Attexo
APEM Group

Appendix K

Arrow Energy Biosecurity Procedure

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

Report
ORG-ARW-HSM-PRO-00187

Safe Work. Strong Business.

Arrow Energy - Biosecurity Procedure

Version	2.0
Released	15 September 2025
Document Owner	Manager Environment & Carbon
Document Author	Manager Environment & Carbon
Review Date	15 September 2028
Document Status	Issued for Use
Security Classification	Restricted

Please see document administration section for more information

Once printed, this is an uncontrolled document unless issued and stamped Controlled Copy.

arrow energy
go further

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

Table of Contents

1 INTRODUCTION 3

1.1 Purpose and Application 3

1.2 Regulatory Requirements 3

2 RESPONSIBILITIES 4

3 APPLICABLE BIOSECURITY MATTER 6

4 BIOSECURITY MANAGEMENT 7

4.1 Identification of Biosecurity Matters 7

4.1.1 Preliminary Ecology Survey During Project Planning 8

4.1.2 Pre-disturbance Biosecurity Matter Survey by Contractor 8

4.1.3 Ongoing Monitoring During Construction 8

4.1.4 Operational Patrols 8

4.1.5 Information Provided in the GIS Spatial Repository and AAP 9

4.2 Location Specific Biosecurity Plans 9

4.3 Vehicle, Machinery, Equipment and Load Hygiene 10

4.4 Treatment 10

4.4.1 High Risk Weed Treatment 11

4.4.2 Pest Animal Control 11

4.4.3 All Other Biosecurity Matters 11

4.4.4 Monitoring and Evaluating Treatment 11

5 TRAINING AND COMPETENCE REQUIREMENTS 12

5.1 Herbicide Application 12

5.2 Vertebrate Pest Animals 12

6 REPORTING AND RECORD KEEPING 13

7 COMPLIANCE AND ASSURANCE 14

8 DEFINITIONS 15

9 DOCUMENT ADMINISTRATION 24

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

1 Introduction

1.1 Purpose and Application

This procedure outlines the steps Arrow Energy (Arrow) takes to meet regulatory requirements by controlling the impact and spread of biosecurity threats at its work sites.

For all work undertaken by Arrow and Mode 1 Contractors, biosecurity matter will be managed in accordance with this procedure. Mode 2 Contractors are required to have a biosecurity process that meets or exceeds the requirements of the Arrow Land Management Standard ORG-ARW-HSM-STA-00001.

This procedure applies to all employees of Arrow Energy and to all contractors engaged directly or indirectly by it. The procedure also applies to visitors and other personnel present on Arrow work sites. The procedure applies at all times and is not restricted by work hours or other time or place considerations.

Where specific biosecurity requirements are included in an Arrow work site Access and Approval Package (AAP) and exceed the requirements of this procedure, the AAP Conditions shall be implemented to the extent of any inconsistency.

The Arrow Biosecurity Guideline ORG-ARW-HSM-GUI-00123 is a supporting technical document and should be used with this procedure when managing biosecurity matter.

1.2 Regulatory Requirements

This biosecurity procedure has been developed to assist with compliance of the *Biosecurity Act 2014* (Biosecurity Act). Under the Biosecurity Act, all individuals and organisations have a General Biosecurity Obligation (GBO) to manage biosecurity risks that are under their control and that they should reasonably know about.

Under the GBO, individuals and organisations whose activities pose a biosecurity risk must:

- Take all reasonable and practical steps to prevent or minimise each biosecurity risk
- Minimise the likelihood of causing a “biosecurity” event”, and limit the consequence 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; and
- Be aware of the risk of all biosecurity risk including hitchhiker pests such as insects and ensure all imported items or materials are inspected for biosecurity risks.

The following legislation also applies to this procedure:

- *Local Government Act 2009*; and
- *Petroleum and Gas (Production and Safety) Act 2004*.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

Relevant biosecurity conditions of Arrow Environmental Authorities (EAs) have also been addressed.

2 Responsibilities

Table 1 outline roles and responsibilities to ensure compliance with this Procedure.

Table 1: Roles and Responsibilities

Role(s)	Responsibilities

All Staff and Contractors	• Plan and execute work to comply with:
	  • This procedure
	  • AAP and any location specific biosecurity plans that may be referenced in the AAP
	• Report incidents and participate in investigations in accordance with Arrow's Incident Management Procedure ORG-ARW-HSM-PRO-00089
	• Be familiar with biosecurity matters within an Arrow work site, including hygiene requirements outlined in AAP Conditions
	• Record and report all suspected biosecurity matter to the Supervisor; and
	• Be appropriately trained in biosecurity.

Contractors	• Mode 1 contractors will meet the requirements of this procedure • Mode 2 contractors are required to have a process to manage biosecurity matter that meets or exceeds the requirements of this procedure; and • Report incidents relating to this procedure to Arrow site supervisor.
Contract Holder	• Ensure contractor scopes address requirements of this procedure; and • Ensure contractors undertake assurance of compliance of their activities in accordance with this procedure or their equivalent approved procedure.
Project Engineer (Construction)	• Coordinate contractor scopes address requirements of this procedure; and • For construction, coordinate biosecurity matter requirements such as survey and landholder conditions are addressed in project planning and recorded in the AAP.
Construction Manager / Superintendent (Construction & Operations)	• Ensure compliance with this procedure • Ensure biosecurity matters outlined in the AAP including landholder requirements, are incorporated into project execution and operation • Ensure assurance to monitor and record compliance with this procedure is undertaken • Ensure location specific biosecurity plans are developed where identified in the AAP or as identified during project execution or operations and support their implementation • Ensure treatment of biosecurity matters is only undertaken by those that have appropriate training, competencies and permits • Coordinate assurance of contractors to monitor and record their compliance with this procedure • Support Arrow's participation in community biosecurity matter control programs such as aerial shooting for pest animals; and • Ensure incidents are appropriately managed, reported and investigated in accordance with Arrow's Incident Management Procedure ORG-ARW-HSM-PRO-00089.

