



We don't just maintain land **we improve it**

From weed suppression to fire management, HSL Site Services provides large-scale, sustainable land management services that protect infrastructure and support compliance.



About HSL Site Services

Managing large areas of land isn't just about keeping sites tidy - it's about protecting people, infrastructure, and the environment.

Government agencies, utilities, and businesses face increasing pressure to meet compliance standards, control invasive weeds, and reduce fire risk, often with limited time and resources. HSL Site Services helps solve this challenge.

Originally established in 2019 as HSL Garden Care, we have grown into a full-service land management partner, trusted by mining companies, utilities, and councils. We are now a leading provider of land, vegetation, and bush regeneration services across Newcastle, Lake Macquarie, Port Stephens, and the broader Hunter Region.

Operating in both urban and remote settings, our team delivers projects in infrastructure corridors, industrial sites, and ecologically sensitive zones.

Our team provides reliable, scalable solutions that take the stress out of vegetation management, ensuring our clients' sites stay safe, accessible, and environmentally compliant.



What sets us apart

When clients choose HSL Site Services, they're choosing a family-owned and operated business where every contract is personal. We are responsive, accountable, and focused on delivering results that make a real difference on the ground.

- **Direct management oversight:** Every project is personally overseen by our owners, ensuring quality, clear accountability, and a direct line of communication.
- **Rapid response and flexibility:** Our crews can mobilise within four hours, scaling resources quickly to meet urgent or changing needs.
- **Tailored approach:** No two sites are the same. We adapt our work plans, equipment and techniques to suit the unique challenges of each location - from steep slopes to ecologically sensitive zones.

- **Qualified and trusted team:** Our staff are fully accredited, experienced and supported with ongoing training and qualifications, giving you confidence that every job is delivered safely and professionally.
- **Commitment to sustainability:** We reduce chemical use wherever possible, compost green waste, and invest in battery-powered equipment to minimise emissions and noise.
- **Proven safety culture:** With two lost time injuries (LTI) and no medically treated injuries (MTI) in six years, we maintain a strong safety record through robust WHS systems, toolbox talks and continuous improvement.
- **Transparent reporting:** Every job is logged, photographed, and reported through ServiceM8, giving you real-time visibility and clear documentation for compliance.

With specialist plant machinery like the Green Climber slope mower, tractor mulchers and a fully equipped fleet, we combine the professionalism of a large contractor with the care and pride of a family business.



The people behind the work

Behind every successful project is a highly skilled and motivated team. HSL Site Services is led by an experienced management group who combine operational knowledge with hands-on field skills, ensuring every job is supervised and delivered to the highest standard.

All staff are fully insured and accredited, including ChemCert certification for herbicide and chemical application, chainsaw and machinery operation tickets and regular training to maintain currency. Our accreditation and safety systems ensure we meet the strictest compliance standards demanded by government and large-scale commercial clients.

Management Team



Luke Baker:
Operations / Contract Manager and
Emergency Contact

Luke has more than a decade of experience in vegetation management and holds a Landscape Trade and Certificate II in Horticulture, with ongoing studies in Certificate III Conservation & Ecosystem Management. As Operations and Contract Manager, Luke is both the strategic lead and the first point of contact for our clients, providing business leadership and hands-on oversight across every project. His 24/7 availability ensures rapid response to urgent issues and after-hours requests.



Jamie Dean:
Supervisor and Field Technician

Jamie oversees day-to-day field operations, coordinating crews and ensuring works are completed safely, efficiently and in line with project requirements. She brings extensive on-ground experience and holds ChemCert, White Card, Chainsaw, first aid and many other certificates.

Team Leaders

Our Team Leaders bring deep expertise in their respective fields, ensuring every project is guided by technical knowledge and practical experience.



Daniel Menne
Bush Regeneration Team Leader

Daniel's background in ecological restoration ensures sensitive sites are treated with care. His expertise helps protect endangered species, restore native vegetation, and guide crews through compliance-sensitive environments.



Lachlan Fray
Land Management and Grounds Team Leader

Lachlan's qualifications in parks and gardens underpin his ability to deliver high standards in amenity maintenance, large-scale vegetation control and grounds presentation.

