

Human Rights Policy

Commitment

1. Sydney Airport's vision is to deliver a world-class airport experience and foster the growth of aviation for the benefit of Sydney, NSW and Australia. In doing so, we are committed to supporting the protection of human rights.
2. In meeting our commitment we are guided by the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights (including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights) and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. Sydney Airport is also a member of the Airports Council International, which resolved in September 2016 to support the fight against human trafficking.
3. Sydney Airport considers the human rights performance of existing and potential suppliers as part of our procurement process.

Respecting and Promoting Human Rights

4. Our commitment to human rights is supported by a range of policies:
 - Appropriate Workplace Behavior Policy
 - Critical Incident Support Policy
 - Code of Conduct
 - Diversity Policy
 - Domestic Violence Leave Policy
 - Employee Assistance Program Policy
 - Flexible Work Arrangement Policy
 - Health and Wellbeing Policy
 - Privacy Policy
 - Procurement Policy
 - Safety Policy
 - Supplier Code of Conduct
 - Sustainability Policy
 - Sydney Airport Values
 - Whistleblower Policy
5. These documents reflect our expectations for promoting and respecting human rights such as delivering a safe, healthy and secure workplace, free of discrimination with the rights to equality, fair remuneration, collective bargaining, freedom of association, work-life balance, and conducting our business in a lawful and ethical manner.
6. Sydney Airport seeks to partner with suppliers who share in our commitment to demonstrate responsible business practices through adherence to ethical, social, safety and environmental standards.

Implementation

7. This policy is supported by a number of business processes in place to monitor and evaluate performance and compliance with our commitments.
8. This Policy applies to all Sydney Airport directors, employees, contractors and consultants and it will guide our engagement with our suppliers in respect of their human rights practices.

Reporting Concerns

9. We are all responsible for actively reporting, in good faith, any human rights concerns, which may be reported directly to your manager or Sydney Airport's General Counsel. Alternatively, concerns can be raised anonymously via SafeLanding, Sydney Airport's anonymous whistleblower reporting facility.

Policy History

21 August 2017 – adopted by the Board