



Park Trek Outdoor Experiences Pty Ltd (ABN 96 654 445 815)

ENVIRONMENTAL MANAGEMENT PLAN

Version 1.3: 15 June 2026



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1. ACKNOWLEDGEMENT OF COUNTRY

Park Trek acknowledges and respects the Traditional Owners of the lands upon which our Head Office is located – the Wurundjeri Woi Wurrung and Bunurong Boon Wurrung peoples of the East Kulin Nation.

We extend our acknowledgement and respect to the Traditional Owners of all the lands upon which we wander as a walking company.

We recognise the unique place held by Aboriginal and Torres Strait Islander peoples as the original custodians of the lands and waterways across our continent, with histories of continuous connection dating back more than 60,000 years and we pay respect to their Elders past, present and emerging.

We are proud to live on the planet's oldest continent with the oldest continuous living culture.

We support the Uluru Statement from the Heart. We are committed to reconciliation.

2. CONTEXT AND VERSION CONTROL

Introduction

This Environment Management Plan sets out environmental objectives, strategy, principles and practices for Park Trek Outdoor Experiences Pty Ltd (“Park Trek”).

Park Trek will regularly review and refine this plan to ensure its ongoing currency and relevance given Park Trek’s ambition to be an environmental role model.

Any suggestions, recommendations or feedback on this plan are welcome and should be directed to the Managing Director.

Version history

Version	Effective date	Nature of change	Approver
1.1	1 December 2021	Adopted old version	CRT
1.2	1 February 2026	Major update and restructure.	CRT
1.3	15 June 2026	Added “Waste: Measurement, minimisation and management strategies”, and “Environmental best practice initiatives” sections; and reference to Carbon Halo Emissions Reduction Plan in Appendix.	CRT

3. OUR VISION, PURPOSE, MISSION, VALUES + STAKEHOLDERS

History	Park Trek was founded in 2000 by a passionate Victorian bushwalker. Since then, it has established a market leading reputation.
Vision	To be Australia's leading provider of small-group, guided, multi-day, day-pack only and all-inclusive walking experiences. To be recognized as an eco-tourism leader, advocate for nature and connecting with country, traditional owners and local communities.
Purpose	To seamlessly combine walking, nature and wellness to create inspiring and memorable eco-tourism experiences for our guests. Our walks are good for the body, mind and soul and build connection with nature, country and other walkers. We advocate the physical and mental health benefits associated with walking i.e. the Five ways to wellbeing .
Mission	We will deliver on our vision and purpose by: • Creating carefully curated walks that deliver highlights and hidden gems in the iconic regions we walk. • Empowering our team to deliver our mission and communicate to our guests their passion for nature and the environment. • Building a collaborative and learning culture that listens to and acts upon feedback and constructive critique. • Building scalable documented systems and processes to leverage technology, consistently deliver great tour outcomes, drive compliance and mitigate safety and operating risks, reduce costs and complexity, and drive financial and operational sustainability to support ongoing investment and growth. • Establishing a reputation as an employer of choice.
Values	We subscribe to the following values: • Customers are key – They make us relevant, and our team deliver valued experiences to maintain our relevance and their loyalty. • Respect and community – We respect, engage with and contribute to indigenous and local communities where we walk. • Good humans and integrity – We act ethically and with integrity to build trust and we expect others (including all our team) to act similarly. • Professionalism – We pride ourselves on being knowledgeable, qualified, competent, caring, assured and good communicators. • Initiative – We are curious, collaborative, and use our initiative to solve problems safely and efficiently. • Sustainable – We are committed to sustainable local travel, leaving no trace and in time being carbon neutral. • Efficient – We are frugal with company resources and always seek to do things better with less resources. • Safety – We are committed to ensuring the safety of our guests, team, partners, and the broader community in which we operate.
Stakeholders	Successful execution of our vision, purpose, mission & values benefits our: • Owners via financial returns that support growth and investment. • Customers via inspiring and memorable experiences that build loyalty. • People via fair reward for individual & collective effort & good culture. • Partners via respectful & trusted practices fairly rewarding both parties. • Communities via engagement & trade including Traditional Owners.

4. PARK TREK'S ENVIRONMENTAL AIMS AND OBJECTIVES

Introduction

Park Trek is committed to being a role model in all respects concerning good environmental practices. Specifically, we endeavour to avoid or minimise any environmental risks because of our operations. We are passionate advocates and practitioners of 'leave no trace' principles in all that we do.

