



Birkdale Community Precinct

Koala Management Plan

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Proposed Action for Issue

Name	Position	Date
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1. Introduction

This Koala Management Plan (**KMP**) has been prepared by 28 South Environmental (**28 South**) for implementation on behalf of Redland City Council (**RCC**) (**Applicant**) to set out management procedures for the avoidance, minimisation and mitigation of impacts to Koala (*Phascolarctos cinereus*). This KMP specifically relates to the construction of the proposed Birkdale Community Precinct (**BCP**) and Redlands Whitewater Centre (**RWC**) (referred to herein as 'the **Proposed Action**'), to be located in the suburb of Birkdale within the RCC Local Government Area (**LGA**). The Proposed Action is to be situated adjacent Old Cleveland Road East, Birkdale, Queensland, 4159 and comprises the following land parcels (referred herein as 'the **Site**')

- Lot 1 on RP14143,
- Lot 2 on RP14144,
- Lot 2 on SP146445, and
- Lot 2 on RP211270.

This KMP has been prepared to ensure appropriate mitigation measures are developed and implemented to avoid impacts to Koala from clearing and construction. This plan commits to targeted mitigation measures to avoid impacts on Koala over the life of the Proposed Action's clearing and construction phases.

1.1 Site Description

There are two (2) defined vegetation states on Site:

- The first is a largely cleared/disturbed state which occurs along the eastern boundary and through central areas of the Site. These areas of the Site have remained in such state since clearing occurred during the 1930s-1940s to enable the construction and operation of radio communication facilities during World War Two. A design factor of the Proposed Action was to confine, to the greatest extent possible, impacts within this area ('**Disturbance Footprint**').
- The second state occurs across the balance of the Site, and exists in a well vegetated state, with meaningful biodiversity values.

The total area of the Site is 62.466 hectares (**ha**), though only 19.754 ha will be impacted as a part of the Proposed Action. A balance 38.949 ha area is subject to a Conservation Area Agreement between the Applicant and the Commonwealth which is in the final stages of execution. A residual 3.763 ha of land occurs as Avoidance Area, outside of the Retention (Conservation) Area and outside of the Disturbance Footprint.

The Proposed Action is comprised of two distinct components, both entirely situated within the Disturbance Footprint. Notably, the Proposed Action includes the proposed RWC which will be a host venue for the Games. The RWC is intended to host canoe slalom events during the Games and includes a warm-up/training zone alongside the competition course. The RWC will be designed to accommodate up to 8,000 spectators with temporary seating during the Games. The RWC is located in the western half of the Disturbance Footprint and is estimated to occupy an approximate 8 ha area.

Simultaneously, the balance of the Disturbance Footprint will be utilised for the construction of a community precinct that will provide a central community hub for the RCC LGA. The BCP will be a mixed-use public precinct that will result in the creation of several 'hubs' or themes within the Disturbance Footprint, including a cultural hub; the Willards Farm (food) hub; an Innovation hub; an Entertainment hub; a Communications hub; and a Conservation hub. The BCP will have notable key features separable to the RWC such as an amphitheatre/stage, a recreational lagoon/water park, historical integration (Willard's Farm, the WWII Radio Receiving Station), nature conservation and rehabilitation initiatives, and publicly accessible parklands.

Despite being limited generally to the cleared footprint of the Site, native vegetation will be impacted to carry out the Proposed Action, of which, koalas actively reside adjacent to. These impacts have prompted the Proposed Action's referral to the Commonwealth to assess significant impacts to Matters of National Environmental

Significance (**MNES**). Resultantly, this KMP has been produced as an additional mitigative measure to ensure sustainable development aimed to not impact the Koala negatively.

1.2 Construction Requirements

The primary construction activities required to facilitate the Proposed Action involves civil earthworks using mobile earthmoving plant to establish appropriate levels, final landform and linear infrastructure. As a result of the civil works, the Proposed Action will require:

- Removal of decommissioned WWII radio infrastructure remnants, comprising predominantly of radio tower footings
- Selective clearing of vegetation within the Disturbance Footprint
- Earthworks including Excavation and filling
- Temporary Noise and light production during the construction period

The Proposed Action may result in indirect impacts (though risk will only arise for a temporary period) to fauna, as follows:

- Disturbance during the construction period due to noise and vibration from construction vehicles, plant and machinery.
- Increased potential for road strike following commissioning of internal roads are operational.
- Increased potential for anthropogenic encounters.

Overarchingly, the Proposed Action represents a Nature Positive approach with a concerted design philosophy of vegetation retention and fauna movement improvement. The Proposed Action:

- Confines all development to a 19.754 ha Disturbance Footprint, the previously cleared and historically modified portion of the 62.466 ha site, avoiding any direct or indirect impact on the 38.949 ha Retention (Conservation) Area.
- Incorporates a Nature Positive design approach that delivers measurable environmental improvements including 10,000 native plantings, fox eradication, comprehensive weed management, and fauna connectivity infrastructure.
- Enhances existing nature strip and verge plantings along identified fauna movement corridors within the Disturbance Footprint, using koala food tree species to create connected canopy pathways where GPS tracking data has confirmed regular crossing between the Conservation Area and the surrounding landscape.
- Minimises vegetation requiring removal and maximises retention and conservation within the Project Area. Of the vegetation within the Project Area (including vegetation represented by the Conservation Area), 97.43% of vegetation is retained. Vegetation anticipated to be removed represents 1.93% of the vegetation across the Disturbance Area and captured by the Conservation Area. An additional 0.64% of vegetation is assigned the 'Tree to be Retained Subject to Arborist Assessment' status. As a result, at this conceptual stage, no more than 2.57% of vegetation is expected for removal.
- Within the Disturbance Footprint, the Proposed Action is expected to retain approximately 73% of the 896 native trees surveyed, with habitat hollows replaced at a minimum 3:1 ratio where removal is required.
- Protects all identified Threatened Ecological Communities, which are located entirely within the Conservation Area.

Regarding the Koala, of the 896 trees surveyed throughout the Disturbance Footprint, 760 non-juvenile koala habitat trees (**NJKHT**) were identified in a scattered nature. Six species considered Locally important koala trees (**LIKTs**) as per the Australian National University (Youngentob, et al., 2021) were present, representing a total of 583 LIKTs and an additional 251 trees aligning with the Ancillary tree definition within the same study. A subsequent breakdown of retention statuses for these species is present below.

