



ENVIRONMENTAL SUSTAINABILITY

Destination Action Plan



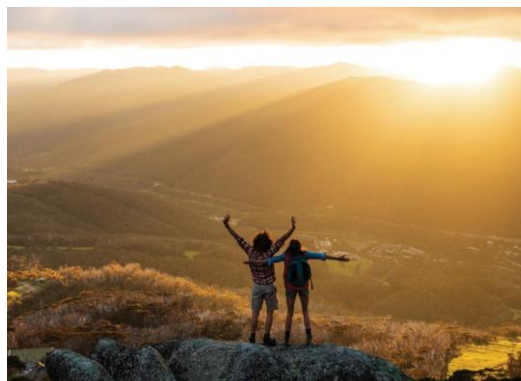
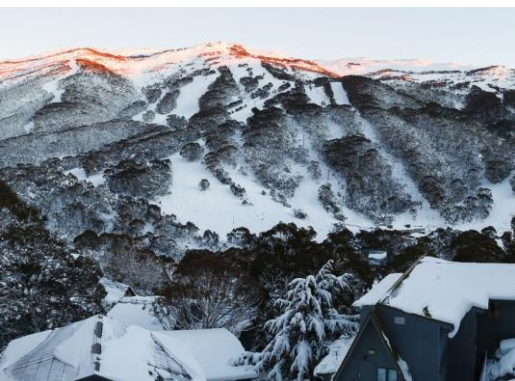
Community



Leadership



The Environment



Kosciuszko Thredbo Pty Ltd.

T (02) 6459 4100

F (02) 6459 4101

W www.thredbo.com.au

PO Box 92 Thredbo NSW 2625 Australia

ABN 95000139015 (incorporated in NSW)

Document version: Final

Approved by: Euan Diver

Release date: 22/10/2025

Reviewed: 11/09/2025

Reviewed by: Andy Mudge (Environmental Coordinator)



Table of Contents

1	Introduction	1
1.1	Location	1
1.2	Background	2
2	Our Sustainability	3
2.1	Key Performance Areas	4
3	Action Plan	5
3.1	Targets.....	5
3.2	Sector Benchmarking Indicators.....	7
3.3	Sustainability Actions	8
3.4	Leadership, Education and Training	12
3.4.1	Leadership	12
3.4.2	Education and Training.....	12
3.5	Community Involvement.....	12
4	Monitoring and Review	13
4.1	Performance Monitoring and Measurement.....	13
4.2	Action Plan Review	13
	Appendix 1: All Ongoing Actions and Responsibilities	14

1 Introduction

The Thredbo Environmental Sustainability Destination Action Plan outlines the targets, objectives, and procedures to be undertaken in order to improve Thredbo's environmental sustainability. This action plan also aims to detail the link between Thredbo's Environmental Management System (EMS) and the EarthCheck program.

1.1 Location

Thredbo Resort and Village is located in the Southern Ranges region of New South Wales, occupying an area of 960ha within the southern portion of the Kosciuszko National Park, approximately 35km from Jindabyne (Figure 1). The resort area spans montane, sub-alpine and alpine bio-geographic regions ranging from 1,375m to 2,037m in altitude.



Figure 1 - Location of Thredbo Resort.

1.2 Background

Kosciuszko Thredbo Pty Ltd (KT) operates Thredbo Resort and Village as a year-round tourist destination, offering snow sports in winter and various activities through summer including mountain biking, bushwalking, golf, tennis and fishing. These activities are supported by a hotel complex including shopping and restaurant options, and the Thredbo Leisure Centre. In 2024 KT added a year-round Alpine Coaster attraction to its operations.

KT also acts as the de-facto local council of Thredbo Village, providing municipal services to local residents businesses, staff, and visiting guests. These services include potable water supply, removal and treatment of wastewater, waste and recycling collection, and road service and maintenance.

Given the diverse range of activities that KT provides, Thredbo's operation is divided into 14 sectors:

- Alpine Hotel
- Building Maintenance
- Events & Marketing
- Food & Beverage
- Leisure Centre
- Lifts & Slopes
- Parks, Gardens & Golf
- Resort Construction
- Road Maintenance, Management & Buses
- Snowmaking
- Visitor Services (including Guest Services, Retail & Rental, Snow Sports, Mountain Biking)
- Waste Management
- Water Supply & Treatment
- Workshops

KT is a wholly owned subsidiary of EVT Limited, an Australian limited business specialising in Hotel, Cinema, and Resort management and operations.



2 Our Sustainability

The sustainability of KT's operation is based around a quadruple bottom line approach. This approach incorporates Environmental, Cultural, Social and Economic considerations (ECSE) with the aim to achieve positive results across all areas. KT uses a holistic approach with regard to sustainability; not focusing on one aspect but addressing combinations of aspects to achieve positive outcomes across the ECSE spectrum.

Through the EarthCheck program these sustainability considerations are linked to specific issues within the hospitality and tourism industry. We address sustainability considerations through our EMS, with targeted strategies detailed in a Significant Aspect Management Plan (SAMP) for each operational sector of Thredbo, and through the continued participation in the EarthCheck program where efforts are made to achieve "Above Baseline" and "Best Practice" accreditations.

The United Nations Sustainable Development Goals (SDGs) are another aspect that is factored into addressing sustainability. Not all 17 SDGs are applicable to Thredbo Resort; after assessment the following SDGs were deemed to be relevant to Thredbo Resort and village operations. This is not to say that KT cannot affect the outcomes of other UN SDGs, but that the primary focus of KT's efforts will fall under the following:



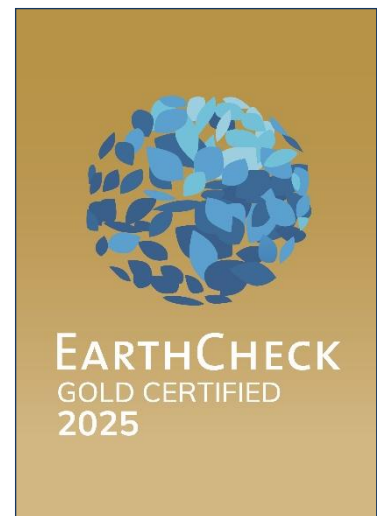
2.1 Key Performance Areas

EarthCheck

EarthCheck's Destination Standard 3.0 identifies sustainability performance areas relating to tourism operations. The key performance areas identified by EarthCheck, coupled with criteria developed by KT, enable the identification and categorisation of performance goals into areas relevant to the 14 operational sectors within Thredbo.

