

# SYD

Sydney Airport

## Environment, Social & Governance (ESG) Framework



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# Sydney Airport Vision, Purpose, & Values

## Towards 2bn passengers

### Purpose

A leading global airport connecting Australia

### Strategy

We will make Sydney Airport the preferred international gateway and most connected airport in Australia through service, efficiency and innovation



### Keep each other safe & well

We are all safety leaders. We act inclusively and treat people with respect.



### Always do the right thing

We act with integrity. We collaborate and have courageous conversations.



### Do what you say

We take accountability, commit with clarity and always deliver.



### Deliver for our passengers

We provide an exceptional service and experience for our passengers.



### Focus on tomorrow & today

We drive sustainable performance. We promote curiosity, challenge the status quo and continually innovate.



## ESG journey to date

A decade of ESG achievements set a strong foundation for creating meaningful impact in the future

**2014** Inaugural Sustainability Report  
Achieved Level 1 Airport Carbon Accreditation

**2016** Six electric buses introduced on Blu Emu car park route  
Supplier Code of Conduct launched

**2017** Achieved Level 3 Airport Carbon Accreditation  
First onsite solar PV 0.5MWp  
UN Global Compact commitment

**2018** Inaugural Climate Disclosure Report  
Bayside Council and Sydney Airport land \$12m partnership over 10 years  
Renewable power purchase agreement executed for 75% of Sydney Airport's load for 2019-2026

**2019** A\$1.4 billion Sustainability Linked Loan awarded  
1st Innovate Reconciliation Action Plan  
Established deliberative community engagement forum, a first of its kind for a major Australian airport

**2020** Launch of SYD100 Scholarship Program

**2021** Committed to Net Zero (Scope 1 & 2 emissions) by 2030

**2022** Energy Efficiency Program  
Family Inclusive Workplace Certification

Wildflower partnership on T1 international terminal arrivals forecourt

**2023** Paid parental leave increased from 18 to 26 weeks

Hidden Disabilities Sunflower Program launched

Maps Indoor Live View launched making travel through Sydney Airport terminals easier for passengers with disabilities

Renewable power purchase agreement executed for the equivalent of 100% of Sydney Airport's load for 2027-2035

**2024** 2nd Innovate Reconciliation Action Plan

AAA Sustainability Award Winner 2024 - Built Environment Sustainability Standards

Expanded organics and container recycling schemes to all terminals

Launched 'Can you see me?' anti-human trafficking campaign

GOLD Recognition Airports Council International – Asia-Pacific and Middle East Green Airports 2024 – Biodiversity and Nature-Based Solutions

Introduced SYD School Tours, providing local students with a behind-the-scenes understanding of the wide range of career opportunities available across aviation

**2025** Scope 2 market-based emissions reduced to zero by surrendering large-scale generation certificates which match Sydney Airport's consumption

Partnered with Qantas to deliver the single biggest commercial importation of Sustainable Aviation Fuel into Australia at that time

Joined forces with Taronga Habitat Positive in an inaugural 10-year partnership, dedicated to restoring over 3000 hectares of endangered habitat in Northern New South Wales

Partnered with SeaBin™ to establish a collection and extraction site in the Sydney Airport Wetlands

Achieved Level 4 Airport Carbon Accreditation

Provided funding to make more than 14,000 swimming lessons and water safety programs free for local kids

Expanded the annual Jobs Fair to include student sessions attended by more than 250 local high school students and careers advisers

Commenced three-year partnership with Cronulla Surf Life Saving Club (SLSC)

Expanded 'Can you see me?' anti-human trafficking campaign to include Perth Airport

# ESG Framework

Our ESG Framework is focused on three strategic pillars, underpinned by material topics that are managed internally throughout our business units, driven by targeted strategies, roadmaps, plans, and/or policies

## Being a Responsible Business

Keep each other safe & well  
Always do the right thing

- Safety & Security
- Environmental Management:
  - Air, Soil & Water Quality
  - Water & Waste
  - Biodiversity & Heritage
- Fair & Ethical Business

## Advancing a More Sustainable Future

Focus on tomorrow  
& today

- Decarbonisation<sup>1</sup>
- Climate Resilience & Disclosures
- Sustainable Design & Development



## Supporting our People & Communities

Do what you say  
Deliver for our passengers

- Noise
- Passenger Experience & Accessibility
- Community Investment & Engagement
- Local Jobs & Transport
- Reconciliation
- Diversity, Belonging & Inclusion

1. Where decarbonisation means to reduce greenhouse gas (CO<sub>2</sub>e) emissions associated with an activity. Decarbonisation does not mean the removal of all greenhouse gases associated with an activity, and does not necessarily mean the reduction of emissions on an absolute basis.



