

Sustainability Report

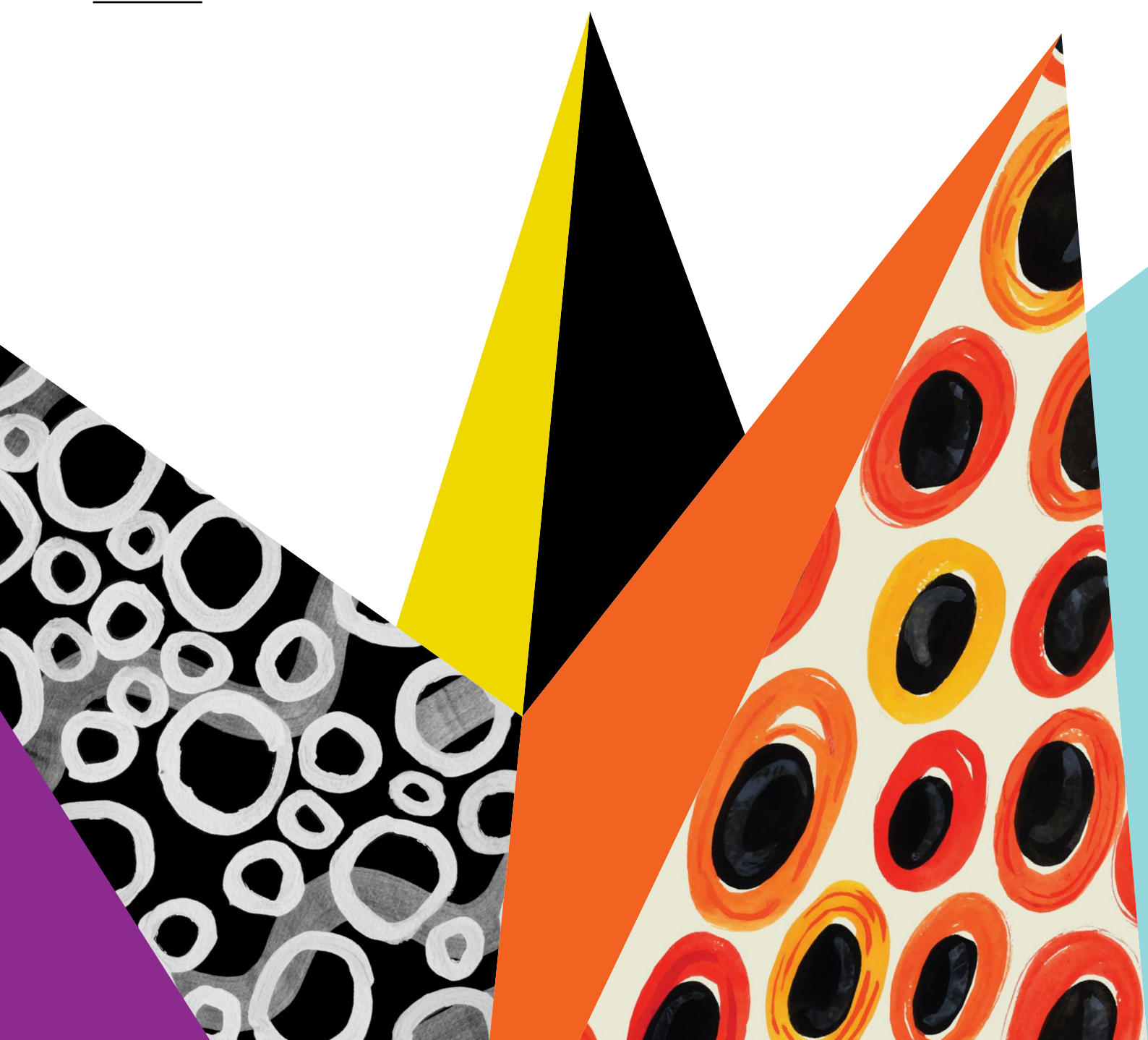
2022



ACKNOWLEDGEMENT OF COUNTRY

Boorloo Worlak Kornt kaadatj Wadjak moort Noongar
boodja-k wer baalabang kalyakoorl noyinandj
Noongar boodja-k. Ngalak kaadatj Noongar Birdiya
koora-koora yeyi wer.

Perth Airport acknowledges the Whadjuk Noongar people as the Traditional Custodians
of this region and respects their ongoing connection to this land. We pay our respects to
Elders past and present.





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REPORT DETAILS

Perth Airport Pty Ltd is committed to providing transparent information about its performance and impact on environmental, social, people and governance (ESPG) issues.

Perth Airport has reported with reference to the GRI standards for the period 1 July 21 to 30 June 22. A GRI index can be found on our website.

In addition, Perth Airport considered the UN Sustainable Development Goals in the development of its ESG Framework and will continue to consider these through the implementation of the Strategy and any future reviews. Perth Airport strives to enhance alignment with each of the 17 goals, subject to relevance to Perth Airport operations.

For more information, please email governance@perthairport.com.au.

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We would like to acknowledge and thank the members of the Perth Airport Operations team who contributed some of the photography for this year's Sustainability Report.

“We will continue focus on efficient design and smart build concepts to reduce our carbon footprint and ensure maximum sustainability outcomes across our estate.”





1. CEO Message

Sustainability is at the heart of our business strategy. It informs and guides our plans to grow responsibly in a way that delivers positive outcomes to our team members, customers, investors, and the communities in which the airport operates.

This is the reason for our sustainability targets in the four keys areas - Environment, Social, People, Governance, or ESGP.

Workforce diversity and gender equity, minimising and mitigating the loss of native vegetation, significantly reducing our carbon footprint, addressing any modern slavery within our extended supply chains and the protection of Indigenous cultural heritage are amongst the topics in our key focus areas.

We cannot be a passive observer on these issues, leaving the heavy lifting to others. Operating responsibly and sustainably is not only good business practice, it is the right thing to do.

Our ESGP framework builds on our reputation which has been recognised in recent years by the GRESB process which benchmarks the performance of infrastructure assets.

We will continue to build on this foundation and move forward by challenging our team to drive further improvements in all areas of our business.

Kevin Brown
Chief Executive Officer
Perth Airport



“We will continue to build on this foundation and move forward by challenging our team to drive further improvements in all areas of our operations.”





2. Chair Message

Perth Airport is committed to managing and reducing the impact across our 2100ha estate and our Environment, Social, People, Governance (ESPG) framework brings the topic of sustainability into focus across all aspects of our business.

It informs our planning and monitoring and allows us to grow responsibly in a way that delivers positive outcomes for our team members, customers, investors, and the communities in which the airport operates.

Following a comprehensive materiality assessment in 2019, which is reviewed annually, we have been able to determine the sustainability topics which are important to our business and key stakeholders.

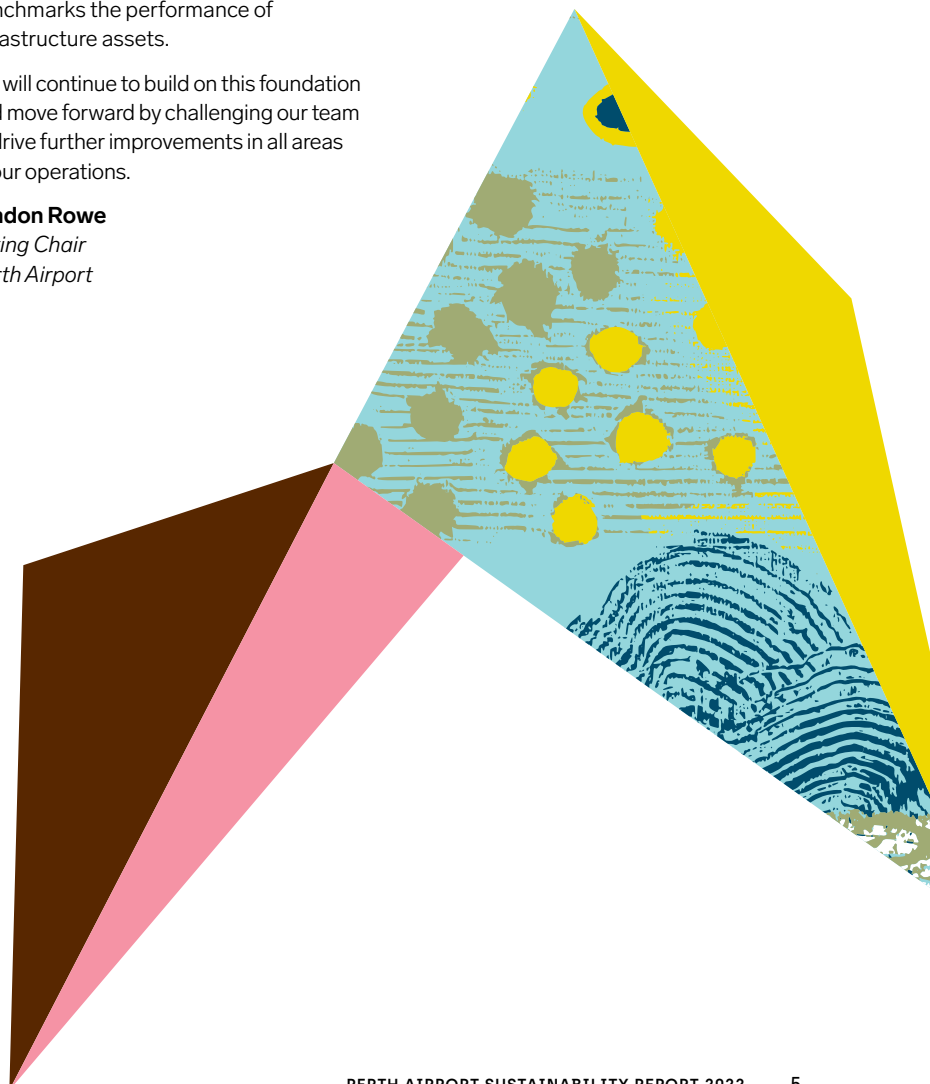
Our key program areas are Energy and Carbon, Biodiversity & Habitat, Water Management, Water Sensitivity, Diversity & Inclusion, Indigenous Engagement, Sustainability Development, Safety and Climate Resilience.

Despite the ongoing challenges of the Covid-19 pandemic and the continuous recovery efforts of our business and partners, I am proud that the Perth Airport Team has continued to focus on the importance of sustainability with the understanding that it gives us business continuity outcomes when faced with arising challenges.

This approach has facilitated our recent 100 per cent GRESB result which benchmarks the performance of infrastructure assets.

We will continue to build on this foundation and move forward by challenging our team to drive further improvements in all areas of our operations.

