

NSW Ports Sustainability Report FY26

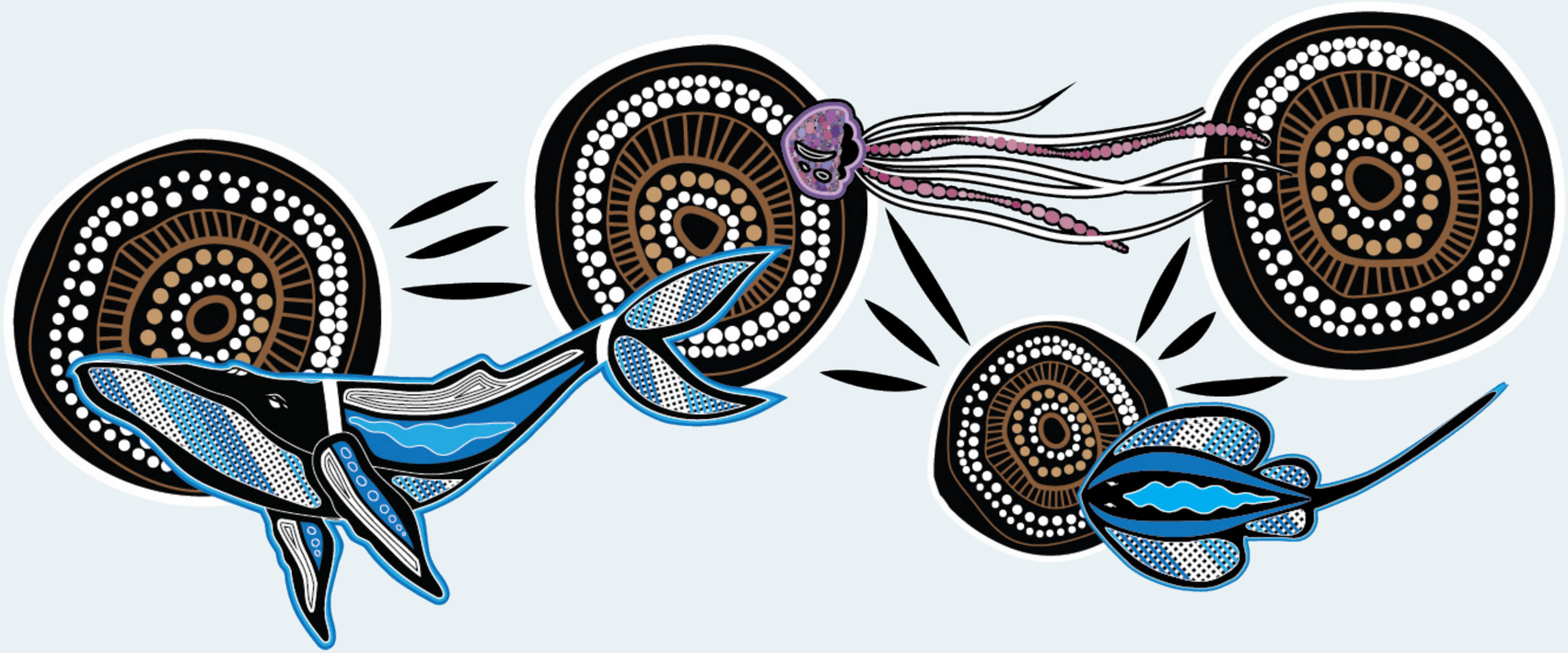
Staying connected

NSW Ports

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 onto 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 tell the story of the buriburi looking for their barangga (vessel) as they migrate up and down the coast.



ABOUT THIS REPORT

This report outlines NSW Ports' annual sustainability performance, progress and key initiatives during FY26. It has been prepared with reference to the Global Reporting Initiative (GRI) Standards and the United Nations Sustainable Development Goals (UN SDGs), providing a clear and transparent account of our sustainability performance and outcomes.

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 that guide our approach and our progress against the strategic initiatives in our 2025 Sustainability Strategy. Unless otherwise indicated, references to FY21 to FY26 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 in November 2026

In this report, the terms 'GHG emissions', 'greenhouse gas emissions' and 'emissions' are used interchangeably and refer to the release of greenhouse gases into the atmosphere, expressed as carbon dioxide equivalent (CO_2-e).

About the cover

The linework used throughout this report reflects how our ports and freight facilities connect ships, rail and road to move goods, improve trade productivity and support growth across NSW.

The Sustainability Reporting Suite

The FY26 sustainability reporting suite includes the Sustainability Report (including the Sustainability Data Supplement) and the GRI Content Index. These documents are available on our website.

NSW Ports manages Port Botany, Port Kembla, the Enfield Intermodal Logistics Centre and Cooks River Intermodal Terminal. Our vision is to sustainably manage and deliver essential trade infrastructure for the economy and community.

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Building on Progress – A message from our CEO and Chair

As we reflect on FY26, it is clear that sustainability has become an important part of how NSW Ports guides decision-making, manages risks and delivers value for shareholders, communities and the broader economy.



Marika Calfas
CEO



Christine Bartlett
Chair

Our Next Chapter – Implementing the 2025 Sustainability Strategy

FY26 marked the first year of implementing our 2025 Sustainability Strategy which focuses on strengthening foundations, business integration and resilience. Together with our Master Plan, it guides our priorities and underpins how we deliver positive social and environmental outcomes, alongside sustainable financial returns.

NSW Ports achieved Gold Partner status under the NSW Government's Sustainability Advantage program, recognising our leadership in embedding sustainability across the business and marking significant progress since achieving Silver in 2022.

Maintaining Net Zero Scope 1 and 2

During FY26 we maintained net zero Scope 1 and 2 greenhouse gas emissions for the second consecutive year through renewable electricity procurement, onsite solar generation, reduced fuel consumption and a small retirement of Australian Carbon Credit Units to cover residual emissions.

Concurrently, we continued to reduce underlying energy use this year through energy-efficient lighting, optimised diesel fire pump testing, and an electric and hybrid vehicle fleet covering 90% of our vehicles.

Raising The Bar – Record Container Volumes and Rail Movements

Port Botany achieved a record 504,000 TEUs moved by rail directly to and from the container stevedore terminals in FY26, using on-dock rail. We also achieved trade volume growth through Port Botany and Port Kembla.

Port Botany handled a record 2.95 million TEUs in FY26, up 6% on FY25. The largest container exchange from a single vessel ever recorded at Port Botany of 10,746 Twenty-Foot Equivalent Units (TEUs) occurred in FY26, surpassing the previous record of 9,487 TEUs. This achievement reflects the growing scale of global shipping and the capability of Port Botany and its terminal operators.

The evolving mix – NSW's car imports

As NSW's terminal for vehicle imports, Port Kembla reflects the state's evolving vehicle mix. Amid heightened fuel security concerns following conflict affecting shipping through the Strait of Hormuz, the share of electric and hybrid vehicles imported and registered in NSW rose from 34% in February 2026 to 47% in June.

Building Thriving Communities – Places, People and Partnerships

In FY26, we completed the extension of our Port Botany office creating a larger, more modern workspace designed for greater collaboration and engagement between our people. The project incorporated sustainability measures including reusing furniture, selecting lower-carbon materials, recycling construction waste and maximising natural light. In FY27, we will expand the solar installation on this building following an assessment of renewable energy opportunities across our precincts.

Through our Community Grants Program, Community Boat Tours and partnerships, we continued to strengthen relationships with local communities, build understanding of our operations and deliver a positive local impact.

The Year Ahead – What's Next for Sustainability at NSW Ports?

In FY27, we will continue focusing on initiatives that underpin long-term success and resilience, including updating our climate risk and opportunities assessment, improving how we measure community impact, building digital capability across our workforce and enhancing how we use data to support decision-making.

We thank our employees, tenants, partners and communities for their contribution throughout FY26 and look forward to continuing this work together in FY27.

