

Sustainability Report

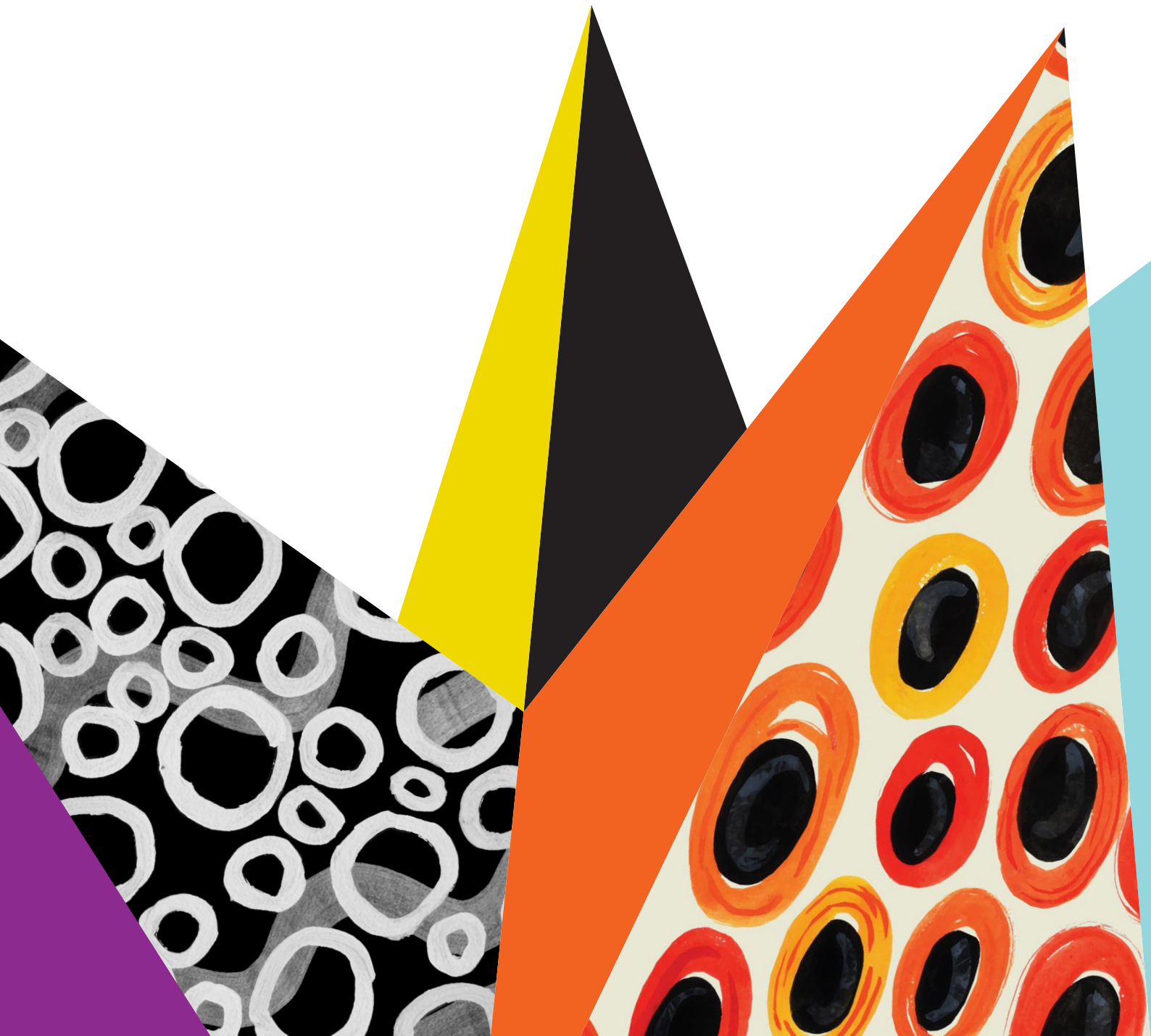
2021



ACKNOWLEDGEMENT OF COUNTRY

Boorloo Worlak Kornt kaadatj Wadjak moort Noongar boodja-k wer baalabang kalyakoorl noyinand 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 20 to 30 June 21. A GRI index can be found on our website.

In addition, Perth Airport considered the UN SDGs 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 to build on this foundation and move forward by challenging our team to drive further improvements in all areas of our business.”

The image shows a white building facade with the Perth Airport logo and name. The logo is a stylized 'A' composed of several overlapping, colorful geometric shapes in shades of purple, blue, red, and black. Below the logo, the words 'Perth Airport' are written in a clean, sans-serif font. The building is set against a clear blue sky with some green foliage visible in the foreground and background.

