

FY25

Sustainability Report





ABOUT THIS REPORT

This report is NSW Ports' seventh disclosure on its annual sustainability performance. The report is prepared with reference to the Global Reporting Initiative (GRI) Standards (refer to the GRI Content Index on pages 20 to 23) and the United Nations Sustainable Development Goals (UN SDGs).

Our reporting scope includes activities under the control of the NSW Ports group of companies – which consists of NSW Ports Operations Hold Co Pty Limited (and its subsidiaries) and NSW Ports Pty Limited (and its subsidiaries). It includes NSW Ports' operations at Port Botany, Port Kembla, Enfield Intermodal Logistics Centre and Cooks River Intermodal Terminal.

This report summarises our sustainability priorities, the material topics we address, and our progress against the success outcomes, targets, key performance indicators and initiatives stated in our 2022 Sustainability Strategy. Unless otherwise indicated, references to FY25, FY24, FY23, FY22 and FY21 in graphs and copy throughout this report refer to financial years ending 30 June of the respective year. All figures are in Australian dollars unless otherwise stated.

Published November 2025.



ACKNOWLEDGEMENT OF COUNTRY

NSW Ports proudly acknowledges the many Aboriginal and Torres Strait Islander peoples who comprise the Traditional Custodians of the Lands and Waterways around our Sydney and Illawarra based operations.

We recognise their continuing connection to Country and value their unique cultural heritage, customs and spiritual beliefs. We pay our respects to their Elders past and present and extend this respect to all Aboriginal and Torres Strait Islander peoples.



ARTIST'S STATEMENT

Shane Youngberry is a Dharawal man belonging to the La Perouse Aboriginal community. He draws inspiration from local dreaming stories and local culture that has been passed on to him by his family and Elders. The artwork delivered to NSW Ports is a bespoke artwork that makes use of images of spirit ancestors and significant stories for Dharawal people.

The four circles represent the four sites of NSW Ports and the means of which we can travel to these sites – through the water and over the land. The stingrays (girawaa), humpback whales (buriburi) and jellyfish reflect the different vessels that travel to and from the ports. One of the Dharawal dreaming stories tells the story of the buriburi looking for their barangga (vessel) as they migrate up and down the coast.

MESSAGE FROM OUR CEO



I am pleased to present the NSW Ports FY25 Sustainability Report, highlighting the progress we've made over the past year.

It marks the final year of implementing our 2022 Sustainability Strategy, which guided our efforts to decarbonise our operations, deliver and maintain resilient infrastructure, strengthen partnerships with our stakeholders and foster an engaged workplace.

I'm proud to report that we met all targets set out in our 2022 Sustainability Strategy, a significant achievement that reflects the collective effort and focus of our team and stakeholders.

NSW Ports manages Port Botany and Port Kembla, which together handle millions of tonnes of diversified trade each year. NSW Ports also manages the Enfield Intermodal Logistics Centre and Cooks River Intermodal Terminal. These port and intermodal facilities are essential services and play a critical economic role within New South Wales. Managing and developing our infrastructure in a sustainable and future-ready way is essential.

During FY25, we achieved two key milestones: achieving net zero Scope 1 and 2 and sourcing 100% of our electricity from renewable sources, which were both key targets in our 2022 Sustainability Strategy. These achievements are the result of persistent reductions in energy consumption and proactive engagement to secure renewable electricity solutions.

We are also pleased to announce the launch of Phase 2 of our On-Dock Rail Investment Program, in partnership with DP World, which is a major step in progressing our long-term vision for rail as outlined in our 2063 Master Plan. This strategic investment supports our goal of growing capacity and improving efficiency in the rail freight supply chain. Operationally, we've grown the number of containers moved by rail across the duration of the 2022 Sustainability Strategy, representing a 25% increase in rail volumes since FY22. This is testament to the ongoing efforts of all participants in the supply chain to move more freight to rail and thereby reduce the growth of trucks on roads.

This year also marked the launch of our inaugural community boat tours in Port Botany and Port Kembla, offering members of our local communities a unique opportunity to connect with our operations and learn more about our role in the region. We also celebrated the fifth year of our Community Grants Program which along with our other community engagements was a record year in community investments. We also continued our financial support for seafarer welfare, showing care for these essential workers who keep Australia's trade moving.

Following successful completion of the 2022 Sustainability Strategy we are pleased to share the results in this report and look forward to delivering the initiatives in our new 2025 Sustainability Strategy.

Marika Calfas
CEO



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FY25 PERFORMANCE SCORECARD

This scorecard summarises our progress in FY25 against the outcomes, targets and key performance indicators (KPIs) in our 2022 Sustainability Strategy.

Priority	Target	Key performance indicator	FY25 result	Status
 Steward forecast growth <p>Outcome: Our ports and intermodal terminals are fit-for-purpose, sustainably managed assets, now and into the future. Our stakeholders are informed about our strategic role in society and collaborate with us to continue building a sustainable port supply chain.</p>	No loss of industrial land surrounding our ports and intermodal terminals	Industrial land 'lost' (rezoned to other uses) (ha)	0	●
	100% of development projects comply with our sustainable development code	Projects that comply with our sustainable development code (%)	100	●
	Zero environmental incidents from NSW Ports operations resulting in a regulatory response	Environmental incidents resulting in a regulatory response (#)	0	●
	Year-on-year increase in freight on rail to and from our ports	Increase in freight volumes on rail since prior year (%)	+12.5 (438,981 TEU)	●
 Champion decarbonisation <p>Outcome: We have decarbonised our own operations. We are effectively collaborating in the decarbonisation of our broader port and intermodal terminal precincts.</p>	Net zero Scope 1 and 2 greenhouse gas emissions by end of FY25	Scope 1 emissions (tCO ₂ e)	0	●
		Scope 1 emissions without offsets (tCO ₂ e)	36	
		Scope 2 emissions (market-based ¹) (tCO ₂ e)	0	●
		Scope 2 emissions (location-based ²) (tCO ₂ e)	1,268	
	100% renewably sourced electricity	Renewable electricity (%)	100	●
	Define and measure our Scope 3 emissions and work with our customers and suppliers to reduce these	By FY25, Scope 3 emissions to be defined and measured	Achieved	●
 Build resilience <p>Outcome: We have the systems, processes and relationships in place to enable our business to withstand and adapt to changing conditions and to recover positively from shocks and stresses.</p>	More than 90% of training, drills and exercises in our business resilience framework completed by due date	Business resilience framework actions completed by due date (%)	100	●
	All material climate-related risks (physical and transition) identified and embedded in organisational risk registers by end of FY25	Key climate-related risks monitored (%)	100	●
 Support thriving communities <p>Outcome: Our communities understand the important role of our assets and feel positive towards our business and its success. Our workplaces are safe, healthy, diverse and inclusive environments that support the wellbeing, professional development and engagement of our people.</p>	Establish a social impact monitoring and evaluation framework	In FY23, a monitoring and evaluation framework will be developed	Achieved	●
	More than 90% of safety actions closed by due date	Safety actions completed by due date (%)	95	●
	Maintain an employee engagement score of more than 75%	Employee engagement score (%)	88	●

● On target/target met ● Within tolerance ● Behind target/target not met

(1) The market-based method measures emissions based on the specific energy sources purchased by the organisation, including renewable energy contracts and certificates (e.g. it reflects our Power Purchase Agreements and Large-scale Generation Certificates).
 (2) The location-based method measures emissions based on the average emissions intensity of the local electricity grid where the energy is consumed (NSW grid in our case).

