

Sustainability Policy

NSW Ports' **vision** is to be a world class port and logistics manager driving sustainable growth. Sustainable growth allows us to provide value for our shareholders, whilst delivering on our responsibility to keep Australia's economy moving, make a positive contribution to the communities in which we operate and protect the environment.

Our **values** govern the way we do business.

Care



We care about the wellbeing of ourselves, each other, and our stakeholders.

Collaboration



We work together, respecting one another's views, and make our work environment fun and enjoyable.

Passion



We are committed to NSW Ports and the future of our business and industry.

Integrity



We are honest and real in all that we do.

Accountability



We do what we say we will do and take responsibility for achieving the outcome.

Our **approach** to sustainability considers the environmental, social and governance aspects that are most important to our business and its sustainable growth. We regularly assess the materiality of these aspects to our business and refine our sustainability approach and strategy to address material topics.

Our sustainability **strategy** outlines our strategic priorities, initiatives and targets and alignment with the United Nations Sustainable Development Goals. We report our performance to the Executive Leadership Team and Board and publicly through our **annual sustainability reporting**.

The following **principles** guide our decision making and long-term planning.

Environment	<ul style="list-style-type: none"> • Minimise the impact of our operations and developments on the natural environment by: <ul style="list-style-type: none"> - efficiently using energy, water and materials - limiting all types of pollution including air, water, noise and soil - avoiding and reducing greenhouse gas emissions to mitigate the impacts of climate change - minimising waste by focusing on reuse, recycling and recovery of materials - preserving ecological habitat and biodiversity
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Social	<ul style="list-style-type: none"> • Prioritise the health and safety of the people that work at and visit NSW Ports' assets. • Cultivate a high performing workforce through training, development, engagement and support. • Foster diversity, equality and inclusivity and uphold human rights. • Maintain a social licence to operate including through engagement with and investment in communities and organisations that surround our assets. • Demonstrate respect and understanding of local Aboriginal and Torres Strait Islander peoples. • Conserve cultural heritage.
Governance	<ul style="list-style-type: none"> • Always act in an ethical, responsible and transparent manner. • Set a leadership example to tenants and stakeholders through our plans and practices and collaborate on shared sustainability matters. • Identify, manage and prepare for risks and opportunities that could arise in order to build the adaptive capacity and resilience of our business. • Adopt a holistic and long-term approach to business planning and decision making given the strategic importance and criticality of the assets we manage for the prosperity of the nation.

In collaboration with our stakeholders, we will pursue sustainable growth to ensure NSW Ports continues to operate as a world class port and logistics manager.



Marika Calfas
Chief Executive Officer
NSW Ports

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