

2021 ENVIRONMENTAL SUSTAINABILITY MASTER PLAN



Aerial view of Spicers Peak Lodge





“If you think you are too small to make a difference, try sleeping with a mosquito.”

— Dalai Lama

At the **Turner Family Foundation** and **Spicers Retreats**, we deeply believe it is our responsibility to strive for a positive net impact on the environment.

This document summarises our Sustainability achievements to date, as well as the direct actions we are taking to achieve our specific environmental goals. Our three key pillars for change target energy, water and waste. Through conservation, land and wildlife rehabilitation, substantial investment, courageous leadership, and a genuine commitment from our guests and our team, we aim to leave our part of the world in better shape.

We acknowledge and respect the Traditional Owners of the land on which we live, work and visit. We recognise the significant role of Elders past, present and emerging, and their contribution to this region through traditional practices and ancient knowledge.



BUSINESS OVERVIEW

The Turner Family Foundation is dedicated to preserving Australian land and wildlife.

The Foundation's assets include farming properties, nature and conservation refuges, ecotourism ventures, the Hidden Vale Wildlife Centre and Spicers Retreats – a collection of luxury retreats and lodges.

The Turner Family's love of the Australian bush, adventure and a deep desire to share these gifts with others, link these diverse assets.

The Spicers Retreats experience combines stunning settings, award-winning dining experiences, great walks and deep connections with nature. While each property is unique, at the heart of the Spicers experience is a love for the environment and a desire to share the wonder of nature in a sustainable way.



Spicers Peak Station - Agriculture and food production



Spicers Peak Station - Agriculture and food production



Spicers Peak Station - Agriculture and food production



Hidden Vale Wildlife Centre, Grandchester



Spicers Hidden Vale Market Garden



Hidden Vale Koala research, tracking and protection



Renewable energy (solar) at the Turner Family Foundation / Spicers Retreats office, Brisbane



Spicers Timber Getters



The Billabong at Spicers Hidden Vale creates habitat for native birds

SUSTAINABILITY VISION

There is no PLANET B

Guided by our Sustainable Futures Task Force, established by the Turner Family Foundation and Spicers Retreats, we are taking direct action to negate the environmental impacts of our operations. In doing so, we hope to create a domino-effect of change and inspire our community of staff, guests, partners and suppliers to join us in saving our planet.

Our core goals are centered around the three pillars of energy, water and waste.

GOALS



Energy

100% zero net emissions from energy by 2030



Water

Reduce water usage by 50% by 2025



Waste

100% single-use plastic free + zero net waste to landfill by 2025



Maintenance at the Hidden Vale Wildlife Centre

THE BASIC PHILOSOPHIES OF OUR GREEN MISSION

We will reduce the environmental impact our operations have on the planet and inspire and encourage each other, our business partners and guests to do the same.

We believe we must embark on a green revolution to ensure our planet is gifted to future generations.

In recent years, our own people and properties have been confronted with colder winters, hotter summers, bushfires, drought and the extinction of critical ecosystems and wildlife. All the science proves human activity is depleting the planet's resources, producing unprecedented levels of greenhouse gas emissions, a cause-contributor towards these devastating climate change events. It's up to us to embrace innovation and change, to be part of the solution... before it's too late.

We support and endorse the United Nations 17 Sustainable Development Goals (SDGs), applying those where possible to our own goals and actions.

Ours is a genuine mission to reduce the environmental impact our operations have on the planet.

Sustainable systems will be the basis of our success. When embedded like DNA into our operations, 'green policies' will be carried out as automatic habits.

Through leadership and clear action, we hope to create raving fan environmentalists of our community of guests, staff and partners.

Our Retreat General Managers are empowered to act autonomously and implement green practices which they and their staff are personally passionate about.



