



Australian Government

Department of Infrastructure, Transport,  
Regional Development, Communications, Sport and the Arts

# Variation to Biodiversity Offset Delivery Plan

Western Sydney International (Nancy-Bird  
Walton) Airport

August 2025



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# Variation to the BODP

This document provides a variation to the Western Sydney Airport Biodiversity Offset Delivery Plan (BODP), prepared to address the recommendations of the BODP Five-year review (AECOM 2024).

As the BODP is an Approved Plan under condition 30 of the Western Sydney Airport: Airport Plan (Airport Plan)<sup>1</sup> it is required to adhere to condition 49 of the Airport Plan, when it is varied (that is, the proposed variation is required to be clearly marked). This Variation is presented using the following:

- BODP Section header
- Summary of amendments within BODP Section
- Detailed amendments ('insert', 'replace').

Amendments to the BODP are not intended to replace existing considerations for securing offsets, and provide additional, expanded options to secure outstanding offsets in order to deliver a timely conservation gain for the protected matters significantly impacted by the development of the airport.

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<sup>1</sup> As approved in 2016 and varied in 2020 and 2021 (Commonwealth of Australia 2021)

# Executive summary

## Variation 1

This variation replaces the third paragraph under the subheading ‘Orchard Hills offset site’ in the Executive Summary with the following:

“The offset site includes a core area of not less than 900 hectares within the Commonwealth Heritage Listed Area and contains species and communities that provide appropriate ‘like for like’ offsets for the Stage 1 development of the airport. A preliminary assessment of the potential quantum of offset likely to be generated at the Orchard Hills Offset Area was undertaken based on an initial site inspection and desktop assessment and set out in the BODP, based on a preliminary biodiversity assessment. As a result of subsequent ecological surveys and the application of a discount rate to areas within Commonwealth Heritage Listed areas, a final baseline for the quantum of offsets for the Orchard Hills Offset Area has been established. The site makes a substantial direct offset contribution, including approximately 70% of the offset requirement for Cumberland Plain Woodland; 75% of the offset requirement for River Flat Eucalypt Forest, 76% for Grey-headed Flying-fox habitat and Swift Parrot foraging habitat; habitat for *Pultenaea parviflora*, *Dillwynia tenuifolia* and *Marsdenia viridiflora viridiflora*; and all of the required offsets for the Cumberland Plain Land Snail and Black Bittern.”

## Variation 2

This variation replaces the paragraph under the subheading ‘Greening Australia seed collection and production program’ in the Executive Summary with the following:

“The Department of Infrastructure (the Department) has entered into an agreement with Greening Australia to contribute \$10 million in funding to the organisation’s Cumberland Seed Hub program in Western Sydney. The program will produce a reliable source of native seed for ecological restoration work in Western Sydney’s Cumberland Plain, specifically the threatened vegetation communities and species associated with Cumberland Plain Woodland and River Flat Eucalypt Forest. The seed supply program is presented in this BODP as an ‘other compensatory measure’, contributing to the offset requirement for Cumberland Plain Woodland, River Flat Eucalypt Forest, *Pimelea spicata* and for plants, animals and their habitats, by facilitating ecological restoration of these species and their habitats at offset sites and other lands across Western Sydney.”



# Glossary of Terms

## Variation 3

This variation replaces the Glossary of Terms presented after the Table of Contents in the BODP with the below table:

Term	Definition
Affected threatened biota	Threatened species or communities listed under the EPBC Act, which are likely to suffer a significant impact as a result of a proposal and which require biodiversity offsets having regard to the EPBC Act Offset Policy. In this BODP it comprises: <ul style="list-style-type: none"> <li>Cumberland Plain Woodland</li> <li>Grey-headed Flying-fox (<i>Pteropus poliocephalus</i>)</li> <li>Swift Parrot (<i>Lathamus discolor</i>) foraging habitat</li> <li>Spiked Rice-flower (<i>Pimelea spicata</i>)</li> </ul>
Airport site	The site for Sydney West Airport as defined in the <i>Airports Act 1996</i> .
Approver	Under the Airport Plan, the Approver for this BODP is the Minister for the Environment and Energy or an SES employee (under the Public Service Act 1999) of the Department of the Environment and Energy.
BAM	Biodiversity Assessment Methodology
BAR	Biodiversity Assessment Report
BBAM	The NSW BioBanking Assessment Methodology (OEH 2014).
BC Act	<i>Biodiversity Conservation Act 2017</i> (NSW)
BCT	NSW Biodiversity Conservation Trust (BCT, formerly Nature Conservation Trust)
Biobank site	Land that is designated by a biobanking agreement to be a biobank site.
Biobanking agreement	An agreement entered into between the landowner and the NSW Environment Minister under Part 7A of the TSC Act for establishing a biobank site.
BioBanking Trust Fund	The Trust Fund established under Part 7A of the TSC Act to hold funds from the sale of credits.
Biodiversity credit	A unit of biodiversity value to measure specific development impacts or conservation gains in accordance with the FBA or the BBAM. Includes ecosystem credits or species credits.
Biodiversity credit report	Specifies the number and type of biodiversity credits required to offset the impacts of a Major Project in accordance with the FBA or that would be generated through conservation and management of an offset site under a BioBanking agreement or a BSA.
Biodiversity offset delivery plan (BODP)	This plan, which sets out the specific actions to be taken to meet the offset conditions for the airport as set out in the Airport Plan.
Biodiversity offset package	See GHD (2016a) Appendix K2 to the airport EIS, which outlines the approach to the delivery of biodiversity offsets for the airport, including an estimate of the quantum of offsets required, options to deliver these offsets, an estimate of the costs involved and the additional steps required to finalise their delivery.
Biodiversity offsets	Specific measures that are put in place to compensate for impacts on biodiversity

Term	Definition
	values.
Biodiversity Stewardship Agreement (BSA)	An agreement made under Division 2 of Part 5 of the BC Act.
Biodiversity values	The composition, structure and function of ecosystems, including native species, populations and ecological communities, and their habitats.
BOS	NSW Biodiversity Offset Strategy
CEEC	Critically endangered ecological community.
DCCEEW (Commonwealth)	Australian Government Department of Climate Change, Energy, the Environment and Water
DCCEEW (NSW)	NSW Department of Climate Change, Energy, the Environment and Water
Defence	The Australian Government Department of Defence
Department of Infrastructure, Regional Development and Cities	Now Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts
Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts (the Department)	The Australian Government Department responsible for preparing and implementing this BODP and BODP Variation (formerly the Department of Infrastructure, Regional Development and Cities).
DoE	The Australian Government Department of the Environment (now Department of Climate Change, Energy, the Environment and Water [DCCEEW]).
DPI	The NSW Department of Primary Industries.
DSEWPaC	The former Department of Sustainability, Environment, Water, Populations and Communities, now the Australian Government Department of the Environment and Energy.
Ecosystem credit	The class of biodiversity credits created or required for the impact on EECs, CEECs and threatened species habitat for species that can be reliably predicted to occur within a vegetation type according to the BBAM, FBA and BAM.
EEC	Endangered ecological community
EIS	Environmental Impact Statement
Environment and Energy	The Australian Government Department of the Environment and Energy (now Department of Climate Change, Energy, the Environment and Water [DCCEEW]).
Environmental conservation zone	The area at the airport site that would be provided as an environmental conservation zone, as outlined in the Land Use Plan in the Airport Plan (see the Airport Plan).
EPBC Act	The <i>Environment Protection and Biodiversity Conservation Act 1999</i> (Cth)
EPBC Act-listed biota	Threatened species and communities and migratory species listed under the EPBC Act.
FBA	The Framework for Biodiversity Assessment (OEH 2014a). The methodology to assess impacts on biodiversity that is used to assess all biodiversity values on the