The key performance areas allow sustainability targets to be set and Thredbo's performance to be measured against the targets. The key performance areas identified for Thredbo's operation are as follows:

- Energy efficiency, conservation & management
- Greenhouse gas emissions
- Air quality protection, noise control, & light pollution
- Management of freshwater resources
- Wastewater management, drainage & streams
- Ecosystem conservation & management
- Land use planning and development
- Transport
- Solid waste management
- Management of environmentally harmful substances
- Cultural and social management
- Economic management



EarthCheck's Destination Standard 3.0 and the identified key performance areas have been incorporated into KT's EMS.

NSW National Parks & Wildlife Service

In 2024 NSW National Parks & Wildlife Service (NPWS) began initiating the Alpine Region Environmental Management System Framework. This document sets out the policy framework for the creation and administration of environmental management systems in the Alpine Region areas of Kosciuszko National Park.

Within this framework a series of Minimum Environmental Performance Standards (MEPS) are set out. The MEPS are a set of targets within the following key performance areas:

- Water quality
- Habitat condition & conservation
- Environmental incidents
- Waste generation, transfer, & disposal (all streams)
- Energy consumption & efficiency
- Water consumption & conservation
- Light, odour & noise pollution
- Litter preventions & collection

3 Action Plan

KT's EMS facilitates a continual improvement approach to environmental aspects within the multiple operational sectors of Thredbo. This continual improvement approach is enabled through monitoring and measurement of our environmental performance.



3.1 Targets

Targets are an essential tool for managing the long-term sustainability of Thredbo, providing high level goals to guide the actions set out in our EMS.

EVT Targets

EVT Limited has set targets with a focus on greenhouse gas emission reductions. As part of EVT, KT is a contributing member to the following group-wide targets:

- A 50% reduction of Scope 1 and 2 emissions by 2030, when compared to the FY23 base year.
- A 25% reduction of Scope 3 emissions by 2030, when compared to the FY23 base year.

These targets are designed to be measured yearly and are verified by external auditors to meet public reporting standards.

NPWS MEPS

In addition to group targets, KT have collaborated with NPWS on targets under the Alpine Region Environmental Management System Framework. These targets, known as MEPS, are locally relevant, ambitious and are a mix of ongoing continuous targets mixed with quantitative deadline-limited goals. A number of the MEPS will require continued actions that KT already undertake, whilst some are new to KT and will require further research plus investment of time and funds.

The full list of MEPS are displayed in the following table:

Minimum Environmental Performance Standard (MEPS)	
Water Quality	
WQ1.	Responsible Operator holds and complies with an Environment Protection License (EPL) issued by the NSW Environment Protection Authority (EPA) under the POEO Act.
WQ2.	No overall deterioration of physical and chemical water quality in waterways due to factors in the Alpine Sub-region.
WQ2.	No overall deterioration in biological waterway health due to factors in the Alpine Sub- region.
Habitat Condition And Conservation	
H1.	Undertake and record activities which maintain or reduce overall known weed coverage in the Alpine Sub-region based on the <i>Regional Pest Management Strategy 2012-2017: Southern Ranges Region</i> as amended or updated.
H2.	By 2035-2036 EMS Year, reduce the extent of all Critical Priority weed species known to occur in the Alpine Sub-region at the date of this Framework, based on the <i>Regional Pest Management Strategy 2012-2017: Southern Ranges Region</i> as amended or updated.
H3.	Achieve minimum specified cat and fox trap nights for the Alpine Sub-region each EMS year: 440 trap nights.
H4.	Achieve minimum specified cat and fox trap nights following a cat or fox report within an Alpine Sub- region. Minimum of 3 nights following a reported sighting.
H5.	Undertake annual rabbit spotlighting surveys within the Alpine Sub-region and implement control program where population density threshold is reached.
H6.	100% of rehabilitation linked to development consent under Part 4 of the EP&A Act or determined reviews of environmental factors under Part 5 of the EP&A Act is to be completed within specified timeframe and using agreed density requirements.
Environmental Incidents	
P1.	100% of environmental incidents (including pollution incidents) have corrective or preventative actions implemented to prevent reoccurrence.
P2.	100% of notifiable pollution incidents have written notification submitted to relevant authorities including NPWS within 7 days.
P3.	100% of corrective actions identified in UPSS regulatory inspections are implemented within the specified timeframe.
P4.	When identified, 100% of contaminated sites and pollution incidents within the Alpine Sub-region are being managed and remediated in accordance with required notices, plans and timelines.
P5.	100% of personnel working with hazardous substances (as defined in section 7.4 of the Framework) are trained annually in hazardous substances handling, storage and environmental incident response and reporting.
Waste Generation, Transfer, And Disposal	
W1.	Reduce total per person domestic and business as usual waste to landfill by 10% by 2030 from 2023-2024 EMS year figures.
W2.	80% of construction and demolition (C&D) waste to be recycled by 2030-2031 EMS Year.
W3.	Collect and process organic waste generated in the Alpine Sub-region. Encourage utilisation and report volumes.
Energy Consumption and Efficiency	
E1.	55% of total energy used to be from renewable sources by 2030-2031 EMS Year.
E2.	Reduce stationary fossil fuel use in the Alpine Sub-region (for all purposes) by 50% by 2035 from EMS Year 2018-2019.
E3.	Net zero greenhouse gas emissions by 2050.
Water Consumption and Conservation	
WC1.	Comply with Water NSW Water Access Licenses (WAL) for potable water and snowmaking water.
WC2.	Responsible operators to reduce potable water consumption to 250 litres per person per day, or below, by 2030-2031 EMS Year.
Light, Odour and Noise Pollution	
L1.	100% of new, renovated or upgraded infrastructure meets the requirements of AS/NZS 4282:2023 (<i>Control of the obtrusive effects of outdoor lighting</i>).
L2.	Responsible operator to actively manage customer complaints about environmental impacts including noise, odour, and air pollution complaints.
Litter Prevention and Collection	
LP1.	Implement strategies to reduce occurrence of commonly littered items. Strategies to be informed by litter surveys and evaluated for effectiveness.

