.

Obligations relevant to this BMP are described below.

2.1 DEVELOPMENT CONSENT SSD-7480

The conditions of SSD-7480 relevant to the content and structure of this BMP are described below. A comprehensive list of all conditions in SSD-7480 relevant to biodiversity are provided in Appendix A.

2.1.1 BIODIVERSITY MANAGEMENT PLAN REQUIREMENTS AS PER SSD-7480

Condition B63, Schedule 2 of SSD-7480 requires the preparation of a BMP (refer to Table 1).

2.1.2 GENERAL MANAGEMENT PLAN REQUIREMENTS AS PER SSD-7480

This BMP has been prepared in accordance with the standard requirement for management plans listed in Condition E4, Schedule 2 of SSD 7480 (refer to Table 2).

2.2 COMMONWEALTH APPROVAL CONDITIONS

The Vickery Coal Project (VCP) (EPBC 2012/6263) was previously referred under the EPBC Act in January 2012 and was determined to be not a controlled action if implemented in a particular manner (EPBC 2012/6263). The required measures relevant to this BMP are provided in Table 3.

The Commonwealth Minister for the Environment granted Approval Decision EPBC 2016/7649 for the Vickery Extension Project under the EPBC Act. The conditions that are relevant to this BMP are provided in Table 3.

The Approval Decision for the VEP (EPBC 2016/7649) does not include the components and operations of the VCP (EPBC 2012/6263). Hence, the conditions described below do not apply to the surface disturbance area within the VCP referral footprint (EPBC 2012/6263).

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Table 3 – Commonwealth Approval Requirements

Commonwealth Requirements	Relevant BMP Section
EPBC 2012/6263	
1. <i>Protection of winged peppercress plants. This must include:</i> a) <i>Fencing and signposting the patch of winged peppercress plants located northwest of the western emplacement area (as identified in Figure 5 of referral EPBC 2012/6263), incorporating a 20 m buffer around the patch, prior to commencement of the action, to avoid accidental damage/disturbance.</i> b) <i>Excluding stock from the fenced patch of winged peppercress plants.</i>	Section 4.4
2. <i>Translocating the population of approximately 50 winged peppercress plants from within the western emplacement area footprint to the fenced protection area to the northwest of the western emplacement area. This must include:</i> a) <i>Collection of seed from winged peppercress plants within the western emplacement area footprint, and subsequent planting of these seeds within the fenced protection area to the northwest of the western emplacement area.</i> b) <i>Translocation of individual winged peppercress plants by hand from within the western emplacement area footprint, to within the fenced protection area to the northwest of the western emplacement area. This must be undertaken using appropriate techniques as described in "Guidelines for the translocation of threatened plants in Australia" (Vallee et al. 2004).</i>	Section 4.4
3. <i>Undertaking a monitoring and maintenance program over the life of the action. This must include:</i> a) <i>Annual monitoring of the protected area.</i> b) <i>Undertaking weed and pest control within the protected area, should monitoring suggest that these are required.</i> c) <i>Repair of the fence if inadequacies are identified.</i>	Sections 4.4 and 4.12
EPBC 2016/7649	
<i>To be inserted upon Commonwealth approval</i>	

2.3 LICENCES, PERMITS AND LEASES

In addition to the requirements of SSD-7480, activities associated with the VCM will be undertaken in accordance with the following licences, permits and leases:

- Coal Lease (CL) 316, Mining Leases (ML) 1718, 1471, 1464 and MLA 578.
- The VCM Construction Mining Operations Plan.
- Environment Protection Licence (EPL) No. 21283.
- Water Access Licences (WALs) under the *NSW Water Management Act, 2000*, including WALs in the:
 - *Water Sharing Plan for the NSW Murray Darling Basin Porous Rock Groundwater Sources 2011;*
 - *Water Sharing Plan for the Upper and Lower Namoi Groundwater Sources 2003; and*
 - *Water Sharing Plan for the Upper Namoi and Lower Namoi Regulated River Water Sources 2016.*
- Mining and workplace health and safety related approvals.

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2.4 OTHER LEGISLATION

In addition to the statutory obligations described above, the following NSW Acts (and their regulations) may be applicable to the conduct of the VCM:

- *Biodiversity Conservation Act, 2016* (BC Act);
- *Biosecurity Act, 2015*;
- EP&A Act;
- *Fisheries Management Act, 1994* (FM Act);
- *Forestry Act, 2012*;
- *National Parks and Wildlife Act, 1974*; and
- *Soil Conservation Act, 1938*.

Relevant licences or approvals required under these Acts will be obtained as required.

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3 **EXISTING ENVIRONMENT**

A summary of the existing environment at the VCM is described in the sections below. A detailed description of the existing environment is provided in the *Vickery Coal Project Ecological Assessment* (Niche Environment and Heritage, 2013) and the *Vickery Extension Project Biodiversity Assessment Report and Biodiversity Offset Strategy* (Resource Strategies, 2018).

The VCM mining area is located within CL 316, ML 1718, ML 1471, ML 1464 and MLA 578. The portions of these CLs and MLs which are native grassland and not currently subject to mining development would continue to be managed for agricultural use (Section 4.8). The rail spur is located on land owned by WHC, or where WHC has entered into access agreements.

The majority of the VCM area is currently cleared and is dominated by grassland areas with occasional re-growth trees. Scattered remnants of woodland, semi-cleared woodland and White Cypress Pine (*Callitris glaucophylla*) re-growth occur in the VCM area. In addition, the VCM area includes areas of land that have been previously disturbed by mining activities and are now rehabilitated.

The natural topography in the VCM mining area consists of undulating hills and slopes, with the elevation ranging from approximately 255 metres (m) Australian Height Datum (AHD) to approximately 325 m AHD. The topography is more dissected and steeper within the Vickery State Forest to the east of the VCM where it rises to approximately 479 m AHD. To the north, south and west of the VCM mining area the topography is gently sloping to almost flat, and generally drains towards the Namoi River. These floodplains typically have elevations of between 250 to 260 m AHD.

3.1 **CLIMATE**

WHC operates an on-site meteorological monitoring station at the VCM that records 15 minute averages of wind speed and direction, temperature, rainfall and relative humidity.

Temperatures recorded at the on-site weather station between 2013 and September 2019 range from a minimum of 4.9 degrees Celsius (°C) in July to a maximum of 34.5°C in January. Mean annual rainfall recorded on-site for the period January 2013 to September 2019 is approximately 709 millimetres (mm). Average evaporation rates exceed rainfall on an annual average basis, as well as for all months.

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3.2 THREATENED SPECIES

3.2.1 THREATENED FLORA

One threatened flora species was recorded within the VCM area, namely the Winged Peppercress (*Lepidium monoplacoides*) listed under the BC Act and the EPBC Act (Niche Environment and Heritage, 2013). A total of 50 Winged Peppercress individuals were recorded within the VCM area (Niche Environment and Heritage, 2013).

3.2.2 THREATENED FAUNA

Threatened fauna species listed under the BC Act, EPBC Act and/or FM Act that have been recorded within and in the vicinity of the VCM area are listed in Table 4. A Koala Plan of Management has been prepared to manage potential impacts to the Koala.

Table 4 – Threatened Fauna Species

Scientific Name	Common Name	Conservation Status ¹		
		BC Act	EPBC Act	FM Act
Birds				
<i>Hieraaetus morphnoides</i>	Little Eagle	V	-	N/A
<i>Chthonicola sagittata</i>	Speckled Warbler	V	-	N/A
<i>Grantiella picta</i>	Painted Honeyeater	V	V	N/A
<i>Melanodryas cucullata</i>	Hooded Robin (south-eastern form)	V	-	N/A
<i>Pomatostomus temporalis</i>	Grey-crowned Babbler (eastern subspecies)	V	-	N/A
<i>Stagonopleura guttata</i>	Diamond Firetail	V	-	N/A
Mammals				
<i>Phascolarctos cinereus</i>	Koala	V	V	N/A
<i>Petaurus norfolcensis</i>	Squirrel Glider	V	-	N/A
<i>Saccolaimus flaviventris</i>	Yellow-bellied Sheath-tail-bat	V	-	N/A
<i>Mormopterus beccarii</i>	Beccari's Freetail-bat	V	-	N/A
<i>Mormopterus norfolkensis</i>	Eastern Freetail-bat	V	-	N/A
<i>Miniopterus schreibersii oceanensis</i>	Eastern Bentwing-bat	V	-	N/A
<i>Nyctophilus corbeni</i>	Corben's Long-eared Bat	V	V	N/A
<i>Chalinolobus dwyeri</i>	Large-eared Pied Bat	V	V	N/A
<i>Chalinolobus picatus</i>	Little Pied Bat	V	-	N/A

Source: after Resource Strategies (2018); Niche Environment and Heritage (2013).

¹ Threatened species status under the BC Act and/or FM Act: V = Vulnerable; E = Endangered; EP = Endangered Population

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3.3 WEEDS

The occurrence of weeds within the VCM area and surrounds is generally high, with a total of 80 introduced species identified. Three of these species are listed as priority weeds under the NSW *Biosecurity Act, 2015* for the North West Region, namely, African Boxthorn (*Lycium ferocissimum*), Velvet Mesquite (*Prosopis velutina*) and Tiger Pear (*Opuntia aurantiaca*) (Resource Strategies, 2018).

3.4 FERAL ANIMALS

Feral animals such as the Red Fox (*Vulpes vulpes*) and European Rabbit (*Oryctolagus cuniculus*) are abundant in the VCM area (Resource Strategies, 2018).

3.5 VEGETATION AND HABITAT

Vegetation/habitat within the VCM area which will be cleared includes the following (Figures 3-1, 3-2 and 3-3):

- approximately 542 hectares (ha) fragmented native woodland/forest vegetation;
- approximately 1,786 ha secondary/derived native grassland and sedgeland; and
- 856 ha previously cleared land comprising exotic grassland or land with no vegetation cover.

A summary of the approximate areas of clearing for each PCT is provided in Table 5:

Table 5 – Clearing summary

PCT	Description	Area (hectares)
101	Poplar Box - Yellow Box - Western Grey Box grassy woodland on cracking clay soils mainly in the Liverpool Plains, Brigalow Belt South Bioregion.	354.08
102	Liverpool Plains grassland mainly on basaltic black earth soils, Brigalow Belt South Bioregion.	1.02
1317	White Cypress Pine - White Box - Silver-leaved Ironbark shrubby open forest of the Nandewar Bioregion	61.37
1308	White Box - White Cypress Pine shrubby open forest of the Nandewar Bioregion and Brigalow Belt South Bioregion.	77.20
397	Poplar Box - White Cypress Pine shrub grass tall woodland of the Pilliga - Wialda region, Brigalow Belt South Bioregion.	243.33
459	Narrow-leaved Ironbark - Black Cypress Pine - White Box shrubby woodland in sedimentary hills of the Gunnedah region, Brigalow Belt South Bioregion.	18.90
594	Silver-leaved Ironbark - White Cypress Pine shrubby open forest of Brigalow Belt South Bioregion and Nandewar Bioregion.	13.24
78	River Red Gum riparian tall woodland / open forest wetland in the Nandewar Bioregion and Brigalow Belt South Bioregion.	2.59
na	Disturbed land and road	388.17

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PCT	Description	Area (hectares)
	Total Disturbed Land	388.17
	Total Native Vegetation	771.73
	Total Combined Hectares	1159.90

WHC has approval to remove approximately 3 ha of White Box – Yellow Box - Blakely's Red Gum Woodland Endangered Ecological Community (EEC) within the footprint of the private haul road and Kamlaroi Highway Overpass (Figure 3-1).

