



Steel River BESS Project

Biodiversity

Management Plan

Document ID: 201085-SE-PLN-0012

Authority

	Title	Name	Date
Owner	Construction Manager	Mick Harrison	15/02/2026
Reviewer	HESQ Manager	Anthony Gollan	15/02/2026
Approver	Project Manager	David Gray	15/02/2026

History

Revision	Date	Amended By (Name)	Details of Amendment
1	15/02/2026	Mick Harrison	Initial Issue - Biodiversity Management Plan prepared for Construction Phase
2	08/04/2026	Mick Harrison	Document update, post Client review
3	08/07/2026	Joe Covic	Document update, post DPHI review

Table of Contents

Definitions and Abbreviations	6
1 General	9
1.1 Project Background	9
1.2 Purpose of this BMP	10
1.3 Objectives	11
1.4 Scope of Work	11
1.5 Applicability and Exclusions (Construction Phase Only)	12
1.6 Relationship to other documents	12
1.7 Project Siting and Layout (Avoidance and Minimisation Measures)	15
2 Legal and Other Requirements	17
2.1 Applicable Biodiversity Legislation	17
2.2 Relevant Policies, Guidelines and Standards	17
2.3 Conditions of Consent and EIS	17
2.4 Biodiversity Objectives and Performance Outcomes	21
3 Existing Environment.....	22
4 Biodiversity Impacts	23
5 Control of Biodiversity Impacts.....	24
5.1 Native Fauna, Flora and Habitat Protection Controls	25
5.2 Vegetation Clearing Controls and Limits	26
5.2.1 Adaptive Clearance Methodology	26
5.2.2 Preclearance survey.....	27
5.3 Fauna Rescue and Release	28
5.4 Biosecurity – Weed, Feral Pest and Pathogen Management	28
5.5 Unexpected Biodiversity Finds	30
5.6 Rehabilitation and Site Stabilisation	31
5.6.1 Vegetation and Topsoil Salvage and Reuse.....	31
5.7 Cumulative and Indirect Impact Considerations	31

5.8	Biodiversity Offsets	32
6	Compliance Management.....	34
6.1	Environmental Roles and Responsibilities	34
6.1.1	Biodiversity Responsibilities for All SCEE Workers	34
6.1.2	Project Manager	34
6.1.3	Project Ecologist	35
6.1.4	Site HSE / Environmental Advisor	35
6.1.5	Superintendent / Supervisor.....	35
6.1.6	HSEQ Manager.....	36
6.1.7	Foreman / Leading Hand.....	36
6.2	Biodiversity Training, Induction and Awareness	36
6.3	Inspection, Monitoring and Performance	37
6.3.1	Biodiversity Inspections	37
6.4	Audits	38
6.4.1	Independent Environmental Audits.....	38
6.4.2	Internal and Client Audits	39
6.5	Reporting and Performance Requirements	39
6.5.1	Trigger Action Response Plan (TARP)	40
6.6	Biodiversity Incidents	40
6.6.1	Biodiversity Incident Management	41
6.6.2	Biodiversity Incident Reporting	41
6.6.3	Biodiversity Incident Investigation	43
6.7	Environmental Non-Compliance and Corrective Action	43
6.8	Complaints Management	45
6.9	Emergency Preparedness and Response	45
6.9.1	Fauna Injury, Harm and Mortality Response	46
6.9.2	Biodiversity-Related Environmental Emergencies.....	46
6.10	Environmental Communication and Consultation	47
6.10.1	Internal Communication.....	47

6.10.2	External Communication and Consultation	47
6.11	Document Control	48
6.11.1	Registers	48
6.11.2	Document and Data Control.....	49
6.11.3	Biodiversity Records.....	49
6.12	Biodiversity Management Plan Review	50
Appendix A	Steel River East BESS Site Arrangement 1085-EL-GNA-001)	51
Appendix B	EIS Mitigation Measures to BMP Controls	52
Appendix C	BDAR Table 8.4 - Mitigation and Management Measures.....	53
Appendix D	Biodiversity Control Tables	54
Appendix E	Monitoring and Inspection Schedules	55
Appendix F	Emergency Contacts and Notification Details	56
Appendix G	Fauna Rescue and Unexpected Finds Procedures	58
Appendix H	Evidence of Planning Secretary Satisfaction with the BMP	60
Appendix I	Placeholder: Record of Consultation with CPHR	61
Appendix J	Placeholder: Evidence Provided to the Planning Secretary that Biodiversity Credits Have Been Retired.....	62

Table 1.1	Related documents.....	13
Table 2.1	List of legislation.....	17
Table 2.2	List of relevant policies, guidelines and standards.....	17
Table 2.3	Location of information addressing the requirements of the Conditions of Consent	18
Table 2.4	Environmental Objectives	21
Table 4.1	Approved direct, indirect and prescribed impacts.....	23
Table 5.1	Biodiversity Controls Derived from EIS and BDAR	24
Table 5.2	Weed, feral pest and pathogen control measures.....	29
Table 5.3	Cumulative and Indirect Biodiversity Impact Management Measures	32
Table 6.1	Inspection frequency	38
Table 6.2	Incident Notifications.....	42
Table 6.3	Notification for Non-Compliances.....	44
Table 6.4	Potential Environmental Emergencies and Associated Biodiversity Impact Pathways.....	45
Table 6.5	External Notification Requirements for Environmental and Biodiversity Incidents	48
Figure 1.1	Project Site.....	9
Figure 1.2	Project layout.....	10
Figure 1.3	Vegetation zones.....	16
Figure 3.1	Biodiversity Constraints and Movement Corridor (adapted from EIS Figure 4.4)	22

Definitions and Abbreviations

Definitions within this Biodiversity Management Plan have been developed with reference to the approved Environmental Impact Statement (EIS), Biodiversity Development Assessment Report (BDAR), and the Conditions of Consent (CoC) for SSD-77450458.

Where terms are defined in the Conditions of Consent, the intent and meaning of those definitions have been adopted. This BMP definitions list is intended to support clarity for construction delivery and does not override or modify statutory definitions.

Term / Acronym	Definition
Aspect	An element of an activity, product or service that can interact with or affect biodiversity values, either positively or negatively.
BAM	Biodiversity Assessment Method, as established under the Biodiversity Conservation Act 2016 (NSW), used to assess biodiversity impacts and offsets.
BDAR	Biodiversity Development Assessment Report. The approved biodiversity assessment prepared in accordance with the BAM that identifies biodiversity values, impacts and mitigation measures for the Project.
BESS	Battery Energy Storage System.
Biodiversity Values	Native flora and fauna, ecological communities, habitats and other environmental features identified in the BDAR and EIS as having ecological significance or requiring protection.
BMP	Biodiversity Management Plan. The primary document governing biodiversity management, controls, monitoring and compliance during the construction phase of the Project.
BoP	Balance of Plant. All infrastructure and systems required to support the operation of the Battery Energy Storage System, excluding the battery units themselves (e.g. civil, electrical, drainage and ancillary works).
Conditions of Consent (CoC)	Legally binding conditions attached to the State Significant Development approval that must be complied with during construction and other relevant project phases.
Construction Phase	The period from commencement of site establishment and enabling works through to completion of construction and demobilisation.
CPHR	Conservation Programs, Heritage and Regulation Group of the NSW Department of Climate Change, Energy, the Environment and Water (DCCEEWS).
Cth	Commonwealth

Term / Acronym	Definition
Environmental Impact Statement (EIS)	The Environmental Impact Statement titled Steel River East Battery Energy Storage System dated 29 April 2025, Submissions Report dated 16 September 2025 and the additional information provided to the Department by the Applicant dated 18 December 2025 and 2 February 2026
Fauna	Any native or introduced animal species, including mammals, birds, reptiles, amphibians and invertebrates.
Flora	Any native or introduced plant species, including trees, shrubs, grasses and groundcovers.
ICAM	Incident Cause Analysis Method
Incident	An occurrence or set of circumstances that causes or threatens to cause material harm to the environment, and as a consequence of that environmental harm, may cause harm to the health and safety of human beings, and which may or may not be or cause a non-compliance.
Material harm	Is harm that: – involves actual harm to the environment that may include (but not be limited to) a leak, spill, emission other escape or deposit of a substance, and as a consequence of that environmental harm (pollution), may cause harm to the health or safety of people; or – results in actual or potential loss or property damage of an amount, or amounts in aggregate, exceeding \$10,000 (such loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practicable measures to prevent, mitigate or make good harm to the environment) Note: This definition excludes "harm" that is either authorised under this consent or any other statutory approval. Note: For the purposes of this definition, material harm excludes incidents captured by Work Health and Safety reporting requirements.
Mitigation Measure	A control or action implemented to avoid, minimise or manage potential biodiversity impacts arising from construction activities.
NCR	Non-Conformance Report
Project	The Steel River Battery Energy Storage System (BESS) Project.
Project Footprint	The area approved under the SSD Conditions of Consent within which construction activities are permitted to occur.
Project proponent	The person who seeks to carry out the development approved under the Conditions of Consent
SCEE	SCEE Electrical Pty Ltd, the contractor responsible for construction activities covered by this BMP.

Term / Acronym	Definition
Sensitive Biodiversity Area	Areas containing native vegetation, habitat, threatened species, ecological communities or other biodiversity values identified in the BDAR or EIS that require protection or specific management controls.
Shall	Indicates a mandatory requirement that must be complied with.
Should	Indicates a recommended requirement that should be complied with unless there is a justified reason not to do so.
SSD	State Significant Development, as approved under the Environmental Planning and Assessment Act 1979 (NSW).
STEMS	The software system used to manage safety, risk, training and compliance.
SWMS	Safe Work Method Statement
Unexpected Biodiversity Find	The discovery of flora, fauna, habitat or biodiversity values not previously identified in the BDAR or EIS during construction activities.
Weed	A plant species that is not native to the local area and has the potential to cause environmental or biodiversity harm.

1 General

1.1 Project Background

The Steel River Battery Energy Storage System (BESS) Project includes the construction of a 200 MW / 400 MWh Battery Energy Storage development. The project is located at Lot 118/DP270249 and Lot 117/DP270249 at 1 and 5 McIntosh Drive, Mayfield West, adjacent to the existing Ausgrid 132 kilovolt (kV) Mayfield West Zone Substation and approximately 7 km north-west of the Newcastle CBD, New South Wales.

The Project is considered State Significant Development (SSD) under the Environmental Planning and Assessment Act 1979 (NSW) (EP&A Act) and was granted development consent on 23 March 2026. Construction works are required for the installation of the BESS and its connection, via a 33 kV underground cable, to the existing substation infrastructure. These works involve enabling works, the delivery of Balance of Plant (BoP) infrastructure, civil, structural, mechanical and electrical works, testing and commissioning, and demobilisation. Site access will be via McIntosh Drive.

The project location and site layout are shown in Figure 1.1 and Figure 1.2 below respectively.



Figure 1.1 Project Site

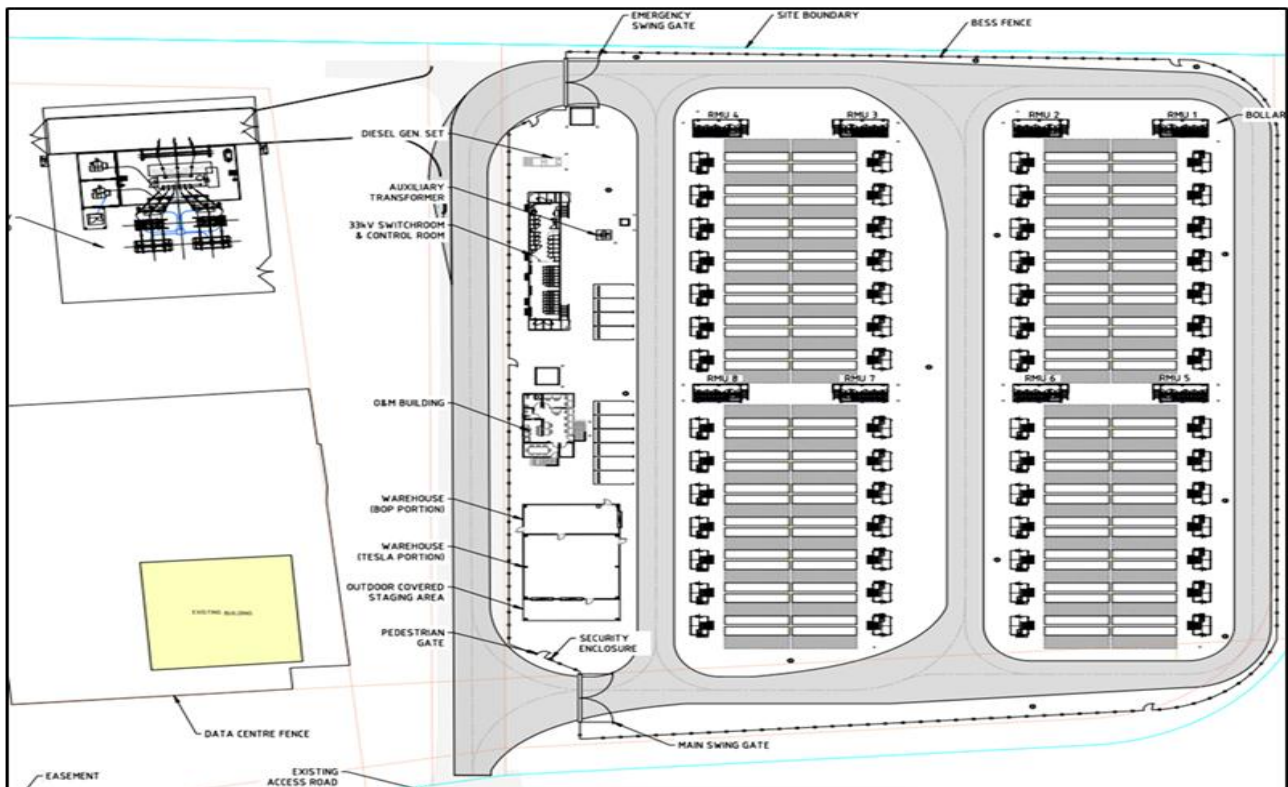


Figure 1.2 Project layout

Prior to commencing construction, the Project Proponent must submit detailed plans of the layout of the development showing details on the siting of battery storage and ancillary infrastructure to the Department via the Major Projects website. The development must be constructed in accordance with the layout plans (refer: Appendix A Steel River East BESS Site Arrangement 1085-EL-GNA-001)

Detailed design drawings, including the final layout plan, will be incorporated into this BMP or referenced once available.

