

Sustainability Policy

Commitment

1. At Sydney Airport, our 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 this we are committed to responsible growth that delivers positive outcomes for our customers, investors and the community in which we operate.
2. As an airport operator, we aim to be recognised as a leader in sustainability, balancing social and environmental needs with corporate objectives.
3. We recognise that a responsible approach can generate value for both our business and our stakeholders and is vital to our long-term success. We are committed to making sustainability central to our business strategy and underpinning everything we do.

Sustainability at Sydney Airport

4. Sustainability at Sydney Airport is categorised into three broad themes:

Responsible business

Being ethical, responsible and transparent in how we do business

Areas of focus: safety and security, cyber security, customer privacy, operational resilience, business ethics, tax transparency, looking after our people, diversity and inclusion, climate change risk, managing our supply chain, human rights

Planning for the future

Delivering operational excellence through innovative, technology-based solutions and supporting our customer’s needs now and into the future

Areas of focus: access to and from the airport, customer experience, enhancing service delivery and operational efficiency, capacity to meet future demand

Supporting our community

Working with our communities to protect the environment and create shared value

Areas of focus: community engagement and investment, noise and air quality, managing our carbon footprint, environmental management

Policy

5. Our objectives are to:
 - a) prioritise the safety and wellbeing of employees and users of the airport
 - b) practice and promote ethical operations, accountability and transparency
 - c) build enduring and positive relationships with the communities in which we operate, including understanding and communicating any impacts resulting from airport activities
 - d) deliver community investment programs that ensure surrounding communities benefit from the value generated by airport operations
 - e) respond to climate change by managing carbon emissions and putting in place adaptation measures
 - f) optimise the operation and resilience of the airport for the long term, using resources efficiently and striving to innovate where possible
 - g) respect human rights and ensure a fair and inclusive work environment
 - h) be an employer of choice to attract, develop and retain the right people
 - i) work proactively to manage environmental impacts and protect the environmental and heritage values of the local area

6. In meeting our vision and sustainability objectives we will:
 - a) set meaningful objectives, goals and targets for material impacts and measure and report our progress against them
 - b) adopt a governance framework to promote responsible management and compliance
 - c) engage with our stakeholders during the development and delivery of our sustainability strategies and programs
 - d) focus our attention on sustainability issues that are of most importance to our stakeholders
 - e) embed sustainability objectives in our corporate strategy and strategic priorities
 - f) integrate sustainability principles into our planning, design, construction, service delivery and procurement processes

- g) ensure our people have the necessary skills and knowledge to embed sustainability principles into business practices
- h) benchmark our performance against industry standards and practices to identify ways to continuously improve
- i) communicate our sustainability performance in a transparent manner

Review

7. Our sustainability performance will be reviewed annually against the policy by our executive leadership team and the Board. This policy will be reviewed every two years and updated as required.