

Kosciuszko Thredbo Human Rights Report FY 2025/26

Workplace Policies

Our Workplace Policies align with the United Nations Universal Declaration of Human Rights, reflecting our commitment to upholding and promoting human rights across our operations. We have a range of policies in place that actively support and protect the rights, dignity, and wellbeing of all individuals within our business.

Policies include but not limited to;

- Anti-Sexual Harassment Policy (EVT – Sept 2025)
- Anti-Bullying Policy (EVT – Nov 2025)
- Anti-Discrimination and Anti-Harassment Policy (EVT – Nov 2025)
- Family & Domestic Violence at Work Policy (EVT – May 2024)
- Whistleblower Protection Policy (EVT – January 2023)
- Workplace Gender Equality Policy (EVT – February 2018)
- Modern Slavery Statement (EVT - lodged each year)
- Code of Ethics and Business Conduct (EVT – November 2022)

Gender Equality

Female Representation in Leadership (%)

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

KT is committed to achieving gender balance at all levels of the organisation. The figures below reflect the current representation of women in our leadership roles;

- 71% of Senior Management positions are held by males, compared to 29% female representation. It should be noted that the majority of these Senior Management positions held by males are in traditionally male dominated career disciplines including Engineering, Environmental Services, IT, Snowsports and on-Mountain management.
- Female representation in KT's Supervisor organisational grade is 55% and 27% at the Department Manager grade during Winter 2025.

Gender Pay Gap (%)

The Gender Pay Gap is calculated based on the average earnings of male and female employees within the same organisational grade, performing work of similar value.

Thredbo reports on its winter and summer workforces using data from the peak of each season: 15 August 2025 (winter) and 15 January 2026 (summer). This is consistent with previous years' reporting. The data in this section excludes team members employed under an award or enterprise agreement.

At Organisational Grades 1 and 2, employees are paid in line with the applicable industrial instruments — either the Alpine Resorts Award 2020 or the Kosciuszko Thredbo Engineering Trades Enterprise Agreement 2016. As such, no gender pay gap exists at these levels.

At the Senior Leader level, the gap is 11.79%.

At the Department Manager level, the gap is;

2.02% during winter operations
6.09% during summer operations

At the Supervisor level, the gap is;

8.70% during winter operations
3.59% during summer operations

These figures are influenced by the composition of KT's Senior Leadership Team, which includes a number of highly skilled, trade-specific roles that are currently male-dominated.

For context, the Australian national average gender pay gap was 11.2% and was 21.1% in the Private sector from the Australian Government, Workplace Gender Equality Agency released in March 2026.

Discrimination and Harassment/Diversity and Inclusion

Discrimination

KT is committed to upholding the principles of equality, fairness, and inclusion in all aspects of employment. The company does not tolerate discrimination on the basis of race, sex, colour, nationality or social origin, ethnicity, religion, disability, sexual orientation, gender identity, or political opinion.

In line with privacy and human rights considerations, KT does not collect personal data relating to employees' race, ethnicity, religion, disability, sexual orientation, or political beliefs during the recruitment process. Nationality is collected only during onboarding to verify employees' legal right to work in Australia.

During the 2025 winter season, 5.4% of employees were non-Australian residents, compared with 3.65% during the 2025/26 summer season. This variation reflects the specific technical and seasonal skills required for KT's winter operations, including roles such as cat drivers, snowmakers, and snowsports instructors.

Across the 2025/26 financial year, KT employed individuals from 20 different countries, reflecting the company's diverse and multicultural workforce.

Harassment

KT is committed to providing a workplace that upholds dignity, respect, and equality for all employees. Formal complaints made by staff members relating to harassment or discrimination are treated with the utmost seriousness and confidentiality.

KT operates under a suite of EVT policies that define harassment and discrimination and outline clear procedures for grievance handling, investigation, and resolution. These include:

- Anti-Bullying Policy;
- Anti-Discrimination and Anti-Harassment Policy; and
- Anti-Sexual Harassment Policy.

