

Allisons Road, Nulla Vale:
Offset Management Plan for Matted Flax-lily
Dianella amoena (EPBC 2017/7930)

Prepared for Alliance Business Park Pty Ltd

24 February 2026

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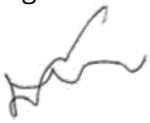
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Declaration of accuracy

Alliance Business Park industrial development, Epping, Victoria (EPBC 2017/7930)

In making this declaration, I am aware that Section 491 of the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999* (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 Commonwealth Environment Protection and Biodiversity Conservation Regulations 2000. 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 have no knowledge of this authorisation being revoked at the time of making this declaration.

Signed



David Hall
Chief Operating Officer
MAB Corporation Pty Ltd

Summary

Biosis Pty Ltd was commissioned by Alliance Business Park Pty Ltd, a subsidiary of MAB Corporation Pty Ltd (MAB), to prepare an Offset Management Plan (OMP) for an offset site required for impacts to Matted Flax-lily *Dianella amoena* (MFL) habitat associated with the Alliance Business Park (ABP) industrial and commercial development at 165 – 195 O'Herns Road, Epping, Victoria (impact site), as outlined under EPBC Approval 2017/7930.

On 25 September 2018, The Department of the Environment and Energy (DoEE) (now the Department of Climate Change, Energy, the Environment and Water (DCCEEW)) approved the expansion of the ABP project and the associated impacts to listed threatened species and ecological communities, subject to conditions (original EPBC approval). To compensate for the loss of 9.89 hectares of MFL habitat, Alliance Business Park Pty Ltd were required to offset 24.05 hectares of occupied MFL habitat. This was provided at a suitable offset site near New Gisborne, Victoria.

On 23 May 2025, DCCEEW varied the conditions of EPBC 2017/7930 in response to non-compliance with several conditions of the original EPBC approval (varied EPBC approval). The conditions of the varied EPBC approval require an additional offset of 3.2 hectares of occupied MFL habitat (additional offset area) to compensate for impacts to 0.63 hectares of MFL habitat within the ABP impact site.

The proposed offset will meet the requirements of the department's EPBC Act Environmental Offsets Policy (DSEWPaC 2012). DCCEEW's Offset Assessment Guide was used as a guide to estimate the area of offset required to adequately compensate for the residual impacts of the project. In this instance, an offset of 3.2 hectares of occupied MFL habitat was identified as providing a 100% direct offset for the proposed impact to MFL. This offset management plan has regard to the Environmental Management Plan Guidelines (DoE 2014).

This plan specifies a range of management actions for the offset area, including weed and pest animal management and monitoring. The proposed actions are consistent with the published information on MFL relating to existing threats and management requirements to achieve positive conservation outcomes. The plan documents an adaptive management framework, in which management actions are modified based on the results of monitoring and auditing activities in order to keep management focused on the outcome of protecting and enhancing the existing population of MFL. A risk assessment also includes triggers for review of the OMP, following environmental events such as significant weed invasion, fire or prolonged drought that have the potential to significantly alter the character and condition of the offset site.

1 Introduction

1.1 Project background

Biosis Pty Ltd was commissioned by Alliance Business Park Pty Ltd to prepare an Offset Management Plan (OMP) for a Matted Flax-lily *Dianella amoena* (MFL) offset site required for impacts associated with the Alliance Business Park (ABP) industrial and commercial development at 165 – 195 O'Herns Road, Epping, Victoria (impact site) as outlined under EPBC 2017/7930 (Figure 1).

An ecological assessment of the impact site, including a habitat hectare assessment, is documented by Biosis (2017a). That report identifies the condition and extent of native vegetation, including areas of Natural Temperate Grassland of the Victorian Volcanic Plain (NTGVVP) and habitat for Golden Sun Moth *Synemon plana* and MFL to be both impacted and protected in association with the proposed development (Figure 2). Biosis (2017a) was used, in conjunction with the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) offsets policy (DSEWPac 2012), to identify the extent of NTGVVP, and habitat for GSM and MFL to be protected outside the impact site.

A Planning Permit application has been approved by the City of Whittlesea for the industrial subdivision (716886). Clearing associated with the development of the subdivision was also assessed by the Department of Environment, Land, Water and Planning (DELWP) (now the Department of Energy, Environment and Climate Action – DEECA) as part of the development approvals process.

On 25 September 2018, The Department of the Environment and Energy (DoEE) (now the Department of Climate Change, Energy, the Environment and Water (DCCEEW)) approved the expansion of the ABP project and the associated impacts to listed threatened species and ecological communities, subject to conditions (original EPBC approval). To compensate for the loss of 9.89 hectares of MFL habitat, Alliance Business Park Pty Ltd were required to offset 24.05 hectares of occupied MFL habitat. This was provided at a suitable offset site near New Gisborne, Victoria.

On 23 May 2025, DCCEEW varied the conditions of EPBC 2017/7930 in response to non-compliance with several conditions of the original EPBC approval (varied EPBC approval – Appendix 1). The conditions of the varied EPBC approval require an additional offset of 3.2 hectares of occupied MFL habitat (additional offset area) to compensate for impacts to 0.63 hectares of MFL habitat within the ABP impact site.

To provide input into the EPBC Act offset calculator, the habitat condition score for MFL for both the impact site and the offset site were assigned a score based on the scoring protocol for MFL which has been previously approved by DCCEEW in association with EPBC 2022/9150 (Appendix 2).

The overall development of APB has been completed. However, additional works within the creek corridor to prevent future erosion events is pending. The impacts associated with those works are factored into the varied EPBC approval.

The additional EPBC Act offset prescription for occupied MFL habitat is to be sourced from [REDACTED] Nulla Vale, Victoria ('the offset site'; Figure 3). The offset site will be legally secured by way of an agreement made pursuant to Part 8 of the Victorian *Conservation, Forests and Lands Act 1987* between the owner of [REDACTED] [REDACTED] Nulla Vale and DEECA (otherwise known as a Section 69 agreement).

This EPBC Act offset is a stand-alone offset and will not be utilised under any other offset program. The State offset management documents use DEECA's Native Vegetation Credit Register templates and will subsequently be approved by DEECA. The content of the State offset documents is reflected in this EPBC Act OMP but this OMP has been tailored to meet the specific requirements of the EPBC Act guidelines for the preparation of an offset management plan (DoE 2014).

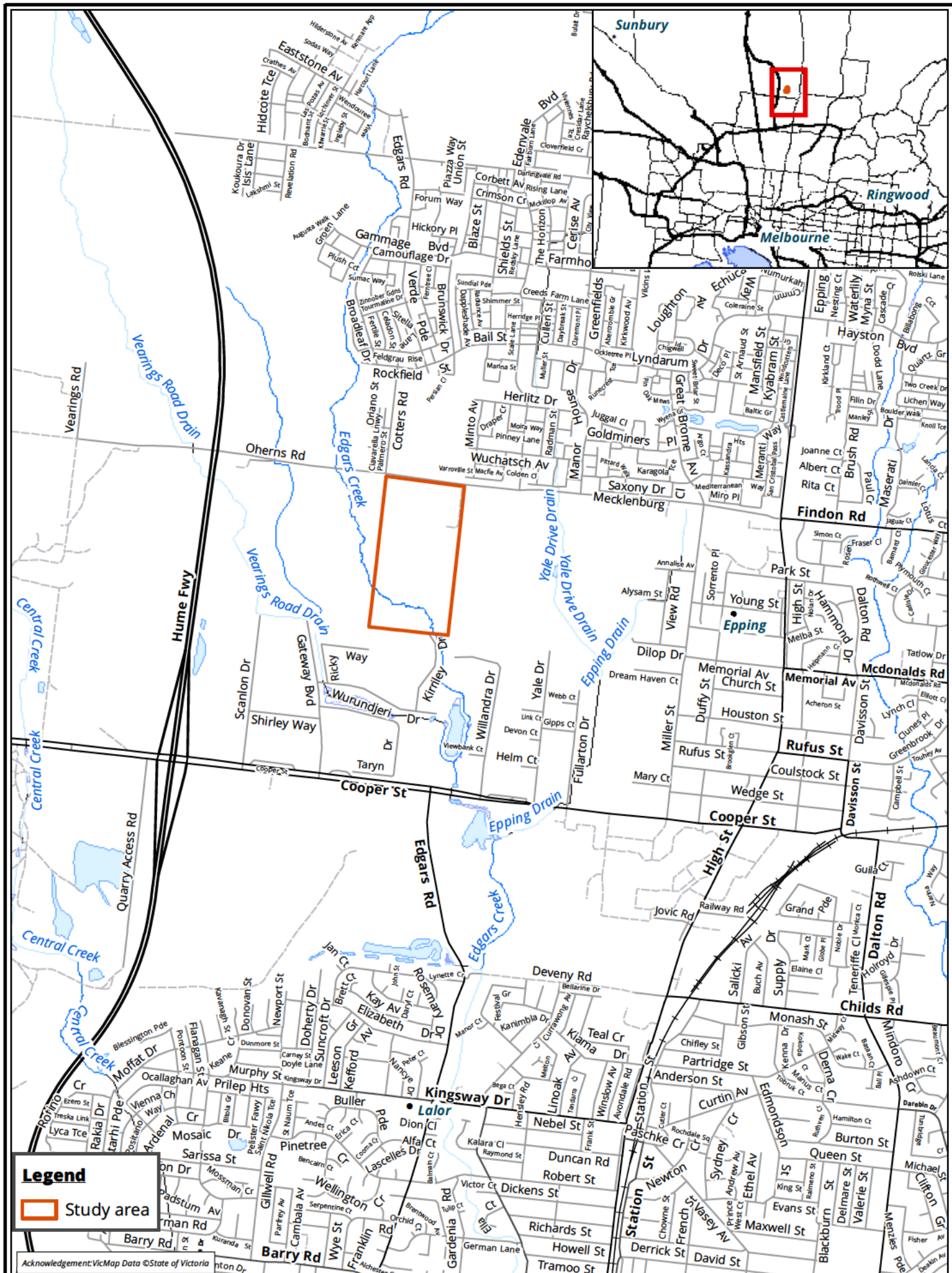
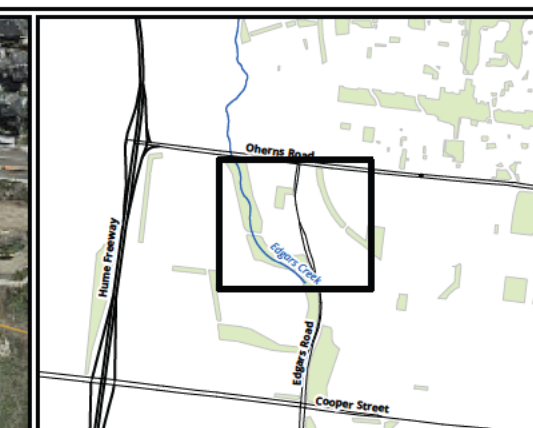


Figure 1 Location of the study area, 165 -195 O'Herns Road, Epping, Victoria



Legend

- Study area
 - Fenced No-Go Zone - Edgars Creek waterway reserve
 - + Matted Flax-lily record
 - Matted Flax-lily habitat (12.69 ha)
- #### Disturbance
- 1. Alliance Business Park development (as per PD)
 - 2. Additional clearance within Edgars Creek Corridor - Contractor
 - 3. Additional clearance within Edgars Creek Corridor - Melbourne Water
 - 4. Proposed erosion remediation and mitigation works/ infrastructure within Edgars Creek Corridor
 - 5. Assumed loss of GSM habitat within the Woodland Reserve
 - Wetland approved

Figure 2 Matted Flax-lily habitat within Alliance Business Park, Epping, Victoria

0 20 40 60 80 100
Metres
Scale: 1:3,000 @ A3
Coordinate System: GDA2020 MGA Zone 55



Matter: 38934,
Date: 05 March 2025,
Prepared for: MD, Prepared by: SKM, Last edited by: smitchell
Layout: 38934_MNES
Project: P:\38900s\38934\Mapping\38934_Alliance2023EPBC.aprx

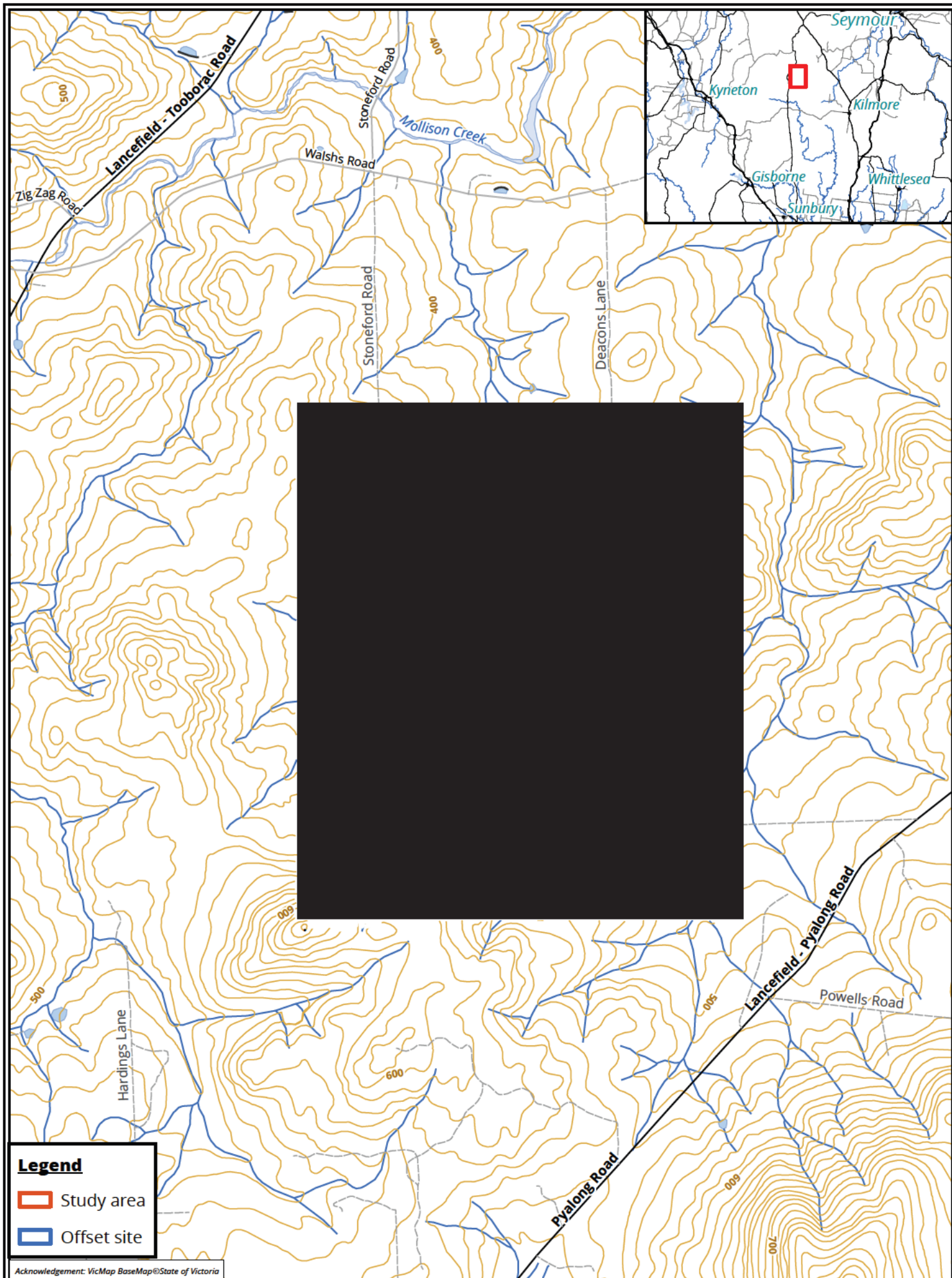


Figure 3 Location of the EPBC Act offset for Matted Flax-lily, Nulla Vale, Victoria

1.2 Objectives

The overall objective of this OMP is to document the impact site and offset site details to meet EPBC Act approval requirements for offsetting impacts to MFL by securing, maintaining and improving the quality of MFL habitat within the designated offset site. The aims of this plan are to:

- Identify the location and boundaries of the area at [REDACTED] Nulla Vale that is nominated as a MFL offset site, with provision of relevant maps and spatial data.
- Detail necessary management actions and responsibilities to protect and improve the MFL habitat within the offset site, with reference to the listing advice and recovery plan for this endangered species where available.
- Provide timeframes and key milestones for implementation of the measures to improve the MFL habitat within the offset site.
- Outline performance and completion criteria for evaluating management of the offset site, including a program to monitor and report on the effectiveness of the management.
- Describe potential risks to successful implementation of the OMP, including measures to mitigate these risks.

