Biodiversity Policy

Policy Number: CP22004
Effective Date: 1 August 2022
Review Date: 1 August 2024

1 Who is this document for?

This Policy applies at all times to permanent, temporary and casual staff, staff seconded from another organisation, and contingent workers including labour hire, professional services contractors and consultants performing work for any of the following:

- Transport for NSW
- Department of Transport
- Sydney Trains
- NSW Trains
- Sydney Metro
- State Transit
- The Point to Point Transport Commissioner

These Agencies are collectively called 'Transport' for the purpose of this Policy.

2 Purpose of this Policy

Transport strives to protect and enhance biodiversity, with the goal of achieving a no net loss of biodiversity as a consequence of its infrastructure development activities.

This Policy outlines what we do to protect and enhance biodiversity for NSW. We hold ourselves to an ethical standard in line with our pivotal role in the community; working together within Transport and across government and industry to get the things done that make a difference – for the greater good.

For the purpose of this Policy, no net loss means that in undertaking development activities Transport has:

- avoided biodiversity impacts to the fullest extent reasonably practicable
- applied mitigation measures, including measures to reduce habitat fragmentation effects, to the fullest extent reasonably practicable
- provided offsets through either biodiversity credit purchase or BCF payment of the required number and type of biodiversity credits in accordance with recognised methodologies , and/or
- delivered conservation measures in accordance with the requirements of this Policy and guidelines.

To achieve no net loss we will:

- apply the 'Avoid, Minimise, Mitigate and Offset' hierarchy to all Transport infrastructure, through all stages of the infrastructure development lifecycle (**see Section 3.1**)
- provide biodiversity offsets or conservation measures for all Transport development activities where it is feasible and reasonable to do so, including where the impacts do not trigger the legal offset requirements – see Biodiversity offset scheme thresholds for a summary of legal offset requirements (See **Section 3.2**)
- work with communities to deliver transparent, scientifically robust, conservation outcomes and improved opportunities to care for Country (See **Section 3.3**)
- support a robust credit market and an equitable and transparent approach to credit sourcing and pricing (**see Section 3.4**)
- maximise opportunities to improve the financial sustainability of biodiversity offsets (**see Section 3.5)**.

The development of transport infrastructure can lead to unavoidable direct and indirect impacts on biodiversity including habitat fragmentation effects that can persist long after the infrastructure is built. Mitigation measures can reduce the severity of impacts, including supporting habitat connectivity, and are critical to the ongoing sustainable operation of transport infrastructure.

Biodiversity offsetting is an important supplementary strategy to address unavoidable impacts by improving the ecological values of like-for-like offset lands through in perpetuity land management of those lands.

Where biodiversity offsets are being voluntarily provided, they can be supplemented by targeted actions (known as conservation measures) which provide assistance to land managers to address particular conservation challenges or support relevant research activities by a recognised tertiary institution.

Together these approaches strive to deliver a no net loss outcome for biodiversity, can improve the liveability and adaptive capacity of our environments in the face of climate change and make a positive contribution to human health and wellbeing.

3 Principles

3.1 Transport will adopt the Avoid, Minimise, Mitigate, Offset hierarchy

Our first priority is to avoid impacts to biodiversity from Transport infrastructure and then to minimise and mitigate remaining impacts as far as practicable. Genuine efforts must be made to achieve this outcome including:

- Strategic planning processes must include consideration of the impacts on biodiversity, including opportunities to avoid, minimise and mitigate those impacts along with the offsetting requirements for unavoidable impacts, and

- Environmental impact assessments including those undertaken as part of a Review of Environmental Factors (REF) and State Significant Infrastructure (SSI) projects must demonstrate the actions taken to avoid, minimise, mitigate and offset impacts on biodiversity as far as practicable. This will include the implementation of a wildlife connectivity strategy where landscape-scale impacts on habitats may occur.
- Design refinements made after completion of the environmental assessment (including those done during detailed design and construction planning) must demonstrate the actions taken to further avoid, minimise, mitigate and offset impact on biodiversity as much as practicable.

The ability to offset impacts must not be used to justify biodiversity impacts or fail to avoid, minimise and mitigate impacts in the first place.

3.2 Transport will strive to achieve no net loss in biodiversity

Transport recognises that impacts arising from projects that do not meet statutory thresholds for participation in the BOS can have, on a cumulative basis, an unacceptable impact on biodiversity.