Note a portion of Weeping Myall Woodland EEC adjacent to the Blue Vale Road realignment would be avoided by the VCM (Section 4.1.1).

A potential owl roost tree has also been identified adjacent to the eastern Project disturbance boundary (Figure 3-1). Associated vegetation clearance measures are described in Section 4.2.

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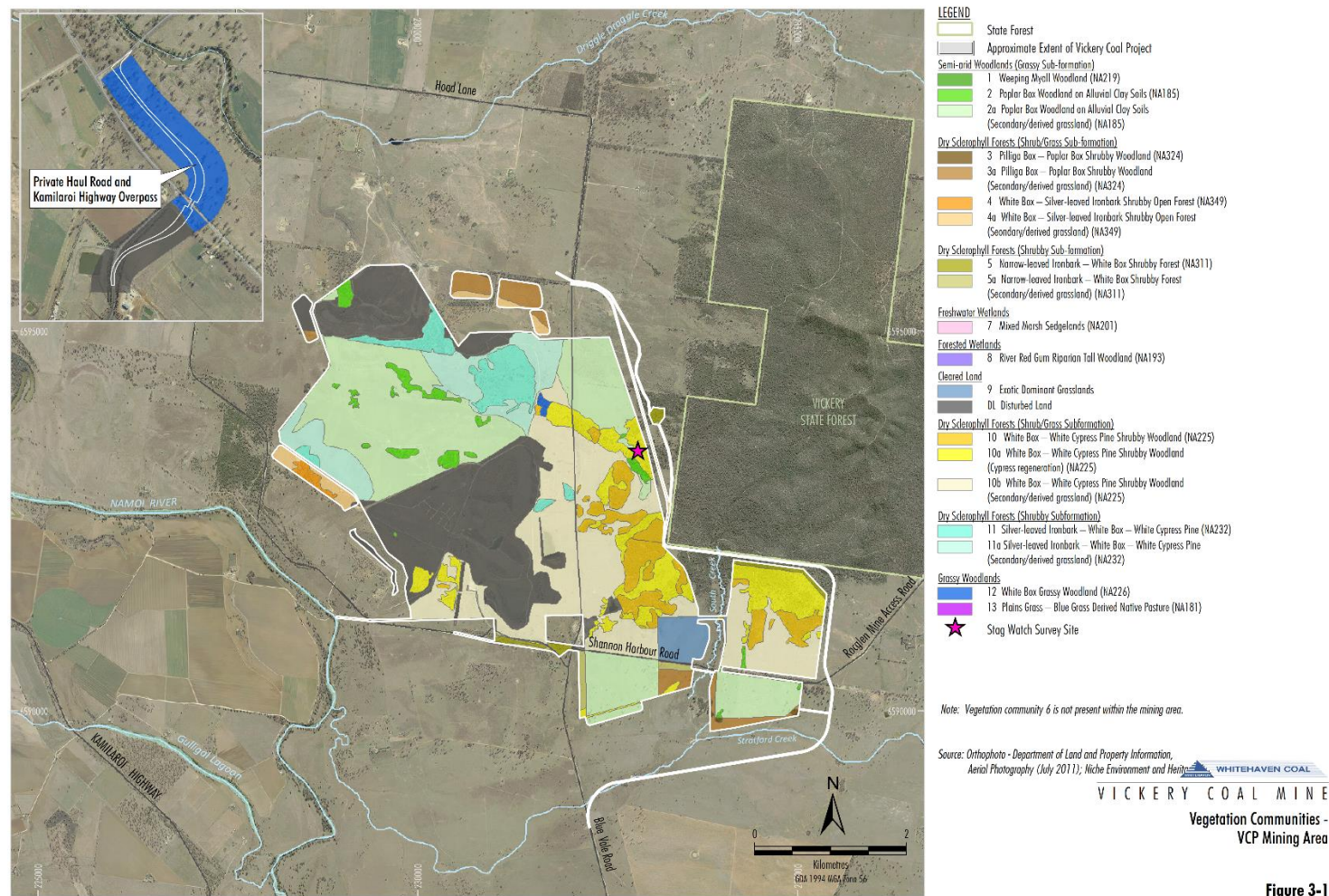
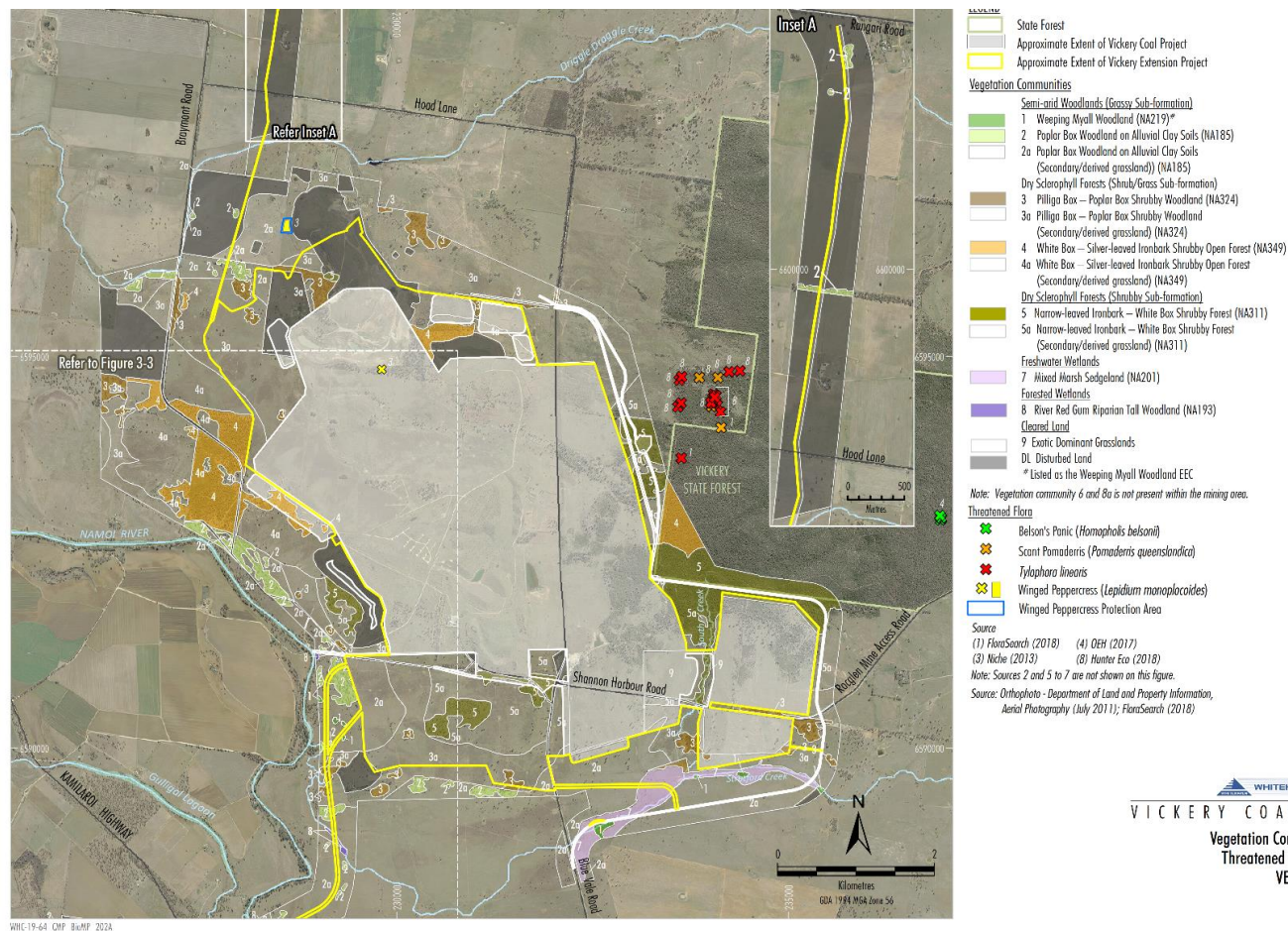


Figure 3-1

Figure 3-1 Vegetation Communities – VCM Mining Area



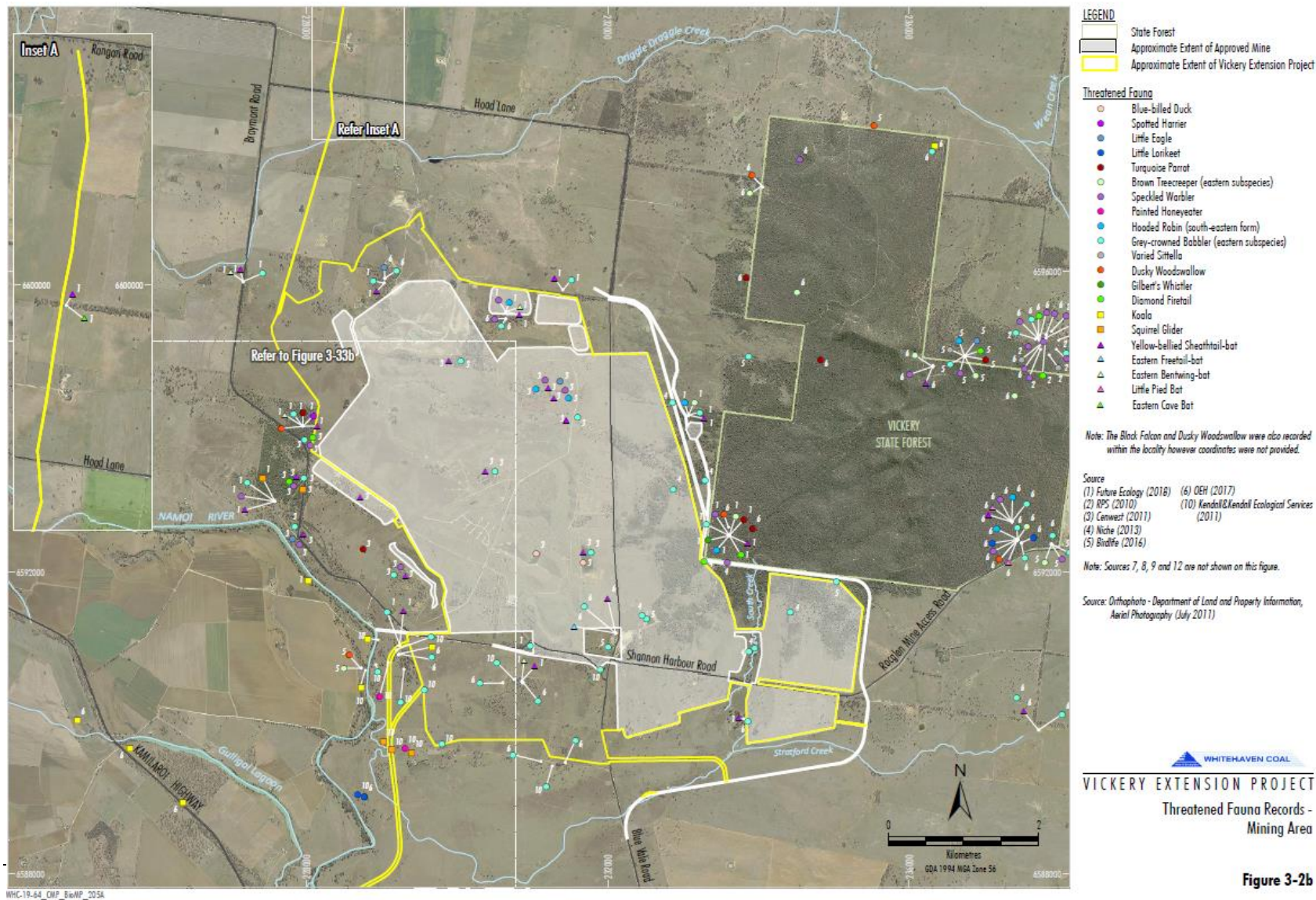

VICKERY COAL MINE
 Vegetation Communities and
 Threatened Flora Species -
 VEP Mining Area
Figure 3-2