- Koala
 - State defined species
 - Total NJKHTs 760; Retain, 562; Arborist Assessment, 72; Remove, 126.
 - Youngentob, et al., 2021 defined species
 - Total LIKTs 583; Retain, 428; Arborist Assessment, 55; Remove, 100.
 - Total Ancillary 251; Retain, 179; Arborist Assessment, 17; Remove, 55.

1.3 Purpose of the KMP

This KMP has been prepared in accordance with the Department of Climate Change, Energy, the Environment and Water (**DCCEEW**) *Environmental Management Plan Guidelines (EMP Guidelines)* (DCCEEW, 2024). The purpose of this KMP is to provide a single management document to avoid impacts to the Koala during the undertaking of the Proposed Action.

Koala management is supported by research and conservation efforts undertaken by the University of Sunshine Coast (**UniSC**) - Detection Dogs for Conservation. These efforts are also supported by Dr William Ellis of Ecoteam Environmental Scientific Services (**Ecoteam**). These parties will act as the Project's Koala Experts with 28 South.

2. Environmental Objectives

2.1 Environmental Objectives

The key Environmental Objectives of the KMP are:

- (a) To avoid the risk of death or injury to Koalas by vegetation clearing;
- (b) To avoid the risk of death or injury from construction activities; and
- (c) To avoid damage to surrounding Koala habitat areas.

2.2 Environmental Strategies

To achieve the key environmental objectives detailed in **Section 2** above, the following strategies will be implemented:

- (a) **Geolocation monitoring** of GPS collared Koalas to actively track / monitor Koala locations on and around the Site daily during construction. Implementation of geofencing will be employed to alert the development contractors to any incursions by Koalas into the Disturbance Footprint.
- (b) **Fauna Spotter / Catcher** registered with the Queensland Department of the Environment, Tourism, Science and Innovation (**DETSI**) is to be engaged prior to the commencement of clearing works and is to conduct a pre-clearing inspection of the Site and areas to be cleared.
- (c) **Slow, staged reduction** of Koala habitat in the designated development footprint stages.¹
 - i. No more than 3 ha of the Site in any one stage.
 - ii. Between each stage and the next, there is at least 1 period of 12 hours starting at 1800 (6:00pm) on a day and ending at 0600 (6:00am) on the following day during which no trees are cleared on Site.
- (d) **Passive Fauna Relocation** should be completed at the Site, with non-intrusive methods that direct any on-site animals out of the Disturbance Footprint and into the Conservation Area via their own volition (subject to initial health assessments). The strategy is to allow the Koala to move of its own accord, overnight and repeated if necessary. If any injuries or illnesses are detected, individuals should be subject to less invasive trapping methods (rather than direct capture) and taken to the closest veterinary clinic or University of Sunshine Coast Koala monitoring personnel for advisable action. Where captured individuals are observed to be in a healthy condition, they should be kept in a cool, quiet place, then be released in the conservation area that early evening.
- (e) **Temporary construction fencing** topped with an impervious metal strip preventing Koala movement should be utilised around the entire construction area to limit Koala access and minimise the risk of death or injury to Koala by significantly reducing the ability and likelihood of Koala entering the construction area.
- (f) **Construction Environmental Management Plans (CEMPs)** are to be prepared to manage all works occurring within the clearing and construction phase of the Proposed Action. CEMPs will ensure all works are completed in a compliant means and consider the requirements of this Plan (e.g. traffic management, dog management, clearing protocols, noise, dust and vibration management, hours of operations, incident reporting and corrective actions beyond this Plan).

¹ *Nature Conservation (Koala) Conservation Plan 2017 (Qld) s10.*

- (g) **Wild and Domestic Dog Management** will be a component of the Proposed Action going forward, including fence exclusion areas and domestic dog controls in the Site.
- (h) **Ecological Restoration Works** to improve habitat amenity for Koala in conservation areas. This strategy increases quantity and quality of habitat and its amenity to Koala in areas away from clearing and construction fronts, reducing likelihood of Koala presence in clearing and construction areas.
- (i) **Preliminary Machinery Checks** to assess for Koala presence near or on machinery prior to clearing and construction phases. This strategy reduces incidental deaths or injuries to Koalas.
- (j) Detailed **Management Measures** are to be implemented to prevent risks and ensure Koala safety.
- (k) Complete a **report** detailing the **Environmental Risk identifications and management strategies** towards Koalas and **procedures for dealing with fauna** from a **qualified Fauna Spotter/Catcher** (section 6).

These strategies will be achieved by identifying all potential impacts and providing risk management strategies and actions that will provide a net benefit to the local Koala population and avoid death or injury to resident and transient Koalas during vegetation clearing and construction of the Approved Development.

2.2.1 Temporary Construction Fencing

Depicted in **Inset 1** is the typical construction site exclusion fencing with boarding in place to exclude climbing fauna and protection (corflute, fill, etc.) along the base to exclude animal climbing under. Fencing should be a minimum 1200mm (h). Typical construction fencing panels of 2400mm (w) x 2100mm (h) x 32mm (OD) from hot-dipped galvanised steel are depicted below, with the addition of unclimbable metal sheeting (alternatively Perspex) 600mm or greater in width to align with the State Government's Koala-Sensitive Design Guideline (2022). Sheeting should be fitted to fencing material at a height that is comfortable for a koala jumping from the fence to the ground. For example, 1800mm high fencing should fit sheeting at 900mm to 1500mm off the ground, not at the top of the 1800mm high fence. Fencing is installed with a skirt of chain mesh (permanent) or corflute (temporary) fixed to the base of the fence (up to 300 millimetres). The fencing must remain in place around any construction area until all construction activities within that fenced area are completed.



Inset 1: Indicative temporary fauna exclusion fencing aligning a construction site.

3. Assessment of Risks

3.1 Risks to achieving plan objectives

Each of the identified potential impacts were analysed in the context of the Proposed Action within **Table 1** below and in terms of the Risk Matrix (**Table 2**) to identify low, medium and high risks and where avoidance and mitigation measures should be targeted.