Lyndon Rowe
Acting Chair
Perth Airport





3. Overview

3.1 ABOUT US

Perth Airport is Australia's Western Hub linking Western Australia to the world. It operates 24 hours a day, seven days a week, and occupies a position as one of the most important infrastructure assets in Western Australia. As the fourth-largest domestic and international airport in Australia by passenger volume, Perth Airport is usually serviced by more than 28 international, interstate and intrastate airline partners that operate to more than 50 destinations.

Within Australia, Perth Airport provides an access point to Western Australia from interstate locations and serves as the central transportation hub for regional destinations, such as significant mining regions and popular tourist destinations. The airport is a vital link in the Western Australian resources sector supply chain, providing connectivity for the fly-in fly-out workforce and for Western Australians who live in remote communities.

Internationally, Perth Airport is strategically located for access to Southeast Asia, the Middle East, Europe and Africa. Perth Airport's contribution to employment, business, education, freight and tourism is significant. Pre-Covid, an estimated 93 per cent of people visiting Western Australia arrived by air. Perth Airport contributed more than \$3.5 billion to the Western Australian economy and generated nearly 17,000 direct and indirect jobs in 2018 and this is expected to grow to \$9 billion and approximately 37,000 jobs by 2040.

At 2,105 hectares, the Perth Airport estate is large enough in size to support Western Australia's demand for commercial aviation services for many decades. Land not required for aviation purposes can be used for commercial and industrial uses which benefit the WA economy.

3.2 ENVIRONMENTAL, SOCIAL, PEOPLE & GOVERNANCE (ESPG) FRAMEWORK

Perth Airport aspires to be a sustainability leader and commits to act ethically, sustainably and responsibly in our commercial operations.

To support these aspirations, the Perth Airport Board has approved an Environmental, Social, People, and Governance (ESPG) framework.

This framework utilises the traditional Environment, Social and Governance (ESG) pillars to which we added the 'People' pillar so we could also set targets and aspirations relating to our internal workforce, along with our customers and external community who are represented under the 'Social' pillar.

Sustainability is at the heart of our business strategy and informs and guides our plans to grow responsibly in a way that delivers positive outcomes to our customers, investors, and the communities in which the airport operates.



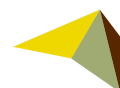
3.3 MATERIALITY

Perth Airport conducted a comprehensive materiality assessment in 2019 (updated in 2020 & 2021) to determine key sustainability topics important to our business and stakeholders. These key topics have been embedded within our ESG framework and associated targets. They drive not only reporting but also business strategy, communications, and investment decisions.

The materiality assessment involved an in-depth study of a range of internal and external inputs and interviews with key stakeholders to identify and prioritise relevant topics. These issues have been mapped against those most important to our business and where we have the greatest impact.

While a broad range of issues continue to merit consideration and effective management by Perth Airport, it was determined via this materiality assessment process that the following issues are the most important to our stakeholders and business success:

“Perth Airport contributed more than \$3.5 billion to the Western Australian economy and generated nearly 17,000 direct and indirect jobs in 2018 and this is expected to grow to \$9 billion and approximately 37,000 jobs by 2040.”



ENVIRONMENTAL	PFAS Management	Appropriate assessment, management and remediation of PFAS on Airport Estate.
	Energy and Carbon	Reduce greenhouse gas emissions by measuring energy consumption, improved efficiency, increased use of renewable energy and offsets to achieve net zero emission target.
	Biodiversity and Habitat	Minimising the impacts to biodiversity by measuring, minimising and offsetting impacts to flora and fauna values.
	Water Sensitivity	Adapting to a drying climate, by measuring and minimising water use and improving water recovery and reuse.
	Waste Management	Improve waste management by minimising generation, maximising reuse and recycling. Ensure sound management and remediation of contamination
SOCIAL	Economic Impact	Positive economic impact on the community in which we operate and the State of Western Australia.
	Customer Satisfaction	Providing strong customer and service focus.
	Indigenous Engagement	Commitment to: build respect and trust; reconciliation; and education. Celebrate and protect Aboriginal culture & heritage.
	Community Engagement	Maintenance of an informed and cooperative relationship with partners, local community and stakeholders.
	Sustainable Development	Responsible planning for future growth.
PEOPLE	Noise	Working with government and airline partners to minimise aircraft noise.
	Employer of Choice	Investing in our people, equipping them with skills, knowledge and experience to realise their potential.
	Organisational Culture	Aligning our culture and brand to ensure the success of our business.
	Safe Working Environment	Ensuring a safe working environment for all of our Team Members.
	Diversity & Inclusion	Commitment to be representative of the diverse community we serve.
GOVERNANCE	Health, Safety and Security	Working collaboratively with airport stakeholders to maintain a healthy, secure and safe airport operating environment for all.
	Ethical Business	Building a culture to maintain high ethical standards and integrity. Responsible management of our supply chain.
	IT Security and Data Protection	Ensuring the security of IT systems and protecting personal data against improper use.
	Corporate Governance & Compliance.	Responsible corporate governance and compliance with laws, regulations and internal policies
	Risk Management & Resilience	The ability to recognise, monitor and rapidly respond to and recover from changes in the environment and their resulting risks and opportunities.
	Climate Resilience	Understanding and adapting to the risks and physical impacts of climate change.
	Stakeholder Engagement	Regular and proactive engagement of stakeholders.

Perth Airport refreshes the materiality assessment periodically to confirm we are on the right track and that our aspirations remain consistent with stakeholder and community expectations.



3.4 TARGETS

Perth Airport understands that the impact we have as an organisation reaches way beyond the boundaries of our estate as demonstrated through our materiality assessment.

To be one of Australia's leaders in airport sustainability, we have set clear and ambitious ESG targets for our most material issues.

Regarding the environment, Perth Airport has set targets around energy and carbon, biodiversity and habitat, waste management, PFAS management, water, and climate resilience.

With respect to social matters, Perth Airport has set targets for customer satisfaction, sustainable development, economic impact, community engagement, Indigenous engagement, and noise.

We aim to be an employer of choice, creating a strong organisational culture, a safe working environment, and a diverse and inclusive workforce.

With respect to governance matters, we commit to being an ethical business, one that is secure and protective of data, compliant, risk aware, and engaged with our stakeholders.

We already have strong foundations in all of these areas, however, we believe in constantly challenging ourselves on ways to create the most meaningful economic, social and environmental impact in the areas that mean the most to our employees, communities and customers.

Our sustainability targets help us to remain motivated and focused in achieving our goals and to strive to be better. The targets are considered in business decision making and included in our Key Performance Indicators (KPIs), remuneration structures and Board reporting.

Our key targets are reflected opposite.





“With respect to governance matters, we want to be an ethical business, one that is secure and protective of data, compliant, risk aware, and engaged with our stakeholders.”

Key Program Area	Targets
Energy and Carbon	<ul style="list-style-type: none"> – Reduction of PAPL-only Scope 1 and Scope 2 emissions by at least 70% by 2030 from a FY2018 baseline with the remainder to be offset, ensuring carbon neutrality by 2030 – Net Zero by 2040 – Airport Carbon Accreditation (ACA) Level 4 Accreditation by 2026 – 50% Renewable Energy across all of PAPL Estate by 2030 (incl. PAPL, tenants and operators)
Biodiversity & Habitat	<ul style="list-style-type: none"> – No net loss of biodiversity from future development and preservation of Munday Swamp Wetland
Waste Management	<ul style="list-style-type: none"> – 20% decrease in PAPL waste to landfill, 75% increase in recycling by 2030
Water Sensitivity	<ul style="list-style-type: none"> – PAPL scheme water use (total) to remain below 2019 levels at 2030 despite expansion strategy (excl. Tenants/others)
Diversity & Inclusion	<ul style="list-style-type: none"> – PAPL workforce is reflective of population diversity metrics by FY25 – 40:40:20 gender diversity mix at all levels of the business by FY24
Indigenous Engagement	<ul style="list-style-type: none"> – Reconciliation Action Plan moves to “Stretch” level by 2024 and “Elevate” level by 2026
Sustainable Development	<ul style="list-style-type: none"> – Sustainability certifications for all new infrastructure projects
Climate Resilience	<ul style="list-style-type: none"> – Review and update Climate Risk Assessment and Adaptation Plan



3.5 KEY ACHIEVEMENTS AND HIGHLIGHTS

Perth Airport was publicly recognised as a sector leader in the 2022 GRESB Infrastructure asset assessment in recognition of Perth Airport ranking highly among our global peers with a score of 100%. GRESB is an international process that rates the environmental, social and governance performance of major infrastructure assets.

This year's GRESB result acknowledges achievements to date and future direction. We will continue to build on this foundation and move forward by challenging our team to drive further improvements in all areas of our operations.

Using Perth Airport's GRESB recognition as a starting point, a number of key ESG highlights have already been achieved since the launch of Perth Airport's ESG Framework in 2020 including the following.



Commitment to reduce scope 1 and 2 emissions by at least 70% by 2030 from a FY2018 baseline (in line with a well below 2°C trajectory). In addition to this reduction, Perth Airport commits to offsetting any remainder to become carbon neutral by 2030.



Commitment to achieve net zero emissions by 2040.



Airport Carbon Accreditation (ACA) level 2 maintained which requires an emission reduction on a three-year rolling average.



Feasibility studies for large-scale on-site renewable energy projects completed.



Neighborhood shopping centre, anchored by Woolworths will be designed to 4-star Green Star standard.



LED lighting upgrade program continued.



Containers for Change bins successfully trialed in Terminal 3 & 4, with all proceeds going to Lifeline WA, and roll-out now continuing across all terminals.



First Australian Airport to offer a voluntary carbon offsetting program for carpark customers to offset emissions from their journey to and from the airport. Offset purchases will go towards replanting and preserving an important biodiversity corridor in regional Western Australia.



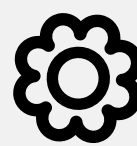
Increased recognition of Aboriginal & Torres Strait Islander culture in all airport terminals, through signage, boarding gate destination naming and other activations.



Entered into a partnership with the Indigenous Art Code as a supporter member.



Project completed which provides suitable facilities for people who cannot use standard accessible toilets (Changing Places).



Hidden Disabilities Sunflower program launched to provide support to customers with a disability.



Zero LTI for team members.



Awarded Worksafe Platinum Certificate for safety performance and progressive WHS management.



Female representation achieved 39% overall and 35% female representation at senior management levels.



Deemed an Inclusive Employer by Diversity Council Australia (DCA).



Modern slavery risk framework enhanced and second modern slavery statement published.



First draft of climate change adaptation report completed.