Perth Airport



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 are committed to acting ethically, sustainably and responsibly across our business activities.”





2. Chairman's Message

Perth Airport aspires to be a sustainability leader.

We are committed to acting ethically, sustainably and responsibly across our business activities.

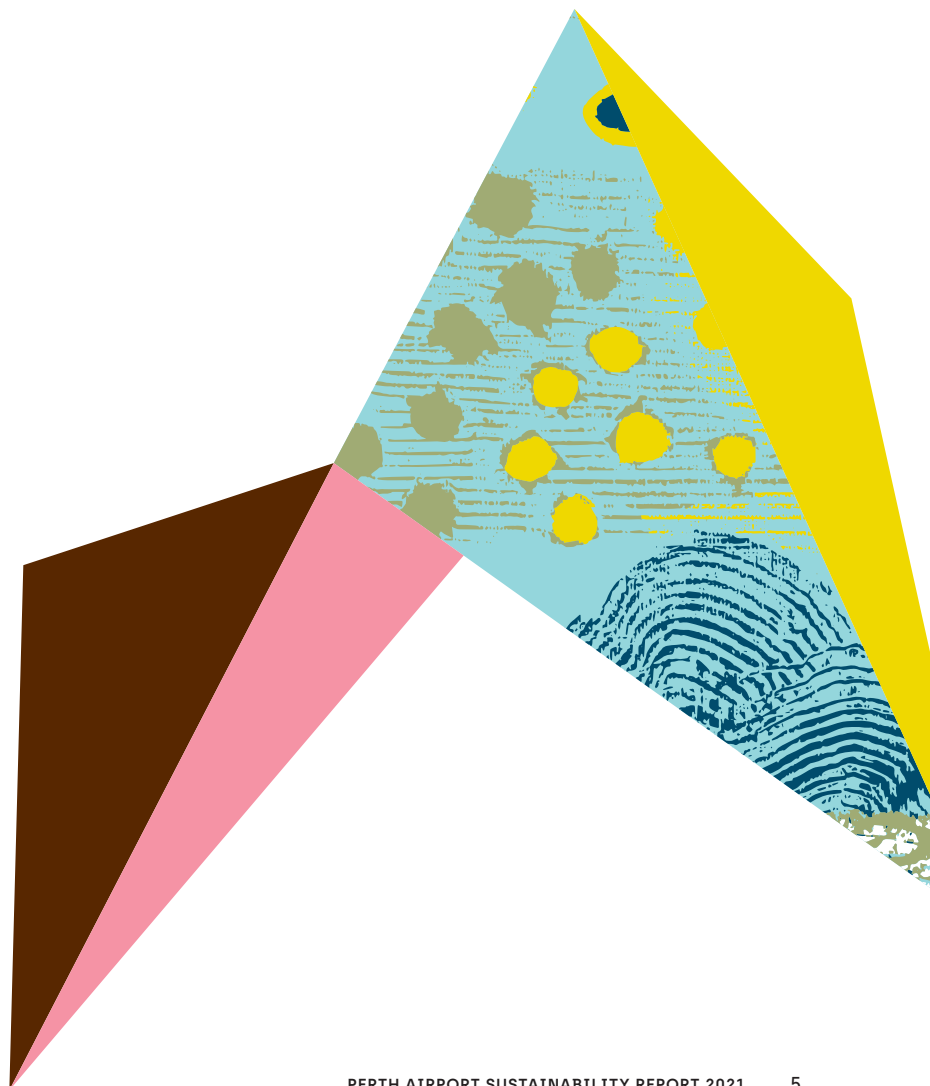
In the coming years we will investigate a variety of renewable energy solutions to meet our emissions targets, are planning the installation of new organic waste collection systems and the phasing-out of single use plastics within our terminals.

As we grow and start to deliver new and important aviation infrastructure we will focus on efficient design and a smart build concepts to reduce the carbon footprint and ensure that maximum native vegetation can be retained on site where development is required.

We've already started to do this across our business including the redesign of Perth's New Runway to protect an important heritage area – Munday Swamp.

And we will continue to look for any opportunities on where we can be more sustainable and minimise our operational impacts.

Lyndon Rowe
Acting Chairman
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 30 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. The airport provides a link to Perth for remote Aboriginal communities, allowing access to the health and education services based in the metropolitan area as well as employment opportunities.

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 was 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.

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 (or ESG) pillars and 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.

