

BIODIVERSITY MANAGEMENT STANDARD



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1. INTRODUCTION

This standard expands on Cornwall Housing Limited's (CHL) overarching Environmental Policy Statement and Environmental Management Standard, by outlining specific approaches for protecting and enhancing nature.

Biodiversity can be defined as all the different types of life in a given area. It includes the animals, plants, fungi, and microorganisms like bacteria that make up our natural world. These species and organisms work together in closely connected ecosystems that maintain balance and support life. Without a wide range of nature, we will not have the healthy ecosystems that we rely on for the air we breathe and the food we eat.

We are facing a global biodiversity crisis. It is estimated that almost half of all species could be facing extinction by the end of the century (the largest mass extinction event in 65 million years). The United Kingdom is one of the most nature-depleted countries in the world and while Cornwall may look green, it is suffering from significant declines.

Cornwall's 'State of Nature' report has found that there has been an almost 50% decline in breeding birds and concludes that 12% of important species are threatened with local extinction or complete loss.

2. SCOPE

This biodiversity standard applies to all operational activities under the control and influence CHL. This includes all associated sites, services, contractors, and suppliers.

In certain situations, additional or expanded biodiversity arrangements might be required that are applicable to specific sites, assets, or activities. In these cases, bespoke arrangements will be developed and maintained by the relevant business area or operational team.

3. REGULATORY FRAMEWORK

There are numerous biodiversity related laws in the United Kingdom which aim to protect native species and vulnerable habitats from adverse impacts.



3.1 Legislation

In order to ensure CHL is compliant with all relevant environmental, legal and regulatory requirements, it maintains an environmental compliance register.

The register is stored in an electronic format on Sharepoint and updated regularly by the Environmental Compliance Manager.

A summary of some (not all) significant legislation is outlined below;

- The Countryside and Rights of Way Act 2000
- The Plant Protection Products Regulations 2012
- The Town and Country Planning (Tree Preservation) (England) Regulations 2012
- Environmental Damage (Prevention and Remediation) (England) Regulations 2015
- The Conservation of Habitats and Species Regulations 2017
- National Planning Policy Framework 2021
- The Environment Act 2021

3.2 Permissions

Key legal permissions for protecting wildlife and habitats include (but are not limited to):

- **Protected Species Licences**

Specialist licences are required from Natural England or Defra to disturb or remove wildlife or damage habitats. There are four main categories of licences to undertake work that may affect protected species (General, Class, Individual and Organisational Licences). Specialist support from an ecologist will be required.

- **Planning Permission**

As part of the local authority planning process, developments will need to carefully safeguard wildlife and habitats, and may be required to undertake a formal [Environmental Impact Assessment \(EIA\)](#) and achieve at least 10% [Biodiversity Net Gain](#) which secures habitats for at least 30 years. Specialist support from an ecologist will be required.



- **Work Impacting Protected Areas**

Formal consents are typically required for work in or near to protected areas with statutory designations for conservation. The relevant regulatory body responsible for the area (often Natural England) may require that the work is undertaken using certain methods and at a certain time of year.

- **Work Within Watercourses**

In addition to [flood risk activities](#), formal authorisation is also typically required from the Environment Agency to move wild fish via nets, traps or electro-fishing methods.

- **Using Herbicides Near Water**

Permission is required from the Environment Agency prior to applying an approved herbicide to control weeds, unwanted vegetation and invasive non-native plant species in or close to a water course. This is to ensure that the proposed use of the herbicide does not damage or pollute the aquatic environment.

- **Removing Countryside Hedgerows**

Formal permission from the local authority (Cornwall Council) is required to remove 'important' countryside hedgerows that meet certain criteria. Even if a hedgerow is not protected, providing notice of the intention to remove it is still required. Removal is only typically allowed in exceptional cases.

