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## Environmental and Social Sustainability Policy

### Our environment

Kosciuszko Thredbo Pty Ltd (KT) operates in one of Australia's most beautiful and sensitive natural settings. The alpine and subalpine environments of Thredbo have international conservation significance and are valued by all Australians.

Within this landscape, Thredbo Village has evolved to become a vibrant and diverse community. The village atmosphere and facilities attract year-round visitation. The village provides the social infrastructure which underpins all of our seasonal and year-round activities.

### Our goals

These natural and social resources provide KT with a major strategic advantage in its business activities at Thredbo. This privilege also carries a responsibility for wise management. We are committed to achieving and maintaining a leading position in sustainable alpine resort management.

We are committed to pursuing ecological and social sustainability in all of our activities which affect both the natural environment and the community. We aim to maximise the opportunity to assist in education of all staff and community members in identification, documentation and management of sites of environmental significance and cultural heritage, and carefully manage the impacts of tourism on these sites.

Under our stewardship, the natural, cultural and social values of Thredbo will be conserved or improved for the use and enjoyment of future generations.

Among other things, this means:

- preventing and minimising air, water and land pollution, including greenhouse gas emissions;
- avoiding and minimising waste, moving toward zero landfill waste where this is technically feasible;
- avoiding and minimising environmental degradation from soil disturbance, introduced plants and animals, and habitat loss;
- rehabilitating degraded sites and controlling degrading processes;
- nurturing the local economy and community well-being by providing high quality services and facilities, employing local staff within all levels of the organisation, and purchasing local goods and services for operational and construction activities wherever possible;
- maintaining a participatory management approach and encourage staff to contribute to tourism related environmental, social, cultural, and economic (ESCE) management aspects and directions while ensuring equal opportunity for all employees, community members, and guests.

To help Thredbo achieve the above, the following goals have been set:

- Divert 50% of waste from landfill by 2023.
- Offset 100% of the greenhouse gas emissions caused by the generation of electricity used in the resort operations by using an officially recognised and certified carbon abatement scheme by 2023.
- Reduce water use by 25% over 2011-12 levels (excluding snow making) by 2023.

We are committed to meeting all legal, policy and lease responsibilities in relation to the Thredbo environment and the community. These include requirements arising from planning, environmental protection, hygiene, occupational health and safety, and employment legislation.

## Our strategy

We will use a comprehensive Environmental Management System (EMS) to coordinate and evaluate each of our key areas of business activity. The EMS will:

- be based on a thorough understanding of environmental and social conditions and the impacts arising from our activities, with regard to seasonal fluctuations of visitor numbers and associated environmental impacts;
- define our legal and other responsibilities;
- complement the interests, objectives and activities of relevant government departments and other stakeholders;
- contain clear objectives and quantitative targets for measuring environmental performance in each of our operational sectors;
- establish a system to monitor, record, analyse and publicise environmental performance;
- define an appropriate operational structure for implementing the EMS, including roles and responsibilities, communications pathways, target timeframes and training programs.
- involve the broader community in the identification of environmental, social, cultural, and economic outcomes;
- support the education of businesses and the community in order to help raise awareness of their responsibility to help achieve sustainability targets developed from Thredbo's EarthCheck benchmarking performance;
- Ensure an ethical and non-exploitive environment for businesses, staff, suppliers, and the broader community is maintained;

All levels within KT team will endorse, understand and be actively involved in implementing the EMS.

## Measuring our performance

Our environmental and social performance will be reviewed annually against the objectives and targets specified in the EMS. We have embraced a philosophy of continual improvement to achieve and maintain our performance targets.

KT uses accreditation under the International EarthCheck program to achieve and demonstrate sustainable management. This process has continued with the benchmarking of our operations under the Destination Standard and annual onsite auditing since 2017. Year on year KT has met the requirements for Bronze, Silver, and most recently, Gold Certification, completing our goal to achieve this milestone by 2022.

EarthCheck Destination Standard Benchmarking Indicators will be measured and reported annually to EarthCheck. We will endeavour to maintain our performance at or above EarthCheck Best Practice Level. If our performance against any indicators falls below Best Practice Level, we will strive to improve our performance from year to year. We will communicate the aims of the EarthCheck Program and our benchmarking performance to all employees and other stakeholders including the broader community.

The KT Environmental and Social Sustainability Policy and our annual EMS reviews will be made available to all staff and the public.

This Environmental and Social Sustainability Policy will also be reviewed annually to ensure that it continues to reflect our views on environmental management and any changes in legislation or EarthCheck policy.

## Working together

We acknowledge that KT does not operate in isolation. We will actively encourage resort guests, suppliers, village retailers and sub-lessees to develop and implement complementary environmental policies. While our EMS is predominantly focused on KT's operations, we note that our sub-lessees are also obliged to comply with any reasonable request made by KT. This may include requests to assist our compliance with some components of the EMS. KT actively engages with the NSW National Parks and Wildlife Service to assist in the environmental management of Thredbo.

To assist KT in meeting sustainability targets, this policy has been developed with reference to the Kosciuszko National Park Plan of Management, the Asia Pacific Economic Corporation / Pacific Asia Tourism Association code for sustainable tourism, and the World Tourism Organisation's Global Code of Ethics.

This policy has been endorsed by:



Stuart Diver  
General Manager



Euan Diver  
Environmental Services Manager