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Figure 3-2 Vegetation Communities and Threatened Fauna Records – VCM Mining Area



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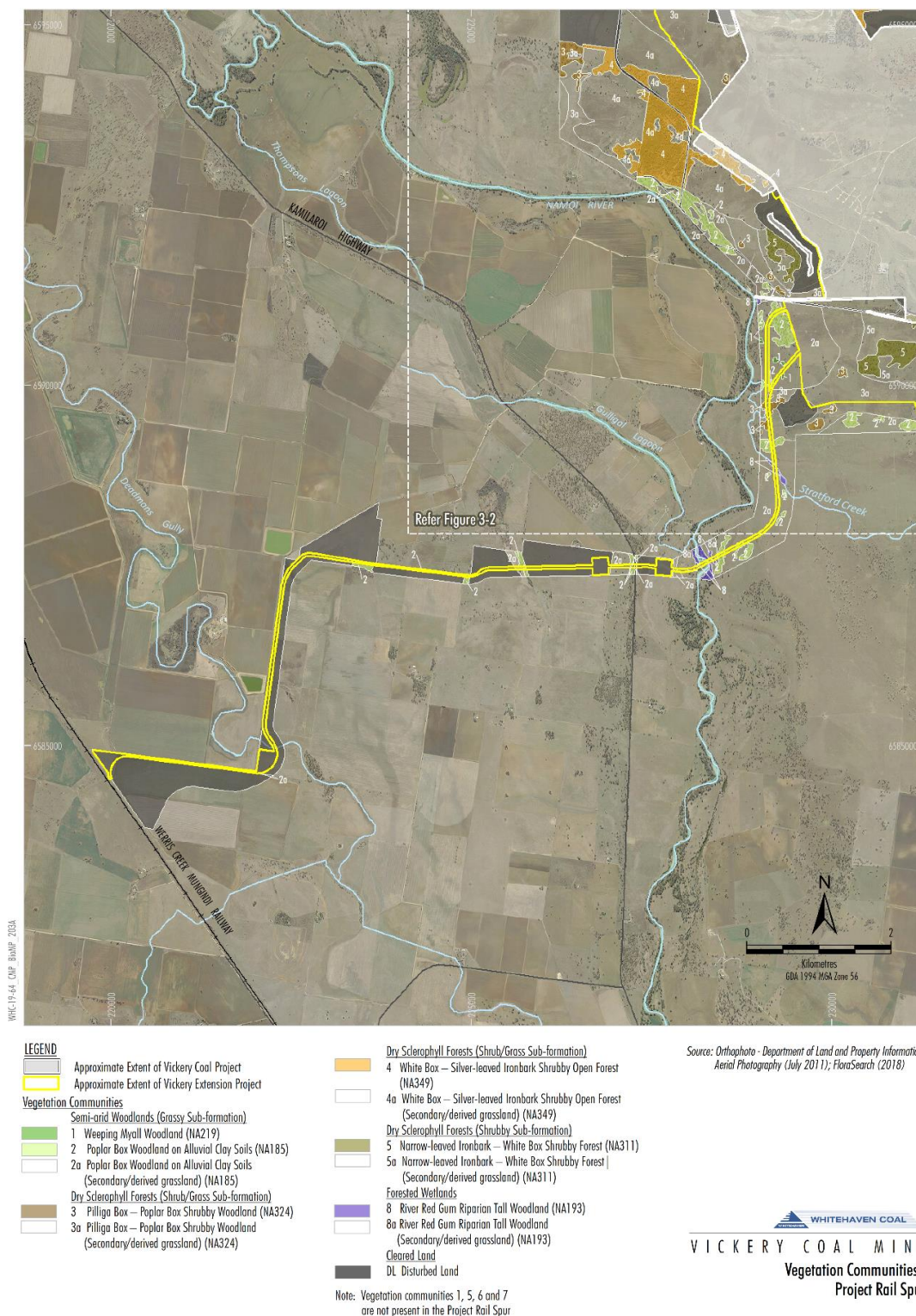


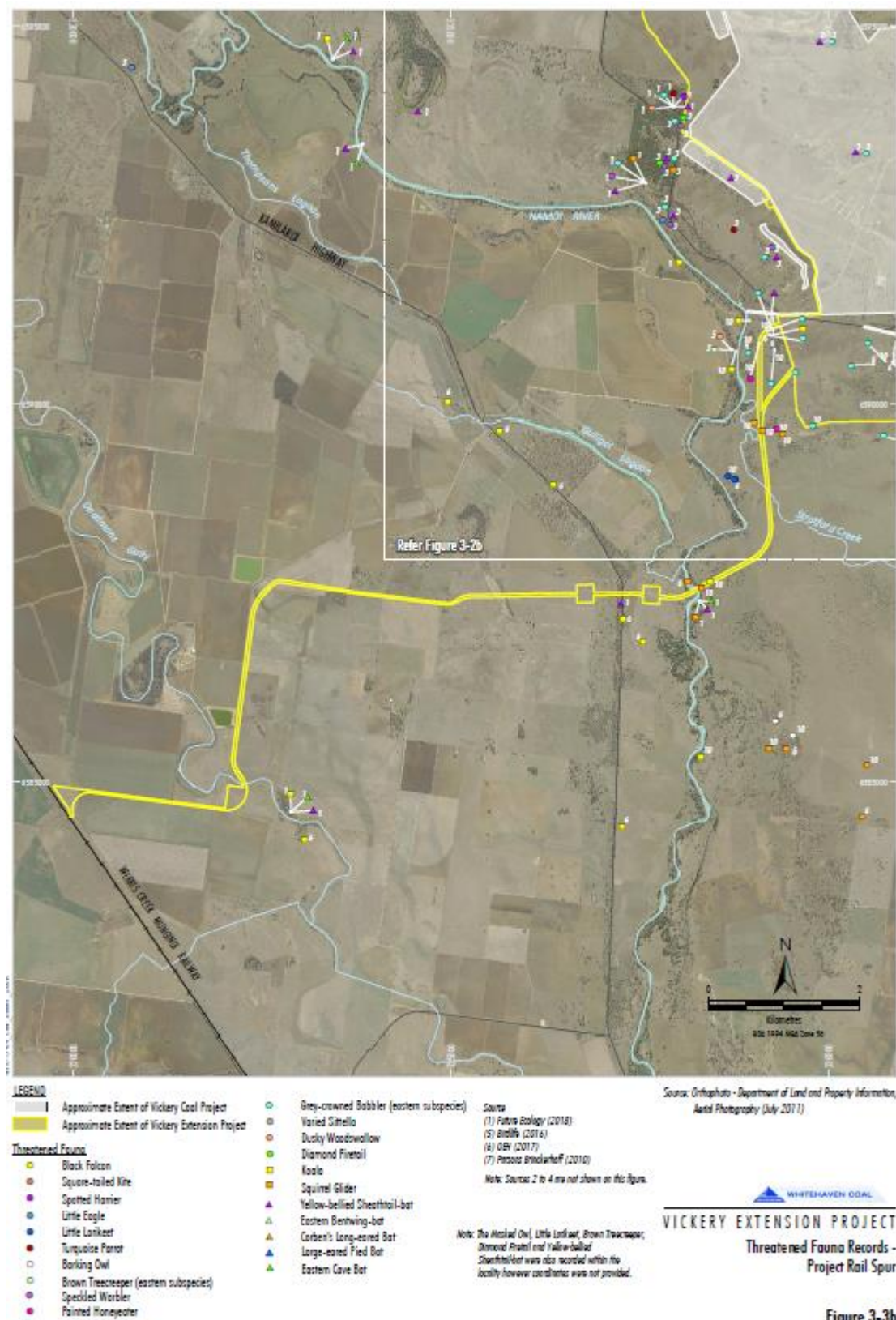
Figure 3-3



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Figure 3-3 Vegetation Communities – Project Rail Spur

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4 **BIODIVERSITY MANAGEMENT MEASURES**

This section outlines the actions to be taken at the VCM to minimise impact on native flora and fauna species and to manage the impacts of exotic flora and fauna. This includes activities to be undertaken within clearing areas; prior to the removal of trees in order to minimise the impact to fauna species, and it also includes measures to control the potential impact of weeds and feral animals on the remaining biodiversity of the VCM.

While Appendix A outlines that the VCM Biodiversity Offset Strategy (BOS) will be addressed in future revisions of the BMP; VCM commits to implementing the BOS in particular the requirements of SSD 7480 Condition B56/B57 and B58/B59 within 2 years of the date of commencement development. VCM has commenced compliance with SSD 7480 Condition B56 and B57 by securing in perpetuity by Conservation Agreement CA0060 over the whole Willeroi property (including Willeroi East Offset) which was registered on the land title on 24th June 2021. Future revisions of the BMP will outline how Credit Retirement for SSD 7480 Condition B60 and B61 will be undertaken; however currently does not apply until 2 years post commencement of the development. Following commencement of the VCM development is triggered; VCM commit to submitting six-monthly reports every 6 months to the Department on the progress towards retirements of credits required by SSD 7480 Condition B58/B59.

In accordance with SSD 7480 Condition B66 & B67, VCM has an approved Conservation and Biodiversity Bond lodged with NSW DPIE that was most recently approved on 24th June 2021 that ensures the biodiversity offset strategy could be implemented in accordance with the performance and completion criteria if VCM were unable to continue to manage of the offset area. The Conservation and Biodiversity Bond will be updated annually and submitted to DPIE month prior to the revised bond being lodged.

The sum of the bond is determined by calculating the full cost of implementing the biodiversity offset strategy (other than land acquisition costs) in perpetuity. The sum of the bond includes all offset area management measures prescribed within this OMP and is based on third party rates for fencing, fire management, weed management, feral animal control, seed collection, replanting/revegetation, monitoring, auditing and reporting. A suitably qualified quantity surveyor is employed to verify the calculated costs.

