

2024 Sustainability Report



Contents

MESSAGE FROM THE CEO	4
SUSTAINABILITY GOVERNANCE	6
PREFACE	7
OUR GOALS	8
ACHIEVEMENTS	10
OUR SHAREHOLDER	12
OUR CORE BUSINESS	13
Aviation	13
Property, Retail, Logistics & Distribution	13
Embedded Energy Networks	14
SUPPORT FOR GENERAL AVIATION AND COMMUNITY	14
SUSTAINABILITY SIX - OUR STRATEGY	16
SUSTAINABILITY TARGETS	18
ACTION AGAINST ESG FACTORS	20
01 Climate Risk, Energy Consumption and Efficiency	20
02 Biodiversity	24
03 Customer and Community Engagement	29
04 Health and Wellbeing	34
05 Safety and Environmental Management	42
06 Governance	48

Acknowledgement of Country

Aeria Management Group respectfully acknowledges the Traditional Custodians of Country where Aeria and our airports are located and their connections to land, water and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



Message from the CEO



Community is at the core of the contribution that our precincts make to metropolitan and regional NSW. From essential emergency services, aeromedical transports and flight training, to manufacturing and distribution operations, Aeria Precinct and Camden Airport are critical assets for thousands of people every day.

Community & Wellbeing is one of three pillars supporting the Aeria Management Group (AMG) Sustainability Framework and is critical to our commitment to create safe, strong and inclusive precincts for all.

Bankstown Airport-based charity Little Wings puts such principles into practice. This inspiring General Aviation (GA) operator provides free flight and ground transport for seriously ill children in regional and remote areas to specialist medical services.

Little Wings' volunteer pilots and drivers help about 4500 families a year, by easing the financial burden, emotional strain and fatigue of travelling long distances for vital medical care.

AMG's major partnership with Little Wings, announced in September 2023, will help them to help others in need. Our sponsorship of a Little Wings twin-engine Beechcraft Baron aircraft will enable an additional 65 missions a year for sick kids in NSW, Queensland and the Australian Capital Territory and help bridge healthcare gaps in regional and remote areas.

We have also provided the Little Wings team with office space in the refurbished Bankstown Airport Terminal, to ensure they can continue to offer an essential lifeline to so many young Australians.

I am proud to say that AMG's support for Little Wings exemplifies our practical approach to sustainability. And I want to mark my first Sustainability Report as CEO of AMG by highlighting our focus on meaningful and measurable impacts.

Our 2024 Sustainability Report details the tangible gains we are delivering for the environment, airport operators and the broader community, such as:

- Reaching our target of installing sufficient rooftop solar ready to power 100 per cent of AMG operations
- Planting 190 native Camden White Gums at Camden Airport
- Baselining Scope 3 greenhouse gas emissions on our path towards net zero Scope 1 and 2 emissions by 2030 and Scope 3 by 2050

- Commencing a climate risk assessment as part of a broader Climate Transition Plan, in recognition of the rising impacts of extreme weather events
- Committing to "build authentic, respectful and meaningful relationships with First Nations communities", as we work towards our first Reconciliation Action Plan

Such achievements give substance to our sustainability vision: to be a leader in general aviation airports, commercial precincts and in our community.

We are proud to have been a vibrant member of the community of Southwest Sydney for more than 80 years. Our support for organisations such as Little Wings will ensure we continue to contribute to the community for decades to come.

Tom Smith
CEO, Aeria Management Group



Sustainability Governance

BAC Holdco Pty Ltd wholly owns BAC Airports Pty Ltd, Bankstown Airport Pty Ltd and Camden Airport Pty Ltd. Collectively, these entities form Aeria Management Group (AMG). Aware Super Pty Ltd as Trustee for Aware Super is the ultimate holding company of AMG.

AMG includes Bankstown Airport and Camden Airport, which are leading general aviation and recreation airports in New South Wales (NSW). The Airports operate through the trading entities of Bankstown Airport Pty Limited (BAPL) and Camden Airport Pty Limited (CAPL).

Both BAPL and CAPL are Airport Lessee Companies (ALC) and hold long term leases with the Commonwealth Government.

The Board for the entities BAC Holdco Pty Ltd, BAC Airports Pty Ltd, Bankstown Airport Pty Ltd and Camden Airport Pty Ltd comprises four Non-executive Directors appointed by Aware Super.

