GRI DISCLOSURE INDEX

Perth Airport has reported with reference to GRI Standards (GRI 1: Foundation 2021) for the period 1 July 2021 through 30 June 2022. 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 FY2022 Sustainability Report, FY2022 Annual Report, or company website.

GRI Universal Standards 2021

GRI Standard Title	Disclosure Number	Disclosure Name	
GRI 2: General Disclosures 2021	2-1	Organizational details	Perth Airport Pty Ltd (PAPL), the operator of Perth Airport, is a company limited by shares, incorporated and domiciled in Australia. It is a wholly owned subsidiary of Perth Airport Development Group (PADG). PAPL is located at ALPHA building, 2 George Wiencke Dr, Perth Airport, WA, 6105
GRI 2: General Disclosures 2021	2-2	Entities included in the organization's sustainability reporting	This report covers PAPL and PADG.
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	This report covers the period to 30 June 22.
GRI 2: General Disclosures 2021	2-4	Restatements of information	None
GRI 2: General Disclosures 2021	2-5	External assurance	No external assurance has been received on this report.
GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationships	Perth Airport Pty Ltd manages landside and airside operations of the Perth Airport. Our services and operations are segmented into: 1. Aeronautical services: responsible for all aspects of the business associated with aviation operations, activity and revenue, security, safety, sustainability and environment. 2. Retail: responsible for the retail, food and dining portfolio across Perth Airport, including leasing, marketing, brand space and advertising. 3. Property, car rental and hotels: responsible for the development, leasing and day to day management of Perth Airport commercial assets located within terminals, the airfield, landside areas and hotels. 4. Landside operations and transport: responsible for all of Perth Airport's landside ground transport operations including car parking and commercial transport operators including buses, taxis, hire cars and rideshare. All of our operations and services take place at Perth Airport. Our key customers are the passengers moving through our terminals and airlines landing at Perth Airport. See also FY22 Annual Report – Aviation Markets. Detailed information on number of operations, quantity of services and financial scale of our business can be found in our FY22 Annual Report.
			In FY22 we made purchases with more than 612 direct suppliers, with a large proportion being Australian suppliers. Our supply chain incorporates a wide range of products and services spanning a variety of industry sectors, broadly grouped as follows: •Capital expenditure which represented approximately 44% of our procurement spend and includes construction activities, design consultancy and professional services. •Contracted support services which includes security services to help keep our terminals safe and secure 24/7, cleaning, waste management & landscaping services to ensure our infrastructure is clean and hygienic, and baggage handling and aerobridge maintenance to maintain reliable operations. •Information and communications technology (such as laptops, phones and CCTV) which are generally purchased from large multinational companies who supply us with finished products. •Office supplies, uniforms, personal protective equipment & travel. •Group Service Contracts (including statutory services, rent, rates, utilities, etc). More information can be found in our FY22 Modern Slavery report available on our website.
GRI 2: General Disclosures 2021	2-7	Employees	We directly employ approximately 291 people, the majority in permanent roles. Our employees are engaged by either a direct contract or under collective bargaining agreements. All employees are based in Australia and recruitment is managed by an internal People & Culture (P&C) team. For specialist roles, external recruiters may be used. When this occurs, they are overseen by the P&C team.
GRI 2: General Disclosures 2021	2-8	Workers who are not employees	A significant portion of the organization's activities are not performed by workers who are not employees. They are contracted employees as described in 2-6.
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	FY22 Sustainability Report – Governance Sections FY22 Annual Report – Board of Directors | Directors Report | Corporate Governance Statement
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	FY22 Sustainability Report – Corporate Governance & Risk FY22 Annual Report – Board of Directors | Directors Report | Corporate Governance Statement
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	FY22 Annual Report – Board of Directors Perth Airport website - Board Members The Chair is non-executive Director.
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	FY22 Sustainability Report – Corporate Governance & Risk FY22 Annual Report – Board of Directors | Directors Report | Corporate Governance Statement
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	FY22 Sustainability Report – Corporate Governance & Risk FY22 Annual Report – Board of Directors | Directors Report | Corporate Governance Statement
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	FY22 Sustainability Report – Corporate Governance & Risk FY22 Sustainability Report - ESPG Framework FY22 Sustainability Report - Materiality
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	The Board consider conflicts of interest at each board meeting and have an obligation to advise the company of any conflicts that arise between meetings. The Code of Conduct details employee responsibilities to manage and report conflicts Conflicts of Interest are managed and disclosed to 3rd parties on a case-by-case basis.
