



# Sustainability Report

Kosciuszko Thredbo Pty Ltd - Thredbo Resort



2024-25

Thredbo sits on the traditional land of the Monero – Ngarigo people who have looked after this land, water and community for thousands of years. We thank them for all they have done and continue to do to look after their country, a special place which we all love and respect.





# Message from Thredbo's Leaders



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At Thredbo, we are privileged to operate in Australia's most iconic alpine environment. With this privilege comes a profound responsibility - to protect, preserve and enhance the natural beauty and ecological integrity of the Snowy Mountains for generations to come. Our commitment to sustainability is not just a strategic priority, it is a core value that guides every aspect of our operations.



This Sustainability Report outlines the progress we've made, the challenges we face, and the ambitious goals we've set for the future. From reducing our carbon footprint and enhancing biodiversity to fostering community partnerships and promoting environmental stewardship, we are proud to share the steps we are taking to ensure Thredbo remains a leader in sustainable alpine tourism.

As we navigate the impacts of climate change and increasing visitor expectations, we remain steadfast in our goals to deliver world-class mountain experiences while championing a sustainable future. This report is both a reflection of our journey so far and a roadmap for the path ahead.

*Stuart Diver - General Manager*

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*Euan Diver - Environmental Services Manager*





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# Welcome to Thredbo



Nestled in the heart of the Snowy Mountains, Thredbo is Australia's premier year-round alpine resort and village operated and managed by Kosciuszko Thredbo Pty Ltd (KT). Renowned for its stunning natural landscapes, vibrant village atmosphere, and world-class outdoor experiences, Thredbo offers something for every season - from skiing and snowboarding in winter to hiking, mountain biking, and events in summer.

Located within Kosciuszko National Park, Thredbo is more than just a destination - it's a gateway to Australia's highest peak, Mount Kosciuszko, and a vital part of the region's economy, as well as ecological and cultural heritage. The resort attracts visitors from across the country and around the world, drawn by its unique blend of adventure, relaxation, and connection to nature.

As a leader in alpine tourism, KT is committed to operating responsibly within this sensitive environment. Our sustainability efforts are deeply rooted in our respect for the land, our partnership with local communities, and our vision for a thriving, resilient future.

Alongside operating an alpine resort and associated infrastructure such as accommodation, food and beverage venues, snowmaking, lifts, and leisure centre, KT acts as the de facto council for the village providing municipal services such as waste management, road maintenance, water supply and water treatment.

Thredbo village is also home to private residences, club lodges, restaurants and retail businesses that are subleased from KT. The dynamic nature of the businesses and accommodation within Thredbo create a European-style ski village with a uniquely Australian atmosphere.

# Our Sustainability Strategy



KT utilises local knowledge to implement best-practice processes, so that positive sustainability outcomes are realised. KT aligns all practices with the EarthCheck Destination Standard 3.0, the NPWS Environmental Management System (EMS) requirements, ISO 14001 Environmental Management Systems standard, Kosciuszko National Park Plan of Management, the United Nation's Sustainable Development Goals (SDGs), and World Tourism Organisation's Global Code of Ethics.

This Sustainability Report utilises data from KT's Environmental Management System (EMS), EarthCheck reporting period 01/03/2024 to 28/02/2025, and emissions data from the 2023-24 Financial Year.



## EarthCheck

EarthCheck is the world's leading sustainability assessor for the tourism and hospitality sector. We utilise EarthCheck's expertise to help Thredbo to continually improve our sustainability performance. Learn more about EarthCheck on page 10.

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## National Parks & Wildlife Service

Thredbo Resort is located within Kosciuszko National Park. KT works closely with NSW NPWS to manage the land, water and environment within the lease area.

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## ISO 14001 EMS

2025 see the first year of KT's efforts to get our Environmental Management System certified to international standards. This represents a milestone years in the making. More information about the EMS can be found on page 11.

## Targets

KT continues to utilise internal targets for our departments, alongside new Minimum Environmental Performance Standards (as outlined below) to work towards, and to be able to measure ourselves against.