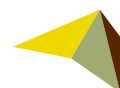


3.3 MATERIALITY

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 2019 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 were then mapped against those most important to our business and where we have the greatest impact. This was followed by a verification process with our senior leaders, board and shareholders. 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 was 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.
	Noise	Working with government and airline partners to minimise aircraft noise.
PEOPLE	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.
	Health, Safety and Security	Working collaboratively with airport stakeholders to maintain a healthy, secure and safe airport operating environment for all.
GOVERNANCE	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 repeats the materiality assessment every three years 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 want to be an employer of choice, create a strong organisational culture, a safe working environment, a diverse and inclusive workforce, and we want this to be done in a safe and secure way.

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.

We already have the 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 included in our Key Performance Indicators (KPIs), remuneration structures and Board reporting.

Our key targets are reflected below.

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 – 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 (2019 baseline)
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 – Changing places facility completed 2021
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

On their website, GRESB publicly recognise Perth Airport as a sector leader in the 2021 GRESB Infrastructure asset assessment in recognition of Perth Airport ranking first among our global peers with a score of 98%. 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 strategy, 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.



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



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



Woolworths shopping centre will be designed to 4-star Green Star standard.



Energy, waste and water audits for terminals and offices completed.



Containers for Change bins and new collection trialled in Terminal 3 & 4, with all proceeds going to Lifeline WA.



New four bins system rolled out to Perth Airport's headquarters.





First Australian airport to receive international Airport Health Accreditation.



Reconciliation Action Plan launched.



3 Indigenous School based trainees 2021/2022.



Disability Access & Inclusion Plan launched.



Service Animal Relief facilities delivered.



Project commenced to provide suitable facilities for people who cannot use standard accessible toilets (Changing Places).





0 LTI for team members and contractors.



Mentoring program launched.



Women in Leadership program launched.



Joined Diversity Council Australia (DCA).



Alpha office accessibility improvements as part of disability employment options.



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



Climate change physical and transition risk workshops 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 provided to team members informing. Employees have access to a confidential “whistleblower” service, a workplace disputes resolution process, and an Employee Assistance Program.
<p>Shareholders - Perth Airport owned by 6 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 	<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 airlines to discuss ways of assisting them to establish new routes or add capacity to existing ones. – Airlines 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 14 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.
<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 	<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
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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.

What matters:

- 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

- 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.

Local communities - The people who reside, work or engage in the areas where we operate.

What matters:

- Local employment and contracting opportunities
- Economic benefits
- Environmental, cultural heritage, social and financial performance
- Noise and infrastructure development
- Climate change and greenhouse gas emissions

- As described in section 4.4 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 4.6.
- 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.

Indigenous Communities

What matters:

- Health and safety management
- Local employment and contracting opportunities
- Economic benefits
- Cultural heritage management
- Cultural safety
- Reconciliation

- We consult with the Partnership Agreement Group (PAG) to facilitate active engagement with Traditional Custodians. The PAG is a high-level steering group focussed on the cultural heritage management and ongoing development of the airport.
- See section 4.3 for more information on reconciliation.

Access and Inclusion Customer Reference Group

What matters:

- Accessibility
- Diversity & Inclusion
- Customer Service
- Fit for purpose infrastructure

- Including Visibility, Blind Citizens WA, and People with Disabilities WA, as well as a number of customers, 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.