- **Work Impacting Protected Trees**

Formal consents are required from local authority (Cornwall Council) to work on a tree protected by a 'Tree Preservation Order' (TPO) or situated with a 'Conservation Area'. It is a criminal offence to prune, cut down or damage a protected tree without following the correct procedures. Applicants will need to provide a detailed description and explanation for the proposed works.

4. STANDARD PRINCIPALS

CHL will apply the following biodiversity principles to all operational activities under its control and influence, to ensure compliance and best practice.



4.1 The biodiversity hierarchy

Anyone working on behalf of CHL is expected to apply the biodiversity mitigation hierarchy. While this hierarchy was originally designed for managing the risks and potential impacts of development projects, the principals can still be applied to other types of operational activities.



1. Avoid

Avoidance is the first step in this hierarchy and the most preferred option because it ensures that no adverse impacts occur at all.

2. Minimise

When adverse impacts cannot be completely avoided, it is often still possible to reduce the duration, intensity or extent of activities to ensure that minimal harm or damage occurs.

3. Restore

When an impact cannot be avoided or minimised, it may still be possible to retrospectively correct any damage, returning an area back to its original state.

4. Offset

As a last resort, this balancing act ensures no 'net' loss. Offsetting is often defined as undertaking positive action off-site to compensate for the negative impacts onsite.

4.2 Planning

Anyone planning operational activities on behalf of CHL must determine whether the work is likely to impact protected species, their habitats or protected areas and consider the most appropriate time of year to undertake the activity.

For new developments, additional requirements may apply as part of the approval process with the local planning authority. This includes (but is not limited to):



- **Environmental Impact Assessment (EIA)**

Ensures local planning authorities grant planning permission with full knowledge of the likely significant environmental effects, taking this into account within the decision-making process.

- **Ecological Impact Assessment (EcIA)**

Ensures potential ecological impacts from a project are identified, quantified, and assessed through appropriate surveys. This assessment can still be required for small or medium sized project that may not necessarily require a full EIA.

- **Biodiversity Net Gain (BNG)**

All planning permissions granted for developments (with a few exemptions) now have to deliver at least 10% Biodiversity Net Gain (BNG). Developments need to result in more or better-quality natural habitat than there was before development in order to be approved. BNG requires habitats be secured and safeguarded for at least 30 years. Specialist support from an ecologist will be required.

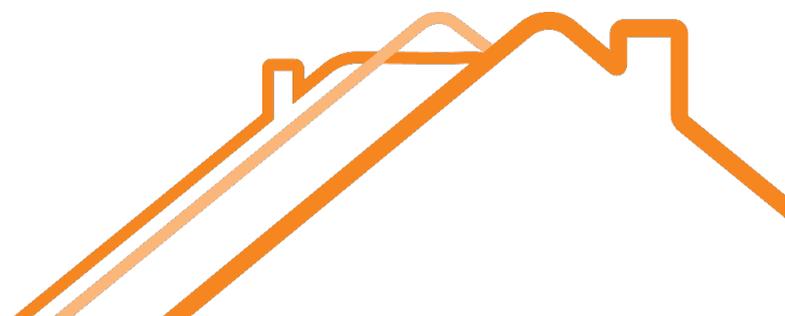


Further information on this topic can be found at:

- [Construction near protected areas and wildlife - GOV.UK](#)
- [Make a planning application - Cornwall Council](#)

4.3 Scheduling

Programming and delivering ecological surveys and mitigation at the appropriate time of year is critical to securing reliable information to inform and enable planning, design, operations and maintenance. Surveys should be considered at the earliest opportunity in the planning or design of any works to help to ensure compliance, best practice, avoid project delays, and reduce costs.





[WSP Ecological Survey Calendar](#)

This planner provides a general guide to timing protected species surveys in the U.K.

It is important to note that ecological timings are often indicative and can be affected by site conditions, habitat type and weather conditions, which will vary from year to year, and across regions. For example, the typical bird nesting season in the U.K is between March and August, but birds can nest at any time of the year and will still receive the same level of protection regardless of the timing.

