

Policy

Environment Policy

Date 2 May 2025



Purpose:	This Policy sets the direction for Brisbane Airport Corporation's (BAC) Environmental Management System to deliver continuous improvement in BAC's Environmental Performance.
Owner:	Executive General Manager (EGM) People, Culture and Governance
Approver:	Board of Directors
Updated:	2 May 2025
Review period:	This Policy will be reviewed within three (3) years of the last update. It may also be updated to reflect changes in legislation, BAC's risk profile or operational needs.

1. Key Policy Statement

1.1 BAC:

- a. Develops and operates Brisbane Airport in an Environmentally Responsible manner;
- b. Complies with applicable environmental laws, policies and other legal requirements which apply to its operations and strives to exceed these requirements;
- c. Focuses on continual improvement in Environmental Performance;
- d. Takes a risk-based approach to managing Environmental Risks and minimising adverse impacts on the environment caused by its operations; and
- e. Fosters an Environmentally Responsible culture amongst BAC Personnel.

1.2 This Policy applies to all BAC Personnel.

2. Context

2.1 Brisbane Airport plays a critical role, not just in connecting people, but in driving the future economic prosperity of Queensland.

2.2 As the airport-lessee company of Brisbane Airport, BAC has an overall environmental responsibility for activities and operations undertaken at Brisbane Airport. The statutory mechanism for BAC to manage the Environmental Risks of its own activities, and the activities of other operators at Brisbane Airport, is through the Airport Environment Strategy (AES).

3. Managing Environmental Risks

3.1 BAC manages Environmental Risks at Brisbane Airport by:

- a. Maintaining an Environmental Management System (EMS) that is certified to the international standard ISO14001:2015, including the setting and reviewing of environmental objectives and targets;
- b. Periodically monitoring and reviewing the effectiveness of the EMS and identifying opportunities for Environmental Performance improvements;
- c. Taking action to mitigate Environmental Risks and addressing potentially adverse environmental impacts;
- d. Managing pollutant emissions such as air, noise, vibration, water, soil/sediment and nutrients;
- e. Identifying and seeking to conserve objects and matters that have natural, Indigenous or historic heritage value;
- f. Maintaining positive and active relationships with Traditional Custodians
- g. Communicating the Brisbane Airport Environmental Management Framework, policies and performance to BAC Personnel, regulators, tenants and the wider community;
- h. Holding tenants and contractors accountable for investigating, containing and/or remediating pollution caused by their activities;
- i. Providing appropriate environmental training to BAC Personnel and encouraging our tenants and contractors to do the same;
- j. Providing BAC Personnel with the resources necessary to meet the commitments of this Policy; and
- k. Fostering a Just Culture for environmental incident reporting at Brisbane Airport.

Responsibilities¹

Board of Directors	<ul style="list-style-type: none"> • Approve this Policy. • Demonstrate a commitment to promoting an Environmentally Responsible culture. • Delegate authority to the CEO as the ultimate accountable person responsible for this Policy.
Finance, Audit and Risk Management (FARM) Committee	<ul style="list-style-type: none"> • Review and endorse this Policy. • Evaluate and monitor internal control processes for managing significant Environmental Risks.
Chief Executive Officer (CEO)	<ul style="list-style-type: none"> • Demonstrate a commitment to developing and promoting an Environmentally Responsible culture within BAC. • Resource and endorse the implementation of the Brisbane Airport Environmental Management Framework.
Executive Leadership Team (ELT)	<ul style="list-style-type: none"> • Demonstrate a commitment to developing and promoting an Environmentally Responsible culture within BAC.

¹ To the extent of inconsistency between the scope of responsibility for each Responsible Person/Body outlined above and any authorities provided in the BAC Board's Delegation of Authority Policy ('Delegation Policy'), the authorities outlined in the Delegation Policy prevail.

Executive General Manager People, Culture and Governance	<ul style="list-style-type: none"> • Oversee the implementation and maintenance of this Policy and the Brisbane Airport Environmental Management Framework.
Head of Health, Safety & Environment	<ul style="list-style-type: none"> • Direct responsibility for implementing, reviewing and maintaining this Policy. • Promote and encourage the incorporation of environmentally sound management practices across BAC's operations and Brisbane Airport. • Provide expert advice and support to the Board of Directors, ELT and BAC Personnel in all matters relating to environmental management. • Provide regular reporting to the ELT, Board of Directors and other stakeholders as needed on BAC's Environmental Performance.
BAC Personnel	<ul style="list-style-type: none"> • Demonstrate an observable commitment to an Environmentally Responsible culture and compliance. • Maintain a clear awareness and understanding of this Policy.

