Ready to lead the journey forward

Sydney Airport | Sustainability Report 2023

SYD

Acknowledgement of Country

Sydney Airport would like to acknowledge the Aboriginal people of coastal Sydney who are the Traditional Custodians of the land on which today's airport sits.

They identify themselves in a number of ways including **Gamayngal, Bideagal, Gweagal, Gadigal and Gadhungal**.

We pay our respects to them, their cultures and to their Elders past and present and to other Aboriginal and Torres Strait Islander people who have made this area their home.

About this report

Sydney Aviation Alliance Holdings Pty Limited (SAAH) has reported with reference to the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Standards for the period 1 January 2023 to 31 December 2023. All financial values are in Australian dollars. The Management Approach for each of our material issues can be found on our website. The UN Sustainable Development Goals guide our reporting of relevant global issues. KPMG has provided limited assurance over selected data sets within our 2023 Sustainability Report (see Limited Assurance Statement). We welcome feedback on our sustainability reporting and performance. Please email us at sustainability@syd.com.au.

Frameworks

GRI

This report is prepared with reference to the Global Reporting Initiative Standards

SASB

This report aligns to the relevant SASB Standards

TCFD

Sydney Airport is a supporter of the Task Force on Climate-related Financial Disclosures (TCFD) and is supportive of the proposed mandatory Australian Sustainability Reporting Standards

WE SUPPORT
UN GLOBAL COMPACT

Since 2017 Sydney Airport has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment, and anti-corruption

BUSINESS FOR SOCIETAL IMPACT
CORPORATE CITIZENSHIP
VERIFIED
2022

We track and measure community investment in line with the framework developed by Business for Societal Impact[1]

1. Formerly London Benchmarking Group

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Chair and CEO message

The year we turned the corner

Scott Charlton
Chief Executive Officer

David Gonski
Chair

Sustainability is integral to our business strategy and our long-term success. Our Sustainability Strategy sets the direction for our business and focuses on three strategic pillars: responsible business, planning for the future, and supporting our people and communities, and we continue to drive performance improvements across safety, environment, resilience, customer experience, people and community.

Our ongoing commitment to responsible business practices and sustainability was recognised by Sustainalytics – an international leader in ESG ratings, ranking us as the top-performing airport globally in the airports industry subsector in 2023. We also achieved a five-star rating in the GRESB infrastructure asset assessment and maintained our Level 3 'Optimisation' Airport Carbon Accreditation.

Responsible business

In 2023, we implemented a range of initiatives to help build our safety culture, ensuring everyone that works at Sydney Airport goes home safe and well.

We refreshed the processes for learning by launching a new induction program, Airside Aware and Terminal Aware, reaching over 15,000 workers online to provide a consistent understanding of airport risks.

We continued to support the mental health and wellbeing of our people by providing subsidies for employees to invest in their wellbeing, access to the Employee Assistance Program (EAP) services, and provision for employees to take up to three wellbeing days a year.

To support our efforts in reaching Net Zero Scope 1 and 2 emissions by 2030, we progressed a number of key initiatives that aim to deliver emissions reductions across the precinct. Whilst we didn't meet our 2022-2024 Sustainability target of year-on-year reductions in Scope 1 and 2 emissions/m², we did reduce our overall Scope 1 and 2 emissions by 6 percent, compared to 2022. We recognise that Scope 1 and 2 emissions account for 13 per cent of our total emissions footprint (scope 1, 2 and 3) and we are engaging with our partners on ways to decrease our Scope 3 emissions, which make up 87 per cent of our emissions footprint.

In 2023, we continued our extensive LED lighting upgrade program, focusing on terminal buildings and runways. In September, we completed a project to replace 384 lights on the third runway (16R/L34R) with LED technology, with a 20-person crew working across two days to deliver what was 18-months in the planning. The LED replacements across the airport delivered an overall energy consumption saving of ~4.6GWh, which we expect will deliver an emissions reduction of ~3,031 tCO2e per year.

We also commenced the development of our vehicle transition strategy that will guide the phased transition of our light vehicle fleet to electric alternatives by 2030. The steady rollout will ensure the replacement cycle is both efficient and meets the requirements of the Net Zero (Scope 1 and 2 emissions) 2030 roadmap. We are also aiming to identify suitable EV charging stations as part of this project to ensure our infrastructure can successfully support the transition in the long term.

In 2023, we conducted feasibility studies to determine suitable locations for additional solar panels to be installed across the precinct. With the first tranche of solar panel capital works approvals due in early 2024, our aim is to deliver at least 3.4MW of additional solar capacity to the airport.

Contractual negotiations for our future electricity supply were completed in 2023, which will secure the equivalent of 100 per cent renewable electricity for the precinct from 1 January 2025, through a contractual Power Purchase Agreement (PPA).
This agreement will match and/or

offset our electricity consumption and supports our target to achieve 100 per cent renewable electricity by 2025.

In addition to reducing emissions, we continued our efforts to restore biodiversity in the wetlands. Our partnership with Wildflower, Gardens for Good delivered 853 hours of bush regeneration works, which included the removal of noxious weeds, planting more than 780 native species in the endemic area, and collecting native seeds for propagation. We were thrilled to be recognised for this work at the 2023 Keep Australia Beautiful NSW Sustainable Cities Awards by being awarded The Heritage, Culture and Community Spirit Award.

As part of our commitment to addressing modern slavery risks, we focused on providing specialist modern slavery training sessions and reviewed how we manage modern slavery risks in our supply chain. More detail on our modern slavery risk identification and management can be found in our 2023 Modern Slavery Statement, available on our website.

Planning for the future

In 2023, we continued to build upon and improve our approach to managing the physical and transition risks posed by climate change. All priority physical and transition risks, identified during climate risk assessments, have been allocated key adaptation and transition actions for implementation. These actions have now been embedded within our risk management system.

We continued our extensive flood modelling with outcomes being incorporated into our business continuity planning, as well as addressing the impact of extreme heat events. In 2023, we commissioned an urban heat island effect study to address the specific risks of extreme heat in an airport setting, where hard surfaces and dry grass are prevalent, and recommend strategies and actions to mitigate risks.

You can read more about the airport's climate resilience planning in our 2023 Response to the recommendations of the Taskforce for Climate Related Financial Disclosures on our website.

We embedded further sustainable design and development processes as part of our Sustainable Design Guidelines which highlight the sustainable requirements at each stage of a project. This included projects such as the T1 international terminal baggage handling system which is being upgraded to support future growth. Sustainability was an important early consideration in the project with the airport requiring all design partners to meet the requirements set out in the guidelines.

We were proud to continue our work with the NSW Government to deliver significant milestones in the construction of Sydney Gateway, including the completion of 19 bridge structures and the completion of a flyover bridge into the domestic precinct. The first of two Twin Arch Bridges over the Alexandra Canal also opened to traffic in November 2023, with the second arch scheduled to open in May 2024. When it opens in late 2024, the Sydney Gateway will transform access to Sydney Airport, providing traffic light-free access from the Blue Mountains to the terminals.

Supporting our people and communities

We understand the importance of supporting our people and communities and we are pleased to report that our employee engagement score was 78 per cent, an increase of three per cent on 2022.

Throughout 2023, a total of 13,169 hours of training was delivered to Sydney Airport staff, which equates to an average of 22.3 hours of training per employee, exceeding our target to deliver 15 or more training hours per employee (on average) per year.

We increased paid parental leave for all employees from 18 to 26 weeks in recognition that parenting is a shared responsibility, and we were pleased that during the year our return from parental leave rate (team members who stay with the airport for at least one year post their parental leave) remained high at around 90 per cent.

Our commitment to the community is an essential part of our Sustainability Strategy, and we are proud to report that our community investment contribution increased to $2.82m in 2023. We also spent $2.23m[1] on social and Indigenous procurement, a 24 per cent increase on 2022.

We also recognise the importance of enriching our Indigenous connection. Our long-standing partnership with the Gujaga Foundation continued in 2023, strengthening our ties with our local La Perouse Aboriginal community. We held cultural awareness training courses to help our people better increase their understanding of kinship and our Indigenous apprentices completed their second year learning practical skills as part of their TAFE certification.

Continuing our leadership

We are committed to upholding our sustainability commitments and look forward to continuing to work towards a more sustainable future.

David Gonski
Chair

Scott Charlton
Chief Executive Officer

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1. In 2023, we expanded our definition of Social and Indigenous procurement, which was "direct procurement with Social Traders certified enterprises, Supply Nation certified organisations and an Australian Charities and Not-for-profits Commission registered organisation with the intention of the purchase being the supply of goods or services" to also include "direct spend with BCorp certified organisations." This decision was made to ensure we capture all of our social and indigenous procurement spend. Our 2022 spend has been recalculated and restated under this new definition to reflect this.

Sustainability at Sydney Airport

Performance highlights

2023 performance highlights

Achieved
Sustainability Linked Loan and Bond discounts[1]

Increased
paid parental leave to 26 weeks
(⌃ from 18 weeks)

22.3 hours
of training delivered per employee[2]
(⌃ from 19.2 hours in 2022)

A renewable Power Purchase Agreement (PPA) has been contracted for the equivalent of 100% of Sydney Airport's electricity supply
Effective 1 January 2025[3]

78% employee engagement score
(⌃ 3% from 2022)

$2.23m spent on social and Indigenous procurement
(⌃ 24% from 2022)[4]

Hidden Disabilities Sunflower program launched in partnership with
Autism Spectrum Australia

Climate risk governance strengthened
with 96 transition and adaptation actions identified

1. In 2018, Sydney Airport secured a syndicated (multi-bank) Sustainability Linked Loan (SLL) that establishes a direct two-way link between our sustainability performance and funding costs, where rates decrease or increase depending on our sustainability performance over time as measured by Sustainalytics ESG risk rating assessment. Our debt commitments for this SLL were again met in 2023.
2. 22.3 average training hours delivered per Sydney Airport employee in 2023.
3. Achieving 100% renewable electricity by 2025 through onsite solar PV and procurement of renewable electricity with large-scale generation certificates which match/offset our consumption.
4. In 2023, we expanded our definition of Social and Indigenous procurement, which was "direct procurement with Social Traders certified enterprises, Supply Nation certified organisations and an Australian Charities and Not-for-profits Commission registered organisation with the intention of the purchase being the supply of goods or services" to also include "direct spend with BCorp certified organisations." This decision was made to ensure we capture all of our social and indigenous procurement spend. Our 2022 spend has been recalculated and restated under this new definition to reflect this.

Sustainability at Sydney Airport
Benchmark and ratings performance

In 2023, we continued to be recognised as sustainability leaders in our sector across a range of ESG ratings and benchmarks.

Ratings and benchmarks[1]

Ranked 1st
Globally in the Airports sub-industry sector, and as a Top-Rated Global ESG Performer

Sustainalytics ESG Risk Rating 2023

5 Star Rating
95/100
⌃ up from 74 in 2020[2]

GRESB Infrastructure asset assessment 2023

Maintained Level 3
'Optimisation' Airport Carbon Accreditation

Airport Carbon Accreditation rating of 'Level 3- Optimisation' was maintained for 2023

1. As at December 2023.
2. Sydney Airport did not participate in the GRESB benchmarking assessment in 2021 and 2022. Our approach to benchmarking has been reviewed and we have chosen to recommence the GRESB infrastructure asset assessment from 2023 onwards.

Sustainability at Sydney Airport

About Sydney Airport

Sydney Airport is one of Australia's most important pieces of infrastructure. It is our international gateway and an essential part of Australia's transport network, connecting to more than 90 destinations around the world.

Sydney Airport's owners are made up of entities that represent millions of Australians through their superannuation and global infrastructure owners who bring significant experience and expertise to Sydney Airport. These investors wholly own Sydney Airport through the company Sydney Aviation Alliance Holdings Pty Limited (SAAH).

This Sustainability Report has been prepared for and published by SAAH. SAAH and its subsidiary companies are collectively referred to as Sydney Airport. Sydney Airport's headquarters are located in the Nigel Love Building, 10 Arrivals Court, Mascot, New South Wales, Australia. Refer to our website for information about our business operations and markets served.
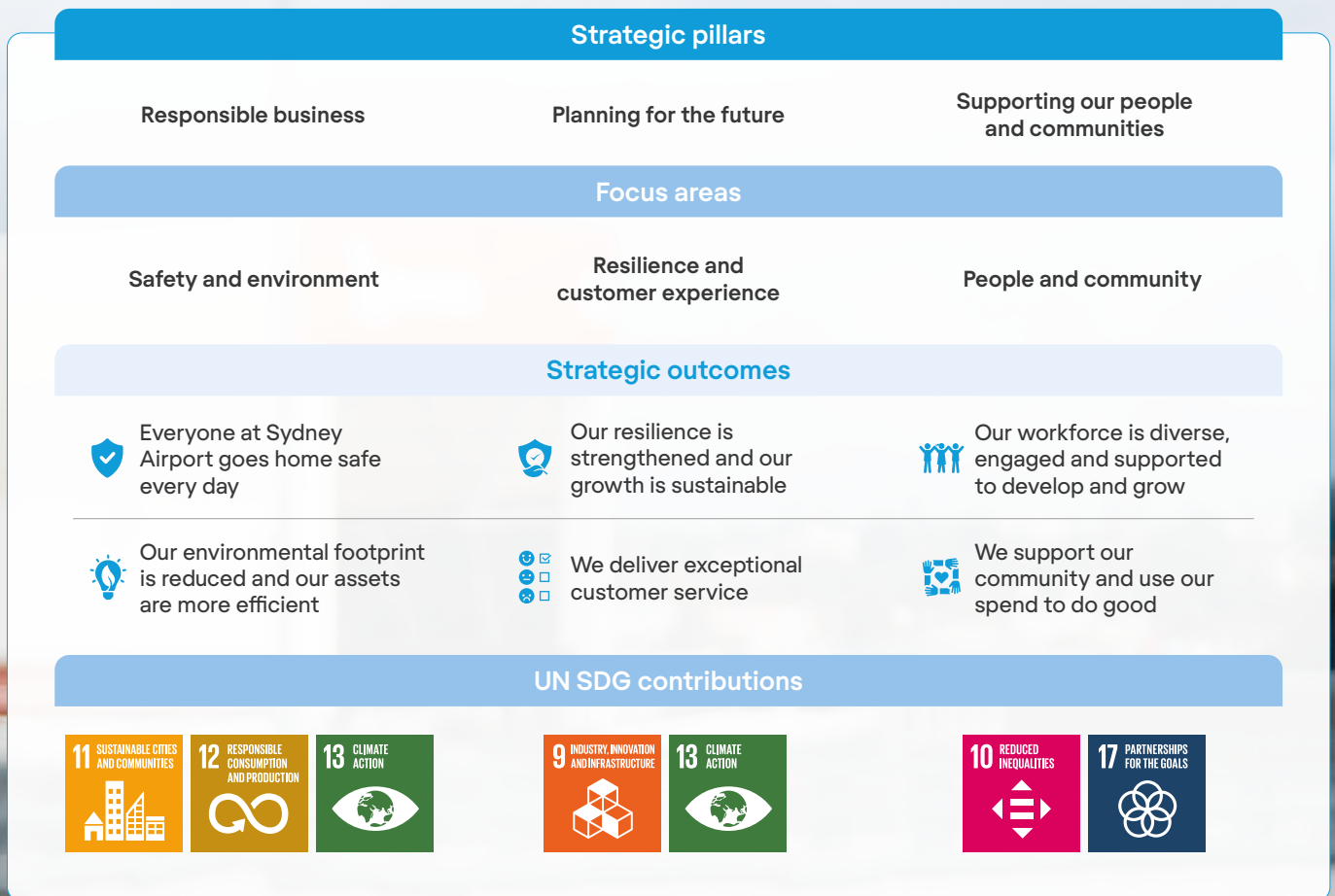
Sustainability at Sydney Airport
Our approach to sustainability

Sustainability is integral to our business strategy, our long-term success, and the delivery of our purpose.

Sustainability is integrated across the pillars of Sydney Airport's business strategy and identified as a key enabler to its successful delivery. Our Sustainability Policy sets this direction and is available on our website.

Sydney Airport's 2022-24 Sustainability Strategy supports our business strategy and is focused on three strategic pillars: responsible business, planning for the future, and supporting our people and communities.

2022-24 Sustainability Strategy

Strategic pillars		
Responsible business	Planning for the future	Supporting our people and communities
Focus areas		
Safety and environment	Resilience and customer experience	People and community
Strategic outcomes		
Everyone at Sydney Airport goes home safe every day	Our resilience is strengthened and our growth is sustainable	Our workforce is diverse, engaged and supported to develop and grow
Our environmental footprint is reduced and our assets are more efficient	We deliver exceptional customer service	We support our community and use our spend to do good

UN SDG contributions

11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
13 CLIMATE ACTION

10 REDUCED INEQUALITIES
17 PARTNERSHIPS FOR THE GOALS

Sustainability at Sydney Airport

Our approach to sustainability

This report reviews our 2023 sustainability performance, the second year of our 2022-24 Sustainability Strategy commitments.

Sydney Airport's sustainability targets, announced in our 2021 Sustainability Report, underpin this strategy and drive continued performance improvement in the focus areas of safety, environment, resilience, customer experience, people, and community. These targets were informed by Sydney Airport's survey of material sustainability issues for stakeholders, align with our values, and contribute to the fulfillment of the United Nations Sustainable Development Goals (UN SDGs).

Our performance against these commitments is discussed throughout this report.

2022-2024 sustainability targets

Responsible business	Planning for the future	Supporting our people and communities
Safety	**Resilience**	**People**
Zero class 1[1] injuries for employees and contractors	50% reduction in Scope 3 emissions from airport ground operations by 2025[3,4]	40 | 40 | 20 gender balance across SYD's leadership and overall[7]
95% of people leaders complete at least six high quality health, safety and wellbeing engagements per year	Min. 5-star Green Star New Buildings	≥80% employee engagement
	Support 10% Sustainable Aviation Fuel globally by 2030[5]	≥15 training hours per employee p.a.
Environment	**Customer Experience**	**Community**
Net zero by 2030 for Scope 1 and 2 emissions	≥4.5 out of 5 average customer satisfaction score[6]	10% YOY increase contribution in community value[8]
100% renewable electricity by 2025		10% YOY increase in spend with social and Indigenous enterprises
YOY[2] reduction in emissions/m² and potable water use		
YOY[2] reduction in waste to landfill		

1. Injury or illness which results in a fatality, total permanent disability or permanent partial disability.
2. Year on year, 2019 baseline.
3. Airport ground operations covers emissions from third party energy use, ground service equipment, Auxiliary Power Units (APU), waste, engine testing and fire training.
4. 2019 baseline.
5. Sydney Airport is a signatory to, and supporter of, the Clean Skies for Tomorrow Coalition, which has set an ambitious target to achieve 10% Sustainable Aviation Fuel (as a % of total global aviation fuel demand) by 2030.
6. Calculated ACI's Service Quality survey metrics.
7. 40 per cent male, 40 per cent female, 20 per cent either gender, aligned to Workplace Gender Equality Agency.
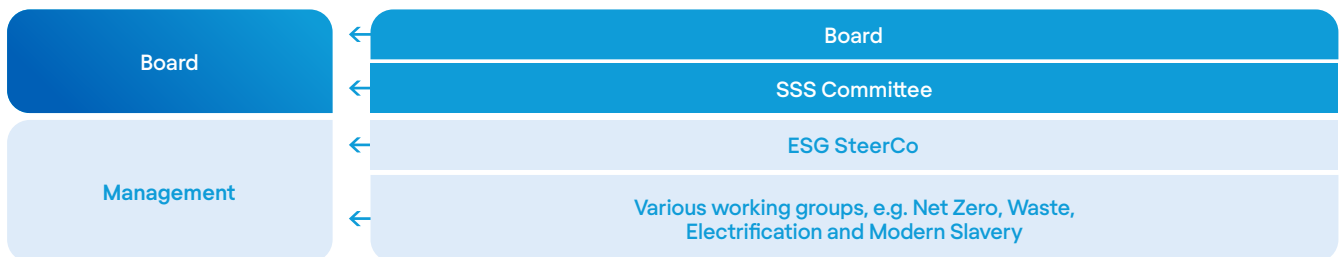8. As measured and verified by Business For Societal Impact.

Sustainability governance

The Board's Safety, Security and Sustainability (SSS) Committee is responsible for overseeing and reviewing the effectiveness of Sydney Airport's policies, strategies, initiatives and systems in relation to sustainability performance and reporting. Throughout the year, the SSS Committee met six times to assist the Board in overseeing sustainability performance and reporting.

The Environmental, Social and Governance (ESG) Steering Committee (SteerCo) has been established by Management to oversee and provide direction to the business on our Sustainability Strategy and targets. Various cross-functional working groups across the business support the ESG SteerCo, which guide and deliver the various work streams and initiatives that underpin the achievement of our Sustainability Strategy and targets.

Sydney Airport has four levels of ESG governance.

Board	←	Board
	←	SSS Committee
Management	←	ESG SteerCo
	←	Various working groups, e.g. Net Zero, Waste, Electrification and Modern Slavery

In 2023, we introduced a new sustainability sponsorship structure to clarify ownership of the various sustainability workstreams and initiatives in place across the organisation. This sponsorship structure brings together the key actions identified in our climate risk register and the various initiatives that support the delivery of our Sustainability Strategy. These initiatives have been organised by business unit and will facilitate the development of objectives and key performance indicators (KPIs) for teams and individuals. Reporting cadences have also been implemented to support improved internal reporting and governance processes.

Industry participation and advocacy

Sydney Airport participated in global, national, and local industry forums in 2023 to share and stay across best practice sustainability initiatives. During the year, we participated in the Australian Airports Association (AAA) Sustainability Working Group, Airports Council International (ACI) Asia-Pacific and Middle East Regional Environment Committee, ACI World Environment Standing Committee, Inter-Airport Environment Forum of Australia and New Zealand, and the Sustainable Aviation Fuels Alliance of Australia and New Zealand (SAFAANZ).

We actively participated in the Australian Government's Aviation Green Paper consultation process by submitting an extensive Green Paper submission in December 2023, which can be found here.

We continue to support and participate in the Australian Government's Aviation Jet Zero Council, through participation in the AAA Sustainability Working Group.

Contributing to the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) seek to address the most significant challenges our world is facing today. Our sustainability targets aim to contribute to the achievement of six UN SDGs. Details on what this means in the context of our airport is referenced throughout this report and available on our website.

Sydney Airport became a signatory to the United Nations Global Compact (UNGC) in 2017 and remains committed to this initiative and its principles. We are supportive of the UNGC's Communication on Progress (CoP) initiative and submitted a voluntary response in 2023.

Sustainability at Sydney Airport
Global Aviation trends

Sustainable Aviation Fuel is widely recognised as the primary pathway for aviation to credibly decarbonise in the medium-long term[1].

Australia's Aviation White Paper

The Australian Government is preparing an Aviation White Paper which will set the long-term policies to guide the next generation of growth and innovation in the aviation sector.

It will articulate the Australian Government's policies on desired aviation outcomes in relation to safety, competitiveness, sustainability and efficiency to ensure the sector is appropriately positioned to deliver aviation services for the Australian public out to 2050.

As part of that process, the Government released a Green Paper for public comment in 2023.

Sydney Airport's Aviation Green Paper submission emphasised that a safe, efficient, sustainable, productive and competitive aviation sector is critical to the economy and the standard of living of all Australians.