3.6 OUR STAKEHOLDERS

Our success depends on relationships inside and outside the company. This core value drives engagement with our stakeholders. We listen to and engage with these stakeholders in a variety of meaningful and transparent ways on an ongoing basis. This helps us to understand and manage our impacts and enhance mutually beneficial outcomes. The table below outlines how we engage with our key stakeholder groups, what matters to them and how we respond

OUR KEY STAKEHOLDERS	HOW WE ENGAGE
<p>Employees - We have more than 300 employees</p> <p>What matters:</p> <ul style="list-style-type: none"> – Health and safety, including mental health – Feeling engaged and being enabled to do their job – Regular performance feedback – Career development opportunities – Fostering a values-led organisational culture that optimises performance 	<ul style="list-style-type: none"> – Regular surveys are conducted covering areas such as diversity, sustainability, organisational culture and engagement with transparent reporting and consultation. – All employees are invited to a quarterly Q&A session hosted by the CEO. – Fortnightly electronic newsletter and weekly update provided to all team members. Employees have access to a confidential “whistleblower” service, a workplace disputes resolution process, and an Employee Assistance Program.
<p>Shareholders - Perth Airport is owned by six institutional shareholders, predominantly superannuation funds and the Australian Government’s sovereign wealth fund.</p> <p>What matters:</p> <ul style="list-style-type: none"> – Health and safety of staff and visitors to Perth Airport – A sustainable business underpinned by a strong ESG framework that respects the community in which Perth Airport operates – Responsible stewardship and high quality corporate governance – Delivering financial returns to members on a sustainable basis – Management of financial and non-financial risks 	<ul style="list-style-type: none"> – Shareholders are provided frequent briefings at regular intervals. – Regular financial and sustainability reporting is provided to shareholders.
<p>Airline Partners and associated aviation support providers</p> <p>- Our airline partners provide regional, interstate and international connections for the people of Western Australia.</p> <p>What matters:</p> <ul style="list-style-type: none"> – Health and safety management – Reliability, product quality, cost and delivery – Environment and social impact management – Growth opportunities – Governance and transparency – Reduction of emissions 	<ul style="list-style-type: none"> – We are in constant dialogue with all airline partners (and their service providers) to ensure we meet or exceed our mutually agreed service standards. – Our Aviation Business Development team constantly meets with airline partners to discuss ways of assisting them to establish new routes or add capacity to existing ones. – Airline partners provide confidential ratings of our aviation services to the Australian Competition and Consumer Commission for its review of major airports which is published annually.
<p>Passengers and visitors to the airport - More than 20 million passengers move through our terminals each year (pre-Covid).</p> <p>What matters:</p> <ul style="list-style-type: none"> – Health and safety management – Customer Service – Fit for purpose infrastructure – Environment and social impact 	<ul style="list-style-type: none"> – We have dedicated Customer Services to assist and accept feedback from our passengers and visitors. – Our Airport Control Centre helps passengers in need 24/7. – Passenger feedback is sought year-round through an independent quality survey system covering more than 30 service aspects. – ‘Gold Coat’ ambassadors offer assistance in the terminals as well as a friendly welcome to Perth.
<p>Commercial tenants/Retail partners - We manage more than 400 leases across our 2,100-hectare estate.</p> <p>What matters:</p> <ul style="list-style-type: none"> – Health and safety – Fit for purpose infrastructure – Growth opportunities – Environment and social impact – Reduction of emissions 	<ul style="list-style-type: none"> – We have a dedicated team of property and retail managers to engage with and assist our commercial tenants and retail partners. – We host a quarterly meeting with Airport Consultative Environmental and Sustainability Group. This is comprised of tenants across the estate and key community groups where we consult on environmental and sustainability considerations.



OUR KEY STAKEHOLDERS	HOW WE ENGAGE
<p>Government and regulators - The Federal Government is the primary regulator of airports, but we also comply with a range of State and Local government legislative requirements.</p> <p>What matters:</p> <ul style="list-style-type: none"> - Health, safety security - Economic benefits - Responsible development - Environmental, cultural heritage, social and financial performance - Climate change, air pollutants and greenhouse gas emissions - Regulatory compliance - Transparency 	<ul style="list-style-type: none"> - We engage regularly with all levels of government in Western Australia and nationally at both a parliamentary and public service level. Our engagement is both direct and through industry associations. - We engage with local governments through the Perth Airports Municipalities Group which meets quarterly. - A key engagement forum is also the quarterly Planning Coordination Forum (PCF) which aims to foster high level strategic discussions between Perth Airport and Commonwealth, State and Local Government representatives to inform and promote better planning outcomes in relation to airport developments in the context of the broader urban setting.
<p>Local communities - The people who reside, work or engage in the areas where we operate.</p> <p>What matters:</p> <ul style="list-style-type: none"> - Reconciliation - Local employment and contracting opportunities - Economic benefits - Cultural heritage management - Cultural safety - Health and safety management 	<ul style="list-style-type: none"> - As described in section 5.4 a range of forums are conducted to link with local government and communities. - We run a variety of community support programs as outlined in section 5.5. - For every project requiring a Major Development Plan, Perth Airport undertakes a significant period of public consultation to provide the community with information about the project and hear their views. - We actively use social media platforms to engage the community and we track and respond to their feedback.
<p>Indigenous Communities</p> <p>What matters:</p> <ul style="list-style-type: none"> - Reconciliation - Local employment and contracting opportunities - Economic benefits - Cultural heritage management - Cultural safety - Health and safety management 	<ul style="list-style-type: none"> - We consult with the Partnership Agreement Group (PAG) and South West Aboriginal Land and Sea Council (SWALSC) to facilitate active engagement with Traditional Custodians. - The PAG has been our core Indigenous Stakeholder group since 2009 and is a high-level steering group focused on the cultural heritage management and ongoing development of the airport. SWALSC engagement has commenced on a regular basis during the current reporting period with regular updates being provided. - See section 5.3 for more information on reconciliation.
<p>Access and Inclusion Customer Reference Group</p> <p>What matters:</p> <ul style="list-style-type: none"> - Accessibility - Disability Access & Inclusion - Customer Service - Fit for purpose infrastructure 	<ul style="list-style-type: none"> - Including Visibility, Blind Citizens WA, Autism WA, Department of Communities, National Disability Services and a number of customers with lived experience, the group provides valuable feedback and advice on the travel experience and suggested improvements which could be made to infrastructure and operations at Perth Airport.
<p>Suppliers/Contractors</p> <p>What matters:</p> <ul style="list-style-type: none"> - Health and safety - Supply opportunities for growth projects - Supporting Indigenous and local contractors - Sustainable and ethical procurement - Technology and innovation - Capable and effective Employees - Human rights and modern slavery - Environment and social impact 	<ul style="list-style-type: none"> - We proactively manage our relationships with suppliers and contractors. - Our teams work with contractors to ensure they meet or exceed the same safety sustainability and governance standards as we set for our own business. - We engage with suppliers on modern slavery and human rights issues and we share our expertise with suppliers (who require support) to build their capability to meet international standards through periodic meetings for engagement and discussion on modern slavery, and through provision of guidance and tools.

“In FY22 the Board also approved a commitment to achieve Net Zero Emissions by 2040.”





4. Environmental



4.1 OUR APPROACH

Perth Airport strives to reduce its environmental footprint across all parts of our operations with a key emphasis on learning and continuous improvement.

Perth Airport uses a risk-based approach to environmental management, incorporating the Airport Environment Strategy and Perth Airport's AS/NZ ISO14001 aligned environmental management system (EMS) to control identified environmental risks and to achieve a high standard of environmental management. Perth Airport are working towards ISO14001 accreditation for our EMS.

Perth Airport continued to demonstrate a high level of environmental management during the year with no significant environmental incidents, fines or sanctions.

4.2 ENERGY AND EMISSIONS

Perth Airport recognises the importance and urgency of addressing climate change and notes the important work and recommendations from the Intergovernmental Panel on Climate Change (IPCC).

Perth Airport has committed to reduce scope 1 and 2 emissions by at least 70% by 2030 from a FY18 baseline (in line with a well below 2°C trajectory). Perth Airport will then seek to offset the remaining emissions to become carbon neutral by 2030.

In FY22 the Board also approved a commitment to achieve Net Zero Emissions by 2040.

These targets were developed through modelling undertaken to align with the Paris Agreement and the pathway to achieve this target is detailed in Perth Airport's carbon management plan.

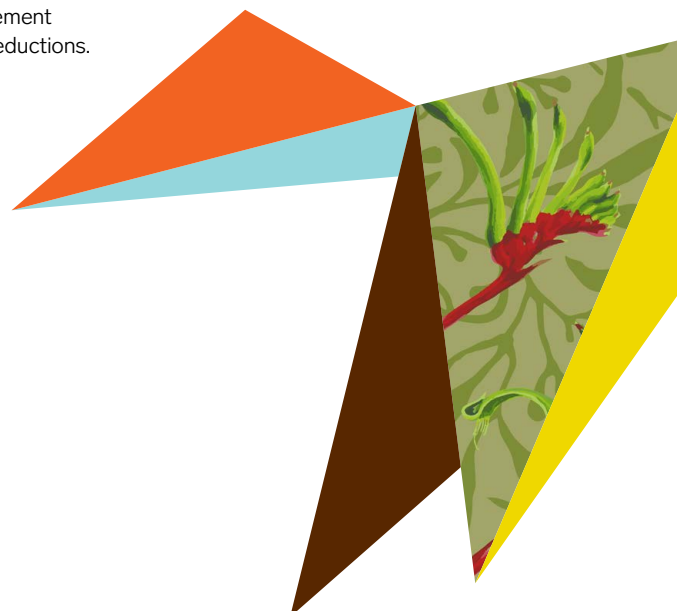
In addition, Perth Airport is targeting Airport Carbon Accreditation (ACA) Level 4 Accreditation by 2026 (currently at Level 2), which requires us to continue to align our carbon management ambition with the Paris Agreement and achieve absolute emissions reductions, while also actively driving our stakeholder engagement towards delivering emissions reductions.

4.2.1 Renewable Energy

The Perth Airport estate is a large consumer of electricity. This is the largest contributor to our carbon footprint accounting for the majority of our emissions. Increasing the airport's use of renewable energy is a key element of our ESG Framework and to achieving our goals.

To support our future energy transition, we are looking to increase the installed capacity of on-site renewable energy at Perth Airport to meet 50% of our electricity needs by 2030 and feasibility work continues to evaluate renewable energy project opportunities.

In addition, an Energy Audit was conducted for our office building and Terminals 1, 2, 3, and 4 to identify energy efficiency and small-scale renewable energy opportunities to reduce emissions. These opportunities were prioritised with key actions progressing in the short-term. Ongoing projects include a LED lighting upgrade program, additional energy monitoring and motor replacement program.





The opportunity to develop tenant rooftop solar is a contributing factor to achieving key ESG targets.