Term	Definition
	development site for a Major Project under the NSW Environmental Planning and Assessment Act 1979 (EPA Act) and in accordance with The NSW Biodiversity Offsets Policy for Major Projects (OEH 2014a).
FM Act	The <i>Fisheries Management Act 1994</i> (NSW)
Food tree	A tree species that is recognised as being of value as a foraging resource for a given fauna species.
GIS	Geographic information systems
GS LLS	Greater Sydney Local Land Services
Habitat tree	A tree that is recognised as being of value as a shelter, roosting and/or nesting resource for fauna species. Includes hollow-bearing trees, stags (standing dead trees) and trees with nests or other signs of fauna occupancy.
Long-term development	The longer term development of the airport, including parallel runways and facilities for up to 82 million passengers annually (nominally occurring in 2063).
Main Construction Works	Substantial physical works on a particular part of the Airport Site (including large-scale vegetation clearance, bulk earthworks and the carrying out of other physical works, and the erection of buildings and structures) described in Part 3 of the Airport Plan, other than TransGrid Relocation Works or Preparatory Activities.
Migratory species	Species that are listed as migratory under the EPBC Act.
NPW Act	The <i>National Parks and Wildlife Act 1974</i> (NSW)
NPWS	The NSW National Parks and Wildlife Service
NSW-listed biota	Threatened species, populations and communities listed under the NSW BC Act or FM Act.
OEH	The NSW Office of Environment and Heritage
Orchard Hills	Defence Establishment Orchard Hills
Offset Trading Group (OTG)	A classification used in the NSW Biodiversity Assessment Method (BAM) to group together ecosystem credits from Plant Community Types (PCTs) that share either: <ul style="list-style-type: none"> <li>the same vegetation class and threat status, or</li> <li>an association with the same Threatened Ecological Community (TEC).</li> </ul> This grouping defines how credits can be considered "like-for-like" when satisfying biodiversity offset obligations.
PCT	Plant community type
Potential offset areas	The areas within the potential offset sites that would be suitable to offset impacts on affected threatened biota listed under the EPBC Act. Only includes vegetation and habitat which is appropriate to offset impacts on the affected threatened biota having regard to the EPBC Act Offset Policy.
Potential offset sites	The potential offset sites that have been identified in order to offset biodiversity impacts.
Preparatory Activities	Preparatory Activities mean the following: <ol style="list-style-type: none"> <li>day-to-day site and property management activities</li> <li>site investigations, surveys (including dilapidation surveys), monitoring, and related works (eg geotechnical or other investigative drilling, excavation, or salvage)</li> <li>establishing construction work sites, site offices, plant and equipment, and</li> </ol>



Term	Definition
	<p>related site mobilisation activities (including access points, access tracks and other minor access works, and safety and security measures such as fencing, but excluding bulk earthworks)</p> <p>d) enabling preparatory activities such as:</p> <ul style="list-style-type: none"> <li>– demolition or relocation of existing structures (including buildings, services, utilities and roads);</li> <li>– the disinterment of human remains located in grave sites identified in the European and other heritage technical report in volume 4 of the EIS; and</li> <li>– application of some environmental impact mitigation measures.</li> </ul> <p>e) any other activities which an Approver determines are Preparatory Activities for this definition</p>
Species credit	The class of biodiversity credits created or required for the impact on threatened species that cannot be reliably predicted to use an area of land based on habitat surrogates according to the BBAM, FBA and BAM.
Species-credit type threatened species	Threatened species that are linked to species credits according to the BBAM (rather than ecosystem credits) because they cannot be reliably predicted to use an area of land based on habitat surrogates according to the BBAM.
Stage 1 Construction Impact Zone (CIZ)	The disturbance footprint for construction of the Stage 1 development, including the anticipated extent of vegetation clearing and grubbing, earthworks, drainage works and the permanent infrastructure that would be constructed for Stage 1 of the airport.
Stage 1 development	The initial stage in the development of the airport, including a single runway and facilities for 10 million annual passengers.
TEC	Threatened ecological community listed under the EPBC Act and/or the BC Act.
The EPBC Act Offsets Policy	The EPBC Act 1999 Environmental Offsets Policy October 2012 (DSEWPac 2012)
The locality	Land within a 10km radius of the airport site.
The offsets assessment guide	The spreadsheet offset calculator that accompanies the Environment Protection and Biodiversity Conservation Act 1999 Environmental Offsets Policy (DSEWPac 2012).
The region	A bioregion defined in a national system of bio-regionalisation. For this study this is the Sydney Basin Bioregion as defined in the Interim Biogeographic Regionalisation for Australia (Thackway and Cresswell 1995).
Threatened biota	Threatened species, populations or communities listed under the EPBC Act, BC Act or FM Act.
TSC Act	The <i>Threatened Species Conservation Act 1995</i> (NSW), which was repealed and replaced by the BC Act in August 2017.
Vegetation class	A detailed vegetation category defined within the NSW classification system based on the dominant plant structure or growth form, along with select traits such as species composition and environmental setting. In the BAM, vegetation class is combined with IBRA bioregional information to form bioregional vegetation classes, which underpin the benchmarks used to assess vegetation condition and calculate biodiversity credits
Western Sydney Airport (or 'the airport')	The airport. The airport is referred to as Sydney West Airport under the Airports Act.

# 1. Chapter 1 - Introduction

## Variation 4

This variation adds the following text to the end of Section 2 of Chapter 1 – Overview of the Offset Proposal

“The BODP was approved by the former Department of the Environment and Energy (now Department of Climate Change, Energy, the Environment and Water) on 24 August 2018.

Condition 30(14) of the Airport Plan requires the Department to conduct periodic reviews of the BODP. These reviews are to be conducted every five-years until all biodiversity offsets, including other compensatory measures, mandated by the BODP have been secured or implemented. The purpose of these reviews is to ensure that the BODP continues to meet the approval criteria set for the plan.

The first five-year review report (AECOM 2024), covering the period 24 August 2018 to 24 August 2023, was completed on 12 September 2024 and submitted to the Commonwealth Department of Climate Change, Energy, the Environment and Water (DCCEEW) on 13 September 2024.

The review determined that the BODP continues to meet the approval criteria, specifically that the BODP takes into account the Western Sydney Airport EIS and the EPBC Act Environmental Offsets Policy, and is ‘otherwise appropriate’.