Sydney Airport emphasised that the sustainable growth of Sydney Airport and the aviation sector is critical to achieving future employment, tourism and development objectives at local, state and national levels. Therefore, effective regulation of the aviation sector is crucial to the Australian economy, Sydney Airport's day-to-day operations and staff, and the millions of passengers who rely on Sydney Airport. Several aspects of the legislative and regulatory framework that apply to the aviation sector, and in particular Sydney Airport, are no longer fit for purpose. This has led to compromised outcomes in terms of productivity and efficiency, and also in the context of the experience for passengers, the local community and the environment.[2]

In February 2024, the Federal Government announced reforms to Sydney Airport's demand management scheme, which will boost efficiency and competition and improve the experience for the passengers. Sydney Airport welcomes these changes and will continue to advocate for a collaborative approach between government and industry stakeholders to ensure a seamless, efficient, and sustainable aviation sector that delivers benefits for passengers and Australia's economy.

Sydney Airport's Green Paper submission also emphasised the importance of Sustainable Aviation Fuel (SAF) as the primary pathway for aviation to credibly decarbonise in the medium-long term[1]. Australia is well placed to become a significant global producer of SAF and other renewable fuels, however, production of SAF in Australia is dependent on the timely development of clear government policy to stimulate demand side and supply side signals in the domestic market. Sydney Airport collaborated with Melbourne and Brisbane airports to form a joint industry position to advance a domestic SAF industry, which was included in our Green Paper submission.

To view Sydney Airport's Aviation Green Paper submission, refer here.

Decarbonisation of the Aviation Sector

Aviation currently contributes ~2 per cent of global human-induced GHG emissions[3]. As a 'hard to abate' sector, we anticipate the industry will continue to come under greater focus and scrutiny as other industries, with clearer transition pathways, decarbonise and transition to a net zero future. Further, as a long-haul destination, Australia is heavily reliant on air travel for global connectivity with no viable alternatives in the foreseeable future.

Domestic connectivity is also heavily dependent on air travel with limited viable alternatives for inter- and intra-state connection.

In response over recent years, the global aviation industry, through various industry associations such as the International Civil Aviation Organisation (ICAO), International Air Transport Association (IATA) and Air Transport Action Group (ATAG) has committed to achieving net zero by 2050. The pathway to a net zero aviation future will rely on significant improvements in airfield and airspace efficiency, new propulsion technologies, and more fuel-efficient aircraft. However, in the medium- to long-term, it is widely accepted that SAF will be the primary pathway for aviation to credibly decarbonise[1].

While Australia is well placed to become a significant global producer of SAF and other renewable fuels, production of SAF in Australia is dependent on the timely development of clear government policy to establish a local market and catalyse private sector investment in SAF refining capacity.

The Australian Government has adopted emissions reduction targets of 43 per cent below 2005 levels by 2030 and net zero emissions by 2050, as well developing 2035 emission reduction targets for Australia's next Nationally Determined Contribution (NDC)[4]. In July 2023, it implemented new reforms to the Safeguard Mechanism requiring annual emissions reductions for Australia's largest emitters, including our largest airlines[5].

In June 2023, the Australian Government announced the establishment of the Jet Zero Council as a cross-sector forum of senior stakeholders from across the aviation industry. The Jet Zero Council will inform the design of policy settings to encourage emissions reduction, provide senior industry leadership, and work with industry to promote, mobilise and galvanise industry efforts to decarbonise aviation.

1. www.iata.org/en/programs/environment/roadmaps.
2. www.infrastructure.gov.au/sites/default/files/documents/agp2023-submission-c133-sydney-airport.pdf.
3. www.atag.org.
4. 2035 Emissions Reduction Targets | Climate Change Authority.
5. www.dcceew.gov.au.

In December 2023, the Jet Zero Council published its first set of detailed Work Items, which dictate the high-level priorities for the Council in its first two years of operation. They include a number of work items to establish the 'building blocks' of the regulatory and social environment needed to decarbonise aviation, develop an Australian SAF market and build confidence for investment. Specific for airports, the Jet Zero Council's work plan item #5 will focus on identifying the changes required to airport operations and infrastructure that will support decarbonising aviation. Sydney Airport is supporting this work plan via participation in the AAA Sustainability Working Group.

In July 2023, the Australian Government announced the development of government-guided sectoral plans to support Australia's Net Zero 2050 plan, with a dedicated Transport and Infrastructure Net Zero Roadmap to guide the transport sector's transition to net zero.

The Roadmap will coordinate our future emissions reduction efforts and accelerate decarbonisation across the transport and transport infrastructure sectors, including the aviation industry. It will offer policy clarity to support investment decisions in the decarbonisation of assets and fleets. The development of the Roadmap will support the consideration of proposals to be considered in the Aviation White Paper[1].

Sydney Airport is supportive of the Government's progress and will continue to advocate for, and participate in, the continued policy developments to support Australia's sustainable aviation industry.

1. Aviation Green Paper – Towards 2050
    (infrastructure.gov.au).

Sustainability at Sydney Airport

Stakeholder engagement

We recognise that relationships with our stakeholders are vital to our long-term success, and that our stakeholders have different interests, expectations, and interactions with us. Stakeholder feedback helps inform the sustainability issues we consider to be material to Sydney Airport.

We regularly engage with our stakeholders about airport operations, proposed development and future planning via a range of channels outlined in the table below. Our Master Planning process also includes extensive stakeholder engagement.

To learn more about how we engage with our stakeholders, visit the Sustainability section of our website.
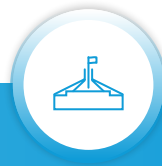
Our key stakeholders

Business and airline partners

Customers

Employees

Government stakeholders

Owners and debt investors

Community

Suppliers

Tourism bodies and industry associations

TARGET 17·17
We continue to maintain and support multi-stakeholder partnerships that mobilise and share knowledge, expertise and resources.

Sustainability at Sydney Airport
Material issues

In 2022, we surveyed our stakeholders on which material issues were most important to them and mapped these against the priority issues for our business. Based on this, Sydney Airport conducted a materiality assessment, with reference to the Global Reporting Initiative Standards (GRI Standards), to identify the sustainability issues that are most important to our stakeholders and the long-term sustainability of our business.

In 2023, the ESG SteerCo reviewed our 2022 materiality assessment and confirmed that these material issues are still relevant and reflect their order of priority.

Sydney Airport's material issues are listed by importance in the table below. Actions we have taken to manage these material issues and any related impacts are discussed throughout this report.

Material Issue	Description
Safety and security	Managing health and safety risks and maintaining a strong safety culture, while providing a work environment that protects the health and wellbeing of our people and people working at the airport. Working collaboratively with airport stakeholders to provide and maintain a safe and secure airport operating environment for airport users
Climate change	Building resilience to the physical and transition risks associated with climate change and taking action to reduce our impacts, including through our energy use
Customer experience	Providing a superior customer experience for airlines and passengers
Employee attraction, retention and development	Attracting, retaining and developing our people to ensure the success of our business
Environmental management	Operating an environmentally responsible airport, actively managing the use of resources and minimising waste. Protecting the local natural environment and biodiversity, and managing impacts on the surrounding community
Airspace and airfield operational efficiency	Working with government and airport partners to protect airspace and ensure efficient airspace design and airfield operations
Operational efficiency and continuous improvement	Operating the airport efficiently and with agility to support governments, customers and business partners while looking for ways to improve, such as through collaborative decision making
Sustainable design and development	Sustainably developing the airport to reduce impacts on the environment through efficiency improvements, sustainable infrastructure design and strategic planning
Cyber security, technology and innovation	Prepare, safeguard and respond to cyber attacks that could impact our operations and those of our customers. Embracing future trends to create new opportunities
Fair and ethical business	Respecting and protecting human rights across all aspects of our operations and eliminating modern slavery from our operations and supply chain. Maintaining an effective system of corporate governance and building a culture to maintain high ethical standards and integrity. Responsible management of our supply chain, working with suppliers to effectively manage environmental, social and governance risks
Business continuity and resilience	Designing and maintaining our facilities and operational plans to support continuity of operations under a range of different circumstances
Diversity and inclusion	Creating and managing a diverse and inclusive workforce, while contributing to the creation of an inclusive society
Access to and from the airport	Ensuring our airport users have a safe and efficient journey to and from the airport, and that a range of transport modes are available to suit their preferences
Community investment and engagement	Supporting and connecting with our local community to build long-lasting relationships, continuing our focus on creating a positive impact and advancing reconciliation
Aircraft noise	Working with government and airline partners to manage and mitigate noise impacts through aircraft slot management/scheduling of aircraft movements and aircraft fleet modernisation
Economic contribution	The creation and distribution of economic value for our stakeholders

Sustainability at Sydney Airport

Delivering on our commitments

We have set ambitious sustainability targets for 2022-2024, that are aligned to the pillars of our 2022-2024 Sustainability Strategy. These targets are intended to drive continued performance improvements in safety, environment, resilience, customer experience, people and community.

Refer below for Sydney Airport's updated progress against these targets for 2023.

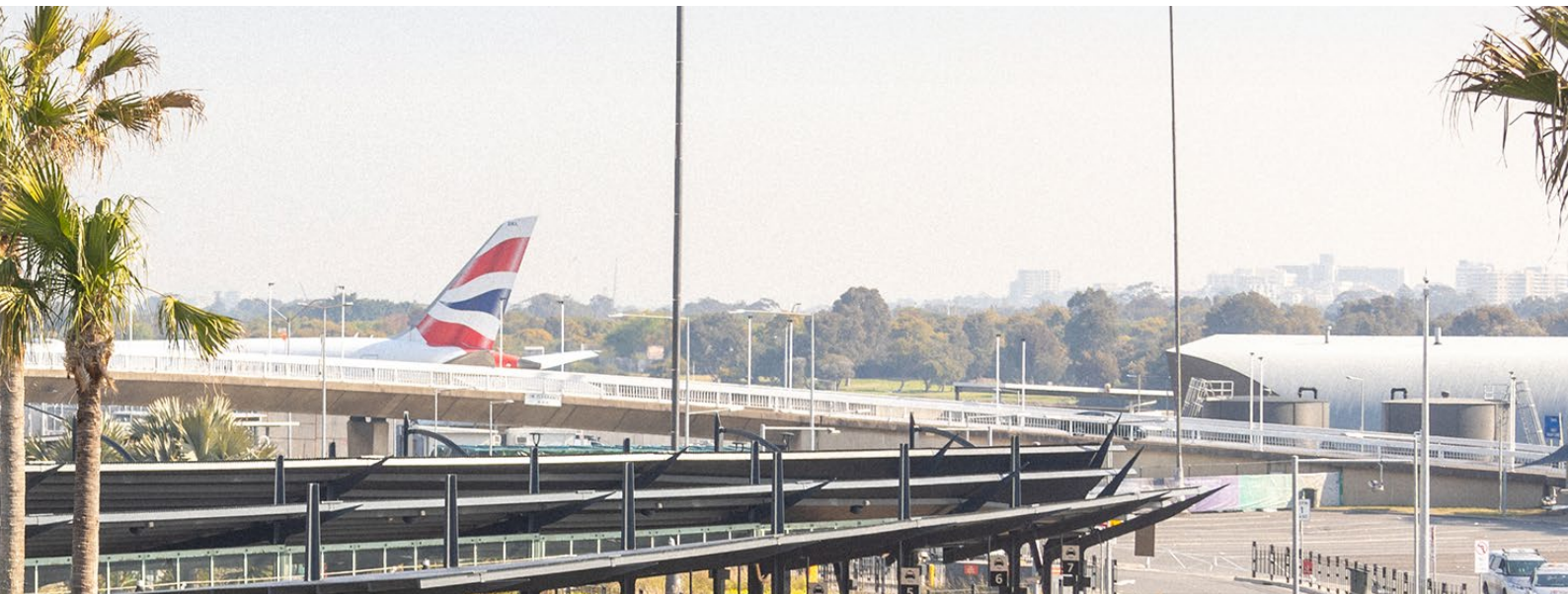◯ Not achieved   ◐ In progress   ◕ Significant progress   ● Achieved

Responsible business

Strategic Pillar	2022-2024 Sustainability Strategy target	2023 progress update and commentary
Safety We aim for everyone at Sydney Airport to go home safe and well every day	Zero class 1[1] injuries for employees and contractors	● 0 class 1 injuries in 2023
	≥95% of people leaders complete at least six high-quality health, safety & wellbeing (HSW) engagements per year[2]	● 99.4% of leaders completed 6 or more HSW engagements in 2023
Environment We aim to reduce our environmental footprint, and make our assets more efficient	Net zero by 2030 for Scope 1 and 2 emissions	◐ Key initiatives identified in our Net Zero 2030 Roadmap to be commenced in 2023 are currently on track, as of December 2023. Refer to pages 21-22 for further details.
	100% renewable electricity by 2025[3]	◕ A renewable Purchase Power Agreement (PPA) has been contracted for the equivalent of 100% of our electricity supply, effective 1 January 2025.
	YOY reduction in emissions/m²	◯ Our emissions/m² target was not achieved in 2023 (an increase of 1%) due to a reduction in overall square meterage resulting from the P1 carpark closure. However, we achieved a 6% reduction in total Scope 1 and 2 emissions in 2023, compared to 2022. Refer to page 20 for further details
	YOY reduction in potable water use	◯ Total potable water consumption increased by 5% YoY, driven by a 33% increase in passengers as the aviation industry continues to recover from the COVID pandemic. Refer to page 24 for further details
	YOY reduction in waste to landfill	◯ A contractual breach by our waste contractor has meant that some of Sydney Airport's waste was not recovered through a recycling facility. This has meant that we have not achieved our target in 2023. Refer to page 25 for details

1. Injury or illness which results in a fatality, total permanent disability or permanent partial disability.
2. This target was increased to a total of six engagements per year in 2023, up from four in 2022.
3. Achieving 100 per cent renewable electricity by 2025 through onsite solar PV and procurement of renewable electricity with large-scale generation certificates which match/offset our consumption.

Planning for the future

Resilience			
Resilience We aim to strengthen our resilience, and ensure our growth is sustainable	50% reduction in Scope 3 emissions from airport ground operations by 2025[1,2]	◑	Scope 3 emissions from ground operations increased by 9% vs 2022, driven by a 14% increase in aircraft movements as the aviation industry continues to recover from the COVID pandemic. Refer to page 20 for details
	Minimum 5-star Green Star New Buildings		No new builds in 2023 that meet the eligibility criteria
	Support 10% Sustainable Aviation Fuel globally by 2030	◑	Sydney Airport's SAF advocacy program continues. Refer to pages 33-35 for details
Customer experience We aim to be Sydney's airport of choice, and deliver exceptional customer service	≥4.5 out of 5 average customer satisfaction score[3]	◑	Our customer experience score was 3.98 in 2023, up from 3.85 in 2022[4]

Supporting our people and community

People			
People We aim for a diverse, engaged and supported workforce	40 | 40 | 20 gender balance[5] across Sydney Airport's leadership and overall	◑	Our overall gender balance in 2023 was 37.39% in 2023. Refer to page 46 for details
	≥80% employee engagement	◕	Engagement score of 78% in 2023, up from 75% in 2022
	≥15 training hours per employee p.a.	●	22.3 training hours delivered per employee in 2023
Community We aim to support our community and use our spend to do good	10% YOY increase contribution in community value[6]	●	25% YoY increase in 2023
	10% YOY increase in spend with social and Indigenous enterprises	●	24%[7] YoY increase in 2023

1. Airport ground operations covers emissions from third party energy use, ground service equipment, Auxiliary Power Units (APU), waste, engine testing and fire training.
2. 2019 baseline.
3. Calculated using ACI's Service Quality survey metrics.
4. The metric calculation methodology used for these results has changed since the target was set. This is impacting our ability to meet the pre set target of 4.5 out of 5, as the scoring frameworks are inconsistent.
5. 40 per cent male, 40 per cent female, 20 per cent either gender, aligned to Workplace Gender Equality Agency.
6. As measured and verified by Business For Societal Impact.
7. In 2023, we expanded our definition of Social and Indigenous procurement, which was "direct procurement with Social Traders certified enterprises, Supply Nation certified organisations and an Australian Charities and Not-for-profits Commission registered organisation with the intention of the purchase being the supply of goods or services" to also include "direct spend with BCorp certified organisations." This decision was made to ensure we wholly and accurately capture all of our social and indigenous procurement spend. Our 2022 spend has been recalculated and restated under this new definition to reflect this.

Responsible business

2023 performance highlights

22.3 training hours delivered per employee[1]
(⌃ from 19.2 hours in 2022)

A renewable Power Purchase Agreement (PPA) has been contracted for the equivalent of 100% of Sydney Airport's electricity supply
Effective 1 January 2025[2]

Recipient of the IFM Investors' Community Grant for our Bringing Country back to Wetlands Project in partnership with Wildflower

Safety and security

Safety

Safety Management System

Our Safety Management System (SMS) covers aviation safety, work health and safety, wellbeing, emergency, and safety training and applies to all workers at Sydney Airport including employees, contractors, sub-contractors, in-house consultants, and volunteers.

Safety culture

We recognise that a strong safety culture plays a vital role in improving safety performance. In 2023, we conducted a safety culture survey that informed us of employee perceptions of health and safety and identified areas to improve cultural maturity. Leadership behaviours continue to be a focus and safety KPIs for leaders were updated in 2023, requiring >95 per cent of leaders to complete six health, safety and wellbeing (HSW) engagements for the year (up from four or more required in 2022). In 2023, we achieved this target, with 99.4 per cent of our leaders completing six or more HSW engagements. We also maintained safety targets for all employees and people leaders in their annual performance goals and objectives for 2023.

To ensure everyone works safely at Sydney Airport and goes home safe and well, we encourage everyone at the airport to report all hazards, near misses and incidents. In 2023, we refreshed the processes for organisational learning and revised our approach towards our Safety governance forums to improve the way we review high-potential incidents, focusing on potential consequences. We also launched a refreshed induction program for all airport workers, including contractors and stakeholders, Airside Aware and Terminal Aware, during Airport Safety Month in October.

Injury performance

We worked hard throughout the year to improve injury performance among our people. We focused our safety improvement efforts in high-risk areas and recorded zero Class 1 injuries in 2023.

Our Total Recordable Injury Frequency Rate (TRIFR) for Sydney Airport employees reduced to 6.7 in 2023 (down from 12.6 in 2022) and our employee Lost Time Injury Frequency Rate (LTIFR) reduced to 3.3 (down from 6.3 in 2022). This reflects 8 recordable injuries in total in 2023, which is an improvement from 12 recordable injuries in 2022.

Unfortunately, our service providers' safety performance decreased this year, with the number of recordable injuries increasing from 16 in 2022 to 27 in 2023, reflecting the increase in staff numbers and work. This resulted in an increased TRIFR for service providers of 7.8, up from 7.0 in 2022. The 2023 TRIFR rate for service providers however remains an improvement on pre-pandemic injury performance.

In 2023, our passenger incident rate (as measured by the number of first aid and medical treatment injuries per 100,000 passengers) reduced to 1.16, down from 1.23 in 2022.

Supporting mental health and building resilience

Sydney Airport continues to support the mental health and wellbeing of our people. Our 2023 Health and Wellbeing program provided subsidies for employees to invest in their wellbeing, access to Employee Assistance Program (EAP) services, and provision for employees to take up to three wellbeing days a year.

Our team of accredited mental health first aiders continued to grow this year, bringing our total to 67 employees trained in mental health first aid, reaching 12 per cent of our employees.

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1.   22.3 average training hours per Sydney Airport employee delivered in 2023.
2.   Achieving 100% renewable electricity by 2025 through onsite solar PV and procurement of renewable electricity with large-scale generation certificates which match/offset our consumption.

Airport Safety month

Airport Safety Month was a key initiative on the airport calendar in 2023, as we celebrated National Safe Work Month and Airport Safety Week, in the month of October. We finished the month with the inaugural Home Safe and Well Open Day, which encouraged airport workers to bring their families to the airport to experience firsthand how our airport safety practices ensure their loved ones go home safe and well each day.

We had a few new events this year, including a 'walk in their shoes' day, where many of our leaders were able to get out to the front lines with our workforce as well as our stakeholders to experience an area of the operation.

We also facilitated a wetland planting program for staff for World Mental Health Day and held a formal gathering to recognize the winners of our Safety Recognition Program.

Contractor management

In 2023, we undertook additional monitoring to improve contractor safety compliance and we performed targeted verification audits on our Critical Risks Standards.

We also reviewed our health and safety standards and requirements for prequalification of contractors prior to commencing physical works at Sydney Airport. The new revised approach provides a consistent 'no-prequal-no-work' approach for engaging contractors working at Sydney Airport.

Training

Throughout 2023, we continued to invest in health and safety training for our people, by providing a broad range of training across safety, resilience, health, wellbeing, compliance, and sustainability. A total of 13,169 hours of employee training was delivered this year, with health and safety training contributing over 25 per cent of these hours. An average of 22.3 hours of training were delivered per employee in 2023. This exceeded our target of at least 15 training hours per employee per year and is a significant increase from 19.2 hours delivered per employee in 2022.

Aviation safety

Aviation safety is a critical aspect to airside operations. The Sydney Airport Airfield teams have a responsibility to undertake various tasks to meet regulatory compliance, monitor safety functions and performance and report incidents. Safety is assessed through a combination of factors including accident/incident investigations, training, ongoing safety initiatives and trends and analysis of safety systems data.

The Airfield teams have spent a total of 23,276 safety hours in 2023. This is a significant increase from 16,370 aviation safety hours spent in 2022, reflecting the ongoing commitment to improving aviation safety outcomes at the airport. There were zero aviation accidents in 2023.

Responsible business
Safety and security

Wildlife trends and strikes

The wildlife strike rate (as measured by wildlife strikes per 10,000 aircraft movements) increased in 2023 to 3.66, up from 2.76 in 2022. Wildlife strikes will vary from year to year and there are a number of factors that can influence bird strikes at Sydney Airport.

Particularly for 2023, weather was a substantial factor, with a number of significant rain events occurring during the year. Adverse weather patterns can influence food sources on the airport for various species (e.g. Silver Gulls), which can impact their associated flight patterns and adversely impact their susceptibility to aircraft strikes. The other influencing factor was the presence of Grey-headed Flying Fox camps in the Sydney basin during the year. Depending on where the food source is located in Sydney, Grey-headed Flying Foxes may traverse across Sydney Airport to the destination of this food source. In 2023, there was unfortunately a rise in the number of flying fox strikes which directly contributed to the increase in the overall wildlife strikes for the year. Whilst this is challenging to manage, Sydney Airport undertakes additional flying fox monitoring at dusk during the spring and summer months and advises Air Traffic Control (ATC) when needed, if numbers exceed specified thresholds. The aviation safety threat of wildlife strikes continues to be exacerbated by Sydney Water's Mill Stream sewage overflows. Refer to page 27 for further details.

TARGET 9·1
We continue to work with our airport partners to drive continuous improvement in our safety performance.

Security

Security at Sydney Airport underpins our organisation and ensures the confidence of all airport community stakeholders is maintained.

In 2023, Sydney Airport implemented a number of initiatives across the terminals to improve the average wait times of passengers passing through security screening. This included the installation of 6 new computed tomography (CT) security lanes at the T1 international terminal.

As a result of these initiatives, security performance improved significantly. In 2023, 99.3 per cent of passengers waited <15 minutes[1] to get through security at T1 international terminal. At T2 domestic terminal, 100 per cent of passengers waited <15 minutes[1], and at T3 domestic terminal, 99.7 per cent of passengers waited <15 minutes[1].

We plan to continue our investment in security upgrade works across the precinct throughout 2024 that will aim to further improve both security outcomes and the passenger experience.

Emergency Management

Sydney Airport conducts a full-scale emergency exercise every two years with the emergency agencies to test response procedures and protocols. This was last performed in October 2022 and is planned to be conducted in 2024.