1.2 Purpose of this BMP

The purpose of this Biodiversity Management Plan (BMP) is to describe the biodiversity management measures, controls, monitoring and responsibilities to be implemented and managed during the construction phase of the Steel River BESS Project.

This BMP has been prepared to ensure compliance with the applicable statutory and approval requirements listed in Section 1.7. The development consent condition B11 sets out the requirements for a BMP to be prepared in consultation with the Conservation Programs, Heritage and Regulation Group of the NSW DCCEEW (CPHR) and to the satisfaction of the Planning Secretary. Following the Planning Secretary's approval, the BMP must be implemented.

This BMP is the primary document governing biodiversity management during construction and provides the framework for implementing, monitoring and demonstrating compliance with approved biodiversity specific commitments. The BMP is a sub-plan of a broader suite of the Project's environmental management

documentation and should be read in conjunction with the documents and requirements set out in Section 1.6.

This BMP forms part of the Project's broader environmental and HSE management framework and is implemented through existing site HSE systems (inspections, incident reporting, audits), with biodiversity-specific controls and requirements set out herein.

All reasonable and feasible measures must be implemented to prevent and minimise any material harm to the environment that may result from the construction of the development.

1.3 Objectives

The objective of this BMP is to manage and reduce the potential impact of construction activities on biodiversity at and surrounding the Project area through:

- Identifying the key biodiversity issues that require control measures
- Developing strategies to manage impacts on biodiversity and implementing those strategies
- Establishing biodiversity management measures to address the relevant Development Approval Conditions of Consent and the recommended mitigation measures detailed in the approved Environmental Impact Statement (EIS) (AECOM, 2025) and associated Biodiversity Development Assessment Report (BDAR) (WILDTHING Environmental Consultants, 2025)
- Assigning responsibilities for impact monitoring and management
- Providing sufficient information to assist with auditing the implementation of the BMP
- Maximising workers' awareness of biodiversity values and avoiding or minimising potential impacts to biodiversity

1.4 Scope of Work

This BMP covers biodiversity management requirements associated with construction activities undertaken within the approved project footprint and in accordance with the project's State Significant Development (SSD) approval.

Construction works include the delivery of Balance of Plant (BoP) infrastructure to support the installation and operation of the BESS facility. Construction activities with the potential to impact biodiversity are addressed by this BMP which include, but are not limited to:

- Design finalisation and engineering support (construction-related only)
- Civil works including clearing, earthworks, benching, drainage, trenching, foundations, retaining walls, fencing, access roads and hardstand areas
- Installation of free-issue Tesla Megapacks and coupling transformers
- Supply and installation of the 33 kV switchroom and control room
- Supply and installation of 33 kV RMU units
- Supply and installation of auxiliary transformers and standby generator
- Installation of transportable operations and maintenance (O&M) buildings

- Construction of warehouse facilities
- Electrical works including underground conduits, earthing, cable ladder, cabling, terminations, lighting and construction verification
- CCTV, access control and SCADA systems
- Fire detection and fire hydrant systems
- Commissioning activities (excluding Tesla Megapacks)

SCEE's scope of work includes the provision of labour, supervision, materials, plant, equipment and services required to undertake the above construction activities where relevant to biodiversity management, in accordance with contractual, statutory and approval requirements.

1.5 Applicability and Exclusions (Construction Phase Only)

This BMP applies to all construction activities undertaken for the Steel River BESS Project by SCEE and its subcontractors, where those activities have the potential to impact biodiversity, during the construction phase of the works.

This BMP is applicable from the commencement of site establishment and enabling works through to completion of construction and demobilisation. All personnel engaged in construction activities are required to comply with the biodiversity controls, procedures and requirements set out in this BMP. This BMP does not apply to:

- detailed design activities undertaken prior to the commencement of construction
- operational or maintenance activities following commissioning of the facility
- electrical commissioning and testing activities that are managed under separate commissioning or operational procedures, except where specific biodiversity controls are required under the Conditions of Consent
- corporate-level environmental management systems or non-project-specific procedures, except where referenced to support implementation of this BMP

Where activities fall outside the scope of this BMP but have the potential to cause biodiversity impact, alternative project-specific plans or procedures will apply in accordance with the Conditions of Consent and contractual requirements.

1.6 Relationship to other documents

This BMP has been developed in accordance with, and is to be read in conjunction with the documents and requirements set out in Table 1.1 (in order of hierarchy):

- Conditions of Consent - legally binding requirements applicable to biodiversity management during construction
- Environmental Impact Statement (EIS) - approved impacts, mitigation measures and commitments relevant to biodiversity, including the Biodiversity Development Assessment Report (BDAR) (dated 10

September 2025) - detailed biodiversity assessment and mitigation measures forming part of the approved project

- The Steel River East BESS Project Environmental Management Strategy
- The Steel River East BESS Project Construction Environmental Management Plan (CEMP)
- This BMP - the construction-phase subplan to the CEMP that implements biodiversity-related Conditions of Consent requirements and EIS/BDAR mitigation measures through site controls, monitoring and records
- Project procedures and contractor systems - supporting documents used to implement the requirements of this BMP

Where any inconsistency occurs, the requirements of the higher order document will prevail.

This BMP interfaces with other project management plans where required by the Conditions of Consent or scope of works, including soil and water management, erosion and sediment control, waste management, landscaping and rehabilitation plans, and emergency response arrangements. These documents provide supporting detail for specific activities but do not replace or override the requirements of this BMP.

Table 1.1 Related documents

Related Document	Description	Where to find information
SSD 77450458 Conditions of Consent	These requirements prevent, minimise, and/or offset any adverse environmental impacts of the development. set standards and performance measures for acceptable environmental performance; and provide for the ongoing environmental management of the development	Project approval documentation (Conditions of Consent); requirements implemented throughout the CEMP and associated sub-plans
Environmental Impact Statement (EIS) And Submissions Report	The EIS identifies measures and strategies to be implemented to avoid, minimise, mitigate, offset and/or monitor potential impacts. The Submissions Report updated mitigation measures proposed in the EIS in response to consultation.	Approved EIS (AECOM, 2025) and Submissions Report; mitigation measures incorporated within the CEMP and associated management plans
Biodiversity Development Assessment Report (BDAR)	The BDAR is a detailed biodiversity assessment and identifies mitigation measures which are part of the approved project conditions.	Approved EIS (AECOM, 2025) and Submissions Report; mitigation measures incorporated within the CEMP and associated management plans
Steel River (BESS) Project Environmental Management Strategy	Provides the strategic framework for environmental management of the development.	Proponent Environmental Management Strategy

Related Document	Description	Where to find information
Construction Environmental Management Plan (CEMP)	The primary construction-phase document that implements the Conditions of Consent (CoC) requirements and EIS mitigation measures through site controls, monitoring and records. It contains the following sub plans: • Chance Finds Protocol for Heritage • Air quality management measures • Construction Noise Management Plan • Waste Management Plan • Dewatering Management Plan • Weed Management Plan • Community Action Plan/Communications and Engagement Plan	CEMP – Appendix G. (201085-SE-PLN-0014) CEMP - Section 7.2 Air Quality and Dust Management TBC TBC CEMP - Section 7.8 CEMP - Section 7.11 201085-SM-PLN-0004
Related Management Plans (of equal hierarchy to the CEMP)	• Biodiversity Management Plan • Traffic Management Plan • Emergency Response Plan and Emergency Service Information Package ○ Flood Emergency Response Plan • Soil and Water Management Plan ○ Erosion and Sediment Control Plan	This document 201085-SE-PLN-0004 201085-SE-PLN-0002 Appendix C 201085-SE-PLN-0003
	○ Spill Response Plan ○ Stormwater Management • Site Management Plan (Certificate C and D)	CMMP - 201085-OP-PLN-0003
Project procedures and contractor systems	Supporting documents used to implement the requirements of this CEMP	As listed throughout this document

Generic compliance obligations addressed by EMS, CEMP and sub-plans are not reproduced within the BMP.

1.7 Project Siting and Layout (Avoidance and Minimisation Measures)

The Project site is located within a previously disturbed industrial area at Mayfield West. The site selection was informed by the existing high level of disturbance, including historical land filling, industrial activity, noise and vehicle traffic.

The Project has been positioned within the eastern portion of the site, in an area that has been subject to historical filling and industrial expansion. Vegetation within this area is predominantly introduced species and priority weeds, with limited native vegetation present. Where native vegetation occurs, it is generally disturbed and comprises planted or regenerating trees with limited habitat features such as hollows.

The siting of the Project avoids areas of comparatively higher biodiversity value, including the narrow vegetated strip extending northwards toward the South Channel of the Hunter River. This area provides connectivity and contains habitat values not present within the selected development footprint. The Project footprint has been configured to:

- avoid impacts to the South Channel of the Hunter River
- avoid impacts to mapped migratory shorebird habitat along the waterway
- retain overhanging vegetation in the northern portion of the site that functions as a movement corridor
- avoid impacts to areas of comparatively better-quality habitat outside the approved development footprint

The Project location and layout are therefore consistent with the avoidance and minimisation principles assessed in the Environmental Impact Statement (EIS) and Biodiversity Development Assessment Report (BDAR) and form the basis for the biodiversity controls implemented under this BMP.



Figure 1.3 Vegetation zones

2 Legal and Other Requirements

All personnel engaged on the Project will be made aware of their environmental duty of care obligations and key legal requirements applicable to their work through site induction, toolbox talks and ongoing supervision.

2.1 Applicable Biodiversity Legislation

Legislation and planning instruments relevant to biodiversity management during the construction phase of the project includes, but is not limited, to the items in Table 2.1 List of legislation.

Table 2.1 List of legislation

Jurisdiction	Legislative Reference
Cth	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
Cth	<i>Environment Protection and Biodiversity Conservation Regulations 2000</i>
NSW	<i>Environmental Planning and Assessment Act 1979</i>
NSW	<i>Environmental Planning and Assessment Regulation 2000</i>
NSW	<i>Biodiversity Conservation Act 2016</i>
NSW	<i>National Parks and Wildlife Act 1974</i>
NSW	<i>Biosecurity Act 2015</i>
NSW	<i>Newcastle Local Environmental Plan 2012</i>

2.2 Relevant Policies, Guidelines and Standards

Policies, guidelines and standards relevant to the implementation of biodiversity management measures during construction include, but are not limited, to the items listed in Table 2.2.

Table 2.2 List of relevant policies, guidelines and standards

Jurisdiction	Legislative Reference
NSW DCCEEW	Biodiversity Assessment Method (BAM)
NSW DCCEEW	Biodiversity Conservation Act 2016 - Supporting Guidelines
NSW DCCEEW	Biosecurity Act 2015 - Weed Management Guidance
NSW DPIE / DPHI	State Significant Development - Environmental Management Guidelines
NSW DCCEEW	Threatened Species Survey and Assessment Guidelines
Cth	EPBC Act Policy Statements and Significant Impact Guidelines

References to any guideline, protocol, Australian Standard or policy are to such guidelines, protocols, Standards or policies in the form they were in as at the date of the consent (23 March 2026).

