

Sustainability Policy

Purpose

The purpose of this policy is to clearly outline Port Authority's approach and expectations regarding sustainability.

Scope & Application

This Policy will be embedded across the organisation and is supported by a sustainability governance structure wherein everyone has a role to play, from the Board to all staff.

Policy Statements

Port Authority of New South Wales is committed to ongoing collaboration with our people, customers, stakeholders and communities to improve social and environmental outcomes to help ensure a positive legacy for future generations. We are committed to embedding sustainability across our organisation, while delivering economic prosperity for NSW by facilitating shipping, tourism and trade.

For us, sustainability is framed by four focus areas: Our People; Operations and Ways of Working; Environment and Places; and Communities and Partnerships; and is aligned with, and directly relevant to, 15 of the 17 [United Nations Sustainable Development Goals](#).

Our commitment to sustainability is guided by this framework and focussed on the following principles and aims:

Our People

- ensuring our people continue to thrive in safe, healthy and supportive work environments now and into the future

We will:

- Champion diversity and inclusion
- Enable education, learning and development
- Support employee health and wellbeing
- Empower our people to undertake volunteering and advocacy opportunities

Operations and Ways of Working

- optimising our operations and improving processes to increase the longevity of our business and influence sustainable outcomes

We will:

- Improve operational efficiency and excellence
- Leverage data and technology to improve service delivery
- Implement and improve on policies and guidelines to support our sustainability goals

Environment and Places

- furthering our responsibility to, and stewardship of, our natural environment and improving our working environments and places to help ensure a sustainable future

We will:

- Reduce carbon emissions, pollution, waste, noise and water usage
- Improve our working environments
- Embed sustainability in the management and development of our assets

Communities and Partnerships

- connecting and collaborating with our customers, stakeholders and communities to improve social, environmental and economic outcomes

We will:

- Develop partnerships with organisations to achieve improved collective impacts, efficiencies and sustainability outcomes
- Share knowledge and influence positive change
- Build community support and education

Responsibilities and Policy Owner

The owner of this policy is Ryan Bennett, Senior Manager Planning and Sustainability.

The owner of this policy is responsible for implementing this policy and for achieving the desired outcomes.

Related Documents

- [Sustainability Plan](#)
- [Environmental Policy](#)
- [Diversity and Inclusion Policy](#)
- [Work Health and Safety Policy](#)

Approval and Review

This Policy has been approved by Philip Holliday, CEO and Director.

The Policy Owner is responsible for ensuring:

- This policy is updated every 24 months or as necessary; and
- Compliance to policy is achieved.

Version Control

The Policy Owner will review this Policy every two years, in consultation with relevant stakeholders.

The next date for review is 18/01/2026

Document History

Version	Document Control	Name	Role	Signature	Date
0.1	Drafts	Ryan Bennett	Senior Manager, Planning and Sustainability	-	15/11/2023
0.2	Drafts	Ryan Bennett	Senior Manager, Planning and Sustainability	-	16/11/2023
1.0	Final Draft	Ryan Bennett	Senior Manager, Planning and Sustainability		16/11/2023
1.0	Endorsement	Amy Beaumont	Group General Counsel		19/01/2024
1.0	Approval	Philip Holliday	CEO and Director		19/01/2024