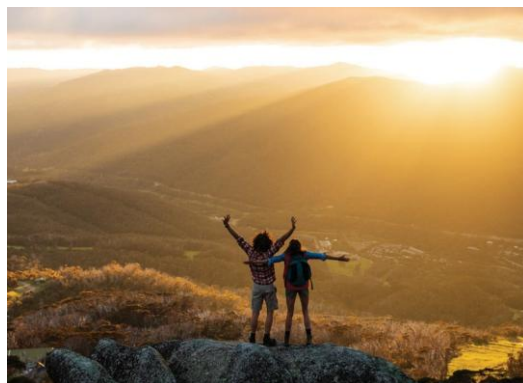
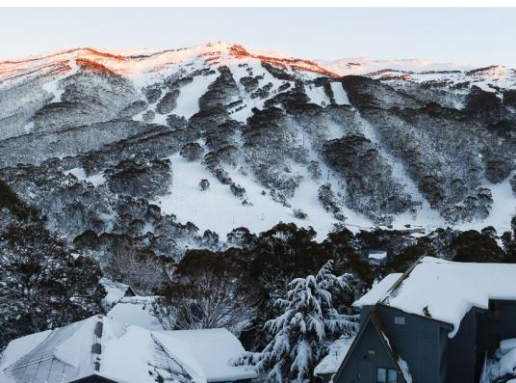




ENVIRONMENTAL SUSTAINABILITY Destination Action Plan



Kosciuszko Thredbo Pty Ltd.

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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.

KT also acts as the de-facto local council of Thredbo Village, providing municipal services to local residents and businesses. 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 company specialising in Hotel, Cinema, and Resort management and operations.



2 Our Sustainability

The sustainability of our 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.



Community



The Environment



Leadership



2.1 Key Performance Areas

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 and management
- Greenhouse gas emissions
- Air quality protection, noise control, and light pollution
- Management of freshwater resources
- Wastewater management, drainage and streams
- Ecosystem conservation and 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.



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

Through collaboration with EVT, new targets have been set 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.



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 as follows.

Core Area	Indicator
Destination Performance	
Sustainability Policy	Policy produced and in place
Energy	Energy Consumption
	Green Power %
Greenhouse Gas Emissions	Scope 1 & 2 Emissions
	Scope 3 Emissions (Optional)
Water	Potable Water Consumption
Waste	Waste Sent to Landfill
Air Quality	Nitrous Oxides (NO _x)
	Sulphur Dioxide (SO ₂)
	Particulate Matter (PM10)
Waterways	Waterways Quality
Biodiversity	Habitat Conservation
	Green Space
Significant Cultural Sites	Destination Budget Allocation
Destination Safety	Destination Recorded Crime Rates
Socio–Economic Benefit	Unemployment Rates
Travel and Tourism	Travel and Tourism Accreditation
Destination Authority Performance	
Water	Water Saving
Waste	Waste Recycling
Paper	Paper Products
Cleaning	Cleaning Products
Pesticides	Pesticide Products

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 sustainability actions identified within the SAMPs and KT's EMS aim to address 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	Actions	Timing	Responsible Dept.
Heating and cooling of buildings	<ul style="list-style-type: none"> Install air curtain at Eagles Nest 	March 2025	Food & Beverage, Building Maintenance
Provision of lighting	<ul style="list-style-type: none"> Improve educational signage around lighting in Hotel Rooms 	March 2025	Alpine Hotel, Environmental Services
	<ul style="list-style-type: none"> Investigate sensor lighting opportunities 	March 2025	Food & Beverage, Engineering, Environmental
Cooking/food preparation	<ul style="list-style-type: none"> Attach signage to cooking equipment to determine an efficient start time. 	December 2024	Food and Beverage, Environmental
General	<ul style="list-style-type: none"> Reduce energy consumption in relation to visitation levels 	March 2025	All Departments

Greenhouse Gas Emissions

Activities	Actions	Timing	Responsible Dept.
Heating of buildings	<ul style="list-style-type: none"> Investigate potential to replace gas boilers with electric heat pumps 	December 2025	Environmental, Engineering
Use of vehicles	<ul style="list-style-type: none"> Offset CO₂ emissions from petrol and diesel usage 	July 2025	Environmental, Mountain, Engineering

