



Environmental Management Plan

Tamborine Mountain Glades & Thunderbird Park 2025

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THE COMPANY'S ENVIRONMENTAL AIMS & OBJECTIVES

Tamborine Mountain Glades and Thunderbird Park's environmental aim is to provide a wide range of accommodation and outdoor activities in a responsible and sustainable way. We strive to minimise the impact our staff and guests have on the local and global environment. We have undertaken a thorough audit of our current operation, and we have made significant changes in the way we operate to be more environmentally friendly.

The broad environmental aims of our organisation are as follows:

- To ensure compliance with all environmental legislation and requirements.
- To ensure there are no long-term environmental impacts from the operation of our business.
- To minimise the use of non-renewable electricity and reduce our contribution to greenhouse gas emissions.
- To reduce the amount of waste going to landfill.
- To increase the number of recyclable items being re-used or re-purposed.
- To source products and services from the local area to reduce travel time and emissions.
- To strive to employ local staff.
- To ensure we do not adversely impact the flora and fauna on the property.
- To undertake a program of regeneration and revegetation on the property.
- To educate staff and guests on how to reduce their impact by on the environment.

To create an inclusive and accessible experience for all to be able to immerse themselves in the nature and adventure of Thunderbird Park

ENVIRONMENTAL & CULTURAL CHARACTERISTICS

Tamborine Mountain Glades and Thunderbird Park is located on Mount Tamborine in Queensland, 40 minutes' drive from the Gold Coast and 1 hour from Brisbane. The property is 115 hectares with 1.5Km of Cedar Creek flowing through the property. Our accommodation options and activities are concentrated on around 10 hectares at the northern end of the property. The Cedar Creek Falls section of Tamborine National Park is next to us, hosting the very popular local attraction of Cedar Creek Falls.

Flora

Tamborine Mountain is home to 10 different types of forest including subtropical rainforest, wet eucalypt forest and open eucalypt forest. These forests contain more than 900 different species of plants representing 65 per cent of all the plant species found in the 'mega-diverse' Gold Coast area. In the Cedar Creek section brush box, iron barks, bloodwoods and forest red gums are predominant. The open eucalypt forest gives way to dry rainforest where fragile orchids and ferns decorate the forest floor. Trees such as Grey Myrtle and Smooth Tuckeroo reach towards the sky and form a canopy, sheltering delicate rainforest plants in the understorey.

Fauna

A wide range of animals inhabit our property with the most commonly seen being Rainbow Lorikeets, Brush Turkeys, Kookaburras, Pretty-Faced Wallaby and Goannas. We also occasionally see Rosellas, Cockatoos, Lyrebirds, Brushtail Possums, Pademelons and there have been rare sightings of a platypus in Cedar Creek.

Through work alongside Scenic Rim Council Biodiversity Officers and Land for Wildlife we have recently found a local population of the endangered Greater Glider located on our property, we will be continuing working together through Land for Wildlife to enhance and support conservation efforts in protecting these beautiful marsupials.

Pests

Introduced Flora species include Morning Glory, Lantana and Black-Eyed Susan.

Introduced Fauna species include foxes, toads, feral Cats and Dogs.

Culture

Tamborine Mountain is part of the Wangerriburra Country which is part of the wider Yugambeh Language Group. The name Wangerriburra can be broken into two sections "Wangerri" meaning Pretty-Faced Wallaby and "Burra" which means peoples, making the name Wangerriburra stand for the "Pretty-Faced Wallaby People".

The place name Tamborine also holds its origins in the local Yugambeh language, originally forming from the word Jambreen which means wild lime and refers to the native finger lime trees (*Microcitrus Australasica*) that grow wild on the mountain. Jambreen was eaten by Yugambeh people as a thirst quencher. *Wonglepong* is another name for Tamborine Mountain. In Yugambeh language it means 'hearing wrong way' and describes the reverberation of sound as it echoes around

the mountain. The mountain's rainforest plants provided food and resources for Yugambeh people, while marsupials and reptiles were hunted for food. Piccabeen fronds made excellent baskets for carrying water, food or honey. The lawyer-cane vine, also known as wait-a-while, was used for basket-making after the spikes had been removed.

We have been planting edible native flora throughout our site as well as utilising and supporting the existing native plants to be able to share the wonderful flavours and stories of the land with our guests.

ENVIRONMENTAL RISK MANAGEMENT – THE ENVIRONMENTAL RISKS ASSOCIATED WITH OPERATIONS

Here is our initial Environmental Risk Assessment outlining the current risks to the ecology of Tamborine Mountain Glades and Thunderbird Park.