4.1 **REMANT VEGETATION MANAGEMENT AND ENHANCEMENT**

4.1.1 **REMANT VEGETATION MANAGEMENT**

As described in Section 3, the vegetation across the VCM area typically represents cleared grassland areas with occasional re-growth trees including scattered remnants of woodland, semi-cleared woodland and White Cypress Pine.

WHC currently undertakes management measures to maintain the remnant vegetation across the VCM area (indicative extent shown on Figure 4-1). These measures include:

- Weed control (Section 4.5).
- Feral animal control (Section 4.6).
- Control of stock to avoid overgrazing (Section 4.8).

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- Management of human access and disturbance including installation of fencing, gates and signage where required, to prevent unauthorised entry/use (Section 4.9).
- Retaining dead timber in woodland areas (i.e. preventing fire wood collection) and minimising removal of hollow trees, logs and stags as far as practicable (Section 4.3).

Following completion of construction and initial mining, species characteristic of the River Red Gum Riparian Tall Woodland (NA 193- PCT 78) will be planted in the disturbance footprint on both sides of the Namoi River, including River Red Gum (*Eucalyptus camaldulensis*). VCM will undertake a revegetation assessment to determine the appropriate methods and species to target for canopy, sub-canopy, understorey and ground strata within rail spur and scattered tree plantings in adjoining areas.

Further detail on the biodiversity management measures undertaken across the VCM area (including for the areas of remnant vegetation) is provided in the sections below. Associated monitoring for these management measures is described in Section 4.12.

4.1.2 LOCAL BIODIVERSITY ENHANCEMENT MEASURES

WHC has developed Local Biodiversity Enhancement Measures (LBEM) which are designed to increase the amount and diversity of native fauna habitat during the life of the mine in the WHC-owned properties adjoining the VCM, without significantly impacting the agricultural productivity of the properties (Figure 4-1). The LBEM area is approximately 3,500 ha which will be further defined and presented in a future revision of the BMP. This area is outside the Project boundary and has not been approved to be disturbed under the current approval.

The LBEMs are not biodiversity offsets, and as a result, are not subject to conservation in perpetuity (i.e. their purpose is to mitigate short to medium term impacts, and in the longer term, their role will be in essence replaced by the on-site rehabilitation). WHC may investigate undertaking further biodiversity/conservation works on these lands. Any additional commitments may be used as a biodiversity offset.

A total of 50 trees per annum for the life of the VCM (25 years) will be planted (from hiko seedlings) throughout the LBEM Area, similar to surrounding vegetation to provide habitat for threatened woodland birds (such as the Grey-crowned Babbler [*Pomatostomus temporalis temporalis*], Hooded Robin [*Melanodryas cucullata malvillensis*] and Speckled Warbler [*Chthonicola sagittata*]). Native flora hiko plantings will include Poplar Box (*Eucalyptus populnea*), White Box (*Eucalyptus albens*) and Silver-leaved Iron Bark (*Eucalyptus melanophloia*) and other species selected from the existing PCTs in the LBEM areas. WHC will plant more trees in the early years instead of progressive planting over the life of the Project. Planted trees will be maintained to a 75 % target survival rate within 12 months of planting. If this rate is not achieved, a tree replacement program will be implemented.

Management of a portion of Weeping Myall Woodland EEC adjacent to the Blue Vale Road realignment will include fencing the area with a stock proof fence to facilitate regeneration of the native vegetation and implementation of weed control measures (Section 4.5).

In addition, approximately 1.2 km of Driggle Draggie Creek, and approximately 5.6 ha of native vegetation along South Creek (between the open cut and the Secondary Infrastructure Area) (Figure 4-1) will be fenced to exclude grazing livestock, thereby promoting regeneration of

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woodland/forest during the life of the VCM. The management objectives is to promote regeneration by promoting land management measures, such as the exclusion of grazing livestock as noted above, and implementation of weed management measures. A monitoring program will be included in the monitoring program outlined below.

Grazing of native grasslands may be undertaken throughout the LBEM Area with the aim of maintaining groundcover in grazing paddocks. Initial monitoring will be undertaken prior to the commencement of construction to determine target cover scores. The target cover scores will be used to determine trigger levels. Ongoing monitoring will occur on an annual basis to determine progress with the determined target cover scores. Priority weeds and weeds of national significance within the LBEM Area will be monitored and controlled. Feral animals within the LBEM Area will be monitored and controlled. Feral animal monitoring will occur annually and weed monitoring every six months.

Approximately 11 km of native vegetation woodland corridors (minimum of 12 m wide) will be established beside the Blue Vale Road realignment primarily for a visual screen where views of the active mine operations would be available to road traffic (Figure 4-1). The corridor will comprise existing vegetation as well as plantings of native plants that are compatible with the surrounding vegetation, in a composition similar to surrounding vegetation communities.

4.2 VEGETATION CLEARANCE PLAN

Vegetation clearance will be staged over the life of the mine and pre-clearance and clearance activities will be implemented for each stage of clearing. The maximum area that will be disturbed in the first 30 months is shown in Figure 1-4 and listed in Table 5. The following activities will take place prior to construction and initial mining to minimise adverse impacts to native wildlife and other environmental and regulatory issues.

Clearing of hollow bearing trees (other than the potential owl roost tree) will, where practicable, be restricted to late summer or early autumn. This would minimise impacts to a large range of fauna breeding during spring and summer, and fauna which would hibernate during winter (e.g. microbats).

Removal of the potential owl roost tree would occur in spring or summer.



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Figure 4-1 Local Biodiversity Enhancement Measures

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4.2.1 LAND DISTURBANCE PERMIT

A Land Disturbance Permit (LDP) protocol will be used to manage the clearance process and to document all licensing, safety and management requirements. The protocol will use an environmental checklist that must be completed for each stage of clearing by the person responsible for the clearing activities, the relevant technical expert and signed off by the VCM's Environmental Officer or an authorised delegate and final authorisation by the Environmental Superintendent or authorised delegate.

All surface disturbance areas will also be subject to due diligence inspections by a qualified archaeologist and attending Registered Aboriginal Parties prior to ground disturbance. Aboriginal cultural heritage management at the VCM is detailed in the Aboriginal Heritage Management Plan.

The LDP protocol will include the requirement within the document checklist to assess the potential for salvaging available topsoil resources from the planned disturbance area. Topsoil will be utilised for rehabilitation within the project area, and stored in stockpile until required for use. The LDP will include relevant erosion and sediment control measures in relation to the planned clearing area to assist in minimising the loss and erosion of soil. Topsoil will be stored in dedicated topsoil stockpiles with a corresponding register to account for available topsoil volume for future progressive rehabilitation.

4.2.2 PRE-CLEARANCE SURVEYS

Pre-clearance surveys and habitat assessment would be undertaken by a suitably trained or qualified Ecologist within two weeks prior to the commencement of clearing operations to reduce the potential for species to re-occupy surveyed habitat.

Clearing will be undertaken with consideration made to the breeding and roosting times for threatened bat and bird species as per the Table 6 below.

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Table 6 – Breeding and Roosting times

Species	January	February	March	April	May	June	July	August	September	October	November	December
Speckled Warbler	x							x	x	x	x	x
Hooded Robin (south-eastern form)							x	x	x	x	x	
Grey-crowned Babbler (eastern subspecies)	x	x					x	x	x	x	x	x
Diamond Firetail	x							x	x	x	x	x
Yellow-bellied Sheath-tail-bat	x	x	x									x
Eastern Bentwing-bat										x	x	x
Eastern Freetail-bat											x	
Squirrel Glider	x				x	x	x	x	x	x	x	x

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Species	January	February	March	April	May	June	July	August	September	October	November	December
Koala	x	x							x	x	x	x
Painted Honeyeater	x	x	x	x	x				x	x	x	x
Blue-billed Duck	x	x							x	x	x	x
Little Eagle	x	x							x	x	x	x
Beccari's Freetail-bat										x	x	
Large-eared Pied Bat	x							x	x	x	x	x

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Flora Pre-clearance Surveys

Pre-clearance surveys will be undertaken for the Finger Panic Grass (*Digitaria porrecta*) (listed as endangered under the BC Act and EPBC Act) in suitable potential habitat between the months of December and May (preferably January and February) as per NSW Environment and Heritage (2020) prior to the commencement of the construction and initial mining stage. The surveys will be undertaken by an appropriately qualified person. If Finger Panic Grass is identified during the pre-clearance surveys, the following management measures will be evaluated and applied, where practicable:

- evaluation of whether the occurrence can be avoided (e.g. modifying a stockpile);
- further survey work to evaluate the complete extent of the population;
- collection and propagation of seed/vegetative material for use in revegetation and rehabilitation; and/or
- conservation of Finger Panic Grass in an offset area or funds towards conservation of Finger Panic Grass in NSW.

Fauna Pre-clearance Surveys

The pre-clearance surveys would involve the inspection of potential habitat features located within proposed disturbance areas. Features with the potential to provide roosting and/or nesting resources for birds, bats and arboreal mammals (e.g. hollows, openings, cracks and/or loose bark) would be identified. Trees containing such features are referred to as 'habitat trees' and they would be marked with a highly visible flagging tape or spray paint. If birds, bats and arboreal mammals are identified during this process, in consultation with the attending Ecologist, determination will be made with regard to appropriate relocation timing and technique.

The approximate size and number of hollow bearing trees to be removed would be documented.

Following the initial habitat assessment, and if warranted by the Ecologist, follow-up surveys to confirm usage of trees by birds, bats and/or arboreal mammals may include:

- spotlighting for arboreal and flying mammals; and
- observations of hollows and nests.

Following pre-clearance surveys and assessment of potential habitat trees, fauna management strategies would be implemented if necessary (see below) and vegetation clearance would commence.

Koala pre-clearance and clearance surveys are to be completed in areas of potential and core Koala habitat, in accordance with the management controls in the Koala Plan of Management.

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Fauna Management Strategies

Pre-clearance fauna management strategies, which would be introduced where necessary to ameliorate potential impacts on fauna, are listed below:

- Inspection and/or observations to confirm the use of the hollow and/or nest as a nesting resource.
- Observations to determine the completion of nesting activities (i.e. young have left the nest and the hollow and/or nest is no longer used as a nesting resource).
- Identification of appropriate timing for the vegetation clearance activities to take place (e.g. outside the breeding season of the species identified, where practical).
- Capture and release programme of animal(s) to alternative suitable habitat.
- In the event roosting bats are identified, the following options may be considered:
 - infliction of sufficient physical disturbance to the roost (without damage) to encourage roost members to move to an alternative roost site;
 - as gently as possible, fell the tree and inspect on felling. Capture exiting bats for release that night (this has been found to be an effective method, particularly for stags);
 - block the entrance to the roost to prevent bat re-entry prior to felling;
 - fell the tree at night once bats have exited roost; and/or
 - capture roosting bats exiting the roost.

4.2.3 CLEARANCE SURVEYS

A suitably qualified Ecologist and/or licensed wildlife carer will be present during clearing operations to rescue and/or relocate any animals identified during the clearance operation, consistent with the methods described in Section 4.2.2.

If capture and release is required, the fauna will be handled by the Ecologist and/or licensed wildlife carer to ensure reduction of fauna stress and appropriate release into adjacent remnant vegetation (identified in consultation with the Ecologist and/or licensed wildlife carer prior to the clearing event)).

