

# SYD

## Modern Slavery Statement CY 2022



# About this report

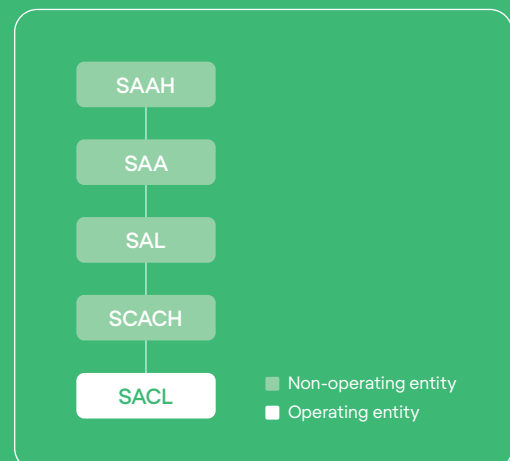
This statement is a joint Modern Slavery Statement covering the activities undertaken during the year ended 31 December 2022 by the entities in our structure with reporting obligations under the Modern Slavery Act 2018 (Cth), which together, for the purposes of this statement, are defined as SYD or Sydney Airport.

## Sydney Airport Structure

On 9 March 2022, Sydney Airport Limited (SAL), the former ultimate parent company of Sydney Airport Corporation Limited (the owner and operator of Sydney (Kingsford Smith) Airport), was acquired by the Sydney Aviation Alliance, a consortium of funds representing millions of Australians through their superannuation. Sydney Aviation Alliance Holdings Pty Ltd is the new ultimate parent company and holds a 100% economic interest in Sydney (Kingsford Smith) Airport.

SYD comprises:

- Sydney Aviation Alliance Holdings Pty Ltd (SAAH)
- Sydney Aviation Alliance Pty Ltd (SAA)
- Sydney Airport Limited (SAL)
- Southern Cross Airports Corporation Holdings Limited (SCACH)
- Sydney Airport Corporation Limited (SACL)



## A message from our

# Chair and CEO



**David Gonski**

Chair, Sydney Aviation Alliance Holdings Pty Ltd



**Geoff Culbert**

Chief Executive Officer, Sydney Airport

In 2022, we continued to progress our understanding of modern slavery and how we can play a role in combatting this global, complex exploitation of people.

According to the Global Slavery Index, there are 50 million people trapped in modern slavery, with 55 per cent of the world's total being located in the Asia Pacific region.

This statement outlines how we manage modern slavery risk and key actions we have taken in 2022 including:

- Establishing a partnership to support modern slavery victim-survivors
- Reviewing our Modern Slavery Response Procedure
- Conducting supplier due diligence
- Engaging with recruitment and temporary-personnel suppliers

In 2022, we did not identify any instances of modern slavery within our workforce, or in the suppliers we reviewed during the reporting period.

In 2023, we will focus on continuous improvement through a deeper understanding of our supply chain, developing risk action plans with key areas of our organisation, testing the effectiveness of our response processes and delivering awareness training for the Sydney airport community.

This statement and its contents are formally acknowledged and approved by the Board of Sydney Aviation Alliance Holdings Pty Ltd in its capacity as principal governing body under section 14(2)(d)(ii) of the Modern Slavery Act (2018) and signed accordingly by<sup>1</sup>:

**David Gonski**  
Chair, Sydney Aviation Alliance Holdings Pty Ltd

**Geoff Culbert**  
Chief Executive Officer, Sydney Airport

## Key areas of action 2022



### Partnership to support modern slavery victim-survivors

Established a partnership with The Freedom Hub, an organisation that provides long-term support to people in Australia who have experienced modern slavery. Training sessions were held with our staff to understand the indicators and contributors of modern slavery, the lived experience of survivors and to workshop our response procedure.



### Reviewed Modern Slavery Response Procedure

Our Modern Slavery Working Group collaborated with The Freedom Hub to understand areas for improvement in our response procedure. The Freedom Hub provided feedback to embed victim-survivor care.



### Supplier due diligence

We matured our supplier due diligence through a new third-party supplier that helps us identify potential modern slavery risks. An additional phase in our screening provides more insight into key aspects of our tier 1 supplier operations, employment practices and industry type as well as the ability to track and manage potential issues with suppliers.