4.4 Protected species

Many species of plant, animal and fungi, and their habitats, are protected by law. What you can and cannot do by law varies from species to species. Specialist support from an ecologist is likely to be required.

European Protected Species (EPS) receive the highest level of legal protection, but many others are listed within the Wildlife and Countryside Act or designated as 'Priority Species' within national or local biodiversity frameworks and plans. All wildlife is legally protected from cruelty, suffering, trade or sale.

Key protected species within Cornwall include:

- **Badgers**
- **Bats** (All species)
- **Birds** (All species, with additional protection while nesting).
- **Freshwater & Migratory Fish** (Certain species)
- **Hazel or Common Dormice**
- **Otters**
- **Plants** (Certain rare species)
- **Reptiles** (All species)
- **Invertebrates** (Certain rare species)
- **Water Voles**



For all protected species it is illegal to:

- Capture, kill or injure them,
- Possess, sell, control or transport live or dead individuals, or parts of them.

Additionally, for European Protected Species (and some others with specific legislation) it is illegal to:

- Damage or destroy a breeding or resting place.
- Obstruct access to their resting or sheltering places.

Both companies and individuals can be found guilty of breaching protected species legislation.

It is important to note that certain protected species such as Great Crested Newts are not currently known to inhabit Cornwall at all. While species such as Hedgehogs and Common Frogs are not currently considered 'protected species', they are still facing significant decline and require safeguarding.

Anyone working on behalf of CHL must protect any form of native wildlife.

If protected species are unexpectedly encountered, work activities must be stopped. Seeking specialist advice from an ecologist, the work must be arranged in a way that will avoid committing an offence or a mitigation licence must be obtained from Natural England.



Further information on this topic can be found on the Government's website:

[Construction near protected areas and wildlife - GOV.UK](https://www.gov.uk/guidance/construction-near-protected-areas-and-wildlife)

Ecological surveys undertaken by experienced and qualified ecologist can determine which specific protected species are present or absent. The following table provides a useful guide.



CORNWALL HOUSING

Information Classification: CONTROLLED

Information from: [Protected species and development: advice for local planning authorities \(GOV.UK\)](#)

Habitat, Building or Land:	Potential Protected Species:
Ancient or veteran trees or those with significant decay features.	Bats, breeding birds, dormice.
Cellars, ice houses, old mines and caves.	Bats.
Buildings with features suitable for bats , or large gardens in suburban and rural areas.	Bats, breeding birds, badgers, reptiles and amphibians.
Traditional timber-framed building (such as a barn).	Bats, breeding birds including barn owls.
Lakes, rivers and streams (on the land or nearby).	Breeding birds, fish, otters, water voles and white-clawed crayfish.
Heathland on, nearby or linked to the site (by similar habitat).	Breeding birds, badgers, dormice, reptiles, invertebrates, natterjack toads and protected plants.
Meadows, grassland, parkland and pasture on the land or linked to the site (by similar habitat).	Bats, badgers, breeding birds (ground nesting), amphibians, invertebrates, reptiles and protected plants.
Ponds or slow-flowing water bodies (like ditches) on the site, or within 500m and linked by semi-natural habitat such as parks or heaths.	Breeding birds, fish, amphibians, water voles, invertebrates and white-clawed crayfish.
Rough grassland and previously developed land (brownfield sites), on or next to the site.	Breeding birds (ground nesting), reptiles, invertebrate and protected plants.



A CORNWALL
COUNCIL COMPANY



Woodland, scrub and hedgerows on, or next to the site.	Bats, breeding birds, badgers, dormice, invertebrates, amphibians, reptiles and protected plants.
Recently harvested arable land (stubble).	Breeding birds (ground nesting).

4.5 Surveying

Anyone working on behalf of CHL will need to commission a survey from an experienced and qualified ecologist if work activities are likely to interfere, disturb or disrupt protected species, their breeding sites or resting places. Even minor maintenance works could potentially affect protected species and their habitats. It is important to note that ecological surveys can often only be undertaken at certain times of year.