Management of Freshwater Resources

Activities	Actions	Timing	Responsible Dept.
Water Supply	<ul style="list-style-type: none"> Investigate the reliability of potable water measuring and reporting. 	June 2025	Environmental
	<ul style="list-style-type: none"> Comply with water extraction licenses 	August 2025	Environmental
	<ul style="list-style-type: none"> Investigate introduction of water-wise signage in Hotel Rooms 	March 2025	Alpine Hotel

Wastewater Management, Drainage and Streams

Activities	Actions	Timing	Responsible Dept.
Sewage Treatment Plant Operations	<ul style="list-style-type: none"> Maintain 'band A' standards for Australian river water quality in ecology lab monitoring results Comply with license conditions 	March 2025	Environmental

Solid Waste Management

Activities	Actions	Timing	Responsible Dept.
Disposal of waste	• Reduce Thredbo Village waste-to-landfill per Person Year by 2%, over FY24 levels.	July 2025	All Departments
	• Add further private businesses to Thredbo’s organics composting scheme	June 2025	Environmental
General	• Increase recycling rate	July 2025	All Departments
	• Introduce additional recycling initiatives	July 2025	Sustainability Team, Environmental

Management of Environmentally Harmful Substances

Activities	Actions	Timing	Responsible Dept.
General	• Ensure compliance with EarthCheck section 3.2.10 during annual audit – safe storage and handling of environmentally harmful substances	October 2024	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	Actions	Timing	Responsible Dept.
Heating and cooling of buildings	<ul style="list-style-type: none"> Reduce unnecessary heating/cooling Improve efficiency of heaters 	Ongoing	All Departments, Engineering, Building Maintenance
Provision of lighting	<ul style="list-style-type: none"> Continue with LED lighting changeover Reduce energy consumption associated with street lighting 	Ongoing	All Departments, Engineering
Water heating	<ul style="list-style-type: none"> Ensure efficiency of boilers, replace with more efficient models when required. 	Ongoing	Engineering, Alpine Hotel
	<ul style="list-style-type: none"> Investigate potential for the electrification of water heating 		Environmental, Engineering, Alpine Hotel
	<ul style="list-style-type: none"> Reduce heat loss of leisure centre pool water 		Leisure Centre, Engineering
Water Supply Operations	<ul style="list-style-type: none"> Ensure efficiency of pumps 	Ongoing	Engineering, Environmental
Refrigeration/freezing	<ul style="list-style-type: none"> Ensure efficiency of fridges/freezers 	Ongoing	Alpine Hotel, Food & Beverage
Cooking/food preparation	<ul style="list-style-type: none"> Ensure food preparation is carried out efficiently 	Ongoing	Food and Beverage
Lift and Slope Operations	<ul style="list-style-type: none"> Ensure efficient lift operations schedule Minimise energy consumption associated with general mountain operations Minimise energy consumption of on-mountain lighting 	Ongoing	Mountain, Engineering
Snowmaking Operations	<ul style="list-style-type: none"> Ensure energy-efficient production of snow 	Ongoing	Mountain (Snowmaking)
	<ul style="list-style-type: none"> Maintain pumps for continued efficiency 	Ongoing	Engineering
Road and Carpark Maintenance and Construction	<ul style="list-style-type: none"> Minimise energy demand associated with de-icing, road clearing and road maintenance 	Ongoing	Environmental
Use of vehicles	<ul style="list-style-type: none"> Phase in more fuel-efficient vehicles 	Ongoing	Engineering, Environmental
	<ul style="list-style-type: none"> Operate courtesy buses efficiently 		Mountain
	<ul style="list-style-type: none"> Operate grooming fleet efficiently 		Engineering
	<ul style="list-style-type: none"> Maintain vehicles effectively to ensure efficient operation 		All Departments
General	<ul style="list-style-type: none"> Operate fleet vehicles efficiently 	Ongoing	All Departments
	<ul style="list-style-type: none"> Increase proportion of renewable energy used 		All Departments, Environmental
	<ul style="list-style-type: none"> Maintain high standard of maintenance reporting and response 		Engineering
	<ul style="list-style-type: none"> Reduce energy consumption in relation to visitation levels 		All Departments