The EPBC Act Environmental Offsets Policy notes that offsets implemented either before, or at the same time as the impact have a greater likelihood of delivering a conservation gain for the protected matter. Where offset obligations have not been achieved to date, the Five-year review considered this to potentially be inconsistent with the EPBC Act Environmental Offsets Policy principle of timeliness. Accordingly, recommendations relevant to securing remaining offsets in as timely a manner as possible were provided in the report, including:

- Providing an option to secure Freshwater Wetland offsets from sites located in regions further from the Airport site, beyond the Cumberland Interim Biogeographic Regionalisation for Australia (IBRA) subregions, to include the entire IBRA subregions that intersect with the 100km buffer zone from the development site [i.e., meeting the criteria for NSW Biodiversity Assessment Methodology (BAM) like-for-like offsets].
- Including additional plant community types (PCTs) comprising NSW BAM like-for-like offset options for Freshwater Wetlands.
- Seeking endorsement from the Commonwealth DCCEEW to include Spiked Rice-flower offsets within the established Orchard Hills Offset Area, in the event that the Department pursues this option to secure *Pimelea spicata* offsets. The Department has secured the *Pimelea spicata* offset through the NSW Biodiversity Offsets Scheme in April 2025, and this recommendation is not discussed further in this document.

The report also provided the following recommendations in relation to the BODP:

- Updating the BODP to reflect the revised Statement of Assessment of Reasonable Equivalence (8 November 2022) and clarify the offset obligation, so it is expressed in BAM credits, where relevant.
- Inserting an updated table into the BODP to reflect the quantum of offsets generated at the Orchard Hills Offset Area.
- Confirming that the Department’s reporting requirements under the Airport Plan cease at the point at which all biodiversity offsets, as set out in the BODP, are secured and implemented.

A variation to the BODP (‘BODP Variation’) has been prepared to address the recommendations of the Five-year BODP review. Amendments to the BODP are not intended to replace existing considerations for securing

offsets, and provide additional, expanded options to secure outstanding offsets in order to deliver a timely conservation gain for the protected matters significantly impacted by the development of the airport.

- The BODP Variation forms an addendum to the BODP (DIRD 2018), which was prepared by GHD for the Department of Infrastructure, Regional Development and Cities (now the Department)."

## Variation 5

This variation adds the following text to the end of Section 8 of Chapter 1 – Qualifications:

**Table 1.3: BODP Variation – Qualifications of staff**

Name	Position	Qualifications	Years' experience
Kate Every (AECOM)	Associate Director	BSc, MEnvMan	15 years
Callan Wharfe (Biosis)	Principal Ecologist Biosis Team Leader – Major Projects and Offsets	BSc, MConsBiolNSW BAM Assessor Accreditation (number BAAS18138)	18 years

## 2. Chapter 2 – Offsets Requirements for Affected EPBC Act-Listed Biota

No variation is proposed to this chapter of the BODP.

### 3. Chapter 3 – Offset Requirements for Plants, Animals and their Habitat

This variation makes the following changes to section 7 of Chapter 3.

- Insert new Table 3.5.1
- Replace Table 3.5 with new Table 3.5.2
- Insert new Table 3.5.3
- Insert new text after Table 3.5.3
- Creation of new Section 3.7.3.

#### Variation 6

This variation inserts new text and new Table 3.5.1 Like-for-like criteria for Freshwater Wetlands impacted by the Airport, immediately following in the first paragraph of Section 7.1 of Chapter 3 – Ecosystem credits:

“Under the BAM, like-for-like criteria ensure that offsets provide conservation outcomes that are ecologically comparable to the values being lost. For ecosystem credits, like-for-like requires that offset credits:

- come from the same, or higher, offset trading group as the impacted vegetation; and
- occur within the specified geographic area (e.g. same or adjacent IBRA subregion).

The like-for-like criteria for Freshwater Wetlands impacted by the Airport is presented in Table 3.5.1, with like-for-like options presented in Table 3.5.3.

**Table 3.5.1: Like-for-like criteria for Freshwater Wetlands impacted by the Airport**

Like-for-Like criteria	Detail
Vegetation class	Coastal Freshwater Lagoons
IBRA subregion	Cumberland
Offset Trading Group (OTG)	Tier 2: Coastal Freshwater Lagoons ≥70% and <90%
Hollow-bearing trees	Absent

#### Variation 7

This variation deletes *Table 3.5 Ecosystem credits required to offset impacts of the airport* at section 3.7.1 and replaces with the below Table 3.5.2 *Ecosystem credits required to offset impacts of the airport* in Section 7.1 of Chapter 3 – Ecosystem credits.



Table 3.5.2: Ecosystem credits required to offset impacts of the airport

Plant community type name	Condition	BC Act status	EPBC Act status	Management zone area (ha)	Ecosystem credit requirement	Offset options – Plant community types
Areas requiring offset						
Good condition Grey Box – Forest Red Gum grassy woodland on flats (HN528)	Moderate/good to high	CEEC	CEEC	104.8	6545	HN528
Poor condition Grey Box – Forest Red Gum grassy woodland on flats (HN528)	Moderate/good to poor	CEEC		113.2	3829	HN528
Medium condition Grey Box – Forest Red Gum grassy woodland on flats (HN528)	Moderate/good to medium	CEEC		6.1	210	HN528
Good condition Grey Box – Forest Red Gum grassy woodland on shale (HN529)	Moderate/good	CEEC	CEEC	35.5	1651	HN529, HN528
Poor condition Grey Box – Forest Red Gum grassy woodland on shale (HN529)	Moderate/good to poor	CEEC		13.2	511	HN529, HN528
Good condition Forest Red Gum – Rough-barked Apple grassy woodland (HN526)	Moderate/good	EEC		35.9	2146	HN526
Poor condition Forest Red Gum – Rough-barked Apple grassy woodland (HN526)	Moderate/good to poor	EEC		11.7	515	HN526
Good condition Broad-leaved Ironbark – Grey Box – Melaleuca decora grassy open forest (HN512)	Moderate/good	EEC	CEEC	5.5	338	HN512, HN513, HN604, HN556
Poor condition Broad-leaved Ironbark – Grey Box – Melaleuca decora grassy open forest (HN512)	Moderate/good to poor	EEC		0.4	21	HN512, HN513, HN604, HN556

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Plant community type name	Condition	BC Act status	EPBC Act status	Management zone area (ha)	Ecosystem credit requirement	Offset options – Plant community types
Good condition artificial freshwater wetland on floodplain (HN630)	Moderate/good			32.7	926	HN630, HN520  <i>Additional offset options for freshwater wetland included at Table 3.5.3.</i>
Areas requiring offset						
Low condition Grey Box – Forest Red Gum grassy woodland on flats (HN528)	Low			542.2	0	N/A
Low condition Grey Box – Forest Red Gum grassy woodland on shale (HN529)	Low			41.9	0	N/A
Low condition Forest Red Gum – Rough-barked Apple grassy woodland (HN526)	Low			52	0	N/A

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## Variation 8

This variation inserts new Table 3.5.3 Like-for-like options for Freshwater Wetlands impacted by the Airport, along with the asterisk (\*), immediately following Table 3.5.2 in Section 7.1 of Chapter 3 – Ecosystem credits:

**Table 3.5.3: Like-for-like options for Freshwater Wetlands impacted by the Airport**

PCT ID	PCT Name	Vegetation Class	OTG (non-TEC)	TEC OTG (BioNet associations)
781	Coastal freshwater wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands on Coastal Floodplains of the New South Wales North Coast, Sydney Basin and South East Corner Bioregions (Freshwater Wetlands)  Sydney Freshwater Wetlands in the Sydney Basin Bioregion (Sydney Freshwater Wetlands)
783	Coastal freshwater swamps of the Sydney Basin Bioregion	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Sydney Freshwater Wetlands
1071	Phragmites australis and Typha orientalis coastal freshwater wetlands of the Sydney Basin Bioregion	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands Sydney Freshwater Wetlands
1290	Soft Twig-rush Sedgeland of North Coast Wallum Swamps	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	No associated/relevant TEC*

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PCT ID	PCT Name	Vegetation Class	OTG (non-TEC)	TEC OTG (BioNet associations)
1735	Cladium procerum coastal freshwater wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
1736	Water Couch – Tall Spike Rush freshwater wetland of the Central Coast and lower Hunter	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
1737	Typha rushland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
1740	Tall Spike Rush freshwater wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
1741	Lepironia Articulata Sedgeland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
1742	Jointed Twig-rush sedgeland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
3962	Coastal Floodplain Phragmites Reedland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands

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PCT ID	PCT Name	Vegetation Class	OTG (non-TEC)	TEC OTG (BioNet associations)
3963	Estuarine reedland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	No associated/relevant TEC*
3964	Far North Floodplain Fern-Forb Wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
3965	Far North Floodplain Forb-Sedge Wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
3966	Foredune Swale Marsh	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	No associated/relevant TEC*
3967	Northern Lower Floodplain Eleocharis Wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
3971	Northern Sandy Floodplain Sedge Paperbark Wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands
3972	Sydney Creekflat Wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Sydney Freshwater Wetlands

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PCT ID	PCT Name	Vegetation Class	OTG (non-TEC)	TEC OTG (BioNet associations)
3975	Southern Lower Floodplain Freshwater Wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater or equal 90%	Freshwater Wetlands
3976	Southern Sands Freshwater Lagoon Wetland	Coastal Freshwater Lagoons	Coastal Freshwater Lagoons greater than or equal to 70% and less than 90%	Freshwater Wetlands Sydney Freshwater Wetlands

\* PCTs may be associated with multiple TECs, including TECs which are not considered suitable as an offset for Freshwater Wetlands at the Airport”

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## Variation 9

This variation inserts new text immediately following Table 3.5.3 in Section 7.1 of Chapter 3 – Ecosystem credits:

“A number of the PCTs listed in Table 3.5.3 above are noted as having ‘No associated/relevant TEC’ which relates to either the PCT being listed in BioNet as having ‘No associated TEC’ or being listed as associated with a TEC that is not considered a suitable match for offsetting impacts to Freshwater Wetlands at the Airport. These PCTs may still provide suitable Like-for-Like options, based on either the non-TEC OTG, or following field investigation that shows that the PCT does in fact represent a suitable wetland TEC (i.e. either Freshwater Wetlands or Sydney Freshwater Wetlands). Sufficient data may be required to justify the latter conclusion.

Furthermore there are a number of additional PCTs that are associated with one or both of the Freshwater Wetlands or Sydney Freshwater Wetlands TECs in BioNet, however they are not considered a suitable Like-for-Like match for Freshwater Wetlands at the Airport as they do not meet one or both of the ‘Vegetation class’ or ‘Percentage cleared’ OTG requirements (as outlined in Table 3.5.2 above).

The NSW Department of Climate Change, the Environment, Energy and Water (NSW DCCEEW, formerly OEH) was consulted between July 2023 and August 2025 on options to secure the remaining obligations for the Freshwater Wetland ecosystem, including the availability and suitability of alternative Freshwater Wetlands ecosystem credits during the development of the above Table 3.5.3.”

## Variation 10

This variation inserts new section 3.7.3 Outstanding biodiversity credits at 24 August 2024 immediately following Section 3.7.2 of Chapter 3 – Ecosystem credits:

### “3.7.3 Outstanding biodiversity credits at 24 August 2024

Progress towards securing the required offsets under the BODP has been reported in annual BODP implementation reports, including a calculation of outstanding biodiversity credits.

The original offset obligation for the project was calculated in accordance with the former FBA (the assessment methodology previously adopted to quantify offsets for NSW Major Projects), utilising the BBAM. The outstanding credits reported reflect the conversion to BAM, as documented in Statement of Assessment of Reasonable Equivalence received from DPE, most recently dated 8 November 2022. Outstanding offset obligations will continue to be documented in annual BODP implementation reports, until the full offset requirement is secured through direct offsets and other compensatory measures.”

## 4. Chapter 4 – Consultation Activities

No variation is proposed to this chapter of the BODP.

The variation of the BODP does not propose additional offsetting measures and instead clarifies existing measures which were subject to consultation with the Biodiversity Experts Group, Aboriginal Land Councils and Aboriginal groups. Due to this, the Department did not undertake consultation on the variation.

## 5. Chapter 5 – Member Advice Report of the Biodiversity Expert Group

No variation is proposed to this chapter of the BODP.

The variation of the BODP does not propose additional offsetting measures and instead clarifies existing measures which were subject to consultation with the Biodiversity Experts Group, Aboriginal Land Councils and Aboriginal groups. Due to this, the Department did not undertake consultation with the Biodiversity Expert Group.

## 6. Chapter 6 – Direct Offsets

This variation makes the following changes to section 1 of Chapter 6.

- Insertion of text to be included in Section 6.1.7 *Quantum of offset for affected threatened biota*
- Creation of new Section 6.1.9 *BODP variation: Quantum of offset for plants, animals and their habitat*
- Insertion text to be included in Section 6.1.9 *BODP variation: Quantum of offset for plants, animals and their habitat*
- Insertion of new Table 6.8 at Section 6.1.9 *BODP variation: Quantum of offset for plants, animals and their habitat*
- Insertion of new Figure 14 at Section 6.1.9 *BODP variation: Quantum of offset for plants, animals and their habitat*
- Insertion of new Figure 15 at Section 6.1.9 *BODP variation: Quantum of offset for plants, animals and their habitat*
- Insertion of new Table 6.9 at Section 6.1.9 *BODP variation: Quantum of offset for plants, animals and their habitat*.

### Variation 11

This variation inserts text, be included following Section 1.7 Quantum of offset for affected threatened biota of Chapter 6 – Direct Offset:

“A preliminary assessment of the potential quantum of offset likely to be generated at the Orchard Hills Offset Area was undertaken based on an initial site inspection as well as a desktop assessment and set out in the 2018 BODP.

The quantum of offsets for the Orchard Hills Offset Area was subsequently updated in the 2020 BODP Implementation Report (GHD 2021) to reflect:

- Additional ecological surveys undertaken by GHD as part of the 2020 independent verification process;
- The application of a 20% discount rate to the number and type of biodiversity credits to be generated within CHL areas of the Orchard Hills Offset Area, in accordance with the BAM (DPIE 2020) standards for publicly owned land;
- Boundary changes at the Orchard Hills Offset Area following review and audit of the draft Initial Ecological Survey.

