



# SUSTAINABILITY REPORT

2022-2023

Kosciuszko Thredbo Pty Ltd



Thredbo is located on Monero–Ngarigo country.

We acknowledge the traditional custodians who have looked after this land, water and community for thousands of years. We thank them for all they have done and continue to do to look after this country, a special place which we all love and respect.



Sunrise over Thredbo - image by Thredbo Resort

Front Page: Skiers and Riders at Thredbo's Community Bell - image by Thredbo Resort

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Mountain Bike Rider airing past Kareela Hutte Restaurant -  
 image by Thredbo Resort

## Introduction

Thredbo is a village and alpine resort located within Kosciuszko National Park, a unique area of Southern New South Wales (NSW). The resort provides for snow sports in winter and hiking and mountain biking in the summer, with year-round access to Australia's highest mountain, Mt. Kosciuszko.

Kosciuszko Thredbo Pty Ltd (KT) operates Thredbo Alpine Resort within a lease area; the land is leased from the NSW Government National Parks and Wildlife Service (NPWS). KT acts as the de facto council for Thredbo village by maintaining infrastructure, supplying drinking water, removing and treating wastewater, and collecting refuse and recycling. Within the village, KT operates a hotel complex with multiple dining venues, a leisure centre, retail shops and numerous structures associated with mountain resort operation.

Thredbo village is also home to private residences, club lodges, managed apartment buildings and third-party businesses in leased locations. The dynamic nature of business and dwellings within Thredbo create a European-style ski village, but with a uniquely Australian atmosphere.

KT has a dedicated Environmental Services department with multiple full-time year-round staff ensuring proper environmental stewardship of the lease area and the wider environment. Within KT's other departments, leaders take ownership for ensuring their operations are undertaken in a safe and environmentally responsible manner.

KT is wholly owned by EVT Limited, an Australian Limited company that operates hotels, resorts and cinemas across Australia, New Zealand, and Germany.

This Sustainability Report utilises data from KT's Environmental Management System (EMS) and EarthCheck reporting period - 01/03/2022 to 28/02/2023 - as well as information from the calendar year 2023.



On Top of Mt Kosciuszko -  
image by Thredbo Resort

## EarthCheck

In June 2023 Thredbo received our third consecutive EarthCheck Gold certification. EarthCheck are a third-party sustainability assessor for the hospitality and tourism industry and ensure that we're honest with our progress, successes, and shortcomings. We can rely on EarthCheck's assessments as a true representation of KT's efforts. KT use the EarthCheck expertise to assess our sustainability performance across Environmental, Cultural, Social and Economic (ECSE) aspects, and have done so since 2012.

Annually, we submit a range of data sets to EarthCheck including fuel usage, electricity usage, waste generation, water usage, visitation levels and many others. The data is used to benchmark Thredbo against other businesses within the hospitality and tourism sector and it provides us direction when choosing which future efforts will have positive results within Thredbo. KT is audited annually by EarthCheck, to ensure we are truthful in our sustainability self-assessments, and to help KT improve our on-ground performances in areas such as environmental protection, sustainable development, staff training, and chemical storage and safety.

**Person Years:** Through the EarthCheck data benchmarking process, a calculation of the activity measure within Thredbo is undertaken. This is known as the "Person Years" calculation (PY). The process involves considering all day visitors, holiday makers, staff members and Thredbo residents for the amount of time they spend in Thredbo village and, subsequently, the impacts that they have. For example:

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

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

Over the past 12 months all departments have been working in collaboration to ensure Thredbo continues to perform to high environmental standards.

Throughout this report, we'll explore new initiatives, target achievement and the setting of new targets. We'll also look at our greenhouse gas emissions, and how we are acting towards environmental, cultural and social sustainability.



## Big Wins in 2023

### Electric Vehicle Charging

In early winter 2023, KT installed 4x dual-port EV chargers, providing a total of 8 charging ports in addition to the existing Tesla destination charger.

Over the first 2 months of operations there were 177 individual vehicle charging sessions totalling 2,965 kWh of electricity at the new charging stations. This has provided an estimated 15,300 km of emission-free transport, which is roughly equivalent to driving a full lap of Australia.

KT aims to support the transition to sustainable transport options by providing access to EV charging utilising Red Energy's renewable electricity for our guests to use while visiting Thredbo.

### Village Stormwater Works

During the summer of 2022-23 the Environmental Services team undertook a series of works to repair stormwater infrastructure throughout the village to prevent ingress to the Thredbo Waste Water Treatment Plant (WWTP).

Due to the age of Thredbo's sewer network, stormwater ingress into the network has become a challenge as it increases the volume of water to be processed at the WWTP. Clean stormwater enters the WWTP through the sewer network and mixes with sewage therefore increasing volumes to be processed. This increased volume requires greater energy and chemical inputs for treatment.

Improvements to the stormwater system has seen large volumes of clean rainwater runoff and snowmelt be diverted to the river via gross pollutant traps. Since the works were completed, influent volumes and flow rates recorded at the WWTP have trended significantly lower during and after rainfall events. These works have saved energy and resources and will continue to do so for years to come in the prevention of excess wastewater treatment.