### Recruitment and temporary-personnel suppliers

Engaged with recruitment and temporary-personnel suppliers to communicate our human rights and sustainability expectations and formed a group of preferred suppliers that align with our Supplier Code of Conduct.

1. Approved and signed by governing body on 11 May 2023

# SYD's operations, structure and supply chain

## Operations

SYD operates Australia's gateway airport, connecting Sydney to a network of destinations and serving millions of passengers every year.

Sydney Airport is one of Australia's most important pieces of infrastructure. We are an international gateway and an essential part of the country's transport network. The airport connects to more than 90 destinations around the world and serves millions of passengers every year across three terminals.

In 2022, we served 29 million passengers and facilitated the movement of 233,000 passenger aircraft and 18,000 freight aircraft.

The key operations and revenue streams of SYD are aeronautical services, property and car rental, retail, parking and ground transport.

### SYD operations and revenue streams<sup>2</sup>



**Aeronautical Services**  
for passengers, freight and aircraft movements



**Property and Car Rental**  
with a real estate portfolio that includes hotels and freight facilities



**Retail**  
with retail stores across three terminals and advertising sites



**Parking and Ground Transport**  
including car parks and facilitation of access to and from the airport

### SYD workforce

Sydney Airport directly employs 522 people, with the majority of its workforce in permanent full-time and part-time roles. Our employees are engaged by either direct contract or under collective bargaining agreements (37 per cent).

We have a small number of apprentices who are indirect employees (less than one per cent). They are employed by a third-party specialist apprenticeship and trainee supplier, who support SYD with our apprenticeship program.

Recruitment is managed by our internal human resources team and for specialist roles, external recruiters may be used.

SYD outsources activities to specialist suppliers and consultants through our sourcing process and contract management requirements. For more information on this, please see Supply Chain on [page 3](#).

### Our purpose and values

SYD's purpose is to make Sydney proud every day. This reflects our aspiration to have a positive impact in the community, with our customers, and for New South Wales and Australia more broadly.

To achieve this purpose, we seek to work with our suppliers to align with our sustainability requirements and meet safety, social, ethical and environmental standards.

SYD's values guide the behaviours we must collectively demonstrate to realise our purpose. We expect our suppliers to share our values and communicate this through our Supplier Code of Conduct.



**Always do the right thing**  
Integrity and honesty are at the heart of everything we say and do



**Have each other's back**  
Working at SYD is a team sport. We care. We keep each other safe and well



**Do what you say**  
We challenge respectfully then collaborate to get to 'Yes'. We commit and deliver



**Think like our customers**  
We walk in their shoes and always strive to improve

2. For more detail, please refer to the latest annual reports and financial statements available on <https://www.sydneyairport.com.au/investor/investors-centre/reports>

## SYD's operations, structure and supply chain continued


### Supply chain

SYD has a diverse supply chain with main supplier categories by spend related to construction, security, facilities and asset management services, civil and asphalt works and utilities.

During 2022, SYD spent approximately \$574m procuring goods and services from 971 suppliers.


#### What we source

SYD directly procures services, goods for resale and goods not for resale.



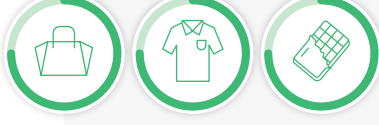
**Services**

including labour resources to support baggage services, construction services, grounds maintenance, car park operations, cleaning services, security and kerbside management, IT services and IT and payroll services



**Goods not for resale**

including Personal Protective Equipment (PPE), uniforms and branded promotional items



**Goods for resale**

including items in the SYD Lifestyle range such as t-shirts, hats, tote bags and chocolate

#### Where we source from

The majority of our expenditure is with suppliers primarily located in Australia, followed by the Philippines, India and China. The table below outlines examples of country of origin and products/services sourced.

Country	Example of product/service sourced
Australia	Labour resources to support baggage services, construction services, cleaning services, grounds maintenance, security and kerbside management, products in the SYD Lifestyle range
Philippines	Payroll processing services
India	IT support services
China	Products in SYD Lifestyle range, PPE

SYD has identified its tier 1 highest risk supplier categories to be:

- Major labour-based services (cleaning, security, carpark and kerbside management)
- Construction (labour)
- Offshore IT and payroll services
- Manufacturing



# Modern slavery ways of working and governance

Sydney Airport manages modern slavery risk in our operations and supply chain through our Modern Slavery Working Group, a cross-functional team that meets quarterly to deliver an annual program of work.