3.2 Sector Benchmarking Indicators

Sector benchmarking indicators identified in the EarthCheck Destination Standard 3.0 set the framework for the monitoring, measurement and subsequent improvement of Thredbo's environmental performance. The benchmarking indicators are detailed below, alongside the relevant MEPS.

Core Area	Indicator	Associated MEPS
Destination Performance		
Sustainability Policy	Policy produced and in place	N/A
Energy	Energy Consumption	E1., E2., E3.
	Green Power %	E1., E2., E3.
Greenhouse Gas Emissions	Scope 1 & 2 Emissions	E1., E2., E3.
	Scope 3 Emissions (Optional)	E3.
Water	Potable Water Consumption	WC1., WC2.
Waste	Waste Sent to Landfill	W1., W2., W3.
Air Quality	Nitrous Oxides (NO _x)	E1., E2., E3.
	Sulphur Dioxide (SO ₂)	E1., E2., E3.
	Particulate Matter (PM10)	E2., E3. L2.
Waterways	Waterways Quality	WQ1., WQ2., WQ3.
Biodiversity	Habitat Conservation	H1., H2., H3., H4., H5., H6.
	Green Space	H6.
Significant Cultural Sites	Destination Budget Allocation	N/A
Destination Safety	Destination Recorded Crime Rates	N/A
Socio-Economic Benefit	Unemployment Rates	N/A
Travel and Tourism	Travel and Tourism Accreditation	N/A
Destination Authority Performance		
Water	Water Saving	WC1., WC2.
Waste	Waste Recycling	W1., W2., W3.
Paper	Paper Products	N/A
Cleaning	Cleaning Products	N/A
Pesticides	Pesticide Products	N/A

EarthCheck has set "Baseline" and "Best Practice" levels for all benchmarking indicators. If a "Baseline" level is exceeded for an indicator, this demonstrates that the organisation is achieving sound ECSE performance. If an organisation achieves "Best Practice" level for an EarthCheck indicator, that demonstrates the organisation is achieving exemplary performance. KT's aim is to be performing at "Best Practice" level across all indicators.

3.3 Sustainability Actions

The actions required to work towards meeting the targets are set out within the Significant Aspect Management Plans (SAMPs) as part of the EMS. These SAMPs are specific to each operational sector of KT's business and provide a consultative and measurable approach to meeting the long-term targets.

The sustainability actions identified within the SAMPs and KT's EMS aim to address any impacts that are deemed to have "significant" risk, the actions also apply to the key performance areas and assist in meeting the "Best Practice" level of each benchmarking indicator.

The actions identified in the following tables are condensed list of identified actions with their associated timeframes for completion.

A comprehensive list of all ongoing actions and their associated responsible departments is held in Appendix 1: All Ongoing Actions and Responsibilities at the end of this document.

Energy Efficiency, Conservation and Management

Activities	Target	Actions	Timing	Responsible Dept.
Heating and cooling of buildings	Reduce stationary fuel use by 50% by 2035-36 from 2018-19 levels	Investigate the capability of Innotech Supervisor Plus to automatically schedule Leisure Centre AHU.	March 2026	Engineering, Guest Services
Cooking/food preparation	Reduce stationary fuel use by 50% by 2035-36 from 2018-19 levels	- Develop electrification study (with the assistance of consultants) for the Friday Flat Bistro building to better understand energy use and electrification opportunities. - Attach signage to cooking equipment to determine an efficient start time.	December 2025	Food and Beverage, Environmental
Provision of Swimming Pool Services	- Reduce stationary fuel use by 50% by 2035-36 from 2018-19 levels 55% of total energy used to be from renewable sources	Ensure preventative maintenance schedule for all equipment is implemented through MaintStar	March 2026	Engineering, Guest Services
		Develop Metering and Monitoring Plan (with the assistance of consultants) for the Leisure Centre to better understand energy use and energy reduction opportunities.	October 2025	Environmental Services, Engineering, Guest Services
Water Heating	- Reduce stationary fuel use by 50% by 2035-36 from 2018-19 levels 55% of total energy used to be from renewable sources	Complete works on Leisure Centre geo-thermal system	March 2026	Engineering
General	- Reduce stationary fuel use by 50% by 2035-36 from 2018-19 levels 55% of total energy used to be from renewable sources	Reduce energy consumption in relation to visitation levels	July 2026	All Departments

Greenhouse Gas Emissions

Activities	Target	Actions	Timing	Responsible Dept.
Heating of buildings	- Reduce stationary fuel use by 50% by 2035-36 from 2018-19 levels 55% of total energy used to be from renewable sources by 2030-2031 EMS Year	- Investigate potential to replace gas boilers with electric heat pumps - Utilise consultants to understand energy flows, and opportunities for efficiencies.	December 2025	Environmental Services, Engineering
Use of vehicles	Offset all mobile fuel usage	Utilise Greenfleet to offset CO₂ emissions from petrol and diesel usage	July 2026	Environmental Services, Mountain, Engineering
Use of Groomers	55% of total energy used to be from renewable sources by 2030-2031 EMS Year	Continue to purchase renewable diesel blend.	April 2026	Mountain

Management of Freshwater Resources

Activities	Target	Actions	Timing	Responsible Dept.
Water Supply	Comply with water extraction licenses	Investigate the reliability of potable water measuring and reporting.	June 2025	Environmental Services
		- Ensure metering operations are functioning correctly. - Maintain records of water extraction & report these by the annual due date.	Annually - August 2026	
	Reduce potable water consumption to 250 litres per person per day, or below, by 2030	- Continue implementing Green Stay initiative. - Ensure all guests are aware of Green Stay initiative to save washing towels and sheets as regularly. - Update Green Stay icon and information in digital compendium - Purchase and implement long lasting door hangers	March 2026	Alpine Hotel
	- Comply with water extraction licenses - Reduce potable water consumption to 250 litres per person per day, or below, by 2030	Develop Demand Management Plan for KT	December 2025	Environmental Services