Greenhouse Gas Emissions

Activities	Actions	Timing	Responsible Dept.
Use of vehicles	• Phase in more efficient vehicles	Ongoing	Engineering, Mountain, Environmental
	• Operate courtesy buses efficiently		Environmental
	• Operate grooming fleet efficiently		Mountain
	• Maintain vehicles effectively to ensure efficient operation		Engineering
	• Operate fleet vehicles efficiently		All Departments
Lawn mowing	• Operate lawn mowing equipment efficiently	Ongoing	Environmental Services, Mountain
	• Maintain mowers effectively to ensure efficient operation		Engineering
General	• Reduce unnecessary fuel usage	Ongoing	All Departments
	• Continue to promote carpooling		Environmental, People & Culture
	• Continue to promote offsetting travel emissions to guests		Marketing, Guest Services, Environmental

Air Quality Protection and Noise Control

Activities	Actions	Timing	Responsible Dept.
Use of vehicles	• Phase in more efficient vehicles	Ongoing	Engineering, Environmental
	• Operate courtesy buses efficiently		Mountain
	• Operate grooming fleet efficiently		Engineering
	• Maintain vehicles effectively to ensure efficient operation		
Management of air quality in pool building	• Reduce odour and eye irritation in pool building	Ongoing	Leisure Centre
Event Hosting	• Ensure noise and event-duration limits are adhered to	Ongoing	Marketing, Alpine Hotel
General	• Respond appropriately to emergencies	Ongoing	All Departments

Management of Freshwater Resources

Activities	Actions	Timing	Responsible Dept.
Water Supply	<ul style="list-style-type: none"> Reduce unnecessary water consumption and loss 	Ongoing	Alpine Hotel, Environmental, Engineering
	<ul style="list-style-type: none"> Comply with water extraction licenses 		Environmental
	<ul style="list-style-type: none"> Ensure guests know about the Green Stay initiative 	Ongoing	Alpine Hotel
Water Heating	<ul style="list-style-type: none"> Reduce consumption of water 	– Ongoing	Sustainability Team, All Departments
General	<ul style="list-style-type: none"> 100% compliance with environmental safeguards during construction and maintenance activities 	Ongoing	All Departments
Ski Slope/Mountain bike trail construction Resort Construction	<ul style="list-style-type: none"> Minimise soil movement from sites Ensure no increase in river turbidity 	Ongoing	Mountain, Environmental, Engineering
Road and Carpark Maintenance and Construction	<ul style="list-style-type: none"> Thredbo river not to be adversely impacted by salt application 	Ongoing	Environmental
Snowmaking Operations	<ul style="list-style-type: none"> Produce snow more efficiently Replace/repair leaking pipe sections 	Ongoing	Mountain

Wastewater Management, Drainage and Streams

Activities	Actions	Timing	Responsible Dept.
Ski Slope/Mountain bike trail construction	<ul style="list-style-type: none"> Minimise soil movement from sites Ensure no increase in river turbidity 	Ongoing	Mountain, Environmental
Resort construction	<ul style="list-style-type: none"> Minimise soil movement from sites Ensure no increase in river turbidity 	Ongoing	Engineering, Environmental
Road and Carpark Maintenance and Construction	<ul style="list-style-type: none"> Thredbo river not to be adversely impacted by salt application 100% compliance with environmental safeguards during road construction and maintenance activities 	Ongoing	Environmental
Sewage Treatment Plant Operations	<ul style="list-style-type: none"> Maintain 'band A' standards for Australian river water quality in ecology lab monitoring results Comply with license conditions 	Ongoing	Environmental
General	<ul style="list-style-type: none"> 100% compliance with environmental safeguards during construction and maintenance activities Respond to incidents and emergencies appropriately 	Ongoing	All Departments

Ecosystem Conservation and Management

Activities	Actions	Timing	Responsible Dept.
Revegetation/rehabilitation	<ul style="list-style-type: none"> Reduce the abundance of weeds Rehabilitate degraded sites Ensure success of native species Enhance natural ecology 	Ongoing	Mountain, Environmental
Ski slope/mountain bike trail construction Resort Construction	<ul style="list-style-type: none"> 100% compliance with environmental safeguards during construction and maintenance activities Minimise fire risk associated with any works 	Ongoing	Environmental, Mountain, Engineering
	<ul style="list-style-type: none"> 80% success of all rehabilitation associated with construction to be achieved within 2 years of completion Weeds to be effectively managed at all construction sites Ensure minimal impact on flora, fauna and their habitat Enhance natural ecology where possible 		Environmental, Mountain
Sewage Treatment Plant Operations	<ul style="list-style-type: none"> Maintain 'Band A' standard for Australian river water quality in ecology lab monitoring results based on the Australian River Assessment System (AUSRIVAS). Comply with license conditions Ensure no adverse impact on biodiversity 	Ongoing	Environmental
Waste Management	<ul style="list-style-type: none"> Reduce potential for pollution caused by waste Re-use weed-free green waste mulch 	Ongoing	Environmental
General	<ul style="list-style-type: none"> Minimise fire risk associated with any works 100% compliance with environmental safeguards during construction and maintenance activities 	Ongoing	All Departments