2.3 Conditions of Consent and EIS

The Project is State Significant Development (SSD) under the *Environmental Planning and Assessment Act 1979* (NSW) (EP&A Act) and as such is subject to the Conditions of Consent for Development Application (DA) SSD-77450458.

The Conditions of Consent (CoC) for the Steel River BESS Project include a number of requirements that apply specifically to the construction phase of the works. Condition of Consent A2(c) specifies that the development may only be carried out in general accordance with the Environmental Impact Statement (EIS).

The EIS, including Appendix E: The Biodiversity Development Assessment Report (BDAR), identifies the potential biodiversity impacts associated with construction activities and defines mitigation measures to avoid, minimise or manage those impacts.

This BMP has been prepared to meet the construction-phase biodiversity requirements of the Conditions of Consent and the EIS through the controls, responsibilities, procedures, monitoring and reporting requirements set out in this Plan.

All construction activities undertaken by SCEE and its subcontractors must be carried out in accordance with:

- The SSD Conditions of Consent
- The commitments assessed in the EIS
- All directions of the Planning Secretary
- The Development Layout in Appendix 1 of the Consent
- Any strategies, plans, or correspondence that are submitted with the consent and the implementation of any actions or measures contained in these documents

Where any inconsistencies or ambiguity occurs, the requirements of the Conditions of Consent and directions of the Planning Secretary prevail.

Compliance with the biodiversity-related Conditions of Consent and EIS/BDAR commitments is demonstrated through the following tables:

- Table 2.3 Location of information addressing the requirements of the Conditions of Consent
- Appendix B EIS Mitigation Measures to BMP Controls

Table 2.3 Location of information addressing the requirements of the Conditions of Consent

CoC ref	Condition requirement	Where to find information
Schedule 2 Part A Administrative Conditions		
OBLIGATION TO MINIMISE HARM		
A1	In meeting the specific performance measures and criteria in this consent, all reasonable and feasible measures must be implemented to prevent, and its prevention is not reasonable and feasible, minimise, any material harm to the environment that may result from the construction, commissioning, operation, upgrading, decommissioning, or rehabilitation of the development.	Section 1.3
TERMS OF CONSENT		
A2	The development may only be carried out: (a) in compliance with the conditions of this consent. (b) in accordance with all written directions of the Planning Secretary. (c) generally in accordance with the EIS; and (d) generally in accordance with the Development Layout in Appendix 1.	Section 2.3

CoC ref	Condition requirement	Where to find information
A3	The Applicant must comply with any requirement/s of the Planning Secretary arising from the Department's assessment of: (a) any strategies, plans or correspondence that are submitted in accordance with this consent. (b) any reports, reviews or audits commissioned by the Department regarding compliance with this consent; and (c) the implementation of any actions or measures contained in these documents.	Section 2.3 No requirements made as of date of publishing
A4	The conditions of this consent and directions of the Planning Secretary prevail to the extent of any inconsistency, ambiguity or conflict between them and a document listed in condition A2(c) or A2(d). In the event of an inconsistency, ambiguity or conflict between any of the documents listed in condition A2(c) or A2(d), the most recent document prevails to the extent of the inconsistency, ambiguity or conflict.	Section 2.3
APPLICABILITY OF GUIDELINES		
A11	References in the conditions of this consent to any guideline, protocol, Australian Standard or policy are to such guidelines, protocols, Standards or policies in the form they are in as at the date of this consent. However, consistent with the conditions of this consent and without altering any limits or criteria in this consent, the Planning Secretary may, when issuing directions under this consent in respect of ongoing monitoring and management obligations, require compliance with an updated or revised version of such a guideline, protocol, Standard or policy, or a replacement of them.	Section 2.2
COMPLIANCE		
A12	The Applicant must ensure that all of its employees, contractors (and their sub-contractors) are made aware of, and are instructed to comply with, the conditions of this consent relevant to activities they carry out in respect of the development.	Section 6.1 Section 6.2
EVIDENCE OF CONSULTATION		
A13	Where conditions of this consent require consultation with an identified party, the Applicant must: (a) consult with the relevant party prior to submitting the subject document to the Planning Secretary for approval; and (b) provide details of the consultation undertaken including: (i) the outcome of that consultation, matters resolved and unresolved; and (ii) details of any disagreement remaining between the party consulted and the Applicant and how the Applicant has addressed the matters not resolved.	Section 1.2 Appendix I
Part B Environmental Conditions - General		
BIODIVERSITY		
Vegetation Clearance		

CoC ref	Condition requirement	Where to find information						
B8	The Applicant must not clear any native vegetation or fauna habitat located outside the approved disturbance areas described in the EIS.	Sections 5.1 and 5.2						
Biodiversity Offsets								
B9	Prior to carrying out any development that could directly or indirectly impact the biodiversity values requiring offset, the Applicant must retire the biodiversity credits of a number and class specified in Table 1 below. The retirement of these credits must be carried out in accordance with the NSW Biodiversity Offsets Scheme and can be achieved by: (a) acquiring or retiring 'biodiversity credits' within the meaning of the <i>Biodiversity Conservation Act 2016</i>. (b) making payments into an offset fund that has been developed by the NSW Government; and/or (c) funding a biodiversity conservation action that benefits the entity impacted and is listed in the ancillary rules of the biodiversity offsets scheme. Table 1 Ecosystem Credit Requirements <table border="1"> <thead> <tr> <th>Vegetation Community</th><th>PCT ID</th><th>Credits Required</th></tr> </thead> <tbody> <tr> <td>Hunter Coast Lowland Spotted Gum Dry Forest</td><td>3437</td><td>1</td></tr> </tbody> </table>	Vegetation Community	PCT ID	Credits Required	Hunter Coast Lowland Spotted Gum Dry Forest	3437	1	Section 5.8
Vegetation Community	PCT ID	Credits Required						
Hunter Coast Lowland Spotted Gum Dry Forest	3437	1						
B10	Prior to carrying out any development that could directly or indirectly impact the biodiversity values requiring offset, the Applicant must provide evidence to the Planning Secretary that biodiversity credits have been retired.	Section 5.8 Appendix J						
Biodiversity Management Plan								
B11	Prior to carrying out any development that could directly or indirectly impact the biodiversity values requiring offset, the Applicant must prepare a Biodiversity Management Plan for the project in consultation with CPHR, and to the satisfaction of the Planning Secretary. This plan must:	This document						
	(a) be prepared in accordance with the revised <i>Biodiversity Development Assessment Report</i> (dated 10 September 2025);	Section 1.6						
	(b) include a description of the measures and timeframes that would be implemented for:							
	(i) protecting vegetation and fauna habitat outside the approved disturbance areas;	Section 5.1 Section 5.2						
	(ii) managing the vegetation and fauna habitat on site;	Section 5						
	(iii) minimising clearing and avoiding unnecessary disturbance of vegetation that is associated with the construction and operation of the development;	Section 5.2 Section 5.2.1						
	(iv) rehabilitating and revegetating temporary disturbance areas with species that are appropriate to the site's ecology and conditions;	Section 5.6						
	(v) maximising the salvage of vegetative and soil resources within the approved disturbance area for beneficial reuse in the enhancement or the rehabilitation of the site; and	Section 5.6.1						
	(vi) controlling weeds, feral pests and pathogens;	Section 5.4						
	(c) include a program to monitor and report on the effectiveness of mitigation measures;	Section 6.3 Section 6.5 Appendix E						

CoC ref	Condition requirement	Where to find information
	(d) include an incidental threatened species finds protocol to identify the avoid and/or minimise and/or offset options to be implemented if threatened species are discovered onsite; and	Section 5.5
	(e) include details of who would be responsible for monitoring, reviewing and implementing the plan.	Sections 6.1 and 6.12
	Following the Planning Secretary's approval, the Applicant must implement the Biodiversity Management Plan	Section 1.2

2.4 Biodiversity Objectives and Performance Outcomes

The biodiversity objectives of the Steel River BESS Project during the construction phase are to ensure that construction activities are planned and undertaken in a manner that avoids or minimises impacts to biodiversity, complies with all statutory approvals, and implements the mitigation measures identified in the Environmental Impact Statement (EIS), Biodiversity Development Assessment Report (BDAR) and Conditions of Consent (CoC). Biodiversity performance objectives for the construction phase include:

Table 2.4 Environmental Objectives

Environmental Objective	Performance Intent / Measure	Assessment
Compliance with approvals	All construction activities comply with applicable biodiversity-related Conditions of Consent and EIS/BDAR commitments	Inspections, audits, CoC concordance tracking
Prevention of biodiversity incidents	Unplanned impacts to flora, fauna or habitat are avoided through effective implementation of controls	Incident reporting, inspections, monitoring
Effective implementation of mitigation measures	Biodiversity mitigation measures are implemented as described in this BMP and supporting plans	Monitoring, inspections, Appendix B tracking
Protection of surrounding biodiversity values	Construction activities minimise impacts to surrounding habitats, flora and fauna	Site inspections, monitoring results
Management of biodiversity risks	Biodiversity risks are identified, assessed and managed throughout construction	Risk assessments, SWMS, supervision
Timely corrective action	Biodiversity non-conformances are identified, reported and closed out in a timely manner	NCR tracking, corrective action register

The key biodiversity objectives of the Project during construction are to:

- achieve compliance with all applicable biodiversity-related Conditions of Consent and EIS/BDAR commitments relevant to construction activities
- prevent unplanned biodiversity incidents through effective implementation of controls and procedures

- minimise impacts to surrounding biodiversity values, including flora, fauna and habitat
- ensure biodiversity risks are identified, managed and reviewed throughout construction
- maintain effective biodiversity monitoring, inspection and corrective action processes

Performance against these objectives will be assessed through routine inspections, monitoring activities, incident reporting, audits and management review processes as outlined in this BMP.

3 Existing Environment

Biodiversity values within and adjacent to the Project footprint include:

- remnant native vegetation associated with Plant Community Type (PCT) 3437 - Hunter Coast Lowland Spotted Gum Dry Forest
- planted native vegetation
- habitat connectivity provided by overhanging vegetation in the northern portion of the site; and
- fauna utilisation of the site, including foraging habitat for species such as the Eastern False Pipistrelle

Construction of the Project was approved to clear approximately 0.11 ha of native vegetation (PCT 3437) and 0.55 ha of planted native vegetation. No threatened biodiversity at risk of serious or irreversible impacts is known or considered likely to occur in the Project Area or as a result of the Project.

Sensitive biodiversity areas to be retained, including vegetation to be avoided and habitat connectivity features, along with the approved disturbance footprint, are shown in Figure 3.1



Figure 3.1 Biodiversity Constraints and Movement Corridor (adapted from EIS Figure 4.4)

4 Biodiversity Impacts

Direct, indirect and prescribed impacts to flora and fauna arising from the project were identified in the BDAR (WEC 10 September 2025), which forms part of the Environmental Impact Statement (EIS) for the development application.

Potential biodiversity impacts associated with the Project have been assessed in the BDAR and EIS. This BMP addresses impacts relevant to the construction phase only.

Impacts associated with the operational phase are managed separately under the Operational Environmental Management Plan (OEMP), where applicable.

Direct impacts will occur within the development footprint only. A summary of the assessed impacts to flora and fauna during construction are outlined in Table 4.1, further discussion of the project impacts to biodiversity are discussed in Section 6.1.4 of the EIS.

Table 4.1 Approved direct, indirect and prescribed impacts

Direct impacts	Timing of control implementation	Location of controls in this BMP
• Removal of 0.11 ha native vegetation	Design	n/a
• Removal of 0.46 ha planted native vegetation	Design	n/a
• Removal of 2.51 ha hunting habitat for the Eastern False Pipistrelle	Design	n/a
• Clearing of native vegetation	Construction	Section 5.2
Indirect impacts		
• Impact on breeding populations	Construction	Section 5.1 Section 5.2
• Reduced viability of adjacent habitat due to edge effects (noise and light spill)	Design and Operation	Section 5.1 Section 5.7
• Increased risk of starvation, exposure and loss of shade or shelter	Design and Construction	Section 5.1 Section 5.2
• Inadvertent impact to biodiversity values	Construction	Section 5
• Clearing of fauna habitat, resulting in arboreal fauna injury and/or mortality	Construction	Section 5.1 Section 5.2 Section 5.3
• Transport of weeds and pathogens from the site to adjacent vegetation	Construction	Section 5.4
Prescribed impacts		
• Connectivity (habitat fragmentation)	Design and Construction	Section 5.1
• Impact on waterbodies, water quality and hydrological processes	Construction	Section 5.7
• Vehicle strike	Construction and Operation	Section 5.1

5 Control of Biodiversity Impacts

Biodiversity management requirements and control measures for the Project are derived from the approved Environmental Impact Statement (EIS), Biodiversity Development Assessment Report (BDAR), and relevant Conditions of Consent (CoC), together with applicable contractual and client requirements.

