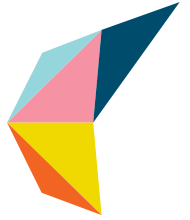


Disability access and inclusion plan

2022-2025





VISION

To be Australia's western hub, connecting lives, businesses and communities to a world full of possibilities.

This vision is central to our work in Access and Inclusion. Our goal is to create an environment and experience that is inclusive and supportive for everyone of all abilities.

OUR COMMITMENT

Inclusion matters, and we are committed to ensuring that our facilities, information and services are inclusive and accessible to everyone.

We recognise that access to air travel is essential for social inclusion, business, leisure and medical access.

Perth Airport is committed to removing barriers to inclusion for our customers, employees, partners and the community we serve.

OUR DISABILITY ACCESS AND INCLUSION PLAN (DAIP)

This DAIP articulates a whole of business approach intended to direct our attention to areas where access and inclusion can be improved, and to help prioritise our efforts. The eight outcome areas will help address barriers to inclusion, and guide the development of key accessibility initiatives at Perth Airport.

Our passengers

OUTCOME 1 - TERMINAL ACCESS

People with disability have equitable opportunities to access the passenger terminal buildings and other facilities at Perth Airport.

- Ensure Perth Airport's buildings and facilities fully comply with the local legislation and building codes;
- Where possible, demonstrate that legacy infrastructure will be upgraded to meet current legislative requirements and building codes;
- Where possible, go beyond minimum code requirements to promote inclusion and improve accessibility for people with disability;
- Ensure appropriate signage is in place to meet the requirements of people with disability;
- Ensure there is adequate, conveniently located parking facilities to meet the requirements of people with disability;
- Explore and test navigational software with a view to deploying within the terminals;
- Ensure that Chief Wardens are trained in evacuation procedures for people with disability;
- Ensure Perth Airport's retail facilities are accessible to people with disability;
- Consider disability access from first principles when designing new facilities or developing guidelines.



Our passengers cont.

OUTCOME 2 - INFORMATION DELIVERY

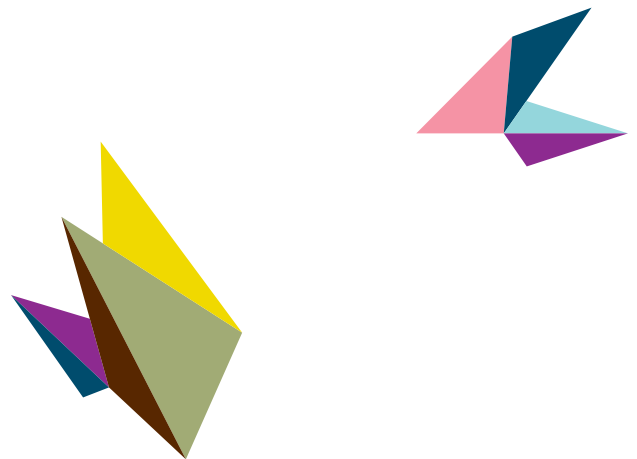
People with disability receive information from Perth Airport in an easy to access format.

- Ensure Perth Airport's website meets accessibility standards;
- Review Perth Airport's Wayfinding and Signage standards to ensure they meet the needs of passengers with disability;
- Ensure new documents added to Perth Airport's website meet Web Content Accessibility Guidelines 2.0, level AA or greater.

OUTCOME 3 - QUALITY OF SERVICE

People with disability receive the same level of service at Perth Airport as others receive.

- Ensure employees are adequately trained in relation to service provision for people with disability;
- Raise employee awareness about specific requirements for including people with disability in their service provision;
- Educate employees and partners about the diverse range of assistance that may be required;
- Review service offering to enhance access and suitability.



Our team

OUTCOME 4 - EMPLOYMENT

People with disability have equitable employment opportunities at Perth Airport.

- Inclusive job design and accessible recruitment practices;
- Advertise vacancies in a way that is accessible and encourages applicants with disability to apply;
- Continually review the recruitment and onboarding activities ensuring they provide a safe and supported employee experience;
- Ensure employees are adequately trained in relation to service provision for people with disability;
- Ensure accessible working spaces and support employees with workplace accessibility adjustments where needed;
- Host events to raise awareness and foster inclusive culture.



OUTCOME 5 - SYSTEMS AND GOVERNANCE

Perth Airport has developed relevant systems, processes and procedures to support the delivery and success of the DAIP.

- Ensure that Perth Airport's DAIP is endorsed and publicly available;
- Ensure that there is a member of the Executive team with a specific accountability for accessibility and inclusion;
- Support Perth Airport's partners to facilitate positive outcomes for people with disability;
- Ensure that there are systems in place to monitor and review accessibility issues at Perth Airport;
- Remain flexible and accommodate adjustments where necessary.

Our community and partners

OUTCOME 6 - PUBLIC CONSULTATION

People with disability have equitable opportunities to provide feedback or participate in any public consultation by Perth Airport.

- Ensure that Perth Airport proactively engages with community groups representing people with disability;
- Ensure that Perth Airport's feedback systems are readily accessible.

OUTCOME 7 - SERVICES AND EVENTS

People with disability have equitable opportunities to access the services of or events organised by Perth Airport.

- Organise all events/forums so they are inclusive and accessible to people with disability.

OUTCOME 8 - INDUSTRY LEADERSHIP

People with disability are advocated for by Perth Airport to industry partners.

- Take a leadership role in networking with airport business partners to share information on DAIP initiatives;
- Where possible, support airport business partners with the implementation and roll out of key accessibility initiatives;
- Support partners and industry and disability consultation forums.

