

Environmental and Social Sustainability Policy

Our Environment

Kosciuszko Thredbo Pty Ltd (KT) operates the alpine resort of Thredbo, providing winter sports and summer activities alongside access to the high country. Located 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.

KT operates a hotel, dining venues, a leisure centre, ski lifts, snowmaking infrastructure, a wastewater treatment plant, and associated maintenance locations. Thredbo is managed by KT and has evolved to become a vibrant and diverse community. The village atmosphere and facilities attract year-round visitation and provides the social infrastructure which underpins all 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. We are committed to undertaking responsible environmental practices to achieve and maintain a leading position in sustainable alpine resort management, part of which is understanding and aligning KT's activities to the United Nations Sustainable Development Goals. Under our stewardship, the natural/environmental, cultural and social values of Thredbo will be conserved or restored/improved for the use and enjoyment of future generations.

KT is a contributing member to emission reduction goals set out by our parent group, EVT Ltd. The Group's emission reduction goals are:

- a 50% reduction in Scope 1 & 2 emissions by 2030, when compared to an FY23 baseline, and
- a 25% reduction in Scope 3 emissions by 2030, when compared to an FY23 baseline.

KT participate within the NSW National Parks & Wildlife Service (NPWS) Alpine Region Environmental Management System Framework. Among other efforts this includes:

- preventing deterioration of the Thredbo River by continuing to comply with our Environment Protection Licence associated with the Wastewater Treatment Plant and with our Water Access Licences for fresh water;
- continuing to control weed species in Thredbo Resort by ensuring weed removal processes are undertaken and through implementing weed spread prevention methods;
- continuing to control invasive pests in Thredbo Resort by undertaking 440 trap nights (minimum) for cats and foxes, and progressing the seasonal rabbit control programs;
- avoiding and minimising environmental degradation from developments by ensuring 100% of rehabilitation linked to development consents are completed within the specified timeframes and reporting upon 100% of environmental incidents (including pollution incidents) whilst undertaking corrective and preventative actions for these incidents;
- avoiding environmental damage due to hazardous substance pollution by annually training 100% of staff working with hazardous substances in the safe handling and storage of these materials;
- minimising waste, moving toward a 10% reduction of waste-to-landfill by 2030 over the 2023-2024 EMS year figures;
- continuing the collection and composting of food organics waste from Thredbo;
- aiming for 55% of KT's total energy consumption to be from renewable sources by the 2030-2031 EMS year;
- implementing strategies to reduce occurrence of commonly littered items;
- 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;
- utilising knowledge from our parent company EVT Group's Reconciliation Action Plan to liaise with local indigenous elders and stakeholders, to learn and understand how KT can support indigenous reconciliation;
- assisting in the education of stakeholders in the identification, documentation and management of significant environmental and cultural heritage sites, whilst carefully managing the impacts of tourism upon them;
- maintaining a participatory management approach and encouraging staff to contribute to tourism related environmental, cultural, social, and economic (ECSE) management aspects and directions while ensuring equal opportunity for all employees, community members, and guests; and
- considering principles of sustainable procurement, including environmental, economic and social/ethical factors, in our procurement activities.

Our Strategy

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

- is based on a thorough understanding of environmental and social conditions and the impacts arising from our activities, utilising a life-cycle perspective, with regard to seasonal fluctuations of visitor numbers and associated environmental impacts;
- defines our legal and other responsibilities;
- complements the interests, objectives and activities of relevant government departments and other stakeholders;
- contains clear objectives and quantitative targets for measuring environmental performance in each of our operational sectors including the achievement of Minimum Environmental Performance Standards (MEPS) as agreed with NPWS;
- establishes a system to monitor, record, analyse and publicise environmental performance;
- defines an appropriate operational structure for implementing the EMS, including roles and responsibilities, communications pathways, target timeframes and training programs.
- involves the broader community including sublessees and contractors in the identification of ECSE outcomes;
- supports the education of businesses and the community to raise awareness of their responsibility to help achieve sustainability targets derived from Thredbo's EarthCheck benchmarking performance or EMS; and
- ensures an ethical and non-exploitive environment for businesses, staff, suppliers, and the broader community is maintained.

KT is 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, workplace health and safety, and employment legislation. All levels within KT endorse and are actively involved in implementing the EMS.

Measuring Our Performance

Our environmental, social, and cultural performance is 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 Gold Certification, with a view to continuing EarthCheck Certification towards Platinum level.

EarthCheck Destination Standard Benchmarking Indicators are measured and reported annually to EarthCheck. We endeavour to ensure performance is 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. KT communicate the aims of the EarthCheck Program and our benchmarking performance to employees and other stakeholders including the broader community. NPWS EMS reporting also occurs annually, with results of the updated EMS criteria being reported on from 2025-26 onwards.

The KT Environmental and Social Sustainability Policy and our annual Sustainability Report will continue to be made available to all staff and the public. This Policy is 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 continue to actively encourage guests, suppliers, village business operators, sub-lessees and other stakeholders 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 NPWS 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 Alpine Region EMS Framework, 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