FY25 HIGHLIGHTS

OUR OPERATIONS



Vessel Visits
2,210
across Port Botany
and Port Kembla

FY25 TRADE DATA



Bulk Liquids and Gas
5.08M
(Mass Tonnes)



Containers
2.82M
(TEU)



Construction Materials
2.1M
(Mass Tonnes)



Bulk Agriculture
3M
(Mass Tonnes)



Minerals
13.5M
(Mass Tonnes)



Vehicles and Machinery
428K
(Quantity)

STEWARDSHIP FORECAST GROWTH



Largest volume of containers moved by rail to and from Port Botany since 2022
12.5% higher than FY24 and 25% increase since FY22

CHAMPION DECARBONISATION



Net zero GHG Emissions target achieved
for Scope 1 and Scope 2



100% Renewably sourced electricity achieved
and electricity consumption decreased across key sites due to reduction initiatives



Electric vehicle fleet transition completed
Fleet streamlined to 9 vehicles: 3 electric, 4 hybrids (incl. 3 plug-in electric), and 2 conventional fuel engines retained to meet operational and safety requirements

BUILD RESILIENCE



PFAS firefighting foam replaced at Bulk Liquids Berth 1 (Port Botany)
Long-chain PFAS foam replaced with fluorine-free alternative



Participated in the Maritime Recycling Risk Assessment Trial
A joint initiative by the Australian Maritime Safety Authority (AMSA), and the Department of Agriculture, Fisheries and Forestry (DAFF), and 6 Australian Ports



\$3bn investment in port infrastructure since 2013
by NSW Ports and port operators including on-dock rail expansion, warehousing and storage facilities, berths, terminal investments and new empty container parks

SUPPORT THRIVING COMMUNITIES



Community boat tours launched
250+ participants got a behind-the-scenes look at Port Kembla and Port Botany operations



Fifth year of Community Grants Program
17 local community groups awarded grants of up to \$25,000 each

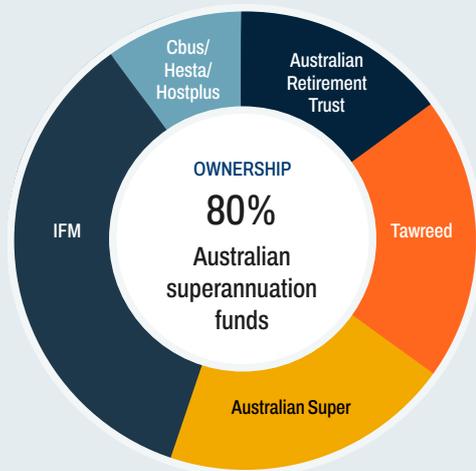


Supplier Code of Conduct
Developed and incorporated into our Procurement Policy

OUR BUSINESS AT A GLANCE

Ownership structure

NSW Ports began operations in 2013 under a 99-year lease from the NSW Government for Port Botany, Port Kembla, Cooks River Intermodal Terminal and Enfield Intermodal Logistics Centre. Our purpose is to support Australia's maritime trade needs. Our business is a significant contributor to the economies of NSW and Australia.



REPRESENTING 9 MILLION AUSTRALIANS
(1 in 3 Australians)

NSW Ports is wholly owned by a consortium of leading institutional investors of which 80% are Australian superannuation funds representing over nine million Australians.

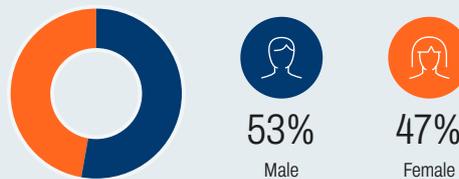
We are responsible for: leasing land to port and logistics operators; strategic port planning; maintaining and delivering wharf infrastructure, channel and berth depths and common user road and rail infrastructure at the ports; landside precinct security and safety; and operating control of multi-user berths.

To find out more about who we are and what we do, see the [NSW Ports Master Plan](#).

Our people

Our workforce consists of employees from a wide range of technical, operational and professional disciplines. We are committed to creating an inclusive and engaging work environment and investing in our people to support their professional development, health and wellbeing. All NSW Ports employees were employed on either a permanent or fixed-term contract basis during FY25.

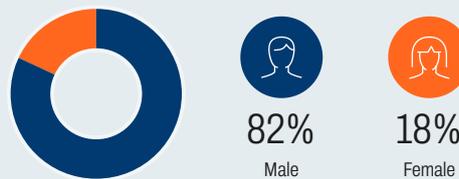
GENDER*



AGE*



BOARD AND EXECUTIVE LEADERSHIP TEAM*



* Figures were correct at 30 June 2025.

Our contribution



\$13.6bn
annual contribution to NSW Gross State Product (2.2% of total GDP).



64,570 jobs supported by NSW Ports
52,270 in Sydney region
9,750 in the Illawarra
2,550 elsewhere in NSW.



42% of all goods in a Sydney household are imported in containers through Port Botany.



>90% of all import containers are delivered within 50km of Port Botany.

Our Assets

Our ports connect people and businesses with goods and trade opportunities in a global marketplace.



ENFIELD INTERMODAL LOGISTICS CENTRE



- Connected by dedicated freight-only rail to Port Botany.
- Rail connections to regional NSW.

COOKS RIVER INTERMODAL TERMINAL



- Largest empty container storage facility in Australia.
- Connected by dedicated freight-only rail to Port Botany.

PORT BOTANY



- NSW's container trade.
- One-third of NSW's fuel supply.
- Chemicals for domestic manufacturing.
- NSW's bitumen and LPG supply.

PORT KEMBLA



- NSW's motor vehicle port.
- Bulk agricultural, construction, steel making and mining trade.
- Project cargo, including wind farm components.

KEY

- Shared freight and passenger rail.
- Dedicated freight-only rail.
- NSW Ports assets.



Our corporate strategy



Our objectives



OPERATIONS

Champion safe, resilient and efficient operations.



STAKEHOLDERS

Support strong stakeholder relationships.



PEOPLE

Promote a highly engaged and effective workforce.



GROWTH

Build value through growth and innovation.

GOVERNANCE

Our commitment to sustainable business starts at the top of our organisation and is integrated across our business. We are committed to being fair, responsible and transparent. We have structures and policies in place that define, integrate and track our responsible business practices and stewardship and which are regularly reviewed by the NSW Ports Board.

Board Charter

The NSW Ports Board Charter outlines the principles that the Board of NSW Ports upholds while carrying out its duties. It outlines the roles and responsibilities of the Independent Chair, Directors and Company Secretaries, the establishment and operation of Board Committees and conflict of interest processes.

Code of Conduct

The NSW Ports Code of Conduct governs the conduct of our Directors, employees and NSW Ports controlled contractors by establishing a clear standard of expected behaviour; fostering a positive work environment; and upholding employee rights. The Code of Conduct is supported by a suite of policies, frameworks and guidelines that reflect NSW Ports' commitment to governance, anticorruption, equal opportunity, human rights, health and safety and privacy. These are regularly reviewed and updated to ensure they continue to reflect our workplace expectations. NSW Ports has a Whistleblower Policy in place, including processes to support employees who have concerns about serious wrongdoing.

Risk management and business resilience frameworks

NSW Ports' Enterprise Risk Management Framework identifies our strategic approach to managing risk. It defines and identifies our risk appetite, risk management process; responsibilities across all levels of the organisation from the Board to employees; and reporting requirements. Our Business Resilience Framework documents NSW Ports' continued commitment to an integrated, consistent and dynamic approach to building business resilience through event management, incident and emergency response, business continuity and crisis management.

Our Sustainability Policy

The NSW Ports Sustainability Policy outlines our business vision, values, sustainability approach and principles. It sets the standards for decision making, long-term planning and the achievement of our sustainability objectives.

Our governance structure

Our Board is responsible for overseeing NSW Ports' corporate governance, business activities and performance. The Board approves NSW Ports' Sustainability Policy and Sustainability Strategy and receives reports on performance and progress against the Strategy.



More information about our Board and Executive Leadership Team can be found on our website [here](#).

Stakeholder engagement

NSW Ports regularly engages with a wide range of stakeholder groups on a variety of topics. We identify our key stakeholders, through our business activities and our materiality process, as those most directly impacted by our operations and material topics. Our main stakeholder groups, their key interests and concerns and how we engage with them are described below.