MILESTONE ACHIEVEMENTS SINCE 2018



Produce grown at the Hidden Vale Wildlife Centre helps to feed native wildlife in captive breeding programs



Koala tracking in the wild



Cattle raising and koala care go hand-in-hand

SUSTAINABILITY BUSINESS FINALIST –

Australian Hotel
Management Awards
2019

RENEWABLE ENERGY

200+KWS
SOLAR
300KWS
BATTERIES



Intriguing shapes of nature along the Scenic Rim Trail

SPICERS SCENIC RIM TRAIL

the first major
ecotourism project
in Queensland
National Parks

HIDDEN VALE WILDLIFE CENTRE

a \$6M seed
investment plus
\$400K each year

Hidden Vale Koala
Tracking and Wildlife
Safari named in the
TOP 10
AUSTRALIAN
NATURAL
ECOTOURISM
ACTIVITIES

DONATIONS TO RURAL FIRE SERVICES

in recognition for their
fight against Australian
Bushfires 2019

Launching the SUSTAINABLE FUTURES TASK FORCE

a skilled team driving
our environmental
goals

THE SPICERS GREEN TEAM

a dedicated
representative at
every property, driving
change from the
ground up



Hidden Vale Wildlife Centre



Agreement with the Queensland Government for **OFF-GRID RENEWABLE HYDROGEN** to power five eco-camps

Lead participant in **THE LITTLE LIVERPOOL RANGE PROJECT** a regional community-based land restoration initiative



Twisted roots along the Scenic Rim Trail

Environmental restoration, re-wilding and **REHABILITATION PROJECTS** on our nature refuges

Preservation of over **5,000 HECTARES OF PRIVATE NATURE REFUGE**



THE 'LAST STRAW' INITIATIVE
All retreats ban plastic straws and prevent the use of over 20,000 plastic water bottles every year



Development of **ON-SITE MARKET GARDENS**

RESPONSIBLE MANAGEMENT of our Environmental Relevant Activities (ERAs) and associated licenses



Towards zero waste

Spicers Balfour on target to be Australia's **FIRST ZERO NET WASTE HOTEL**

SIGNIFICANT REDUCTION IN LANDFILL with waste separation skips and a bottle recycle partnership with Scouts Australia





Water tanks at Spicers Clovelly Estate



Goal 1: 100% zero net emissions from energy by 2030

Why Energy?

This substantial reduction target in our net energy consumption reduces our greenhouse gas and carbon emissions; the ultimate contributor towards global warming and climate change.

Energy actions and projects underway

- Lighting and energy-efficient retrofits, Spicers Peak Lodge
- Spicers Scenic Rim Trail Hydrogen Project - \$2 million investment, including support from the Queensland Government
- New solar power installs at Spicers Peak Lodge and Spicers Hidden Vale - \$150,000 investment; 150kw solar panels.

Reduce  generate  source green



Solar panels at the Turner Family Foundation office in Brisbane

Goal 2: Water use reduction by 50% by 2025

Why Water?

Operating farms and retreats in remote locations, we truly understand the value of water and the deep need to minimise its use. Australia is the driest inhabited continent on earth. We have to be water wise especially in our rural properties where water from the sky and underground is not guaranteed.

Our new call to action is Catch-Use-Re-use, with all our properties coming under scrutiny for their efficient use of water, and the quality of drinking water for our guests.

Water-saving actions and projects underway

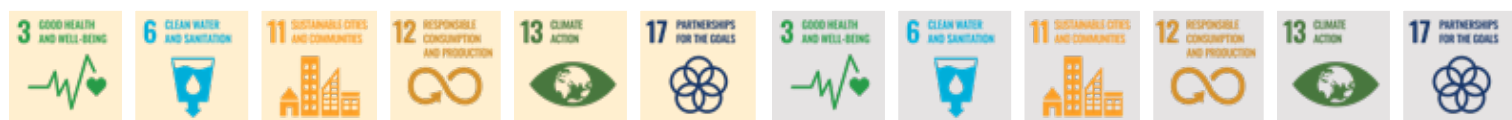
- Installation of use-meter technology in all off-grid locations
- Water use audits across specific properties
- Spicers Hidden Vale Water Infrastructure Project.
- Participant member in the Hunter Valley Private Irrigation District water catchment (Spicers Vineyards & Spicers Guest House)



Spicers Hidden Vale



Glass bottles replacing plastic



Goal 3: 100% single-use plastic free + zero net waste to landfill by 2025

Why Waste?