In addition to our efforts to avoid, minimise and mitigate and as part of our commitment to achieve a no net loss in biodiversity, TfNSW will, where feasible and reasonable:

- secure biodiversity offsets or undertake conservation measures for any impacts that exceed the TfNSW biodiversity offset thresholds, subject to the TfNSW biodiversity offset threshold exclusions; and, in recognition of the important values associated with individual trees,
- address the permanent loss of habitat trees and amenity trees by providing replacement trees and hollows in accordance with the tree and hollow replacement ratios and subject to the TfNSW tree and hollow placement exclusions.

Tree and hollow replacement may be undertaken within the project boundary or on land in proximity to the project. Where this is not possible, calculation of the number of trees and hollows to be removed is required and payment is to be made to the TfNSW Conservation Fund in accordance with 'Tree and hollow replacement program: An implementation plan for payments to and from the Transport for NSW Conservation Fund'. The TfNSW Conservation Fund will deliver conservation measures on a regional basis in consultation with relevant providers.

Other Transport agencies (excluding TfNSW) will consider providing biodiversity offsets and /or conservation measures including tree and hollow replacement on a case-by-case basis consistent with the principles set out in this Policy.

TfNSW will establish appropriate reporting mechanisms to allow progress in achieving no net loss to be measured over time for projects exceeding the TfNSW biodiversity offset thresholds and for projects requiring Tree and Hollow replacement.

3.3 Transport will work with communities to deliver transparent, scientifically robust, conservation outcomes and improved opportunities to care for Country

Transport acknowledges the continuing spiritual, cultural, social and economic connection of Aboriginal people to the lands and waters of NSW. In recognition of the inextricable links between biodiversity conservation and caring for Country, programs to deliver conservation measures (including tree and hollow replacement programs) will explore the option of working with local Aboriginal groups, including local Aboriginal owned enterprises, to support the capacity of Aboriginal people to care for and connect to Country.

Transport will work to understand the direct and indirect impacts of its existing infrastructure and ongoing infrastructure development program on biodiversity and will investigate emerging technologies to mitigate these impacts in consultation with relevant tertiary institutions, environmental regulators and recognised experts.

Biodiversity offsets will be delivered on a like-for-like basis for all projects requiring offsets based on recognised methodologies.

Conservation measures will be determined in consultation with local government, Local Land Services, tertiary institutions and/or NSW Department of Planning and Environment (DPE) and other relevant organisations as required.

Information detailing TfNSW achievements in providing biodiversity offsets, conservation measures including tree and hollow replacement will be made publicly available in a timely manner in accordance with relevant authorisations.

3.4 Transport will support a robust biodiversity credit market

Transport is a significant purchaser of biodiversity credits in NSW. Consequently, its purchasing behaviour can have a significant influence on the biodiversity credit market.

As a consequence, Transport will:

- Where required credits are available for sale, undertake competitive, public expression of interest processes to identify the most competitively priced credits
- Where required credits are not available for sale and subject to approval timeframes, seek expressions of interest from landholders who may be interested in being sponsored to generate credits
- Seek advice from independent valuers when determining credit offers and, where no market information is available, credit offers will be based on a fair assessment of the costs, benefits and risks involved in selling biodiversity credits
- Make provision for potential credits suppliers, who have been sponsored by TfNSW to generate credits, to obtain legal advice, where appropriate.

In addition, Transport will publicly release information about its potential future demand for credits generated through strategic planning processes.

The Selling Biodiversity Credits to Transport Factsheet for landholders supports the application of this principle.

3.5 Maximise opportunities to improve the financial sustainability of biodiversity offsetting

Avoiding impacts to biodiversity is the first step in managing the cost of biodiversity offsets. Once all measures to avoid are exhausted, there are options available to reduce the cost of biodiversity offsetting. Decisions on which option should be taken should be based on a cost benefit analysis of available options having consideration to the following principles.

3.5.1 Plan strategically and buy early, if necessary

Transport encourages the estimation and acquisition of biodiversity credits as early as possible in the asset infrastructure lifecycle. Strategic planning for all infrastructure projects must include a provisional amount for biodiversity offsets or conservation measures such as tree and hollow replacement where they are likely to be required.

A program of targeted forward acquisition of biodiversity credits (or land) or a program of tree and hollow replacement should be considered for future project/s with predicted significant biodiversity credit or tree and hollow replacement requirements.

In addition, any land purchased under the NSW National Parks and Wildlife Service Revocation, recategorisation and road adjustment policy, is to be assessed for its biodiversity credit potential prior to transfer, where appropriate.