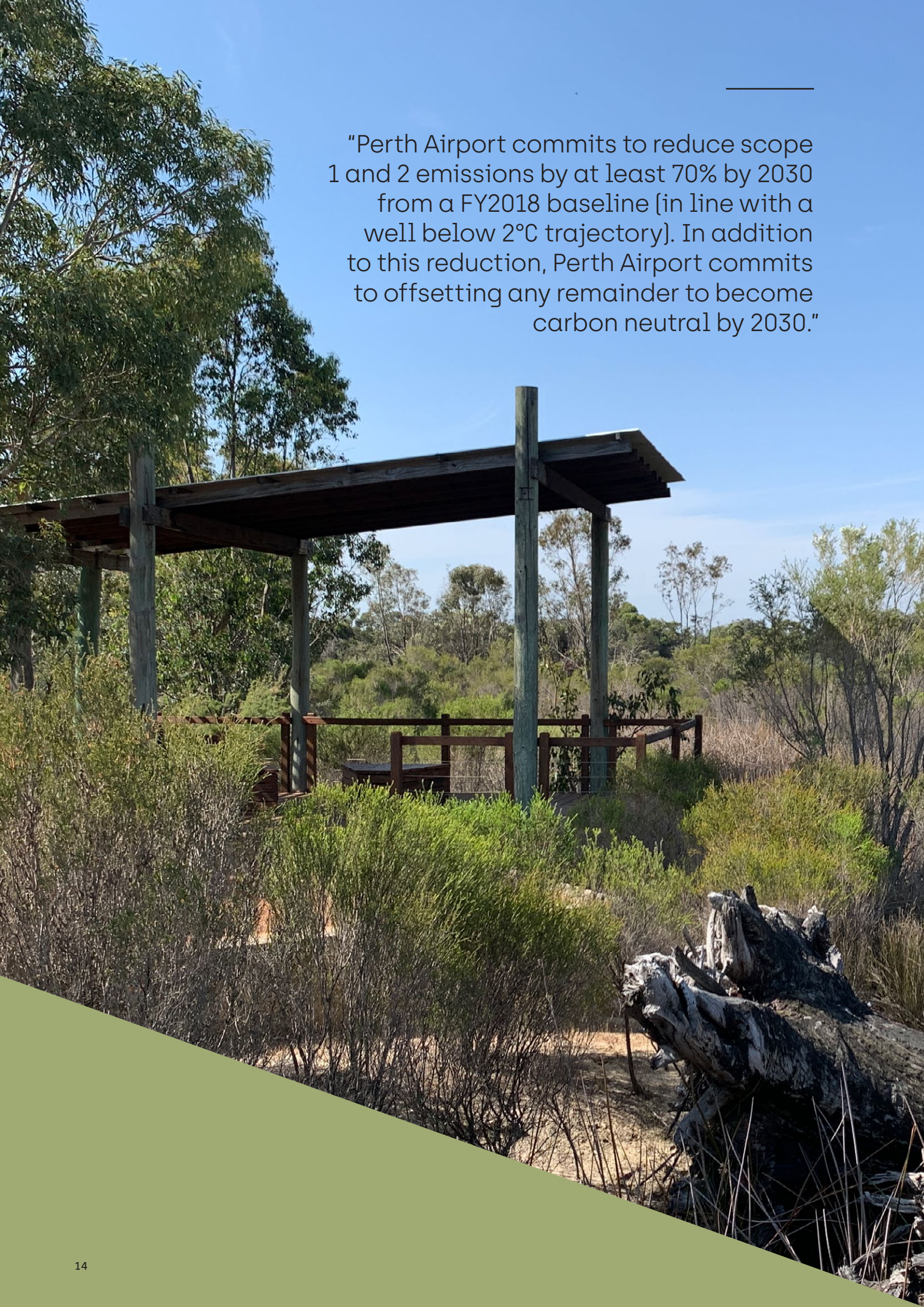
Suppliers/Contractors

What matters:

- 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

- We proactively manage our relationships with our suppliers and contractors.
- Our teams work with contractors to ensure they meet or exceed the same safety standards, 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.

“Perth Airport commits 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.”





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 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 incredibly important work and recommendations from the Intergovernmental Panel on Climate Change (IPCC).

Perth Airport commits 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). Perth Airport will then seek to offset the remaining emissions to become carbon neutral by 2030.

This target was developed through modelling undertaken to align with the Paris Agreement and the pathway to achieve this target will be detailed in an updated 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.

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 Strategy 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 on-site renewable energy project opportunities across the Perth Airport campus.

The deployment and use of renewable energy systems at Perth Airport will not just reduce our carbon emissions, but also deliver wide ranging benefits through utility cost savings, enhanced resilience and business continuity.

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 are currently being assessed with the most likely projects to advance in the short-term included LED lighting upgrade program and motor replacement program.

Finally, as a component of achieving Level 4 ACA, Perth Airport has begun work to develop a scope 3 emissions inventory and will shortly develop a Stakeholder Partnership Plan. This plan will demonstrate and guide the airport's activities to encourage third parties at the airport to deliver their own emission reductions.



4.3 PFAS

Per- and poly-fluoroalkyl substances (PFAS) have been detected on the Perth Airport estate, particularly in areas associated with 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.

We continue to advocate to the Commonwealth Government to accept its responsibility on a polluter pays approach to the management and remediation of PFAS contamination.

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 replaced 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 Cockatoos. All offsets are in accordance with the Environment Protection and Biodiversity Conservation Act 1999 Environmental Offset Policy.

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.

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.





In line with State Government aspirations, we have set a 2030 target for 75% of non-hazardous, operational municipal solid waste to be recycled.

4.5 WATER SENSITIVITY

Sustainable water management is a key priority for Perth Airport, with water scarcity and a drying climate projected to become worse 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, tenants use, for landscaping, and in other operating areas.

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. It excludes all tenant buildings and operations such as airline activities and ground-based tenants.

In addition, a Water Audit was conducted for our office building and Terminals 1, 2, 3, and 4 to identify water saving opportunities. These opportunities are currently being assessed with the most likely projects to be advanced in the short term being the implementation of real-time leak detection system and review of Alpha Building's irrigation water use.