Role(s)	Responsibilities
Supervisors (Construction & Operations)	• Support compliance with this procedure • Undertake assurance to monitor and record compliance with this procedure • Ensure location specific biosecurity plans are implemented and complied with when identified in the AAP or as identified during project execution or operations • Notify Access and Approvals to update AAP should a biosecurity matter be identified during construction or operations • Manage, report, and investigate incidents in accordance with Arrow's Incident Management Procedure ORG-ARW-HSM-PRO-00089; and • Ensure records required under this procedure are kept.
Manager Environmental Approvals, Offsets and Heritage	• Ensure preliminary ecology surveys are undertaken by the ecology team and include recording of the presence, abundance, and distribution of biosecurity matters with data uploaded into the Geographical Information System (GIS) spatial repository so that is it accessible to land access, environment, construction, and operational teams • Ensure the presence of prohibited matters[a] and restricted matters[b] category 1 and 2, identified during the preliminary ecology surveys, is reported to the relevant Government agency and notify Manager Environment & Carbon.
Land Access Manager	• Manage the process for obtaining land holder and adjacent land holder preferences for treatment and recording this information in the AAP • Manage the process for communicating site specific treatment methodologies with land holders and adjacent land holders • Ensure the AAP identifies any biosecurity matters and/or specific landholder requirements with regard to biosecurity matters and/or requirement for a location specific biosecurity plan; and • Provide support to develop location specific biosecurity plans.
Manager Environment & Carbon	• Update Arrow's biosecurity documentation and online training, to support compliance with regulatory obligations • Coordinate assurance of Arrow's compliance with this procedure • Support the development of location specific biosecurity plans • Coordinate the development of a deviation when firearms or knives are required to undertake pest management • Ensure the presence of prohibited matters and restricted matters category 1 and 2, identified during pre-disturbance biosecurity matter surveys, ongoing monitoring during construction and operational patrols, is reported to the relevant Government agency and recorded in Cority • Support Arrow's construction and operations teams with technical advice to enable compliance with this procedure; and • Support Arrow's participation in community biosecurity matter control programs such as aerial shooting for pest animals.
Community Manager	• Support Arrows participation in community biosecurity matter control programs such as aerial shooting and baiting for pest animals • Identify reporting requirements in accordance with baiting notification requirements; and • Undertake verbal or written notification to all adjoining and adjacent properties 72 hours prior to the commencement of baiting.

a Prohibited matters are listed under Schedule 1 of the *Biosecurity Act 2014*

b Restricted matters are listed under Schedule 2 of the *Biosecurity Act 2014*.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

3 Applicable Biosecurity Matter

Biosecurity matter is defined in Section 15 of the Biosecurity Act and includes Prohibited and Restricted matter including:

- high risk weeds,
- pest animals,
- disease,
- viruses,
- fungi,
- insects, and
- parasites.

A list of biosecurity matters found in the Local Government Areas where Arrow conducts work is included in Appendix A. “Prohibited Matter” and “Restricted Matter” types are summarised in Table 2.

Table 2 Applicable Biosecurity Matter Types

Matter Type	Summary Definition
Prohibited Matter	Prohibited matters are defined in Sections 19 and 20 of the Biosecurity Act as biosecurity matters that could have significant adverse economic, social, or environmental effects if it enters Queensland. Prohibited matters are biosecurity matters not already located in Queensland or, if already in Queensland, are under an eradication program. Prohibited matters identified must be immediately reported to a State Government biosecurity officer.
Restricted Matter	Restricted matters are defined in Sections 21 and 22 of the Biosecurity Act that may have adverse economic, social, or environmental effects if conditions or restrictions under the Biosecurity Act were not imposed. There are 7 restricted categories, with differing obligations. There is an obligation to report the presence of category 1 to a Biosecurity officer and category 2 to an authorised Local Government officer.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

4 Biosecurity Management

In accordance with the Biosecurity Act, Arrow takes a risk-based approach to managing biosecurity, which allows greater flexibility and more responsive approaches to manage each specific circumstance. Outlined in this section are the risk-based management approaches adopted by Arrow.

Biosecurity matter is to be identified and managed in accordance with Figure 1. The following sections provide further information for the steps identified in Figure 1.