This BMP consolidates these requirements and defines the controls to be implemented during the construction phase to avoid, minimise and manage impacts to biodiversity.

Where applicable, these requirements are implemented through SCEE's approved Safe Work Method Statements (SWMS), environmental management procedures, inspection and monitoring programs, and site-specific controls outlined in the sections below.

All construction activities will be undertaken in accordance with these requirements.

Biodiversity management measures identified in the EIS, BDAR and Conditions of Consent have been incorporated into this BMP. Table 5.1 provides a summary of key requirements and their implementation within this plan.

Table 5.1 Biodiversity Controls Derived from EIS and BDAR

Source	Requirement / Commitment	BMP Control / Implementation	BMP reference
EIS / BDAR / Conditions of Consent	No clearing outside approved disturbance areas	Demarcation of clearing limits and exclusion zones	Section 5.2
EIS / BDAR	Avoid and minimise impacts to flora, fauna and habitat	Construction controls to minimise disturbance and restrict activities to approved footprint	Section 5.1 / 5.2
BDAR	Protect habitat connectivity and retained vegetation	Protection of connectivity corridor and retained vegetation	Section 5.1 / 5.7
EIS / BDAR	Manage fauna during clearing activities	Pre-clearance checks, adaptive clearance methodology, fauna handling procedures	Section 5.2.1 / 5.2.2 / 5.3
BDAR / Consent	Control weeds, pests and pathogens	Biosecurity and hygiene controls	Section 5.4
BDAR / Consent	Rehabilitation of disturbed areas	Stabilisation and rehabilitation measures	Section 5.6 / 5.6.1
BDAR / Consent	Unexpected biodiversity finds protocol	Stop work, isolate area, assess and implement mitigation prior to recommencing works	Section 5.5 / Appendix G

Detailed biodiversity management measures and associated implementation requirements are provided in Appendix D - Biodiversity Control Tables. Where unexpected biodiversity values or fauna are encountered during construction, works will cease in the immediate area and the matter will be managed in accordance with the Unexpected Biodiversity Finds Procedure (refer Section 5.5 and Appendix G). This includes assessment by a suitably qualified person and implementation of appropriate management measures prior to recommencement of works, consistent with the requirements of the BDAR, EIS and Conditions of Consent.

5.1 Native Fauna, Flora and Habitat Protection Controls

The vegetation forming the habitat connectivity corridor to the north of the site is located predominantly outside the Project boundary on adjoining land. As identified in the EIS, all vegetation within the approved Project Area is assumed to be removed as part of the development; however, vegetation located outside the Project boundary, including on neighbouring properties, must not be disturbed, trimmed or impacted by construction activities.

Clear demarcation of the Project boundary will be implemented to ensure personnel understand the limits of authorised works and to prevent inadvertent impacts to adjoining vegetation.

In accordance with Conditions of Consent B8 no clearing of native vegetation or fauna habitat located outside the approved disturbance areas is permitted. As per the BDAR, the overhanging vegetation located in the north of the site which connects habitat in the east and west that extends to the north must not be trimmed or impacted. This overhanging vegetation is shown on Figure 3.1, corresponding to the yellow arrows (movement corridors).

The Project site is located within a previously disturbed industrial area and contains predominantly modified or introduced vegetation consistent with its historical land use. The project design avoids sensitive areas and impacts to overhanging vegetation located in the north of the site which connects habitat in the east and west that extends to the north to preserve habitat connectivity.

Construction activities will be planned and undertaken to minimise disturbance to flora and fauna, particularly outside the approved construction footprint and in areas identified for retention in the EIS and BDAR. The controls to mitigate identified construction impacts on flora and fauna are listed below:

- Restricting clearing activities strictly within the development footprint. Unauthorised personnel are not to disturb or enter areas outside of the development footprint
- Construction activities will be confined to approved work areas, access tracks and laydown areas.
- All material stockpiles, vehicle parking and machinery storage will be located within open areas proposed for clearing, and not in areas of vegetation that are to be retained
- Restricting vehicle and personnel movements to approved areas
- Necessary approvals will be obtained prior to any vegetation removal or trimming
- Vegetation removal will be limited to areas approved under the project Conditions of Consent. No clearing will occur outside approved areas
- Clear marking of Vegetation Clearing Limits (with clearly visible temporary fencing or similar) to prevent unnecessary clearing beyond the extent of the project
- Trees or vegetation identified for retention will be clearly marked or fenced around the dripline prior to construction works commencing
- Implementation of temporary stormwater, erosion and sediment controls during construction to ensure that discharges outside the Project are consistent with existing conditions and avoid impacts to the South Channel of the Hunter River located (Refer to the SWMP for further details)
- Restricted site speed limits of 10 kilometres per hour will be enforced to minimise the risk of vehicle fauna strike

- No pets, domestic animals or firearms are permitted on site

Sensitive areas and biodiversity controls relevant to the Project include:

- retained native vegetation and habitat connectivity features located outside the approved disturbance footprint, including the northern movement corridor
- vegetation clearing limits and approved disturbance boundaries, and
- areas identified for retention in the BDAR and EIS

The areas and associated controls will be clearly communicated to site personnel through:

- site-specific plans and drawings, including project layout drawings, vegetation clearing plans, erosion and sediment control plans (SWMP) (refer Table 1.1), and Figure 3.1
- physical demarcation of boundaries and exclusion zones (e.g. fencing, flagging and bunting)
- inductions, toolbox talks and pre-start briefings
- supervision and verification of compliance during construction activities

Refer to Section 5.2 for controls and measures to be implemented to manage risks associated with vegetation clearing within approved areas.

All fauna incidents, including roadkill or injury, will be recorded as biodiversity incidents and managed in accordance with Section **Error! Reference source not found.** of this BMP.

5.2 Vegetation Clearing Controls and Limits

Where practicable, vegetation clearing will be undertaken outside of the main fauna breeding season, consistent with the EIS commitment BD-3. Fauna management will include:

- Development of an adaptive clearance methodology will be developed to minimise impacts on potential resident fauna (as outlined in Section 5.2.1)
- pre-clearance checks where required by the EIS, BDAR or approval conditions (as outlined in Section 5.2.2)
- immediate reporting of injured wildlife, fauna deaths or feral animal sightings to the Site HSE Advisor
- engagement of a suitably qualified fauna handler or wildlife rehabilitator where fauna relocation or rehabilitation is required

Unauthorised vegetation removal or trimming outside the approved footprint is prohibited.

5.2.1 Adaptive Clearance Methodology

Prior to onsite vegetation clearance works, an adaptive clearance methodology will be developed (in cooperation with the Project Ecologist and plant operator) to minimise impacts on potential resident fauna. As a minimum, this methodology must incorporate the relevant avoidance and minimisation controls specific in EIS and Table 7.1 of the BDAR which are summarised below:

- Consultation with a suitably qualified ecologist to determine the best time to schedule clearance works to avoid nesting and breeding times for resident fauna. Where practicable, the timing of vegetation clearance will occur outside of the bird nesting season (late August to December) as per EIS commitment BD-3.
- Preclearance surveys (as described in Section 5.2.2) completed on the morning of any clearing works to determine if any nesting birds or canopy dwelling mammals are within the clearance footprint.
- Supervision of the removal of any identified nest trees by the Project Ecologist
- Clearing strategies which include:
 - avoiding impact to mature trees that provide food and shelter resources such as the larger specimens of Hills Weeping Fig overhanging into the north of the site
 - assessment of options such that where a tree must be disturbed priority is given to pruning rather than clearing if possible
 - ensure the felling of any trees should be undertaken in a manner that avoids damaging adjacent vegetation - i.e. all trees should be felled into disturbed areas when feasible
- Clearing utilising a 'soft felling' technique in which trees are 'nudged' by machinery, and fauna are given time to leave (overnight), before slowly felling the tree the following day
- Ceasing operations if any fauna is identified within the proposed clearing area prior to clearing, or after 'nudging' the tree until the fauna has moved to a safe location or has been relocated. If fauna flee into a habitat tree demarcated for removal this tree should be left to fell until the following day
- engagement of a suitably qualified fauna handler or wildlife rehabilitator where fauna relocation or rehabilitation is required
- Methods to relocate any captured displaced fauna to the nearest area of appropriate habitat outside of the clearance zone, including:
 - the use of artificial nest boxes for relocation of arboreal fauna i.e. the fauna is to be placed inside an artificial nest box and relocated.
 - Relocating nocturnal fauna during dusk
- Processes to ensuring all fauna injured during construction are taken immediately to a vet for treatment and provision of post-veterinary care by an appropriate animal rehabilitator for any animals suspected to require rehabilitation
- Recording all habitat tree felling activities and results in a Vegetation Clearance Register by the Project Ecologist. The register should include the location, type, size of felled habitat tree and any contact with resident fauna. The activities and results, including fauna injuries are to be summarised in a Tree Clearance Report by the supervising Project Ecologist
- Recording and uploading of all fauna sightings/captures to the NSW BioNet Atlas.

5.2.2 Preclearance survey

On the morning of any clearance works the Project Ecologist will undertake an assessment of trees and other fauna habitat features. As specified in Table 7.1 of the BDAR, the Preclearance Survey will include:

- Thorough inspection of the tree canopy within the clearance footprint for bird nests that are currently being utilised for breeding prior to tree clearance operations.

- Identification of any canopy dwelling mammals within the clearance footprint
- Inspection of ground vegetation within the clearance footprint for ground dwelling species (particularly bandicoots that were observed in the site). Captured specimens are to be relocated into neighbouring vegetation outside of the clearance zone.

5.3 Fauna Rescue and Release

Fauna rescue and release procedures are detailed in Appendix G of this BMP. These procedures apply where fauna are encountered, injured or at-risk during construction activities and must be implemented in accordance with the Conditions of Consent and applicable legislation.

All fauna management actions and incidents will be recorded and reported in accordance Section 6.6 of this BMP.

5.4 Biosecurity – Weed, Feral Pest and Pathogen Management

Six priority weed species listed under the Biosecurity Act 2015 were identified on site including:

- Lantana (*Lantana camara*)
- Bitou Bush (*Chrysanthemoides monilifera* subsp. *rotundata*)
- Fireweed (*Senecio madagascariensis*)
- Blackberry (*Rubus fruticosus* species aggregate)
- African Olive (*Olea europaea* subsp. *cuspidata*)
- Green Cestrum (*Cestrum parqui*)

The areas of unmaintained introduced vegetation within the east of the Project Site contained most of the priority weed species observed. As part of the project works this area will be cleared.

Feral pest species, including feral cats and rats, may occur within the broader industrial and port area. Construction activities will be managed to avoid attracting or increasing feral pest activity on site. Feral pest management during construction will focus on housekeeping, waste management, food waste control, secure storage of materials and prompt reporting of pest activity. Where feral pest activity is observed, the Site HSE Advisor will be notified and appropriate management measures will be implemented.

Biosecurity and hygiene control measures to prevent the introduction and spread of weeds, feral pests, soil-borne pathogens and other biological material during construction are specified in Table 5.2 in accordance with the *Biosecurity Act 2015* (NSW), EIS and BDAR commitments, and site requirements. Where any previously unidentified declared weeds, observed feral pest activity, or other suspected biosecurity risk is identified during construction:

- the Site HSE Advisor will be notified
- appropriate management measures will be implemented in consultation with the Client's environmental representative, where required

Biosecurity controls for weeds, feral pests and pathogens will be reviewed through biodiversity inspections in accordance with Table 6.1 to verify their effectiveness and ongoing compliance with approval requirements.