Strategic Initiatives – FY26 Progress

STRATEGIC PRIORITY	STRATEGIC INITIATIVE	INDICATOR	MEASURE	FY26	FY27	FY28
Champion environmental protection & decarbonisation	New developments in the port precinct to submit an assessment of opportunities to lower operational GHG emissions (e.g. fuel, electricity).	% of identified opportunities implemented.	Ongoing – Annual	100% ✓		
	Engage tenants on our Scope 3 GHG emissions and monitor progress against our Emissions Reduction Roadmap.	All key tenants engaged on our Scope 3 Emissions Reduction Roadmap to reduce their GHG emissions.	One-off	✓		
		Progress achieved against GHG Emissions Reduction Roadmap.	Ongoing – Annual	✓		
	Identify opportunities for additional renewable energy generation at our sites.	Schedule of potential opportunities developed.	One-off	✓		
	Quantify the greenhouse gas emissions benefits of using freight rail transportation.	N/A	One-off			
	Conduct a gap analysis of both qualitative and quantitative data on nature-related factors relevant to NSW Ports.	Identify areas for improvement and opportunities to enhance our approach.	One-off	✓		
	Replace short-chain perfluoroalkyl and polyfluoroalkyl substances (PFAS) at our Bulk Liquids Berth (#2).	N/A	One-off			
Steward sustainable trade growth	Eligible port development projects comply with our upgraded 2024 Sustainable Development Code.	% of eligible development projects compliant with the Sustainable Development Code.	Ongoing – Annual	100% ✓		
	Invest in projects and infrastructure that improve and increase freight capacity and productivity handling.	$ invested by NSW Ports and tenants.	Ongoing – Annual	~$170M ✓		
Build supply chain & business resilience	Complete annual cyber security risk management initiatives.	N/A	Ongoing – Annual	✓		
	Optimise analysis on port disruptions to gain comprehensive insights in real or near time and identify potential mitigations.	Digital solution developed and implemented.	One-off			
Foster thriving communities & workplaces	Assess sustainability of potential new suppliers and contractors (for Key Contracts) against specified sustainability criteria.	100% of new suppliers and contractors assessed against our Sustainable Procurement Criteria prior to appointment.	Ongoing – Annual	100% ✓		
		100% of new suppliers and contractors assessed against NSW Ports Modern Slavery Questionnaire prior to appointment.	Ongoing – Annual	100% ✓		
	Leverage our community grants program and other partnership models to support First Nations.	N/A	Ongoing – Annual	✓		
	Develop social impact indicators for our community engagement program, sponsorships and partnerships to maximise positive outcomes.	Indicators developed and impact assessed.	One-off			
	Employees are positively engaged.	Employee engagement score exceeds industry average (70%) score annually (%).	Ongoing – Annual	82% ✓		
	Employee experience streamlined via introduction of a human resources management system.	New human resources management system rolled out.	Ongoing – Annual	Scoped ✓		

KEY

✓ Achieved

----- Scheduled/In progress

FY26 Highlights

Champion environmental protection and decarbonisation

~400kg of litter stopped from entering Botany Bay
By the floating gross pollutant trap at Bunnerong Canal in FY26

Nature-related gap analysis completed
Increasing understanding of how our assets and operations interact with and depend on nature

Build supply chain and business resilience

Low-carbon concrete selected
In our Port Kembla berth expansion project, using concrete made with 65% recycled industrial material

8 emergency exercises tested port readiness
Covering operational, vessel, access and cyber incident scenarios

Achieved Gold Partner recognition
In the NSW Government's Sustainability Advantage program, recognising sustainability leadership

OVERVIEW

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

Net zero
Scope 1 and 2 GHG emissions maintained for the second year including 100% renewable electricity usage.

96%
Demolition waste diverted from landfill to recycling or recovery facilities during works at a Port Botany bulk liquid storage facility.



2.95 MILLION
Twenty-foot Equivalent Units (TEUs) handled at Port Botany, a record up 6% on FY25.

400+
People explored our ports on water during our annual Community Boat Tours at Port Botany and Port Kembla.

FY26 TRADE HIGHLIGHTS

Vessel Visits	Bulk liquids and Gas	Containers	Construction Materials	Bulk Agriculture	Minerals	Vehicles and Machinery
2,242	5.41M	2.95M	2.08M	2.38M	12.37M	406,690
Across Port Botany and Port Kembla	Mass Tonnes	TEU	Mass Tonnes	Mass Tonnes	Mass Tonnes	Quantity

Steward sustainable trade growth

Record 504,000 TEUs moved by rail
Nearly one in five containers moved to and from Port Botany, a 14% increase on FY25

Largest container exchange at Port Botany
10,746 TEUs exchanged in a single vessel visit

Foster thriving communities and workplaces

14 Community grants recipients
Each receiving up to $25,000

7 recipients of the Seafarer Welfare Fund
Providing frontline services to seafarers visiting New South Wales ports including transport, social activities and medical appointments

126 conservation activities sponsored by NSW Ports
since 2018 in partnership with Conservation Volunteers Australia (CVA)

Our Business

Our purpose is to support Australia's maritime trade needs.
Our vision is to sustainably manage and deliver essential trade infrastructure for the economy and community.



Enfield Intermodal Logistic Centre

About NSW Ports

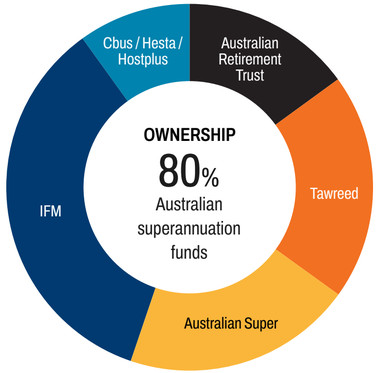
Overview

NSW Ports manages Port Botany, Port Kembla, Cooks River Intermodal Terminal (IMT) and Enfield Intermodal Logistics Centre (ILC). Our ports and intermodal facilities are strategic economic assets for Australia and are critical to the current and future economic prosperity of NSW.

NSW Ports is wholly owned by a consortium of leading institutional investors of which 80% are Australian superannuation funds representing over nine million Australians (1 in 3 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.

Ownership Structure



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 FY26.

Gender*



53% Male
47% Female

Age*



6% Under 30
61% 30 to 50
33% Over 50

Board and Executive Leadership Team*



69% Male
31% Female

* Figures are correct at 30 June 2026.

Our Contribution

Gross State Product

$13.6bn

annual contribution in NSW (2.2% of total GSP).

NSW Jobs

64,570

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

Import goods

42%

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

Distribution network

>90%

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

Our Objectives

Operations
Champion safe, resilient and efficient operations.

People
Promote a highly engaged and effective workforce.

Stakeholders
Support strong stakeholder relationships.

Growth
Build value through growth and innovation.

To find out more about who we are and what we do, see the NSW Ports Master Plan.

Our assets

NSW Ports manages Port Botany, Port Kembla, Enfield Intermodal Logistics Centre and Cooks River Intermodal Terminal. Our ports and intermodal facilities are strategic economic assets for Australia and are critical to the current and future economic prosperity of NSW.



KEY

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



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 ground 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.

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 business practices 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.

More information about our Board and Executive Leadership Team can be found on our website here.

OUR GOVERNANCE STRUCTURE

Our Board is responsible for overseeing NSW Ports' corporate governance, business activities and performance. Relevant to this report, the Board approves NSW Ports' Sustainability Policy and Sustainability Strategy and receives reports on performance and progress against the Strategy. Further details are provided below in the table.

BOARD OF DIRECTORS

- Provides corporate governance and strategic oversight of NSW Ports' Business Plan and budget
- Evaluates, approves and monitors our approach to sustainability, including material topics, strategic direction, program planning and implementation by periodically reviewing progress against stated priorities and targets
- Oversees management of key ESG risks and opportunities
- Guides the development and implementation of ESG policies and processes and approves sustainability reporting

AUDIT AND RISK COMMITTEE (ARC)

Assists the Board in its oversight of:

- NSW Ports' Enterprise Risk Management Framework
- Financial reporting and audit process
- Climate-related risks and opportunities

PEOPLE AND CULTURE COMMITTEE (PCC)

Assists the Board in its oversight of:

- People and culture strategies
- Remuneration and retention strategies

EXECUTIVE LEADERSHIP TEAM

- Oversees the development and implementation of business-wide strategies, objectives, goals and measures, and of policies and processes for assessing, monitoring and managing ESG across the business
- Guides and monitors projects to achieve strategic objectives and goals, including the Sustainability Strategy and the material topics it addresses
- Identifies, assesses, monitors and reports to the Board and its committees on key risks and how these are mitigated

BUSINESS UNITS

- Implement strategies specific to the operations of each business unit to deliver the business' overall objectives and goals
- Implement projects and initiatives that achieve strategic objectives and goals

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 in the table opposite.