3.5.2 Use the Transport Biobank to source biodiversity credits

The Transport Biobank will provide a 'holding area' for excess biodiversity credits and created biodiversity credits.

For the purposes of transactions with Transport Biobank, biodiversity credits will be treated in the following way:

- Excess credits will be transferred from projects to the Transport Biobank at the time the credits are determined by the project to be excess. Transfer will occur at the cost of acquisition at the request of the project and as agreed with Safety Environment and Regulation (SER)
- Excess credits will be allocated to projects by SER on an as needed basis at the cost of acquisition as determined when the credits were transferred to the Transport Biobank
- Created credits will be allocated to projects by SER on an as needed basis and the project will be required to pay the TFD amount required in order to retire the credits
- Unused credits will be assessed every 5 years to determine if sale on the credit market is appropriate.

The *Procedure for using the Property Information Management System* (PIMS) will set out the processes applying when undertaking biodiversity credit transactions and making payment to the BCF, and applies to all biodiversity credit transactions undertaken by TfNSW.

TfNSW SER is responsible for the allocation of excess and generated credits held by the Transport Biobank across Transport projects on an as-needed basis.

3.5.3 Use residue land to generate biodiversity credits where appropriate

Transport encourages the realisation of the full biodiversity credit potential of residue Transport owned lands in accordance with relevant Treasury Directions including the acquisition of future residue land for the purposes of generating biodiversity credits.

For lands purchased by TfNSW, a decision to enter a BSA for residue land, or land that is likely to become residue land, must be made on the basis of a land disposal strategy prepared in accordance with the TfNSW Residue Land Biodiversity Offsetting procedure.

All potential credits are to be generated and any excess credits are to be transferred to the Transport Biobank once determined to be excess by the project in accordance with Section 3.5.2.

3.5.4 Make payment to the Biodiversity Conservation Fund where appropriate

The BCF is administered by the Biodiversity Conservation Trust (BCT), and provides a convenient mechanism to acquit offset obligations and supports legislative obligations to fulfil offset requirements prior to project commencement.

The BCF charges a premium over market rates. Consequently, the relevant costs and benefits of fund payment, compared to purchasing credits on the market, must be considered prior to utilising this option.

Generally, the BCF will be the appropriate option where:

- no suitable biodiversity credits for sale on the BCT registers, and
- Transport's Biobank does not have suitable credits available, or
- approval conditions do not allow sufficient time for biodiversity credit acquisition (including through options agreements for credits yet to be issued), or
- credits sought are less than 100 credits and/or are rare and difficult to purchase.

4 Exclusions

This Policy does not apply to the land divestment activities of the Transport Asset Holding Entity (TAHE).

Other Transport agencies (excluding TfNSW) will consider providing biodiversity offsets and /or conservation measures (including tree and hollow replacement) in accordance

with Section 3.2 on a case-by-case basis consistent with the principles set out in this Policy.

Further exemptions apply to activities under the Transport biodiversity offset threshold exclusions and the Transport tree replacement exclusions.

5 Compliance

Compliance with this Policy, and related Procedures or Standards, is mandatory.

In implementing this Policy and Transport's obligations under the BC Act, it is acknowledged that TfNSW staff and contingent workers have access to information that is commercially and strategically sensitive.

TfNSW staff and contingent workers who have interest in land, whether personally or as a director or officer of a company, that may be or has generated biodiversity credits, are required to comply with TfNSW Conflict of Interest policies and procedures and make the appropriate disclosure.

6 Breaches of this Policy

Transport may commence disciplinary action if a person, to whom this Policy applies, breaches this Policy (or any of its related procedures) including termination of employment.

7 Related/supporting documents

This Policy should be read in conjunction with:

1. Transport Environment and Sustainability Policy
2. Transport Sustainability Plan 2021-2022
3. Transport Business Case Policy
4. Residue land biodiversity credit Procedure
5. Transport for NSW Biodiversity Offset Guidelines
6. Selling Biodiversity Credits to Transport' Factsheet
7. Tree and Hollow Replacement Program: An implementation plan for payments to and from the Transport for NSW Conservation Fund (2022)
8. Premier's Priorities – Greening our City

8 Document control

8.1 Superseded documents

This Policy replaces the following documents:

1. DMS- SD-087 Vegetation Offset Guide (Infrastructure and Place) 23 April 2020

2. Roads and Maritime Biodiversity Offset Guide 2016 and supporting resources

8.2 Document history

Date & Policy No	Document owner	Approved by	Amendment notes
1 August 2022 CP22004	Deputy Secretary, Safety, Environment and Regulation	Secretary	New Policy

8.3 Feedback and help

Do you have any questions about how to fill out this template or any feedback to help improve the quality of this document, eg, readability, accessibility, broken links, etc?

