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Owner	Chief Executive Officer		
Company Secretariat and/or Legal review	Legal review not required Company Secretariat review not required		
Confidentiality	All employees, contractors, tenants, customers, and stakeholders (Public)		
Version number	3.1		

1.0 Purpose

NAPL is committed to meeting its business objectives in a sustainable way. We will achieve this through a strategic approach that ensures the Airport meets community and shareholder expectations. In doing so, our stewardship of the environmental facets of the business will be a source of pride and competitive advantage.

NAPL acknowledges the need to balance the positive contribution of aviation to our communities and our region, with the imperative to reduce global carbon emissions in order to limit global warming to around 1.5°C above pre-industrial levels, in line with the International Panel on Climate Change (IPCC) recommendations and to support the Paris Agreement.

2.0 Policy statement

NAPL is committed to:

1. Being a leader in the sustainable operation of transport infrastructure and development, and the operation of an industrial estate. We see that this means that within five years we reach top quartile performance when assessed against our peer group.
2. Establishing an organisational culture that embeds financial, social, and environmental sustainability through policies, processes, and continuous improvement processes.
3. Pursuing a high standard of environmental management through the efficient use of resources, reducing our waste to landfill, and the minimisation or prevention of pollution.
4. Ensuring a workplace culture that focusses on well-being and equity for our people and strengthening our resilience and adaptability.
5. Complying with all relevant legislation and conduct our business ethically and responsibly.
6. Developing an approach to stakeholder management that builds long term partnerships based on trust, transparency, and accountability.
7. Mitigating ongoing anthropogenic climate change by quantifying, managing, and reducing our carbon emissions.
8. Responding to climate change by understanding and adapting to transitional and physical risks associated with climate change.
9. A nature-positive approach that enhances ecosystem health and biodiversity while promoting sustainable practices to ensure resilience of the environment

3.0 Application and scope

This Policy applies to all employees, officers, workers, volunteers, contractors, tenants, passengers, and other people visiting Newcastle Airport.

NAPL's operations include the operation, maintenance, and construction of all Airport infrastructure within the Airport Precinct and Astra Aerolab.

4.0 Standards

NAPL will achieve its sustainability objectives by:

- Prioritising the safety and wellbeing of workers and users of the Airport;
- Optimising the operation and resilience of the Airport for the long term, using resources efficiently and striving to innovate where possible;
- Adopting a governance framework that promotes responsible management, compliance, accountability, and transparency;
- Building enduring and positive relationships with the communities in which we operate, including managing environmental impacts and protecting the heritage values of the local area;
- Respecting human rights, ensuring an ethical, fair, and inclusive work environment and being an employer of choice to attract, develop and retain the right people;
- Embedding sustainability objectives and targets in our strategy and business plan objectives and measure and transparently report on progress;
- Integrating sustainability principles into our planning, design, construction, service delivery and procurement processes;
- Ensuring people have the necessary skills and knowledge to embed sustainability principles into business practices;
- Benchmarking our performance against industry standards to identify ways to continuously improve;
- Establishing and implementing an Environmental, Social and Governance Strategy; and
- Implementing our carbon management program including:
 - Annual quantification and reporting of our carbon footprint through the Airport Council International (ACI) Airport Carbon Accreditation (ACA) program;
 - Reduction of carbon emissions and offsetting hard to abate emissions within our operational control through the implementation of our carbon management plan and stakeholder partnership plan; and
 - Understanding and adapting to transitional and physical risks associated with climate change.

5.0 Referenced documents

Hierarchy level	Document
Legislation and Standards	
Frameworks, Plans and Programs	United Nations Sustainable Development Goals
Policies	
Guidelines, Procedures and Process Maps	
Tools	

6.0 Revision history

Version number	Date	Amendments	Applied by
2.0	15.05.2020	Significant review in line with preliminary strategy work	EMOC
3.0	15.11.2022	Includes amendments to satisfy the requirements of the Airport Carbon Accreditation (ACA) emissions reduction policy.	Senior Safety, Risk and Sustainability Manager
3.1	17.10.2024	Addition of: <ul style="list-style-type: none"> • reducing waste to landfill • 'nature positive' statement • offsetting hard to abate emissions. • <i>Company Secretariat and/or Legal review</i> to document control table (post ARCC review, per November 2024 Board meeting). 	Safety and Sustainability Manager