Port Botany office

STAKEHOLDER ENGAGEMENT MATRIX

STAKEHOLDER GROUPS	ENGAGEMENT MECHANISM	KEY TOPICS
Employees	— Meetings and workshops — Staff briefings — Group-wide surveys — Digital and social media channels	— Health, safety and wellbeing — Communication and engagement — Performance and leadership
Customers (including tenants and port users)	— Correspondence (including information reporting, meetings and phone calls) — Feedback channels — Digital and social media channels — Participation in forums and with industry associations	— Performance — Emerging industry issues — Precinct level sustainability objectives — Business improvement initiatives
Shareholders and financiers	— Meetings — Correspondence — Digital channels	— ESG matters — Business performance — Business strategy — Debt raising
Community	— Consultative committees — Correspondence (including meetings and phone calls) — Feedback channels — Events — Sponsored activities — News, digital and social media channels	— Local community impacts — Environmental issues and impacts — Developments and business activities — Support for local community groups and initiatives
Government, industry bodies and regulators	— Stakeholder meetings, industry roundtables, technical working groups and briefings — Site tours — Business engagement forums	— Freight policy — Operational efficiency — Infrastructure and land use planning — Environmental protection — Decarbonisation — Business strategy and performance
Suppliers	— Supplier meetings, briefings and workshops — Site tours — Feedback surveys	— Supplier performance — Health, safety, environment and quality metrics — Ethical business practices — Continuous improvement — Collaboration opportunities
Media	— Correspondence (including meetings and phone calls) — Media releases — Digital and social media channels	— Strategy and future directions — Business initiatives — Operational matters

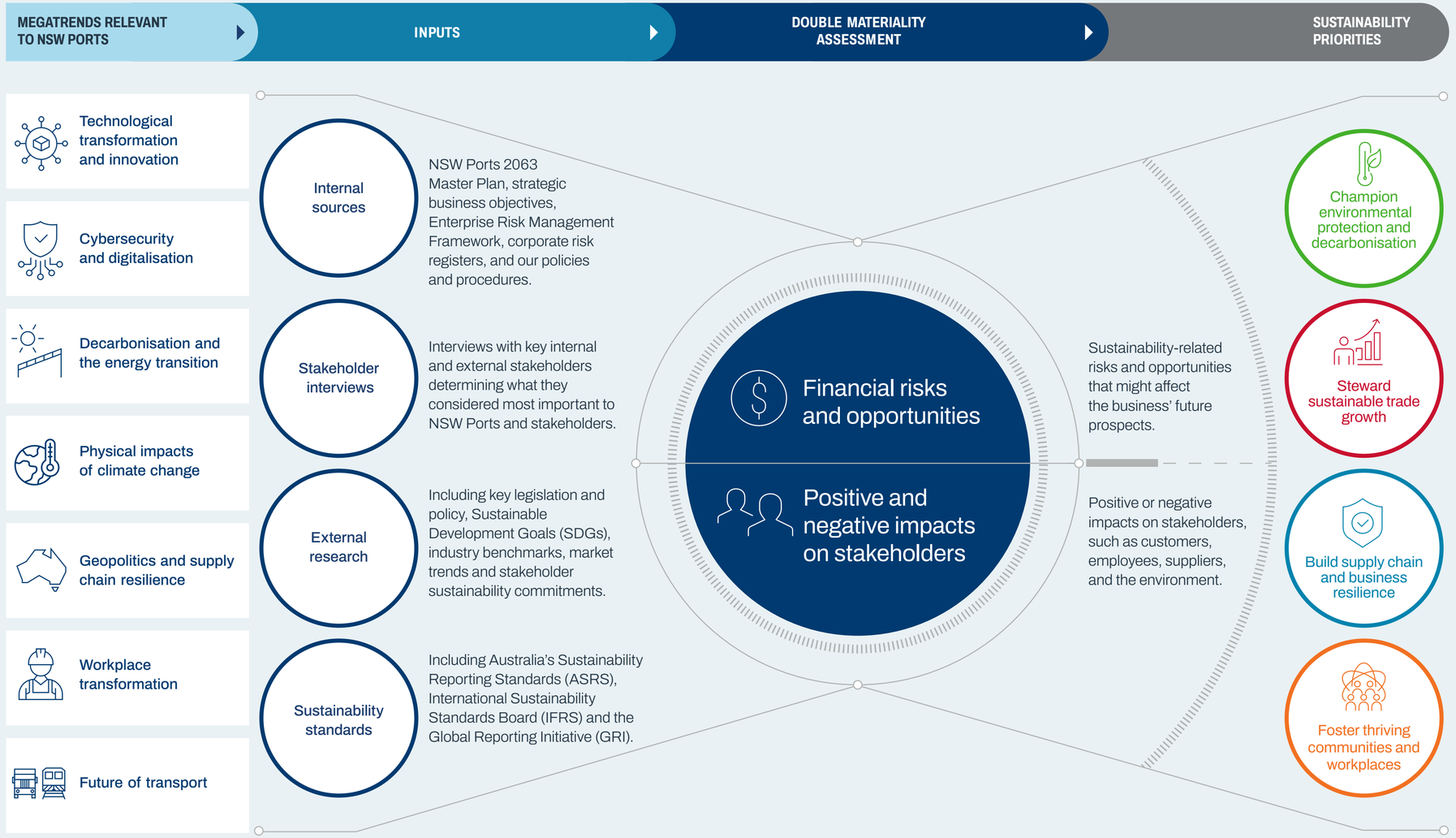
Our Sustainability Approach

2025 Sustainability Strategy Development Process

In developing our 2025 Sustainability Strategy, a double materiality assessment was performed to identify which environmental, social and governance issues are most important to the sustainability and resilience of NSW Ports and our stakeholders. From this we determined a set of sustainability priorities which form the foundation of this Strategy.

This diagram describes the sustainability strategy development process and the megatrends identified as relevant to NSW Ports.

THE 2025 SUSTAINABILITY STRATEGY DEVELOPMENT PROCESS



Our Sustainability Strategy

2025 Sustainability Strategy

Our Strategic Sustainability Priorities

NSW Ports' Sustainability Strategy identifies four strategic priorities, which directly link to our material topics identified in our double materiality assessment process. The graphic here describes the connection between our purpose, vision, values, material topics and strategic priorities.

The seven material topics in the middle layer of our diagram represent the most important risks and opportunities for us to focus on to ensure our business remains strongly competitive, highly resilient, responsible and adaptable.

The outer layer shows our four strategic priorities for this 2025 Sustainability Strategy and illustrates which material topics inform them.

We also considered how our strategy enables our business to contribute to the United Nations Sustainable Development Goals together with our corporate objectives.



A Port Botany Empty Container Park

OUR PRIORITIES



Champion environmental protection and decarbonisation



ALIGNMENT TO SDG TARGETS

Champion environmental protection and decarbonisation



Enfield Intermodal Logistic Centre

WHY THIS IS IMPORTANT

As a critical node in the national economy, we are committed to managing our Scope 1 and 2 greenhouse gas emissions (GHG) in line with the Paris Agreement goal of limiting global warming to 1.5°C and working collaboratively with our suppliers and customers to reduce their emissions.

Decarbonising operations

Energy Efficiency Improvements

At Port Kembla, we continued implementing energy reduction opportunities identified through a previous energy audit. This included replacing fluorescent lighting in common areas in and around office buildings and High Intensity Discharge (HID) lighting in rail yards to Light Emitting Diode (LED) lighting, reducing electricity consumption.

Fuel efficiency was improved across our Bulk Liquid Berths through the optimisation of diesel fire pump testing schedules. This resulted in a 27% reduction in stationary diesel consumption, with testing remaining aligned to industry safety requirements. Our vehicle fleet transition was completed with only one diesel-powered utility vehicle retained. With the other eight vehicles being electric and hybrid-electric models, the fleet-related GHG emissions decreased by 41% this year.

