

Six Mile Creek Dam Safety Upgrade Project

Weed and Pest Management Plan

Document No: LMDIP-05829-GNL-ENV-MPL-00009

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Definitions and Abbreviations

Term	Definition
Appropriately qualified person	A person having the qualifications, experience or standing appropriate to undertake the work required.
CA/Client	Contract Administrator/Client
DETSI	Department of Environment, Tourism, Science and Innovation
EMP	Environmental Management Plan
Eng	Engineer
EPBC Act	Environment Protection and Biodiversity Conservation Act 1999
IAR	Impact Assessment Report
ESM	Environment and Sustainability Manager
PM	Project Manager
SM	Site Manager/Superintendent
Sup	Supervisor
WoNs	Weeds of National Significance

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1. Scope

The Weed and Pest Management Plan (this Management Plan) is applicable to all construction phase works associated with the Lake MacDonald Dam Improvement Project (the Project).

This Management Plan is to be read in conjunction with the:

- Site Environmental Management Plan (SEMP) (ref: LMDIP-05829-GNL-ENV-MPL-00001)
- LMDIP Flora and Fauna (Dewatering) Management Plan (LMDIP-05327-GNL-ENV-MPL-00003)
- LMDIP NCA and EPBC Species Management Programs SMEC 2024 (LMDIP-05327-GNL-ENV-REP-00002 and LMDIP-05327-GNL-ENV-REP-00003)
- LMDIP - Protected Plant Impact Management Plan (LMDIP-05242-GNL-ENV-MPL-00018)
- SMEC Terrestrial Ecology Field Survey Report (LMDIP-05327-GNL-ENV-REP-00001)
- SMEC Impact Assessment Report including Draft Environmental Management Plan (Ref: Appendix B of the SMEC Impact Assessment Report)

This Management Plan has been prepared to address the relevant imposed conditions outlined in the Coordinator-General's change report 2025 (CGCR) – Construction and recommendations (the addressable items).

Note: The scope of this Management Plan does not include the management of biosecurity matters associated with aquatic weeds and pests. Management of biosecurity matters (aquatic weeds and pests) will be comprehensively addressed in the approved revision of the Flora and Fauna (Dewatering) Management Plan .

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1.1. Objectives

The objectives of this Weed and Pest Management Plan are to:

- Prevent the introduction of new weed and pest animal species to the Project
- Prevent the spread of weed species within the Project area
- Ensure that restricted invasive plants and introduced flora which are not already present in the Project area, are not introduced
- Ensure that restricted invasive plants already present in the study area are not spread as a result of Project activities
- Ensure that pest infestations do not increase as a consequence of the Project and existing populations of introduced fauna are appropriately controlled

1.2. Stakeholder Consultation

In preparing this Management Plan the following stakeholders were consulted and feedback considered in the development of management measures:

- The Office of Coordinator General (OCG) through the review of the draft Management Plans provided in May 2024
- Seqwater operations personnel actively involved in the localised management of aquatic weeds within the reservoir
- Local Landcare groups regularly engaged to assist with land rehabilitation and pest species control catchments across Seqwater managed catchments

2. Specific Performance Measures

The specific performance measures relevant to the implementation of this Management Plan have been detailed in Table 1.

Table 1. Performance measures

Specific Performance Measure	Measurable Target(s)
No introduction or spread of new weeds or pests to Site	All quarry sites inspected for weeds prior to extraction.
	All mobile plant working off road have weed hygiene certificates.
	No contaminated fill material brought to site.
Effective management of existing weeds and pests	No observable infestations of any the weed and pest species listed in Table 6, Error! Reference source not found. and Section 6.2.
	No listed Category 3 Restricted Matter or WoNs present on site.
	No observable weed infestations in adjacent natural areas.
	All employees undergo weed and pest induction and training.

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3. Roles and Responsibilities

Roles and responsibilities applicable to the implementation of this Management Plan have been detailed in Table 2. These roles and responsibilities are in addition to those described in Table 9 of the SEMP.