1.3 Plan structure

The structure and content of this OMP is consistent with the standard requirements for offset plans and is organised in a number of parts. The plan structure also reflects the requirements of anticipated conditions of the EPBC Act approval and guidance within the Environmental Management Plan Guidelines (DoE 2014). The plan is structured as follows:

- **Introduction** – This section summarises the relevant background information, including the purpose and scope of the OMP.
- **Part A: Offset suitability** – This section assesses the suitability of the offset site and includes details regarding approved clearing, gain and site improvement.
- **Part B: Offset implementation** – This section describes how the offset is to be implemented. Part B includes details regarding land manager commitments, areas of responsibility, management activities, monitoring and reporting. This section is intended for those responsible for implementing the OMP.

1.4 Definition of an individual Matted Flax-lily

As a rhizomatous plant it is often difficult, if not impossible, to identify individuals of MFL with confidence. To allow the size of a population of MFL to be assessed an individual MFL is taken by this plan to be represented by a cluster of ramets (individual tufts of MFL leaves observed above ground generally linked by underground root material) within a radius of up to five metres. Ramets typically emerge regularly along a rhizome and ramets from the same plant are rarely more than a metre apart without having other ramets in between. Therefore, an individual ramet or clusters of ramets separated from another individual ramet or cluster of ramets by more than two metres will be identified as a separate individual.

2 Part A: Offset suitability

This section provides details of the impact site, assesses the suitability of the offset site and includes details regarding approved clearing, gain and site improvement. This section should be read in conjunction with Part B. The location of the impact site is shown in Figures 1 and 2. The location of the offset site is provided in Figures 3 and 4.

2.1 Impact site details

Table 1 describes the impact site details under Commonwealth and Victorian jurisdictions.

Table 1 Impact site details

Impact site details	
Location and address of impact site	165-195 O'Herns Road, Epping, Victoria
Local Government Area	City of Whittlesea (Whittlesea Planning Scheme)
Catchment Management Authority	Port Phillip and Western Port
Responsible Authority	City of Whittlesea
Permit applicant	Alliance Business Park Pty Ltd
Planning Permit Reference	Planning permit issued by City of Whittlesea on 21 November 2017 (Ref. 716886)
EPBC Act approval	EPBC 2017/7930 Original approval dated 25 September 2018 Varied approval dated 23 May 2025

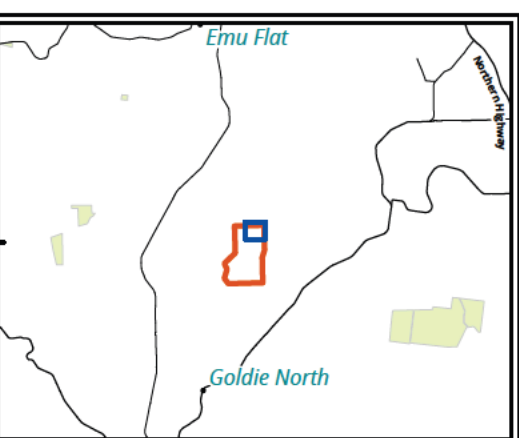
2.2 Vegetation approved for removal

Vegetation / habitat removal associated with the expansion of Alliance Business Park (Figure 1) has been approved under the City of Whittlesea Planning Permit 716886. Vegetation for removal is described in the biodiversity assessment prepared by Biosis (2017a) and the 21.75 hectares of GSM habitat impacted is identified in Figure 2.

2.3 Description of offset site – [REDACTED] Nulla Vale

The offset site is a 3.2 hectare area located within [REDACTED] Nulla Vale, Victoria ([REDACTED]), approximately 11 kilometres north of Lancefield and 70 kilometres north of Melbourne, Victoria (Figure 4). The offset site would provide a 100% direct offset for impacts on the population of MFL recorded within the Alliance Business Park development footprint.

Biosis undertook detailed assessments of the offset site on 26 July 2023 (Biosis 2023b). The following summarises the existing conditions at the EPBC Act offset site, including current permitted uses on the land and its suitability as an offset as assessed against Commonwealth requirements.



- Legend**
- Study area
 - MFL offset
 - + Matted Flax-lily
Dianella amoena

Figure 4 Occupied Matted Flax-lily habitat within the EPBC Act offset site, [REDACTED], Nulla Vale, Victoria

0 20 40 60 80 100 N
Metres
Scale: 1:2,000 @ A3
Coordinate System: GDA2020 MGA Zone 55



Matter: 38934,
Date: 14 April 2025 .
Prepared for: SGM, Prepared by: SKM, Last edited by: smitchell
Layout: 38934_Offset
Project: P:\38900s\38934\Mapping\38934_Alliance2023EPBC.aprx

2.3.1 Habitat description

The EPBC Act offset property at [REDACTED], Nulla Vale, is located within the Central Victoria Uplands Bioregion and supports the following Ecological Vegetation Classes (EVCs):

- Granitic Grassy Woodland (EVC 175_62)
- Damp Sands Herb-rich Woodland (EVC 3)
- Shrubby Dry Forest (EVC 21)

MFL occurs as localised groups of individuals and scattered plants. A targeted survey for MFL was not conducted by Biosis (2023b) within the offset site but at least four individuals of MFL marked by the landowner were observed within the proposed offset area. A targeted survey will be completed when the plan is initiated (see Section 3.11.4).

The MFL habitat is restricted to areas identified as Grassy Woodland. The vegetation within the offset site is a good quality example of a Grassy Woodland understorey which supports a population of MFL (Biosis 2023b). Historically the site has been largely cleared of trees. However, the ground was never cultivated or fertilised and is currently dominated by indigenous grasses, predominantly Kangaroo Grass *Themeda triandra*. Sporadic regeneration of indigenous trees and shrubs is present although the offset area is largely treeless.

2.3.2 Offset site suitability

The EPBC Act offset site fulfils the requirements for an offset in that it supports relatively intact native vegetation which provides habitat for the relevant MNES and supports an extant population of MFL. While the vegetation is relatively intact, there are extant threats associated with the currently permitted agricultural land-use which, if left unmanaged, will result in the gradual deterioration of habitat for MFL and ultimately its local extinction. The implementation of active ecological management and the removal of existing permitted uses will result in significant ecological benefits for the native vegetation present, allowing it to develop into a more natural condition for Grassy Woodland while also providing for a more stable and suitable habitat for MFL.

2.3.3 Site condition

A total of 50 native and 17 introduced species were recorded in the offset area during the site inspection (Biosis 2023b). The proposed offset area is part of a larger area of Granitic Grassy Woodland (EVC 175_62), contiguous with other native vegetation across the broader property and surrounds. The vegetation within the broader property is dominated by native vegetation, with the offset area dominated by Kangaroo Grass. A Habitat Score (DSE 2004) of 0.58 was allocated to the vegetation of the offset site.

The vegetation within the potential offset area supports a small, scattered population of one woody weed (also listed as a noxious weed): Sweet Briar *Rosa rubiginosa*. The cover of this weed is estimated to be about 1%. Other woody weeds do not appear to be prevalent in the surrounding landscape. The local elimination of woody weeds is therefore a plausible management outcome for the proposed offset site.

The potential offset area supports a small population of one other noxious species: Spear Thistle *Cirsium vulgare*. The cover of this weed is estimated to be less than 1%. While this species is not currently common, it is likely to occur widely within the surrounding landscape. As the offset site is managed to regulate ground cover biomass (using ecological burning), this invasive species is likely to colonise the open ground created by such management. While Spear Thistle does not currently represent a significant threat to native vegetation within the proposed offset site, vigilant management will be required to ensure its abundance does not increase significantly in the future.

Other common weeds considered to be potential high threats include Brown-top Bent *Agrostis capillaris*, Sweet Vernal-grass *Anthoxanthum odoratum*, Yorkshire Fog *Holcus lanatus*, Flatweed *Hypochaeris radicata* and Hairy Hawkbit *Leontodon saxatilis*. The combined cover of these weeds was assessed to be relatively low (at less than 10%), with Brown-top Bent being the most prevalent with an estimated cover of 15%. Persistent control works will be required to ensure that these species respond to the active ecological management proposed. Well managed, persistent works are expected to result in the local elimination of the perennial grass species, whereas wind dispersed species, such as Flatweed and Hairy Hawkbit, are likely to persist at low levels (<5%).

Rabbits are known from the property and surrounding landscape and persistent surveillance and management will be required to maintain this pest species at low to negligible levels. This target is considered to be a credible outcome of the proposed ecological management.

2.3.4 Current permitted land uses

The proposed offset site within [REDACTED] Nulla Vale, is currently zoned as Farming Zone (FZ) within the Mitchell Planning Scheme. This zone is allocated to land to provide for the use of land for agriculture, including grazing animal production and associated activities.

The land is also covered by an Environmental Significant Overlay (ESO2) and a Bushfire Management Overlay (BMO). ESO2 is designed to protect and maintain water quality and water yield in the Eppalock and Mollisons Creek (Pyalong) special water supply catchment areas while the BMO relates to the protection of housing from bushfire threat. In that context the overlays are not specifically designed to protect biodiversity.

The EPBC Act offset site will not be subject to any significant incompatible land uses. There are no existing buildings or infrastructure in or within 150 metres of the designated offset area (Figure 4).

2.3.5 Existing offset arrangements

The offset site has not been previously allocated for the provision of any other offsets, either under the EPBC Act or under Victorian State planning policy, including the former Biodiversity Assessment Guidelines or Net Gain Framework.

An EPBC Act offset for MFL covering approximately 3.4 hectares, adjacent to the northern boundary of this offset site, has recently been approved as part of EPBC 2022/9150.

3 Part B: Offset implementation

This section presents the actions required to implement the OMP. The OMP details methods for the management and conservation of the 3.2 hectare EPBC Act offset site at [REDACTED] Nulla Vale. These actions align with the management actions and intent for the broader property which will be managed on a voluntary basis. Management actions focus on the protection and enhancement of the existing population of MFL and its habitat. At the end of 10 years of management, the offset site is expected to have achieved a conservation gain for MFL to offset the impact on MFL that would occur as part of the construction of 165 – 195 O'Herns Road, Epping. After 10 years, management actions focus on maintaining the improved condition of the MFL habitat for the life of the EPBC Act approval. However, it should also be noted that the protection of the site under the Victorian *Conservation, Forests and Lands Act 1987* (CFL Act) provides permanent protection and conservation management requirements.

All management works at the offset site will be conducted by the landowner or a suitably qualified and experienced contractor engaged by the landowner that has previous experience in grassy woodland environments in Victoria. Prescribed management actions are, where relevant, in accordance with the Victorian Native Vegetation Credit Register standards for management of native vegetation offset sites (DELWP 2021). These actions also align with known threats and management interventions for grasslands and grassy woodlands as documented in Williams et al. (2015) and DSEWPaC (2011).

The OMP aims to achieve vegetation and habitat improvement gains through on-ground actions and therefore these actions and gains are required to be achievable, straightforward and practical. All the management actions specified must be measurable against the targets outlined in this OMP.

The management actions in this OMP have been informed by the relevant EPBC Act conservation planning documents for the species, including the National Recovery Plan for the Matted Flax lily (*Dianella amoena*) (Carter 2010).

The recovery plan identifies threats such as weed invasion, excessive biomass, grazing pressure, soil disturbance, and altered disturbance regimes. The Allisons Road OMP reflects these priorities through:

- Elimination of woody weeds and control of high threat herbaceous weeds.
- Biomass management using ecological burning to maintain inter tussock space.
- Exclusion of incompatible land uses (grazing, fertiliser application, cultivation, vehicle access).
- Pest animal control to reduce disturbance and grazing pressure.
- Annual population and habitat monitoring (GPS ramet mapping + point intercept assessments).

These actions collectively implement the recovery plan's recommended management approaches and align with EPBC requirements to maintain and improve occupied habitat condition.

3.1 EPBC Act approval condition requirements

This OMP has been formulated to comply with the varied conditions of EPBC Act Approval 2017/7930. Relevant conditions, how the OMP addresses these conditions and references to corresponding sections of this plan are detailed in Table 2.

Table 2 OMP response to the varied conditions of approval for EPBC 2017/7930

Condition	Condition details (summarised)	OMP response	OMP section reference
Condition 2B	To compensate for the loss of 0.63 ha of Matted Flax-lily habitat, the approval holder must, by 31 October 2025, submit to the department for the Minister's approval, an Offset Management Plan for the Allison's Road offset area.	This OMP document will be submitted to DCCEEW for approval.	This OMP.
Condition 2C	The Offset Management Plan (OMP) submitted in accordance with condition 2A, must:		
Condition 2C (a)	Be prepared by a suitably qualified ecologist.	The OMP was prepared by Stephen Mueck, Principal Botanist with Steve Mueck Biodiversity Pty Ltd as a subconsultant to Biosis, who holds post-graduate ecological qualifications and significant ecological consulting experience. He is familiar with both the impact and offset sites and the management requirements of the offset site.	This OMP was prepared by Steve Mueck (steve@stevemueckbiodiversity.au), a suitably qualified ecologist with more than three years of experience preparing GSM management plans. Biosis, as the implementing organisation, has an established record of delivering offset management actions for this species, satisfying the implementation component of the definition under the approval. Evidence was submitted to the Department on 19/01/2026 and was confirmed as meeting Condition 2C(a) on 20/01/2026 (evidence held in Departmental records).
Condition 2C (b)	Include maps and a description of the relevant offset area including location, habitat quality and the current area of habitat for Matted Flax-lily.	Maps and written descriptions are provided in the OMP. Digital shapefiles will be provided to DCCEEW during the post approval process.	See Section 2.3 and Figures 3 and 4. Shapefiles will be submitted to DCCEEW via email.
Condition 2C (c)	Specify the method used for assessing habitat quality specific to Matted Flax-lily.	As per the approved offset strategy for EPBC 2022/9150	See Appendix 2.

