

GROSVENOR COAL MINE, QUEENSLAND

ENVIRONMENTAL MANAGEMENT PLAN

Commonwealth Species Management Plan

Environmental Protection and Biodiversity Conservation Act 1999 (Cth)

EPBC Approval 2007/3785

Anglo Coal (Grosvenor) Pty Ltd ABN 82 081 022 344 / Anglo Coal (Moranbah North Management) Pty Ltd ABN 14 069 603 587

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Declaration of Accuracy

In making this declaration, I am aware that section 491 of the *Environment Protection and Biodiversity Conservation Act 1999* (Cth) (EPBC Act) makes it an offence in certain circumstances to knowingly provide false or misleading information or documents to specified persons who are known to be performing a duty or carrying out a function under the EPBC Act or the *Environment Protection and Biodiversity Conservation Regulations 2000* (Cth). The offence is punishable on conviction by imprisonment or a fine, or both. I am authorised to bind the approval holder to this declaration and that I have no knowledge of that authorisation being revoked at the time of making this declaration.

Signed

Full name (please print)

Damien Wynn

Organisation (please print)

Anglo American. Grosvenor Mine

Date 7 /10 / 21

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1 Purpose

This Species Management Plan (SMP) has been developed in accordance with the requirements of the *Environmental Protection and Biodiversity Conservation Act 1999* (EPBC Act) approval for the Grosvenor Coal Mine Project – EPBC No 2007/3785 (EPBC Approval).

The SMP applies to all coal mine workers at the Grosvenor Coal Mine engaged in activities referred to in this document, within the Project Area.

2 Planning and Design

2.1 Conditions of EPBC Approval

This SMP is structured to meet the requirements of Condition 1 of the EPBC Approval. The relevant EPBC Act condition is extracted below in Table 1 with reference to where each part of the condition is addressed in this SMP.

Table 1 – Species Management Requirements Checklist

EPBC Approval - Condition 1	SMP Reference
<p>In order to minimise the impacts on any EPBC listed species, including the Squatter Pigeon, the person taking the action must, prior to commencement of construction, provide to the Minister a Species Management Plan for the project area.</p> <p>The plan must include:</p> <ul style="list-style-type: none"> a. Management actions to protect threatened species habitat values within the project area, including rehabilitation, weed control, fire management, erosion and sediment control, and restrictions on access; b. The desired outcomes/objectives of implementing the plan; c. The timing, responsibilities and performance criteria for such actions; d. The development and implementation of a monitoring and management program; e. A description of the potential risks to successful management in the project area, and a description of the contingency measures that would be implemented to mitigate these risks; and f. Details of parties responsible for monitoring, reviewing and implementing the plan. <p>The Species Management Plan must be implemented.</p> <p><i>Note: To avoid doubt, if a condition of State (QLD) approval held by the proponent requires a Species Management Plan or Rehabilitation Management Plan, the proponent may simultaneously meet the relevant requirements of both conditions by submitting a single plan which addresses those conditions</i></p>	<p>Section 3.2</p> <p>Section 2.3</p> <p>Section 3.2</p> <p>Section 4</p> <p>Section 3.3</p> <p>Section 6</p>

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2.2 Proponent and Project Description

The Grosvenor Coal Mine is an underground longwall coal mine located in the Isaac Regional Council area directly north of the township of Moranbah in Central Queensland, approximately 150 km south-west of Mackay (Figure 1).

The mine was previously owned by Anglo Coal (Grosvenor) Pty Limited (a wholly owned subsidiary of Anglo American Metallurgical Coal Holdings Limited). However, it is currently owned by the Moranbah North Joint Venture Participants, being:

- Moranbah North Coal Pty Ltd
- Mitsui Moranbah North Investment Pty Ltd
- JFEMA Moranbah North Pty Ltd
- Shinsho Moranbah Coal Pty Ltd
- NS Coal (Moranbah North) Pty Ltd; and
- NS Moranbah North Pty Ltd.

The mine is operated by Anglo Coal (Moranbah North Management) Pty Ltd.