1. Based on security wait time distribution data from 1 January 2023 to 31 December 2023.

Responsible business
Environmental management

Environmental management system

We are committed to continuous improvement in our environmental performance at the airport.

Our risk-based approach to environmental management is detailed in the Airport Environment Strategy (AES) 2019-2024, which can be found on our website. Sydney Airport is on target to deliver all objectives outlined within the term of this AES.

In our efforts to continue strengthening and driving improved environmental management, we commenced a review and overhaul of our ISO 14001-aligned environmental management system (EMS). The review process will continue into 2024, and once complete, it will deliver updated and improved responses to environmental risks and drive us to continue achieving a high environmental management standard.

Climate Change

Greenhouse gas emissions

Emissions under our operational control (Scope 1 and 2 emissions) were 76,149 tCO2e in 2023. This represents a 6 per cent decrease in Scope 1 and 2 emissions compared to 2022. Electricity use (Scope 2 emissions) was again the largest contributor to our carbon footprint in 2023, accounting for 91 per cent of Scope 1 and 2 emissions. Total Scope 1 and 2 emissions accounted for 13 per cent of our total emissions (Scope 1, 2 and 3 emissions).

Scope 1 emissions

Scope 1 emissions in 2023 were 6,508 tCO2e. Sydney Airport's Scope 1 emissions are primarily made up of natural gas used for thermal heating (73 per cent) and transport fuels used by Sydney Airport and contractor vehicles across the precinct (17 per cent). Scope 1 emissions remained consistent compared to 2022 (~1 per cent decrease).

Scope 2 emissions

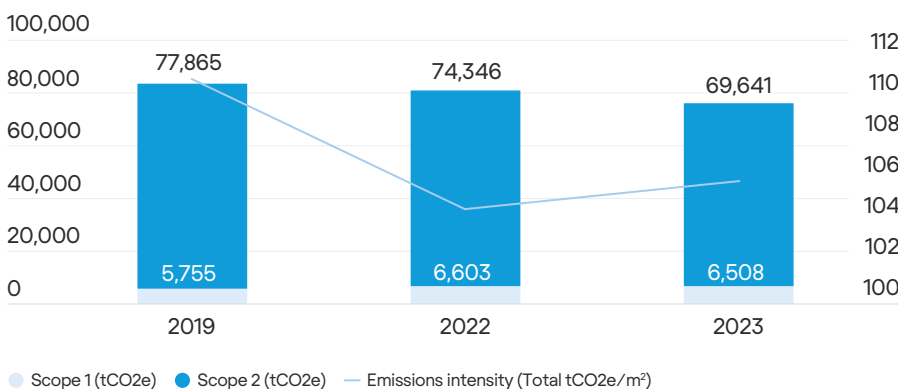Scope 2 emissions in 2023 were 69,641 tCO2e, driven by electricity usage across the airport precinct (excludes tenant electricity use). This is a 6 per cent decrease in Scope 2 emissions compared to 2022. Whilst our overall energy demand increased in 2023 as a result of the 33 per cent YoY increase in passengers, we were able to offset this with energy savings from our energy efficiency programs. This was further supported by a reduction in the NSW grid emissions factor (as a result of an improved renewable energy mix).
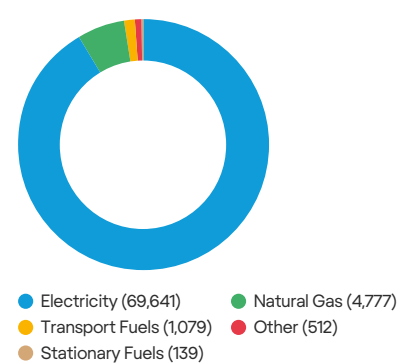
Energy consumption

Total energy consumed in 2023 remained consistent with 2022 at 456,089 GJ (up by 0.1 per cent from 2022), despite a 33 per cent YoY increase in passengers travelling through the airport. This was achieved through energy savings delivered by efficiency improvement initiatives, which were able to offset the increase in energy demand required to accommodate the increase in passengers. Refer to page 22 for further details on our energy efficiency initiatives delivered in 2023.

Sydney Airport's Scope 1 and 2 footprint YoY

Scope 2 values: 77,865 (2019), 74,346 (2022), 69,641 (2023)
Scope 1 values: 5,755 (2019), 6,603 (2022), 6,508 (2023)

- Scope 1 (tCO2e) ● Scope 2 (tCO2e) — Emissions intensity (Total tCO2e/m²)

Sydney Airport's Scope 1 and 2 footprint 2023 (tCO2e)

- ● Electricity (69,641)   ● Natural Gas (4,777)
- ● Transport Fuels (1,079)   ● Other (512)
- ● Stationary Fuels (139)

Responsible business

Environmental management

Emissions intensity

In 2023, our Scope 1 and 2 emissions intensity (as measured by Scope 1[1] and Scope 2 emissions/total m^2 area of the airport) was 106.2 kg/m^2, in comparison to 104.8 kg/m^2 in 2022. This 1 per cent increase in emissions intensity was primarily driven by the closure and demolition of the P1 carpark (equivalent to a 58,018m^2 or 8 per cent reduction in the total square meterage of the airport's building footprint). This has disproportionately negatively impacted the intensity result, as our carparks are less energy-intensive than other precinct areas. As a result, we have just missed achieving our 2022 - 2024 target of YoY reduction in Scope 1 and 2 emissions/m^2 for 2023.

However, our absolute Scope 1 and 2 emissions have decreased by 6 per cent from 2022, despite a 33 per cent YoY increase in passenger numbers. This reduction contributes directly to our Net Zero 2030 commitment, so we are pleased with this achievement.

We remain committed to achieving Net Zero Scope 1 and 2 emissions by 2030. Refer below for further details on SYD's Net Zero 2030 Roadmap and key achievements Sydney Airport has made against this roadmap for 2023.

Scope 3 emissions

Scope 3 emissions in 2023 were 489,103 tCO2e, representing 87 per cent of our total emissions (Scope 1, 2 and 3 emissions). Total Scope 3 emissions increased by 9 per cent compared to 2022, which was primarily driven by the 14 per cent YoY increase in aircraft movements and the 33 per cent YoY increase in passengers travelling to and from the airport.

The majority of our Scope 3 emissions in 2023 were made up of aircraft Landing and Take off (LTO) cycle emissions (up to 3,000 feet). LTO emissions in 2023 were 317,026 tCO2e, a 13 per cent increase from 2022. This increase reflects the 14 per cent YoY increase in aircraft movements as the aviation industry continues to recover towards pre-pandemic levels.
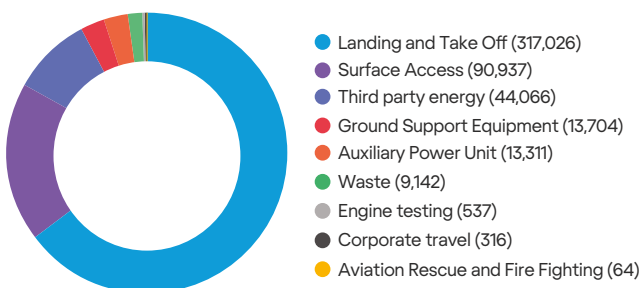
Surface Access emissions, driven by passengers, Sydney Airport staff and airport workers travelling to and from the airport, were 90,937 tCO2e emissions in 2023. This was a 5 per cent decrease from 2022. This was primarily driven by changes to the mix of modes by which people travelled to and from the airport in 2023 (e.g. train[2], bus, car) and updated assumptions regarding average distances travelled.

In 2023, our Scope 3 emissions from Airport Ground Operations were 80,824 tCO2e, which is a 9 per cent increase compared to 2022. Ground operations emissions comprise of emissions related to: aircraft auxiliary power unit (APU) usage, ground service equipment (GSE) fuel usage, tenant energy use, waste, engine testing and Aviation Rescue and Fire Fighting Service. This increase is reflective of the 14 per cent increase in aircraft movements compared to 2022. Despite this YoY increase, we remain committed to achieving our target of 50 per cent reduction in Scope 3 emissions from airport ground operations by 2025 (versus a 2019 baseline).
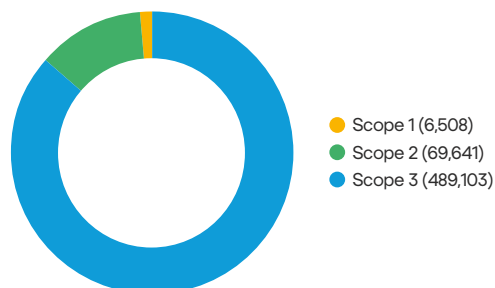
This year, we also began a deep dive review into our Scope 3 emissions modelling, to ensure we continue to improve the accuracy and availability of our Scope 3 data sets and underlying assumptions. We plan to continue this review throughout 2024, and update our Scope 3 emissions data and baselines where required. This will include estimating full flight emissions as part of our Scope 3 footprint as per the requirements of Airport Carbon Accreditation Level 4+ (Transition). We expect that this will have a material impact on our overall emissions footprint.

Refer to the Climate Resilience section of this report, and our 2023 Response to the recommendations of the Taskforce on Climate-Related Financial Disclosures (TCFD), for further details on our progress against our Scope 3 emissions reductions initiatives for 2023.

Sydney Airport's Scope 3 footprint 2023 (tCO2e)

- Landing and Take Off (317,026)
- Surface Access (90,937)
- Third party energy (44,066)
- Ground Support Equipment (13,704)
- Auxiliary Power Unit (13,311)
- Waste (9,142)
- Engine testing (537)
- Corporate travel (316)
- Aviation Rescue and Fire Fighting (64)

Sydney Airport's total carbon footprint 2023 (tCO2e)

- Scope 1 (6,508)
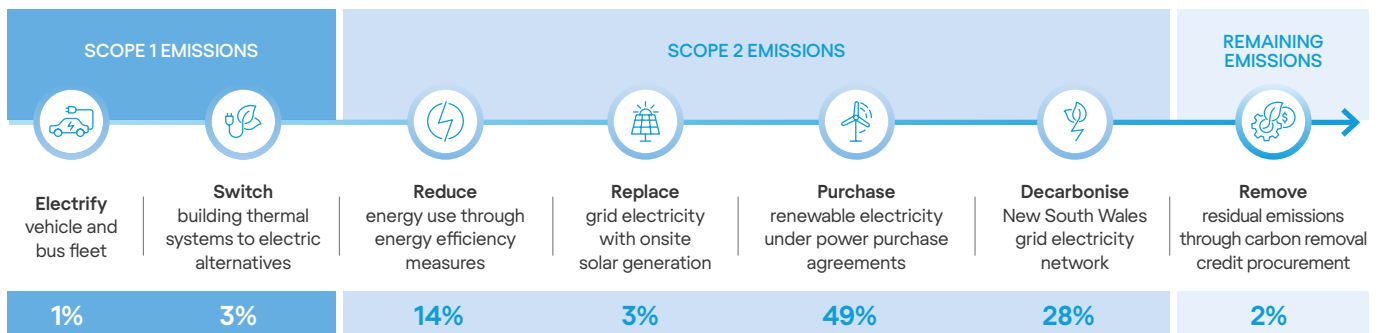- Scope 2 (69,641)
- Scope 3 (489,103)

1. Excludes Scope 1 emissions related to transport fuels.
2. Sydney Trains' renewable PPA has significantly reduced emissions related to passenger and staff train travel.

Net Zero (Scope 1 and 2 emissions) by 2030

In May 2021, we announced our commitment to achieve Net Zero for emissions under our operational control (Scope 1 and Scope 2 emissions) by 2030. We have developed a detailed roadmap to support this commitment, which the SAAH Board approved in 2023. This roadmap details the key initiatives that Sydney Airport plans to implement to reduce and eventually eliminate our emissions (where practicable), and the estimated timing and potential emissions savings from these initiatives. Our Net Zero Roadmap directly addresses our Scope 1 and 2 emissions, which accounted for 13 per cent of our total emissions footprint (Scope 1, 2 and 3 emissions) in 2023.
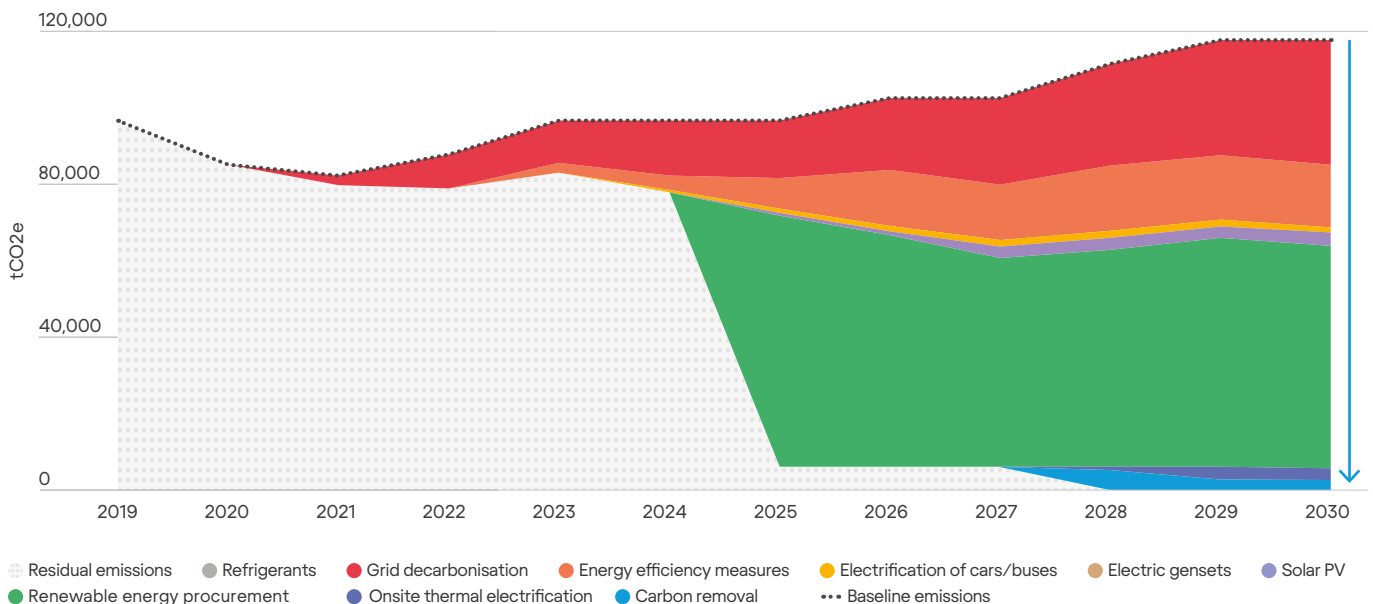
During 2023, we made significant progress on a number of the initiatives identified in our Net Zero 2030 roadmap.

SCOPE 1 EMISSIONS		SCOPE 2 EMISSIONS				REMAINING EMISSIONS
Electrify vehicle and bus fleet	**Switch** building thermal systems to electric alternatives	**Reduce** energy use through energy efficiency measures	**Replace** grid electricity with onsite solar generation	**Purchase** renewable electricity under power purchase agreements	**Decarbonise** New South Wales grid electricity network	**Remove** residual emissions through carbon removal credit procurement
1%	3%	14%	3%	49%	28%	2%

% contribution to overall achievement of Net Zero Roadmap for Scope 1 and 2 emissions by 2030.

Layered Net zero 2030 roadmap — Scope 1 and 2 emissions (tCO2e)

Our trajectory towards net zero is outlined in our layered roadmap below.

Legend:
- Residual emissions
- Refrigerants
- Grid decarbonisation
- Energy efficiency measures
- Electrification of cars/buses
- Electric gensets
- Solar PV
- Renewable energy procurement
- Onsite thermal electrification
- Carbon removal
- ••• Baseline emissions

Sydney Airport secures the equivalent of 100% renewable electricity for 2025 onwards

Contractual negotiations for Sydney Airport's future electricity supply have been completed, which will secure the equivalent of 100 per cent renewable electricity for the Sydney Airport precinct from 1 January 2025, through a contractual Power Purchase Agreement (PPA).

The equivalent of 100 per cent renewable electricity by 2025 will be achieved through large-scale generation certificates, which will match/offset the Airport's electricity consumption. This supports the achievement of our target to achieve 100 per cent renewable electricity by 2025.

Responsible business
Environmental management

Energy efficiency and energy management

Energy efficiency measures delivered in 2023 will likely deliver a reduction of up to 7.6 GWh of annual energy consumption (representing a ~11 per cent decrease to Sydney Airport's 2019 baseline load). These energy savings are anticipated to deliver approximately 6,000 tCO2e of annual Scope 2 emissions reductions.

Two key programs have delivered the majority of these energy savings;

- An extensive LED lighting upgrade program continued in 2023, focusing on terminal buildings and runways. These LED replacements aim to deliver an overall energy consumption saving of ~4.6GWh per year, which are expected to deliver an emissions reduction of ~3,031 tCO2e per year.
- Our T1 international terminal heating, ventilation & air conditioning (HVAC) optimisation program was completed in late 2022, which resulted in ~1.8GWh of energy savings in 2023. This program is expected to deliver an emissions reduction of ~1,377 tCO2e per year.

In 2023, we finalised an Energy Efficiency Framework, benchmarked against Energy Management Systems standard ISO 50001, with an action plan underway in 2024. This framework is intended to provide a structured approach to energy management to operationalise our net zero commitments. This Framework aims to align with the ISO50001, a proven approach to achieving continuous improvement in energy performance.

Solar PV panels

In May 2023, we commenced a Solar Panel PV feasibility assessment, with the support of industry specialists, to determine suitable locations and generating capacity for additional solar panels to be installed across the precinct, in line with our Net Zero Roadmap. This work will continue into 2024, with the first tranche of solar panel capital works approvals due in 2024, which will aim to deliver at least 3.4MW of additional solar capacity to the airport.

Fleet vehicle electrification

Sydney Airport replaces 384 lights on the 3rd Runway (16L/34R) with LED technology

In September 2023, we completed our LED lighting upgrade program on the 3rd Runway (16L/34R).

The 18-month project involved meticulous planning, including approvals, contract preparation, tendering, international manufacturing, shipping, customs clearance, and a 20-person crew replacing 384 LED fittings in just two days.

Stakeholder engagement was crucial, with extensive consultations with the Civil Aviation Safety Authority (CASA), Air services Australia (air traffic control), airlines, weather monitoring, and more.

Sydney Airport's AGL (Aeronautical Ground Lighting) team played a pivotal role in the program, with their expertise in managing complex runway lighting systems being key to the successful delivery.

The LED upgrade aligns with our Sustainability Strategy and Net Zero commitment to delivering key benefits, including:

- energy efficiency
- longer lifespan
- emissions savings

In June 2023, we commenced the development of a vehicle electrification strategy to support the transition of Sydney Airport's light fleet vehicle to electric vehicle (EV) alternatives. The objective of the strategy is to identify and optimise a pathway to replace our existing Internal Combustion Engine (ICE) vehicles with electric alternatives out to 2030, in line with expected industry technology availability and existing fleet renewal plans, to ensure the replacement cycle is both efficient and meets the requirements of our Net Zero 2030 Roadmap. This program is anticipated to transition up to 65 light vehicles between now and 2030. The EV strategy aims to also identify and assess

all suitable locations across the precinct for installation of EV charging stations, as well as model the expected increase in energy demand, to ensure our infrastructure can successfully support the EV transition. This work will continue into 2024.

Carbon Offsets

In 2023, we offset 1,395 tCO2e, which covers Sydney Airport's transport-related Scope 1 emissions and staff travel-related Scope 3 emissions. Offsets were sourced from international and Australian emissions avoidance projects (a wind farm and savanna fire management project).

Looking forward, it is estimated that

Sydney Airport will have some residual Scope 1 emissions (approximately 6,000 tCO2e) remaining to be offset to achieve our carbon neutrality commitment (in line with the Airport Carbon Accreditation Level 4+) and approximately 2,500 tCO2e by 2030 as part of our Net Zero 2030 (Scope 1 and 2 emissions) commitment. We expect that Sydney Airport's Scope 2 emissions (market-based) will have been eliminated through the procurement of renewable electricity (matching consumption with large-scale generation certificates) from 1 January 2025 onwards.

To support this carbon offset procurement, a carbon offsetting strategy is under development, with the support of industry specialists, to build and optimise our procurement framework for the purchase of carbon credits, which are intended to be surrendered to offset Sydney Airport's residual Scope 1 and 2 emissions from 2025 (for ACA Level 4+) and from 2030 (for Net Zero Scope 1 and 2).

The offset strategy will consider various offset attributes (e.g. offset type, vintage, permanence, additionality, co-benefits, location and counterparty credibility, etc.) to ensure Sydney Airport procures carbon credits that meet its requirements and limit exposure to risk.

As part of this strategy development, we are also exploring opportunities for developing a bespoke blue carbon removal (seagrass-based carbon sequestration) program in partnership with external industry experts. This program will aim to supplement a portion of our carbon removal offset requirements as part of our Net Zero 2030 (scope 1 and 2 emissions) commitment.

The carbon offset strategy is due for completion in Q2 2024.

TARGET 9·4 Our pathway to net zero includes energy efficiency initiatives and renewable energy generation.

Air quality and air emissions

We measure and report other air emissions using the Australian Government's National Pollutant Inventory (NPI) framework[1].

In 2023, our VOC (Volatile Organic Compound) emissions from the Jet Fuel Infrastructure facility (JFI) were 6,585 kg. Whilst this represents a 33 per cent increase from the 4,933 kg reported in 2022, this trend is in line with the increase in jet fuel facilitated through the JFI as a result of the YoY increase in aircraft movements (as the aviation industry continues to recover towards pre-pandemic levels).

Sydney Airport has continued to undertake quarterly VOCs sampling at the airport and in adjacent suburbs. The results indicate low VOC concentrations.

Sydney Airport has operated and maintained an air quality monitoring station (AQMS) to collect and compare air quality data to national guidelines since 2018. Across the 12-month monitoring period, air pollutant concentrations measured at Sydney Airport were similar in magnitude and showed similar seasonal trends to those measured at the nearby NSW Department of Climate Change, Energy, the Environment and Water monitoring stations of Earlwood and Randwick.

No air quality criteria exceedances were attributed to airport operations during 2023. However, four exceedances of the 24-hour average PM10 criterion occurred on 6 February 2023, 6 April 2023, 18, and 19 April 2023. The prevailing wind direction on these days was easterly or north-easterly, which suggests the exceedances were likely caused by dust mobilised from nearby construction sites or unsealed areas.

To supplement our AQMS, seven mobile air quality sensors were installed at Sydney Airport during the year. Data was reported after one year of monitoring (July 2022 to August 2023). Early conclusions on the pollutant levels observed during prevailing wind speeds and directions indicate that the key source of PM2.5 were identified as from the same direction as vehicle traffic, Port Botany or other surrounding industrial activities.

Contamination

We are committed to applying the precautionary principle to protect human health and the environment in relation to per-and poly-fluoroalkyl substances (PFAS) at Sydney Airport.

We continue to advocate with the Australian Government on a polluter-pays approach to the management and remediation of PFAS contamination in accordance with the PFAS National Environmental Management Plan 2.0 (2020).

In 2023, we continued to expand our understanding of the sources and impacts of legacy PFAS contamination at Sydney Airport. One of the highest risk sites, Airservices Australia's current Fire Training Ground, was chosen to target further investigative efforts to close any data gaps and finalise a risk assessment that could be used to bolster our advocacy to the regulator and to Airservices Australia to drive improved environmental performance across sites under their control. Sydney Airport wants to ensure that adequate measures are implemented to ensure the highest level of safety for our people, contractors, passengers, community, and key stakeholders.

We have also progressed our foam transition program at the Jet Fuel Infrastructure depot and set a target to transition to fluorine-free foams by 2028.