Table 5.2 Weed, feral pest and pathogen control measures

Ref	Action	Timing	Frequency	Records	Responsibility
BD-7 / W-2	Removal and disposal of vegetation containing high priority weeds in accordance with the Hunter Regional Strategic Weed Management Plan (LLS 2022) and local waste requirements	Construction / Operation	Ongoing	Inspection records / waste records	Site Supervisor
BD-7	Restrict unnecessary movement of soil, fill or vegetative material within and outside the approved disturbance footprint	Construction	Ongoing	Inspection records	All personnel / Supervisors
BDAR	Source fill and imported materials from approved suppliers to minimise biosecurity risk	Construction	As required	Delivery dockets / supplier records	Project Engineer
BDAR	Manage stockpiled soils to prevent contamination, mixing or spread beyond approved areas	Construction	Ongoing	Inspection records	Site Supervisor
BDAR	No imported/exported material permitted unless inspected and confirmed free of soil, weed seeds and vegetative matter	Construction / Operation	Ongoing	Inspection records	Site Supervisor
BD-7	All ground-engaging, earthmoving or tracked plant to be cleaned prior to arrival on site	Construction	Each mobilisation	Clean Down Register	Contractor / Supervisor
BD-7	Vehicle and equipment inspection process implemented at site entry points, including removal of soil and vegetation prior to entry	Construction / Operation	Each entry	Clean Down Register	Site Supervisor
BD-7	Maintain a clean down register at site entry points	Construction / Operation	Ongoing	Clean Down Register	Site Supervisor
BDAR	Weed hygiene certificates or equivalent evidence of cleaning to be provided where required	Construction	As required	Certificates / records	Contractor
BDAR	Implement vehicle and equipment movement	Construction	Ongoing	Inspection records	Site Supervisor

Ref	Action	Timing	Frequency	Records	Responsibility
	controls to minimise cross-contamination risk				
CoC B11(b)(vi)	Maintain good housekeeping and remove food waste regularly to avoid attracting feral pests, including rats and feral cats.	Construction	Ongoing	Inspection records / housekeeping checks	Supervisor
CoC B11(b)(vi)	Store waste in covered bins or skips and ensure waste storage areas are maintained to prevent access by feral pests.	Construction	Ongoing	Waste inspection records	Supervisor
CoC B11(b)(vi)	Report observed feral pest activity to the Site HSE Advisor for assessment and action.	Construction	As observed	Inspection records / incident / hazard records	All personnel / HSE Advisor
CoC B11(b)(vi)	Do not intentionally feed, handle or disturb feral pest species observed on site.	Construction	Ongoing	Toolbox records / inspections	All personnel

5.5 Unexpected Biodiversity Finds

If previously unidentified flora, fauna, habitat features or other biodiversity values are encountered during construction activities that were not assessed in the EIS or BDAR, the following controls will apply:

- stop work immediately in the affected area (where safe to do so) and establish an exclusion zone
- notify the Project Manager and Site HSE Advisor
- where required, arrange for assessment by suitably qualified personnel (e.g. ecologist / fauna handler) in consultation with the Client's environmental representative
- implement appropriate controls to avoid further impact, including measures to avoid and/or minimise impacts and, where required relocation or rehabilitation of fauna in consultation with licensed wildlife carers
- record the event in accordance with Section 6.6 of this BMP (biodiversity incidents / near misses)

Where the unexpected biodiversity find is confirmed or suspected to be a threatened species, threatened ecological community or threatened species habitat not previously identified in the EIS or BDAR, the Proponent will notify CPHR and DPHI and consult with the relevant agencies to determine the appropriate avoid, minimise and/or offset measures.

Works will not recommence in the affected area until appropriate controls have been confirmed and required approvals have been obtained.

5.6 Rehabilitation and Site Stabilisation

SCEE will ensure that all temporary infrastructure, materials and construction-related disturbances associated with its scope of work are removed or stabilised prior to demobilisation.

Areas requiring rehabilitation will be identified in consultation with the Client's environmental representative. Rehabilitation works will include, where applicable:

- Removal of temporary works and materials
- Stabilisation of disturbed surfaces
- Reinstatement of drainage and erosion controls where required

The Client's environmental representative will review the scope of rehabilitation works and assess the adequacy of rehabilitation as part of the demobilisation and close-out process.

5.6.1 Vegetation and Topsoil Salvage and Reuse

Where practicable, vegetation and topsoil within the approved disturbance area will be salvaged prior to clearing and earthworks.

Topsoil will be stripped separately from subsoil and stockpiled in designated areas for later reuse in site rehabilitation, including stabilisation of disturbed areas and revegetation works where required.

Cleared vegetation suitable for reuse (e.g. mulch or habitat material) will be retained and reused within the site where feasible, including for erosion control, habitat enhancement or surface stabilisation.

Stockpiles will be managed to minimise degradation, including appropriate placement, erosion and sediment controls, and limiting stockpile duration where practicable.

5.7 Cumulative and Indirect Impact Considerations

The potential cumulative and indirect biodiversity impacts of the Steel River BESS Project were assessed in the approved Environmental Impact Statement (EIS).

SCEE will undertake construction activities in a manner consistent with the assumptions and impact limits assessed in the EIS and BDAR, to ensure that biodiversity impacts remain within the approved project footprint and scope. Measures to manage cumulative and indirect impacts during construction are specified in Table 5.3.

Construction staging and site management practices will be implemented to avoid unnecessary or prolonged disturbance and to ensure that impacts do not extend beyond those assessed under the Project approval.

Table 5.3 Cumulative and Indirect Biodiversity Impact Management Measures

Ref.	Impact Pathway	Action / Control	Timing	Frequency	Records	Resp.
BDAR Table 8.4	Sedimentation and runoff (indirect impact)	Implement erosion and sediment controls (ESCP / SWMP) to prevent runoff to retained vegetation	Construction	Ongoing / post rainfall	Inspection records	Site Supervisor
BDAR Table 8.4	Weed and pathogen spread (indirect impact)	Implement vehicle and equipment hygiene controls, including washdown procedures	Construction	Ongoing	Clean down register / inspection records	Site Supervisor
BDAR Table 8.4	Habitat degradation (edge effects)	Direct lighting away from retained vegetation and minimise disturbance in proximity to habitat areas	Construction / Operation	Ongoing	Inspection records	Supervisor / Project Manager
BDAR / EIS	Disturbance beyond footprint	Limit all works to approved disturbance footprint and demarcated boundaries	Construction	Ongoing	Inspection records	All personnel / Supervisors
EIS / BDAR	Indirect environmental impacts (water, waste, sediment)	Implement waste, water and stormwater controls to prevent offsite impacts	Construction	Ongoing	Environmental records	Site Supervisor
BDAR / BMP	Fauna interaction / indirect disturbance	Implement vehicle speed limits and site access controls to reduce fauna strike risk	Construction / Operation	Ongoing	Site rules / inspections	Project Manager / Supervisors

5.8 Biodiversity Offsets

As outlined in the condition B9, prior to carrying out the development one (1) biodiversity credit for PCT 3437 *Hunter Coast Lowland Spotted Gum Dry Forest* must be retired in accordance with the NSW Biodiversity Offsets Scheme.

The retirement of this credit is the responsibility of the Project Proponent and will be completed prior to the commencement of construction activities that may directly or indirectly impact biodiversity values requiring offset. The location of the biodiversity values requiring offsets is shown as PCT 3437 on Figure 1.3.

The retirement of this credit must be carried out in accordance with the NSW Biodiversity Offsets Scheme and can be achieved by:

- acquiring or retiring 'biodiversity credits' within the meaning of the *Biodiversity Conservation Act 2016*
- making payments into an offset fund that has been developed by the NSW Government; and/or
- funding a biodiversity conservation action that benefits the entity impacted and is listed in the ancillary rules of the biodiversity offsets scheme

Prior to carrying out any development that could directly or indirectly impact the biodiversity values requiring offset, the Applicant must provide evidence to the Planning Secretary that biodiversity credits have been retired.

Completion of this requirement is demonstrated by formal written confirmation from the Planning Secretary acknowledging that the required biodiversity credits have been retired. This evidence and correspondence with the Planning Secretary is included in J.

SCEE will ensure, prior to mobilisation, that evidence of biodiversity credit retirement has been provided by the Applicant in accordance with the Conditions of Consent.

6 Compliance Management

6.1 Environmental Roles and Responsibilities

This section defines the roles and responsibilities for the implementation, management, monitoring and continual improvement of this BMP during the construction phase of the Steel River BESS Project.

Project Management shall ensure that all workers are informed of their BMP-related responsibilities and obligations as part of the site induction process and through ongoing communication (e.g. toolbox talks and pre-starts).

Copies of this BMP and relevant biodiversity information packs shall be available at the site office and work fronts and made accessible to all SCEE personnel and subcontractors.

6.1.1 Biodiversity Responsibilities for All SCEE Workers

All workers and subcontractors engaged by SCEE are responsible for complying with the requirements of this BMP and shall:

- Comply with the biodiversity controls, procedures and instructions contained within this BMP and any site-specific biodiversity directions
- Undertake works in accordance with approved SWMS, JHAs and biodiversity control measures relevant to their tasks
- Take reasonable care to prevent harm to flora, fauna, habitat or biodiversity values
- Correctly use and maintain biodiversity protection measures, including exclusion fencing, demarcation, and fauna protection controls where provided
- Immediately report biodiversity incidents, fauna injury, unexpected finds, near misses or hazards to their Supervisor or Leading Hand
- Participate in site inductions, toolbox talks and biodiversity training relevant to this BMP and their scope of work

6.1.2 Project Manager

The Principal Contractor Project Manager is accountable for the overall management and implementation of this BMP for the Steel River BESS Project and shall:

- Ensure this BMP is developed, approved, implemented, maintained and reviewed for the duration of construction
- Ensure construction activities are carried out in compliance with biodiversity-related Conditions of Consent, EIS/BDAR commitments and BMP requirements
- Allocate adequate resources (personnel, training, equipment and funding) to enable effective implementation of this BMP
- Ensure subcontractors are inducted into and comply with this BMP and project biodiversity requirements

- Act as the primary point of contact with the Client, regulators and stakeholders on construction-phase biodiversity matters, where required
- Review biodiversity performance, inspection findings, monitoring results and incident reports
- Ensure biodiversity incidents, non-conformances and complaints are investigated and corrective actions implemented
- Promote a culture of biodiversity protection, compliance, accountability and continuous improvement

6.1.3 Project Ecologist

The Project Ecologist provides specialist support to:

- Work co-operatively with the plant operators to develop an adaptive clearance methodology to minimise impacts on potential resident fauna including determining the best time to schedule clearance works to avoid nesting and breeding times for resident fauna
- Conduct preclearance survey for habitat features including active bird nests and Bandicoot ground shelters
- Supervise the removal of any active nests found to be present during the clearing works
- Prepare a Tree Clearance Report which summarises all habitat tree felling activities and results, including fauna injuries

If fauna are encountered outside of preclearance surveys and clearance supervision, the project ecologist should be contacted for advice

6.1.4 Site HSE / Environmental Advisor

The Site HSE / Environmental Advisor provides specialist support for the implementation and monitoring of this BMP and shall:

- Provide advice on biodiversity legislation, approvals, Conditions of Consent and compliance obligations relevant to construction
- Support the implementation, monitoring and periodic review of this BMP
- Conduct routine biodiversity inspections, audits and compliance checks in accordance with this BMP
- Identify biodiversity risks and recommend improvements to controls and procedures
- Assist with biodiversity incident investigation, reporting and regulatory notifications, where required.
- Coordinate biodiversity monitoring activities and record keeping
- Deliver or support biodiversity inductions, toolbox talks and awareness training related to BMP requirements

6.1.5 Superintendent / Supervisor

The Superintendent / Supervisor is responsible for day-to-day site implementation of this BMP and shall:

- Implement and enforce the requirements of this BMP within their areas of control

- Ensure biodiversity controls are in place prior to works commencing and are maintained throughout construction
- Supervise workers and subcontractors to ensure compliance with BMP requirements
- Monitor construction activities to minimise impacts to flora, fauna, habitat and surrounding biodiversity values
- Identify, address and escalate biodiversity issues, non-conformances or ineffective controls
- Ensure biodiversity incidents and near misses are reported promptly
- Stop or modify works where there is a risk of biodiversity harm or non-compliance

6.1.6 HSEQ Manager

The SCEE HSEQ Manager reports to the Project Manager and is responsible for governance, oversight and assurance of BMP implementation, including:

- Providing technical and governance support to Project Management on BMP requirements
- Assisting with the preparation, review, approval and periodic update of this BMP
- Facilitating incident investigations for significant biodiversity incidents, where required
- Preparing and issuing biodiversity or environmental bulletins relating to incidents, lessons learned and improvements
- Conducting BMP audits in accordance with the project audit schedule
- Supporting HSE Advisors and Supervisors with biodiversity risk assessments
- Reviewing BMP performance indicators (lead and lag)
- Undertaking site inspections to verify BMP compliance and identify improvement opportunities

6.1.7 Foreman / Leading Hand

The Foreman / Leading Hand is responsible for task-level implementation of BMP controls and shall:

- Ensure task-specific biodiversity controls are implemented prior to and during works
- Supervise work crews to ensure biodiversity requirements are followed at all times
- Verify exclusion fencing, vegetation protection measures, fauna protection controls and site demarcation are correctly installed and maintained
- Communicate biodiversity requirements and expectations to workers
- Identify and immediately report biodiversity incidents, fauna injury, unexpected finds or risks to the Supervisor
- Assist with rectifying biodiversity issues in accordance with this BMP and supervisory direction

6.2 Biodiversity Training, Induction and Awareness

Biodiversity training and awareness is a key control for ensuring effective implementation of this BMP and compliance with the Conditions of Consent and EIS/BDAR commitments

All personnel engaged on the Steel River BESS Project will receive a biodiversity component as part of the site induction, which will include an overview of biodiversity obligations, relevant Conditions of Consent, key biodiversity risks, sensitive areas and required controls applicable to the construction phase.