### Emission Reduction Targets

In 2024, EVT Ltd set group emission reduction targets, to which Thredbo Resort is a contributing member. These targets are:

- a reduction in Scope 1 & 2 emissions of 50% by 2030, when compared to the FY23 base year, and
  - a reduction in Scope 3 emissions of 25% by 2030, when compared to the FY23 base year.
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### Internal Targets

Within Thredbo the following targets have been set to help us achieve improved environmental performance:

- Reduce Thredbo village waste to landfill per person year by 2% over 23-24 levels.
- Reduce water consumption per person year by 2% over 23-24 levels.
- Maintain yearly EarthCheck Certification for Thredbo.

Each of these targets have been achieved in the 2024-25 reporting year.

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### Minimum Environmental Performance Standards

Following the update to the Kosciuszko National Park Plan of Management, and with direction and consultation from NSW National Parks & Wildlife Service (NPWS), KT has adopted the Minimum Environmental Performance Standards indicated under the Alpine EMS Framework.

These Minimum Environmental Performance Standards include multiple goals regarding water quality, water use, energy use, waste generation, litter prevention and other aspects specific and relevant to the local environment and operation of KT. Further information on these targets is available on the NPWS website.



# 2024-25 at a Glance



## Environment

- 134 hours of weed management.
- Continued pest control program including rabbits, small mammals, cats and foxes.
- Rehabilitation and trail management – 2,400 plants planted in Thredbo.
- Continued water sampling and monitoring program.
- All staff trained in pollution incident response through industry-leading environmental e-learning module.
- Third-party ecology assessments conducted for all developments.



## Energy

- Powered by >99% renewable electricity across our operations for third year in a row.
- In FY24, KT offset 827 tCO<sub>2</sub>e of emissions from diesel and petrol usage in company vehicles and snow groomers through Greenfleet.
- 2x new complimentary EV chargers available for guests in addition to 9 existing, powered by renewable electricity.
- Continued utilisation of our 100 kW solar array at the Thredbo Leisure Centre.
- 221 staff rebates provided for public bus use over winter 2024.



## Waste

- Food organics composting in all KT-owned venues and improved availability throughout village. 21.55 tonnes of food waste composted in 2024-25.
- Installed 2 additional drinking water stations for summer mountain biking and hiking.
- Implemented a Community Recycling Hub at the Leisure Centre for “hard to recycle items” such as batteries, e-waste and stationery & office items.
- Facilitated over 50,000 containers being processed through Thredbo’s Return & Earn machine.
- 13 Recycling/Re-use streams:
  - Comingled recycling
  - Paper and cardboard
  - Food organics
  - E-waste
  - Batteries
  - Cooking oil
  - Rubber
  - Metal
  - Wastewater treatment sludge
  - Office supplies
  - Bottle caps
  - Snowsports equipment
  - Textiles (inc. uniforms)





## Community and Conservation Support

- Over \$57,500 in support for conservation
- Over \$34,000 in support to communities and charities in the local area and more widely.

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## Social

- “Rainbow Mountain” Pride weekend held in August 2024.
- Indigenous groups access/support.
- Group Reconciliation Action Plan finalised.
- Schools outreach and education.

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## Business Longevity and Diversification

- Opened Southern Hemisphere’s only Alpine Coaster, for year-round operation.
- Continued expansion of MTB trails with 1.6 km of new trails opened in 2024 and a total of over 40 km of trails.
- Snowmaking efficiency upgrades and coverage improvements.

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## Staff Training

- Thredbo Sustainability e-learning module has been developed in-house to ensure all staff understand their responsibility toward sustainability and protecting the environment including emergency spill response.
- Increasing the amount of staff trained face-to-face in hazardous substance management and spill response.



## Performance

### Water

- 368,840 kL of freshwater consumed across Thredbo Resort and village.
- 125 kL per Person Year - which is a 16.1% decrease from the 2023-24 year.

