



**Towards  
Sustainable  
Mining**



Biodiversity Conservation  
Management Protocol



## MINING AND BIODIVERSITY CONSERVATION FRAMEWORK

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The conservation of biodiversity is a commitment in MCA's *Towards Sustainable Mining* (TSM) Guiding Principles. MCA members recognise that access to land and a company's social licence to operate depends upon responsible social, environmental and economic practices and that there is a strong business case for supporting biodiversity conservation.<sup>1</sup> MCA members believe that mining, conducted in consultation with communities of interest, can co-exist with biodiversity conservation.<sup>2</sup>

MCA members accept that a corporate commitment to biodiversity conservation is essential and have agreed to the following commitments:

- MCA members will positively contribute to the conservation of biodiversity through all stages of the mining life cycle.
- MCA members will work with key communities of interest to develop and implement responsible policies and practices to:
  - Integrate the importance of biodiversity conservation, including respect for critical habitat and factors affecting critical habitat, into mining and land-use planning and management strategies, including considering the option of not proceeding with a project.
  - Assess and monitor the state of biodiversity throughout the project cycle.
  - Apply the mitigation hierarchy to avoid, minimise, mitigate and/or offset for significant adverse biodiversity effects.
  - Enhance, through research, information sharing, collaboration and/or partnerships, the industry's understanding of and contribution to biodiversity conservation, science and Indigenous knowledge.
  - Establish, finance and implement comprehensive rehabilitation plans that, wherever practicable, return mine sites to viable and diverse ecosystems that will serve the needs of post-mining use. Recognise that mining can permanently alter landscapes and that other desirable land uses may be considered in rehabilitation plans when justified by site-specific circumstances.
- MCA members are committed to transparency and public reporting on issues related to mining and biodiversity conservation.
- MCA members, recognising that protected areas can contribute to biodiversity conservation, will comply with the requirements of legally designated protected areas and are committed to working with key communities of interest to develop transparent, inclusive, informed and equitable decision-making processes for the establishment of protected areas.<sup>3</sup>
- MCA members undertake not to explore or develop mines in World Heritage sites (properties). All possible steps will be taken to ensure that pre-existing operations in World Heritage sites, as well as existing and future operations adjacent to World Heritage sites, are compatible and co-exist with biodiversity goals.

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<sup>1</sup> The United Nations Convention on Biological Diversity's defines biodiversity as: 'The variability among living organisms from all sources including, inter alia terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species and of ecosystems.'

<sup>2</sup> Examples of communities of interest include, governments, Indigenous communities, other local communities and conservation organisations

<sup>3</sup> Legally protected areas as defined in state, territory or Commonwealth legislation (e.g. Ramsar Wetlands)

# BIODIVERSITY CONSERVATION MANAGEMENT PROTOCOL

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A Tool for Assessing Biodiversity Conservation Management Performance.

## **Purpose**

The purpose of the assessment protocol is to provide guidance to facilities in completing their evaluation of biodiversity conservation management against TSM indicators. The assessment protocol sets out the general expectations for biodiversity conservation management as part of the TSM initiative. This protocol supports implementation of the TSM Mining and Biodiversity Conservation Framework.

As with any assessment of a management system, professional judgement is required in assessing the degree of implementation of a system indicator and the quality of management processes and intervention. Application of this protocol will, therefore, require a level of expertise in auditing and systems assessment, as well as knowledge of and experience in the practice of biodiversity conservation management, including relevant regulatory regimes and requirements. This assessment protocol provides an indicator of the level of implementation of biodiversity conservation management as part of the TSM initiative. It is not, of itself, a guarantee of the effectiveness of biodiversity conservation management activities.

Further information on the Australian context is provided in *Australia's Strategy for Nature 2019–2030*, which provides the overarching framework for all national, state and territory, and local strategies, legislation, policies and actions that target nature. Australia's *Native Vegetation Framework* should also be considered. Informing this is Australia's obligations under the Convention on Biological Diversity.

## **Performance Indicators**

**Three performance indicators have been established:**

1. Corporate biodiversity conservation commitment, accountability and communications
2. Facility-level biodiversity conservation planning and implementation
3. Biodiversity conservation reporting.

## INDICATOR 1: CORPORATE BIODIVERSITY CONSERVATION COMMITMENT, ACCOUNTABILITY AND COMMUNICATIONS

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### Purpose

To confirm that corporate commitment and accountabilities are in place and communicated to relevant employees to support the management of biodiversity conservation issues.