This program is guided by:

- The UN Guiding Principles on Business and Human Rights
- International Bill of Human Rights including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organisation’s Declaration on Fundamentals Principals and Rights at Work
- SYD’s Sustainability Strategy

Our Modern Slavery Working Group continues to monitor regulatory and legislation trends including the Australian Government’s review of the Modern Slavery Act and the New Zealand Government’s consultation on a potential Modern Slavery Act.



# Understanding and identifying risks in modern slavery

SYD follows the United Nations Guiding Principles on Business and Human Rights to understand how risks may be present in operations and supply chain and whether we may cause, contribute or be directly linked to harm to people:

- A company may cause modern slavery if its own acts or omissions directly result in the modern slavery occurring (for example, if it engaged children in hazardous work)
- A company may contribute to modern slavery if its own acts or omissions are significant in facilitating, encouraging or enabling another party to cause a situation of modern slavery (for example, if its purchasing practises put significant cost and time pressures on suppliers that they could only meet through the use of forced labour)
- A company may be directly linked to modern slavery by its operations, products or services through a business relationship (for example, if a product it purchases was manufactured using workers in debt bondage).

SYD's Enterprise Risk Management Framework and Risk Management Policy guide the approach to modern slavery risk management. In 2022, we reviewed our modern slavery risks, prioritised actions to manage these risks and assigned actions to cross-functional internal stakeholders.

SYD has identified how risks may be present in our operations and supply chain.

## Operations

SYD has assessed the risk that it causes or contributes to modern slavery through potential exploitation of SYD's employees. We have assessed this and consider this risk to be low.

More than 95 per cent of SYD's employees are in permanent roles and are engaged by either direct contract or under collective bargaining. This means that we have direct visibility of employment terms and conditions of our workforce.

A strong policy framework, accessible grievance mechanisms and training for our people are key controls to mitigate the risk of modern slavery within our operations.

Where SYD employs people indirectly, we work with labour providers to identify and understand the risk controls they have in place and how these are applied to workers. Controls in place presently include communicating our sustainability and human rights expectations, having clear contracts in place for labour providers, along with provider audits as required.

## Supply chain

There is a risk SYD could contribute to or be directly linked to cases of modern slavery in our supply chain. We have identified risks in the following categories:



### Contractor risk

A number of services outsourced by SYD present risks of modern slavery. These include risk of debt bondage or forced labour in labour-intensive, base skill activities such as cleaning, security, kerbside management. Risk of debt bondage, forced labour and child labour also exists through the use of offshore vendors to deliver IT services and payroll services



### Goods for resale

A SYD Lifestyle range was introduced in 2019. The limited, low volume range includes chocolate and a t-shirt (manufactured in Australia), slides, a cap, a tote bag, and a branded reusable water bottle (manufactured in China). All products are produced by third-party suppliers and are sold online and through selected airport retailers. Modern slavery risks associated with these products include child labour, forced labour and debt bondage



### Goods not for resale

The level of risk for goods purchased not for resale, including PPE, uniforms and promotional items and IT equipment, is largely influenced by the conditions of employment where these products are manufactured, and the materials used. Modern slavery risks associated with these products include child labour, forced labour and debt bondage

# Actions to address and assess modern slavery risk

## Policy framework

Policies, procedures and codes are in place to assist SYD to uphold and protect human rights. This policy framework communicates our human rights expectations and applies to directors, employees, contractors and consultants.