4.2.2 Carbon Offsets

Perth Airport is the first airport in Australia to offer customers who book their parking online, the opportunity to offset their personal emissions from the journey to and from the airport.

In FY22 Perth Airport entered a partnership with Carbon Neutral to purchase offsets within the Western Australian Yarra Yarra biodiversity corridor project. This project will assist Carbon Neutral to fund the planting (and protection) of trees in the corridor. We are excited to be part of this important local project which already employs more than 400 people, including local Indigenous people, and will look to generate new jobs for tree plantings, seed collection and integrated agricultural activities for the duration of the project.

Perth Airport has also committed to offset 350 tonnes of emissions from its bus fleet as an interim measure as we work towards migrating to a fully electric vehicle fleet.

4.2.3 Scope 3 Emissions Inventory

Finally, as a component of achieving Level 4 ACA, Perth Airport has begun work to update our scope 3 emissions inventory and will shortly develop a Stakeholder Partnership Plan. This plan will demonstrate and guide our activities to encourage third parties at the airport to deliver their own emission reductions. Focus areas currently include Sustainable Aviation Fuel (SAF) and enabling tenant solar.

4.2.3.1 Sustainable Aviation Fuel

The introduction of Sustainable Aviation Fuel (SAF) is aimed at replacing the existing fuels used by our airline partners and enables a key lever they have to reduce their carbon emissions. Perth Airport is planning for the future so we can meet the requirements of our airline partners and also the expectations of the community for more sustainable air travel. We are well placed to be at the forefront of sustainable fuel provision and will include sustainable travel, both air and ground based, as part of our thinking for our new fuel farm which is in the planning phase.

4.2.3.1 Tenant Solar

The opportunity to develop tenant rooftop solar is a contributing factor to achieving key ESG targets. Perth Airport continues to engage with tenants and Western Power to facilitate the connection of rooftop solar for existing and new tenants.

4.3 PFAS

Per- and poly-fluoroalkyl substances (PFAS) have been detected on the Perth Airport estate, particularly in areas associated with historic fire-fighting activities. The main use of PFAS at the Perth Airport Estate was Aqueous Film Forming Foams for aviation firefighting purposes by Airservices Australia, a government-owned and operated organisation.

Perth Airport is committed to the appropriate assessment, management and remediation of PFAS on the estate to ensure the safety of our people and communities and protection of the environment. This includes ongoing treatment of a drainage network to remove PFAS from surface water so that the surface water meets recreational standards prior to release from the airport estate, a research partnership with a government organization and remediation trials on a pilot project basis.

We have commenced legal against Airservices Australia over the clean up of PFAS contamination on the airport estate as PAPL considers that the removal of this contamination is the responsibility of Airservices Australia under the “polluter pays” principle. We are also developing a whole of estate PFAS Management Plan to guide responsible development in areas impacted by PFAS.



4.4 BIODIVERSITY

The Perth Airport estate is situated on the Swan Coastal Plain at the base of the Darling Scarp and includes several important areas of vegetation that remain protected, such as Munday Swamp on the north eastern edge.

Perth Airport has adopted a 'no net loss of biodiversity' commitment for its aviation and development projects.

No net loss of biodiversity means that any significant loss of natural habitat caused by Perth Airport projects on the airport estate will be offset through either land purchase or the restoration of degraded land, so that the total area of natural habitat increases.

Where biodiversity offsets are required, these are implemented for a number of protected matters located on the airport estate such as for Banksia Woodlands, wetlands and Black Cockatoo foraging habitat. All offsets are in accordance with the Environment Protection and Biodiversity Conservation Act 1999 Environmental Offset Policy. Perth Airport is actively engaging with both Commonwealth and State government agencies to secure suitable offset sites.

Prior to biodiversity offsets, Perth Airport's initial focus is always on reduction of impacts so as to avoid loss of native vegetation in the first instance. This approach worked well for the New Runway Project where the impact area as per the project approval has been reduced significantly through efficient design and a smart build concept to ensure that maximum native vegetation can be retained on site. The same approach was taken to minimise impacts to Munday Swamp, which is an important Aboriginal heritage site. Again, smart design reduced the impacts significantly from the original concept developed pre-privatisation of the airport to the current smart design which avoids impacts to the Munday Swamp water body. These impact reductions have continued during the reporting period as the New Runway design has further progressed towards the detailed design stage, with significant habitat savings achieved.

Perth Airport also has a wide range of strategies to manage potential environmental disturbances including revegetation activities, bushfire management, weed control and living stream projects to support surface water management and provide fauna corridors.

4.5 WATER SENSITIVITY

Sustainable water management is a key priority for Perth Airport, with water scarcity and a drying climate projected in Western Australia by 2030. Water shortages within the Perth area highlight the critical need to manage and minimise water use. While action has already been taken to minimise water use, the airport estate remains a large user of water within its buildings, tenant usage and landscaping.

As such, Perth Airport has set the target of no net increase in Perth Airport water use from 2019 levels through to 2030, in line with the State Government's recommended water targets for industrial users. This target only encompasses Perth Airport controlled sites and operations such as terminals, landscaping and construction. While the target excludes all tenant buildings and operations such as airline activities and ground-based tenants, Perth Airport is also working with large water using tenants to measure and investigate options to reduce water use.

A water audit was conducted for Perth Airport's corporate head office building and Terminals 1, 2, 3, and 4 to identify water saving opportunities. These opportunities are currently being prioritised by an internal Water Efficiency Steering Committee with a number of projects to advance in the short term. Recent project implemented include upgrades to the tapware in our office building to improve efficiencies and improved water data management.

Additionally, Perth Airport is in the process of investigating more large scale water reuse and recycling options on the estate, for implementation in the coming years.





In line with State Government aspirations, we have set a target to increase recycling by 75% for non-hazardous, operational solid waste by 2030.

4.5.1 New water saving system

Perth Airport has been working closely with our cleaning contractor OCS Australia to trial a new cleaning system throughout Terminal 1. The system uses artificial intelligence to map out the terminal space and, in conjunction with their current workforce, provides a more efficient cleaning process. The robotics will work in tandem with OCS team members, without compromising OCS' high standards and without affecting their team's employment. The robotics will do the heavy lifting by efficiently cleaning the floors, but can't do the detailed work such as behind seats. It also means a reduction in manual handling for the cleaners who are currently wearing weighty backpack cleaning machines.

Currently, OCS are using around 300 litres of water to clean the ground floor of T1; this machine recycles and filters the water, meaning only 100 litres of water will be used.



WATCH: Robotic Cleaners in the Terminals

4.6 WASTE

Every airport must manage waste and Perth Airport is no exception. On busy days, prior to the COVID global pandemic, up to 60,000 passengers travelled through the airport, producing many unwanted or unused products, materials, and substances. Some of this waste must be handled according to specific procedures, such as hazardous waste and aircraft cabin waste.

Every day, around three tonnes of non-hazardous, operational waste is generated across the airport estate, with currently more than 79% of this waste sent to landfill. Moving forward, we want to change the behaviour towards waste within our own operations and across the airport campus using targeted waste aware campaigns, installation of new waste collection systems, improved waste tracking and the phasing-out of single use plastics.

Waste minimisation, recycling and diversion are important elements of our ESG Framework. Waste management at Perth Airport extends across the built environment, operations, and the supply chain. In line with State Government aspirations, we have set a target to increase recycling by 75% for non-hazardous, operational solid waste by 2030.

Complementing our recycling target is a commitment to reduce the amount of waste we send to landfill by 20% by 2030.

A waste audit was conducted for Terminal 3 and 4 Service Yard, with a range of opportunities for improvement identified. These opportunities are currently being prioritised and will include providing guidance for retailers on compostable packaging and working with retailers to introduce an organic waste collection into kitchen areas, upgrades to the service yards to facilitate better segregation of waste streams and ongoing improvements in bin infrastructure, education and signage in all public areas.

In FY22 Perth Airport introduced a new bin waste system in all of our office kitchens across the estate. The new bin system includes two new options (organics and Containers for Change), to complement the existing landfill and co-mingled recycling bins. In the nine months since introducing the bins, we estimate we have managed to collect nearly two tonnes of organic waste. Perth Airport is currently in the process of expanding its organics collection to retail tenancies across all terminals, which will result in larger landfill diversion in the future.





4.6.1 Containers for Change Recycling Initiative

The WA State Government's Container Deposit Scheme was introduced in 2020.

In FY22 Perth Airport launched a three-month trial of the Containers for Change program in Terminal 4. Under the program, each eligible container recycled helps us move closer to our waste targets, but also benefits our partners Scouts WA who are collecting the containers from the white bins, receiving six cents per container, as well as our community partner, Lifeline WA, who have been receiving 10 cents per container.

Even though the trial was originally run in one terminal and during Covid, it collected 52,874 containers from the Containers for Change bins during this three-month period in 2021. Since the trial, Perth Airport has collected a total of 102,000 containers up until the end of FY22, with our partners Lifeline WA receiving a donation of \$10,200. This is equivalent to more than nine tonnes being diverted from landfill.

With the success of this trial, we are rolling the program into all remaining terminals and with passengers starting to populate our terminals, we can expect the number of containers and the support it delivers to our partners to grow.



WATCH: Containers for Change

4.6.2 Network Refresh Program

Perth Airport is currently upgrading its network to ensure that it remains current, stable, secure and high performing. As part of this project approximately 1100 pieces of IT hardware will need to be replaced.

We have set a very ambitious target for the project which adopts the policy of reuse before recycling, a desire to support local business, and a zero to landfill from the project. Accordingly, we engaged with local e-waste recycling company Total Green Solutions [TGS]. TGS are capable of stripping back computer hardware as well as being certified to erase all data from hard drives. Another added bonus is that any money we make from this process will go to one of our charity partners.

To date, at least 1395kg has been diverted from landfill.



WATCH: Network Refresh - E-Waste Solution







5. Social



The ACCC discontinued its benchmarking analysis of major airports through the Covid pandemic, however Perth Airport has maintained its independent customer satisfaction monitoring programme. In FY22, departing passengers rated their overall satisfaction with the airport as 'Good' (defined on the ACCC's five-point scale as 3.50 - 4.49 out of 5.00).



The Innovate RAP 2021-23 reflects Perth Airport's continued commitment to reconciliation. Through the RAP, Perth Airport has committed to develop a shared understanding of both the educational and economic challenges that many Aboriginal and Torres Strait Islander people face today, and the steps required to create opportunities. Perth Airport will continue to promote the ancient and storied cultures of First Nations peoples and take advantage of the opportunity that reconciliation creates to bring all Australians together. Perth Airport will continue to improve our relationship with both Whadjuk, Noongar and other Aboriginal & Torres Strait Islander peoples. We will embed education and continuing cultural change within our organisation to develop a new cohort of cultural allies.