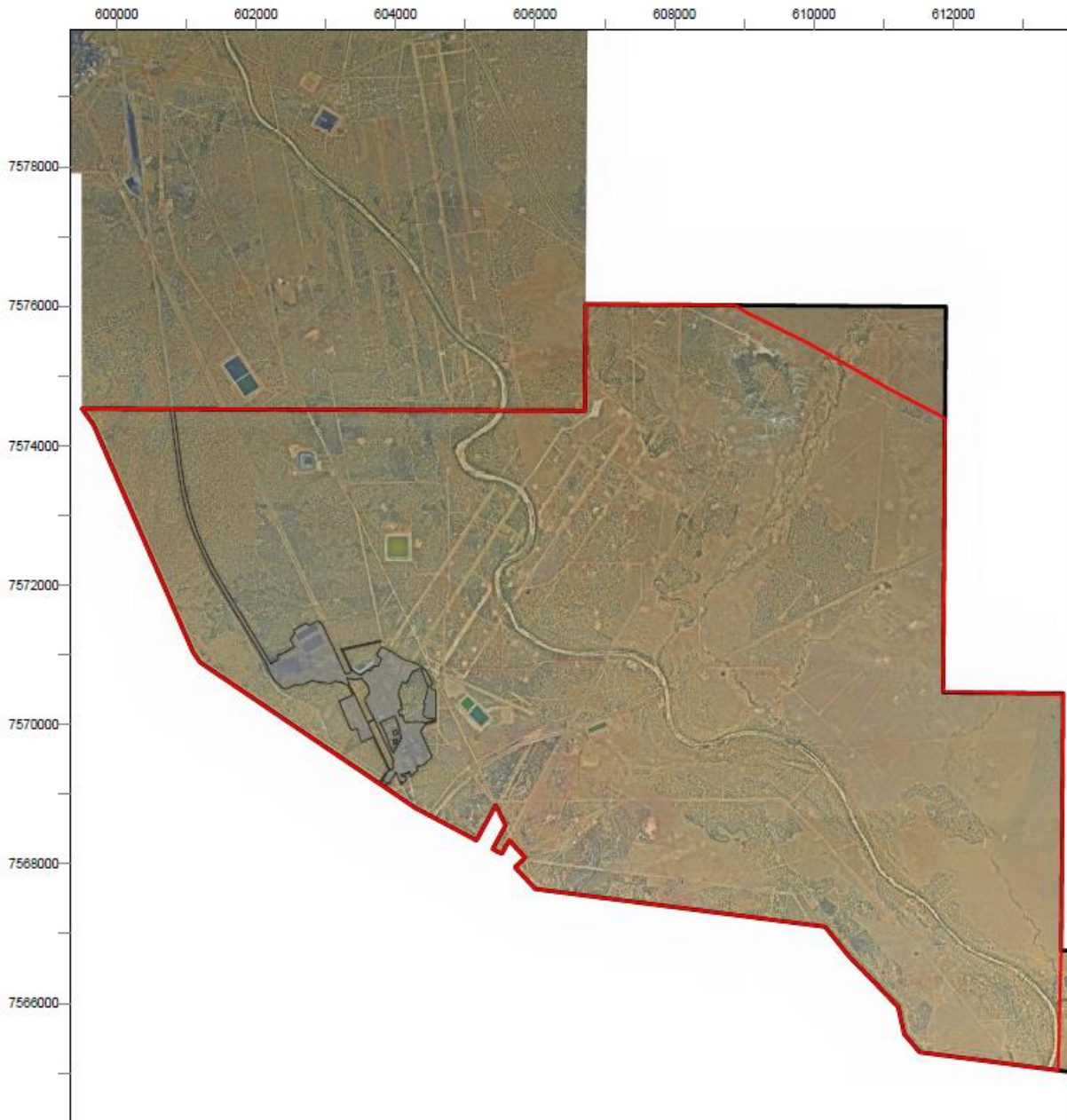
The proponent listed on the EPBC Approval (as of October 2021) is Anglo Coal (Grosvenor) Pty Ltd. An application has been made to the Department of Agriculture, Water and the Environment (DAWE) to transfer the EPBC Approval to Anglo Coal (Moranbah North Management) Pty Ltd.


The Project Area to which this SMP relates is provided in Figure 2.



Figure 1 – Location of Grosvenor Coal Mine

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 AngloAmerican	
Title: Grosvenor Mine Project Area	Author: Dan Perrin
Date: 17/09/2021	Spatial Reference: AGD1984 Zone55
Drawing Version: 1	
Status: Final	
 Scale: 1:75 000	
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- Legend**
-  ML70378
 -  Mine Infrastructure Area
 -  Project Area

Figure 2 – Project Area

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2.3 Outcomes and objectives

The desired outcomes of this SMP are:

- to minimise the impacts of the Grosvenor Coal Mine on any EPBC Act listed species within the area of the Grosvenor Coal Mine as shown in Figure 2 to this SMP (Project Area); and
- to outline management actions for the protection of EPBC Act listed species within the Project Area.

In order to achieve these outcomes, the objectives of this SMP are to:

- minimise impacts on EPBC Act listed species within the Project Area through pre-clearance surveys and effective clearing protocols;
- rehabilitate the Project Area to establish a stable, self-sustaining landform;
- prevent and control infestations of noxious weeds;
- control pest predators that threaten flora and fauna species within the Project Area;
- manage and mitigate bushfire risks within the Project Area;
- minimise sedimentation and erosion processes within the Project Area; and
- control access to the Project Area.

This SMP therefore describes potential risks to successful management in the Project Area, details management actions to protect threatened species habitat values within the Project Area and describes contingency measures that will be implemented to mitigate these risks.

2.4 EPBC Act listed species relevant to this SMP

Grosvenor Coal Mine, has assessed the likelihood for EPBC Act species and communities within the Project Area – see ‘Internal References’ in Appendix A. The most recent assessment was undertaken by Ecological Survey and Management (EcoSM) and was based on desktop reviews of previous studies as well as a targeted field survey completed in 2019 to refine specific habitat feature mapping for some fauna species identified as being present or having the potential to occur in the project area.

For those species and communities identified or considered to have a moderate or higher likelihood of occurrence, habitat mapping and an assessment of impacts was undertaken.

Management actions in this SMP provide for the protection of breeding habitat for the following EPBC Act listed species which have been recorded or have been assessed as potentially likely to occur within the Project Area:

- Brigalow TEC
- Poplar Box TEC
- Squatter Pigeon
- Koala
- Greater Glider
- Ornamental Snake
- Australian Painted Snipe

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- Black-faced Monarch
- Fork-tailed Swift
- Latham's Snipe
- Rufous Fantail
- White-throated Needletail

While being assessed as having low likelihood of occurring, management actions contained in this SMP also provide for the protection of breeding habitat for the following EPBC Act listed species:

- Corben's Long-eared Bat
- Red Goshawk
- Yakka Skink
- Satin Flycatcher
- Little Curlew

3 Implementation and Management

3.1 Impacts

Grosvenor Coal Mine operations have the potential to give rise to impacts on habitat for EPBC Act listed species from the following activities:

- clearing of vegetation for the construction of surface infrastructure, surface gas drainage and ventilation infrastructure and activities, seismic survey works, exploration activities, infrastructure projects and rehabilitation activities;
- secondary impacts due to the effects of noise, vibration and lighting from operating equipment and infrastructure; and
- indirect impacts such as the effects of the introduction or spread of invasive species, bushfires and erosion and sedimentation.