Ecosystem Conservation and Management

Activities	Target	Actions	Timing	Responsible Dept.
Weed Control	By 2035, maintain or reduce all Critical Priority weed species identified for the Alpine Sub-region based on the 'Regional Pest Management Strategy 2012-2017: Southern Ranges Region' as amended or updated	- Record and report staff and contractor weed control hours undertaken for Critical Priority weed species identified for the Alpine Sub-region - Using ArcGIS or compatible mapping, record point locations for identified Critical Priority weed species and polygons where weed control is undertaken for these species - Return to point locations for Critical Priority weeds identified in previous EMS Years to continue weed control where required and assess presence or absence.	2035	Environmental Services, Mountain
Pest Control	- Achieve 440 cat and fox trap nights each EMS year - Achieve minimum specified cat and fox trap nights following a cat or fox report	- Number of trap nights completed and periods during which completed to be reported to NPWS REST - Trap nights are to be concentrated in autumn and winter seasons, with numbers of pest animals captured and off-target catches recorded and reported to NPWS REST for each EMS Year - Set overnight cat and fox trap for a minimum of 3 nights following reported sighting - Trap to be placed in the area to which the report refers - Trap nights, pest animals captured, and off-target catches to be reported to NPWS REST	October 2025 October 2025	Environmental Services Environmental Services

Solid Waste Management

Activities	Target	Actions	Timing	Responsible Dept.
Disposal of waste	Reduce total per person domestic and business as usual waste to landfill by 10% by 2030 from 2023-2024 EMS year figures.	- Ensure all KT owned buildings and accommodation have multi-sort bins available as required including comingled recycling, paper & cardboard, food organics and general waste - Ensure all KT owned buildings have battery bins provided as required - Ensure staff education is up to date regarding waste management and recycling	March 2026	All Departments
	- Reduce total per person domestic and business as usual waste to landfill by 10% by 2030 from 2023-2024 EMS year figures. - Collect and process organic waste generated in the Alpine Sub-region. Encourage utilisation and report volumes.	Add further private businesses to Thredbo's organics composting scheme	June 2026	Environmental
	Implement strategies to reduce occurrence of commonly littered items. Strategies to be informed by litter surveys and evaluated for effectiveness.	Ensure all lift major stations have bins available for use.	November 2026	Mountain
General	Reduce total per person domestic and business as usual waste to landfill by 10% by 2030 from 2023-2024 EMS year figures.	Increase recycling rate through staff training and education	July 2026	All Departments
		Introduce additional recycling initiatives	July 2025	Sustainability Team, Environmental

Management of Environmentally Harmful Substances

Activities	Target	Actions	Timing	Responsible Dept.
General	Ensure compliance with EarthCheck section 3.2.10 during annual audit – safe storage and handling of environmentally harmful substances	- Undertake internal audits on storage locations to investigate SDSs and methods of storage. - Ensure staff training is up-to-date regarding hazardous substance handling and storage	October 2025	All Departments

3.4 Leadership, Education and Training

KT is uniquely placed as a leader in the snow tourism industry in Australia, providing an opportunity to further our environmental leadership within the Australian tourism industry. The stewardship of Thredbo's environmental sustainability is in the hands of the KT EMS Committee and Thredbo's Sustainability Team.

3.4.1 Leadership

EMS Committee

KT's EMS Committee has been formed to assist KT's EMS Coordinators in the implementation and management of the EMS. The committee is comprised primarily of department managers with additional key staff included where required.

The formation of the committee allocates management level sustainability leadership across all departments within KT's operations.

Thredbo Sustainability Team

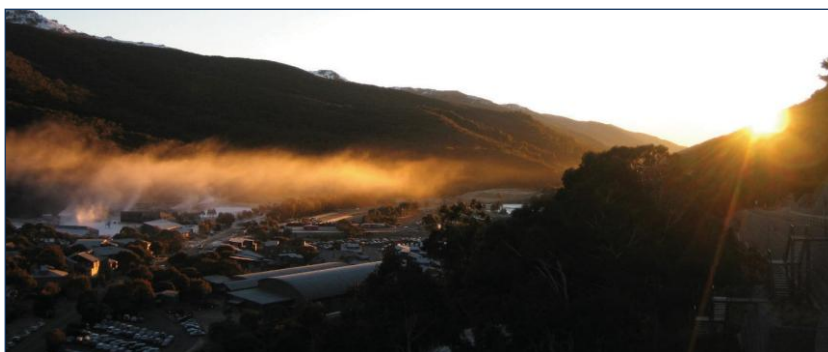
The Thredbo Sustainability Team has been established to involve community members, public entities and KT staff in the process of improving our environmental sustainability. The opportunity to join the team has been provided to key stakeholders within the Thredbo community. The Sustainability Team is comprised of Thredbo staff members, National Parks and Wildlife Service personnel, local residents and local business owners or managers.

3.4.2 Education and Training

A crucial part of improving our environmental sustainability is the education of staff and the community on sustainability matters, our goals and objectives, and the process of continual improvement. All staff members participate in staff inductions at the beginning of each summer and winter season. Through these inductions staff are encouraged to actively participate in our environmental initiatives and make suggestions and give feedback. Education opportunities are provided to the community through the information provided on the Thredbo website and individuals or businesses encouraged to provide feedback through email submission. The EMS Committee and Sustainability Team receive additional training through an induction and training program on KT's EMS and the EarthCheck program.