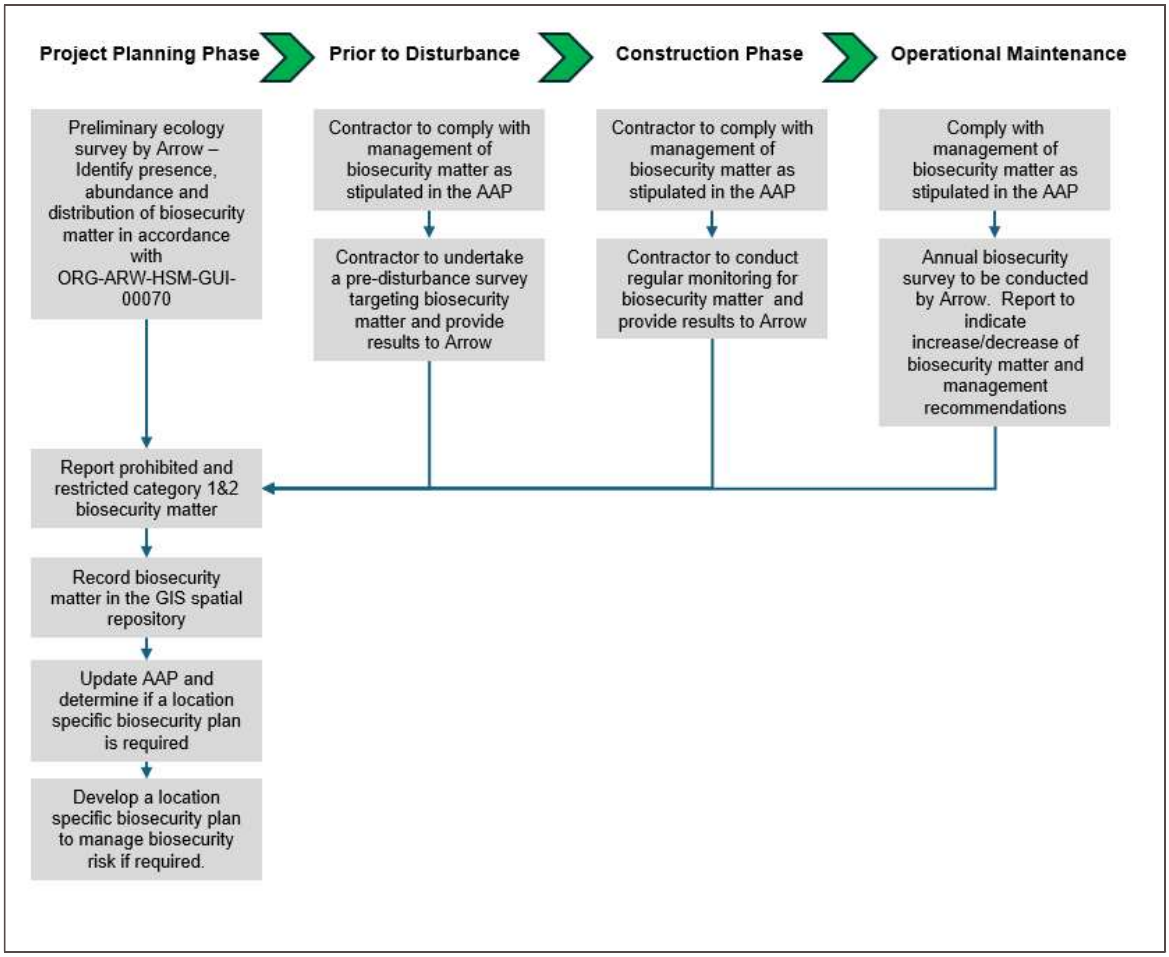


Figure 1: Biosecurity Matter Process Flow

4.1 Identification of Biosecurity Matters

Identification of biosecurity matters and associated record keeping is an essential part of biosecurity matter management.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

4.1.1 Preliminary Ecology Survey During Project Planning

During project planning, a preliminary ecology survey is required to identify the presence, abundance and distribution of biosecurity matter in accordance with the Ecological Survey Guideline ORG-ARW-HSM-GUI-00070. The survey must be conducted by a suitably qualified ecologist.

Following the preliminary ecology survey, and in accordance with the Ecological Survey Guideline, results from the survey are recorded on the Access Conditions document which specifies whether a species management plan is required to manage the identified biosecutiry risk. .

4.1.2 Pre-disturbance Biosecurity Matter Survey by Contractor

Prior to disturbance the contractor is required to undertake a biosecurity matters survey and provide results (presence or absence of biosecurity matters) to Arrow using the blank feature file provided. Treatment methods undertaken should also be reported using the feature file. The file must be submitted to Arrow for inclusion in the GIS spatial repository. An update to the AAP will be made if required. This survey may also identify that a location specific biosecurity plan is required prior to works commencing.

The survey is to be undertaken by a suitably qualified person with experience and qualifications proportionate to the risk and with consideration to environmental factors such as (not limited to) time elapsed since last survey, seasonal conditions, growing season, and land use within and adjacent to the Arrow owned or controlled land.

Deviations from this pre-disturbance survey requirement must be documented including a risk assessment of likelihood of biosecurity threat, seriousness of impact and effectiveness of mitigating actions.

4.1.3 Ongoing Monitoring During Construction

During construction, the contractor is to undertake regular (commensurate with the risk) monitoring for biosecurity matters on site and review site specific compliance with management actions stipulated in the AAP, locality specific property biosecurity plans or this procedure. The monitoring results are to be recorded on a checklist and reported on a regular basis to Arrow. If a biosecurity matter is identified, it is to be included in the GIS spatial repository and updates made to the AAP if required. If required a location specific biosecurity plan may need to be developed during construction.

4.1.4 Operational Patrols

On the commencement of the operational phase, the site will be surveyed annually for biosecurity matter and a report indicating increase/decrease of biosecurity matter and recommendations for management.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

4.1.5 Information Provided in the GIS Spatial Repository and AAP

Biosecurity matter findings from the preliminary ecology survey are to be included in the GIS spatial repository and updates made to the AAP, along with management recommendations that are consistent with this procedure, Arrow's Biosecurity Guideline ORG-ARW-HSM-GUI-00123 and may include the requirement for a location specific biosecurity plan.

Additionally, if a biosecurity matter is identified during pre-disturbance surveys, ongoing construction monitoring or during operational activities, the data is to be included in the GIS spatial repository and the AAP is to be updated to include the biosecurity matter and new or updated management recommendations.

The AAP will also include landholder advice and requirements in regard to biosecurity matters and management.

4.2 Location Specific Biosecurity Plans

A new or existing incursion of biosecurity matters may require a location specific biosecurity plan, refer Figure 2. In addition to presence of biosecurity matter, Arrow's ownership of the land is a key consideration in determining the requirements for a biosecurity plan, as depicted in Figure 2.

Biosecurity plans include property specific information where measures over and above this procedure are required. Information may include biosecurity matter type, distribution, density, infestation location, treatment strategies, exclusion zones, cleandown locations, specific hygiene requirements, monitoring, and evaluation. Biosecurity plans will be referenced in the AAP.

Arrow owned land is property purchased and owned by Arrow. The biosecurity obligations for Arrow owned land are the same as any other property owner and the GBO applies. This procedure and supporting documents is Arrow's Biosecurity Plan that is applied to Arrow owned land.