Table 1 illustrates the risks associated with the Proposed Action, however, it then prescribes a new risk rating after the measures established in **Section 4** are implemented. **Table 1** is consequently an illustration of risks associated with the Proposed Action before and after the measures in **Section 4** are utilised. **Table 3** below describes how management initiatives reduce the pre-mitigation risk ratings.

Table 1: Risk Assessment

Potential Impact	Likelihood	Consequence	Risk Rating Pre-mitigation	Risk Rating Post-mitigation
Loss of habitat	A	Major	High	Medium
Mortality due to clearing by machinery or tree felling	C	Major	High	Low
Increased stressors during construction	C	Minor	Low	Low
Habitat fragmentation and barriers to dispersal	E	Major	Low	Low
Increased vehicle strike during clearing and construction	D	Major	Medium	Low
Introduction / proliferation of weeds / pathogens / Disease	C	Moderate	Low	Low
Risk of entanglement or entrapment	E	Major	Low	Low
Reduction in habitat quality in adjoining areas to clearing and construction fronts as a result of clearing	D	Moderate	Low	Low
Dog attack	D	Major	Medium	Low
Bushfire	E	Major	Low	Low

Key: A = Almost Certain; B = Likely; C = Possible; D = Unlikely; E = Rare

Table 2: Risk Matrix

	Minor	Moderate	Major	Severe
Rare (E)	Low	Low	Low	Medium
Unlikely (D)	Low	Low	Medium	High
Possible (C)	Low	Medium	Medium	High
Likely (B)	Low	Medium	High	High
Almost certain (A)	Low	Medium	High	High

Table 3: Risk Management Strategies

Medium or High Risk to Koala during Clearing and Construction	Pre-Mitigation Risk Ratings and Management Strategies	Post-Mitigation Risk Ratings and Performance Measures
Loss of habitat	<p>High Risk</p> <p>Limit clearing and construction to those areas approved for impact.</p> <p>Peg out all areas approved for impact prior to clearing works by registered surveyor.</p> <p>Clearly fence off and demarcate areas not approved for impact.</p> <p>Complete Fauna Spotter Catcher pre-clearance inspections, mapping out any habitat features for specific management by the Fauna Spotter Catcher.</p> <p>Complete a pre-start toolbox, where the Fauna Spotter Catcher is to run the clearing contractors through the requirements of the <i>Nature Conservation (Koala) Conservation Plan 2017</i> (Qld) and any specific clearing measures required for habitat features detected during pre-clearing surveys.</p> <p>Undertake slow sequential clearing in accord with Section 10 and 11 of the <i>Nature Conservation (Koala) Conservation Plan 2017</i> (Qld) under the direct supervision of the Fauna Spotter Catcher.</p> <p>Clearing and Construction pre-start toolboxes and information packages for all contractors and staff.</p>	<p>Low</p> <p>The loss of habitat remains a continuing threat to Koala populations across Australia. The iterative design process also ensures that no habitat fragmentation occurs, and that Koala can generally utilise habitat on Site as they would currently, as impacts are limited to the verge area of vegetation.</p> <p>Through appropriate clearing phase controls, such as sequential clearing and the engagement of Fauna Spotter Catchers, Koala will be removed, or have opportunity to egress from clearing areas before being impacted.</p> <p>Once operational, the Proposed Action will implement rehabilitation measures throughout the Site to reinstate impacted Koala habitat strategically, also resulting in improved koala movement opportunity through the Site.</p> <p>Ongoing fauna spotter catcher reports, arborist reports and construction management reports will be required to monitor the success of the mitigation measures.</p>
Mortality due to clearing by machinery or tree felling	<p>High Risk</p> <p>Engagement of a Fauna Spotter Catcher to undertake pre-clearing inspections immediately prior to and during vegetation clearing to search for and identify all Koala in clearing areas, or on/ in machinery equipment.</p>	<p>Low</p> <p>Once all clearing operations are supervised by a Fauna Spotter Catcher, GPS Koala data is identified daily, and Koala host trees are flagged, there is limited opportunity for Koala to be impacted by machinery or tree felling as</p>

	<p>Flag all trees that are identified to host a Koala and a series of trees which provide egress for Koala into areas not subject to clearing and retain until the Koala has re-located on its own volition.</p> <p>Utilise active GPS monitoring data to identify koala locations each day of clearing and site construction.</p>	<p>they will not be utilising the impacted vegetation.</p> <p>Ongoing fauna spotter catcher reports, arborist reports and construction management reports will be required to monitor the success of the mitigation measures.</p>
<p>Increased vehicle strike during clearing and construction</p>	<p>Medium Risk</p> <p>CEMP to include a Traffic Management Plan. This will govern speed limits within the control of the Site. Maximum on site speed of 40km/hr and all entry/ exit points noted as well as areas of Koala awareness/ signage locations.</p>	<p>Low</p> <p>Once speed limits are reduced and traffic management protocols (specifically relating to fauna safety) are implemented, all drivers utilising the Site will have awareness and opportunity to react to Koala movement through roads and tracks. Through not fragmenting habitat, and limiting clearing to the verge of already cleared areas on Site, it is unlikely that Koala would need to pass through the Proposed Action area.</p> <p>Construction toolbox talks will be required to consistently convey vehicle movement requirements that mitigate risk.</p>
<p>Dog Attack</p>	<p>Medium Risk</p> <p>Implement CEMP that does not permit dogs within the Site during construction.</p> <p>Presence of domestic pets must be under specific controls (leash, area designations, etc.) and with appropriate signage and education.</p> <p>Implementation of general pest control procedures.</p>	<p>Low Risk</p> <p>With mitigation measures being implemented, dog presence within the Site will be limited. As a result, the risk of dog attack will be minimised.</p>

4. Management Commitments and Risk Management

The entirety of the Site is owned and managed by the Applicant presenting a significant advantage for the establishment and ongoing management of this KMP. For instance, all on-ground strategies will commence collectively from the day of Proposed Action, will be managed by the one entity and key management works will commence a prior to any formal civil works.

Table 4 below outlines Management Commitments to be put in place to govern how medium and high potential risk to the Proposed Action will be managed to avoid injury or death to Koala during clearing and construction phases of the Proposed Action. A detailed explanation of each Management Commitment is provided where it is relevant to each identified medium or high risk to the Proposed Action is provided in further below in **Section 4** and applied to each risk in **Table 5**.