Field Teams

Our trained field crews are the backbone of our operations. They are fully inducted, accredited and equipped to carry out a wide range of tasks safely and efficiently - from brushcutting and spraying to mulching, planting and mechanical vegetation control.

Many of our team members are currently completing formal qualifications such as Certificate III in Conservation and Ecosystem Management, reflecting HSL Site Services' investment in developing a skilled, future-ready workforce. By combining experienced team leaders with committed crew

Subcontractor Network

To extend our capacity, HSL Site Services works with a network of trusted local subcontractors, including Alpha Clearing for forestry and tree lopping services, and Sky Land Management for licensed drone spraying. These partners are fully inducted into our WHS systems and reporting processes, ensuring seamless integration with our internal operations.

This structure allows HSL to field up to three operational crews per day, providing the flexibility to deliver multiple projects simultaneously or respond rapidly to urgent client requests.

Land and Vegetation Management

Keeping sites safe, accessible and compliant

Uncontrolled vegetation, weeds and unmanaged land can create compliance risks, fire hazards and safety issues. HSL Site Services proactively manage these risks, delivering integrated solutions that meet environmental and operational objectives.

Every project begins with a tailored work plan that considers site constraints, environmental sensitivities and compliance requirements. Our crews are trained to work in high-risk environments, including Endangered Ecological Communities (EECs), riparian corridors, and water catchments, applying techniques that are both effective and environmentally responsible.



Our capabilities include:

- **Brush cutting and manual weed control:** Skilled crews using brushcutters, hand tools and manual methods to manage weeds without harming native vegetation.
- **Weed management and herbicide application:** Targeted suppression programs using cut-and-paste, basal barking, DiBak capsules, wick wiping and precision herbicide spraying.

Mechanical control and slashing: Tractor slashing, mowing (including slope mowing with our remote-controlled Green Climber) and large-scale vegetation control programs.
- **Vegetation control:** Clearing and managing overgrown vegetation, asset protection zone (APZ) maintenance and fence-line vegetation management to improve access, safety and compliance.
- **Land contouring and sediment control:** Grading, soil stabilisation and erosion management to protect sensitive sites and waterways.
- **Restoration and landscaping:** Civil works to restore disturbed sites, install retaining walls, re-establish gardens and create landscaped areas that improve amenity and safety.
- **Aerial drone spraying:** Deployment of subcontracted drone spraying for hard-to-reach or high-risk zones.
- **Seeding, watering and planting:** Direct seeding, tube stock planting, watering schedules and mulching to encourage successful establishment of vegetation.
- **Woodchip mulching and garden re-establishment:** Application of mulch to suppress weeds, retain soil moisture and improve aesthetics.
- **Chain sawing and pruning:** Removal of hazardous trees, deadwood and overhanging branches, including under powerlines and near structures.
- **Remote-controlled and specialist equipment:** Use of remote-controlled slope and tractor-mounted mulchers to safely manage dense vegetation in steep or hazardous terrain.
- **Certified chemical and herbicide practices:** All herbicide, boom, aerial and drone spraying work is undertaken by ChemCert-certified operators, following approved safety, environmental, and regulatory protocols.

We are experienced in working on complex sites - where terrain, access, environmental sensitivity and regulatory oversight demand more than a standard approach. From industrial corridors to steep slopes and sites with threatened ecological values, we tailor our methods - and deploy the right equipment, to ensure safety, compliance and high performance.

Our ability to mobilise up to three crews per day, combined with rigorous job tracking through ServiceM8 and comprehensive photographic reporting, ensures projects are delivered efficiently and transparently.

Habitat Restoration, Fauna Management and Fire Management

Restoring healthy ecosystems

Restoring native habitat is one of our core passions. When weeds take over, native biodiversity suffers. We prepare sites through weed control, brush cutting and soil stabilisation, followed by tube stock planting and mulching. We use fertiliser tablets and guards to support early growth and provide ongoing watering and maintenance.

HSL Site Services helps reclaim and restore sites so native species can thrive. By giving native flora the best opportunity to regenerate, we create conditions that support biodiversity and long-term ecological health.