Sydney Airport is committed to continuously improving our contamination management and has developed an airport-wide Contaminated Sites Management Plan (CSMP), which the SSS endorsed during the year. The CSMP was developed following best practice guidelines and established clear guidance for investigating, assessing, and managing contamination across the airport estate.

You can read more about our approach to PFAS management in the Sustainability section of our website.

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1.   VOC emissions are reported as per NPI definition and fugitives from storage were calculated using US EPA Tanks. This is in line with the 2022 methodology.

Responsible business

Environmental management

Water management

Total water consumption (including recycled water) in 2023 was 628,496 KL. This is an increase of 6 per cent from 2022. This increase was primarily driven by a 33 per cent increase in passenger numbers compared to 2022, as the airport continues to recover towards pre-pandemic levels. Whilst total water consumption increased, the water consumption intensity, as measured by total water consumed per passenger (L/pax), improved by around 20 per cent YoY, reducing from 20.3 L/pax in 2022 to 16.3 L/pax in 2023. This is also a significant improvement from our pre-pandemic baseline year of 2019, where total water intensity was 20.7 L/pax. Several water efficiency initiatives, including water saving flushes and taps and dual plumbing installed in terminal bathrooms, have contributed to this improvement.

Sydney Airport's water consumption YoY

● Total water consumption (KL)   ● Potable water consumption (KL)   — Potable water intensity (L/pax)
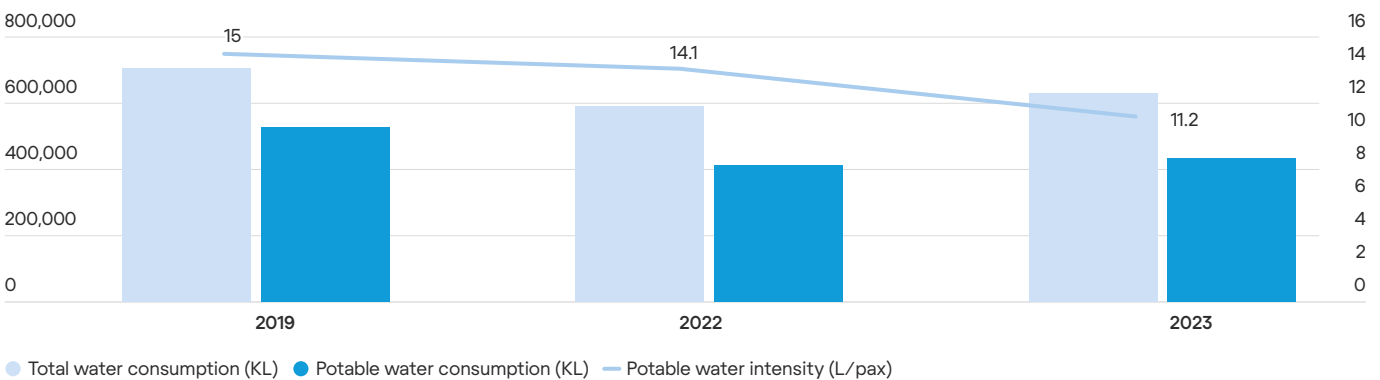
In 2021, we set a target to achieve year-on-year reductions in potable water use from a 2019 baseline. In 2023, total potable water consumption (excluding recycled water) was 431,650 KL, which represents a 5 per cent increase from 2022. Again, this was primarily driven by a 33 per cent increase in passengers compared to 2022. Whilst it is acknowledged that we did not achieve our target in 2023, we are seeing positive trends in potable water intensity, as measured by total potable water consumed per passenger (L/pax), which improved by 21 per cent YoY, reducing from 14.1 L/pax in 2022 to 11.2L/pax in 2023.

As passenger numbers stabilise, and water improvement initiatives continue to be implemented throughout 2024, we are committed to realising YoY reductions in the total water consumed across the precinct.

Throughout 2023, we continued to utilise our onsite water treatment plant at the T1 international terminal to treat wastewater from the terminal for re-use across the T1 precinct.

We are proud of the fact that the toilets in the T1 international terminal, Nigel Love Building (corporate office) and Rydges Hotel all use recycled water from the water treatment plant. Further, the cooling towers at the T1 international terminal use reverse osmosis water, and on hot days, potable water top-ups. The water recycling plant directly reduces our reliability on potable water from the external network.

In 2023, a total of 196,839 KL of water was recycled and consumed through the plant. This represents 31 per cent of the total water consumed across the Sydney Airport precinct.
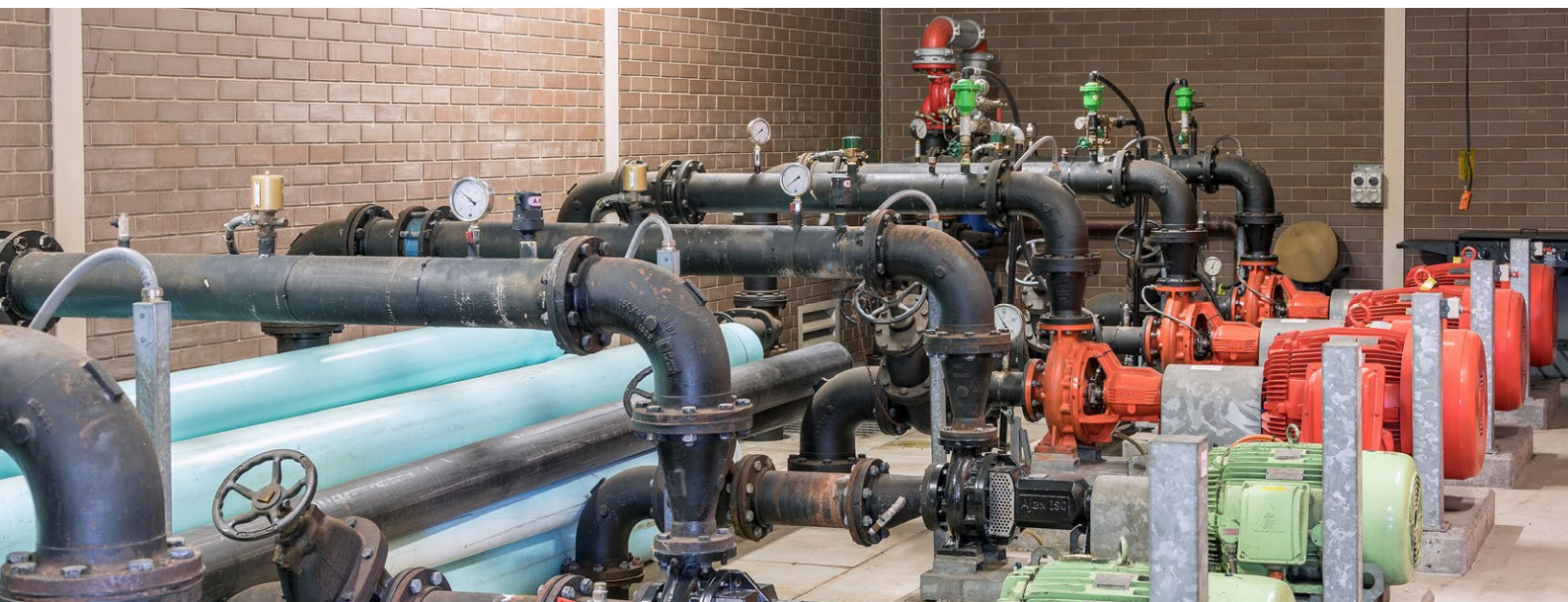
Waste management

The total waste generated at Sydney Airport in 2023 was 5,830 tonnes. 935 tonnes of this waste was recycled and diverted from landfill, representing 22 per cent of Sydney Airport's total non-biosecurity waste. This included 119 tonnes of organic waste, which was recovered and diverted from landfill for part of the year. In 2023, 3,310 tonnes of waste was sent to landfill.

A proportion of the waste generated at the airport is classified as biosecurity and cannot be recycled due to regulatory requirements for its disposal. This biosecurity waste accounted for 27 per cent (1,585 tonnes) of total waste generated in 2023.

The total waste generated in 2023 represents a 36 per cent increase from 2022. This is primarily driven by a 33 per cent increase in passenger numbers compared to 2022, as the airport continues to recover towards pre-pandemic levels. Whilst the total waste generated across the precinct has increased YoY, waste intensity, as a measure of total waste per passenger (kg/pax), has remained stable at 0.15 kg/pax across 2022 and 2023.

Waste contract breach

In June 2023, we commenced an investigation into the recycling being undertaken on our behalf by Veolia, Sydney Airport's third-party waste collection provider. It was discovered that all of our general waste was being sent to the Woodlawn Bioreactor Landfill site. This was in breach of our contractual agreements, which stipulated that Sydney Airport's general waste was to be sent to a resource recovery facility, where at least 30 per cent of our general waste was to be recovered and recycled (and thereby diverted from landfill).

This resource recovery facility was closed in March 2022, however Sydney Airport was not notified at the time. Veolia has since informed us that there are no resource recovery processes available at the Woodlawn site, nor is there any sortation facility in NSW capable of processing Sydney Airport's general waste to achieve post-collection recovery going forward.

Further, in January 2024, Veolia confirmed that from November 2022 to July 2023, our organics waste stream was not being sent to the dedicated organics recovery site, per our contractual arrangement, and instead was being sent to Veolia's landfill site, Woodlawn. From July 2023, Veolia re-commenced the disposal of our organics waste stream at a dedicated organics recovery site.

As a result, Sydney Airport's waste results for 2022 and 2023 have been negatively impacted and our target of year-on-year reduction in 'Waste to Landfill' has not been achieved.

We are disappointed with this outcome and we are focused on how to rectify this issue. We have recently engaged an external waste contractor to review our internal waste processes across the precinct, which will support the development of a renewed waste strategy to improve outcomes going forward. We have installed onsite scales at T2 domestic terminal as a trial to improve collection of waste data, which will deliver further insights to inform our future waste strategy. Various other waste improvement opportunities are also being explored.

We are also working with the Department of Agriculture to propose amendments to existing rules which enforce mandatory sterilized landfill disposal (via autoclaving or other mechanisms) of all waste generated at the T1 International terminal departures (airside), thereby prohibiting any recovery of recyclable or organic waste from this area. Sydney Airport considers this waste stream low risk in terms of biosecurity hazard and is therefore hopeful such a legislative change can be effected to improve overall landfill diversion rates at the T1 international terminal.

We plan to deliver a renewed waste strategy, and supporting waste targets in 2024.

Waste reporting correction

Because of Veolia's contractual breaches, our total waste-to-landfill for 2022 is higher than originally reported in the 2022 Sustainability Report. Specifically, our reported waste recycling rate (%) for 2022 requires amendment from 45.6 to 25.8 per cent. Our reported waste to landfill (tonnes) for 2022 requires amendment from 2,732 to 3,399 tonnes. Total waste generated was not impacted. Further, we did not achieve our target of YoY reduction in waste to landfill in 2022 as previously reported. This was updated on our website during the year.

TARGET 12·5 Our operational and construction waste management initiatives contribute to reducing waste generation through prevention, reduction, recycling and reuse.

Responsible business
Environmental management

Ground based noise

In 2023, one noise complaint was received by Sydney Airport from the community regarding aircraft engine ground running. After investigating the engine ground running logs and consulting with both internal and external stakeholders, it was concluded that the noise complaint was associated with an approved ground running location and time in accordance with Sydney Airport's Aircraft Engine Operating Procedure.

Biodiversity conservation and monitoring

Wetland Weed Mapping

Weed mapping was undertaken in February 2023 and compared to the previous weed mapping report from December 2021. The mapping indicated a reduction in weeds in all areas of the Wetlands that undergo regular maintenance. The inaccessible areas maintained the same weed density as the previous assessment.

Aquatic Weeding

Aquatic weeding also continued. We successfully reduced the density of the Mexican Water Lily, a floating weed, to less than 20 per cent of the surface area of the Engine Ponds and Mill Pond. In addition, we continued to reduce the Alligator Weed infestation in Engine Pond East.

Bringing Country back to Wetlands

Sydney Airport continued our partnership with Wildflower, Gardens for Good Inc. (Wildflower), commissioning additional bush regeneration works at the Sydney Airport Wetlands. Wildflower is an indigenous-led not-for-profit social enterprise specialising in premium sustainable horticulture, landscape and ecology services to businesses and government clients, including ecological restoration projects. Wildflower provides safe, meaningful employment to First Nations people, many of whom face significant and complex barriers to employment.

In 2023, Wildflower undertook 853 hours of bush regeneration work. The works included removing noxious Weeds of National Significance (WoNS), planting more than 780 native species in the endemic area, and collecting native seeds for propagation within the wetlands' riparian zone.

The information sharing between the organisations has boosted community engagement by providing staff with a connection to the environment and further broadening the employment prospects of at-risk young people.

In May 2023, the project won a $50k community grant from IFM Investors, one of Sydney Airport's owner groups, which demonstrated top-down support of the project. The grant went directly to Wildflower to further fund bush regeneration works at the wetlands.

In August 2023, the project also won the Heritage, Culture and Community Spirit Award in the 2023 Keep Australia Beautiful NSW Sustainable Cities Awards.

The bush regeneration works are vitally important to biodiversity in the area. The wetlands are home to native birds, and so by removing weeds and restoring native ecological communities, threatened species are supported.

Sydney Water's Mill Stream sewage overflows

Over the past three years, Sydney Airport has actively and repeatedly engaged with Sydney Water at both the executive and officer levels to drive meaningful improvements to reduce the aviation safety, human health, and environmental risks associated with the Mill Stream sewage overflows.

In 2021, the Australian Government's Airport Environment Officer (AEO) granted Sydney Water a three-year Authorisation under the Airport (Environment Protection) Regulations 1997 to pollute the Mill Stream.

The three-year Authorisation requires Sydney Water to meet discharge targets through several initiatives and to prepare a long-term strategy that outlines how it will remove or significantly reduce sewage overflows.

In 2023, 1,200 megalitres (ML) of untreated sewage were discharged into the Mill Stream, which flowed directly into Botany Bay. The overflow volume decreased from 8,557 ML in the previous year as the overflows are wet weather-dependent; however, this is still above the 740 ML/year target in the 2021 Commonwealth Authorisation to pollute.

Gross pollutants, including wet wipes, sanitary products, and syringes, are also contained in the sewage overflow water discharging to Botany Bay. The Authorisation requires Sydney Water to remove gross pollutants from the mouth of the Mill Stream and the surrounding beach following discharges. In 2023, crews of four to eight people were deployed to clean the beach following discharges. While this approach mitigates some of the risks, aviation and human health risks associated with the gross pollutants remain.

In September 2023, Sydney Water advised us that it had not secured funding to pursue a long-term solution and would instead defer this decision until 2026, which, if successful, would not see infrastructural improvements realised until 2032 and beyond. Sydney Airport has expressed disappointment at the lapse in achieving the necessary funding to address a long-term solution.
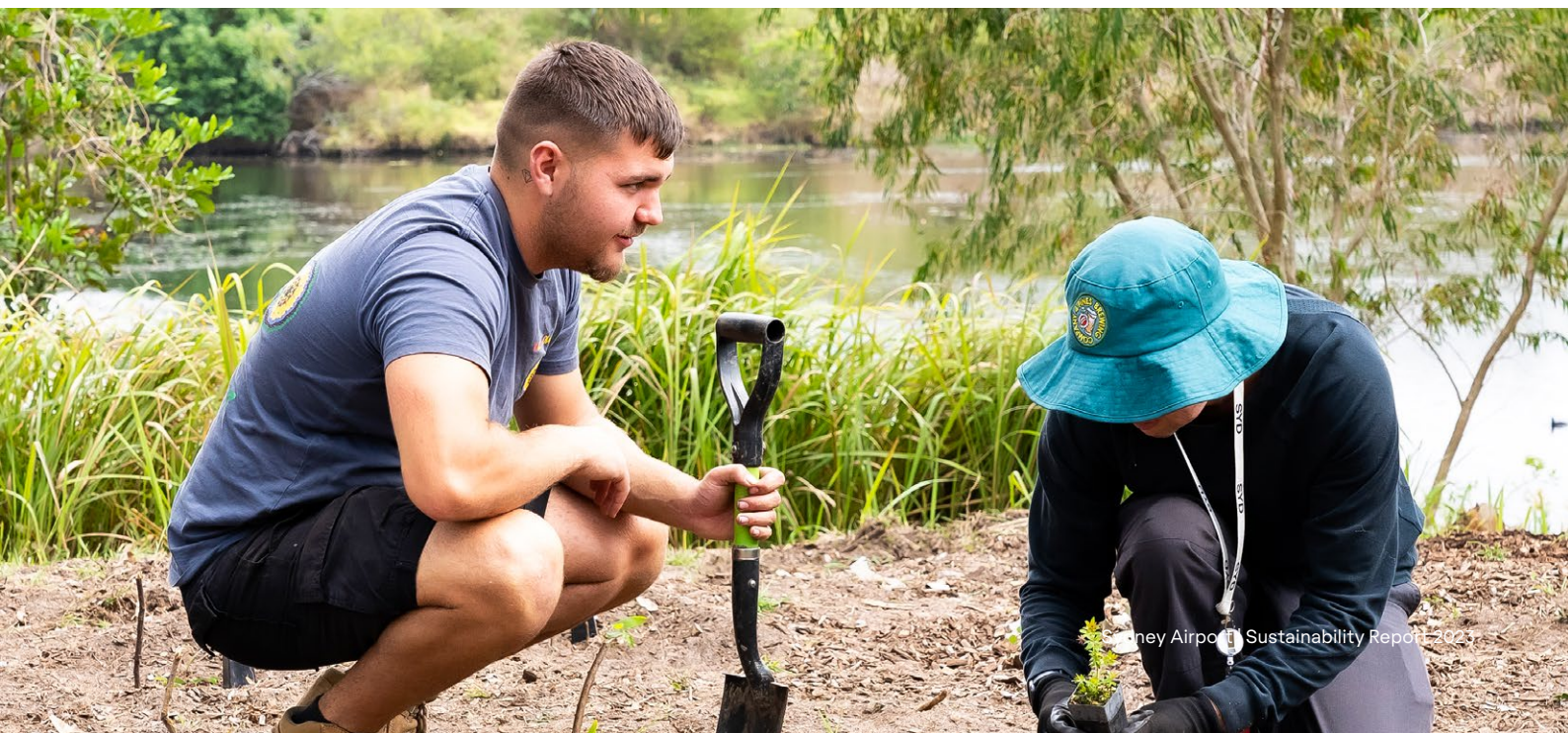
Responsible business

Fair and ethical business

Our Code of Conduct is founded on our purpose and values. It makes it clear for our people that fair and ethical decision-making is the only way we do business at Sydney Airport.

This year, we expanded our Code of Conduct training, requiring all Sydney Airport employees to complete gifts and benefits training. The training was innovative, providing a number of role-played scenarios showing how the policy should be practically applied. Gifts and benefits at Sydney Airport are managed in a transparent manner, the policy incorporates ethical decision-making, good governance, corruption prevention principles, and effective risk management strategies.

A second Procurement E-Learning Series was also launched covering Contract Management. This module supplemented our Guide to Contract Management, which establishes the minimum standards and expectations of the airport's Contract Managers and Project Managers when overseeing a supplier's performance, compliance and delivery of contracted requirements, including, among other things, sustainability elements.

Modern slavery

In 2023, we focused on two key areas of our business to mature our risk assessment and provide specialist modern slavery training sessions for risk owners. These two areas manage the relationships within two of our high-risk supplier categories, major labour-based services and construction, and our aviation team.

We engaged specialist human rights consultancy, Pillar Two, to develop and host workshops to assist the airport with improving our modern slavery risk management.

We also reviewed how we manage modern slavery risks in our supply chain. Specifically, we reviewed our procurement processes and how these are being implemented at the airport. Additionally, we benchmarked our current practices against five peer organisations. We plan to use the recommendations and actions derived from this work to inform a procurement maturity road map to help us improve our modern slavery response.

To address modern slavery risks in our supply chain, we continued to engage the services of CM3. This third-party assessment is an additional measure to our Sustainable Supplier Survey process and assesses supplier documentation, policies and procedures that demonstrate supplier compliance with modern slavery principles. No instances of modern slavery were identified during our assessments in 2023.

Sydney Airport manages modern slavery risk in our operations and value chain through our Modern Slavery Working Group, a cross-functional team that meets quarterly to deliver an annual program of work.

Our Modern Slavery Working Group continues to monitor regulatory and legislation trends including the Australian Government's review of the Modern Slavery Act 2018 and the New Zealand Government's consultation on potential modern slavery legislation.

Please refer to Sydney Airport's 2023 Modern Slavery Statement for further details.

We have partnered with a third-party to promote our procurement expectations, specifically about transparency and reporting on human rights, health and safety and environment.

Whistleblower reports

Sydney Airport's whistleblowing program offers a secure and confidential avenue for concerns to be raised and addressed. All reports are taken seriously and investigated internally or externally as appropriate based on their nature and requirements related to independence and resources. The Audit and Risk Committee of the Board receives updates and remains informed about investigations and subsequent actions.

During the reporting period we received two reports. The first matter was investigated and found not to meet the criteria to qualify as a whistleblower report. It was characterised as a Human Resources related grievance. Nevertheless, it was treated seriously and as a result of the report, increased leadership training was provided to strengthen the culture in the relevant team and to reduce the risk of misconduct. The second report related to a SYD contractor concerning working rights. The matter was investigated and found to be unsubstantiated.

Responsible business

Technology and cyber security

Sydney Airport's network transformation project continued into 2023, with the major core networking equipment across T1 international and T2 domestic terminals redeployed and optimised, to further reduce the risk of operational impacts in the event of an outage or issue.

Our Room Remediation project continues to modernise the communications rooms supporting our mission-critical infrastructure, with blueprints developed and deployed to ensure these rooms remain resilient throughout their operational lifecycle.

Throughout the year, all our partners and vendors were migrated successfully to a new secure remote access capability, allowing them to continue supporting the airport 24/7 while lowering the risk of remote cyber-attacks, one of the number one risks facing critical infrastructure providers across Australia.

Sydney Airport's Cyber Security team improved our detection capability within our operational technology, including high-risk infrastructure. This capability has been integrated with our 24/7 security operations centre to ensure that we have full coverage of our assets.

In June 2023, Sydney Airport ran a cyber security exercise with the Australian Government, including the Hon. Clare O'Neil MP, the Minister for Home Affairs and Cyber Security, our airline partners, various federal and state emergency response organisations, and Airservices Australia. A significant cyber-attack on safety critical systems was modelled, and the response was discussed. Such exercises help ensure Sydney Airport and our partners are prepared for high-threat scenarios and allow us to form key relationships with members of the government who will support us in a crisis.

In 2023, we completed a full recertification audit of our ISO 27001 (information security) certification and ran internal desktop exercises to test and improve our response to cyber-attacks.

In addition to our phishing training campaigns that are sent quarterly to the organisation, we stepped up our cyber awareness program in 2023 with webinars run by Australian Cyber Experts to communicate to staff how to keep cyber safe both at work and at home. This coincided with the rollout of an upgraded password manager, which includes the ability for family use.

Our phishing susceptibility rate for 2023 was 2.08 per cent. This result indicates a strong uptake of the training programs and phishing exercises that have been implemented to date.

There were no reportable data security breaches in 2023.

Planning for the future

2023 performance highlights

Climate risk governance strengthened

with 96 transition and adaptation actions identified

Hidden Disabilities Sunflower program launched in partnership with Autism Spectrum Australia

Deborah Lawrie flyover bridge opened to public

Climate resilience

Sydney Airport is Australia's major gateway airport. We recognise that we serve an essential piece of regional and national infrastructure supporting our communities' mobility and economic growth.