3.5 Community Involvement

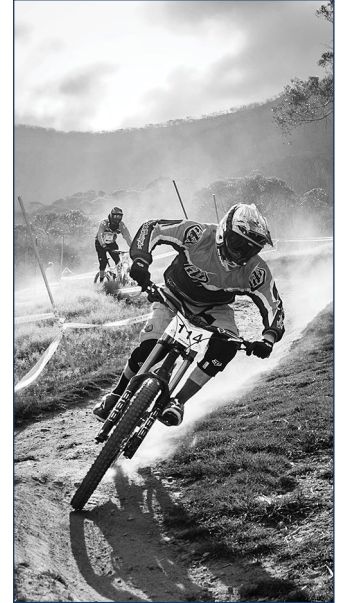
A critical component of improving Thredbo's environmental performance is the involvement of all staff and key stakeholders. We endeavour to engage with the Thredbo community and stakeholders by providing opportunities to, and encouraging suggestions and feedback from, the community.



4 Monitoring and Review

4.1 Performance Monitoring and Measurement

The monitoring and measurement of Thredbo's environmental performance is the key to improving our overall environmental footprint and reaching our sustainability targets. KT's partnership with EarthCheck enables annual tracking of our environmental performance through the use of EarthCheck's benchmarking services. A benchmarking performance report is produced annually for Thredbo to assess our environmental performance, and to provide guidance to continue to improve the environmental performance of all areas of operations. The benchmarking performance report is utilised in the annual review of our EMS to target key performance areas and identify actionable strategies relevant to each operational sector to improve our environmental performance.



4.2 Action Plan Review

The action plan is intended to be a working document to be reviewed and updated periodically. As such, this action plan is to be subject to annual review, in line with Thredbo's EMS and EarthCheck requirements. Both internal and external stakeholders can view the action plan document, and during reviewing can submit comments regarding the action plan and its contents.



Appendix 1: All Ongoing Actions and Responsibilities

Energy Efficiency, Conservation and Management

Activities	Target	Actions	Timing	Responsible Dept.
Heating and cooling of buildings	• Reduce stationary fuel use by 50% by 2035-36 from 2018-19 levels	• Continue to review HVAC system operation and efficiencies in line with reducing stationary fuel usage (LPG)	Ongoing	All Departments, Engineering Building Maintenance
Provision of lighting	• Reduce energy used for lighting	• Continue with LED lighting changeover	Ongoing	All Departments, Engineering
Water heating	• Reduce Stationary Fuel Use by 50% by 2035-36 from 2018-19 levels	• Ensure efficiency of boilers, replace with more efficient models when required. • Develop replacement plan for boilers for the Leisure Centre, STP, F&B Venues & TAH considering electrification opportunities. • Reduce heat loss of leisure centre pool water	Ongoing	Engineering, Alpine Hotel Environmental Services, Engineering, Alpine Hotel Leisure Centre, Engineering
Cooking/food preparation	• Reduce stationary fuel use by 50% by 2035-36 from 2018-19 levels	• Develop preventative maintenance schedule for maintenance of food related equipment. • Ensure that all cooking equipment is running to a high level of efficiency, through suitable maintenance or replacement at end-of-life • Complete audit of on mountain venues and electricity capacity • Investigate and implement electrification of gas-using appliances for on mountain venues	Ongoing	Food and Beverage, Alpine Hotel
Snowmaking Operations	• Improve water to energy ratio	• Continue to utilise snowmaking technology to produce snow as efficiently as is possible, also monitoring weather conditions to avoid poor water to energy ratios. • Replace/repair leaking pipe sections • Maintain pumps for continued efficiency	Ongoing	Mountain, Engineering
Resort Construction & Maintenance	• 55% of total energy used to be from renewable sources by 2030-2031 EMS Year.	• Investigate and implement projects that: • Improve energy efficiency of buildings (e.g. upgrades to equipment, replacement of boilers etc.) • Increase electrification • Reduce reliance on fossil fuels (i.e. gas, diesel)	Ongoing	Engineering, Alpine Hotel, Environmental Services
Use of Vehicles	• 55% of total energy used to be from renewable sources by 2030-2031 EMS Year. • Maximise fuel-use efficiency	• Schedule courtesy bus based on customer requirements • Monitor idling using Verizon software; minimise where possible • Utilise SnowSat to ensure efficiency of grooming fleet • Maintain fleet and resort vehicles effectively to ensure	Ongoing	Environmental Services Mountain Engineering

		efficient operation		
		• Operate resort vehicles efficiently		
General	• 55% of total energy used to be from renewable sources by 2030-2031 EMS Year.	• Increase proportion of renewable energy used • Reduce energy consumption in relation to visitation levels • Maintain high standard of maintenance reporting and response	Ongoing	All Departments All Departments, Environmental Services Engineering, All Departments

Greenhouse Gas Emissions

Activities	Target	Actions	Timing	Responsible Dept.
Use of Vehicles	• 55% of total energy used to be from renewable sources by 2030-2031 EMS Year. • Maximise fuel-use efficiency	• Schedule courtesy bus based on customer requirements • Monitor idling using Verizon software; minimise where possible • Utilise SnowSat to ensure efficiency of grooming fleet • Maintain fleet and resort vehicles effectively to ensure efficient operation • Operate resort vehicles efficiently	Ongoing	Environmental Services Mountain Engineering All Departments
General	• 55% of total energy used to be from renewable sources by 2030-2031 EMS Year. • Maximise fuel-use efficiency	• Reduce unnecessary fuel usage • Continue to promote carpooling and seasonal bus usage • Continue to promote offsetting travel emissions to guests	Ongoing	All Departments People & Culture, Environmental Services Marketing, Guest Services, Environmental Services

Air Quality Protection and Noise Control

Activities	Target	Actions	Timing	Responsible Dept.
Use of vehicles	• Minimise gaseous and noise emissions	• Phase in more efficient vehicles • Operate courtesy buses efficiently & avoid unnecessary idling.	Ongoing	Engineering, Environmental Services
Management of air quality in pool building	• Ensure odour and eye irritation is minimised within swimming pool building	• Ensure air handling and fresh air circulation systems are operating in a suitable manner.	Ongoing	Guest Services, Engineering
Event Hosting	• Ensure noise and event-duration limits are adhered to	• Adhere to event-planning documentation, specifically relating to noise levels and event duration (i.e finishing times)	Ongoing	Marketing, Alpine Hotel