Table 4: Management Commitments

Management Commitments	Location in KMP
Pegging out of the approved clearing areas	<ul style="list-style-type: none"> ▪ Section 4.1
Installation of highly visible fencing and no-go signage	<ul style="list-style-type: none"> ▪ Section 4.1 ▪ Section 4.3
Implementation of the slow, sequential clearing methods	<ul style="list-style-type: none"> ▪ Section 4.1 ▪ Section 4.2 ▪ Section 4.3
Implementation of Clearing and Construction Environmental Management Plans	<ul style="list-style-type: none"> ▪ Section 4.1 ▪ Section 4.2 ▪ Section 4.3 ▪ Section 4.4
Koala Spotter Catcher	<ul style="list-style-type: none"> ▪ Section 4.1 ▪ Section 4.2
Fencing Standard Protocol	<ul style="list-style-type: none"> ▪ Section 4.1 ▪ Section 4.2 ▪ Section 4.3 ▪ Section 4.4
Wild Dog Management	<ul style="list-style-type: none"> ▪ Section 4.4

4.1 Loss of Habitat and its Avoidance

The Applicant must ensure adequate mitigation measures are put in place during the clearing and construction phases to avoid the loss of Koala habitat beyond that which is approved.

Risk Management Commitments (Habitat Loss)

The key risk management measures and strategies to avoid the risk of death or injury due to loss of relevant habitat include:

- (a) pegging out of the approved clearing areas by a registered surveyor to accurately demarcate the Proposed Action footprint;
- (b) installation of fauna (Koala) exclusion fencing and highly visible no-go signage along the demarcated boundary to the approved clearing and construction areas;
- (c) implementation of slow, sequential clearing methods; and
- (d) implementation of Clearing and CEMPs to deal with secondary impacts to Koala habitat (e.g. dust, hydrology, bushfire).

Clearing activities for the Proposed Action will be undertaken in a gradual and sequential manner and are underpinned by:

- (a) the slow, incremental reduction of foraging resources from the peripheries of the Proposed Action towards Conservation areas screening the development area. See the Birkdale Community Precinct Conceptual Management Plan (**BCP CMP**).
- (b) fencing lands off once the augmentation and removal of habitat amenity has been completed to minimise the opportunity for any species to move through cleared land prior to, and during civil activities.

As the Applicant has ownership of the entirety of the Site subject of the Proposed Action, works to remove vegetation will be undertaken slowly. Clearing is to occur towards conservation areas, providing dispersal opportunities for Koala utilising cleared vegetation into retained habitat.

The Applicant must install temporary Koala exclusion fencing around any area of construction works. Temporary Koala exclusion fencing must be installed immediately after completion of habitat augmentation and prior to the commencement of construction, so as to prevent Koalas entering any construction areas. Temporary Koala exclusion fencing must remain in place around any construction area until all construction activities within that fenced area are completed.

4.2 Mortality due to Clearing by Machinery or Tree Felling and its Avoidance

The Applicant must ensure adequate mitigation measures are in place during the proposed clearing of vegetation on Site, to avoid mortality by machinery or tree felling. To manage and mitigate this, a number of risk management commitments are proposed.

Risk Management Commitments (Clearing)

The key risk management measures and strategies to avoid the risk of death or injury to Koala due to clearing or by machinery are:

- (a) Active and continuous monitoring of Koala GPS data for known tracked Koala individuals on Site.
 - i. Minimum daily inspection of active Koala GPS data with each pre-start / toolbox talk meeting.
 - ii. Implementation of geofencing and automatic alerts to the development contractors to any incursions by Koalas into the Disturbance Footprint.
- (b) Fauna spotter pre-clearance checks for known tracked Koalas and potential unknown non-tracked Koala individuals.
- (c) Staged, sequential clearing, where sequential clearing means the clearing of vegetation that:
 - i. is carried out in a way that ensures any Koalas in the area being cleared have sufficient time to move without human intervention, including, for sites greater than 3 ha clearing:
 - i. is conducted in stages;
 - ii. ensures not more than one of the following is cleared in any one stage:
 - 1. For a clearing site with an area of 6 ha or less – 50% of the site's area;
 - 2. For a clearing site with an area of more than six hectares – 3ha or 3% of the site's area, whichever is greater, and
- (d) Between each stage and the next there is at least 1 period of 12 hours starting at 1800 (6:00pm) on a day and ending at 0600 (6:00am) on the following day during which no trees are cleared on Site.
- (e) Clearing of the Koala habitat trees is carried out in a way that ensures habitat links are maintained within the clearing site and between the site and its adjacent area, allow resident Koalas to move out of the site;
- (f) No Koala habitat tree is cleared in which a Koala is present or its crown overlaps a tree in which an animal is present.

In accordance with the requirements of the *Nature Conservation (Koala) Conservation Plan 2017* (Qld), clearing is to be undertaken in a way that ensures vegetation clearing is directed away from threatening processes, or hostile environments, and towards any retained vegetation or habitat links, ensuring that:

- (a) Koalas are not pressured, through loss of habitat, to traverse roads or move through developed or disturbed areas, such as residential areas or areas that require movement of greater than 100 m over cleared ground to reach suitable habitat;
 - i. Koalas are not left occupying an "island" of habitat between hostile environments, such as road and cleared areas, unless there are no other more suitable habitat areas in which direct Koalas; and

- ii. Koalas can safely leave the site of clearing and relocate to adjacent habitat.
- (b) Fauna Spotter Catcher must be engaged to carry out pre-clearing inspections and supervise all vegetation clearing works in line with the below:
- i. No vegetation clearing is to commence or continue without the presence of a person licenced under the Queensland *Nature Conservation Act 1992* (Qld) to detect, capture, care for, assess, and release wildlife disturbed by vegetation clearance activities who has at least three years' experience undertaking this work with Koalas (Fauna Spotter Catcher).
 - ii. All trees scheduled for removal will be checked on the day of their removal (prior to the start of operations) for the presence of Koalas by the appointed DETSI Fauna Spotter Catcher.
 - iii. Machinery checks to assess for Koala presence on, in, or around machinery, prior to clearing.
 - iv. The appointed Fauna Spotter Catcher is responsible for ensuring, throughout the duration of the clearing operations, that no tree in which a Koala is present, or a tree with a crown overlapping a tree in which a Koala is present, or a tree identified as being a risk, should not be felled, damaged or interfered with until the species has moved from the clearing zone on its own volition.
 - v. Where koala is present within a clearing zone, the tree will be marked with distinctive flagging (and other advisory means as required) and all operators will be briefed on the location of the area. No clearing works can occur within 20 m of the tree retaining Koala until the animal has moved on of its own volition (where the strategy is to allow the Koala to move of its own accord, overnight). On the following day, the tree and retained area, are to be checked again prior to their removal. If necessary, the procedure is repeated until the animal has moved.
 - i. Coordination with UniSC and/or Ecoteam should be considered to implement appropriate trapping / passive relocation techniques such as erection of corflute fencing to appropriate areas and one-way valve trapping / relocation.
 - vi. If any injuries or illnesses are detected, individuals should be subject to less invasive trapping methods (rather than direct capture) and taken to the closest veterinary clinic or University of Sunshine Coast Koala monitoring personnel for advisable action.

