

Kosciuszko Thredbo Human Rights Report FY 2019/20

Gender Equality

Workplace Policies

Our Workplace Policies are in line with the UN Universal Declaration of Human Rights. We have a range of policies in place to support human rights within our business.

Policies include but not limited to;

- Anti-Sexual Harassment Policy (December 2019)
- Anti-Bullying Policy (December 2019)
- Anti-Discrimination and Anti-Harassment Policy (December 2019)
- Family & Domestic Violence at Work Policy (December 2019)
- Whistleblower Protection Policy (March 2020)
- Workplace Gender Equality Policy (February 2018)

Female Representation in Leadership (%)

Kosciuszko Thredbo (KT) reports annually to the Workplace Gender Equality Agency and has been recognised as being compliant with the *Workplace Gender Equality Act 2012* (Act).

Kosciuszko Thredbo (KT) is committed to achieving gender balance across the entire organisation, below is the representation within our leadership roles;

- 71% of Senior Management positions are held by males, compared to 29% female representation. It should be noted that the majority of these Senior Management positions held by males are in traditionally male dominated career disciplines including engineering, environmental services, IT, Snow Sports and on-Mountain management.
- Female representation in KT's Department Manager organisational grade increased during the winter 2019 to summer 19/20 by 3%.

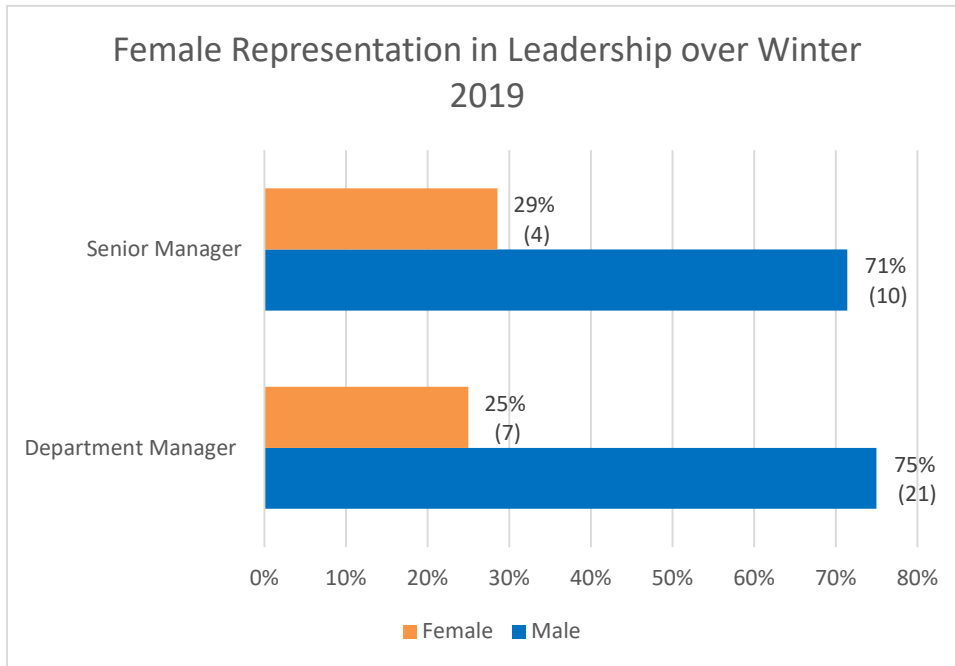


Figure 1.

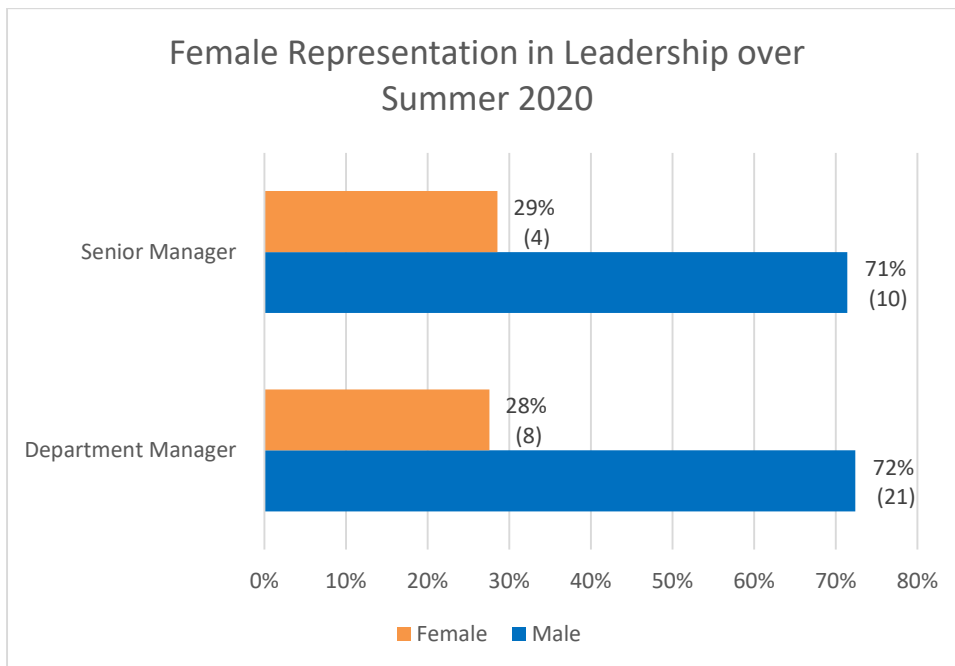


Figure 2.