Management of Freshwater Resources

Activities	Target	Actions	Timing	Responsible Dept.
Water Supply	- Reduce potable water consumption to 250 litres per person per day, or below, by 2030. - Reduce unnecessary water consumption and loss	- All water using fittings must be replaced with the following minimum WELS rating at end of life: - Toilets - 4 star (3L/flush) - Bathroom taps - 5 star (6L/min) - Kitchen taps - 5 star (6L/min) - Showerheads - 4 star (7.5L/min) - Urinals - 5 star - Washing machine - 4 star - Dishwasher - 5 star	Ongoing	Alpine Hotel, Engineering, Environmental Services, Guest Services
	- Reduce potable water consumption to 250 litres per person per day, or below, by 2030 - Comply with water extraction licenses	- Replace Golf Course water meter - Submit Capex for the replacement of the 200mm meter on High Noon Intake and replace in summer 2025/26	Ongoing	Environmental Services
		Ensure guests know about the Green Stay initiative		Alpine Hotel
		- Ensure annual Calibration of swimming pool water meters and maintain records. - Ensure annual calibration of swimming pool temperature sensors and maintain records.		Guest Services, Engineering
Ski Slope/Mountain bike trail construction Resort Construction	No overall deterioration of physical and chemical water quality in waterways due to factors in the Alpine Sub Region - turbidity	- Trained staff to continue maintenance and improvement of on mountain trails, including: - Improving drainage - Progressive trail hardening - Installing, monitoring and maintain other erosion and sediment controls as required - Re-aligning bike track to improve gradient - Rehabilitating disused trails	Ongoing	Mountain, Environmental Services, Engineering
MTB Trail Operations	No overall deterioration of physical and chemical water quality in waterways due to factors in the Alpine Sub Region - turbidity	Ensure Bike Park remains closed on days following >30mm of rain within a 12-hour period during 1 calendar day as per MTB Trail Management Plan.	Ongoing	Retail/Rental. Mountain Environmental Services
Road and Carpark Maintenance and Construction	No overall deterioration of physical and chemical water quality in waterways due to factors in the Alpine Sub Region – electrical conductivity & turbidity	- Monitor salt usage - Train staff in snow clearing and salting practices - Ensure road maintenance contractors are inducted and understand KT's environmental requirements.	Ongoing	Environmental Services
Snowmaking Operations	Improve water to energy ratio	- Continue to utilise snowmaking technology to produce snow as efficiently as is possible, also monitoring weather conditions to avoid poor water to energy ratios. - Replace/repair leaking pipe sections - Calibrate Snowmax equipment	Ongoing	Mountain

Provision of Swimming Pool Services	• Comply with Water NSW Water Access Licences (WAL) for potable water and snowmaking water	• Keep record of calibration records • Calibrate snowmaking pond water meter. • Keep records of snowmaking pond water meter. • Measure and monitor water consumption • When implementing new snowmaking infrastructure or building infrastructure determine whether usage will be within the WAL	Ongoing	Mountain, Environmental Services
	• Reduce potable water consumption to 250 litres per person per day, or below, by 2030	• Ensure pool water leakage is minimised – target of less than 0.5% of pool volume per day. Utilise daily checks to understand water flows/inputs and to understand where any leaks may exist.	Ongoing	Guest Services, Engineering

Wastewater Management, Drainage and Streams

Activities	Target	Actions	Timing	Responsible Dept.
Ski Slope/Mountain bike trail construction Resort Construction	• No overall deterioration of physical and chemical water quality in waterways due to factors in the Alpine Sub Region - turbidity	• Trained staff to continue maintenance and improvement of on mountain trails, including: • Improving drainage • Progressive trail hardening • Installing, monitoring and maintain other erosion and sediment controls as required • Re-aligning bike track to improve gradient • Rehabilitating disused trails	Ongoing	Mountain, Environmental Services,
	• Prevent erosion and sedimentation	• Conduct Toolbox talk or similar with staff regarding sediment control • Keep records of staff trained	Ongoing	Engineering, Mountain, Environmental Services
	• No overall deterioration of physical and chemical water quality in waterways due to factors in the Alpine Sub Region	• Erosion and sediment plans to be developed and implemented • Staff and contractors to be able to implement and maintain erosion and sediment controls • Contractor works to be monitored by KT for compliance	Ongoing	
Road and Carpark Maintenance and Construction	• No overall deterioration of physical and chemical water quality in waterways due to factors in the Alpine Sub Region	• Update snow clearing manual • Include snow clearing manual in procedures folder • Monitor salt usage • Monitor snow events and road clearing undertaken • Train staff in snow clearing and salting practices • Maintain records of training completed • 100% compliance with environmental safeguards during road construction and maintenance activities	Ongoing	Environmental Services

Sewage Treatment Plant Operations	- No overall deterioration of physical and chemical water quality in waterways due to factors in the Alpine Sub-region - No overall deterioration of biological water quality in waterways due to factors in the Alpine Sub-region	- Ensure all systems for water treatment are operating proper standards to produce wastewater suitable for release - System to be run by suitably qualified and experienced staff, in compliance with water conditions, and operational procedures for STP - Utilise University of Canberra Applied Ecology department to monitor water quality in the Thredbo River.	Ongoing	Environmental Services
	Responsible operator holds and complies with an environment protection license issued by the EPA under the POEO Act (EPL)	- Ensure all license limits are complied with - Report on license limit compliance in Annual Performance Report - Complete Annual Return to EPA within 60 days of end of reporting period	Ongoing	