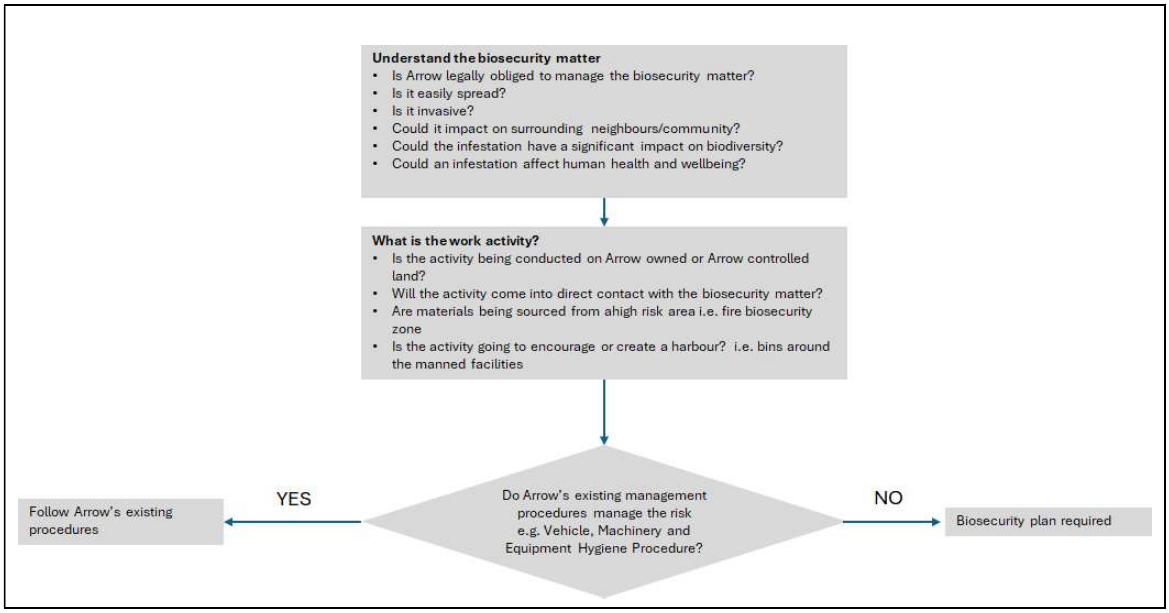


Figure 2: When a Location Specific Biosecurity Plan is Required

4.3 Vehicle, Machinery, Equipment and Load Hygiene

Arrow is required to minimise the likelihood of introducing biosecurity matters when undertaking a journey, transporting loads, and moving equipment and must comply with the - Land Access Code 2023. Refer to the Vehicle, Machinery, Equipment and Load Hygiene Procedure ORG-ARW-HSM-PRO-00138 for obligations and management requirements.

4.4 Treatment

Arrow is responsible for managing the risk of spreading biosecurity matters onto Arrow owned land and Arrow controlled land that is privately owned property.

It is important that any insecticides, herbicides, or any other chemicals are discussed with the landholder, adjacent land holder (where relevant) and the Land Access team prior to use on Arrow owned or controlled land, as they can impact the property owner's land or business. If a contractor identifies that landholder consultation is required, they must advise Arrow and Arrow is to undertake the consultation.

For biosecurity matters that move across a landscape (e.g. feral deer), it is not practical or feasible for Arrow to manage on Arrow controlled land. In this circumstance the property owner is responsible for management and Arrow will cooperate with the property owner.

There may be examples where Arrow buildings could act as a harbour for vertebrate pest species and should be managed accordingly, by a suitably qualified contractor.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

Arrow must ensure activities do not encourage or draw pest species into areas with infrastructure and create or harbour a breeding place.

4.4.1 High Risk Weed Treatment

When treatment of weeds is a component of weed management, the treatment option used will be determined by:

- Nature and objectives of site activities
- Landholder requirements (may include adjacent landholders)
- Size of the infestation to be treated
- Other management options available; and
- Time constraints for the treatment.

Combining herbicide and non-herbicide methods into an integrated control program is recommended. Weed management should be species and circumstance specific and the Department of Agriculture and Fisheries Invasive plant fact sheets[1] can be used as a guide. The Arrow Biosecurity Guideline ORG-ARW-HSM-GUI-00123 outlines different options available and should be referenced when developing treatment plans.

4.4.2 Pest Animal Control

Control techniques will depend on the situation and the target species. Pest animal control is conducted in accordance with recommendations provided by Department of Agriculture and Fisheries Invasive animal fact sheets[3].

Vermin such as household mice (*Mus musculus*) and rats (*Rattus rattus*) infesting Arrow buildings and infrastructure are not Restricted or Prohibited matter under the Biosecurity Act and therefore not managed under this procedure. They are to be managed as a routine facility maintenance through a vermin pest contractor. The Arrow Biosecurity Guideline ORG-ARW-HSM-GUI-00123 outlines different options available and should be referenced when developing treatment plans.

4.4.3 All Other Biosecurity Matters

Treatment of biosecurity matter that doesn't fall under the above categories should be managed on a case-by-case basis guided by a suitability qualified person.

4.4.4 Monitoring and Evaluating Treatment

Monitoring a biosecurity infestation or population can be a form of management in isolation, or ideally paired with a treatment program, monitoring for success of the treatment. A new or existing incursion of biosecurity matters may require a location specific biosecurity plan.

[1] Available from: https://www.dpi.qld.gov.au/business-priorities/biosecurity/invasive-plants-animals/fact-sheets. Viewed 19/05/2025.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

5 Training and Competence Requirements

Training and competency requirements are as per the HSE Competence and Induction Procedure ORG-ARW-HSM-PRO-00024.

All personnel involved with treatment of biosecurity matter are required to be trained and competent to do so.

5.1 Herbicide Application

Competency requirements differ depending on whether the activity is within a hazardous area as defined in the *Agricultural Chemicals Distribution Control Act 1966* (Qld). Three hazardous areas (1, 2 and 3) have been declared in Queensland to protect susceptible crops in those areas from damage from certain volatile herbicides. Volatile herbicides can affect distant plants by vapour drift. Certain volatile herbicides have restrictions placed on their use in hazardous areas. For further information refer to Arrow's Biosecurity Guideline ORG-ARW-HSM-GUI-00123.

5.2 Vertebrate Pest Animals

Due to the safety of people and animal welfare considerations the setting of leg hold and/or cage traps, euthanising and handling of pest animals will only be conducted by an Arrow approved suitability qualified contractor.

A pest control contractor will possess the following minimum requirements:

- Firearms Licence
- Humane Destruction Licence
- Chemical capture of wild animals
- Minimum of 5 years' demonstrated experience conducting professional pest animal control; and
- Experience undertaking pest control in the coal seam gas industry highly desirable.