<b>Code of Conduct</b>	The Code of Conduct sets the standard for how we work together to operate the airport in a safe, responsible and secure manner. It reinforces SYD's commitment to respect and uphold human rights and reject all forms of slavery. Employees of SYD receive training in relation to their obligations under the Code of Conduct. This includes mandatory induction (online and face-to-face) and an annual declaration of compliance with the Code.
<b>Supplier Code of Conduct</b>	<p>SYD first introduced its Supplier Code of Conduct in 2017 and updated this in 2020 and 2022. It establishes minimum standards of behaviour and conduct expected of SYD's suppliers across seven elements including: Safety and Wellbeing, Labour Practices and Human Rights, Diversity and Inclusion, Governance and Compliance, Privacy and Cyber Security, Environmental Management, Community.</p> <p>The Code also encourages suppliers to raise human rights or modern slavery related concerns using SYD's anonymous whistleblower hotline, HALO. The Code is publicly available via the website, through our supplier portal and provided to suppliers.</p>
<b>Fraud and Corruption Policy</b>	The Fraud and Corruption Control Policy outlines our commitment to high standards of ethical conduct and to supporting a culture of ethical behaviour. SYD has no tolerance for fraud, bribery or corruption in any part of our business.
<b>Human Rights Policy</b>	The Human Rights Policy details our commitment to respect and support human rights, including by rejecting any form of slavery such as forced and child labour. This policy guides our engagement with our suppliers in respect of their human rights practices.
<b>Risk Management Policy</b>	The Risk Management Policy identifies roles and responsibilities for risk management and the steps followed to identify, analyse, accept or mitigate risk.
<b>Compliance Management Policy</b>	The Compliance Management Policy details our commitment to a strong culture of compliance and ethical behaviour.
<b>Sustainability Policy</b>	The Sustainability Policy sets our commitment to responsible growth that delivers positive outcomes for our stakeholders, and to respect human rights.
<b>Whistleblower Policy</b>	The Whistleblower Policy and associated program allows employees, contractors and suppliers to raise human rights and modern slavery concerns in a confidential manner. Directors and senior management receive training on the process for handling whistleblower complaints they may receive directly.





## Actions to address and assess modern slavery risk

continued

### Risk management and controls

A framework of management systems and controls are in place to address and assess modern slavery risk in SYD's operations and supply chain.

#### Enterprise Risk Management Framework

SYD's Enterprise Risk Management Framework and Risk Management Policy guide our approach to risk management in relation to modern slavery. This framework addresses risk management in the areas of sustainability, human rights, modern slavery and ethics.

#### Contract clauses

SYD's precedent contracts used for procurement in key risk areas include anti-modern slavery provisions. These include requirements for a contractor to:

- Warrant that it will not and does not engage in activities that constitute or involve modern slavery
- Report to SYD if modern slavery is identified in its operations or supply chain, and take action to address identified issues
- Provide training and education for its workforce to promote understanding of modern slavery risk

A number of material services contracts covering high-risk supplier categories identified on [page 3](#), include clauses that do not allow sub-contracting without SYD's permission and review. As contracts in high-risk supplier categories are renewed or varied, these will be updated to include these clauses.

#### Airport Operators Licence

Many activities taking place onsite at the airport are undertaken by airlines and other companies and fall outside of SYD's operational control. Companies undertaking these activities include ground handling agents, aircraft refuelling companies, cargo terminal operators, catering and cabin cleaning companies, and aircraft maintenance providers, amongst others.

These companies are required to sign an Airport Operators Licence (AOL) that establishes an enforceable framework of minimum standards for operating at Sydney Airport. The framework's objective is to improve behaviour and enhance outcomes across five key areas including, safety, security, environment, sustainability and operational performance.

The conditions of our AOL include compliance monitoring across the framework's five key areas and incorporate modern slavery. Licence holders are required to notify SYD of:

- Modern slavery incidents in their operations and planned remediation actions

- Any slavery or human trafficking enforcement proceedings occurring two years prior to the licence commencement date
- Any actual, ongoing or potential enforcement actions that arise during the term of the AOL

During 2022, there were no reports of modern slavery from AOL holders.

#### Whistleblower reporting process

People wishing to raise a concern about modern slavery related to SYD or at Sydney Airport can do so via Sydney Airport's whistleblower hotline HALO, which is accessible 24/7.

They can also make reports to authorised people within the business including Directors, the Chief Risk Officer, members of the Executive Leadership Team or the Chief People Officer, who is also the Whistleblower Protection Officer.

Reports can be made anonymously, and people who report concerns will be supported and protected from reprisal or detriment.

No whistleblower reports received in 2022 related to human rights or modern slavery.

#### Modern Slavery Response Procedure

Developed in 2021, our Modern Slavery Response Procedure explains the procedure SYD will follow if modern slavery is suspected or identified in our operations, supply chain or value chain.