Maintaining Net Zero Scope 1 and 2 GHG Emissions and 100% Renewable Electricity

This year, we maintained net zero Scope 1 and Scope 2 GHG emissions through our Power Purchase Agreements (PPAs), the operation of our solar power stations and electric fleet vehicles. Following continued reduction in fuel consumption, only 24 Australian Carbon Credit Units (ACCUs) were needed to offset residual emissions.

Both fuel and electricity consumption decreased during FY26, reflecting the result of ongoing efficiency projects and operational improvements.

A small proportion of grid electricity is procured by our tenants and recharged to us (now accounting for only 6% of total electricity use, compared to nearly 30% in FY23). To fully match this residual grid electricity consumption, we retire Large-scale Generation Certificates (LGCs) generated by our solar installations at Enfield ILC.

Our net zero Scope 1 and 2 emissions achievement has been independently verified by a third party. More information on our electricity consumption and generation structure is available in the FY25 Sustainability Report.

Automating GHG Emissions Calculations

NSW Ports' operations span four different precincts with over 40 tenancies, resulting in a diverse range of data sources required to calculate GHG emissions along the value chain. In FY26, NSW Ports commenced implementing a GHG emissions accounting platform that enables resource consumption tracking and emissions calculations. The first phase has focused on automating Scope 1 and Scope 2 emissions calculations.

The platform reads source documents of different formats such as invoices and spreadsheets, consolidates the data and performs emissions calculations automatically. Data processing, validation checks and activity audit trails reduce the risk of human error while maintaining a central repository of supporting evidence.

Another key benefit is that the ongoing activity tracking allows Scope 1 and 2 emissions to be calculated, monitored and reported continuously throughout the year, rather than being assessed annually.

In FY27, we will continue to streamline the process and integrate our Scope 3 data.

STRATEGIC INITIATIVES

Engaging With Our Tenants To Support Decarbonisation

NSW Ports' tenants include container dry bulk, break bulk, and bulk liquid terminal operators; logistics and warehousing businesses; intermodal terminals and maritime service providers. During the year we focused on engaging our highest emitting tenants on energy efficiency, equipment electrification, operational decarbonisation and broader sustainability opportunities.

We also shared NSW Ports' Scope 3 Decarbonisation Roadmap and greenhouse gas emissions profile to facilitate discussion on emissions sources within our precincts and reduction opportunities across tenant operations. This process helped strengthen relationships with key stakeholders and jointly explore challenges such as decarbonising industries that rely on energy intensive infrastructure and equipment.

Net zero GHG Emissions

Scope 1 and 2 GHG emissions maintained for the second year including 100% renewable electricity usage

CHAMPION ENVIRONMENTAL PROTECTION AND DECARBONISATION

Tenant Emissions Reductions

Managing and reducing operational emissions remains a key priority for many of our tenants. Electrification of operations and the procurement of renewable electricity have been identified as practical decarbonisation initiatives. Over the past year, all three stevedores operating at Port Botany have procured renewable electricity for a portion of their energy consumption with Hutchison Ports now sourcing 100% renewable electricity since January 2026 at their Port Botany operations, supporting emissions reductions across the port precinct.

Identifying Renewable Energy Opportunities

In FY25 NSW Ports achieved its target of procuring 100% renewable electricity for its own operations. However, we also continue identifying opportunities to reduce electricity consumption. Our 2025 Sustainability Strategy set a strategic initiative to identify opportunities for additional renewable energy generation at our sites. In FY26, opportunities were assessed across NSW Ports' Port Botany operations and the Enfield Intermodal Logistics Centre. This identified the expansion of the existing solar installation at our Brotherson House office in Port Botany in FY27 as the most feasible opportunity for near term implementation. A broader set of renewable energy opportunities was also identified and will continue to be reviewed as technology and market conditions evolve, ensuring NSW Ports is well positioned to increase onsite renewable energy generation over time.

CASE STUDY



Port Kembla

SUSTAINABILITY IN ASSET RENEWAL – THE PORT KEMBLA INNER HARBOUR RAIL COMPLEX

Situated on the northern side of the port precinct, the Port Kembla Inner Harbour rail complex includes signalling systems, lighting, track circuitry and buildings. The rail complex is connected to the regional New South Wales rail network and supports the export of commodities such as grain.

While the infrastructure of the complex is managed by NSW Ports, the electricity procurement was administered outside NSW Ports' electricity network. When major electrical equipment needed replacing at the end of its service life, NSW Ports used this as an opportunity to set up a new high-voltage supply which enabled us to include the site in our own renewable electricity Power Purchase Agreements (PPAs).

To avoid operational disruption, the upgrade was carefully coordinated with stakeholders during a scheduled outage. The new inclusion increases our electricity procured through the PPAs from 81% in FY25 to 94%.

We also upgraded all 200 light fittings in the rail corridor from High Intensity Discharge (HID) lighting to energy-efficient LED lighting. The upgrade reduced the power required by 64%. Beyond the energy savings, the new LED lighting provides better visibility across the rail yard by directing light more effectively to operational areas while reducing glare and light in unused areas. By delivering light precisely where it is needed, the upgraded lamps improve safety for workers operating within the rail corridor. Since the switch to the new fittings, the monthly electricity consumption has decreased by 31% equivalent to 5 tonnes of CO_2e per month on average.

These initiatives demonstrate how asset renewal projects can deliver both operational and sustainability outcomes.

31%

Reduction in electricity usage at the Port Kembla Inner Harbour rail complex

WHY THIS IS IMPORTANT

Ensuring the health of environmental assets and ecosystem services in both terrestrial and marine ecosystems around NSW Ports' assets not only protects the environment but also strengthens the resilience of NSW Ports' operations and connection to communities.

By collaborating with key stakeholders, NSW Ports can better understand and manage nature-related risks and opportunities, while exploring sustainable circular economy solutions.

Preserving the natural environment

Preventing Litter Entering Botany Bay

In FY25, NSW Ports installed a floating gross pollutant litter trap at the Bunnerong Canal outlet at Port Botany, servicing a catchment of nearly 1,000 hectares upstream of the port, across the Randwick and Bayside local government areas. Since the installation, the trap has captured nearly 900 kg of litter, preventing it from entering Botany Bay. We continued to manage operation of the trap including removal and disposal of litter, routine inspections and maintenance.

Data on the volume of litter collected through the litter trap is helping inform targeted engagement activities and has been shared with local communities. This helps raise awareness on the origins of litter flowing into Botany Bay from upstream catchments to better understand pollution sources and identify opportunities to reduce pollution at its source.

Resource Monitoring

NSW Ports has expanded its remote monitoring capability with 45 additional monitoring devices across Port Kembla, Port Botany and Enfield ILC. The new monitoring systems track water use, water levels in stormwater basins and rainwater tanks, and solar energy generation. Together, these systems provide real-time visibility of resource consumption supporting more efficient management of water and energy.

The enhanced monitoring capability enables the early identification of leaks, abnormal consumption patterns, equipment faults, and potential stormwater management issues, allowing proactive intervention to reduce the risk of resource wastage and infrastructure damage.

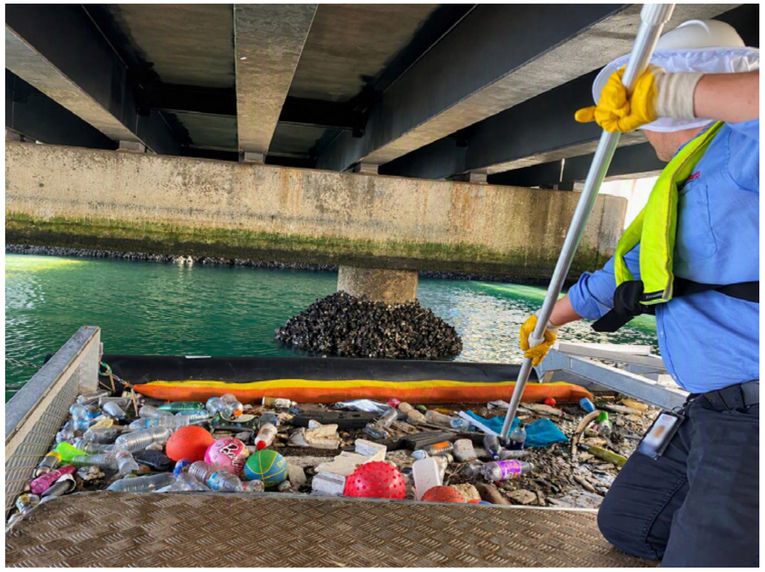
Improved monitoring of water use and energy generation also strengthens NSW Ports' ability to measure, track, and report sustainability outcomes, while quantifying efficiency improvements across our operations.