Land Use Planning and Development

Activities	Actions	Timing	Responsible Dept.
Ski Slope/Mountain Bike Trail Construction	<ul style="list-style-type: none"> Ensure no significant impact on indigenous or non-indigenous (historic) heritage or cultural values 	Ongoing	Mountain
Resort Construction	<ul style="list-style-type: none"> Ensure no significant impact on indigenous or non-indigenous (historic) heritage or cultural values 	Ongoing	Property
Road and Carpark Maintenance and Construction	<ul style="list-style-type: none"> Minimise impact of road construction and maintenance on village access 	Ongoing	Environmental
	<ul style="list-style-type: none"> Consider access requirements in village planning 		Property

Solid Waste Management

Activities	Actions	Timing	Responsible Dept.
Disposal of waste	<ul style="list-style-type: none"> Reduce waste generation Increase proportion of recyclable products used 	Ongoing	All Departments
Cooking/food preparation	<ul style="list-style-type: none"> Reduce the consumption of food packaging and disposable utensils Reduce food wastage 	Ongoing	Food & Beverage, Alpine Hotel
	<ul style="list-style-type: none"> Increase recycling of food waste Recycle waste oil 	Ongoing	Food & Beverage, Environmental
General	<ul style="list-style-type: none"> Increase recycling rate 	Ongoing	All Departments
	<ul style="list-style-type: none"> Introduce additional recycling initiatives 	Ongoing	Sustainability Team, Environmental
	<ul style="list-style-type: none"> Reduce the potential for pollution caused by waste 	Ongoing	Environmental
	<ul style="list-style-type: none"> Reduce production of paper products 	Ongoing	All Departments

Management of Environmentally Harmful Substances

Activities	Actions	Timing	Responsible Dept.
Operation and maintenance of pool	<ul style="list-style-type: none"> Comply with Australian standards for pool water quality Use phosphate free cleaning chemicals where possible Avoid overloading STP Reduce consumption of CO₂ 	Ongoing	Engineering Leisure Centre
Revegetation/rehabilitation	<ul style="list-style-type: none"> Minimise potential for spray drift or pollution when undertaking weed spraying activities 	Ongoing	Environmental, Mountain
Golf Course Operations	<ul style="list-style-type: none"> Minimise potential for spray drift or pollution when undertaking fertiliser application/weed spraying activities 	Ongoing	Environmental
General	<ul style="list-style-type: none"> 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, Alpine Hotel, Engineering, Mountain

Management of Social and Cultural Impacts of Tourism

Activities	Actions	Timing	Responsible Dept.
Administrative Services	<ul style="list-style-type: none"> Continue, and where possible increase, environmental education initiatives 	Ongoing	Sustainability Team, Guest Services, Marketing, Environmental, Alpine Hotel
	<ul style="list-style-type: none"> Continue to support research where possible 	Ongoing	Environmental
	<ul style="list-style-type: none"> Increase cultural education initiatives 	Ongoing	Guest Services, People & Culture
Ski Slope/Mountain Bike Trail Construction Resort Construction Road and Carpark Maintenance and Construction	<ul style="list-style-type: none"> Ensure no significant impact on indigenous or non-indigenous (historic) heritage or cultural values 	Ongoing	Mountain, Environmental, Engineering
	<ul style="list-style-type: none"> Minimise impact of road construction and maintenance on village access 	Ongoing	Environmental
Water Supply	<ul style="list-style-type: none"> Comply with Australian Drinking Water Guidelines in regard to water quality 	Ongoing	Environmental
General	<ul style="list-style-type: none"> Support improvements to accessibility of Thredbo's historical venues 	Ongoing	Alpine Hotel, Engineering, Marketing, Environmental