### Assessment Criteria

Level	Criteria
<b>C</b>	The facility does not meet all level B criteria.
<b>B</b>	<ul style="list-style-type: none"> <li>• Demonstrated <i>senior management</i> biodiversity commitment is in place but may not be consistent with the intent of the TSM Mining and Biodiversity Conservation Framework.</li> <li>• Plans are in place to achieve Level A performance.</li> </ul>
<b>A</b>	<ul style="list-style-type: none"> <li>• Demonstrated senior management commitment consistent with the intent of the <i>TSM Mining and Biodiversity Conservation Framework</i> and to the application of the mitigation hierarchy to achieve stated biodiversity outcomes.</li> <li>• Commitment to biodiversity conservation has been communicated to relevant employees, contractors and facility-level COI.</li> <li>• Roles, responsibilities and accountabilities for implementation of the commitment are clear, and resources have been assigned to support implementation of the commitment.</li> </ul>
<b>AA</b>	<ul style="list-style-type: none"> <li>• Biodiversity conservation commitment and its implementation are subject to independent verification/review (internal or external).</li> </ul>
<b>AAA</b>	<ul style="list-style-type: none"> <li>• Biodiversity conservation commitment includes a stated ambition of <i>No Net Loss</i> and a commitment to actively partner with other organisations for biodiversity conservation. Roles, responsibilities and resources have been assigned to support this commitment.</li> </ul>

## INDICATOR 2: FACILITY-LEVEL BIODIVERSITY CONSERVATION PLANNING AND IMPLEMENTATION

### Purpose

To confirm that effective plans and management systems are implemented at the facility level to manage significant biodiversity aspects.

### Assessment Criteria

Level	Criteria
<b>C</b>	The facility does not meet all level B criteria.
<b>B</b>	<ul style="list-style-type: none"> <li>• Facility-level biodiversity conservation plan or management system has been developed including:               <ul style="list-style-type: none"> <li>– Assessment of facility-level baseline data and, where available, local ecological knowledge</li> <li>– Facility-level monitoring of biodiversity</li> <li>– Identification of significant biodiversity aspects</li> <li>– Identification of key COI.</li> </ul> </li> <li>• The plan has been approved by facility-level senior management and is under implementation.</li> </ul>
<b>A</b>	<ul style="list-style-type: none"> <li>• Facility-level plan or management system to <i>manage significant biodiversity aspects</i> is implemented. Facility-level plan or management system includes, at a minimum, these elements:               <ul style="list-style-type: none"> <li>– Potential impacts/risks to biodiversity are assessed</li> <li>– Specific objectives for <i>significant biodiversity aspects</i> are identified</li> <li>– Action plans are developed and implemented to specifically address biodiversity objectives</li> <li>– Facility-level personnel have been assigned responsibility for biodiversity conservation management</li> <li>– Biodiversity conservation awareness is included in facility training programs for relevant personnel</li> <li>– The facility has consulted with and/or engaged key COI (e.g. governments, Indigenous communities and conservation organisations) regarding biodiversity conservation management.</li> <li>– Implementation of the facility-level biodiversity conservation plan and progress towards biodiversity objectives is regularly tracked and reported to facility-level senior management.</li> </ul> </li> </ul>

Level	Criteria
AA	<ul style="list-style-type: none"> <li>• The facility demonstrates that biodiversity conservation management is integrated into core business planning processes and tools, including an: <ul style="list-style-type: none"> <li>- Annual business planning process</li> <li>- Annual budget process.</li> </ul> </li> <li>• Independent verification/review has been conducted of biodiversity conservation management system implementation (internal or external).</li> <li>• The facility participates with COI or other biodiversity conservation organisations (local, regional or national) to support biodiversity conservation.</li> </ul>
AAA	<ul style="list-style-type: none"> <li>• Biodiversity conservation management is integrated into a broader business strategy that includes at least two of the following: <ul style="list-style-type: none"> <li>- Investments in research and development that enhance the industry's understanding of and contribution to biodiversity conservation, science, and traditional knowledge</li> <li>- Contributing to a greater scientific understanding to the protection of biodiversity</li> <li>- Contributing to industry or region-specific guidance documents that foster biodiversity conservation</li> <li>- Enhancing biodiversity in areas outside the facility's property</li> <li>- Achieving national or regional recognition in biodiversity conservation</li> <li>- Conducting ecosystem service valuation</li> <li>- Encouraging employee volunteerism in community-based biodiversity initiatives.</li> </ul> </li> </ul>

## INDICATOR 3: BIODIVERSITY CONSERVATION REPORTING

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### Purpose

To confirm that biodiversity conservation reporting is in place to inform decision-making, and to communicate performance publicly. Biodiversity conservation reporting includes elements such as policy, monitoring and conservation initiatives.