The MoU between Defence and the Department requires a review and update of the Department of Defence Orchard Hills Offset Area Offset Plan (the Offset Plan) (GHD 2022) every five years to ensure that it remains appropriate for the protection and improvement of the relevant biodiversity values of the Offset Area. Greater Sydney Local Land Service (GS LLS) has been engaged by Defence as the specialist offset management contractor for the Offset Area since July 2022. GS LLS submitted a draft addendum to the Offset Plan (‘Offset Plan Validation and Five-Year Review (2023)’ (GS LLS 2024)) to Defence and the Department to meet this requirement. Baseline condition and targets of the Offset Plan (June 2022) were field validated by GS LLS between July 2022 and July 2023.

In undertaking the review and an associated validation process, GS LLS refined mapping of property boundaries, roads, trails, existing easements and accommodated new easements and development areas not previously identified in the Offset Plan. The addendum was then developed to better align the Offset Plan with the results of the validation process which allows GS LLS to implement management activities which can provide the greatest conservation gain for identified ecosystems and species habitat on the site.



A summary of the GS LLS mapping refinements is set out below:

- The GS LLS validated Offset Area comprises 929.69 ha of managed vegetation and 49.14 ha of supporting land uses such as tracks and easements. This represents approximately a 9 ha reduction in managed vegetation within the Offset Area, largely due to excision of previously included easements. However, the total Offset Area continues to meet the MoU requirement to improve 'not less than 900 hectares' of habitat.
- Refinements to PCT and condition mapping collectively updated the total area of BC Act and EPBC Act Cumberland Plain Woodland within the Offset Area (represented as PCTs 849 and 850) as approximately 34 ha smaller (or 5% less) than reported in the Offset Plan. Note this area of Cumberland Plain Woodland includes areas that currently meet the EPBC Act listing requirements, as well as areas that are expected to meet the listing requirements with future management.
- Refinements to PCT and condition mapping collectively increased the total areas associated with River Flat Eucalypt Forest (PCT 835) and Freshwater Wetlands (PCT 1071), with the quantum other protected matters remaining relatively unchanged.

It is noted that the Initial Ecological Survey calculated the biodiversity credits that would be generated at the Offset Area in accordance with the FBA and BBAM applicable at the time of survey. GS LLS condition mapping was undertaken in accordance with the BAM, as is currently applicable. The BAM supersedes FBA/BBAM, and the two outputs are not directly comparable.

Biosis undertook desktop assessment and field validation work on the GS LLS mapping in November 2024 and concluded that the mapping was broadly suitable. Biosis did not fully support the GS LLS mapped reduction in the area of PCT 849 and the increases in PCT 835 and PCT 1071.

Based on the above changes which have occurred since the BODP was approved in 2018, this BODP Variation provides an update to mapped vegetation zone extents, and with consideration of Biosis' findings, sets a final baseline for the quantum of offsets for the Orchard Hills Offset Area (Section 6.1.9). Section 6.1.9 supersedes the information provided in Section 6.1.7 and 6.1.8 of this BODP."

## Variation 12

This variation inserts new Section 1.9 BODP Variation: Quantum of offset for plants, animals and their habitat and text, following Section 1.8 of Chapter 6 – Direct Offset:

"This BODP Variation provides an update to mapped vegetation zone extents (Table 6.8, Figures 14 and 15) and sets a final baseline for the quantum of offsets for the Orchard Hills Offset Area (Table 6.9). This final baseline reflects Offset Plan Validation and Five-Year Review (2023)' (GS LLS 2024), as surveyed between July 2022 and July 2023. As noted in the 2020 BODP Implementation Report (GHD 2021), consultation with Department of the Environment and Energy (now Department of Climate Change, Energy, the Environment and Water) confirmed that ecosystem credits may be counted towards the quantum of offset for the community regardless of the current condition of the vegetation that has generated the credits and whether vegetation at the offset site meets the patch size and condition thresholds stated in the listing advice for the community. Accordingly, ecosystem credits presented in Table 6.9 are consolidated across condition types.

The Department has adopted a conservative approach (with consideration of Biosis' desktop and field validation of GS LLS mapping and noting BBAM/BAM incomparability) where a reduction in mapped PCT 849, as indicated by GS LLS is adopted. Mapped increases in PCT 835 (approximately 3%) and PCT 1071 (approximately 45%) are not pursued for credits. This approach applies the precautionary principle to ensure that the offset obligations for the range of protected matters can be adequately met under the EPBC Act Environmental Offsets Policy and a conservation gain is achieved. This approach will likely deliver a greater, and more certain, overall conservation outcome.

It should be noted that the reduction in BBAM credits (presented in Table 6.9) has not been calculated using the BBAM credit calculator or through application of the BBAM field methodology, and is based on

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percentage changes to PCTs coverage and associated credit generation ratios only. The GS LLS mapped 5% reduction in BC Act and EPBC Act Cumberland Plain Woodland within the Offset Area (represented as PCTs 849 and 850), has been adopted as a 5% reduction in BBAM credits. This is considered to be an appropriate method for calculating changes to direct offset quanta, and sufficient to allow for the application of the precautionary principle.

Amendments to the offset quantum secured at the Orchard Hills Offset Area are only in consideration of observed changes in the baseline conditions of the site since the BODP was approved in 2018 and further changes to the offset quantum will not be made as any changes in vegetation mapping and improvements to ecological conditions are observed in the future.”

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## Variation 13

This variation inserts new Table 6.8 below, following the inserted text at 6.1.9 BODP Variation: Quantum of offset for plants, animals and their habitat:

**Table 6.8: BODP Variation – Mapped vegetation zones at Orchard Hills Offset Area**

Zone ID	Vegetation zone	PCT	Condition	BC Act Status	EPBC Act Status	Area (hectares) – GS LLS 2024
1	Good condition Grey Box - Forest Red Gum grassy woodland on flats (HN528, Moderate/good -high)	849	Moderate/good - high	Cumberland Plain Woodland (CEEC)	Cumberland Plain Woodland and Shale-gravel Transition Forest (CEEC)	284.33
2	Poor condition Grey Box - Forest Red Gum grassy woodland on flats (HN528, Moderate/good - poor)	849	Moderate/good - poor	Cumberland Plain Woodland (CEEC)	Cumberland Plain Woodland and Shale-gravel Transition Forest (CEEC)	244.68
5	Good condition Forest Red Gum - Rough-barked Apple grassy woodland (HN526, Moderate/good - high)	835	Moderate/good - high	River Flat Eucalypt Forest (EEC)	-	113.87
6	Poor condition Forest Red Gum - Rough-barked Apple grassy woodland (HN526, Moderate/good - poor)	835	Moderate/good - poor	River Flat Eucalypt Forest (EEC)	-	38.32
7	Good condition Broad-leaved Ironbark - Grey Box - <i>Melaleuca decora</i> grassy open forest on clay/gravel soils (HN512 Moderate/good-high)	724	Moderate/good - high	Shale Gravel Transition Forest (EEC)	Cumberland Plain Woodland and Shale-gravel Transition Forest (CEEC)	30.97
8	Poor condition Broad-leaved Ironbark - Grey Box - <i>Melaleuca decora</i> grassy open forest on clay/gravel soils (HN512 Moderate/good-poor)	724	Moderate/good - poor	Shale Gravel Transition Forest (EEC)	Cumberland Plain Woodland and Shale-gravel Transition Forest (CEEC)	8.02
9	Freshwater wetland on floodplain (HN630, Moderate/good)	1071	Moderate/good	-	-	5.49