Condition 3 of the EPBC Approval contains maximum disturbance limits for surface disturbance to areas of protected matters, based on the 2019 habitat mapping completed by EcoSM, as shown in Table 2 below.

Table 2: EPBC Approval maximum disturbance limits

Protected Matters	Maximum Disturbance Limits (ha)
Brigalow TEC	1.12
Poplar Box TEC	79.8
Squatter Pigeon Habitat	164.9
Koala Habitat	264.4
Greater Glider Habitat	264.4

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Protected Matters	Maximum Disturbance Limits (ha)
Ornamental Snake Habitat	131.7
Australian Painted Snipe Habitat	35.3
Total* area of protected matters	282.7

*Noting the total area is not the sum of the combined areas as there are overlapping **protected matters**.

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3.2 Management Actions

Protection of threatened species habitat values within the Project Area will be facilitated through several management actions as detailed in the following sections.

3.2.1 Rehabilitation Management Plan (RMP)

Objective and Management Action

The site Rehabilitation Management Plan (RMP) describes the objective of rehabilitation on the Grosvenor ML, including rehabilitation of subsidence effects, infrastructure, seismic survey areas and eventually mine closure and decommissioning.

The RMP also details the proposed revegetation of disturbed areas with native species to match the existing habitat as closely as possible. A rehabilitation monitoring program is also proposed as part of the RMP, to monitor the successful regeneration and revegetation of areas disturbed by subsidence activities. The preparation of the RMP is a requirement under the Grosvenor Coal Mine EA and a condition of the EPBC Approval. A copy of the RMP has previously been submitted to the Queensland Department of Environment and Science and DAWE.

The Grosvenor Coal Mine rehabilitation strategy seeks to rehabilitate areas to a safe, stable, non-polluting and self-sustaining landform. The strategy is underpinned by the following management measures;

- Post Mine Land Use – as part of the high-level planning strategy a post mine land use is determined to inform land use planning and design.
- Planning and design – identifying areas available for rehabilitation and allocation of appropriate resources to execute rehabilitation activities. Landform design is an important consideration in planning the process, where required landform designs are developed for Rehabilitation implementation.
- Topsoil management – appropriate management of topsoil and topsoil stockpiles controlled through the permit to disturb process, ensuring topsoil inventories are suited to rehabilitation requirements.
- Soil Characterisation – topsoil characterisation to determine amelioration and seeding requirements to achieve rehabilitation outcomes
- Rehabilitation implementation – a robust tender evaluation process is used to engage suitably qualified contractors to undertake rehabilitation works. Periodic checks are undertaken by environmental personnel to ensure conformance to the RMP.

Performance Criteria

The performance criteria for rehabilitation are that the rehabilitated landform is safe, stable, non-polluting and self-sustaining.

More specifically, Rehabilitation Completion Criteria is outlined in the Grosvenor Coal Mine EA.

Monitoring

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The key performance criteria for rehabilitated landform is assessed on an annual basis through the annual rehabilitation monitoring program. The rehabilitation monitoring and methodology is outlined in the RMP. Key parameters monitored and the methodology used are specified below.

- Post mining land use – pasture productivity assessment
- Soil characterisation – soil sampling analysis
- Watercourse stability – photographic monitoring
- Species density / diversity – Transect monitoring
- Groundcover – transect monitoring
- Fauna diversity – rapid visual monitoring
- Erosion – visual inspection/ transect monitoring
- Weeds – transect monitoring
- Subsidence – survey and mapping of cracks for further monitoring

3.2.2 Weed and Pest management

Objective and Management Action

Grosvenor Coal Mine has existing environmental management measures in place for the control of weeds and pests. The primary objective of Grosvenor’s weed and pest management program is to prevent the further spread of declared weed and pest species onsite through impacts of mining activities.

Weed management strategies undertaken onsite include;

- Washdown bay facilities available onsite to minimise weed spread
- Declared weed spraying program
- GIS database for tracking declared weed infestations and treatments

Pest management strategies undertaken onsite include;

- Targeted pest management, including humane trapping campaigns for feral cats and wild dogs
- GIS database for recording trappings, sightings and evidence of presence/access points for feral animals

Performance Criteria

Given the presence of declared weeds onsite prior to mining activities, the further spread of weeds is used as the key performance criteria to measure success (or otherwise) of management across the Project site. Reduction in declared weed infestations is tracked through the sites GIS database.

Numbers of feral animals controlled are recorded as a performance measurement, with number of feral animals controlled measured against capacity of control administered (i.e. 10 traps set for feral animal capture, and 4 feral animals captured). Using this performance criteria, the site can measure the effectiveness of the control method.

Monitoring

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The monitoring of weeds and pests will be undertaken through several mechanisms onsite, including;

- Monthly Hazard and Housekeeping Inspections – targeted area inspections.
 - Hazard and Housekeeping inspections are a scheduled monthly inspection which are occur across different areas of the mine site. These are undertaken by a representative of the site Environment Department and a member of the Senior Leadership Team. A set template for the inspections are used, with findings recorded and actions entered into the site’s Isometrix Database.
- Permit to disturb inspection – both pre-clearing and close out inspections are used to detect the presence of noxious weeds and pests.
- Annual Rehabilitation Monitoring Report – Monitoring captures weed infestations across the sites monitoring transects.