### Assessment Criteria

Level	Criteria
C	The facility does not meet all level B criteria.
B	<ul style="list-style-type: none"><li>The facility reports on biodiversity conservation to facility-level senior management on a regular basis.</li></ul>
A	<ul style="list-style-type: none"><li>Reporting on biodiversity conservation occurs and includes:<ul style="list-style-type: none"><li>Internal reporting on biodiversity conservation, which supports management decision-making processes at the facility</li><li>Routine public reporting on biodiversity conservation performance.</li></ul></li></ul>
AA	<ul style="list-style-type: none"><li>The <i>public reporting</i> on biodiversity conservation is independently verified or reviewed (internal or external).</li></ul>
AAA	<ul style="list-style-type: none"><li>COI feedback on biodiversity conservation reporting is actively sought and reported publicly.</li></ul>

## APPENDIX 1: FREQUENTLY ASKED QUESTIONS

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### Protocol-Specific Guidance

#### 1. *What are good sources of guidance on biodiversity conservation?*

Useful references to support implementation of this protocol include:

- [Biodiversity Management](#), Leading Practice Sustainable Development Program for the Mining Industry - Australian Government (September 2016)
- [Good Practice Guidance Document for Mining and Biodiversity](#), International Council on Mining and Metals (ICMM)
- [Cumulative Environmental Impact Assessment Industry Guide](#), Minerals Council of Australia (MCA)
- [A cross-sector guide for implementing the Mitigation Hierarchy](#), Cross Sector Biodiversity Initiative.

#### 2. *Does a biodiversity conservation policy have to be a stand-alone document?*

No. It may be part of an overall environmental policy – providing biodiversity conservation is explicitly addressed.

#### 3. *How do you determine if biodiversity conservation management commitments are consistent with the TSM Mining and Biodiversity Conservation Framework?*

The spirit and intent of a company's biodiversity conservation commitments should be consistent with the spirit and intent of the Mining and Biodiversity Conservation Framework. While it is not required that corporate commitments include all the specific commitments identified in the Framework, the commitments should demonstrate general alignment with the Framework without expressly referring to it.

#### 4. *How do you integrate biodiversity conservation into corporate and facility business planning?*

The facility must be able to demonstrate that biodiversity conservation management considerations are integrated within its key business management processes and practices. Key business planning processes, such as the annual business plan, annual budget, and project scoping and charter documents, should demonstrate that biodiversity aspects are identified and considered during the planning process and that adequate budgetary provisions are made.

Regulatory approvals at the national and state level in Australia will include specific requirements in facility-level management and planning processes. This may also include activities, such as offsets beyond the facility.

#### 5. *Does the No Net Loss commitment in Indicator 1 Level AAA apply to existing projects?*

No. The *No Net Loss* commitment is intended to apply to new projects. Major expansions though existing projects are encouraged to find opportunities to offset existing impacts where practical.

#### 6. *What are 'significant biodiversity aspects'?*

Significant biodiversity aspects are significant environmental values that have been identified by the facility for specific management to meet regulatory requirements, to avoid or mitigate potential impacts on biodiversity or to address community or other stakeholder concerns. Examples include endangered and threatened species, protected areas, critical habitats (e.g. for wildlife, fish or endangered plants) or valued ecosystem components (e.g. wetlands), or ecosystem services (provision of clean water). Other considerations may include Indigenous traditional knowledge and the cultural and spiritual connection to the environmental values.

Significant biodiversity aspects also include *Threatened Ecological Communities and Threatened Species* as defined in the *Australian Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act)*. Further information can be found on the [Australian Government website](#), including conservation advice and recovery plans to guide the management of listed species.

In considering significant biodiversity values, consideration should be given to [Australia's Strategy for Nature 2019–2030](#). While threatened species information is expected to be covered in the state and national species lists, the [IUCN Red List of Threatened Species](#) may provide a useful reference, however context for this information (i.e. regional differences) should be taken into consideration.