In the event that an animal is sick or injured and needs immediate medical attention, DETSI will be contacted and trapping or direct capture by the Fauna Spotter Catcher may be required to allow the animal to receive medical attention. The animal may need to be transported to the nearest South-East Queensland (**SEQ**) Wildlife Hospital Network.²

Contingency Response / Corrective Actions / Timing

Stop all works immediately

Determine the attributability of injury or death of the animal. If injury or death is attributable to the clearing activities:

Contingency Response

- Immediately investigate the root cause of injury or death and attributable entity(ies).
- Within 10 Business Days review management commitments and risk management measures of this Plan (slow sequential clearing methods, Fauna Spotter Catcher).
- Within 10 Business Days consult with Proposed Action ecologist and consider further pre-clearing assessments such as thermal imaging drones and Koala tracking dogs.

² Or nearest suitable alternative.

Corrective Actions

- Prior to works re-commencing, increase number of Fauna Spotter Catchers and volume of pre/ daily/ post clearing monitoring.
- Within 10 Business Days update in line with findings of root cause to avoid recurrence of trigger.

If a Koala is injured, **immediately** implement the Proposed Action's fauna health assessment process. The animal may need to be transported to the nearest SEQ Wildlife Hospital Network facility identified in **Section 6**.

4.3 Increased Vehicle Strike During Clearing and Construction

The Applicant must ensure adequate mitigation measures are in place to avoid Koala being strike by vehicle/ plant during the clearing of Koala habitat within and construction of the Proposed Action.

To manage and mitigate this, a number of risk management commitments are proposed.

Risk Management Commitments (Vehicle Strike)

The key risk management measures and strategies to avoid the risk of death or injury to Koala due to vehicle strike during clearing and construction are:

- (a) **Daily pre-start/toolbox talks** to actively communicate vehicle use expectations and make construction contractors aware of daily GPS tracked Koala locations.
- (b) **Staged, sequential clearing** to limit vehicle movement to only those areas at or behind the clearing fronts.
- (c) **installation of highly visible fencing and no-go signage** along the demarcated boundary of the Proposed Action area with Koala awareness signage and speed limits noted;
- (d) **Clearing and Construction Environmental Management Plan** must be prepared to reflect the requirements of all Risk Management Commitments and include a Traffic Management Plan. The Traffic Management Plan must:
 - a. outline where clearing vehicles and plant equipment must enter and exit the Site.
 - b. outline where all construction vehicles and plant equipment must enter and exit the Site.
 - c. Identify go/ no-go parameters for vehicles and plant.
 - d. Identify speed limits of public roads, internal roads and general vehicle access areas, with a maximum internal speed limit of 40 km/hr.
 - e. Identify the location of traffic calming devices and where Koala awareness signage is to be erected (e.g. in proximity to retained habitat areas, upon entry/ exit to the Site).

4.4 Dog Attack

The Applicant must ensure adequate mitigation measures are in place to manage the risk of death or injury to Koala by dog during the clearing of Koala habitat and construction.

To manage and mitigate this a number of risk management commitments area proposed.

Risk Management Commitments (Dog Management)

The key risk management measures and strategies to avoid the risk of death or injury to Koala due to dog attack are:

- a) **Clearing and Construction Environmental Management Plan** must be prepared to prohibit the presence of domestic dogs within the clearing and construction areas.
- b) **Birkdale Community Precinct** must be actively identify and educate visitors on domestic animal expectations.
- c) **Wild Dog Management/Predatory Animals** will be managed by reporting sightings to RCC. Wild dogs will continue to be managed as per the Redlands Coast Biosecurity Plan 2018-2023 and as per the requirements of the Conservation Agreement made with the Commonwealth for management of pest animals in the Conservation Area.

5. Monitoring and Adaptive Management

Measurable performance indicators have been developed to determine if the environmental objectives and strategies detailed in **Section 2** of this KMP have been achieved and/ or maintained.

The Environmental Strategies outlined in **Section 2**, have been utilised to underpin the monitoring of this KMPs Key Performance Indicators (**KPIs**). Monitoring of KPIs will demonstrate whether the above Environmental Objectives are being achieved or maintained in a timely manner during their relevant phase of the Project. A monthly Monitoring Report is to be prepared and maintained internal to the Project by the Project Manager.

KPIs and the subsequent timing and frequency of monitoring have been outlined in **Table 5** of this plan. KPIs provide measurable goals which can be periodically or constantly monitored for the progress against trigger values of the KPIs being attained/ maintained. Where Monitoring events identified KPI Trigger Values have not achieved these goals, the Applicant must engage in and implement the Contingency Responses and Corrective Actions outlined within the timing identified in **Table 5**.