The procedure explains what modern slavery is and the key indicators of modern slavery. SYD's guiding principles for responding to modern slavery, and the procedure for responding to suspected modern slavery, includes four key steps:

1. Identification, triage, escalation and initial assessment
2. Investigation
3. Remediation
4. Review

In 2023, SYD will revise its response procedure and test the effectiveness of the revised process, further details are outlined on [page 10](#) under 'Effectiveness of our actions and consultation'.

## Actions to address and assess modern slavery risk

continued

## Risk management and controls

continued

### SYD access cards

An access card is mandatory for any person working at the airport requiring access to the terminals or airfield. A key element of this process is confirming a person's identity and their right to work in Australia.

- **SYD issued Australian Security Identification Card (ASIC) access cards** airport workers are required to confirm their identity with evidence in person at the SYD ID and Access Services Centre to obtain an access card relevant to the nature of their work at the airport or for SYD. As a part of the application process, documents are checked by SYD's team using the Australia Government's Visa Entitlement Verification Online system (VEVO). This confirms the applicant's right to work in Australia. Applications are also reviewed and approved by the Department of Home Affairs. Identity check processes for SYD-issued access cards were strengthened in 2019. Where an applicant for all levels of access has lived overseas for more than six months in the past five years, they are required to supply a police check from the country where they resided, in addition to Government requirements.
- **Landside Terminal Access Cards** Anyone working at the airport that does not require access to restricted areas (i.e. airside past security), requires a Government issued proof of identity to obtain a Landside Terminal Access Card.
- **Third-party issued access cards** ASICs can also be issued by Qantas, Virgin Australia and a number of third-party providers at the airport, following approval by the Department of Home Affairs. In this process, SYD's ID and Access Services Centre team reconfirm the applicant's identity prior to issuing an access control card for the airport.

### Internal audit

SYD's internal audit focus in 2022 included procurement and tendering. The scope of the internal audit was to assess the end-to-end processes of tendering, quotations and contracting with suppliers to ensure compliance with SYD policies and procedures and assess any fraud risks. Any concerns arising from these audits have been reported to the SAAH Board Audit and Risk Committee with remedial actions implemented. There were no concerns related to modern slavery identified during this audit.

### Training

In 2022, new contract managers completed modern slavery awareness training through the airport's e-learning system. The online module increases knowledge about modern slavery in Australia, the indicators and the role everyone at the airport can play to eradicate modern slavery from global supply chains. This training was also incorporated into our face-to-face onboarding sessions for new starters.

This year our procurement team continued to deliver quarterly general procurement training sessions, incorporating responsible procurement, to contract managers throughout the business. Training focused on high-risk industries for modern slavery, and key areas of our supply chain, how SYD assesses suppliers, and our compliance and risk management process.

During the year, members of our whistleblower team, our Modern Slavery Working Group and key contract managers attended face-to-face training focused on our Modern Slavery Response Procedure. The training provided a refresh on the prevalence of modern slavery in Australia and areas the airport could potentially cause, contribute or be directly linked to modern slavery. Additionally, the group workshopped scenarios to assess SYD's response procedure and understand the victim-survivor's experience through that process.



## Actions to address and assess modern slavery risk

continued

### Supply chain

Modern slavery and human rights risk is woven into each stage of the procurement process. Policies, codes, assessments and our annual review provide the framework through which SYD manages modern slavery risk.

The Sustainable Supply Chain Management Framework is informed by SYD’s Human Rights, Sustainability and Safety policies, the framework includes the Supplier Code of Conduct, Sustainable Supplier Survey and Supplier Improvement Plans.

<b>Sustainable Supplier Survey</b>	SYD’s Sustainable Supplier Survey is a tool used to assess supplier compliance to the Supplier Code of Conduct. The survey covers the seven elements of our Code including: Safety and Wellbeing, Labour Practices and Human Rights, Diversity and Inclusion, Governance and Compliance, Privacy and Cyber Security, Environmental Management, Community.
<b>Supplier Improvement Plans</b>	Alignment with the Supplier Code of Conduct is reviewed every two years with suppliers. Where gaps are identified, SYD’s Procurement team works with suppliers to develop Supplier Improvement Plans that address concerns through a defined improvement template and an agreed timeframe. Improvement milestones and progression is then tracked with the supplier.