There are two main types of ecological survey:

- **Habitat Survey**

Sometimes referred to as a 'Preliminary Ecological Appraisal' (PEA), this highlights key features and assesses the overall biodiversity of a site. This can be a useful start-point for determining whether further specialist species-specific surveys are required.

Since February 2024, most new developments have been required to deliver minimum 10% biodiversity net gain (BNG). In order to calculate the baseline biodiversity units for a site to which the rules apply, a habitat map will need to be produced following the [UKHab](#) methodology.

- **Protected Species Survey**

Where evidence of protected species or suitable habitat is found, more detailed surveys can help confirm the presence (or absence), identifying important habitat features and population sizes. These surveys typically require repeat visits over a certain timescale and are often seasonally constrained.

Survey information is used to assess the potential impact of the work and to obtain planning permission or a mitigation licence. If the survey shows that protected species use the site, the ecologist will:



- Assess the impacts of the development.
- Advise designers on how to modify plans to avoid impacts, where possible.
- Arrange mitigation strategies to reduce or compensate for any damage.
- Identify whether a mitigation licence is required from Natural England.

4.6 Mitigation

Anyone working on behalf of CHL is expected to do everything reasonably practicable to avoid disturbing protected species, or blocking access to, or damaging associated habitat. The work should be planned to avoid harm by either:

- Undertaking the work at times of year which will cause the least harm.
- Applying mitigation methods that do not require a licence.

If this is not possible and activities will impact a protected species, a mitigation licence from Natural England will be required. Specialist support from an ecologist will be required and the following information will typically need to be included within the licence application:

- Survey findings.
- Impact assessments.
- Method statement detailing how work will be undertaken.
- Compensation plans, including design drawings for replacement habitat features.
- Details of post-construction monitoring.
- The named ecologist and licensee/applicant (usually the client or project director).

If granted, the various clauses and conditions stipulated within the licence must be followed carefully at all times and any relevant information must be communicated with contractors.

It is important to note that mitigation actions can often only be undertaken at certain time of year.

Mitigation actions will need to be planned in accordance with the biodiversity hierarchy.





Further information on this topic can be found on the Government's website:

[Construction near protected areas and wildlife - GOV.UK](https://www.gov.uk/guidance/construction-near-protected-areas-and-wildlife)

4.7 Protected areas

Nature conservation sites can be given special statutory protection status. Anyone working on behalf of CHL must consult the relevant regulatory body (often Natural England) if work activities could affect a protected area. Depending on the activity, the appropriate body may need to grant permission and may require that the work be undertaken in a certain way and at a certain time of year.

- **Statutory Protected Areas**
 - Sites of Special Scientific Interest (SSSIs).
 - Special Areas of Conservation (SACs).
 - Special Protection Areas (SPAs).
 - Ramsar Wetland Sites.
 - Marine Conservation Zones (MCZ).
 - National Nature Reserves (NNRs).
 - Local Nature Reserves (LNRs).
- **Non-Statutory Areas**
 - County Wildlife Site (CWS).
 - Local Wildlife Sites (LWS).
 - Priority Habitats.

4.8 Protected trees

Trees can be legally protected if they meet certain criteria for size, location or importance. Formal consent is required from Cornwall Council to work on any protected tree.

When working near any tree, care must still be taken to avoid collisions, soil compaction or excavation of critical roots. As a general rule, the 'critical root zone' is typically equal to the horizontal branch length.



It is illegal to undertake work which impacts a Tree Preservation Order (TPO) without consent from the local planning authority. Both companies and their staff can be held liable for breaking the law, which can lead to substantial fines and reputational damage.



Further information on this topic can be found on Cornwall Council's website:

[Protected and dangerous trees - Cornwall Council](#)

4.9 Protected hedgerows

Countryside hedgerows are protected from removal and may additionally be acting as habitat for protected species. Formal consent is required from Cornwall Council to remove hedgerows.