4.6 WASTE

Every airport must manage waste and Perth Airport is no exception. On busy days, prior to the COVID-19 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 seven tonnes of waste is generated across the airport campus, with more than 80% 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 Strategy. 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 2030 target for 75% of non-hazardous, operational municipal solid waste to be recycled.

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 assessed and prioritised and will most likely include providing guidance for retailers on compostable packaging, improvements in education and signage and an introduction of an organic waste stream into Terminals in the near future.

Containers for Change

The WA State Government's Container Deposit Scheme was introduced in 2020. Perth Airport developed a feasibility study to determine the best approach for participation in the scheme.


The decision was made to:

- Implement a trial with new bin infrastructure in Terminal 4, including Containers for Change bins with 100% of proceeds to go to Lifeline. The success of this trial saw it extended into Terminal 3. A roll-out across the remaining terminals is underway.
- Install new bin infrastructure into Perth Airport's headquarters Terminal Duty Manager Offices, and Operations Team offices. These new bins extending to include an organic waste stream and a separate Containers for Change bins.



WATCH: Containers for Change





Reconciliation
Action Plan

Innovate

July 2021 – July 2023



5. Social

Approximately 93 per cent of people visiting Western Australia arrived by air and contributed more than \$3.5billion to the WA economy in 2018.



5.1 ECONOMIC IMPACT

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

5.2 CUSTOMER SATISFACTION

Perth Airport is committed to delivering an airport which provides the amenity, capacity and efficiency to give passengers a safe, seamless, quality travel experience.

Perth Airport was rated as Australia's Best Major Airport for overall quality of service in the Australian Competition and Consumer Commission (ACCC) monitoring report for three consecutive years. The report considers views of both passengers and airlines, the investments made over recent years in addition to improved service at Perth Airport.

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).

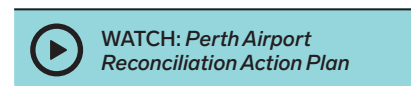
Innovate RAPs outline actions for achieving an organisation's vision for reconciliation and has allowed Perth Airport to develop a deeper understanding of our sphere of influence and establish the best approach to advance reconciliation. Innovate RAPs focus on developing and strengthening relationships 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.

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.

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.
- Established an Indigenous School Trainee Program.
- Hosting Indigenous Apprentices.
- Invested more than \$350,000 in indigenous university scholarships over the past 12 years.
- Amended procurement policies to favour indigenous owned operated firms and include Indigenous Employment targets for contractors.





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



5.4 COMMUNITY ENGAGEMENT

Throughout the year, Perth Airport undertakes a range of initiatives to achieve effective community engagement on airport matters. During the pandemic, some of our initiatives were impacted due to lockdowns, however we were able to maintain the following meetings, with some restrictions in place.

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.

Unfortunately, during the Covid-19 global pandemic, Perth Airport's Community Support Program was reduced due to the significant financial impact to our business and as a reflection of a reduced number of community-based events due to physical distancing requirements. However, we have continued with a number of programs.

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 \$400,000 for charities over the past 13 years.

Lifeline WA

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

School Fruit Van

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.



Ronald McDonald House

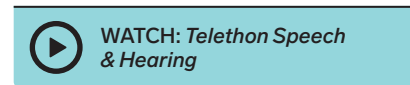
Supporting the Adopt a Room program by sponsoring room 404.

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.





5.6 DISABILITY AND INCLUSION

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

Service Relief Area

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.

Perth Airport's Access and Inclusion Customer Reference Group (including Visibility, Blind Citizens WA, and People with Disabilities WA) provided valuable feedback and advice on the travel experience and suggested improvements which could be made to infrastructure and operations at Perth Airport.



WATCH: Service Animal Relief Facility

The International Gate Upgrade Project

In June 2021 Perth Airport completed a \$36m project to replace the stair boarding process at Gates 52, 53 and 54 with new ramps and lifts.

The upgrade delivers greater efficiency for our airline partners and a vastly improved boarding experience for passengers, particularly for those travelling with small children or reduced mobility.

5.7 SUSTAINABLE DEVELOPMENT

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

Through setting mandatory minimum sustainability requirements and committing to sustainability certifications for all new infrastructure projects Perth Airport will strengthen sustainable outcomes across the project lifecycle and deliver our ESG commitments and targets.

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.

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.

As part of an extensive community consultation process for Perth's New Runway project, Perth wrote to more than 300,000 residents and businesses inviting them to learn more about the project and to make submissions.

