

Sustainability Policy

NSW Ports' **vision** is to be a world class port and logistics manager driving sustainable growth. Sustainable growth allows us to provide value for our shareholders, whilst delivering on our responsibility to keep Australia's economy moving, make a positive contribution to communities in which we operate and protect the environment.

Our business **principles** are guided by commitments to act in an ethical and transparent manner and be: strongly competitive, highly resilient, responsive and adaptable; and holistic and integrated in our approach.

Our **approach** to sustainability is business-wide and includes developing and adhering to our NSW Ports Sustainability Plan, participating in industry recognised sustainability programs and aligning our actions against international standards for sustainability such as the United Nations Sustainable Development Goals.

Sustainability to us is a commitment to not only the natural environment, but also corporate ethics, economic achievement and social responsibility. We will focus on the following key areas:

*Growing **Our Business** sustainably by:*

- Developing measurable objectives and targets, to drive environmental, social and economic performance
- Setting a leadership example to all port tenants and stakeholders through our plans and practices
- Promoting innovation, use of data and technology to pursue more efficient operations and sustainable freight transport
- Applying ethical and effective corporate governance, risk and opportunity management, and procurement policies across the business
- Communicating our sustainability goals and directions to all employees and other stakeholders
- Publicly reporting progress towards our sustainability objectives and commitments

*Protecting **Our Environment** by:*

- Ensuring compliance with all applicable environmental laws, regulations, policies and procedures
- Conserving ecological and cultural heritage values, preventing pollution, responding to climate change and managing our impacts on the amenity of local communities
- Minimising resource consumption and waste through the better use of land, infrastructure, renewable energy and recycled materials
- Implementing an integrated environmental management framework through development codes, management plans and reporting

*Supporting **Our Communities** by:*

- Managing critical infrastructure assets that keep Australia's economy moving and provide significant employment opportunities
- Engaging transparently with our local communities and wider stakeholders

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- Investing in and supporting local organisations to promote resilient communities

*Caring for **Our People** by:*

- Cultivating a diverse, inclusive and high performing workforce that is committed to our corporate values of care, integrity, collaboration, accountability and passion
- Providing training, engagement and support for staff in identifying and adopting health, safety, environment and sustainability principles and practices to achieve positive behaviour change in the workplace and our wider operational environment

In collaboration with our stakeholders we will pursue sustainable growth to ensure NSW Ports continues to operate as a world class port and logistics manager.



NSW Ports CEO – Marika Calfas

21/05/2020

Date