Stakeholder group	Engagement mechanism	Key topics
Employees	<ul style="list-style-type: none"> - Meetings and workshops - Staff briefings - Group-wide surveys - Digital and social media channels 	<ul style="list-style-type: none"> - Health, safety and wellbeing - Communication and engagement - Performance and leadership
Customers (including tenants and port users)	<ul style="list-style-type: none"> - Correspondence (including information reporting, meetings and phone calls) - Feedback channels - Digital and social media channels - Participation in forums and with industry associations 	<ul style="list-style-type: none"> - Performance - Emerging industry issues - Precinct level sustainability objectives - Business improvement initiatives
Shareholders and Financiers	<ul style="list-style-type: none"> - Meetings - Correspondence - Digital channels 	<ul style="list-style-type: none"> - ESG matters - Business performance - Business strategy - Debt raising
Community	<ul style="list-style-type: none"> - Consultative committees - Correspondence (including meetings and phone calls) - Feedback channels - Events - Sponsored activities - News, Digital and social media channels 	<ul style="list-style-type: none"> - Local community impacts - Environmental issues and impacts - Developments and business activities - Support for local community groups and initiatives
Government, industry bodies and regulators	<ul style="list-style-type: none"> - Stakeholder meetings, industry roundtables, technical working groups and briefings - Site tours - Business engagement forums 	<ul style="list-style-type: none"> - Freight policy - Operational efficiency - Infrastructure and land use planning - Environmental protection - Decarbonisation - Business strategy and performance
Suppliers	<ul style="list-style-type: none"> - Supplier meetings, briefings and workshops - Site tours - Feedback surveys 	<ul style="list-style-type: none"> - Supplier performance - Health, safety, environment and quality metrics - Ethical business practices - Continuous improvement - Collaboration opportunities
Media	<ul style="list-style-type: none"> - Correspondence (including meetings and phone calls) - Media releases - Digital and social media channels 	<ul style="list-style-type: none"> - Strategy and future directions - Business initiatives - Operational matters

OUR SUSTAINABILITY APPROACH

The NSW Ports Sustainability Policy is the foundation of our approach to environmental, social and governance matters and is available [here](#).

Our process for determining material topics

We conduct double materiality assessments with internal and external stakeholders every three years, with desktop reviews involving internal stakeholders conducted in the intervening years.

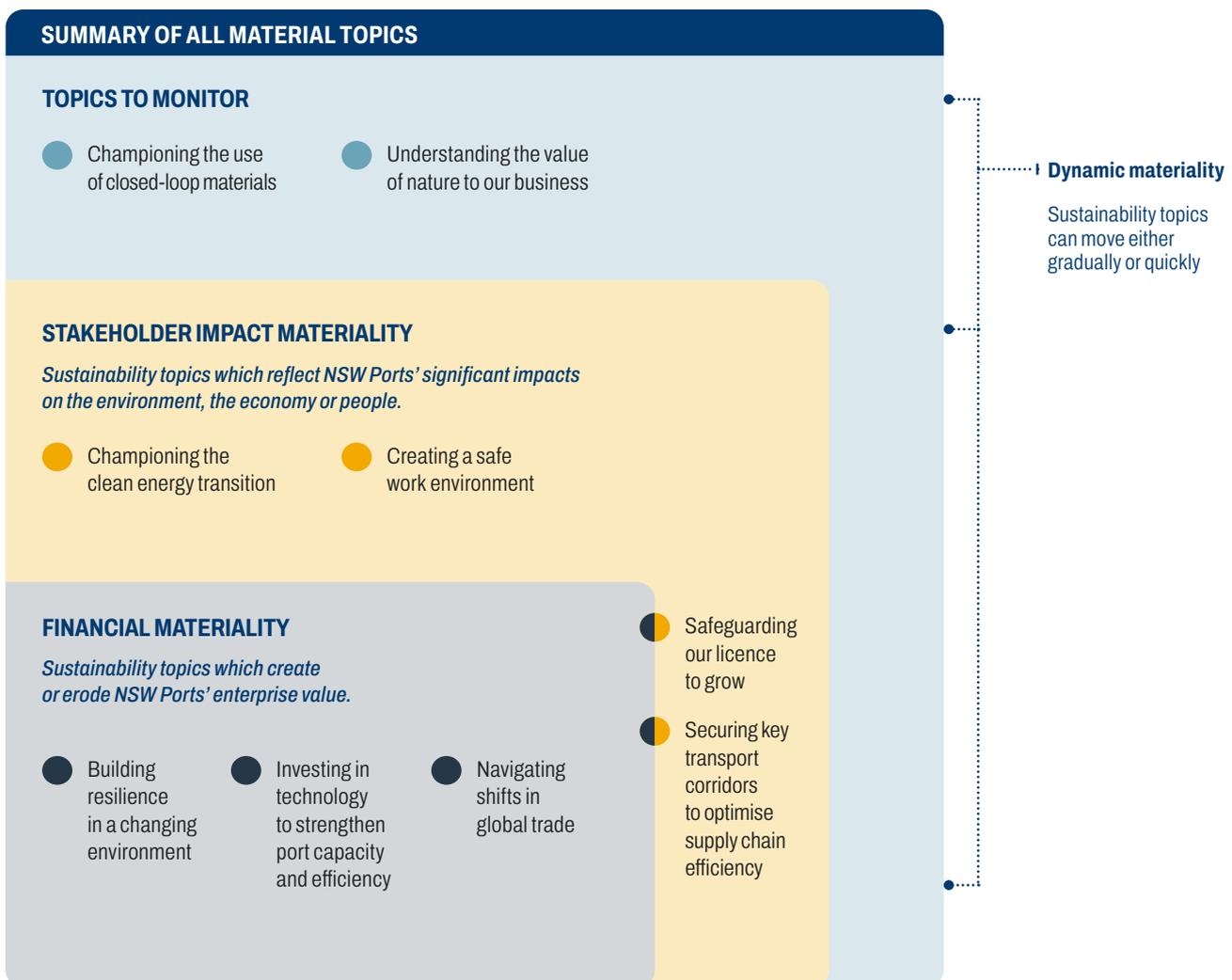
NSW Ports' double materiality assessment in 2022 identified material ESG risks and opportunities (referred to as material topics). Under the double materiality approach, NSW Ports considered financially material topics and stakeholder impact topics. This assessment informed the development of the four strategic priorities in our 2022 Sustainability Strategy.

Financial Year 2025 was the final year of implementation of the 2022 Sustainability Strategy.

NSW Ports has developed and released a new [2025 Sustainability Strategy](#). A double materiality process has informed the development of updated sustainability priorities and strategic initiatives for delivery.

Our material topics

The diagram below shows our material topics.

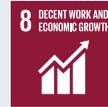


OUR SUSTAINABILITY STRATEGY

Our strategic priorities

NSW Ports' 2022 Sustainability Strategy identifies four strategic priorities, which collectively respond to our material topics. The graphic below describes the connection between our purpose, vision, values, material topics and strategic priorities.

We also considered how our strategy enables our business to contribute to the United Nations Sustainable Development Goals. We can deliver the greatest contribution to goals 8, 9, 11 and 13.





STEWARD FORECAST GROWTH

Why is it important to us?

NSW Ports is responsible for the management of key ports and intermodal terminal assets in NSW. We have a responsibility to proactively manage these assets to cater for forecast trade growth. We achieve this by monitoring population growth trends and urban environment, as well as changing patterns of consumption, production and traded goods.

We are committed to protecting and optimising the use of existing land and infrastructure, while planning for the sustainable development of the ports and intermodal terminals we manage. This informs our advocacy for the delivery of supporting infrastructure that enhances connectivity.

Outcome 1: Our stakeholders are informed about our strategic role in society and collaborate with us to continue building a sustainable port supply chain.

In FY25, we continued to collaborate with our stakeholders to advocate for efficient supply chains, resilient freight networks and the retention of critical industrial land.

The NSW Government's [Delivering freight policy reform in New South Wales](#) report was published in June 2025 and NSW Ports participated in the industry consultation process. NSW Ports advocated for certainty regarding container port policy in New South Wales to secure efficient and productive supply chains, the protection of industrial lands and the advancement of key infrastructure projects. The final report confirmed Port Botany as New South Wales' primary container port, strategically positioned near Greater Sydney, the main destination for imported goods.

NSW Ports made a submission to the [Transport and Infrastructure Net Zero Consultation Roadmap](#) on decarbonisation in the maritime, road and rail sectors. Building on our earlier Australian Government [Maritime Emissions Reduction National Action Plan](#) (MERNAP) submission, we emphasised the need for alignment with international and national approaches to vessel emissions and freight supply chains. We also highlighted the importance of ensuring supported solutions are commercially mature, scalable, and economically viable.