Park Trek is aware that the increasing numbers of participants on its trips may lead to greater use of resources in ecologically sensitive areas. However, Park Trek is committed to ensuring its customers become environmental advocates for good practice through walking with an accredited operator like Park Trek.

Scope of this plan

The scope of this EMP is to identify those areas that Park Trek may through its operations impact, even if the chance of such impact is remote or unlikely.

Key areas of impact that have been considered in this plan are as follows:

1. Economic
2. Social
3. Physical
4. Cultural

Approach to develop this plan

For simplicity this plan has been written with a particular walking product in mind, namely our 4-day Great Ocean Walk (GOW).

However, the practices, policies and objectives described in this plan for the GOW have been applied to all our other existing walking products across Australia.

Furthermore, any new walking products will be operated to reflect the same practices, policies and objectives as those adopted for our GOW product.

Company objectives

This plan should be read in the context of Park Trek's overarching vision, purpose, mission and values as set out above.

5. ENVIRONMENTAL CONSIDERATIONS FOR EACH OF OUR WALKS

Context	Each of our walks is designed and executed in accordance with our environmental goals and objectives. Set out below are the specific considerations for our 4-Day Great Ocean Walk. These practices are replicated for all our other walks.
Economic	Park Trek brings economic advantages to the GOW region through the procurement of services such as accommodation, food, fuel and fees paid to relevant Government and National Park Authorities. In addition, our guests typically spend money in a number of the cafes and shops along on our tours. Park Trek has based the pricing for its GOW on the idea that the trip is used as an introduction to the overall Park Trek Walking Holiday experience. Park Trek operates in other domains and has seen the GOW as a means to promote itself quickly and easily to a broader audience. It makes our GOW holiday competitive, and we would argue the best value for money experience. The flow on effect for Park Trek is significant with nearly a 40% repeat visitation rate in which previous participants of Park Treks GOW trip go on to do other Park Trek trips. It has proven to be a successful means of underpinning the growth of the operation. The success of the pre-scheduling of nearly all GOW trips run by Park Trek has provided guaranteed income for suppliers such as the Cape Otway Lightstation and guides in the form of gross wages of around \$2,500+ per guide for a 4-day trip. Other suppliers such as the Winchelsea Tea Rooms, the Lavers Hill tea rooms, Duffs cafe in Colac and our coach and food suppliers has also brought economic benefits to those others. The long term sustainability of our GOW product will depend on continually achieving group sizes of six to 10 participants. It is hoped that the competitive pricing of the product will achieve the balance of providing solid income for Park Trek and sound economic benefits to the providers Park Trek uses in the Otways.
Social	Park Trek has positioned its GOW offering as being entirely achievable for those who may not have thought it likely that they could ever do a four-day walking holiday. This has had very positive effects for those joining our trips for whom this is the first time away on such an experience. The inclusive nature of the trip means that those who are seeking a challenging experience can do so and those who find that they are just on their threshold of participation are able to enjoy a more modified experience. It means that when everyone is back at the end of the day, they all share the camaraderie of having completed the days outing. Park Trek is aware that there can be from time-to-time issues facing the local communities of the Otways that are of a more sensitive nature. When and where appropriate Park Trek discusses these with its participants at a very basic level and suggests keeping the peace when in contact with the locals. Park Trek maintains close relations with the management of the Cape Otway Light station and respects its terms and conditions of use.
Physical & Environmental	Operational approach to this walk, given our environmental objectives: ▪ Park Trek walks the GOW in a linear manner, starting east and heading in a westerly direction for each of its days on the walk. This is in line with Parks

Victoria requirements and Park Trek whole-heartedly supports this requirement.