Targeted biodiversity training will be provided to workers undertaking high-risk or specialist activities, including but not limited to:

- vegetation clearing and protection controls
- fauna management, injury response and unexpected finds
- weed management and biosecurity hygiene measures
- rehabilitation and site stabilisation activities

Ongoing biodiversity awareness will be reinforced through toolbox talks, pre-start meetings and task-specific briefings where biodiversity risks or controls are relevant to the works being undertaken.

Records of inductions, training and toolbox talks will be maintained as biodiversity records in accordance with Section 6.2 of this BMP.

6.3 Inspection, Monitoring and Performance

SCEE will undertake monitoring, auditing and review activities to verify that the requirements of this BMP are being effectively implemented and that construction activities comply with applicable legislation, the Conditions of Consent, EIS and BDAR commitments, Client requirements and SCEE procedures.

6.3.1 Biodiversity Inspections

SCEE Project Management shall ensure that biodiversity inspections are undertaken in accordance with Table 6.1 to verify compliance with this BMP and to identify potential biodiversity risks or deficiencies.

Biodiversity inspections will:

- focus on construction activities, work fronts and associated biodiversity controls
- confirm that controls identified in SWMS, JHAs and this BMP are in place and effective
- verify that clearing limits, exclusion zones and vegetation protection measures are being maintained
- identify non-conformances, corrective actions and improvement opportunities

Biodiversity inspections will be incorporated into the project's routine HSE inspection regime and are not intended to operate as a standalone inspection system. Where practicable, biodiversity verification will be undertaken concurrently with standard HSE inspections to ensure integrated environmental and safety oversight.

Inspection Requirements

Table 6.1 Inspection frequency

Position	Type of Inspection	Frequency
Project Manager	Weekly Biodiversity Inspection	1 per week
Construction Manager	Weekly Biodiversity Inspection	1 per week
Superintendent	Weekly Biodiversity Inspection	1 per week
Supervisor	Daily Inspection (5 Star)	1 per day
HSE Advisor	Weekly Biodiversity Inspection	1 per week
	Daily Inspection (5 Star)	1 per day

Inspection findings and actions will be recorded and tracked to close-out within STEMS.

Inspection results will be communicated to the workforce through toolbox talks, pre-start meetings and noticeboards, where appropriate.

Biodiversity inspection checklists will be aligned with SCEE inspection templates and project-specific requirements.

Refer: [SCEE-BS-HS-LIS-0005 Weekly Workplace Inspection Checklist](#)

6.4 Audits

Audits will be undertaken to verify compliance with the Conditions of Consent, EIS and BDAR commitments, this BMP, and applicable legislative and Client requirements.

The project audit framework includes independent environmental audits, internal audits and Client audits.

6.4.1 Independent Environmental Audits

Independent Environmental Audits will be undertaken where required by the Conditions of Consent and in accordance with the Independent Audit Post Approval Requirements (IAPAR) issued by the Department.

During construction, the initial Independent Audit frequency is within 4-12 weeks of the commencement of construction. After that, audits will occur at intervals of no greater than 26 weeks from the date of the initial Independent Audit, or as otherwise agreed by the Secretary.

Independent Environmental Audits will be conducted by a suitably qualified and independent third-party auditor, in accordance with IAPAR requirements. Independent audits will assess whether:

- construction activities comply with the Conditions of Consent, EIS and BDAR commitments, and this BMP
- biodiversity controls are suitable, implemented and effective
- statutory and regulatory obligations are being met

- improvements or corrective actions are required

Audit findings and corrective actions will be documented, assigned and tracked to close-out in accordance with Section 6.4 of this BMP.

6.4.2 Internal and Client Audits

SCEE will undertake internal and Client audits as part of the project assurance framework to verify implementation of this BMP and compliance with project requirements.

The audits may include:

- internal self-assessment audits
- project benchmark audits
- Client audits

Internal and Client audits will be undertaken by suitably trained and competent personnel and in accordance with SCEE audit procedures and Client requirements.

Audit findings and corrective actions will be documented, assigned and tracked to close-out in accordance with Section 6.4 of this BMP.

6.5 Reporting and Performance Requirements

Biodiversity monitoring will be undertaken where required by the Conditions of Consent, EIS, BDAR commitments or this BMP to verify the effectiveness of biodiversity controls and compliance with approval conditions

Monitoring will include, where applicable:

- verification of vegetation clearing limits and disturbance boundaries
- inspection of exclusion fencing and vegetation protection measures
- monitoring of erosion and sediment controls where there is potential for indirect impact to biodiversity values.
- water quality monitoring associated with dewatering or stormwater discharge where required under approval conditions
- weed and biosecurity control inspections
- monitoring associated with unexpected biodiversity finds or fauna management actions, where required

Monitoring requirements, responsibilities and frequencies are summarised in Appendix E - Biodiversity Monitoring and Inspection Schedules.

Monitoring results will be recorded, reviewed and reported in accordance with Client and regulatory requirements. Where exceedances, non-compliances or biodiversity incidents are identified, corrective actions will be implemented promptly in accordance with Section 6.5 of this BMP.

6.5.1 Trigger Action Response Plan (TARP)

A Trigger Action Response Plan (TARP) framework is implemented under this BMP to ensure that biodiversity risks, non-conformances or emerging impacts are identified early and managed in a timely and proportionate manner.

Triggers may arise from:

- biodiversity inspections identifying ineffective or damaged controls
- monitoring results indicating potential or actual non-compliance
- unauthorised clearing or disturbance outside approved limits
- failure of erosion or sediment controls with potential off-site impact
- weed infestation or biosecurity breach
- fauna injury, mortality or unexpected biodiversity finds

Where a trigger is identified, the following response framework will apply:

Level 1 - Minor Non-Conformance / Early Warning

- Immediate rectification by site personnel
- Recording in inspection or action register
- Verification of control effectiveness

Level 2 - Moderate Impact / Repeated Issue

- Escalation to Supervisor and Site HSE Advisor
- Formal recording in STEMS
- Implementation of corrective actions and review of controls

Level 3 - Significant Impact / Approval Breach

- Immediate cessation of relevant works
- Notification to Project Manager and Client
- Investigation in accordance with Section 6.6 of this BMP
- Regulatory notification where required under legislation or Conditions of Consent

All trigger events and associated actions will be recorded and tracked to close-out within STEMS

The TARP framework operates in conjunction with the inspection, monitoring and incident management processes outlined in Section 6.3 of this BMP.

6.6 Biodiversity Incidents

An Incident is defined as an occurrence or set of circumstances that causes or threatens to cause material harm to the environment, and as a consequence of that environmental harm, may cause harm to the health and safety of human beings, and which may or may not be or cause a non-compliance.

Biodiversity incidents include, but are not limited to:

- harm to flora or fauna
- unauthorised vegetation clearing outside approved limits
- failure of erosion or sediment controls resulting in off-site impact
- unauthorised discharge of contaminated water
- non-compliance with biodiversity-related Conditions of Consent
- events with the potential to cause biodiversity harm

6.6.1 Biodiversity Incident Management

The environmental incident management process set out in Section 12.2 of the CEMP must be followed in the event of a biodiversity related incident.

Biodiversity incidents are managed in a structured and consistent manner to ensure:

- timely response and containment
- compliance with regulatory and approval notification requirements
- effective investigation and corrective action
- prevention of recurrence

Where an incident escalates to a significant or critical event (e.g. major environmental harm, regulatory investigation, reputational risk), Project Management will invoke SCEE's corporate crisis management arrangements as appropriate.

Refer: [201085-SE-PLN-0007.1 Construction Environmental Management Plan](#)
[SCEE-BS-HS-PRO-0004 Event Management and Investigation](#)
[SCEE-BS-HS-MNP-0001 Crisis Management Plan](#)

6.6.2 Biodiversity Incident Reporting

Where a biodiversity incident triggers notification requirements under the Conditions of Consent, the Proponent will notify the Department via the NSW Planning Portal (Major Projects) within 24 hours of becoming aware of the incident. The notification will include, where applicable:

- the date, time and location of the incident
- a brief description of what occurred and why it has been classified as an incident
- the immediate actions taken in response to the incident
- the nominated contact person for further communication

Following the immediate notification, the Proponent will provide the Department with the required subsequent incident report within seven days (or as otherwise agreed by the Planning Secretary). The subsequent incident report will include, where applicable:

- the development name and development application number

- the relevant Condition of Consent with which the development did not comply
- the nature and cause of the non-compliance, where known
- the actions undertaken or proposed to address the non-compliance
- the implementation timeframes for those actions.

The environmental incident reporting procedures set out in Section 12.3 of the CEMP must be followed in the event of a biodiversity related incident. All workers and subcontractors must immediately report any biodiversity incident, near miss or hazard to their Supervisor or Leading Hand. Biodiversity incidents must be formally recorded in STEMS by the end of the shift in which the event occurred. The Event Notification Guide defines notification requirements, escalation pathways and timeframes.

Where an incident is notifiable under legislation or the Conditions of Consent, Project Management will ensure that notifications to the Client and relevant regulators are made within the required timeframes. This may include but is not limited to:

- Department of Planning, Housing and Infrastructure (consent authority)
- Local Council (the appropriate regulatory authority under the POEO Act)
- NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW) for threatened species matters
- NSW Department of Primary Industries (DPI) for biosecurity, where relevant

Additionally, injured fauna are to be reported to:

- Veterinary Hospitals for immediate care (eg: Mayfield Veterinary Hospital)
- Wildlife rescue organisations (e.g. WIRES) for sick, injured and orphaned native animals

Contact details are provided in Appendix F. Table 6.2 summarises the incident notification actions, responsibilities and timeframes, with full action details provided in the CEMP.

Table 6.2 Incident Notifications

Action	Person responsible	Timeframe
Report any environmental incident, near miss or hazard to their supervisor or Leading Hand	All workers and subcontractors	Immediately
Notify the Project Proponent of any environmental incident	Project Manager	Immediately
Notify the Department of any notifiable incident.	The Project Proponent	Within 24 hours of becoming aware of an incident.
Provide the Department with a subsequent incident report	The Project Proponent	Within 7 days (or as otherwise agreed by the Planning Secretary) of the Applicant making the immediate incident notification.

Refer: SCEE-BS-HS-PRO-0004 Event Management and Investigation
SCEE-BS-HS-WIN-0006 Event Reporting
SCEE-BS-HS-GUI-0001 Event Notification Guide

6.6.3 Biodiversity Incident Investigation

All biodiversity incidents will be investigated to identify root causes, contributing factors and required corrective actions, as per Section 12.4 of the CEMP. As a minimum:

- investigations will be undertaken by the Site Manager / Supervisor and HSE Advisor
- the level of investigation will be proportionate to the severity and potential consequence of the incident
- findings will be documented within STEMS. A Five Whys investigation will be undertaken for minor biodiversity incidents by trained and competent personnel

An ICAM investigation will be conducted for significant biodiversity events, including:

- material biodiversity harm
- regulatory non-compliance
- high-potential biodiversity near misses

ICAM investigations will be facilitated by the HSEQ Manager (or delegate). Investigation reports will be provided to the Client where required or upon request. All corrective and preventative actions arising from investigations will be:

- assigned to responsible personnel
- tracked to completion within STEMS

All investigations will be reviewed and approved by site or senior management in accordance with SCEE procedures.

6.7 Environmental Non-Compliance and Corrective Action

All biodiversity non-compliances, audit findings and corrective actions arising from monitoring, inspections or audits will be managed in accordance with SCEE quality management procedures and the Construction Environmental Management Plan (CEMP) (Document No. 201085-SE-PLN-0007.1).

Biodiversity non-compliances may include, but are not limited to:

- unauthorised vegetation clearing
- failure of exclusion fencing or clearing demarcation
- erosion or sediment control failures with potential biodiversity impact
- non-compliance with Conditions of Consent or EIS/BDAR commitments
- failure to implement approved biodiversity controls

Non-compliances will be recorded, assigned, tracked and closed out within the project corrective action system (STEMS) in accordance with SCEE procedures and CEMP requirements. A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.

Where a non-compliance also constitutes an environmental incident or triggers regulatory notification requirements, it will be managed and reported in accordance with the CEMP

Environmental Incident Reporting and Notification requirements and applicable Conditions of Consent.

Where relevant, biodiversity-specific notification requirements (e.g. impacts to threatened species, fauna injury or biosecurity risks) will be addressed in accordance with applicable legislation and regulatory requirements.

