



Sydney Airport Limited Sustainability Policy

Scope

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

Commitment

Sustainability is integral to our business strategy, our long-term success and the delivery of our purpose: to make Sydney proud every day. We are committed to responsible growth that strives to deliver positive outcomes for our customers, investors, and the communities in which we operate.

We aim to be a leader in sustainability, balancing social, environmental and governance needs with corporate objectives.

Management

Sustainability at Sydney Airport is supported by three strategic pillars – *Responsible business*, *Planning for the future* and *Supporting our community*. These pillars shape our response to the changing world and to the sustainability challenges and opportunities in Australia and globally.

Our objectives are to:

- prioritise the safety and wellbeing of employees and users of the airport
- respond to climate change by reducing emissions and adapting to the effects of climate change
- work proactively to manage environmental impacts and protect the environmental and heritage values of the local area
- optimise the operation and resilience of the airport for the long term, using resources efficiently and striving to innovate
- build positive, enduring relationships with surrounding communities through engagement, including understanding and communicating impacts of airport activities
- invest in community programs that ensure surrounding communities' benefit from the value generated by airport operations
- protect the people working in our supply chain against any form of slavery by implementing responsible sourcing practices
- respect human rights and ensure a fair and inclusive work environment
- be an employer of choice to attract, develop, retain, and engage our people
- practice and promote ethical operations, accountability, and transparency
- contribute to the progress of the Sustainable Development Goals and continue to uphold the principles of the UN Global Compact

In meeting our purpose and sustainability objectives we will:

- maintain an effective governance framework to deliver responsible and sustainable growth
- engage with our stakeholders during the development and delivery of our sustainability strategies and programs
- focus our attention on material sustainability issues, proactively identifying and managing sustainability risks and opportunities
- set meaningful objectives, goals and targets for material issues and measure and report our progress against them
- embed sustainability objectives in our corporate strategy and strategic priorities
- integrate sustainability principles into our planning, design, construction, service delivery and procurement processes
- instil and continually reinforce a culture of acting lawfully, ethically, and responsibly
- ensure our people have the necessary skills and knowledge to embed sustainability principles into business practices
- 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

Review

Our Sustainability 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 General Manager Safety, Sustainability and Environment.