

Kosciuszko Thredbo Human Rights Report FY 2023/24

Workplace Policies

Our Workplace Policies are in line with the UN Universal Declaration of Human Rights. We have a range of policies in place to support human rights within our business.

Policies include but not limited to;

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

Gender Equality

Female Representation in Leadership (%)

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

KT is committed to achieving gender balance across the entire organisation, below is the representation within 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 49% and 31% at the Department Manager grade during Winter 2023.

Gender Pay Gap (%)

The Gender Pay Gap is based on the number of male and female staff in the same organisational grade and performing work of similar value. Those within organisational grades 1 and 2 are paid accordingly as per the relevant pay instrument either Alpine Resorts Award 2020 or Kosciuszko Thredbo Engineering Trades Enterprise Agreement 2016. As such, no gender pay gap exists at this level of the organisation.

The average Gender Pay Gap for KT employees at the Supervisor organisational grade is 11.24% during winter operations and 3.57% during summer operations. At the Department Manager organisation grade the Gender Pay Gap increases to 11.6% during winter operations and 9.65% during summer operations. This is skewed by the majority of the KT Senior Leadership team comprising highly skilled and specific trade-oriented roles.

The Australian National Average gender pay gap, which was 12% in February 2024 (*Source: Australian Government, Workplace Gender Equality Agency*).