Activity / Area	Associated Risk/s	Level of Risk	Strategy to Minimise Risk
Guests and Day Visitors on site	Littering	Low	<p>Both waste and recycling bins (separate bins for bottles/cans and paper/cardboard) are provided throughout the park and in hotel rooms. These are clearly signed with photos of our products on each bin for clear communication of what is to be placed in which bins to avoid cross contamination of recycling.</p> <p>Information outlining our expectations of waste reduction and recycling is provided to accommodation guests in written form upon arrival and also within our Compendiums.</p> <p>Installation of “Big Belly” solar powered compacting bins on our busy Terrace area. These bins send electronic notifications when bins are nearing capacity to prevent overflowing bins.</p>
Food Preparation and Consumption	Food waste going to landfill	Low	<p>Compost bins are found in our main kitchen. Kitchen staff are educated on what is compostable and what items should go to general waste.</p>

Activity / Area	Associated Risk/s	Level of Risk	Strategy to Minimise Risk
			Excess food from functions and events are packaged and available to staff at a heavily discounted rate as take home packs or for their onsite meals (These are labelled with packed on dates and use by dates)
Accommodation Guests and Day Visitors. Office Kitchen	Recyclable waste going to landfill	Low to medium	<p>Waste and segregated recycling bins are provided throughout the park with clear signage of what rubbish goes in each bin.</p> <p>Information outlining our expectations of waste reduction and recycling is provided to guests in written form upon arrival.</p> <p>Both waste and recycling bins are provided in all staff areas.</p> <p>Staff are educated about what to recycle and how to do it.</p>
Wildlife Interaction	Wildlife Disturbance	Low to medium	<p>Guests to be educated regarding the impact feeding the wildlife can have on the species.</p> <p>Guests encouraged to observe and take photos of animals but not to approach or feed them.</p> <p>Signs prohibiting feeding wildlife are located around the property.</p>

Activity / Area	Associated Risk/s	Level of Risk	Strategy to Minimise Risk
			Staff operating our daily feeding interaction are trained in information to pass onto guests on the risks of feeding animals in the wild and not to approach wildlife.
Building Construction and Maintenance Housekeeping	Site Contamination	Low	<p>All chemicals used by the ground staff are stored correctly and used appropriately to avoid and spillage.</p> <p>All cleaning fluids are stored correctly and used appropriately.</p> <p>If contamination is suspected, soil and/or water tests to be done as per emergency procedures.</p>
Land Clearing	Wildlife Disturbance Unnecessary clearing of Vegetation Erosion	Low	<p>Thorough site evaluation to take place before clearing any land to ensure wildlife is removed and relocated.</p> <p>Any clearing to be done on a dry day to minimise run-off and erosion.</p> <p>Revegetation of areas around completed building construction and renovations.</p>

Activity / Area	Associated Risk/s	Level of Risk	Strategy to Minimise Risk
Drainage	Soil Erosion	Low to medium	<p>Vegetation designed to allow water flow but stop erosion to be planted in and around drainage ditches.</p> <p>Drainage ditches to be regularly monitored for erosion.</p>
Vegetation	Weeds	Low	<p>Regular mowing and line trimming of property.</p> <p>Systematic weed control measures to protect native vegetation from introduced species.</p> <p>Planting of native tube stock throughout the property.</p> <p>Where possible hand weeding is utilised within the park. This is especially required around our edible garden.</p> <p>Where chemical herbicide is required we use Glyphosate which is a non-residual herbicide suitable for use near waterways. Staff are trained on correct and safe handling and use of this chemical and only used where other alternatives are unsuitable.</p>

Activity / Area	Associated Risk/s	Level of Risk	Strategy to Minimise Risk
			By managing all our groundskeeping and lawn maintenance internally, we minimise the opportunity of weed introduction through contaminated equipment.

ENERGY AND GHG EMISSIONS: MEASUREMENT, MINIMISATION AND MANAGEMENT STRATEGIES

1. IDENTIFY AND MEASURE

SOURCES

- Accommodation – Hotel Rooms, Lodges, Bunkhouses, Glamping Tents
- Conference Rooms
- Restaurant and Kiosk
- Commercial Kitchens
- Amenities in Campgrounds
- Hotel Reception Area
- Offices
- Maintenance Building
- Vehicles and Machinery

CONSUMPTION

	Consumption per year	Consumption per guest	Sources	Monitoring Process
Energy	509,000.000 kWh	3.7427693 kWh	<input checked="" type="checkbox"/> Grid (from provider) <input type="checkbox"/> Solar <input type="checkbox"/> Wind <input type="checkbox"/> Water <input type="checkbox"/> Fuel (diesel/petrol) Other: _____	<i>Environmental Coordinator monitors energy consumption via bills.</i>

	Total GHG/year	Total GHG/guest	GHG Sources	Monitoring Process
Total GHG Emissions	867.03 t/Co2-e	0.00433515 kg/Co2-e	<input checked="" type="checkbox"/> Electricity <input checked="" type="checkbox"/> Petrol <input checked="" type="checkbox"/> Diesel <input checked="" type="checkbox"/> Waste Other: ___ Gas ___	Emissions are calculated every month and recorded.

