



ENVIRONMENTAL SUSTAINABILITY

Destination Action Plan



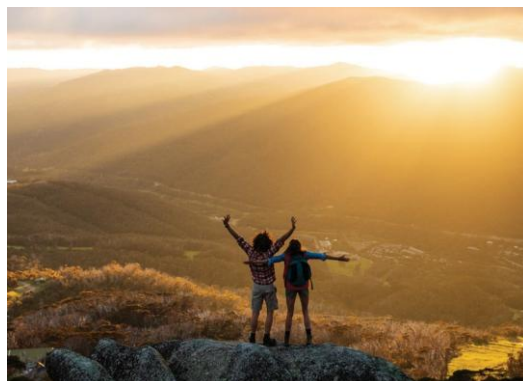
Community



Leadership



The Environment



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1 Introduction

The Thredbo Environmental Sustainability Destination Action Plan outlines the targets, objectives, and procedures to be undertaken 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 recognises the strong seasonal variation in visitor numbers and operational activities, with distinct winter and summer tourism seasons resulting in fluctuations in resort occupancy, infrastructure use, and associated environmental pressures.

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 provided, KT's EMS divides the practical operations 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 2023 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. A key requirement is for alpine operators to ensure their EMS is certified to ISO14001.

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 prevention & 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 a selection of 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. As some actions form part of KT's ongoing operational activities, they are not specifically listed below.

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 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.	February 2027	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 2027	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.	February 2027	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 2027	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	March 2027	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.	March 2027	Environmental Services, Engineering
Use of vehicles	Offset all mobile fuel usage	Utilise Greenfleet to offset CO₂ emissions from petrol and diesel usage	March 2027	Environmental Services, Mountain, Engineering

Management of Freshwater Resources

Activities	Target	Actions	Timing	Responsible Dept.
Water Supply	Comply with water extraction licenses	- Ensure metering operations are functioning correctly. - Maintain records of water extraction & report these by the annual due date.	Annually - August 2026	Environmental Services
	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 - Report on Green Stay Usage to Environmental Services.	March 2027	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	March 2027	Environmental Services

Ecosystem Conservation and Management

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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 2027	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 - Improve signage on bins and in bin locations to help staff recycle items in the correct manner.	March 2027	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 2026	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.

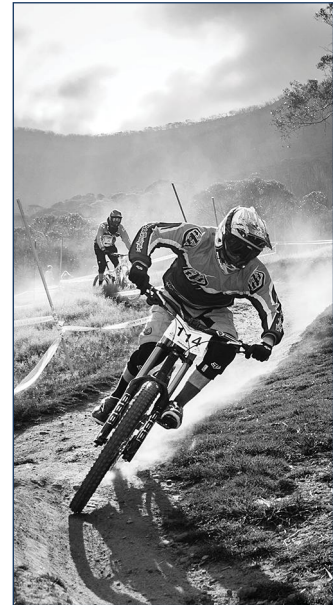
3.5 Community Involvement

A critical component of improving Thredbo's environmental performance is the involvement of all staff and key stakeholders, including guests. We endeavour to engage with the Thredbo community and stakeholders by providing opportunities for, and encouraging, suggestions and feedback from the community. We also promote environmental awareness and participation through initiatives such as Environment Week, using a range of marketing and communication channels to highlight sustainability achievements, educate stakeholders, and encourage community involvement in environmental programs and events.

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.