SAFETY

The use of firearms and knives on Arrow controlled sites is prohibited. A deviation will be completed prior to use and standard operating procedures are required for the following activities:

- Baiting (1080)
- Euthanasia trapped animals
- Conducting an autopsy; and
- Setting traps.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

6 Reporting and Record Keeping

Reporting on the presence and management of biosecurity matters is addressed in Section 4 and reporting on compliance and assurance is addressed in Section 7.

Non-compliance with this procedure is to be reported to the Manager Environment & Carbon and incident in Cority.

Manage, report, and investigate incidents in accordance with Arrow's Incident Management Procedure ORG-ARW-HSM-PRO-00089.

The following records are to be documented and maintained as evidence of compliance with legislation and this procedure by Arrow and Contractors. Contractor's records are to be provided to Arrow.

- Biosecurity matter survey and monitoring records
- GIS spatial data (provided in accordance with the Arrow Geospatial Engineering Data Specifications ORG-ARW-GIS-STA-00013, specifically Section 8.20 – Biosecurity Pre-Disturbance (Point))
- Vertebrate pest animal treatment records
- Herbicide and chemical application records including target species (i.e. Parthenium (*Parthenium hysterophorus);* Red Fire Ant (*Solenopsis invicta)*), date of treatment, lot on plan, and GPS coordinates
- Off-label permits from the Australian Pesticide and Veterinary Medicines Authority
- Post treatment inspection records and any follow up actions taken (i.e re-treatment)
- Safety data sheets (SDS) records (to be stored with chemicals)
- Chemical disposal records
- Assurance reports
- Deviations from this procedure
- Incident management records; and
- Training records and evidence of competency.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

7 Compliance and Assurance

Arrow and contractors are to undertake regular assurance activities to ensure personnel are complying with this procedure.

Assurance programs for this procedure should include:

1) Training and qualifications of those undertaking survey and monitoring
2) Treatment communications, records, training, and qualifications
3) Compliance with identification of biosecurity matter and record keeping
4) Compliance with location specific biosecurity plans; and
5) Compliance with AAP conditions.

Deviations from this procedure must be documented including a risk assessment of likelihood of biosecurity threat, seriousness of impact and effectiveness of mitigating actions. Deviations are to be discussed with the Site Supervisor.

Monitoring and verification of the key requirements of this procedure will also be included as part of Arrow's environmental assurance program.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

8 Definitions

The following definitions listed in Table 3 are used in this report.

Table 3: Definitions

Term	Definition
AAP Conditions	Access and Approvals Package (A compilation of all relevant permits, licences, agreements, and advice relevant to the property – might include multiple projects, i.e., groundwater monitoring bores, pilots, core holes, pipelines etc. – if they are on the same property).
Arrow Controlled Worksite	A location where Arrow has an agreement with a landholder to undertake activities on a piece of land.
Arrow Work Site	A work site is a broad term used to identify a location where work (construction, operations, or maintenance) is to take place. This could be privately owned property, Arrow owned property, a facility, laydown, or maintenance yard.
Biosecurity Matter	Biosecurity matter is defined in Section 15 of the Biosecurity Act and includes weeds, pest animals, pest fish, diseases, viruses, insects, fungi, parasites and contaminates.
Biosecurity Plan (location specific)	A location or infestation specific management plan, which is used to document the biosecurity risk, identify management measures, and measure implementation to manage that risk.
Disease, Viruses, Fungi	Pathogens are biosecurity matters, legislated under the Biosecurity Act. Refer to Appendix A for pathogens found in Local Government areas where Arrow works. Pathogens are a serious threat to Australia's agricultural industry. . These organisms may be contained and transported in plant parts, animals, faeces, water, or soil. Some examples of pathogens include Citrus canker *Xanthomonas axonopodis pv. citri*, Panama disease *Fusarium oxysporum*, Myrtle Rust *Puccinia psidii,* Cucumber Green Mottle Mosaic Virus Cucumber mosaic, Q-Fever *Coxiella burnetii*, and Leptospirosis *Leptospira*.
Ecologist	Suitably qualified persons, experienced in botanical field surveys and ecological condition assessment.
General Biosecurity Obligation (GBO)	The General Biosecurity Obligation requires everyone to: • Manage biosecurity risks under their control • 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 • Minimise the adverse effects on a biosecurity consideration of dealing with a biosecurity matter or carrier • Not do anything that exacerbates the biosecurity risk; and • not omitting to do something if omitting to do that thing would exacerbate the risk.
High Risk Weeds	Arrow has identified a number of high risk weeds that include Weeds of National Significance (WONS), Prohibited matters and Restricted matters category 1-7 under the Biosecurity Act and other weeds declared under *the Local Government Act 2009* as local law. These species are included in Appendix A.

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

Term	Definition
Insects and Parasites	Biosecurity matters in the form of insects and parasites, also known as hitchhiker pests, often enter Australia on equipment, plants, animals, and materials. See Appendix A for Insects and Parasites that have been found in the local government areas where Arrow works.
Optimal Survey Conditions	To be determined by a suitably qualified person, taking into consideration time elapsed since last survey, seasonal conditions such as rainfall and temperature, optimal survey conditions (i.e., timed to increase the likelihood of identifying the species based on flowering / fruiting periods) and land use within and adjacent to the Arrow owned or controlled land.
Pest Animals	Pest animals include vertebrate pests that are listed Prohibited or Restricted biosecurity matter under the Biosecurity Act and others declared under the *Local Government Act 2009* as local law. A list of pest animals likely to occur in Local Government Areas where Arrow works is included in Appendix A.
Prohibited Matter	Prohibited matters are biosecurity matters not already located in Queensland or, if already in Queensland, are under an eradication program. Prohibited as these may have a significant adverse effect on biosecurity considerations if these matters were to enter, or further spread in Queensland.
Restricted Matter	Biosecurity matter found in Queensland and may have adverse effects on a biosecurity consideration if conditions or restrictions under the *Biosecurity Act 2014* were not imposed. • Restricted Category 1 – Obligation to report presence to Biosecurity Queensland • Restricted Category 2 – Obligation to report presence to authorised officer (Local Government) • Restricted Category 3 – Must not distribute or dispose • Restricted Category 4 – Must not move, or cause or allow to be moved • Restricted Category 5 – Must not keep in the person's possession • Restricted Category 6 – Must not give food to • Restricted Category 7 – Requirement to kill and dispose
Site Supervisor	Relevant management personnel (i.e., Asset, Drilling or Project etc) who works on the work site and supervisors a team of staff and contractors.
Suitably Qualified Person	A person who has professional qualifications, training or skills or experience relevant to the nominated subject matters and can give authoritative assessment, advice, and analysis about performance relevant to the subject matters using relevant protocols, standards, methods, or literature.
Superintendent	Relevant management personnel (i.e., Asset, Drilling or Project etc.) who supervise others, but are not the head of the business unit or department.
Weeds of National Significance (WONS)	Thirty-two weeds of national significance have been identified by the Australian Government for their level of invasiveness, potential for spread, and environmental, social, and economic impacts. Landholders and managers are responsible for managing WONS, State and territory Governments are responsible for overall legislation and administration.