Results and outcomes of pre-clearance and clearance fauna surveys will be documented by the suitably qualified Ecologist. This includes:

- species and numbers of individuals recorded;
- incidence of sick or injured animals and the actions taken to care for the fauna; and
- the species and numbers of individuals that were relocated.

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4.2.4 DEMARCATION

Disturbance of vegetation will be limited to the minimum necessary for each stage of the clearing.

The current limits of clearing will be marked either by high visibility tape at appropriate intervals, fencing or an equivalent boundary marker that will be installed any time prior to clearing. To avoid unnecessary or inadvertent vegetation and habitat removal, disturbance will be restricted to the delineated area and no stockpiling of equipment, machinery, soil or vegetation will occur beyond this boundary.

The person responsible for the clearance activities will be responsible for ensuring that the boundary markers are installed to enable the suitable environmental technical inspections of the proposed disturbance can be undertaken, and ultimately that disturbance can be limited to the marked area approved for disturbance. The completion of this activity will be recorded and signed off in the LDP form.

4.2.5 COLLECTION AND PROPAGATION OF SEEDS

In accordance with SSD-7480, seeds will be opportunistically collected from felled trees at the mine site for seedling propagation (or used directly in rehabilitation) to reduce the demand of commercial seeds for mine site rehabilitation.

4.2.6 SALVAGE AND REUSE OF MATERIAL

VCM will maximise the salvage of resources, including tree hollows, vegetation and soil resources for beneficial reuse. The salvage of material (including seeds) will be undertaken opportunistically in the rehabilitation at the mine site. Salvage of habitat features is also described in the LDP.

Habitat features (e.g. tree hollows, trunks, logs, branches, small stumps, stags and roots) will be salvaged during vegetation clearance activities at the mine site and stockpiled for relocation to nearby areas (i.e. rehabilitated areas) where practicable. The salvaged habitat resources will be introduced to the rehabilitation when available. Ground cover (e.g. small logs, fallen branches and leaf litter) will be retained within stripped topsoil to improve the viability of the soil when it is used in rehabilitation.

Topsoil will be stripped and managed in accordance with the LDP protocol to ensure health of soil for later use in rehabilitation.

Tree hollows and logs will be selectively chosen for placement in areas where habitat enhancement is required. Cleared vegetation from within areas of disturbance will be re-used in the mine rehabilitation program.

Tree hollows will be considered for salvage based on structural integrity, number and size of hollows. Hollows to be salvaged will include a range of diameter sizes. Ideally, hollows will be in trunks or solid living branches to maximise the chance that they would survive the felling process. Trees will be favoured if single stemmed to ensure that they would remain intact during felling. Stags (dead trees) will be selected if they appear solid and have good hollows in the trunk.

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4.2.7 UNEXPECTED THREATENED SPECIES FIND PROTOCOL

In the event of an unexpected threatened species being found within the Project boundary (during pre-clearing or clearing surveys) the following process will be enacted:

- Stop work and notify the Environmental Superintendent (or authorised delegate),
- Ecologist to confirm observation,
- The Secretary will be notified and consulted for required actions,
- Implement required actions.

4.3 GENERAL MEASURES TO PROTECT VEGETATION AND MITIGATING POTENTIAL IMPACTS ON FAUNA AND HABITAT RESOURCES/FEATURES

General measures to protect vegetation and to minimise impacts on fauna and habitat resources/features in the short to medium-term include:

- The maintenance of a clean, rubbish-free environment in order to discourage scavenging and reduce the potential for colonisation of these areas by non-endemic fauna (e.g. introduced rodents and birds).
- Domestic pets will not be allowed in the mine site.
- Employees and contractors will not be permitted to keep native fauna or to encourage fauna through feeding.
- Signage to be installed prior to construction to increase awareness and to assist in reducing potential vehicle strike on the mine access road.
- Speed limits of 60 km per hour would be imposed on site.
- Investigate better construction methodology options to minimise removal of habitat trees where practicable and consider installing introduce naturally scarce fauna habitat features including nest boxes in areas outside disturbance zones.
- Salvage and reuse of fauna habitat resources from Vegetation Clearance Areas (Section 4.2.6). Access control (Section 4.9) and livestock grazing and agriculture (Section 4.8) outline processes to protect vegetation and minimise impacts on fauna habitat resources/features outside disturbance areas from restricting hunting and limiting ongoing agricultural activities to designated areas with low habitat resources.

4.4 MANAGEMENT OF WINGED PEPPERCRESS

The Winged Peppercress (*Lepidium monophlooides*) is a threatened flora species listed as 'Endangered' under the BC Act and EPBC Act, and has been previously recorded at the VCM (Niche Environment and Heritage, 2013).

The VCP referral decision (EPBC 2012/6263) incorporates management measures specific to the Winged Peppercress, including seed collection and translocation of plants identified within

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the Approved Mine footprint and monitoring and maintenance of the Winged Peppercreess Protection Area (Figure 4-1). Further as per SSD 7480 Condition B55, VCM commits to use its best endeavours to successfully translocate the Winged Peppercreess located within the disturbance boundary. The steps in the translocation methodology to be undertaken in accordance with SSD 7480 and EPBC 2012/6263 (Ecoplanning, 2021a) which are:

1. Regular monitoring to identify reproductive habits/ecology and subsequently undertake collection if ripe seed is available;
2. Collected seed will be managed and stored by suitable experienced ecologists/horticulturists to be used for:
 - a. Direct seeding programs within the Protection Area;
 - b. Seeds germinated and propagated as seedlings for transplanting within the Protection Area and/or establish an ex-situ nursery population; and
 - c. Seeds retained in storage as an insurance source for future translocations.
3. If dry conditions prevent Winged Peppercreess plants from being identified within the VCM area; VCM will consider irrigating the site to replicate at least average rainfall to attempt to trigger germination of remaining plants after commencement is triggered;
4. Once Winged Peppercreess plants within the VCM area have completed reproduction and setting of seed for collection; whole plant translocation will be undertaken by carefully excavating and transplanting individuals into the Protection Area. Ongoing maintenance and watering of transplanted plants will continue to encourage further growth and seed production until the plants complete their life cycle.

The Winged Peppercreess plants identified in the VCM area and the Protection Area will not be impacted by activities during the construction and initial mining stage. The protection area is fenced to exclude stock (with a minimum 20 m buffer) and is appropriately signed to avoid accidental damage/disturbance, consistent with the requirements of EPBC 2012/7649.

Monitoring of *Lepidium monolocoides* will be undertaken monthly from the time it is identified in the VCM area and the Protection area until senescence (Ecoplanning, 2021b). Maintenance at the VCM and Protection area includes the routine inspection of existing fencing to ensure that the integrity of the fence is adequate to exclude grazing to protect the *Lepidium monolocoides* populations. Growth of annual weeds will be controlled periodically which occurs via hand removal methods to minimise soil disturbance and avoids herbicide use within the fenced areas.

4.5 WEED CONTROLS

A weed control program will be implemented at the VCM to limit the spread and colonisation of both priority weeds and weeds of national significance. Weed management at the VCM will be undertaken in accordance with the NSW *Biosecurity Act, 2015*, and reference made to contemporary guidelines such as the NSW *Weed Control Handbook (DPI, 2018)* and the North

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West Regional Strategic Weed Management Plan 2017 – 2022 (North West Local Land Services, 2017).

Please refer to 4.12.3 for further detail regarding monitoring.

4.6 FERAL ANIMAL CONTROLS

A pest animal contractor will undertake feral animal control in accordance with the requirements of the *NSW Local Land Services Act, 2013* and the duration determined as required by the monitoring program (refer to section 4.12.4).

The goal of feral animal management is to reduce the abundance of feral animals in the VCM Project Boundary and to maintain a medium level of abundance of feral animals as per DEC & CSIRO (2005). Activities undertaken at the VCM will include (but not necessarily limited to):

- Using a range of appropriate feral animal control measures to minimise collateral damage to native animals, depending upon the outcomes of monitoring (Section 4.12), for example:
 - destruction of habitat;
 - trapping;
 - targeted shooting programs; and
 - baiting.
- A focus on those species which are known to impact native flora and fauna.

Key target species will include the feral dog, feral pig and fox (although pest monitoring will be undertaken for all pest species and pest control measures will be undertaken accordingly). Contemporary guidelines such as the *Pestsmart Toolkit* (2020) will be referred to when planning pest control methods.

4.7 EROSION AND SEDIMENT CONTROLS

4.7.1 EROSION AND SEDIMENT

Erosion and sediment control measures are contained within the VCM Water Management Plan. Sediment mobilisation and erosion will be minimised in accordance with the *Blue Book* (Managing Urban Stormwater: Soils and Construction Volume 1 (Landcom 2004)) by:

- installing appropriate erosion and sediment controls prior to disturbance of any land;
- limiting the extent of the disturbance to the practical minimum and undertaking staged clearance;
- reducing the flow rate of water across the ground particularly on exposed surfaces and in areas where water concentrates;

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- progressively rehabilitating disturbed land and constructing drainage controls to improve stability of rehabilitated land;
- treating rehabilitation areas to promote infiltration;
- management of roads and tracks;
- protecting natural drainage lines and watercourses (including the Namoi River) by the construction of erosion control devices including up catchment diversions, diversion banks, channels and sediment retention dams;
- installing appropriate erosion and sediment controls around all soil stockpiling areas;
- installing suitable control measures in areas with steep gradients, as required (e.g. rock riprap, geotextile fabric); and
- restricting access to rehabilitated areas.

4.7.2 SOIL SALINITY

Topsoil, overburden and interburden materials at the VCM are generally non-saline. In order to understand the selective handling of materials, characterisation of soils and overburden will be undertaken throughout the development of the mine. Topsoil and subsoil characterisation will be undertaken in order to:

- identify any physical or chemical deficiencies or limiting factors (including salinity) which may affect vegetation establishment and landform stability; and
- develop selective placement strategies and/or develop suitable amelioration techniques.

Overburden and soil characterisation will be used to inform the future rehabilitation of the site.

4.8 LIVESTOCK GRAZING AND AGRICULTURE

Livestock will be excluded from operational mining areas and rehabilitation areas (excluding rehabilitation areas which have an agricultural final land use).

Grazing of native grasslands will be undertaken throughout the LBEM Area (Figure 4-1) with the aim of maintaining groundcover in grazing paddocks. Grazing, cultivation and routine agricultural management activities may be undertaken by WHC or under lease agreement with WHC.

Grazing and agricultural practices will be undertaken so as to not overstock the property and to avoid overgrazing, having regard to seasonal conditions. Any grazing or agricultural activities will be undertaken on existing suitably cleared farming land, and will not involve the additional clearing of remnant native vegetation.

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4.9 CONTROL OF ACCESS

Vehicle access to the VCM area will be limited to authorised personnel only in order to avoid unnecessary disturbance of the mine site. Consistent with WHC policy, speed limits will be imposed on all vehicles using the mine roads and tracks.

Vehicle access will be limited to haul roads, access roads and tracks wherever possible to avoid soil compaction (which can reduce the infiltration of water into the soil and restrict root growth, and consequently reduce natural regeneration), weed spread and vegetation disturbance. Signage and fencing will be installed around sensitive areas (e.g. rehabilitation areas) to denote authorised access only and thereby minimise vehicle access to the area including training/induction (Section 4.11).

