

Environment, Social, Governance (ESG) Policy

Scope

This policy applies to all employees and operations of Port Hedland International Airport (PHIA).

Purpose

The purpose of this policy is to outline PHIA's commitment to environmental, social & governance aspects across the organisation. PHIA recognises its duty to behave responsibly in our business activities and towards those stakeholders whom its actions affect now and into the future.

Principles

These corporate principles express how we view our responsibilities and how they may apply practically in the day to day running of PHIA as a business. It is important that these principles are applied to ensure we can reasonably expect others with whom we do business to apply similar principles.

Environmental

It is PHIA's policy to minimise negative impact on the environment arising from our business activities and improve the quality of our environment. This includes but is not limited to:

- Managing all potential pollutants and projects to minimise environmental impacts and protect conservation areas;
- Improve efficiency of resource use (water, energy, materials);
- Reduce waste and implement reuse and recycling opportunities;
- Integrate sustainability principles into new projects, including procurement, planning, design and construction;
- Understand and mitigate the risks associated with climate change through managing our carbon emissions and building resilience across our assets and operations.

Social

It is PHIA policy to maintain positive relationships with our employees and the community by:

- Fostering a close relationship with our employees;
- Providing a flexible, supportive, healthy, and safe working environment;
- Adopting policies and practices which encourage an appropriate work/life balance;
- Providing a PHIA health program to support employee health and wellbeing;
- Promoting a flexible working environment including the provision of flexible working hours;
- Developing our staff through in-house training, professional development conferences and by undertaking further relevant study;
- Support the principles of Fair Trade and not contribute to any practice where there may be potential abuses of human rights or exploitation of any kind;
- Seek to ensure the safety and security of airport users, employees, data and systems;
- Support the Pilbara community through investment in events, art and culture and community organisations.

Governance

It is PHIA policy to maintain best practice governance standards by:

- Understanding that strong corporate governance and effective management are vital to the successful implementation of our corporate objectives;
- Maintaining diligent corporate governance, compliance, and risk management;
- Acting with integrity to maintain and build trust with all our stakeholders;
- Provide regular updates to our airport stakeholders on activities that may be of interest and prompt feedback to our airport stakeholder on areas that may be of concern;
- Continually measure, review, and improve upon the sustainability performance, defined by our objectives and targets, and report these to our stakeholders;
- Demonstrate leadership through promoting the company's commitment to sustainability and encouraging our stakeholders in undertaking sustainable practices;
- Conducting reviews/audits of PHIA internal controls at least annually;
- Ensuring our Risk Management Statement, Business Continuity Plans and other policies and procedures are designed to maintain resiliency and ongoing performance of the business and conform to best practice.