

Sydney Airport Limited Environment Policy

1. Introduction

Sydney Airport's purpose is to be a leading global airport connecting Australia. Our environment policy reinforces our commitment to the environmentally sustainable operation of the airport. It informs our objectives, key performance indicators, requirements, systems, action plans and programs.

2. Purpose

This policy has been developed to articulate Sydney Aviation Alliance Holdings (Pty Ltd) (and its subsidiaries) (**Sydney Airport**) commitment and approach to Environmental Management including to:

- Provide a framework for setting environmental objectives, in the context of the specific nature, scale and environmental impacts of our activities.
- Demonstrate our commitment to protection of the environment, including the prevention of pollution.

3. Scope

This policy forms the basis for environmental management and performance at Sydney Airport. It applies to all our employees, suppliers, contractors, airport tenants, airlines, as well as other stakeholders.

4. Principles

Sydney Airport adopts a risk-based approach to environmental management, incorporating the Airport Environment Strategy and Sydney Airport's Environmental Management System to set objectives, manage identified environmental risks and opportunities and to achieve a high standard of environmental management.

In doing so, the Leadership Team is committed to:

- **Protecting the environment:** by implementing proactive and effective measures to prevent pollution where possible, always considering the ecological and community impacts of our actions. This includes pollution of air, land and water.
- **Managing our resources:** by adopting measures to ensure that we source and use resources sustainably and efficiently.
- **Managing our waste:** by adopting measures to responsibly manage our waste, including diversion of waste from landfill where possible, and managing or reducing effluents.
- **Responding appropriately to climate change:** by quantifying, managing and reducing emissions under our direct control and influence, together with planning to adapt to the effects of climate change.

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Approved: December 2024

- **Managing systematically:** through the development and implementation of comprehensive environmental strategies and systems that comply with the applicable Australian and international standards.
- **Integrating environmental management:** by incorporating environmental considerations into our planning, procurement, and decision-making and making environmental management everyone's 'business as usual'.
- **Continually improving:** by striving to constantly enhance our environmental performance through establishing, reviewing and reporting our progress against objectives aligned with our environmental strategy.
- **Fostering knowledge and awareness:** by developing and maintaining a broad-based understanding of the sources of environmental impact of our operations and that of our tenants, both on and off the airport, using research, education and training.
- **Holding tenants and contractors accountable** for managing their environmental risks, including investigating, containing and/or remediating pollution caused by their activities.
- **Complying:** by monitoring and complying with all applicable environmental laws, policies and standards and, where possible, moving beyond compliance.
- **Working with community and stakeholders:** by involving and collaborating with our local community and all key stakeholders involved with Sydney Airport and partnering with the community to create shared value

All employees, contractors, and stakeholders are encouraged to become actively involved in the environmental management of Sydney Airport.

5. Related documents

This policy is a component of the Sydney Airport's Environmental Management System, as required under the *Airports Regulations 2024*. Our Environmental Management System establishes the mechanisms by which daily environmental management can be planned, implemented and reviewed, thus ensuring a cycle of continual improvement.

Information that supports the specific policy, includes the following:

- Environmental Management System
- Sustainability 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

This policy will be reviewed every two years and updated as required. Any amendments to this policy must be approved by the Sydney Airport Limited Board except for minor administrative updates and amendments, which may be approved by the Group Executive – Government Relations, Sustainability and Legal.