

Sustainability Company Policy

Purpose

The purpose of this Policy is to define the fundamental principles of Auckland Airport's sustainability policy and the responsibilities for the creation of a strategy to implement this Policy.

Background

Auckland International Airport Limited ("**Auckland Airport**") is a long-term multi-generational business. Auckland Airport is committed to operating in a responsible and sustainable manner. To Auckland Airport, sustainability means delivering environmental, social and wider economic value to all stakeholders as well as direct economic value associated with our ongoing business activity. Sustainability is integrated into all parts of our business and is an essential element in creating and realising the long-term vision for Auckland Airport.

Auckland Airport's sustainability strategy has four key pillars:

- Purpose – creating value for our business, shareholders, partners, customers and New Zealand;
- People – creating value for our employees;
- Community – creating value for Auckland; and
- Place – creating value for future generations and protecting the planet.

Successful implementation of this Policy will enhance Auckland Airport's reputation, customer loyalty, passenger experience, and create long term value for our shareholders and employees, as well as our other stakeholders.

Scope

This Policy applies to all persons working for or on behalf of Auckland Airport, in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative.

Auckland Airport expects all who have, or seek to have, a business relationship with Auckland Airport to familiarise themselves with this Policy and to act in a way that is consistent with its values.

The principles of this Policy must be complied with or incorporated into all Auckland Airport policies. This Policy should be read in conjunction with Auckland Airport's Ethics and Code of Conduct Policy, Whistleblower Policy, Procurement Policy and Supplier Code of Conduct.

Approved for distribution to staff by the Leadership Team on **5 April 2022**

Application of this Policy

In delivery of this policy, Auckland Airport will:

- Review its sustainability strategy and targets every three years to make sure the company's sustainability strategy remains relevant;
- Disclose sustainability performance and climate change risks and opportunities at least annually in accordance with best practice reporting standards and frameworks; and
- Provide education, training and encouragement to employees to understand their responsibilities and opportunities to implement sustainability principles and practices.

Related documents

Ethics and Code of Conduct Policy

Diversity and Inclusion Policy

Modern Slavery Policy

Safety Policy Statement

Supplier Code of Conduct

Hazardous Substance and New Organisms Act (HSNO) 1996

Resource Management Act (RMA) 1991

Human Rights Act 1993

Next Review

This policy will be reviewed annually. The next review date is November 2023.

Auckland Airport's Sustainability Strategy (as at November 2021)

The following is Auckland Airport's sustainability strategy expressed using the four key pillars and the corresponding commitments under each pillar.

Pillar 1: Purpose

Auckland Airport is committed to being a responsible and sustainable business, and will:

- Reflect sustainability principles in corporate strategy and decision-making;
- Incentivise senior leaders to effectively deliver the company's sustainability strategy;
- Promote a positive culture to drive sustainability performance and innovation;
- Practice and promote ethical operations, accountability and transparency;
- Maintain an effective governance framework to deliver responsible and sustainable growth; and
- Comply with all relevant legislation and appropriate industry standards, including statutory, border health, biosecurity and environmental obligations.

Auckland Airport recognises that adopting appropriate best practice contracting and procurement principles will enhance the value delivered for the local and wider New Zealand communities. Therefore, Auckland Airport will:

- Incorporate sustainability principles in procurement processes to minimise impact on the environment; and
- Implement responsible sourcing practices to create value for the local community and protect people in its supply chain against any form of slavery.

Pillar 2: Place

Auckland Airport is located on the edge of the Manukau Harbour which is a sensitive natural environment, rich in local heritage and culture. Auckland Airport will:

- Work proactively to manage environmental impacts and protect the environmental and cultural values of the local area; and
- Minimise resource consumption (including raw materials, water and energy) and managing waste across airport infrastructure development and operations.

Auckland Airport recognises that the aviation sector contributes to climate change. Climate change poses significant physical and transitional risk to the business. Auckland Airport will respond to climate change by:

- Undertaking decarbonisation activities to enable the company to be Net Zero carbon (scope 1 and 2 emissions) by 2030;
- Ensuring effective climate change mitigation and adaptation measures are implemented for material risks;
- Building resilient infrastructure that is designed, constructed and operated in accordance with best practice sustainability principles and frameworks; and
- Working with tenants, airlines and other users of the airport to enable the reduction of scope 3 emissions through partnerships and collaboration.

Pillar 3: Community

Auckland Airport is committed to being a good neighbour to the local community, and a responsible landlord to the many tenants on the precinct. Auckland Airport will:

- Build and maintain meaningful relationships with the local community including iwi by communicating details about the airport operations and growth initiatives and listening to understand the impact of these on the local community; and
- Invest in and support community programmes that enable the surrounding communities to benefit from the value generated by airport operations.

Pillar 4: People

Auckland Airport recognises that an engaged, motivated and diverse workforce results in higher productivity and greater outcomes for the business. Auckland Airport is committed to:

- Providing all employees equitable and fair remuneration of at least a living wage;
- Fostering an inclusive environment free from discrimination and harassment; and
- Prioritising the health, safety and wellbeing of employees, tenants and users of the airport.