Where a non-compliance with the Conditions of Consent is identified, the Proponent will notify the Department in writing via the NSW Planning Portal (Major Projects) within seven days of becoming aware of the non-compliance. The notification will include, where applicable:

- the development name and development application number;
- the relevant Condition of Consent that the development is non-compliant with;
- why the development does not comply;
- the reasons for the non-compliance, if known; and
- the actions undertaken or proposed to address the non-compliance, including implementation timeframes.

This notification requirement applies to all identified non-compliances with the Conditions of Consent, regardless of any internal SCEE non-conformance classification.

Table 6.3 Notification for Non-Compliances

Action	Person responsible	Timeframe
Notify the Project Manager of the non-compliance.	All personnel engaged on the Steel River BESS Project	As soon as the person becomes aware of the non-compliance.
Notify the Project Proponent of the non-compliance.	Project Manager	As soon as the Project Manager becomes aware of the non-compliance.
Notify the Department of the non-compliance in writing, submitted via the NSW planning portal (Major Projects).	The Project Proponent	Within seven days of becoming aware of a non-compliance.
Notify any impacted or interested parties of the non-compliance, as appropriate.	The Project Proponent	As appropriate.

Project Management is responsible for ensuring that all biodiversity non-compliances and corrective actions are effectively closed out within the agreed timeframes and that lessons learned are incorporated into ongoing construction activities.

6.8 Complaints Management

Environmental or biodiversity complaints relating to construction activities will be managed in accordance with the project's complaints management procedures, the Construction Environmental Management Plan (CEMP) (Document No. 201085-SE-PLN-0007.1), and Conditions of Consent.

This section describes the operational process for receiving, recording, investigating and responding to complaints during construction. Where a complaint is received:

- details will be recorded in the project complaints register
- the matter will be investigated to identify the cause and any contributing factors
- appropriate corrective actions will be implemented to address the issue and prevent recurrence
- outcomes will be communicated to the Client for response and close-out

Where complaints are received directly by SCEE, they will be recorded and referred to the Client for response, unless otherwise agreed.

Complaints and associated actions will be reviewed as part of ongoing biodiversity monitoring and management review processes. Complaints will be managed promptly and proportionately to the nature and potential impact of the issue raised.

Complaints data will be reviewed as part of monitoring and management review processes to identify trends, recurring issues and opportunities for improvement.

6.9 Emergency Preparedness and Response

Emergency preparedness and response arrangements are in place to ensure that environmental and biodiversity-related emergencies are effectively managed to minimise harm to people, biodiversity values, property and the community, and to ensure compliance with the Conditions of Consent and relevant legislation.

Environmental and biodiversity-related emergencies and their associated impact pathways are summarised in Table 6.4.

Table 6.4 Potential Environmental Emergencies and Associated Biodiversity Impact Pathways

Emergency Scenario	Potential Impact Pathway	Potential Biodiversity Impact
Significant spills or releases of hydrocarbons or chemicals	Contamination of soil and/or entry into stormwater systems with discharge to surrounding land or waterways	Impacts to vegetation, fauna and aquatic habitats
Uncontrolled discharge of sediment-laden water	Runoff entering drainage lines or receiving waters	Increased turbidity, sedimentation and degradation of aquatic habitat
Fire with potential biodiversity impact	Direct exposure of vegetation and habitat to fire	Loss of vegetation, habitat disturbance and impacts to fauna

Emergency Scenario	Potential Impact Pathway	Potential Biodiversity Impact
Flooding events affecting the construction footprint	Mobilisation of sediments, contaminants or waste materials	Offsite transport of sediments or contaminants impacting surrounding land, vegetation and waterways
Discovery of contaminated material, asbestos or hazardous substances	Disturbance and potential spread of contaminants	Localised environmental contamination affecting soil and habitat
Unexpected biodiversity finds	Disturbance of previously unidentified ecological values	Potential harm to threatened species, habitats or ecological features

These impact pathways are considered in the development of emergency response controls and procedures.

Emergency response procedures will be communicated to all personnel through site induction, toolbox talks and emergency response signage. Emergency equipment (e.g. spill kits, bunding, fire-fighting equipment) will be provided, maintained and readily accessible where required.

Where an emergency has the potential to cause environmental or biodiversity harm, or trigger regulatory notification requirements, the response will prioritise:

- immediate control of the incident source
- protection of receiving environments and biodiversity values
- notification in accordance with approval and legislative requirements
- preservation of evidence where investigation is required

Emergency response arrangements under this BMP operate in conjunction with the Project Emergency Response Management Plan (ERMP) (Document No. 201085-SE-PLN-0002.1) and SCEE corporate emergency and crisis management procedures, where applicable.

6.9.1 Fauna Injury, Harm and Mortality Response

If fauna injury, harm or mortality occurs during construction activities, the following controls will apply:

- cease works in the immediate area where safe to do so
- notify the Site HSE Advisor and Supervisor
- engage a suitably qualified fauna handler or licensed wildlife rehabilitator where required
- record the incident as a biodiversity incident in accordance with Section 6.6 of this BMP

Where required under approval conditions or legislation, appropriate notification will be made to relevant authorities.

6.9.2 Biodiversity-Related Environmental Emergencies

Where an environmental emergency has the potential to impact biodiversity values (e.g. significant spill, sediment discharge, fire), response actions will include:

- immediate containment and control of the source of impact
- implementation of secondary containment measures to prevent off-site migration
- protection of adjacent vegetation, habitat or drainage pathways
- notification to the Client and relevant authorities where required under the Conditions of Consent or legislation

Post-incident affected areas will be assessed and remediated as required to restore environmental and biodiversity values, where practicable.

6.10 Environmental Communication and Consultation

Effective environmental and biodiversity communication and consultation are critical to ensuring that risks to biodiversity values are identified early, managed appropriately and that stakeholder concerns are addressed in a timely manner during construction.

SCEE will implement communication and consultation processes for the Steel River BESS Project that are consistent with the Conditions of Consent, EIS/BDAR commitments and Client requirements.

The development consent condition B11 sets out the requirements for a BMP to be prepared in consultation with the CPHR and to the satisfaction of the Planning Secretary. Evidence of consultation with CPHR is provided in Appendix I, and evidence of Planning Secretary approval is provided in Appendix H.

6.10.1 Internal Communication

Communication within the project team will include:

- delivery of biodiversity and environmental requirements, controls and responsibilities through site inductions, pre-start meetings and toolbox talks
- communication of changes to biodiversity controls, procedures or approval requirements as they arise
- use of site noticeboards and electronic systems to display key environmental and biodiversity information, alerts and notifications
- escalation of biodiversity issues, incidents or emerging risks through supervisory and management channels

These mechanisms ensure that workers and subcontractors are aware of their biodiversity obligations and the controls required for the activities they are undertaking.

6.10.2 External Communication and Consultation

External communication relating to environmental and biodiversity matters will be undertaken in accordance with the Conditions of Consent and Client-defined consultation arrangements. SCEE will:

- support the Client in responding to environmental or biodiversity enquiries, complaints or notifications relating to construction activities

- ensure that any environmental or biodiversity complaints received directly by SCEE are recorded and promptly referred to the Client for action and response, in accordance with project procedures
- cooperate with regulatory authorities, auditors and other stakeholders as required during inspections, audits or investigations.
- provide environmental or biodiversity information, records or reports to the Client when requested to demonstrate compliance with approval requirements

Incident notification and reporting will be undertaken in accordance with Section 6.6 of this BMP and the CEMP. External notification pathways and requirements are summarised in Table 6.5.

Relevant emergency contacts, regulatory authorities and wildlife response organisations are provided in Appendix F - Emergency Contacts and Notification Details. These contacts will be used in accordance with the Project ERMP and applicable notification requirements.

Table 6.5 External Notification Requirements for Environmental and Biodiversity Incidents

Incident Type	Who to Notify	When	Information Required
Environmental incident with potential offsite impact (e.g. contaminated water discharge)	Client (Ausgrid) and relevant regulatory authority (e.g. NSW EPA)	Immediately / as per ERMP and statutory requirements	Nature of incident, location, time, material involved, potential impact, controls implemented
Pollution incident (material harm)	NSW EPA via Client	Immediately (as per POEO Act requirements)	Incident details, pollutant type, quantity, receiving environment, actions taken
Injury or harm to fauna	Client and wildlife rescue organisation (e.g. WIRES)	As soon as practicable	Species (if known), condition, location, actions taken
Unexpected threatened species or ecological find	Client / Environmental Representative	Immediately (stop work triggered)	Description of find, location, photos, actions taken
Complaints from public or stakeholders	Client	Within same day	Nature of complaint, time, location, response actions

6.11 Document Control

This section describes the document control, registers and record-keeping arrangements used to support the implementation, monitoring and verification of compliance with this BMP.

6.11.1 Registers

Registers relevant to biodiversity compliance will be maintained for the duration of construction to record inspections, incidents, complaints, monitoring results and corrective actions arising from implementation of this BMP.

The following biodiversity registers will be maintained in STEMS:

Register Name	Comments
Actions Register	Maintained in STEMS
Biodiversity inspections	Maintained in STEMS
Biodiversity incidents	Maintained in STEMS
Complaints (biodiversity-related)	Maintained in STEMS
Biodiversity monitoring results	Maintained in STEMS

Registers will be kept current and made available for internal review, client inspection or regulatory audit, where required.

6.11.2 Document and Data Control

All project documentation relevant to biodiversity management and implementation of this BMP shall be established, reviewed, approved, controlled and retained in accordance with SCEE document and data control procedures.

Project biodiversity documents and records shall be scanned and stored within the project folder on SharePoint to ensure version control, accessibility and audit readiness.

The Project HSE Advisor is responsible for the day-to-day management of biodiversity documents and records associated with this BMP and shall ensure these documents are readily accessible for audit and compliance purposes.

6.11.3 Biodiversity Records

The Project Manager and Project HSE Advisor are responsible for ensuring that records demonstrating compliance with this BMP are created, maintained and retained for the duration of the Project.

BMP records shall be stored in a manner that ensures they are:

- readily retrievable for inspection or audit
- protected from damage, deterioration or loss

Biodiversity records retained under this BMP will include, but are not limited to:

- Vegetation Clearance Register
- Tree Clearance Report
- Client and stakeholder biodiversity-related communications
- Biodiversity inspection checklists and reports

- Biodiversity monitoring results
- Fauna management, injury or rescue records
- Biodiversity incident and near-miss reports
- Complaints register and responses (biodiversity matters)
- Non-compliance and corrective action records
- Photographic records of biodiversity controls (e.g. exclusion fencing, clearing limits, habitat protection).
- Biodiversity audit and inspection reports

All BMP records shall be retained and archived in accordance with SCEE quality management system requirements. As a minimum, records shall be stored electronically within the project SharePoint folder and retained for the life of the Project plus any additional retention periods required by legislation or contractual obligations.

6.12 Biodiversity Management Plan Review

This BMP will be reviewed:

- at least annually during construction
- following any significant biodiversity incident, non-compliance or regulatory notification
- where monitoring, inspection or audit findings identify deficiencies or improvement opportunities
- following changes to project scope, design, construction methodology or staging

The review will be undertaken by Project Management in consultation with the HSE Advisor and Environmental Representative (as applicable), with updates approved in accordance with project document control processes. Where the review identifies that revisions to this BMP are required, the BMP will be revised within three months of the relevant trigger, in accordance with Condition C2 of the Conditions of Consent.