Condition	Condition details (summarised)	OMP response	OMP section reference
Condition 2C (d)	Specify offset completion criteria that will be used to assess whether the outcomes required under condition 2I of this approval have been achieved or maintained.	The OMP specifies key environmental outcomes / criteria to be achieved through protection and management of the offset area.	See Section 3.6.
Condition 2C (e)	Include timebound commitments to achieve the specified offset completion criteria.	The OMP provides a schedule of standards to be achieved for implementing the offset over 10 years.	See Table 5 in Section 4.
Condition 2C (f)	Include timebound interim targets derived from the offset completion criteria, that will be achieved to demonstrate progress consistent with attainment or maintenance of those completion criteria.	The OMP provides a schedule of standards to be achieved for implementing the offset over 10 years.	See Table 5 in Section 4.
Condition 2C (g)	Detail the management activities, including timeframes or circumstances for implementing those activities, that will be implemented to achieve the interim targets and offset completion criteria.	The OMP provides a schedule of management actions for implementing the offset over 10 years.	See Table 5 in Section 4.
Condition 2C (h)	Detail the nature, timing and frequency of monitoring activities that will be implemented to: • detect changes in habitat quality for Matted Flax-lily at the offset area; and • demonstrate attainment of interim targets and offset completion criteria, and detect potential or actual failure to achieve or maintain interim targets and offset completion criteria.	The OMP provides a monitoring program for the 10 year period.	See Section 3.11.1 - 3.11.4 and Table 7 in Section 4.
Condition 2C (i)	Detail timebound, feasible and effective corrective measures, to be implemented in the event monitoring indicates any potential or actual failure to achieve or maintain interim targets and offset completion criteria.	The OMP includes a risk assessment and adaptive management actions.	See Section 3.8.

Condition	Condition details (summarised)	OMP response	OMP section reference
Condition 2C (j)	Include a risk analysis, and risk management and mitigation strategy, for all risks to the successful implementation of the Offset Management Plan, including a rating of all initial and post-mitigation residual risks.	The 10-year management plan has been evaluated in a risk framework and contingencies developed if monitoring reveals the need for remedial action (i.e. adaptive management approach).	See Table 6 in Section 4.

3.2 Offset site details

Table 3 provides details of the offset site, including the land manager, parcel details and local government property information.

Table 3 Offset site details, Nulla Vale

Offset site details	
Current landowner of offset site	Kurt Marie van Wijck
Type of offset	Third party (private land)
Location and address of offset site	██████████ Nulla Vale, Victoria 3435 (part of this property)
Area of offset site	3.2 hectares
Local Government Area	Mitchell Shire
Parish	Pyalong
Allotment	████
Plan of subdivision / Volume / Folio	████████████████
Bioregion	Central Victorian Uplands

3.3 Offset security and responsibilities

In accordance with the varied EPBC Act approval, 3.2 hectares of occupied MFL habitat at ██████████ Nulla Vale be legally secured

The offset site will be legally secured via the execution of an agreement made pursuant to Part 8 of the Victorian *Conservation, Forests and Lands Act 1987* (CFL Act) between the owner of ██████████ Nulla Vale, and DEECA. This is otherwise known in Victoria as a section 69 agreement.

An MoU was executed on 11 July 2023 providing a legal contract between the owner of ██████████ Nulla Vale, and Alliance Business Park Pty Ltd. The MoU outlines a commitment to register the defined offset area within ██████████ Nulla Vale, as an EPBC Act offset site with DEECA using a section 69 agreement. Therefore, the offset site is considered to have initiated the legal process to ensure its ongoing security as an offset from that date.

In accordance with the conditions of the EPBC Act approval, the offset site must be legally secured in perpetuity and managed for the purposes of conservation for the life of the approval. The EPBC Act offset site is part of a broader property supporting other contiguous areas of native vegetation which will be managed in a manner consistent with the objectives of this plan on a voluntary basis.

Offset site security details and responsibilities are summarised in Table 4.

3.4 Emergency contacts and procedures

3.4.1 Emergency contacts

Key emergency contacts responsible associated with implementing this OMP are as follows:

- Landowner – Kurt van Wijck, 0401 685 484
- Alliance Business Park Pty Ltd (MAB Corporation) – Tom Foley, 0401 318 706

Table 4 Security and management responsibilities and reporting requirements

Offset requirements and responsibilities	
Who is liable/responsible for meeting offset requirements?	Alliance Business Park Pty Ltd
Type of security	MoU between Alliance Business Park Pty Ltd and landowner of [REDACTED] Nulla Vale, leading to a section 69 agreement under the CFL Act
Date of commencement for the MoU	Executed on 11 July 2023
Date 10-year offset management to commence	On execution of the s69 Landowner Agreement
Date 10-year offset management expires	10 years following commencement date as described above
Offset site management responsibility	Landowner
Offset site monitoring responsibility	Landowner
Auditing	Alliance Business Park Pty Ltd
Reporting responsibility (to DEECA)	Landowner
Reporting responsibility (to DCCEEW)	Alliance Business Park Pty Ltd
OMP review	Alliance Business Park Pty Ltd

3.4.2 Emergency procedures

The following emergency procedures must be followed.

Unlawful or accidental removal of native vegetation

In the event that native vegetation is unlawfully or accidentally removed from the offset site (i.e. without relevant planning approval), the following procedure must be followed:

1. **Cease works** – Works must stop immediately within the vicinity of the native vegetation which has been damaged or removed. The area surrounding the damaged/ removed vegetation must be fenced off or excluded to avoid further damage.
2. **Identify extent and type of native vegetation** – The species of impacted native vegetation must be identified, and the extent of damage/ removal must be documented and photographed. It is recommended that a suitably qualified ecologist is contacted to assist with identifying the extent and type of native vegetation.
3. **Contact DCCEEW and DEECA** – DCCEEW and DEECA must be informed of the incident and the extent/ type of native vegetation which has been damaged or removed. Relevant documentation about the incident will need to be forwarded to DCCEEW and DEECA for record maintenance.
4. **Rehabilitating the impacted area** – Consultation with DCCEEW and DEECA will determine the most effective means of rehabilitating the impacted area, which will likely include revegetation to account for the loss of native vegetation.

Ecological burning

In the event that a prescribed burn runs out of control, the person responsible for conducting the burns must enact the safety protocols relevant to their training or experience.

All incidents must be reported to the Country Fire Authority (CFA), and no further burns are permitted until it is considered safe to do so (in accordance with consultation with the CFA).

3.5 Environmental Training (or relevant qualifications and experience)

All people involved with implementation of this OMP should receive relevant environmental training (or possess suitable experience implementing environmental management actions) to ensure they understand their responsibilities. People to be trained or inducted include those undertaking the management actions specified in this OMP, including any contractors, subcontractors and visitors.

The following induction and environmental training must be undertaken by any person undertaking management actions specified in this OMP:

- Site induction – Any person undertaking management actions at the offset site must be provided a copy of this OMP for their review. It is the responsibility of the landowner to ensure all people undertaking management actions understand the information specified in this OMP.
- Identification of key points of environmental value – Any person undertaking management actions must be aware of the key points of environmental value on-site, including the location of MNES.
- Weed and pest management – Any person undertaking weed management actions on-site must have relevant training (e.g. Certificate III in Weed Management) or other relevant experience in controlling weeds and pests.
- Ecological burning – Any person undertaking ecological burning on-site must have relevant training (e.g. PUAFIR402 - Conduct simple prescribed burns) or other relevant experience conducting prescribed burns.
- Environmental audits – Future environmental audits required under this OMP should be undertaken by a suitably qualified ecologist.

3.6 Environmental outcomes to be achieved

The overarching environmental outcomes to be achieved through protection and management of the offset site are:

- Ongoing legal protection to ensure the conservation management of the 3.2 hectare EPBC Act offset site, which includes individuals of MFL, for the period of this OMP, the life of the approval for EPBC 2017/7930 and thereafter in perpetuity.
- Physical protection of the habitat area from manageable threats including grazing by domestic stock, other agricultural/commercial activities, the impacts of pest plants and animals and any other recreational activities which would conflict with the conservation objectives of the offset site.
- Maintenance of the extent and condition of MFL habitat measured by the condition of the Grassy Woodland habitat and population size of this species within the offset site.

3.6.1 MFL population and habitat condition

The extent of the MFL habitat within the EPBC Act offset site was determined based on EVC mapping and habitat condition assessment that Biosis undertook within the offset site on 26 July 2023, which identified and assessed 3.2 hectares of occupied MFL habitat within an area of largely treeless *Granitic* Grassy Woodland (EVC 175_62; Figure 4). This vegetation is part of a broader area of *Granitic* Grassy Woodland across the property that is also contiguous with areas of Damp Sands Herb-rich Woodland (EVC 3) and associated with nearby drainage lines and Shrubby Dry Forest (EVC 21) on the elevated granitic hills. The broader area of *Granitic* Grassy Woodland within the entire property is likely to support a population of over 50 MFL, with at least eight individuals noted from the offset site. The MFL population size within the offset site will be better defined during baseline monitoring (first summer after commencement of this OMP). In the absence of records of MFL within areas mapped as Damp Sands Herb-rich Woodland (EVC 3) and Shrubby Dry Forest (EVC 21), these areas are not considered to be habitat for MFL.

The vegetation within the offset site was assessed with a habitat score (DSE 2004) of 58/100, including a site condition score of 43/75 (Biosis 2022b). Given the relatively intact nature of the local landscape, it is unlikely that external biotic or land management factors (other than drought, fire and/or climate change) would influence the extent of the native vegetation present within the broader property. If reductions in extent are experienced, these are likely to be driven by extreme drought or landscape scale fire, which are factors well beyond the control of the land manager. Therefore, successful maintenance of extent and condition will be measured based on controlling those factors that operate at the local scale, such as the influence of agricultural practices, pest animals, weed invasion or other inappropriate land-use. Where stochastic events occur, the intent will be to respond to these events in the recovery phase of the vegetation to facilitate and enhance natural regeneration.

3.6.2 Performance and completion criteria

Key performance criteria for completion of this 10-year OMP are:

- Establishment of legal protection via a section 69 agreement under the CFL Act, which is a DEECA standard for the management of offsets in Victoria.
- Successful management of threats within the offset site, including (Section 3.8):
 - Exclusion of commercial agricultural practices and other inappropriate land-uses.
 - Elimination of all woody weeds to less than 1% cover with no mature plants present.
 - Control of herbaceous and grassy weeds such that their cover does not exceed 20%.
 - Reduction in the number and impact of pest animals.
- Maintenance or an increase in the habitat score for the native vegetation providing MFL habitat including one or more of the Weeds Score (anticipated change from 7/15 to 11/15, an increase in the Understorey Score of 15/25 to 20/25, the recruitment score from 6/10 to 10/10 and a Litter score of 3/5 to 5/5. This will lift the MFL site condition score from the current 2/3 to 3/3 (Appendix 2).
- Maintenance or an increase in the size of the MFL population within the offset site (population size to be determined during baseline monitoring).
- Completion of scheduled management actions (Section 3.9 and Table 5).
- Completion of scheduled monitoring activities (Section 3.11 and Table 7).
- Completion of scheduled reports and audits (Section 3.12, Section 3.13 and Table 8).
- Improvement of the MFL habitat quality score from its baseline of 7 out of 10 to a score of 8 out of 10.

3.7 Limitations and uncertainty

There are no significant limitations or uncertainties associated with this OMP. The OMP has been formulated using information from site inspections that Biosis conducted in July 2023 (Biosis 2023b). This inspection was conducted at an appropriate time of the year for assessment of the general condition of Grassy Woodland (EVC 175) vegetation, including an assessment of condition, extent and threats. The OMP has been subject to internal review and quality assurance by Biosis.

The OMP's management activities are consistent with the assessment report (Biosis 2023b). The OMP also aligns with standard offset management planning principals provided by DEECA for the management of Victorian offset sites (DELWP 2021) and Australian Government requirements for the preparation of an environmental management plan (DoE 2014). Relevant federal and state government policies, procedures and databases have also been consulted where appropriate.

3.8 Risk assessment and adaptive management

This OMP provides actions and performance criteria for a period of 10 years and acknowledges that ongoing management will be required for the life of the EPBC Act approval. Registration of the site with DEECA using a section 69 agreement under the CFL Act requires protection and management in perpetuity providing another layer of regulation and scrutiny.

The timing of actions and whether they occur is based on adaptive management. By monitoring the outcomes of actions, management will be adapted to ensure the stated commitments in the OMP are adhered to. In addition, over time, new management techniques may become available or further information on the ecology and status of MFL may necessitate adjustment to management actions. Seasonal conditions can also vary greatly from year to year and influence offset site management actions in any one year. This seasonality is recognised in this offset plan by allowing for flexibility around timing of actions at the discretion of the land manager in consultation with DCCEW and/or DEECA, where required.

Section 4 includes tables of management actions (Table 5) and a risk assessment (Table 6) with associated monitoring (Table 7) and reporting (Table 8) programs. Key risks identified in Table 6 include:

- Unauthorised entry and use for inappropriate activities.
- Expansion of high threat weed infestations beyond the very low cover levels currently observed.
- Establishment of novel weeds to uncontrollable levels.
- New or unpredictable impacts associated with pest animals (i.e. the invasion of deer).
- A reduction in the extent, health and vigour of the Grassy Woodland community driven by factors outside of the landowner's control, such as drought, fire and/or climate change leading to a decrease in the population of MFL.

Failure of the adaptive management approach to adequately respond to risks, as identified in monitoring reports (Section 3.11 and 3.12) or audits (Section 3.13), will result in a review of this plan, as discussed in Section 3.14 and Table 8.

Contingency responses triggered by defined events are outlined in Table 6. At all times the management response to defined triggers should occur at the earliest opportunity and be considered to be completed when the condition of the offset site has returned to a situation where the completion criteria can be met within the prescribed timeframe. Any additional monitoring required to verify the implementation of contingency actions will need to be targeted to document both the implementation and efficacy of the contingency actions and continue until the impact of the risk factor has become negligible.

3.9 Management actions and land use commitments

The offset site will be managed for the purposes of conservation. Management of this offset site will be in accordance with the EPBC Act approval conditions and aims to protect and maintain the offset site as high quality occupied MFL habitat as part of a broader area of high-quality native vegetation.

This section presents the actions required to implement the management strategy for the offset site to satisfy the requirements of the EPBC Act approval conditions. The offset site is to be secured in perpetuity and managed for conservation purposes for the life of the approval. Management actions described below are to

be implemented for a period of 10 years in accordance with the EPBC Act approval conditions that pertain to the defined offset site.

The landowner will continue to manage the offset site after the completion of Year 10 as specified under the section 69 agreement and DEECA-approved management plan. These ongoing management commitments (i.e. beyond Year 10) are outlined in Section 3.10 of this OMP.