While total GHG has increased 26.52% from 685.31 t/Co2-e to 867.03 t/Co2-e with our guest attendance increase our kg/CO2-e per guest has reduced 4.93% from 0.00456kg/CO2-e to 0.00433515kg/Co2-e.

2.STRATEGIES TO REDUCE AND REPORT

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
	Buildings				
	Equipment	<ul style="list-style-type: none"> All equipment is in working order and regularly serviced. Energy efficient equipment used (Min. 3.5-star rating on all replaced appliances) 	Grounds and Maintenance Manager	Ongoing / As Needed No Set Budget	Equipment functionality is assessed regularly.

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
Energy Efficiency		<ul style="list-style-type: none"> • Default settings are set to “Eco” mode. • Maintenance of air conditioning and refrigeration systems completed regularly by a licensed technician. • Equipment operators are trained to minimize equipment use. • Recycled or sustainable building materials are used as much as possible. 	Environment Manager		
	Lighting	<ul style="list-style-type: none"> • All new lighting installed is energy efficient e.g., LED globes. • Guests and staff are asked to turn off lights when not needed. 	Grounds and Maintenance Manager Environment Manager	Ongoing / As Needed No Set Budget	Equipment functionality is assessed regularly.

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
		<ul style="list-style-type: none"> Minimal external lighting is used. Illuminated light is limited to emergency exits, security or safety requirements. 			
	Heating, cooling and ventilation	<ul style="list-style-type: none"> Bedding materials are appropriate for our climate. Guests and staff are asked to turn off the air conditioning when leaving a room. Guests and staff are asked to only use cooling or heating if needed. Flooring and floor covers are appropriate for our climate. 	Environment Manager	Ongoing / As Needed No Set Budget	Power use is monitored monthly, and data recorded.
	Water Heating	<ul style="list-style-type: none"> Efficient water use is implemented throughout the buildings. 	Environment Manager	Ongoing / As Needed No Set Budget	Water use is monitored monthly, and data recorded.

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
		<ul style="list-style-type: none"> • Guests are asked to minimize shower length. • Guests asked to reuse towels during their stay to reduce laundry impacts. 			
Energy Supply	Renewable energy	<ul style="list-style-type: none"> • We are in the process of increasing our solar energy consumption with the installation of more solar panels. 	Owner Environment Manager Maintenance Manager and Electrical Team	Monthly	Monitored monthly and data recorded.
Travel / Transport	Vehicles / transportation	<ul style="list-style-type: none"> • <i>Electric vehicles are used by our Housekeepers.</i> • <i>3 electric golf buggies used by Caretaker and Kitchen</i> • <i>Grounds and Maintenance staff encouraged to only use vehicles when necessary.</i> 	<i>Ground Staff Housekeeping Staff</i>	<i>Ongoing / As Needed No Set Budget</i>	<i>Grounds and Maintenance Manager to monitor vehicle use on site. Housekeeping Staff to monitor power levels and re-charge as required.</i>

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
		<ul style="list-style-type: none"> Electric buggies utilized for onsite shuttle service. 			
	Employee travel to work initiatives	<ul style="list-style-type: none"> Staff are encouraged to "carpool" if possible. Limited onsite staff accommodation options available. 	All Staff Environment Manager	Ongoing	Management to communicate and support carpooling options.
	Client / customer travel initiatives	<ul style="list-style-type: none"> Onsite shuttle service available for guests "accommodation to venue etc.) Guests are encouraged not to use their cars on the property. The property is small, so walking is the best option. Families that are camping often bring their pushbikes. 	Environment Manager Reception Staff	Ongoing	Reception Staff to report any use of Shuttle Bus to the Environment Manager.

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
Operational Areas	Partnership with climate friendly businesses and suppliers	<ul style="list-style-type: none"> The Tree Top Challenge, one of our on-site activity providers, is ECO Certified. Member of Land for Wildlife- which promotes close partnerships with Scenic Rim Council Biodiversity Officers to assist in conservation and preservation of natural areas on private land. We have an arrangement with Tamborine Mountain Land Care. Guests can choose to add 1% onto their account to donate to this cause. We have a partnership with Containers for Change with relevant bins located throughout the property. All funds raised 	Environment Manager Office Coordinator	Ongoing	<p>New partnerships are investigated regularly. Office Coordinator report donations to Landcare monthly.</p> <p>Office Coordinator to collect full cartridge, stationery and battery recycling containers and ensure they are recycled when full.</p>

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
		<p>through container collection are donated to Wildcare Australia Inc.</p> <ul style="list-style-type: none"> • We have partnered with 'Close the Loop' and 'Cartridges for Planet Ark' with their printer cartridge recycling program. • Our office supplies are purchased from Office works and utilize their "Greener Choices" range of supplies. • We recycle all our finished writing equipment and batteries via Officeworks' separate recycling services. 			