### Waste

- 429.5 tonnes sent to landfill - an 8.2% decrease when compared to 2023-24.
- recycling rate was 35.2% of the total waste mass.

### Energy

- 21,547 MJ per Person Year - an increase of 3.6% over the 2023-24 period.
- 49.7% of that energy consumption was of renewable electricity, the rest composed of LPG, diesel and petrol.



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## Key Challenges

- Challenging warm conditions in winter 2024 resulted in a shortened season and reduced visitation which impacted economic and environmental aspects.
- Two-week intense cold period increased energy use during July 2024.
- Thredbo Leisure Centre faced ongoing works to re-instate the water-sourced heat pump with the goal to reduce gas consumption for pool water heating.
- Mechanical failure of on-site composting machine resulted in a period of food organics having to be directed toward landfill before a solution was found to use the Snowy Monaro Regional Council FOGO facility.

In mid-2025, Thredbo proudly achieved its fifth consecutive Gold EarthCheck Sustainable Destination Certification; a recognition of our ongoing commitment to sustainable tourism.

EarthCheck is a globally recognised, independent sustainability assessor for the tourism and hospitality industry. Their rigorous benchmarking and auditing processes ensure that our environmental, cultural, social, and economic (ECSE) performance is accurately measured and transparently reported. Since 2012, KT has relied on EarthCheck's assessments to guide and validate our sustainability journey.

Learn more about EarthCheck [\[link\]](#)



Each year, KT submits a comprehensive set of data to EarthCheck, including metrics on fuel and electricity consumption, water usage, waste generation, and visitation levels. This data-driven approach helps us identify areas for improvement and prioritise initiatives that will deliver the greatest positive impact for Thredbo and its surrounding environment.

In addition to data submission, KT undergoes an annual third-party audit by EarthCheck. This process ensures transparency in our self-assessments and supports ongoing enhancements in key areas such as environmental protection, sustainable development, staff training, and chemical safety.

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## “Person Years”: what this means

Through the EarthCheck process, we calculate the activity measure within Thredbo. This is known as “Person Years” (PY). The process involves considering all day visitors, holiday makers, staff members and Thredbo residents for the time they spend in Thredbo and, subsequently, the impacts that they have. For example:

- in the case of a visitor staying in Thredbo for one week, there would be 52 of these visitors to make a full “Person Year” of activity and impacts.
- in the case of a full-time staff member working in Thredbo for 8 hours a day; 4.8 of these staff members would contribute to a full “Person Year”.

The PY metric is useful when comparing data such as waste production, energy consumption and water usage, while accounting for the variation in visitation both seasonally and annually.

