



SUSTAINABILITY PLAN

2026-2028

All Seasons Holiday Park | Mildura, Victoria

ENVIRONMENT	PEOPLE & COMMUNITY	RESPONSIBLE BUSINESS
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Delivering exceptional regional tourism experiences while continually reducing our environmental footprint and creating positive outcomes for our community, guests and the Murray River region.

Plan period: 2026-2028 | Review: Annually | Responsibility: Directors & Park Manager

1. Our Sustainability Vision

All Seasons Holiday Park is committed to being a leader in sustainable regional tourism by reducing our environmental footprint, strengthening our local community and investing in infrastructure and practices that create long-term benefits for our guests, business and region.

As a family-owned tourism business, we recognise that sustainability is not a single project or accreditation. It is an ongoing commitment that influences how we design our park, purchase equipment, manage resources, support our community and plan for the future.

“Measure our impact. Reduce what we can. Invest responsibly. Support our community. Continually improve.”

2. Purpose of the Plan

The Sustainability Plan 2026-2028 establishes measurable priorities and actions that will guide All Seasons Holiday Park over the next three years. It operates alongside the Environmental Management Plan, operational procedures, risk management systems and broader business planning.

- Reduce greenhouse gas emissions and increase renewable energy use.
- Improve energy and water efficiency.
- Reduce waste and increase resource recovery.
- Protect and enhance biodiversity and climate resilience.
- Strengthen sustainable purchasing and support the regional economy.
- Engage guests and staff in responsible tourism.
- Measure, review and communicate sustainability performance.

3. Our Sustainability Approach

PILLAR	FOCUS
ENVIRONMENT	Renewable energy, resource efficiency, waste reduction, water conservation, biodiversity and pollution prevention.
PEOPLE & COMMUNITY	Positive outcomes for employees, guests, local businesses, community organisations and the Mildura region.
RESPONSIBLE BUSINESS	Long-term investment, performance measurement, governance and sustainability embedded into everyday operations.

4. Our Starting Point - 2026

The 2026-2028 plan builds on substantial sustainability initiatives already implemented across the park.

- More than 30kW of rooftop solar generation.
- Park-wide conversion to LED lighting.
- BYD hybrid vehicle used for business operations.
- Increasing use of electric gardening and maintenance equipment.
- Energy-efficient replacement appliances and equipment.
- Native and drought-tolerant landscaping, mulching and water-conscious garden management.

- Water-efficient fixtures and routine leak monitoring.
- Park-wide recycling facilities and digital guest information.
- Environmentally preferable cleaning products.
- Preference for local suppliers and contractors.
- Preventative maintenance to extend asset life and improve efficiency.
- Staff environmental training and guest sustainability education.
- Mature tree retention, biodiversity protection and annual environmental review.

PRIORITY 1 - ENERGY & CARBON

Objective: Reduce greenhouse gas emissions and reliance on fossil fuels by increasing renewable energy, improving efficiency and progressively electrifying park operations.

The park enters this plan period with more than 30kW of rooftop solar, LED lighting, a BYD hybrid business vehicle, electric gardening equipment and energy-efficient replacement practices.

ACTION	TARGET / MEASURE	TIMEFRAME
Establish electricity and solar baseline	Baseline documented and reviewed annually	2026
Investigate additional rooftop solar	Feasibility assessment completed	2026
Investigate battery storage	Cost-benefit and operational assessment completed	2026-27
Expand renewable generation where viable	Additional generation considered in capital works	2027-28
Replace ageing appliances efficiently	Efficiency considered for 100% of applicable replacements	Ongoing
Increase electric maintenance equipment	Petrol equipment progressively replaced at end of life	2026-28
Consider lower-emission vehicles	Hybrid/electric options assessed at replacement	Ongoing
Monitor high-energy-use infrastructure	Annual consumption and opportunity review	Annual

2028 Goal: Increase renewable energy utilisation and reduce reliance on grid electricity and fossil-fuel-powered equipment.