- Peter Achterstraat - Chair
- Helen Gillies
- Mark Elliott
- Colin Keel

The Board is ultimately responsible for the sound and prudent management of AMG, with the objective of protecting and enhancing the interests of AMG and its stakeholders.



Preface

Our vision is to create a thriving and diverse destination connecting aviation, business and community.

AMG's Sustainability Framework comprises our vision statement, sustainability pillars, targets and key performance indicators (KPI). The Sustainability Framework forms the foundations toward our vision to be a sustainability leader in general aviation airports, commercial precincts and in the community.

This Sustainability Report includes progression towards each of the sustainability targets and KPIs. We have baselined AMG's complete greenhouse gas emissions inventory to inform our strategies to reduce Scope 1, Scope 2, and Scope 3 emissions.

The sustainability information in this report relates specifically to assets and activities within our direct operational control as AMG and does not include information on our customers, tenants, suppliers and contractors.



Our Goals

Short term (2025-2030)



Source 100% renewable energy for AMG



Increase solar infrastructure by 60% by 2030



Develop Aeria's Reconciliation Action Plan



Demonstrate leadership in providing a physically and mentally safe work environment



Become an Employer of Choice for staff through a broad range of employee support initiatives



Achieve zero environmental fines, prosecutions, and incidents

Achieve net zero emissions by 2030 (scope 1 and 2)

Long term (2031-2050)



Achieve net zero emissions by 2050 (scope 1, 2 and 3)



Remain up to date on general aviation emerging technologies and incubate for airport growth

Achievements

Environmental Stewardship Achievements



Baselined our Scope 3 greenhouse gas emissions



Planted over 100 native trees at Camden Airport to increase habitat and support local biodiversity



Installed sufficient rooftop solar ready to power 100% of AMG's operations

Community and Wellbeing Achievements



Multi-year partnership with Little Wings, funding 65 missions a year for sick children and their families, from regional NSW, Queensland and the ACT



Developed vision for AMG's first 'Reflect' Reconciliation Action Plan

Resilient Operations Achievements



Delivered AMG's 2023 Annual Sustainability Report



Board approval of the AMG Scope 1 and Scope 2 Climate Transition Plan



Won Metro Airport of the Year at the 2023 National Airport Industry Awards

Our Shareholder

AMG is the operator and manager of Aeria Precinct, home to Bankstown Airport and Altitude Premium Logistics Estate, and Camden Airport. Together, these precincts contribute more than \$1.7 billion a year to the NSW economy and support almost 9000 jobs.



AMG is owned by Aware Super

Aware Super is one of Australia's top-performing and largest industry superannuation funds, with a core objective of delivering strong risk-adjusted returns for its 1.1 million members. Aware Super's Australian and London-based investment teams manage \$180 billion on behalf of its members, with a projected growth target of \$250bn in Assets Under Management in the next few years.

As a top institutional investor, Aware Super typically takes an active management approach across alternative assets, including

infrastructure, property and private equity, and additionally allocates to liquid markets. Returns for its \$11 billion property portfolio are driven by a globally diversified program, which focuses on living, industrial, office upgrades, self-storage, life sciences and cold storage.

Aware Super is proud to include Aeria Precinct and Camden Airport in its portfolio. Aware Super acknowledges the deep roots of these precincts, not only in the aviation industry, but the community of Western Sydney and looks forward to many more decades of realising exciting new opportunities.

Our Core Business

Our core business across Aeria Precinct and Camden Airport includes aviation and property operations and the operation of embedded energy networks and electricity retailing.

Aviation

Bankstown Airport, the 2023 Australian Metro Airport of the Year, is the home of NSW's air emergency and public services, including Toll NSW Ambulance Helicopters, NSW Police Air Command, Royal Flying Doctor Service, NSW Rural Fire Service and NSW National Parks and Wildlife Service. The airport also supports essential patient and medical transfer aeromedical services, including Little Wings, AirMed, CareFlight, Angel Flight and the Newborn & paediatric Emergency Transport Service (NETS).

Bankstown Airport is also NSW's largest flight training base and supports general aviation services, such as private charters, aircraft maintenance and emerging electric and hydrogen-powered aircraft. Bankstown Airport operates 24/7 and is the fourth busiest airport in Australia, with about 225,000 movements a year.

Camden Airport is an essential aviation and commercial hub, servicing the growing region of Southwest Sydney. The airport contributes more than \$70 million a year and over 350 jobs to the NSW economy. Operating 24/7, with almost 90,000 aircraft movements a year, Camden Airport supports essential emergency services, such as the NSW Rural Fire Service, Royal Flying Doctor Service and NSW National Parks and Wildlife Service.