# Governance, Measurement & Reporting

Our Management and Board governance forums measure, monitor and report Sydney Airport's ESG performance and address current and emerging ESG risks and opportunities

External reporting	Sydney Airport Website Annual Report Sustainability Report (AASB S2 Climate-related Disclosure) Modern Slavery Statement External Communications
Board	Board meeting Safety, Security & Sustainability Committee (SSS) Audit & Risk Committee (ARC) People & Culture Committee (P&C)
Management	Safety Steering Committee ESG Steering Committee Leadership Team Meeting Investment Committee and Program Board meeting  Working groups Employee performance objectives



## ESG Case Studies

# Being a Responsible Business



### NSW Ambulance

#### NSW Ambulance paramedics on precinct

Sydney Airport partnered with NSW Ambulance to provide paramedics on precinct to support our passengers and frontline teams responding to requests for medical assistance.

Commencing September 2024, a paramedic will be onsite seven days a week between 6:00am and 5:00pm and respond to calls made to 000.

#### Security Assurance Program

Sydney Airport is an industry leader in security assurance procedures as recognised by the Aviation Security Regulator (Cyber Infrastructure Security Centre).

Sydney Airport has invested in its security assurance program which collects significant data from its security screening and access control points, exceeding mandated standards. This data-rich exercise enables Sydney Airport to sustain quality standards, and address training and learnings in a focused manner.



#### Sydney Airport's First Nations approach to Wetlands restoration

Sydney Airport received an Airports Council International Green Airports Recognition 2024 – Biodiversity and Nature-Based Solutions award for a project to bring back Country to the Sydney Airport Wetlands.

This recognition highlights the work of our partner, First Nations land care experts, Wildflower, in restoring the wetlands and enhancing biodiversity around the wetlands.



#### Can You See Me? Anti-Human Trafficking Campaign

In November 2024, Sydney and Melbourne airports partnered with A21 (with assistance from the Australian Federal Police), to launch a digital campaign throughout the terminals on how to recognise and report signs of exploitation. This joint airport initiative was the first of its kind. In 2025, this was expanded to include Perth Airport and campaign messages addressing forced marriage, child exploitation and online exploitation.



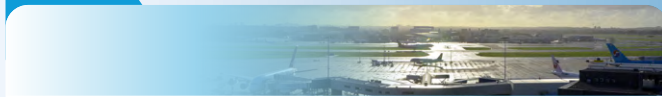
## ESG Case Studies

# Advancing a More Sustainable Future



### Purchasing 100% renewable electricity for Sydney Airport

As of 1 January 2025, Scope 2 market-based emissions have been reduced to zero by purchasing 100% renewable electricity and surrendering large-scale generation certificates which match Sydney Airport's consumption.



### Flood and heat modelling

Sydney Airport has undertaken extensive modelling to assess a range of climate change scenarios (inc. Representative Concentration Pathways (RCP) 2.6, 4.5, 8.5) to quantify the risks of extreme heat and flooding to Sydney Airport and to recommend strategies and actions to mitigate these risks.



### Taronga Habitat Positive partnership

In 2025, we committed to a ten-year partnership with Taronga Conservation Society Australia to support Taronga's Habitat Positive initiative, dedicated to restoring over 3000 hectares of endangered habitat in Northern New South Wales. The project will generate Australian Carbon Credit Units (ACCUs) and help the airport achieve Net Zero emissions by 2030 (Scope 1 & 2 market-based emissions).



### Sustainability in the Built Environment

In 2024, Sydney Airport launched its Built Environment Sustainability (BES) Standards which seek to deliver sustainable development practices across all stages of building and infrastructure projects at Sydney Airport.

The BES Standards define both mandatory minimum requirements as well as optional requirements for aspiring towards enhanced sustainability outcomes on development projects at Sydney Airport.




### Sustainable airfield construction practices

Design optimisation of the south-east sector apron development project resulted in approximately 53,500m<sup>3</sup> of surplus excavated material being reused on site and diverted from landfill.



## ESG Case Studies

# Supporting our People & Communities



**Augmented reality to help make travel through Sydney Airport terminals easier for passengers with disabilities**

To support our passengers with accessibility needs, Sydney Airport partnered with Google in 2023 to launch Maps Indoor Live View in the international and domestic terminals to help passengers locate their way through our terminals.



**Bayside Council Community & Environmental Projects Fund**

Created in 2018, Sydney Airport provides, through Bayside Council, more than \$1 million per annum for the Fund. Key community projects being funded include the upgrade of the Botany Aquatic Centre and tree planting in the Sir Joseph Banks Reserve.



**Reconciliation Action Plan**

As stated in our Innovate Reconciliation Action Plan (RAP), Sydney Airport is committed to supporting Aboriginal and Torres Strait Islander peoples and to making a tangible, positive and lasting contribution to reconciliation.

[Link to RAP here.](#)



**Wildflower T1 International Arrivals Forecourt Landscaping Engagement**

Our partnership with Wildflower on the T1 international terminal arrivals forecourt native green space is an excellent example of reconciliation in practice. This project integrated a connection to Country process from design phase right through to construction and maintenance phases. This approach established an ongoing engagement with the local community and provides opportunity for Indigenous work pathways.




**Family Inclusive Workplace**

In 2022, Sydney Airport became one of the first 70 organisations in Australia to become a certified Family Inclusive Workplace™, a joint initiative led by United Nations Children’s Fund (UNICEF) Australia and Parents At Work to create national work plus family standards for all Australian workplaces.



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