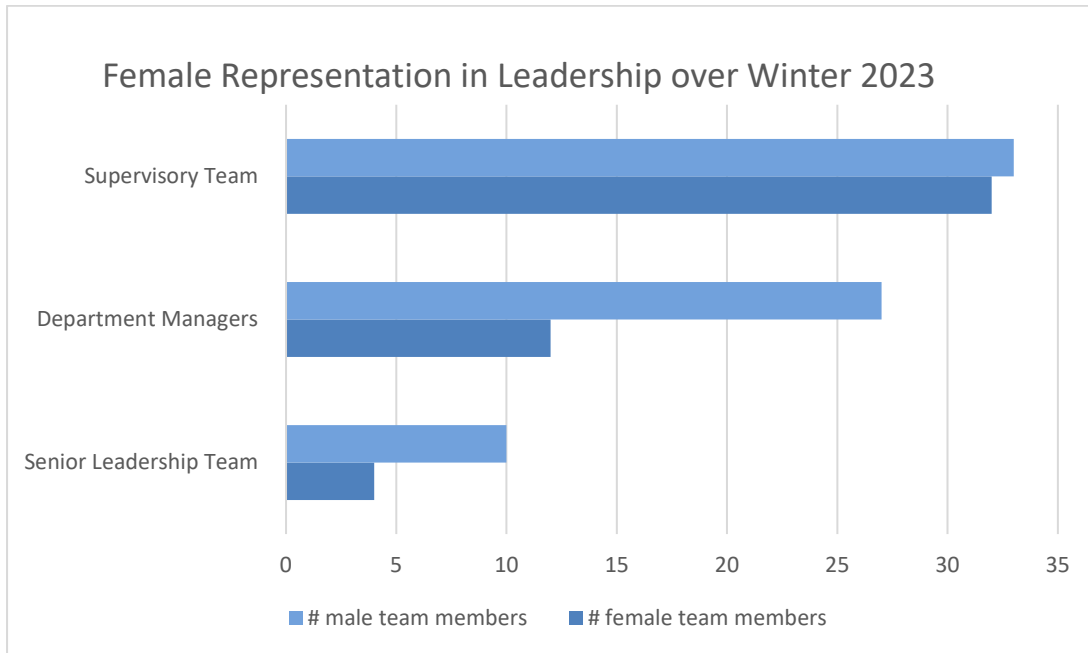


Figure 1. Female Representation in Leadership within KT over Winter 2023

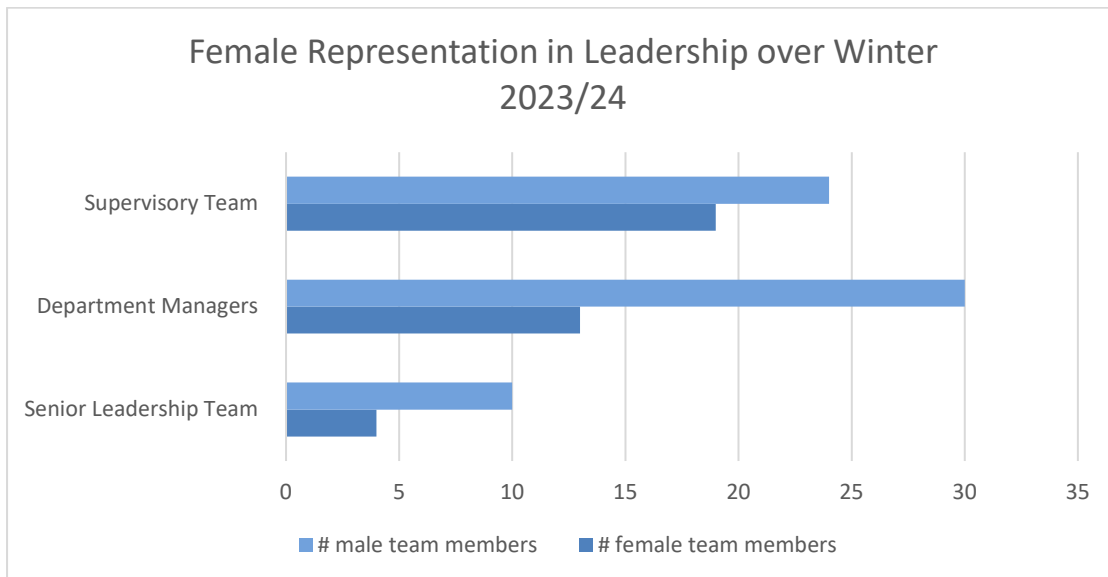


Figure 2. Female Representation in Leadership within KT over Summer 2024

Discrimination and Harassment/Diversity and Inclusion

Discrimination

KT does not discriminate based on race, sex, colour, nationality or social origin, ethnicity, religion,

disability, sexual orientation or expression of political opinions. KT does not collect data on staff race, colour, ethnicity, religion, disability, sexual orientation or expression of political opinions during recruitment. Nationality is recorded during onboarding to verify legal work rights.

- 26.91% of staff employed during winter 2023 and 20.28% of staff employed during summer 2023/24 were non-Australian residents. This difference is largely due to the unique skill set required for KT’s winter operations. These include cat drivers, snow makers and snowsports instructors.
- Non-Australian and Non-New Zealand residents employed during FY 2023/24 were from 35 different countries, breakdown is shown in Figure 3.