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
		<ul style="list-style-type: none"> We utilize the community NFP organization Substation33 to process our E-Waste. This company not only processes E-Waste but offers an opportunity to marginalized groups and long unemployed individuals to increase their confidence and their skillset. When possible, we choose to purchase refurbished electronics such as laptops through this company. This not only supports their initiative but cuts down on the emissions required to build and ship new electronics. 			

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
	Construction, renovation; building design and landscaping.	<ul style="list-style-type: none"> Collaborate with local builders and suppliers as much as possible. Seek to work with companies that are environmentally friendly. 	Environment Manager Grounds and Maintenance Manager	Ongoing No Set Budget	Grounds and Maintenance Manager to report any new companies that have been employed to work on site monthly.
	Suppliers				
	Green purchasing policy and initiatives	<ul style="list-style-type: none"> Choosing suppliers that preference use of recycled materials. Food and Materials are purchased in bulk where possible. Single use packaging is avoided where possible and when unavoidable we choose recyclable options. 	Kitchen Manager	Ongoing No Set Budget	Operations and Kitchen Manager report any new “Green” suppliers they have ordered from. New environmentally friendly products and initiatives are investigated regularly.

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
		<ul style="list-style-type: none"> Choosing sustainable office supplies when possible. 			
	Sourcing local products	<ul style="list-style-type: none"> Purchasing local products to reduce transport emissions. 	Kitchen Manager	Ongoing No Set Budget	Kitchen Manager report on any new local suppliers they have ordered from. New local sources are investigated regularly.
	Efficient product packaging (recyclable, minimal cooling etc.)	<ul style="list-style-type: none"> Food and Materials are purchased in bulk where possible. Single use packaging is avoided where possible. Suppliers are asked to substitute Polystyrene packaging with cardboard where possible. Local fruit and veg supplier takes boxes back after delivery for reuse. 	Kitchen Manager	Ongoing No Set Budget	New environmentally friendly products and initiatives are investigated regularly.

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
	In-house				
	Office / admin initiatives	<ul style="list-style-type: none"> • Unbleached, recycled paper and/or FSC paper is used. • We avoid unnecessary printing by utilizing Emails etc. • Reusable items are available for staff use e.g., Cutlery, Mugs, Plates, Glasses. • Staff are to use reusable water bottles on site. • We have a recycling system to separate general waste from recyclable materials. <p>Signage has been erected around the offices to encourage eco-friendly behavior. We have separate recycling systems in</p>	All Office Staff Environment Manager	Daily No Set Budget	<p>Included in Operations Manual</p> <p>Environment Manager to monitor office recycling.</p> <p>Staff are updated and trained on any new recycling systems or initiatives as needed.</p> <p>Regular reminders are posted for staff as issues arise.</p>

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
		<p>place for printer cartridges, writing equipment, batteries, paper/cardboard and general waste, bottles/cans and E-waste.</p> <ul style="list-style-type: none"> • Office supplies and stationery are ordered with preference to sustainably sourced or produced with recycled materials. Refillable options are also utilized where possible. • Where possible, office staff are able to utilise flexible working arrangements. Environmental Coordinator has recently transitioned to wfh arrangements with one day in office, this arrangement is estimated to reduce CO2 emissions from commuting alone by over 1.77t per year. 			

	Topic/Area	Emissions Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
	Marketing and promotional	<ul style="list-style-type: none"> • Increase e-marketing and online feedback submissions. • Decrease the use of paper promotional material. • Promotional material printed on recycled or FSC paper. 	All Office Staff	Ongoing No Set Budget	Marketing Strategy annual review
Emission Monitoring	Emissions assessment	<ul style="list-style-type: none"> • Emission sources are identified and assessed. • Emissions to be recorded annually for comparison. 	Environmental Manager	Monthly No Set Budget	Emissions are recorded annually on a database.
	Carbon footprint calculations	<ul style="list-style-type: none"> • Carbon footprint is calculated and recorded. 	Environmental Manager	Monthly No Set Budget	Calculations are recorded monthly.