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Issues of critical concern are communicated to the Board through monthly reporting at Board or Committee meetings. Urgent issues are disclosed as soon as possible.
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	Education to the Board is provided through board & committee papers as well as presentations on various topics.
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	The Board conducts periodic external, independent evaluations of its performance. In addition, Board's skills are reviewed periodically, with a focus on the skills and experience required for PAPL to continue to achieve its purpose and deliver its strategy going forward and to ensure existing and emerging business and governance issues are considered.
GRI 2: General Disclosures 2021	2-19	Remuneration policies	FY22 Annual Report – Board of Directors | Directors Report | Corporate Governance Statement FY22 Annual Report - Directors Remuneration Scheme
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	The Board on advice of the REMCO sub-committee are responsible for overseeing the processes and policies of determining remuneration. Independent remuneration consultants are engaged to conduct remuneration benchmarking and to ensure market fairness and competitiveness.
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	As PAPL is a privately held company, information to this level of detail is not disclosed.
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	FY22 Sustainability report – Message from CEO FY22 Sustainability Report – Corporate Governance & Risk
GRI 2: General Disclosures 2021	2-23	Policy commitments	FY22 Sustainability Report – Governance Sections Website -Responsible Business
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	FY22 Sustainability Report – Governance Sections Website -Responsible Business
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	FY22 Sustainability report - Our Stakeholders, PFAS, Reconciliation, Noise, Business Ethics, Supply Chain Website - Responsible Business FY22 Modern Slavery Statement
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	FY22 Sustainability Report - Environmental, Social, People & Governance (ESPG) Framework FY22 Sustainability Report – Governance Sections Website - Responsible Business
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	FY22 Sustainability Report – Corporate Governance & Risk FY22 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 Western Australian Indigenous Tourism Operators Council

GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	FY22 Sustainability Report Our Stakeholders, Community Engagement and Community Partnerships
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	33% of our workforce was covered by an enterprise agreement at the end of the reporting period
GRI 3: Material Topics 2021	3-1	Process to determine material topics	FY22 Sustainability Report- Materiality
GRI 3: Material Topics 2021	3-2	List of material topics	FY22 Sustainability Report- Materiality
GRI 3: Material Topics 2021	3-3	Management of material topics	FY22 Sustainability Report- Materiality and throughout report
GRI 3: Material Topics 2021 - Economic Performance	3-3	Management of Economic Performance	FY22 Annual Report
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	FY22 Annual Report
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	FY22 Sustainability Report - Climate Change Resilience
GRI 201: Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	FY22 Annual Report - employee benefits
GRI 201: Economic Performance 2016	201-4	Financial assistance received from government	FY22 Annual Report - wage subsidy/government grants
GRI 3: Material Topics 2021 - Indirect Economic Impacts	3-3	Indirect Economic Impacts	FY22 Sustainability Report - Our stakeholders Community engagement, sustainable development, noise Perth Airport website - planning and projects
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	FY22 Sustainability Report - Community engagement, sustainable development, noise Perth Airport website - planning and projects
GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	FY22 Sustainability Report - Community engagement, sustainable development, noise Perth Airport website - planning and projects
GRI 3: Material Topics 2021 - Procurement Practice	3-3	Procurement Practices	FY22 Sustainability Report - Sustainable Development, Business Ethics, Supply Chain, Reconciliation Website - Responsible Business
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	FY22 Sustainability Report - Business Ethics, Supply Chain, Reconciliation GRI 2: General Disclosures 2021 2-6
GRI 3: Material Topics 2021 - Energy	3-3		Electricity Corporations Act 2005 (Western Australia) and associated Acts, Regulations, Codes and Orders