During the 2025-26 financial year, KT received 6 reports relating to alleged instances of harassment or discrimination. Each report was managed in line with the established grievance process, thoroughly investigated, and appropriately resolved, ensuring that outcomes were fair and consistent with both legal and ethical obligations.

To promote accessibility and trust in reporting mechanisms, People & Culture contact posters are displayed in all staff areas, clearly outlining available points of contact for employees who may feel uncomfortable raising concerns directly with their manager. Employees can also submit anonymous complaints under EVT's Whistleblower Protection Policy, ensuring they can speak up safely and without fear of reprisal.

In addition, EVT provides all employees with access to a confidential Employee Assistance Program (EAP), offering 24/7 wellbeing support via phone and a chat-based mobile app. This service reinforces EVT's commitment to safeguarding employee wellbeing and upholding their right to a safe and respectful workplace.

Staff Safety and Wellbeing

Staff Injuries

During 2025/26 FY there were 220 workers compensation notifications lodged. Of these 220 notifications, 40 resulted as lost time injuries.

Lost time injury frequency rate (LTIFR) calculated using the workers compensation figures divided by total hours worked was 28.44 ($22/773,619 \times 1,000,000$) in the 2025/26 FY, a decrease from previous years.

Minimising Risk

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

Workers Compensation

All workers' compensation claims are managed centrally by KT's People and Culture department to ensure a consistent, fair, and transparent approach. The Return-to-Work Coordinator (RTWC) is responsible for completing the initial report to the insurer and maintaining direct communication with the medical provider, insurer, employee, and their manager. This coordinated process ensures that all legal obligations are met and that the employee's health, safety, and dignity remain the central focus throughout their recovery.

The RTWC also collaborates closely with the Work Health and Safety (WHS) Manager to identify potential contributing factors and implement measures that prevent reoccurrence and promote a safer workplace for all employees. This proactive approach reflects KT's commitment to protecting the wellbeing and human rights of its workforce.

Staff Training

EVT recognises that building awareness and capability among employees is essential to upholding human rights, ensuring ethical conduct, and maintaining compliance with national and international standards.

All new employees complete an online induction program at the commencement of employment, which introduces them to EVT's values, human rights commitments, and workplace policies designed to foster dignity, inclusion, and respect. The People and Culture team maintains comprehensive records of all induction and training completions to support transparency and accountability.

Each business area delivers department-specific training and inductions to maintain operational competency, comply with legal and safety obligations, and ensure employees understand their responsibilities in promoting fair and ethical work practices. These records are maintained internally by each department.

Senior managers at KT participate in biennial legal compliance and human rights training, which provides up-to-date guidance on employment law, ethical leadership, and the respectful treatment of

employees throughout their employment. This training reinforces EVT's commitment to continuous improvement and the protection of human rights within its operations.

Over the 2025–26 financial year, the Thredbo team invested 22,861 hours in training and development, reflecting a strong commitment to capability development and operational excellence. This included 28 online internal courses and 25 external training programs, along with a wide range of inductions, toolbox talks, and internal sessions tailored to specific operational needs. This is an increase of 10% from prior year.

This comprehensive approach to training and development ensures that all EVT employees are equipped to contribute to a safe, inclusive, and ethically responsible workplace.

Wellbeing Programs

EVT is committed to supporting the health, safety, and overall wellbeing of its employees. In recognition of the importance of this focus area, the company has implemented a range of wellbeing initiatives, including:

- Flexible Working Arrangements Policy, supporting work–life balance and individual needs.
- Paid Parental Leave, providing support for employees during significant life events.
- One paid day of Wellbeing Leave per year for all permanent employees, encouraging self-care and mental health.
- Updated Employee Benefits program, including an industry leading Employee Assistant Program offering enhanced resources and support for staff wellbeing.