PRIORITY 2 - WATER CONSERVATION

Objective: Reduce potable water consumption while maintaining high-quality guest facilities, landscaped areas and park presentation.

ACTION	TARGET / MEASURE	TIMEFRAME
Establish annual water baseline	Annual consumption recorded	2026
Monitor water consumption	Usage reviewed against previous year	Annual
Upgrade water-efficient fixtures	Efficient alternatives considered at replacement	Ongoing
Investigate smart irrigation	Feasibility assessment completed	2027
Expand drought-tolerant landscaping	Included in new/redeveloped garden areas	2026-28
Maintain mulching and leak inspections	Embedded in grounds and maintenance program	Ongoing
Educate guests	Water conservation included in guest communications	Ongoing

2028 Goal: Achieve measurable improvement in water efficiency and reduce unnecessary potable water consumption per guest night.

PRIORITY 3 - WASTE & CIRCULAR ECONOMY

Objective: Reduce waste generated by the park, increase recycling participation and make reuse, repair and responsible purchasing the preferred approach wherever practical.

ACTION	TARGET / MEASURE	TIMEFRAME
Review recycling infrastructure	Improvement opportunities identified	2026
Improve guest recycling information	Clear information in guest communications	2026
Monitor major waste streams	Waste/recycling volumes reviewed where data is available	Annual
Reduce printed information	Digital communication prioritised	Ongoing
Reduce unnecessary packaging	Packaging considered in purchasing decisions	Ongoing
Repair before replacement	Repair assessed for applicable equipment	Ongoing
Manage green waste responsibly	Mulch/reuse or approved disposal where practical	Ongoing
Investigate additional recycling streams	Opportunities reviewed annually	2027-28

2028 Goal: Reduce waste sent to landfill while increasing recycling, reuse and responsible resource recovery.

PRIORITY 4 - BIODIVERSITY & CLIMATE RESILIENCE

Objective: Protect and enhance the park's natural environment while ensuring landscaping and infrastructure are increasingly resilient to Mildura's changing climate.

ACTION	TARGET / MEASURE	TIMEFRAME
Prioritise native/climate-appropriate species	Included in future landscaping projects	Ongoing
Protect mature trees	Retained wherever safe and practical	Ongoing
Increase shade and tree canopy	Shade planting considered in landscape planning	2026-28
Reduce high-water-use landscaping	Progressive replacement with drought-tolerant options	2026-28
Protect wildlife habitat	Habitat value considered in maintenance/landscaping	Ongoing
Maintain weed management	Routine monitoring and control	Ongoing
Consider climate resilience in capital works	Included in infrastructure planning	Ongoing
Review extreme heat/climate risks	Included in annual environmental review	Annual

2028 Goal: Increase the resilience and habitat value of landscaped areas while reducing water requirements and vulnerability to extreme heat.

PRIORITY 5 - SUSTAINABLE PURCHASING

Objective: Use purchasing decisions to reduce environmental impact, extend asset life and support the Mildura and regional economy.

- Preference local suppliers and contractors where practical.
- Consider environmental performance when selecting products and suppliers.
- Continue using environmentally preferable cleaning products.
- Select durable products with longer service lives.
- Repair and maintain equipment before replacement where practical.
- Consider energy and water efficiency when purchasing appliances and equipment.
- Seek products with reduced packaging where practical.
- Consider whole-of-life cost rather than purchase price alone.
- Progressively incorporate sustainability criteria into major purchasing decisions.

2028 Goal: Embed environmental performance, local economic benefit and whole-of-life value into purchasing decisions.

PRIORITY 6 - PEOPLE, GUESTS & COMMUNITY

Objective: Ensure sustainability creates positive outcomes beyond the physical park by supporting staff, guests and the local community.

Staff

Environmental responsibility will remain part of induction, training and operational procedures, including recycling, water and energy conservation, environmentally responsible cleaning, chemical handling, spill response and biodiversity protection.