Table 5: Key Performance Indicators, Monitoring Requirements, Contingency Responses and Corrective Actions

Key Performance Indicators	KPI Monitoring (timing and frequency)	KPI Monitoring Method	Trigger Values	Contingency Response / Corrective Actions / Timing
Clearing Phase				
No Koala Injury or Death as a result of clearing beyond the clearing front.	<p>Timing</p> <p><u>Prior to Commencement of Action</u> and throughout Project life.</p> <p>Frequency</p> <p>Fauna Spotter Catcher to monitor Koala presence at <u>all times prior to, during and immediately post clearing works.</u></p>	<ul style="list-style-type: none"> - Construction Contractor to actively check GPS Koala data for daily locational data. - Site Supervisor to inspect clearing fronts prior to and at the cessation of daily works to ensure exclusion fencing is intact and accurate and that clearing has not exceeded to pegged/ fenced area of approved clearing front. - Fauna Spotter Catcher undertake pre and post clearing inspections of adjoining areas to visually inspect for injury or death of Koala. 	<ol style="list-style-type: none"> 1. Site personnel identifies clearing works beyond the pegged/ fenced extent. 2. Fauna Spotter Catcher observes evidence of injury or death of Koala adjacent to the clearing front. 	<p><u>Stop all works immediately</u></p> <p>Contingency Response</p> <ol style="list-style-type: none"> 1. Determine the attributability of clearing works outside of the pegged/ fenced area. <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause - <u>Within 10 Business Days</u> review management commitments and risk management measures in consultation with project environmental specialists and update this Plan. <p>Corrective Action</p> <ul style="list-style-type: none"> - <u>Immediately</u> re-instate fencing. - <u>Prior to works re-commencing</u>, apply additional signage throughout the clearing front - <u>Prior to works re-commencing</u>, all staff and contractors to be re-inducted and undertake a revised Koala Management Toolbox. <ol style="list-style-type: none"> 2. Determine the attributability of injury or death of Koala. <p>Contingency Response</p> <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause of injury or death and attributable entity(ies). - <u>Within 10 Business Days</u> review management commitments and risk management measures of this Plan (slow sequential clearing methods, fauna spotter catcher) and the BCP CMP. - <u>Prior to works re-commencing</u>, consult with Site Supervisor or relevant RCC Environmental Specialist and consider further pre-clearing assessments such as thermal imaging drones and Koala tracking dogs. - <u>Within 10 Business Days</u> update BCP CMP and this plan in line with findings of root cause to avoid recurrence of trigger. <p>If Koala is injured, <u>immediately</u> engage veterinary services for the Koala.</p>
No Koala Injury or Death as a direct result of tree clearing by plant or chainsaw.	<p>Timing</p> <p><u>Prior to Commencement of Action</u> and throughout Project life</p> <p>Frequency</p> <p>Fauna Spotter Catcher to monitor Koala presence at <u>all times prior to,</u></p>	<p>Fauna Spotter Catcher to visually:</p> <ul style="list-style-type: none"> - Undertake pre-clearing inspections to search for evidence of Koala injury or mortality throughout clearing area and immediately adjoining areas. - Constantly monitor for Koala presence, injury or death during 	<p>Fauna Spotter Catcher observes evidence of injury or death of Koala within the clearing front.</p>	<p><u>Stop all works immediately</u></p> <p>Determine the attributability of injury or death of Koala. If injury or death is attributable to the clearing activities:</p> <p>Contingency Response</p> <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause of injury or death and attributable entity(ies).

Key Performance Indicators	KPI Monitoring (timing and frequency)	KPI Monitoring Method	Trigger Values	Contingency Response / Corrective Actions / Timing
	during and immediately post clearing.	clearing phases throughout clearing area and immediately adjoining areas. - Undertake post-clearing inspections to search for evidence of Koala injury or mortality throughout clearing area and immediately adjoining areas.		<ul style="list-style-type: none"> - <u>Within 10 Business Days</u> review management commitments and risk management measures of this Plan (slow sequential clearing methods, fauna spotter catcher) and the BCP CMP. - <u>Within 10 Business Days</u> consult with Site Supervisor or relevant RCC Environmental Specialist and consider further pre-clearing assessments such as thermal imaging drones and Koala tracking dogs. <p>Corrective Actions</p> <ul style="list-style-type: none"> - <u>Prior to works re-commencing</u>, increase number of fauna spotter catchers and volume of pre/ daily/ post clearing monitoring. - <u>Prior to works re-commencing</u>, where Koala injury or death occurs to a collared/ tag Koala, review Koala monitoring program to identify how Koala was injured/ deceased whilst clearing team having optics of Koala locality (e.g., battery died/ signal poor in locality). - <u>Within 10 Business Days</u> update in line with findings of root cause to avoid recurrence of trigger. <p>If Koala is injured, <u>immediately</u> engage veterinary services for the Koala.</p>
No Koala Injury or Death as a direct result of Project Vehicle Strike.	<p>Timing</p> <p><u>Prior to Commencement of Action and throughout Project life</u></p> <p>Frequency</p> <p>Fauna Spotter Catcher and Site Supervisor to monitor Koala presence <u>at all times prior to, during and immediately post clearing.</u></p>	<ul style="list-style-type: none"> - Site Supervisor and Fauna Spotter Catcher to inspect clearing fronts prior to and at the cessation of daily works to ensure no evidence of Koala injury or death due to vehicle or plant strike. - All staff to be aware of surroundings and report any Koala sightings or vehicle/ plant interactions 	Site Supervisor, Fauna Spotter Catcher and Project staff observe evidence of vehicle strike to Koala.	<p><u>Immediately Stop all works</u></p> <p>Contingency Response</p> <p>Determine the attributability of injury or death of Koala. If injury or death is attributable to vehicle or plant strike:</p> <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause of injury or death and attributable entity(ies). - <u>Within 10 Business Days</u> review management commitments and risk management measures of this Plan and the Traffic Management Plan prepared for the Project. - <u>Prior to works re-commencing</u> update Traffic Management Plan with learnings from review to increase avoidance and prevention measures. - <u>Prior to works re-commencing</u>, all staff and contractors to be re-inducted and undertake a revised Koala Management Toolbox. <p>Corrective Action</p> <ul style="list-style-type: none"> - <u>Prior to works re-commencing</u>, implement on-ground Traffic Management updates such as reduced speed limits, no-go signage, Koala awareness signage. - <u>Prior to works re-commencing</u>, consult with Site Supervisor or relevant RCC Environmental Specialist and implement further pre-clearing assessments such as more fauna spotter catcher staff, thermal imaging drones and Koala tracking dogs. <p>If Koala is injured, <u>immediately</u> engage veterinary services for the Koala.</p>
No injury or death of a Koala as a direct result of	<p>Timing</p>	<ul style="list-style-type: none"> - Site Supervisor and Fauna Spotter Catcher to undertake walk through and visual inspections of project 	Fauna Spotter Catcher or Site Supervisor or relevant RCC Environmental	<p><u>Stop all works immediately</u></p>