Appendix A: High Risk Biosecurity Matters

Biosecurity Matter	Regional Council Area	Categories
Weeds		
African boxthorn (*Lycium ferocissimum*)	Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
African fountain grass (*Cenchrus setaceum*)	Rockhampton Regional Council, Toowoomba Regional Council	Restricted matter category 3
African love grass (*Eragrostis curvula*)	Banana Shire Council, Western Downs Regional Council	Local Law (BSC)
African tulip tree (*Spathodea campanulate*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council	Restricted matter category 3
Alligator weed (*Alternanthera philoxeroides*)	Rockhampton Regional Council Council, Toowoomba Regional Council	WONS, Restricted matter category 3
Annual ragweed (*Ambrosia artemisiifolia*)	Rockhampton Regional Council, Toowoomba Regional Council	Restricted matter category 3
Asparagus fern (*Asparagus aethiopicus, A.africanus and A.plumosus, A. scandens*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Athel pine (*Tamarix aphylla*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Badhara bush (*Gmelina elliptica*)	Rockhampton Regional Council	Restricted matter category 3
Balloon vine (*Cardiospermum grandiforum*)	Rockhampton Regional Council	Restricted matter category 3
Belly achebush (*Jatropha gossypiifolia*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council	WONS, Restricted matter category 3
Bitou bush (*Chrysanthemoides monilifers spp. Rotundifolia*)	Rockhampton Regional Council	WONS, Restricted matter category 2,3,4,5
Blackberry (*Rubus anglocandicans, R. fruticosus aggregate*)	Rockhampton Regional Council, Toowoomba Regional Council	WONS, Restricted matter category 3
Blue thunbergia (*Thunbergia grandiflora*)	Rockhampton Regional Council	Restricted matter category 3
Boneseed (*Chrysanthemoides monilifera ssp. Monilifera*)	Rockhampton Regional Council	WONS, Restricted matter category 2,3,4,5
Bridal creeper (*Asparagus asparagoides*)	Rockhampton Regionl Council, Toowoomba Regional Council	WONS, Restricted matter category 2,3,4,5
Broad-leaved pepper tree (*Schinus terebinthifolius*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Towooomba Regional Council, Western Downs Regional Council	Restricted matte category 3
Cabomba (*Cabomba caroliniana*)	Rockhampton Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3

Biosecurity Matter	Regional Council Area	Categories
Cactus: (*Cylindropuntia*) Snake cactus (*C. spinosior*) Coral cactus (*C. fulgida*) Jumping cholla (*C. prolifera*) Devils rope pear (*C.imbricata*)	Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Cactus: (*Cylindropuntia*) Hudson pear (*C. rosea, C. tunicate and C.pallida*)	Banana Shire Council, Rockhampton Regional Council, Toowoomba Regional Council	Restricted matter category 2,3,4,5
Cactus: (*Harrisia*) Harrisia cactus (*H. martinii, H.tortuosa and H.pomanensis syn. Cerus pomanensis*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3
Cactus: (*Opuntia*) Bunny ears (*O. microdasys*) *O. elata*	Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 2,3,4,5
Cactus: (*Opuntia*) Prickly pear (*Opuntia stricta syn. O.inermis*) Velvet tree Pear (*O.tomentosa*) Tiger pear (*O.aurantiaca*) Drooping tree pear (*O.monacantha syn. O.vulgaris*) Westwood pear (*O.streptacantha*)	Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Camphor laurel (*Cinnamomum camphora*)	Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3
Candyleaf (Stevia ovata)	Rochhampton Regional Council	Restricted matter category 4
Captain cook tree (Cascabela thevetia)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council	Restricted matter category 3
Castor-oil plant (*Ricinus communis*)	Rockhampton Regional Council	Locally declared (RRC)
Cats claw creeper (*Dolichandra unguis-cati*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Chilean needle grass (*Nassella neesiana*)	Rockhampton Regional Council, Toowoomba Regional Council	WONS, Restricted matter category 3
Chinee apple (*Ziziphus mauritiana*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council	Restricted matter category 3
Chinese celtis (*Celtis snensis*)	Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3
Devils apple, Devils fig (*Solanum aculeatissimum, S.torvum*)	Rockhampton Regional Council	Locally declared (RRC)
Dutchmans pipe (*Aristolochia spp*. Other than native species)	Banana Shire Council, Rockhampton Regional Council	Restricted matter category 3
Elephant ear vine (*Agyreia nervosa*)	Rockhampton Regional Council	Restricted matter category 3
Elephant grass (*Penisetum purpurem*)	Rockhampton Regional Council	Local law (RRC)

