

Biodiversity Standard

AGL-HSE-STD-008.6

1. Scope and Applicability of Standard

This Standard applies to, and must be adhered to during all stages of activities and works (including planning, development, construction, operation, maintenance and decommissioning) that are, or will be, carried out in respect of AGL sites that are owned, occupied, operated, managed or controlled by an AGL Entity or third party appointed by an AGL entity unless stated otherwise in the contract.

If there is any doubt about the applicability of this Standard, contact the HSE team in the first instance.

Definitions of terms used in this Standard are set out in section 3.

2. Requirements

2.1 Planning

STD Ref No.	Minimum Controls
2.1.1	<p>Planning works that may have actual or potential impact on biodiversity must:</p> <ul style="list-style-type: none"> involve the AGL Environmental Representative and other subject matter experts where required; review internal and regulatory biodiversity and conservation maps and registers; review the relevant legal requirements that apply to the site and activity; determine if existing regulatory, planning or other approvals apply; assess if new approvals are required; and determine if an internal permit to work, such as a Ground and Vegetation Disturbance Approval Permit is required.
2.1.2	<p>The site approach to applying the AGL Health, Safety and Environmental Management System (HSEMS) to activities with respect to biodiversity is to be documented in the site Environmental Management Plan (EMP).</p> <p>A specific Biodiversity Management Plan (or similar) is to be developed where:</p> <ul style="list-style-type: none"> required by legislation; or the potential for biodiversity impacts have been identified; or the potential for regulatory or approval breaches have been identified.
2.1.3	<p>Before works commence:</p> <ul style="list-style-type: none"> all approvals, including licenses and internal permits to work, must be obtained; and

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	<ul style="list-style-type: none"> measures must be taken to ensure that all approval requirements will be adhered to during execution of the works.
2.1.4	<p>All timeframes and other requirements of any order or notice issued by a regulatory authority related to the management of biodiversity must be complied with.</p> <p>If there is any doubt about the regulator's authority or ability to request the relevant information or actions to be carried out, contact AGL Legal.</p>
2.1.5	Review available spatial data (Geographical Information Systems) information.

2.2 Risk Management

STD Ref No.	Minimum Controls
2.2.1	In accordance with AGL's Fully Integrated Risk Management (FIRM) process, actual and potential biodiversity risks must be identified and documented before works commence, and controls to mitigate those risks must be implemented. Control measures are to be aligned with legislative, contractual and approval requirements and the requirements of this Standard.
2.2.2	<p>Where activities that may impact biodiversity cannot be avoided, they must be managed in accordance with the following management hierarchy as practicable:</p> <ul style="list-style-type: none"> minimise extent of the disturbance or activity; remedy impacts where possible as required by legislation or in accordance with approvals or agreements; and offset in accordance with approvals or agreements.

2.3 Biodiversity Management

STD Ref No.	Minimum Controls
2.3.1	<p>Activities must comply with the relevant legislation, codes of practice and guidelines prescribed by the regulatory authority, including in respect of:</p> <ul style="list-style-type: none"> identifying all threatened and protected plant and animal species; taking and using threatened plant species; protecting and conserving threatened and other protected plant and animal species and protected areas; and restoring and offsetting biodiversity.
2.3.2	<p>Before and during works, control measures such as a Ground and Vegetation Disturbance Approval Permit must be implemented to ensure:</p> <ul style="list-style-type: none"> there is no unauthorised vegetation clearing; and

- where clearing is permitted, the extent of clearing is limited to the approved area only.

2.4 Dealing with Protected Animals

STD Ref No.	Minimum Controls
2.4.1	Do not use any substance, animal, firearm, explosive, net, trap, spotlight, hunting device or instrument or other means for the purpose of harming or relocating any protected animals, unless authorised with an appropriate approval, and in accordance with the site EMP.
2.4.2	Where activities result in protected animal fatalities, injured or sick protected animals or abandoned juvenile protected animals, these must be: <ul style="list-style-type: none"> • reported to the relevant Leader and/or site Environmental Representative; and • if required by legislation, notified to the relevant regulatory authority in accordance with the site EMP.

2.5 Pest and Weed Management

STD Ref No.	Minimum Controls
2.5.1	Control measures for preventing the introduction and spread of weeds and pests must be developed, implemented and communicated where applicable.
2.5.2	Declared pests must be managed in accordance with protocols and guidelines prescribed by the relevant regulatory authorities.
2.5.3	Declared and emergency declared pests that are identified or suspected to be present must be reported to the relevant regulatory authorities in accordance with legislative requirements.
2.5.4	The use of Glyphosate based herbicides (such as 'Round Up') is not permitted unless an exemption is provided by the Chief Operating Officer.

2.6 Monitoring and Improvement

STD Ref No.	Minimum Controls
2.6.1	The identification and effectiveness of new or existing controls must be monitored through inspections and assurance activities at a frequency that is commensurate with the level of risk.
2.6.2	Upload all relevant spatial data (Geographical Information Systems) information to site databases as it becomes available.

2.7 Training and Competency

STD Ref No.	Minimum Controls
2.7.1	Biodiversity requirements (including monitoring, reporting and regulatory requirements), risks and controls, particularly with respect to areas that cannot be disturbed must be communicated to employees, contractors and third parties (such as suppliers or visitors) through site inductions, toolbox talks and contractual documentation relevant to their scope of work.
2.7.2	<p>A suitably qualified biodiversity professional must be engaged where prescribed by legislation, or where specialist expertise is not available in-house to undertake any of the following:</p> <ul style="list-style-type: none"> • assist with and/or undertake assessments of biodiversity including ecological surveys, revegetation and biodiversity offsets; • prepare specialist biodiversity related reports; and • support AGL to obtain the necessary approvals to manage any works or biodiversity impacts and implement the requirements of such approvals.

2.8 Incidents

STD Ref No.	Minimum Controls
2.8.1	Where breaches or non-compliances are identified, corrective actions must be implemented within a timeframe commensurate with the risk.
2.8.2	The site Emergency Response Plan must include management of significant biodiversity incidents where identified as a potential risk.
2.8.3	Hazards, near misses and incidents resulting in potential or actual unplanned impacts to biodiversity must be reported and investigated using the AGL HSE Incident, Near miss and Hazard Management Standard (AGL-HSE-STD-011.1).

3. Definitions

Term	Definition
AGL Entity	Any AGL entity within the AGL Group, including AGL Energy Limited and any subsidiary, associated Company or related Body Corporate (as defined in the <i>Corporations Act 2001</i> (Cth), including all controlled or managed entities.
Environmental Representative	The person assigned responsibility for environmental management of the facility, location or site.

4. Supporting Documents

The following AGL documents may also apply to works that may impact biodiversity and should be reviewed.

Document	Description
AGL-HSE-STD-004.2	Permit to Work Standard
AGL-HSE-STD-008.1	Land Standard
AGL-HSE-STD-011.1	HSE Incident Near Miss and Hazard Management Standard
AGLM-HSE-PRO-008.01	Ground and Vegetation Disturbance Approval Procedure
-	AGL Risk Management & Assessment Standard

5. Document Control

Version	Reviewed by	Approved by	Date approved	Next Review
4.0	Head of HSE Systems, Reporting and Governance & Head of Environment	General Manager, HSE	02/05/2025	02/05/2028