5.1 ECONOMIC IMPACT

Perth Airport's contribution to tourism and the Western Australian economy is significant. In 2018, approximately 93 per cent of people visiting Western Australia arrived by air and contributed more than \$3.5billion to the WA economy.

5.2 CUSTOMER SATISFACTION

Perth Airport is committed to delivering the capacity and efficiency to give all passengers and airport visitors a safe, seamless and world class customer experience.

The Australian Competition and Consumer Commission (ACCC) has reported that Perth Airport delivers a consistently high standard of quality of service to passengers and airline partners. Perth Airport's on time departure performance was the best of any major Australian airport for seven consecutive years leading into Covid. It was also rated as Australia's best major airport for overall quality of service for three consecutive years leading into Covid. The ACCC considers views of both passengers and airlines and the investments made over recent years in addition to improved service at Perth Airport in rating the major airports in its annual monitoring report.

5.3 RECONCILIATION

Perth Airport acknowledges the strong cultural and spiritual connections that the Whadjuk people and other members of the Noongar Nation have to the airport estate.

In 2021 Perth Airport released its inaugural Innovate Reconciliation Action Plan (RAP) and we have been actively working since this time to implement the ambitious actions into firm deliverables with a focus on Indigenous cultural recognition, education and delivering economic benefits to the Indigenous community. To enable this, we expanded our RAP Working Group to include Indigenous Leaders to guide Perth Airport on our reconciliation journey.

Innovate RAPs outline actions for achieving an organisation's vision for reconciliation and has allowed Perth Airport to develop a deeper understanding of our sphere of influence and establish the best approach to advance reconciliation. Innovate RAPs focus on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, and developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

We will leverage our position as an international airport to help educate the local and international community and become leaders in supporting the celebration and preservation of Aboriginal and Torres Strait Islander cultures.

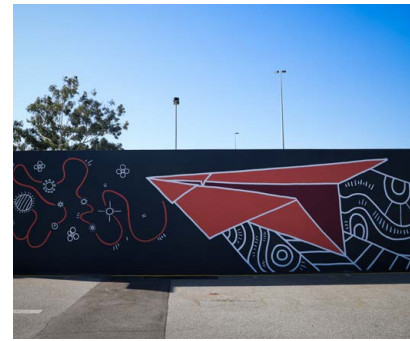
Perth Airport is working towards a Stretch RAP which is appropriate for organisations that have developed strategies and established a strong approach towards advancing reconciliation within their sphere of influence. Stretch RAPs focus on longer-term strategies and achieving measurable targets and goals, with reconciliation being business as usual.

Some of Perth Airport's actions towards reconciliation include:

- Made major changes to New Runway design to protect the culturally significant Munday Swamp and another heritage site.
- Established an Indigenous School Trainee Program.
- Hosting Indigenous Apprentices.
- Invested more than \$350,000 in indigenous university scholarships over the past 12 years.



Perth Airport School Fruit Van delivers more than 150 thousand pieces of fruit to school aged children across the metro area.



- Implemented procurement policies which favour Indigenous owned and operated firms.
- Included Indigenous Employment targets for contractors.
- Increased recognition of Aboriginal & Torres Strait Islander culture in all airport terminals, through signage, boarding gate naming and other activations.
- Recognition of Aboriginal culture within the Perth Airport office building through meeting room branding using Noongar language. In addition, we incorporated direct recognition of our Traditional Custodian Partnership Agreement Group families through allocating key meeting rooms with Traditional Custodian member family names.

5.3.1 Naidoc Week

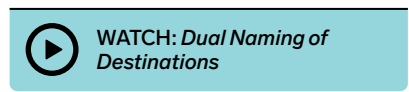
Get Up! Stand Up! Show up! was the theme of this year's week of celebrations. Perth's Bindjareb Middars dancers heralded the start of our Naidoc week celebrations by dancing through our office building. At our traditional Naidoc lunch event, the team enjoyed a traditional lunch of kangaroo stew and wattleseed damper provided by Gather Foods and heard from Ballardong Noongar woman Roanna Edwards who shared her lived experiences of growing up Aboriginal in Australia.

5.3.2 Boarding Gates

We believe that acknowledging Country and Traditional Custodians is an important part of the Reconciliation process and demonstrates respect for Aboriginal traditional cultural practices and promotes greater appreciation and respect.

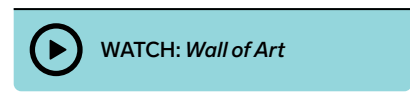
In FY22 Perth Airport became the first major airport in Australia to reflect the rich indigenous cultural heritage of the country by acknowledging Traditional Custodians of destinations across Australia. Boarding gates now show both the commonly used name of the destination, along with the name of the Language Group for the Traditional Custodians of that place. The screens rotate between the commonly used place name and the language group of the Traditional Custodians

Our intention through this project is to show our respect for Aboriginal & Torres Strait Islander people across the almost 60 destinations we serve across Australia and to educate passengers and airport staff about the history and rich Indigenous culture of the places they are visiting.



5.3.3 Indigenous Art

Our commitment to embracing Indigenous culture and increasing its visibility on the airport estate took another step forward with the installation of bespoke Indigenous art near our office building by Budimia, Yamatji, Noongar artist Rhys Paddick. This piece represents travel and our connection to the skies, and the places we move through to get to our destination. The art installation includes a contemporary take on a paper plane to remind us of where we come from and our innovation to fly moving in harmony with our environment.



5.3.4 Indigenous Art Code

In FY22 Perth Airport entered into a partnership with the Indigenous Art Code as a supporter member. In doing so, Perth Airport is supporting fair and ethical trade for Aboriginal and Torres Strait Islander artists, and transparency in the promotion and sale of artwork.





5.4 COMMUNITY ENGAGEMENT

Throughout the year, Perth Airport undertakes a range of initiatives to achieve effective community engagement on airport matters. These engagement forums include:

Perth Airport Community Forum (PACF)

Provides the opportunity for all members of the community to meet with Perth Airport team members and ask questions. The PACF is held quarterly at different locations, near Perth Airport.

Planning Coordination Forum

Supports effective engagement between Perth Airport and Commonwealth, State and Local government agencies on strategic planning issues, including land use and aircraft noise impacts.

Perth Airport Consultative Environment and Sustainability Group

Comprises representatives from Perth Airport tenants, Commonwealth, State and Local government agencies, and community-based environmental groups.

5.5 COMMUNITY PARTNERSHIPS

Perth Airport has a long-standing and proud tradition of supporting the people of Western Australia through a range of memberships, donations, and sponsorships under our Community Support Program.

Despite the program being reduced significantly due to the financial impacts of Covid on our business, the following initiatives have been maintained:

Surrendered Items Auction

Surrendered and unclaimed lost property items found in the terminals were auctioned with proceeds going towards our partner charities. These actions have generated approximately \$450,000 for charities over the past 13 years.

Lifeline WA

Funding the training of two Telephone Crisis Support Volunteers through the Lights for Lifeline campaign.

Support of Lifeline WA also through our Terminal Collection Boxes and the Containers for Change Program within our Terminals.

Foodbank WA Perth Airport School Fruit Van

The Perth Airport School Fruit Van delivers more than 150 thousand pieces of fruit to school aged children across the metro area. There are more than 75 schools who receive a delivery once a week.



WATCH: Foodbank - School Fruit Van

Ronald McDonald House

Supporting the Adopt a Room program by sponsoring room 404.

Telethon

Donation to WA's most iconic children's charity fundraiser.

Telethon Speech & Hearing Foundation

Perth Airport provides scholarships for Telethon Speech and Hearing which supports the language and learning needs of kids.



WATCH: Telethon Speech & Hearing

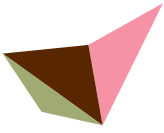
Perth Airport Locals Schools (PALS)

Supporting local primary and secondary schools in proximity to Perth Airport through student workshops in conjunction with Black Swan State Theatre Centre, the West Coast Fever, the Perth Glory and the Perth Wildcats.

Funding also provided to a local school during Book Week to regenerate the school's library in conjunction with Dymock's Children Charities.

City of Swan

Sponsorship of the Avon Descent Family Festival.



5.6 DISABILITY AND INCLUSION

Perth Airport is committed to creating a world-class travel experience. We strive to ensure that our facilities, information and services are inclusive and accessible to all members of the community.

In 2021 we launched our Disability Access & Inclusion Plan



DOCUMENT: *Accessibility at Perth Airport*

We work closely with our Access and Inclusion Advisory Group to determine where we can improve access and inclusion within our existing infrastructure and how we can include new initiatives in future terminal designs.

5.6.1 Service Relief Area/ Changing Places

Providing high quality airport facilities for customers with disability continues to be a priority for Perth Airport.

In 2021, Perth Airport opened new Service Animal Relief Areas in Terminal 1 and Terminal 4 to ensure passengers travelling with assistance animals have a smooth and comfortable journey. The locations of the new facilities were chosen to allow quick and easy access, particularly while waiting for baggage or following the check-in process.



WATCH: *Service Animal Relief Facility*

In 2022 Perth Airport completed the construction of a new Changing Places facility at Terminal 1. The new Changing Places facility is secure and has been designed for people with disability who need space and assistance to use the restroom. These facilities are vital in breaking down barriers and ensuring people with disability can access convenient and appropriate public restroom facilities that meet their needs when away from home. Construction has also begun for similar facilities in Terminal 4.



WATCH: *Changing Places*

5.6.2 Hidden Disabilities

For some customers, the stress caused by the busy and overwhelming airport environment can be a barrier to travel.

In response to this, Perth Airport launched the Hidden Disabilities Sunflower program, which provides support to customers with disability that aren't always immediately obvious to the Airport Team.

Customers can request a Hidden Disabilities Sunflower lanyard to wear through the airport, which are a discreet way of indicating to our Team that they may need a little extra help, guidance or time with airport processes.

The Perth Airport Team has been trained to recognise the lanyard and how to best provide the assistance and support customers may need and this training is also being offered free of charge to airlines, ground handlers, retailers and security staff to further support the roll out.

5.7 SUSTAINABLE DEVELOPMENT

We are committed to designing and constructing buildings and infrastructure that deliver healthy, resilient and positive places for people and nature. We aim to take into account current and future demands on the built environment that address issues such as climate change, resource efficiency, and health and wellbeing.

5.7.1 Design Standards

To ensure that we are building efficient, sustainable buildings, Perth Airport is developing and embedding sustainability guidelines in our capital program and project management framework in line with international best practices and requirements.