Guests

Guest communication will encourage correct recycling, responsible water use, switching off unnecessary lighting and air conditioning, respecting gardens and wildlife, responsible waste disposal, reporting leaks and supporting local businesses and attractions.

Community

As a locally owned family business, the park will continue to employ local people, support local suppliers and contractors, promote Mildura and Murray River experiences, support community organisations and participate in regional tourism initiatives.

2028 Goal: Strengthen the positive social and economic contribution generated by every visitor staying at All Seasons Holiday Park.

PRIORITY 7 - MEASUREMENT, GOVERNANCE & CONTINUOUS IMPROVEMENT

Objective: Move from implementing sustainability initiatives to consistently measuring, reviewing and improving their impact.

INDICATOR	MEASUREMENT
Electricity	Annual kWh consumption
Renewable Energy	Solar generation / installed capacity
Water	Annual consumption
Fuel	Litres consumed by business operations
Waste	Waste and recycling volumes where available
Equipment	Electric vs petrol-powered equipment
Landscaping	Native/drought-tolerant planting initiatives
Community	Community partnerships and support
Staff	Sustainability training undertaken
Guests	Sustainability communication and relevant feedback
Incidents	Environmental incidents and corrective actions

Where reliable historical information is available, 2025-26 will be used as the baseline against which future performance is measured.

6. Three-Year Roadmap

2026 - MEASURE & ESTABLISH	2027 - REDUCE & INVEST	2028 - LEAD & DEMONSTRATE
Establish electricity, solar, water and fuel baselines. Review recycling infrastructure. Formalise annual reporting. Investigate additional solar. Continue equipment electrification. Strengthen guest messaging. Introduce a Sustainability Dashboard.	Compare resource use against baseline. Investigate smart irrigation. Complete battery feasibility. Progress renewable-energy expansion where viable. Increase electric equipment. Expand native landscaping. Improve recycling participation.	Complete three-year performance review. Measure change against baseline. Assess renewable energy, carbon, water and waste outcomes. Document biodiversity improvements. Review community/local purchasing outcomes. Establish 2029-2031 plan.

7. Sustainability Targets at a Glance

AREA	2028 DIRECTION
Renewable Energy	Increase onsite renewable energy utilisation
Carbon	Reduce operational greenhouse gas emissions
Electricity	Improve electricity efficiency
Water	Reduce unnecessary potable water consumption
Transport	Continue transition toward lower-emission vehicles
Equipment	Increase electric maintenance equipment
Waste	Reduce landfill and increase recycling
Paper	Continue transition toward digital communication
Landscaping	Increase native and drought-tolerant planting
Biodiversity	Protect mature trees and improve habitat
Purchasing	Increase sustainable and local procurement
Staff	Maintain sustainability education and training
Guests	Increase sustainability communication and participation
Community	Continue measurable contribution to local economy/community
Governance	Measure and review sustainability performance annually

8. Roles & Responsibilities

ROLE	RESPONSIBILITY
Directors	Leadership, major investment approval, resource allocation, capital planning and annual performance review.

ROLE	RESPONSIBILITY
Park Manager	Implement the plan, coordinate monitoring/reporting and embed objectives into operations.
Grounds & Maintenance	Energy/water efficiency, irrigation, landscaping, biodiversity, equipment and preventative maintenance.
Housekeeping	Responsible cleaning, chemical use, water conservation and waste separation.
Reception	Guest communication, responsible tourism education and promotion of local experiences.
All Staff	Identify waste, unnecessary resource use and improvement opportunities.

9. Monitoring & Annual Review

Progress against this plan will be reviewed annually. The annual review will consider electricity consumption, solar generation, water consumption, fuel use, waste and recycling, completed projects, capital investment, staff training, guest feedback, environmental incidents, community contribution, emerging technology, regulatory requirements and opportunities for further improvement.

Actions may be updated during the life of the plan where new technology, operational requirements, environmental conditions or opportunities emerge. This ensures the Sustainability Plan remains a living business strategy rather than a static document.