WATER: MEASUREMENT, MINIMISATION AND MANAGEMENT STRATEGIES

1. IDENTIFY AND MEASURE

Water Sources:

Potable

- Cedar Creek
- Bore Water

Irrigation

- Septic Grey Water

Building	Consumption/production per year	Consumption/production per guest	Sources	Monitoring Process
All Buildings	FY23-24 <u>33,446</u> kL	<u>0.2229</u> kL	<input type="checkbox"/> Piped (mains supply) <input type="checkbox"/> Water tank <input type="checkbox"/> Recycled <input checked="" type="checkbox"/> River/creek/stream <input type="checkbox"/> Groundwater Other: _____	<p>- Staff check usage via water meter and data is recorded monthly.</p> <p>Maintenance staff record daily use and Environmental Manager collects monthly consumption data.</p> <p>*approx. 152000 guests per year</p>
All Buildings	FY24-25 <u>47066</u> kL		<input type="checkbox"/> Piped (mains supply) <input type="checkbox"/> Water tank <input type="checkbox"/> Recycled <input checked="" type="checkbox"/> River/creek/stream <input type="checkbox"/> Groundwater Other: _____	<p>- Staff check usage via water meter and data is recorded monthly.</p> <p>Maintenance staff record daily use and Environmental</p>

		_____0.23533_____		Manager collects monthly consumption data. *approx. 200,000 guests per year
		kL		

Consumption

2. STRATEGIES TO MEASURE AND REPORT

	Topic/Area	Water Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
Water efficiency	Water heating	<ul style="list-style-type: none"> • Guests are asked to limit their shower time. 	Environmental Manager Reception Staff	Ongoing No Set Budget	Ongoing monitoring of water and power usage
	Bathroom/toilets	<ul style="list-style-type: none"> • Water efficient appliances are used. • Guests are encouraged to re-use towels. 	Environmental Manager Reception Staff	Ongoing No Set Budget	Ongoing monitoring of water use
	Appliances	<ul style="list-style-type: none"> • Regular maintenance program to replace leaking taps, valves, and pipes. • Water efficient appliances are used. 	Grounds and Maintenance Manager	Ongoing No Set Budget	Equipment functionality is assessed regularly.
	Landscaping	<ul style="list-style-type: none"> • Use of local native plants with low water needs. • We have been working with Simmonds and Bristow to best utilize our grey water for 	Grounds and Maintenance Manager	Ongoing No Set Budget	Ongoing monitoring of water use

	Topic/Area	Water Reduction Actions	Staff Role Responsible	Timeline/Budget	Monitoring Process
		irrigation and expand on the current irrigation zones. <ul style="list-style-type: none"> • Use of revegetation consultation to best revegetate and regenerate storm damaged areas. 			

WATER EFFICIENCY

WASTE: MEASUREMENT, MINIMISATION AND MANAGEMENT STRATEGIES

	What type of waste is it? Where does it come from?	Management, Re-using, Recycling and Disposal	Reduction Strategies	Role & Staff Member Responsible	Monitoring
Organic/Food Waste	Food Scraps / Leftovers / Cooking Waste.	Disposed of daily as compost to be used on gardens. Leftovers from breakfast buffet and corporate buffets are freely available to staff,	Increased care to cook quantity of food appropriate to guest numbers.	Environmental Manager Catering Staff Ground Staff	Quarterly Waste Audit. Annual Review of compost and recycling program.
	Unused food	Disposed of when needed as compost to be used on gardens.	Check food in storage before purchasing additional. Ensuring staff use a “first in, first out” system to avoid food spoilage.	Environmental Manager Catering Staff Ground Staff	Quarterly Waste Audit. Annual Review of compost and recycling program.

	What type of waste is it? Where does it come from?	Management, Re-using, Recycling and Disposal	Reduction Strategies	Role & Staff Member Responsible	Monitoring
Paper	Paper for office and promotional use	All paper is recycled or added to our compost Cardboard egg carton trays reused as seed trays for our vegetable garden.	Staff and Guests are actively encouraged to recycle all paper These are sown with seeds then directly planted into the ground where they biodegrade. (Approximately 7x trays used per day)..	All Staff Kitchen Staff & Garden Team	Quarterly Waste Audit. Annual Review of compost and recycling program.
Plastic	All plastic is either recycled where possible or sent to general waste* (*Due to redcycle no longer operating we are unable to recycle soft plastics at this stage)	Collected and recycled by staff and guests. Increased amount of recycling bins provided in all areas of the property.	Policy to preference suppliers with reduced packaging. Signage and educational information are supplied to encourage waste reduction and recycling.	All Staff	Quarterly Waste Audit. Annual Review of compost and recycling program.
Chemicals	Chemicals used in construction, maintenance, and cleaning	Strategies are employed to minimise spillage, wastage or harmful exposure.	Grounds and Maintenance Manager to educate ground staff on proper storage, use and disposal of chemicals. Supervisors must also	Grounds and Maintenance Manager Grounds Staff Housekeeping Manager	Quarterly Waste Audit. Annual Review of compost and