Table 2. Roles and responsibilities

Role	Responsibility
Seqwater	<ul style="list-style-type: none"> • Manage the construction process as the Project proponent. • Allocate sufficient resources to prepare, review and update this Management Plan. • Ensure that the requirements of any statutory approvals, legislation and this Management Plan are included in the contract documentation and implemented. • Undertake audits of the contractor to verify compliance with any legislative requirements and this Management Plan.
Contractor Project Manager (PM)	<ul style="list-style-type: none"> • Maintain a master copy of this Management Plan, a record of the completion of management measures, monitoring records and reports. • Provide sufficient resources to ensure the effective implementation of this Management Plan. • Participate in any audits initiated by Seqwater. • Coordinate required monitoring. • Provide relevant and timely information about construction activities that may impact on the amenity of stakeholders.
Contractor Construction Manager (CM)	<ul style="list-style-type: none"> • Ensure all weed and pest management measures are conducted in accordance with this Management Plan. • Report any incidents, non-compliances and complaints Contractor Project Manager. • Participate in any investigations of complaints or non-conformances. • Ensure all staff are trained/inducted to the Project.
Contractor Environment and Sustainability Manager (ESM)	<ul style="list-style-type: none"> • Primary responsibility for implementation and compliance with this Management Plan, statutory approvals and legislation. • Undertake regular inspections of work activities to ensure adherence to this Management Plan. • Participate in toolbox talks as required to ensure staff are aware of key concerns associated with weed and pest management. • Report any incidents, non-compliances and complaints to Seqwater. • Lead any investigations of complaints or non-conformances and report any findings and corrective actions to Seqwater.
Health and Safety Manager (HSM)	<ul style="list-style-type: none"> • Liaise with the ESM to ensure minimum measures around weed and pest management are met, while ensuring all relevant works meet minimum safety standards.
Community & Stakeholder Manager (CSM)	<ul style="list-style-type: none"> • Ensure community members are appropriately notified of project work involving weed and pest management. • Manage the project enquiries and responses. • Register and report community complaints and ensure adherence to the complaints procedure.
Engineers (Eng)	<ul style="list-style-type: none"> • Ensure environmental controls / management measures are established prior to commencement of construction activities. • Participate in the preparation of Risk Management documentation.

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Role	Responsibility
	<ul style="list-style-type: none"> • Immediately report any non-conformance, near misses or environmental incidents to the ESM. • Ensure and verify that corrective actions are undertaken when required for non-conforming work.
Supervisors (Sup)	<ul style="list-style-type: none"> • Ensure that this Management Plan requirements are communicated to all personnel and are being fully implemented on site. • Undertake any rectifications as required by the ESM.
All Project personnel (including Subcontractors)	<ul style="list-style-type: none"> • Comply with reasonable directions given by the Principal Contractor regarding environmental matters. • Comply with the requirements of this Management Plan as relevant to the subcontracted works. • Environmental incidents, non-conformances and near misses are to be reported

4. Legislative and Other Compliance Requirements

4.1. CGCR Addressable Items

Details of the applicable CGCR addressable items and how these have been addressed in the Management Plan have been detailed in Table 3.

Table 3. CGCR Addressable Items Relevant to this Management Plan

CGCR Reference	Type	Addressable Items	How addressed in this Management Plan
<i>Coordinator-General (CG) Conditions</i>			
Appendix A. Imposed Conditions, Schedule 1, Condition 1 (c) Site Environmental Management Plan (SEMP)	Imposed Condition	<p>The SEMP must include the following construction EMPs:</p> <p>(l) weed and pest management plan</p>	<p>This Management Plan has been developed to comply with this condition and includes performance criteria, mitigation measures, monitoring reporting, responsibility and corrective action</p> <p>Performance criteria are described in Section 2 and Table 1</p> <p>Mitigation measures are provided in Section 7, Table 7, MM1-MM23</p> <p>Monitoring is described in Section 9 and Table 9</p> <p>Reporting is described in Section 11 and Table 11</p> <p>Roles and responsibilities are described in Section 3 and Table 2</p> <p>Corrective actions are described in Section 10 and Table 10</p>

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4.2. Legislation

Details of relevant legislation applicable to this Management Plan have been detailed in Table 4.