### **7. What types of biodiversity conservation objectives might a facility establish?**

Biodiversity conservation objectives, by their nature, will be site specific. They should be established for significant biodiversity aspects and may be related to maintaining specific conditions or populations during operation, enhancing conditions or specific habitat, and/or the type(s) of ecosystem to which the site will be returned post-mining.

### **8. How is biodiversity conservation reporting externally verified or reviewed (Indicator 3)?**

The focus of the verification/review will be on the accuracy and replicability of the key biodiversity performance indicators that were publicly reported. The verification/review considers not only how the indicators are determined, but also the management and reporting systems used to ensure the indicators are consistently determined and reported over time. External verification/review is conducted by a third party.

### **9. How long are internal and external verifications/reviews valid for?**

An internal or external verification/review that was completed within the last three (3) years meets the requirements for an internal or external verification/review as required by Level AA in all indicators of the Biodiversity Conservation Management Assessment Protocol.

### **10. Can corporate documentation be used to demonstrate facility-level commitment?**

Written senior management commitment at the corporate level (e.g. a corporate policy) can only be accepted as evidence during a facility-level self-assessment or TSM external verification if it is accompanied by evidence that the corporate commitment is being applied and adhered to at the facility level. There must be evidence of a link between the corporate documentation and facility-level practices. If this linkage is established, then the corporate documentation can be accepted as evidence of facility-level commitment.

### **11. How should regional biodiversity conservation approaches be reflected within the assessment?**

Where multiple facilities are operating within a single ecosystem, the company may choose to adopt a regional approach to biodiversity conservation. This could also include collaboration between different companies. In these cases, the division of roles and responsibilities between facility-level personnel and regional personnel should be clearly understood and documented, and supporting systems should be developed and implemented at the appropriate level. The TSM assessment should consider both facility-level and regional systems when assessing performance for each facility included within the region.

### **12. Do the public reporting requirements required by regulation satisfy routine public reporting?**

The reporting requirements of project approvals (e.g. the annual compliance report required by EPBC Act approvals) may assist in satisfying the requirement to demonstrate routine public reporting on biodiversity conservation performance.

## Definition of Key Terms

### 1. *How is biodiversity (biological diversity) defined?*

The United Nations Convention on Biological Diversity's defines biodiversity as: 'the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems, and the ecological complexes of which they are a part; this includes diversity within species, between species and of ecosystems'.

### 2. *What is the definition of 'conservation'?*

According to the Concise Oxford Dictionary of Ecology, conservation is:

The maintenance of environmental quality and resources or a particular balance among the species present in a given area. The resources may be physical (e.g. fossil fuels), biological (e.g. tropical forests), or cultural (e.g. ancient monuments).

In modern scientific usage, conservation implies sound biosphere management within given social and economic constraints, producing goods and services for humans without depleting natural ecosystem diversity, and acknowledging the naturally dynamic character of biological systems. This contrasts with the preservationist approach which, it is argued, protects species or landscapes without reference to natural change in living systems or to human requirements - *Michael Allaby, The Concise Oxford Dictionary of Ecology [Oxford: Oxford University Press, 1994]*

### 3. *How is 'senior management' defined?*

For the purposes of biodiversity conservation policy, senior management refers to the corporate management (CEO and/or Board). For management performance measurement, senior management refers to the corporate and/or facility-level personnel with overall accountability for biodiversity conservation management.

### 4. *What is the mitigation hierarchy?*

The mitigation hierarchy is based on a series of essential, sequential steps that must be taken throughout the project's life cycle to limit any negative impacts on biodiversity. These steps include:

- Avoidance – Measures taken to avoid creating impacts from the outset
- Minimisation – Measures taken to reduce the duration, intensity and extent of impacts that cannot be completely avoided
- Rehabilitation and Restoration – Measures taken to improve degraded or removed ecosystems following exposure to impacts that cannot be completely avoided or minimised
- Offset – Measures taken to compensate for any significant residual, adverse impacts after full implementation of the previous three steps of the mitigation hierarchy.

For more information on the mitigation hierarchy, please consult the ICMM's [A cross-sector guide for implementing the mitigation hierarchy](#) and the Australian Government's [Biodiversity Management Leading Practice Sustainable Program for the Mining Industry](#).