The broad objectives of site management will be to maintain the current intactness of the native vegetation at the site and prevent negative changes to MFL habitat and the existing population of MFL that may be caused by weed invasion, pest animals and the gradual recolonisation of indigenous woody overstorey and understorey species. Offsets will be achieved by:

- Controlling all high threats (e.g. inappropriate land uses, high threat weeds, grazing threats from introduced herbivores, other threats as identified)
- Eliminating all woody weeds, such as Sweet Briar *Rosa rubiginosa*. Elimination is defined as a reduction to less than 1% cover with no mature individuals present (DELWP 2021).
- Controlling or, where possible, eliminating all high threat herbaceous and grassy weeds, such as Spear Thistle, Brown-top Bent *Agrostis capillaris*, Sweet Vernal-grass *Anthoxanthum odoratum*, Yorkshire Fog *Holcus lanatus*, Flatweed *Hypochaeris radicata* and Hairy Hawkbit *Leontodon saxatilis*. Works will target a reduction in the cover of high threat weeds to less than 20% cover.
- Monitoring rabbit activity throughout the broader property (including the EPBC Act offset site) and implementing control works as required to reduce the impact of this species to negligible levels.
- Monitoring the presence and extent of high threat weeds in and around the offset site, at least annually in spring to early summer.

The management actions listed below outline the prescribed actions for achieving the required gains through active management (maintenance and improvement) and permanent protection of the offset site. Table 5 details these prescribed actions and outlines the relevant timing for implementation. These actions will be applied to the entire offset area as identified in Figure 3.

Where appropriate, the OMP and specified management actions will form part of a broader strategy for long-term management of ecological values within the broader property which will be implemented on a voluntary basis. Note that it is anticipated that surrounding areas of native vegetation will be dedicated as other environmental offsets in response to market demand.

3.9.1 Fencing

It is not proposed to fence any of the offset site as the land is not subject to livestock grazing and fences are already present around the perimeter of the broader property. Permanent fencing is undesirable within the offset site as it would require removal of native vegetation and preclude the movement of some native species across the landscape. However, fencing may need to be upgraded if other pest animal control works are ineffective at limiting the impact of such species. This could include an upgrade to rabbit proof fencing if invasion into the offset site is uncontrollable.

3.9.2 Agricultural or recreational uses

The permitted use of the offset site as agricultural land (as per its existing classification as Farming Zone under the Mitchell Planning Scheme) will be rescinded under the section 69 agreement. Agricultural activities, such as the application of fertilisers and grazing of domestic stock, are documented threats to MFL (Threatened Species Section 2022) and will be prohibited within the EPBC Act offset site. Prohibited activities will include:

- Grazing by domestic stock (other than by any grazing by sheep authorised by this plan or any subsequent approved revisions of this plan).

- The use of agricultural or other machinery used for farming or recreation.
- The application of any fertilizer or any pasture improvement activities, such as the sowing of introduced pasture or stock feed plants.
- Cultivation or any soil disturbance associated with cropping or pasture improvement.
- Collection of firewood within the offset site.
- The use of any hay or stockfeed to feed domestic or native animals.

Impacts of these prohibited activities could include:

- Long-term removal of understorey native vegetation.
- Ground compaction, erosion and sedimentation of surrounding native vegetation.
- Spread of weeds.

With appropriate management actions, the risk of these activities occurring is low. Locked management gates preclude public access to the property.

The landowner's commitments to manage potential threats from such activities include:

- Exclusion of public (i.e. non-management) vehicles or other access from the offset site at all times for any activity other than conservation-oriented programs consistent with this OMP.
- Regular inspection of management gates to ensure they still prevent access. Prompt replacement of damaged gates and any locks that have been illegally removed.
- Maintenance of existing fencing to the relevant DEECA standards (DELWP 2021).
- Signage to indicate the commitment of the landowner to the conservation values of the land.

3.9.3 Woody weed management

Elimination of all existing woody weeds

One woody weed species, Briar Rose, was observed within the EPBC Act offset site during the offset site assessment (Biosis 2023b). This species is present at less than 1% cover and occurs as scattered individuals. This woody weed species has the potential to expand its abundance significantly and will need to be controlled and maintained at less than 1% cover with no mature plants present in the offset site. A mature plant is one that can flower (and therefore potentially set seed).

In the first instance, material should be physically removed and any regeneration spot treated with the minimum amount of herbicide required to treat the infestations. Herbicide application can only occur in optimal conditions (i.e. little or no wind) and preferably in areas more than two metres away from wet ground and MFL individuals. Where possible, herbicide will be wiped or painted onto the target plants rather than sprayed.

The few woody weed infestations present throughout the offset site will be controlled within the first year of the OMP commencement date. Any woody weed recruits subsequently observed within the offset site will have their location recorded and plants subject to control works within 12 months of observation. No woody weeds will be permitted to set seed and will be controlled before any viable seed can be produced.

Further details on management of woody weeds is contained within the management plan for the State offset site (Biosis 2023c).

Elimination of new and emerging woody weeds

Monitoring for new and emerging woody weeds will be conducted at least twice annually and any new and emerging woody weeds eliminated. Refer to DELWP (2021), which defines new and emerging weeds as those that are not detailed in the management plan for the State offset site (Biosis 2023c).

Any impact to indigenous plants (off target species) will be minimised during treatment of woody weeds. Note that the general use of herbicides is discouraged and the use of residual herbicides is explicitly prohibited. Woody weeds will be ideally controlled by being hand pulled or dug out with the least amount of soil disturbance possible. Monitor for any re-sprouting or seedlings and eradicate as required.

3.9.4 Herbaceous and grassy weed management

Control of existing high threat herbaceous and grassy weeds

The Victorian *Catchment and Land Protection Act 1994* (CaLP Act) lists noxious weeds and requires that all land managers take reasonable steps to prevent the spread of, eradicate and/or control noxious weeds on their land. The control of high threat and listed noxious weed species is a key management action within the offset site and must be adequately addressed if improvement site gains are to be achieved.

Spear Thistle is the key high threat herbaceous weed that will need to be controlled in the area of MFL habitat. This high threat weed will be treated with an emphasis on ensuring that weed cover does not increase beyond current levels (Spear Thistle is currently estimated to have less than 1% cover across the offset site). Spear Thistle will be monitored at least once annually in spring to early summer (during the flowering period for the species) to identify new occurrences that require treatment and to ensure its cover is not increasing.

Other high threat herbaceous or grassy weeds include Brown-top Bent, Sweet Vernal-grass, Yorkshire Fog, Hairy Hawkbit and Flatweed. Active ecological management (ecological burning) will assist in the control of these species by opening up the ground cover and making new growth of these species easier to target for control. However, such management is also likely to make these species more abundant unless actively controlled. The cumulative cover of all high threat herbaceous and grassy weeds across the offset site will be maintained at less than 20%. This includes Spear Thistle (which itself must be maintained at less than 1%) and all other high threat herbaceous and grassy weeds listed above.

Control all other existing herbaceous and grassy weeds

Total herbaceous and grassy weed cover is currently estimated to be approximately 30% across the offset site. All existing herbaceous and grassy weeds will be controlled with the aim of reducing the total cumulative cover of all herbaceous and grassy weeds (whether high threat or otherwise) to no more than 20% at the end of the 10-year active management period.

Control of all herbaceous and grassy weeds is likely to require ecological burning (as per section 3.9.6) and the targeted use of herbicides. DEECA's Management Standards for Native Vegetation Offset Sites should be followed when using herbicides (DELWP 2021). Herbicide application can only occur in optimal conditions (i.e. little or no wind) and preferably in areas more than two metres away from wet ground and MFL individuals.

Further details on management of herbaceous and grassy weeds are contained within the management plan for the State offset site (Biosis 2023c).

Elimination of new and emerging herbaceous and grassy weeds

Monitoring for new and emerging herbaceous weeds will be conducted at least twice per year. Any new and emerging weeds will be eliminated to less than 1% cover. This must include any noxious weeds listed under

the CaLP Act and any other weeds known to be high threats to the structure and functioning of MFL habitat and its Grassy Woodland habitat. New and emerging herbaceous and/or grassy weeds likely to be present in the broader environment include:

- St. John Wort *Hypericum perforatum*
- Patterson's Curse *Echium plantagineum*
- South African Orchid *Disa bracteata*

3.9.5 Pest animals

Established pest animals within the offset site include rabbits, foxes and cats.

Rabbits are the key pest animal species that pose a threat to MFL and its Grassy Woodland habitat. They cause damage by preventing regeneration and encouraging weed invasion. Rabbits will be controlled by regular shooting and baiting and the destruction of any warrens or associated harbour. Shooting will take place based on detection of animals while warrens will be destroyed (by implosion or fumigation) within one month of detection. Note that the ripping of rabbit warrens is not permitted under this plan. The local release of biological control measures, such as myxoma virus or calicivirus, is actively encouraged.

Foxes and cats are likely to occur, although densities of these species are likely to be low and no den sites are known to occur within the offset site. Details on management of these species is contained within the management plan for the State offset site (Biosis 2023c).

Other potential pest animals that are not currently known to occur within the offset site include deer species, feral horses, pigs and goats. These pest animals would cause considerable damage to the condition of the MFL habitat if they became established. Control measures for rabbits would be broadened to include these new species if they were detected within the offset site.

3.9.6 Ground cover biomass control

Importance of biomass reduction

Biomass management throughout the offset site is essential to maintain an open tussock grassy ground cover structure, which prevents excessive competition for grassland / grassy woodland forbs such as MFL. While there are no specific guidelines for habitat management for MFL within the relevant conservation advice, habitat degradation of grassland and grassy woodland environments is a known threat for the species. Fire is also considered to provide a beneficial impact for this species where threats such as weed invasion are subject to control works (Threatened Species Section 2022, Carter 2010).

Where there is a sustained build up in ground cover biomass over any one year, resulting in a reduction of inter-tussock space to an average of less than 30%, biomass will be actively reduced. Site productivity is a key determinant of ecosystem responses to disturbance regimes and, in productive systems, frequent disturbance (i.e. 1 to 5 year intervals) is commonly required to maintain diversity. This is because dominant species, predominantly grasses, can rapidly re-establish between disturbances causing the sub-dominant inter-tussock species to be outcompeted (Morgan 2015).

Judgements on the cover of inter-tussock space and the build-up of groundcover biomass will be made by the landowner in consultation with a qualified ecologist and include an assessment of relevant monitoring data. Biomass accumulation can be measured using the 'Golf Ball Method' (Morgan 2015) with measurements of high biomass accumulation requiring a management response. This OMP specifies a point intercept transect monitoring method, which should provide an indication of the cover of inter-tussock space. The independent ecological monitoring undertaken by a suitably qualified ecologist will assess the effectiveness of the biomass control techniques applied and the need for any adjustments to the management regime to achieve or maintain the completion criteria.

Ecological burning

Biomass reduction may be achieved passively through the grazing activity of the local population of Eastern Grey Kangaroos *Macropus giganteus* and other native animals. As appropriate, ecological burning will be utilised as the main technique for active biomass control. This action poses little threat to MFL because it develops a succulent root system, which penetrates deeply into the soil and readily resprouts after a disturbance such as fire.

Burning within the offset area will be undertaken only with due consideration to relevant health and safety issues, in consultation with the Country Fire Authority and in line with a fire management plan completed by a suitably qualified consultant. The following provides guidelines for use of burning only in an ecological sense. The landowner is responsible for ensuring any burning outlined in this OMP can be carried out in a manner compliant with all other government planning requirements and permits.

The controlled application of fire is an efficient and cost-effective technique for reducing biomass and weeds in grassy ecosystems such as those that occur within the offset site. Importantly, burning (c.f. grazing or slashing) allows greater access and efficiency for weed control and increased natural regeneration of indigenous plant species. While burning may enhance germination of indigenous species, it can also be expected to promote certain exotic species and, as such, post-burning weed-control will be vital to effective weed control. However, stimulating the soil stored weed seed bank is seen as positive as this allows this seed bank to be exhausted through active management.

Burning is acknowledged as an important component of the natural disturbance regime in grassy ecosystems. However, the offset site is also likely to support other threatened species such as Golden Sun Moth *Synemon plana* (GSM). Because of the habitat requirements for GSM, burning will be restricted to outside the GSM flight season (generally November to January in Victoria). This allows management to be consistent with the relevant conservation advice for this vulnerable species. However, due to the relatively small size of the offset site and broader extent of this type of environment, late spring burns can be implemented if less than half of the offset site is impacted.

The controlled application of fire will be used for biomass reduction in all or parts of the offset site. Selected areas of grassy groundcover may be burnt to tackle particular weed issues or to assist in the lowering of soil nitrogen and phosphorous which would also assist in weed control works. However, no area is to be burnt more frequently than once every two years. The application of a mosaic burning regime is also considered advantageous and therefore any individual burn will not necessarily burn the entire site.

The landowner will prepare maps identifying the fire history of the offset area to ensure biomass control efforts are at appropriate frequencies and recorded. Details of fire within the offset will also be documented in the annual reporting as outlined in Section 3.12.

Any ecological burns will be conducted during benign (low wind and mild temperature) weather conditions and may be patchy (i.e. not result in the uniform burning of all areas). Patchy burns are a desirable outcome.

Ecological Thinning

Ecological thinning of overabundant overstory species may be required to maintain the open grassy/grassy woodland habitat for MFL. Any thinning activities will be based on results of MFL habitat condition monitoring. Saplings will be removed by hand pulling or cutting stems close to the ground. Ecological thinning will be subject to any required exemption approvals in accordance with ecological thinning standards outlined in DEECA (2024).

3.10 Ongoing management commitments

The landowner will continue to manage the offset site after the completion of Year 10 as specified under the section 69 agreement and DEECA-approved management plan. The landowner agrees to undertake the following ongoing management commitments in perpetuity (i.e. beyond Year 10 of this OMP) within the offset site:

- Eliminate all woody weeds to less than 1% cover with no mature plants present.
- Control herbaceous and grassy weeds such that their cover does not exceed 20%.
- Monitor for any new and emerging high threat weeds and eliminate to less than 1% cover.
- Control rabbits, foxes and any other new or emerging pest animals to the extent where their influence is considered negligible.
- Retain all standing trees (dead or alive).
- Retain all logs, fallen timber and leaf litter.
- Encourage the regeneration of the Grassy Woodland overstorey and understorey shrub cover to the extent that it does not significantly disadvantage the presence and abundance of MFL.
- Control ground cover biomass accumulation which could suppress the suitability of habitat for MFL.
- Exclude domestic stock.

3.11 Monitoring

A monitoring schedule is provided in Table 7 and explained in more detail in the following sections. As the land manager, the landowner has an almost daily presence at the offset site. Monitoring has been planned to tie in with the landowner's existing land management obligations.

3.11.1 Land-use monitoring

Threats posed by unauthorised activities are most likely to occur if fencing is damaged or after a land ownership change. Fencing will be assessed for its effectiveness at least annually.

Potential land-use changes will initially be checked independently by the four independent audits required as part of this OMP (Section 3.13). After this time, this will be monitored by DEECA as part of their audit program associated with registered offset sites.

3.11.2 Weed monitoring

Weed monitoring will be undertaken using two methods:

- Annual point intercept transects as part of the MFL habitat condition monitoring (outlined below) conducted by an ecologist appointed by the landowner.
- Regular site walkovers (by the landowner or appointed land manager).

Permanent point intercept transects will provide an objective estimate of weed covers across the offset site. They will allow for an objective assessment of whether or not weed management performance targets are being met. However, transects are unlikely to detect all weed infestations across the offset site (particularly new and emerging weeds) because transect monitoring relies on a sub-sampling approach. For this reason, point intercept transects will be complemented with regular site walkovers.