Please email **Corporatepolicy@transport.nsw.gov.au**.

9 Glossary

Term	Meaning
Accredited person	Has the same meaning as in the BC Act, referred to in the BAM as 'assessor', i.e. in relation to the preparation of biodiversity assessment reports, means a person accredited under section 6.10 (of the BC Act) to prepare those reports in accordance with the biodiversity assessment method.
Amenity tree	Trees, both native and exotic, that are valued by people due to their beauty, function, historical, biodiversity or cultural significance.
AOBV	Areas of Outstanding Biodiversity Value. AOBV's are declared by the Minister for the Environment. These are special areas that contain irreplaceable biodiversity values that are important to New South Wales, Australia or globally.
Artificial hollow	Artificial hollows, including hollows carved into a tree, nest boxes attached to trees and salvaged hollows can be used to provide supplementary breeding habitat and shelter for hollow-dependant fauna where hollows have been removed. When designed, built, installed and monitored correctly artificial hollows can provide an alternative to natural fauna habitat.
BAM	Biodiversity assessment method established under Part 6 of the *Biodiversity Conservation Act* 2016. The BAM assesses the likely impact of development proposals on biodiversity and calculates (in biodiversity credits) the likely losses in biodiversity values from development sites. The BAM also calculates (in biodiversity credits) the likely gain in biodiversity values from biodiversity stewardship agreement sites.
BCT	Biodiversity Conservation Trust established under Part 10 of the *Biodiversity Conservation Act 2016.*
BCF	Biodiversity Conservation Fund administered by the Biodiversity Conservation Trust. Payments to the fund are a mechanism to acquit biodiversity offset obligations
BC Act	NSW *Biodiversity Conservation Act 2016*
Biodiversity credit	A biodiversity credit created by (and in accordance with) a biodiversity stewardship agreement as issued by the BCT.

Biodiversity conservation action	Can be used to offset impacts in some circumstances (BC Regulation 6.2) instead of credit purchase or BCF payment. Ancillary rules prescribe which actions qualify as a biodiversity conservation action (BC Regulation 6.5) Ancillary rules: Biodiversity conservation actions
Biodiversity offsets	As defined by the Biodiversity Assessment Method - the gain in biodiversity values achieved from the implementation of management actions on areas of land, to compensate for losses to biodiversity values from the impacts of development. See also Biodiversity offset mechanisms.
Biodiversity offset mechanisms	Biodiversity offsets mechanisms are the purchase of biodiversity credits under the Biodiversity Offset Scheme or payment to the Biodiversity Conservation Fund (BCF) administered by the Biodiversity Conservation Trust (BCT).
Biodiversity Offset Scheme (BOS)	Biodiversity Offsets Scheme established under Part 6.2 of the BC Act.
Biodiversity Stewardship Agreement (BSA)	Land that is designated by a biodiversity stewardship agreement to be a biodiversity stewardship agreement for the purposes of the BC Act.

Biodiversity Offset Scheme thresholds (NSW)	Are the legal thresholds to provide biodiversity offsets arising from BC Act. Transport is legally obliged to participate in the Biodiversity Offset Scheme (BOS) for: • All major projects including State Significant Infrastructure (SSI) and Critical State Significant Infrastructure (CSSI) under Part 5, Division 5.2 of the Environmental Planning and Assessment Act 1979 (EP&A Act), unless the impacts to biodiversity are not significant. • All REF projects under Part 5, Division 5.1 of the EP&A Act that are likely to have a significant impact on threatened species and threatened ecological communities or impact Areas of Outstanding Biodiversity Value. • All projects permissible with consent under Part 4 of the EP&A Act that exceed the offsetting thresholds for developments under Part 4. Transport must also provide offsets where the Commonwealth Minister for Environment has determined the project to be a controlled action under the *Environment Protection and Biodiversity Conservation Act* 1999 or where the provisions of the EPBC Act strategic assessment approval for road projects applies.
CEEC	Critically Endangered Ecological Community listed under the EPBC Act or BC Act.
Conservation measure	Are activities voluntarily undertaken by TfNSW in addition to BOS or EPBC Act requirements to address the ongoing cumulative impacts of TfNSW activities on biodiversity and local environments. Conservation measures are different to biodiversity conservation actions under the BOS. Conservation measures are typically delivered locally and include weed control, vegetation rehabilitation activities, habitat augmentation, tree-planting, fencing, bank stabilisation, instream restoration and repair, ecological fire management, vehicle strike mitigation or supporting research initiatives by a recognised tertiary institution.
Created biodiversity credits	Credits generated from a BSA over Transport-owned land.
CSSI	Critical state significant infrastructure under Part 5, Division 5.2 of the EP&A Act
Development	For the purposes of this Policy, means projects undertaken by Transport and approved under Part 4, Part 5 Division 5.1 and Part 5 Division 5.2 of the EP&A Act