It is illegal to remove certain countryside hedges without prior consent from the local planning authority. Both companies and their staff can be held liable for breaking the law, which can lead to substantial fines and reputational damage.



Further information on this topic can be found on Cornwall Council's website:

[Hedges and the law - Cornwall Council](#)

4.10 Invasive Plants

Anyone working on behalf of CHL is expected to prevent harmful weeds and invasive non-native plants from spreading by reporting where they have been seen. Identifying and controlling these plants at an early stage is important, as they can cause damage to property and the environment, harm people or animals and are often difficult and expensive to treat or remove once well established.

Specialist advice should always be sought on how best to control or dispose of these plants, as causing certain species to spread further (for example: moving contaminated soil or plant material elsewhere) can result in legal enforcement action. Only qualified individuals can apply herbicide chemicals and formal permission is required from the Environment Agency to use herbicides in or near to a water course.



Alternative treatment methods should always be prioritised, with traditional herbicide chemicals (such as products containing glyphosate) only used as a last resort when other options are ineffective or not viable.

Further information on this topic can be found at:



- [Invasive non-native \(alien\) plant species: rules in England and Wales - GOV.UK](#)
- [How to stop invasive non-native plants from spreading - GOV.UK](#)
- [Invasive plants - Cornwall Council](#)

4.11 Biosecurity

Biosecurity refers to a set of precautions that aim to prevent the introduction and spread of harmful organisms and invasive plants. These include non-native tree pests, such as insects, and disease-causing organisms, called pathogens, such as some bacteria and fungi.

Anyone working behalf of CHL should aim to implement the following measures:

- **Equipment**
 - Ensure all equipment, including boots, clothing, ropes and saws, are free from soil and organic material before entering and leaving a site.
 - Clean and disinfect chainsaws, pruning saws and other cutting tools as part of routine maintenance, and before using them on a new site.
- **Transport**
 - Drive and park vehicles on hard-standing surfaces when visiting woodlands, parks or gardens.
 - Remove any build-up of soil and organic material on vehicles and machinery, including cabs, wheels and foot wells, before leaving each site.
 - Use designated wash-down facilities regularly.
- **Planting**
 - Responsibly source planting stock through reputable nurseries or suppliers.
 - Source planting stock and landscaping materials from pest and disease-free areas.
 - Keep accurate, up-to-date records of all purchases and supplies.



- Regularly monitor planting stock for signs of ill-health and report any symptoms using [TreeAlert](#).
- Be aware of any restrictions in place, or plant health measures and treatments required when importing certain materials or their packaging.
- Specify British-grown plants when sourcing planting stock, to reduce the risk of an accidental introduction of invasive non-native pests or diseases.

- **Statutory Plant Health Notices (SPHN)**

Trees that are infected with a pest or disease must be felled if a Statutory Plant Health Notice (SPHN) is received instructing to do so. Surrounding trees and shrubs may also need to be felled. The notice will specify what needs to be done and when. Receipt of an SPHN does not mean an offence has been committed, however failure to comply with the requirements of a SPHN can result in enforcement action. It is important to note that protected species protected area and protected tree permissions and requirements can still apply.



Further information on this topic can be found on the Government's website:

[How biosecurity can prevent the introduction and spread of tree pests and diseases - GOV.UK](#)

4.12 Pest control

The default position is that pest control activities should not be undertaken internally. Reputable pest control companies should always be contacted. In most cases these companies will already possess appropriate wildlife licences and may be able to offer alternative deterrents and specialist solutions.

It is important to note that all wild birds are legally protected. This includes common 'nuisance species' such as gulls and pigeons.



Further information on this topic can be found at:

- [Pest control on your property - GOV.UK](#)
- [Pest control - Cornwall Council](#)



4.13 Safety critical work

In exceptional cases, where avoiding harm or disturbance to wildlife is not possible, there are certain exemptions in the 'Wildlife and Countryside Act' and certain licences that permit otherwise illegal activities.