This will drive decisions that will contribute to:

1. Improving the energy and resource efficiency of airport buildings (old and new) and infrastructure (both landside and airside).
2. Procuring, delivering, and promoting the use of sustainable materials, products and technologies that save money and reduce costs on a 'whole of life' value basis.
3. Developing, expanding, and managing Perth Airport's built environment for climate resilience and a transition to reduce emissions by 70% and become carbon neutral by 2030.



We are committed to designing and constructing buildings and infrastructure that deliver healthy, resilient and positive places for people and nature.

5.7.2 Certification

We have set mandatory minimum sustainability requirements and committed to sustainability certifications for all new infrastructure projects,

Key projects currently being designed with ISC sustainability ratings are the New Runway project and multi modal transport upgrades at Airport Central. Other key capital works projects are currently investigating the most appropriate sustainability certification applicable to the specific project.

In addition, the Board approved four projects in FY22 targeting Green Star design and built certification including the Neighborhood Shopping Centre, Officeworks warehouse and Air Radiators office and workshop.



WATCH: New Runway Early Works Tender

5.8 NOISE

People living in the Perth metropolitan region can experience varying levels of aircraft noise at some point from either Perth Airport, Jandakot Airport or RAAF Base Pearce. Noise from aircraft landing and departing from Perth Airport and from aircraft operations on the airfield are unavoidable impacts of providing the air services that are essential to Western Australia. Perth Airport works with Airservices Australia (the air traffic management authority), airline partners and Commonwealth, State and Local Governments to manage aircraft exposure in surrounding communities.

Perth Airport has adopted the International Civil Aviation Organization's (ICAO) 'balanced approach' for aircraft noise management.

To ensure the community and stakeholders are fully informed and aware of noise exposure and flight paths, Perth Airport has developed an interactive web-based Aircraft Noise Information Portal. This portal allows a view of flight paths, ANEF contours and the N65 contours and how these apply to individual properties.

Visit perthairport.com.au/aircraft-noise.







6. People



6.1 OUR PEOPLE

Perth Airport employs more than 300 people across a broad range of professions.

6.2 ORGANISATIONAL CULTURE

Perth Airport's annual employee voice survey showed a high level of overall employee satisfaction with engagement scores of 80% and an employee net promoter score of 92.

6.3 WELLNESS

Our Team continues to be strongly engaged with, and supportive of our wellness program which delivered a calendar of virtual and in-person activities and events over the year focusing on the four pillars of wellness: Mental, Physical, Social and Financial Wellbeing. Additional support for Mental wellbeing was offered through our Employee Assistance Program partners and our Peer Support Program.



WATCH: *Maintaining Mental Health*

6.4 LEADERSHIP DEVELOPMENT & MENTORING

During FY22, 32 managers and senior leaders received 360 feedback and participated in one-on-one coaching as part of the leadership development program and 15 leaders attended the Leader as Coach workshops. In addition, PAPL's inaugural Women in Leadership program supported a further six women through a year-long development program.

In FY22 Perth Airport launched a Mentoring Program with Team members looking to develop their career provided an opportunity to learn from a select group of Mentors. The intention behind the Program is for Team members, who are focusing on long term career development, to build a "learning relationship" with a mentor. This goes right to the heart of our encouragement for Team members to build their own personal development plan. The program also includes workshops for mentors and mentees with follow up sessions to share learnings and insights.

6.5 LEARNING AND DEVELOPMENT

Perth Airport continues to invest in building the skills and capabilities of our team for the future of work.

We have continued our partnership with Australian Institute of Management (AIMWA) which provides access for all our Team members to more than 140 training programs. We also progressed with enhancements to our Learning Management System, supporting on-demand, web-based learning for team members and online inductions for external partners.

Inhouse workshops featuring the Franklin Covey Five Choices and 7 Habits principles were delivered to 45 team members.

Perth Airport seeks to support continuing education for Team members providing up to three tertiary study support awards per annum to employees undertaking tertiary study through a recognised education provider.

6.6 DIVERSITY AND INCLUSION

Perth Airport is working to create a culture that is engaged, ambitious for our community and accountable. We are committed to increasing the diversity and inclusiveness of our workforce and we recognise the commercial, cultural and social value of a diverse and inclusive workforce.

To support a more gender balanced workforce with equal opportunities in leadership, Perth Airport offers non-gendered paid parental leave, and flexible working arrangements enabling greater work/life integration for all team members.

Continuing education in cultural awareness and unconscious bias saw the delivery of cultural awareness training for all people managers and senior leaders.

6.6.1 Diversity & Inclusion Framework

As part of our commitment to ensuring a workforce representative of the community we serve, our Diversity & Inclusion Framework has been developed and endorsed with clear targets set.

The Diversity Framework aims to achieve the following:

- Provide equal remuneration for work of equal and comparable value.
- Remove barriers for full and equal participation of all employees.
- Provide genuine access to all occupations including leadership roles.
- Eliminate discrimination based on gender, race, orientation, disability and religious or cultural affiliation.

6.6.2 Organisational Targets

Organisational targets have been set to achieve the following:

- A gender representation ratio of 40% men, 40% women, 20% of any gender across the business.
- Indigenous employee numbers to be representative of the Australian community.
- Differently-abled employees to be afforded access and to be representative of the community.

6.6.3 Diversity Council of Australia Membership

This commitment has seen Perth Airport recently accepted as a member of the Diversity Council of Australia (DCA). DCA is Australia's independent, not-for-profit peak body for workplace diversity and inclusion, providing their members, and all member staff, with free access to a unique knowledge bank of research, best practice and expertise across all the diversity dimensions. These include gender, culture and religion, generational and mature age, Aboriginal and Torres Strait Islander, LGBTIQ+, disability and accessibility, flexibility, and work-life, as well as mental health.

In November 2021, we were deemed an Inclusive Employer by the DCA which means we achieved results that exceed the National Index Benchmark (derived from a nationally representative survey of 3000 Australian workers) on at least five out of six of the following measures: 1. Awareness; 2. Engagement; 3. Inclusive Organisation; 4. Inclusive Leadership; 5. Inclusive Team; and 6. Exclusion.

6.6.4 Harmony Week

With inclusion and belonging the themes behind Harmony Week, Team Members were invited to three events, demonstrating how we can, with a slightly different lens, look at our colleagues, our community, and our world to make it a more inclusive environment.

6.7 WORKPLACE HEALTH & SAFETY

"Keeping you safe" is one of Perth Airport's core values.

Perth Airport is committed to a proactive and integrated approach to the management of Work Health and Safety (WHS). Our vision, as an industry leader is that we move beyond compliance through leadership.

We had another exceptional safety record in FY22 with zero Lost Time Injuries (LTIs) as well as zero Medically Treated Injuries (MTIs) for Perth Airport Team members.

Contractor performance was also very good. These results place Perth Airport at the top end of the industry safety index. Perth Airport has also been awarded the Worksafe Platinum Certificate for our performance and progressive WHS management.

In the last 18 months Perth Airport has:

- Developed and delivered a new Safety Leadership Program based on the LEAD safety culture model.
- Developed new eLearning training modules for Perth Airport owned assets used by Third Parties.
- Rolled out the iAuditor platform to the frontline teams across the business.
- Updated its WHS governance frameworks to comply with the modernised WHS legislation.
- Provided WHS training to Officers, General Managers and Line Managers.

6.7.1 COVID Safety

Throughout the Covid pandemic, Perth Airport has remained open and operational, continuing to provide essential aviation services.

Our priority has been the health and safety of everyone who works in or travels through our terminals while maintaining critical airport functions, roles and processes to serve the community.

In 2020 Perth Airport became the first Australian airport to receive a new international Covid-safe airport rating, with this accreditation being maintained throughout FY22.

The "Airport Health Accreditation" from the Airports Council International sets a global standard for airports to keep passengers and airport workers safe.

The accreditation process examines a wide range of airport practices covering critical areas such as cleaning and disinfection, passenger flows, security screening, physical distancing and emergency processes.

Going forward there will be an increasing focus on a touch-free airport experience. The future will be all about reducing the number of human touchpoints for passengers. We have already achieved that with our long-term parking bookings, and we have invested in new self-service check-ins for international flights which will have biometric capabilities.

6.7.2 Runway Safety

At our peak, we have 28 airlines in operation, with more than 100,000 aircraft movements over a 12-month period.

That's a lot of take offs and landings, which creates an incredible amount of wear and tear on our runways.

Rather than popping out to the runway for a quick check up when there is a break in airfield activity, the Airfield Operations Team use every Friday as an opportunity to close either one of the runways for eight hours so the Team can perform important maintenance. For instance, the Airfield Maintenance Team can maintain the height of the grass on the airfield and give the runway markings a fresh coat of paint, while our Electrical Team can check that the lighting systems are fully operational."



WATCH: *The Closing of Runway 24*



6.8 SECURITY

Security at Perth Airport underpins our organisation and ensures the confidence of all airport community stakeholders is maintained.

Keeping travelers, visitors and our airport community safe and secure is our top priority. We ensure our security measures either meet or exceed the strict regulations put in place by the Australian Government to keep air travel safe.

Security at Australian airports is governed by the Aviation Transport Security Act 2004 (ATSA) and Aviation Transport Security Regulations 2005 (ATSR), both of which are intended to strengthen Australia's aviation transport security systems. We work in partnership with all other organisations at Perth Airport, including Australian Federal Police, WA Police Force and our Regulator

Cyber and Infrastructure Security Centre, to ensure the protection of the airport environment and all who use it.

Our Safety, Security and Sustainability (SSS) Committee assists the Board in fulfilling its security responsibilities.

6.8.1 Security Screening Equipment

As part of the Federal Government mandate to further strengthen aviation security, we commenced the introduction of advanced security screening equipment throughout all the terminals.

The new CT x-ray machines and body scanners have already begun replacing the existing security systems, with the entire rollout of 16 new lanes covering all screening points.

The main difference between current and

this new technology is the 3D imagery produced by the CT x-ray equipment.

With 360-degree technology and a more streamlined operating model, the new systems will see an improved experience for the passengers and for ISS, our security screening providers.

The 3D imagery means our security screening teams can identify threat items much more clearly and efficiently reducing the need to run bags through the machines a second time.

Another upgrade feature is the body scanner which provides passengers with limited mobility a more relaxed experience.



WATCH: Advancing our Security





7. Governance



7.1 CORPORATE GOVERNANCE & RISK

Perth Airport is committed to a high level of corporate governance that ensures we conduct our business in a fair, transparent and ethical manner, while protecting the interests of all stakeholders to achieve long-term and sustainable growth.

We believe good governance has helped us to gain the trust and goodwill of our stakeholders, including our Team members and the community we operate in, whose support we rely on to operate and grow our business.