In the Illawarra, NSW Ports contributed to the [Illawarra-Shoalhaven Strategic Regional Integrated Transport Plan](#), outlining key initiatives to support efficient and integrated transport systems in the region. Those initiatives included improved road access and rail connections to Port Kembla. NSW Ports also provided comments on the [Draft Wollongong Local Strategic Planning Statement 2025](#), reaffirming the importance of freight network efficiency and Port Kembla's critical role as an industrial precinct.

The [Illawarra Clean Energy Roadmap](#) was another key piece of work NSW Ports contributed to, highlighting the opportunity to develop the Port Kembla Outer Harbour to support the East Coast offshore wind zones.

Outcome 2: Our ports and intermodal terminals are fit-for-purpose, sustainably managed assets, now and into the future.

As a key contributor to the nation's economy, NSW Ports continued to invest in long-term infrastructure projects to cater for forecast population growth and the evolution of trade patterns.

In FY24 Stage One of our On-Dock Rail Investment Program, the Sydney Autostrad Botany Rail Expansion, with Patrick Terminals was completed, delivering an on-dock rail terminal with ultimate capacity of 1 million TEU per annum. Stage Two, announced this year with DP World, will deliver a new rail terminal servicing DP World's Port Botany container terminal. This will deliver a further 1 million TEU per annum capable on-dock rail terminal and includes five 600-metre rail sidings serviced by rail mounted gantry cranes. These investments will increase supply chain capacity, efficiency and resilience, decrease road freight growth and lower transport emissions.

There has been a 12.5% increase in the volume of containers moved by rail in FY25, a 25% growth since the start of the 2022 Sustainability Strategy. This sustained growth reflects our long-term objective of achieving 3 million TEU of on-dock rail capacity and supporting more efficient sustainable freight movement.

We continued assessing new port development projects against NSW Ports' Sustainable Development Code (SDC). This code sets minimum sustainability standards across planning, construction, operations and eventual decommissioning. As a result, certain projects submitted evidence of supplier due diligence, selected low embodied carbon materials and expanded evaluation of renewable electricity supply opportunities.

NSW Ports continuously seeks innovative, environmentally responsible and sustainable approaches to asset management. This year, we installed a floating litter trap at the end of the Bunnerong Canal, covering a drainage catchment area of approximately 956 hectares. This has intercepted rubbish from upstream suburban open stormwater drains before it reaches Botany Bay. The trap captured 270kg of rubbish in FY25, helping reduce pollution in Botany Bay.

We also trialled alternative weed management practices. A herd of 20 goats was deployed to remove noxious weeds and overgrown vegetation within a secured area at Port Botany. This approach eliminated the need for herbicides and heavy diesel-powered machinery working on inclines and successfully cleared the area for subsequent rubbish removal and landscaping.

We continued to implement our Noise Management Strategy, engaging with local residents and proactively exploring innovative systems and partnerships allowing the monitoring and remediation of noise sources.

ALIGNMENT TO SDG TARGETS



- 9.1 Develop quality, reliable, sustainable and resilient infrastructure to support economic development and wellbeing.



- 11.3 By 2030, enhance inclusive and sustainable urbanisation.
- 11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.



- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

Target	Key Performance Indicator	FY22 Actual	FY23 Actual	FY24 Actual	FY25 Actual	Trend	Commentary
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Outcome 1: Our stakeholders are informed about our strategic role in society and collaborate with us to continue building a sustainable port supply chain

No loss of industrial land surrounding our ports and intermodal terminals	Industrial land 'lost' (i.e. rezoned to other uses) (ha)	-1	0	+8	0	Target met	
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Outcome 2: Our ports and intermodal terminals are fit-for-purpose, sustainably managed assets, now and into the future

100% of development projects comply with our sustainable development code	Projects that comply (%)	100	100	100	100	Target met	
Zero environmental incidents from NSW Ports' operations resulting in a regulatory response	Environmental incidents resulting in a regulatory response (#)	0	0	0	0	Target met	
Year-on-year increase in freight on rail to and from our ports	Freight volumes on rail (TEU)	350,776	360,231	390,091	438,981	Target met	Container volumes on rail at Port Botany have increased by 25% since FY22.



CASE STUDY

Sustainability in practice – building resilient infrastructure

This year, guided by our 2063 Master Plan, we announced strategic infrastructure development projects to ensure optimised productivity in future operations.

The Port Kembla Berth 104 Extension project is designed to enable car carriers to load and unload cargo at Berth B104. The project will improve Port Kembla's efficiency, increase motor vehicle handling capability and strengthen Port Kembla's position as NSW's motor vehicle import port. The project includes a 60-metre northern wharf extension and a small southern wharf connection to existing hardstand areas. The design incorporates sustainability features such as durable and low-carbon concrete, stormwater quality improvement devices and consideration of safety-in-design and constructability.

The existing planning approval for the Port Kembla Outer Harbour Development project is being modified to change the footprint within the Outer Harbour to make it more versatile for future demands and enabling the support of the offshore wind energy industry along Australia's east coast.

While Port Kembla already handles cargo for renewable projects, larger port facilities capable of catering for offshore wind projects are needed. The revised layout would create a port terminal suitable for pre-assembly of offshore wind components and a future container terminal.

At Port Botany, we are progressing a planning approval for the Port Botany Quayline Equalisation project, to provide comparable quayline length for all container stevedores at Port Botany. The project involves a 314 metres extension of Brotherson Dock's southern quay to allow all three stevedores to each accommodate three longer container vessels. Public consultation conducted during the planning process ensured transparent engagement with all stakeholders. A targeted set of sustainability initiatives was adopted for the project to align with our Sustainability Strategy and support climate resilience, decarbonisation and responsible growth. Measures include low-carbon concrete, water reuse and solar energy.



CHAMPION DECARBONISATION

Why is it important to us?

We are committed to reducing our Scope 1 and 2 greenhouse gas emissions in line with the Paris Agreement goal to limit global warming to 1.5°C and to working with our suppliers and customers to reduce their emissions.

Outcome 1: We have decarbonised our own operations.

In FY25, NSW Ports successfully met its Scope 1 and 2 net zero GHG emissions and 100% renewably sourced electricity targets, as set out in the 2022 Sustainability Strategy.

FY25 actions in achieving this included the implementation of energy efficiency measures identified during the FY24 energy audit at Port Kembla; the completion of our vehicle fleet transition plan; and the generation of additional Large-scale Generation Certificates (LGCs) from our second solar installation at Enfield, registered with the Clean Energy Regulator (CER).

Electricity use in FY25 was reduced by 10% at our Port Kembla office. This was achieved through electrical equipment upgrades and by optimising temperature settings in air conditioning. Further energy-saving initiatives are planned to align with equipment upgrades when they reach end-of-life. Additionally, the installation of submeters on cathodic protection systems has enhanced the accuracy of our electricity consumption data.

Fleet decarbonisation efforts continued in FY25, with the retirement of most internal combustion engine (ICE) utility vehicles in favour of electric, hybrid and plug-in hybrid models. Two ICE vehicles were retained for emergency response and low mileage use.

To support this transition, electric vehicle charging infrastructure was installed at Port Botany, Enfield and Port Kembla. These stations are powered by renewable electricity sourced through our Power Purchase Agreements (PPAs).