Camden Airport is also home to leading flight training schools and proudly supports community and youth flying clubs, including Australian Air Force Cadets, Australian Army Cadets, Scouts Australia and the Southern Cross Gliding Club.



Property, Retail, Logistics & Distribution

With more than 180 customers and approximately 810,500sqm of leased area, Aeria Precinct and Camden Airport are major economic and employment hubs for Southwest and Western Sydney.

Aeria Precinct’s customers include leading multinational technology, manufacturing and distribution companies, as well as retail, education and community services, such as cafes, restaurants, supermarkets, childcare, sports centres, entertainment parks and a school.

Aeria Precinct includes Altitude Logistics Estate, the premier industrial hub in Western Sydney, comprising more than 164,000 sqm of

logistics, warehousing, manufacturing and office accommodation across 46 hectares.

The 24/7 estate is the most centrally located warehouse development of its scale in Greater Sydney, with unrivalled access to major infrastructure routes – including M5 and M7 motorways, Sydney CBD and Port Botany. Altitude is also a significant economic and jobs generator. Its prime location enables tenants to draw upon a large local labour force, with 45% of Sydney’s population living within 30 minutes of the site.

Aeria Precinct features other industrial hubs, such as 430 Marion Street, which support the manufacturing, logistics and distribution needs of Sydney and NSW.

Embedded Energy Networks

Aeria Utilities is AMG’s electricity energy retailer and manages our embedded electricity networks at Aeria Precinct and Camden Airport, for the benefit of customers and the community.

Aeria Utilities supports sustainable operations and development at our precincts, including the rollout of solar power. The embedded energy network at Aeria Precinct also features low and high voltage infrastructure, smart electricity meters, solar installations and EV charging stations.

Collectively sourcing and managing our energy procurement and supply enables us to power a more reliable and sustainable future for our customers.

The consumption of our embedded energy networks is approximately 21,000MWh at Aeria Precinct and 300MWh at Camden Airport.

Our larger electricity customers at Aeria Precinct account for 86% of total electricity consumption, with 42% consumed by the top three.

Key Bankstown Airport Statistics



Key Camden Airport Statistics



Support for general aviation and community

AMG is committed to the sustainable growth of general aviation and essential services.

We have invested about \$530m in our precincts over the past decade (across aviation and non-aviation) and have a further \$120m in the forward investment pipeline.

This includes substantial investments in new and enhanced infrastructure and facilities across Bankstown Airport and Camden Airport, such as purpose-built hangars and bases for NSW Police and Toll Aviation emergency services and major upgrades to airside pavements, stormwater infrastructure, hangars, airport roads and carparks, to enhance safety, security and amenity.

AMG is also proud to support essential health and community services. Our multiyear partnership with Little Wings will enable it to carry out an extra 65 missions a year to transfer seriously ill children in regional NSW, Queensland and the ACT to specialised medical care. AMG also supports several community clubs, across aviation and non-aviation, such as the Royal Aero Club of NSW, Scouts Australia, Padstow Rotary and the Camden RSL.



Sustainability Six - Our Strategy

Our CARE values are focused on our customers, awareness of our impacts, responsible and safe operations and high engagement with our community. These values underpin our desire to create compelling and positive experiences for our customers and community.

Our Sustainability Strategy is a key strategic driver for our business and customers – aligned with our CARE values. Sustainability is a cornerstone in our delivery of economic, environmental and social value to our direct stakeholders and the broader community, aligned with a commitment to operate with the highest ethical standards as a responsible business.

Our Sustainability Strategy remains practical, authentic and action oriented and enables us to attract and retain customers, employees and capital – informed by emerging trends shaping our future. The strategy focused on pillars where we can generate the greatest value as a business, and for our stakeholders, supported by targets.



Our Sustainability Strategy has three pillars:



Pillar 1: Environmental Stewardship

Creating resilience through meaningful climate action, rethinking our approach to resources and restoring nature.

We will work in partnership with our customers to deliver meaningful action on climate change, including the ways we adapt and build resilience into our assets. We are focused on resource efficiency, reducing carbon emissions and responding to the physical and transitional risks and opportunities of a changing climate. We are committed to achieving net zero in the operation and powering of our assets. We continue to deliver on our environmental objectives, including enhancing our approach to circularity (reducing the probability of materials becoming waste via reuse and recycling opportunities), natural capital and biodiversity.