4.10 BUSHFIRE MANAGEMENT

Condition B61, Schedule 2 of SSD-7480 requires WHC to ensure that the VCM is suitably equipped to respond to any fires on site and assist the NSW Rural Fire Service, NSW Forests, emergency services and National Parks and Wildlife Service as much as possible if there is a fire in the surrounding area.

Bushfire management of the VCM will be undertaken as part of the VCM Bushfire Management Plan and will include provisions for the following:

- clearing restrictions;
- controlled grazing where practicable;
- restricted vehicle movements;
- implementation and management of fire breaks;
- the use of diesel vehicles;
- prohibition of smoking in fire prone areas; and
- rapid response to any outbreak of fire.

The VCM Bushfire Management Plan will describe the management measures to ensure that the mine site is protected safely and be prepared in accordance with the 'plan and prepare' materials available on the NSW Rural Fire Service website and the aims and objectives of *Planning for Bushfire Protection* (NSW RFS, 2006).

4.11 STAFF AND CONTRACTOR INDUCTIONS

Inductions for staff, contractors and visitors to the site will be conducted to make them aware of the ecological issues present at the VCM and roles and responsibilities for the protection and/or minimisation of impacts to all native biodiversity.

Inductions will address the location of sensitive flora and fauna, activities that are prohibited on site, general expectations of personnel and the mitigation measures being implemented to protect the biodiversity values present at the VCM, including the process to report to the VCM Environmental Officer, or relevant team member, injured fauna that may be identified. Records of inductions and staff training will be maintained for three years, and produced upon request.

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Additional targeted and specific inductions/training will be provided for contract and operational staff directly involved in clearing of native vegetation in relation to clearing protocols, exclusion zones, types of flora and fauna, in particular threatened species.

4.12 MONITORING PROGRAM

The monitoring program applies to the VCM, including the LBEM area. VCM will implement a monitoring program as described below with respect to weed and feral animals and will be with consideration to seasons. A monitoring program in respect to clearing will be undertaken and is further detailed in section 4.2. Improvement opportunities will be considered in respect to monitoring results, options to review treatment methodology for targeted species, and monitoring program adaption.

4.12.1 REHABILITATION

No rehabilitation activities would be undertaken during the construction and initial mining period of the VCM. Notwithstanding, details of future rehabilitation monitoring would be detailed in the Mining Operations Plan, or relevant Rehabilitation Management Plan, for the VCM.

4.12.2 LBEM

As per section 4.1.2, the monitoring that will occur in the LBEM includes:

- Weed monitoring as per Section 4.12.3.
- Feral animal monitoring as per Section 4.6 and 4.12.4.
- Initial monitoring of groundcover in grazing paddocks to determine target cover scores as per Section 4.1.2.
- Regular fence inspections.

4.12.3 WEEDS

A weed control program will be implemented at the VCM to limit the spread and colonisation of both priority weeds and weeds of national significance. Weed management at the VCM will be undertaken in accordance with the *NSW Biosecurity Act, 2015, and reference made to contemporary guidelines such as the NSW Weed Control Handbook (DPI, 2018) and the North West Regional Strategic Weed Management Plan 2017 – 2022 (North West Local Land Services, 2017).*

The performance measure is to ensure that there is no spread and colonisation of priority weeds and weeds of national significance greater than the first round of monitoring. The first round of monitoring is scheduled at the beginning of 2022 to map the weeds at the VCM to determine strategic weed actions.

Priority weeds and weeds of national significance will be monitored via inspections of the VCM by a suitably qualified person(s) with experience in identification of weeds. Mapping will be prepared as required for internal use to assist in planning the extent of weeds requiring control. Regular inspections will also facilitate detection of new infestations of weeds and enable assessment of the effectiveness of the weed management measures as outlined in Section 4.5.

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Prior to clearing, all plant equipment to be used on the clearing program will be inspected and recommended for wash down (in designated wash down areas) as required to ensure weed material from off-site locations do not establish or spread into native vegetation within the VCM area.

Machinery involved in weed management will also be washed down prior to removal from site to prevent weeds from spreading into off site areas.

Monitoring of weed presence, extent and other factors which may contribute to growth/decline of populations will occur on a six-monthly basis (Section 4.12) and outcomes would be reported in the Annual Review (Section 6.1). Weeds would be managed at the Project rail spur crossing of the Namoi River during construction.

Table 7 – Weed Monitoring Program

Objective	Frequency	Analysis / data	Reporting
Undertake weed monitoring to inform management program	6 monthly during construction period	Monitoring will be undertaken to document the change in the type, extent and density of major environmental (e.g. WONS) and noxious weed occurrences	Annual Review – refer 6.1
Weed management will be aimed at controlling the occurrence and spread of environmental (e.g. WONS) and noxious weeds	Informed by monitoring above	Analysis of treatment methodology and reoccurrence	Annual Review – refer 6.1

Priority weeds and weeds of national significance will be monitored at least every 6 months during construction and initial mining activities. If monitoring identifies a spread and colonisation of priority weeds and weeds of national significance from the first round of monitoring, review of the weed management measures will be completed based on the results of the initial monitoring and follow-up works will be developed and implemented as required.

4.12.4 FERAL ANIMALS

Feral animal monitoring will occur yearly. WHC will refer to contemporary DPI guidelines such as Mitchell and Balogh, 2007(a to c) so that a range of methods may be used. Data on feral animal abundance from monitoring will determine control outcomes. Results from monitoring will be recorded and reported on in the Annual Review (Section 6.1).

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4.13 **MANAGEMENT OF HERITAGE VALUES**

Biodiversity management of heritage sites and values will be consistent with the Aboriginal Heritage Management Plan. There is not expected to be any conflict between biodiversity management works and any cultural and historical heritage values and sites by adopting the following measures:

- Land Disturbance Permit (Section 4.2.1) includes having heritage due diligence assessments completed prior to commencing of surface disturbance;
- Routinely maintain and update the Whitehaven Historical Heritage Register and Spatial Database (Whincop, 2021a) and the Whitehaven Cultural Heritage Register and Spatial Database (Whincop, 2021b);
- All relevant identified cultural and historic heritage sites will be demarcated and fenced. To avoid inadvertent disturbance; heritage sites will have demarcation fencing installed and signs that include a VCM contact number so that only authorised access can be permitted and all activities must be approval;
- All relevant identified cultural and historic heritage sites will have an Annual Heritage Site and Fencing Inspection undertaken by appropriately qualified heritage specialists to ensure the integrity of the fencing and site condition has not compromised and that heritage sites are appropriately managed;
- If any potential heritage sites, remains or artefacts are identified; the work will immediately stop within the vicinity of the suspected area and appropriately qualified heritage specialists will be engaged and an assessment undertaken to determine what action and reporting is required.

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5 PERFORMANCE CRITERIA

A summary of the key performance criteria is provided in Table 8.

Table 8 - Key Performance Criteria

Mitigation Measures	Performance Criteria
Weed control	Prior to clearing, all plant equipment to be used on the clearing program will be inspected and recommended for wash down. No spread or colonisation of priority weeds and weeds of national significance above initial monitoring results.
Pest animal control	Maintain a medium (or lower) level of pest animal abundance for the pest species identified in the BMP.
Salvage of habitat resources	Salvaged habitat resources will be maximised.
Management of human access and disturbance	At all times, vehicle access is limited to authorised personnel only as per site signage.
Rail spur across Namoi River	Following completion of construction and initial mining, species characteristic of the River Red Gum Riparian Tall Woodland (NA 193- PCT 78) will be planted in the disturbance footprint on both sides of the Namoi River, including River Red Gum (<i>Eucalyptus camaldulensis</i>).
LBEM	Planted trees in the LBEM Area to achieve a 75 % target survival rate within 12 months of planting. Approximately 11 km of native vegetation woodland corridors (minimum of 12 m wide) to be established beside the Blue Vale Road realignment following the construction of the Blue Vale Road realignment. Initial monitoring of groundcover in grazing paddocks to determine cover scores then ongoing annual monitoring. Install fencing along Driggle Draggie Creek, South Creek and a portion of Weeping Myall Woodland EEC (adjacent to the Blue Vale Road realignment) prior to construction.
Vegetation clearance plan	Use of LDP process for all vegetation clearing events.
Winged Peppercreess management	Monthly monitoring of the Winged Peppercreess to occur during November to February. Routine inspection of existing fencing of VCM impact and Protection area. Control of weeds by hand as identified from annual monitoring.

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Table 9 provides trigger points based on the performance criteria in Table 8 and contingency measures (corrective actions) to be implemented if a performance criteria is not met.

Table 9 – Trigger Action Response Plan

Aspect	Trigger	Contingency measures
Weed control	Inspection identifies plant equipment used on the clearing program has not been inspected and/or recommended for wash down. Monitoring indicates a spread or colonisation of priority weeds and weeds of national significance.	Review plant machinery to ensure all have been inspected and/or recommended for wash down. Engage contractor to undertake weed control measures as per the Biodiversity Management Plan
Pest animal control	Abundance score is above medium for pest species identified in this BMP.	Engage contractor to undertake feral animal control measures as per the Biodiversity Management Plan.
Salvage of habitat resources	Inspection identifies the salvage of resources has not been maximised	Review LDP and operational process to ensure the salvage of resources is maximised. Consider further operational controls such as pre and post salvaging inspections.
Management of human access and disturbance	Vehicles have accessed unauthorised areas as per site signage.	Investigate why unauthorised access has occurred and inspect area for damage to implement remedial actions.
Rail spur across Namoi River	Species representative of the River Red Gum Riparian Tall Woodland (NA193- PCT 78) are not restored in accordance with the VCM Biodiversity Management Plan.	Review and augment restoration activities in accordance with the VCM Biodiversity Management Plan.
LBEM	Monitoring indicates that planted trees have not achieved a 75 % target survival rate within 12 months of planting. Approximately 11 km of native vegetation woodland corridors (minimum of 12 m wide) have not been established beside the Blue Vale Road realignment following the construction of the Blue Vale Road realignment. Initial monitoring of groundcover in grazing paddocks has not commenced prior to construction. Regular inspection identifies that fencing along Driggle Draggie Creek, South Creek and a portion of Weeping Myall Woodland EEC is not installed prior to construction.	Implement infill tree replacement program to achieve a minimum of 75 % survival rate. Commence the establishment of the woodland corridor as soon as possible following construction. Commence initial monitoring of groundcover in grazing paddocks. Install fencing immediately. Inspect the site to determine any additional remedial actions.

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Aspect	Trigger	Contingency measures
Vegetation clearance plan	Land disturbance permit process has not been followed for each clearing event.	Cease works immediately. Investigate why LDP process was not followed. Report incident as per Section 11.1. Enact the LDP process.
Winged Peppercreess management	Monthly monitoring has not occurred during November to February. Routine inspection of existing fencing of VCM impact and Protection area has identified compromised exclusion fence integrity. Control of weeds by methods other than hand as identified from annual monitoring.	Commence monitoring as soon as possible during the appropriate months. Repair fence immediately. Cease weed control by other methods and commence with hand methods. Inspect the site to determine any additional actions.

