Safety & Wellbeing Policy

SYD

Purpose

Sydney Airport is committed to providing a safe and secure Aerodrome for aviation operations and the safety and wellbeing of the 30,000 workers and over 100,000 passengers who travel through our terminals every day. Our commitment is reflected in our purpose: A leading global airport connecting Australia and led by our top value to "keep each other safe & well".

Our safety management system (SMS) provides the framework to manage safety and is designed to meet all relevant health and safety legislative requirements in the *Civil Aviation Act 1988*, the *Work Health and Safety Act 2011* (NSW), associated regulations, codes of practice and best practice standards. Our Airport Operations Manual (AOM) forms part of our SMS and contains details of airside operating procedures to manage aviation safety. We comply with the requirement of government legislation, specifically the Airports Act, Civil Aviation Safety Regulations Part 139 – Aerodromes, in particular CASR 139.045 and Civil Aviation Regulations.

We support and promote a just culture and a positive reporting culture where people are encouraged to report, have courageous conversations and speak up in relation to the safety and wellbeing of people, and aviation operations.

Safety roles and responsibilities are detailed in SMS-E1-PR-002 Safety Roles and Responsibilities document.

We demonstrate our commitment to keep each other safe and well by:

- designing work in a manner that does not compromise aviation safety or the safety and wellbeing (including physical and psychological) of workers or others
- establishing and maintaining a fit for purpose SMS that is reviewed, and continually improved and supports the simplification of work wherever possible
- designing performance indicators that support systemic improvements in aviation safety and people's safety and wellbeing to assist us in monitoring what matters
- providing the appropriate resources and processes to satisfy compliance and the implementation of this policy and our SMS
- ensuring workers are consulted and have the necessary information, instruction, training and supervision to perform their roles in a safe and healthy manner
- collaborating across our business, to consult, cooperate and coordinate with the Sydney Airport community on matters that affect their work
- supporting Sydney Airport people leaders to take responsibility for safety and wellbeing and use their influence to effectively create safe and healthy outcomes
- having plans in place for safety critical roles relating to all aspects of fitness for duty
- applying the hierarchy of controls so that we eliminate or minimise safety and wellbeing risk
- embedding our Critical Control Management methodology to manage critical risks across our operations

We all have the responsibility to understand the commitments outlined in this policy. This includes anyone who is employed by or works for Sydney Airport including employees, contractors, visitors, volunteers, vendors, suppliers and any other persons who work at airport facilities.

Compliance with this Policy is mandatory. Non-compliance with this policy by employees of Sydney Airport may result in disciplinary action up to and including termination of employment. Non-compliance by Sydney Airport contractors may result in termination of contract.

Scott Charlton
Chief Executive Officer

Sydney Airport

Document:	Safety & Wellbeing Policy		Version:	6	Version issued:	12/08/2024
Document no.	SMS-E1-PO-001	EDM: 28314340	Approved by:	SSS Committee	Next review date:	12/08/2025