This equipment will help with the establishment of a consolidated digital monitoring environment. This will integrate resource consumption data from across NSW Ports' assets and provide a more comprehensive view of operational performance, resource use and infrastructure resilience.

Enhancing Native Habitats

NSW Ports continues to identify opportunities to expand and enhance ecosystem services across its assets, supporting biodiversity outcomes while preserving native flora and fauna. During the year, revegetation and tree-planting projects were undertaken at Port Botany and the Enfield ILC lookout (Mount Enfield).

Since the establishment of the Enfield ILC, Mount Enfield has been progressively revegetated and managed in accordance with the Landscaping and Ecological Management Plan (LEAMP) which supports habitat enhancement, weed management and ecological resilience. This year, a further 440 eucalyptus tree saplings including Forest Red Gums and Grey Box were planted on Mount Enfield to strengthen the ecological condition and resilience of the critically endangered Cumberland Plain Woodland community. Across the Port Botany precinct, three additional revegetation projects were delivered to enhance plant corridors and landscape. Plantings along public roads and grassed areas included a mix of native species such as Banksia, Tuckeroo, Callistemon trees and Australian pigface.



Bunnerong Canal litter trap

440

eucalyptus tree saplings were planted on Mount Enfield

900kgs

litter captured using our floating gross pollutant litter trap at the Bunnerong Canal outlet at Port Botany

CHAMPION ENVIRONMENTAL PROTECTION AND DECARBONISATION

STRATEGIC INITIATIVES

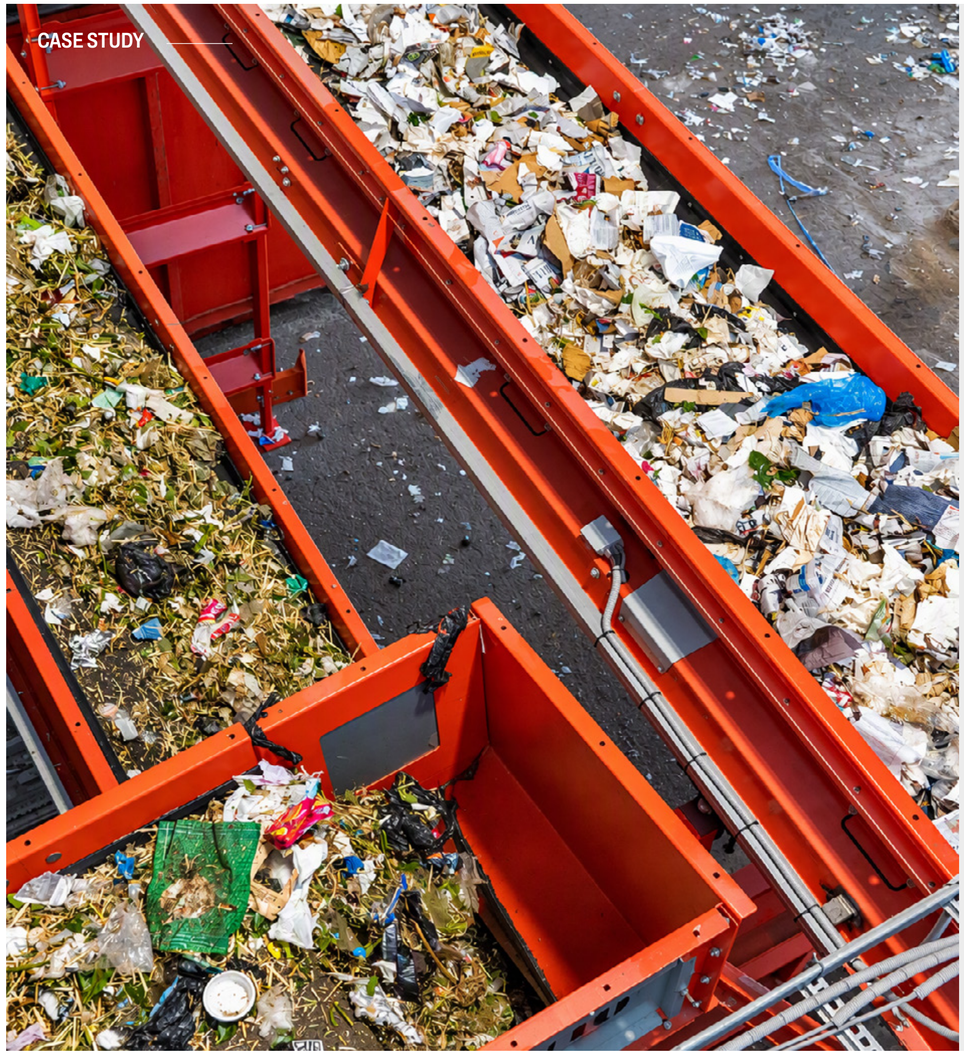
Nature Gap Analysis Completed

Identified as a 2025 Sustainability Strategy initiative, NSW Ports completed a nature-related gap analysis to identify areas for improvement in our approach.

The assessment combined spatial environmental data, mapping and analysis of NSW Ports' operations and assets (including a 5km radius around these) to assess how our assets and operations interact with and depend on nature. It established a baseline understanding of how NSW Ports interacts with and depends on nature, confirmed key environmental sensitivities around our assets, and identified opportunities to better incorporate nature considerations into risk management, planning, development and environmental management processes.

86%

Waste diversion rate, up from 9% achieved at end of FY26



Specialised sorting equipment at our provider's Material Recovery Facility (MRF). Photo supplied by Doyle Bros.

NEW WASTE SERVICE PROVIDER

NSW Ports is committed to minimising waste generated through its operations while maximising opportunities to reuse, recycle and recover materials.

This year, we engaged a new waste service provider with stronger resource recovery and recycling capabilities for operational waste at our Port Botany and Enfield sites. The selection process assessed collection capability, collected waste tracking, recovery processing methods and facility locations to ensure efficient and sustainable waste treatment.

In addition to processing waste separated at our offices, the new waste provider operates a fully automated Material Recovery Facility (MRF). The machinery sorts and processes general waste collected to recover valuable materials such as metals, paper, cardboard and plastics, an additional recovery step not included in our previous service. This MRF diverts 85%* of the general waste sent to it, significantly reducing the volume of waste sent to landfill. The remaining 15% of dry, non-recyclable materials was converted into Processed Engineered Fuel (PEF), used as a partial substitute for fossil fuels in cement manufacturing which reduces emissions generated from intensive industrial kilns.

Switching provider also enabled the introduction of a new organic waste recovery stream at our Port Botany office. Across our Port Botany and Enfield sites the overall waste diversion rate was improved from 9% to 86% at the end of FY26.

With improved data, NSW Ports is better placed to track waste generation, recycling performance and identify additional opportunities for improvement.

* This reflects the overall performance of the provider's Material Recovery Facility.

Steward sustainable trade growth



ALIGNMENT TO SDG TARGETS

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Steward sustainable trade growth

WHY THIS IS IMPORTANT

Productivity refers to the efficiency with which inputs like labour, capital and materials are converted into outputs such as goods and services. By continually building skills, investing in technology, and optimising utilisation of existing land and infrastructure, we can enhance productivity and support trade diversification. This approach ensures our ports are able to support New South Wales' growth and meet the objectives in the NSW Ports 40-year Master Plan (2023 – 2063).

Enhancing productivity

A Record Year of Containers Moved By Rail

NSW Ports continues to focus on growing the volume of container freight by rail annually. Our focus is on the capacity and productivity of on-dock rail and freight network connectivity to improve supply chain efficiency, and reduce the growth in truck movements to and from the port. In FY26, a record 504,000 TEUs (nearly one in five containers) were transported by rail to and from Port Botany, a 14% increase on FY25.

Port Botany is Australia's only container port to provide on-dock rail facilities at every container terminal. Each terminal is directly linked to an extensive network of metropolitan and regional intermodal terminals, including dedicated freight-only rail lines. As a result, around 90 freight trains move containers into and out of Port Botany each week.