Landfill problems are greater than a big pile of rubbish. Toxins and pollutants contaminate ground and waterways, posing a major health risk for future generations.

Waste reduction actions and projects underway

- Introducing automated systems to ensure the separation of waste for recycling and minimisation of land fill
- Installation of Cloey Machines to mulch and treat organic waste on site
- Scouts Australia recycling partnership
- Donating and recycling outdated retreat furniture, bedding mattresses, curtains, chairs etc to charity shops.

Reduce ♻️ reuse ♻️ recycle



Spicers Retreats catering staff dedicated to recycling

Goal 4: No plastic water bottles by 2025

Our landfill and oceans are choking with plastic.

Plastic reduction actions and projects underway

- Plastic free – water bottles, straws, coffee cups, packaging
- High quality tap water at site
- Glass bottles replace plastic.



Spicers Retreats has banned plastic water bottles



Spicers Amphitheater Ecocabins



Goal 5: Development of our Green Procurement

Our aim is for all our consumables to be environmentally-friendly; either renewable, recyclable, certified earth-friendly or organic, and with first priority to local businesses.

Green Buy actions and projects underway

- Eliminate single-use non-biodegradable packaging through the initial supply chain
- Ban on all Palm Oil products
- Sustainable fish project
- Policy review for future purchasing of vehicles, equipment.

Goal 6: Measurement and Monitoring to Success

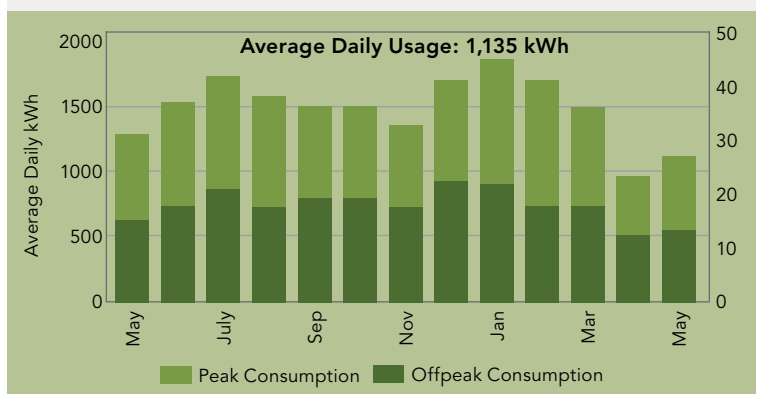
We believe that what gets measured gets managed. We have introduced a Sustainability Data Analyst role to accurately measure and monitor our consumptions and resultant Greenhouse Gas Emissions (GHG) emissions. Armed with this data, we will be able to measure the effectiveness of our reduction projects and develop business cases for new environmental initiatives.

Measurement actions and projects underway

- Baseline establishment of energy-produced Carbon (Co2e) emissions and Greenhouse Gases (GHG)
- Commencement of Spicers' Green KPI Manual, measuring use and emissions right down to per room and per guest
- Introducing a fun awards system based around Green Performance Targets (KPTs) to reduce emission loads
- Introducing Local Green initiatives at each retreat to reduce use and emissions.



Spicers Vineyards Estate - a member of the Hunter Valley Private Irrigation District





The Hidden Vale Wildlife Centre



Goal 7: Preserving Australian Land and Wildlife

The Turner Family Foundation's core goal is to preserve Australian Land and Wildlife, with the flagship investment—the \$18 million Hidden Vale Wildlife Centre—leading the way.

Ecological and biodiversity projects underway

- Land rehabilitation projects at nature refuges
- Hidden Vale Wildlife Centre research projects and wildlife breeding
- Support for the Little Liverpool Range Initiative, establishing a wildlife corridor across vast areas of participating private land holdings
- Restoration of the Franklin Vale Creek by weeding, replanting and fencing to restrict cattle access.





Views of the Little Liverpool Range



Goal 8: Community Role Model in Sustainability

By our actions, we aim to be a community role model for environmental sustainability. Together with our guests, staff, internal Green Teams, suppliers and partners, we can make real change.