Table 4. Other legislation applicable to this Management

Legislation	How it Applies to this Management Plan
<i>Environment Protection & Biodiversity Conservation Act 1999</i> (EPBC Act)	<p>The Project was deemed a controlled action for impacts on matters of national environmental significance (MNES). Therefore, the Project has an EPBC Approval (ref EPBC 2017/8078) for impacts to Listed Threatened Species and Communities.</p> <p>This Management Plan's objectives, as outlined in Section 2.1, are to prevent the introduction and spread of weeds and other invasive species. The Management Plan broadly adopts the principles of effective weed management, as outlined in Australian Weeds Strategy 2017-2027, aimed at the prevention, detection and early intervention to minimise the impact of Weeds of National Significance.</p>
<i>Biosecurity Act 2014</i>	<p>The Biosecurity Act ensures a consistent, modern, risk-free and less prescriptive approach to biosecurity in Queensland. The Act provides comprehensive biosecurity measures to safeguard the economy, agricultural and tourism industries, environment and way of life from pests, diseases and contaminants. Decisions made under the Biosecurity Act will depend on the likelihood and consequence of risk, allowing a more appropriate management of risks.</p> <p>Seqwater has a statutory duty of care 'general biosecurity obligation (GBO)' under the Biosecurity Act (section 23) and must:</p> <ul style="list-style-type: none"> • Take all reasonable and practical steps to prevent or minimise each biosecurity risk • Minimise the likelihood of causing a 'biosecurity event', and limit the consequences if such an event is caused • Prevent or minimise the harmful effects a risk could have, and not do anything that might make any harmful effects worse <p>The Management Plan's objectives are to prevent the introduction and spread of weeds and pest species. The Biosecurity Act requires individuals and organizations to take all reasonable and practical measures to prevent or minimise biosecurity risks. The Biosecurity Act also mandates ongoing monitoring and reporting of biosecurity risks. This Management Plan includes detailed procedures for monitoring pest and weed infestations and reporting any incidents.</p>
<i>Nature Conservation Act 1992</i> (NC Act)	<p>The NC Act provides the regulatory foundation for conserving the State's natural values via the protection of native flora and fauna and their habitats and the designation and management of protected areas.</p> <p>The majority of native flora and fauna species are protected under the NC Act in order to be able to manage and sustain viable populations in the wild. The NC Act regulates environmental impacts of development through requirements for vegetation clearing permits, species management programs and other permits.</p> <p>Three threatened fauna species listed under the NC Act have been identified on the Project and may also be impacted by the introduction or invasion of weed and pest species.</p>
<i>Vegetation Management Act 1999</i> (VM Act)	<p>The VM Act regulates the clearing of remnant vegetation in Queensland and aims to conserve Queensland's biodiversity through vegetation management. While the VM Act does not directly legislate biosecurity measures, it promotes the protection of remnant vegetation, thereby helping to minimise the risk of spreading invasive species.</p>

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5. Potential Impacts

The construction activities and potential impacts relevant to this Management Plan have been detailed in Table 5.

Table 5. Potential impacts – Weed and pest

Construction Activity	Potential Impact Number	Potential Impact – Weed and Pest
Mobile plant and vehicle movement	PI1	Introduction of weeds from vehicles that enter the site
	PI2	Spread of weed species through plant and vehicle movement across the site
Movement of quarry, soil and organic materials	PI3	Introduction of weeds from quarry or organic materials
	PI4	Introduction and proliferation of pests from the movement of soil
Vegetation clearing and ground disturbance and general construction	PI5	Attraction and proliferation of vermin and pests to the site
	PI6	Edge effects, including invasion of weed species into adjacent undisturbed vegetation

6. Listed Species (Pest & Weeds)

6.1. Pest Flora

A total of 25 flora species recorded within the Project area were considered environmental weeds, of which five are listed as Category 3 restricted matter under the *Biosecurity Act 2014*. In accordance with the *Biosecurity Act 2014*, a person must not release these invasive plants into the environment, give away or sell as a plant or something infested with its seeds. A total of two plants are listed as a Weed of National Significance (WoNS), which are considered the worst weeds in Australia due to their invasiveness, potential for spread, and economic and environmental impacts.

Table 6. lists the identified environmental weeds recorded within the Project study area. The listed weed species, with the exception of lantana (*Lantana camara*), were generally present in low abundance. Lantana was present at most sites and was occasionally dense in areas where significant disturbance had occurred. This was most notable in the area immediately north of the fish hatchery.