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Zone ID	Vegetation zone	PCT	Condition	BC Act Status	EPBC Act Status	Area (hectares) – GS LLS 2024
10	Low condition Grey Box - Forest Red Gum grassy woodland on flats (HN528, Low)	849	Low	Cumberland Plain Woodland (CEEC)	Cumberland Plain Woodland and Shale-gravel Transition Forest (CEEC)	44.87
11	Good condition Broad-leaved Ironbark - <i>Melaleuca decora</i> grassy open forest on clay soils (HN513, Moderate/good-high)	725	Moderate/good - high	Cooks River/Castlereagh Ironbark Forest (EEC)	Cooks River/Castlereagh Ironbark Forest (CEEC)	17.67
12	Low condition Forest Red Gum - Rough-barked Apple grassy woodland (HN526, low)	835	Low	River Flat Eucalypt Forest (EEC)	-	17.20
13	Good condition Swamp Oak open forest on riverflats of the Cumberland Plain and Hunter Valley (HN674, Moderate/ good-high)	1800	Moderate/ good-high	Swamp Oak Floodplain Forest (EEC)	-	16.75
14	Poor condition Grey Box - Forest Red Gum grassy woodland on shale of the southern Cumberland Plain, Sydney Basin Bioregion (HN529, Moderate/good - poor)	850	Moderate/good - poor	Cumberland Plain Woodland (CEEC)	Cumberland Plain Woodland and Shale-gravel Transition Forest (CEEC)	34.91
15	Poor condition Greywacke Sandstone Platform Heath (No PCT)	N/A	Moderate/good - poor	-	-	1.01
16	Low condition Grey Box - Forest Red Gum grassy woodland on shale of the southern Cumberland Plain, Sydney Basin Bioregion (HN529, Low)	850	Low	Cumberland Plain Woodland (CEEC)	Cumberland Plain Woodland and Shale-gravel Transition Forest (CEEC)	33.83
17	Good Condition Cumberland Alluvial Meadow (No PCT)	N/A	Moderate/good - high	-	-	2.61
18	Good condition Grey Box - Forest Red Gum grassy woodland on shale of the southern Cumberland Plain, Sydney Basin Bioregion (HN529, Moderate/good - high)	850	Moderate/good - high	Cumberland Plain Woodland (CEEC)	Cumberland Plain Woodland and Shale-gravel Transition Forest (CEEC)	35.15

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Zone ID	Vegetation zone	PCT	Condition	BC Act Status	EPBC Act Status	Area (hectares) – GS LLS 2024
	<b>Total Offset Area</b>					<b>929.68</b>
	Supporting land uses (easements, roads etc)					49.14
	<b>Total Managed Area</b>					<b>978.82</b>

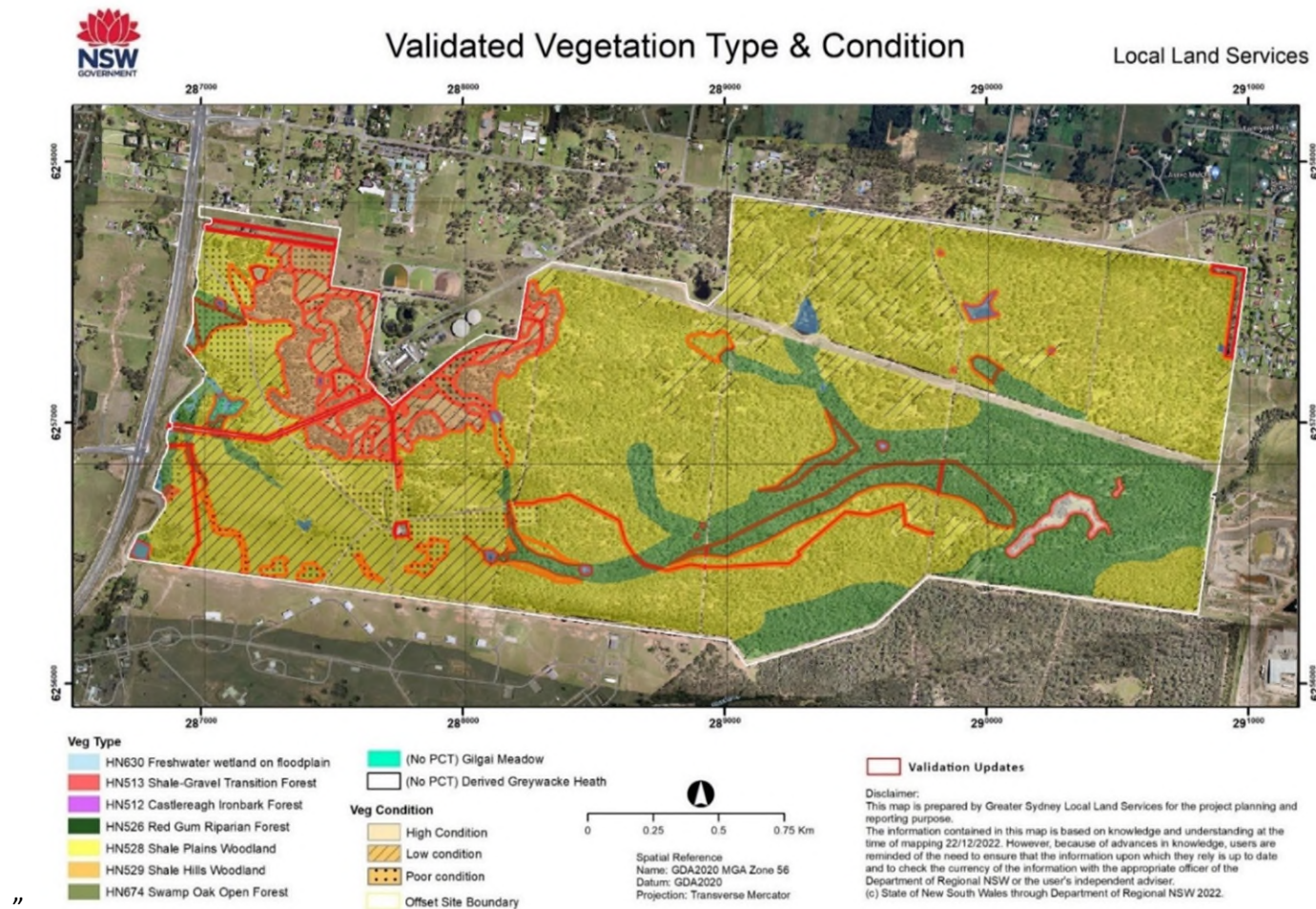
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## Variation 14

This variation inserts new Figure 14 below, following Table 6.8 at 6.1.9 BODP Variation: Quantum of offset for plants, animals and their habitat:

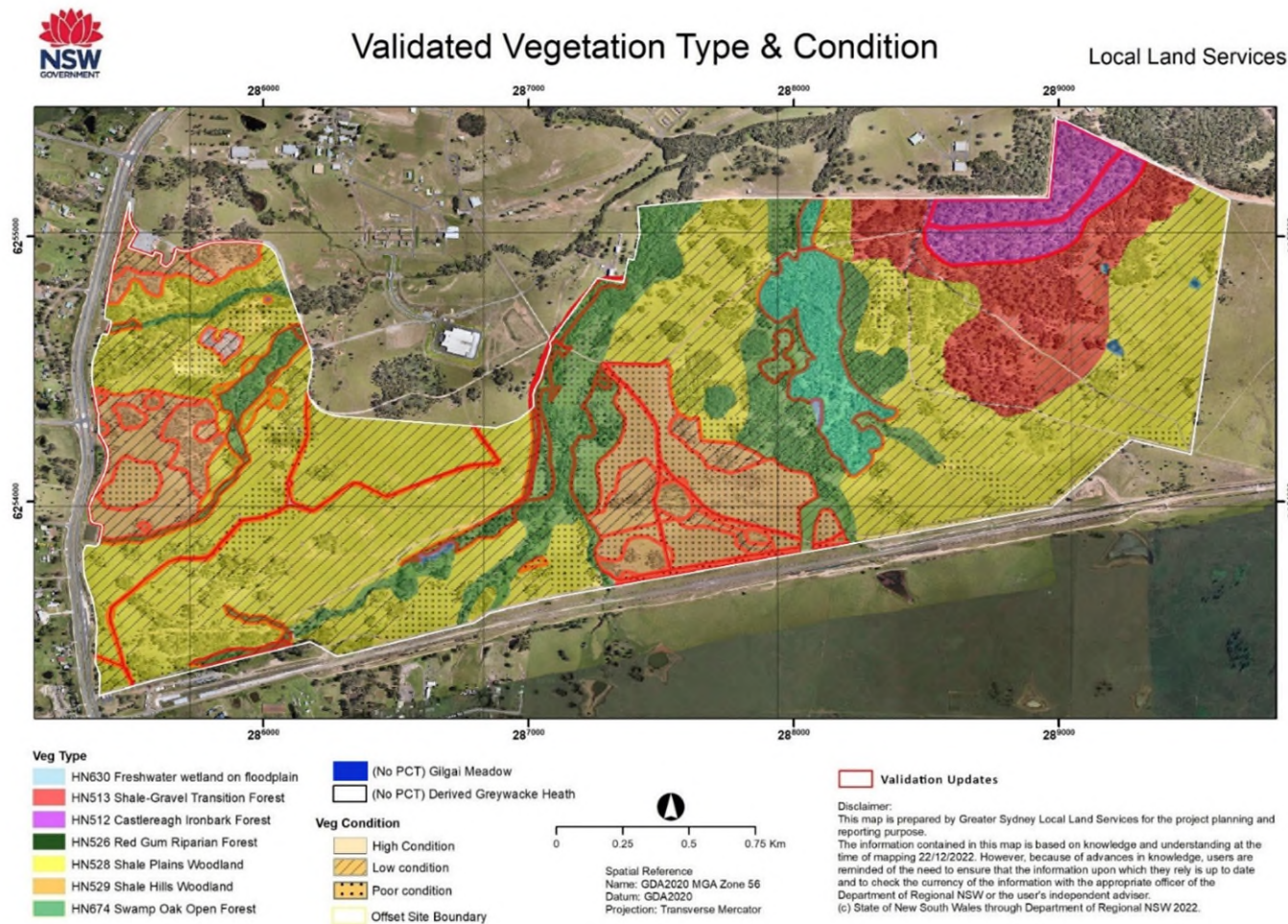
**Figure 14: Field-Validated PCT Types & Condition (GS LLS 2024) - North**



## Variation 15

This variation inserts new Figure 15 below, following Figure 14 at 6.1.9 *BODP Variation: Quantum of offset for plants, animals and their habitat*:

**Figure 15: Field-Validated PCT Types & Condition (GS LLS 2022) – South**





## Variation 16

This variation inserts new Table 6.9 below (including the text prior to and footnotes for Table 6.9), following *Figure 15 at 6.1.9 BODP Variation: Quantum of offset for plants, animals and their habitat*:

“The final baseline for the quantum of offsets for the Orchard Hills Offset Area is presented in Table 6.9 in the BODP Variation column. This provides an update to BODP Table 6.6 and Table 6.7 which were based on initial site inspections.

**Table 6.9: BODP Variation - Quantum of offset for plants, animals and their habitat at Orchard Hills (FBA/BBAM credits)**

Credit type	2019 BODP Implementation Report (GHD 2020b) Estimate <sup>1</sup>	2020 BODP Implementation Report (GHD 2021) Estimate <sup>2</sup>	Final Baseline quantum (BODP Variation)(2025) <sup>3</sup>
<b>Ecosystem credits</b>			
Total Cumberland Plain Woodland (HN528 high, medium, poor and low and HN529 high and poor)	11,414	9,351	8,883
Total River Flat Eucalypt Forest (HN526 high, poor and low)	2,416	1,979	1,979
Total Shale-gravel Transition Forest (HN512 high and poor and HN513 high)	917	709	709
Total equivalent ecosystem credits associated with Grey-headed Flying-fox habitat and Swift Parrot foraging habitat		12,039	11,571
Freshwater wetland (HN630)	53	41	41
<b>Species credits</b>			
<i>Pimelea spicata</i>	0	0	0
Cumberland Plain Land Snail	3,677	2,799	2,799
<i>Dillwynia tenuifolia</i>	511	409	409
Marsdenia viridiflora subsp. viridiflora endangered population	17,949	14,512	14,512
<i>Pultenaea parviflora</i>	9,358	7,486	7,486
Southern Myotis	1,198	759	759

<sup>1</sup> Reflected draft Orchard Hills Initial Ecological Survey Report

<sup>2</sup> Reflected approved Orchard Hills Initial Ecological Survey Report (GHD 2020a) and discounting of credit generation rates for existing management obligations

<sup>3</sup> Total Cumberland Plain Woodland credits secured at Orchard Hills adjusted (by -5%) following adoption of GS LLS mapping. Increases in the total mapped areas associated with River Flat Eucalypt Forest (PCT 835) and Freshwater Wetlands (PCT 1071) have not been adopted.”

## 7. Chapter 7 – Other Compensatory Measures

This variation makes the following changes to section 3 of Chapter 7:

- Delete and replace the second paragraph of Section 7.3.1 Overview of proposal
- Delete and replace the eighth paragraph of Section 7.3.1 Overview of proposal
- Delete and replace subsection ‘Cumberland Plain Woodland’ in Section 7.3.4 Other compensatory measures
- Delete and replace Section 7.3.5 Quantum of offset for plants, animals and their habitats.

### Variation 17

This variation replaces the second paragraph under the subheading ‘Overview of proposal’ in Section 3.1 of Chapter 7 – Other compensatory measures:

“In accordance with Condition 32 of the Airport Plan, the Department has entered into an agreement with Greening Australia to contribute funds to the organisation’s Cumberland Seed Hub program in Western Sydney. The agreement will ensure that the funded elements of the Cumberland Seed Hub program have the objective of producing a reliable source of native seed for ecological restoration work in Western Sydney’s Cumberland Plain and are specific to the threatened vegetation communities found on the Cumberland Plain, with the primary focus on species associated with Cumberland Plain Woodland. Other TECs found on the Cumberland Plain, including River Flat Eucalypt Forest, also benefit due to overlaps in species composition and related restoration programs. Native seed collection includes harvest from Cumberland Plain Woodland and other native plant communities at the airport site.”