Community actions and projects underway

- Sustainability Futures Task Force Initiative
- Inspirational/educational staff presentations
- Developed online learning modules and Green Culture/ Induction training for our Spicers Green Team
- Ongoing support for the Little Liverpool Range Initiative.
- Introduction of dedicated sustainability information in our in-room guest compendiums to include a Spicers-wide eco statement, plus property-specific initiatives, including local buy, market gardens, a call to action for guests to join our environment crusade
- Leading in environmental events at retreats including participation in Earthday, Earth Hour (Dining in the Dark at Spicers Hidden Vale and Spicers Vineyards Estate); contributing sponsor to the World's Largest Garage Sale; OzHarvest Christmas Food Drives, Ban the Bag and Plastic-Free July, and others.



Market Garden at Spicers Hidden Vale



From the market garden to Homage Restaurant



Spicers Peak Lodge



Goal 9: Incubation and Innovation Hubs

We have identified the opportunity for our retreat properties to be incubation hubs, testing new environmental products and services as pre-trial before greater roll out across our own properties and other businesses.

Incubation and Innovation projects underway

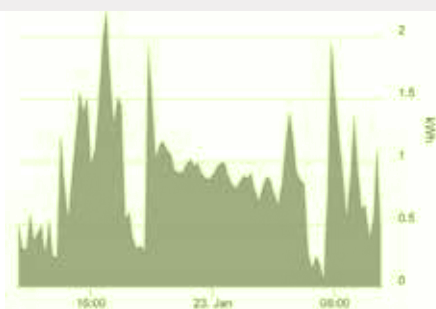
- Hydrogen Power project at five Spicers Scenic Rim Trail eco-camps
- LED lighting retrofit trial of aged lighting and wiring system Spicers Peak Lodge
- Air-con Off, a new sensor-controlled system for room-based split air conditioners
- Social enterprise opportunities including recycling / re-use of wine bottles
- App-based digital water tank meter readers.

Goal 10: Have Fun and Save our World

We have embraced all sorts of fun green initiatives, mostly driven by the passionate retreat-based members of our Spicers Green Team.

Green initiatives and projects underway

- Rooftop bee hives and jar harvest for kitchen use and re-sale at Spicers Balfour Hotel, producing 100 kilograms of honey in 2019
- Tesla car chargers installed at Spicers Tamarind, Peak and Guest House
- Through SoapAid, discarded guest soap is re-engineered and distributed to needy international communities
- Participating in the circular economy, we swap coffee grinds for edible flowers, and donate furniture to The World's Biggest Garage Sale
- Re-usable guest slippers.



Last 24 Hrs

Total Used
85.48 kWh



Rooftop bee farming at Spicers Balfour

Annexure 1 - Key Terms and References

The Paris Agreement

The Paris Agreement entered into force on 4 November 2016. It calls on all nations to come together in a common cause to undertake ambitious efforts to combat climate change and its effects. Its key target is to control greenhouse gas emissions and limit this century's global temperature increase to 1.5 degrees Celsius.

Without a cap on global warming, ice plates will melt, sea levels will rise, and more extreme weather events will become common place.

Greenhouse Gas Emissions (GHG)

A greenhouse gas is any gaseous compound in the atmosphere that is capable of absorbing infrared radiation, thereby trapping and holding heat in the atmosphere. By increasing the heat in the atmosphere, greenhouse gases are responsible for the greenhouse effect, which ultimately leads to global warming.

The main GHG emissions are Carbon Dioxide (CO₂), Nitrous Oxide and Methane (CH₄)

Each GHG's individual Global Warming Potential (GWP) is translated into a Carbon Dioxide Equivalent (CO₂e) that allows us to report all GHG emissions as a single combined quantity.