Pillar 2: Community & Wellbeing

We focus on talent development and customer partnerships, as well as building community connection and inclusion and delivering healthier, safer places for people.

We look for ways to increase the wellbeing of communities in which we operate. We create safe, equitable and inclusive environments to support our people, foster deep customer relationships and build strong communities. We aim to create healthier and more connected local communities, with accessible job creation and skills development opportunities.

AMG actively supports our communities through direct investment, championing of causes and in kind investment in local organisations.



Pillar 3: Resilient Operations

We conduct business activities in line with the highest ethical standards, strive for a sustainable supply chain and transparently align and disclose our performance with best practice rating tools and frameworks. This approach to governance is the cornerstone of everything we do.

We have conducted a safety maturity assessment and updated our incident and crisis management processes. We are compliant with our safety and environment obligations and consider these critical to our licence to operate.

Sustainability Targets

AMG has identified key targets as material to our stakeholders, including our customers and the community. These targets are aligned under our three sustainability pillars and includes our strategic responses to key risks and opportunities.

Environmental Stewardship			Community and Wellbeing			Resilient Operations		
Sustainability Strategy								
01 Climate Change, Energy consumption and efficiency Achieve Net Zero emissions and strengthen resilience to climate related impacts	02 Biodiversity Protect and restore natural environments and biodiversity	03 Customer & Community Engagement Engage and consult with stakeholders				04 Health and Wellbeing Build and strengthen an engaged and diverse workplace	05 Safety and Environmental Management Ensure safe and environmentally compliant precincts	06 Governance An ethical, sustainable and secure business
Sustainability Targets								
1.1 Climate change adaption Disclosure in alignment with TCFD framework and legislation requiring mandatory reporting commencing FY27 On-track	2.1 Restore and regenerate Support the natural environment to maintain and increase biodiversity in our airports On-track	3.1 Customer and community engagement Ensure ongoing authentic engagement and consultation with customers and the community On-track				4.1 Health and safety Achieve year-on-year improvement in hazard reporting On-track Achieve zero fatalities (AMG) On-track	5.1 Aviation safety performance Continue to support Australian Airports Association annual Airport Safety Week via AMG initiatives On-track	6.1 Cyber Security and Privacy Maintaining secure IT systems that protect against data and information breaches On-track
1.2 Scope 1 & 2 Emissions Achieve carbon neutrality by 2030 for Scope 1 and 2 emissions On-track	2.2 Track emerging disclosure frameworks Identify emerging requirements relating to natural capital, including the Taskforce on Nature related Financial Disclosures (TNFD) On-track	3.2 Women, Youth and CALD communities Support equity and equality by encouraging more women, young people and culturally and linguistically diverse people to join the aviation sector On-track				4.2 Safety training and inspections Increase in Hazard Reporting Deliver safety training to employees On-track	5.2 Incident and crisis management Deliver incident management training to employees biennially On-track	6.2 Technological Innovation and Disruption Stay up to date of disruptive technologies and be ready to implement support for their growth On-track
1.3 Achieve net-zero emissions before 2050 (for Scope 1, 2 and 3) On-track	2.3 Water Establish water consumption monitoring processes On-track	3.3 First Nations Engagement Engage and develop partnerships with local indigenous communities On-track				4.3 Mental health and wellbeing Deliver mentalhealth and wellbeing training to employees annually On-track	5.3 Noise pollution Actively promote the Fly Neighbourly Procedure to foster positive relationships between the community, aviation operators and AMG On-track	6.3 Governance and Ethics Maintain the highest standards of ethics, integrity and behaviour On-track
1.4 Renewable energy Achieve 100% of AMG's energy sourced from renewables by the end of 2025 On-track	2.4 Waste Establish waste generation, recovery and diversion monitoring processes On-track	3.4 Community Partnerships Leverage a portion of our profits, space and our people's time to support our communities aligned with our CARE values On-track				4.4 Talent Retention and Attraction Employer of choice through improving baseline targets on employee support, training, and remuneration programs On-track	5.4 Fines and prosecutions Achieve and maintain zero environmental fines and prosecutions On-track	6.4 Sustainable Procurement Procure sustainably and ethically delivered services, products and materials On-track
1.5 Energy Consumption Increase our solar capacity by 60% from 4.3MW to 6.8MW by 2030 On-track						4.5 Equal opportunities Deliver equal opportunity and anti-discrimination training to employees biennially On-track	5.5 Environmental incidents Achieve and maintain zero significant environmental incidents On-track	
1.6 Energy efficiency Implement new energy efficiency initiatives annually On-track						4.6 Workplace harassment and bullying Achieve and maintain zero incidents of discrimination and harassment On-track		
1.7 Infrastructure ratings 5-star Green Star Design & As Built certification for all eligible buildings from FY22 On-track						4.7 Diversity and Inclusion Diversity and Inclusion awareness and events annually On-track		