Site walkovers will be conducted at least twice a year (late spring and autumn). The offset site is relatively small and a site walkover covering a few hours is likely to detect even relatively small occurrences of target species, most of which are relatively visible and detectable. During site walkovers, locations of high threat weed infestations will be mapped with a GPS.

If either weed monitoring technique suggests that that weed cover is increasing, site walkovers will be conducted more frequently and inform a greater weed control effort. Site walkovers would initially increase to quarterly inspections and, if increases in weed cover persist despite more concerted weed control efforts, then monitoring would be elevated to monthly inspections.

3.11.3 Pest animal monitoring

To monitor pest animal (particularly rabbits) activity, spotlight surveys will be conducted twice annually during winter and summer. The extent of pest animal detection will determine the extent of control works with the objective being that these animals have a negligible impact to the native vegetation present.

3.11.4 MFL habitat condition monitoring

The condition of MFL habitat within the offset site will be monitored in four ways:

- Annual MFL population estimates (conducted by an ecologist).
- Annual point intercept transects (conducted by an ecologist).
- Periodic vegetation quality assessments (conducted and documented by an ecologist).
- Annual photo points (collected by an ecologist).

MFL population estimates

MFL was observed within the offset site during the site assessment (Biosis 2023b). Baseline population monitoring during the first summer after commencement of this OMP will include a targeted survey for MFL conducted by a qualified ecologist and each MFL individual (see Section 1.4) will be mapped with a GPS unit. The same method of distinguishing individuals will be applied in subsequent annual MFL population monitoring.

Subsequent population counts will involve returning to the location of previously documented MFL individuals, checking that they are still present and noting their condition (e.g. alive or dead). A brief site walk-over will be conducted with the aim of mapping any new MFL individuals.

The baseline data on the existing MFL population will be documented in the first annual report and guide management actions to prevent accidental damage to known individuals. The survival of these individuals and the location of any additional individuals will provide a measure of management success. While the success of the OMP is not dependant on the recruitment of additional MFL individuals, it is important that the known density of individuals does not decrease below 1 – 2 plants per hectare as this would lower the initial density habitat condition score (Appendix 2).

Point intercept transects

Habitat monitoring will include the collection of point intercept data from three fixed line 100 metre long transects annually in summer. These transects will either be permanently marked, using star pickets or an equivalent, such that transects can be collected from the same transect or approximately the same transect annually. This provides a rapid, simple and objective method of collecting quantitative data on the condition of native vegetation and progress towards achieving this OMP's performance criteria.

At each transect, a measuring tape is extended from the start peg (designated as 0 centimetres) to the end peg. A 5-millimetre diameter steel pin (approximately 1 metre long) is inserted vertically into the vegetation at one metre intervals along the tape, starting at one metre and finishing at 100 metres (i.e. each transect collects information at 100 data points). At each interval, the following observations are recorded:

- The substrate at the base of the pin, categorised as follows:

- Litter: detached plant material, including coarse woody debris with a diameter of less than 10 centimetres.
- Log: detached coarse woody debris with a diameter of at least 10 centimetres.
- Vegetation: attached plant material (this category is used where the base of the pin rests on vegetation, such as the woody stem of a shrub or the rosette leaves of a herb, in which case the species to which the vegetation belongs is also recorded).
- Rock: substrate comprising cobbles, boulders or bedrock i.e. anything with a particle size greater than 64 millimetres and therefore not easily erodible (EPA 2003)
- Bare ground: substrate comprising silt, sand, gravel or pebbles i.e. anything with a particle size of 64 millimetres or less (EPA 2003).
- All species of flora touching the pin along any part of the pin's length. If the species or genus cannot be identified, the status of the plant (native or introduced) and its life form (tree, shrub, graminoid or herb) should be noted.

The frequency at which different species and substrates are recorded along a transect provides an indication of the cover of different weeds, litter and biomass in general. It allows quantitative data of the condition of the MFL habitat to be documented in a representative sample of the offset site. Estimating cover with point intercepts is less subjective than simple visual estimates, which means that the data are less biased by an individual observer and more suited to vegetation monitoring for detection of change. This means that the data should be more accurate and the estimates of change over time more reliable. Assessing on a continuous scale as opposed to broad categories (as is the case for the widely used Braun-Blanquet or Domin scales) also increases the resolution of the data so that relatively smaller changes can be detected.

Periodic vegetation quality assessments

The condition of the MFL habitat was assessed in July 2023 (Biosis 2023b) with a vegetation quality assessment using the habitat hectares methodology (DSE 2004). The habitat hectares methodology can be subjective and is generally poor at detecting small scale changes. Nevertheless, it is a useful indication of the overall quality of habitat present and incorporates local and landscape scale habitat features that other assessment methods do not.

A vegetation quality assessment of the *Granitic Grassy Woodland* (EVC 175_62) within the offset site will be conducted periodically in summer using the habitat hectares methodology. The first assessment will be conducted during baseline monitoring. Subsequent assessments will be conducted by the landowner appointed ecologist in Years 4, 8 and 10. Unlike point intercept transect monitoring, the periodic vegetation quality assessments will not specifically assess whether or not the OMP's performance criteria are being met, but will assist in informing adaptive management actions (particularly as they are timed to coincide with periodic audits of the offset site).

Photo points

MFL habitat condition monitoring will also include images collected by the landowner appointed ecologist in a consistent manner from at least five photo monitoring points. Photo points will allow for qualitative visual assessment of change at the offset site.

Together with point intercept transect data and periodic vegetation quality assessments, photo points will allow for an assessment of the regeneration of the woody overstorey and understorey elements of this currently largely tree-less woodland habitat. Note that the regeneration of overstorey trees and understorey shrubs is a positive outcome. However, dense regeneration of woody species which results in the broad-scale suppression of the grassy/herbaceous understorey is not a desirable outcome. This should be suppressed by

the application of ecological burning. However, some level of physical control of this regeneration maybe required if dense regeneration of woody indigenous species occurs as a result of the management actions advocated by this OMP.

3.12 Reporting

This OMP requires the land manager to submit a report annually for each year of the 10 years of the management plan and thereafter at the reasonable request of DEECA. Reports are to be submitted at least two months prior to the anniversary date of the execution of the Agreement to allow time for compliance to be assessed before the anniversary date.

The annual report will address progress against the commitments set out in the State offset plan and this OMP. Annual reports will be prepared by an ecologist commissioned by the landowner and will include information collected by the landowner, such as documentation maintained by the landowner relating to the pest plant, animal and biomass control works and general observations on the abundance of pest plants and animals. Annual reports will provide enough detail in the form of written comments and supporting evidence that an assessor can easily determine the completion of or progress against the management commitments for the offset site.

Annual reports will include:

- Details of management actions, including on-ground works, undertaken within the reporting period. This information is provided by the landowner or by the land manager appointer by the landowner.
- Results of monitoring activities, including management of access, weed cover, new and emerging weeds, and the presence and impact of pest animals.
- Site photographs from five photo monitoring points. These photos are collected at a consistent time of the year by the ecologist appointed by the landowner.
- Data and interpretation of transect monitoring. This data is collected at a consistent time of the year by the ecologist appointed by the landowner.
- Details of compliance or non-compliance with the schedule of management actions (Table 5). This information is provided by the landowner or by the land manager appointer by the landowner.
- Details of compliance or non-compliance with performance criteria. This assessment is provided by the ecologist appointed by the landowner.
- Details of any incidents or new and emerging management issues, with recommendations for corrective action and plan review. This assessment is provided by input from both the landowner and his appointed ecologist.
- Details of any fires, drought events or other matters that have arisen in the reporting period that are likely to impact the health and functioning of the MFL habitat. This assessment is provided by input from both the landowner and his appointed ecologist.

The reporting schedule is detailed in Table 8.

3.13 Auditing

Alliance Business Park Pty Ltd is responsible for auditing the implementation and effectiveness of the OMP. Audits will be conducted by an independent ecologist at the following stages (it should be noted that DEECA's annual review of monitoring reports for the broader offset site will also provide an auditing function):

-
- At the end of the first year of site management – this is to ensure that initial management actions are conducted to the satisfaction of Alliance Business Park Pty Ltd and DCCEEW, including ensuring initial management actions have commenced.
 - At the end of the fourth year of site management – this will involve a review of four annual monitoring and management reports, as well as an independent assessment of the condition of the MFL habitat within the site.
 - At the end of the eighth year of site management – as per the fourth year audit.
 - Following the completion of the 10-year management period – this is to be a final audit of the implementation and effectiveness of the OMP.

The timing of scheduled audits is detailed in Table 8. Additional audits may be triggered as a result of a plan review (Section 3.14) or following an environmental incident resulting in significant change to site conditions, as identified in the risk assessment (Table 6).

3.14 Plan review

This plan includes an adaptive management framework, where management actions may be triggered by events occurring within the offset site or by the results of monitoring activities. A review of the OMP will only be necessary in the event of a major incident that makes a significant change to the character or condition of the offset area. The most likely such event is a major fire or prolonged drought period as described in Table 6.

If a plan review is triggered, this will be conducted by the Alliance Business Park Pty Ltd and the landowner in consultation with DCCEEW and/or DEECA, if required. A revised plan is required to be approved by both DCCEEW and DEECA. Any future adaptive management changes will be incorporated into the OMP and an updated version of the OMP will be supplied to DCCEEW and DEECA.

The OMP review will involve changes to any part of the OMP, in order to adequately respond to the trigger and re-direct management actions towards achieving the environmental outcomes under potentially altered site or environmental conditions.

The review could involve changes to:

- Specific details of offset site management methods.
- Monitoring methodology.
- Schedules of monitoring, reporting and auditing.

4 Schedule of management actions, risks, monitoring and reporting

This section provides a schedule of management actions (Table 5) for the offset area, provides an assessment of the risk of failing to achieve desired outcomes (Table 6) and specifies how this relates to the monitoring (Table 7) and reporting (Table 8) program.

Table 5 Schedule of management actions

Year	Objective – entire EPBC Act offset site	Timing of activity – month(s)	Standard to be achieved	Related monitoring activity (# – see Table 7)
1 and ongoing	1. Control of any unauthorised activities Ensure the offset site is appropriately signed to preclude entry from the general public.	Start within 1 month of commencement of the OMP, with regular maintenance checks.	Exclude unauthorised activities.	Management Sec. 3.9.2 Monitoring #1 - Sec. 3.11.1
1 and ongoing	2. Eliminate all woody weeds within the offset area Weeds to be managed in accordance with State OMP (Biosis 2023c) and DELWP (2021) standards, with a focus on Briar Rose.	Start within 1 month of commencement of the OMP. Continue annually in spring/summer.	No mature woody weeds present by end of Year 1 (and annually thereafter). Woody weeds at <1% cover at the end of Year 10 (and annually thereafter). Minimise off-target damage (avoid all native plants and herbicide input into damp areas). Record and control any woody weed regeneration/re-colonisation.	Management Sec. 3.9.3 Monitoring #2 - Sec. 3.11.2
1 and ongoing	3. Control all herbaceous and grassy weeds within the offset area Weeds to be managed in accordance with State OMP (Biosis 2023c) and DELWP (2021) standards, with a focus on Spear Thistle, Brown-top Bent, Sweet Vernal-grass, Yorkshire Fog, Hairy Hawkbit and Flatweed.	Start within 1 month of commencement of the OMP. Continue annually in spring/summer.	Spear Thistle at <1% cover at the end of Year 1 (and annually thereafter). All other high threat herbaceous and grassy weeds at <20% cover at the end of Year 10 (and annually thereafter). Total herbaceous and grassy weeds (whether high threat or not) at ≤20% cover at the end of Year 10 (and annually thereafter). Minimise off-target damage (avoid all native plants and herbicide input into damp areas). Record and control any herbaceous weed regeneration/re-colonisation.	Management Sec. 3.9.4 Monitoring #2 - Sec. 3.11.2

Year	Objective – entire EPBC Act offset site	Timing of activity – month(s)	Standard to be achieved	Related monitoring activity (# – see Table 7)
1 and ongoing	4. Monitor and eliminate new and emerging weeds Weeds to be monitored and managed in accordance with State OMP (Biosis 2023c) and DELWP (2021) standards.	Annually in spring/summer.	All new and emerging weeds at <1% cover of at the end of Year 10 (and annually thereafter). Minimise off-target damage (avoid all native plants).	Management Sec. 3.9.3 and 3.9.4 Monitoring #2 - Sec. 3.11.2
1 and ongoing	5. Monitor and control existing pest animals Rabbits to be monitored via spotlight surveys and managed through shooting or implosion/fumigation of warrens.	Annually in winter and summer.	Conduct spotlight surveys for rabbits and other pest animals twice annually (winter and summer) to monitor rabbit activity and numbers. Reduction in the number and impact of rabbits within the offset site (from baseline commencement data) to negligible levels by the end of Year 10.	Management Sec. 3.9.5 Monitoring #3 - Sec. 3.11.3
1 and ongoing	6. Monitor and control all new and emerging pest animals	Ongoing	Control numbers of any new and emerging pests.	Management Sec. 3.9.5 Monitoring #3 - Sec. 3.11.3
1 and ongoing	7. Maintain MFL habitat and population	Annually in summer.	Maintain an average of 20-40% of the ground open as inter-tussock spaces and maintain or increase MFL population in comparison to baseline population count.	Monitoring #4 - Sec. 3.11.4
1 and ongoing	8. Control groundcover biomass	Ongoing	Maintain an average of 20-40% of the ground open as inter-tussock spaces.	Management Sec. 3.9.6 Monitoring #4 - Sec. 3.11.4
All (annually)	9. Prepare and submit an annual report	Submit two months prior to the anniversary of s69 execution	Annual report is signed, dated and submitted by the landowner to DEECA at least 2 months prior to the anniversary date of the agreement. Monitoring report will include images from five photo points.	Refer to section 3.12

Table 6 Risk assessment of management actions/objectives

This risk assessment uses the risk framework from the DoEE EMP Guidelines (DoE 2014). The likelihood and consequence classification are summarised in Appendix 3.