Recharging a Hybrid Range Rover in Thredbo - image by Thredbo Resort

## E-waste Recycling

In 2023 we diverted over 4 tonnes of E-waste (including batteries, white goods, and fluorescent tubes) away from landfill and towards recycling. This has involved shipping the goods to Sydney to a specialised recycling contractor so that component parts and valuable resources can be extracted.

This initiative is part of our overall waste-to-recycling scheme where all KT departments and private businesses in Thredbo are encouraged to reduce waste-to-landfill.

## Organics Composting

Thredbo's organics composting journey has grown over the past 5 years to reach a record amount composted in the 2022-23 reporting period: 27.3 tonnes.

All KT-owned food and beverage venues are now included in the collection of food organics, and our on-ground personnel work hard to ensure only compostable material enters Thredbo's on-site Closed Loop composter. Private businesses in Thredbo have been joining the scheme over time, and some private lodges and apartments are also included in the collection schedule.

Since the start of 2023, the resulting dry compost material has been sent to local Jindabyne market garden, The Conscious Crop. Through worm-farming and hügelkultur, the nutrients from the organics waste are being added directly back into the soil to produce fresh fruit and veggies that are sold in the local economy. This is closed loop resource use at its finest.



Top: Rod Trower, owner/operator of The Conscious Crop - image by Thredbo Resort

Left: The Conscious Crop's polytunnel vegetable growing area - image by Thredbo Resort

## Winter Season Public Transport

During the winter season of 2023, Transport for NSW implemented a season-long daily bus service between Jindabyne and Thredbo. The initiative supports the reduction of cars on the mountain roads, subsequently reducing the likelihood of animal to vehicle interactions and reducing collective emissions.

The bus service provided the option for both guests and staff to use public transport to access Thredbo, which was further supported through KT's People and Culture department where a 50% subsidy was provided to those staff members who bought a season pass for the bus service. 152 staff received this benefit and 50 received a Staff Carpooling incentive subsidy.

With the multitude of positive outcomes, it is intended to continue the service again for winter 2024.

## Return & Earn Container Deposit Scheme

In September 2023, KT worked in collaboration with Tomra Cleanaway to install a Return and Earn machine in Thredbo. The Return and Earn scheme is a NSW Government-backed litter prevention initiative that provides 10 cents back to users for each eligible glass, metal, or plastic drinks container returned. The goal within Thredbo is to incentivise the prevention of these containers from ending up as litter within Kosciuszko National Park.

Between September and December 2023, 17,751 containers (roughly 1,220 Kg) were recycled through Thredbo's Return & Earn machine.



Top: Bus Transport in Thredbo -  
image by Thredbo Resort

Left: Thredbo's Return & Earn Machine -  
image by Thredbo Resort



## 2023 Sustainability Target Results

In 2018, three 5-year targets were set to help improve Thredbo's environmental performance and to direct the environmental efforts of our team.

These were designed to be ambitious and to target well-known and relevant local environmental factors. The targets were as follows:

- Divert 50% of waste from landfill by 2023.
- Offset 100% of the greenhouse gas emissions caused by the generation of electricity used in the resort operations by using an officially recognised and certified carbon abatement scheme by 2023.
- Reduce water use by 25% over 2011-12 levels (excluding snow making) by 2023.

Over the next few pages we'll take a look at how we progressed towards these targets, what the positive outcomes were, and what we can learn and develop into the future.



Inversion in the Thredbo Valley - image by Thredbo Resort

## 2023 Waste Sustainability Target Results

Target: Divert 50% of waste from landfill by 2023.

Outcome: 33.1% of waste tonnage diverted from landfill.

We didn't manage to achieve our ambition of diverting 50% of our waste away from landfill. There are many positive outcomes over the past few years, but we understand why we missed this target.

Our recycling rate is calculated at a village-level. This means that all properties within Thredbo feed into the data collection including private lodges, restaurants, and KT-owned venues. The recycling initiatives within KT venues and properties are well-established and most lodges have good processes in place to separate waste. However, due to the large proportion of private properties within Thredbo village, the challenge is to create a uniform process across all properties, whilst also allowing each to operate in their own specific manner. It appears we have struggled to engage all visitors to Thredbo in our recycling and waste-avoidance efforts.

On a positive note, KT has had ever-growing uptake in food organics composting. Each year the volume of organics composting has increased, with more and more venues and individuals getting involved in the scheme. E-waste recycling has been formalised during 2023, so we're looking forward to that stream contributing more to diversion from landfill in the future.

We have had some successes over the past few years with a tailored approach to providing recycling infrastructure to individual venues. KT undertake face-to-face consultation with lodges and venue to create individual solutions for each property, with the process ongoing.

There are further recycling challenges due to materials used in packaging of brought-in products. At this stage soft plastics are an obvious limitation, and due to national recycling schemes ceasing, Thredbo has been limited to having to return soft plastics to the landfill stream.