Monitoring, auditing and review activities are used to:

- verify the effectiveness of biodiversity controls
- identify non-compliances or emerging biodiversity risks
- ensure timely corrective action
- support continual improvement in biodiversity performance

Appendix B EIS Mitigation Measures to BMP Controls

Reference	Mitigation Measure	Timing	Section
BD-1	The Project's design will take into account the largest possible impact outside of the operational footprint for a potential laydown area. This area is likely to be reduced as part of the construction planning with most, if not all, planted trees around the existing substation ultimately be avoided.	Design	NA
BD-2	The Project will avoid impacting/trimming overhanging located in the north of the site. This will ensure that habitat connectivity within the site remains intact.	Design Construction	Section 5.2
BD-3	Vegetation clearing will occur outside of breeding season (between late August-December) to ensure minimal impact on breeding populations.	Construction	Section 5.2
BD-4	Locating the Project in the southeast portion of the site ensures that impacts to the South Channel of the Hunter River are avoided.	Construction Operation	Section 5.1
BD-5	Any animals injured during construction should be taken immediately to a vet for treatment. Any animals requiring rehabilitation would be placed into the care of an appropriate animal rehabilitator, with costs covered by the proponent.	Construction	Section 5.3 Appendix G
BD-6	Vegetation within the site is to undergo pre-clearance searches including bandicoots that were observed in the site, to relocate captured specimens into neighbouring vegetation outside of the clearance zone.	Construction	Section 5.2.2
BD-7	To prevent exotic plant material from entering/exiting the site, the following measures will be implemented: - removal and disposal of vegetation containing priority weeds should be done in accordance with Hunter Regional Strategic Weed Management Plan (LLS 2022) and local waste management regulations - prior to entering site vehicles and machinery must be inspected for soils, vegetation and seeds. If present this must be washed off in a suitable location prior to entering the site. - a clean down register to be maintained at the entry of the site	Construction Operation	Section 5.4
BD-8	To reduce vehicle fauna strike, a restricted site speed limit will be implemented.	All phases	Section 5.1

Appendix C BDAR Table 8.4 - Mitigation and Management Measures

Residual Impact	Mitigation Measure	Method / Technique	Timing	Frequency	Responsibility	Likely Efficacy	MNES
Sedimentation and contaminated and/or nutrient rich runoff (Indirect impact)	Installation of physical barriers to stop runoff	Installation of temporary site drainage, sediment barriers and erosion control during construction to prevent runoff into retained and adjacent vegetation.	Prior to ground disturbance	Duration of construction phase	Construction site manager	High. Low risk of failure when installed correctly	No
Transport of weeds and pathogens to and from the site (Indirect impact)	Hygiene protocols to prevent the spread of weeds or pathogens between infected areas and uninfected areas	Vehicles should be washed down before entering and exiting the site to prevent the spread of weeds and pathogens to or from the development site. Any weed outbreaks should be controlled during the Project.	During the removal of vegetation from the subject land	Construction phase	Construction site manager	High. Low risk of failure if adequately implemented	No
Reduced viability of adjacent and retained habitat due to edge effects (Indirect impact)	Aim lighting downwards and away from retained vegetation	Aim lighting downwards and away from retained vegetation.	The duration of the Project	Construction and operation phase	Project manager	Moderate efficacy with a low risk of failure	No
Vehicle strike (Prescribed impact)	Reduce driving speed to improve ability to avoid strikes	Enforcement of low-speed limit within the Project.	The duration of the Project	Construction and operational phase	Project designer, Construction site manager and Project manager	Moderate efficacy with a moderate risk of failure	No

*Matters of National Environmental Significance

Appendix D Biodiversity Control Tables

Aspect / Activity	Potential Impact	Control Measures	Responsibility	Monitoring / Evidence
C.5 Flora and Fauna				
Vegetation clearing and disturbance	Habitat loss, removal of native or planted vegetation	• Confine works to approved Project footprint only • No clearing outside approved limits • Clearing limited to minimum area required for approved works • Vegetation identified for retention clearly marked or fenced prior to works • Clearing undertaken in accordance with BDAR assumptions and mitigation measures	Project Manager / Supervisor	• Pre-clearing survey records (where required) • Inspection records • Photographic evidence of demarcation • Conditions of Consent compliance tracking
Fauna interaction during construction	Fauna interaction during construction	• Site speed limits enforced • Pre-clearance checks where required • Immediate reporting of injured fauna • Engagement of qualified fauna handler or wildlife rehabilitator where required • Stop work where fauna encountered	All workers / Supervisor / HSE Advisor	• Incident records (STEMS) • Fauna handler records • Toolbox talks • Inspection reports
Works outside approved limits	Unauthorised biodiversity impact	• Physical demarcation of clearing limits • Exclusion fencing where required • Supervisor verification prior to works commencing • Stop work if limits breached	Supervisor	• Daily inspections • Weekly inspections • Photographic records • NCR register
C.6 Soil and Water Management				
Excavation and earthworks	Sediment runoff impacting adjacent habitat	• ESCP installed prior to works • Progressive stabilisation of disturbed areas • Restrict disturbance to approved footprint • Controls implemented in accordance with the CEMP (including ESCP / SWMP)	Supervisor / HSE Advisor	• ESCP inspection logs • Post-rainfall inspections • Daily inspection records
C.9 Unexpected Biodiversity Finds				
Unexpected biodiversity find	Harm to unidentified flora, fauna or habitat	• Stop work in affected area • Establish exclusion zone • Assessment by qualified personnel • Implement mitigation prior to recommencing works	Supervisor / HSE Advisor	• Incident records • Ecologist/fauna handler records • Client notification records
C.10 Rehabilitation and Site Stabilisation				
Demobilisation and completion of works	Residual disturbance, erosion, visual impact	• Remove temporary works and materials • Stabilise disturbed areas • Reinstate drainage where required • Rehabilitation to be undertaken in accordance with the CEMP and relevant approval requirements	Project Manager / Supervisor	• Final inspection records • Photographic records • Close-out documentation

Appendix E Monitoring and Inspection Schedules

Environmental Aspect	Inspection / Monitoring Activity	Frequency	Responsibility	Records / Evidence
General biodiversity compliance	General biodiversity site inspection of work areas to verify compliance with this BMP	Daily	Supervisor	Daily inspection checklists
Vegetation clearing controls	Verification that clearing remains within approved Project footprint and demarcated boundaries	Prior to clearing and during active clearing	Supervisor / HSE Advisor	Inspection records, photographic evidence Vegetation Clearance Register Tree Clearance Report
Exclusion zones and vegetation protection	Inspection of exclusion fencing, clearing limits and vegetation protection measures	Weekly and following disturbance	Supervisor	Inspection records
Fauna management	Monitoring for fauna during clearing and ground disturbance activities	Continuous during works	Supervisor / All workers	Incident records, fauna relocation records
Fauna injury or mortality	Recording and investigation of fauna injury, mortality or strike	As incidents occur	Supervisor / HSE Advisor	STEMS records, corrective actions
Weed management	Vehicle and plant hygiene inspections	Pre-mobilisation and as required	Supervisor	Clean-down register
Biosecurity and pathogen hygiene	Inspection of plant, equipment and soil management controls to prevent spread of weeds or pathogens	Weekly and as required	Supervisor	Inspection records
Erosion, sediment and stormwater controls (biodiversity interface)	Inspection of erosion and sediment controls where there is potential indirect impact to biodiversity values	Weekly and following rainfall events (>10 mm)	Supervisor / HSE Advisor	ESCP inspection logs
Dewatering (where applicable)	Monitoring of dewatering activities to prevent uncontrolled discharge impacting biodiversity values	During dewatering activities	Supervisor / HSE Advisor	Monitoring records
Unexpected biodiversity finds	Monitoring for previously unidentified flora, fauna or habitat during ground disturbance	Continuous during works	All workers / Supervisor	Incident and assessment records
Contaminated land interface	Monitoring of excavation activities for signs of contamination that may impact biodiversity values	Continuous during excavation	Supervisor / HSE Advisor	Incident records, inspection notes
Rehabilitation and stabilisation	Inspection of disturbed areas during demobilisation and close-out	At completion of works	Project Manager	Final inspection and close-out records

Appendix F Emergency Contacts and Notification Details

Emergency Services (24/7)

Service	Contact Number	When to Use
Police / Fire / Ambulance	000	Life-threatening emergencies, serious injury, fire, rescue
NSW State Emergency Service (SES)	132 500	Flooding, storm damage, non-life-threatening rescue
NSW State Emergency Service (SES)	000	Flooding or rescue where life is at risk

External Authorities - Hunter Region NSW

Authority	Contact	Purpose
SafeWork NSW	13 10 50	Notifiable incidents, serious injury or fatality
NSW EPA (Environment Line)	131 555	Pollution incidents, environmental harm
Newcastle City Council	02 4974 2000	Pollution incidents, environmental harm
Hunter New England Local Health District	Via 000	Medical emergencies, public health response
Department of Planning, Housing and Infrastructure	Via the Major Projects Portal	Incidents and Non-compliance with the conditions of consent
NSW Department of Climate Change, Energy, the Environment and Water	1300 361 967	Advice on threatened species
NSW Department of Primary Industries	1800 675 888 1800 084 881 1800 680 244	Emergency Animal Disease hotline Exotic Plant Pest hotline NSW Biosecurity hotline

Management or Care of Fauna

Party	Location	Contact	Purpose
Placeholder Ecologist	<i>Placeholder</i>	<i>Placeholder</i>	Project Ecologist
Mayfield Veterinary Hospital	480 Maitland Rd, Mayfield West NSW 2304	(02) 4967 1900	Immediate care for sick or injured fauna
WIRES	Volunteer based	1300 094 737	Sick, injured and orphaned native animals

Nearest Medical Facilities

Facility	Location	Contact
John Hunter Hospital	New Lambton Heights NSW	Via 000
Calvary Mater Newcastle	Waratah NSW	Via 000
Maitland Hospital	Metford NSW	Via 000

Site Emergency Contacts

Role	Name	Phone	Responsibility
Project Manager	Dave Gray	0407 019 660	Overall emergency control, site shutdown, liaison with emergency services
Construction Manager	Mick Harrison	0418 127 458	Client notification, resourcing, recovery coordination, Electrical isolation, asset safety, re-energisation approval
HSEQ	TBA	TBA	Incident management, environmental response
First Aid Officer	TBA	TBA	First aid response, casualty management

Appendix G Fauna Rescue and Unexpected Finds Procedures

F1. Purpose

This Appendix defines the procedures to be implemented where fauna is encountered, injured, or at risk during construction activities, and where unexpected biodiversity values are identified that were not previously documented in the EIS or BDAR. These procedures apply to all SCEE personnel and subcontractors engaged in construction activities.

F2. Roles and Responsibilities

All Workers	Identify and report fauna or unexpected biodiversity finds.
Supervisor	Stop works and implement immediate controls. Contact Project Ecologist.
Site HSE Advisor	Coordinate assessment with Project Ecologist, fauna handler engagement and documentation.
Project Manager	Ensure compliance with approval conditions and notifications.
Project Ecologist	Provide advice on how to proceed.

F3. Fauna Encounter Procedure

Where fauna are encountered during clearing, excavation or other construction activities:

- Stop work in the immediate vicinity where safe to do so.
- Do not handle fauna unless trained and authorised.
- Notify the Supervisor, Project Ecologist and Site HSE Advisor immediately.
- The Site HSE Advisor and the Project Ecologist will:
 - Assess the situation.
 - Determine whether a suitably qualified fauna handler is required.
 - Contact a licensed wildlife rehabilitator where necessary.
- Works may recommence once:
 - The fauna has moved away voluntarily; or
 - A fauna handler has relocated the animal; and
 - It is confirmed that no further risk of harm exists.

All fauna encounters will be recorded in accordance with Section 10 of this BMP where required.

F4. Injured or Dead Fauna

If fauna injury or mortality occurs:

- Cease works in the immediate area.
- Notify the Supervisor, Project Ecologist and Site HSE Advisor.
- Arrange attendance of a licensed wildlife rehabilitator or veterinarian where appropriate.
- Record the incident in STEMS as a biodiversity incident.

- Investigate in accordance with Section 6.6.3 (Incident Management).

Where required under the Conditions of Consent or legislation, notification will be made to relevant authorities.

F5. Pre-Clearing Requirements (Where Applicable)

Where required by the BDAR or Conditions of Consent:

- Clearing utilising a 'soft felling' technique in which trees are 'nudged' by machinery and fauna given time to leave (overnight), before slowly felling the tree the following day.
- Pre-clearing surveys will be undertaken by the Project Ecologist on the morning of any clearance works to determine if any nesting birds, canopy dwelling mammals, and ground dwelling fauna are within the clearance footprint.
- Relocation of captured specimens into neighbouring vegetation outside of the clearance zone. If arboreal, the fauna is to be placed inside an artificial nest box and relocated. If the displaced fauna is nocturnal relocation is to occur during dusk.
- Clearing will proceed in a staged manner to allow fauna opportunity to disperse.
- Habitat features (e.g. logs) will be inspected prior to disturbance.

Records of pre-clearing inspections will be retained.

F6. Unexpected Biodiversity Finds Procedure

An unexpected biodiversity find may include:

- Threatened flora or fauna species not previously identified.
- Habitat features of ecological significance.
- Nesting sites or breeding activity.
- Significant hollow-bearing trees not identified in approved documentation.

If an unexpected biodiversity value is identified:

- Stop work immediately in the affected area.
- Establish a temporary exclusion zone.
- Notify the Project Manager, Project Ecologist and Site HSE Advisor.

The Site HSE Advisor will consult with the Project Ecologist and Client's environmental representative.

- Works will not recommence in the affected area until:
 - The biodiversity value has been assessed; and
 - Appropriate management controls are implemented; and
 - Approval to recommence is confirmed.

All unexpected biodiversity finds will be documented and managed in accordance with Section 10 of this BMP.

Appendix H Evidence of Planning Secretary Satisfaction with the BMP

Appendix I Placeholder: Record of Consultation with CPHR

Appendix J Placeholder: Evidence Provided to the Planning Secretary that Biodiversity Credits Have Been Retired