Actions Against Sustainability Targets

01 Climate Change, Energy Consumption and Efficiency

Achieve net zero emissions and strengthen resilience to climate related impacts

Our Targets

1.1 Climate change adaption

Disclosure in alignment with TCFD framework and legislation requiring mandatory reporting commencing FY27

1.2 Scope 1 & 2 Emissions

Achieve carbon neutrality by 2030 for Scope 1 and 2 emissions

1.3 Achieve net zero emissions by 2050

For Scope 1, 2 and 3 emissions in accordance with Legislation

1.4 Renewable energy

Achieve 100% of AMG's electricity sourced from renewables by the end of 2025

1.5 Energy Consumption

Increase our solar capacity by 60% from 4.3MW to 6.8MW by 2030

1.6 Energy efficiency

Implement new energy efficiency initiatives annually

1.7 Infrastructure ratings

Achieve minimum 5-star Green Star Design & As Built certification for all eligible buildings under the Green Star rating tool from FY22

Our Actions

Climate Change Adaptation

Climate change is increasing the frequency and intensity of extreme weather events, which are impacting our business and communities.

In August 2024, the Senate approved the climate-related financial disclosures Bill which requires entities to disclose their climate-related plans, financial risks and opportunities, in accordance with Australian Sustainability Reporting Standards (ASRS) made by the Australian Accounting Standards Board. There will be a three-phased implementation approach with three different thresholds. As Aware Super meets the criteria to be the second group to undergo reporting, and AMG is fully owned by Aware Super, we will also be completing our first reporting from 1 July 2026. Aligning to the ASRS will allow AMG to understand the transitional risks associated with moving towards a net zero economy, and climate-related physical risks.

Our business is focused on taking meaningful action to reduce emissions and strengthen resilience to extreme climate. We recognise that the physical and transitional risks of a changing climate pose a serious challenge and present

opportunities for investment in sustainable business growth and returns.

In particular, the increased risk of storms, flooding and heatwaves have the potential to adversely impact our infrastructure, airside pavements and runways. Similarly, increased loads on HVAC systems to maintain thermal comfort carry a higher risk of heat related blackouts and greater energy use.

AMG is actively investigating and investing in climate adaption and mitigation measures for our precincts, customers and community, including:

- Assessing the appropriateness and type of cooling systems, with a focus on heat risk in planning for end-of-life replacement
- Ameliorating the impact of urban heat islanding by increasing vegetation and shading and implementing lighter colours in façades and roofs
- Reducing reliance on grid-supplied electricity by investing in solar as a zero-emission source of energy and commencing feasibility studies into the potential use of batteries.

Scope 1 & 2 Emissions

We will endeavour to fully scope and decarbonise our business operations in the short term, while putting a plan in motion to decarbonise our airports in the long term.

Scope 1

Scope 1 emissions are from the combustion of petrol and diesel fuel onsite used in our owned and operated vehicles, plant and equipment.

In 2023-24, AMG generated 50.1 tCO₂-e. This figure has increased from 45.6 tCO₂-e in 2022-23. The increase is due to improved data collection methods, where fuel use from fire pumps was recorded for the first time this year.

The majority of grounds maintenance equipment (including blowers, brush cutters and whipper snippers) have been replaced with commercial grade battery operated equipment, which has saved approximately 200 litres of fuel and reduced Scope 1 emissions by 0.5 tCO₂-e in 2023-24. The market for electric mowers and other larger equipment remains limited. AMG will monitor any changes to this and trial any suitable models to our operations.

Scope 2

Scope 2 emissions arise from the consumption of grid-supplied electricity for airside lighting, street lighting, common areas and the AMG office. This is equivalent to the generated emissions from procured wholesale electricity for the embedded network, less the electricity onsold to our customers. AMG has completed a roll out of smart meters across all tenancies, including common areas which has allowed AMG to more accurately report emissions. In FY24, we generated 774.1 tCO₂-e.