Together with the container stevedores, we are committed to increasing our rail capacity through a staged investment program at the port. The first phase, completed in 2024 in partnership with Patrick Terminals, delivered significant upgrades to rail infrastructure and equipment, increasing handling capacity. Phase 2 is in progress, in partnership with DP World to deliver additional rail sidings, operational equipment and upgrades to the adjoining DP World Logistics Park.

Government and Public Policy Engagement

In FY26, NSW Ports worked collaboratively with industry stakeholders to advocate to government for industrial land protections, efficient supply chains and strategic infrastructure investment.

During the year, NSW Ports hosted visits from elected representatives, Government Departments, industry groups, and supply chain stakeholders. These visits provided an opportunity to demonstrate the role of ports in supporting Australia's trade, fuel security and energy transition.

NSW Ports also continued to contribute to government policy and regulatory reform processes. This included a submission to the review of the NSW Port Botany Landside Improvement Strategy (PBLIS), where NSW Ports advocated for measures to enhance freight efficiency and improve landside performance.

NSW Ports also provided input into consultations on NSW Data Centre Guidelines, NSW State Land Use Plan and The Sydney Plan, advocating for the protection of industrial land and freight corridors. The consultations increased recognition of the role of industrial land, associated infrastructure, and reinforced policy support for freight and logistics uses.

Through consultation and stakeholder engagement, NSW Ports reinforced the importance of increasing rail mode share, protecting strategic freight corridors and investing in critical freight infrastructure. Through ongoing engagement with government, industry associations and key stakeholders, NSW Ports continued to promote policy outcomes that support sustainable, efficient, and resilient supply chains for New South Wales.



Autostrad at Patrick Terminals

STEWARD SUSTAINABLE TRADE GROWTH

Unlocking Additional Capacity at the Bulk Liquid Berths at Port Botany

Vessel exchange times for bulk liquid vessels arriving at Port Botany have improved this year following a collaborative initiative aimed at increasing productivity at the Bulk Liquid Berths (BLBs). Through the combined efforts of the Harbour Master, vessel pilots and Port Authority of New South Wales, times between outgoing and incoming vessels at the BLBs were reduced by approximately 75%. From a typical 2-hour turnaround at the BLB, the vessel 'short shuffle' allows for the next vessel to berth within as little as 30 minutes helping make better use of existing port infrastructure and reducing costs to vessels.

With bulk liquid trade volumes continuing to grow at Port Botany, these changes increase the capacity at the BLBs enabling the port to better handle growing trade volumes.

Using Technology to Improve Safety And Efficiency

This year, NSW Ports expanded its use of digital technologies to enhance safety and operational efficiency.

In Port Kembla, an automated license plate recognition system was integrated with our visitor management system at the Inner Harbour entrance. This has streamlined access control processes, making it faster for authorised users to enter the area, improving the traffic flow through the port precinct.

STRATEGIC INITIATIVES

Meeting NSW Ports' Sustainable Development Code Requirements

Since its introduction in FY25, the Sustainable Development Code has provided the framework to assess all development activities across NSW Ports' lands ensuring proposed projects align with NSW Ports' safety, environmental and sustainability requirements.

During FY26, several development and demolition projects were subject to assessment under the Sustainable Development Code. Incorporating sustainability and environmental considerations early in project planning delivers stronger sustainability outcomes and value add opportunities.



Port Botany container berths

~$170M
in port infrastructure investment together with our tenants in FY26

504,000
TEUs moved by rail

10,746
TEUs record exchange from a single vessel

STEWARD SUSTAINABLE TRADE GROWTH

Investing in Future Capacity

Since its inception in 2013, NSW Ports and tenants have collectively invested ~$3.2bn in port facilities and infrastructure.

The Port Botany Quayline Equalisation Project is designed to enable all three stevedores to operate on similar quayline lengths and support the port's ability to accommodate future container trade growth. Planning for the project progressed during FY26 through key design, technical investigation and completion of environmental assessments.

At Port Kembla, the extension of Berth 104 has commenced construction. Once complete, the development will enhance the port's vehicle import resilience by adding additional capacity for roll-on roll-off (RoRo) vessels to efficiently discharge their cargo.

Hutchison Ports Sydney strengthened Port Botany's future capacity with the arrival of two new quay cranes capable of servicing container vessels exceeding 15,000 TEUs, larger than those currently operating in Australia. The cranes' 79-metre reach enables them to handle vessels carrying containers up to 23 across the deck and stacked more than nine high. The cranes will expand the port's capability and provide shipping lines with greater flexibility to deploy larger vessels at these berths.



Dock operations at DP World, Port Botany

CASE STUDY



Aerial view of Port Botany

FROM DESIGN TO DEMOLITION – SUSTAINABILITY IN INFRASTRUCTURE

During FY26, NSW Ports continued to embed sustainability into development and planning decisions through the Sustainable Development Code (SDC), ensuring proposed projects consider sustainability alongside technical, operational and commercial requirements. This code sets minimum sustainability standards across planning, construction, operations and eventual decommissioning lifecycle phases.

Projects ranged from major strategic developments through to smaller site upgrades, renewable energy installations, transport infrastructure improvements and asset refurbishment works. Reviews considered greenhouse gas emissions, energy efficiency, biodiversity, industrial waste and resource recovery and recycling, embodied carbon, renewable electricity and responsible procurement.

Example projects in FY26 are:

1. NSW Ports completed reinstatement works at a Port Botany bulk liquid storage site during FY26, focusing on the most material impacts of the project – emissions and waste. The project introduced robust GHG and waste reporting requirements, improving visibility of emissions, material recovery and disposal outcomes. With upfront planning, the project successfully diverted 96% of waste from landfill to recycling or recovery facilities, exceeding the SDC's best practice benchmark of 90%.

   Over 8,300 tonnes of material was successfully diverted from landfill through targeted recycling initiatives including concrete, steel, bricks, asphalt and copper. Concrete recycling accounted for 71% of this followed by steel and metals at 19%. The remaining 10% included bricks and asphalt.

2. Berth 104 at Port Kembla incorporated low-carbon concrete into the design, with three scenarios assessed to reduce embodied carbon from the project's most emissions intensive material. The selected concrete incorporates 65% of a finely ground recycled industrial waste that replaces cement in the concrete mix.

3. For our Port Botany office expansion, the key sustainability initiatives were to prioritise low-carbon concrete, minimise steel use, install double-glazed windows, capture rainwater, use low volatile organic content (VOC) carpets, furniture and paints, install a fully electric and energy efficient heating and cooling system, and maximise the reuse and rehoming of existing furniture. These measures reduced embodied carbon, lowered operational energy use and diverted materials from waste.

96%

of demolition waste diverted from landfill to recycling or recovery facilities during works at a Port Botany bulk liquid storage facility

Build supply chain and business resilience



ALIGNMENT TO SDG TARGETS

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

13 CLIMATE ACTION

Build supply chain and business resilience

WHY THIS IS IMPORTANT

Ports are crucial to global supply chains, and their reliability and performance are essential for a strong economy and society. As the maritime trade sector digitalises and evolves, geopolitical, cyber security and technology-related risks are becoming more prevalent. To address these challenges, it is vital to create smarter, stronger and more resilient port supply chains. By anticipating, withstanding, and learning from disruptive events, we can enhance the resilience and intelligence of our port supply chains.

Ensuring security of our operations

Emergency and Incident Response Exercises

Emergency preparedness and incident response capability remain critical to NSW Ports' operations. During 2026, we conducted eight emergency exercises across the Port Botany, Port Kembla and Enfield precincts in collaboration with emergency services, government agencies and other port stakeholders. These exercises tested responses to a range of scenarios, including a heavy vehicle incident and initiating alternative site access, as well as a fire aboard a vehicle carrier vessel with potential impacts on surrounding port operations.

In addition, NSW Ports undertook a crisis management exercise to assess its preparedness and resilience in responding to cyber incidents in a simulated security and data breach incident.

Following these exercises, learnings are captured in the relevant procedures and management plans.

STRATEGIC INITIATIVES

Strengthening Information Technology Security, Systems and Data

FY26 focused on cyber security, upgraded technology platforms, and improved data across NSW Ports.

Following a Cyber Maturity Audit completed in FY25, NSW Ports continued to strengthen its cyber security program. Guided by the Australian Signals Directorate's Critical Infrastructure Uplift Program and independent security assessments, we assessed the resilience of our I.T. environments. Cyber risk was reduced through enhanced email security, backup protection and access controls.