[Wildlife licences](#) are typically required to resolve safety matters where activities are likely to disturb, or harm protected species. However, unforeseen emergency works that need to take place urgently for public safety reasons might not allow the time required for a licence to be obtained.

Acting without consents or licences is only likely to be justifiable where there is a serious and immediate threat to life and where all other alternative options (such as closures, fencing and warning signs) cannot resolve the problem satisfactorily.

Ideally, an ecologist should be in attendance during the emergency work to provide guidance as necessary. If it is not possible to contact anyone (for example: out of office hours), all details of the works and reasonable mitigation measures taken to avoid harm must be thoroughly recorded as they may need to be passed on to authorities and regulators retrospectively. In this scenario, the following information should be documented:

- The condition of the tree or structure and why urgent emergency safety work was necessary.
- The nature of the known or suspected protected species habitat or resting places.
- Details of any protected species seen, including species (if known).
- Mitigation measures used to minimise harm.
- The details of any wildlife casualties.

If a tree is to be felled, then 'soft felling' is recommended, where tree limbs are cut separately and lowered gently, in a controlled manner to ground level. In this scenario, each section should ideally be laid on the ground with holes and cracks facing upward overnight to allow any wildlife a chance to escape.

5. ROLES AND RESPONSIBILITIES

Anyone working on behalf of CHL has a duty to protect and enhance biodiversity in accordance with the principals this standard. Specific requirements are determined by each business area, however some of the key roles and responsibilities are summarised below:



- **Directors & Heads of Services**

- Ensuring the principles of this standard are followed within areas of responsibility.
- Ensuring suitable and sufficient resources are available and allocated to manage biodiversity in accordance with legislation and best practice.

- **Environmental Compliance Manager**

- Providing strategic support on biodiversity related matters.
- Investigating and pursuing innovative nature initiatives and partnership.
- Monitoring, reviewing, and reporting biodiversity related performance.

- **Ecological Consultants**

- Undertaking ecological surveys.
- Producing PEA and/or EclA reports.
- Applying for protected species licences.
- Applying for a protected area consent.
- Providing technical advice.
- Developing mitigation plans.

- **Surveyors, Supervisors & Managers**

- Possessing awareness of ecological processes.
- Knowing when to seek specialist ecological support and advice.
- Following ecologist advice and complying with all licencing conditions.
- Managing operations in a way that prevents harm to wildlife and habitats.
- Developing suitable and sufficient risk assessments and method statements for work activities.
- Communicating risks, methods and expectations to operatives and contractors.
- Escalating and reporting all ecological issues, incidents, and near-misses in a timely manner.

- **Operatives & Other Employees**

- Working to the standards and expectations outlined by the site supervisor or site manager.
- Undertaking activities as instructed in accordance with risk assessments and method statements.
- Reporting all incidents and near-misses to supervisors and managers as soon as possible.
- Stopping working if protected species or their habitats may be disturbed or harmed.



- **Contractors**
 - Preventing harm to wildlife or habitats and working in accordance with the standards and expectations outlined by CHL.

6. TRAINING AND COMPETENCY

CHL is committed to developing, maintaining, and deploying competent personnel to support its nature related activities. Specific requirements are determined by each business area, however some of the key training and competency expectations are summarised below:

- **All Employees**

Will receive basic general ecological awareness as part of induction processes. Regular briefings and circulars will be provided on biodiversity related topics throughout the year and where relevant, additional specific training will be provided.

- **Environmental & Ecological Specialists**

Will possess and retain appropriate technical competency qualifications and professional memberships.

7. INTERESTED PARTIES

Key regulatory bodies for wildlife and habitat related activities include:

- **Natural England (NE)**

This executive non-departmental public body of the Department for Environment, Food & Rural Affairs (DEFRA) has responsibility for conserving and enhancing the natural environment. It oversees protected species licensing and protected areas, such as Sites of Special Scientific Interest (SSSI).