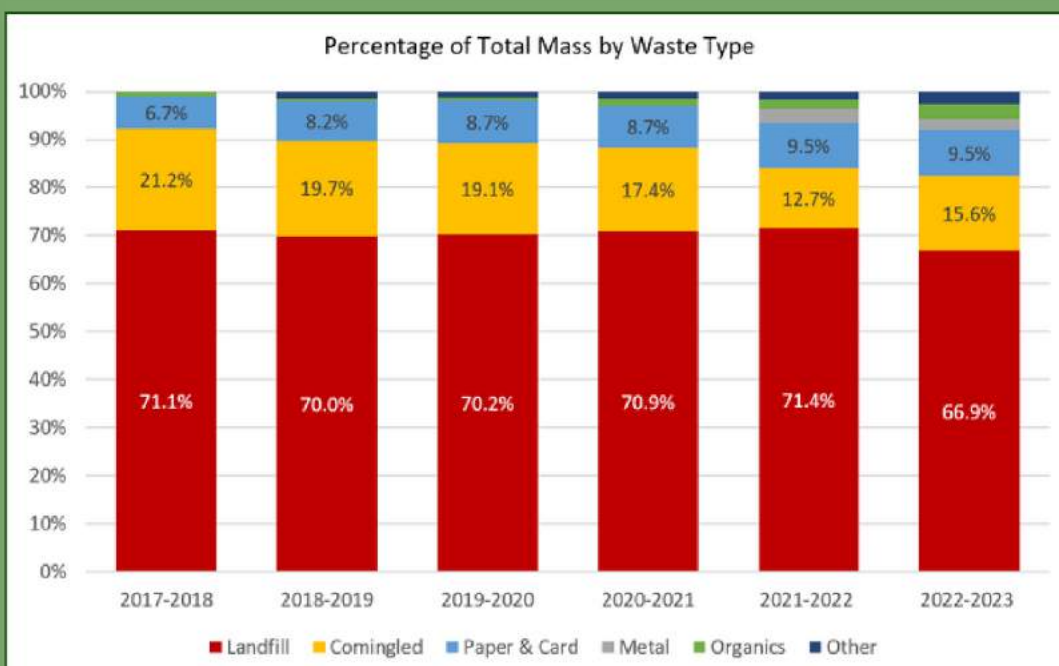
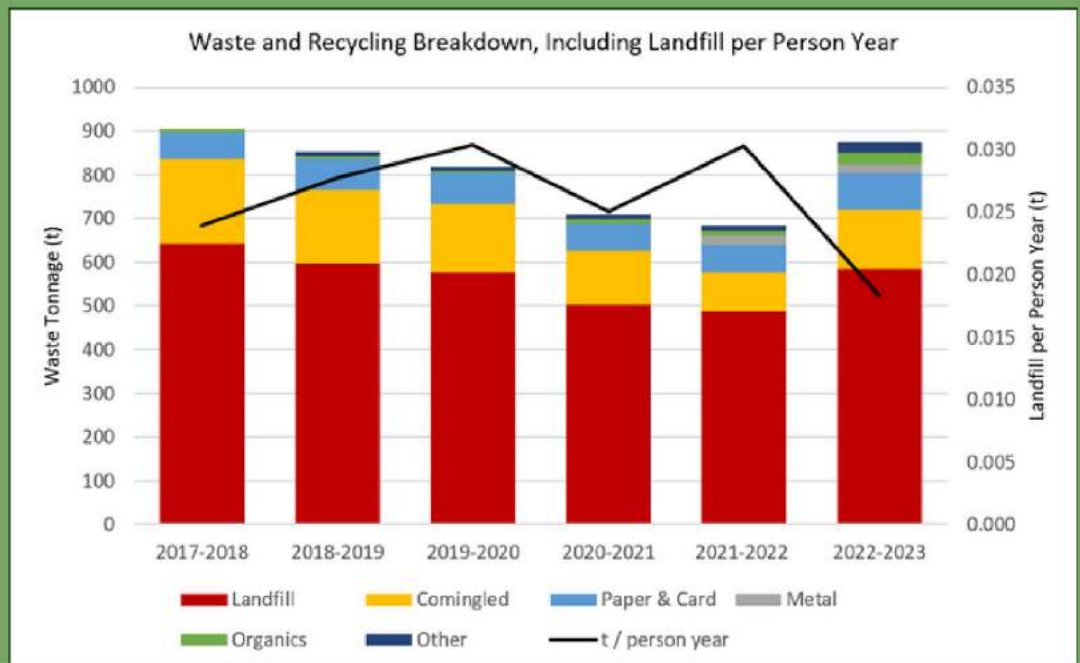


Collecting Litter and Recycling in Thredbo - image by Thredbo Resort

Although most of KT owned venues utilise compostable single-use packaging (where necessary), the NSW Environment Protection Authority has implemented a ban on all compostable packaging to compost removing opportunity for waste diversion from landfill.

The following graphs show the waste breakdown split into the major streams over the past 6 years. The Person Years metric (PY – detailed description on page 2) allows us to compare the performance from one year to the next whilst understanding fluctuations in visitation.

This shows us that, in 2022-23, while the overall waste generation was high, the tonnage of waste sent to landfill per PY fell. This is in-part due to overall visitation increases, which is why overall waste tonnages are up on the previous few years. As a percentage of waste mass, Thredbo’s landfill stream has stayed relatively consistent from 2017 to 2022. The challenge is to now ensure the landfill percentage trends downward into the future.