# Environmental Management System



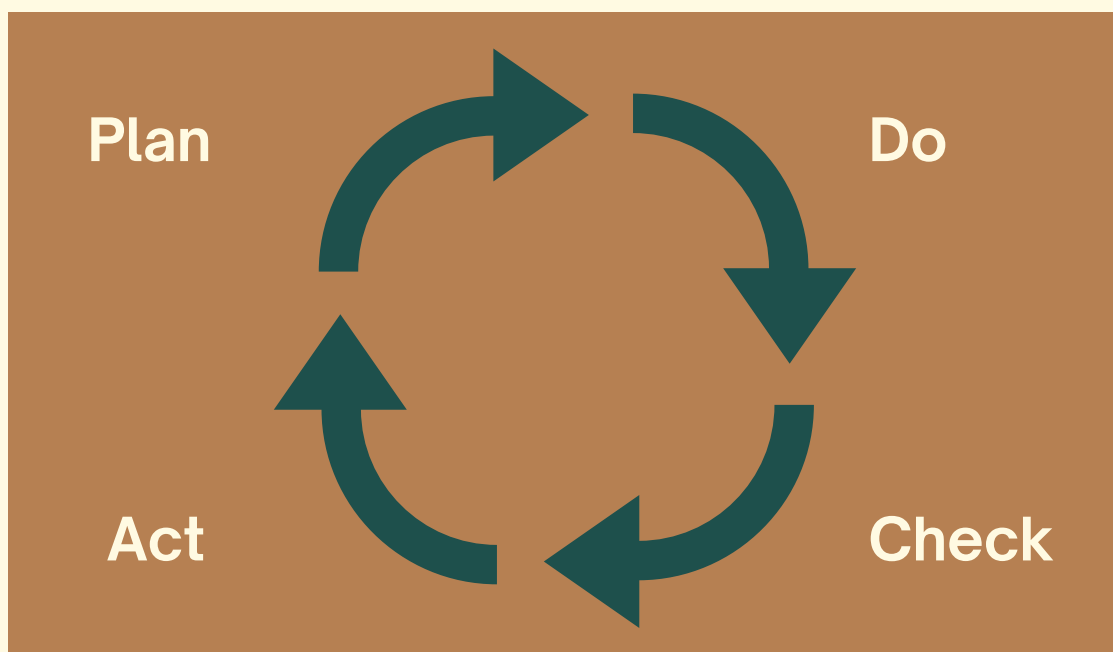
Operating within the pristine and ecologically sensitive Kosciuszko National Park, Thredbo recognises the critical importance of minimising our environmental footprint. To support this, we have maintained a comprehensive Environmental Management System (EMS) aligned with the internationally recognised ISO 14001 standard for over 20 years.

The ISO 14001 framework provides a structured approach to identifying, managing, and reducing the environmental impacts of our operations. It supports continuous improvement by setting clear objectives, monitoring performance, and integrating environmental considerations into decision-making across all departments.

Beginning in 2025, Thredbo will enhance its commitment to environmental accountability by undertaking annual third-party audits and certification to the ISO 14001 standard. This independent verification will ensure our EMS is not only robust and effective but also transparent and aligned with global best practices.

Through this process, we aim to strengthen our environmental performance, reduce risks, and demonstrate leadership in sustainable alpine resort management. The certification will also help us engage more meaningfully with stakeholders, including guests, staff, regulators, and the broader community, by providing assurance that our environmental practices meet the highest international standards.

## The EMS Process





# Emissions Footprint



Annually, KT records consumption of energy and other operations to understand our Scope 1, 2 & 3 emissions, with a view to reducing these over time in-line with EVT group targets and other requirements.

Definition of scopes:

- Scope 1 covers direct greenhouse gas emissions (“GHG”) from the burning of fuels and fleet emissions;
- Scope 2 covers the indirect emissions from the production of energy primarily electricity purchased; and
- Scope 3 covers the indirect emissions due to upstream and downstream activities required for the Group’s direct activity

EVT Ltd utilises an assurance process via KPMG to ensure that we provide the most accurate account for our emissions generation.

## Scope 1 & 2 Emissions

Outline below is a summary of KT’s Scope 1 and 2 emissions in FY24, measured in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e). In preparation for future mandatory reporting requirements for EVT Ltd, we are displaying dual reporting of Scope 2 emissions:

- Location-based emissions are calculated using the average emissions intensity of the grid on which the energy consumption occurs, for the case of Thredbo that is the NSW grid.
- Market-based emissions are calculated using supplier-specific data about the energy purchased, for example renewable electricity agreements with our electricity supplier, Red Energy.

KT’s Location-Based emissions:

- Scope 1: 1,857 tCO<sub>2</sub>e
- Scope 2: 5,795 tCO<sub>2</sub>e

KT’s Market-Based emissions:

- Scope 1: 1,857 tCO<sub>2</sub>e
- Scope 2: 0.0 tCO<sub>2</sub>e

*Scope 2 differences based upon data from EarthCheck annual reporting resulting from KT’s renewable electricity purchasing agreement*

KT is investigating methods to reduce Scope 1 emissions such as reducing LPG usage for heating by replacing/upgrading gas boilers or improving building envelope efficiency, and trialing blending of HVO (“Renewable Diesel”) products into the current diesel usage for our snow grooming fleet.