10. Our 2028 Commitment

By 2028, All Seasons Holiday Park aims to demonstrate clear and measurable progress toward becoming a more resource-efficient, climate-resilient and environmentally responsible tourism business.

Success will not be measured by one project alone. It will be demonstrated through the cumulative impact of renewable energy investment, reduced resource consumption, smarter purchasing, sustainable landscaping, responsible waste management, engaged employees, informed guests and continued support for our community.

As a family-owned business, we are conscious that the decisions we make today influence the business, community and environment that will be inherited by future generations.

OUR COMMITMENT

Measure our impact. Reduce what we can. Invest responsibly.
Support our community. Continually improve.



All Seasons Holiday Park will continue working to ensure that outstanding visitor experiences and responsible tourism go hand in hand.

CARBON EMISSIONS BASELINE & REDUCTION PATHWAY

All Seasons Holiday Park's Tourism Emissions Reduction Commitment report provides the formal carbon baseline for this Sustainability Plan. For the 12 months ending June 2025, the park's estimated net carbon emissions footprint was **3,715.4 tonnes CO2-e**. The report identifies **waste, electricity and suppliers** as the three largest emissions sources.

BASELINE INDICATOR	REPORT POSITION
Net emissions footprint	3,715.4 tonnes CO2-e (estimated)
Reporting period	12 months ending June 2025
Offsets	0 tonnes
Top three emissions sources	Waste, Electricity, Suppliers
Reduction actions recorded	14 actions
Core stages	Complete
Long-term renewable transition goal	100% transition by 2040

How the emissions report strengthens the 2026-2028 plan

The 2025 emissions footprint will be used as the park's formal starting point for tracking carbon performance. The Sustainability Dashboard will record future emissions data alongside electricity, solar generation, water, fuel, waste and other operational indicators, enabling year-on-year comparison.

The emissions report also confirms that several reduction actions are already complete, including locally sourced purchasing, reducing waste to landfill, purchasing a BYD hybrid vehicle, using energy-efficient equipment, encouraging ride-sharing and towel reuse. LED replacement, paper-free check-in/check-out and the solar/battery program remain underway.

2026-2028 Priority Carbon Actions

- **Solar + battery:** progress the planned solar expansion and battery storage program. The emissions report records a total planned addition of **236kW of solar across seven park locations**, with battery storage planned to improve use of solar generation.
- **Operating savings:** the solar and battery improvements are expected in the emissions report to save approximately **\$35,822 annually**.
- **EV infrastructure:** install the planned three-phase EV charging station to support lower-emission transport for guests and staff.
- **Paper reduction:** continue the transition toward paper-free check-in/check-out and digital guest information, with the emissions plan targeting elimination of the paper-based process by 2027.
- **Waste, electricity and suppliers:** prioritise these three areas in annual reviews because they are identified as the park's largest emissions sources.
- **Measurement:** update the carbon footprint periodically and use the 3,715.4-tonne 2025 estimate as the baseline for demonstrating future reductions.

2028 Carbon Objective

By 2028, All Seasons Holiday Park aims to demonstrate a measurable reduction from its 2025 estimated emissions baseline through renewable energy investment, battery storage, energy efficiency, waste reduction, lower-emission transport, sustainable procurement and improved measurement.

Note: The 3,715.4-tonne footprint is an estimated figure generated from user inputs through the Carbonhalo emissions estimator. The source report states that the estimator uses recognised standards including the GHG Protocol, ISO 14064, EPA Guidelines and Australian Government guidance.