## 2023 Energy Sustainability Target Results

Target: Offset 100% of the greenhouse gas emissions caused by the generation of electricity used in the resort operations by using an officially recognised and certified carbon abatement scheme by 2023.

Outcome: 100% of KT's electricity is now sourced from renewables, removing the need for carbon offsets.

Through KT's association with Red Energy, we have secured 100% renewable electricity for our resort operations from Snowy Hydro. This began in 2019 with our Mountain Ops, Snowmaking, Thredbo Alpine Hotel, Thredbo Leisure Centre and Sewage Treatment Plant all powered with renewables.

In 2022, the renewable electricity purchasing agreement was expanded to also include our small sites within Thredbo Village, meaning we can confidently say that all our business's electricity usage is sourced from renewable sources. With those developments we deem this target to have been achieved, albeit through alternate means, without the need for offsetting those emissions.

We're proud of our local connection with Snowy Hydro, and Red Energy, which provides Thredbo with renewable energy. Through our commitment to purchasing renewable electricity, we are supporting the renewable energy economy in Australia, and helping to ensure that demand remains high for low-emission renewable energy.



Snowmaking & Easy Does It Chairlift at Friday Flat - image by Thredbo Resort

## 2023 Water Sustainability Target Results

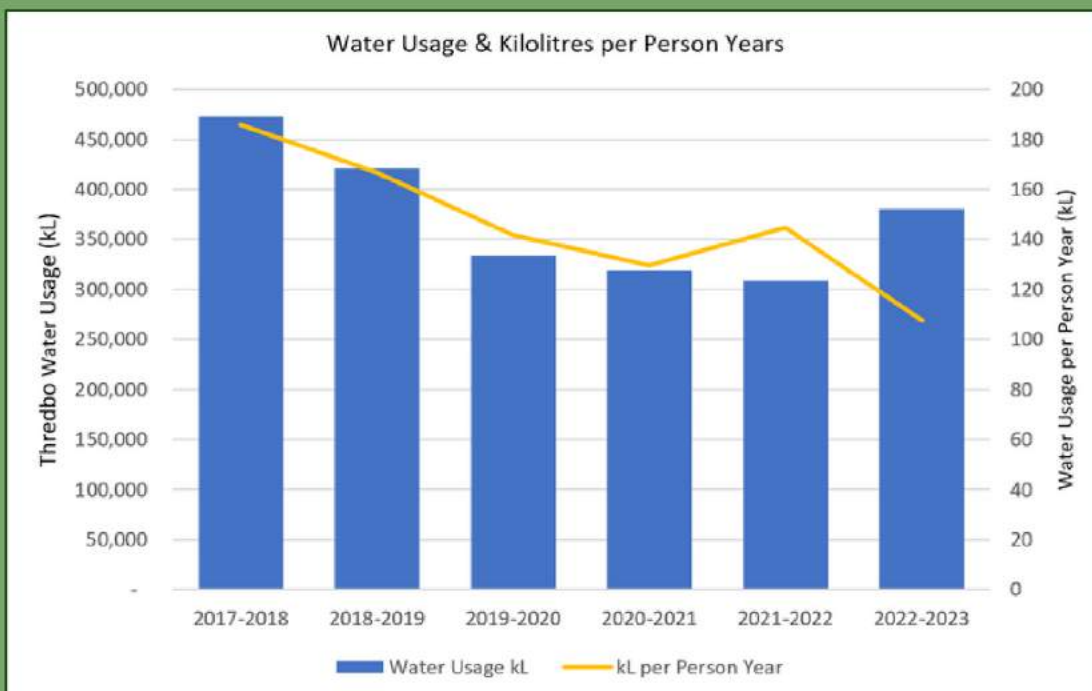
Target: Reduce water use by 25% over 2011-12 levels (excluding snow making) by 2023.

Outcome: total water usage has increased by 18% since 2011-12 levels, but reduced 42% since the year the target was set.

It appears that our target was too ambitious, and specifically couldn't foresee the scale of year-round visitation increase Thredbo has experienced through the post-Covid years of 2022 and 2023.

In 2018, the year the targets were set, Thredbo's water usage was 47% higher than the levels in 2011-12. When measured as water usage per Person Year (PY – see page 2) the 2017-18 data results in 186 kL per PY. In the most recent reporting period, 2022-23, the amount of water used was 108 kL per PY. This is a reduction of 78 kL per PY (or 42%), driven by both improved water usage practices, updates in infrastructure and equipment, and increased visitation. As visitation continues to rise year-round in Thredbo, it is important that we ensure that water usage is kept at a responsible level to safeguard the local natural environment.

The graph below shows this relationship. As visitation has increased overall over the past 6 years, the amount of water used per person has decreased. Water usage reductions have come about through the installation of water efficient devices in Thredbo properties and improvements in the efficiency of replacement domestic appliances. These are positive steps towards ensuring the sustainability of the natural freshwater in and around the Thredbo Valley.



## 2026 Sustainability Targets

Thredbo's new Sustainability Targets have been designed to continue the positive work that has been undertaken towards the previous targets, whilst being clear and easy to follow, and realistically achievable within the three-year time frame.