AMG continues to transition airside, common area and street lighting to energy efficient LED lighting and to retrofit AMG hangars to LEDs as opportunities arise. Opportunities to reduce Scope 2 emissions will also be realised through the ongoing energisation of solar infrastructure, while examining ways to reduce our energy consumption.



Scope 3

Scope 3 emissions are the indirect carbon emissions resulting from activities that are outside of AMG's operational control. We have defined our Scope 3 boundary in accordance with the Greenhouse Gas Protocol Technical Guidance. Landing and take-off emissions are calculated in accordance with the Airports Council International Airport Carbon Emission Inventory guidance.

In FY24, we generated 55,584.4 tCO₂-e.

The categories that apply to AMG for Scope 3 emissions include:

- Purchased goods and services
- Downstream leased assets
- Fuel- and energy- related activities (not included in Scope 1 or Scope 2)
- Waste generated in operations
- Business travel
- Employee commuting
- Use of sold products (Take offs and landings)

AMG has used our baseline emissions figures and developed Climate Transition Plan to achieve net zero Scope 1 and 2 emissions by 2030. This has been endorsed by the Board in July 2024.

Renewable Energy

We will explore opportunities to deliver renewable electricity across our sites and support our customers and the broader aviation industry in the transition towards net zero, including emerging electric and hydrogen-powered aircraft. We have commenced a \$14 million solar expansion development, anticipated to be operational by end of FY25.

AMG is currently installing further solar infrastructure with a network capable of generating 5.6GWh in annual green power, anticipated for completion in late 2024. When fully energised, it will result in an annual emissions reduction of approximately 3,500 tCO₂-e.

Clean energy is an important component in reducing our Scope 3 emissions and lowering

operating costs for customers. By delivering on our shared sustainability obligations and aspirations, including reducing greenhouse gas emissions, we can collectively support the uptake and investment in clean energy. AMG also supports customers' sustainability initiatives on site. For example, Safran Helicopter Engines requests their electricity supply to be powered by green power. AMG supported this by purchasing and surrendering 260 small-scale technology certificates on behalf of Safran.

AMG has installed two behind-the-meter solar systems for the benefit of two customers. These existing 100kW and 250kW systems have generated 143,000kwh and 315,000kwh respectively, avoiding a collective 412 tCO₂-e. in emissions.

Our \$14 million investment in solar will reduce the demand for electricity from the grid that does not have a renewable energy component under the current Power Purchasing Agreement (PPA). AMG will be procuring a new PPA during FY25 at the expiry of the existing contract.

Energy Consumption

AMG has 29 EV charging car bays across Aeria Precinct, in response to the ongoing uptake in electric vehicles by our staff, customers and visitors. More EV stations are planned for future developments, with a combination of private and public services to meet the needs of our customers and the broader community.

Energy Efficiency

As AMG updates and upgrades owned hangars, public spaces and infrastructure, we are installing energy efficient lighting, including LEDs and movement sensors. AMG has pilot-activated ground lights at Bankstown Airport. Once activated by the pilot on approach, the ground lights remain on for 15 minutes only, significantly reducing energy consumption.

Climate Risk

AMG is conducting a climate risk assessment to identify our biggest climate-related risks and opportunities. We will engage an external consultant to assist with producing a risk register and conducting a climate scenario analysis. Together, this will inform how we monitor and manage climate-related issues relevant to our business.



Next Steps

Emissions Reduction

Our Scope 3 emission have now been baselined and will inform a Scope 3 Climate Transition Plan to achieve net zero Scope 3 by 2050. We will monitor our emissions year on year to ensure we remain on track to achieving our goals, through significant and genuine reductions in emissions.

Renewable Energy

All future developments will consider solar installation opportunities. We will also aim to optimise investment in solar installation with each development.

Infrastructure Ratings

AMG will continue to obtain 5 Star Green Star ratings for new eligible development projects.