### Variation 18

This variation replaces the eighth paragraph under the subheading ‘Overview of proposal’ in Section 3.1 of Chapter 7 – Other compensatory measures:

“The Cumberland Seed Hub facilitated by the agreement with the Department will enhance conservation actions at offset sites and restoration programs that would directly benefit the species and plant communities affected by the airport. The seed supply program is presented in this BODP as a compensatory measure that contributes to the offset requirement for Cumberland Plain Woodland, River Flat Eucalypt Forest, *Pimelea spicata* and for plants, animals and their habitats by facilitating ecological restoration of these species and their habitats at offset sites and other lands across Western Sydney.”

### Variation 19

This variation replaces subsection ‘Cumberland Plain Woodland’ under the subheading ‘Quantum of offset for affected threatened biota’ in Section 3.4 of Chapter 7 – Other compensatory measures:

“Cumberland Plain Woodland and River Flat Eucalypt Forest

The Cumberland Seed Hub project meets the requirements for other compensatory measures presented in Appendix A of the EPBC Act Offsets Policy, because it:

- will improve the viability of Cumberland Plain Woodland and River Flat Eucalypt Forest, by providing species-rich and local provenance seed for restoration programs that would be applied to occurrences of these ecological communities at offset sites and other lands across Western Sydney.

- is targeted towards activities in the NSW recovery plan for the Cumberland Plain, including facilitating active management to best-practice standards to prevent the degradation of the remaining bushland in the fragmented landscape of Western Sydney (DECCW 2010).
- is transparent (through the monitoring and reporting requirements included in the contract between Greening Australia and the Department), scientifically robust (through best-practice seed collection and production techniques) and timely (in that it commenced in mid-2017, over one year prior to the expected commencement of main construction works for the airport).
- is to be undertaken by a suitably qualified organisation in Greening Australia.

The offset delivered by the Cumberland Seed Hub will be calculated as a percentage offset contribution to the total requirement for Cumberland Plain Woodland and River Flat Eucalypt Forest using the 'Other compensatory (\$)' section of the EPBC Act offsets assessment guide. The EPBC Act offsets assessment guide will confirm the total cost of the offset contribution that must be met by funding other compensatory measures, once the cost of delivering the minimum 90% direct offsets is known. This will then allow back-calculation of the percentage of the total offset requirement for Cumberland Plain Woodland that would be met by the \$10 million of dedicated funding for the Cumberland Seed Hub. The offset contribution from the Cumberland Seed Hub would be confirmed during the implementation of this BODP and documented in the final implementation audit report."

## Variation 20

This variation replaces Section 7.3.5 Quantum of offset for plants, animals and their habitats in Chapter 7 – Other compensatory measures:

"The Cumberland Seed Hub would deliver biodiversity offsets for the individual plants, animals and their habitats that collectively comprise Cumberland Plain Woodland, including *Pimelea spicata*, and River Flat Eucalypt Forest. The offset requirement for plants, animals and their habitats has been calculated with reference to the FBA and is expressed in terms of the number and type of biodiversity credits that must be purchased and retired (see Chapter 3). The EPBC Act offsets assessment guide calculations will be used to estimate the biodiversity credit equivalent provided by the proposal outcomes. These estimates will be derived by taking the percentage offset calculated using the offsets assessment guide and equating it to an equivalent percentage of the total biodiversity credit requirement (calculated using the FBA) for the affected biota. The biodiversity offset for plants, animals and their habitats provided by the Cumberland Seed Hub will be documented in the annual BODP implementation reports."

## 8. Chapter 8 – Implementation of the BODP

This variation makes the following changes to sections 3 of Chapter 8:

- Creation of new Section 8.3

### Variation 21

This variation inserts new section 8.3 BODP Variation – Reporting immediately following Section 8.2.3 of Chapter 8 – Implementation of the BODP:

#### **“8.3 BODP Variation – Reporting**

Annual report, five-yearly reporting and audit requirements under conditions 30(11), 30(14) and 47(3) of the Airport Plan will cease once all biodiversity offsets, as set out in the BODP, are secured and implemented. Biodiversity offsets are considered to be ‘secured and implemented’ once:

- the final baseline for the quantum of offsets for the Orchard Hills Offset Area have been incorporated into a varied BODP and approved by DCCEEW; and,
- all other outstanding offsets, including other compensatory measures, have been secured using the methods outlined in the BODP.

There will be ongoing conservation management of the Orchard Hills Offset Area until 2038, with ongoing maintenance thereafter, as required by the MoU between Defence and the Department and the implementation of the Offset Plan. The Department would continue to require annual reporting from Defence, and its specialist contractor GS LLS. However, this information would not be reported to DCCEEW, except on request. It is proposed that reporting to DCCEEW, once all biodiversity offsets are secured and implemented, is aligned with five-yearly reviews of the Orchard Hills Offset Plan against offset objectives.”

## 9. Chapter 9 – Conclusions

No variation is proposed to this chapter of the BODP.

The conclusions of the BODP remain valid. The BODP Five-year review determined that the BODP continues to meet the approval criteria, with the exception of timeliness of offset delivery as required by the EPBC Act Environmental Offsets Policy.

Amendments to the BODP are not intended to replace existing considerations for securing offsets, and provide additional, expanded options to secure outstanding offsets in order to deliver a timely conservation gain for the protected matters significantly impacted by the development of the airport.

## 10.Chapter 10 – References

### Variation 22

This variation inserts the following references, in alphabetical order, into Chapter 10 – References:

AECOM 2024, Biodiversity Offset Delivery Plan Review 2023, Department of Infrastructure, Transport, Regional Development, Communications and the Arts, the Commonwealth. Available at: [www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan](http://www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan)

DPIE 2020, New South Wales Biodiversity Assessment Method, Department of Planning, Infrastructure and the Environment, NSW Government.

GHD 2020a, Department of Defence Orchard Hills Initial Ecological Survey Report, Department of Infrastructure, the Commonwealth. Available at: [www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan](http://www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan)

GHD 2020b, Western Sydney International (Nancy-Bird Walton) Airport 2019 BODP Implementation Report, Department of Infrastructure, Transport, Regional Development, Communications and the Arts, the Commonwealth. Available at: [www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan](http://www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan)

GHD 2021, Western Sydney International (Nancy-Bird Walton) Airport 2020 BODP Implementation Report, Department of Infrastructure, Transport, Regional Development, Communications and the Arts, the Commonwealth. Available at: [www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan](http://www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan)

GHD 2022, Department of Defence Orchard Hills Offset Area Offset Plan, Department of Defence, the Commonwealth. Available at: [www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan](http://www.westernsydneyairport.gov.au/environment-heritage/environment/biodiversity-offset-delivery-plan)

GS LLS 2024, Offset Plan Validation & Five-Year Review (2023), DEOH Offset Plan Annex B – Validation, Department of Defence, the Commonwealth.