GRI DISCLOSURE INDEX



Perth Airport has reported with reference to GRI Standards (GRI 1: Foundation 2021) for the period 1 July 2020 through 30 June 2021. We have sought to report fully on all possible dimensions of the disclosures, but where this is not possible, we have reported as comprehensively as possible, based on the data systems we have. The table refers to where information about each disclosure is presented in our FY2021 Sustainability Report, FY2021 Annual Report, or company website.

GRI 2: General Disclosures 2021 2-2 Entities included in the organization's sustainability reporting. GRI 2: General Disclosures 2021 2-3 Reporting period, frequency and contact point. GRI 2: General Disclosures 2021 2-4 Restatements of information GRI 2: General Disclosures 2021 2-4 Restatements of information GRI 2: General Disclosures 2021 2-5 External assurance GRI 2: General Disclosures 2021 2-6 External assurance View and with the trainids, the assurance No external assurance has been received on this report. GRI 2: General Disclosures 2021 2-6 Activities, value chain, and other business relationships Our services and operations are segmented into: 1. Aeronatical services responsible for the avelage and thotes. I = Additionability and environment. 2. Relait: responsible for the avelagin biolity and environment. I = Additionability and environment. 2. Relait: responsible for the avelagin biolity and environment. I = Additin ter	of the Perth Airport. ness associated with aviation operations, activity and revenue, security, ross Perth Airport, including leasing, marketing, brand space and advertising, nent, leasing and day to day management of Perth Airport commercial assets th Airport's landside ground transport operations including car parking and s and rideshare. Dur key customers are the passengers moving through our terminals and t – Aviation Markets. ces and financial scale of our business can be found in our FY21 Annual ers, with a large proportion being Australian suppliers. Our supply chain a variety of industry sectors, broadly grouped as follows: our procurement spend and includes construction activities, design
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•Office supplies, uniforms, personal protective equipment & trav •Group Service Contracts (including statutory services, rent, rat	ure is clean and hygienic, and baggage handling and aerobridge a, phones and CCTV) which are generally purchased from large multinational avel. tes, utilities, etc).
under collective bargaining agreements. All employees are base (P&C) team. For specialist roles, external recruiters may be use	
GRI 2: General Disclosures 2021 2-8 Workers who are not employees A significant portion of the organization's activities are not perfore as described in 2-6. GRI 2: General Disclosures 2021 2-9 Governance structure and composition FY21 Sustainability Report – Governance Sections FY21 Annual Report – Board of Directors Directors Report Composition FY21 Annual Report – Board of Directors Directors Report Composition	ormed by workers who are not employees. They are contracted employees
GRI 2: General Disclosures 2021 2-10 Nomination and selection of the highest governance body FY21 Sustainability Report – Corporate Governance & Risk GRI 2: General Disclosures 2021 2-11 Chair of the highest governance body FY21 Annual Report – Board of Directors Directors Report C GRI 2: General Disclosures 2021 2-11 Chair of the highest governance body FY21 Annual Report – Board of Directors Perth Airport website - Board Members Perth Airport website - Board Members	Corporate Governance Statement
GRI 2: General Disclosures 2021 2-12 Role of the highest governance body in overseeing the The Chair is non-executive Director. FY21 Sustainability Report – Corporate Governance & Risk FY21 Sustainability Report – Corporate Governance & Risk	Corporate Governance Statement
management of impacts GRI 2: General Disclosures 2021 2-13 Delegation of responsibility for FY21 Sustainability Report – Corporate Governance & Risk	
managing impacts FY21 Annual Report – Board of Directors Directors Report C GRI 2: General Disclosures 2021 2-14 Role of the highest governance body in sustainability reporting FY21 Sustainability Report – Corporate Governance & Risk FY21 Sustainability Report - ESPG Framework FY21 Sustainability Report - Materiality	Corporate Governance Statement
GRI 2: General Disclosures 2021 2-15 Conflicts of interest The Board consider conflicts of interest at each board meeting between meetings. The Code of Conduct details employee responsibilities to mana Conflicts of Interest are managed and disclosed to 3rd parties of the set	
GRI 2: General Disclosures 2021 2-17 Collective knowledge of the highest Education to the Board is provided through board & committee	
governance body governance body GRI 2: General Disclosures 2021 2-18 Evaluation of the performance of The Board conducts periodic external, independent evaluations	s of its performance. In addition, Board's skills are reviewed periodically, with inue to achieve its purpose and deliver its strategy going forward and to
GRI 2: General Disclosures 2021 2-19 Remuneration policies FY21 Annual Report – Board of Directors Directors Report C FY21 Annual Report - Directors Remuneration Scheme FY21 Annual Report - Directors Remuneration Scheme	
remuneration. Independent remuneration consultants are enga and competitiveness.	nsible for overseeing the processes and policies of determining aged to conduct remuneration benchmarking and to ensure market fairness
GRI 2: General Disclosures 2021 2-21 Annual total compensation ratio As PAPL is a privately held company, information to this level or GRI 2: General Disclosures 2021 2-22 Statement on sustainable FY21 Sustainability report – Message from CEO	of detail is not disclosed.
