7 Sustainability and Social Value

7.1   Introduction

As one of Western Australia's key infrastructure assets, Perth Airport helps enable economic growth and connectivity while also contributing to broader social and environmental outcomes.

Perth Airport recognises that its long-term success is closely connected to the wellbeing of its employees, the communities surrounding the airport estate and the environment in which it operates.

7.2   Sustainability Framework

Sustainability at Perth Airport means integrating environmental, social and governance considerations to help meet current and future community needs. Perth Airport's long-term vision for sustainability is set out in its Sustainability Framework, which is aligned with ISO 26000 for social responsibility to guide the implementation of effective actions. Perth Airport commits to acting in accordance with the seven principles of social responsibility outlined in ISO 26000:

- accountability—Perth Airport will be accountable for its impacts on society, the economy and the environment

- transparency—Perth Airport will be transparent in its decisions and activities that impact on society and the environment

- ethical behaviour—Perth Airport's behaviour will be based on the values of honesty, equity and integrity

- respect for stakeholder interests—Perth Airport will respect, consider and respond to the interests of its stakeholders

- respect for the rule of law—Perth Airport accepts that respect for the rule of law is mandatory and will comply with legal requirements

- respect for international norms of behaviour—Perth Airport will respect international norms of behaviour, while adhering to the principle of respect for the rule of law, and

- respect for human rights—Perth Airport respects human rights, as set out in the UN Universal Declaration of Human Rights, and recognises both their importance and their universality.

100%

Perth Airport has a 100 per cent GRESB score in 2022, 2023 and 2024.

7.2.1   Materiality assessment

Perth Airport has conducted a double materiality assessment, evaluating both financial materiality—how sustainability topics impact the airport's value—and impact materiality, focusing on how the airport's operations affect the broader economy, environment, and society.

While a broad range of issues continue to merit consideration and effective management by Perth Airport, it was determined through this materiality assessment process that the impacts, risks, and opportunities in relation to the topics specified in Table 7-1 below are the most material for Perth Airport and have therefore been reflected in the Sustainability Framework as focus areas.

Environment	Social	Governance
Energy & Carbon	Health, Safety and Security	Ethical Business
Contamination Management	Human Rights	IT Security, and Data Protection & Innovation
Biodiversity	Inclusive Access & Services	Corporate Governance & Compliance
Water Sensitivity	Customer Experience	Risk Management & Resilience
Waste Management	Indigenous & Community Engagement	Climate Change Mitigation & Resilience
	Sustainable Design & Development	Stakeholder Engagement
	Aircraft Noise	
	Organisational Culture	
	Diversity, Equity & Inclusion	
	Economic Impact	

Table 7-1 Perth Airport Materiality Assessment
Source: Perth Airport

7.3   Social Value Strategy

To guide how its sustainability vision is delivered in practice, Perth Airport has developed a Social Value Strategy that provides an approach to understanding, enhancing and measuring its impacts. It is structured around three interconnected themes:

- People: Fostering a safe, inclusive, and adaptable workplace
- Local Communities: Building community trust
- Environment: Supporting community wellbeing and a healthier environment

The objectives and targets outlined in this section represent Perth Airport's current key focus areas under the Strategy that will be tracked. Informed by ongoing dialogue with Perth Airport's stakeholders, this approach will be refined over time as community expectations, regulatory requirements, and industry practices continue to evolve.

The objectives and targets have been considered in the planning for Perth Airport and are described throughout this Master Plan 2026.

Pillar 1
People

Fostering a safe, inclusive, and adaptable workplace that drives performance and supports employee wellbeing, growth, and resilience.

Social Value Objective

Foster a Safe, High Performing, and Adaptable Culture.	Build a Diverse, Inclusive, Future-Ready Workforce.	Develop Purposeful and Capable Leaders.

Key Targets

Progressing and sustaining a 40:40:20 gender diversity ratio across all workforce levels at Perth Airport.	Increasing employment opportunities for people with a lived experience of disability and Aboriginal and Torres Strait Islander people.	Inclusive Employer Certification in partnership with Diversity Council Australia.

Pillar 2
Local Communities

Building community trust through transparent engagement, local economic participation, accessibility, respectful partnerships, and infrastructure and operations that support community wellbeing and resilience.