- **Site preparation works:** Clearing competing weeds, brush cutting and soil preparation.
- **Direct seeding and tube stock planting:** Using native species appropriate to site conditions, supported by fertiliser tablets and guards to encourage growth.
- **Mulching and soil stabilisation:** Application of mulch, jute matting and coir logs to retain soil moisture and prevent erosion.
- **Maintenance and monitoring:** Watering, follow-up weed control, and regular survival assessments to ensure establishment success.
- **Sensitive site weed management:** Manual methods and low-toxicity herbicides where needed to avoid impact to threatened flora and fauna.

Protecting wildlife and operations

Unmanaged fauna can create hazards for both people and animals. We recognise the need to protect native fauna and flora during all works. Where threatened flora species are present, we demarcate exclusion zones and preference manual removal methods over chemical treatments. Our supervisors conduct ecological checks before works commence and brief crews to ensure compliance with site-specific requirements.

HSL Site Services is focused on implementing ethical fauna management programs to minimise risk and protect biodiversity.

Our restoration projects routinely achieve high survival rates - up to 90% in some sites, and deliver visible ecological improvement over time.

Clients Testimonials

Centennial Coal

HSL Site Services are an excellent company that we would comfortably recommend for other businesses. They are contracted to undertake a variety of vegetation management works which are all completed to a high standard. We appreciate their commitment in meeting complicated obligations to satisfy mining regulations, particularly in regards to safety and equipment specifications. There is always oversight and supervision maintained for the duration of any contracted work to manage quality and address safety risks. HSL Site Services are easy to schedule and communicate with, and administrative tasks are completed in a timely manner. It is clear that the company has a positive working culture as the employees are all motivated and demonstrate pride in their work. We hope to work with them for many years into the future.

Kieran J. Fiatarone

Environmental & Community Coordinator
Centennial Coal

Fassifern Public School

During my time as Secretary of Fassifern Public School Parents and Citizens Association (2021-Ongoing), HSL has been generous in donating funding, resources and services to the P & C to support the wellbeing and education of students. HSL has supported

- School gardening initiatives,
- Design and resources for our annual entry into the school sustainability gardens for the LMCC Living Smart Festival
- Funding for, design and support in adding a crucial retaining wall for the school cola
- Multiple various donations to a variety of causes over the years
- HSL is a valued and generous contributor to our school environment.

Katie Harvison

Secretary, Fassifern P&C



Centennial Coal

Sustainability and WHS

Supporting a sustainable future

Sustainability is no longer optional, it's a requirement. Government agencies, utilities and commercial operators face strict environmental obligations and growing community expectations to reduce emissions, minimise waste and care for natural ecosystems.

At HSL Site Services, sustainability isn't a side project - it's embedded in everything we do. From the way we plan and deliver projects to the equipment we use and the suppliers we choose, we actively reduce the environmental footprint of every job. Our commitment to sustainable practices includes:

- **Local procurement:** We source more than 90% of our materials, plants, herbicides, PPE and equipment locally, supporting the Hunter region economy and reducing freight emissions.
- **Low-impact weed control:** We minimise chemical use by prioritising mechanical and manual methods first, reserving targeted spraying for when it is the most effective and environmentally responsible option.
- **Battery-powered equipment:** Around one quarter of our handheld fleet is battery-powered (including hedgers, chainsaws and knapsacks), reducing fuel consumption and site emissions by up to 15% and lowering noise impacts in sensitive areas.
- **Closed-loop waste management:** Over half of green waste from projects is composted and reused to improve soil health, reducing landfill and supporting site regeneration.

Smart scheduling: We group jobs geographically to reduce unnecessary travel and further cut emissions.

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Future-focused initiatives

We are committed to going further. Plans are in place to:

- Transition our depot to solar power to further cut carbon emissions.
- Expand our battery and electric equipment fleet.
- Explore AI-based tools to improve scheduling, reporting, and weed identification, delivering even more efficient and sustainable outcomes for our clients.

By working with HSL Site Services, clients can demonstrate their own commitment to sustainability - with clear evidence of reduced emissions, improved waste outcomes, and responsible land management practices.

Keeping people safe

Safety is one of the most important measures by which our clients judge performance - and it's one of the things HSL Site Services does well. Our WHS systems are designed to protect our people, our clients and the community, ensuring that every job is completed without incident and in full compliance with legislative requirements.