Disturbed zone	Has the same meaning as the Routine and Minor Works Procedure and applies to road activities only
EEC	Endangered Ecological Community listed under the EPBC Act or BC Act.
Environmental Regulators	Would include Environment, Energy and Science Division of the NSW Department of Planning and Environment and Commonwealth Department of Agriculture, Water and Environment.
EP&A Act	NSW *Environmental Planning and Assessment Act* 1979
EPBC Act strategic assessment approval for road projects	Agreement between Commonwealth Minister for the Environment and Transport for NSW under Part 10 of the EPBC Act. See Strategic assessment of NSW road and traffic management works
Excess biodiversity credits	Credits acquired for a project by Transport and found to be surplus to project requirements.
Feasible	For biodiversity offset requirements, offset delivery is always considered feasible due to the ease of payment to the BCF. For tree and hollow replacement requirements, feasibility relates to practical considerations and involves the consideration of the following preference hierarchy: 1. Modifying works to avoid impacts and reduce requirement; 2. Tree and hollow replacement on land within the infrastructure corridor in proximity to the proposal triggering the requirement; 3. Tree and hollow replacement on land in proximity to the proposal triggering the requirement; 4. Making a contribution to a TfNSW Conservation Fund
Habitat tree	Habitat trees are typically native species that provide food and/or shelter for native fauna and flora

No net loss	For the purpose of this Policy, projects will have achieved a no net loss where the expected loss from infrastructure development has been: • Avoided to the extent reasonably practicable; and • Mitigation measures, including measures to reduce habitat fragmentation effects, have been applied to the extent reasonably practicable; and • Offsets have been provided through either credit purchase or BCF payment of the required number and type of biodiversity credits in accordance with the BAM or TfNSW guidelines; and/or • Conservation measures have been delivered in accordance with the requirements of this policy and guidelines.
Operational clearances	Means the area required to be maintained for the safe and efficient operation of the infrastructure and applies to rail activities only
PIMS	Transport's Property Information Management System
Reasonable	Selecting reasonable measures from those that are feasible involves judging whether the overall biodiversity benefits are worthwhile in the context of: • recent and anticipated impacts of a similar nature in the locality; • the cost of the measure, including the cost of the measure as a percentage of the total project cost and any ongoing maintenance and operational costs; and • the level of community interest and engagement with the proposed measure Where the cost of making payment to the BCF to meet TfNSW biodiversity offset requirements is considered excessive, conservation measures will be considered and provided to the extent or value considered appropriate. Where the cost of making payment to the TfNSW Conservation Fund to meet Tree and Hollow replacement requirements is considered excessive, changes must be made to project scope to reduce impacts.
Reasonably likely to naturally regenerate	Means areas capable of natural regeneration as evidenced by the presence of a native understorey including juvenile native trees and shrubs as determined by an appropriately qualified person.
Residue land	Residue land is Transport owned land that is not required for current or future project requirements and therefore would be available for disposal.

REF	Review of Environmental Factors. Prepared to meet Transport's statutory obligation to consider the impact of its activities on the environment to the fullest extent reasonably practicable for projects considered under Part 5, Division 5.1 of the EP&A Act.
SER	Safety Environment and Regulation, Transport for NSW
SSI	State significant infrastructure under Part 5, Division 5.2 of the EP&A Act
Strategic planning processes	Includes any process intended to establish the scope and merit of a proposed activity including strategic business case development, options analysis, route optioneering exercises and the development of project briefs
TEC	Collective term referring to critically endangered, endangered and vulnerable ecological communities

