

# 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, including the Board and all staff.

The Sustainability Policy supports Port Authority's strategy (*Our Direction 2025-2030*), including our Purpose, Vision and Values, and is directly reflected in the core strategic pillar of Sustainability, while supporting our other strategic pillars of Service and Community.

## Policy Statements

Port Authority of NSW is committed to improving social and environmental outcomes in and around our ports, while delivering economic prosperity for New South Wales by facilitating shipping, tourism and trade.

Our commitment to sustainability is guided by our sustainability framework, which is structured around four key themes: People, Planet, Prosperity and Partnerships. These themes are aligned with the United Nations' [2030 Agenda for Sustainable Development](#) and the associated [United Nations Sustainable Development Goals](#). A series of sustainability focus areas, each with a 2030 goal, reflect our sustainability material topics and *Our Direction 2025-30*. The focus areas provide structure and guidance for our sustainability initiatives and actions.

### People

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

#### Focus areas:

- Workplace health and safety
- Health and wellbeing
- Diversity, equity and inclusion
- Employee engagement and development
- Governance and integrity

### Planet

- furthering our responsibility to, and stewardship of, our natural environment and heritage

#### Focus areas:

- Climate change
- Nature
- Environment and community impacts
- Heritage

## Prosperity

- Optimising our operations, improving processes and eliminating waste to become more efficient, facilitate growing commercial ports, and deliver strong financial results and returns to our shareholders

### Focus areas:

- Economic performance
- Innovation
- Assets and infrastructure

## Partnerships

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

### Focus areas:

- Community responsibility
- Customers and stakeholders
- Advocacy, research and industry partnerships

## Responsibilities and Policy Owner

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

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

## Related Documents

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

## Approval and Review

This Policy has been approved by John McKenna, CEO.

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 26/11/2027.

## 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
1.1	Policy Review - Draft	Ryan Bennett	Senior Manager, Planning and Sustainability		26/10/2025
1.2	Policy Review - Draft	Executive			20/11/2025

2.0	Policy Review – Final	Ryan Bennett	Senior Manager, Planning and Sustainability	Signed by: <i>Ryan Bennett</i> 23344C0BBD5B40D...	27-11-2025   11:18 AM AEDT
2.0	Policy Review – Final Endorsement	Amy Beaumont	Group Executive, People, Environment and Legal	DocuSigned by: <i>Amy Beaumont</i> D04ECD10F267415...	27-11-2025   11:58 AM AEDT
2.0	Policy Review – Final Approval	John McKenna	CEO	DocuSigned by: <i>John McKenna</i> BBC20D934C7C453...	27-11-2025   1:52 PM AEDT

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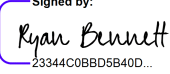
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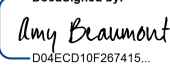
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