### 5. *What is a biodiversity conservation action plan?*

A biodiversity action plan is a mechanism by which the objectives for biodiversity conservation can be achieved. They can be either stand-alone plans or be incorporated in a management system. Numerous elements may be covered in the plan, depending on the risks that have been identified. These can range from control of access to significant biodiversity areas, plans for clearing land (i.e. removal and salvage of soils and vegetation), management of land reclamation and weeds, to research and development programs for better land or wildlife management.

## **A biodiversity conservation plan is a plan that accomplishes the following:**

- Establishes baseline data including an inventory of the distribution, abundance and status of significant biodiversity aspects (FAQ #5) within a geographic range appropriate to the facility, claim area and adjacent areas of traditional or other community/stakeholder use, as well as areas potentially subject to downstream impacts (e.g. water and air)
- Contains a risk assessment procedure to determine the possible impacts to the key biodiversity aspects from mining activities and to establish a risk profile
- Creates an action plan based on the risk profile on how to conserve and, where possible, enhance the significant biodiversity aspects characterised in the baseline inventory.

Factors to be considered in developing a biodiversity conservation plan are the direct, indirect and cumulative impacts of the facility.

A biodiversity management/conservation plan may form government regulatory requirements. Key features including baseline data and risk assessment are integral to a minerals project environmental impact assessment process. Plans are generally reviewed and updated over the life cycle of the facility to accommodate changing circumstances or new data.

The above principles apply equally to conservation management of biodiversity offset areas.

### **6. What is baseline data?**

Baseline data is data collected prior to the mine development to assess local biodiversity and represents the condition immediately prior to disturbance.

For older, established mines, baseline data may include data collected from reference sites or multiple reference sites. These may include neighbouring unaffected catchments or locations with similar natural characteristics to that of the facility, while recognising that historic mining activity may have permanently altered local biodiversity.

Reference data sources may include data collected by the government to inform regional planning, government databases and other sources. This may include taxonomic descriptions of species, conservation status assessments of species and ecosystems, and distribution maps of species and habitats.

Judgement is required to ensure biodiversity/environmental data remains current and is valid for the assessment. This should include accounting for new scientific knowledge and/or information (e.g. species range, habitat or numbers). In some cases, additional field surveys may be required.

Data sources may include government, scientific organisations, Indigenous groups, land management and other groups where appropriate.

Baseline data requirements are typically specified as part of regulatory environmental impact assessment processes. Recognising baseline data may not be available for all facilities – sites that predate the requirement to include baseline data in their environmental assessment process may choose to use alternative approaches. For example, a facility may choose to look at trends over time or data from analogue sites (e.g. neighbouring sites with similar conditions).

### **7. How is No Net Loss considered across the lifecycle of a facility?**

Facilities with a stated ambition to achieve No Net Loss should consider this objective in the context of the full lifecycle of the facility and not at any single point during the operational stages in this lifecycle. It is important to recognise that, at certain stages, biodiversity losses may exceed the sum of impacts avoided, minimised, mitigated and offset based on the mitigation hierarchy.

Facilities should consider measures to mitigate the heightened risk of long-term biodiversity impacts in their biodiversity action plans. For example, by introducing biodiversity offsets in advance of certain impacts that cannot be addressed through higher levels of the mitigation hierarchy. The No Net Loss

calculation should also consider reclamation and closure planning, and rehabilitation activities that will return identified biodiversity values to previously impacted land. Initiatives that contribute to No Net Loss at a regional level may also be considered in achieving the ambition.

#### **8. What is ecosystem service valuation?**

The World Business Council for Sustainable Development's [Guide to Ecosystem Valuation](#) provides the following linked definitions:

- **Ecosystem valuation** – A process to make better-informed business decisions by explicitly valuing both ecosystem degradation and the benefits provided by ecosystem services.
- **Ecosystem services** – the direct and indirect contributions of ecosystems to human wellbeing. The concept 'ecosystem goods and services' are synonymous with ecosystem services. They include provisioning services such as crops, fish, freshwater and timber; regulating services such as climate regulation through trees sequestering carbon; and cultural services such as tourism and spiritual benefits.

#### **9. What are Communities of Interest (CoI)?**

CoI include all individuals and groups who have an interest in, can affect or believe they may be affected by, decisions respecting the management of operations.