3.2.3 Bushfire Management

Objective and Management Action

The primary objective of bushfire management onsite is:

- Preventing loss of life or injury to persons
- Preventing harm to environmental values (flora and fauna), and cultural heritage values
- Preventing property damage or destruction

The following management actions will be undertaken to minimise the likelihood of a bushfire occurring:

- Fuel load reduction – slashing of corridors (powerlines, fence lines)
- Maintenance of firebreaks – workorders to ensure ongoing maintenance of firebreaks
- Maintain the mining lease as a non-smoking site
- The issue and enforcement of hot works permits – to ensure that hot works are not undertaken without appropriate controls in place, such as review of weather/climate conditions, appropriate fire suppression controls are in place during and after hot work and ensuring post completion of hot work a fire watch is completed as per permit conditions.
- Introduction to site procedure – requirements for equipment to be maintained and meet certain standards reduce the likelihood of equipment fires, while also there are requirements for firefighting capabilities to be installed on equipment i.e. fire extinguisher, and/or automated fire suppression systems (based on risk)

In the event of a fire onsite, Grosvenor Coal Mine also has firefighting and emergency response capabilities to respond to fires.

Performance Criteria

Completion of workorders regarding maintenance of firebreaks onsite, in accordance with timeframes specified in those workorders, is used as a performance criterion for bushfire management onsite.

Monitoring

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The following monitoring actions are undertaken for bushfire management onsite;

- Monthly Hazard and Housekeeping Inspections – Targeted area inspections
- Quarterly Firebreaks maintenance and workorder closeout – firebreaks are maintained under the work order system, as part of the close out of the firebreaks maintenance workorder this requires supervisor verification/inspection.

3.2.4 Sediment and Erosion Control Management

Objective and Management Action

The objective of sediment and erosion control is to minimise impacts on and off site.

Several management strategies are implemented to minimise impacts of sedimentation and erosion onsite, strategies are based on the following principles and practices.

- Drainage control – separate clean and dirty water flows.
- Use of drainage structures to control flow of surface waters
- Erosion control –minimisation of soil loss e.g. via revegetation / seeding
- Sediment control – through structures such as sediment fencing and sediment basins

These principles and practices are implemented when assessing and managing planned disturbance areas.

Performance Criteria

Performance criteria for sediment and erosion controls onsite are holistically assessed using the water quality objectives for the site for the receiving environment, as well as on the ground monitoring and physical inspection of disturbed areas to identify erosion.

Receiving waters contaminant trigger levels are specified in the Grosvenor Coal Mine EA.

Monitoring

There are several monitoring measures which will be implemented at site which are used to identify and control potential and actual erosion, these include.

- Permit to disturb preclearing, during works and close out inspections
- Rehabilitation monitoring
- Water quality sampling of sediment basins and receiving waters

3.2.5 Noise, Vibration and Lighting

Noise, vibration and lighting emissions are not expected to give rise to significant impacts on fauna and any impact would be limited to the immediate vicinity of the infrastructure.

Noise, vibration and lighting controls are implemented in accordance with requirements of Grosvenor Coal Mine EA.

3.2.6 Clearing Management

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Clearing of vegetation will be required during the operations phase of the mine, including as part of the rehabilitation, seismic survey programs, ventilation infrastructure, exploration activities, gas drainage and infrastructure projects.

Clearing of vegetation is undertaken sequentially and in accordance with the Grosvenor Coal Mine Permit to Disturb process and Rehabilitation Management Plan. This process restricts the area of remnant vegetation to be cleared to that required for the safe construction and operation of facilities. Work areas in the vicinity of remnant vegetation is clearly delineated to prevent unnecessary encroachment of disturbance into remnant vegetation.

Pre-Clearing

Prior to the commencement clearing works, a member of the Grosvenor Environmental Team will survey the proposed area to be cleared and determine whether a Spotter Catcher (SC) is required. An SC will be required if:

- Any potential fauna breeding/roosting habitat trees are located within the clearance area.
- Any active roosts/nests are located within the clearance area; or
- The clearance is within an area previously known to contain the above.

The SC will be suitably qualified and experienced in wildlife management and will hold the necessary Rehabilitation Permit to allow the removal of fauna from the area to be cleared.

The SC will identify appropriate wildlife carer groups or veterinarians in the local area who have the capacity and ability to treat injured animals should the need arise during clearing activities.

Prior to the commencement of clearing activities, the SC will undertake pre-clearing translocation surveys of the areas proposed to be cleared. The pre-clearing surveys will involve:

- Identification, mapping and marking of potential fauna breeding/roosting habitat trees, fallen timber, surface rocks (habitat features).
- Identification and mapping of tree hollows inhabited, or potentially inhabited by threatened species.
- Identification and mapping of active roosts and nests.
- Identification and mapping of suitable habitat outside of the disturbance footprint for relocation of fauna and proposed actions for replacement of hollows (such as erecting stags and natural hollows or providing artificial habitat).
- Identification and mapping of threatened species present within the disturbance footprint, including determination of the distribution and density of affected species.

The above information will be recorded as part of the Post-Clearing Species Management Report (PCSMR) to be prepared as detailed in Section 4.1.

Approximately one week prior to commencement of clearing activities, the SC will begin relocating fauna. This will be done to reduce the overall risk of injury or fatality to species during clearing activities and will focus on active nests and roosts (fallen timber and surface rocks) within the disturbance footprint.

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Fauna relocation will involve:

- Encouraging fauna to leave the disturbance footprint;
- Translocation of threatened fauna present to identified suitable habitat outside of the disturbance footprint;
- Relocation of active nests/roosts and any dependent young/eggs to identified suitable habitat outside of the disturbance footprint;
- The SC will encourage fauna to leave by reasonable means or capture and relocate it prior to clearing; and
- The SC will physically relocate active nests/roosts and any dependent young/eggs to identified suitable habitat outside of the disturbance footprint.