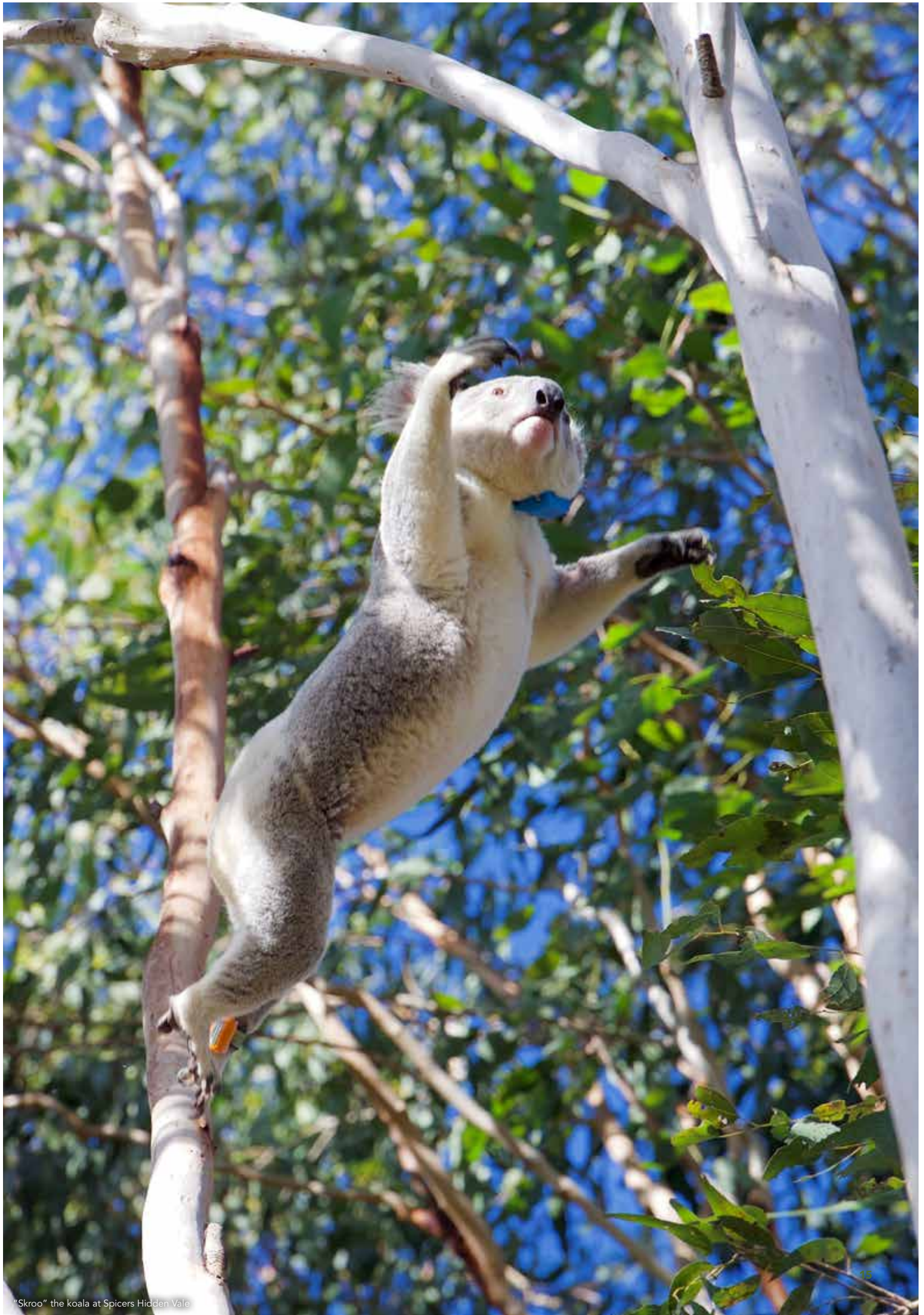
The Kyoto Protocol

The Kyoto Protocol is an international treaty which commits participating nation states to reduce greenhouse gas emissions. It is based on the scientific consensus that global warming is occurring, threatening dangerous interference with the Earth's climate system, and that it is extremely likely that human-made CO₂ emissions have predominantly caused it.

Carbon Sequestration

Carbon sequestration is the process of forests, trees and shrubs soaking up, capturing and storing carbon dioxide that would otherwise rise up and trap heat in the atmosphere. Plantings, re-wilding, biodiversity protection and reforestation projects are proactive high-impact keys to reducing the amount of carbon dioxide in the atmosphere, and in turn, staving off global warming, human 'carbon footprint' and resultant climate change.





"Skroo" the koala at Spicers Hidden Vale



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