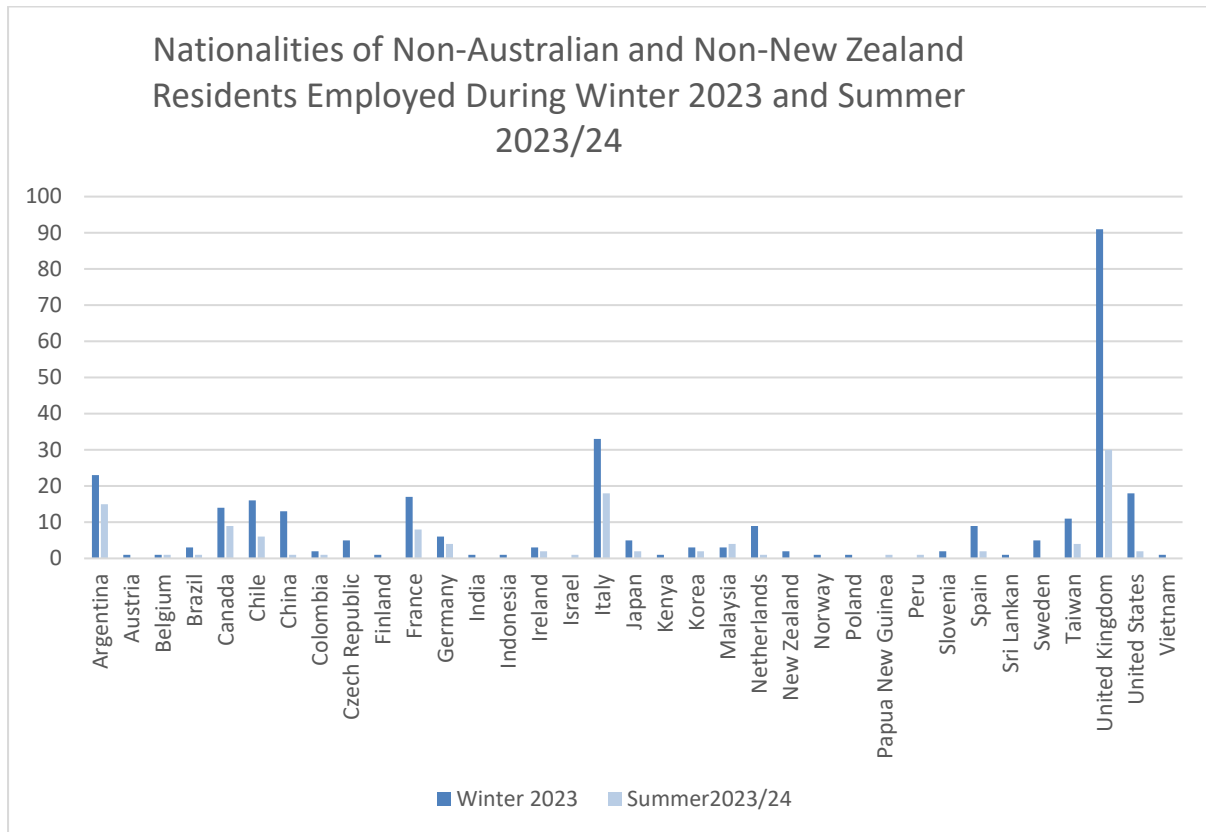


Figure 3. Nationality of Non-Australian Residents Employed During FY 23/24.

Harassment

Formal complaints made by a staff member relating to harassment or discrimination are taken very seriously. KT operate under several EVT policies that define harassment and discrimination and outline a grievance procedure, with actions that will be taken by KT.

These policies include:

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

Over the 2023/24 financial year there were 7 staff reports relating to alleged instances of harassment or discrimination. The grievance process was followed and these complaints have been investigated and appropriately resolved.

In addition, People & Culture posters are displayed in all staff areas clearly showing who is available to team members to raise concerns with if they are not comfortable raising directly with their manager. Employees are also able to lodge complaints anonymously through EVT's Whistleblower Policy. EVT also offers a comprehensive EAP program to all employees and access to this service is made easy through the provision of a 1800 number and the availability of an app for chat-based support.

Staff Safety and Wellbeing

Staff Injuries

During 2023/24 FY there were 168 workers compensation notifications lodged. Of these 168 notifications, 71 were notifications only, with 97 resulting in actual claims materialising.

Lost time injury frequency rate (LTIFR) calculated using the workers compensation figures divided by total hours worked was 147.58 ($97/658596.5 \times 1,000,000$) in the 2023/24 FY. This rate has decreased from previous FY rate of 162.46.

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 within KT's People and Culture department. The Return to Work Coordinator (RTWC) completes the initial report to the insurer and directly communicates with the medical provider, insurer, employee manager, and employee to ensure all legal responsibilities are adhered to and the needs of the employee are met to reach recovery. Furthermore, the RTWC works with the WHS Manager to identify and reduce potential re-occurrence to other employees.

Staff Training

At the commencement of employment all new staff complete an online induction. People and Culture maintains records of completion of the above training and inductions. Each area of the business completes department specific training and inductions to maintain competency and legal requirements. Each department maintains records of these internally. In addition, every two years, senior managers within KT attend legal compliance training that provides further training and guidance to managers and leaders within the business on topics relating to employees and their respectful treatment during their employment.

Wellbeing Programs

EVT has a number of wellbeing indicatives in recognition of the important focus in this area, including:

- Flexible Working Arrangements Policy
- Paid Parental Leave
- One paid day of Wellbeing Leave per year for all permanent employees
- Updated Employee Benefits program.