NSW Ports continued to strengthen its cyber security processes during the year through targeted investments, testing and employee preparedness initiatives. Cyber security desktop exercises involving employees across all levels enhanced incident readiness, decision-making and response coordination. Investments in identity and access management further strengthened authentication controls through expanded use of biometrics and phishing-resistant technologies, reducing the risk of unauthorised access to systems and data.

Independent security assessments, complemented by physical security and social engineering testing, provided valuable insights into cyber detection and response capabilities. These activities informed targeted improvements to phishing resilience, security monitoring, incident response and employee cyber awareness.

Data governance continued to mature through the ongoing implementation of the Data Quality Framework, improving the reliability, visibility and integrity of information used to support operational, financial and strategic decision-making.

NSW Ports also completed the planned upgrade of its laptop fleet in FY26. Retired devices were either purchased by employees or donated to a centre supporting domestic violence victims. All donated laptops were securely reset, refurbished where required, and provided in full working order.



Port Botany operations

8

Emergency exercises tested port readiness covering operational, vessel, access and cyber incident scenarios

WHY THIS IS IMPORTANT

Climate change poses risks to NSW Ports' infrastructure and assets and to key transport routes the global supply chain relies on. Addressing these risks will be fundamental to long-term resilience in the face of a changing climate. Maintaining and proactively protecting our assets ensures their longevity and can delay costly and emission-intensive early replacements.

Mitigating climate risk to operations and the supply chain

Port Botany Weather-Related Port Disruption Workshops

NSW Ports regularly undertakes detailed analysis of port disruption events at Port Botany and Port Kembla to identify opportunities for process improvement and strengthened supply chain resilience. Through ongoing monitoring of port operations, severe weather events have been consistently identified as a source of operational disruption impacting vessel movements and terminal operations.

To address this challenge, NSW Ports and the Port Authority of NSW jointly hosted Port Botany Weather-Related Port Disruptions Workshops in FY26, bringing together key stakeholders from across the port including shipping lines, stevedores, bulk liquid terminal operators, pilots and tug operators. The workshops provided an opportunity to examine the causes, frequency and operational impacts of weather-related port disruptions and develop an approach to inform process improvement.

The workshops are a valuable platform for stakeholders to share operational experiences, identify common challenges and strengthen communication. Discussions highlighted the importance of improved data sharing and enhanced forecasting to inform decision-making and minimise disruption due to adverse weather conditions.

CASE STUDY

Sustainability Advantage Gold

SUSTAINABILITY ADVANTAGE GOLD PARTNER

The Sustainability Advantage Recognition Scheme, a program of the NSW Department of Climate Change, Energy, the Environment and Water, recognises organisations that demonstrate leadership and continuous improvement in sustainability. This includes integrating sustainability in our governance, strategic planning and operational processes. In FY26, NSW Ports achieved Gold Partner status, having previously attained Silver Partner status in 2022.

Participation in Sustainability Advantage has provided access to technical experts and industry insights that have helped inform initiatives across NSW Ports, including the development of our Supplier Code of Conduct.



Frog ponds at Enfield Intermodal Logistics Centre

Foster thriving communities and workplaces



ALIGNMENT TO SDG TARGETS

Foster thriving communities and workplaces

WHY THIS IS IMPORTANT

People are fundamental to our success. Building a strong social licence through effective community and stakeholder engagement and fostering a thriving workforce is essential to our business. By actively listening to our customers, stakeholders, local communities and employees, we can plan and invest in initiatives that create safe, healthy and prosperous environments.

Preserving social licence

Supporting the Communities Around Us

For several years, NSW Ports has supported communities surrounding its locations through a range of sponsorships, community grants, donations and participation in local events. In 2026, NSW Ports continued its support of local Surf Life Saving Clubs, recognising the vital role volunteers play in promoting water safety, responding to emergencies and teaching valuable new skills within the community. In addition to financial contributions, NSW Ports employees engage and participate in community events and activities.

Our annual Community Grants Program continued to attract strong interest from local not-for-profit organisations, highlighting the diversity, innovation and commitment of community groups across the regions in which NSW Ports operates. In 2026, fourteen organisations received one-off grants to support initiatives, including two First Nations groups. These included sport, education, environmental stewardship, social welfare, disability support, first aid training, heart health awareness, and children's literacy projects.

Most recipients are grassroots organisations that rely on external funding to strengthen their programs and extend their reach within the community. Through these grants, NSW Ports continues to invest in projects that deliver meaningful social, environmental and community outcomes while helping local organisations deliver long-term impact.

Further information on NSW Ports' sponsorship and community grants programs is available on the NSW Ports website.

Seafarer Welfare Fund

For the third consecutive year, NSW Ports partnered with Port Authority of New South Wales and the Port of Newcastle to support the Seafarer Welfare Fund, so far distributing $1.5 million. This year's funding supported seven organisations providing frontline services to seafarers visiting New South Wales ports: Mission to Seafarers in Port Kembla, Sydney, Eden and Newcastle; Apostleship of the Sea Sydney (Stella Maris Australia); Tas Bull Seafarers Foundation; and Hunter Workers Rehabilitation and Counselling Service.

The Seafarer Welfare Fund has delivered tangible benefits for seafarers across the state. During the most recent round, Mission to Seafarers Port Kembla used the funding to employ part-time drivers, ensuring reliable transport services for seafarers and enabling access to shore leave, medical appointments, shopping trips and recreational activities. The funding also supported extended opening hours at the centre, allowing seafarers greater access to Wi-Fi, easier communication with family and friends, pastoral care, welfare support and social activities. With vessel visits increasing in the past two years, the Mission has expanded its reach and importance within the Port Kembla maritime community.

Mission to Seafarers Sydney's funding supported additional chaplaincy services and expanded multilingual, face-to-face pastoral care. As a result, more seafarers received support for their wellbeing, safety, mental health and workplace concerns while also benefiting from increased transport services.



^ Port Botany Community Boat tour event

> Weeding at Sir Joseph Banks Park with Conservation Volunteers Australia (CVA)



FOSTER THRIVING COMMUNITIES AND WORKPLACES

Industry Engagements

During FY26, NSW Ports engaged with industry bodies, shipping lines, exporters, freight and logistics providers, infrastructure organisations and maritime stakeholders. This included discussions on trade growth, supply chain efficiency and resilience, decarbonisation and workforce development.

Through the active involvement of NSW Ports Infrastructure Team members in The World Association for Waterborne Transport Infrastructure (PIANC) and the appointment of our CEO Marika Calfas as The International Association of Ports and Harbors (IAPH) Vice President for Southeast Asia and Oceania, NSW Ports has strengthened its engagement with the international port community. This has included contributing to the exchange of knowledge and leading practices across port operations.

NSW Ports also continued engagement with grain producers, cotton and grain exporters and supply chain stakeholders to support the competitiveness of New South Wales agricultural exports. At the NSW Grains Annual General Meeting, NSW Ports provided an overview of trade performance through Port Botany and Port Kembla and rail investment initiatives. The engagement provided valuable insights into industry priorities and supply chain challenges, helping identify opportunities to strengthen global export pathways for regional producers through more efficient freight movements.

Community Boat Tours

For the second year, NSW Ports hosted community boat tours at Port Kembla and Port Botany, giving more than 400 residents from Sydney and the Illawarra a unique opportunity to see port operations from the water. Held in March and May 2026, the tours allowed participants to view the scale and complexity of port and trade operations.

The events also included a range of community activities. At Port Kembla, visitors enjoyed live music, face painting and a community barbecue organised by the local Salvation Army branch. At Port Botany, stevedoring operators DP World and Hutchison Ports showcased container handling equipment and terminal operations. Community organisations were also involved in the events delivering food services, heart health checks and educational opportunities for attendees.

The tours helped local residents build awareness of the role ports play in supporting trade, employment and the broader economy. Funds raised through the ticket sales were donated to Mission to Seafarers, supporting their work assisting visiting seafarers.