Table 6. Environmental weeds recorded within the Project study area

Scientific Name	Common Name	Endemicity	WoNS	Category 3 Restricted Matter
<i>Asparagus aethiopicus</i>	Ground asparagus	Invasive	Yes	Yes
<i>Bambusa vulgaris</i>	Bamboo	Invasive	-	-
<i>Cinnamomum camphora</i>	Camphor tree	Invasive	-	Yes
<i>Citrus limon</i>	Bush lemon	Invasive	-	-
<i>Corymbia torelliana</i>	Cadaghi	Invasive	-	-

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Scientific Name	Common Name	Endemicity	WoNS	Category 3 Restricted Matter
<i>Diospyros kaki</i>	Persimmon	Invasive	-	-
<i>Dypsis lutescens</i>	Golden cane palm	Invasive	-	-
<i>Eugenia uniflora</i>	Brazilian cherry tree	Invasive	-	-
<i>Heptapleurum actinophyllum</i>	Umbrella tree	Invasive	-	-
<i>Lantana camara</i>	Lantana	Invasive	Yes	Yes
<i>Melinis minutiflora</i>	Molasses grass	Invasive	-	-
<i>Murraya paniculata</i>	Satinwood	Invasive	-	-
<i>Paspalum mandiocanum</i>	Broadleaf paspalum	Invasive	-	-
<i>Passiflora edulis</i>	Common passionfruit	Invasive	-	-
<i>Passiflora suberosa</i>	Corky passionflower	Invasive	-	-
<i>Pinus elliottii</i>	Slash pine	Invasive	-	-
<i>Schinus terebinthifolius</i>	Pepper tree	Invasive	-	Yes
<i>Senna pendula var. glabrata</i>	Easter cassia	Invasive	-	-
<i>Senna septemtrionalis</i>	Arsenic bush	Invasive	-	-
<i>Setaria sphacelata</i>	South African pigeon grass	Invasive	-	-
<i>Solanum mauritianum</i>	Wild tobacco	Invasive	-	-
<i>Solanum torvum</i>	Devil's fig	Invasive	-	-
<i>Sphagneticola trilobata</i>	Singapore daisy	Invasive	-	Yes
<i>Syagrus romanzoffiana</i>	Queen palm	Invasive	-	-
<i>Urochloa mutica</i>	Para grass	Invasive	-	-

6.2. Pest Fauna

Four pest fauna species were observed during the field survey:

- Cane toad (*Rhinella marina*)
- Domestic dog (*Canis familiaris*)
- Red fox (*Vulpes vulpes*)
- Black rat (*Rattus rattus*)

Earlier studies have also identified pekin duck (*Anas platyrhynchos domesticus*), and Asian house gecko (*Hemidactylus frenatus*). All species are commonly occurring fauna species across Queensland and only the red fox is a 'Restricted Matter' listed in Schedule 2 of the *Biosecurity Act 2014*. The red fox (*Vulpes vulpes*) is listed as Category 3, 4, 5 and 6 restricted invasive animal.

Red Deer (*Cervus elaphus*) populations are being trapped and managed by Noosa Shire Council in the Lake Macdonald area.

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7. Management Measures

The management measures that will be implemented to minimise the potential for impacts associated with weed and pest have been detailed in Table 7.

Table 7. Management measures

No.	Hold Point	Actions	Related Potential Impact	Staff Responsible	When
MM1		Workplace planning and construction programming will, where relevant, give priority to species of greatest environmental threat as per the <i>Noosa Biosecurity Plan 2020</i> and <i>Biosecurity Act 2014</i> .	PI1-PI6	ESM	Workplace Planning
MM2	Y	A pre-construction inspection of the Site is to be undertaken by the ESM or another person with appropriate skills and knowledge to identify weed and pest species. A baseline survey of priority weeds (as identified in the <i>Noosa Biosecurity Plan 2020</i> and <i>Biosecurity Act 2014</i>) will be undertaken by an appropriately qualified person (AQP).	PI2, PI5 & PI6	ESM	Prior to mobilisation
MM3	Y	Subcontractor engagement contracts will contain weed and pest management requirements including the requirement for all plant, equipment and machinery to be clean on arrival and to provide appropriate washdown documentation to validate cleaning.	PI1 & PI4	Eng	Workplace Planning
MM4		All mobile plant, vehicles, including deliveries, must use designated travel routes, site access tracks and lay-down areas.	PI1, PI2 & PI4	All personnel	Project Delivery
MM5		Mobile plant and vehicles must be clean of any mud or organic material, prior to arriving or departing from site to prevent the spread of weeds and disease.	PI1, PI3 & PI4	All personnel	Project Delivery
MM6		Vehicles and plant to be used for clearing must be sourced from “clean” areas or carry weed hygiene certification or be verified as cleaned on the signed Plant Pre-Acceptance checklist.	PI1, PI2, PI6	Eng	Project Delivery