Facility CoI may include First Nations people, community members, civil society, employees, neighbours and local landholders, local governments, contractors or suppliers. In some cases, this may include regional level environmental and social non-government organisations or financial organisations. COI may be broader than commonly understood stakeholders.

#### **10. What is a biodiversity conservation commitment?**

A biodiversity conservation commitment may include voluntary initiatives such as:

- Contributing to a regional scale conservation initiative
- Establishing biodiversity offsets that contribute to broader biodiversity outcomes or species recovery
- Contributing to species conservation and recovery
- Establishing conservation areas
- Investing in research to support improved conservation outcomes
- Partnering with other companies, civil society and/or community groups to support improved regional scale management.

#### **11. What is the scope for facility-level monitoring of biodiversity?**

Facility-level monitoring of biodiversity should include the facility's area of influence, including within and outside of operational boundary.

#### **12. How is a facility defined for reporting purposes?**

Flexibility is provided in determining what constitutes a facility for the purposes of meeting TSM reporting requirements. Where appropriate, companies may wish to take an aggregated approach to individual activities (e.g. due to close proximity or connected operations). The definition of facility should be consistent across all TSM protocols.

## APPENDIX 2: BIODIVERSITY CONSERVATION MANAGEMENT CHECKLIST

### SELF ASSESSMENT CHECKLIST

<b>Facility Name:</b>		<b>Company Name:</b>	
<b>Assessed By:</b>		<b>Date Submitted:</b>	

Supporting Documentation / Evidence	
NAME OF DOCUMENT	

Interviewees:			
NAME	POSITION	NAME	POSITION

**INDICATOR 1: CORPORATE BIODIVERSITY CONSERVATION COMMITMENT, ACCOUNTABILITY AND COMMUNICATIONS**

	QUESTION	Y	N	NA	DESCRIPTION & EVIDENCE
<b>Level B</b>	1. Is there a demonstrated senior management biodiversity commitment in place (consistent or not with the intent of the Mining and Biodiversity Conservation Framework)?				
	2. Are plans in place to achieve Level A performance?				
	<i>If you have answered "Yes" to all the Level B questions, continue to the Level A questions. If you have not answered "Yes" to all the Level B questions, assess the facility as a Level C.</i>				
<b>Level A</b>	1. Is there a demonstrated senior management commitment, consistent with the intent of the Mining and Biodiversity Conservation Framework and to the application of the mitigation hierarchy to achieve stated biodiversity outcomes?				
	2. Has the commitment to biodiversity conservation been communicated to relevant employees, contractors, and facility-level COI?				
	3. Are roles, responsibilities, and accountabilities for implementation of the commitment clear and have resources been assigned to support implementation of the commitment?				
	<i>If you have answered "Yes" to all the Level A questions, continue to the Level AA questions. If you have not answered "Yes" to all the Level A questions, assess the facility as a Level B.</i>				

	QUESTION	Y	N	NA	DESCRIPTION & EVIDENCE
Level AA	1. Has the biodiversity conservation commitment and its implementation been subject to independent verification/review (internal or external)?				
	<i>If you have answered "Yes" to all the Level AA questions, continue to the Level AAA questions. If you have not answered "Yes" to all the Level AA questions, assess the facility as a Level A.</i>				
Level AAA	1. Does the biodiversity conservation management commitment include a stated ambition of <i>No Net Loss</i> and commitment to actively partner with other organisations for biodiversity conservation, and have roles, responsibilities and resources been assigned to support this commitment?				
	<i>If you have answered "Yes" to all the Level AAA questions, assess the facility as a Level AAA. If you have not answered "Yes" to all the Level AAA questions, assess the facility as a Level AA.</i>				
	<b>ASSESSED LEVEL OF PERFORMANCE FOR INDICATOR 1</b>			Level: _____	

**INDICATOR 2: BIODIVERSITY CONSERVATION PLANNING AND IMPLEMENTATION**

	QUESTION	Y	N	NA	DESCRIPTION & EVIDENCE
<b>Level B</b>	1. Has a facility-level biodiversity conservation plan or management system been developed that includes:				
	a. Assessment of facility-level baseline data and, where available, local ecological knowledge?				
	b. Facility-level monitoring of biodiversity?				
	c. Identification of significant biodiversity aspects?				
	d. Identification of key Col?				
	2. Has the plan been approved by facility-level senior management and is it under implementation?				
	<i>If you have answered “Yes” to all the Level B questions, continue to the Level A questions. If you have not answered “Yes” to all the Level B questions, assess the facility as a Level C.</i>				
<b>Level A</b>	1. Does the facility-level plan or management system to manage significant biodiversity aspects implemented and does the facility-level plan or management system include, at a minimum, the following elements:				
	a. An assessment of potential impacts/risks to biodiversity?				
	b. Specific objectives for significant biodiversity aspects?				
	c. Action plans are developed and implemented to specifically address biodiversity objectives?				
	d. Responsibility assigned to facility-level personnel for biodiversity conservation management?				