## Greenfleet Offsets

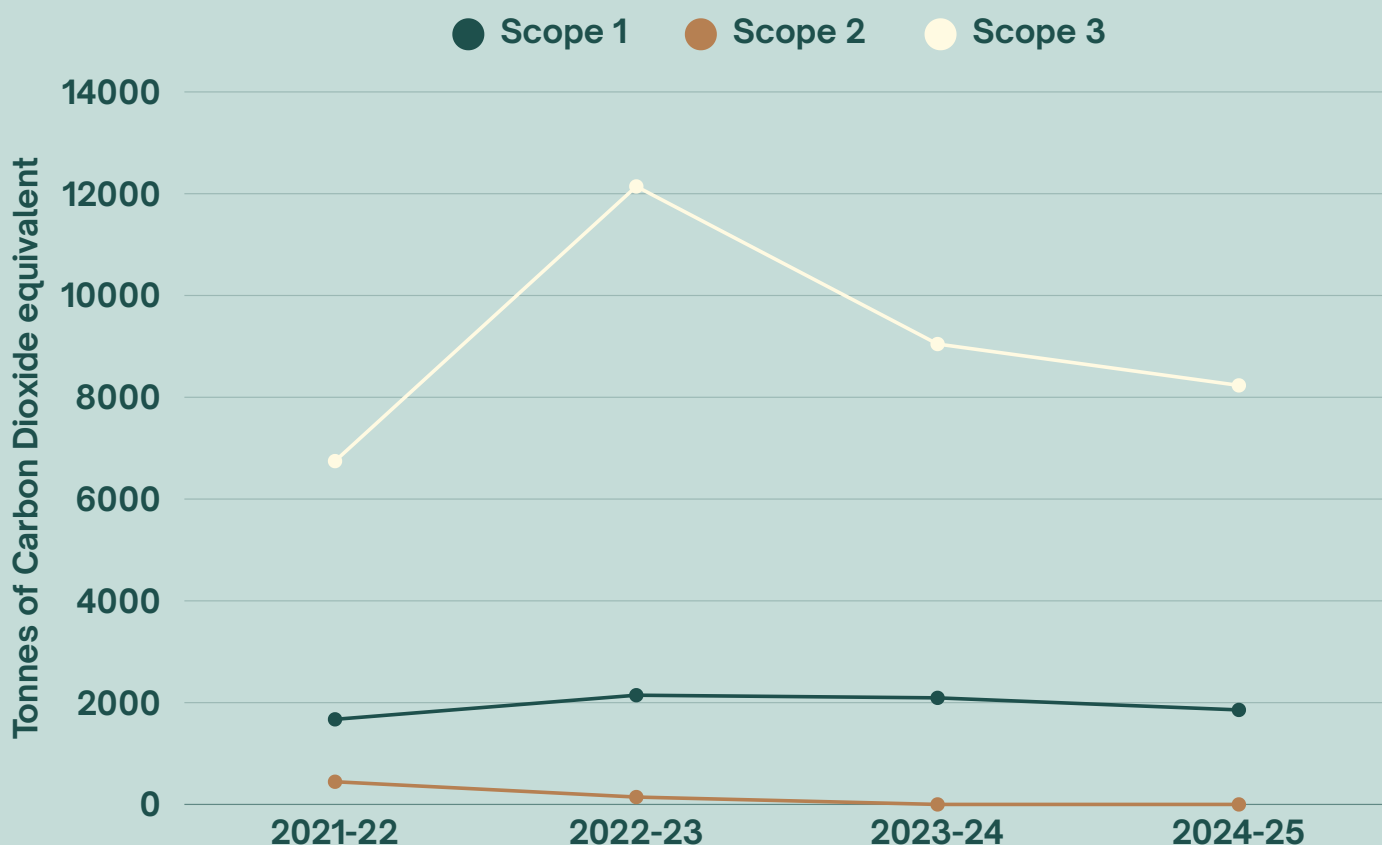
We go further to reduce the impacts of our Scope 1 emissions from diesel and petrol usage by offsetting this portion of emissions through environmental not-for-profit forest restoration group Greenfleet.