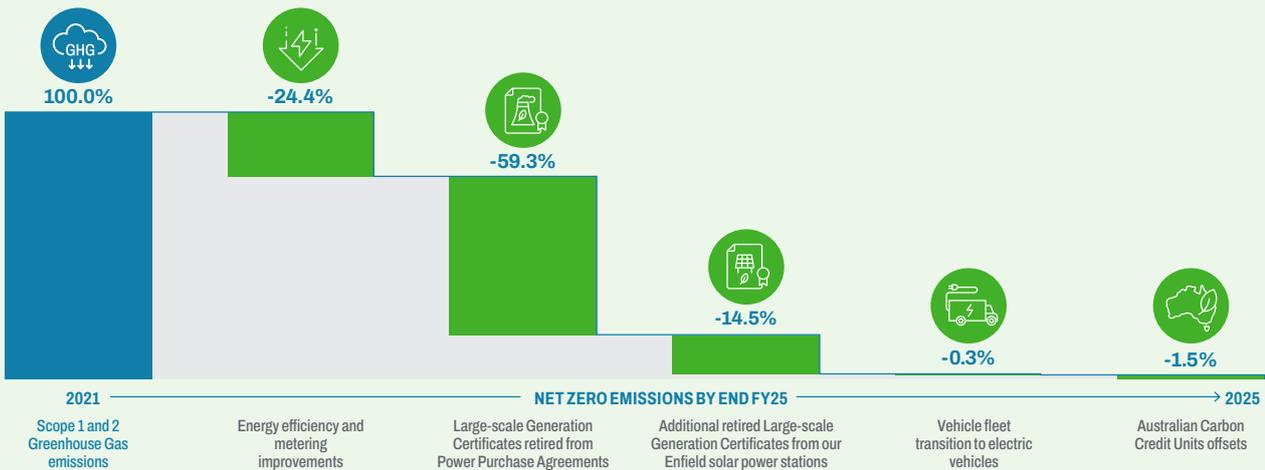
This year our second solar power station, a registered power station with the CER, generated LGCs that fully matched a small proportion of grid electricity recharged to us by our tenants – enabling 100% renewable electricity usage and leaving us with surplus LGCs.

Outcome 2: We are effectively collaborating in the decarbonisation of our broader port and intermodal terminal precincts.

As a port manager, most greenhouse gas emissions lie in our value chain. For the third consecutive year, we have measured our Scope 3 emissions, refining both the quality and completeness of our inventory. Tenant electricity consumption and vessel emissions represent most of these emissions. In FY25, we made some data modelling refinements to our Scope 3 Decarbonisation Roadmap.

As part of the development of the 2025 Sustainability Strategy, NSW Ports conducted a Double Materiality Assessment, engaging several tenants to gather insights into the potential challenges and opportunities shaping NSW Ports' future. This engagement provided a valuable platform to explore the strategic considerations around decarbonisation and energy transition topics, helping to inform our long-term priorities.

OUR ROADMAP TO ACHIEVE NET ZERO EMISSIONS BY END OF FY25



ALIGNMENT TO SDG TARGETS



13.3 Build knowledge and capacity to meet climate change.



7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.



12.6 ... adopt sustainable practices and integrate sustainability information into their reporting.

Target	Key Performance Indicator	FY22 Actual	FY23 Actual	FY24 Actual	FY25 Actual	Trend	Commentary
Outcome 1: We have decarbonised our own operations							
Net zero Scope 1 and 2 emissions by end of FY25	Scope 1 emissions (tCO ₂ e)	38	41	44	0	Target met	Residual GHG emissions from non-abatable fuel use was offset through acquisition of 36 Australian Carbon Credit Units (ACCUs)
	Scope 2 emissions ¹ (market-based) (tCO ₂ e)	1,344	217	44	0	Target met	Location-based Scope 2 emissions are 1,268 tCO ₂ e. See data supplement for more details.
100% renewably sourced electricity by end of FY25	Renewable electricity (%)	24	90	94	100	Target met	Achieved through the procurement of electricity under Power Purchase Agreements with residual electricity use matched by retiring Large-scale Generation Certificates

Outcome 2: We are effectively collaborating in the decarbonisation of our broader port and intermodal terminal precincts

Define and measure our Scope 3 emissions and work with our customers and suppliers to reduce these	By FY25, Scope 3 emissions to be defined and measured (tCO ₂ e)	–	Achieved	Achieved	Achieved	Target met	We calculated our Scope 3 emissions inventory in FY25 at 364,932 tCO ₂ e
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(1) The market-based method measures emissions based on the specific energy sources purchased by the organisation, including renewable energy contracts and certificates (e.g. it reflects our Power Purchase Agreements and Large-scale Generation Certificates). The location-based method measures emissions based on the average emissions intensity of the local electricity grid where the energy is consumed (NSW grid in our case). The two figures are not comparable against each other and represent different accounting methodologies.

CASE STUDY

Net zero Scope 1 and 2 achievements

In FY25 we successfully achieved net zero Scope 1 and 2 greenhouse gas (GHG) emissions, per our 2022 Sustainability Strategy target. This milestone reflects a multi-year commitment to decarbonising our direct operations through a roadmap focused on avoiding emissions, reducing energy consumption, transitioning to renewable energy sources, and offsetting unavoidable residual emissions via carbon credits.

Following a comprehensive review of our Scope 1 and 2 GHG emissions in 2022, purchased electricity was identified as the primary contributor to our operational footprint. In response, NSW Ports has entered into two Power Purchase Agreements (PPAs) to source renewable energy from wind farms for all directly managed electricity consumption. Additionally, two major solar installations at Enfield Intermodal Logistics Centre were registered with the Clean Energy Regulator, enabling the generation of Large-scale Generation Certificates (LGCs) to match the electricity recharged by our tenants.

Energy audits were also conducted at our Port Botany office and four high-consumption sites in Port Kembla. These audits provided detailed insights into energy usage and identified efficiency opportunities, which informed targeted action plans. Implemented measures included lighting upgrades, HVAC optimisation and equipment automation which resulted in a 16% and 10% decrease in electricity consumption at Port Botany and Port Kembla respectively.

In our Enfield office, we installed heat pump units, changed all lighting to LED and reduced light circuits to minimise lighting that was turned on unnecessarily, leading to a 45% reduction year-on-year in FY24.



Fleet transition has also been a priority. Over the past three years, we have reduced our fleet size to nine vehicles and replaced six of them with electric and plug-in hybrid models. These efforts have lowered Scope 1 emissions to 36 tCO₂e in FY25, with remaining emissions primarily from emergency response fuel (for bulk liquid berth emergency response water pumps) and residual vehicle fuel, areas currently limited by technological and operational constraints.

To offset these residual emissions, NSW Ports procured 36 Australian Carbon Credit Units (ACCUs) from the Savanna Burning project in North Kimberley, managed by the Aboriginal Carbon Foundation. This initiative not only reduces methane and nitrous oxide emissions through traditional early dry season burning practices but also supports cultural preservation and employment for Traditional Owners.

Our net zero Scope 1 and 2 emissions achievement has been independently verified by a third party, ensuring the integrity and transparency of our claim.



BUILD RESILIENCE

Why is it important to us?

Ports are critical parts of global supply chains, and their reliability and performance are essential to a flourishing economy and society. We recognise the strategic value of anticipating, withstanding, and learning from disruptive events – whether environmental, social, or regulatory – to create a smarter, stronger, and more resilient port supply chain.

Outcome 1: We have the systems, processes and relationships in place to enable our business to withstand and adapt to changing conditions and to recover positively from shocks and stresses.

NSW Ports manages resilience across various areas, including a changing climate, business disruption and cyber threats.

We continued to execute our Business Resilience Framework through the delivery of a series of crisis and emergency management exercises. Conducted in close collaboration with emergency services, the Australian Maritime Safety Authority, the Port Authority of NSW and site tenants, these exercises covered high-risk scenarios including coordinated responses to dangerous goods spills, vessel fires, yard incidents and communication protocols for managing emergencies.

In response to the evolving digital landscape, we maintain a proactive approach to data security by regularly reviewing processes to ensure the safe storage and management of data. This year, external auditors were engaged to assess the maturity and effectiveness of NSW Ports' cyber governance. The audit evaluated alignment with internal frameworks and the Essential Eight maturity model⁽¹⁾. It assessed both the design and operating effectiveness of our cyber governance structures, ensuring they support robust cyber security operations and identifying continuous improvement opportunities in line with industry best practices.

To manage larger container vessels at our existing container berths at Brotherson Dock, we developed and are piloting a shore-based laser berthing aid system at Port Botany. The application records real-time data such as vessel berthing speed and angle which will be used to mitigate impact forces on quay structures.

This year, NSW Ports participated in the Australian Maritime Safety Authority (AMSA) and Department of Agriculture, Fisheries and Forestry (DAFF) Maritime Recycling Risk Assessment Trial to support national efforts aimed at reducing landfill and improving sustainability in the maritime sector. The trial was designed to explore safe and practical ways to recycle waste from international ships, waste that is typically sent to landfill due to Australia's biosecurity rules. As one of six participating locations, Port Botany's Bulk Liquid Berths provided access to waste service providers and helped raise awareness on the initiative across the waste management industry. The results were very positive and the data collected will inform a broader national maritime waste recycling pilot.