### Supplier due diligence

SYD onboarded a new third-party platform in 2022 to specifically address modern slavery risks in its supply chain. Cm3 is a digital platform that assists with contractor management, pre-qualification and compliance, and provides in-house ethical sourcing specialists to evaluate supplier responses.

The third-party assessment is an additional measure to our Sustainable Supplier Survey process and assesses supplier documentation, as well as policies and procedures that demonstrate supplier compliance with modern slavery principles.

SYD engaged Cm3 to assess our in-scope suppliers to align with our procurement team’s ESG assessment methodology:

1. Annual supplier ESG assessment completed on full year spend
2. Non-addressable suppliers are removed from the scope. Examples include regulatory fees and licences and statutory payments

3. Remaining addressable suppliers are individually assessed against potential exposure to issues relating to Environmental, Social and Governance factors including:
  - a. Potential impact to the environment
  - b. Potential risk to modern slavery and human rights
  - c. Governance and controls required based on a material annual spend
4. Suppliers assessed as potentially impacting one or more of the ESG elements are in-scope for further assessment and directed to Cm3

Cm3 engaged with suppliers via an initial ethical sourcing questionnaire as part of their platform registration and once that has been finalised, suppliers receive a modern-slavery specific survey developed by Sydney Airport. Combining the two survey responses gave Cm3 the ability to identify areas of practice that require further clarification and supply chain risks. Cm3 then evaluated our supplier responses and compared the results with other similar service groups and industry practice. If needed, Cm3 requests further clarification or documentation from the supplier. Gaps in responses are identified and recommendations made to Sydney Airport for further discovery or improvement of practice.

In 2023, SYD will continue to review the Cm3 recommendations and will engage with specific suppliers, prioritised by perceived risk. SYD will also develop a modern slavery maturity roadmap to identify improvements in the effectiveness of our approach and widen the lens of our due diligence.

### 2022 risk review findings

In 2022, we continued to assess modern slavery risk in our operations and supply chain.

In our operations, we reviewed and updated our modern slavery risks, created a group of preferred suppliers for recruitment and temporary personnel, and implemented improvements to a number of existing controls.

We completed our ESG assessment on 251 addressable suppliers that represented 77 per cent of our total spend. A total of 113 suppliers were identified as requiring further assessment by our third-party provider. Sydney Airport engaged Cm3 to carry out these assessments with 41 suppliers complete.

Through these reviews, SYD does not have any current supplier improvement plans in place for tier 1 suppliers assessed in 2022. We did not identify any instances of modern slavery associated with our supply chain.

# Effectiveness of our actions and consultation

## Assessing the effectiveness of SYD's actions

SYD's risk management framework is used to assess the effectiveness of its modern slavery management systems and controls.

Where modern slavery risks have been identified, a risk assessment is undertaken which includes the identification of existing controls and controls to be implemented, rating the effectiveness of these controls and identifying any additional actions to be undertaken to improve control effectiveness. These risks are then assigned to a business unit owner within the organisation.

During 2022, we improved our understanding of modern slavery and our risk management by strengthening key controls. These include:

- Introducing a third-party supplier that specialises in ethical sourcing to help SYD improve its understanding of modern slavery risk with our tier 1 suppliers. This additional step in our due diligence allows a more in-depth assessment of our supplier documentation and questionnaire responses to understand compliance, identify gaps and determine where engagement is needed to improve
- Engaging with our recruitment and temporary-personnel suppliers to establish a group of preferred suppliers who have completed our Sustainable Supplier Survey. This group of active suppliers meet SYD's sustainability, and more specifically, human rights requirements
- Establishing a partnership with The Freedom Hub (TFH) to provide training to our people
- Training conducted with TFH highlighted a need to review our Modern Slavery Response Procedure and incorporate a stronger human-centric approach to our process and remediation. Three elements were identified to mature our response procedure, trauma-informed care practices, victim-survivor safety and worker's voice. These improvements will be implemented in 2023
- Raising awareness about modern slavery with our retailers and tenants through briefings during our bi-annual SYD Retailer Forum

SYD has identified opportunities to strengthen our knowledge of modern slavery and risk controls in 2023. These include:

- Maturing our risk assessment framework by developing risk action plans for key business units following bespoke modern slavery training sessions for risk owners
- Developing a revised partnership with Australian Federal Police's Human Trafficking Unit to deliver training and awareness for the airport community, culminating in a campaign in our international terminal for passenger awareness
- Hosting an inaugural desktop scenario with our Modern Slavery Working Group and members of our ESG Steering Committee to continue to test the effectiveness of our response procedure and identify areas of improvement
- Benchmarking our supplier due diligence against best practice in Australia and global regulation to identify areas for improvement



## Effectiveness of our actions and consultation

continued

### Consultation with reporting entities

SYD is committed to developing and maintaining a group-wide response to modern slavery. Consultation was undertaken in respect to each of the reporting entities covered by this statement.

Sydney Airport Corporation Limited (SACL) is the owner and operator of Sydney (Kingsford Smith) Airport and holds all employee and supply chain relationships for SYD. Therefore, the content discussed in this statement applies for the main part, solely to SACL.

The reporting entities in this statement, in addition to owned and controlled entities, share a central management and executive team, and common directors. Senior management, executives and the directors of the reporting entities, and owned and controlled entities, have been consulted and informed of the actions taken throughout this reporting period.

This statement has been prepared in consultation with the key teams that work together to drive responsible procurement for SYD, including members of the procurement, legal and risk, sustainability and corporate governance teams. It has been reviewed by our CEO and reviewed and endorsed by the Directors of the entities it covers.

### Performance indicators

SYD measures the effectiveness of its modern slavery risk management using the performance indicators listed below. SYD will identify revised performance indicators during the 2023 reporting period and outline these in the 2023 statement.

Indicators	2022
Percentage of precedent contracts with modern slavery clauses included	100%
Number of employees completing modern slavery awareness training	100%
Number of tier 1 in-scope suppliers completing modern slavery questionnaire	41/113
Number of modern slavery cases remediated <sup>3</sup>	0

3. From SYD's workforce and suppliers reviewed during the reporting period

# Partnerships and stakeholder engagement

During 2022, SYD continued to participate in multi-stakeholder forums and partnerships on human rights and modern slavery.

## UN Global Compact and Global Compact Network Australia

SYD continued its commitment to uphold the principals of the UN Global Compact and remains a signatory to the UN Global Compact and a Member of the Global Compact Network Australia (GCNA) and participates in its Modern Slavery Community of Practice.

In 2022, our Modern Slavery Working Group Chair participated in consultation with Professor John McMillan through our United Nations Global Compact Australia (GCNA) membership, playing an important role in shaping the revision of the Commonwealth legislation.

## Australian Federal Police

In 2022, SYD continued its relationship with the Australian Federal Police (AFP) Human Trafficking Unit and support of the AFP's Airport Watch program. In 2023, SYD is collaborating with the AFP to further embed the important role airport workers can play in identifying people at risk of modern slavery and human trafficking as they pass through the terminals.

## Airports Council International

SYD is a member of the Airports Council International (ACI), which resolved in September 2016 to support the fight against human trafficking. SYD CEO, Geoff Culbert, sits on the ACI World Governing Board and Asia Pacific Regional Board.

## Stakeholder awareness and training

During 2022, SYD continued to engage with stakeholders across the airport on the issue of modern slavery.

## SYD suppliers

SYD engaged with suppliers throughout 2022 to further their understanding of modern slavery risks and our expectations. This engagement occurred through our supplier due diligence processes and review of our temporary-personnel suppliers.

## SYD staff

In 2022, SYD continued to provide training for all contract managers and people in high-risk roles. Modern slavery awareness is now included in onboarding training and face-to-face sessions with new starters.

## SYD tenants and community

Sydney Airport continued to raise awareness about modern slavery with tenants and retailers during 2022 through our Retailer Forum.

# Compliance with mandatory reporting criteria

Mandatory criteria	Reference in this statement
1. Identify the reporting entity	Inside cover
2. Describe the reporting entity's structure, operations, and supply chains	Inside cover, pages 2, 3 and 4
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Page 5
4. Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	Pages 6-9
5. Describe how the reporting entity assesses the effectiveness of these actions	Page 10, 11
6. Describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	Page 11
7. Provide any other relevant information	Page 12