Biosecurity Matter	Regional Council Area	Categories
Fire weed (*Senecio madagascariensis*)	Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Gamba grass (*Andropogon gayanus*)	Rockhampton Regional Council	WONS, Restricted matter category 3
Giant parramatta grass (*Sporobolus fertilis*)	Western Downs Regional Council	Restricted matter category 3
Giant rats tail grass and other weedy Sporobolus species (*Sporobolus pyramidalis, S.natalensis, S.jacquemontii, S.fertilis*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3
Giant sensitive plant (*Monosa diplotricha var. diplotricha*)	Rockhampton Regional Council	Restricted matter category 3
Ginger ornamental (*Hydychium gardnerianum, H. coronarium, H. flacescens*)	Banana Shire Council, Rockhampton Regional Council	Restricted matter category 3
Gorse (*Ulex europaeus*)	Rockhampton Regional Council, Toowoomba Regional Council	WONS, Restricted matter category 3
Groundsel bush (*Baccharis halimifolia*)	Banana Shire Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3
Harungana (*Harungana madagascariensis*)	Rockhampton Regional Council	Restricted matter category 3
Honey locust (*Gleditsia triacanthos* including cultivars and varieties)	Rockhampton Regional Council, Toowoomba Regional Council	Restricted matter category 3
Hygrophila (*Hygrophila costata*)	Rockhampton Regional Council	Restricted matter category 3
Hymenachne or Olive hymenachne (*Hymenachne amplexicaulis* and hybrids)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Western Down's Regional Council	WONS, Restricted matter category 3
Karroo thorn (Vachellia Karoo)	Toowoomba Regional Council, Western Downs Regional Council	Prohibited matter
Kosters curse (*Clidemia hirta*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5
Kudzu (*Pueraria montana var.lobata syn. P. lobata, P.triloba* other than in the Torres Strait Islands)	Rockhampton Regional Council	Restricted matter category 3
Lantana (*Lantana camara*), Creeping lantana (*L. montevidensis*)	Banana Shire Council, Isacc Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Leucaena (*Leucaena leucocephala*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Western Downs Regional Council	Local law (BSC & RRC)
Laurel clockvine (*Thunbergia laurifolia*)	Rockhampton Regional Council	Restricted matter category 3
Limnocharis (*Limnocharis flava*)	Rockhampton Regional Council	Restricted matter category 3
Lions tail (*Leonotis nepetifloia*)	Rockhampton Regional Council	Locally declared (RRC)

Biosecurity Matter	Regional Council Area	Categories
Madeira vine (*Anredera cordifolia*)	Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Madras thorn (*Pithecellobium dulce*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5
Maltese cockspur (*Centaurea melitensis*)	Rockhampton Regional Council	Locally declared (RRC)
Mesquite (*all Prosopis spp.* And hybrids other than *P. glandulosa, P.pallida and P.velutina*)	Western Downs Regional Council	WONS, Prohibited matter
Mesquite *(Prosopis glandulosa, P. pallida and P. velutina)*	Banana Shire Council, Isacc Regional Council, Rockhampton Regional Council, Toowoomba Regional Council	WONS, Restricted matter category 3
Mexican bean tree (*Cecropia pachystachya, C.palmata and C.peltata*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5
Mexican feather grass - *(Nassella tenuissima)*	Banana Shire Council, Rockhampton Regional Council	Restricted matter category 2,3,4,5
Miconia (*Miconia calvescens, M.cionotricham M. nervosa, M.racemosa*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5
Mikania Vina (*Mikania micrantha*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5
Mimosa pigra (*Mimosa pigra*)	Rockhampton Regional Council	WONS, Restricted matter category 2,3,4,5
Mother-of-millions *(Bryophyllum delagoense syn. B. tubiflorum, Kalanchoe delagoensis, hybrid Bryophyllum x houtonii)*	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3
Parkinsonia *(Parkinsonia aculeata)*	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Parthenium weed *(Parthenium hysterophorus)*	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Prickly acacia *(vachellia nilotica)*	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council	WONS, Restricted matter category 3
Pond apple (*Annona glabra*)	Rockhampton Regional Council	WONS, Restricted matter category 3
Privet: (*Ligustrum*) Broad-leaf privet (*L. lucidum*) Chinese privet *(L. sinense)*	Rockhampton Regional Council,Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Rubber vine *(Cryptostegia grandiflora)*	Banana Shire Council, Isaac Regional Council, Rockhampton	WONS, Restricted matter category 3

Biosecurity Matter	Regional Council Area	Categories
	Regional Council, Western Downs Regional Council	
Salvinia *(Salvinia molesta)*	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council	WONS, Restricted matter category 3
Sengal tea (*Gymnocoronis spilanthoides*)	Rockhampton Regional Council	Restricted matter category 3
Serrated tussock grass *(Nassella trichotoma)*	Western Downs Regional Council	WONS, Prohibited matter
Siam weed (*Chromolaena odorata, C. squalida*)	Rockhampton Regional Council	Restricted matter category 3
Sicklepods (*Senna tora, S.hirsute, S.obtusifolia*)	Isaac Regional Council, Rockhampton Regional Council	Restricted matter category 3
Silver-leaf nightshade (*Solanum elaeagnifolium*)	Toowoomba Regional Council, Western Downs Regional Council	WONS, Restricted matter category 3
Singapore daisy (*Sphadneticola trilobata syn. Wedelia trilobata*)	Rockhampton Regional Council	Restricted matter category 3
Sisal (*Agave vivipara* (*var.vivipara* and cv. Marginate (sisal), *Agave sisalana* (sisal/sisal hemp)	Rockhampton Regional Council	Locally declared (RRC)
Telegraph weed (*Heterotheca grandiflora*)	Rockhampton Regional Council	Restricted matter category 3
Tobacco weed *(Elephantopus mollis)*	Isaac Regional Council, Toowoomba Regional Council	Restricted matter category 3
Water hyacinth *(Eichhornia crassipes)*	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Western Downs Regional Council	WONS, Restricted category 3
Water lettuce *(Pistia stratiotes)*	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council	Restricted matter category 3
Water mimosa (*Neptunia oleracea and N.Plena*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5
Wild sisal (*Furcraea selloa*)	Rockhampton Regional Council	Locally declared (RRC)
Willows (all *Salix spp*. Other than *S.babylonica, S. x calodendron and S. x reichardtii*)	Rockhampton Regional Council	WONS, Restricted matter category 3
Yellow bells *(Taecoma stans)*	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Western Downs Regional Council	Restricted matter category 3
Pest Animals		
Barbary sheep (*Ammotragus lervia*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5,6
Blackbuck sheep (*Ammotragus lervia*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5,6
Carp (*Cyprinus carpio*)	Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3,5,6,7
Dingo (*Canis lupus dingo*)	Banana Shire Council, Rockhampton Regional Council,	Restricted matter category 3,4,5,6