development strategy FY21 Sustainability Report – Corporate Governance & Risk GRI 2: General Disclosures 2021 2-23 Policy commitments FY21 Sustainability Report – Governance Sections	
GRI 2: General Disclosures 2021 2-24 Embedding policy commitments FY21 Sustainability Report – Governance Sections	
GRI 2: General Disclosures 2021 2-25 Processes to remediate negative impacts FY21 Sustainability report - Our Stakeholders, PFAS, Reconci	iliation, Noise, Business Ethics, Supply Chain
Impacts Website - Responsible Business FY21 Modern Slavery Statement GRI 2: General Disclosures 2021 2-26 Mechanisms for seeking advice and raising concerns FY21 Sustainability Report - Environmental, Social, People & G	Governance (ESPG) Framework
GRI 2: General Disclosures 2021 2-27 Compliance with laws and FY21 Sustainability Report – Governance & Risk	
regulations FY21 Annual Report - Director's Report	
GRI 2: General Disclosures 2021 2-28 Membership associations Current main memberships across the company: Australian Airports Association Airport Council International CEDA – Committee for the Economic Development of Australia Chamber of Commerce and Industry WA Chamber of Minerals and Energy Committee for Perth Tourism & Transport Forum (TTF) Tourism Council WA	
GRI 2: General Disclosures 2021 2-29 Approach to stakeholder engagement FY21 Sustainability Report Our Stakeholders, Community Engagement	
GRI 2: General Disclosures 2021 2-30 Collective bargaining agreements 33% of our workforce was covered by an enterprise agreement	t at the end of the reporting period
GRI 3: Material Topics 2021 3-1 Process to determine material topics FY21 Sustainability Report- Materiality	
GRI 3: Material Topics 2021 3-2 List of material topics FY21 Sustainability Report- Materiality	
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employees that are not provided to temporary or parttime employees receive same benefits.	GRI 401: Employment 2016	401-2	Benefits provided to full-time	
			employees that are not provided to	Full time and part time employees receive same benefits.
GRI 401: Employment 2016 401-3 Parental leave Both men and woman are equally entitled to parental leave			temporary or parttime employees	
	GRI 401: Employment 2016	401-3	Parental leave	Both men and woman are equally entitled to parental leave

GRI 3: Material Topics 2021 - Occupational Health and Safety 2018	3-3	Occupational Health and Safety	FY21 Sustainability Report - Workplace health and safety, Covid Safety, Security FY21 Sustainability Report - Performance Data: Health and Safety FY21 Annual Report - Director's Report - Occupational Health and Safety Management
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	FY21 Sustainability Report - Workplace health and safety, Covid Safety, Security FY21 Annual Report - Director's Report - Occupational Health and Safety Management
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment,	FY21 Sustainability Report - Workplace health and safety, Covid Safety, Security FY21 Annual Report - Director's Report - Occupational Health and Safety Management
GRI 403: Occupational Health and Safety 2018	403-3	and incident investigation Occupational health services	FY21 Sustainability Report - Workplace health and safety, Covid Safety, Security, Risk Management FY21 Annual Report - Director's Report - Occupational Health and Safety Management, Risk Management
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on	PAPL is committed to consulting with employees and ensures they are involved in the development, implementation and review of procedures and risk assessments.
		occupational health and safety	Pertinent OSH information or changes to the OSHMS are communicated to the business through a number of different mechanisms, such as Team Drop in Session, Lunch and Learns, Airwaves, OSH Messages and Safety Bulletins.
			OSH performance is reported bi-monthly to the Board and the Safety, Security and Sustainability Committee (SSSC).