Key Performance Indicators	KPI Monitoring (<u>timing</u> and frequency)	KPI Monitoring Method	Trigger Values	Contingency Response / Corrective Actions / <u>Timing</u>
entanglement on project fencing	<p><u>Prior to Commencement of Action</u> and throughout Project life</p> <p>Frequency</p> <p>Fauna Spotter Catcher and Site Supervisor to undertake <u>twice daily</u> inspections of Project fencing (morning and afternoon).</p>	<p>fencing prior to and at the cessation of daily works to ensure no evidence of Koala injury or death due to entanglement on fencing.</p> <p>- All staff to be aware of surroundings and report any Koala sightings or fencing entanglements.</p>	<p>Specialist on observe evidence of Koala injury or death due to entanglement of fencing.</p>	<p>Determine the attributability of injury or death of Koala. If injury or death is attributable to fencing entanglement:</p> <p>Contingency Response</p> <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause of injury or death and attributable entity(ies). - <u>Within 10 Business Days</u> review management commitments and risk management measures of this Plan and the Fencing Standard Protocol prepared for the Project. - <u>Prior to works re-commencing</u>, update Fencing Standard Protocol with learnings from review to increase avoidance and prevention measures. <p>Corrective Actions</p> <ul style="list-style-type: none"> - <u>Prior to works re-commencing</u>, consult with Site Supervisor or relevant RCC Environmental Specialist on how to amend fencing and work methods to avoid future entanglement (e.g. add hording over fencing). - <u>Prior to works re-commencing</u>, update Koala fencing materials with the outcomes of the above recommendations - <u>Prior to works re-commencing</u>, consult with Site Supervisor or relevant RCC Environmental Specialist and implement further pre-clearing assessments such as more fauna spotter catcher staff, thermal imaging drones and Koala tracking dogs. <p>If Koala is injured, <u>immediately</u> engage veterinary services for the Koala.</p>
No injury or death of a Koala as a direct result of domestic or wild dog	<p>Timing</p> <p><u>Prior to Commencement of Action</u> and throughout Project life</p> <p>Frequency</p> <p>Fauna Spotter Catcher or Site Supervisor or relevant RCC Environmental Specialist to <u>undertake daily inspections</u> of clearing fronts.</p>	<p>Fauna Spotter Catcher, Site Supervisor or relevant RCC Environmental Specialist on to visually:</p> <p>- Undertake pre-clearing inspections to search for evidence of Koala injury or mortality throughout clearing area and immediately adjoining areas.</p> <p>- Undertake post-clearing inspections to search for evidence of Koala injury or mortality throughout clearing area and immediately adjoining areas.</p>	<p>Fauna Spotter Catcher, Site Supervisor or relevant RCC Environmental Specialist observe evidence of Koala injury or death due to dog attack.</p>	<p><u>Stop all works immediately</u></p> <p>Determine the attributability of injury or mortality of Koala. If injury or mortality is attributable to dog attack:</p> <p>Contingency Response</p> <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause of injury or death and attributable entity(ies). <p>Corrective Actions</p> <ul style="list-style-type: none"> - Wild dogs will continue to be managed as per the Redlands Coast Biosecurity Plan 2018-2023 and as per the requirements of the Conservation Agreement made with the Commonwealth for management of pest animals in the Conservation Area - If Koala attacks continue, specific BCP management measures require development and implementation. <p>If Koala is injured, <u>immediately</u> engage veterinary services for the Koala.</p>
During Construction Activities Commitments				
No Koala Injury or Death as a direct result of Project	<p>Timing</p>	<p>- Construction Contractor to actively check GPS Koala data for daily locational data.</p>	<p>1. Site Supervisor and Project Staff observe</p>	<p><u>Stop all works immediately</u></p> <p>Contingency Response</p>

Key Performance Indicators	KPI Monitoring (timing and frequency)	KPI Monitoring Method	Trigger Values	Contingency Response / Corrective Actions / Timing
Vehicle Strike in construction areas.	<p>Prior to <u>daily construction works</u> and throughout Project life</p> <p>Frequency</p> <p>Site Supervisor to <u>monitor fencing daily</u> and inspect construction areas for Koala presence.</p>	<ul style="list-style-type: none"> - Site Supervisor to inspect clearing fronts prior to and at the cessation of daily works to ensure exclusion fencing is intact and accurate and that clearing has not exceeded to pegged/ fenced area of approved clearing front. - Fauna Spotter Catcher undertake pre and post clearing inspections of adjoining areas to visually inspect for injury or death of Koala. - All staff to be aware of surroundings and report any Koala sightings or vehicle/ plant interactions to Environmental Management 	<ul style="list-style-type: none"> 1. evidence of fencing breaches. 2. Site Supervisor and Project staff observe evidence of vehicle strike to Koala. 	<p>1. Determine the attributability of fencing breaches.</p> <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause - <u>Within 10 Business Days</u> review management commitments and risk management measures in consultation with Site Supervisor or relevant RCC Environmental Specialist and update this Plan. <p>Corrective Actions</p> <ul style="list-style-type: none"> - <u>Immediately</u> re-instate fencing and apply additional signage - <u>Prior to works re-commencing</u>, apply additional signage throughout the clearing front - <u>Prior to works re-commencing</u>, all staff and contractors to be re-inducted and undertake a revised Koala Management Toolbox. <p>2. Determine the attributability of injury or death of Koala. If injury or death is attributable to the clearing activities:</p> <p>Contingency Response</p> <p>Determine the attributability of injury or death of Koala. If injury or death is attributable to vehicle or plant strike:</p> <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause of injury or death and attributable entity(ies). - <u>Within 10 Business Days</u> review management commitments and risk management measures of this Plan and the Traffic Management Plan prepared for the Project. - <u>Prior to works re-commencing</u> update Traffic Management Plan with learnings from review to increase avoidance and prevention measures. - <u>Prior to works re-commencing</u>, all staff and contractors to be re-inducted and undertake a revised Koala Management Toolbox. <p>Corrective Action</p> <ul style="list-style-type: none"> - <u>Prior to works re-commencing</u>, implement on-ground Traffic Management updates such as reduced speed limits, no-go signage, Koala awareness signage. - <u>Prior to works re-commencing</u>, consult with Site Supervisor or relevant RCC Environmental Specialist and implement further pre-clearing assessments such as more fauna spotter catcher staff, thermal imaging drones and Koala tracking dogs. <p>If Koala is injured, <u>immediately</u> engage veterinary services for the Koala.</p>
No injury or death of a Koala as a direct result of entanglement on project fencing	<p>Site Supervisor to undertake <u>twice daily inspections</u> of Project fencing (morning and afternoon).</p>	<ul style="list-style-type: none"> - Site Supervisor to undertake walk through and visual inspections of project fencing prior to and at the cessation of daily works to ensure no evidence of Koala injury or death due to entanglement on fencing. 	<p>Site Supervisor or Project staff observe evidence of Koala injury or death due to entanglement of fencing.</p>	<p><u>Stop all works immediately</u></p> <p>Determine the attributability of injury or death of Koala. If injury or death is attributable to fencing entanglement:</p> <p>Contingency Response</p>