	QUESTION	Y	N	NA	DESCRIPTION & EVIDENCE
Level A	e. Biodiversity conservation awareness included in facility training programs for relevant personnel?				
	f. Consultation with and/or engaged key COI (e.g., governments, Indigenous communities, and conservation organisations) regarding biodiversity conservation management?				
	g. Regular tracking in regards to the implementation of the facility-level biodiversity conservation plan and progress towards biodiversity objectives which is reported to facility-level senior management?				
	<i>If you have answered “Yes” to all the Level A questions, continue to the Level AA questions. If you have not answered “Yes” to all the Level A questions, assess the facility as a Level B.</i>				
Level AA	1. Can the facility demonstrate that biodiversity conservation management is integrated into business planning processes and tools, including:				
	a. Annual business planning process?				
	b. Annual budget process?				
	2. Has an independent verification/review been conducted of the biodiversity conservation management system implementation (either internal or external)?				
	3. Does the facility participate with COI or other biodiversity conservation organisations (local, regional, or national) to support biodiversity conservation?				
<i>If you have answered “Yes” to all the Level AA questions, continue to the Level AAA questions. If you have not answered “Yes” to all the Level AA questions, assess the facility as a Level A.</i>					

	QUESTION	Y	N	NA	DESCRIPTION & EVIDENCE
<b>Level AAA</b>	1. Has biodiversity conservation management been integrated into the facility's broader business strategy that includes at least two of the following:				
	a. Investments in research and development that enhance the industry's understanding of and contribution to biodiversity conservation, science, and traditional knowledge?				
	b. Contributing to a greater scientific understanding for the protection of biodiversity?				
	c. Contributing to industry or region-specific guidance documents which foster biodiversity conservation?				
	d. Enhancing biodiversity in areas outside of the facility?				
	e. Achieving national or regional recognition for biodiversity conservation?				
	f. Conducting an ecosystem service valuation				
	g. Encouraging employee volunteerism in community-based biodiversity initiatives?				
	<i>If you have answered "Yes" to all the Level AAA questions, assess the facility as a Level AAA. If you have not answered "Yes" to all the Level AAA questions, assess the facility as a Level AA.</i>				
	<b>ASSESSED LEVEL OF PERFORMANCE FOR INDICATOR 2</b>			<b>Level: _____</b>	

**INDICATOR 3: BIODIVERSITY CONSERVATION REPORTING**

	QUESTION	Y	N	NA	DESCRIPTION & EVIDENCE
Level B	1. Does the facility report on biodiversity conservation to facility-level senior management on a regular basis?				
	<i>If you have answered "Yes" to all the Level B questions, continue to the Level A questions. If you have not answered "Yes" to all the Level B questions, assess the facility as a Level C.</i>				
Level A	1. Does reporting on biodiversity conservation occur and include:				
	a. Internal reporting on biodiversity conservation which supports management decision-making processes at the facility?				
	b. Routine public reporting on biodiversity conservation performance?				
<i>If you have answered "Yes" to all the Level A questions, continue to the Level AA questions. If you have not answered "Yes" to all the Level A questions, assess the facility as a Level B.</i>					
Level AA	1. Has the facility's public reporting on biodiversity conservation been independently verified or reviewed (either internal or external)?				
	<i>If you have answered "Yes" to all the Level AA questions, continue to the Level AAA questions. If you have not answered "Yes" to all the Level AA questions, assess the facility as a Level A.</i>				
Level AAA	1. Has COI feedback on biodiversity conservation reporting been actively sought and reported publicly?				
	<i>If you have answered "Yes" to all the Level AAA questions, assess the facility as a Level AAA. If you have not answered "Yes" to all the Level AAA questions, assess the facility as a Level AA.</i>				
<b>ASSESSED LEVEL OF PERFORMANCE FOR INDICATOR 3</b>					<b>Level: _____</b>