In FY24 KT offset 827 tCO<sub>2</sub>e of emissions from diesel and petrol usage in our company vehicles and snow groomers.

Our guests played their part by offsetting 332 tCO<sub>2</sub>e for their journeys to and from Thredbo during FY24, we thank them for their part in reducing the impact of emissions. Guest offsets can be purchased alongside KT products in the online store.

Each year, KT measures and reports on our tCO<sub>2</sub>e emissions. The below graph is composed of market-based emissions data from Scope 1, 2 & 3 sources gathered through the EarthCheck reporting process.

- The totals for Scope 1 emissions do not include a subtraction of offsets purchased under the above Greenfleet program.
- Scope 2 emissions went to effectively zero after KT purchased >99% of electricity from renewable sources.
- The majority of Scope 3 emissions shown here are from visitor journeys and staff commuting sources.



# Social Responsibility and Inclusion



## The Thredbo Foundation

The Thredbo Foundation is a not-for-profit philanthropic and staff workplace-giving organisation dedicated to providing a more localised community-based approach to charity within Thredbo.

### EVT STRETCH

EVT STRETCH Workplace Giving helps make the day better for our community. Employees can donate before tax providing an effective and impactful way to help our community partners including Disabled Wintersport Australia, a charity close to the hearts of Thredbo that reduces barriers for people with disabilities to participate in winter sports.

### Rainbow Mountain

For the 6th year, KT hosted Rainbow Mountain in August 2024. This three-day inclusive event is for all our LGBTQIA+ guests and allies – a perfect way to celebrate diversity, inclusivity, visibility, community, and love. The huge line-up of events includes on-mountain parties, pumping DJ sets, glamorous drag acts and the iconic Pride Ride!

### Geography School Groups

KT supported Year 11 and 12 Geography students from over 12 schools throughout NSW, QLD and VIC by providing complementary tours and talks about environmental and sustainability initiatives with staff from the Environmental Services department.



## Transport Subsidies

Since 2023 KT has provided carpool bonuses and 50% bus subsidies to improve the sustainability and affordability of transport to Thredbo for staff in winter. In 2024 approximately 315 staff carpool & bus subsidies were provided, with a value of \$68,950.

During summer months, KT provides subsidised staff buses to employees.

### Gravity Girls

Traditionally, action sports have been male-dominated activities. To help combat this Thredbo Resort runs Gravity Girls – female-specific mountain biking clinics that run each month through peak summer. These clinics are designed to provide a focused space for women to meet other riders and improve their skills with an all-female coaching crew.

### Jindabyne Schools Snowsports Programs

Over winter 2024, 183 students from the local Jindabyne schools took part in snowsports in Thredbo as part of their school sports. The program is made available to the schools at a partially subsidised rate to encourage local participation in outdoor activities.

### Staff Housing

Housing in the Thredbo and Jindabyne local area for snow season and year-round workers continues to be a challenge. As part of the solution, KT purchased a 60-bed building in Thredbo Village to use as staff accommodation. Alongside this, KT rents a number of apartments and houses in Thredbo and Jindabyne to help staff find a place to call home whilst they are enjoying the winter and summer seasons.



Modern-day Thredbo sits in the alpine region of Monero-Ngarigo country. There is some literature regarding the cultural history of this country, however it is limited when compared to many other areas within Australia. KT has been working to include Ngarigo custodians within discussions over the years.

## Reconciliation Action Plan

KT's parent group EVT Ltd has commenced the process of developing a "Reflect" Reconciliation Action Plan ("RAP") and expects to finalise and begin implementation of the Reflect RAP in FY25.

EVT hosted several RAP Pop Up Awareness sessions for leaders held in collaboration with the team at Spirit Group throughout July 2024.