(1) The Australian Signals Directorate (ASD) has developed prioritised mitigation strategies to help organisations protect themselves against various cyber threats. The most effective of these mitigation strategies are the Essential Eight. [The Essential Eight Maturity Model](#) supports the implementation of the Essential Eight.

CASE STUDY

Port Kembla culvert chloride extraction remediation

Maintaining the long-term integrity of our assets is an essential part of our responsibilities. In FY25, NSW Ports undertook an innovative asset management project to extend the life of the Springhill Road culvert at Port Kembla, a vital part of the rail corridor. The culvert helps ensure that water can pass safely beneath the rail line used for port freight, maintaining both the structural integrity of the corridor and the efficiency of transport operations.

The project involved: electrochemical chloride extraction (ECE), which removes corrosive chloride ions from concrete using water and an electrical current; galvanic cathodic protection installation, to protect metal reinforcement structures in concrete from corrosion; and concrete repairs across four culvert cells, covering approximately 1,100 square metres.

NSW Ports selected ECE as the preferred remediation method due to its environmental benefits and suitability for the site. Unlike alternative methods like full concrete replacement or impressed current systems, ECE uses water as an extraction medium. This method avoids chemical discharge and reduces the energy use and embodied carbon of traditional treatment methods.

The system was installed and operated across the culvert sections over several months, resulting in increased water consumption during the chloride extraction process. This project delivered long-term resilience benefits by extending the life of essential infrastructure and reducing future maintenance needs.

ALIGNMENT TO SDG TARGETS



9.1 Develop quality, reliable, sustainable and resilient infrastructure to support economic development and wellbeing.



- 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters.
- 13.3 Build knowledge and capacity to meet climate change.

Target	Key Performance Indicator	FY22 Actual	FY23 Actual	FY24 Actual	FY25 Actual	Trend	Commentary
Outcome 1: We have the systems, processes and relationships in place to enable our business to withstand and adapt to changing conditions and to recover positively from shocks and stresses							
More than 90% of training, drills and exercises in our business resilience framework completed by due date	Business resilience framework actions completed by due date (%)	No data available	92	95	100	Target met	
All material climate-related risks (physical and transition) identified and embedded in organisational risk registers by FY25	Key climate related risks monitored (%)	No data available	50	75	100	Target met	

CASE STUDY

Successful replacement of PFAS-based firefighting foam system at Port Botany

NSW Ports undertook a major upgrade of the firefighting system at Port Botany's Bulk Liquid Berth 1, replacing historical firefighting foam which contained long-chain per- and polyfluoroalkyl substances (PFAS). The firefighting foam at the berth is designed to be deployed in case of fire involving flammable liquids. Although the system has never been activated in a fire event since its installation in 1979, its potential use in an emergency event could cause environmental contamination. In FY25 NSW Ports replaced long-chain PFAS foam with fluorine-free alternatives.

To shift from PFAS-based to non-PFAS foam systems, our teams had to identify suitable replacements for large-scale fire suppression, ensure their compatibility with seawater and train personnel on new operational procedures.

To accommodate the new foam's unique properties, significant upgrades were made to the firefighting infrastructure, including a new tank, pumps and control systems. Responsible handling and disposal of the PFAS-based firefighting foam was a key focus for the project. Additionally, the existing foam tank was repurposed as a spill containment unit, enabling the efficient reuse of infrastructure and minimising waste.

The successful implementation not only reduced health and environmental risks but also improves fire safety by doubling the duration capacity of a single tank of foam.





SUPPORT THRIVING COMMUNITIES

Why is it important to us?

People are key to our success. A strong social licence, built on effective engagement and a thriving workforce, is critical to our business. Listening to our customers, stakeholders, local communities and employees helps us plan for, and invest in, initiatives that create equitable, safe, healthy and prosperous environments.

Outcome 1: Our communities understand the important role of our assets and feel positive towards our business and its success.

Many employees at Port Botany and Port Kembla live nearby, creating a strong connection between NSW Ports and the surrounding communities. Community and stakeholder engagement is a core component of NSW Ports' operations and Sustainability Strategy. We maintain active dialogue with local communities through various channels, including community consultation and liaison committees. This year, staff and tenants participated in environmentally focused activities around the ports, including two clean-up events and a biodiversity conservation workshop.

We also continued the support of local not-for-profit and grassroots organisations through our community engagement program, including dedicated sponsorships and our annual Community Grants Program. We maintained our partnerships with organisations promoting surf safety and lifesaving education, seafarer wellbeing and habitat restoration.

For the fifth consecutive year, our Community Grants Program was implemented, awarding grants of up to \$25,000 each to 17 local groups across Sydney and the Illawarra region, with recipients including schools, sporting clubs, First Nations initiatives, economic support programs and social welfare groups. Since its launch in 2021, over 80 local groups have received funding. More information on our FY25 programs can be found [here](#). NSW Ports continues to promote awareness of the key role ports play in the Australian economy and their essential operations. This year, we again hosted school tours at Port Kembla and, for the first time, organised community boat tours at both Port Botany and Port Kembla, offering the general public a unique opportunity to view port operations firsthand. Additionally, a live vessel activity map is now available on our website, enabling residents to see vessel movements at Port Botany.

We support First Nations communities through our Community Grants Program and staff learning opportunities.

Outcome 2: Our workplaces are safe, healthy, diverse and inclusive environments that support the wellbeing, professional development and engagement of people.

We strive to ensure the safety, health and wellbeing of our employees and the people that visit our sites and operate within them. We have a strong workplace health and safety reporting culture.

As one of our 2022 Sustainability Strategic initiatives, this year we developed the NSW Ports Supplier Code of Conduct (Code) which is incorporated into our Procurement Policy. It sets out the responsible business standards expected of suppliers working with NSW Ports. It outlines requirements for legal compliance, environmental performance, socially responsible employment practices and governance. The Code also emphasises responsible sourcing and supply chain transparency.

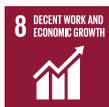
This year, we updated our Whistleblower Protection Policy and process. This policy sets out how staff and other eligible persons can report suspected wrongdoing and how NSW Ports will deal with such reports. It aims to encourage the reporting of wrongdoing by providing safe and confidential ways to raise concerns. NSW Ports has appointed an independent external provider as an option to receive whistleblower reports, which facilitates anonymous reporting.

NSW Ports recognises the importance of respecting human rights, and we are committed to protecting the fundamental rights of people operating with us. In FY25, we updated our Procurement Policy to require selected new suppliers to submit a Modern Slavery Compliance Declaration, disclosing how they address modern slavery risks. We also provided procurement compliance training to our contract managers and continued to conduct periodic surveys of selected suppliers to assess how risks and controls are enforced. Our Modern Slavery Statements are available on our [website](#).

We are committed to encouraging and supporting the professional development of all our employees. Following the deployment of the leadership development program for senior leaders in FY24, this year, the program was offered to all employees.

This year, we continued to support essential maritime workers through event coordination and financial contributions to seafarer welfare initiatives (see case studies).

ALIGNMENT TO SDG TARGETS



- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.7 Take immediate and effective measures to eradicate forced labour, and end modern slavery and human trafficking.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers.



- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making.



- 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Target	Key Performance Indicator	FY22 Actual	FY23 Actual	FY24 Actual	FY25 Actual	Trend	Commentary
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Outcome 1: Our communities understand the important role of our assets and feel positive towards our business and its success

Establish a social impact monitoring and evaluation framework	In FY23, a monitoring and evaluation framework will be developed.	-	Achieved	Achieved	Achieved	Target met	We utilise the social impact framework developed by Business for Societal Impact (B4SI).
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Outcome 2: Our workplaces are safe, healthy, diverse and inclusive environments that support the wellbeing, professional development and engagement of people

More than 90% of safety actions were closed by due date	Safety actions completed by due date (%)	95	95	97	95	Target met	
Maintain an employee engagement score of more than 75%	Employee engagement score (%)	85	85	88	88	Target met	

CASE STUDY

Seafarer wellbeing support

Seafarers play a critical role in the maritime industry, supporting the flow of goods through global supply chains and often spending long periods at sea away from home.