Gender Pay Gap (%)

The Gender Pay Gap is based on the number of male and female staff in the same organisational grade and performing work of similar value. Those within organisational grades 1 and 2 are paid accordingly as per the relevant pay instrument either Alpine Resorts Award 2020 or Kosciuszko Thredbo Engineering Trades Enterprise Agreement 2016. As such, no gender pay gap exists at this level of the organisation.

The average Gender Pay Gap for KT employees is **11.95%**. This is skewed by the majority of the KT Senior Leadership team comprising highly skilled and specific trade oriented roles.

This is lower than the Australian National Average gender pay gap, which as of May 2020 was 14.0% (Source: Australian Government, Workplace Gender Equality Agency).

Discrimination and Harassment/Diversity and Inclusion

Discrimination

KT does not discriminate based on Race, sex, colour, nationality or social origin, ethnicity, religion, disability, sexual orientation or expression of political opinions. KT does not collect data on staff race, colour, ethnicity, religion, disability, sexual orientation or expression of political opinions during recruitment. Nationality is recorded during onboarding to verify legal work rights.

- 27.8% of staff employed during winter 2019 and 4.8% of staff employed during summer 2019 were non-Australian residents. This difference is largely due to the unique skill set required for KT’s winter operations. These include cat drivers, snow makers and ski snow sports instructors.
- Non-Australian residents employed during winter 2019 were from 29 different countries, breakdown in figure 3.

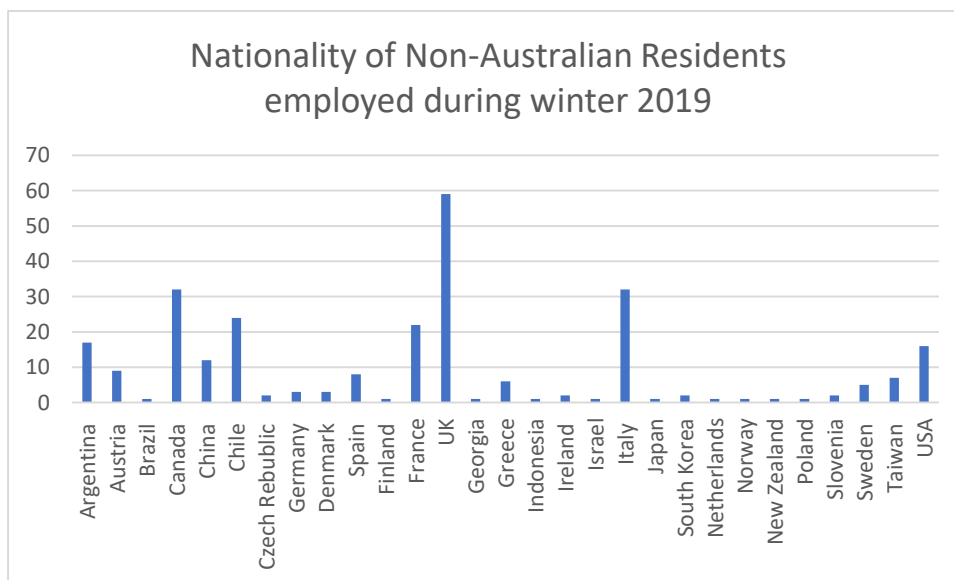


Figure 3.

Harassment

Formal complaints made by a staff member relating to Harassment or Discrimination are taken very seriously. KT have several Policies that define harassment and discrimination and outline a grievance procedure, with actions that will be taken by KT.

These policies include;

- Anti-Bullying Policy, Reviewed December 2020
- Anti-discrimination and Anti-Harassment Policy, Reviewed December 2020
- Anti-Sexual Harassment Policy, Reviewed December 2020.

Over the 2019/20 financial year there were 3 staff reports relating to alleged instances of Harassment. The grievance process was followed and these complaints have been investigated and appropriately resolved.

Staff Safety and Wellbeing

Staff Injuries

During 2019/20 FY there were 200 workers compensation notifications lodged. Of these 200 notifications, 88 were notifications only, with 112 resulting in actual claims materialising.

Lost time injury frequency rate (LTIFR) calculated using the workers compensation figures divided by total hours worked was 173.6 ($112/645168.81 \times 1,000,000$) in the 2019/20 FY.

Minimising Risk

WHS Manager undertakes an annual Safety Management System Audit to identify strengths and weaknesses across the business.

Workers Compensation

All workers compensation claims are managed centrally within KT's Human Resources department. The Return to Work Coordinator (RTWC) completes the initial report to the insurer and directly communicates with the medical provider, insurer, employee manager, and employee to ensure all legal responsibilities are adhered to and the needs of the employee are met to reach recovery. Furthermore, the RTWC works with the WHS Manager to identify and reduce potential re-occurrence to other employees.

Staff Training:

At the commencement of employment all new staff complete an online induction and all staff completed a COVID safe online training program. Human Resources maintains records of completion of the above training and inductions. Each area of the business completes department specific training and inductions to maintain competency and legal requirements. Each department maintains records of these internally. In addition, every two years, senior managers within KT attend legal compliance training that provides further training and guidance to managers and leaders within the business on topics relating to employees and their respectful treatment during their employment.