Project Name	Design Rating	Rating Tool
NSW Police Airwing (built prior to our commitment to 5 Star)	4 Star	Design & As Built 1.2
Bankstown Airport North East Precinct	5 Star	Design & As Built 1.3
Bankstown Airport Site 510/521 (not eligible for 5 star)	4 Star	Design & As Built 1.3
Bankstown Airport Site 112 Refurbishment	5 Star	Interiors 1.3
Lot 1 Bankstown Airport	5 Star	Design & As Built 1.2
Lot 2 Bankstown Airport	5 Star	Design & As Built 1.3
Lot 3 Bankstown Airport	5 Star	Design & As Built 1.3
Lot 4a Bankstown Airport	5 Star	Design & As Built 1.3
Lot 4b Altitude Industrial Estate	5 Star	Design & As Built 1.3
Lot 4c Altitude Industrial Estate	5 Star	Design & As Built 1.3
343 Milperra Road	5 Star	Design & As Built 1.3

No additional Green Star applications were made in FY24.

02 Biodiversity

Protect and restore natural environments and biodiversity

Our Targets

2.1 Restore and Regenerate

Support the natural environment to maintain and increase biodiversity at our precincts

2.2 Track emerging disclosure frameworks

Track emerging disclosure frameworks and requirements relating to natural capital, including the Taskforce on Nature-related Financial Disclosures (TNFD)

2.3 Water

Establish water consumption monitoring processes

2.4 Waste

Establish waste generation, recovery and diversion monitoring processes

Our Actions

Biodiversity

Ecosystems are essential to human survival, wellbeing and economic prosperity. The Australian Government's 2021 State of the Environment Report¹ indicates more than 1900 Australian species and ecological communities are threatened or at risk of extinction, with this number set to rise over the next two decades.

Tree Planting

In FY24, AMG planted 190 Camden White Gums across Camden Airport. As these trees mature, they will absorb approximately 4.7 tonnes of CO₂ a year and sequester over 30 tonnes of CO₂ a year.

Our airport precincts are host to a number of ecological sensitive areas, threatened species and wildlife species. AMG invests in the increasing biodiversity found at our precincts, as follows:

¹ <https://soe.dcceew.gov.au>



Bankstown Airport

Ecologically Sensitive Area

The Deverall Park Bushland (Cooks River/ Castlereagh Ironbark Forest) is listed as an 'Endangered Ecological Community' under the NSW Biodiversity Conservation Act (BC Act). We undertake monthly bush regeneration at this which we protect from future development.

Threatened Species

Hibbertia puberula subsp. *glabrescens* is a small shrublet located in an isolated paddock in the Aviation Safety Zone at Bankstown Airport – the only known location of this plant in the world.

The plant is listed as Listed as 'Critically Endangered' under the Commonwealth Environment Protection and Biodiversity Conservation Act (EPBC Act) and Biodiversity Conservation Act. This species is managed under an approved Species Management Plan and regular bush regeneration. Due to the critically endangered status of the species under the EPBC Act, all works in the vicinity of the species must be accessed for potential species impact.

Hibbertia fumana is a small shrublet located airside adjacent to the NSW Police PoAir Facility at Bankstown Airport – one of only two known locations of this plant. The plant species is listed as 'Critically Endangered' under the



BC Act. This species is managed under an approved Species Management Plan and regular bush regeneration. Due to the critically endangered status of the species under the BC Act, any works that may harm the species must be in accordance with the species management plan or under a NSW licence.

Acacia pubescens is a species of wattle endemic to the Bankstown area. The species is located along a surface drain adjacent to the Bankstown Airport boundary, in the northeastern area of the Airport, as well as within Deverall Park. The species is listed as 'Vulnerable' under the EPBC Act and BC Act. There are no specific management actions for this species.

Feral Animals

There have been occasional sightings of *Vulpes vulpes* (red fox) and *Oryctolagus cuniculus* (rabbit) at our precincts. Foxes predate on native small mammals and birds. They may also transmit diseases such as distemper and mange. Rabbits reduce native plant growth through grazing and compete with native animals for food and shelter. While foxes and rabbits can have a significant impact on biodiversity, they have not posed issues for aviation safety.



Camden Airport

Ecologically Sensitive Area

The Airport Riparian Zone (ARZ) contains approximately 54 ha of River-Flat Eucalypt Forest on Coastal Floodplains of the NSW North Coast, Sydney Basin and Southeast Corner Bioregions (River-flat Eucalypt Forest EEC). This community is listed as an Endangered Ecological Community (EEC) under the BC Act. We undertake monthly bush regeneration at this site, progressively reducing the African Olive and various weed species to promote the growth of native species. The ARZ is subject to flooding but is not subject to development.