In 2024 NSW Ports, in collaboration with the Port Authority of NSW and the Port of Newcastle, implemented a \$2.5 million Seafarer Welfare Fund. The first of its kind in Australia, the fund is a five-year initiative designed to support organisations that improve the wellbeing of seafarers visiting ports in New South Wales by funding a broad range of essential services and programs.

In year one, five organisations were granted critical funds to enhance transport, communication access, mental health support and general wellbeing programs for seafarers visiting New South Wales.



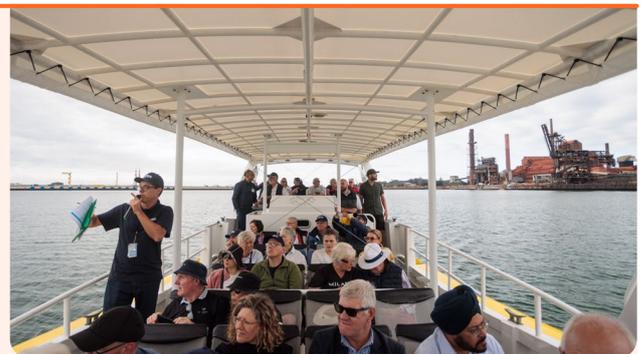
In addition to the financial support, our teams at Port Botany and Port Kembla, together with Mission to Seafarers, Stella Maris and the Port Authority of NSW, organised and participated in events throughout the year to show appreciation for seafarers' contribution to global trade. These included barbecues held on the International Day of the Seafarer and the distribution of Christmas gift bags, creating a positive and memorable experience for seafarers during their time in port.



CASE STUDY

Community boat tours

NSW Ports launched its inaugural community boat tours in March 2025, with events held over consecutive weekends at Port Kembla and Port Botany. These popular hour-long tours welcomed more than 250 community members, offering a rare opportunity to view port operations from the water and learn about the essential role these ports play in the trade and economy of New South Wales.



The tours, which were organised in close collaboration with Port Authority of NSW, included presentations on the history of each port and insights into the ports' operations and the important role they play in the everyday lives of the people of New South Wales. These presentations were delivered by volunteer NSW Ports employees. The tours attracted community members of all ages and also provided participants with an idea of the diversity of employment opportunities available in the maritime industry.

All proceeds raised from the events were used to support the charitable efforts of the Mission to Seafarers' Sydney and Port Kembla branches.

GRI CONTENT INDEX

Statement of use

NSW Ports has reported the information cited in this GRI Content Index for the period 1 July 2024 to 30 June 2025 with reference to the GRI Standards.

GRI referenced

GRI: Foundation 2021

Applicable GRI Sector Standard(s)

Nil

Number	Disclosure	Location	Remarks
GRI 2: GENERAL DISCLOSURES 2021			
The organisation and its reporting practices			
2-1	Organisational details	NSW Ports FY25 Sustainability Report: About This Report inside front cover and back cover	
2-2	Entities included in the organisation's sustainability reporting	NSW Ports FY25 Sustainability Report: About This Report inside front cover	
2-3	Reporting period, frequency and contact point	NSW Ports FY25 Sustainability Report: About This Report inside front cover and back cover	
2-4	Restatements of information	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
2-5	External assurance		This report has not been externally assured.
Activities and workers			
2-6	Activities, value chain and other business relations	NSW Ports FY25 Sustainability Report: Our business at a glance page 6 NSW Ports Corporate Brochure available at: www.nswports.com.au/publications	
Governance			
2-9	Governance structure and composition	NSW Ports FY25 Sustainability Report: Governance page 8 NSW Ports website: www.nswports.com.au/our-board-and-executive-team	
2-11	Chair of the highest governance body	NSW Ports website: www.nswports.com.au/our-board-and-executive-team	
2-12	Role of the highest governance body in overseeing management of impacts	NSW Ports FY25 Sustainability Report: Governance page 8	
2-13	Delegation of responsibility for managing impacts	NSW Ports FY25 Sustainability Report: Governance page 8	
2-14	Role of the highest governance body in sustainability reporting	NSW Ports FY25 Sustainability Report: Governance page 8	
2-15	Conflicts of interest	NSW Ports FY25 Sustainability Report: Governance page 8	
2-16	Communication of critical concerns	NSW Ports FY25 Sustainability Report: Governance page 8	

Number	Disclosure	Location	Remarks
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	NSW Ports 2022 Sustainability Strategy: Message from our CEO, page 2	
2-23	Policy commitments	NSW Ports FY25 Sustainability Report: Governance page 8	
2-24	Embedding policy commitments	NSW Ports FY25 Sustainability Report: Governance page 8	
2-27	Compliance with laws and regulations		There were no incidents of non-compliance that required reporting.
2-28	Membership of associations		Infrastructure Partnerships Australia, International Association of Ports and Harbours, ICHCA, Business Sydney/ Business Western Sydney/Business Illawarra, Committee for Sydney, Freight & Trade Alliance, PIANC, Ports Australia, Property Council of Australia, Grain NSW, Grain Trade Australia, Western Sydney Leadership Dialogue, Australasian Railway Association (ARA), Australian Peak Shippers, Australian Logistics Council (ALC), Asset Management Council, Bulk Liquids Industry Association, Australian Cotton Shippers Association, Sustainability Advantage Program, C40 Cities (Green Shipping Corridors), Business for Social Impact (B4SI), Cement Concrete and Aggregate Australia
Stakeholder engagement			
2-29	Approach to stakeholder engagement	NSW Ports FY25 Sustainability Report: Governance page 9 NSW Ports Master Plan, NSW Ports 2063: <i>Our 40-year Master Plan for Sustainable Growth</i> (2023) NSW Ports website: www.nswports.com.au/community	

GRI CONTENT INDEX (CONTINUED)

Number	Disclosure	Location	Remarks
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	NSW Ports FY25 Sustainability Report: Our Sustainability Approach – Our process for determining material topics page 10	
3-2	List of material topics	SW Ports FY25 Sustainability Report: Our Sustainability Approach – Our material topics page 10	
3-3	Management of material topics	NSW Ports FY25 Sustainability Report: Our Sustainability Approach page 10	
GRI 203: Indirect economic impacts 2016			
203-2	Significant indirect economic impacts	NSW Ports FY25 Sustainability Report: Our business at a glance page 6	
GRI 205: Anti-corruption 2016			
205-3	Confirmed incidents of corruption and actions taken		There were no incidents of corruption.
GRI 206: Anti-competitive behaviour 2016			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		Mayfield Development Corporation action was dismissed with costs awarded to NSW Ports, subject to appeal.
GRI 302: Energy 2016			
302-1	Energy consumption within the organisation	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
302-4	Reduction of energy consumption	NSW Ports FY25 Sustainability Report: Champion Decarbonisation pages 14-15 and Sustainability Performance Data Supplement page 24	
GRI 303: Water and effluents 2018			
303-5	Water consumption	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	NSW Ports FY25 Sustainability Report: Champion Decarbonisation pages 14-15	
305-2	Energy Indirect (Scope 2) GHG emissions	NSW Ports FY25 Sustainability Report: Champion Decarbonisation pages 14-15	
305-5	Reduction of GHG emissions	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	

Number	Disclosure	Location	Remarks
GRI 306: Waste 2020			
306-3	Waste generated	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
306-4	Waste diverted from disposal	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
305-5	Waste directed to disposal	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
GRI 403: Occupational health and safety 2018			
403-8	Workers covered by an occupational health and safety management system	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
403-9	Work-related injuries	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
GRI 404: Training and education 2016			
404-2	Programs for upgrading employee skills and transition assistance programs	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
404-3	Percentage of employees receiving regular performance and career development reviews	NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	
GRI 405: Diversity and equal opportunity 2016			
405-1	Diversity of governance bodies and employees	NSW Ports FY25 Sustainability Report: Our Business at a Glance page 6	
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken		There were no incidents of discrimination.
GRI 413: Local communities 2016			
413-1	Operations with local community engagement, impact assessments and development programs	NSW Ports FY25 Sustainability Report: Support thriving communities pages 18-19 NSW Ports FY25 Sustainability Report: Sustainability Performance Data Supplement page 24	

NSW Ports does not currently publicly report information related to the following requirements and has omitted them from the GRI Content Index (above): 2-7, 2-8, 2-10, 2-17, 2-18, 2-19, 2-20, 2-21, 2-25, 2-26 and 2-30.