GRI 302: Energy	302-1	Energy consumption within the organization	FY22 Sustainability Report - Energy and Emissions FY22 Sustainability Report - Performance Data: Energy & Fuel 2020 Masterplan - 9.9 Carbon and Energy Sustainability
GRI 302: Energy	302-2	Energy consumption outside of the organization	FY22 Sustainability Report - Energy and Emissions FY22 Sustainability Report - Performance Data: Energy & Fuel
GRI 302: Energy	302-3	Energy intensity	Not currently calculated
GRI 302: Energy	302-4	Reduction of energy consumption	FY22 Sustainability Report - Energy and Emissions FY22 Sustainability Report - Performance Data: Energy & Fuel
GRI 302: Energy	302-5	Reductions in energy requirements of products and services	FY22 Sustainability Report - Energy and Emissions FY22 Sustainability Report - Performance Data: Energy & Fuel
GRI 3: Material Topics 2021 - Water and Effluents	3-3	Water and Effluents	FY22 Sustainability Report - Water Sensitivity FY22 Sustainability Report - Performance Data: Water & Effluents 2020 Masterplan - 8.2, Storm Water Drainage, 8.3 Water Supply, 9.7 Groundwater and Surface Water Management, 9.10 Water Management
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	FY22 Sustainability Report - Water Sensitivity FY22 Sustainability Report - Performance Data: Water & Effluents 2020 Masterplan - 8.2, Storm Water Drainage, 8.3 Water Supply, 9.7 Groundwater and Surface Water Management, 9.10 Water Management
GRI 303: Water and Effluents	303-2	Management of water discharge related impacts	FY22 Sustainability Report - Water Sensitivity FY22 Sustainability Report - Performance Data: Water & Effluents 2020 Masterplan - 8.2, Storm Water Drainage, 8.3 Water Supply, 9.7 Groundwater and Surface Water Management, 9.10 Water Management
GRI 303: Water and Effluents	303-3	Water withdrawal	FY22 Sustainability Report - Performance Data: Water & Effluents
GRI 303: Water and Effluents	303-4	Water discharge	FY22 Sustainability Report - Performance Data: Water & Effluents
GRI 303: Water and Effluents	303-5	Water discharge	FY22 Sustainability Report - Performance Data: Water & Effluents
GRI 3: Material Topics 2021 - Biodiversity	3-3	Biodiversity	FY22 Sustainability Report -Biodiversity 2020 Masterplan - 9.8 Biodiversity Management
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	FY22 Sustainability Report -Biodiversity 2020 Masterplan - 9.8 Biodiversity Management
GRI 304: Biodiversity	304-2	Significant impacts of activities, products and services on biodiversity	FY22 Sustainability Report -Biodiversity 2020 Masterplan - 9.8 Biodiversity Management
GRI 304: Biodiversity	304-3	Habitats protected or restored	FY22 Sustainability Report -Biodiversity 2020 Masterplan - 9.8 Biodiversity Management
GRI 304: Biodiversity	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	IUCN red species list not used. PAPL reports in relation to the Priority flora lists maintained by State Department of Biodiversity, Conservation and Attractions (DBCA).
GRI 3: Material Topics 2021 - Emissions	3-3	Emissions	FY22 Sustainability Report - Energy and Emissions FY22 Sustainability Report - Performance Data: Emissions 2020 Masterplan - Carbon and Energy Sustainability
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	FY22 Sustainability Report - Performance Data: Emissions
GRI 305: Emissions 2017	305-2	Energy indirect (Scope 2) GHG emissions	FY22 Sustainability Report - Performance Data: Emissions
GRI 305: Emissions 2018	305-3	Other indirect (Scope 3) GHG emissions	FY22 Sustainability Report - Performance Data: Emissions
GRI 305: Emissions 2019	305-4	GHG emissions intensity	Not measured
GRI 305: Emissions 2020	305-5	Reduction of GHG emissions	FY22 Sustainability Report - Performance Data: Emissions
GRI 305: Emissions 2021	305-6	Emissions of ozone-depleting substances (ODS)	FY22 Sustainability Report - Performance Data: Emissions

GRI 305: Emissions 2022	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	FY22 Sustainability Report - Performance Data: Emissions
GRI 3: Material Topics 2021 - Waste	3-3	Waste Management	FY22 Sustainability Report - Waste FY22 Sustainability Report - Performance Data: Effluents and Waste
GRI 306: Waste 2022	306-1	Waste generation and significant waste-related impacts	FY22 Sustainability Report - Waste FY22 Sustainability Report - Performance Data: Effluents and Waste
GRI 306: Waste 2023	306-2	Management of significant waste related impacts	FY22 Sustainability Report - Waste FY22 Sustainability Report - Performance Data: Effluents and Waste
GRI 306: Waste 2024	306-3	Waste generated	FY22 Sustainability Report - Performance Data: Effluents and Waste
GRI 306: Waste 2025	306-4	Waste diverted from disposal	FY22 Sustainability Report - Performance Data: Effluents and Waste
GRI 306: Waste 2026	306-5	Waste directed to disposal	FY22 Sustainability Report - Performance Data: Effluents and Waste
GRI 3: Material Topics 2021 - Employment	3-3	Employment	FY22 Sustainability Report - Waste FY22 Sustainability Report - Performance Data: Effluents and Waste