Boarding at the Port Botany Community Boat Tours

CASE STUDY



Congwong beach Clean Up Australia Day event

PARTNERING TO PROTECT LOCAL ENVIRONMENTS

NSW Ports continued its partnership with Conservation Volunteers Australia (CVA), supporting biodiversity conservation at Sir Joseph Banks Park in Botany since 2018. CVA's work has improved habitat condition, supported native and threatened plant species, including the Eastern Suburbs Banksia Scrub, and built more resilient and diverse habitat for local fauna.

During the year, CVA and Wollongong City Council brought together NSW Ports employees, Port Kembla tenants and local community members to plant 1,800 native sedges and other plants at Purrah Bay. Located within the Lake Illawarra estuary system, the bay provides important habitat for estuarine species and waterbirds. Since 2024, Wollongong City Council has been delivering a three-year restoration program at Purrah Bay on behalf of NSW Ports as part of the habitat offset requirements associated with the Port Kembla Outer Harbour Development approval.

Through its #SeaTheChange program, CVA also engaged volunteers in local beach clean-ups to help prevent litter entering marine environments. These initiatives rely on volunteers and support from NSW Ports helping CVA continue to protect local ecosystems.

Across the 126 NSW Ports sponsored activities over the past eight years, 1,720 volunteers helped remove 8.7 hectares of weeds, plant 18,932 native plants and remove 1.1 tonnes of rubbish from the local beaches.

126

NSW Ports sponsored activities run by CVA over the past eight years

1,720

volunteers helped remove 8.7 hectares of weeds, and plant 18,932 native plants

FOSTER THRIVING COMMUNITIES AND WORKPLACES

14

local not-for-profit organisations supported through our Community Grants Program

STRATEGIC INITIATIVES

Managing Supply Chain Risks

NSW Ports recognises the importance of respecting human rights, and we are committed to protecting the fundamental rights of people operating with us. In FY26, we implemented a new Supplier Code of Conduct, outlining the minimum ethical standards and behaviour that NSW Ports expects from its suppliers in ensuring business is conducted responsibly and sustainably. This includes our expectations regarding labour and human rights and encourages suppliers to raise any concerns regarding modern slavery with their contact at NSW Ports. The Supplier Code of Conduct was shared with existing suppliers and employees are required to share it with new suppliers before they are onboarded. We continued to provide procurement compliance training to new contract managers, modern slavery compliance training to all employees and to conduct periodic surveys of selected suppliers to assess how risks and controls are enforced. Our Modern Slavery Statements are available on our website.

Social Impact Measurement

A key initiative under NSW Ports' 2025 Sustainability Strategy is to strengthen how we measure the social impact of our community engagement and investment activities. In FY26, we progressed this work by reviewing our current approach and planning a transition from outcome-based reporting to impact-based reporting using the updated Business for Societal Impact (B4SI) framework. We have also commenced working more closely with current recipients of our community grants and sponsorships to better understand and evaluate the longer-term impact of our investments.



2026 Community Grant recipient – Randwick City Saints AFC



Port Botany Community Boat Tours

FOSTER THRIVING COMMUNITIES AND WORKPLACES



Employees at our refurbished Port Botany office

Employee retention and development

Developing Our People and Capabilities

This year, we continued to invest in our people, building the skills and experience needed to support career development and deliver our strategic priorities.

Development efforts focused on effective recruitment practices, people management and employee health and wellbeing. As digital technologies continue to rapidly evolve, training sessions were run to improve employees' confidence and capabilities in using digital tools, for example, using advanced functions in our Geographic Information System (GIS).

Investing In Our Workspaces

In FY26, our offices in Port Botany and Enfield Intermodal Logistics Centre were upgraded.

NSW Ports completed an extension and refurbishment at our Port Botany office to create a larger, more modern workspace for employees. The expanded office includes additional meeting rooms, quiet rooms, common areas, a large kitchen, end-of-trip shower facilities and an outdoor deck.

The updated working environment has increased collaboration between teams with open communal and meeting spaces encouraging greater interaction. The upgrades have been well received by employees, with positive feedback reported in an employee survey on the upgrades.

At our Enfield office, the boardroom and amenities have been refurbished, improving the functionality of the building. The boardroom has been upgraded with additional audiovisual equipment and will be utilised for business, community and stakeholder meetings.

STRATEGIC INITIATIVES

Strong Employee Engagement

Employee engagement through a Pulse Survey remained above industry benchmarks in FY26, with an employee participation of 89% and the resulting engagement score of 82%.

Conducted annually by an independent provider, with a more comprehensive survey undertaken every two years, the Pulse Survey helps NSW Ports understand employee experiences, satisfaction and engagement. The findings this year identified opportunities to further strengthen employee development initiatives and informed planning to ensure programs continue to support employee growth and business objectives.

82%

Employee engagement score



Molineux Point lookout, Port Botany

Sustainability Data Supplement



Sustainability Data Supplement

		UNIT	FY24	FY25	FY26
Steward sustainable trade growth	**Rail**				
	Twenty-Foot Equivalent Units (TEUs) transported by rail	Units	390,091	443,038	504,868
	Rail mode share	%	16	17	19
	NSW Ports and tenants' infrastructure investment				
		$	Not reported	Not reported	~ 170 Mn
	Trade Reports		https://www.nswports.com.au/resources		
Champion environmental protection and decarbonisation	**Water**				
	Total water consumed	Kiloliters	29,890	29,758	28,166
	Waste[1]				
	Operational waste	tonnes	65	64	57
	Operational waste recycled	tonnes	5	6	9
		%	8	9	16
	Operational waste sent to landfill	tonnes	60	58	48
		%	92	91	84
	Demolition waste	tonnes	0	15	8,731
	Demolition waste diverted	%	0	96	96
	Energy consumption				
	Total Energy consumption	Gigajoules	8,273	7,984	7,764
	– Electricity (Onsite Solar and Wind through PPAs)	Gigajoules	6,270	6,148	6,324
	– Electricity (Grid)	Gigajoules	1,375	1,335	1,105
	– Diesel	Gigajoules	603	479	260
	– Petrol	Gigajoules	25	22	75
	Greenhouse Gas emissions				
	Scope 1 emissions	tCO_2e	44	35	24
	Scope 1 Carbon Credits	units	N/A	35	24
	Net Scope 1 emissions	tCO_2e	44	0	0
	Scope 2 emissions (Location-based)[2]	tCO_2e	1,362	1,268	1,210
	Scope 2 emissions (Market-based)[3]	tCO_2e	44	0	0
	Scope 3 emissions	tCO_2e	341,094[4]	338,837[4]	326,209

(1) Operational waste: Waste arising from normal, ongoing business and site operations at NSW Ports'. Demolition waste: Waste generated through demolition works managed or undertaken by NSW Ports'. In FY26 this related to reinstatement works at a Port Botany bulk liquids storage site.

(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).

(3) 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).

(4) Historical tenant emissions for FY24 and FY25 have been recalculated to align with the FY26 reporting approach. The recalculation excludes upstream emissions associated with tenants' electricity supply and the production and transportation of fuel used by tenants before combustion. Tenants provide NSW Ports raw electricity and fuel data used on our leased assets. Previously reported figures were 369,182 tCO_2e (FY24) and 364,932 tCO_2e (FY25).

SUSTAINABILITY DATA SUPPLEMENT

Foster thriving communities and workplaces

	UNIT	FY24	FY25	FY26
Employees				
Gender – Male	%	58	53	53
Gender – Female	%	42	47	47
Age – Under 30	%	7	5	6
Age – 30 to 50	%	61	65	61
Age – Over 50	%	32	30	33
Board and Executive Leadership Team				
Gender – Male	%	72	82	69
Gender – Female	%	28	18	31
Employee Engagement Score	%	88	88	82
Workers covered by an OH&S management system	%	100	100	100
Work related injuries/ill health				
– Medical Treatment Injury	Units	1	0	0
– Lost Time Injury	Units	0	0	0
Employees receiving regular performance and career development reviews	%	100	100	100
Community Engagement				
Community Grants recipients	Units	15	17	14
Focus area – Education	%	33	52	55
Focus area – Health	%	5	10	14
Focus area – Economic Development	%	2	4	0
Focus area – Environment	%	21	6	9
Focus area – Social Welfare	%	28	24	21
Focus area – Arts and Culture	%	11	4	1
First Nations	%	4.4	5	4.6

NSW Ports

1300 922 524
enquiries@nswports.com.au

www.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



NSWPorts