Biosecurity Matter	Regional Council Area	Categories
	Toowoomba Regional Council, Western Downs Regional Council	
European rabbit (*Oryctolagus cuniculus*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3,4,5,6
European red fox (*Vulpes vulpes*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, , Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3,4,5,6
Feral cat (*Felis catus and Prionailurus bengalensis x Felis catus*), other than a domestic cat	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, , Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3,4,6
Feral deer Chital axis deer (*Axis axis*) Fallow deer (*Dama dama*) Rusa deer (*Rusa timorensis, syn. Cervus timorensis*) Red deer (*Cervus elaphus*)	Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3,4,6
Feral deer Samba deer (*Rusa unicolor, syn. Cervus unicolor*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5,6
Feral goat (*Capra hircus*)	Banana Shire Council, Rockhampton Regional Council	Restricted matter category 3,4,6
Feral pig (*Sus scrofa*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3,4,6
Hog deer (*Axis Porcinus*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5,6
Red eared slider turtle (*Trachemys scripta elegans*)	Rockhampton Regional Council	Restricted matter category 2,3,4,5,6
Tilapia (*Oreochromis mosambicus; Tilapia mariae*)	Rockhampton Regional Council,Toowoomba Regional Council	Restricted matter category 3,5,6,7
Wild dog (*Canis lupus familiaris*), other than a domestic dog	Isaac Regional Council, Rockhampton Regional Council, Toowoomba Regional Council, Western Downs Regional Council	Restricted matter category 3,4,6
Disease and Virus (Pathogens)		
Bacterial blight (*Xanthomonas axonopodis*)	Toowoomba Regional Council, Western Downs Regional Council	Prohibited matter
Fusarium wilt of banana (*Fusarium oxysporum f. sp. Cubense* tropical race *4*)	Banana Shire Council, Isaac Regional Council, Rockhampton Regional Council	Restricted matter category 1

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

Biosecurity Matter	Regional Council Area	Categories
Verticillium wilt (*Verticillium dahlia*)	Toowoomba Regional Council, Western Downs Regional Council	Prohibited matter
Insects and Parasites		
Asian honey bee (*Axis axis*)	Rockhampton Regional Council	Restricted matter category 1
Electric ant (*Wasmannia auropunctata*)	Rockhampton Regional Council	Restricted matter category 1
Red imported fire ant (*Solenopsis invicta*)	Rockhampton Regional Council	Restricted matter category 1
Yellow crazy ant (*Anoplolepis gracilipes*)	Rockhampton Regional Council	Restricted matter category 3

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

9 Document Administration

Revision history

Revision	Revision Date	Revision Summary	Author
1.0	27 July 2022	IFU - New document (Replaces ORG-ARW-HSM-PRO-00139 and ORG-ARW-HSM-00096)	Senior Environment Consultant – E2M
2.0	15 September 2025	Reviewed and updated	Manager Environment & Carbon

Related documents

Document Number	Revision Summary
ORG-ARW-HSM-STA-00001	Arrows Standards Compendium refer to Land Management
ORG-ARW-HSM-PRO-00089	Incident Management Procedure
ORG-ARW-HSM-GUI-00123	Biosecurity Guideline
ORG-ARW-HSM-PRO-00024	HSE Competence and Induction Procedure
ORG-ARW-HSM-PRO-00138	Vehicle, Machinery, Equipment and Load Hygiene Procedure

Acceptance and release

Author(s)

Position	Incumbent	Release Date
Manager Environment & Carbon	Kelsey Bawden	15 September 2025

Contributors and reviewers

Position	Incumbent	Review Date
Senior Environment Advisor	Arron Gorrie	May 2025
Manager Compliance and Assurance	Georgina Rowe	May 2025
Senior Environment Biodiversity Offsets Advisor	Daniel Potter	20 May 2025
Team Lead Ecology	Paul Finn	May 2025
Senior Environment Advisor Compliance & Assurance	Maria Cunningham	May 2025

Approver(s)

Position	Incumbent	Approval Date
Manager Environment & Carbon	Kelsey Bawden	

Kelsey Bawden
Digitally signed by Kelsey Bawden
Date: 2025.09.15 09:18:59 +10'00'

arrow energy
go further

- WORKING COPY - CORP - ORG-ARW-HSM-PRO-00187 - PDF Generated on 02-Dec-2025 02:51 PM

STATUTORY DECLARATION

I, **Kelsey Jay Bawden**, of **111 Eagle Street, Brisbane – Arrow Energy**, do solemnly and sincerely declare that:

1. I am a suitably qualified person for the written document *Arrow Energy – Biosecurity Procedure* (ORG-ARW-HSM-PRO-00187), version number 2.0, dated 15 September 2025.
2. My qualifications and experience are relevant to the function and include Bachelor of Engineering (Environmental) and 25 years' of experience in environmental engineering roles.
3. The document addresses the relevant matters for the function, is factually correct and meets the requirements of the relevant conditions of the Arrow Energy's environmental authorities (EAs).
4. I have not knowingly included false, misleading or incomplete information in the document.
5. I have not knowingly failed to reveal any relevant information or document to the administering authority.
6. The opinions expressed in the document are honestly and reasonably held.

and I make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the *Oaths Act 1867*.

I declare that the contents of this statutory declaration are true and correct. Where the contents of this declaration are based on information and belief, the contents are true to the best of my knowledge, and I have stated the source of that information and grounds for the belief.

I understand that it is a criminal offence to provide a false matter in a declaration, for example, the offence of perjury under section 123 of the Criminal Code.

Declared by

Kelsey Bawden
[insert full name of declarant]

[signature of declarant]

15/09/25
[date]

In the presence of:

JOHN ALLAN CROSSCA
[insert full name of witness]

[signature of witness]

15/09/25
[date]

SOLICITOR
[insert type of witness]