The new targets are as follows:

- **Achieve Carbon Neutral Certification for Thredbo Operations, by December 2026.**
- **Reduce Village Waste-to-Landfill by 10% Over 2022-2023 Levels, by December 2026.**
- **Reduce Village Potable Water Usage by 10% Over 2022-23 Levels (excluding snowmaking), by December 2026.**

With these clear and concise targets in place, KT can focus on continuing Thredbo's sustainability journey. There are a wide range of potential environmental impacts associated with snow resort operation, as well as with operating as the de-facto council for Thredbo village, and these factors have been considered when setting the new targets.

Waste-to-landfill and water usage is measured per "Person Year"; a metric that measures the amount of time an individual spends in Thredbo. "Person Years" works as a comparable milestone each year that considers the seasonal tourism in Thredbo, and encourages all staff, Thredbo residents, and guests to play their part in reducing waste and water usage (more details on Person Years is available on page 2).



Carving the Groomers in Thredbo - image by Thredbo Resort

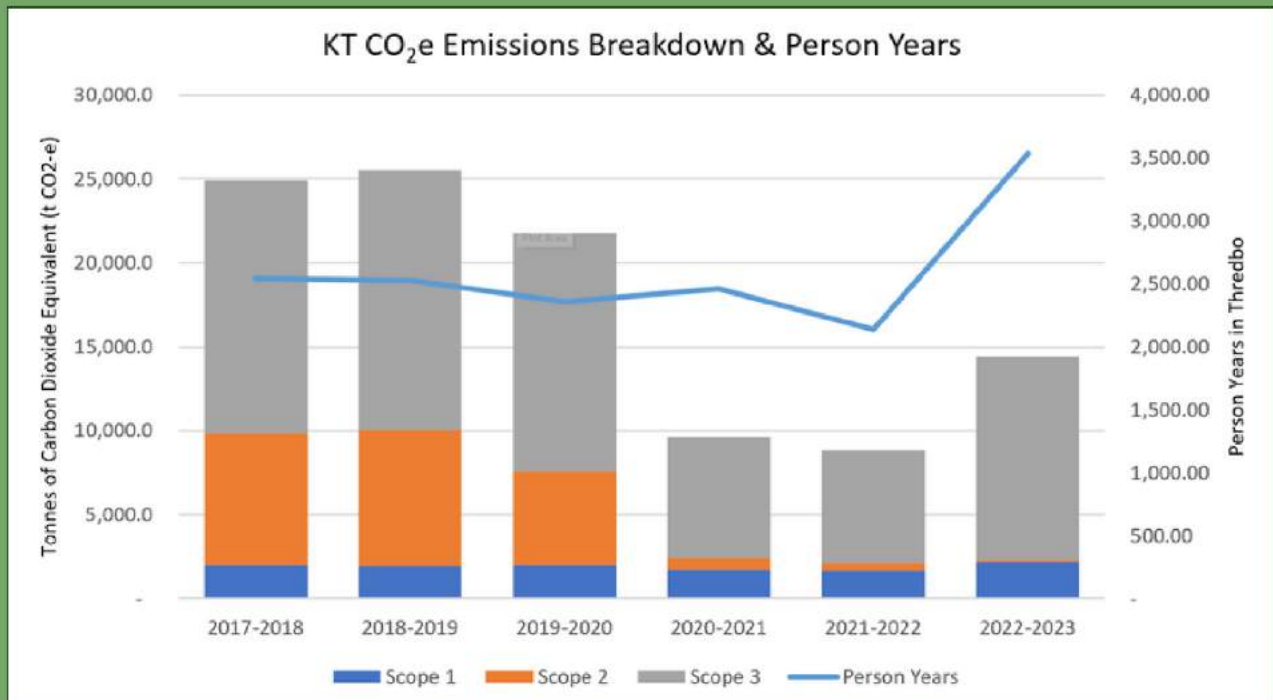
## Emissions Trends

Emissions are a highly relevant topic in the world of sustainability, and rightly so as they're the biggest human-induced driver of climate instability that the world is experiencing.

When we talk about emissions in this context we're describing carbon dioxide equivalent, or CO<sub>2</sub>e. CO<sub>2</sub>e is a standardised unit of measurement used to compare the potency of different greenhouse gases in terms of their contribution to global warming and climate change. It represents the amount of carbon dioxide (CO<sub>2</sub>) that would have the same global warming potential as a given quantity of another greenhouse gas (such as methane) over a specified period, typically 100 years.

Through KT's journey with EarthCheck, we annually measure our emissions generated on-site, for example, the burning of fuels (scope 1 emissions), the sourcing of electricity (scope 2 emissions) and the emissions generated by other activities such as waste production, employee commuting etc. (scope 3 emissions).

The below graph shows our CO<sub>2</sub>e emissions since the 2017-2018 reporting period, broken down into scopes 1, 2 and 3. Alongside the emissions data is the trace for the Person Years (PY – see page 2) activity measure.



The major reduction has been the lowering of scope 2 emissions through KT's commitment to buy renewable electricity from Red Energy. KT's scope 1 emissions took a dip through the two Covid-19 affected years of 2020 and 2021 but raised to pre-covid levels during the 2022-23 reporting period.