Our operations deliver high levels of availability, reliability and resilience, and we recognise that climate change has the potential to affect our business through physical and transition risks.

We are committed to improving the resilience of Sydney Airport to the current and emerging physical and transition risks posed by climate change, ensuring continued operations and growth.

Throughout 2022 and 2023, we updated our climate scenarios, using the latest climate science, and assessed our resilience against existing and emerging physical and transition climate risks and opportunities.

Through comprehensive stakeholder engagement, we identified existing and future mitigating actions required to ensure Sydney Airport's climate resilience. We finalised our updated Climate Action Plans; Decarbonisation and Adaptation, which reflect our updated risk assessments and corresponding mitigation actions. These Climate Action Plans supersede Sydney Airport's first Climate Risk Action and Adaptation Plan, developed in 2019. These climate risks and action plans have now been fully embedded within our risk management framework.

Climate-related scenario analysis

Scenario analysis is an important tool Sydney Airport uses to identify climate risk over time and build our understanding of the resilience of our assets and our business to a changing climate.

Throughout 2022 and early 2023 we updated our climate scenarios, using four divergent scenarios against which to test our resilience, adding a 'Delayed Transition' scenario to mature the analysis. Our scenario analysis was facilitated by climate risk and energy transition consultancy, Energetics.

We drew on advances in climate science and scenario development by the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC) and the Network of Central Banks and Supervisors for Greening the Financial System (NGFS) and expanded the scope and depth of analysis. We then used the findings to generate and update actions to build business resilience.

Stakeholder engagement was undertaken through climate risk workshops held in December 2022 and February 2023 with key staff. During these workshops, we investigated and tested Sydney Airport's resilience against physical and transition climate risks and opportunities under the four updated climate scenarios.

Key insights from our scenario analysis include:

Transition risks

- Sydney Airport's most material sources of transition risk are outside its direct control. Whilst Sydney Airport has a limited role in overall aviation decarbonisation, there are opportunities to contribute to industry transformation efforts

- SAF will be essential for reducing transition risk across all scenarios. Sydney Airport can actively participate in SAF advocacy efforts to encourage uptake of supply and demand side market opportunities to stimulate a SAF industry within Australia

- Reputation risks form some of the most material risks to Sydney Airport. Keeping abreast of stakeholder expectations regarding climate risk and ensuring Sydney Airport is capable of meeting them is necessary

Physical risks

- Between now and 2030, there is no material difference in physical risk profile across the scenarios, as historic emissions have already locked in global warming over this time period. Differences beyond this date will emerge, but many decisions may need to be made before the world's future warming pathway can be determined

- Flood adaptation measures are already being investigated to enhance Sydney Airport's resilience to future intense rainfall and storm surge events. Further investigation is underway to assess the effectiveness of resilience measures against future hot/dry events

- As with transition risk, much of Sydney Airport's exposure to physical risk is outside our direct control. However, we can improve the physical resilience of our own operations – and are doing so through our flood risk management and adaptation and urban heat island effect studies.

Refer to our 2023 Response to the recommendations of the Taskforce on Climate-Related Disclosures for further information on Sydney Airport's scenario analysis, transition and physical risks and opportunities, and the actions we are taking to address them.

TARGET	13·1

We are using scenario analysis to strengthen adaptive capacity and resilience.

Planning for the future
Climate resilience

Climate-related risk management

In 2023, we continued to build upon and improve our approach to managing the physical and transition risks posed by climate change.

All priority physical and transition risks, identified during climate risk assessments, have been allocated key actions for implementation.

These actions describe mechanisms to embed climate change adaptation and mitigation into airport planning, strategy development, design, and operations.

These actions have been reviewed and prioritised and risk owners and partners for implementation have been identified. Together, a total of 96 actions (71 decarbonisation and 25 physical adaptation actions), shared across 6 business units with 23 individual owners,

have been identified to enhance the climate resilience of our business model and operations.

In 2023, these actions were incorporated into our risk management framework and recorded in our risk management system (CAMMs), with each action having an assigned owner/s and due date. These actions will be tracked through periodic reporting in line with our existing risk management framework.

Climate Resilience Strategy

Sydney Airport's climate-related risks and opportunities are addressed through our Climate Resilience Strategy, which has four components. These are:

Energy efficiency and carbon reduction

Asset adaptation and future proofing

Business resilience and carbon emissions reduction

Advocacy for a low carbon economy

Energy efficiency and carbon reduction

Energy efficiency is a key pillar of Sydney Airport's Net Zero 2030 (scope 1 and 2) Roadmap. In 2023, we implemented a number of energy efficiency initiatives, that are anticipated to deliver a reduction of 7.6GWh of annual energy consumption and approximately 6,000 tCO2e of annual Scope 2 emissions reductions.

Read more about our 2023 energy efficiency initiatives and our progress against the key actions identified in our Net Zero 2030 Roadmap in the Environmental Management section of this report, starting on page 21.

Asset adaptation and future proofing

We recognise physical impacts of climate change may present risks to our assets now and into the future. Adaptation measures focus on our physical risk response. Asset adaptation and future proofing can lower our exposure to climate hazards and extreme weather.

Sydney Airport's most material physical climate risks, which have been stress-tested through qualitative scenario analysis, mainly stem from wet/windy compound events, with lesser but significant risks from hot/dry compound events.

Flood modelling for wet/windy events

Sydney Airport's extensive flood modelling was developed and built upon throughout 2021 and 2022. This modelling assessed a range of climate

change scenarios (inc. Representative Concentration Pathways (RCP) 2.6, 4.5, 8.5) to quantify the risks to Sydney Airport. The outcomes of these studies are being incorporated into our business continuity and operational resilience plans, as well as the revised Built Environment Sustainability Standards, covered on page 36.

Urban heat island effect study for hot/dry events

Sydney Airport's climate risk assessments have identified that extreme heat events are expected to increase in frequency and intensity due to climate change. The impact of these extreme heat events is expected to amplify the urban heat island effect, especially in an airport setting with extensive hard surfaces and sparse dry grass in combination with low tree/canopy cover. The specific risks of such extreme

heat on airport operations, assets, infrastructure, and people are relatively less understood.

In 2023, we commissioned an urban heat island effect study to address this and identify such risks associated with extreme heat particularly hot/dry compound events at the airport and to recommend strategies and actions to mitigate these risks. This study is due for completion in early 2024.

We plan to use the key outputs of this study to inform Sydney Airport's 2046 Master Plan and the Built Environment Sustainability Standards, covered on page 36.

Refer to our 2023 Response to the recommendations of the Taskforce on Climate-Related Financial Disclosures (TCFD) for further information about our physical risk asset adaptation initiatives.

Business resilience and carbon emissions reduction

During 2023, we made significant progress against a number of initiatives that form part of our Roadmap to achieve Net Zero carbon emissions for Scope 1 and 2 emissions by 2030. Read more about our progress against the key actions identified in our Net Zero 2030 Roadmap in the Environmental Management section of this report, starting on page 21.

We also remain committed to our target of achieving carbon neutral certification, under the Airport Carbon Accreditation (ACA) Level 4+ scheme.

As part of our 2022-2024 Sustainability Strategy, we set a target to reduce Scope 3 emissions from airport ground operations by 50 per cent by 2025. In 2023, our Scope 3 emissions from airport ground operations were 80,824 tCO2e, which is a 9 per cent increase compared to 2022. This was primarily driven by a 14 per cent YoY increase in aircraft movements, as the industry continues to recover from the COVID pandemic.

We remain committed to achieving our target of 50 per cent reduction in Scope 3 emissions from airport ground operations by 2025 (versus a 2019 baseline) and plan to drive reductions in our Scope 3 ground operations emissions, through the following initiatives:

- **Tenant (third party) energy use:** We plan to reduce emissions related to tenant electricity through the Power Purchase Agreement (PPA), which will come into effect from 1 January 2025. We intend to do this by supplying the equivalent of 100 per cent renewable electricity to tenants, (where we have existing power supply arrangements) and by retiring the associated large scale generation certificates (LGCs) on behalf of, or in collaboration with, our tenants[1].

- **Auxiliary Power Units (APU):** To reduce APU emissions (Jet A1 fuel burn) whilst aircraft are on gate, Sydney Airport is implementing several initiatives to improve utilisation of Ground Power Units (GPU) and Pre-conditioned Air (PCA) across the precinct. Improved utilisation of this equipment reduces the need for aircraft to burn Jet A1 fuel whilst on gate, thereby significantly reducing emissions. Such initiatives include GPU infrastructure upgrades, system implementation for utilisation measurement, and other policy and governance mechanisms. We expect that our renewable PPA will further contribute to this reduction, as the equivalent of 100 per cent renewable electricity will be provided through the GPUs from 1 January 2025 onwards.

- **Ground Service Equipment (GSE):** GSE are owned and used by ground handling agents at Sydney Airport to provide ground and baggage handling services for airlines. Transitioning the GSE fleet across the precinct to electric alternatives (eGSE) is expected to reduce the emissions associated with GSE vehicle fuel burn and should ultimately eliminate these emissions once Sydney Airport has the equivalent of 100 per cent renewable electricity supply, through the PPA. This transition will involve Sydney Airport installing eGSE charging infrastructure across the precinct, as well as working collaboratively with ground handling agencies and airlines to encourage them to transition their GSE fleet to electric alternatives. A detailed GSE transition strategy is under development and is due for completion in 2024.

Refer to our 2023 Response to the recommendations of the Taskforce on Climate-Related Financial Disclosures (TCFD) for further information about our Scope 3 emissions initiatives and associated climate resilience strategy.

Advocacy for a low carbon future

In the medium- to long-term, Sydney Airport believes that SAF is the primary pathway for aviation to credibly decarbonise[2]. While Australia is well placed to become a significant global producer of SAF and other renewable fuels, production of SAF in Australia is dependent on the timely development of clear government policy to establish a local market and catalyse private sector investment in SAF refining capacity. In realising these priorities, Australia can play an outsized role in the decarbonisation of the aviation sector and become a world leader in the production of SAF. In 2023, Sydney Airport continued its advocacy efforts for SAF.

Sydney Airport is a member of Bioenergy Australia's Sustainable Aviation Fuel Alliance for Australia and New Zealand (SAFAANZ) working group alongside aviation industry peers and fuel producers.

Aviation Jet Zero Council

Sydney Airport applauds the Australian Government's establishment of a Jet Zero Council in Australia and looks forward to continuing to participate to achieve action and policy.

In 2023, Sydney Airport supported the Aviation Jet Zero Council through participation in the AAA Sustainability Working Group which is delivering Workplan item #5 (identifying changes required to airport operations and infrastructure that will support decarbonising aviation). This item is scheduled for submission to the Australian Government in 2024.

Sydney Airport also advocates for the NSW Government to develop a SAF investment prospectus for NSW and consider establishing grants, funding, and assistance programs to stimulate the development of a SAF bioeconomy in NSW.

Aviation Green Paper submission

As part of Sydney Airport's Aviation Green Paper submission, we worked with Melbourne and Brisbane airports, in collaboration with IFM Investors (one of SAAH owner groups), to form a joint airport advocacy position to advance a domestic SAF industry in Australia. The joint position statement is included overleaf.

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1. The extent to which SYD's Scope 3 emissions related to tenant energy use can be reduced is dependent on the individual contractual arrangements that Sydney Airport will have in place with existing and future tenants.
2. www.iata.org/en/programs/environment/roadmaps.

Climate resilience

Advancing a domestic sustainable aviation fuel industry

Background and context

- East coast Australian capital city airports are national leaders in achieving accelerated Net Zero outcomes for Scope 1 and 2 emissions.
- A clear and timely approach to management of airport Scope 3 emissions is critical to the aviation sector to protect consumers ability to travel in a cost-effective manner. As seen in Europe, scrutiny around carbon emissions impact on travel is only going to increase.
- For Scope 3 airport emissions, we recognise that Sustainable Aviation Fuel (SAF) is the primary pathway for aviation to credibly decarbonise in the medium term.
- The typical scope 3 emissions profile of a major airport shows that approximately 85% of these emissions are created by aircraft.
- Currently, significant Australian SAF feedstock is contracted to be exported overseas for use in biofuels (i.e. Singapore, EU).
- Australia is falling behind global policy mechanisms to catalyse SAF uptake.
- Government, through the Aviation Jet Zero Council has flagged that it is looking to industry to develop a unified plan for the sector to implement credible decarbonisation efforts.

Risks of inaction

- The Australian domestic aviation sector (particularly airlines with only a domestic footprint) cannot decarbonise without a local SAF market.
- Australia's long overseas fuel supply chains expose us to geopolitical changes and climate risks.
- Without a near-term pathway for SAF refining in Australia, there is a high risk that Australian feedstock export agreements are extended well beyond 2030, further entrenching overseas dominance in this space and limiting local industry development.
- Inaction will challenge an airport's social licence to operate and grow. Over time, this will negatively impact travellers through greater commercial challenges in attracting new international airlines which favour destinations with an established source of SAF.
- Airlines (other than purely domestic operators) have a global choice where to adopt SAF – this decision will be price and volume-driven. Currently, without policy in

Australia, both major domestic Australian airlines will seek to buy SAF in overseas markets with attractive subsidy mechanisms.

- Without interest in domestic SAF offtake from major airlines, Australian feedstock will continue to be exported to be refined and purchased offshore. Shipping unrefined Australian feedstock into Europe, the US or Southeast Asia for it to be refined and flown back by airlines frequenting Australian airports is a perverse outcome from an environmental, economic and fuel security perspective.
- This presents a potential medium-term risk to Australian airports' Scope 3 reduction efforts as carbon reduction from SAF is likely to be calculated from the point of origin.

Opportunities for a domestic SAF market

- Australia has a global comparative advantage in its farming capability and land availability. CSIRO report there is sufficient feedstock to supply almost 5 billion litres of SAF production in Australia, or around 50% of forecast jet fuel demand in 2025[1].
- Australia is well placed to become a significant global producer of SAF and other renewable fuels. With significant volumes from variety of SAF feedstocks, the transition to clean fuels presents a significant 'clean economy' refining opportunity for Australia.
- By extending Australia's participation in the clean fuels supply chain to refining, we have a window of opportunity to develop new high value-add industries and jobs. If this opportunity is missed, these high value-add industries will be ceded to other countries which are competing to attract capital, decarbonise their economies and scale up net zero industries. This is a significant risk for Australian aviation, which is one of the hardest to abate sectors.
- The airports are able to facilitate SAF blended as a drop in fuel without any additional modifications to jet fuel infrastructure. No changes are needed to joint user hydrant infrastructure (JUHI) if SAF is blended off site (which is a requirement of the relevant standards).
- Boosting Australian production of feedstock and producing sustainable fuels locally creates further opportunities for liquid fuel security and regional jobs.
- Production of SAF in Australia is dependent on timely development of clear government policy to establish a local market and catalyse private sector investment in SAF refining capacity.

[1] https://www.csiro.au/en/news/All/Articles/2023/August/sustainable-aviation-industry-australia

MELBOURNE AIRPORT   **SYD**   BRISBANE AIRPORT AUSTRALIA **BNE**

Proposed aligned SAF policy position across airports

- The Australian Government needs to set a clear, articulated objective for SAF that is underpinned by global best practice policy mechanisms as set out below.

1 **Government should play an active role to support the development of a domestic SAF market.**

Due to the limited pathways to decarbonising aviation, and lack of alternate modes of transport in Australia, it is recommended that Government prioritise feedstock for use in SAF and catalyse industry uptake with a volume-based target for domestic SAF sales.

Over the long term, and once a domestic SAF industry has matured, Government could consider the addition of carbon intensity (CI) requirements to SAF usage targets. Doing so would encourage refiners to optimise their feedstock supply chains and pursue actual life cycle carbon assessments (i.e. under CORSIA, as has been observed in the US, or the more current GREET framework, as has been observed in Canada).

2 **The development of a certification framework.**

Australia needs to develop SAF certification processes, initially by volume then transitioning to consider lifecycle greenhouse gas assessments over time.

3 **Implementation of a transparent market for trading SAF credits.**

(i.e. 'book and claim system', and integration with NGER Scheme). Incentives should be introduced to encourage local production and use of SAF (e.g., NGER-based incentives for Australian produced SAF when used within Australia or on routes originating in Australia).

4 **Establishment of supply-side (incentive) policy measures.**

Incentive-based solutions are essential to develop domestic SAF refining. As we are seeing globally, targeted incentives (such as tax credits) are essential to close the gap between global incentives.

5 **Establishment of demand-side mandates such as a targets.**

(i.e. an agreed percentage SAF blending standard by 2030) or Fuel Carbon Intensity Standard in line with industry best practice. This would ramp up and allow for mandates over time. CI requirements for SAF must balance the dual objectives of catalysing refining capacity and applying downward pressure on SAF carbon intensity over the long term.

Examples of what does good look like?

- To date, governments overseas have adopted, or are close to adopting, two types of policy mechanisms to catalyse SAF demand and production:

Policy mechanism	Targets/mandates	Incentive-based solutions
Example jurisdictions	EU, UK, Canada, Norway, Brazil, NZ, India, Japan Californian Low Carbon Fuel Standard – LCFS;	US: Renewable Fuels Standard – RINs; Inflation Reduction Act – IRA; US Sustainable Skies Act
Typical policy	10% SAF mandate by 2030	US$0.46/litre tax credit for SAF produced in the US
Considerations	Can be applied on fuel suppliers (ReFuelEU) or airlines (Brazil). Airline targets are generally considered less effective due to 1) limited control over fuel supply and 2) airline emissions reduction targets already matching or exceeding national targets.	Market-based solutions (e.g. certificate/credit schemes) are used as enabling economic architecture for supply-side targets (i.e. offsetting the green premium through incentives/penalties). Californian 'cap & trade' credit schemes spread economic burden of SAF refinement across petroleum market in a manner like Australian Safeguard Mechanism (not currently applied to SAF / jet fuel)

MELBOURNEAIRPORT   **SYD**   BRISBANE AIRPORT AUSTRALIA **BNE**

Planning for the future
Sustainable design and development

Embedding sustainability in new project gating processes

In 2023, our Enterprise Project Management Office (EPMO) and project stage-gating processes were refreshed to support the successful delivery of our strategic capital project portfolio. Sustainability is recognised as a key enablement function within this process, along with other key business units (e.g. finance, risk, etc.). Enablement functions provide subject matter expertise across projects to ensure key business processes are adhered to and ensure projects are set up for success.

Our Sustainable Design Guidelines (SDGs) articulate the sustainability requirements at each stage-gate phase of a project. These requirements are being further integrated into the refreshed EPMO stage-gating process to ensure capital projects can help to achieve organisational sustainability outcomes over time.

The sustainability requirements are broken up into four project phases:

- **Sustainability alignment:** project brief and project requirements phases (gates 0 and 1)
- **Sustainability integration:** concept design, design development, and detailed design phases (gates 2-4)
- **Sustainability delivery:** construction and operational readiness phases (gates 5 and 6)
- **Sustainability operation:** post-construction phase (gate 7)

Sustainability review is carried out at all project phases with sign-off at key phases to ensure appropriate implementation of the SDGs and progression of the project to the next funding phase.

Built Environment Sustainability Standards

In 2023, we began updating our Sustainable Design Guidelines, and rebranding them as Built Environment Sustainability Standards (BESS) to reflect the incorporation of both building and infrastructure projects, whilst addressing the entire project life cycle from feasibility to design, construction and occupation. The BESS are intended to be operationalised and aligned with the refreshed EPMO stage gating process, requiring projects to demonstrate compliance with minimum sustainability requirements, whilst ensuring improved clarity and user friendliness.

We anticipate that the BESS will be completed and rolled out with training sessions for key internal stakeholders in 2024. Upon integration of the BESS into the new EPMO gating process, significant improvements to the sustainability outcomes of capital projects going forward will be expected.

T1 BHS upgrade project

Baggage Handling Systems (BHS) are critical to airport operations. The T1 international terminal BHS upgrade project aims to keep up with regulatory changes, enable operations to support future growth, increase resilience and capacity of the baggage room, and improve overall service levels. As part of the project, we also plan to update the checked baggage screening machines across all three terminals.

Sustainability was an important early consideration of the T1 international terminal BHS upgrade program, with Sydney Airport requiring all BHS design partners to meet the relevant requirements of the Sustainable Design Guidelines in their respective designs. This includes specific requirements for energy & carbon efficiency, materials & circularity, and sustainability management. Significant weighting was given to most sustainability criteria in the design partner evaluation process.

Blended blast furnace slag

The Southeast (SE) Sector Apron development project is aiming to deliver four new aircraft parking positions at the SE Sector and will extend Taxiway Juliet from the south-west and Taxiway Delta from the north to provide access to the SE Sector and improve aircraft circulation and efficiency around the airport.

Amongst the various sustainability initiatives implemented into the design of the project, the most notable is the use of blended blast furnace slag (BBFS) as the primary pavement material. BFFS is a waste product produced during the steel making process (in various forms) and has ideal cementitious properties. We estimate the BBFS material will replace approximately 106,000 tonnes of conventional blasted basalt natural rock material in the project.
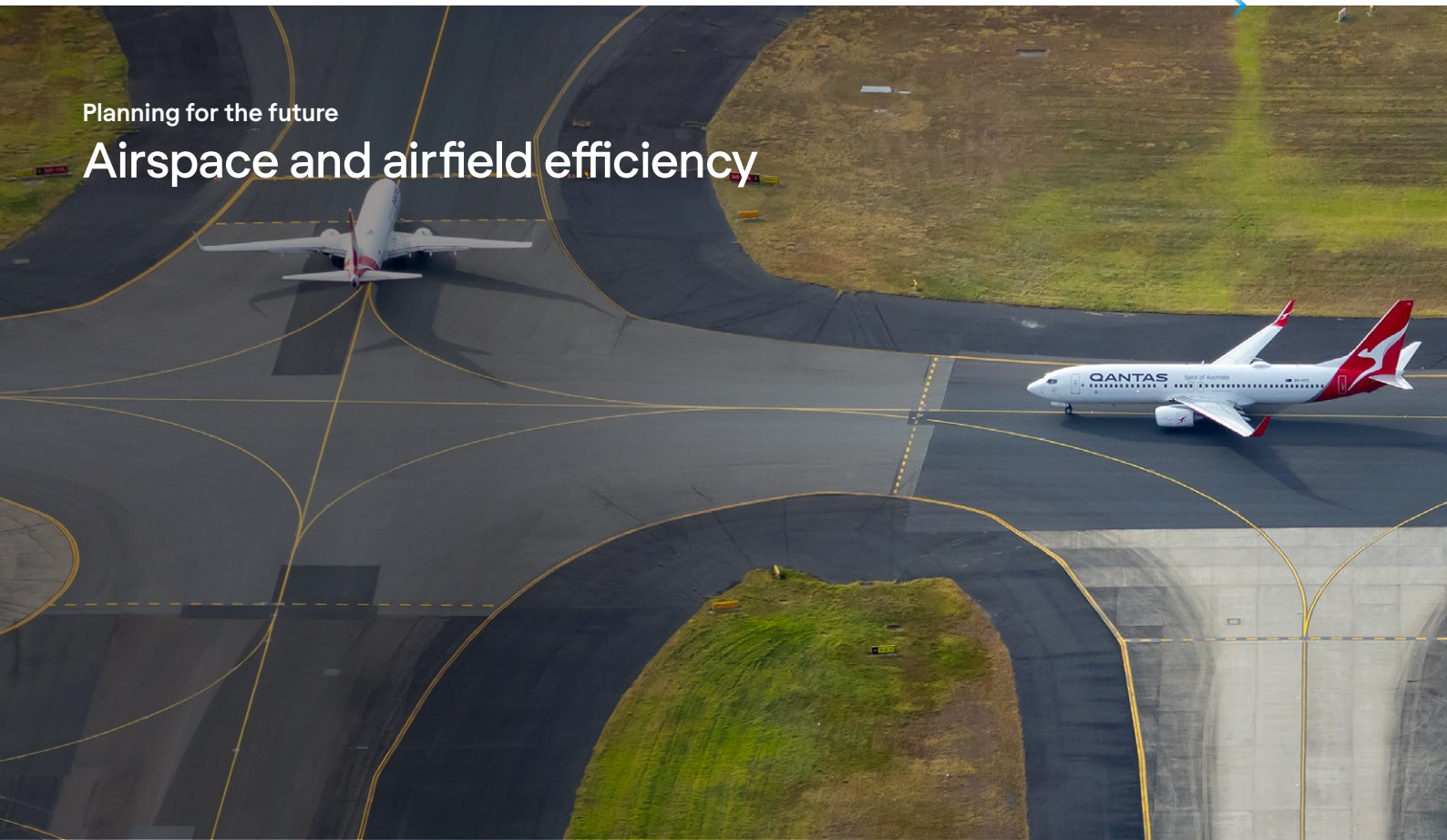
TARGET 13·1

We are building resilience and adaptive capacity into our assets as we transition to a low carbon future.