Social Value Objective

Engage Communities and Partner with Aboriginal and Torres Strait Islander people.

Support Local Economies through Responsible Procurement and Job Creation.

Deliver Inclusive, Sustainable and Resilient Infrastructure and Operations.

Key Targets

Progress against Reconciliation Action Plan (RAP) targets.

Sustainability certifications for relevant, new development projects. What is 'relevant' is determined on a case-by-case basis but generally applies to all new development projects with costs exceeding $10 million.

Work with stakeholders to identify opportunities that mitigate aircraft noise impacts.

Pillar 3
Environment

Supporting community wellbeing and a healthier environment by advancing decarbonisation, minimising biodiversity impacts, enhancing resource recovery, conserving water, and managing environmental and climate-related risks.

Social Value Objective

Advance Decarbonisation and Climate Resilience.

Support Biodiversity and Habitat Management.

Enhance Resource Recovery and Water Sensitivity.

Key Targets

Net Zero Perth Airport-only Scope 1 and Scope 2 GHG emissions by FY32. This includes Scope 1 & 2 emissions from the facilities under the operational control of PAPL as defined by the National Greenhouse and Energy Reporting Act 2007 (Cth). These emissions exclude emissions from the operation of facilities over which tenants have operational control, as defined by the National Greenhouse and Energy Reporting Act 2007 (Cth).

Airport Carbon Accreditation (ACA) Level 4 Accreditation by 2026.

50% renewable energy across all of Perth Airport Estate by 2030. Includes the aggregate of all energy used within the Perth Airport estate and connected to the Perth Airport network, including Perth Airport, tenants and operators.

PAPL scheme water use (total) to remain below FY19 levels at FY30 despite expansion strategy (excl. Tenants). This target covers scheme water used by PAPL-controlled sites and operations, including terminals, the corporate office building, landscaping, and construction, and excludes tenants water usage across the Perth Airport estate.

Reduce biodiversity impacts as far as practicable in the planning and design phase of all future developments; where practicable, explore options to adopt biodiversity offsetting arrangements which exceed minimum statutory requirements; and minimise impacts to Munday Swamp Wetland.

75% resource recovery rate of operational waste by FY30. 80% resource recovery of construction & demolition waste by FY30. This target covers activities within PAPL's direct operational control. This includes PAPL's operations as well as the operations of tenants where PAPL has the majority operational control over the building (i.e. within Terminals).

7.4   Sustainability Reporting

7.4.1   Annual Sustainability Report

Perth Airport has published an annual Sustainability Report since 2021 that reflects on recent efforts and achievements as part of the ongoing journey toward a more sustainable business. Perth Airport's annual sustainability reports are aligned to Global Reporting Initiative standards, which are the most widely used and cited sustainability standards.

The reports are available at https://www. perthairport.com.au/Home/corporate/about-us/ reports-and-publications.

7.4.2   National and International Reporting

Reporting to external sustainability programs allows Perth Airport to gain a better understanding of how sustainability issues impact its business, and where opportunities for competitiveness and shareholder value can be found. It also builds trust and credibility with the growing number of internal and external stakeholders who demand greater insights into how Perth Airport manages risks and opportunities related to environmental, social, and governance matters.

Perth Airport reports data about the energy, gas and water consumption, greenhouse gas emissions, air pollution, fuel use, waste, biodiversity and wastewater throughput for a range of national and international reporting, including the:

- Airports Council International's Airport Carbon Accreditation program, which independently assesses and recognises the efforts of airports to manage and reduce their carbon emissions

- Australian Bureau of Statistics Environment Indicators Survey, which collects data from businesses of all sizes to monitor changes in the supply and use of energy, water and waste, and enables industry, businesses, and governments to make informed decisions

- Global Real Estate Sustainability Benchmark, which assesses the sustainability performance of real estate sector portfolios and assets

- National Greenhouse and Energy Reporting Scheme, which informs national policy and program development, as well as Australia's international reporting

- National Pollutant Inventory, which provides the community, industry and government with information about substance emissions in Australia, and

- Water Corporation's Waterwise Business Program, which requires any business customer using more than 20,000 kilolitres of water annually to prepare a Water Efficiency Management Plan and report on progress annually.