The Covid-affected years show a steep decline in the scope 3 emissions, highly affected by the reduced ability of guests to visit during the winter. However, in the summer months Thredbo saw very high visitation levels with the closures of international borders, hence the PY trace remained relatively consistent.

In the 2022-23 reporting period the PY trace rose significantly due to elevated year-round visitation to Thredbo; a busy winter season followed by a summer season with increased guest patronage. It is encouraging to see that with the rise in PY, emissions did not return fully to pre-Covid levels.

In future, targeting reductions in scope 1 emissions is action that KT can control, with Liquified Petroleum Gas (LPG), diesel and petrol in our sights. Scope 3 emissions, however, are generally outside of KT's control and require different solutions such as encouraging suppliers to reduce their own emissions and supporting guests and employees to find increasingly sustainable methods of transport.



Skidoo at Sunrise - image by Thredbo Resort



## Ecosystem Conservation

KT's Environmental Services & Mountain departments undertake year-round actions to ensure the Thredbo environment remains as natural as is possible whilst operating a mountain resort. This includes ensuring native plants and animals don't have to compete with invasive pests for space and resources.

Over 6,550 native trees, shrubs and grasses were planted during 2022-2023 to rehabilitate disturbed ground associated with developments such as snowmaking pipeline upgrades and mountain bike trail construction. All mountain bike trails are maintained throughout the summer season by a dedicated trail crew through the planting of native flora and ensuring that drainage on each trail is adequate to prevent unchecked movement of soil.

To allow native plants to flourish, there are several weed control programs in place in Thredbo. Over the 2022-2023 summer, contractors were engaged to undertake 258 hours of Blackberry control, whilst certified KT staff added 56 hours-worth of broad-leaf weed control. The main targets within this programme were Milfoil, St John's Wort, Vipers Bugloss, Great Mullein, and Thistle.

To operate within Kosciuszko National Park, KT has limitations for what invasive animal control can be undertaken. KT works with NPWS to undertake feral cat control during winter and coordinate the control of rabbit populations during spring and autumn. Small mammals that happen to enter properties within Thredbo are live-trapped so that native animals, such as Antechinus and Southern Bush Rats, can be released unharmed back into the wild.

Since 2009, KT has partnered with Greenfleet, a not-for-profit organisation that is Australia's first carbon offset provider. Without available alternative technologies, KT uses diesel and petrol across our fleet of vehicles, plant and snow groomers. In 2023, we offset 1,411 tonnes of carbon through the Greenfleet native biodiversity program at a cost of over \$25,000. KT's lifetime contribution to the project now stands at 17,522 tonnes of carbon offset at a value of \$266,877.



Mountain Biking in Thredbo -  
image by Thredbo Resort

In total, KT spent over \$60,000 on supporting native ecosystems and academic research into mountain systems during 2022-2023. This is in addition to Environmental Services department employee salaries and other environmental works.

## Environment Week 2023

Held annually in July, Environment Week is KT's week to focus on the environment and to share information and education with staff and guests across a number of events and activities.

This year, we kicked our week off by hosting a "Tour to The Top", our annual human-powered summiting of Mt Kosciuszko. The group, led by Thredbo's Backcountry Guides, ski-toured and split-boarded up Australia's highest peak in beautiful bluebird conditions, whilst discussing environmental issues, solutions and ideas.

Throughout the week, Thredbo's social stories were awash with environmental information and education with topics ranging from solar power generation to tree planting. This aligned with a mountain-wide treasure hunt for lucky participants to find prizes donated by resort partner The North Face.

Local Snowy Mountains non-profit Keep It Cool was featured this Environment Week, highlighting the great work they're undertaking to re-wild areas of the Snowy Mountains. KT purchases 1,000 trees annually and holds staff planting days to encourage environmental stewardship across the company. All proceeds from raffles during environment week also went towards supporting Keep It Cool.

The Thursday of Environment Week was all about engaging with the next generation of environmental champions. Thredboland, which hosts the youngest of Thredbo Snowsports School participants, was the scene of a composting show-and-tell. Two of KT's Environmental Coordinators spoke with the kids about the importance of composting, and how they can get involved. It was encouraging to hear that so many schools across the country are also sharing the environmental benefits of composting with their students.



Top: Keep It Cool Tree Planting near Dalgety - image by Andy Mudge

Left: Environment Week Tour To The Top in the Thredbo Backcountry - image by Thredbo Resort

NPWS then joined in at the evening Kids Flare Run. They brought water samples from the Thredbo River and Lake Crackenback to show how the presence or absence of macro-invertebrates can determine the health of freshwater bodies. In good news, the Thredbo River is in great health, with some macro-invertebrates scoring a top rating of 10 out of 10.