Clearing

Should the Grosvenor Environmental Team determine that a SC is required, the SC will be present for the relevant clearing works to ensure that marked habitat features are felled appropriately. Generally, non-habitat trees will be felled first, with habitat trees left initially and then felled under direct supervision of the SC. The SC will advise construction staff whether habitat trees need to be left for 24 hours before felling (to enable wildlife to relocate on its own), or whether such trees should be left for 24 hours once felled (for the same reason).

For the felling of marked habitat trees and assessing ground layer habitat features, the following guidelines will be followed:

- The SC will inspect habitat features to determine whether hollows, fallen timber and surface rocks are occupied (if unable to determine presence, it will be assumed that the hollow is occupied).
- If occupied, the SC will attempt to encourage the fauna to leave by reasonable means (including shaking the tree with the blade of a dozer) or capture and physically relocate the fauna to identified suitable habitat outside of the disturbance footprint.
- If the fauna is unable to be relocated, habitat trees will be felled gently or lowered to the ground by skilled plant operators, ensuring the trees do not land on the inhabited hollow. Placement of other felled trees around habitat trees can be used to minimise the impact of felling.
- Once felled, habitat trees will be left for a short period of time on the ground to give the fauna an opportunity to escape.
- If the habitat feature is still occupied, any fauna found will be captured and relocated to suitable habitat outside of the disturbance footprint and released after nightfall to minimise the risk of predation by diurnal predators. Any animals that are inadvertently injured will be taken to the nearest veterinary clinic for treatment, or if the animal is unlikely to survive, it will be humanely euthanized.
- Ground layer habitat features such as previously felled timber, hollows and rocks are inspected by the SC. This involves an on the ground inspection by the SC prior to machine intervention, and where safe and able to do so the SC will move and disturb (i.e. tap on feature, remove timber) habitat features. Fauna captured will be relocated outside the disturbance area.

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- If necessary and at the discretion of the SC, occupied habitat trees and hollows may be plugged with a suitable material and relocated to an appropriate area outside of the disturbance footprint. The hollow will then be unplugged to allow fauna to escape.

Clearing works will otherwise be undertaken in accordance with the Grosvenor Coal Mine Permit to Disturb process and Rehabilitation Management Plan. This plan incorporates measures to minimize the impact on vegetation and encourage regeneration such as:

- Assessing areas of proposed disturbance as part of the detailed design of infrastructure and identifying opportunities to adjust orientation / placement to reduce impact to vegetation.
- Ripping or ploughing minor tension cracks using a small dozer, grader or tractor. These areas will be allowed to regenerate naturally through inherent seed resources, vegetation propagation from rootstock and recruitment from adjoining undisturbed edges.
- Stripping large tension cracks of topsoil, excavating the cracks and sealing the cracks with bentonite, where necessary. Topsoil will then be respread over the area and the site will be allowed to regenerate naturally from the seed bank in the topsoil and from rootstock and recruitment from adjacent vegetation. Areas disturbed as part of the crack rehabilitation program will generally comprise a narrow strip typically up to 2-3 m wide and for the length of the crack (up to 50 m).
- For seismic lines, grassy areas will be cut with a slasher, and shrubby or woodland areas cleared with a mulcher including mulching of shrubs and small trees. Slashers and mulchers are proposed to be used specifically for the purpose of facilitating rapid recovery of vegetation due to the retention of rootstock.
- Clearing of large trees as part of the tension crack rehabilitation program and seismic survey work will be avoided where possible. Should clearing of larger trees be necessary, scattered piles of timber will be retained as ground microhabitat for ground dwelling fauna and to minimise erosion.

Performance Criteria

The key performance criteria against which the success of the SMP will be assessed are as follows:

- Grosvenor Environmental Team inspection of proposed clearing areas prior to clearing and determination of requirement for SC;
- No clearing of habitat trees without SC supervision; and
- Implementation of the procedures outlined in this SMP.

Monitoring

The main mechanism for monitoring throughout clearing activities is using a specialist fauna spotter catcher, which is initiated through the Grosvenor Coal Mine Permit to Disturb process as per the process above. Following clearing activities there is a requirement for disturbance areas to have a close out inspection and assessment by the Grosvenor Environmental Team to ensure compliance to Permit to Disturb conditions.

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Table 3 – Timing, Responsibilities and Performance Criteria for Management Actions

Management Objective	Performance Criteria	Management Actions	Timing	Related Monitoring
Minimise impacts to threatened species through pre-clearance surveys and effective clearing protocols	Safe relocation of wildlife	Permit to Disturb; pre clearing inspections, Spotter Catcher assessment	As required for disturbance	Pre-Clearing inspection by Environment Department Pre-Clearing inspections by Fauna Spotter Catcher Fauna Spotter Catcher present during clearing activities Submission of quarterly return of operations for relocation of species Post clearing inspections
Rehabilitate the project area to establish a stable, self-sustaining landform	Compliance to Environmental Authority Management of topsoil resources Rehabilitation criteria; groundcover, species diversity, erosion, landform	Work Scope Review Permit to Disturb	Annual	Annual Rehabilitation Monitoring Program
Prevent and control infestations of declared weeds	Targeted weed spraying – dieback and control of weed spread	Declared Pest Management Procedure SWP Weed Spraying	Monthly (targeted areas)	Monthly Hazard and Housekeeping Permit to Disturb close out inspection
Control pest predators that threaten flora and fauna species	Record of number of pests controlled against the control effort administered	Humane management of feral animals	Quarterly	Monthly Hazard and Housekeeping