	What type of waste is it? Where does it come from?	Management, Re-using, Recycling and Disposal	Reduction Strategies	Role & Staff Member Responsible	Monitoring
		All chemical products are disposed of responsibly and carefully following formal procedures and MSDS regulations.	monitor this to ensure rules are not broken. Head of Housekeeping to educate housekeepers on proper storage, use and disposal of chemicals. They must also monitor this to ensure rules are not broken.	Housekeepers	recycling program.
Metals	Metal tins, aluminium cans and building material.	Collected and recycled by staff and guests. Recycling bins provided in all areas of the property. Metal that cannot be recycled through existing systems are disposed of responsibly.	Signage and educational information are provided to encourage waste reduction and recycling. Increased quantity and visibility of Containers for Change collection bins around the park.	All Staff	Quarterly Waste Audit. Annual Review of compost and recycling program.

WASTE MEASUREMENT

Measurement Methods:

Bottles and Cans: Data obtained from Containers for Change online portal. Portal reports total units per collection - (We then calculate L amount from the calculation provided at <https://businessrecycling.com.au/business/32822> of 300 units = 60L crushed.

All other data from weekly maintenance records.

*All figures are Litres.

Waste Type	23-24	24-25
General Waste	611495	701564
Co-mingled Recycling	109810	63220.5
Paper/Cardboard Recycling	200800	281200
Bottles/Cans Recycling	8873	11479.4
Compost	17404	26520
Total	948382	1083983.9
Est. Guests/Year	152,000	200,000
General Waste	4.022993421	3.50782

Co-mingled Recycling	0.722434211	0.3161025
Paper/Cardboard Recycling	1.321052632	1.406
Bottles/Cans Recycling	0.058375	0.057397
Compost	0.1145	0.1326
Estimated Total Per Guest	6.239355263	5.4199195



Climate Change Risk Assessment

Area of Risk	Business Vulnerability	Level of Risk	Adaptation Strategy	Responsibilities and Partnerships	Timeline/ Budget	Monitoring and Review
	Existing risks (past and current) and future risks and opportunities					
Building Management	Rising Temperatures and unpredictable weather events	Low	Plan to use insulated building materials for future projects. Maintain efficiency of Air Conditioning and Fans.	Owners Managers Grounds and Maintenance Manager	Ongoing No Set Budget	Ongoing monitoring of buildings' vulnerability to threats.
Water Use and Drought	Implications for facilities / utilities available to guests.	Low	Guests and staff educated on efficient water use.	Environmental Manager Reception Staff	Ongoing No Set Budget	Ongoing monitoring of water use. Monitor weather patterns and conditions.
	Less Predictable Rainfall Patterns	Low	Grey water to be used for gardens. On site water storage has been increased	Grounds Staff		

Area of Risk	Business Vulnerability		Level of Risk	Adaptation Strategy	Responsibilities and Partnerships	Timeline/ Budget	Monitoring and Review
	Existing risks (past and current) and future risks and opportunities						
				recently. More tanks are on site.			
Rainfall Intensity and Flood Risk	Destruction of Property / Erosion		Moderate	Emergency response plans have a section on heavy rainfall,	Owners Managers Reservation Staff	Ongoing No Set Budget	Monitor weather patterns and conditions to prepare for heavy rainfall and potential flooding.
	Guest Cancellations		Low	thunderstorms and			
			Choose an item.	localised flooding. Through the last three years we have encountered several flooding/severe storm events, this has taught us great lessons in management of severe weather			

Area of Risk	Business Vulnerability		Level of Risk	Adaptation Strategy	Responsibilities and Partnerships	Timeline/ Budget	Monitoring and Review
	Existing risks (past and current) and future risks and opportunities						
				events, highlighted areas most at risk of flooding etc. and made the team well prepared in preparation and clean up after evenst. Insurance includes flooding and thunderstorm damage. Guest can re-schedule for up to 12 months if they choose not to stay with us due to weather events.			

Area of Risk	Business Vulnerability		Level of Risk	Adaptation Strategy	Responsibilities and Partnerships	Timeline/ Budget	Monitoring and Review
	Existing risks (past and current) and future risks and opportunities						
Fire Risk and Bush Fires	Loss of property and/or life		Low	We adhere to Fire Ban conditions and communicate this to all staff and guests. We have appropriate fire-fighting equipment and staff are trained on how to use it.	All Staff	Ongoing No Set Budget	Monitor weather patterns and conditions to prepare for Bushfires.