The week was closed out on the Friday night with adventurer and environmentalist Dr. Geoff Wilson guest speaking in Thredbo about his previous explorations of Antarctica and other wild places, and his upcoming carbon zero expedition. At the time of writing, Geoff has sailed from Australia to Patagonia across the Southern Ocean on a two-year trip, attempting to explore both Antarctica and then the Arctic, in a manner that produces zero carbon. Project Zero, as the voyage is known, is aiming to de-carbonise the methods used for exploring, promote low emission travel and re-imagine how we all spend time enjoying the great outdoors. The journey can be followed at [projectzero.earth/](http://projectzero.earth/)



Top: Dr Geoff Wilson on Expedition in Antarctica - image by Dr Geoff Wilson

Left: NSW NPWS Interactive Display in Environment Week - image by Andy Mudge

## Cultural Sustainability

Modern-day Thredbo sits in the alpine region of Monero-Ngarigo country. There is some literature regarding the cultural history of this country, however it is limited when compared to a lot of other areas within Australia. KT has been working to include Ngarigo custodians into our Reconciliation Action Plan (RAP) over the past couple of years.

In 2023, KT's parent group, EVT Limited, has absorbed the process into a wider group RAP. There are challenges with both individual and group RAPs. However, it is the intention that the group work can build a strong central framework from which each site can develop personal and thoughtful connections with Indigenous Elders to start the process of reconciliation. Planning-stage work for the group RAP remains ongoing.

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

Prior to winter 2023, new signage was placed above the entry gates to the Gunbarrel Chairlift to help guests respect and understand the country that they are visiting.



Signage at Gunbarrel Chairlift - image by Andy Mudge

## Australian Indigenous Alpine Sports Foundation

The Australian Indigenous Alpine Sport Foundation (AIASF, the Foundation) is a registered Not-for-Profit organisation operating since 2015. The Foundation's mission is to use alpine sport, cultural engagement, and mentoring as tools of excellence to maximize student engagement in educational programs, and specifically to contribute to positive outcomes for Aboriginal & Torres Strait Islander youth in regional, remote and metropolitan communities. The AIASF is funded solely by fundraising and in-kind donations from a selection of program sponsors, of noteworthy significance is the generosity and support received by KT. The AIASF Board remains incredibly grateful for the enduring support received by KT and their commitment to advancing aspirations and outcomes for First Nations youth.

Thredbo has been hosting AIASF groups since 2015, and 2023 was no exception with 31 young people coming from Western Australia to Thredbo in September for 3 days.

The AIASF's governance structure emphasizes Aboriginal representation, with a majority of the board composed of Aboriginal members, with experience in education, child safety, community engagement and mental health. Furthermore, it is run solely by volunteers, the majority of which identify as First Nations, ensuring that cultural understanding and sensitivity are at the forefront of initiatives.

AIASF partners with schools to incentivize and reward young mob for their active engagement and attendance in school. This collaborative approach designs a strengths-based program tailored to the needs and preferences of participating students. Cultural safety is paramount in the design and implementation of AIASF programs. The Foundation consults extensively with Aboriginal staff, schools, previous participants, and Elders to ensure that the programs are culturally sensitive and respectful. Program feedback is continually positive with many participants identifying the camps as the highlight of their secondary schooling.



Top: The AIASF Logo -  
image by Australian Indigenous Alpine Sport Foundation

Left: A Thredbo Instructor with an AIASF 2023 Participant -  
image by Australian Indigenous Alpine Sport Foundation

The camps take place in an Alpine setting and offer unique experiences for the participants. Kosciuszko is a location of cultural significance, at the start of the Bundian Way, an ancient songline in NSW. During the winter camp sessions, students have the opportunity to explore alpine sports, providing them with a chance to learn new skills and engage with nature. These camps offer activities like walks, hikes, yarning and storytelling, traditional medicine, arts and culture, mountain biking, and more, allowing students to connect with their culture and Country.

AIASF's approach is rooted in evidence-based Aboriginal social and emotional well-being, ensuring they promote the mental, emotional, and cultural health of participants. The Foundation's commitment to maximizing student engagement through alpine sport, cultural engagement, and mentoring is an endeavour the whole team is passionate about and a valuable resource for the Aboriginal youth they serve.

In 2023, the AIASF and Thredbo hosted students from Wongutha CAPS in Western Australia. Students hailed from a number of remote communities across the Kimberley and Pilbara regions.

We are proud to be able to support these young people with experiences outside their normal activities, especially as snow sports has often had a history of being exclusive to certain demographics of society. The increased inclusion of people from all walks of life is an important value that KT holds closely.



The 2023 AIASF Group in Thredbo - image by Australian Indigenous Alpine Sport Foundation

## Social Sustainability

Housing in the Thredbo and Jindabyne local area for snow season and year-round workers is becoming more and more difficult since the Covid-19 pandemic and associated property and rental price increases. To help alleviate this, KT purchased a 60-bed property in Thredbo Village and converted it to staff housing. In June 2023 “The Lodge” opened its doors to snow season workers from across KT’s departments and will also be used to house staff for year-round operations. There are intentions to continue to procure property within Thredbo Village to use as staff accommodation as Jindabyne and the surrounding towns become increasingly difficult to access reliable and affordable staff accommodation properties.

Employees across the EVT group, including within KT, are encouraged to take part in the employee giving program “Stretch”. This enables employees to make pre-tax donations to charities of their choosing, including Disabled Wintersport Australia, a charity close to the hearts of Thredbo that reduces barriers for people with disabilities to participate in winter sports.