Key Performance Indicators	KPI Monitoring (<u>timing</u> and frequency)	KPI Monitoring Method	Trigger Values	Contingency Response / Corrective Actions / <u>Timing</u>
		<ul style="list-style-type: none"> - All staff to be aware of surroundings and report any Koala sightings or fencing entanglements. 		<ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause of injury or death and attributable entity(ies). - <u>Within 10 Business Days</u> review management commitments and risk management measures of this Plan and the Fencing Standard Protocol prepared for the Project. - <u>Prior to works re-commencing</u>, update Fencing Standard Protocol with learnings from review to increase avoidance and prevention measures. <p>Corrective Actions</p> <ul style="list-style-type: none"> - <u>Prior to works re-commencing</u>, consult with Site Supervisor or relevant RCC Environmental Specialist on how to amend fencing and work methods to avoid future entanglement (e.g. add hording over fencing). - <u>Prior to works re-commencing</u>, update Koala fencing materials with the outcomes of the above recommendations - <u>Prior to works re-commencing</u>, consult with Site Supervisor or relevant RCC Environmental Specialist and implement further pre-clearing assessments such as more fauna spotter catcher staff, thermal imaging drones and Koala tracking dogs. <p>If Koala is injured, <u>immediately</u> engage veterinary services for the Koala.</p>
<p>No injury or death of a Koala as a direct result of domestic or wild dog</p>	<p>Site Supervisor to undertake <u>daily inspections</u> of construction fronts.</p>	<p>Environmental Manger to visually undertake pre-works inspections to search for evidence of Koala injury or mortality throughout construction area and immediately adjoining areas.</p>	<p>Site Supervisor or Project staff observe evidence of Koala injury or death due to dog attack.</p>	<p><u>Stop all works immediately</u></p> <p>Determine the attributability of injury or mortality of Koala. If injury or mortality is attributable to dog attack:</p> <p>Contingency Response</p> <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause of injury or death and attributable entity(ies). <p>Corrective Actions</p> <ul style="list-style-type: none"> - Wild dogs will continue to be managed as per the Redlands Coast Biosecurity Plan 2018-2023 and as per the requirements of the Conservation Agreement made with the Commonwealth for management of pest animals in the Conservation Area - If Koala attacks continue, specific BCP management measures require development and implementation. <p>If Koala is injured, <u>immediately</u> engage veterinary services for the Koala.</p>
<p>No current or future GPS tracked Koala are injured or Killed as a result of the Proposed Action.</p>	<p>Project Manager, Environmental Manager and Koala Expert to maintain <u>constant</u> monitoring of tracked Koala.</p>	<p>Monitoring of currently GPS tracked Koalas. Further survey efforts to identify and GPS more Koala.</p>	<p>Koala is injured or killed as a result of the Proposed Action.</p>	<p><u>Stop all works immediately</u></p> <p>Determine the attributability of injury or death of Koala. If injury or death is attributable to fencing entanglement:</p> <p>Contingency Response</p> <ul style="list-style-type: none"> - <u>Immediately</u> investigate the root cause of injury or death and attributable entity(ies).

Key Performance Indicators	KPI Monitoring (<u>timing</u> and frequency)	KPI Monitoring Method	Trigger Values	Contingency Response / Corrective Actions / <u>Timing</u>
				<ul style="list-style-type: none"> - <u>Within 10 Business Days</u> review management commitments and risk management measures of this Plan and the Fencing Standard Protocol prepared for the Project. - <u>Prior to works re-commencing</u>, update Fencing Standard Protocol with learnings from review to increase avoidance and prevention measures. <p>Corrective Actions</p> <ul style="list-style-type: none"> - <u>Prior to works re-commencing</u>, consult with Project Koala Expert Monitoring Team on how to amend fencing and work methods to avoid future entanglement (e.g. add hording over fencing). - <u>Prior to works re-commencing</u>, update Koala fencing materials with the outcomes of the above recommendations - <u>Prior to works re-commencing</u>, consult with Project Koala Expert and implement further pre-clearing assessments such as more fauna spotter catcher staff, thermal imaging drones and Koala tracking dogs. <p>If Koala is injured, <u>immediately</u> engage veterinary services for the Koala.</p>

6. Reporting and Review

The Environmental Objectives of this KMP will be met through the attainment/ maintenance of the identified KPIs and be reviewed against the Monitoring Requirements outlined in **Table 5**. These KPIs are to be monitored in accordance with timeframes specified within **Table 5** and be reported upon annually until the completion of the Proposed Action.

Annual review and updating of this KMP will be undertaken by the Project Environmental Manager based on the result of regular monthly monitoring reports; OR, where non-compliance with the identified 'Trigger Values' (**Table 5**) requires a Contingency Response and Corrective Action to update this Plan. If an event-based review or scheduled review period results in any changes to the KMP, the new KMP must be implemented across Site immediately and notify the relevant stakeholders of:

- i. The changes made in the revised KMP.
- ii. The reason for the changes.
- iii. The date of issue of the revised KMP.

If the KMP forms part of an approvals package or is an approved document, the Approval Holder must also formally:

- iv. notify the relevant regulator in writing that the approved plan has been revised.
- v. implement the revised plan from the date that the plan is uploaded to the project website; and
- vi. for the life of this approval, maintain a record of the reasons the approval holder considers that taking the action in accordance with the revised plan would not be likely to have a new or increased impact.