Objective (refer to Table 5)	Event or circumstance	Likelihood	Consequence	Risk level	Trigger	Contingencies	Related monitoring activity (see Table 7)
1	Unauthorised entry of incompatible uses and damage to vegetation.	Initial			Incompatible uses and/or impacts identified in offset site.	Upgrade fencing and/or gates within 6 weeks of noting a requirement for this and consider increased signage. Report on any implications and the effectiveness of this action in the annual report (i.e. additional / upgrade fencing requirements). Any additional recommendations will be implemented within 12 months.	1
		Unlikely	Minor	Low			
		Residual (post-mitigation)					
		Unlikely	Minor	Low			
2, 3, 4	Woody weeds are at >1% cover after Year 1. Mature woody weeds are presents after Year 1. Herbaceous and grassy weeds are at >30% cover (greater than current levels) after Year 1.	Initial			- Woody weed cover >1%. - Mature woody weeds present. - Herbaceous and grassy weed cover >30% after Year 1 or >20% after Year 5.	- Elevated levels of weed control within 6 weeks of noting this issue. Minimise off-target damage (avoid all native plants) from herbicide use. - Control of the elevated risk is achieved within 12 months. - Increase weed monitoring to include late winter and spring monitoring to ensure control works are conducted at a suitable intensity. Maintain increased monitoring until this issue is resolved. - Report on additional monitoring and weed control works and the outcome of these activities in the annual report.	2, 4
		Possible	Moderate	Low			
		Residual (post-mitigation)					

Objective (refer to Table 5)	Event or circumstance	Likelihood	Consequence	Risk level	Trigger	Contingencies	Related monitoring activity (see Table 7)
5, 6	Herbaceous and grassy weeds are at >20% cover at Year 10.	Possible	Minor	Low			
	Rabbits observed within offset site. Other pest animals observed within offset site. Damage to native ground cover.	Initial			- Spotlight survey results. - Fresh ground disturbance or pest animal scats observed in the offset area. - New and emerging pest observed within offset area.	- Increase shooting program effort immediately for a minimum period of 12 months. Implement additional control methods (e.g. control of warrens beyond the offset site, introduce biocontrol agents). - Increase rabbit monitoring from twice annually to quarterly until the population is considered negligible. - Undertake control works for new and emerging pests as appropriate. Any records of new pests will be subject to control works within 6 weeks and be maintained at a level to ensure no significant impact to the offset is recorded by general observations and vegetation monitoring. - These management actions will occur within the shortest possible timeframe and all actions and outcomes will be documented in the annual report.	3
		Possible	Moderate	Medium			
		Residual (post-mitigation)					
		Possible	Minor	Low			

Objective (refer to Table 5)	Event or circumstance	Likelihood	Consequence	Risk level	Trigger	Contingencies	Related monitoring activity (see Table 7)
7	Population of MFL decreases.	Initial			Monitoring shows a decrease in the number of MFL individuals, high biomass levels over a period of more than three years and/or decrease in native ground cover diversity (compared with baseline) over three or more years.	• Increase burning program. Additional ecological burns will be conducted to reduce biomass levels across the offset areas. • Acceptable biomass levels will be recorded over the entire offset area within 12 months of the identification of this trigger. Implement alternative biomass control methods (e.g. slashing) within 3 months of the identification of this trigger unless other options are implemented. • These management actions will occur within the shortest possible timeframe, and all actions and outcomes will be documented in the annual report.	4
		Possible	Moderate	Medium			
		Residual (post-mitigation)					
		Possible	Minor	Low			
1, 2, 3, 4, 5, 6, 7, 8	Major fire or drought event.	Initial			Impacts of major fire observed within offset area or major drought event that impacts the species composition and abundance of native flora.	• Assist and enhance natural regeneration post fire or drought event e.g. by elevated levels of weed control and revegetation works if required. These works will be implemented promptly, typically within 3 months after the occurrence of the disturbance event. • Conduct additional monitoring (i.e. every 6 months) of vegetation condition for a period of two years after any trigger event.	2, 3, 4
		Possible	Moderate	Medium			

Objective (refer to Table 5)	Event or circumstance	Likelihood	Consequence	Risk level	Trigger	Contingencies	Related monitoring activity (see Table 7)
		Residual (post-mitigation)				- Review OMP (Section 3.14). - These management / monitoring actions will occur within the shortest possible timeframe and all actions and outcomes will be documented in the annual report.	
		Possible	Moderate	Medium			

Table 7 Monitoring schedule

#	Monitoring activity	Parameters measured	Survey/monitoring guidelines	Where	When	Reliability
1	Access monitoring	Regular inspection of fences and gates. Signs of entry to offset site.	Observations during management and monitoring activities.	Offset area	Ongoing	High
2	Weed monitoring	Locations of weed infestations. Presence of new and emerging weeds.	Site walk-over to be conducted to identify weed infestations. High threat weed infestations to be mapped using GPS. Refer to Section 3.9.3, 3.9.4 and 3.11.2 for details.	Offset area	Twice annually – late spring and autumn	High
3	Pest animal monitoring (rabbits, new and emerging pest animals)	Presence of pest animals or signs e.g. scats, diggings, browsing or grazing.	Signs of pest animals to be recorded during spotlight surveys (and incidentally during other site inspections). Locations of rabbit warrens to be mapped using GPS. Refer to Section 3.9.5 and 3.11.3 for details.	Offset area	Twice annually – spotlight surveys in winter and summer, incidental records during other site inspections	High
4	MFL habitat condition and population monitoring	MFL population size. Cover of weeds and biomass. Vegetation Quality Assessment (VQA). Photo points.	MFL individuals to be mapped using GPS and re-visited to note presence/condition. Quantitative data collected from transects to provide weed and biomass covers. VQA to provide periodic habitat condition overview. Images collected from five photo monitoring points. Refer to Section 3.9.3, 3.9.4, 3.9.6 and 3.11.4 for details.	Offset area	Annual in summer (but periodic VQA only for baseline and Years 4, 8 and 10)	High

Table 8 Reporting schedule

#	Type of report	Responsibility	Timing	Reporting authority	Trigger (if any)
1	Annual report. Summarises management actions completed within the offset area (Section 3.9) and results of offset site monitoring activities (Section 3.11).	Landowner	Report to be completed two months prior to the anniversary of s69 execution	DCCEEW DEECA	Not applicable
3	Review of offset management plan (Section 3.14).	Alliance Business Park Pty Ltd and landowner	As required.	DCCEEW DEECA	Significant environmental event causing widespread impact to MFL habitat within the offset site e.g. wildfire/drought.
3	Audit report (Section 3.13).	Alliance Business Park Pty Ltd	End of years 1, 4, 8 and 10.	DCCEEW	Not applicable

5 References

- Biosis 2023a. *Offset strategy for EPBC 2022/9051*. Report to MAB. Author Mueck, S. Biosis, Melbourne. Project No. 37123.
- Biosis 2023b. *Aitken Boulevard offset site report: Matted Flax-lily Dianella amoena*. Offset Site Report to MAB. Author Mueck, S. Biosis, Melbourne. Project No. 37123.
- Biosis 2023c. *Assessment Report for Credit Site CW_CFL-3782_01*. State Offset Site Report to the Victorian Government Department of Energy, Environment and Climate Action on behalf of the landowner of [REDACTED] Nulla Vale.
- Carter, O. 2010. *National Recovery Plan for the Matted Flax-lily Dianella amoena*. Department of Sustainability and Environment, Victoria.
- DELWP 2021. *Management Standards for Native Vegetation Offset Sites*. Victorian Government Department of Environment, Land, Water and Planning, Melbourne.
- DoE 2014. *Environmental Management Plan Guidelines*. Australian Government Department of the Environment, Canberra.
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- DEECA 2024. *Management standards for native vegetation offset sites*. Department of Energy, Environment and Climate Action, August 2024.
- DSEWPaC 2011. *Nationally Threatened Ecological Communities of the Victorian Volcanic Plain: Natural Temperate Grassland & Grassy Eucalypt Woodland – A guide to the identification, assessment and management of nationally threatened ecological communities* Environment Protection and Biodiversity Conservation Act 1999. Australian Government Department of Sustainability, Environment, Water, Population and Communities, Canberra.
- DSEWPaC 2012. Environment Protection and Biodiversity Conservation Act 1999: *Environmental Offsets Policy*. Australian Government Department of Sustainability, Environment, Water, Population and Communities, Canberra.
- Threatened Species Section 2022. *Dianella amoena (grassland flaxlily): Species Management Profile for Tasmania's Threatened Species Link*. <https://www.threatenedspecieslink.tas.gov.au/Pages/Dianella-amoen.aspx>. Department of Primary Industries, Parks, Water and Environment, Tasmania. Accessed on 31/5/2022.
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6 Appendices

Appendix 1 Varied EPBC Act Approval 2017/7930



Variation of conditions attached to approval

Industrial development, 165-195 O'Herns Road, Epping, VIC (EPBC 2017/7930)

This decision to vary conditions of approval is made under section 143(1)(a) of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act).

Approved Action

approval holder	Alliance Business Park Pty Ltd ACN: 151 353 829
approved Action	To expand the Alliance Business Park to the east by establishing industrial, commercial and retail developments at 165-195 O'Herns Road, Epping, Victoria {see EPBC Act referral 2017/7930}.

Variation

variation of conditions attached to approval	The variation is: The variation is: Delete conditions 1, 2, 6, 8, 9, 10, 11, 12, 14, 17, 18 and 19 attached to the approval and substitute with the conditions specified in the table below. Add conditions 2A, 2B, 2C, 2D, 2E, 2F, 2G, 2H, 2I, 6A, 6B, 6C, 6D, 8A, 9A, 9B, 9C, 9D, 9E, 9F, 10A, 10B, 10C, 10D, 10E, 10F, 10G, 10H, 11A and 11B as specified in the table below. Delete definitions for Clear, Edgars Creek Corridor, Edgars Creek Management Plan and Project area attached to the approval and substitute with the definitions specified in the table below. Add definitions for Allisons Road offset area, Annual Compliance Report period or ACR period, Audit period, Audit report, Boyers Road offset area, Business days, Clear/cleared/clearing, Construction, Compliance records, Compliance report or compliance reports, Department's Environmental Management Plan Guidelines, Growling Grass Frog, Habitat quality, Incident, Independent audit, Independent Audit and Audit Report Guidelines, Independent auditor, Legally secure, Listed threatened species, NTGVVP, New Gisborne Offset Management Plan, Plan or plans, Protected matters, Sensitive biodiversity data, Shelford Offset Management Plan, Sievers Lane Offset Management Plan, Suitably qualified ecologist and Website as specified in the table below. Add Attachment B: Allisons Road offset area and Attachment C: Boyers Road offset area as specified in the table below.
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OFFICIAL

Revoke conditions 3, 13 and 15, and the definitions for **Growling Grass Frogs, Natural Temperate Grassland of the Victorian Volcanic Plain** and **No-go zone**.

date of effect	This variation has effect on the date this instrument is signed.
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period for which this approval has effect	This approval has effect until 1 August 2038.
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Person authorised to make decision

name and position	Lisa Rule A/g Branch Head Compliance and Enforcement Branch
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Signature



date of decision	23 May 2025
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date of decision	conditions attached to the approval
As varied on the date this instrument was signed	1. The approval holder must not clear more than the following in the project area: a. 21.75 ha of Golden Sun Moth habitat b. 10.52 ha of Matted Flax-lily habitat c. 1.608 ha of NTGVVP.
As varied on the date this instrument was signed	2. To compensate for the loss of 20.53 ha of Golden Sun Moth habitat; 9.89 ha of Matted Flax-lily habitat; and 1.608 ha of NTGVVP, the approval holder must implement the following offset management plans: a. the New Gisborne Offset Management Plan; b. the Shelford Offset Management Plan; and c. the Sievers Lane Offset Management Plan.
As varied on the date this instrument was signed	2A. To compensate for the loss of 1.22 ha of Golden Sun Moth habitat, the approval holder must, by 31 October 2025, submit to the department for the Minister's approval, an Offset Management Plan for the Boyers Road offset area.
As varied on the date this instrument was signed	2B. To compensate for the loss of 0.63 ha of Matted Flax-lily habitat, the approval holder must, by 31 October 2025, submit to the department for the Minister's approval, an Offset Management Plan for the Allisons Road offset area.
As varied on the date this instrument was signed	2C. The Offset Management Plans (OMPs) submitted in accordance with conditions 2A and 2B of this approval, must each: a. be prepared by a suitably qualified ecologist; b. include maps and a description of the relevant offset area including location, habitat quality and the current area of habitat for Golden Sun Moth or Matted Flax-lily; c. specify the method used for assessing habitat quality specific to Golden Sun Moth or Matted Flax-lily; d. specify offset completion criteria that will be used to assess whether the outcomes required under condition 2I of this approval have been achieved or maintained; e. include timebound commitments to achieve the specified offset completion criteria; f. include timebound interim targets derived from the offset completion criteria, that will be achieved to demonstrate progress consistent with attainment or maintenance of those completion criteria; g. detail the management activities, including timeframes or circumstances for implementing those activities, that will be implemented to achieve the interim targets and offset completion criteria; h. detail the nature, timing and frequency of monitoring activities that will be implemented to: i. detect changes in habitat quality for Golden Sun Moth or Matted Flax-lily at the offset areas; and ii. demonstrate attainment of interim targets and offset completion criteria, and detect potential or actual failure to achieve or maintain interim targets and offset completion criteria;

	i. detail timebound, feasible and effective corrective measures, to be implemented in the event monitoring indicates any potential or actual failure to achieve or maintain interim targets and offset completion criteria; and j. include a risk analysis, and risk management and mitigation strategy, for all risks to the successful implementation of the Offset Management Plan, including a rating of all initial and post-mitigation residual risks.
As varied on the date this instrument was signed	2D. Following submission of an OMP in accordance with conditions 2A and 2B of this approval, and prior to making any decision regarding the OMP, if the Minister makes a written request to the approval holder to make specified revisions to the submitted OMP in order to address the requirements of condition 2C, the approval holder must revise the OMP and re-submit it to the department in accordance with any such request.
As varied on the date this instrument was signed	2E. The approval holder must implement the OMP for the Boyers Road offset area approved by the Minister from the date it is approved by the Minister and continue to implement the OMP until the expiry of this approval.
As varied on the date this instrument was signed	2F. The approval holder must implement the OMP for the Allisons Road offset area approved by the Minister from the date it is approved by the Minister and continue to implement the OMP until the expiry of this approval.
As varied on the date this instrument was signed	2G. The approval holder must legally secure the Boyers Road offset area within 12-months following the Minister's approval of the respective OMP.
As varied on the date this instrument was signed	2H. The approval holder must legally secure the Allisons Road offset area within 12-months following the Minister's approval of the respective OMP.
As varied on the date this instrument was signed	2I. The approval holder must achieve the following outcomes: a. within 10 years following the Minister's approval of the OMP for the Boyers Road offset area, habitat quality for Golden Sun Moth at the Boyers Road offset area scores at least 7 out of 10 using the habitat quality scoring protocol specified in the approved OMP for the Boyers Road offset area; and b. within 10 years following the Minister's approval of the OMP for the Allisons Road offset area, habitat quality for Matted Flax-lily at the Allisons Road offset area scores at least 6 out of 10 using the habitat quality scoring protocol specified in the approved OMP for the Allisons Road offset area; and c. having achieved the habitat quality improvements required by a. and b., the habitat quality scores for each offset area are maintained or increased for the remainder of the period of effect of this approval.
Original dated 25 September 2018	3. Revoked.

Original dated
25 September
2018

4. The approval holder must submit a Matted Flax-lily Translocation Plan for the salvage of all **Matted Flax-lily** plants to be removed as part of the action, and translocation of those plants to the recipient sites. The approval holder must not **commence** the action until the Matted Flax-lily Translocation Plan has been approved by the **Minister**. Once approved, the approved Matted Flax-lily Translocation Plan must be implemented. The Matted Flax-lily Translocation Plan must include but is not limited to the following requirements:
- selection criteria to determine appropriate nursery (if required) and recipient site(s) for the translocation **Matted Flax-lily**
 - a map and description of the chosen recipient site(s) and surrounding land uses, including evidence of consultation with the manager of the recipient site
 - pre-clearance surveys for the **project area**
 - protocols and timeframes for the salvage and translocation of the impacted **Matted Flax-lily**
 - post-translocation management actions for the nursery (if required) and recipient site(s), including protection measures for the translocated **Matted Flax-lily**
 - roles and responsibilities (clearly stating who is responsible for activities)
 - translocation failure risk assessment
 - a monitoring and adaptive management program for at least five years after translocation of the **Matted Flax-lily** plants, which must include:
 - Performance indicators (clear and concise criteria against which achievement of outcomes are to be measured), which are capable of accurate and reliable measurement
 - Outcomes (time bound outcomes as measured by performance indicators), including milestones (interim outcomes) where applicable
 - Monitoring requirements (timing and frequency of monitoring to detect changes in the performance indicators, to determine if outcomes are being achieved, and to inform adaptive management)
 - Trigger values for corrective actions
 - Corrective actions to be implemented if trigger values are reached, including timeframes, and how environmental incidents will be managed.

