

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	2016	2017	2018	2019	2020	2021	2022	2023	2024
<p>Inaugural Sustainability Report</p> <p>Airport Carbon Accreditation Level 1</p>	<p>Six electric buses introduced on Blu Emu car park route</p> <p>Supplier Code of Conduct launched</p>	<p>Airport Carbon Accreditation Level 3</p> <p>First onsite solar PV 0.5MWp</p> <p>UN Global Compact commitment</p>	<p>Inaugural Climate Disclosure Report</p> <p>Bayside Council and Sydney Airport land \$12m partnership over 10 years</p> <p>Renewable power purchase agreement executed for 75% of Sydney Airport's load for 2019-2026</p>	<p>A\$1.4 billion Sustainability Linked Loan awarded</p> <p>1st Innovate Reconciliation Action Plan</p> <p>Established deliberative community engagement forum, a first of its kind for a major Australian airport</p>	<p>Launch of SYD100 Scholarship Program</p>	<p>Committed to Net Zero (Scope 1 & 2 emissions) by 2030</p>	<p>Energy Efficiency Program</p> <p>Family Inclusive Workplace Certification</p> <p>Wildflower partnership on T1 international terminal arrivals forecourt</p>	<p>Paid parental leave increased from 18 to 26 weeks</p> <p>Hidden Disabilities Sunflower Program launched</p> <p>Maps Indoor Live View launched making travel through Sydney Airport terminals easier for passengers with disabilities</p> <p>Renewable power purchase agreement executed for the equivalent of 100% of Sydney Airport's load for 2027-2035</p>	<p>2nd Innovate Reconciliation Action Plan</p> <p>Built Environment Sustainability Standards</p> <p>Expanded organics and container recycling schemes to all terminals</p> <p>Can you see me? anti-human trafficking campaign</p> <p>Registration with the Clean Energy Regulator finalised to enable self-management of large-scale generation certificate surrender from 1 January 2025 to achieve our 100% renewable electricity target</p>



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
- Climate Resilience & Disclosures
- Sustainable Design & Development



Supporting our People & Communities

Do what you say
Deliver for our passengers

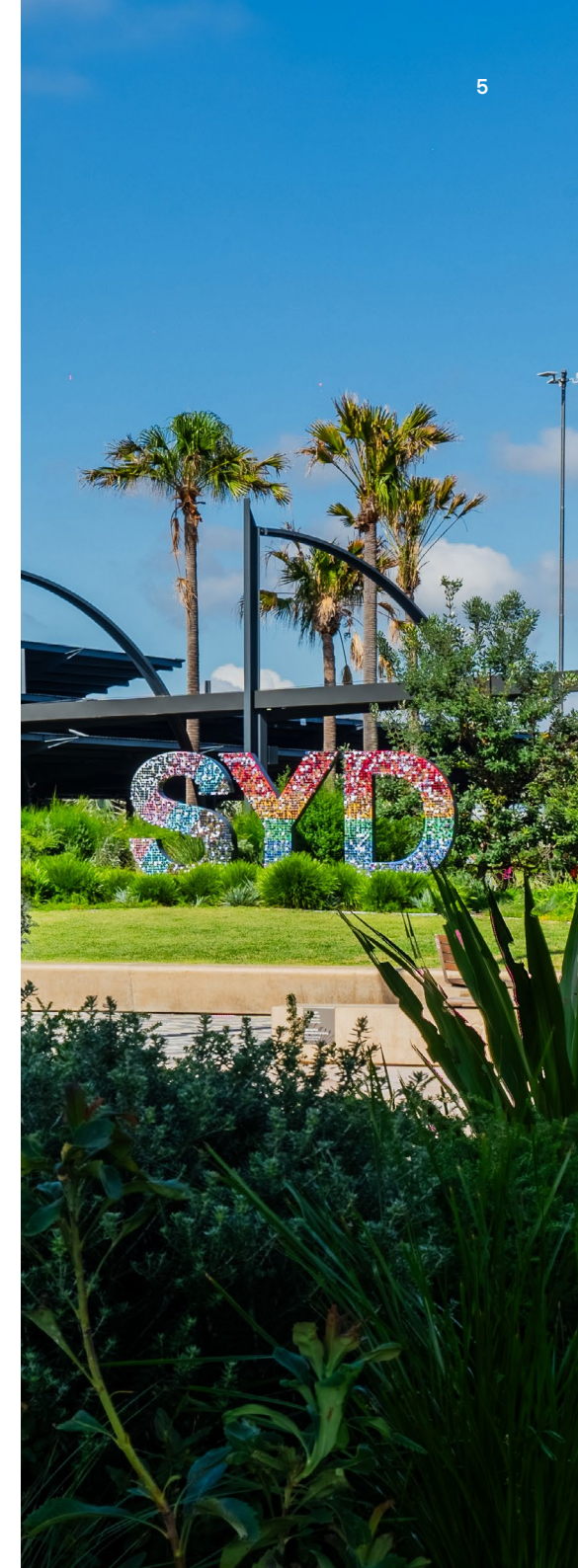
- Noise
- Passenger Experience & Accessibility
- Community Investment & Engagement
- Local Jobs & Transport
- Reconciliation
- Diversity, Belonging & Inclusion



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	<p>Sydney Airport Website</p> <p>Annual Report</p> <p>Climate Disclosure Report</p> <p>External Communications</p>
Board	<p>Board meeting</p> <p>Safety, Security & Sustainability Committee (SSS)</p> <p>Audit & Risk Committee (ARC)</p> <p>People & Culture Committee (P&C)</p>
Management	<p>Safety Steering Committee</p> <p>ESG Steering Committee</p> <p>Leadership Team Meeting</p> <p>Investment Committee and Program Board meeting</p> <p>Various working groups, e.g. Net Zero, Electrification, Waste, Modern Slavery, Reconciliation, and Safety & Wellbeing</p> <p>Staff performance objectives</p>



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?

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 suspected cases of modern slavery. This joint airport initiative was the first of its kind.



ESG Case Studies

Advancing a More Sustainable Future



Securing the equivalent of 100% renewable electricity for Sydney Airport

Sydney Airport will achieve the equivalent of 100% renewable electricity from 1 January 2025 through a combination of onsite solar PV and a Power Purchase Agreement (PPA) for the procurement of renewable electricity with large-scale generation certificates which match/offset 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.

TCFD

Climate Disclosures

Sydney Airport has issued annual disclosures aligned with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) since 2018. From 2025, we will be progressing to the new Australian Sustainability Reporting Standards.



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 53,500m³ 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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