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No.	Hold Point	Actions	Related Potential Impact	Staff Responsible	When
MM7	Y	<p>Upon arrival at the Project area, all vehicles, plant and equipment, and portable infrastructure will be inspected for the presence of weeds and loose soil. Inspections will conform to the standard required in the <i>Vehicle and Machinery Inspection Procedure</i> (Qld Govt. 2013)¹.</p> <p>If required, vehicles, plant and equipment and portable infrastructure arriving to site may be refused entry and be directed to be cleaned to remove weeds/loose soil at an off-site washdown facility.</p> <p>Weed hygiene declarations will be obtained for all vehicles, plant and equipment, and portable infrastructure being onboarded to site confirming that the vehicle/plant is clean, free of organic materials (mud, dirt, weeds or seeds) prior to arrival.</p>	PI1	Sup	Project Delivery
MM8		Where required, washing of vehicles and plant will be undertaken on gravel or sealed hardstand areas where runoff can be controlled and diverted to the site ESCPs	PI2	All personnel	Project Delivery
MM9	Y	<p>Weed hygiene declarations / statements will be obtained for all imported organic material, soil, fill, mulch and aggregate.</p> <p>Vendors supplying materials with the potential to contain pests (e.g. soil/fill, mulch etc.) will be required to provide written assurance that all supplied materials are free from any pests.</p>	PI1, PI3 & PI4	Sup	Project Delivery
MM10		<p>Ensure construction personnel do not create environments favorable to pest fauna, including:</p> <ul style="list-style-type: none"> • Ensure waste is managed appropriately. Bins must be provided across the work site and emptied on a regular basis • Where practicable, ensure water is not left to lie on sites for longer than seven days (i.e. avoid ponds of standing water) 	PI5	ESM	Project Delivery

¹ https://www.daf.qld.gov.au/data/assets/pdf_file/0016/64006/IPA-Inspection-Procedures.pdf

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No.	Hold Point	Actions	Related Potential Impact	Staff Responsible	When
		<ul style="list-style-type: none"> Ensure stormwater treatment and sediment control devices are designed and managed as to not create breeding habitat for mosquitoes and cane toads (<i>Rhinella marina</i>) where practicable. The site drainage plan will minimize the ponding of water. Any temporary ponding will be removed by water trucks so as to not create breeding habitat for mosquitoes and cane toads 			
MM11		Cane toad (<i>Rhinella marina</i>) control: Contractor will conduct inspections of the site to identify potential breeding areas for Cane toad. If problematic breeding areas are identified in the construction footprint Contractor will implement proven and effective eradication measures.	PI5	ESM	Project Delivery
MM12		Known weed infested areas will be marked 'Quarantine/No-Go Areas'.	PI2	ESM	Project Delivery
MM13		Topsoil stripped from areas containing high densities of weed will be treated and disposed of according to jurisdictional requirements – this may include on-site burial or removal to an appropriately licensed waste management facility. In instances requiring temporary stockpiling of weed contaminated materials onsite, stockpiles will be appropriately contained and include clear signage to avoid potential contamination of other materials.	PI2	ESM	Project Delivery
MM14		Areas known to be infested with weeds will be cleared separately to non-infested areas to prevent cross contamination and reduce vehicle/plant/equipment cleaning requirements.	PI2	ESM	Project Delivery
MM15	Y	Plant and equipment working in areas with weed infestations shall be washed-down prior to conducting work in areas that are weed free.	PI2	Sup	Project Delivery
MM16		Vegetation stockpiled after clearing will be managed to prevent the spread of weeds.	PI2	Sup	Project Delivery
MM17		Vegetation debris, mulch or topsoil will not be stockpiled in areas where weed infestation is known to exist.	PI2	Sup	Project Delivery
MM18		All food scraps and other waste materials must be covered and removed off site regularly to reduce attraction to feral animals.	PI5	Sup	Project Delivery