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5.1 **ADAPTIVE MANAGEMENT**

In accordance with Condition E3, Schedule 2 of SSD-7480, WHC will assess and manage risks to comply with the criteria and/or performance measures outlined in Schedule 2 of SSD-7480.

Where any exceedance of the criteria and/or performance measures occurs, at the earliest opportunity WHC will:

- take all reasonable and feasible steps to ensure that the exceedance/non-compliance ceases and does not recur;
- consider all reasonable and feasible options for remediation (where relevant) and submit a report to the Secretary describing those options and any preferred remediation measures or other courses of action; and
- implement remediation measures as directed by the Secretary, to the satisfaction of the Secretary.

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6 **REVIEW AND IMPROVEMENT OF ENVIRONMENTAL PERFORMANCE**

6.1 **ANNUAL REVIEW**

In accordance with Condition E9, Schedule 2 of SSD-7480, WHC will review the environmental performance of the VCM for the previous calendar year and report results within the Annual Review to the satisfaction of the Secretary.

In relation to biodiversity, the Annual Review will (where relevant):

- describe the development that was carried out in the relevant calendar year, and the development that is proposed to be carried out during the following calendar year;
- include a comprehensive review of the monitoring results and complaints records of the development over the past year, which includes a comparison of these results against the:
 - relevant statutory requirements, limits or performance measures/criteria;
 - monitoring results of previous years; and
 - relevant predictions in the Environmental Impact Statement;
- identify any non-compliance over the last year, and describe what actions were (or are being) taken to ensure compliance;
- identify any trends in the monitoring data over the life of the development;
- identify any discrepancies between the predicted and actual impacts of the development, and analyse the potential cause of any significant discrepancies; and
- describe what measures will be implemented over the next reporting year to improve the environmental performance of the development.

The Annual Review will be made publicly available on the WHC website in accordance with Condition E14(a), Schedule 2 of SSD-7480.

6.2 **BIODIVERSITY MANAGEMENT PLAN REVISION**

In accordance with Condition E5, Schedule 2 of SSD-7480, this BMP will be reviewed, and if necessary revised (to the satisfaction of the Secretary), within three months of the submission of:

- an Annual Review (Condition E9, Schedule 2);
- an Independent Environmental Audit (IEA) (Condition E10, Schedule 2);
- an incident report (Condition E7, Schedule 2); or
- any modification to the conditions of SSD-7480 (unless the conditions require otherwise).

The reviews would be undertaken to ensure the BMP is updated on a regular basis and to incorporate potential measures to improve the environmental performance of the VCM. In accordance with SSD 7480 Condition E6 that if necessary to either improve the environmental performance of the development or cater for a modification, the strategies, plans and programs

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required under this consent must be revised and submitted for approval within six weeks of a review to the satisfaction of the Planning Secretary.

The revision status of this BMP is indicated on the final page of each copy. The approved BMP by the Planning Secretary will be made publicly available on the WHC website, in accordance with Condition E14(a), Schedule 2 of SSD-7480.

6.3 INDEPENDENT ENVIRONMENTAL AUDIT

In accordance with Condition E10, Schedule 2 of the SSD-7480, an IEA of the VCM will be conducted by a suitably qualified, experienced and independent team of experts whose appointment has been endorsed by the Secretary. All parts of Condition E10 will be implemented as per the condition of approval unless approved otherwise by the Planning Secretary.

The IEA will assess the environmental performance of the VCM and review the adequacy of this BMP. If necessary, appropriate measures or actions to improve the environmental performance of the VCM in regards to management of biodiversity will be recommended.

Within 1 year from the commencement of construction and every 3 years thereafter, WHC shall commission an IEA of the VCM. The IEA and WHC's response to recommendations in the Audit, will be made publicly available on WHC's website as per Condition E14(a), Schedule 2 of SSD-7480.

A copy of the audit report will be submitted to the Planning Secretary, and any other NSW agency that requests it, together with a response to any recommendations contained in the audit report, and a timetable for the implementation of the recommendations. The recommendations will be implemented to the satisfaction of the Planning Secretary as per Condition E11.

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7 **REPORTING PROCEDURES**

In accordance with Condition E4(h), Schedule 2 of SSD-7480, WHC has developed a protocol for managing and reporting the following:

- incidents;
- complaints;
- non-compliances with statutory requirements; and
- exceedances of the impact assessment criteria and/or performance criteria.

These protocols are described in the VCM's Environmental Management Strategy (EMS).

In accordance with Condition E14(a), Schedule 2 of SSD-7480, WHC will provide regular reporting on the environmental performance of the VCM on the WHC website, and keep relevant information up to date, to the satisfaction of the Planning Secretary per Condition E14 (b)

7.1 **INCIDENT AND NON-COMPLIANCE REPORTING**

An incident is defined as an occurrence or set of circumstances that causes or threatens to cause material harm and which may or may not be or cause a non-compliance. A non-compliance is defined as an occurrence, set of circumstances or development that is a breach of the condition of SSD-7480.

In the event that review of biodiversity monitoring data indicates an incident has occurred, the incident will be reported in accordance with Condition E7, Schedule 2 of SSD-7480 and relevant conditions of EPL 21283 and MLA 578. WHC will immediately notify the Department and any other relevant agencies.

The notification will be provided the Secretary in writing and will identify the VCM (including the development application number and name) and set out the location and nature of the incident.

Within seven days of the date of the incident, WHC will provide the Secretary and any other relevant agencies with a report on the incident. The report will include details required within the approval, including:

- describe the date, time and nature of the exceedance/incident;
- identify the cause (or likely cause) of the exceedance/incident;
- describe what action has been taken to date; and
- describe reasonable and feasible options to address the incident and identify the preferred option to address the incident (Section 7.1).

7.2 **COMPLAINTS**

WHC will maintain a Community Complaints Line and online contact via the WHC Website (www.whitehavencoal.com.au) for the sole purpose of receiving community complaints, or enquiries. The Community Complaints Line number will be available on the website. The

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Community Complaints Line will be staffed 24 hours a day, seven days a week during construction and operations. WHC will respond to callers on the next business day.

Detailed records of each complaint are kept in WHC's record management systems.

In accordance with Condition E14(a)(ix), Schedule 2 of SSD-7480, a complaints register will be made available on the WHC website during the construction and operational stages of the VCM. The complaints register will include:

- the date and time of the complaint;
- the method by which engagement was made;
- any personal details provided or, if no such details were provided, a note to that effect;
- the nature of the complaint; and
- any actions (if any required) taken by WHC in relation to the complaint.

Investigations into complaints will generally commence within 24 hours of receipt, or as soon as practical. The cause of the complaint will be analysed and actions to attempt to address the complaint taken as soon as reasonably possible. In complex cases where resolution will take more than 48 hours, WHC will commit to updating the community member.

7.3 **NON-COMPLIANCE WITH STATUTORY REQUIREMENTS**

A protocol for managing and reporting non-compliances with statutory requirements has been developed as a component of the VCM's EMS and is described below.

Compliance with all approvals, plans and procedures is the responsibility of all personnel (staff and contractors) employed on or in association with WHC and the VCM.

A VCM representative will undertake required inspections during the construction phase and initiate directions to address any actions identified, if required, and areas of actual or potential non-compliance.

As described in Section 7.1, WHC will report incidents in accordance with Condition E7, Schedule 2 of SSD-7480 and dependent on the incident and potential environmental harm, in accordance with the protocol for industry notification of pollution incidents under Part 5.7 of the *NSW Protection of the Environment Operations Act, 1997*.

WHC will notify the Secretary and any other relevant agencies immediately after the authorised person becomes aware of the incident which causes or threatens to cause material harm to the environment. Within seven days (or other specified or approved time period) of the date of confirmation of the incident, WHC will provide the Secretary and any other relevant agencies with a report on the incident and subsequent information that may be requested.

A review of compliance with all conditions in SSD-7480 and all other applicable approvals and licences will be included within each Annual Review (Section 7.1).

Additionally, in accordance with Condition E10, Schedule 2 of SSD-7480, an IEA (Section 6.3) would be conducted by a suitably qualified, experienced and independent team of experts

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whose appointment has been endorsed by the Secretary to assess whether WHC is complying with the requirements SSD-7480, and any other relevant approval and tenement conditions.

In accordance with Condition E8, within seven day of becoming aware of a non-compliance, Whitehaven will notify the Department and the relevant details required to be provided. It is noted a non-compliance which has been notified as an incident does not need to be notified as a non-compliance.

8 REFERENCES

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Appendix A Biodiversity Related Conditions Development Consent SSD-7480

VCM DEVELOPMENT CONSENT (SSD-7480)			BMP SECTION												
Biodiversity			-												
Translocation of Threatened Species			-												
B55.	The Applicant shall use its best endeavours to successfully translocate the Winged Peppercress located within the disturbance boundary.		Section 4.4												
Biodiversity Offset Strategy – transferred obligations from Vickery Coal Project as modified by the Vickery Extension Project			-												
B56.	The Applicant shall implement the biodiversity offset strategy described in the EIS, summarised in Table 9 and shown conceptually in Appendix 4, to the satisfaction of the Planning Secretary. Table 9: Summary of the biodiversity offset strategy – Vickery Coal Project		To be addressed in future revisions of the BMP												
	<table><tr><th>Area</th><th>Offset Type</th><th>Minimum Size (hectares)</th></tr><tr><td>Willeroi East Offset Area</td><td>Existing vegetation to be enhanced, and additional vegetation to be established with the restoration of at least 156 ha of Box Gum Woodland EEC, as listed under the BC Act</td><td>1,671</td></tr><tr><td>Areas 2, 3, 4 & 5</td><td>Existing vegetation to be enhanced with the restoration of at least 127 ha of Poplar Box Woodland and 45 ha of Box Gum Woodland EEC, as listed under the BC Act</td><td>404.5</td></tr><tr><td>Rehabilitation Area</td><td>Re-establishment of native vegetation communities for a biodiversity conservation land use objective.</td><td>1,360</td></tr></table>	Area		Offset Type	Minimum Size (hectares)	Willeroi East Offset Area	Existing vegetation to be enhanced, and additional vegetation to be established with the restoration of at least 156 ha of Box Gum Woodland EEC, as listed under the BC Act	1,671	Areas 2, 3, 4 & 5	Existing vegetation to be enhanced with the restoration of at least 127 ha of Poplar Box Woodland and 45 ha of Box Gum Woodland EEC, as listed under the BC Act	404.5	Rehabilitation Area	Re-establishment of native vegetation communities for a biodiversity conservation land use objective.	1,360	
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Rehabilitation Area	Re-establishment of native vegetation communities for a biodiversity conservation land use objective.	1,360													
Notes:															
For the purposes of this consent Box Gum Woodland refers to the EEC listed as White Box Yellow Box Blakely’s Red Gum Woodland under the TSC Act, or similar EEC as may be updated from time to time.															
Any area of the offset strategy in Table 9 may be substituted with an alternative offset area subject to demonstration of equivalent biodiversity outcomes and to the satisfaction of the Secretary															
Long Term Security of Offset			-												
B57.	The Applicant shall make suitable arrangements to provide appropriate long term security for the offset areas in Table 9:		To be addressed in future revisions of the BMP												
(a)	within 2 years of the commencement of the development under this consent unless otherwise agreed by the Planning Secretary, for the Willeroi East Offset Area and Offset Areas 2, 3, 4 and 5; and														
(b)	within 6 months of cessation of mining operations, unless otherwise agreed by the Planning Secretary, for the woodland to be established in the Rehabilitation Area, as identified in Table 9,														
to the satisfaction of the Planning Secretary															