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Management Objective	Performance Criteria	Management Actions	Timing	Related Monitoring
Manage and mitigate bushfire risks	Workorder completion Bushfire Prevention	Fuel load reduction Firebreaks and firebreak maintenance Fire bans onsite Firefighting capabilities / Fire suppression systems	Quarterly	Quarterly Firebreaks workorder – verification of completion of firebreak maintenance workorder
Minimise sedimentation and erosion processes on site	Downstream Water Quality Landform and Stability of landform	Permit to disturb conditions Drainage control Erosion control Sediment control	As required for disturbance	Downstream Water Quality Monitoring Permit to Disturb Close out inspection
Control access to the project site	Assessment of boundary fence lines Third Party Meetings	Fencing and access to site through access gates restricted to authorised personnel only Third party agreements	Ongoing	Routine Monitoring Stakeholder meetings with third party agreement holders

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3.3 Risks and Contingency Planning

The risks to successful species management on the site include:

- Unauthorised clearing activities resulting in impacts to flora and fauna;
- Unsuccessful rehabilitation of disturbed area; and
- Failure of controls with regards to:
 - Weed and pest management
 - Sediment and erosion control; and
 - Access to site.

These risks have been risk assessed as detailed in Appendix B. The risk assessment identifies existing controls that manage each of these risks. The risk assessment also outlines high level corrective actions that may be an option to address circumstances where an unwanted event has occurred.

These risks will be avoided through the implementation of the SMP and the management actions listed above. In the event of unexpected impacts on protected wildlife, other than those addressed in this SMP, the following procedure will be followed:

- Cease works and notify Grosvenor Environment Department;
- If required, notify DES and/or DAWE;
- Undertake investigation to identify mitigation measures;
- If SC present on site, SC to advise Grosvenor Environmental Team of any issues with clearing protocol; and
- Grosvenor Environmental Team to implement procedural improvements.

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4 Monitoring and Reporting

4.1 Post Clearing Species Management Report (PCSMR)

If the Grosvenor Environmental Team determine that a SC is required, the SC will be responsible for preparing a PCSMR. Otherwise, the PCSMR will be maintained by the Grosvenor Environmental Team and kept on site at all times.

The report will include the following information for clearing works:

- Identification, mapping and marking of potential fauna breeding/roosting habitat trees, fallen timber and surface rocks within the disturbance footprint
- Identification and mapping of tree hollows inhabited, or potentially inhabited by threatened species within the disturbance footprint
- Identification and mapping of active roosts and nests within the disturbance footprint
- Identification and mapping of suitable habitat outside of the disturbance footprint for relocation of fauna or replacement of hollows
- Identification and mapping of threatened species present within the disturbance footprint, including determination of the distribution and density of affected species
- Details on any wildlife captures and releases including the location of any fauna relocated outside of the disturbance footprint; and
- Comment on the effectiveness of the species management procedures, and any potential for improvement.

4.2 Fauna Register

If the Grosvenor Environmental Team determine that a SC is required, the SC will be responsible for preparing a Fauna Register. Otherwise, the Grosvenor Environmental Team will be responsible for maintaining the Fauna Register. The Fauna Register will be kept on site at all times.

The Fauna Register must contain the following information for clearing works:

- Coordinates of event.
- Clearing method and safeguards in place at the time.
- Qualifications of the person undertaking spotter-catcher activities including permit number; and
- Mitigation measures that will be put in place to try and ensure similar incidents do not occur.

4.3 Annual compliance reporting

In accordance with Condition 5A of the EPBC Approval, Grosvenor Coal Mine will prepare a compliance report for each 12 month period following the date of the commencement of the action, or otherwise in accordance with an annual date that has been agreed to in writing by the Minister. The compliance report must provide accurate and complete details of compliance, incidents and non-compliance with the conditions of the EPBC Approval, and the plans required under the EPBC Approval (including this SMP).

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Table 4 – Outline of Monitoring Program

Management Objective	Monitoring Activity	Parameter/s Measured	Survey / Monitoring Guidelines	Frequency
Minimise impacts through pre-clearance surveys and effective clearing protocols	Fauna Spotter Catcher Assessments Disturbance areas survey pegged Aerial Imagery	Harm to wildlife Disturbance footprint	GRO-7256-Commonwealth Species Management Program GRO-300-HMP- Disturbance, Excavation, Penetration & Trenching GRO-7260-EVP-Pre-clearance Habitat Assessment Procedure	As required for disturbance activities
Rehabilitate the project area to establish a stable, self-sustaining landform	Rehabilitation Monitoring Aerial / LiDAR Imagery	Rehabilitation Criteria; groundcover, biodiversity, erosion, invasive species	GRO-4411-PLAN-Rehabilitation Management Plan	Annual
Prevent and control infestations of declared weeds	Monthly hazard and housekeeping inspection	Weed infestation Type of weeds	GRO-832-EVP-Declared Pest Management Procedure	Quarterly
Control pest predators that threaten flora and fauna species	Monthly hazard and housekeeping inspection	Number of and species of pest controlled measured against control effort administered	GRO-832-EVP-Declared Pest Management Procedure	Campaign based
Manage and mitigate bushfire risks	Quarterly fire break inspection	Workorder completion	GRO-895-PLAN-Bushfire Prevention Plan	Quarterly

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Minimise sedimentation and erosion processes on site	Post clearing assessments Receiving Environment Monitoring Program (REMP)	Water quality parameters (receiving water) Erosion Washouts Gullyng	GRO-5317-PLAN – Sediment and Erosion Control Management Plan GRO-2722-PLAN-Receiving Environment Monitoring Program	As required
Control access to the project site	Secured access to site Third party agreements	Unauthorised access to site	Third party agreements GRO-10164-PLAN-Surface Management Plan	Ongoing

4.4 Adaptive Management

Grosvenor Coal Mine implements an adaptive management approach to the SMP and the underlying monitoring and management programs.