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No.	Hold Point	Actions	Related Potential Impact	Staff Responsible	When
MM19		Rehabilitate disturbed areas following completion of construction to prevent pest species from becoming established as per the Project requirements for rehabilitation.	PI6	ESM	Project Delivery
MM20		Chemical weed/pest treatment and eradication will be undertaken where infestations are identified. Chemical treatment will be undertaken by appropriately qualified and licensed personnel - i.e. person must possess a Commercial Operators Licence issued under the <i>Agricultural Chemicals Distribution Control Act 1966</i> .	PI2, PI5 & PI6	ESM	Project Delivery
MM21		Mosquito populations (Culcidae) will be managed in accordance with MM23 if they present a significant problem.	PI5	ESM	Project Delivery
MM22		Notify Noosa Shire Council Land Management Officers (0488 680 051 or environment@noosa.qld.gov.au) if Red Deer populations are sighted in the Project area or if populations become stuck in the exposed embankments.	PI5	Seqwater Ops	Lake Inspections
MM23		Monitoring data collected during implementation of the SEMP (e.g. temperature), will be reviewed quarterly for indication of potential increases in the spread of pests and weeds	PI2, PI5 & PI6	ESM	Project Delivery

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8. Hold Points

The hold points that will be adopted for weed and pest management have been detailed in Table 8.

Table 8. Project hold points

Hold Point Number	Related management measure	What	When does it occur	Staff responsible	Construction activities restricted until Hold Point completed
1	MM2	Pre-construction weed and pest inspection and baseline survey of priority weeds	Prior to mobilisation	ESM	Mobilisation
2	MM3	Subcontractor engagement contracts will contain weed and pest management requirements	Workplace Planning	Eng	Sub-contractor mobilisation
3	MM7	All plant, equipment and machinery, to be clean on arrival and to provide appropriate washdown documentation (i.e. weed hygiene declaration) to validate cleaning.	During Project Planning and throughout Delivery	Sup	Entry to Project site
4	MM9	Vendors supplying materials with the potential to contain weeds or pests (e.g. soil/fill, mulch etc.) will provide written assurance that all supplied materials are free from any weeds or pests.	During Delivery	Sup	Receipt of material on-site
5	MM15	Plant and equipment previously working in areas with weed infestations shall be washed down prior to conducting work in areas that are weed free.	During Delivery	Sup	Moving to a weed free area

9. Monitoring

To verify this Management Plan is achieving its performance measures, the following monitoring program (Table 9) has been proposed.

Table 9. Monitoring program

No	What	Who	When / Frequency
1.	Visual observation for weeds and pests will be undertaken daily, all observations shall be entered into site diaries.	Sup	Daily during Project Delivery
2.	Vehicles, plant, equipment and machinery shall be inspected for cleanliness daily during pre-start.	All Personnel	Daily
3.	Visual inspection of weed and pest matters (including inspection of any weed hygiene records) shall be undertaken as part of weekly environmental inspections, with observations and any necessary actions entered into site register. Presence of pests is to be monitored as part of weekly site inspections. This includes inspecting the edges of Lake Macdonald for evidence of pests. Where restricted invasive plants are identified they must be reported for action.	ESM	Weekly
4.	Site washdown area/s shall be included in visual inspections.	ESM/Sup	Weekly
5.	Monthly audits of weed hygiene records (as part of the Monthly Environment Report) and written assurance of material received.	ESM	Monthly
6.	Quarterly (internal) and annual (external) audits of this Management Plan will be undertaken as part of the SEMP auditing process.	ESM	Quarterly/Annually

10. Corrective Actions

Corrective actions that will be implemented in the event that a performance measure has not been achieved, are listed in Table 10.

