

Policy

Sustainability Policy

Date 2 May 2025



Purpose:	BAC is committed to creating a sustainable, leading Airport that future generations trust and are proud of.
Owner:	Executive General Manager (EGM) Strategy, Planning and Sustainability
Approver:	Board of Directors
Updated:	2 May 2025
Review period:	This Policy will be reviewed within three years of the last update. It may also be updated to reflect changes in legislation, BAC's risk profile and operational needs.

1. Key Policy statement

- 1.1 In line with its Values, BAC promotes a transparent sustainability culture and adopts sustainability principles and practices to manage its sustainability impacts and performance.
- 1.2 "Sustainability" is defined by reference to the United Nations Sustainable Development Goals.

2. Sustainability Framework

- 2.1 BAC's Sustainability Framework (see below) sets out three (3) pillars that inform BAC's approach to managing sustainability and related matters.
- 2.2 The three pillars of the Sustainability Framework are:
 - a. **Grow Responsibly** – As a critical infrastructure asset, we support Brisbane's and Queensland's social, economic and cultural prosperity whilst meeting community expectations that we grow responsibly. We will continue to embed sustainable design into the way our precincts are built and function and include sustainability within our procurement processes and partnerships.
 - b. **Protect our Planet** –Increasing climate resilience and decarbonising our operations is fundamental to our business. We will continue to be proactive with biodiversity management across the airport, reduce resource consumption through circularity, ensure that our operations are resilient to the impacts of climate change and work with our airport partners to reduce emissions.
 - c. **Support our Communities** – Our relationship with the community is critical to our future. BAC is dedicated to creating an airport that our community can be proud of by

engaging with transparency and integrity in all interactions, maintaining trust in, and understanding of, our operations, being a good neighbour, and recognising and celebrating our airport workers.

- 2.3 Each pillar of the Sustainability Framework sets out three (3) focus areas which inform BAC's commitment to sustainability and enables implementation across the business. The focus areas are outlined within BAC's Sustainability Commitment document.

3. Promoting Sustainable Performance

- 3.1 BAC promotes sustainable performance by:

- a. Setting and achieving sustainability targets that are aligned to the United Nation's Sustainable Development Goals;
- b. Ensuring sustainability is aligned and embedded into BAC's Strategy and long-term planning;
- c. Committing to maintaining Net Zero (scope 1 and 2) and further decarbonisation of our operations and our partners operations, developing meaningful Net Zero emissions targets and reporting transparently on progress;
- d. Implementing sustainability and circular economy principles and practices into BAC's strategic plans, and decision-making;
- e. Implementing sustainability principles into BAC's procurement practices;
- f. Ensuring effective climate change adaptation measures are implemented across airport operations and assets, for material risks;
- g. Protecting and enhancing nature within and around the airport through supporting biodiversity management efforts;
- h. Partnering with its Four Bosses and government at all levels to maximise sustainable outcomes and developing meaningful relationships with our community to create trust and understanding of our operations;
- i. Embedding a culture focused on innovation to develop and implement new solutions and technology and position BNE as the partner of choice;
- j. Collaborating with industry and airport partners to share best practice and drive collective progress towards sustainability goals and focusing on proactive collaboration to reduce scope 3 emissions;
- k. Ensuring transparent and timely reporting in accordance with relevant or applicable reporting standards;
- l. Benchmarking BAC's sustainability performance against industry standards to enable continuous improvement; and
- m. Providing training and support for all BAC Employees to adopt sustainable practices within the workplace.

Responsibilities

Board of Directors	<ul style="list-style-type: none"> • Approve the Sustainability Commitment (and material amendments to it) and demonstrate a commitment to implementing sustainability and achievement of Sustainability Targets. • Approve and review this Policy.
Finance, Audit and Risk Management (FARM) Committee	<ul style="list-style-type: none"> • Review and endorse this Policy. • Review strategies and targets associated with sustainability.
Chief Executive Officer (CEO)	<ul style="list-style-type: none"> • Demonstrate a commitment to developing and promoting a transparent sustainability culture within BAC. • Demonstrate commitment to embedding sustainability across the organisation and the achievement of Sustainability Targets. • Resource and endorse Sustainability Commitment.
Executive Leadership Team (ELT)	<ul style="list-style-type: none"> • Demonstrate a commitment to developing and promoting a transparent sustainability culture within BAC. • Demonstrate commitment to embedding commitment to sustainability across the organisation and achievement of Sustainability Targets
EGM Strategy, Planning and Sustainability	<ul style="list-style-type: none"> • Oversee the implementation and maintenance of this Policy and Sustainability Commitment.
Head of Sustainability	<ul style="list-style-type: none"> • Direct responsibility for implementing, reviewing, and maintaining this Policy and the embedding sustainable practices across the organisation. • Provide expert advice and support to the Board of Directors, ELT, BAC Leadership Team and BAC personnel in all matters relating to sustainability.
BAC Personnel	<ul style="list-style-type: none"> • Demonstrate an observable commitment to BAC's sustainability policy, initiatives, processes, and culture.

Definitions

BAC means Brisbane Airport Corporation Pty Ltd.

BAC Employees means an individual 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.

Executive Leadership Team means any individual 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.

Net Zero Emissions means the condition in which human-caused residual Greenhouse Gas (GHG) emissions are balanced by human-led removals over a specified period and within specified boundaries

Sustainability means meeting the needs of the present without compromising the ability of future generations to meet their own needs.

Supporting BAC documents

Procedures	Standards	Guidelines	Relevant Policies
Sustainability Commitment Scope 3 Roadmap Zero Waste Roadmap 2030 Sustainability Targets		Sustainable Design Guideline Procurement Guideline	Environment Policy

Amendment history

Amendment	Version	Date commenced
Document creation, separating sustainability from the Environment Policy and incorporating aspects of the Carbon Management Policy	1.0	1 May 2020
Periodic review of the Policy, with amendments including: <ul style="list-style-type: none"> Updated Sustainability Framework; and Measures used to promote sustainable performance. 	2.0	29 April 2022
Periodic review of the Policy, with amendments including: <ul style="list-style-type: none"> Updated Sustainability Purpose Updated Sustainability Framework Measures used to promote sustainable performance Transferred into new branding template; 	3.0	2 May 2025