- Park Trek walks only the GOW track and does not deviate off the track or follow unofficial pathways.
- Park Trek participants are given a pre-walk briefing during the morning of their first day away with us. Subjects covered include an Acknowledgement of Country, and in particular a focus on “leave no trace” and sustainable travel. Specifically, all guests are reminded of:
 - To stay on marked tracks.
 - How to properly dispose of food refuse. Park Trek requests that its participants carry out all food waste and any hard waste.
 - The presence and placement of toilet facilities for each of the days. It is requested that participants either wait until they are at a toilet facility or if necessary, advise one of the guides of the need to ablute and be given the correct disposal tools.
 - Not to touch or tamper with any flora or fauna encountered along the way.
 - To use scrub down points along the track to prevent the spread of in ground pathogens.
 - Not to break off branches or damage any vegetation.
 - Our overarching objective: Leave nothing but footprints, take nothing but memories.
- Park Trek discusses the historical and cultural significance of the region and the Cape Otway Light station that guests must value and respect accordingly.
- Park Trek parks its vehicles in hardened areas such as car parks and vehicle landing strips. No off-road activity is engaged in.
- Park Trek does not seek to hinder others enjoying the area it is engaged in.
- Park Trek monitors the potential for it to bring visual, audible and physical pollution into the realm of the GOW.
- Guides dress sensibly but also sensitively. The colour of the dress attire is kept to muted colours.
- Mobile phone conversations that the guide may engage in are done away from Park Trek participants and other walkers.
- Walkers’ facilities encountered along the walk are shared with other users in a fair and even manner. Park Trek does not seek to “take over” the walk.
- Observation platforms such as those near Gibson’s Steps are used as opposed to using earthen areas that may become eroded and hardened.
- Park Trek uses waste disposal facilities on hand at the Cape Otway Light station. If these facilities are at full capacity Park Trek takes all its rubbish home to be disposed of back in Melbourne.
- As Park Trek only uses the GOW 6-8 times per year, with group sizes of between 6-10 pax and only for a duration of between three to seven hours it considers the likelihood of any significant environmental damage is low.
- Park Trek guides do not remove any vegetation as part of the process of interpreting the local flora.

Cultural

Park Trek is aware of areas on the GOW that while offering excellent walking, are also culturally significant to the local Indigenous clan and are thus avoided. One such example is the section from Crayfish Bay to the Cape Otway Lightstation, following the cliff line. While it is a beautiful section, as midden sites have been located Park Trek no longer walks this section.

Park Trek encourages its participants to do the Koori Heritage Walk through the grounds of the Cape Otway Light station in order to get a better grounding of the aboriginal history in the area.

It is standard practice on all Park Trek walks that an Acknowledgement of Country be undertaken by guides at an appropriate place on day 1. We also seek to promote and engage with local and indigenous owners wherever possible.

6. ENVIRONMENTAL RISK MANAGEMENT

Context

For each of our walks we consider potential environmental risks and how best to avoid or mitigate any such risks. Set out below are the specific considerations for each of our walks.

Environmental Aspects and Impacts

Park Trek's assessment of its potential impact upon the GOW and surrounds.

Category	Description
Biodiversity Conservation	Use hardened areas for walking and parking vehicles where permitted to ensure minimal disruption to the area's ecosystems.
Minimise wildlife disturbance	Park Trek requires that both its guides and participants observe but do not touch or interfere with wildlife or wildlife habitat.
Climate change and energy initiatives	Park Trek procures seeks to procure organic and more sustainable food for its trips (e.g. use of wallaby chorizo and mince in Tasmania). Our depots and accommodation partners are chosen based on sustainable practices.
Water Conservation	Park Trek encourages and reminds guests that water is a precious resource to be always used sensibly and responsibly.
Treatment of wastewater/effluent	Park Trek prefers accommodation partners that embrace sustainable waste treatment and recycling practices (e.g. national park and private facilities).
Recycling and reuse of wastewater	Park Trek prefers accommodation partners that embrace responsible water use and reuse.
Litter Control and Recycling	Park Trek ensures that guests are expected to ensure all tour waste and refuse is responsibly handled or recycled in accordance with sustainable practices. We prefer accommodation facilities that support these practices.
Hazardous Substances spill	Park Trek does not use any hazardous substances or chemicals in its operations other than fuel required for vehicle use. In the event of the vehicle being used by Park Trek leaking foreign substances into the environment Park Trek will immediately seek mechanical restitution of the matter. This problem however is largely mitigated against by using properly serviced vehicles such that the likelihood of any leak is negligible.
Risk of fire	Park Trek does not ordinarily use fires during its operations, except where suitable fire pits and areas are responsibly provided by our accommodation partners. If a fire occurs in the immediate area Park Trek follows evacuation protocol/procedures and advise given by the governing authority/s.
Noise Control	Other than radios used for communication between guides, Park Trek's operations do not create any ambient or nuisance noise. Park Trek is sensitive towards other trail users and always seeks to ensure it does not adversely impact the quiet enjoyment of the walk / location for others.

Category	Description
Air Quality	Emissions from vehicles are kept to the legal minimum through the regular servicing of its vehicles that it hires.
Lighting and other visual impacts	Park Trek does not use invasive lighting or other devices in the surrounding bushland. Guides dress in attire that does not create a visual distraction.
Plant & Equipment	Not applicable.
Other Matters	Assessed and incorporated upon occurrence.