Original dated
25 September
2018

5. Pre-clearance surveys, as required under condition 4, must be undertaken by a **suitably qualified expert** within one month prior to any translocation activities being undertaken. The approval holder must document the results of the survey. Any additional **Matted Flax-lily** plants identified during the pre-clearance surveys that were not previously recorded must be salvaged and translocated in accordance with the approved Matted Flax-lily Translocation Plan.

As varied on the
date this
instrument was
signed

6. To protect habitat for **listed threatened species**, the approval holder must:
- establish the **Edgars Creek Corridor** and install signage and temporary fencing within 20m of the **Edgars Creek Corridor** prior to **commencement of the action**;
 - ensure that no vehicles or unauthorised people enter the **Edgars Creek Corridor**, until all **construction** has been completed; and

	c. until the expiry of this approval: i. prevent access to the Edgars Creek Corridor including through, but not limited to, the installation of permanent fencing following construction; and ii. implement hygiene controls for all vehicles and personnel that will be going within 30 metres of the Edgars Creek Corridor.
As varied on the date this instrument was signed	6A. The approval holder must implement the Edgars Creek Management Plan until the expiry date of this approval.
As varied on the date this instrument was signed	6B. By 30 June 2025, the approval holder must submit a revised version of the Edgars Creek Management Plan to the department for the Minister's approval.
As varied on the date this instrument was signed	6C. The revised Edgars Creek Management Plan submitted in accordance with condition 6B of this approval must: a. be prepared by a suitably qualified expert; b. be consistent with the Department's Environmental Management Plan Guidelines; c. include maps that show the location and extent of habitats for listed threatened species in the Edgars Creek Corridor; d. include survey results, quantified ecological data, and other supporting evidence that demonstrate the habitat quality of habitats for listed threatened species in the Edgars Creek Corridor; e. include commitments to: i. protect and conserve habitats for listed threatened species in the Edgars Creek Corridor at least until the expiry of this approval; and ii. maintain or improve the habitat quality and extent of habitats for listed threatened species in the Edgars Creek Corridor at least until the expiry of this approval; f. specify the parties responsible for the stated commitments; g. include a risk analysis of all events or circumstances that may prejudice the successful implementation of the commitments, or deleteriously effect the habitat quality or extent of habitats for listed threatened species, in the Edgars Creek Corridor (risks); h. detail feasible and effective strategies and management activities, including timeframes or circumstances for implementing those activities, that will be implemented to avoid and mitigate identified risks; i. include a rating of all risks pre- and post-mitigation; and j. detail the nature, timing and frequency of monitoring activities that will be implemented to detect risks and changes to the habitat quality and extent of habitats for listed threatened species in the Edgars Creek Corridor, and ensure the commitments made in the plan are met.

As varied on the date this instrument was signed	6D. Following submission of the revised Edgars Creek Management Plan in accordance with condition 6B of this approval, and prior to making any decision regarding the revised Edgars Creek Management Plan , if the Minister makes a written request to the approval holder to make specified revisions to the submitted revised Edgars Creek Management Plan , to address the requirements of condition 6C, the approval holder must revise the revised Edgars Creek Management Plan and re-submit it to the department in accordance with any such request.
Original dated 25 September 2018	7. Within 14 days after the commencement of the action , the approval holder must advise the department in writing of the actual date of commencement of the action .
As varied on the date this instrument was signed	8. The approval holder must maintain accurate and complete compliance records and document the procedure for recording and storing compliance records .
As varied on the date this instrument was signed	8A. If the department makes a request in writing, the approval holder must provide electronic copies of compliance records to the department within the timeframe specified in the request. Note: Compliance records may be subject to audit by the department, or by an independent auditor in accordance with section 458 of the EPBC Act, and/or be used to verify compliance with the conditions. Summaries of the results of an audit may be published on the department's website or through the general media.
As varied on the date this instrument was signed	9. The approval holder must prepare a compliance report for each Annual Compliance Report period (ACR period) .
As varied on the date this instrument was signed	9A. Within 3 months following the end of each ACR period , the approval holder must publish the compliance report for that ACR period on the website in a format that is easily accessible and downloadable.
As varied on the date this instrument was signed	9B. Each compliance report must include the following as relevant to the associated ACR period: a. accurate and complete details of compliance and non-compliance with: i. each condition attached to this approval; and ii. all commitments made in each plan; b. a schedule of plans in effect during the ACR period; c. accurate and complete details of how each plan was implemented during the ACR period; and d. maps that show clearly the extent of: i. protected matters cleared within the project area; and ii. protected matters cleared within the ACR period; and e. if any incidents occurred, accurate and complete details of each incident.
As varied on the date this instrument was signed	9C. The approval holder must exclude or redact sensitive biodiversity data from each compliance report published on the website or otherwise provided to a member of the public.
As varied on the date this instrument was signed	9D. If sensitive biodiversity data is excluded or redacted from a version of a compliance report published or otherwise provided to a member of the public, the approval holder must submit the full compliance report to the department within 5 business days of its publication on the website and notify the department in writing

	what exclusions and redactions have been made in the version published on the website or otherwise provided to a member of the public.
As varied on the date this instrument was signed	9E. The approval holder must notify the department electronically, within 5 business days of publishing each compliance report, that a compliance report has been published on the website. In this notification, the approval holder must provide the department with: a. the web address for where the compliance report is published on the website; and b. shapefiles showing all clearing of listed threatened species, and their habitat, undertaken within the ACR period.
As varied on the date this instrument was signed	9F. The approval holder must keep each compliance report published on the website from the date it is published and until the expiry date of this approval. Note: Compliance reports may be published on the Department's website.
As varied on the date this instrument was signed	10. The approval holder must ensure that an independent audit of compliance with the conditions is conducted for every audit period .
As varied on the date this instrument was signed	10A. The approval holder must submit details of the proposed independent auditor and their qualifications to the department for approval within 10 business days following the end of each audit period .
As varied on the date this instrument was signed	10B. The approval holder must ensure the scope of each independent audit is sufficient to determine the compliance status for each condition of approval, and each commitment made in each plan .
As varied on the date this instrument was signed	10C. The approval holder must ensure the criteria for each independent audit and the undertaking of each independent audit are consistent with the Independent Audit and Audit Report Guidelines .
As varied on the date this instrument was signed	10D. The approval holder must submit an audit report to the department for written agreement from the department within 3 months following the end of each audit period , or as otherwise directed by the Minister in writing.
As varied on the date this instrument was signed	10E. The approval holder must ensure each audit report is completed to the satisfaction of the Minister and is consistent with the Independent Audit and Audit Report Guidelines to the extent that the Independent Audit and Audit Report Guidelines are consistent with these conditions.
As varied on the date this instrument was signed	10F. The approval holder must publish each audit report on the website , in a format that is easily accessible and downloadable, within 10 business days of the date the department agrees to the audit report in writing.
As varied on the date this instrument was signed	10G. The approval holder must notify the department within 5 business days of the date the audit report is published on the website . In this notification, the approval holder must provide the department with the web address for where the audit report is published on the website .
As varied on the date this instrument was signed	10H. The approval holder must keep each audit report published on the website from the first date which that audit report must be published and until the expiry of this approval.
As varied on the date this instrument was signed	11. The approval holder may choose to revise the Edgars Creek Management Plan without submitting it for approval under section 143A of the EPBC Act, if the taking

	of the action in accordance with the revised Edgars Creek Management Plan would not be likely to result in a new or increased impact .
As varied on the date this instrument was signed	11A. If the approval holder chooses to revise the Edgars Creek Management Plan in accordance with condition 11 of this approval, the approval holder must submit the following to the department: a. an electronic copy of the revised Edgars Creek Management Plan; b. an electronic copy of the revised Edgars Creek Management Plan, that includes tracked changes, showing the difference between the revised Edgars Creek Management Plan and the Edgars Creek Management Plan; c. a written explanation of all differences between the Edgars Creek Management Plan and the revised Edgars Creek Management Plan; and d. compliance records demonstrating compliance with and implementation of the Edgars Creek Management Plan.
As varied on the date this instrument was signed	11B. Unless otherwise agreed to in writing by the department , the approval holder must not implement the Edgars Creek Management Plan revised in accordance with condition 11, until at least 30 business days after submitting all the information required by condition 11A.
As varied on the date this instrument was signed	12. The approval holder may at any time revoke its choice to implement the Edgars Creek Management Plan which has been revised without submitting it for the Minister's approval by giving written notice to the department. If the approval holder revokes the choice to implement the revised Edgars Creek Management Plan, the approval holder must implement the Edgars Creek Management Plan in force immediately prior to the revised Edgars Creek Management Plan. Note: The above conditions are not intended to limit the operation of section 143A of the EPBC Act.
As varied on the date this instrument was signed	13. Revoked
As varied on the date this instrument was signed	14. If the Minister notifies the approval holder that the Minister is satisfied that the taking of the action in accordance with the Edgars Creek Management Plan revised in accordance with condition 11 would be likely to have a new or increased impact, then: a. the approval holder's ability to revise the Edgars Creek Management Plan without submitting it for the Minister's approval ceases to apply in relation to that revision of the Edgars Creek Management Plan; and b. from the date notified, the approval holder must implement the version of the Edgars Creek Management Plan in force immediately prior to the revised Edgars Creek Management Plan.
As varied on the date this instrument was signed	15. Revoked
Original dated 25 September 2018	16. If, at any time after 5 years from the date of this approval, the approval holder has not commenced the action , then the approval holder must not commence the action without the written agreement of the Minister .
As varied on the date this instrument was signed	17. Unless otherwise agreed to in writing by the Minister , the approval holder must publish each plan on the website within 30 business days of the date:

	a. the plan is approved by the Minister in writing in accordance with the conditions of this approval, or section 143A of the EPBC Act; or b. the plan is submitted to the department in accordance with condition 11A of this approval.
As varied on the date this instrument was signed	18. The approval holder must keep all plans published on the website , in a format that is easily accessible and downloadable, from the first date which that plan must be published and until the expiry date of this approval. This requirement applies to all current and superseded versions of plans .
As varied on the date this instrument was signed	19. The approval holder is required to exclude or redact sensitive biodiversity data from any version of a plan before that plan is published on the website or otherwise provided to a member of the public. If sensitive biodiversity data is excluded or redacted from a plan , the approval holder must notify the department in writing what exclusions and redactions have been made in the version published on the website .
date of decision	definitions attached to approval
In these conditions, except where contrary intention is expressed, the following definitions are used:	
As varied on the date this instrument was signed	Allisons Road offset area means the area represented in <u>Attachment B</u> by the zone enclosed by the blue line, and identified in the legend at <u>Attachment B</u> as 'MFL offset'.
As varied on the date this instrument was signed	Annual Compliance Report period or ACR period – each subsequent 12-month period following the date of this approval decision until the expiry date of this approval, unless otherwise specified in writing by the Minister .
As varied on the date this instrument was signed	Audit period: each subsequent 5-year period commencing 1 August 2022, until the expiry date of this approval unless otherwise specified in writing by the Minister .
As varied on the date this instrument was signed	Audit report means a written report of an independent audit .
As varied on the date this instrument was signed	Boyers Road offset area means the area represented in <u>Attachment C</u> by the two zones enclosed by the blue lines, and identified in the legend at <u>Attachment C</u> as 'GSM offset'.
As varied on the date this instrument was signed	Business day: a day that is not a Saturday, Sunday or public holiday in the state of Victoria.
As varied on the date this instrument was signed	Clear/cleared/clearing – the cutting down, felling, thinning, logging, removing, killing, destroying, poisoning, ringbarking, uprooting or burning of native vegetation, but does not include measures for weed and pest management.
As varied on the date this instrument was signed	Construction – all physical on-site activities comprising the approved action, including but not limited to: earthworks, clearing of vegetation, the erection of any onsite temporary structures and the use of heavy duty equipment for the purpose of breaking the ground for buildings or infrastructure.
Original dated 25 September 2018	Commencement of the action (also commence, commenced) – includes any preparatory works required to be undertaken including clearing vegetation, the

	erection of any onsite temporary structures and the use of heavy duty equipment for the purpose of breaking the ground for construction.
As varied on the date this instrument was signed	Compliance records: all documentation or other material in whatever form required to demonstrate compliance with these conditions of approval (including compliance with commitments made in plans) in the approval holder's possession, or that are within the approval holder's power to obtain lawfully.
As varied on the date this instrument was signed	Compliance report or compliance reports - a written report of compliance with, and fulfilment of, these conditions (including compliance with commitments made in plans).
Original dated 25 September 2018	Department – means the Australian Government Department administering the EPBC Act
As varied on the date this instrument was signed	Department's Environmental Management Plan Guidelines – the <i>Environmental Management Plan Guidelines, Commonwealth of Australia 2024</i> , or subsequent revision.
Original dated 25 September 2018	EPBC Act - the <i>Environment Protection and Biodiversity Conservation Act 1999 (Cth)</i> .
Original dated 25 September 2018	EPBC Act Environmental Offsets Policy - the <i>Environment Protection and Biodiversity Conservation Act 1999 Environmental Offsets Policy</i> (October 2012), or subsequent revision, including the Offset Assessment Guide.
As varied on the date this instrument was signed	Edgars Creek Corridor – the area represented in <u>Annexure A</u> by the zone shaded blue and identified in the legend as "Edgars Creek reserve".
As varied on the date this instrument was signed	Edgars Creek Management Plan – the document titled '165-195 O'Herns Road, Epping: Edgars Creek Management Plan' dated 16 November 2017 or a subsequent version revised in accordance with the conditions of this approval.
Original dated 25 September 2018	Golden Sun Moth – the EPBC Act listed threatened species <i>Synemon plana</i> .
As varied on the date this instrument was signed	Growling Grass Frog – the EPBC Act listed threatened species <i>Litoria raniformis</i> .
As varied on the date this instrument was signed	Growling Grass Frogs - Revoked
As varied on the date this instrument was signed	Habitat quality – the utility of a site for each listed threatened species , with respect to site condition, site context and species stocking rate, represented by a score on a scale of 0 to 10, with zero representing a site of no value and ten representing ideal habitat.
Original dated 25 September 2018	Hygiene controls – means best practice hygiene measures for the prevention of the spread of chytrid fungus.
As varied on the date this instrument was signed	Incident: any non-compliance(s) with a condition or conditions of this approval and/or commitments made in a plan .