Perth Airport is committed to an ongoing communication program with local communities as this vital project is delivered and becomes operational.



6. People

82%

Perth Airport's annual employee voice survey showed a high level of overall employee satisfaction with 82 per cent overall satisfaction with Perth Airport as the employer.



6.1 OUR PEOPLE

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

6.2 ORGANISATIONAL CULTURE

Perth Airport's annual employee voice survey showed a high level of overall employee satisfaction with 82 per cent overall satisfaction with Perth Airport as the employer.

6.3 WELLNESS

Our Team continues to be strongly engaged and supportive of our wellness program, with 12 unique events over the year focussing 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: *Mental Health at Perth Airport*

6.4 LEADERSHIP DEVELOPMENT

PAPL's inaugural Women in Leadership program supported six women through a year-long development program.

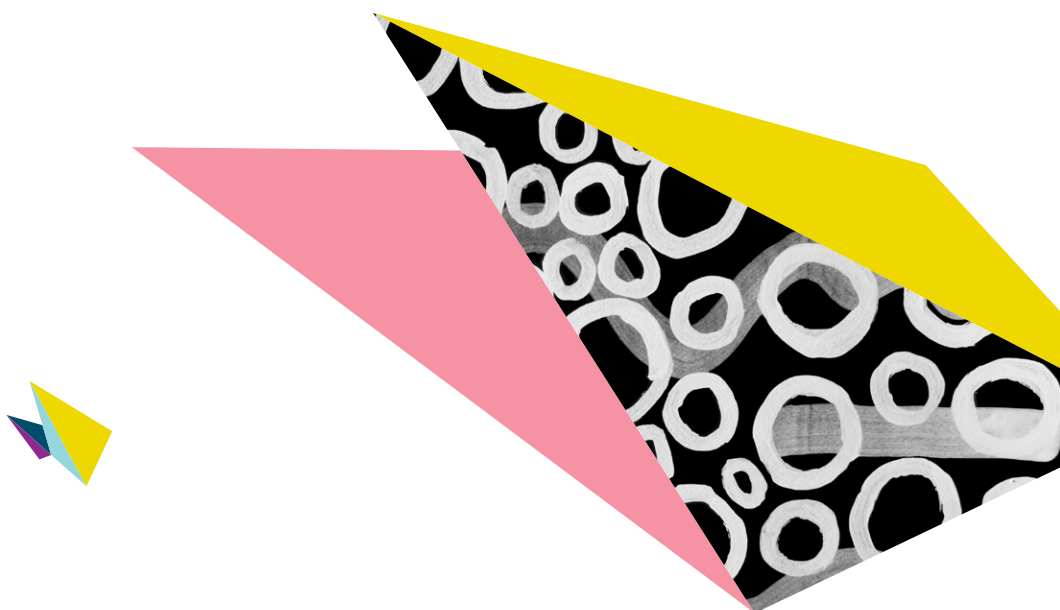
The company also implemented a formal internal Mentoring Program with 21 Team members involved in the program.

6.5 LEARNING AND DEVELOPMENT

Perth Airport continues to invest in leadership development.

40 managers and senior leaders took part in one-on-one coaching as part of the leadership development program, and we partnered with Australian Institute of Management (AIMWA) which allowed all our Team members access 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.

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



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.

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.

Perth Airport have set targets such as a more gender balanced workforce with equal opportunities in leadership, flexible parental leave, and flexible working arrangements.

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.
- Women to hold 33% of executive and senior management positions by 2024.
- Indigenous employee numbers to be representative of the Australian community.
- Differently-abled employees to be afforded access and to be representative of the community.

This commitment has seen PAPL 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.

Harmony Week

With inclusion and belonging the themes behind Harmony Week, we were treated to three fantastic 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.



WATCH: *Harmony Week at Perth Airport*

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 occupational safety and health (OSH). Our vision, as an industry leader is that we move beyond compliance through leadership.

We had an exceptional safety record in FY 21 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 Gold Certificate for our performance and progressive OSH 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.
- Commenced updating its WHS governance frameworks to comply with the modernised WHS legislation.





6.8 COVID SAFETY

Throughout the Covid-19 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.

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.



WATCH: What We are Doing to Get Through COVID

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 are investing in new self-service check-ins for international flights which will have biometric capabilities.



WATCH: Passenger Journey at Perth Airport

6.9 SECURITY

Keeping travellers, 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 Perth Airport underpins our organisation and ensures the confidence of all airport community stakeholders is maintained.

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 and WA Police, 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.







7. Governance



We believe good governance has helped us to gain the trust and goodwill of our stakeholders, including our Team members and the community we live 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.

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.