Environmental Risks & Actions to Mitigate

A list of business activities (and potential risks associated with those activities) are detailed below. This model is used by Park Trek to monitor the keys areas of environmental risk on all walks.

Activity	Risk Involved	Risk Level (H/M/L)	Actions Taken to Minimise Risk	Responsibility
Driving to and from walk destinations	Vehicle incident (involving or caused by specific party)	LOW	Drive to the conditions. Drive within the speed restrictions.	Park Trek
Walking activities generally	Overuse of walk may degrade surrounding environment	LOW	Keep on the track, use walker designated hardened areas and report excessive wear and tear.	Park Trek & National Parks Officials
Accommodation facilities	Inappropriate use or damage to accommodation infrastructure or surrounds	LOW	Brief discussion with participants underscoring the historical significance of the site/location and having respect for its physical integrity.	Park Trek
Engaging with other users and stakeholders	Inappropriate behaviour on-trail or in-public areas	LOW	Advise Park Trek participants of any issues facing the local community that may be of a sensitive nature.	Park Trek
Walking along the GOW	Inappropriate interaction with other walkers or users	LOW	Park Trek walks in an east to west direction as in accordance with Parks Victorias requirements. Park Trek does not take over but instead shares the facilities that are encountered along the way	Park Trek
General operations	Refer to Park Trek's detailed Risk Management Plan and Matrix	Range from LOW to HIGH	Refer to Park Trek's detailed Risk Management Plan and Matrix	Park Trek

7. ENVIRONMENTAL RISK MEASUREMENT & REPORTING

Monitoring our Environmental Impact and Any Potential Associated Risks

For all our walks we work closely with National Park officials and our third-party accommodation and other service suppliers.

We actively seek and receive feedback from these stakeholders and third parties to ensure that our walks and associated activities are conducted sustainable and responsibly, and in line with our values and objectives as a small business (refer **section 3 above**).

Specifically, we are concerned to ensure:

- **Physical** – Our activities do not adversely impact the areas where we walk and that all appropriate measures are taken to ‘leave no trace’ and otherwise avoid or minimise any physical impact.
- **Social** – Our personnel and our guests always act in a manner that is responsible and sensitive to the local community, other stakeholders and users.
- **Cultural** – Our personnel and guests are appropriately informed of key cultural matters and efforts are made to meaningfully engage and interact with indigenous story tellers and custodians.
- **Economic** – Our activities are conducted in a manner that over the medium term generates sustainable economic returns.

Staff Training to Ensure Responsible Environmental Outcomes

Park Trek management and staff regularly participate in National Park, Industry and Community forums relevant to the sphere of our business activities.

Through our trip reporting and feedback to National Park and other stakeholders we contribute to the ongoing maintenance, and knowledge required to properly manage public resources and parks.

All staff members are required to subscribe to Park Trek’s objectives, values and expectations concerning ‘leave no trace’ and sustainable environmental practices, as detailed in **section 3 above** and this plan.

Incident Report Monitoring & Action Plan

Standard operating procedures on all Park Trek tours include the recording and review of any incidents or near-misses, concerning environmental, equipment or human resources.

Any reportable incidents are reviewed by Park Trek management and appropriate action is taken to ensure such incidents are not repeated or risks of repeat are mitigated as far as possible.

8. WASTE MEASUREMENT, MINIMISATION & MANAGEMENT

Context

We are committed to reducing emissions and other waste, and to measuring improvement over time. Key actions in this regard are extracted below.