Planning for the future

Airspace and airfield efficiency

Sydney Airport continues to advocate for several recommendations which we consider can assist in improving airspace and airfield efficiency.

Airspace efficiency

In the short-term, there are a number of immediate actions the Australian Government could take to reduce needless emissions at, and around, Sydney Airport, including reforming Sydney Airport's inefficient slot management system, modernising Sydney Airport's airspace and flight paths, and reviewing the *Sydney Airport Curfew Act 199*5 (Cth) (the Curfew Act).

There are several legacy processes and regulations that could be reviewed to improve airspace efficiency and reduce aircraft fuel burn (and, therefore, carbon emissions). These changes could also deliver improved noise outcomes for local residents.

For example, an aircraft performing a 'continuous descent arrival' (CDA) approach to an airport keeps the aircraft higher for longer and uses less jet engine thrust, therefore generating less noise and emissions when compared to the traditional 'stepped approaches' currently used when aircraft descend below 9,000 feet.

Sydney Airport supports the increased use of CDA because it will reduce aircraft emissions and noise. According to Airservices Australia, early trials have demonstrated that using CDA can save as much as 400kg of fuel per arrival, depending on aircraft size, weather, and other air traffic conditions. This could equivalate to more than one tonne of carbon emissions savings per flight. At over 100,000 of arrival flights per year, this could reduce emissions by approximately 100,000 tCO2e per annum.

There are also opportunities to use the most up-to-date air navigation technology, broadly called 'required navigation performance', to reduce overflight of residential areas further and reduce track miles flown by aircraft. This again could reduce noise impacts and emissions at Sydney Airport.

These recommendations were outlined in detail in Sydney Airport's Aviation Green Paper Submission, which can be found here.

RUNWAY
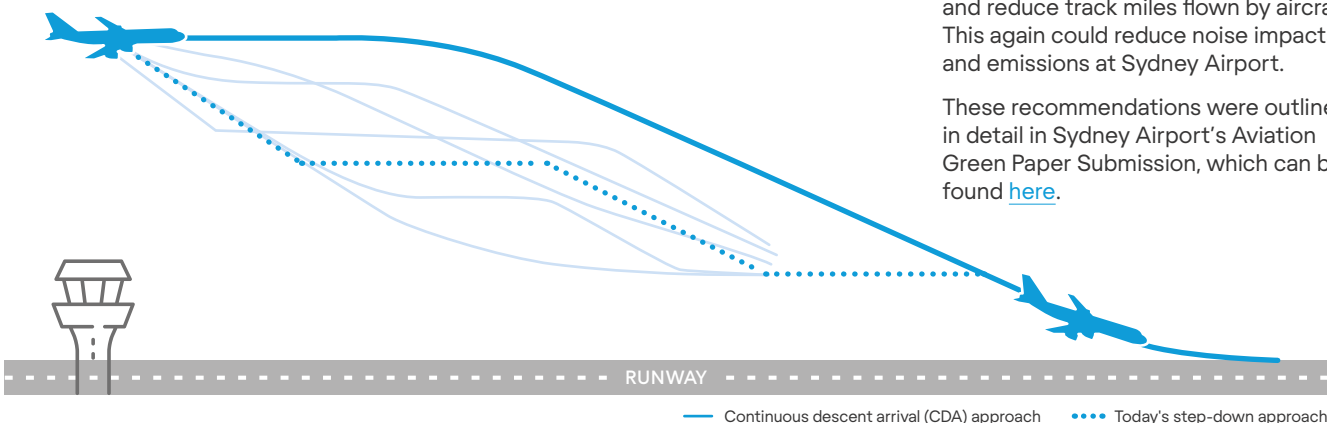
—— Continuous descent arrival (CDA) approach   ••••• Today's step-down approach

Airfield efficiency

Sydney Airport encourages the Australian Government to allow intersection departures at Sydney Airport to reduce taxiing distance and emissions, and deliver safer outcomes.

Since 1994, jet aircraft departing to the north from runway 34L have been required to commence their take-off roll from the very southern end of the runway. This requirement was to minimise noise impacts by ensuring aircraft were as high as possible when they flew over residential areas to the north of the Airport. However, for all but the largest aircraft, it would be operationally feasible and safe for these flights to commence their take-off roll at the intersection of runway 34L with taxiway L (this is called an 'intersection departure').

This approach would reduce taxiing distance by around 1.5km for every jet aircraft as well as deliver a safer outcome because active runway crossings would be substantially reduced. If just three quarters of those aircraft were able to operate an intersection rather than a full-length runway departure, the overall reduction in taxiing distance would, over a year, be nearly 29,000 km. That is the same as an aircraft taxiing from Sydney to Perth nine times. This could reduce emissions by around 1,200 tonnes per annum. It is also expected that the change in noise pattern would not be significant.

Sydney Airport also encourages investment in Airservices Australia's delivery of an A-CDM (or similar) solution.

A harmonised system, which brings together airport infrastructure, airline operations, ground handlers and air traffic control (ATC) through data sharing and use of technology would maximise efficiency and therefore reduce needless emissions.

For example, an Airport Collaborative Decision Making (A-CDM) solution has the potential to make aircraft ground operations more efficient, reduce taxiing time on the ground for both arrivals and departures, and optimise trajectories to prevent unnecessary fuel consumption in flight and during LTO cycles. An A-CDM solution would benefit the efficiency of the entire Australian aviation network and would result in significant carbon emissions savings.

Planning for the future
Customer experience

In 2023, Sydney Airport implemented a range of initiatives to improve the customer experience. Some of these initiatives include improving kerbside management, investments in security screening processes and technology and refreshing our transfer bussing 'TBus' experience between the T1 international terminal and the T2 and T3 domestic terminals. These initiatives aim to reduce passenger processing and transfer times.

In 2023, our customer satisfaction score was 3.98/5, which represents a 3 per cent improvement compared to 2022. Whilst we haven't yet achieved our target of >4.5/5, we do note that since the target was set in 2021, the methodology by which Sydney Airport calculates this metric has been updated, which is impacting our ability to achieve this target.

Sydney Airport reforms represent a win for efficiency, competition, and passengers

In February 2024, the Federal Government announced reforms to Sydney Airport's Demand Management Scheme, which governs how the Airport operates. The reforms represent the first enhancements in 27 years. The changes will provide increased transparency around how landing slots are allocated and used by airlines, including reasons for cancellations and delays. The reforms include new, independent audits of slot usage with published findings, and will form part of a modernized compliance regime, aligned to international standards.

Passengers will also benefit from the implementation of a 'recovery period' following weather disruptions and continued connectivity for regional communities. The recovery period will temporarily allow up to 85 movements an hour for two hours (an increase from the usual 80) following weather disruptions, meaning fewer overnight stays and less cancellations.

Sydney Airport welcomes these changes and is looking forward to working with the Government to implement these reforms and realise their benefits as quickly as possible.

An inclusive and accessible airport experience

Hidden Disabilities – Sunflower grows at SYD

Throughout the year we continued to focus on improving the airport experience for passengers with hidden (invisible) disabilities, officially launching the Hidden Disabilities Sunflower program in March and strengthening our partnership with Autism Spectrum Australia.

Wearing a sunflower lanyard at Sydney Airport enables our staff to recognise that someone may require assistance as they make their way through the airport, thereby creating a more inclusive and accessible space for all.

As the workforce rebuilds and passenger numbers continue to recover towards pre-pandemic levels, educating our airport community on hidden disabilities has never been so important. In 2023, we continued our Hidden Disabilities training program, training more than 210 internal staff and over 215 external stakeholders, marking a significant uptake in training across the precinct.

Airlines and service providers are now proactively engaging with the program, creating a seamless end-to-end journey. Customer feedback indicates the program has been effective in creating a safe space and seamless journey for those with accessibility needs.

The training program was supported by local and terminal activations, bringing education and awareness to our airport partners and customers alike.

Digital technologies making travel easier

Disabilities can come in a variety of different forms, but a number of our airport passengers experience significant barriers when trying to read and understand content online or when preparing to travel.

To support our customers with accessibility needs, we partnered with Google to launch Maps Indoor Live View, the first of its kind for an Australian airport.

Available in both the international and domestic terminal precincts, the new augmented reality (AR) feature on Google Maps helps passengers locate gates, baggage claims, check-in counters, terminal transfer points, retail outlets, dining options, bathrooms, ATMs, and more.

This is an incredibly important tool for visitors with accessibility needs, enabling users to take control of their journey and select preferences suitable for their needs. For example, users can select the 'Wheelchair accessible' preference to find wheelchair, pram and suitcase friendly paths. They can also turn on audio navigation prompts, in addition to visual cues.

Understanding that the customer journey starts from the home, we also launched Recite Me in 2023 - an assistive toolbar built into our website offering various tools to support users with special needs. Features include screen readers, translation and styling or customisation tools which can be customised to suit the needs of the user as they prepare to travel through Sydney Airport.
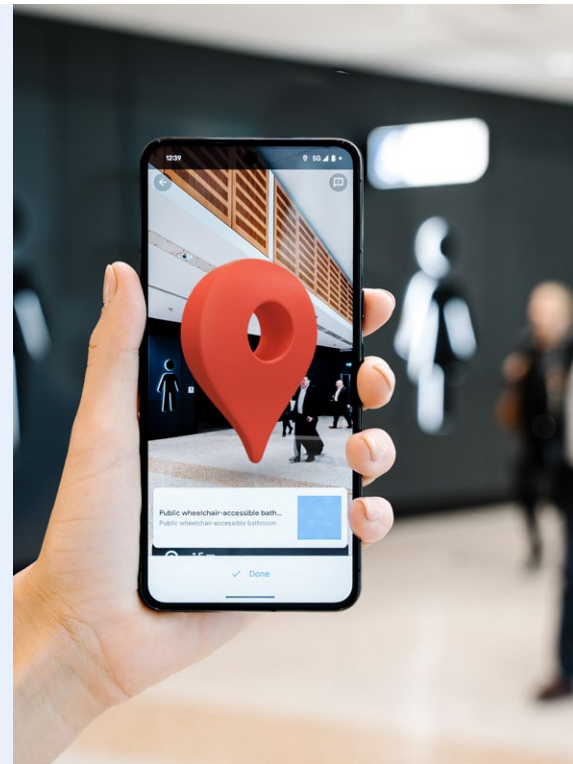
FIFA Women's World Cup 2023

In July, we welcomed international and domestic visitors and athletes to kick off the FIFA Women's World Cup, hosted by Australia and New Zealand. The tournament gathered over 16,000 visitors to Sydney and delivered record-breaking sports crowds to NSW.

Matildas fever was running high across the nation, and Sydney Airport was no exception. We went to new heights to get behind our national women's team, painting words of encouragement that could be seen from the sky and branding key assets with FIFA-Frenzy.

Partnering with Destination NSW (DNSW), the World Cup's key theme Beyond Greatness and World Cup colours were on display throughout the terminals. At the T1 international terminal we created the Beyond Greatness meeting point that showed the leaderboard and was a DNSW fan guide pick-up point. We even gave our terminal transfer buses some FIFA love.

Sydney Airport also rolled out the red carpet and provided warm welcomes when the Matilda's flew through T3 domestic terminal ahead of key matches, with hundreds of fans turning up to cheer on their heroes.

Customer experience

P1 carpark update

In December 2022, the 54-year-old P1 domestic car park was closed. The car park is being demolished and redeveloped, with the project aiming to look for opportunities to improve the experience for customers and operators in the domestic terminal precinct.

Demolition of the P1 car park commenced in late 2023 and is on schedule to be completed by the end of 2024. The temporary wayfinding and customer journey changes that Sydney Airport has put in place around P1 car park to accommodate the demolition aims to minimize the impacts to Sydney Airport's customer experience.

Access to and from the airport

Public and active transport advocacy

Throughout 2023, we continued to advocate for more sustainable transport solutions to and from Sydney Airport. This work included advocacy to the NSW Government on enhancing public and active transport links to Sydney Airport in the future. Advocacy work was also undertaken through the Active Transport Forum – including community and Government representatives – which Sydney Airport convenes.

Sydney Airport, along with the Active Transport Forum and the community more broadly, advocated strongly during the Sydney Gateway approval process that the project should include a significant improvement to active transport routes to and from the airport.

We are pleased to confirm that upon completion of the Gateway project, it is intended that there will be over three kilometres of new pathways, which include:

- a shared pedestrian and cycle pathway on the north side of the Alexandra Canal, to replace the former route on Airport Drive
- a new connection from the existing Alexandra Canal shared path to the domestic terminals.

In 2023, Sydney Airport also met with the Bus Industry Taskforce, which the NSW Government established to bring together bus operators, industry experts, the workforce, and community representatives to determine how to deliver more efficient and reliable bus services. Sydney Airport has advocated for additional bus services to and from the airport, including a new service linking the Sutherland/St George area – where around one third of our employees live – with Sydney Airport. A shuttle bus service linking the Airport to Sydenham and Wolli Creek Stations was also discussed.

Sydney Gateway

Sydney Gateway is a crucial part of the NSW Government's plan to complete the missing link in the WestConnex motorway network, improving traffic flow and reducing travel time to Sydney Airport.

In 2023, significant milestones were achieved in the construction of Sydney Gateway, including the completion of 19 bridge structures, the excavation of over 240,000m^3 of soil as part of the new Airport Drive road construction, and the completion of a flyover bridge into the domestic terminal precinct. Named after aviation trailblazer Deborah Lawrie and opened to traffic on 12th November 2023, the new flyover bridge into the domestic terminal precinct consists 100 per cent Australian steel curved beams, each approximately 55 meters long and weighing around 90 tonnes.

The first of two Twin Arch Bridges over the Alexandra Canal opened to traffic on 19th November 2023, with the second arch scheduled to open in May 2024. The Gateway project is scheduled for completion late 2024.

Deborah Lawrie Flyover

In November 2023, Sydney Airport was proud to name the new flyover into the domestic terminal precinct after aviation trailblazer, Deborah Lawrie AM.

Deborah Lawrie was the first woman in Australia to become a pilot for a commercial airline, but this only happened after a ground-breaking legal battle.

Despite being qualified, Deborah Lawrie's applications to be a pilot were repeatedly rejected due to her gender.

In 1979, she won Australia's first successful High Court sex discrimination case for employment, a decision that paved the way for women to get equal rights in workplaces across the country.

Deborah Lawrie made history on 22 January 1980 when she co-piloted an Ansett flight from Alice Springs to Darwin.

The Deborah Lawrie Flyover has been named in recognition of her significant service to aviation and her advocacy for gender equality.

The flyover is part of the NSW Government's $2.6bn Sydney Gateway project to improve traffic flow and reduce travel times.

The Deborah Lawrie Flyover is also adorned with the Aboriginal artwork 'following the glistening of the sun' by Dennis Golding and Carmen Glynn-Braun from the Re-Right Collective, in partnership with the La Perouse elders and cultural advisors.

By supporting road and transport infrastructure developments we contribute to provide and advocate for access to safe, affordable, accessible and sustainable transport systems.

Supporting our people and community

2023 performance highlights

78% employee engagement score
(⌃ 3% from 2022)

$2.23m[1] spent on social and Indigenous procurement
(⌃ 24% from 2022)

26 weeks paid parental leave
(⌃ from 18 weeks)

Our people

Employee attraction

Across 2023, we undertook a program to identify and articulate our employee value proposition (EVP). Sydney Airport's EVP has been developed in consultation with our people and brings to life and differentiates the experience of working at Sydney Airport.

Through the development process, the ability to make an impact, pride in the history of the asset, and the ability to work with a broad range of subject matter experts, were identified by our people as what they enjoy most about their careers at Sydney Airport.

In late 2023, we launched our new Sydney Airport EVP, which speaks to the opportunity for every single one of our team members to make their roles, our airport, and the experience of our customers, partners and the community, amazing.

The EVP messaging will continue to be embedded and brought to life across 2024.

Employee engagement

Our 2023 engagement score was 78 per cent, with a participation rate of 88 per cent. This is an increase of 3 per cent on the 2022 result.

Throughout the year, we focussed on improving the day-to-day work experience for our people, with particular focus on the areas of Recognition, Collaboration and Empowerment. We also embedded our Flex@Work policy to allow our people balance and flexibility in when and how they perform their roles.

We also had a significant increase in the number of Sydney Airport staff that were promoted, increasing from 2 per cent of employees in 2022 to 8 per cent in 2023. In addition, we saw many of our people take on additional responsibilities or in-role development opportunities during the year. This reflects our ongoing investment in our people through training and development.

Although we have not yet achieved our 2022-2024 Sustainability target of 80 per cent, we are proud of our achievement and YOY improvement in a challenging environment, with the global high performance engagement benchmark being 75 per cent.

Supporting our people

We continued to support the wellbeing of our employees this year through our Health & Wellbeing program.

In 2023, we continued to offer employees 3 days of Wellbeing Leave (per year), as well as offering all employees a gift voucher to spend on Health and Wellbeing providers through our internal rewards portal.

We continue to partner with AccessEAP (Employee Assistance Program) to offer up to six sessions of free confidential counselling and support for Sydney Airport staff and their families, as well as our volunteers. We have also partnered with AccessEAP to develop a health and wellbeing module, which is now available to all staff on our internal learning portal.

1. 2023 , we expanded our definition of Social and Indigenous procurement to include direct procurement with Social Traders certified enterprises, Supply Nation certified organisations, BCorp certified organisations and additionally, an Australian Charities and Not-for-profits Commission registered organisation, with the intention of the purchase being the supply of goods or services. Our 2022 metrics were recalculated to reflect this.

In November 2023, we ran a Men's Health Month initiative including a presentation by leading mental health advocate Gus Worland which was attended by over 100 team members and focussed on men's mental health and suicide prevention. Free men's health checks were also undertaken for team members.

Learning and development

Throughout 2023, a total of 13,169 hours of training was delivered to Sydney Airport staff, which equates to an average of 22.3 hours of training per employee, exceeding our target to deliver 15 or more training hours per employee (on average) per year.

In May 2023, we launched a new mandatory Respect@SYD training program, which was delivered to over 400 Sydney Airport team members. This interactive face to face training was delivered in partnership with THiNK ABOUT iT, who discuss social, moral, and interpersonal issues through entertaining and thought-provoking performances and engaging with the audience in a theatre sports style show. The program was specifically designed for the Sydney Airport workforce and aimed to ensure all team members are aware of behavioural expectations while at Sydney Airport, how to raise issues and seek support, and what to do as a bystander.

In 2023, we hosted a 3-day offsite leadership program for all of Sydney Airport's General Managers. We continued to offer our people access to courses by the Australian Institute of Management and LinkedIn Learning, which were utilised by 172 and 86 employees respectively during the year.

Throughout 2023, we also delivered a diverse range of airport specific training for our people. These included safety and compliance training, PowerBI training, leadership development, hidden disability training, mental health first aid training, cyber and technology training, and professional skill development.

Diversity and inclusion

Sydney Airport is committed to creating a place where all team members feel like they belong and can do great work. In late 2022, we released our Belonging and Inclusion (B&I) Action Plan for 2022-2025. This plan builds on the strong diversity and inclusion foundations already in place and is guided by the core purpose of creating a place where everyone can belong and thrive.

This plan will guide our efforts and focus on 4 'levers' which will help maximise our impact for current, prospective, and future team members:

1 Policy and process	2 Place	3 Leadership	4 Benchmarking
The guidelines that will enable people to thrive.	The evironment that supports people to perform.	The capability and confidence to bring inclusion to life.	Tracking our progress.

A key priority within the B&I action plan for 2023 was to review and refresh our key policies to ensure they are aligned to our B&I purpose, and support Sydney Airport to attract, retain, and grow amazing talent.

In July 2023, we announced the introduction of an enhanced Leave Policy to support working families. We also developed and rolled out a Domestic & Family Violence (DFV) toolkit, to support our leaders and people understand domestic and family violence and support available at SYD.

In 2023, we also launched our partnership with the Prime Minister's Veterans Employment Program which is aimed at providing job opportunities for ex-service people and their families.

Supporting our people and community
Our people

Families@SYD

In 2023, Sydney Airport was reaccredited as a Family Inclusive Workplace by Family Friendly Workplaces, which is 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. It establishes a benchmark to better support employees juggling their work and family caring needs. This achievement demonstrates our commitment to raising the standards with policies and practices that embed a family inclusive workplace culture at Sydney Airport.

Our Parents At Work program provides our people with leading work plus family education, along with an abundance of resources for working parents, carers or managers. Employees have unlimited access to 'Families@SYD' with resources designed to support them through all stages of career and family life.

Gender equality

Gender equality continues to be a core focus for Sydney Airport. For us, this includes priorities like setting ongoing targets for gender equality across the company, normalising and embedding flexible work arrangements, and continuing to enhance the policies that matter most to our people – including our gender neutral paid parental leave policy.

We continue to remain committed to achieving our 2022- 2024 target of 40 | 40 | 20 gender balance[1] across Sydney Airport's leadership and overall.

In 2023, we achieved our target for Sydney Airport's leadership, with 45 per cent female representation in management roles. Unfortunately, our female representation overall was 37 per cent. This result in our overall gender balance for 2023 was primarily driven by a higher portion of new hires being in design and development roles, as a result of our increased capital works, which are historically male dominated roles.

In 2023, our return from parental leave rate (team members stay with Sydney Airport for at least 1 year post their parental leave) remained high at >90 per cent.

Gender pay equity remains a significant focus. Whilst we have reported an overall gender pay gap of 11.2 per cent for 2023, there are no 'like for like[2]' pay gaps in any roles at Sydney Airport. We proactively reviewed our gender pay practices multiple times across 2023 and rapidly made required adjustments to ensure no like for like pay gaps.

While there is no gender pay gap at Sydney Airport in 'like for like' roles, we remain committed to the achievement of Gender Pay Equity as a non-negotiable outcome of our B&I Action Plan.

Sydney Airport now offering 26 weeks Paid Parental Leave for all employees

To support working families, Sydney Airport has increased paid parental leave for all employees from 18 to 26 weeks.

In recognition that parenting is a shared responsibility, employees of any gender can now take paid parental leave anytime within the first two years of a child's life.

We will also continue to pay superannuation for the full duration of paid and unpaid parental leave.

The airport has also introduced four weeks paid leave for surrogate, foster, or kinship carers, reflecting that no two families' journeys are the same.

For any employee who experiences the tragic loss of a child through stillbirth, up to 26-weeks of paid parental leave will be available, and four weeks paid leave for employees who suffer a miscarriage.