SUSTAINABILITY PERFORMANCE

DATA SUPPLEMENT

Strategic priority	Measure	FY21 actual	FY22 actual	FY23 actual	FY24 actual	FY25 actual	Trend	
Steward forecast growth 	Total water consumed (kl)	19,377	18,721	21,623	29,890	29,758 ⁽¹⁾	●	
	Percentage reduction in water over previous year (%)	-37	-3	+17	+38	0	●	
	Total waste generated (T)	66	80	70	65	79 ⁽²⁾	●	
	- Total recycled (T)	7 ⁽³⁾	6 ⁽³⁾	5	5	20	●	
	- Total recycled (%)	10	8	7	8	26	●	
	- Total sent to landfill (T)	59	74	65	60	59	●	
	- Total sent to landfill (%)	90	92	93	92	74	●	
	Heritage items under management	15	15	14	14	14	●	
Habitats protected or restored (hectares)	2	2	2	2	9 ⁽⁴⁾	●		
Champion decarbonisation 	Scope 1 emissions (tCO ₂ e)	41	38	41	44	0	●	
	- Reduction in Scope 1 emissions from FY21 baseline (tCO ₂ e)		-3	0	+3	-41	●	
	- Reduction in Scope 1 emissions from FY21 baseline (%)		-7	0	+7	-100	●	
	Scope 2 emissions (tCO ₂ e) Market-based	2,064	1,344	217	44	0	●	
	- Reduction in Scope 2 emissions from FY21 baseline (tCO ₂ e)		-720	-1,847	-2,020	-2,064	●	
	- Reduction in Scope 2 emissions from FY21 baseline (%)		-35	-89	-98	-100	●	
	Scope 2 emissions (tCO ₂ e) Location-based		1,978	1,793	1,362	1,268	●	
	Energy consumption (GJ)	10,462	9,950	9,746	8,273	7,984	●	
	- Electricity (solar and wind)	308	2,305	7,210	6,270	6,148	●	
	- Electricity (grid)	9,527	7,125	1,945	1,375	1,335	●	
	- Diesel	603	498	556	603	479	●	
	- Petrol	24	22	35	25	22	●	
	Reduction in energy consumption (as a direct result of conservation, reduction and energy efficiency programs) (%)	0	-4	-3	-15	-3	●	
Support thriving communities 	Workers covered by an OH&S management system (%)	100	100	100	100	100	●	
	Work related injuries/ill health						●	
	- Injury requiring medical treatment	2	0	0	1	0		
	- Lost time injury	0	0	0	0	0		
	Programs for upgrading employee skills and transition assistance programs	Specific training programs and opportunities to educate and upskill staff are run annually. This has included learning and development plans and leadership development courses for all employees in FY25.						●
	Employees receiving regular performance and career development reviews (%)	100	100	100	100	100	100	●
	Local community consultation committees	Information on our commitment to community engagement, our objectives and the details of our existing consultative committees: https://www.nswports.com.au/community						●

(1) Water consumption increased in FY24 and FY25 due to an asset life-extension project in which water is used in a chloride extraction system at Port Kembla (see Case Study under 'Build Resilience').

(2) Total waste weight increased due to a refurbishment project at our Port Botany office (ongoing through FY26). Most of the construction-related waste has been recycled. Day-to-day operational waste decreased in tonnage.

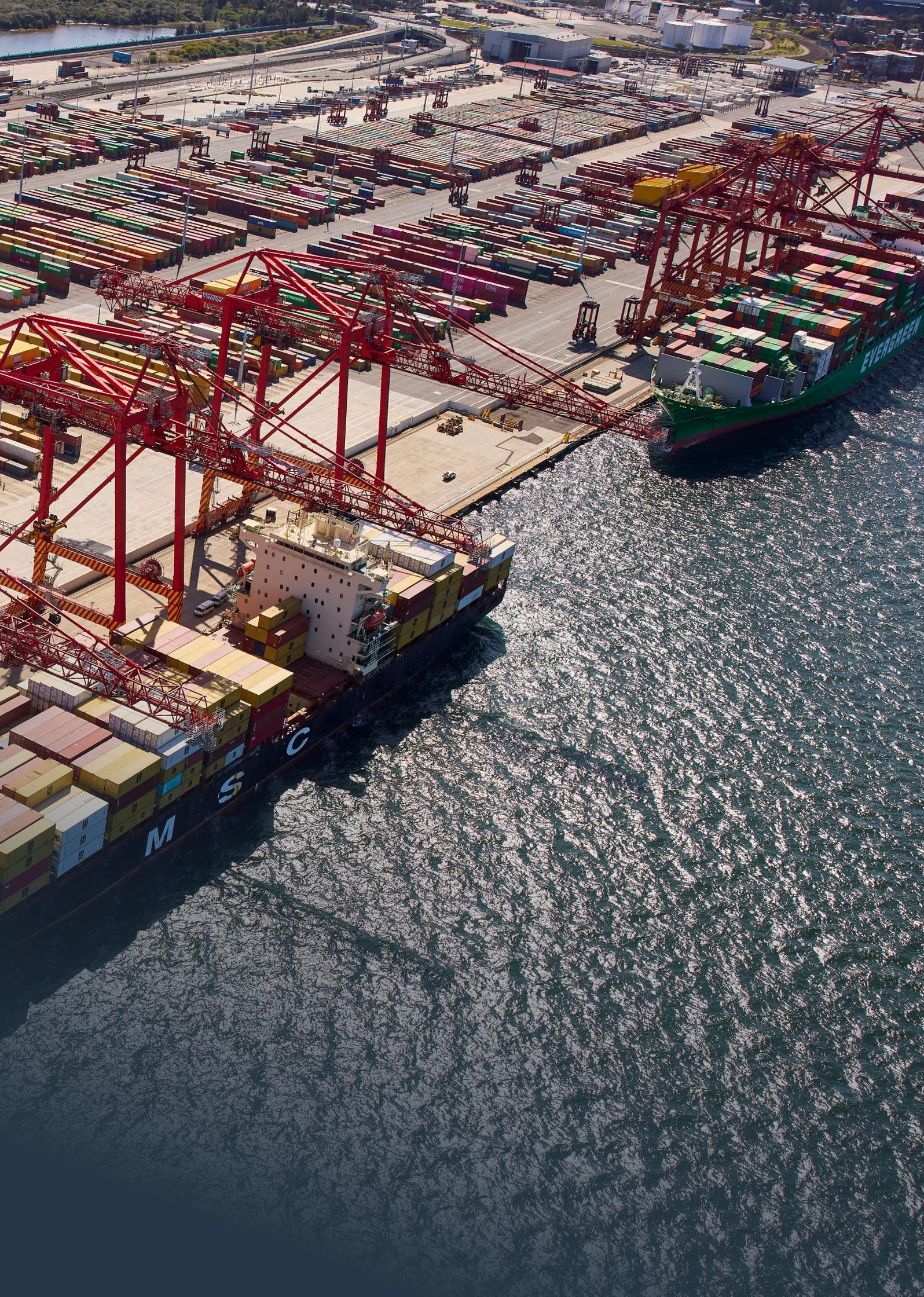
(3) In FY21 and FY22 Sustainability Reports, waste data was incorrectly classified by the waste service provider and has been corrected in FY24.

(4) As part of the Habitat Offset Project for Port Kembla Outer Harbour Development approval, Wollongong Council, on our behalf, in August 2024 commenced a three-year restoration program of habitat on the Purrah Bay foreshore at Lake Illawarra. The 7 hectares of reserve borders Mullet Creek and Purrah Bay and consists of endangered ecological communities such as Saltmarsh, Sydney Freshwater Wetlands, Swamp Oak Floodplain Forest, and Seagrass Meadows and Estuarine Flats.

● Positive trend

● Trend within tolerance

● Negative trend



www.nswports.com.au

1300 922 524

enquiries@nswports.com.au

Port Botany

Gate B103, Level 2,
Brotherson House
Penrhyn Road
Port Botany NSW 2036

Port Kembla

Level 3, Maritime Centre
91. Foreshore Road
Port Kembla NSW 2505