Good governance also entails effective risk management, which is more relevant than ever in today's complex world where we need to manage issues relating to business resilience, climate change, data protection and cybersecurity.

7.1.1 Risk Management

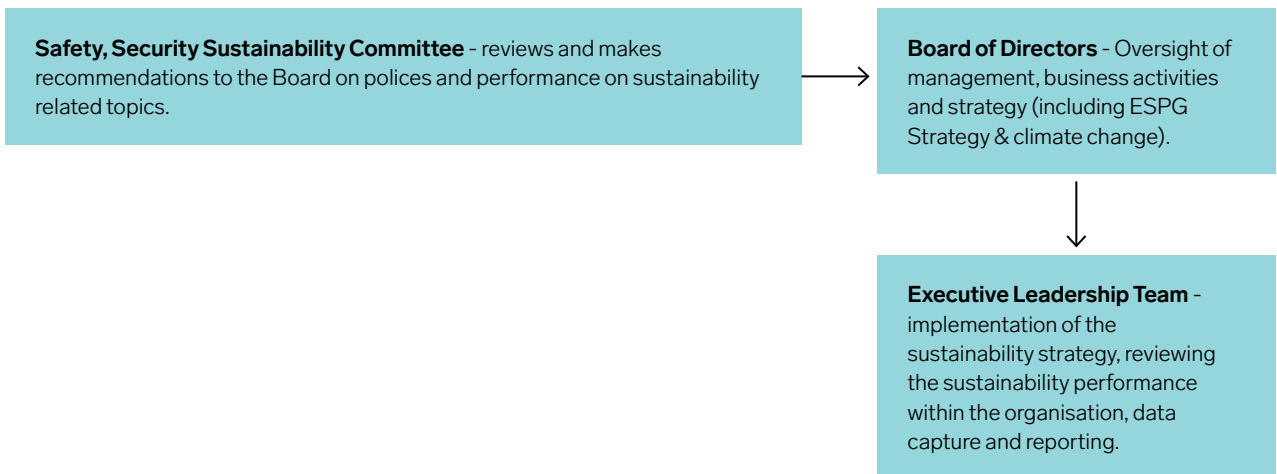
Our enterprise risk management framework and risk management company policy guide our approach to risk management. Risks are identified at all levels of the organisation, and all employees are responsible for implementing, managing and monitoring the processes and risk plans with respect to material business risks, as appropriate.

7.1.2 Corporate Governance

The diagram below outlines the governance arrangements for ESG.

The Board sets the company's strategic aims within a framework of prudent and effective controls, which enables risks to be assessed and managed. The Safety, Security and Sustainability Committee reviews and makes recommendations to the Board on our policies and performance on sustainability-related topics. These include health, safety, security and wellbeing, environment, climate change, Indigenous affairs, major incident preparedness and business continuity.

Additionally, the Perth Airport Executive Leadership Team is responsible for the implementation of the sustainability strategy, reviewing the sustainability performance within the organisation, data capture and reporting.





7.2 BUSINESS ETHICS

Perth Airport's Code of Conduct, our Supplier Code of Conduct and ESG Framework set out the ways we commit to conducting our business in an ethical and sustainable manner and demonstrate our commitment to respecting and protecting human rights across all aspects of our operations.

It is the responsibility of all Directors Team members and contractors to familiarise themselves with the codes, and to comply with them, in addition to complying with all laws.

We recognise that our responsibility to respect and protect human rights extends beyond statements of commitment and to actions that demonstrate our respect for human rights. This means we act in a manner that avoids harm to others, whether they are Team members, customers, part of our supply chain or the broader community within which we operate.

Our Team members are required to report any suspected or potential violations of the Code and demonstrate our commitment to respecting and protecting human rights across all aspects of our operations. Reporting options include a whistleblowing helpline should anonymity be preferred.

7.3 SUPPLY CHAIN

As part of our broader human rights program, we are taking steps to continuously improve our practices to identify and address modern slavery risks which may occur within our business, supply chains and across our airport operations.

We recognise the need to continually build the capability of our team members, particularly our procurement practitioners/project managers and our front-line Team members, to identify potential red flags of modern slavery and human trafficking and the actions required to respond appropriately.

During FY22 no incidents of modern slavery were identified or reported to us.

7.3.1 Direct Employees

We consider we have a low risk of modern slavery in relation to our direct team members based on location and workplace environment. This is due to our adherence to Australian labour laws and robust internal hiring procedures that reflect the values set out in our Code of Conduct and are supported by our Equal Opportunities, Diversity, Anti- Harassment and remuneration policies.

7.3.2 Supply Base

Using a third-party risk intelligence software solution to analyse our existing supplier base, we identified a number of suppliers that exhibited comparatively high modern slavery risk in their operations and supply chains.

These suppliers operate primarily in the electronics, cleaning, security and construction industries and a supplier self-assessment questionnaire was sent to certain suppliers in these categories requesting information regarding their modern slavery risk management processes and practices.

Where the risk analysis shows gaps in supplier processes to identify and address the risk of modern slavery in their operations and/or the operations of their suppliers, we take appropriate and reasonably practicable actions including working with suppliers to strengthen their internal policies and procedures and using our leverage to work with the supplier to implement solutions that meet international human rights standards.

We favour working with suppliers to resolve or substantially mitigate issues instead of ending the relationship with the supplier because of the potential adverse effects on the livelihood of the supplier's employees.

Additionally, we share our expertise with suppliers (who require support) to build their capability to meet international standards through periodic meetings for engagement and discussion on modern slavery, and through provision of guidance and tools.

7.3.3 Human Trafficking

We recognise that Perth Airport is a major international gateway into Australia and a potential entry point for trafficked persons. Both the Australian Federal Police and the Department of Home Affairs have significant representation on Airport to facilitate oversight of this human trafficking risk. Our operational teams work closely with these organisations to report any suspicious activity.

More information is available in our Modern Slavery Statement found on our website.

7.4 BUSINESS CONTINUITY

The ability to effectively respond and recover in the unlikely event of a major incident is a key priority for Perth Airport.

We have comprehensive incident and crisis management plans in place to respond to any disruptive event. We use our core principles of planning, capability, co-operation and accountability to ensure we are prepared.

We regularly test our response arrangements on a set schedule to ensure we can meet our regulatory requirements and to ensure our readiness. Our readiness to react and respond came to the fore in the early days of the rapidly unfolding and changing nature of the Covid outbreak.

7.5 IT SECURITY & DATA

The aviation sector is dependent on data, systems and networks. Protecting the personal data of our customers and Team members, as well as our confidential business information is a priority across our organisation.

Cyber security has been identified as a material operational risk to our business and we continuously work to ensure our operations are protected from potential threats.





Our Information Technology Team is responsible for setting policy and standards in accordance with our risk management framework and with privacy laws and regulations. We adopt an enterprise approach to reducing risk and align our priorities to building the cyber resilience needed to operate and grow with confidence by ensuring:

- Appropriate controls are in place to protect our operations from potential threats as recommended by the Australian Cyber Security Centre and National Institute of Standards and Technology cyber security framework.
- A strong culture based on shared responsibility for cyber security is fostered.
- Constantly expanding employee awareness of data security risks, including structured training and simulated phishing attacks.
- Cyber security risk is effectively managed to an acceptable level.
- Cyber resilience and our ability to detect, respond to and recover from cyber incidents are continually improved.
- Appropriate investment is made to improve processes, capability and technology.

7.6 CLIMATE CHANGE RESILIENCE

Climate change is projected to increase the severity and frequency of extreme weather events, extend periods of drought conditions and increase sea levels, which will impact aviation and transport in its ability to provide critical services.

In addition, policy, market and legal shifts are causing disruption to the products, services and systems fundamentally relied on by infrastructure assets, brought about by a global transition to low carbon.

As operators of critical infrastructure, we recognise that climate change has the potential to affect our business through physical and transitional risks and to impact the high levels of availability, reliability and resilience we currently deliver.

Climate-related risks and opportunities are considered as part of Perth Airport's strategic planning, including our short-term asset management plans and medium-term infrastructure projects.

Perth Airport is committed to reducing our emissions footprint in line with our commitments, improving our operational resilience and adapting to the predicted effects of a changing climate now and into the future.

7.6.1 Climate-Related Financial Disclosures

Perth Airport has committed to making disclosures in line with the recommendation of the Task Force on Climate-related Financial Disclosures (TCFD). TCFD divides risks into transition risks and physical risks. Transition risks are risks as a result of the transition to a society with lower carbon dioxide emissions. Physical risks are risks that may entail direct harm to assets or indirect harm such as a shutdown in airport operations due to an extended period of precipitation.

In FY21 we conducted a gap analysis against disclosure areas and partnered with external climate change experts to conduct scenarios analysis in accordance with our Risk Management Framework to understand the physical and transition risks as well as emerging opportunities to our strategy that may arise from a changing climate.



7.6.2 Scenario Analysis

Perth Airport uses scenario analysis as a tool to examine pathways for emerging trends, determine risks that we may likely face and help us understand our resilience as a business. Scenario analysis relies on assumptions of economical and technology shifts, commodity dependencies and weather forecasts. The use of these projections makes it difficult to predict with certainty which scenario might eventuate and therefore its outcomes are not considered definitive.

7.6.3 Physical Risks

The climate scenario adopted for our physical risk assessment used the Representative Concentration Pathway 8.5 (RCP8.5) developed by the Intergovernmental Panel on Climate Change (IPCC). This scenario represents a continued trend towards high rates of carbon emissions, with failure to reduce global emissions meaningfully and adequately by the end of the century.

It was used to assess risks over three timeframes (now, 2030 and 2090).

Under the RCP8.5 pathway, Perth Airport is projected to experience:

- decreased rainfall certainty;
- an increased frequency of extreme storm and flooding events;
- increased average temperatures and days of extreme heat;

- increased drought conditions; and
- severe fire weather leading to likelihood of more bushfires.

Below is a summary of physical risks with an inherent risk rating of high in the short and/or medium term identified in risk workshops (or existed prior to the workshop). All risks have robust existing controls and the risk workshops identified additional controls which are currently being assessed and will be used in our climate adaptation plan.

- Extreme weather events and increasing temperatures resulting in health and safety impacts on staff and customers at the airport (i.e. Biosecurity risks, heatstroke, tarmac temperatures) and disruptions to operations.
- Extreme weather events at the Perth Airport causing scheduling issues, flight and passenger delays and network disruptions, resulting in reputational damage to the airport.
- Extreme weather events causing direct damage to airport infrastructure leading to unplanned capital/operational expenditure and increased operational costs associated with repair and maintenance.
- Increased potential for debris from storm events resulting in greater incidence of Foreign Object Damage (FOD), resulting in aircraft incident and/ or operational disruption.