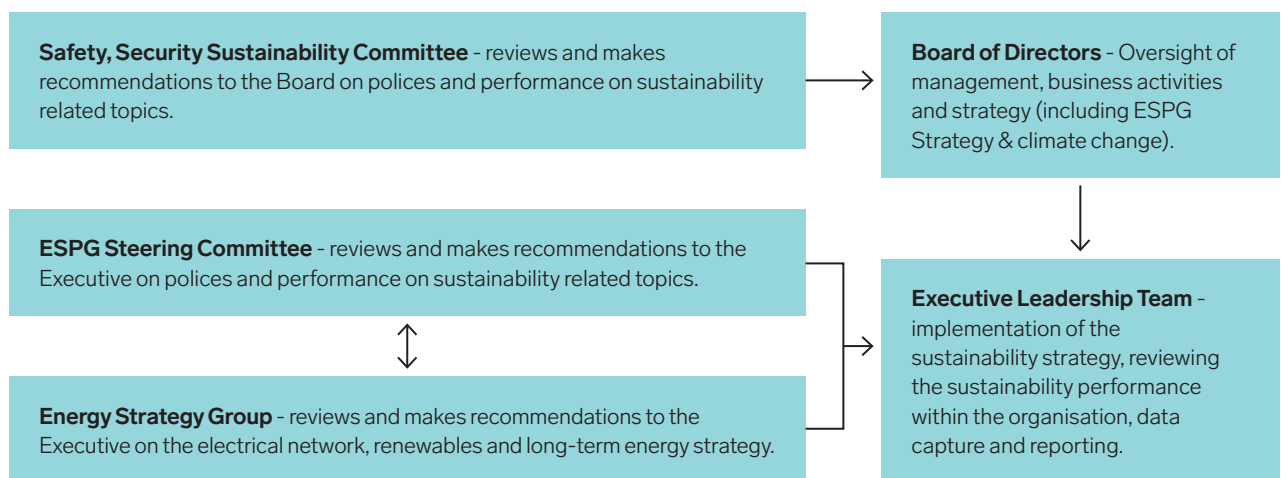
Additionally, the Perth Airport Executive Leadership Team is responsible for the implementation of the sustainability strategy, reviewing the sustainability performance within the organisation, data capture and reporting.

7.1 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.

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.





7.2 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.

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 FY21 no incidents of modern slavery were identified or reported to us.

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.

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.

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.

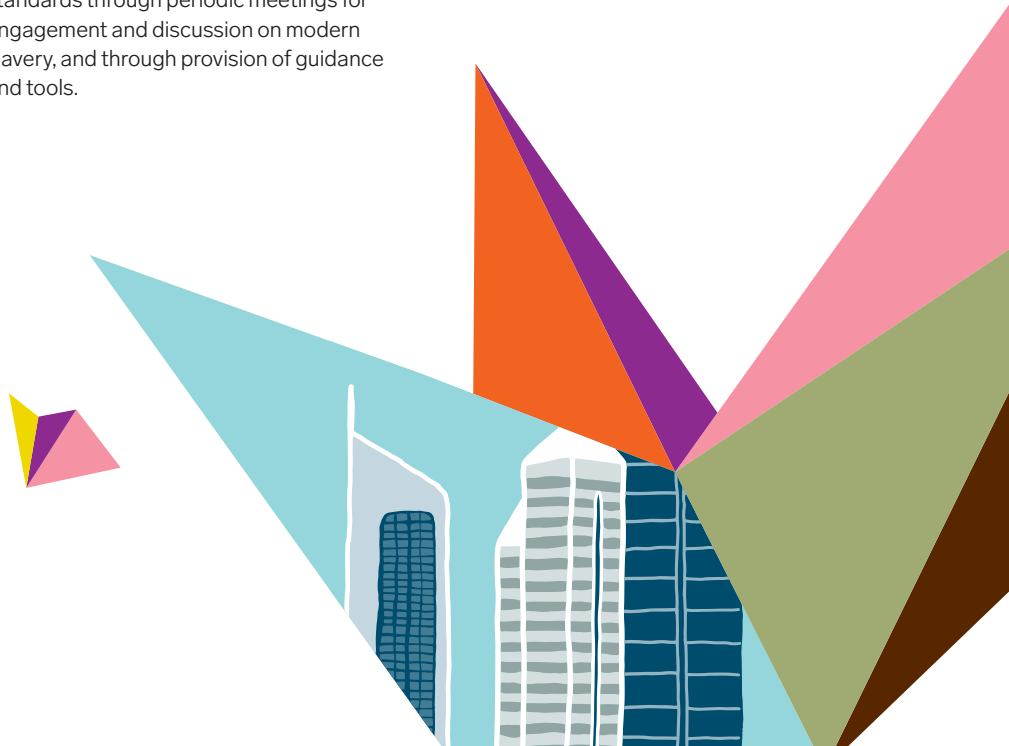
More information is available in our Modern Slavery Statement found on our website.