In 2025 EVT's Reflect RAP plan received conditional approval from Reconciliation Australia. Further educational sessions are being hosted online to EVT staff later in 2025.



## Australian Indigenous Alpine Sport Foundation (AIASF)

AIASF is a not-for-profit foundation that works to promote participation in alpine sports for disadvantaged Indigenous youth, aiming to improve their quality of life and empower them through these activities.

Thredbo has hosted AIASF seven times since in 2015, including during winter 2024. This year inclement weather saw the slopes closed during their visit, so KT provided the group scenic access on the Kosciuszko Express Chair, a ride on the brand-new Alpine Coaster, lunch from The Bakery as well as access to the Leisure Centre in the afternoon.

AIASF partners with schools to incentivize and reward young people for their active engagement and attendance in school. This collaborative approach designs a strengths-based program tailored to the needs and preferences of participating students.

KT's Guided Hikes and Backcountry Tour products allow KT to directly inform and educate guests on local indigenous cultural history. The Guides use locally acquired knowledge to discuss the history of the alpine area, how indigenous groups moved through and utilised the area, and provide a relevant acknowledgement of country prior to each tour and hike. Avenues to gather improved information on the cultural history of Thredbo continue to be sought by KT's Outdoor Guides and People and Culture department.

Since 2023, signage has been in place above the entry gates to the Gunbarrel Chairlift to help guests respect and understand the country that they are visiting.

# Stakeholder Engagement



## Sustainability Team

KT conducts quarterly Sustainability Team meetings with a variety of stakeholders including NSW NPWS as well as sublessees including private accommodation owners, property managers, and lodges. The Sustainability Team is available for any stakeholders to visit.



## Sublessee Newsletters

KT has over 700 sublessees within Thredbo village, one of the primary means of communication regarding key issues is the sublessee newsletters. Key topics include updates from the KT General Manager, waste management, and sharing key grant and funding opportunities in the sustainability sphere.

## Thredbo Connect

KT holds Thredbo Connect sessions for sublessees prior to winter and summer seasons to provide key updates and information, as well as the opportunity to receive comments and feedback from stakeholders.



## Sustainable Snowies

KT actively participates within Sustainable Snowies – a group local to the Snowy Mountains that aim to improve the sustainability of tourism and activities within the area. The group includes the local council, National Parks & Wildlife Service and the other snow resorts in the area.

# Environment Week 2024



Environment Week 2024 was held in Thredbo from the 15<sup>th</sup> to 19<sup>th</sup> July with the goal to share environmental ideas and initiatives with guests and other stakeholders.

A new event was hosted this year – “Alpine Snow Gums Tree Ski” - a guided mountain tour with Ruby Ollson, a PhD researcher from the Fenner School of Environment & Society at Australian National University. Guests and staff learned about the different species and growing habitats at a variety of altitudes in Thredbo Resort, whilst also discussing the challenges the famous Snow Gums face with a changing climate.

National Parks and Wildlife Service joined us at the Thursday evening Kids Flare Run with their interactive freshwater macroinvertebrate stand.

Representatives from the Environmental Services department spent some time this week with the kids at Thredbo’s Snowsports School learning about recycling and source separation. The recycling slalom run will definitely be making a return in 2025!

Additionally, there was an environmental themed scavenger hunt, free hot drinks for public bus users and the opportunity to recycle gear in return for credit with Burton. All week Thredbo’s social channels were promoting environmental and sustainability themes, such as public transport, the benefits of composting, solar electricity, and more.





# Looking Forwards



In addition to KT's existing programs and sustainability efforts, the following initiatives and actions are in progress or will be undertaken over the next EMS year from March 2025 to February 2026.

## Renewable Diesel (HVO) Trial

A first for Thredbo, we are trialing renewable diesel (Hydrotreated Vegetable Oil - HVO) in the snow grooming fleet through winter 2025.



## Snowmaking Upgrades

Ongoing upgrades to improve the energy efficiency and coverage of KT's snowmaking infrastructure.