Table 10. Corrective action plan

Issue / Event	Event Response
Introduction of new weed and pest species	<ul style="list-style-type: none"> • ESM to attend site and investigate the weeds and pest infestation • Consult with Supervisors, plant/equipment Operators, Project Engineers, Construction Manager, and any other relevant personnel • Conduct physical monitoring (undertaken under the guidance of an AQP) • Investigate if mitigation measures have been implemented as described in Table 7. Where management measures have not been implemented, the CM must implement appropriate measures identified in Table 7 and provide additional training for personnel. • Implement treatment measure/s described in Table 7 • ESM will monitor success of treatment measure/s • Enter details of event into site register/records
On site weed and pest infestations impacting on natural areas	<ul style="list-style-type: none"> • ESM to attend site and investigate the weeds and pest infestation • Consult with Supervisors, plant/equipment Operators, Project Engineers, Construction Manager, and any other relevant personnel • Conduct physical monitoring (undertaken under the guidance of an AQP) • Investigate if mitigation measures have been implemented as described in Table 7. Where management measures have not been implemented, the CM must implement appropriate measures identified in Table 7 and provide additional training for personnel. • Implement treatment measure/s described in Table 7 ESM will monitor success of treatment measure/s • Enter details of event into site register/records
Non-conformance with this Management Plan	<ul style="list-style-type: none"> • Notify the supervisor responsible for the area of non-conformance • ESM will provide the supervisor instructions to resolve the non-conformance • ESM will check the non-conformance is rectified 24 hours after the instruction was given

11. Reporting

Reporting that will be undertaken in accordance with this Management Plan has been detailed in Table 11.

Table 11. Reporting plan

No	Reporting Required	By Whom	By When	To Whom
1.	Details of field observations shall be reported via the Weekly Environmental Inspection Checklist, and communicated during pre-starts, toolbox and team meetings as appropriate	ESM	Project Delivery	All Personnel
2.	All complaints/incidents regarding weed and/or pest management shall be reported immediately	All Personnel	Within 1 hour of an incident / complaint	ESM / PM / Seqwater

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No	Reporting Required	By Whom	By When	To Whom
3.	Results of complaint/incident investigations and corrective actions	ESM	Within 72 hours of the complaint / incident	Seqwater
4.	Summary of environmental incident management to be provided in the monthly Project	ESM / PM	Monthly	Seqwater
5.	Presence of restricted invasive plants	All personnel	As required	Sup / ESM
6.	Proliferation of fauna pest species	All personnel	As required	Sup / ESM
7.	Weed and pest management actions shall be summarised in the monthly report provided to Seqwater	ESM	Monthly	Seqwater
8.	<p>Quarterly report to the CG as per the requirements of schedule 2, condition 2. Report will include:</p> <ul style="list-style-type: none"> • An evaluation of compliance with the SEMP • Monitoring data required by the Imposed Conditions included in Schedule 2 of the CGCR (2025) for the period and an interpretation of the results • Details of any environmental incident during the reporting period, including a description of the incident, resulting effects, corrective actions (including site remediation activities), revised activity practices to prevent a recurrence, responsibility and timing <p>The reports must be provided to the Coordinator-General and also be made available on the Project website within 20 business days of the end of the three-month period to which the report relates and continue to be available on the project website for the duration of the Project</p>	Seqwater	Quarterly	Coordinator-General

12. Training and Awareness

Site inductions will include the following specific components for weed and pest management:

- Identification and explanation of weed and pest species known to be present on the Project site
- Ecological impacts associated with invasive weeds and pests
- Mitigation and hygiene measures for controlling weeds and pests
- Promote awareness of human vectors in the introduction of weeds and pests
- Biosecurity obligations to:
 - Take all reasonable and practical steps to prevent or minimise each biosecurity risk
 - Minimise the likelihood of causing a biosecurity event and limit the consequences if such an event is caused
 - Prevent or minimise the potential harmful effects of an identified risk

Weed and pest control activities will generally be conducted by specialist contractors, however if any site personnel are directly involved in weed or pest control activities, appropriate training will be provided.

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Pest and Weed toolbox meetings will be conducted by the ESM regularly with the team to discuss measures outlined in this management plan, biosecurity obligations, awareness and compliance, and posters will be placed around crib huts and offices with a list and picture of pest species and mitigation measures.

13. Review and Continual Improvement

This Management Plan shall be reviewed within the first 3 months of site mobilisation to ensure the plan is fit for purpose and any identified incidents, issues or hazards are addressed in the Management Plan accordingly. Follow up reviews are to be undertaken annually during construction.

This Management Plan shall be reviewed out of the normal cycle, in the event of a legislative breach, incident, or community complaint or when a new impact is discovered.

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