7.6.4 Transition Risks

Following a review of plausible global and national transition scenarios, several key assumptions and modelling outputs have been drawn together to develop a transition scenario.

The proposed transition scenario for Perth Airport assumes an ultimate national target of reaching net zero emissions by 2050. This begins with a mass deployment of available clean energy technologies over the next decade, to maximise the uptake of energy efficiency and reduce emissions. In the decade 2030-2040, significant investment in new technologies occurs to drive substantial leaps in clean energy innovation and a shift away from fossil fuels.

Below is a summary of some of the priority transition drivers which were selected as part of risk workshops. These transition drivers were then used to identify risks and opportunities.

- Adoption of net-zero emissions policies and action plans.
- Changes to environmental approval requirements that effect construction projects.
- Establishment of compulsory zero carbon design and building standards.
- Changing energy generation mix to dominant low/no carbon sources.
- Tenants and concessionaires' shifting expectations on corporate climate change response.



Four - year Roadmap

Our four-year roadmap, outlined below, demonstrates how we will continuously improve and develop our reporting in line with the TCFD recommendations and reduce our emissions footprint in line with our commitments. We have marked whether we have achieved our goal for the year with details to be found throughout this report.

TCFD Pillar	FY21	FY22	FY23	FY24
Governance	Commitment to TCFD Reporting			
	Develop the organisational structure associated with delivering climate-related responsibilities			
	Conduct gap analysis against TCFD disclosure areas			
	Undertake periodic materiality assessments/ refreshes to understand how the impact of climate change shifts over time			
Strategy	Further integrate climate-related issues into PAPL's business, strategy and financial planning			
		Develop a climate change adaptation plan to align climate adaptation actions to PAPL's key focus areas		
		Embed climate risk assessments and adaptation plans into major projects and into the project management framework		
		Undertake a scope 3 emissions inventory and develop a Stakeholder Partnership Plan to guide stakeholders to reduce their emissions.		
		Support airline partners with electrification and low emission fuels infrastructure to improve industry emissions		
Risk Management	Conduct physical and transition risk assessments using scenario analysis			
		Integrate the findings of the physical & transition risk assessments into the PAPL Governance, Risk and Compliance System		
		Develop design standards requirements that cover material sustainability impact areas such as climate change, energy efficiency, waste and water management and responsible sourcing and embed into existing process and project management framework		
		Continue to investigate possible cost-effective options to firstly reduce emissions (energy efficiency) and secondly sourcing renewable power on or offsite		
		Understand potential financial impacts		
		Undertaking relevant research and modelling on local climate change impacts to the Perth Airport estate		
Metrics and Targets	Develop medium and long-term climate targets			





8. Performance Data

General Metrics	FY22	FY21	FY20	FY19
Revenue (AU\$m)	362.5	291.3	429.6	497.2
Number of intrastate passengers	5m	4.4m	3.9m	4.26m
Number of interstate passengers	1.8m	1.3m	7.78m	5.87m
Number of international passengers	.5m	0.1m	3.3m	4.36m

Health and Safety	FY22 PAPL	FY22 Contractor	FY21 PAPL	FY21 Contractor	FY20 PAPL	FY20 Contractor	FY19 PAPL	FY19 Contractor
Annual Hours	578,613	999,302	510,299	862,936	533,970	1,333,722	516,977	1,154,792
Number of Lost Time Injuries	0	1	0	0	0	2	1	2
Lost Time Injury Frequency Rate*	0	1	0.00	0.00	0.00	1.50	1.93	1.73
Number of Medically Treated Injuries	1	1	1	2	0	2	1	8
Medically Treated Injury Frequency Rate	1.73	1	1.96	2.32	0	61.50	1.93	6.93
Total Recordable Injury Frequency Rate	1.73	2	1.96	2.32	0	3	3.87	8.66

* LTIFR/HPIFR = Lost Time Injury of High Potential Incident Frequency Rate per 1,000,000 hours worked

Cyber Security	FY22	FY21	FY20	FY19
Number of reportable data security breaches	0	0	0	0



People and Organisation	FY22	FY21	FY20	FY19
Full Time Employees	291	259	290	293
Enterprise Agreement Employees %	33	33	33	33
Voluntary Turnover %	7.68	6.17	8.92	9.59
Gender Split Org F/M %	39/61	39/61	35/65	31/69
Executive F/M %	16/84	16/84	33/67	38/62
Key Management (GM) F/M %	33/67	28/72	22/78	17/83
Directors F/M %	63/37	55/45	25/75	22/78
Pay Equity %	99%	98.46	-	-
Gender Wage Gap %	13.5	7.5	14	22
Internal promotion %	14.8	8.6	6.5	
Employee Voice Participation %	86	81	68.5	82
Employee engagement %	80	80	72	74
Employee Net Promoter Score	92	92	33	

Energy & Fuel	FY22	FY21	FY20	FY19
Total renewable fuel consumption	0	0	0	0
Total non-renewable fuel consumption kL	3731.92	4,479.44	5455.46	5214.31
Sources				
Coal (T)	0	0	0	0
Diesel (L)	115,181	107,497.13	132,198.31	162,356.37
Motor Gasoline (L)	28,117	34,718	42,356.04	32,525.80
Natural Gas (Gj)	144,365	174,346	212,158	201,669
Other	0	0	0	0
Total heating consumption	We self-generate heating and cooling		We self-generate heating and cooling	
Total heating sold	We do not sell heating / cooling		We do not sell heating / cooling	
Total cooling consumption	We do not sell heating / cooling		We self-generate heating and cooling	
Total cooling sold	We do not sell heating/cooling		We do not sell heating / cooling	
Total electricity consumption (kWh)	41,311,565	35,674,262	50,913,445	48,724,430
Total electricity sold	92,890,888	90,744,313	89,481,065	91,389,108
Total energy consumption out of the organisation	0	0	0	0
Energy use comparison	Energy use increased by 5,637,303 kWh in FY22.	Energy use decreased by 15,239,183 kWh in FY21.	Energy use increased by 2,189,015 kWh in FY20.	

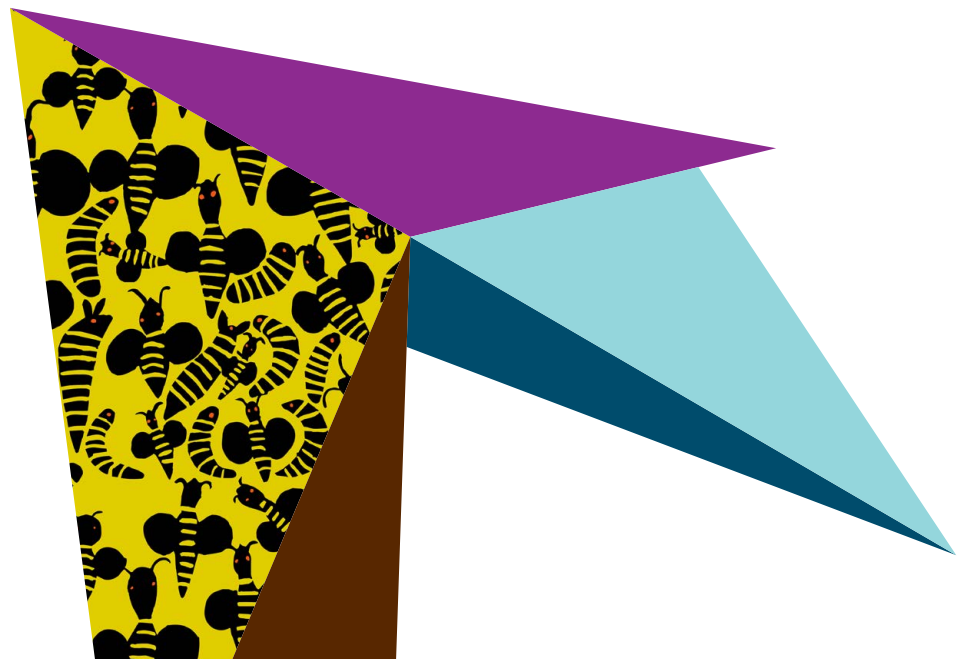


Water & Effluents	FY22	FY21	FY20	FY19
Total water withdrawal (ML)	926.192	803.907	826.377	1051.683
Source				
Potable Water	553.962	564.570	531.156	634.201
Surface Water	0	0	0	0
Ground Water	372.23	239.337	295.221	417.482
Produced Water	0	0	0	0
Rainwater	0	0	0	0
Total water withdrawal from stressed water sources	0	0	0	0
Total discharge (ML)	386.879	402.463	465.815	519.203
Source				
Municipal Treatment Plant	0	0	0	0
Surface Water	0	0	0	0
Ground Water	0	0	0	0
Recycled Water	0	0	0	0
Total water consumption (kL)	926,192 (Whole Estate)	803,907 (Whole Estate)	826,377 (Whole Estate)	1,051,683 (Whole Estate)
	93,068 (PAPL only)	83,1318 (PAPL only)	132,855((PAPL only)	125,1776 (PAPL only)
Total water consumption from stressed water sources	0	0	0	0
Change in storage water levels	Not tracked / not relevant	Not tracked / not relevant	Not tracked / not relevant	

Emissions	FY22	FY21	FY20	FY19
Scope 1 GHG emissions (tCO ₂ e)	8,173	9,353	11,390	8,642
Scope 2 GHG emissions (tCO ₂ e)	19,036	13,331	17,579	18,364
Scope 3 GHG emissions (tCO ₂ e)	(n/a)	(n/a)	(n/a)	(n/a)
GHG emissions comparison (year on year)	Increased by 4,525 tCO ₂	Decreased by 6,285 tCO ₂	Increased by 1,963 tCO ₂	-
Air emissions (kg)				
CO	8,135	9,514	10,905	8,618
NO _x	8	7	6	8
SO _x	49.5	44.5	59.19	56.2
POP	323	580	388	396
VOC	645	420	537	539
ODS produced (t)	0	0	0	0



Effluents & Waste	FY22	FY21	FY20	FY19
Total Planned Water Discharge (kL)	386879	402,463	465,815	519,203
Total Hazardous Waste (t)	55	25	n/a	
Total Non-Hazardous Waste (t)	1,081	875	2124	2467
Total by Disposal Method (t)				
Re-use	0	0	0	0
Recycling	218	189	402	457
Composting	2	0	0	0
Waste to Energy	0	0	0	0
Incineration	0	0	0	0
Landfill	861	686	1722	2010
Total Weight of hazardous waste transported by destination	0	0	0	
Total Number of Spills	49	0	1	0
Total Volume of Spills	2377L	0	500L	0
Location of Spills	No spills to unsealed ground and water body.	Nil	Unsealed ground. Clean-up: 2 hours for soil excavation and removal.	Nil





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