All Seasons Holiday Park

Member Number:	AT04867449	12 Month Ending:	Jun 2025
Industry:	Accommodation, Tourism & Food Services	Date of Report:	20 August 2026
Location/s:	Victoria	Member Since:	Aug 2025
		Core Stages:	Complete

Stage / Option	Action Detail	By When	Status
1:Measure	We are committing to take action to reduce carbon emissions		
	Carbon emissions footprint: 3715.4 tonnes Less sponsored offsets: 0 tonnes Net carbon emissions footprint: 3715.4 tonnes Emission data validation: Estimated using the Carbonhalo calculator Top Three of emissions: Waste, Electricity, Suppliers		Complete
2:Reduce	We are adjusting operations to reduce emissions		
Reduce power used to heat and cool	We educate our guests on best practices for heating and cooling to encourage energy-efficient usage. Additionally, we continuously upgrade our heating and air conditioning systems to the latest energy-efficient technologies whenever replacements are needed.	By 2025	Complete
Source locally	We always strive to use locally sourced suppliers to support the local economy and reduce transportation distances, minimizing our environmental impact.	By 2025	Complete
End single use plastics	Our cabins are equipped with their own kitchens, allowing guests to prepare meals using provided utensils and crockery—helping to reduce reliance on single-use plastics.	By 2025	Complete
Reduce waste to landfill	We actively promote recycling by providing clearly labelled recycling bins throughout our park, making it easy for guests to dispose of waste responsibly.	By 2025	Complete
Purchase hybrid vehicles	A hybrid BYD purchased in 2025	By 2025	Complete
Reduce waste to landfill	We actively promote recycling by providing clearly labelled recycling bins throughout our park, making it easy for guests to dispose of waste responsibly.	By 2025	Complete
Replace lighting with LEDs	We are currently replacing 100% of our lights in the park with LED	By 2026	Underway
Adopt energy efficient equipment	We use high Energy Star-rated appliances throughout our park—including fridges and air conditioners—to ensure high performance while reducing energy consumption and emissions.	By 2025	Complete
Encourage ride-sharing	We encourage ride-sharing among staff traveling from similar areas to reduce the number of vehicles on the road. Additionally, we actively promote the use of public transport for both our staff and guests as a more sustainable travel option.	By 2025	Complete
Adopt Australian made	We always prioritise sourcing products as locally as possible to support the local economy and reduce our carbon footprint.	By 2025	Complete
Reuse towels	We actively promote towel reuse among our guests to reduce unnecessary linen washing and lower our carbon footprint. This program was launched in 2025 as part of our ongoing commitment to sustainability.	By 2025	Complete
Eliminate paper base check-in/check-out process	We are transitioning to paper-free check-in and check-out processes through digital client portals and electronic compendiums in our cabins, which were introduced in 2025. While some paper use remains, we aim to eliminate it entirely by 2027 as technology advances and more guests become comfortable with digital solutions.	By 2027	Underway
solar updates and battery installation	In 2025, we upgraded our park's existing solar panels to smaller, more efficient models. This not only improved energy production but also freed up space to install additional panels, boosting our overall solar capacity and reducing our carbon footprint. We are installing additional solar panels in 2026 and between the solar upgrades during the 2 years we are adding a total of 236 kW of solar power across seven locations throughout the park. Along with this expansion, we plan to install battery storage systems in 2026 to store excess solar energy, allowing us to rely less on purchased electricity. These improvements are expected to save us approximately \$35,822 annually, benefiting both the environment and our operating costs.	By 2026	Underway
Installing EV chargers	In 2026, a new three-phase electric vehicle (EV) charging station will be installed on-site to support and promote sustainable transportation practices. This infrastructure upgrade aims to facilitate the use of electric and hybrid vehicles by both our guests and staff, thereby contributing to a reduction in greenhouse gas emissions associated with conventional fossil fuel-powered vehicles. The availability of this charging facility will encourage the adoption of low-emission vehicles, aligning with our commitment to environmental stewardship and reducing the carbon footprint of our operations.	By 2026	Not Commenced
3:Avoid	We are adopting renewables for purchased power		
Our Locations	Current Renewable Adoption	Action for 100% transition	Goal for 100% Transition
Holiday Park	Solar panels 10%	Carbon Neutral Energy Installed Renewable Energy Equipment Solar panels Another form of renewable energy Battery system installed retaining energy produced from updated solar panels	By 2040 Complete