Area of Risk	Business Vulnerability	Level of Risk	Adaptation Strategy	Responsibilities and Partnerships	Timeline/ Budget	Monitoring and Review
	Existing risks (past and current) and future risks and opportunities					
			<p>Staff are trained on Bush Fire and evacuation procedures.</p> <p>Fire exits are displayed in all rooms and public areas.</p>			

ENVIRONMENTAL BEST PRACTICE INITIATIVES

Initiative Category	Environmental Initiative	Purpose	Role & Staff Member Responsible	Monitoring
Location	Any new buildings sites are carefully selected to avoid areas of high conservation value. No clearing of old or significant trees will be undertaken on the property. (Unless the tree becomes a probable hazard for staff and/or guests, in this case we utilise the wood within the property to create unique furniture or features.)	To minimise the risks of threats to the conservation value of the property.	Owners Environment Manager Grounds and Maintenance Manager	At the start of any new building project.
Construction	We aim to use sustainably sourced building materials during future construction	To minimise the clearing/harvesting of naturally occurring forests.	Owners Environment Manager	At the start of any new building project.

	<p>projects. Examples include new growth timber and recycled-plastic materials.</p> <p>We also plan to make new buildings more energy efficient by using insulation and designing rooms that allow natural lighting, heating and cooling.</p>	<p>To reduce the use of non-renewable energy sources.</p> <p>To maximise energy efficiency.</p>	<p>Grounds and Maintenance Manager</p>	
Landscaping & gardening	<p>We have a compost system, and it is used to fertilise our gardens beds.</p> <p>We have a program of planting natives around the property.</p> <p>We also have a systematic program to remove introduced species (weeds) regularly.</p>	<p>To reduce the amount of food waste going to landfill.</p> <p>To reduce the use of artificial fertilisers / chemicals on the property.</p> <p>To reduce the amount of water used on our gardens.</p> <p>Reduction in soil erosion.</p> <p>Between the edible garden and compost system we strive to create a thriving</p>	<p>Environmental Manager</p> <p>Grounds and Maintenance Manager</p> <p>Grounds Staff</p> <p>Kitchen Manager</p> <p>Kitchen Staff</p>	Ongoing

	<p>We are also planting in around our drainage ditches to reduce erosion during heavy rain.</p> <p>We have created a large edible garden to grow our own herbs and some vegetables.</p>	<p>circular waste system through our kitchens.</p>		
Wildlife (flora & fauna)	<p>We have procedures on managing visitors' behaviours when interacting with wildlife.</p> <p>Guests are educated to observe but not feed or approach and native animals.</p> <p>Also, they are asked to stay on walking paths and trails.</p> <p>Working with Land for Wildlife/Scenic Rim Council Biodiversity Officers on wider conservation projects</p>	<p>To minimise disturbance to flora and fauna.</p>	<p>Environmental Manager</p> <p>Grounds Staff</p> <p>Reception Staff</p>	<p>Guest monitored by ground staff, and they remind the guests of the expectations or report the guests to reception.</p>

	<p>that our property can support (currently working with their Greater Glider Project with the endangered Greater Glider being located on our property and surrounding Land for Wildlife Properties.</p> <p>Being a major financial supporter of Tamborine Mountain Landcare.</p> <p>Being a financial supporter of Wildcare Australia Inc. (Through containers for change program)</p>			
Vehicle use (including cleaning and fuels)	<p>Vehicles only use sealed roads and designated cleared tracks on the property.</p> <p>Our housekeepers, kitchen staff and caretakers use electric vehicles. Staff Policy</p>	<p>To minimise impact to the property and reduce soil erosion.</p> <p>To reduce carbon emissions from our vehicles.</p>	<p>Environmental Manager</p> <p>Grounds and Maintenance Manager</p> <p>Grounds Staff</p> <p>Housekeepers</p>	Ongoing

	that staff can only use their own vehicle onsite with written approval from senior management.			
Noise Pollution	Construction and use of loud machinery is limited from 8 am to 3 pm. Guests are asked to limit noise after 9.30pm.	To minimise Noise Pollution and reduce impact on local fauna.	Environmental Manager Grounds and Maintenance Manager Grounds Staff Reception Staff	Ongoing

ENVIRONMENTAL IMPROVEMENTS

Irrigation Improvements

We have planted new vegetation in and around our drainage ditches especially through our campgrounds to reduce soil erosion. This has significantly improved soil runoff during heavy rainfall. We are working with Simmonds and Bristow to formulate the best system to expand our grey water irrigation across our natural vegetation.