We are adjusting operations to reduce emissions

Reduce power used to heat and cool	Through use of cross flow (between office windows and doors) we have reduced office use of air conditioning. Office thermal qualities and WFH practices make the need for heating most infrequent.	By 2023	 Complete
Use sustainable products	Our accommodation partners make use of sustainable products, and we also provision all tours to make maximum use of fresh products rather than single use packaged products.	By 2023	 Complete
Source locally	We provision our tours with products sourced close to our depot or from regions in which we walk. We also encourage guests to acquire local products where we walk.	By 2024	 Complete
End single use plastics	We will continue to reduce use of single use plastic packaging in products we source, with our ultimate goal being to not use any unrecyclable packaging by 2028.	By 2028	 Underway
Install composting	Most of our tour accommodation providers provide food waste and composting facilities and we will continue to request that all providers comply by 2028.	By 2028	 Underway
Reduce waste to landfill	All of our accommodation partners provide recycling facilities for paper, plastic and glass packaging.	By 2024	 Complete
Purchase more efficient combustion vehicles	As the trading environment improves it is our intention to replace older vehicles with newer more energy and emissions efficient vehicles.	By 2028	 Underway
Lease more efficient combustion vehicles	If and when we need to lease additional vehicles we always procure new model vehicles with the optimal fuel efficiency and modern emissions compliance standards.	By 2028	 Underway
Purchase hybrid vehicles	Not currently viable for our operations however we maintain a watching brief for developments in the space.	By 2030	 Underway
Lease hybrid vehicles	Refer to our comments previously around hybrid vehicles generally.	By 2030	 Underway
Purchase electric vehicles	While no electric vehicles are currently viable for the nature of our operations, we maintain a watching brief for innovations that may in time suit our business.	By 2030	 Underway
Lease electric vehicles	Refer to our previous comments concerning purchase of electric vehicles.	By 2030	 Underway
Replace lighting with LEDs	All office lights have been replaced with LED light bulbs, and our depot facilities make use of similar technology (dial light use is kept to a minimum in any event).	By 2030	 Underway
Conduct an energy audit	We are currently evaluating our depot situation in Tasmania and on the mainland. Once we arrive at a new depot situation an energy audit will be undertaken.	By 2028	 Not Commenced
Adopt energy efficient equipment	All office equipment is procured having regard not only to price, but also quality and operating efficiency.	By 2030	 Underway
Reduce waste to landfill	Refer to waste actions in the "Quick Wins" section above.	By 2028	 Underway
Reduce the waste from our products and services	Refer to waste actions in the "Quick Wins" section above.	By 2028	 Underway
Involve others in action	We select all of our accommodation partners having regard to not only price but also the quality and sustainability of their operating practices e.g. little or no single use plastic, composting and recycling facilities, carbon offset practices.	By 2030	 Underway
Reduce interstate business travel	We actively prefer local guides for all of our walking tours and actively discourage interstate air travel.	By 2028	 Underway
Reduce overseas business travel	Not applicable to our business - in fact our business directly reduces this as our walks compete with and, in our view, are better than offshore alternatives.	By 2028	 Underway
Implement hybrid working	Our non-guiding workforce operate with a hybrid workplace model, with 60-80% of their time based at home to reduce travel and emissions.	By 2024	 Underway

Key actions continued:

Source greener office supplies	We only use recycled paper products, and then only in a sparing manner.	By 2024	 Underway
Buy second hand furniture	All office furniture is either second hand or reuse from prior office occupants.	By 2023	 Underway
Adopt Australian made	We actively encourage guests to buy outdoor products made in Australia and we have a recommended partner (from whom we source and hire) quality outdoor products (namely "One Planet").	By 2024	 Underway
Choose sustainable suppliers	Our procurement practices are not based solely on cost, rather quality and sustainability are equally important considerations.	By 2024	 Underway
Optimise tour routes	Our touring itineraries are carefully designed to optimise travel times and distances without compromising guest experiences.	By 2024	 Underway
Offer plant-based menu options	We cater for all dietary choices and have an increasing number of vegetarian guests, and we also seek to offer sustainable meat products (e.g. wallaby in Tasmania).	By 2024	 Underway
Encourage passengers to travel light	All tour trip notes encourage guests to optimise their packing lists and keep luggage to an optimal minimum without compromising safety and comfort.	By 2023	 Underway
Leave no trace practices	Our guides and guests are required to comply with leave no trace practices at all times on our walking tours. Leave only footprints and take only memories.	By 2024	 Underway

9. ENVIRONMENTAL BEST PRACTICE INITIATIVES

Overarching principle of ongoing improvement

In line with our stated values Park Trek is committed to ongoing improvement in environmental best practices and standards of operation.

This means that all facets of our business will be continuously evaluated and assessed in line with our “leave no trace” operating philosophy and our commitment to minimise or avoid emissions and waste and most importantly be seen as a role model.

In line with our waste measurement, minimisation and management actions in section 8 above, we aspire to the most efficient procurement and management of all resources used in connection with our tours.

10. QUESTION OR FEEDBACK CONCERNING THIS PLAN

Any questions or concerns or feedback concerning this plan should be directed to Park Trek's Owner & Managing Director, Charles Thompson via email on charles@parktrek.com.au .