- **Police National & Local Wildlife Crime Units**

Wildlife crime is any activity that goes against legislation protecting the UK's wild animals and plants. It can cause pain and suffering to animals, push species closer to extinction, and can be linked to other serious organised crime.



- **Animal and Plant Health Agency (APHA)**

This executive agency of the Department for Environment, Food & Rural Affairs (DEFRA) has responsibility for safeguarding animal and plant health for the benefit of people, the environment and the economy. This includes identifying and controlling endemic and exotic diseases and pests in animals, plants and bees, and overseeing surveillance of new and emerging pests and diseases.

- **Forestry Commission**

The Forestry Commission is the government department responsible for protecting, expanding and promoting the sustainable management of woodlands. In addition to deterring the illegal felling of trees, the commission oversees timber in breach of plant health regulations and works closely with the Animal and Plant Health Agency (APHA) to control tree pests and diseases.

- **Local Authority (Cornwall Council)**

Local authorities have safeguarding duties for wildlife when assessing planning applications and additionally oversee Local Nature Reserves, Tree Preservation Orders and Protected Hedgerows. In recent years, Cornwall Council has declared an 'Ecological Emergency' recognising the need for urgent action to address the local and global biodiversity crisis.

Other interested parties may potentially include Contractors, Conservation Groups, Non-Governmental Organisations (NGOs), Parish Councils, Local Residents and Landowners.

8. MONITORING AND REPORTING

8.1 Near misses and incidents

CHL's definition of non-compliance is "any incident which has the potential to result in a potential breach of legislation or regulatory standard, or which causes a risk to the environment". All non-compliance issues will be reported and escalated as soon as possible, and no later than 24 hours after the incident occurred or becoming aware of it.

Any non-compliance issue identified at an operational level will be formally reported to the Head of Asset Management in the first instance, who will agree an appropriate course of corrective action with the Environmental Compliance Manager and report details of the same to the ELT.



In cases of serious non-compliance, ELT and CHL Board will consider whether it is necessary to disclose the issue to Council, prior to a disclosure to the Regulator or any other relevant organisation such as the Health and Safety Executive.

Trends and root causes will be analysed to ensure effective corrective action which prevents reoccurrence.

All wildlife/habitat related near misses and incidents must be recorded on the internal incident reporting system Entropy

Near Miss:	Incident:
<p>Event which happened but did not cause environmental harm or damage.</p> <p>Biodiversity example: Rare Orchid is unexpectedly discovered while strimming and narrowly avoided.</p>	<p>Event which happened and resulted in environmental harm or damage.</p> <p>Biodiversity example: Protected species habitat accidentally damaged by work activities.</p>

8.2 Audits and inspections

Documented internal audits and inspections will be undertaken by the environmental compliance team, operational managers, and site supervisors. All business areas will be reviewed at least annually, with additional oversight for higher risk activities or locations.

Regular third-party audits will additionally take place. CHL reserves the right to undertake audits of external contractors.

8.3 Key performance indicators

CHL will report comprehensive key performance indicators (KPIs) for environmental management. The Senior Leadership Team will be notified on a monthly basis of the following.

- No. of environmental non-conformities
- No. of environmental incidents and near misses



CHL will report annual data on the following waste key performance indicators:

Indicator	Metric
Land managed for nature	%
Number of trees managed by CHL	No.
Herbicide chemicals used	Litres
Number of sites treated for invasive plants	No.

9. DOCUMENT REVIEW

This document may be reviewed at any time at the request of either staff or management but will automatically be reviewed twelve months from initial approval unless organisational changes, legislation, guidance or non-compliance prompt an earlier review.

10. APPENDIX – GUIDANCE ADVICE NOTES

The following guidance advice notes are available to CHL employees through Sharepoint.

- [Badgers](#)
- [Bats](#)
- [Biosecurity](#)
- [Bird nesting season](#)
- [Birds](#)
- [Dormice](#)
- [Hemlock](#)
- [Invasive plants](#)
- [Protected areas](#)
- [Protected plants](#)
- [Reptiles](#)