KT also supports a number of local causes, such as local community sports teams, and national causes like the Make A Wish Foundation through both monetary and in-kind donations. Community causes are a chance for KT to give back to the local communities who support our mountain resort industry. In 2022-2023 over \$10,000 worth of donations went towards local schools and sports teams, whilst a further \$87,000 went towards nationally accredited causes. A range of KT departments are responsible for providing access to once-in-a-lifetime trips and experiences, the impacts of which are felt by families and individuals across the country.

In August 2023, Thredbo’s Rainbow Mountain Festival took over the entire resort with 3-days of pride-filled celebrations. After a short hiatus, KT was thrilled to bring its LGBTIQA+ pride event back to Thredbo in 2023, providing a line-up of booked-out events on-and-off the mountain, a rainbow flag led Pride Ride down the famous Supertrail, one of the resort’s biggest ever après events featuring the legendary Poof Doof DJs, and lots more. Resulting in an incredible atmosphere throughout the resort all weekend, the 2023 Rainbow Mountain Festival was a huge success.



Celebrating diversity, inclusivity, visibility, community and love, this event is a testament to the core values of KT, the community, and guests. We are looking forward to hosting the Rainbow Mountain Festival again in winter 2024 and beyond.

Rainbow Mountain Pride Ride on Thredbo’s Supertrail - image by Thredbo Resort

## Looking Ahead

On top of our existing programs and sustainability efforts, the following initiatives and actions will be undertaken during the next year and into the future.

### Carbon Neutrality

Background work towards KT entering into carbon neutral certification remain ongoing. KT has opted into including extra scope 3 emissions into our baseline which require further data collection and analysis prior to submission. The timeframe for achieving certification is in line with the Sustainability Target goal of 2026.

### Trail Monitoring

In the summer of 2023-24 KT is installing mountain bike trail monitoring devices to automatically measure the usage of each trail. This data will be used to understand how frequently various parts of the network are being used and will help support the ongoing trail maintenance efforts to ensure the sustainability of the mountain biking trails for years to come.

### Drinking Water Overflow Monitoring

For water quality purposes, potable water is continually circulated around the village resulting in excess water overflowing from storage tanks back into the Thredbo River. However, KT annually reports total water usage figures as including this unused, excess flow. In summer 2023, KT installed a flow meter on this outflow location to actively measure the volume of unused flow, allowing for a much more accurate picture of actual water use throughout the village. When commissioned, the flow meter will provide data to assist in informing opportunities to maximise water availability and reduce water consumption.



Mountain Bike Riders cross Merritt's Creek in Thredbo - image by Thredbo Resort



## Thredbo River Monitoring

As part of the ongoing management of the Thredbo water supplies, KT installed an automatic river level monitoring gauge during Summer 2023. The gauge operates independently on solar power and sends live river depth values back to a database via radio telemetry.

KT aims to establish a database of river level trends to inform decision making and ensure water licence condition compliance. Early detection of low flows will allow KT to introduce village wide water restrictions to prevent over extraction during dry conditions which could result in a cease to pump scenario. This early indication will assist in water licence condition compliance while ensuring KT fulfils its environmental sustainability and river health objectives. The river gauge will also allow KT to create a seasonal flow model to characterise the Thredbo River Catchment and understand its behaviour following rainfall events more deeply.

## Educational Signage

While updating hiking trails and walking tracks, KT is undertaking the installation of new educational signage to help our guests understand more about the unique environmental aspects of the area and the cultural history of this country. Initially, the signage will be installed along the new “Harusch” walking trail, accessible to hikers of all abilities.



Thredbo's Slopes in Winter - image by Thredbo Resort

## Summary

Over the past 12 months, Thredbo has performed to high standards with regard to sustainability. Ongoing projects are helping to reduce emissions, keep wasteful processes in check, and to help educate guests and staff in sustainable practices. Shorter-term projects have progressed well, such as the install and commission of EV chargers, and the implementation of e-waste recycling. KT's continued involvement with EarthCheck helps ensure robust assessments of our performance, and we aim to continue our Gold level certification into 2024.

However, there is always more to do. Guest engagement in certain practices (such as source separation recycling) is still lacking, and some major accommodation venues within Thredbo village could be having a more positive impact upon recycling rates and waste generation. Additionally, we still need to find solutions for hard-to-recycle items, or better yet encourage our suppliers to provide us with reusable versions of those items. As mentioned previously, single-use compostable packaging is being used in several KT-owned food outlets. It is our intention to remove the need for single use items, or to ensure these items reach our on-site composter in future rather than ending up in landfill.

All departments within KT have input a lot of time and effort into positively impacting energy efficiency through improved practices and updated equipment. However, with the general age of the buildings within Thredbo (mostly 1960s-80s) we acknowledge that there are limitations in the thermal insulation within KT structures. As time progresses, we will need retrofit updated insulation within buildings to ensure we can keep emissions relating to heating and cooling as low as is possible.

Thredbo's sustainability journey started decades ago, and the torch has been passed hand to hand since then. Now, as the current generation able to make impacts upon Thredbo, it is up to all staff, guests, and residents to ensure that we prevent permanent negative change to our environment and promote positive sustainability in our community.



The Thredbo Community Bell -  
image by Thredbo Resort



**THREDBO**

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