

Sustainability Policy

1. Introduction

Sydney Airport is committed to sustainable growth that strives to deliver long term, positive outcomes for our passengers, stakeholders, and the communities in which we operate. This is reflected in our purpose to be: *A leading global airport connecting Australia* and led by our values to *“Always do the right thing”* and *“Focus on tomorrow and today”*.

2. Purpose

This Policy has been developed to articulate Sydney Aviation Alliance Holdings Pty Ltd (**Sydney Airport**) commitment and approach to Sustainability.

3. Scope

This policy forms the basis for the sustainability performance of Sydney Airport. All staff, airport tenants, airport workers, airline partners, and other stakeholders are expected to comply with this policy.

4. Pillars

Sydney Airport’s approach to Sustainability is supported by three pillars: Being a responsible business; ensuring a sustainable future; and supporting our people and communities.

Specifically, Sydney Airport commits to the following:

Ensuring a Sustainable Future

- Decarbonisation: Taking active steps to decarbonise our operations (direct emissions) and value chain (indirect emissions)
- Climate Resilience: Ensuring the long-term resilience of the Airport and its infrastructure to physical climate change impacts
- Climate Disclosures: Publishing transparent and compliant climate disclosures
- Sustainable Design & Development: Ensuring that the Airport’s built environment is designed and constructed in a sustainable manner

Supporting our People and Communities.

- Aircraft Noise: Working with airlines and the community to minimise, where possible, the impact of aircraft noise on our local community
- Passenger Experience & Accessibility: Taking active steps to ensure that those accessing the airport have a positive and inclusive experience
- Social Impact & Community Investment: Being a responsible and valuable part of the local community by supporting and contributing value to the local communities of Sydney Airport

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- Local jobs and Transport: Continuing to support our airport precinct partners to attract and retain their workforce, with a specific focus on ensuring that transport options to the airport remain accessible and convenient
- Reconciliation: Strengthening our partnerships with local Aboriginal and Torres Strait Islander communities, collaborating with our airport community to advance reconciliation and develop purpose-led procurement outcomes with First Nations
- Belonging & Inclusion: Creating a workplace where everyone can belong and thrive

Being a responsible business

- Safety & Security: Operating the airport in a safe and secure manner
- Environmental Management: Refer to Environment Policy.
- Fair & Ethical Business: Conducting business in a fair and ethical manner

In meeting our Sustainability commitments, SYD will ensure we:

- maintain an effective governance framework to deliver responsible and sustainable growth
- focus our attention on material sustainability issues, proactively identifying and managing sustainability risks and opportunities
- set meaningful objectives, goals and/or targets for our most material issues and measure and report our progress against them
- ensure transparent and timely disclosures on material sustainability issues in accordance with global and domestic reporting standards and frameworks
- integrate sustainability principles into our planning, design, construction, service delivery and procurement processes
- explore opportunities to form partnerships with our stakeholders on the development and delivery of our sustainability strategies and programs
- instil and continually reinforce a culture of acting lawfully, ethically, and responsibly
- benchmark our performance against industry standards and practices to identify ways to continuously improve
- advocate for the commitments contained in this policy more broadly within the industry

5. Related documents

Information that supports the specific policy, includes the following:

- Environment Policy
- Human Rights Policy
- Other Sydney Airport governance policies and Code of Conduct

6. Compliance

Failure to comply with any element of this standard may result in disciplinary action, up to and including termination of employment in accordance with Sydney Airport's Code of Conduct.

7. Exceptions

Nil

8. Review

Our Sustainability Policy will be reviewed every two years and updated as required.