Definitions

Airport Environment Strategy means the statutory document prepared by BAC every five (5) years to meet the requirements of the Airports Act 1996 (Cth) that is contained within the Master Plan.

BAC means Brisbane Airport Corporation Pty Ltd

BAC Employees means individuals employed by BAC and paid via the BAC payroll system but excluding the Board of Directors.

BAC Personnel means any person working for BAC in any capacity including BAC Employees, contractors, consultants, work experience students and volunteers.

Board of Directors means the members of BAC's Board.

Brisbane Airport means that suburb of Brisbane Airport, comprising the parcels of land set out in the Schedule 1 of the Lease between BAC and the Commonwealth of Australia.

Environmental Management Framework means applicable environmental laws, policies and other legal requirements administered by representatives of regulatory agencies, the Airport Environment Strategy (AES) and the BAC Environmental Management System (EMS).

Environmental Management System means a framework that helps BAC achieve its environmental goals through consistent review, evaluation, and improvement of its environmental performance. The framework used for BAC's EMS is the International Organization for Standardization (ISO) 14001 standard.

Environmental Performance means how effectively BAC achieves its environmental objectives and targets to minimise its environmental impacts from operating and developing Brisbane Airport. Environmental objectives and targets are as described in the Airport Environment Strategy (AES).

Environmentally Responsible means operating in a way that strives to exceed compliance obligations and protects the environment from harmful or potentially harmful activities. It involves making responsible decisions that aim to reduce an organisation's negative impacts on the environment. BAC demonstrates this through:

- Requiring all operators at Brisbane Airport whose activities have the potential to cause environmental harm to develop and implement environmental management plans;
- Undertaking compliance inspections to confirm conformance with environmental management plans;
- Regularly reviewing environmental objectives, targets and action plans; and
- Holding itself accountable for our environmental performance through annual reporting.

In an environmentally responsible culture, BAC Personnel would not only comply with environmental procedures but also engage in environmentally friendly behaviours such as choosing eco-friendly products and services, striving to reduce waste, and helping to conserve natural resources like water and energy.

Environmental Risks means the actual or potential threat or adverse effects on the environment by effluents, emissions, chemicals, wastes, resource depletion etc. arising out of an organisation's activities at Brisbane Airport.

Executive Leadership Team means those individuals identified as a member of BAC's Executive Leadership Team (including individuals acting in a role) or other individuals as deemed by the Chief Executive Officer for the purposes of this Policy.

Just Culture means emphasizing that mistakes are generally a product of faulty organisational cultures, rather than solely brought about by the person(s) directly involved. In a Just Culture, after an incident the cause of the incident is investigated, rather than determining who caused the incident. It is the opposite of a blame culture.

Traditional Custodians means the original inhabitants of the land on which Brisbane Airport resides including registered Aboriginal parties under the *Aboriginal Cultural Heritage Act 2003 (Qld)*.

Supporting BAC documents

Procedures	Standards	Guidelines	Relevant Policies
Airport Environment Strategy (AES)			Sustainability Policy
Environmental Management System (EMS)			

Legislation and standards

Airports Act 1996 (Cth)

Airports Regulations 1997 (Cth)

Airports (Environment Protection) Regulations 1997 (Cth)

Environment Protection and Biodiversity Conservation Act 1999 (Cth)

National Greenhouse and Energy Reporting Act 2007 (Cth)

Biosecurity Act 2015 (Cth)

Aboriginal Cultural Heritage Act 2003 (Qld)

Biosecurity Act 2014 (Qld)

Environmental Protection Act 1994 (Qld)

Environmental Protection Regulation 2019 (Qld)

Environmental Protection (Water and Wetland Biodiversity) Policy 2019 (Qld)

Environmental Management of Firefighting Foam Policy (Qld)

National Environmental Protection Measures

PFAS National Environmental Management Plan

Amendment history

Amendment	Version	Date commenced
Document revision to separate sustainability aspects.	4.0	1 May 2020
Periodic review of the Policy, with amendments including: <ul style="list-style-type: none"> Referenced position titles updated to align with current organisational structure. Review period extended to three (3) years to reflect limited anticipated future content changes and to reduce administrative burden. Inclusion of Footnote 1 – Inconsistency clause.	4.1	1 July 2022
Periodic review of the Policy, with amendments including: <ul style="list-style-type: none"> Referencing the certified Environmental Management System. 	5.0	2 May 2025