The number of paid Domestic and Family Abuse Leave days have also been increased from five to 10, with the opportunity for staff to apply for additional paid leave.

We recognise the vital role working parents play and are proud to offer an industry leading 26 weeks paid parental leave to Sydney Airport employees.

Often the journey to parenthood is not a simple one, which is why we have also introduced generous paid leave for employees going through fertility treatment, surrogacy, adoption and kinship care arrangements. By increasing leave for employees who suffer a miscarriage or stillbirth, we hope to provide greater support during this traumatic time.

1. 40 per cent male, 40 per cent female, 20 per cent either gender, aligned to Workplace Gender Equality Agency (WGEA)
2. Per the WGEA reporting guidance, 'Like-for-like' pay gaps are defined as "Pay gaps between women and men undertaking work of equal or comparable value (comparing jobs at the same performance standard), for example, comparing two senior engineers in the same organisation".

Supporting our people and community
Our community

During 2023, we continued to work closely with the diverse stakeholders of our airport community. We continued to work with the Australian, NSW, and local governments on a range of issues during the year, including border and security issues, airspace management, environmental management, airport infrastructure projects, the review of Sydney Airport's Demand Management Scheme, community projects that are being part funded by Sydney Airport, protection of land and planning laws, and aviation safety.

Engagement with our local community

Throughout the year we worked hard to maintain our relationship with the local community. In particular, the recovery in the number of flights – from around 100 a day to 850 a day in just a two-year period – has been a challenge for many in the community who live beneath or close to flight paths.

The Sydney Airport Community Forum (SACF), which the Australian Government convenes, met three times in 2023. SACF comprises state and federal Members of Parliament representing electorates in the vicinity of Sydney Airport as well as local mayors and other community representatives. As a member of SACF, Sydney Airport provides regular updates on relevant airport-related matters including ground transport and other development plans as well as aircraft noise and other environmental issues.

Sydney Airport engages separately with the local community about development or other projects at the Airport that temporarily change the pattern of aircraft noise in areas around the Airport. For example, due to essential maintenance work being undertaken on the main north-south runway, the limited numbers of overnight freight and other aircraft allowed to operate during the curfew must instead operate from the parallel north-south runway. Sydney Airport distributes community notices to affected local communities in advance to advise them that there will be a temporary change in aircraft noise distribution.

We also engaged closely with the community as part of the south-east sector project. This project will see six new aircraft parking bays constructed, two new taxiways constructed and an existing taxiway extended in the airport's south-east sector. The $169 million project was originally approved by the Australian Government in 2019 but commencement was delayed due to the pandemic. To ensure worker safety, use of both Runway 07/25 and 16R/34L have been affected at various stages of the project. This in turn changes the pattern of aircraft noise in areas around Sydney Airport. SACF was briefed on the noise implications of the project and around 250,000 households around the Airport were letterboxed with a community notice with Sydney Airport contact details should members of the public wish to obtain further information. The project is scheduled to be completed in early 2025.

Sydney Airport – Bayside Council Community and Environmental Projects Fund

We continued to work closely with Bayside Council to progress local community projects being funded by Sydney Airport under the joint Sydney Airport – Bayside Council Community and Environmental Projects Fund. Created in 2018, Sydney Airport has to date allocated nearly $6.5 million to the Fund, with a further $1.3 million planned for FY2024/25.

Our funding will support the Council's substantial upgrade of the Botany Aquatic Centre. This will incorporate an integrated family and water play area with an aviation theme. The upgrade should be completed by 2025.

We also provided $200k funding to support tree planting in the Sir Joseph Banks Park. This greening initiative will increase tree canopy in the local area. The initiative sees 150 mature trees planted, all native, locally endemic species that will provide habitat for wildlife and educational opportunities for children visiting the park.

This project was completed in 2023. In 2023, we also agreed to partially fund Bayside Council's new purpose-built cycling (or 'pump') track, also in Sir Joseph Banks Park. As part of the project, there will be a new aviation 'plane spotting' platform provided.

In 2023, Sydney Airport and Bayside Council agreed to amend the Memorandum of Understanding (MOU) for the Joint Community and Environmental Projects Fund to ensure that specific consideration will be given to future projects that deliver and/or facilitate the following:

- consultation with traditional custodians of the relevant area in the project planning phase
- engagement of Indigenous-owned businesses during the project delivery phase
- Indigenous employment opportunities during project delivery and implementation phases

Sydney Airport | Sustainability Report 2023

Supporting our people and community

Our community

Social impact and community investment

Our social impact strategy is connected to our overall purpose, which is To Make Sydney Proud Every Day by focusing on three pillars: people, procurement and partners.

Aligning with our Sustainability Strategy, we strategically support and tangibly connect with organisations and partners to achieve purpose led initiatives that have positive impacts on the community, examples of which are discussed throughout this section.

A key target in our 2022-2024 Sustainability Strategy is to increase our community investment by 10 per year-on-year.

In 2023, we exceeded this target with $2.82m of community investment as verified by Business for Societal Impact (B4SI), a 25 per cent increase on 2022. This includes cash, time, in-kind donations, and management costs.

Diverting our spend for good

Our commitment to driving broader social change through spending initiatives was a key priority in 2023, which is reflected in the significant increase in purpose-led procurement.

We spent a total of $2.23m on social and Indigenous procurement, as verified by KPMG, a 24 per cent increase on 2022[1], well above our 10 per cent year-on-year target.

Diverting our spend resulted in positive impacts across the community including employment and financial care for modern slavery survivors, paid employment for people with a disability and preventative mental health initiatives.

In 2023, we also facilitated additional contributions to our community from our customers and our people to the value of $143k which is referred to as leverage in the B4SI framework.

Supporting our local community by repurposing lost property

Sydney Airport's popular Lost Property Auction returned in 2023, after a two-year hiatus due to the COVID pandemic.

A total of $200k was raised for our partner, Bayside Women's Shelter, which supports women and children escaping family and domestic violence in the South-East Sydney area.

While there is a dedicated team that works hard to reunite lost property with passengers, what remains unclaimed is donated to charity or is repurposed in the Lost Property Auction.

This year, more than 3,000 items were sold with strong media coverage of the auction and how Bayside Women's Shelter planned to use the funds encouraging members of the public to bid generously.

Bayside Women's Shelter General Manager, Sallianne Faulkner, said: "We will use the proceeds to develop and fund a new social enterprise hub, working together with our community toward breaking the cycle of domestic and family violence. Our vision is to create a sustainable hub where survivors can begin to rebuild their lives with skills development, training and paid work to help set them up for the future."

Since 2013, Sydney Airport's lost property auctions have raised more than $1.6m for charities and community organisations.

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1. In 2023, we expanded our definition of Social and Indigenous procurement, which was "direct procurement with Social Traders certified enterprises, Supply Nation certified organisations and an Australian Charities and Not-for-profits Commission registered organisation with the intention of the purchase being the supply of goods or services" to also include "direct spend with BCorp certified organisations." This decision was made to ensure we wholly and accurately capture all of our social and indigenous procurement spend. Our 2022 spend has been recalculated and restated under this new definition to reflect this.

Enriching our Indigenous connections

Our long-standing partnership with the Gujaga Foundation continued in 2023, strengthening our ties with our local La Perouse Aboriginal community.

The Gujaga Foundation held six cultural awareness training courses throughout the year to help our people better understand the spirituality and foundational Aboriginal cultures of NSW while increasing their understanding of kinship.

During Reconciliation Week, our people joined Aunty Maxine and Aunty Lola, Elders from our local La Perouse Indigenous community, for an interactive Indigenous arts and crafts session. While sharing their love and knowledge of Aboriginal arts and crafts, the Aunties also shared stories about their own lives and opened up discussions on how each of us can contribute to achieving reconciliation in Australia.

To help create new career opportunities, Sydney Airport welcomed our first Indigenous apprentices in 2022 and this year they completed their second year of learning practical skills as part of their TAFE certification.

One of the young apprentices has now completed his training and earned his NSW Electrical License and Sydney Airport was delighted to offer him a full time role within our Baggage Team starting in 2024.

We continue to strengthen our partnership with Wildflower Gardens for Good, an Indigenous led not-for-profit organisation that specialises in premium sustainable horticulture, landscape and ecology services while providing meaningful work for young people facing barriers to employment.

In 2023, the Wildflower team continued as caretakers for our T1 international terminal forecourt gardens, which they planted in 2022, and also began a long-term bush regeneration project at the Sydney Airport Wetlands.

Airport staff were able to volunteer alongside the Wildflower team for a tree planting day in the Wetlands, which provided our people with an opportunity to learn about a First Nations approach to bush regeneration and to engage with the young Wildflower workers, to learn more about their personal journeys.

Wildflower Gardens for Good board member, Jasmin Speedy, said: "It takes genuine support to make meaningful change and as one of our first major partners, we really value our ongoing alliance with Sydney Airport."

Supporting our people and community

Our community

Indigenous student awarded SYD100 Scholarship

We continue to invest in the next generation of aviation leaders through our partnership with the University of New South Wales (UNSW). In 2023, the Trevor Gerber SYD100 Scholarship was awarded to Timothy Walker, a proud Indigenous man from the Dharug people of the Hawkesbury region.

This year, Timothy completed his first year of a Bachelor of Aviation Management at the University of New South Wales (UNSW).

"Being able to study at university and be an open proud Indigenous man is incredibly important when so many of my ancestors, even my grandma, were never able to share their Indigenous identity out of fear. It shows that no matter what background or heritage you come from, anything is possible, especially for First Nations individuals. It also highlights how important education is to success," Timothy said.

Sydney Airport first introduced the Trevor Gerber SYD100 scholarship in 2020, in honour of Sydney Airport's centenary, and will award one full scholarship every year for a century.

The scholarship supports under-represented groups in the aviation industry, including people with diverse cultural and socio-economic backgrounds, women and Indigenous students.

Community volunteering

Volunteering not only aligns with our core value of serving our community, but it also brings our teams together in a shared commitment to make a positive impact beyond the workplace.

Our people volunteered a total of 685 hours across a wide variety of organisations including the Dandelion Support Network, The Freedom Hub, and Raise Foundation.

This was our fourth year of partnering with Raise Foundation, a volunteer mentor organisation that offers early intervention mentoring to high school teenagers all over Australia.

In 2023, nine team members volunteered their time as part of a 22-week program to mentor students at Canterbury Boys' High School.

TARGET 10·3
We are diversifying our supply chain to support marginalised communities through spend with social enterprises and Indigenous-owned businesses.

Economic contribution

We worked hard throughout the year, alongside our partner organisations, to contribute to Australia's economy.

We continue to facilitate Australia's connection to the world, enabling trade and tourism, and serviced the needs of our communities by providing access to transport and freight, essential medical and social services, business and tourism.

The following economic value contributions shown below are based on the SCACH consolidated financial report:

- $1.49 billion of direct economic value generated in the form of revenue
- $1.27 billion of economic value distributed in the form of operating costs, payments to employees and government, payments to providers of capital and community investments
- $216.6 million in economic value retained
- $420.1 million in capital investment on prioritising critical projects that target asset resilience, safety and security

TARGET 9·1
Our reliable and resilient airport infrastructure supports economic development and wellbeing.

Performance data

The data covers the performance and activities over which Sydney Airport had operational control during all, or part of, the year ended 31 December 2023.

For the years prior to 2020, environmental data sets (emissions, energy, waste, water, noise and environmental spills) were reported for 1 July to 30 June, in line with Sydney Airport's regulatory environmental reporting obligations. In 2020, this transitioned to a calendar year data set to align with all other data sets.

From July 2019, emissions, water and waste data from T3 domestic terminal is included in our environmental reporting in line with the handover of T3 domestic terminal operations to Sydney Airport.

In October 2020, Sydney Airport assumed ownership of the Jet Fuel Infrastructure at the airport. Energy, emissions and water data is included in 2020 performance data for the three month period, and the full year from 2021 onwards.

Commitments and data points reported heavily impacted by COVID-19 are asterisked ★ in the tables below and may represent an anomaly in trend performance year on year.

General metrics	2023	2022	2021	2020	2019
Revenue (AU$ million)	1,490.2	1,130.2	620.6	803.7	1,639.7
Number of passengers (million)	38.65	29.12	7.93	11.24	44.4
Number of domestic passengers[1] (million)	24.11	20.89	7.17	7.45	27.5
Number of international passengers (million)	14.54	8.23	0.75	3.79	16.9
Total number of aircraft movements ('000s) [2]	316.52	276.93	139.7 [3]	137.3	348.7
Total number of employees	**591**	**522**	**469**	**436**	**508**

Health, safety and security	2023	2022	2021	2020	2019
Injuries and injury rates					
Injuries by type – Employees					
Fatalities	0	0	0	0	0
Lost time[4]	4	6	2	6	6
Medical treatment	4	6	8	3	8
Injuries by type – Service providers[5]					
Fatalities	0	0	0	0	0
Lost time	19	5	6	13	14
Medical treatment	8	11	0	6	11

1. Includes T2 & T3.
2. Includes passenger movements, freight movements and other general aviation movements.
3. Number updated for accuracy based on internal data reviews.
4. LTI is a work–related injury that results in at least one full day or shift being lost after the day in which the injury or illness occurred.
5. Service providers (including cleaning, security, curb side management, waste management, parking and trolleys and bussing) engaged by Sydney Airport.

Performance data

Health, safety and security continued	2023	2022	2021	2020	2019
Injuries and injury rates continued					
Hours worked					
Employees	1,197,713	956,089	703,593	931,084	931,675
Service providers	3,449,715	2,283,082	1,314,981	1,616,160	2,882,777
Lost Time Injury Frequency Rate (LTIFR)[1]					
Employees	3.3	6.3	2.6	5.4	6.4
Service providers	5.5	2.2	4.5	8.0	4.9
Total Recordable Injury Frequency Rate (TRIFR)					
Employees	6.7	12.6	12.9	9.7	15.0
Service providers	7.8	7.0	4.5	11.8	8.7
Other rates					
Passenger Incident Rate[2]	1.16	1.23	1.02	1.27	0.92
Absenteeism rate	2.16	2.07	1.80	2.08	—
Training hours and inspections					
Safety training hours	3,339	4,084	3,128	1,699	1,891
Number of safety walks and talks	978	563	632	736	840
% of people leaders completing six safety walks[3]	99.4	100	96	96	—
# of staff trained in mental health first aid	67	37	9	34	—
Aviation safety					
Aviation safety hours	23,784	16,370	8,170	7,687	6,287
Wildlife strikes[4]	3.66	2.76	4.21	2.4	2.33
Cyber security					
Number of reportable data security breaches	0	0	0	0	—
Number of breaches involving confidential information	0	0	0	0	—
Number of customers affected	0	0	0	0	—

1. Represents the number of LTIs per one million hours worked.
2. Represents the number of first aid and medical treatment injuries per 100,000 passengers.
3. This metric was updated in 2023 to six safety walks, up from 4 in prior years, reflecting an update to Sydney Airports target.
4. Wildlife strikes per 10,000 aircraft movements.

Environment[1]	2023	2022	2021	2020	2019
Greenhouse gas emissions (tCO2e)					
Total Scope 1 & 2 (Location based)[2]	76,149	80,949	71,382	75,854	83,620
Scope 1	**6,508**	**6,603**	**5,886**	**5,612**	**5,755**
Natural gas	4,777	5,251	4,938	4,316	4,080
Stationary fuels	139	114	122	140	134
Transport fuels	1,079	756	476	838	1,270
Other	512	476	350	319	271
Scope 2[3]	**69,641**	**74,346**	**65,496**	**70,242**	**77,865**
Electricity	69,641	74,436	65,496	70,242	77,865
Scope 3	**489,103**	**450,169**	**234,538** *	**276,821** *	**883,983**
Landing and Take Off	317,026	279,958	151,482	165,121	431,445
Ground Support Equipment	13,704	11,659	5,886	6,005	29,380
Auxiliary Power Unit	13,311	11,037	5,810	6,150	49,247
Surface Access	90,937	96,044	27,226	37,594	289,583
Third party energy	44,066	44,305	41,555	58,320	74,491
Waste	9,142	6,415	2,015	3,021	8,968
Engine testing	537	490	488	452	696
Corporate travel	316	192	15	53	81
Aviation Rescue and Fire Fighting	64	70	61	105	92
Emissions intensity					
Total emissions Intensity[4] (kgCO$_2$e/ PAX)	1.94	2.75	8.9 *	6.7 *	2.4
Total emissions Intensity[5] (kgCO$_2$e/ m^2)	106.2	104.8	92.7	101.5	111.38
Carbon Offsetting (tCO$_2$e)					
Total offsets	1,395	947	1,044	785	N/A

1. Data from 2020 onwards is in line with the calendar year and includes T3 domestic terminal.
2. GHG inventory is compiled in line with the National Greenhouse and Energy Reporting Act and the National Greenhouse Accounts Factors.
3. Consists 100% of electricity consumption by Sydney Airport Corporation Limited.
4. Calculated by dividing total Scope 1 and 2 emissions by total number of passengers. Offsets purchased for Scope 1 emissions deducted. Includes T3 from 2020 onwards.
5. Calculated by dividing total Scope 1 and 2 emissions by total floor area (excludes transport-related Scope 1 emissions). Offsets purchased for Scope 1 emissions deducted. Includes T3 from 2020 onwards.

* Result impacted by COVID-19 and may represent an anomaly trend in performance year on year.

Performance data

Environment[1] continued	2023	2022	2021	2020	2019
Energy					
Total energy consumption (GJ)	456,089	455,673	404,825	412,564	446,544
Natural gas	92,710	101,910 [2]	95,819	83,758	79,184
Stationary fuels	1,914	1,683	1,745	1,815	1,924
Transport fuels	15,446	10,859	6,842	12,007	18,067
Electricity (excl. renewables)	343,433	338,792	297,735	312,184	344,607
Renewable	2,586	2,429	2,684	2,800	2,763
Other air emissions (kg)[3]					
Carbon Monoxide (CO)	6,675	4,845	4,751	4,029	3,708
Oxides of Nitrogen (NOx)	9,576	7,187	7,291	5,705	6,670
Oxides of Sulphur (SOx)	24	50	47	45	34
Volatile Organic Compounds (VOC)[4]	6,585	4,933 [5]	641,627 [6]	154,601 [7]	461
Suspended Particulate Matter (PM10)	866	552	530	415	417
Suspended Particulate Matter (PM2.5)	824	543	523	412	414
Water					
Total water consumption (KL)	628,496	590,930	453,494 *	480,076 *	705,702
Potable water consumption	431,650	411,373	323,196	328,255	526,698
Ground water	7	23	178	244	534
Water recycled (and consumed)	196,839	179,534	130,120	151,577	178,141
Total water recycled (%)	31%	30%	29%	32%	25%
Total water recycled T1 (%)[8]	37%	31%	35%	36%	30%
Water intensity					
Total water intensity (L/PAX)[9]	16.3	20.3 [10]	57	43	20.7
Environmental Spills					
Number of large spills (>100m2)	9	3	2	1	4
Noise					
Noise complaints and breaches	1	2	0	2	2
Number of Aircraft Engine Operating Procedure breaches	3	0	0	0	0

1. Data from 2020 onwards is in line with the calendar year and includes T3 domestic terminal.
2. Natural gas correction from 2022 report due to revised calculations.
3. 2020 and 2021 calculated using partly extrapolated figures for fourth quarter.
4. Increase from 2020 due to Sydney Airport taking ownership of the Jet Fuel Infrastructure (JFI) in 2020.
5. 2022 VOC emissions for the Jet Fuel Infrastructure calculated using the US EPA TANKS v4.09D emission estimation software.
6. 2021 VOC emissions for the Jet Fuel Infrastructure calculated using the NPI EET Manual method.
7. 2020 VOC emissions for the Jet Fuel Infrastructure calculated using the NPI EET Manual method.
8. Calculated by dividing total water consumption (L) by the total number of passengers. Includes T3 domestic terminal from 2020 onwards.
9. Calculated by dividing total water consumption by the total number of passengers. Includes T3 domestic terminal from 2020 onwards.
10. Updated to 2 decimal places.
* Result impacted by COVID-19 and may represent an anomaly trend in performance year on year

Environment[1] continued	2023	2022	2021	2020	2019
Waste[2]					
Waste generated (tonnes)	5,830	4,273	1,544 *	2,325 *	6,360
Hazardous waste (quarantine)	1,585	890	134	454	1,772
Non-hazardous waste[3]	4,245	4,088	1,409	1,870	4,588
Waste disposal (tonnes)	5,830	4,273	1,544 *	2,325 *	6,360
Recycling (including e-waste and green waste)[4]	816	754 [5]	552	795	1,990
Autoclaving and landfill	1,585	890	134	454	1,772
Landfill	3,310	2,509 [6]	793	1,034	2,598
Organics recovery	119	119 [7]	57	42	
Total waste recycled (%)[8]	22.0	25.8 [9]	43.7	44.7	43.0
Waste intensity (kg/PAX)[10]	0.15	0.15	0.19	0.21	0.19
Biodiversity					
Habitat maintained (Ha)	11.6	11.6	11.45	10.9	10
Habitat enhanced or restored (Ha)	0	0	0.15	0.55	0
Habitat protected (Ha)	23	23	23	23	23

Customer

Customer satisfaction (out of five)	2023	2022	2021 [11]	2020 [12]	2019
International	4.07	3.83	—	4.29	4.21
Domestic	3.92	3.87	—	4.21	4.16
Ambience					
International	3.97	3.65	—	4.36	4.28
Domestic	3.74	3.61	—	4.21	4.20
Cleanliness					
International	4.05	3.81	—	4.37	4.31
Domestic	3.87	3.79	—	4.25	4.22
Wayfinding					
International	4.02	3.85	—	4.23	4.19
Domestic	3.95	3.90	—	4.3	4.25

1. Data from 2020 onwards is in line with the calendar year and includes T3 domestic terminal.
2. Excludes waste generated on aircraft, Qantas Premium Lounge and construction waste.
3. Includes non-quarantine solid and liquid wastes.
4. Total Recycled waste, as assured by KPMG, comprises of Recycling waste and Organics recovery waste.
5. Restatement due to contractor breach and incorrect reporting provided to SYD. Refer to page 25 for details.
6. Restatement due to contractor breach and incorrect reporting provided to SYD. Refer to page 25 for details.
7. Restatement due to contractor breach and incorrect reporting provided to SYD. Refer to page 25 for details.
8. Excludes quarantine waste.
9. Restatement due to contractor breach and incorrect reporting provided to SYD. Refer to page 25 for details.
10. Calculated by dividing total hazardous and non-hazardous in kilograms by the number of passengers. Includes T3 domestic terminal from 2020 onwards.
11. Customer satisfaction data for 2020 reported for Q1 only due to COVID-19.
12. Surveys not undertaken in 2021 due to COVID-19.
* Result impacted by COVID-19 and may represent an anomaly trend in performance year on year.