Adaptive management is applied to the SMP through the below:

- Ensuring new data/information is collected and incorporated into this SMP, as a result of implementing this SMP and new information from external sources (e.g. academic literature, EPBC Act policy statements).
 - Legal updates
 - Regulator consultation
 - Engagement of specialist third party consultants
- Coordinating, scheduling and/or triggering monitoring, risk management, auditing and reporting activities.
 - Envirosys database (internal environmental compliance database)
 - Isometrix database (internal safety, health and environmental compliance database)
- Periodically reviewing risks, including in response to the risk level, changing circumstances or the results from implementing contingency response/corrective actions.
 - Isometrix database
- Frequent review of the effectiveness of management measures with significant levels of uncertainty (regarding effectiveness), relatively long implementation timeframes, and upon which the plan is highly dependent.
 - Priority Environmental Control Monitoring (managed through actions in Isometrix)
- Addressing the consequences of significant environmental incidents (planned and unanticipated)
 - Incident Reporting and Investigation Procedure (GRO-188-PRO-Incident)
 - Learning from Incidents (LFI) Reports
 - Corrective actions entered into Isometrix database

4.5 Review

This SMP is to be reviewed when one of the following items is triggered:

- Performance reports indicate performance criteria may not be/have not been achieved.
- Result of impacts from significant environmental incidents.
- Every five (5) years from the date of last review, being 5 October 2021.

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5 Training and Competencies

As part of the induction process for clearing works, all staff and contactors are advised of the protocol for clearing of vegetation in accordance with this SMP.

The below appointments, authorisations or competencies are required to implement this SMP.

Table 5 – Competencies and Authorisations

Designation	Training / Competencies / Authorisations required
Fauna Spotter Catcher (SC)	Qualified and licensed to capture, release or employ emergency euthanasia to wildlife impacted by human activity in accordance with relevant permits.
Grosvenor Environmental Team	Tertiary qualifications and/or experience in Environmental Management

6 Roles and Responsibilities

The following table identifies key stakeholders responsible for ensuring the above management actions are carried out in accordance with this SMP.

Table 6 – Roles and Responsibilities

Role	Responsibility
All employees and contractors	<ul style="list-style-type: none"> Follow the protocols outlined in this SMP
Safety, Health & Environment Manager	<ul style="list-style-type: none"> Ensure adequate resources are allocated to enable the training of staff in the requirements of this SMP Ensure adequate resourcing of the Grosvenor Environment Team to oversee the implementation of this SMP Ensure adequate budget for provision of Fauna Spotter Catchers as required by this SMP
Environment Superintendent	<ul style="list-style-type: none"> Implement the Permit to Disturb process, including monitoring for compliance Implement environmental improvement measures and identify additional management measures. This may include, but not limited to improvements to rehabilitation methodology i.e. change of fertiliser used. Monitor plan implementation for EPBC Act compliance reporting purposes If required, revise the plan to account for new information including monitoring results and from the effectiveness of plan implementation.

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Role	Responsibility
Environmental Coordinator / Officer	<ul style="list-style-type: none"> Conduct pre-clearing surveys for clearing activities and determine if Spotter Catcher is required Maintain Fauna Register Conduct annual monitoring of rehabilitated areas to confirm success and any additional treatment measures required
Spotter Catcher	<ul style="list-style-type: none"> Undertake pre-clearing surveys as required Observe clearing works for the purposes of fauna spotting Provide details of clearing activities for input into Fauna Register Advise Environmental Officer of any additional management measures required during subsequent clearing works

7 Contact Details

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Environment Superintendent

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8 Definitions

The following definitions are specific to this document.

Term	Definition
EA	Environmental Authority
DES	Queensland Department of Environment and Science
EPBC Act	Environment Protection and Biodiversity Conservation Act 1999 (Cth)
Grosvenor ML	ML 70378
ML	Mining Lease
MNES	Matters of national environmental significance to which the EPBC Act applies
PCSMR	Post-Clearing Species Management Report
SC	Spotter Catcher
SMP	Species Management Plan
TEC	Threatened Ecological Community

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APPENDIX A REFERENCES

SHEMS

- GRO-7256-Commonwealth Species Management Program
- GRO-300-HMP- Disturbance, Excavation, Penetration & Trenching
- GRO-4411-PLAN-Rehabilitation Management Plan
- GRO-7260-EVP-Pre-clearance Habitat Assessment Procedure
- GRO-832-EVP-Declared Pest Management Procedure
- GRO-895-PLAN-Bushfire Prevention Plan
- GRO-5317-PLAN-Sediment and Erosion Control Management Plan
- GRO-2722-PLAN-Receiving Environment Monitoring Program
- GRO-10164-PLAN-Surface Management Plan

Internal References

- Ecotone (2011) Grosvenor project Flora and Fauna Assessment
- EcoSM (2016) G200s Project Terrestrial Ecology Assessment
- EcoSM (2019) Grosvenor 100s Project EPBC Act Assessment

External References

- *Environment Protection and Biodiversity Conservation Act 1999* (Cth)
- *Environment Protection and Biodiversity Conservation Regulations 2000* (Cth)

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APPENDIX B RECORD OF AMENDMENTS

A full record of amendment detail is available from the Document Controller.