			In addition to the following are key consultation and communication forums within PAPL: -OSH Committee: The OSH Committee is an advisory committee to the executive team that facilitates consultation and cooperation between PAPL and its employees on matters relating to the safety and health of employees at the workplace. The OSH Committee operates in a structured manner in accordance with the State legislation. -OSH Leaders Meeting: The OSH Leaders Meeting is convened to examine the implementation and effectiveness of PAPL's OSHMS, provide incident information, OSH trends and a forum to share system improvement opportunities. -Managing Responsibly Forum: The Managing Responsibly Forum is convened monthly. OSH Performance results, Material Incidents,
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational	FY21 Sustainability Report - Workplace health and safety
GRI 403: Occupational Health and Safety 2018	403-6	health and safety Promotion of worker health	FY21 Sustainability Report - Wellness, Workplace health and safety, Covid Safety
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FY21 Sustainability Report - Workplace health and safety, Covid Safety, Security, Risk Management FY21 Annual Report - Director's Report - Occupational Health and Safety Management, Risk Management Perth Airport website - undertaking works - https://www.perthairport.com.au/Home/corporate/planning-and-projects/undertaking-works
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	All employees are required to comply with the Occupational; Health and safety Management System
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	FY21 Sustainability Report - Performance Data: Health and Safety
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	FY21 Sustainability Report - Performance Data: Health and Safety
GRI 3: Material Topics 2021: Training and	3-3	Training and Education	FY21 Sustainability Report - Learning and Development
Education GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance	FY21 Sustainability Report - Learning and Development
GRI 404: Training and Education 2017	404-3	Programs Percentage of employees receiving regular performance and career development reviews	
GRI 3: Material Topics 2021: Diversity and equal opportunity	3-3	Diversity and equal opportunity	FY21 Sustainability Report - Disability & Inclusion, Diversity & Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	FY21 Sustainability Report - Performance Data - People and Organisation
GRI 405: Diversity and Equal Opportunity 2017	405-2	Ratio of basic salary and remuneration of women to men	FY21 Sustainability Report - Performance Data - People and Organisation
GRI 3: Material Topics 2021: Non-discrimination	3-3	Non-discrimination	FY21 Sustainability Report - Disability & Inclusion, Diversity & Inclusion
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and	FY21 Sustainability Report - Disability & Inclusion, Diversity & Inclusion
GRI 3: Material Topics 2021: Freedom of association and collective bargaining	3-3	corrective actions taken Freedom of association and collective bargaining	FY21 Sustainability Report - Supply Chain Modern Slavery statement 2020
GRI 407: Freedom of Association and Collective	407-1	Operations and suppliers in which	Perth Airport Website - Responsible business and supplier Code of Conduct FY21 Sustainability Report - Supply Chain
Bargaining 2016	407-1	the right to freedom of association and collective bargaining may be at risk	Modern Slavery statement 2020 Perth Airport Website - Responsible business and supplier Code of Conduct
GRI 3: Material Topics 2021 Child labor	3-3	Child Labour	FY21 Sustainability Report - Supply Chain Modern Slavery statement 2020 Perth Airport Website - Responsible business and supplier Code of Conduct
GRI 408: Child Labor 2016	3-3	Operations and suppliers at significant risk for incidents of child labor	FY21 Sustainability Report - Supply Chain Modern Slavery statement 2020 Perth Airport Website - Responsible business and supplier Code of Conduct
GRI 3: Material Topics 2021: Forced or compulsory labor	3-3		FY21 Sustainability Report - Supply Chain Modern Slavery statement 2020
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of	Perth Airport Website - Responsible business and supplier Code of Conduct FY21 Sustainability Report - Supply Chain Modern Slavery statement 2020
GRI 3: Material Topics 2021: Local Communities GRI 3: Material Topics 2021: Customer Privacy	3-3 3-3	forced or compulsory labor	Perth Airport Website - Responsible business and supplier Code of Conduct FY21 Sustainability Report - IT Security and Data
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer	Perth Airport Website - Privacy Notice There were no Substantiated complaints concerning breaches of customer privacy and losses of customer data
GRI 3: Material Topics 2021: Sustainable Development	3-3	data	FY21 Sustainability Report - Sustainable Development
	3-3		FY21 Sustainability Report - Business Continuity
GRI 3: Material Topics 2021: Reconciliation	3-3		FY21 Sustainability Report - Reconciliation
GRI 3: Material Topics 2021: Noise	3-3		FY21 Sustainability Report - Noise
GRI 3: Material Topics 2021: Noise	3-3		FY21 Sustainability Report - Customer Satisfaction