Planting Program

Through the Million Trees Program we will be planting new native vegetation through the property. We were successful recipients in the 2024 Scenic Rim Environmental Grant to help revegetate part of our Rock Pool Bush Walk Track that was damaged in the 2023 Christmas Storm.

Weed Eradication

We are currently working our way systematically through the property to remove our most damaging introduced flora - Morning Glory, Lantana and Black-Eyed Susan and Easter Cassia.

Conservation Programs

We have been working closely with Land for Wildlife with their Greater Glider Program to local and monitor the endangered Greater Glider which has been located onsite. We will be preserving hollows from storm damaged trees to reinstate their natural homes back into their natural environments.

We have also been working with Tamborine Mountain Landcare to plant Birdwing Butterfly Vines to support the Birdwing Butterfly.

We are major contributors to Tamborine Mountain Landcare, who do incredible work across the local community in regeneration, revegetation and protection of natural native areas.

Timber Reclamation

Through the severe weather event of the last three years, we have lost several trees onsite due to storm damage. Instead of simply chipping or burning these felled trees, we have been able to salvage to timber and through our skilled workers onsite we have been able to transform the wood into unique artisan furniture and interior design pieces. This process is not only cost effective, but it supports our local workers, minimises transportation costs of materials and greatly minimises the CO2 required to purchase new pieces from abroad. This system also helps store the CO2 sequestered within the wood which may be released into the atmosphere if simply burned as waste.

Energy Cut-Off System

We are currently investigating a system for our Hotel Rooms which shuts off power when guest vacate their rooms. This is likely a long-term goal as all our buildings would need to be retrofitted with technology to allow this to happen.

Our newest Vista Rooms are all fitted with keycard access to air conditioning to ensure units are not left running while the room is unoccupied.

REPORTING PROGRAMS

- Staff monitor and record bird numbers at daily feeding these records are reported to DES at renewals of permits each year.
- The Environmental Coordinator monitors and records energy and waste monthly to assist in reporting CO2 emissions.
- The Environmental Coordinator monitors and reports and monitors any Koala sightings on site via QWildlife App.
- The Environmental Coordinator monitors and reports and flora and fauna of interest the iNaturalist app, which also helps our Scenic Rim Council Biodiversity Officers monitor the flora and fauna on our site.
- All sick and injured wildlife are reported using our Sick/Injured Wildlife Forms.

STAFF TRAINING AND DEVELOPMENT

All new staff have environmental awareness training included within their induction.

For those staff specifically involved in the composting and recycling programs, relevant procedures are in place and specific training is provided for them.

The Environment Manager will also monitor all systems and provide additional staff training if required.

Sub-contractors coming on site to work are also inducted and reminded about the expectations around littering, noise reduction strategies and recycling.

Training is provided to those staff involved in monitoring waste, water and power. At this stage, this includes the Owner, the Environmental Manager and the Grounds and Maintenance Manager. They know how to take measurements and where to report their readings.

The Environment Manager will regularly seek feedback about how systems are working and will invite suggestions from staff on how things could be improved.

CUSTOMER AWARENESS

All guests have access to our eco-friendly practices upon arrival via the digital compendium. It provided guests with a vision of our pursuit of environmentally friendly tourism with specific information provided including the following.

- How guests can recycle on the property
- How guests can reduce their use of power
- How guests can reduce their use of water
- Our policy on not approaching or feeding wildlife.
- Information about local Flora and Fauna
- Instructions on leaving minimal environmental impact by staying on walking paths and trails.

Guests are also provided with the opportunity to donate 1% of their final invoice to the Tamborine Mountain Landcare organisation.

GLOSSARY

Adaptation changes: Changes made in response to the likely threats and opportunities arising from climate variability and climate change.

Adaptive capacity: Ability of a system to respond to climate change - to moderate potential damages, to take advantage of opportunities, or to cope with the consequences.

Contingency plan: Any plan of action that allows an organization to respond to events should they occur. This includes all plans that deal with stabilisation, continuity of critical business functions and recovery [AS/NZS 5050:2010, Definition 1.3.8]

Level of risk: Magnitude of a risk or combination of risks, expressed in terms of the combination of consequences and their likelihood. [ISO Guide 73:2009, Definition 3.6.1.8]

Likelihood: Refers to the chance of something happening, whether defined, measured or determined objectively or subjectively, qualitatively or quantitatively, and described using general terms or mathematically (such as a probability or a frequency over a given time period). [ISO Guide 73:2009, Definition 3.6.1.1]

Risk identification: Process of finding, recognising and describing risks. [ISO Guide 73:2009, Definition 3.5.1]

Note 1: Risk identification involves the identification of risk sources, events, their causes and their potential consequences.

Note 2: Risk identification can involve historical data, theoretical analysis, informed and expert opinions, and stakeholder needs