



Sydney Aviation Alliance Holdings Pty Ltd

Human Rights Policy

This policy forms the basis for our human rights commitment. It applies to all Sydney Airport directors, employees, contractors, and consultants and guides our engagement with our suppliers in respect of their human rights practices.

Commitment

Sydney Airport's purpose is to make Sydney proud every day and respect for human rights is integral to this.

Sydney Airport will not tolerate human rights abuse in our business and supply chain. We are committed to creating a culture in which employees respect the rights and dignity of people.

Our approach is guided by the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights) and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Policy Principles

We demonstrate our commitment to respect human rights by:

- striving to protect and uphold fundamental human rights in our operations and projects by conducting ourselves and our business with due care and in accordance with relevant laws and regulations
- rejecting any form of slavery, including forced or child labour
- taking measures to prevent our involvement in human rights harm through our supply chain relationships
- acknowledging and respecting Indigenous peoples' connections to lands, waters and cultures consistent with the UN Declaration on the Rights of Indigenous Peoples
- respecting the rights and interests of our surrounding communities by understanding and managing the environmental, economic, and social impacts of our activities
- recognising the critical role airports play in the fight to suppress human trafficking activity through collaboration with government departments and the airport community
- not tolerating bribery and corruption in our business in any form
- respecting the right to privacy by protecting the personal information we hold as outlined in our Privacy Policy

- providing a safe, healthy and secure workplace, free of discrimination with the rights to equality, fair remuneration¹, collective bargaining and freedom of association
- being an inclusive employer, promoting and valuing diversity within our workforce, and among our customers and suppliers
- seeking to partner with suppliers who share in our commitment to demonstrate responsible business practices through adherence to ethical, social, safety and environmental standards

We expect all employees, contractors and anyone working on behalf of Sydney Airport to:

- consider the human rights implications of actions and decisions
- have regard to our Code of Conduct and our Supplier Code of Conduct when procuring goods or services, which outline our expectations in the area of human rights
- report any concern regarding unethical or illegal conduct, including human rights, to your manager or anonymously through Sydney Airport's whistleblower hotline, HALO

Related Policies

Our commitment to respect human rights is supported by a range of policies and action plans, including the following key documents:

- Code of Conduct
- Diversity & Inclusion Program
- Domestic and Family Violence Policy
- Employee Assistance Program Guideline
- Flex@SYD Policy
- Health and Wellbeing Program
- Privacy Policy
- Procurement Policy
- Reconciliation Action Plan
- Safety Policy Statement
- Supplier Code of Conduct
- Sustainability Policy
- Sustainability Strategy
- Sydney Airport Values
- Whistleblower Policy

Review

Our Human Rights Policy will be reviewed every two years and updated as required. Any amendments to this policy must be approved by the Sydney Aviation Alliance Holdings Pty Ltd Board except for minor administrative updates and amendments, which may be approved by the Chief Risk Officer.

¹ Legally mandated wage or industry benchmark, including equal pay for equal work