Issue No.	Issue Date	Description	Review Initiator
1	09/09/15	Initial Plan	M Rogerson Environmental Superintendent
2	27/11/19	Minor Update to provide separate State and Commonwealth SMPs	A Heap Environmental Superintendent
3	07/10/21	Review post grant of EPBC Approval variation	K Bachmann SHE Manager

APPENDIX C RISK ASSESSMENT

Risk framework

		Consequence					
		Minor	Moderate	High	Major	Critical	
		1	2	3	4	5	
Likelihood	Highly Likely	5	Medium	High	High	Severe	Severe
	Likely	4	Low	Medium	High	High	Severe
	Possible	3	Low	Medium	Medium	High	Severe
	Unlikely	2	Low	Low	Medium	High	High
	Rare	1	Low	Low	Low	Medium	High

Likelihood and consequence

Qualitative measure of likelihood (how likely is it that this event/circumstances will occur after management actions have been put in place/are being implemented)	
Rare	May occur in exceptional circumstances
Unlikely	Could occur but considered unlikely or doubtful
Possible	Might occur during the life of the project
Likely	Will probably occur during the life of the project
Highly likely	Is expected to occur in most circumstances
Qualitative measure of consequences (what will be the consequence/result if the issue does occur)	
Minor	Minor risk of failure to achieve the plan's objectives. Results in short term delays to achieving plan objectives, implementing low cost, well characterised corrective actions.
Moderate	Moderate risk of failure to achieve the plan's objectives. Results in short term delays to achieving plan objectives, implementing well characterised, high cost/effort corrective actions.
High	High risk of failure to achieve the plan's objectives. Results in medium-long term delays to achieving plan objectives, implementing uncertain, high cost/effort corrective actions.
Major	The plan's objectives are unlikely to be achieved, with significant legislative, technical, ecological and/or administrative barriers to attainment that have no evidenced mitigation strategies.
Critical	The plan's objectives are unable to be achieved, with no evidenced mitigation strategies.

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Management objective	Event or circumstance	Relevant management actions	Residual risk			Trigger detection and monitoring activity/ies	Feasible/effective corrective actions
			L	C	RL		
Minimise impacts through pre-clearance surveys and effective clearing protocols	Unauthorised impact to fauna	Permit to Disturb Fauna Spotter Catcher	2	1	Low	Fauna Spotter Catcher Assessment Permit to Disturb Inspection	Review methodology for clearing activities and spotter catcher inspections
	Unauthorised disturbance	Permit to Disturb Permit inspections Permit boundary demarcation	4	2	Medium	Permit to disturb inspections Aerial Imagery – true up process	Rehabilitate disturbed areas Further education and awareness for workforce
	Unplanned impacts from mining activities; clearing, subsidence	Impact assessments Subsidence monitoring Permit to disturb assessments	2	2	Low	Annual Subsidence Monitoring Annual Rehabilitation monitoring Permit to disturb close out	Remediation of impacted areas
Rehabilitate the project area to establish a stable,	Rehabilitation failing to meet planned/desired outcomes	Rehabilitation Planning Allocation of appropriate resources	3	2	Medium	Rehabilitation monitoring	Rehabilitation maintenance activities i.e. further amelioration, further seeding

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Management objective	Event or circumstance	Relevant management actions	Residual risk			Trigger detection and monitoring activity/ies	Feasible/effective corrective actions
			L	C	RL		
self-sustaining landform	Failure to rehabilitate disturbance areas	Rehabilitation Plan	2	2	Low	Permit to disturb close out Rehabilitation monitoring	Review of resourcing and allocation of appropriate budget and resources Appropriate stakeholder consultation – i.e. other site departments to ensure areas are available for rehabilitation
Prevent spread/ control infestations of declared weed	Failure to undertake weed control program	Routine weed control undertaken Budget for weed control activities	1	2	Low	Hazard and housekeeping inspections	Review of resourcing and allocation of appropriate budget and resources
	Further spread and colonisation of declared weeds on mining lease	Permit to disturb inspections Washdown bay available	3	2	Medium	Permit to disturb close out	Undertake additional weed control activities, which may include increased frequency of weed control to prevent e.g. seed set. Education and awareness
	Failure of weed management program to control spread of declared weeds	Weed spraying program	3	2	Medium	Hazard and housekeeping inspections	Review weed management program and control methodologies, e.g. to increase control frequency

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Management objective	Event or circumstance	Relevant management actions	Residual risk			Trigger detection and monitoring activity/ies	Feasible/effective corrective actions
			L	C	RL		
Control pest predators that threaten flora and fauna species	Failure to control pest predators	Targeted pest control onsite	3	2	Medium	Hazard and housekeeping inspections	Review pest management program and control methodologies
	Failure to undertake pest control activities	Budget for pest control	1	2	Low	Hazard and housekeeping inspections	Review of resourcing and allocation of appropriate budget and resources
Manage and mitigate bushfire risks	Bushfire event resulting impact to flora and fauna	Firebreaks and firebreaks maintenance Firefighting and emergency response capabilities	1	2	Low	Regular inspection of surface areas	Review of impacted areas to determine appropriate remediation measures
Minimise sedimentation and erosion processes on site	Erosion of disturbed areas	Permit to disturb process Rehabilitation of disturbed areas once available Sediment and erosion controls – drainage, sediment basins, rock checks	2	2	Low	Permit to disturb close out	Maintenance of erosion controls Rehabilitation of disturbed areas
	Failure to implement erosion controls	Permit to disturb process	2	2	Low	Permit to disturb inspections	Implement sediment and erosion controls

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Management objective	Event or circumstance	Relevant management actions	Residual risk			Trigger detection and monitoring activity/ies	Feasible/effective corrective actions
			L	C	RL		
Control access to the project site	Failure to control access to site	Authorised access to site Perimeter fencing	3	1	Low	Routine inspections	Communication with appropriate stakeholders

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