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 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 come to the fore in the early days of the rapidly unfolding and changing nature of the Covid-19 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.
- 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.

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.

Climate-Related Financial Disclosures

In the past year, Perth Airport has committed to making disclosures in line with the recommendation of the Task Force on Climate-related Financial Disclosures (TCFD).

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.

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.



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 3 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.

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.
- 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	Actions	FY21	FY22	FY23	FY23
Governance	Commitment to TCFD Reporting	✓			
	Conduct gap analysis against TCFD disclosure areas	✓			
	Develop the organisational structure associated with delivering on climate-related responsibilities	✓			
	Undertake periodic materiality assessments 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 (PMF)				
	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				
	Engage with key stakeholders across the estate on broader range of sustainability topics, including climate change, heritage & inclusion	✓			
Risk Management	Conduct physical & transition risk assessments using scenario analysis	✓			
	Integrate the findings of the physical & transition risk assessments into the PAPL risk system and classify the risks				
	Develop design standards covering material sustainability areas and embed into existing procurement process and PMF				
	Investigate 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	✓			

Metrics and Targets

Our climate resilience targets support our ability to manage climate-related risks and opportunities.

We also monitor and disclose metrics annually in the Performance data section of our annual Sustainability Report.





8. Performance Data

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

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





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

Energy & Fuel	FY21	FY20	FY19
Total renewable fuel consumption	0	0	0
Total non-renewable fuel consumption kL	4,479.44	5455.46	5214.31
Sources			
Coal (T)	0	0	0
Diesel (L)	107,497.13	132,198.31	162,356.37
Motor Gasoline (L)	34,718	42,356.04	32,525.80
Natural Gas (Gj)	174,346	212,158	201,669
Other	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)	35,674,262	50,913,445	48,724,430
Total electricity sold	90,744,313	89,481,065	91,389,108
Total energy consumption out of the organisation	0	0	0
Energy use comparison	Energy use decreased by 15,239,183 kWh in FY21.	Energy use increased by 2,189,015 kWh in FY20.	



Water & Effluents	FY21	FY20	FY19
Total water withdrawal (ML)	803,907	826,377	1051,683
Source			
Potable Water	564,570	531,156	634,201
Surface Water	0	0	0
Ground Water	239,337	295,221	417,482
Produced Water	0	0	0
Rainwater	0	0	0
Total water withdrawal from stressed water sources	0	0	0
Total discharge (ML)	402,463	465,815	519,203
Source			
Municipal Treatment Plant	0	0	0
Surface Water	0	0	0
Ground Water	0	0	0
Recycled Water	0	0	0
Total water consumption (kL)	803,907 (Whole Estate) 83,1318 (PAPL only)	826,377(Whole Estate) 132,855((PAPL only)	1,051,683 (Whole Estate) 125,1776 (PAPL only)
Total water consumption from stressed water sources	0	0	0
Change in storage water levels	Not tracked / not relevant	Not tracked / not relevant	

Emissions	FY21	FY20	FY19
Scope 1 GHG emissions (tCO ₂ e)	9,353	11,390	8,642
Scope 2 GHG emissions (tCO ₂ e)	13,3311	17,579	18,364
Scope 3 GHG emissions (tCO ₂ e)	(n/a)	(n/a)	(n/a)
GHG emissions comparison (year on year)	Decreased by 6,2853 tCO ₂	Increased by 1,963 tCO ₂	-
Air emissions (kg)			
CO	9,514	10,905	8,618
NO _x	7	6	8
SO _x	44.5	59.19	56.2
POP	580	388	396
VOC	420	537	539
ODS produced (t)	0	0	0



Effluents & Waste	FY21	FY20	FY19
Total Planned Water Discharge (kL)	402,463	465,815	519,203
Total Hazardous Waste (t)	n/a	n/a	
Total Non-Hazardous Waste (t)	900	2124	2467
Total by Disposal Method (t)			
Re-use	0	0	0
Recycling	189	402	457
Composting	0	0	0
Waste to Energy	0	0	0
Incineration	0	0	0
Landfill	686	1722	2010
Total Weight of hazardous waste transported by destination	0	0	
Total Number of Spills	0	1	0
Total Volume of Spills	0	500L	0
Location of Spills	Nil	Unsealed ground. Clean-up: 2 hours for soil excavation and removal.	Nil







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