Ecosystem Conservation and Management

Activities	Target	Actions	Timing	Responsible Dept.
On mountain activities and transport	Establish and implement clear biosecurity hygiene practices and procedures for staff and contractors to prevent the spread of weed seeds and pathogens	All staff and contractors to be trained and informed of biosecurity hygiene practices including wash down bay, boot and bike wash stations.	Ongoing	Mountain, Engineering
Guided hiking, backcountry and 4WD tours	Undertake and record activities which maintain or reduce overall weed coverage in the Alpine Sub-region based on the 'Regional Pest Management Strategy 2012-2017: Southern Ranges Region' as amended or updated	- All guided hikes to walk through boot wash station - All cars used on-mountain to go through wash-down bay before every use on-mountain	Ongoing	Guest Services
Mountain Bike usage	Undertake and record activities which maintain or reduce overall weed coverage in the Alpine Sub-region based on the 'Regional Pest Management Strategy 2012-2017: Southern Ranges Region' as amended or updated	- Include bike wash information on website, app and trail map - Maintain bike wash	Ongoing	Guest Services, Retail/Rental, Marketing
Revegetation/rehabilitation	100% of rehabilitation linked to development consent under Part 4 of the EP&A Act or determined reviews of environmental factors under Part 5 of the EP&A Act is to be completed within specified timeframe and using agreed density requirements	- Rehabilitation undertaken according to Rehabilitation Guideline for the Resort Areas of Kosciuszko National Park, DEC Jindabyne, 2007 - Purchase Hydro-mulching equipment in order to re-veg more quickly and effectively after construction works	Ongoing	Mountain, Environmental Services,
	Undertake and record activities which maintain or reduce overall weed coverage in the Alpine Sub-region based on the 'Regional Pest Management Strategy 2012-2017: Southern Ranges Region' as amended or updated	- Weeds to be effectively managed at all construction sites - Wash bay to be used by contractors and KT staff for vehicle wash-downs - Purchase straw from preferred supplier straw.com.au - Purchase flora from preferred supplier	Ongoing	Environmental Services, Mountain, Engineering

Slope maintenance for ski racing events	No overall deterioration of physical and chemical water quality in waterways due to factors in the Alpine Sub-region – electrical conductivity	- Develop salting SOP - Monitor salt usage annually	Ongoing	Snowsports
Waste Management	Implement strategies to reduce occurrence of commonly littered items.	- Conduct bi-annual litter survey at the following sites: - Car park - Retail area or mall - Recreational hub - Visitor accommodation areas - Develop litter management strategy for commonly littered items. - Provide evidence of litter reduction strategies implemented to NPWS REST. - Provide data to support success or failure of strategy to NPWS REST.	Ongoing	Environmental
Pest Management	Undertake annual rabbit spotlighting surveys within the Alpine Sub-region and implement control program where population density threshold is reached.	- Spotlighting must include: - Minimum 3 consecutive nights - Drive 10km/hr over 1 km lengths of road, counting all rabbits observed using a spotlight - Calculate average number of animals seen per spotlight km to calculate the average population size - Record and report spotlight figures and average population size to NPWS REST - Where population density exceeds 15 rabbits/spotlighting kilometre, an approved rabbit control program is to be implemented. - Post control spotlighting must be completed to determine the success of the program. - Outcomes of spotlighting and any rabbit control programs to be reported to NPWS REST	Annually	Environmental Services
	Other pest control (Rats, Mice, Deer, European Wasps)	- Rats & Mice – continue with live trapping within KT structures to allow native small-mammals to be released and non-native individuals to be removed. - Deer – liaise with NPWS to understand how KT can assist with Deer control in Thredbo. - European Wasps – ensure pest control services are utilised whenever European Wasps are noted.	Ongoing	Environmental Services, Alpine Hotel, Food & Beverage, Engineering
General	100% of environmental incidents (including pollution incidents) have corrective or preventative actions implemented to prevent reoccurrence.	- Minimise fire risk associated with any works 100% compliance with environmental safeguards and conditions during construction and maintenance activities - All relevant staff trained in environmental incident and emergency response	Ongoing	All Departments

- All incidents reported on DoneSafe
- All incidents have corrective and/or preventative actions implemented

Land Use Planning and Development

Activities	Target	Actions	Timing	Responsible Dept.
Ski slope & mountain bike trail construction Resort Construction	• 100% compliance with environmental safeguards during construction and maintenance activities	• Ensure adherence to environmental and safety laws during construction activities. • Utilise knowledge from Environmental Compliance Officer • Minimise fire risk associated with any works • Ensure that all staff and contractors are inducted and trained. • Provide SEMP's and conditions of consent to all staff and contractors. • Keep record of induction and sign off. • Provide Construction Site Incident and Emergency Plan to staff and contractors. • Report any environmental incidents through DoneSafe • Monitor compliance with development conditions of consent regularly through site inspections (Environmental Officer or Project Manager). • Implement corrective actions.	Ongoing	Environmental Services, Mountain, Engineering
	• 100% of new, renovated or upgraded infrastructure meets the requirements of AS/NZS 4282:2023	• Ensure projects are designed as per the standard.	Ongoing	Engineering, Property, Environmental Services, Mountain, Alpine Hotel
Resort Construction	• Ensure no significant impact on indigenous or non-indigenous (historic) heritage or cultural values	• Undertake Indigenous Heritage Assessments for developments where required.	Ongoing	Property
	• Adhere to all conditions of consent	• Pre-construction site induction completed and records maintained • Regular site inspections conducted by Environmental Officer and/or Project Manager and records maintained • All environmental safeguards adhered to	Ongoing	All departments Engineering, Mountain, Environmental Services, Property