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Note: The Department acknowledges that the Applicant is investigating the potential to transfer part or all of the Willeroi East Offset Area directly to the national park estate, and accepts that interim conservation measures may be implemented prior to this transfer.																																								
Additional Biodiversity Offsets Required – Vickery Extension Project				-																																				
B58. In addition to the biodiversity offset requirements in Table 9, within 2 years of the date of commencement of development under this consent, unless otherwise agreed by the Planning Secretary the Applicant must retire biodiversity credits of a number and class specified in Table 10 and Table 11 below to offset the biodiversity impacts of the development. B59. The retirement of these credits must be carried out in accordance with the NSW Biodiversity Offsets Policy for Major Projects and can be achieved by acquiring or retiring 'biodiversity credits' within the meaning of the BC Act. Table 10: Ecosystem credit requirements <table><tr><th>Ecosystem credits</th><th>Code (BVT)</th><th>Code (PCT)</th><th>Credits Required</th></tr><tr><td>Poplar Box Woodland on Alluvial Clay Soils</td><td>NA185</td><td>101</td><td>3,540</td></tr><tr><td>Pilliga Box – Poplar Box Shrubby Woodland</td><td>NA324</td><td>397</td><td>6,955</td></tr><tr><td>White Box – Silver-leaved Ironbark Shrubby Open Forest</td><td>NA349</td><td>594</td><td>1,795</td></tr><tr><td>Narrow-leaved Ironbark – White Box Shrubby Forest</td><td>NA311</td><td>459</td><td>4,025</td></tr><tr><td>Mixed Marsh Sedgeland</td><td>NA201</td><td>53</td><td>46</td></tr><tr><td>River Red Gum Riparian Tall Woodland</td><td>NA193</td><td>78</td><td>40</td></tr></table> Table 11: Species credit requirements <table><tr><th>Species</th><th>Credits Required</th></tr><tr><td>Regent Honeyeater (<i>Anthochaera phrygia</i>)</td><td>3,703</td></tr><tr><td>Squirrel Glider (<i>Petaurus norfolcensis</i>)</td><td>1,672</td></tr><tr><td>Koala (<i>Phascolarctos cinereus</i>)</td><td>1,308</td></tr></table> Note: - The credits in Table 10 and Table 11 were calculated in accordance with Framework for Biodiversity Assessment of the NSW Biodiversity Offset Policy for Major Projects (OEH, 2014) and would need to be converted to reasonably equivalent 'biodiversity credits', within the meaning of the BC Act, if the credits are to be retired in accordance with the Biodiversity Offsets Scheme of the BC Act. Under this conversion the species credits for the Regent Honeyeater would be converted to ecosystem credits, - Following repeal of the Threatened Species Conservation Act 1995 on 25 August 2017, credits created under that Act are taken to be "biodiversity credits" under the Biodiversity Conservation Act 2016 by virtue of clause 22 of the Biodiversity Conservation (Savings and Transitional) Regulation 2017				Ecosystem credits	Code (BVT)	Code (PCT)	Credits Required	Poplar Box Woodland on Alluvial Clay Soils	NA185	101	3,540	Pilliga Box – Poplar Box Shrubby Woodland	NA324	397	6,955	White Box – Silver-leaved Ironbark Shrubby Open Forest	NA349	594	1,795	Narrow-leaved Ironbark – White Box Shrubby Forest	NA311	459	4,025	Mixed Marsh Sedgeland	NA201	53	46	River Red Gum Riparian Tall Woodland	NA193	78	40	Species	Credits Required	Regent Honeyeater (<i>Anthochaera phrygia</i>)	3,703	Squirrel Glider (<i>Petaurus norfolcensis</i>)	1,672	Koala (<i>Phascolarctos cinereus</i>)	1,308	To be addressed in future revisions of the BMP
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Ecological Rehabilitation Ecosystems Credits				-																																				

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B60. Retirement of the ecosystem credits in Table 10 can include undertaking ecological rehabilitation at the site in accordance with Section 12.2 of the Framework for Biodiversity Assessment of the NSW Biodiversity Offsets Policy for Major Projects (OEH, 2014), as identified in the approved Rehabilitation Management Plan required under condition B106. Note: Under the FBA, the ecosystem credits are considered retired once the credits and information requirements under Section 12.2 of the FBA are documented in the Rehabilitation Management Plan.		Not applicable to the current BMP term.
	B61. Within 12 months of triggering remedial action under the Rehabilitation Management Plan for alternative mechanism for retirement of ecological rehabilitation credits, unless otherwise agreed by the Planning Secretary, the Applicant must acquire or retire the relevant biodiversity credits within the meaning of the BC Act.	
Retirement of Credits Status Reports		-
B62. From the date of commencement of development under this consent until the credit requirements have been retired, the Applicant must submit a six monthly report to the Department on progress towards retirement of credits required in Table 10 and Table 11.		To be addressed in future revisions of the BMP
Biodiversity Management Plan		-
B63. The Applicant must prepare a Biodiversity Management Plan to the satisfaction of the Planning Secretary. This plan must:		-
(a) be prepared by a suitably qualified and experienced person/s;		Section 1.1
(b) be prepared in consultation with BCD and North West LLS;		Section 1.2
(c) be submitted to the Planning Secretary for approval prior to carrying out construction under this consent;		Section 1.2
(d) describe the short, medium, and long-term measures to be undertaken to manage vegetation and fauna habitat on the site and in the biodiversity offset strategy areas required under Condition B56 (see note below the table);		Section 4
(e) include detailed performance and completion criteria for evaluating the performance of the biodiversity offset strategy required under Condition B56, and triggering remedial action (if necessary);		Section 1.1
(f) describe how biodiversity management would be integrated with similar measures within other management plans, including the Rehabilitation Management Plan referred to in condition B106;		Section 1.1
(g) describe the measures to be implemented within the approved disturbance areas to:		-
(i) minimise the amount of clearing;		Section 4.2
(ii) minimise impacts on fauna, including undertaking pre-clearance surveys;		Section 4.2.2
(iii) translocate and protect the population of Winged Peppercress located on site, including detailed description of a monitoring and maintenance program; and		Section 4.4
(iv) maximise the salvage of resources, including tree hollows, vegetation and soil resources, for beneficial reuse, including fauna habitat enhancement;		Section 4.2.5
(h) describe the measures to be implemented on the site to:		-
(i) minimise impacts on fauna habitat resources such as hunting and foraging areas, habitat trees, fallen timber and hollow-bearing trees;		Section 4.2.2
(ii) enhance the quality of vegetation, vegetation connectivity and wildlife corridors through the planting of scattered trees, corridor enhancement measures and/or targeted revegetation associated with the Project Rail Spur of appropriate canopy, sub-canopy, understorey and ground strata;		Section 4.1
(iii) introduce naturally scarce fauna habitat features such as salvaged tree hollows and logs and promote the use of these introduced habitat features by threatened fauna species;		Section 4.1
(iv) manage any potential conflicts with Aboriginal heritage values;		Section 4.2.1
(v) protect vegetation and fauna habitat outside of the approved disturbance areas;		Section 4.1
(vi) manage the collection and propagation of seed from the local area;		Section 4.2.4

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(vii)	control weeds, including measures to avoid and mitigate the spread of noxious weeds;	Section 4.5
(viii)	control feral pests with consideration of actions identified in relevant threat abatement plans;	Section 4.6
(ix)	control erosion;	Section 4.7
(x)	manage any grazing and agriculture;	Section 4.8
(xi)	control access to vegetated or revegetated areas; and	Section 4.9
(xii)	manage bushfire hazards;	Section 4.10
(i)	include a seasonally-based program to monitor and report on the effectiveness of the above measures, progress against the detailed performance indicators and completion criteria, and improvements that could be implemented to improve biodiversity outcomes; and	Section 4.12
(j)	include details of who would be responsible for monitoring, reviewing, and implementing the plan.	Sections 4.12 and 6
Note: Any Biodiversity Offset Strategy Areas required under Condition B56 secured through a Biodiversity Stewardship Agreement under the BC Act do not require to be included in the Biodiversity Management Plan		-
B64.	The Applicant must implement the Biodiversity Management Plan as approved by the Planning Secretary.	Section 1.2
Management Plan Requirements		-
E4.	Management plans required under this consent must be prepared in accordance with relevant guidelines, and include where relevant:	-
(a)	summary of relevant background or baseline data;	Section 3
(b)	details of:	-
(i)	the relevant statutory requirements (including any relevant approval, licence or lease conditions);	Section 2
(ii)	any relevant limits or performance measures and criteria; and	Section 4
(iii)	the specific performance indicators that are proposed to be used to judge the performance of, or guide the implementation of, the development or any management measures;	Section 4
(c)	any relevant commitments or recommendations identified in the document/s listed in condition A2(c);	Section 3 and 4
(d)	a description of the measures to be implemented to comply with the relevant statutory requirements, limits, or performance measures and criteria;	Section 4
(e)	a program to monitor and report on the:	Section 4.12
(i)	impacts and environmental performance of the development; and	
(ii)	effectiveness of the management measures set out pursuant to paragraph (d);	
(f)	a contingency plan to manage any unpredicted impacts and their consequences and to ensure that ongoing impacts reduce to levels below relevant impact assessment criteria as quickly as possible;	Section 5
(g)	a program to investigate and implement ways to improve the environmental performance of the development over time;	Section 6
(h)	a protocol for managing and reporting any:	Section 7
(i)	incident, non-compliance or exceedance of any impact assessment criterion or performance measure;	Section 7.1
(ii)	complaint; or	Section 7.2

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VCM DEVELOPMENT CONSENT (SSD-7480)	BMP SECTION
(iii) <i>failure to comply with other statutory requirements;</i>	Section 7.3
(i) <i>public sources of information and data to assist stakeholders in understanding environmental impacts of the development; and</i>	Section 6
(j) <i>a protocol for periodic review of the plan.</i>	Section 6.2

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Appendix B Consultation Log

Date	Consultee	Comment
29/10/20	BCD	VCM or DPIE contacted BCD on 27 October 2020. Response from BCD was received addressing administrative items and additional information added on PCTs, LBEM area, unexpected threatened species find protocol, pre-clearing protocol, Winged Peppercress, monitoring and control programs, objectives, performance measures and response actions, bushfire management and TARP.
27/10/20	North West LLS	VCM contacted BCD on 27 October 2020 and no response was received back from NWLLS. DPIE requested NWLLS be extended additional time and subsequently VCM contacted NWLLS on 20 May 2021 and no response was received and confirmed in writing to DPIE on 30 June 2021.

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Edition	Rev.	Comments	Date
1	0	Initial draft following consultation as first submitted	29/01/21
1	1	Incorporate DPIE and agency feedback	September 2021
1	1	Approved version	December 2022