Transport biodiversity offset thresholds	**Impact**	**Threshold**
	Works involving clearing of a CEEC	Where there is any clearing of an CEEC in 'moderate to good' condition
	Works involving clearing of an EEC	Where clearing of a EEC ≥ 2 ha in 'moderate to good' condition
	Works involving clearing of VEC	Where clearing of VEC ≥ 5 ha in 'moderate to good' condition
	Works involving clearing of any habitat for a known species credit fauna species or clearing of breeding habitat (as defined by the TBDC) for dual-credit fauna species (excluding exotic and planted vegetation that cannot be assigned to a plant community type)	Where clearing ≥ 1 ha in 'moderate to good' condition
	Works involving removal of known threatened flora species and their habitat	Where loss of individuals is ≥10 or where clearing of habitat is ≥ 1 ha
	Type 1 or Type 2 key fish habitats	**Where there is a net loss of habitat**
	The TfNSW Biodiversity Offset Guidelines provides more detail about how these thresholds should be applied.	

TfNSW biodiversity offset threshold exclusions	Activities excluded from the TfNSW Biodiversity Offset thresholds: • Exempt development under Infrastructure SEPP • Works on cleared land, plantations, exotic vegetation where it is unlikely there are threatened species or habitat present • Works within the disturbed zone or to maintain required operational clearances • Works within areas that are reasonably likely to naturally regenerate. • Works involving clearing of vegetation planted as part of an infrastructure corridor landscaping program (this includes where threatened species or species comprising listed ecological communities have been used for landscaping purposes) • Any project that is legally required to participate in the NSW Biodiversity Offset Scheme, requires a SIS under the FM Act or BC Act or is likely to have a significant impact on MNES • All projects requiring Part 5, Division 5.2 of the EP&A Act approval (SSI, CSSI) and all projects requiring development consent under Part 4 of the EP&A Act • Any project approved or determined or where an REF has been exhibited prior to the commencement of this Policy.
TfNSW Conservation Fund	A Fund managed by Safety, Environment and Regulation Division. The TfNSW Conservation Fund will receive payments from projects that cannot meet the tree and hollow replacement requirements under this Policy within the project boundary or on land in proximity to the project and so elect to make a payment to the TfNSW Conservation Fund in accordance with the 'Tree and hollow replacement program: An implementation plan for payments to and from the Transport for NSW Conservation Fund (2022)'.

TfNSW tree and hollow replacement exclusions	Activities excluded from the TfNSW tree and hollow replacement requirements: • Exempt development under the Infrastructure SEPP including emergency work • Projects requiring development consent under Part 4 of the EP&A Act. • Works to remove a traffic hazard on or overhanging a public road • Works within the disturbed zone (road) or essential to maintain required operational clearances (rail) • Works within areas that are reasonably likely to naturally regenerate • Non-native trees without amenity value • Trees that are being otherwise offset including projects that have triggered the Biodiversity Offset Scheme thresholds or the TfNSW biodiversity offset thresholds • Any project approved or determined or where an REF has been exhibited prior to the commencement of this Policy.
TBDC	Threatened Biodiversity Data Collection managed by DPE as part of Bionet
Total Fund Deposit (TFD)	Is the amount paid to the Biodiversity Stewardship Payments Fund administered by the BCT Proceeds of the TFD are used to fund ongoing conservation management of the land in accordance with BSA TFD amounts are determined by accredited assessors.
Transport	Transport Agencies are: • Transport for NSW • Department of Transport • Sydney Trains • NSW Trains • Sydney Metro • State Transit • The Point to Point Transport Commissioner

Tree and hollow replacement ratios	Trees and hollows will be replaced using the following ratios • Very large tree (DBH greater than 100cm) – Plant a minimum 16 trees and provide 3 artificial hollows for every occupied hollow removed (assuming a 20% occupancy rate) • Large tree (DBH between 50cm and 100cm) - Plant minimum 8 trees and provide 3 artificial hollows for every occupied hollow removed (assuming a 20% occupancy rate) • Medium tree (DBH greater than 20 cm, but less than 50cm) - Plant minimum 4 trees and provide 3 artificial hollow for every occupied hollow removed (assuming a 20% occupancy rate) • Small tree (DBH greater than 5cm, but less than 20cm) – Plant a minimum 2 trees. The 'Tree and hollow replacement program: An implementation plan for payments to and from the Transport for NSW Conservation Fund (2022)' sets out amounts to be paid to the TfNSW Conservation Fund where projects cannot achieve tree and hollow replacement within the project boundary or on land in proximity to the project. Artificial hollows should be provided in accordance with relevant guidelines.
VEC	Vulnerable ecological community under the BC Act.