Performance data

People and Organisation[1]	2023		2022		2021		2020		2019	
Total employees	591		522		469		436		508	
Total Workforce by employment type	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	
Permanent full time	335	180	291	167	290	147	276	139	300	
Permanent part time	1	11	1	14	1	14	3	12	10	
Fixed term full time	33	27	23	22	6	10	1	2	2	
Fixed term part time	1	3	1	3	1	0	3	0	0	
Casual	0	3	0	0	0	0	0	0	0	
Total Workforce by age	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	
<30	31	19	20	17	22	10	18	12	26	
30-50	205	158	185	150	181	130	185	113	197	
>50	134	44	111	39	95	31	79	28	89	
Total Workforce by category	**M**	**F**	**M**	**F**	**M**	**F**	**M**	**F**	**M**	
Board	9	3	9	3	4	2	5	2	5	
CEO	1	0	1	0	1	0	1	0	1	
Key management personnel	3	3	2	2	2	1	2	1	2	
Other executive/ General Manager	11	8	7	5	7	7	7	5	10	
Senior Manager	25	17	22	12	23	12	16	11	10	
Other Manager	48	44	39	44	37	26	55	24	47	
Professional	160	117	129	112	127	95	102	77	142	
Technical and trade	117	4	110	3	97	3	93	11	96	
Administration and clerical	5	28	6	28	4	27	2	22	4	
Diversity										
Diversity in the total workforce										
Number of female employees	221		206		171		153		196	
% women in the total workforce	37		39		36		35		39	
% of females in management roles	45		47		35		34		37	
Female representation by category										
Board	25%		25%		33%		29%		29%	
CEO	0%		0%		0%		0%		0%	
Key management personnel	50%		50%		33%		33%		33%	
Other executive/ General Manager	50%		42%		50%		42%		38%	
Senior Manager	40%		35%		34%		41%		52%	
Other Manager	48%		53%		41%		30%		33%	
Professional	42%		46%		43%		43%		44%	
Technical and trade	3%		3%		3%		11%		9%*	
Administration and clerical	85%		82%		87%		92%		90%	

1. Gender based reporting by category and age adopted in reporting from 2019 onwards.

People and Organisation[1] continued	2023		2022		2021		2020		2019
Pay equity[2]									
Gender pay equity ratio	88.8		96.3		97.6		99.8		95.9
Recruitment and retention									
New hires									
Total number of new hires	153		126		92		62		96
	M	F	M	F	M	F	M	F	M
New hires by gender (%)	57	43	46	54	51	49	56	44	55
Turnover rate									
Total turnover rate	12		15		14		33		19
Voluntary employee turnover rate (%)	10		11		11		11		12
Involuntary employee turnover rate (%)	2		4		3		22		7
Turnover rate by age and gender (%)	M	F	M	F	M	F	M	F	M
<30	0	1	0	1	0	2	2	2	1
30-50	2	5	2	0	7	12	10	13	6
>50	2	2	6	5	7	6	4	2	2
Collective bargaining agreements									
Employees in collective bargaining agreements (%)	18		37		35		35		
Internal movement and opportunities									
Internal recruitment (%)	14		6		21		31		
Employees promoted (%)	8		2		17		11		
Employee engagement									
% employees participated	87		88		82		86		
Total employee engagement score	78		75		78[3]		80		
	M	F	M	F	M	F	M	F	M
Employee engagement score by gender	79	75	75	76	79	84	81	78	71
Training									
Average training hours and spend									
Total average hours of training per employee	22.3		19.2		16.2		9.6		
Average amount spent per employee on training (AUD$)	2,128		1,951		431		719		

1. Gender based reporting by category and age adopted in reporting from 2019 onwards.
2. Calculated on base salary and superannuation.
3. Employee Engagement survey was not conducted in 2021. This result is the average score for a Pulse Survey conducted in 2021.

Performance data

Community	2023	2022	2021	2020	2019
Whistleblower reports					
Number of whistleblower reports	2	3	8	2	
Number of substantiated whistleblower reports	0	0	0	0	
Compliance with laws and regulations					
Value of fines paid for non-compliance ($AU million)	0	0	0	0	
Number of on-going investigations for non-compliance	0	0	0	0	
Contributions and Donations					
Value of political donations ($AUD) [1]	$2,200	$1,300	$1,000	$1,990	
Supplier Code of Conduct					
% of suppliers who have signed contracts which reference SYD's code of conduct	100%	100%	100%	100%	
Community Contribution					
Total community investment[2] (AU$ million)	2.82	2.26	1.86	2.7	5.2
Social and Indigenous procurement (AU$ million)	2.23 [3]	1.8 [4]	0.57	—	—
Employee participation					
Volunteer hours	685	846	1,267	1,982	185
Employees participating in payroll giving (%)	1	1	3	3	3

1. Includes the annual total monetary contribution to and spending for political campaigns and political organisations. This includes attendances at political events and conferences.
2. Calculated and verified in accordance with the Business For Societal Impact (B4SI) framework in 2022.
3. In 2023, we expanded our definition of Social and Indigenous procurement, which was "direct procurement with Social Traders certified enterprises, Supply Nation certified organisations and an Australian Charities and Not-for-profits Commission registered organisation with the intention of the purchase being the supply of goods or services" to also include "direct spend with BCorp certified organisations." This decision was made to ensure we wholly and accurately capture all of our social and indigenous procurement spend. Our 2022 spend has been recalculated and restated under this new definition to reflect this.
4. In 2023, we expanded our definition of Social and Indigenous procurement, which was "direct procurement with Social Traders certified enterprises, Supply Nation certified organisations and an Australian Charities and Not-for-profits Commission registered organisation with the intention of the purchase being the supply of goods or services" to also include "direct spend with BCorp certified organisations." This decision was made to ensure we wholly and accurately capture all of our social and indigenous procurement spend. Our 2022 spend has been recalculated and restated under this new definition to reflect this.

GRI Content Index

Statement of use	Sydney Aviation Alliance Holdings Pty Limited has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure Title	Disclosure / Location
GRI 2: General Disclosures 2021		
The organisation and its reporting practices		
2-1	Name of the organisation	2023 Sustainability Report – About Sydney Airport
2-2	Entities included in sustainability reporting	Sydney Aviation Alliance Holdings Pty Limited Southern Cross Airports Corporation Holdings Limited Sydney Airport Corporation Limited
2-3	Reporting period, frequency and contact details	Reporting period: 1 January 2023 to 31 December 2023 Frequency: annual Contact point: sustainability@syd.com.au Publication date: 15 April 2023
2-4	Restatements of information	Restatements have been footnoted in the Performance data section of the 2023 Sustainability Report where applicable
2-5	External assurance	2023 Sustainability Report – Limited assurance statement
2-6	Activities, value chain and other business relationships	2023 Sustainability Report – About Sydney Airport 2023 Sustainability Report – Our approach to sustainability > Stakeholder Engagement 2023 Modern Slavery Statement SYD website – Corporate > Partner with us; Join us
2-7	Employees	2023 Sustainability Report – Performance data > People and organisation
Governance		
2-9	Governance structure and composition	SYD website – Corporate > About > Board and management SYD website – Corporate > Sustainability > Governance
2-11	Chair of the highest governance body	SYD website – Corporate > About > Board and management
2-12	Roles of the highest governance body in overseeing the management of impacts	2023 Sustainability Report – Our approach to sustainability SYD website – Corporate > Sustainability > Governance
2-14	Role of the highest governance body in sustainability reporting	2023 Sustainability Report – Our approach to sustainability SYD website – Corporate > Sustainability > Governance; Sustainability
2-16	Communication of critical concerns	2023 Sustainability Report – Fair and ethical business 2023 Sustainability Report – Performance data > People and organisation SYD website – Corporate > Sustainability > Fair and ethical business > Sydney Airport Code of Conduct; Whistleblower Policy
2-17	Collective knowledge of the highest governance body	2023 Sustainability Report – Climate resilience 2023 TCFD Report

Other information

GRI Content Index

GRI Standard	Disclosure Title	Disclosure / Location
GRI 2: General Disclosures 2021		
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	2023 Sustainability Report – Chairman and CEO message
2-23	Policy commitments	2023 Sustainability Report – Fair and ethical business SYD website – Corporate > Sustainability > Fair and ethical business > Sydney Airport Code of Conduct; Human Rights Policy; Environment Policy; Risk Management Policy
2-26	Mechanisms for seeking advice and raising concerns	2023 Sustainability Report – Fair and ethical business SYD website – Corporate > Sustainability > Fair and ethical business > Sydney Airport Code of Conduct; Whistleblower Policy
2-27	Compliance with laws and regulations	2023 Sustainability Report – Performance data > Compliance with laws and regulations
2-28	Membership of associations	Current main memberships across the company: • Airports Council International • Australian Airports Association • Botany Bay Business Enterprise Centre • Business Council of Australia • Boarder Force Customs Advisory Board • Infrastructure Partnerships Australia • Property Council of Australia (NSW) • Tourism and Transport Forum Australia (TTF) • Business Sydney • Bioenergy Australia • Green Building Council of Australia (GBCA) • UN Global Compact Australia (UNGCA)
Stakeholder engagement		
2-29	Approach to stakeholder engagement	2023 Sustainability Report – Stakeholder engagement SYD website – Corporate > Sustainability > Stakeholder engagement
2-30	Collective bargaining agreements	2023 Sustainability Report – Performance data > People and organisation For employees that are not covered by a collective bargaining agreement, the working conditions and terms of employment are stipulated in individual employment contracts and governed by the Fair Work Act 2009 (National Employment Standards).

GRI Standard	Disclosure Title	Disclosure / Location
Material Topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2023 Sustainability Report – Material issues
3-2	List of material topics	2023 Sustainability Report – Material issues
Safety		
3-3	Management of material topics	2023 Sustainability Report – Safety
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2023 Sustainability Report – Safety
403-9	Work-related injuries	2023 Sustainability Report – Safety 2023 Sustainability Report – Performance data > Health, safety and security
Security		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Security SYD website – Corporate > Sustainability > Safety and security
Climate Change		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Climate resilience 2023 TCFD Report SYD website – Corporate > Sustainability > Climate resilience
GRI 201: Economic Performance 2016		
201-2	Financial implications and other risks and opportunities due to climate change	2023 Sustainability Report – Climate resilience 2023 TCFD Report SYD website – Corporate > Sustainability > Climate resilience
Customer Experience		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Sustainable design and development -Customer experience
Own indicator	Customer satisfaction	2023 Sustainability Report – Performance data > Customer
Own indicator	Passenger incident rate	2023 Sustainability Report – Performance data > Health, safety and security

Other information

GRI Content Index

GRI Standard	Disclosure Title	Disclosure / Location
Material Topics		
Employee, Attraction and Development		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Our people SYD website – Corporate > Sustainability > People SYD website – Corporate > Join us > Employee benefits
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	2023 Sustainability Report – Our people 2023 Sustainability Report – Performance data > People and organisation
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	2023 Sustainability Report – Our people 2023 Sustainability Report – Performance data > People and organisation
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report – Our people SYD website – Corporate > Sustainability > People
Environmental Management		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Environmental management SYD website – Corporate > Sustainability > Environment
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	2023 Sustainability Report – Environmental management 2023 Sustainability Report – Performance data > Environment
302-3	Energy intensity	2023 Sustainability Report – Environmental management 2023 Sustainability Report – Performance data > Environment
302-4	Reduction in energy consumption	2023 Sustainability Report – Environmental management
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	2023 Sustainability Report – Environmental management 2023 Sustainability Report – Performance data > Environment
305-2	Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report – Environmental management 2023 Sustainability Report – Performance data > Environment
305-3	Other indirect (Scope 3) GHG emissions	2023 Sustainability Report – Environmental management 2023 Sustainability Report – Performance data > Environment 2023 Sustainability Report- Climate Resilience
305-4	GHG emissions intensity	2023 Sustainability Report – Performance data > Environment
GRI 303: Water and Effluents 2018		
303-5	Water consumption	2023 Sustainability Report – Environmental management 2023 Sustainability Report – Performance data > Environment

GRI Standard	Disclosure Title	Disclosure / Location
Material Topics		
GRI 306: Effluents and Waste 2016		
306-2	Waste by type and disposal method	2023 Sustainability Report – Environmental management 2023 Sustainability Report – Performance data > Environment
306-3	Significant spills	2023 Sustainability Report – Performance data > Environment
GRI 304: Biodiversity 2016		
304-3	Habitats protected or restored	2023 Sustainability Report – Environmental management 2023 Sustainability Report – Performance data > Environment SYD website – Corporate > Sustainability > Environment > Biodiversity
Airspace and Airfield Operational Efficiency		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Sustainable design and development – Airspace and airfield efficiency SYD website – Corporate > Sustainability > Operational efficiency and continuous improvement; Stakeholder engagement
Operational Efficiency and Continuous Improvement		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Sustainable design and development – Airfield efficiency SYD website – Corporate > Sustainability > Operational efficiency and continuous improvement; Business continuity and resilience
Sustainable Design and Development		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Sustainable design and development SYD website – Corporate > Sustainability > Sustainable design and development
Cyber Security, Technology and Innovation		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Technology and cyber security SYD website – Corporate > Sustainability > Cyber security, technology and innovation
Own indicator	Reportable cyber security breaches	2023 Sustainability Report – Security 2023 Sustainability Report – Performance data > Health, safety and security

Other information

GRI Content Index

GRI Standard	Disclosure Title	Disclosure / Location
Material Topics		
Fair and Ethical Business		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Fair and ethical business 2023 Modern Slavery Statement SYD website – Corporate > Sustainability > Fair and ethical business
Own indicator	Suppliers assessed against the expectations set out in the Supplier Code of Conduct	2023 Sustainability Report – Performance data > Supplier Code of Conduct
GRI 415: Public Policy 2016		
415-1	Political Contributions	2023 Sustainability Report – Performance data > Political contributions
Business Continuity and Resilience		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Security SYD website – Corporate > Sustainability > Business continuity and resilience
Diversity and Inclusion		
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	2023 Sustainability Report – Our people 2023 Sustainability Report – Performance data > People and organisation
405-2	Ratio of basic salary and remuneration of women to men	2023 Sustainability Report – Our people 2023 Sustainability Report – Performance data > People and organisation
Access to and from the Airport		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Sustainable design and development SYD website – Plan your airport journey
Community Investment and Engagement		
3-3	Management of material topics	2023 Sustainability Report – Material issues 2023 Sustainability Report – Engagement with our local community SYD website – Corporate > Sustainability > Stakeholder engagement/ Community
Own indicator	Community investment	2023 Sustainability Report – Material issues 2023 Sustainability Report – Social impact and community investment 2023 Sustainability Report – Performance data > Community SYD website – Corporate > Sustainability > Community

GRI Standard	Disclosure Title	Disclosure / Location
Material Topics		
Aircraft Noise		
3-3	Management of material topics	2023 Sustainability Report – Material issues
		2023 Sustainability Report – Environmental management
		2023 Sustainability Report – Engagement with our local community
		2023 Sustainability Report – Performance data > Environment > Noise
		SYD website – Corporate > Sustainability > Community > Aircraft noise
Economic Contribution		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	2023 Sustainability Report – Material issues
		2023 Sustainability Report – Economic contribution
201-1	Direct economic value generated and distributed	2023 Sustainability Report – Economic contribution
		2023 Sustainability Report – Performance data > General metrics
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	2023 Sustainability Report – Sustainable design and development
		2023 Sustainability Report – Economic contribution
203-2	Significant indirect economic impacts	2023 Sustainability Report – Material issues
		2023 Sustainability Report – Economic contribution
		SYD website – Corporate > Economic Contribution of Sydney Airport

Other information
SASB Index

SASB guides the disclosure of financially material sustainability data and classifies Sydney Airport under the Professional and Commercial Services sector.

We have included all financially material topics under Professional and Commercial Services, our assigned sector, as well as material topics from the Real Estate, Airline, Leisure Facilities and Air Freight sectors where relevant.

SASB Sector: Professional and commercial services	Reference	SYD disclosure/ reference
Topic: Data security		
Description of approach to identifying and addressing data security risks	SV-PS 230a.1	2023 Sustainability Report – Technology and cyber security SYD website – Corporate > Sustainability > Cyber security, technology and innovation
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS 230a.2	SYD website – Corporate > Sustainability > Cyber security, technology and innovation SYD website – Privacy
1) Number of data breaches, 2) percentage involving customers' confidential business information or personally identifiable information 3) number of customers affected	SV-PS 230a.3	2023 Sustainability Report – Technology and cyber security 2023 Sustainability Report – Performance data > Health, Safety and Security
Topic: Workforce diversity and engagement		
Percentage of gender and racial/ethnic group representation for 1) executive management and 2) all other employees	SV-PS 330a.1	2023 Sustainability Report – Our people 2023 Sustainability Report – Performance data > People and organisation
1) Voluntary and 2) involuntary turnover rate for employees	SV-PS 330a.2	
Employee engagement as a percentage	SV-PS 330a.3	
Topic: Professional integrity		
Description of approach to ensuring professional integrity	SV-PS 510a.1	2023 Sustainability Report - Fair and ethical practices SYD website – Corporate > Sustainability > Fair and ethical business SYD website – Corporate > About > Corporate governance > Sydney Airport Code of Conduct
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS 510a.2	Zero monetary losses or fines attributable to professional integrity or anticompetitive behaviour
Activity metrics		
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	2023 Sustainability Report - Performance data > People and organisation
Employee hours worked	SV-PS-000.B	1,197,713 hours

Other relevant SASB metrics		Reference	SYD disclosure/ reference
Greenhouse gas emissions			
Airline	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TR-AF 10a.2	2023 Sustainability Report - Environmental management; Climate resilience SYD website – Corporate > Sustainability > Climate resilience
Airline	Gross global Scope 1 emissions	TR-AF 110a.1 TR-AL 110a.1	2023 Sustainability Report - Performance data > Environment
Airline	(1) Total fuel consumed, (2) percentage alternative, (3) percentage sustainable	TR-AF 110a.3 TR-AL 110a.3	(1) 443 KL (2) 0.79% (3) 0%
Energy management			
Real Estate Leisure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	SV-LF 130a.1 IF-RE 130a.2	2023 Sustainability Report - Performance data > Environment (1) 456,089 GJ (2) 75.87% (3) 0.57%
Climate adaptation			
Real Estate	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE 450a.2	2023 TCFD Report 2023 Sustainability Report - Climate resilience SYD website - Corporate > Sustainability > Climate resilience
Air quality			
Air Freight	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (3) particulate matter (PM10)	TR-AF 120a.1	2023 Sustainability Report - Performance data > Environment
Employee health and safety			
Air Freight	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	TR-AF 320a.1	2023 Sustainability Report - Performance data > Health, Safety and Security
Accident and safety management			
Airline	Description of implementation and outcomes of a Safety Management System	TR-AF 540a.1 TR-AL-540a.1	SYD website – Corporate > Sustainability > Safety and security 2023 Sustainability Report – Safety
Airline	Number of aviation accidents	TR-AF 540a.2 TR-AL-540a.2	Zero aviation accidents
Airline	Number of governmental enforcement actions of aviation safety regulations	TR-AL 540a.3	Zero government enforcement actions
Labour practices			
Airline	Percentage of active workforce covered under collective bargaining agreements	TR-AL 310a.1	2023 Sustainability Report - Performance data > People and organisation *For employees that are not covered by a collective bargaining agreement, the working conditions and terms of employment are stipulated in individual employment contracts and governed by the Fair Work Act (National Employment Standards).*
Competitive Behaviour			
Airline	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations	TR-AL 520a.1	Zero monetary losses or fines attributable to professional integrity or anticompetitive behaviour

Other information
Limited assurance statement

KPMG

Independent Limited Assurance Report to the Directors of Sydney Aviation Alliance Holdings Pty Ltd

Conclusion

Based on the evidence we obtained from the procedures performed, we are not aware of any material misstatements in the Selected Sustainability Information, which has been prepared by Sydney Aviation Alliance Holdings Pty Ltd in accordance with the Criteria as disclosed by management in the Sustainability Report for the year ended 31 December 2023.

Selected Sustainability Information

The Selected Sustainability Information for the period 1 January 2023 to 31 December 2023, as presented in the Sydney Aviation Alliance Holdings Pty Ltd ("SYD") Sustainability Report 2023 and available on SYD's website, comprised the following:

Selected Sustainability Information	Value assured
Total Scope 1 and Scope 2 greenhouse gas emissions (in aggregate) (tCO_2e)	76,149
Female representation overall (%)	37
Waste to landfill (tonnes)	3,310
Recycled waste (tonnes)	935
Quarantine waste (tonnes)	1,585
Lost Time Injury Frequency Rate (LTIFR) for SYD employees	3.3
Total Recordable Injury Frequency Rate (TRIFR) for SYD employees	6.7
Social and Indigenous Procurement (AU$ million)	2.23

Criteria Used as the Basis of Reporting

The criteria used in relation to the Selected Sustainability Information are SYD's policies, procedures and methodologies as disclosed in the 2023 Sustainability Report ("the Criteria").

Other information
Limited assurance statement

KPMG

Basis for Conclusion

We conducted our work in accordance with Australian Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* and ASAE 3410 *Assurance Engagements on Greenhouse Gas Statements* (the Standards). In accordance with the Standards, we have:

- used our professional judgement to plan and perform the engagement to obtain limited assurance that we are not aware of any material misstatements in the Selected Sustainability Information, whether due to fraud or error;
- considered relevant internal controls when designing our assurance procedures, however we do not express a conclusion on their effectiveness; and
- ensured that the engagement team possess the appropriate knowledge, skills and professional competencies.

Summary of Procedures Performed

Our limited assurance conclusion is based on the evidence obtained from performing the following procedures:

- enquiries with relevant SYD personnel to understand the internal controls, governance structure and reporting processes for the Selected Sustainability Information;
- reviews of relevant documentation concerning sustainability strategy and policies for material issues, and the implementation of these across the business;
- analytical procedures over the Selected Sustainability Information;
- interviews with relevant SYD staff and service organisations engaged by SYD responsible for providing the Selected Sustainability Information;
- agreement of a sample of the Selected Sustainability Information to source documentation;
- evaluating the appropriateness of the Criteria with respect to the Selected Sustainability Information; and
- reviewing the Sustainability Report 2023 in its entirety to ensure it is consistent with our overall knowledge of the assurance engagement.

How the Standard Defines Limited Assurance and Material Misstatement

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Misstatements, including omissions, are considered material if, individually or in the aggregate, they could reasonably be expected to influence relevant decisions of the Directors of SYD.

Inherent Limitations

Greenhouse gas quantification is subject to inherent uncertainty due to the nature of the information and the uncertainties inherent in: (i) the methods used for determining or estimating the appropriate amounts, (ii) information used to determine emission factors and (iii) the values needed to combine emissions of different gases.

The nature of non-financial information, the absence of a significant body of established practice on which to draw, and the methods and precision used to determine non-financial information, allow for different, but acceptable, evaluation and measurement techniques and can result in

Other information
Limited assurance statement

KPMG

materially different measurements, affecting comparability between entities and over time. The Information Subject to Assurance has been measured applying the Criteria, which has been developed solely for the purpose of providing this non-financial information. As such, the Information Subject to Assurance may not be suitable for another purpose.

Because of the inherent limitations of an assurance engagement, together with the internal control structure, it is possible that fraud or error may occur and not be detected.

Use of this Assurance Report

This report has been prepared for the Directors of SYD for the purpose of providing an assurance conclusion on the Selected Sustainability Information and may not be suitable for another purpose. We disclaim any assumption of responsibility for any reliance on this report, to any person other than the Directors of SYD, or for any other purpose than that for which it was prepared.

Management's responsibility
Management are responsible for:

- determining that the Criteria are appropriate to meet their needs;
- preparing and presenting the Selected Sustainability Information in accordance with the Criteria; and
- establishing internal controls that enable the preparation and presentation of the Selected Sustainability Information that is free from material misstatement, whether due to fraud or error.

Our Responsibility
Our responsibility is to perform a limited assurance engagement in relation to the Selected Sustainability Information for the period 1 January 2023 to 31 December 2023, and to issue an assurance report that includes our conclusion.

Our Independence and Quality Management
We have complied with our independence and other relevant ethical requirements of the *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Australian Professional and Ethical Standards Board, and complied with the applicable requirements of Australian Standard on Quality Management 1 to design, implement and operate a system of quality management.

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4 April 2024

SYD