



OFFICIAL

Environmental, Social and Governance Policy



We are Australia's air traffic management and aviation rescue fire fighting service provider, operating at 29 of Australia's major airports and managing 11 per cent of the world's airspace. Our people go above and beyond every single day to safeguard lives and livelihoods, while we continue to build the future of Australia's skies. We connect people with their world safely through our world-class service, whilst endeavouring to protect the environment from the effects of aircraft operations.



Our Commitments

As a provider of safe, secure, efficient and responsible services to the aviation industry, we recognise that our responsibilities are long-term. To achieve long-term positive outcomes for our people, customers, stakeholders and the community, we are committed to sound Environmental, Social and Governance (ESG) practices.

Environmental

We minimise the environmental impact of our operations and positively contribute to the communities we serve. Our commitments include:

- Supporting the aviation industry's transition to net zero emissions by 2050.
- Supporting the aviation industry's efforts in minimising the impact of noise on communities.
- Minimising our impact on biodiversity and heritage whilst reducing our environment footprint in the areas we operate.
- Minimising waste, prevent pollution and address the legacy of past PFAS (per- and poly-fluoroalkyl substances) use.
- Reducing our emissions by at least 43% below baseline levels by 2030 and reaching net zero by 2050.
- Enhancing our efficiency and innovation in our resource consumption.
- Improving our resilience to climate change.

Social

We foster a respectful, diverse and inclusive workplace that is physically and psychologically safe. We promote reconciliation and work to prevent human rights impacts, including modern slavery, resulting from our activities. As a key part of the aviation ecosystem, we continue to build partnerships in Australia and abroad.

Our commitments include:

- Fostering a respectful, diverse and inclusive workplace that is physically and psychologically safe.
- Promoting reconciliation with first nations people.
- Fostering civil aviation in Australia and abroad.
- Addressing human rights, including modern slavery, associated with our activities and supply chain.
- Engaging with communities and stakeholders to understand and address their concerns.



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Governance

We maintain the highest standards of corporate governance, risk management and compliance in conjunction with appropriate systems of risk oversight, risk management, and internal control to ensure we act not only in accordance with laws but in line with our own values and expectations. Our commitments include:

- Maintaining effective systems for risk oversight, risk management, and internal controls.
- Acting in accordance with laws and aligning with our values and expectations.
- Ensuring transparency, accountability, and ethical conduct in all our operations.
- Provide transparent, effective, and impactful communication and reporting.
- Sharing both successes and challenges openly where we have not met the expectations of ourselves or others.
- Engaging with stakeholders in our ESG performance.

Rob Sharp
Chief Executive Officer