Solid Waste Management

Activities	Target	Actions	Timing	Responsible Dept.
Disposal of waste	Reduce total per person domestic and business as usual waste to landfill by 10% by 2030 from 2023-2024 EMS year figures	- Following EVT hotel trial, implement segregated waste bins in hotel rooms and managed accommodation - Old linen donated (e.g. Linens for Life, Diversey Care Initiative), cut up and used for cleaning cloths for Hotel, Engineering and Environmental Services staff, or recycled with Upparel. - Implement food organics collection in all self-catered KT managed accommodation - Ensure staff education is up-to-date regarding recycling practices, especially the use of clear bags to line recycling bins.	Ongoing	Alpine Hotel
Disposal of waste	Reduce total per person domestic and business as usual waste to landfill by 10% by 2030 from 2023-2024 EMS year figures	- Reuse old uniforms as rags - Send old uniforms (with no or removable logo) to Heat the Homeless for reuse - Send old uniforms to Upparel for recycling - Provide snowboards to Jones for recycling - Resell rental equipment to other businesses after 3-year period - Recycle ski poles as part of aluminium recycling - Monitor and record quantities of equipment recycled and disposed of - All bike tyres to be recycled with Tyrepower or other recycling provider. Data recorded.	Ongoing	Retail/Rental Environmental Services
		- Continue to recycle all waste streams as per Waste Management Procedure. - Collect and record data of material recycled. - Improve signage on bins and in bin locations to help staff recycle items in the correct manner. - Ensure all staff are trained in waste management principles including: - Using clear bags for recycling - What can or can't be recycled What can or can't be composted	Ongoing	All Departments
		Introduce additional recycling initiatives	Ongoing	Environmental Services, Sustainability Team
	Collect and process organic waste generated in the Alpine Sub-region. Encourage utilisation and report volumes.	- Continue to provide food organics bins at Events - Continue to provide organics collection infrastructure to	Ongoing	Environmental Services, Marketing,

Cooking/food preparation		accommodations and venues.		Alpine Hotel, Food & Beverage
	• Implement strategies to reduce the occurrence of commonly littered items.	• Undertake litter surveys and evaluate results. Target commonly littered items.	Ongoing	Environmental Services, Guest Services
	• Ensure all takeaway packaging is as sustainable as possible	• Conduct product life cycle assessment on plant-based products versus cardboard products • Prefer products that use less resources for manufacturing • Prefer products that may be recycled • All products to be PFAS-free Reduce food wastage • Recycle waste oil	Ongoing	Food & Beverage, Alpine Hotel
	• Reduce total per person domestic and business as usual waste to landfill by 10% by 2030 from 2023-2024 EMS year figures	• Transition to reusable crockery and cutlery for Snowsports operations and lessons in locations where not already utilised such as Freeriders lunch at Keller bar.	Ongoing	Food & Beverage, Alpine Hotel, Snowsports
	• Collect and process organic waste generated in the Alpine Sub-region. Encourage utilisation and report volumes.	• Provide and support recycling of food waste to a greater number of properties	Ongoing	Environmental Services, Food & Beverage
Events / Partnership promotions	• Implement strategies to reduce the occurrence of commonly littered items.	• Implement event waste management plan as per SOP. • Include bins on hillside during Whip Wars event • Include anti-littering messaging in interschools and cannonball pre-event information • Implement and utilise Partner Asset Form to reduce single use items contributing to litter.	Ongoing	Marketing
Provision of guided hikes and backcountry tours	• Implement strategies to reduce the occurrence of commonly littered items.	• Ensure all guided school groups and tours are reminded of 'leave no trace' principles.	Ongoing	Guest Services
Sale of physical products	• Implement strategies to reduce the occurrence of commonly littered items.	• Tags and packaging to be removed from retail items at point of sale where possible. • Bins located in key public areas near retail shops	Ongoing	Retail/Rental
	• Reduce total per person domestic and business as usual waste to landfill by 10% by 2030 from 2023-2024 EMS year figures	• Procure products with reusable packaging or less packaging • Work with suppliers to reduce packaging waste	Ongoing	

Management of Environmentally Harmful Substances

Activities	Target	Actions	Timing	Responsible Dept.
Underground Petroleum Storage	100% of corrective actions identified in UPSS regulatory inspections are implemented within the specified timeframe	- Operate all KT owned UPSS in line with Protection of the Environment Operations (Underground Petroleum Storage Systems) Regulation 2019. - Maintain records of all calibration and tank assessment reports - Maintain records of all NPWS inspections and reports	Ongoing / Annually	Mountain
General	100% of personnel working with hazardous substances (as defined in section 7.4 of the Framework) are trained annually in hazardous substances handling, storage and environmental incident response and reporting.	- Comply with legal requirements regarding storage and management of hazardous materials - All staff and contractors are made adequately trained in standards for storage, transfer and disposal of hazardous materials - All potential pollutants and hazardous materials are to be disposed of appropriately - Respond appropriately to emergencies - Minimise potential for fuel spillage - Minimise risk associated with the use of potentially harmful substances - Minimise fire risk	Ongoing	All Departments WHS & Training, Environmental Services, Alpine Hotel, Engineering, Guest Services, Mountain
	No environmental spills	- Storage and handling of hazardous material to comply with SafeWork NSW and Australian Standards - Keep all hazardous substances stored in suitably bunded areas - Utilise bunded areas for refuelling and chemical handling processes - Ensure all SDS are kept with appropriate products - Ensure all SDS are reviewed annually and updated as required (within 5 year expiry) - Where required, chemicals to be stored in locked compound	Ongoing	All Departments WHS & Training, Environmental Services, Alpine Hotel, Engineering, Guest Services, Mountain
	100% of environmental incidents have corrective or preventative actions implemented to prevent reoccurrence	- All relevant staff trained in environmental incident and emergency response - All environmental incidents including sedimentation, spills, pollution, and damage to vegetation reported on DoneSafe. - Preventative and corrective actions to be implemented.	Ongoing	All Departments WHS & Training, Environmental Services, Alpine Hotel, Engineering, Guest Services, Mountain



Management of Social and Cultural Impacts of Tourism

Activities	Target	Actions	Timing	Responsible Dept.
High Country Access	Support Indigenous access	Continue partnership with Clontarf School to provide support to indigenous groups visiting Thredbo.	Ongoing	Guest Services
Provision of guided hikes and backcountry tours	Maintain EcoTourism Australia certification	- Complete reporting and auditing as per EcoTourism standard - Maintain and update Environmental Management Plan as per EcoTourism standard	Ongoing	Guest Services, Environmental Services
General	Support improvements to accessibility of Thredbo's historical venues	Ensure retrofitting of physical access aids are included in renovation projects.	Ongoing	Alpine Hotel, Engineering, Marketing, Environmental Services
	Actively manage customer complaints about environmental impacts including noise, odour, and air pollution complaint	- All complaints logged in Thredbo Complaint Management log - All complaints responded to as per procedure	Ongoing	All Departments