GRI 401: Employment 2106	401-1	New employee hires and employee turnover	FY22 Sustainability Report - Performance Data: People and Organisation
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	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
GRI 3: Material Topics 2021 - Occupational Health and Safety 2018	3-3	Occupational Health and Safety	FY22 Sustainability Report - Workplace health and safety, Covid Safety, Security FY22 Sustainability Report - Performance Data: Health and Safety FY22 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	FY22 Sustainability Report - Workplace health and safety, Covid Safety, Security FY22 Annual Report - Director's Report - Occupational Health and Safety Management
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	FY22 Sustainability Report - Workplace health and safety, Covid Safety, Security FY22 Annual Report - Director's Report - Occupational Health and Safety Management
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	FY22 Sustainability Report - Workplace health and safety, Covid Safety, Security, Risk Management FY22 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 occupational health and safety	PAPL is committed to consulting with employees and ensures they are involved in the development, implementation and review of procedures and risk assessments. 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, Emerging Matters and Areas of Concern are presented to CxO's/General Managers and discussed.
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	FY22 Sustainability Report - Workplace health and safety
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	FY22 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	FY22 Sustainability Report - Workplace health and safety, Covid Safety, Security, Risk Management FY22 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	FY22 Sustainability Report - Performance Data: Health and Safety
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	FY22 Sustainability Report - Performance Data: Health and Safety
GRI 3: Material Topics 2021: Training and Education	3-3	**Training and Education**	FY22 Sustainability Report - Learning and Development
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 programs	FY22 Sustainability Report - Learning and Development
GRI 404: Training and Education 2017	404-3	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**	FY22 Sustainability Report - Disability & Inclusion, Diversity & Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	FY22 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	FY22 Sustainability Report - Performance Data - People and Organisation
GRI 3: Material Topics 2021: Non-discrimination	3-3	**Non-discrimination**	FY22 Sustainability Report - Disability & Inclusion, Diversity & Inclusion
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	FY22 Sustainability Report - Disability & Inclusion, Diversity & Inclusion
GRI 3: Material Topics 2021: Freedom of association and collective bargaining	3-3	**Freedom of association and collective bargaining**	FY22 Sustainability Report - Supply Chain Modern Slavery statement 2021 Perth Airport Website - Responsible business and supplier Code of Conduct
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	FY22 Sustainability Report - Supply Chain Modern Slavery statement 2021 Perth Airport Website - Responsible business and supplier Code of Conduct
GRI 3: Material Topics 2021 Child labor	3-3	**Child Labour**	FY22 Sustainability Report - Supply Chain Modern Slavery statement 2021 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	FY22 Sustainability Report - Supply Chain Modern Slavery statement 2021 Perth Airport Website - Responsible business and supplier Code of Conduct
GRI 3: Material Topics 2021: Forced or compulsory labor	3-3		FY22 Sustainability Report - Supply Chain Modern Slavery statement 2021 Perth Airport Website - Responsible business and supplier Code of Conduct
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	FY22 Sustainability Report - Supply Chain Modern Slavery statement 2021 Perth Airport Website - Responsible business and supplier Code of Conduct
GRI 3: Material Topics 2021: Local Communities	3-3		
GRI 3: Material Topics 2021: Customer Privacy	3-3		FY22 Sustainability Report - IT Security and Data Perth Airport Website - Privacy Notice
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints concerning breaches of customer privacy and losses of customer data
GRI 3: Material Topics 2021: Sustainable Development	3-3		FY22 Sustainability Report - Sustainable Development
GRI 3: Material Topics 2021: Business Continuity	3-3		FY22 Sustainability Report - Business Continuity
GRI 3: Material Topics 2021: Reconciliation	3-3		FY22 Sustainability Report - Reconciliation
GRI 3: Material Topics 2021: Noise	3-3		FY22 Sustainability Report - Noise
GRI 3: Material Topics 2021: Customer Satisfaction	3-3		FY22 Sustainability Report - Customer Satisfaction