Every project begins with a thorough risk assessment and the development or review of Safe Work Method Statements (SWMS). Our crews then participate in toolbox talks and 'stop, look, assess, manage' (SLAM) assessments before starting work each day, so risks are identified and managed proactively. Our WHS approach includes:

- **Strong safety record:** Zero LTIs and two MTIs recorded in six years of operation - an industry-leading result.
- **Comprehensive SWMS:** Covering all high-risk activities including spraying, chainsaw use, slope mowing and manual handling.
- **Inductions and compliance:** Damstra registration and induction for all staff and subcontractors before they step on site.
- **Use of specialist equipment:** Remote-operated machinery to reduce manual handling risks and improve operator safety.
- **Training and refreshers:** Ongoing staff training ensures tickets, certifications and knowledge remain current.
- **Job rotation and fatigue management:** Task rotation helps minimise strain and keeps crews alert.
- **Continuous improvement:** Weekly inspections, incident reporting and follow-up actions ensure our WHS systems stay up to date and effective.
- **Transparent reporting:** Near-100% compliance with photographic job records, pesticide logs and incident notifications.

Our safety record speaks for itself - we consistently deliver projects with zero lost time injuries and maintain a culture where safety comes first.

Projects

Proving our results

Our clients trust us with some of the region’s most challenging and high-risk sites, from mine leases and water catchments to infrastructure corridors and public reserves. Each project we deliver is an opportunity to reduce risk, restore ecological balance and keep operations running safely and compliantly.

The following examples highlight our ability to:

- Deliver large-scale vegetation management programs across multiple sites.
- Adapt quickly to fluctuating workloads and unforeseen constraints.
- Manage concurrent projects while maintaining quality and safety.
- Provide clear, transparent reporting and stay within budget.

These case studies demonstrate the results we achieve and the value we deliver as a reliable, responsive partner.

Centennial Coal | Weed Management Program

- **Scope:** Multi-site weed suppression programs across several Hunter Valley mine leases, targeting lantana, crofton, pampas and other declared species.
- **Methodology:** Site inspections, tailored weed management plans and scheduled crews via ServiceM8. Daily photo updates and pesticide logs provided for compliance.
- **Achievements:** Thousands of m² of infestations treated, sites returned to regulatory compliance, supporting lease relinquishment. Zero LTIs or MTIs recorded.
- **Cost Management:** Delivered under fixed day-rate model with weekly reconciliation. Variations pre-approved, ensuring full budget transparency.

Centennial Coal | APZ & Maintenance Works

- **Scope:** Regular APZ establishment, vegetation clearance and slope mowing to reduce fire risk and maintain access.
- **Methodology:** Scheduled maintenance cycles, use of Green Climber slope mower for safety and before/after photo reporting via ServiceM8.
- **Achievements:** All APZs maintained to legislative standards, bushfire risk reduced, wet-weather delays managed without missing compliance deadlines.
- **Cost Management:** Progressive invoicing and site meetings kept the project on budget. Green Climber use reduced manual labour hours, saving costs.

Hunter Water | Pine Eradication Program

- **Scope:** Pine eradication in Grahamstown Dam West Catchment, including DiBak capsule application, follow-up monitoring and weed control.
- **Methodology:** GPS-enabled data capture and digital mapping integrated into Hunter Water’s GIS. Strict adherence to catchment protection protocols.
- **Achievements:** 80% kill rate confirmed, catchment integrity maintained, detailed photographic and GIS reporting provided.
- **Cost Management:** Delivered within purchase order amount; efficiencies achieved through targeted treatments and reduced rework.

Delta Electricity | Vales Point Remediation

- **Scope:** Urgent remediation of vegetation after contractor failure, including slashing, slope mowing, spraying and mulching.
- **Methodology:** Rapid mobilisation, logical sequencing of works to minimise rework and transparent progress reporting.
- **Achievements:** Site restored to compliance on time, with commendation for presentation standards and zero incidents.
- **Cost Management:** Delivered within budget; specialist equipment and sequencing reduced overall costs compared with previous contractors.





HSL Site Services

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Protecting land, people and the environment - safely, sustainably and on time.