## MTB Trail Expansion

Ongoing expansion to MTB trails to improve product diversification and encourage visitation to the region during summer months, driving economic and social activity in the Snowy Mountains outside the ski season.



## Electrification Studies

KT is utilising consultants and links in industry to undertake studies on how best to electrify gas-using assets. This includes hot water boilers and commercial kitchen appliances.

## Water-Sourced Heat Pump

Reinstating and updating the water-sourced heat pump at the Leisure Centre to reduce gas consumption in pool water heating.



# In Summary



Over the past year, KT has continued to make meaningful progress in its sustainability journey. Through a combination of long-term strategies and short-term initiatives, we've strengthened our environmental performance, reduced emissions, and enhanced awareness among staff, guests, and the broader community.

Key achievements include the successful installation of further electric vehicle (EV) chargers, the expansion of e-waste recycling programs and continued improvements in energy efficiency across resort operations. Our fourth consecutive Gold EarthCheck Sustainable Destination Certification 2024 reflects the strength of our systems and our commitment to transparency and accountability.

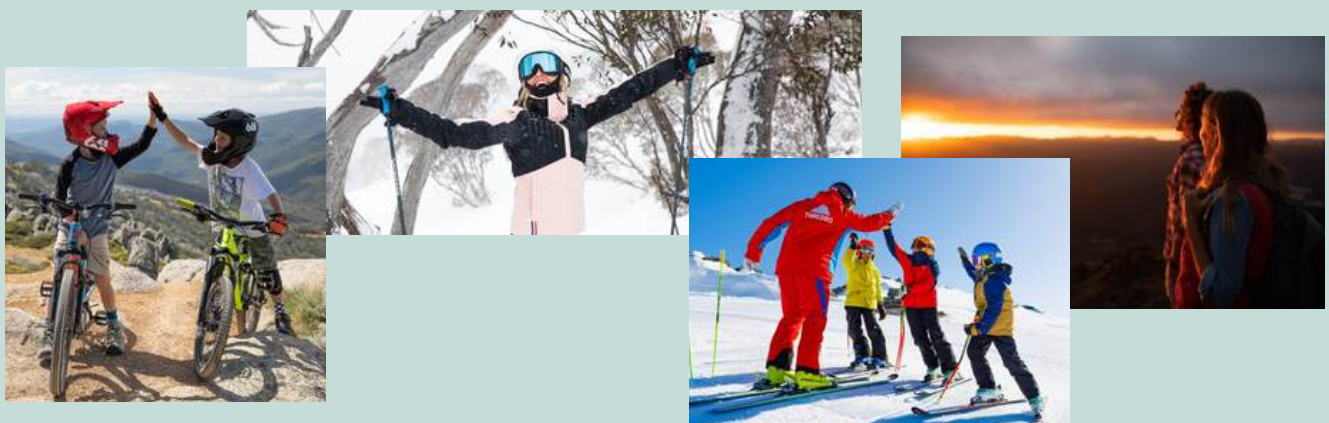
However, sustainability is a journey, not a destination. There are still areas where we must do better. Guest participation in recycling programs remains inconsistent, and there are opportunities within the village to improve waste management practices. We also face ongoing challenges in managing hard-to-recycle materials and reducing reliance on single-use packaging.

The age of much of KT's infrastructure presents further challenges, particularly in improving thermal efficiency. Retrofitting older buildings with modern insulation and energy-efficient systems will be essential to reducing emissions from heating and cooling in the years ahead.

Looking forward, we are entering a new phase of accountability and improvement with the introduction of annual ISO 14001 third-party certification and increased accountability with the NSW NPWS Minimum Environmental Performance Standards. This will help us sharpen our focus, identify new opportunities, and ensure our environmental management system remains aligned with best practices.

KT's sustainability legacy spans decades. Today, that responsibility rests with all of us - staff, guests, residents, and partners. Together, we have the power to protect this unique alpine environment and shape a more sustainable future for generations to come.

Let's keep the momentum going. Every action counts.





September 2025

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