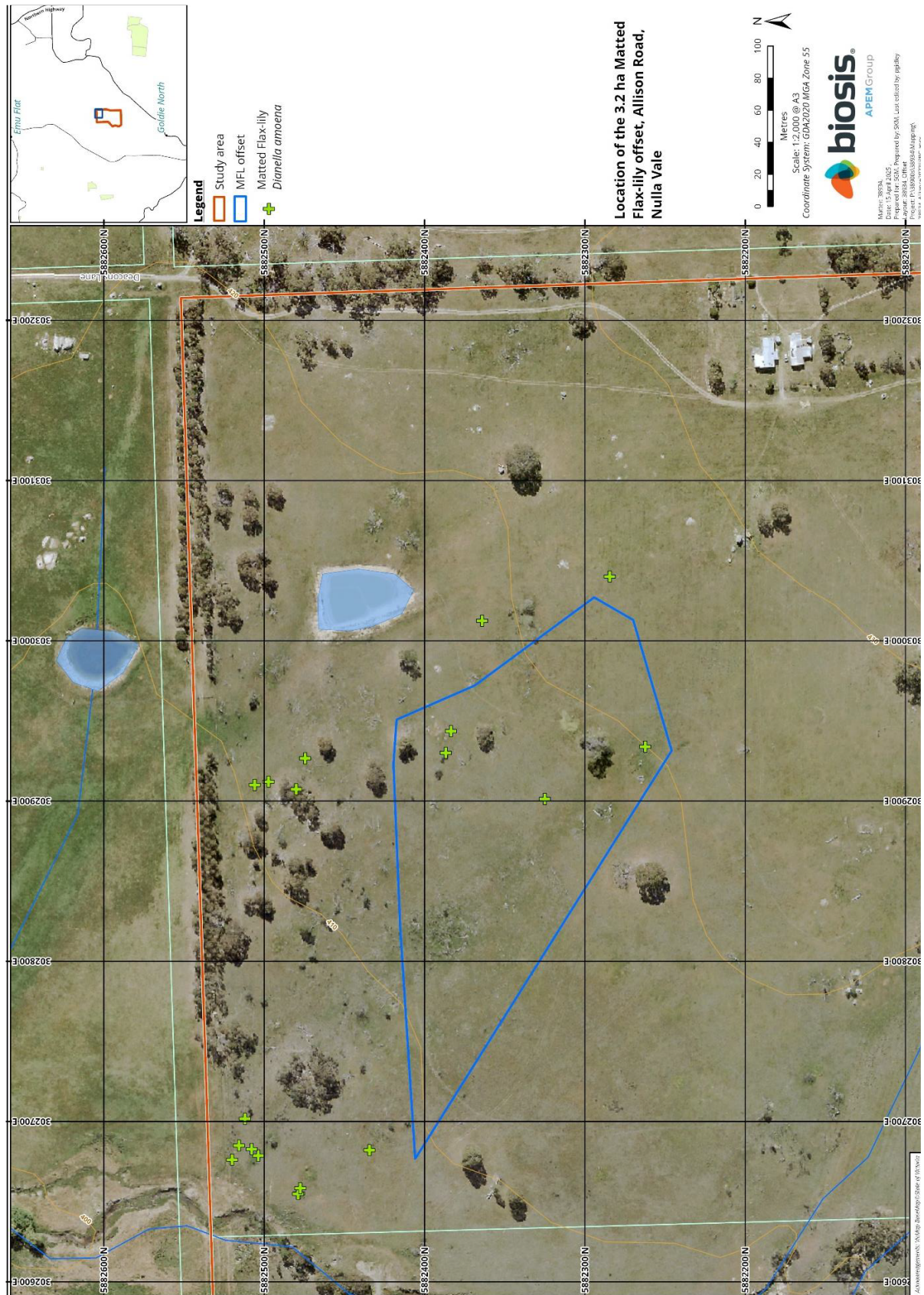
As varied on the date this instrument was signed	Independent audit means an audit, conducted by an independent auditor , of compliance with and fulfilment of these conditions and the commitments made in plans , objectively evaluated against the audit criteria developed by the independent auditor , in accordance with the Independent Audit and Audit Report Guidelines to the extent that the Independent Audit and Audit Report Guidelines are consistent with these conditions.
As varied on the date this instrument was signed	Independent Audit and Audit Report Guidelines means the Environment Protection and Biodiversity Conservation Act 1999 Independent Audit and Audit Report Guidelines, Commonwealth of Australia 2019.
As varied on the date this instrument was signed	Independent auditor means a person, or firm, who: - does not have any individual, financial*, employment* or family affiliation or any conflicting interests with the Action, the approval holder or the approval holder's staff, representatives, or associated persons, - has demonstrated experience in undertaking government-regulated environmental compliance audits, and - holds relevant professional qualifications and accreditations. *Other than for the purpose of undertaking the role for which the person, or firm, is required.
As varied on the date this instrument was signed	Legally secure – means to establish and register a covenant for the long-term protection of the property for the conservation of the relevant protected matters , under Section 3A of the <i>Victorian Conservation Trust Act 1972</i> .
As varied on the date this instrument was signed	Listed threatened species – Golden Sun Moth, Growling Grass Frog and/or Matted Flax-lily.
Original dated 25 September 2018	Matted Flax-lily – the EPBC Act listed threatened species <i>Dianella amoena</i>
Original dated 25 September 2018	Minister – means the Commonwealth Minister administering the EPBC Act and includes a delegate of the Minister .
As varied on the date this instrument was signed	Natural Temperate Grassland of the Victorian Volcanic Plain - Revoked
As varied on the date this instrument was signed	NTGVVP – the ecological community Natural Temperate Grassland of the Victorian Volcanic Plain, a listed threatened ecological community under the EPBC Act and as defined in <i>Commonwealth Listing Advice</i> and / or <i>Conservation advice for the Natural Temperate Grassland of the Victorian Volcanic Plain</i> .
As varied on the date this instrument was signed	New Gisborne Offset Management Plan – the document titled ' <i>Alliance Business Park EPBC Act Offset Management Plan: 250-290 Hamilton Road, New Gisborne (EPBC 2017/7930)</i> ' dated 13 March 2019, or a subsequent version approved by the Minister in writing.
Original dated 25 September 2018	New or increased impact - means a new or increased environmental impact or risk relating to any protected matter , when compared to the likely impact under an existing management plan that has been approved by the Minister (as outlined in the <i>Guidance on 'New or Increased Impact' relating to changes to approved management plans under EPBC Act environmental approvals (2017)</i> available from

	http://www.environment.gov.au/epbc/publications/new-increased-impact-guidance .
As varied on the date this instrument was signed	No-go zone - Revoked
Original dated 25 September 2018	Offset attributes – means an '.xls' file capturing relevant attributes of the offset area, including: i. EPBC Act reference number; ii. physical address of the offset area; iii. coordinates of the boundary points in decimal degrees; iv. EPBC Act listed threatened species that the offset compensates for; vi. any additional protected matters that are benefiting from the offset; and vii. size of the offset in hectares.
As varied on the date this instrument was signed	Project area – the area represented in <u>Attachment A</u> by the zone enclosed by the red line identified in the legend at <u>Attachment A</u> as “Study area”.
As varied on the date this instrument was signed	Plan or plans - any action management plan, strategy or proposal that the approval holder is required by these conditions to implement and/or that has been approved by the Minister for the purpose of these approval conditions.
As varied on the date this instrument was signed	Protected matters – listed threatened species and NTGVVP.
As varied on the date this instrument was signed	Sensitive biodiversity data - means biodiversity data which, if released, published or otherwise exposed, may result in harm to the relevant protected matters as a result of the intentional or unintentional misuse of that biodiversity data.
Original dated 25 September 2018	Shapefiles – means an Esri compatible file containing '.shp', '.shx' and '.dbf' files and any other relevant file extensions capturing attributes including at least the EPBC Act reference number and EPBC Act protected matters present at the relevant site.
As varied on the date this instrument was signed	Shelford Offset Management Plan – the document titled ' <i>Alliance Business Park EPBC Act Offset Management Plan: Shelford – Mt Mercer Road Shelford (Thurlgona) (EPBC 2017/7930)</i> ' dated 13 March 2019, or a subsequent version approved by the Minister in writing.
As varied on the date this instrument was signed	Sievers Lane Offset Management Plan – the document titled ' <i>Sievers Lane, Glenhope, Victoria: Golden Sun Moth Offset Management Plan (EPBC 2017/7930)</i> ' dated 12 March 2019, or a subsequent version approved by the Minister in writing.
As varied on the date this instrument was signed	Suitably qualified ecologist - a person with relevant professional qualifications and: a. at least 3 years of work experience writing and implementing management plans for Golden Sun Moth and Matted Flax-lily; b. has implemented and reported on management plans for Golden Sun Moth and Matted Flax-lily, and can demonstrate the implementation of those plans improved or maintained habitat quality for Golden Sun Moth and Matted Flax-lily; and

	c. can give authoritative assessment and advice on offset management to improve the habitat quality of the habitat for Golden Sun Moth and Matted Flax-lily using relevant protocols, standards, methods and/or literature.
Original dated 25 September 2018	Suitably qualified expert means a person with tertiary qualification and a minimum of five years demonstrated experience relevant to the nominated subject matter/s and who can provide authoritative assessment advice and analysis about performance relevant to the subject matters using relevant protocols, standards, methods or literature.
As varied on the date this instrument was signed	Website - a set of related web pages located under a single domain name attributed to the approval holder and available to the public.

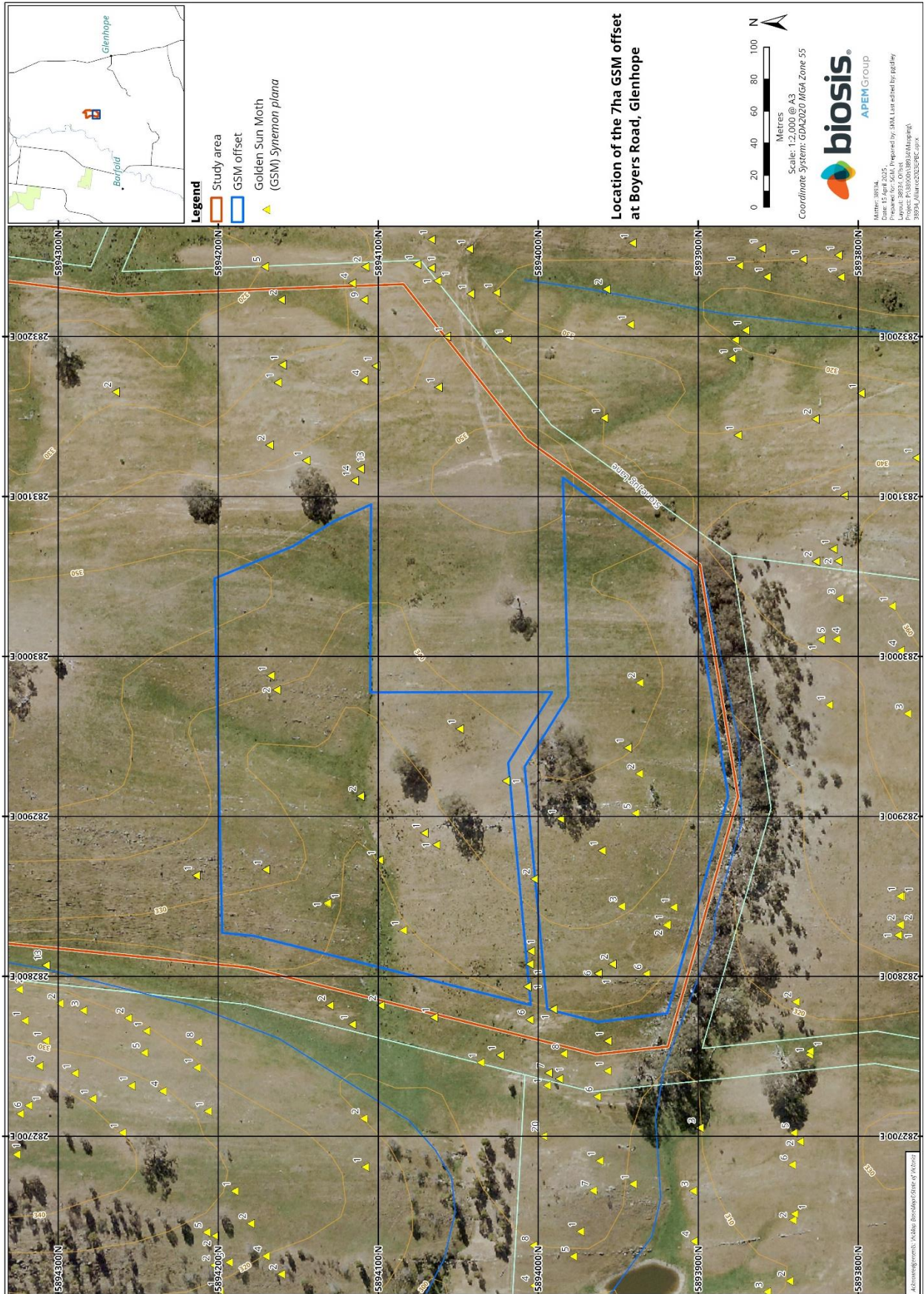
As varied on the date this instrument was signed

Attachment B: Allison's Road offset area



As varied on the date this instrument was signed

Attachment C: Boyers Road offset area



Appendix 2 Habitat scoring for Matted Flax-lily

MFL habitat quality scoring system

Parameter	Scoring system
Site context (max. 3 points)	0/3 = Habitat patch¹ size <1 ha. 1/3 = Habitat patch size 1 ha and up to 5 ha. 2/3 = Habitat patch size 5 ha to 50 ha in a shape which minimises edge effects.² 3/3 = Habitat patch size more than 50 ha in a shape which minimises edge effects.²
Site condition (max. 3 points)	0/3 = dominated by introduced vegetation. 1/3 = dominated by poor quality native vegetation (VQA site condition score up to 6-30/75). 2/3 = dominated by moderate quality native vegetation (VQA site condition score 31-45/75). 3/3 = dominated by high quality native vegetation (VQA site condition score 46+/75).
Species stocking rate (max. 4 points)	0/4 = species not present 1/4 = <1 plant per hectare³ 2/4 = 1-2 plants per hectare³ 3/4 = 2-5 plants per hectare³ 4/4 = >5 plants per hectare³

Notes to table:

¹A patch is considered to be an area of suitable habitat either occupied by the species or habitat that the species could expand into.

²Assessed on a case by case basis.

³Density calculated as an average across the area of suitable habitat.

Appendix 3 Risk framework

This risk framework has been reproduced from the Environmental Management Plan Guidelines (DoE 2014).

Risk rating

		Consequence				
		Minor	Moderate	High	Major	Critical
Likelihood	Highly Likely	Medium	High	High	Severe	Severe
	Likely	Low	Medium	High	High	Severe
	Possible	Low	Medium	Medium	High	Severe
	Unlikely	Low	Low	Medium	High	High
	Rare	Low	Low	Low	Medium	High

Likelihood

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)	
Highly Likely	Is expected to occur in most circumstances
Likely	Will probably occur during the life of the project
Possible	Might occur during the life of the project
Unlikely	Could occur but considered unlikely
Rare	May occur in exceptional circumstances

Consequence

Qualitative measure of consequences (what will be the consequence / result if the issue does occur)	
Minor	Minor incident of environmental damage that can be reversed
Moderate	Isolated but substantial instances of environmental damage that could be reversed with intensive efforts
High	Substantial instances of environmental damage that could be reversed with intensive effort
Major	Major loss of environmental amenity and real danger of continuing
Critical	Severe widespread loss of environmental amenity and irrecoverable environmental damage