Threatened Species

There are 60 *Eucalyptus benthamii* (Camden White Gum) located in the ARZ. These trees are endemic to the Camden area and are listed as Vulnerable under the BC Act and the EPBC Act. We are working with the NSW Department of Planning and Environment to plant more *Eucalyptus benthamii* in the ARZ. In June 2024, we planted 190 *Eucalyptus benthamii* tube stock at the airport.

Pomaderris brunnea (Rufous Pomaderris) is a shrub that is listed as Vulnerable under the BC Act and Endangered under the EPBC Act. These are located in caged plots to protect the plants from being eaten by wildlife.

Wildlife

Camden Airport has the second largest *Vombatus ursinus* (Bare-nosed Wombat) population in Southwest Sydney. AMG supports volunteers from the Camden Wombats Landcare, who have mapped and continue to monitor more than 50 burrows. The mapping is part of an ongoing parasitic mite mange treatment program. AMG's support for this program has been critical to its success.

In mid-2023, Camden Wombats Landcare received a grant to plant native grasses at Camden Airport within the ARZ, to create more habitat for the local wombat population and other biodiversity. The tube stock for the grasses has been established and planting began in May 2024.



Other native wildlife at Camden Airport includes *Wallabia bicolor* (swamp wallabies), *Macropus giganteus* (eastern grey kangaroos), *Macropus robustus* (wallaroos), *Tachyglossus aculeatus* (echidnas), *Varanus varius* (lace monitors) and *Pseudonaja textilis* (brown snakes).

Feral Animals

Lepus europaeus occidentalis (hares) and rabbits have been identified as occupying the Camden Airport ARZ in limited numbers. Separately, wildlife cameras utilised for the wombat mange treatment program have photographed foxes at Camden Airport. Foxes in particular are a biodiversity threat at Camden Airport as they spread the invasive species *Olea europaea subsp. cuspidata* (African Olive) and *Rubus fruticosus agg* (blackberry), which compete with native flora. AMG participates in local fox control programs as they arise.



A local herd of *Capra aegagrus* (Goat) in the Camden area move between properties along the Nepean River and utilise the Water NSW fish weir to cross the river. AMG has installed airside perimeter fencing around the airport, which has prevented goats moving airside and reduced related safety risks.

Emerging Disclosure Frameworks

AMG is monitoring emerging disclosure frameworks and requirements relating to natural capital, including the Taskforce on Nature-related Financial Disclosures (TNFD). The framework for TNFD is currently being defined and AMG will consider reporting against this or any other relevant framework.

Water

A clean, safe and reliable water supply is key to our assets and portfolio, as well as customer operations. Our potable water is sourced from inland rivers and waterways. The Australian Bureau of Meteorology's 2020 State of the Climate report² projects that Australia will likely experience an increase in heat extremes, longer droughts and a continued decrease in cool season rainfall, resulting in less water availability in coming decades.

Water consumption at Aeria Precinct was 61,298 kL in FY24.

Water consumption at Camden Airport was 1,324 kL in FY24.

Waste

In FY24, AMG began monitoring waste consumption data to produce a baseline figure. This will inform waste diversion targets moving forward. This year's figures show we recycled 52% of our office waste. We will work closely with our new waste and cleaning contractor, in FY25, to implement plans to increase such recycling and encourage staff to separate waste at the source.

In March 2024, working with a new Open Spaces service provider, we began to record generated waste quantities in common areas. This has resulted in an increase of recorded waste from our 2023 baseline.

AMG has started tracking construction waste to ensure all construction projects at our precincts are reusing and recycling as much material as possible. In FY24, almost 40% of such demolition and construction waste was reused or recycled. However, due to the historical contamination of our precincts and lack of sufficient space to store reusable soil, only about 25% of soil was able to be reused. We aim to increase our soil reuse rate and related diversion from landfill.

² <http://www.bom.gov.au/state-of-the-climate>



Next Steps

Restore and regenerate

AMG will continue to invest in ongoing biodiversity programs at our precincts and work with our biodiversity partners in the NSW Department of Planning and Environment, Local Land Services and Camden Wombats Landcare to create positive biodiversity impacts.

As part of the substantial reconstruction of the Tower/Link Road major thoroughfare, at Aeria Precinct, we will be planting 204 native trees, 8683 native shrubs, and 60,648 ground cover plants and grasses.

We will also invest in the planting of an additional 200 Camden White Gums at Camden Airport over the next 2 years. This investment will help to restore balance within the local ecosystem, bringing the population of this threatened species at Camden Airport to 450 trees.

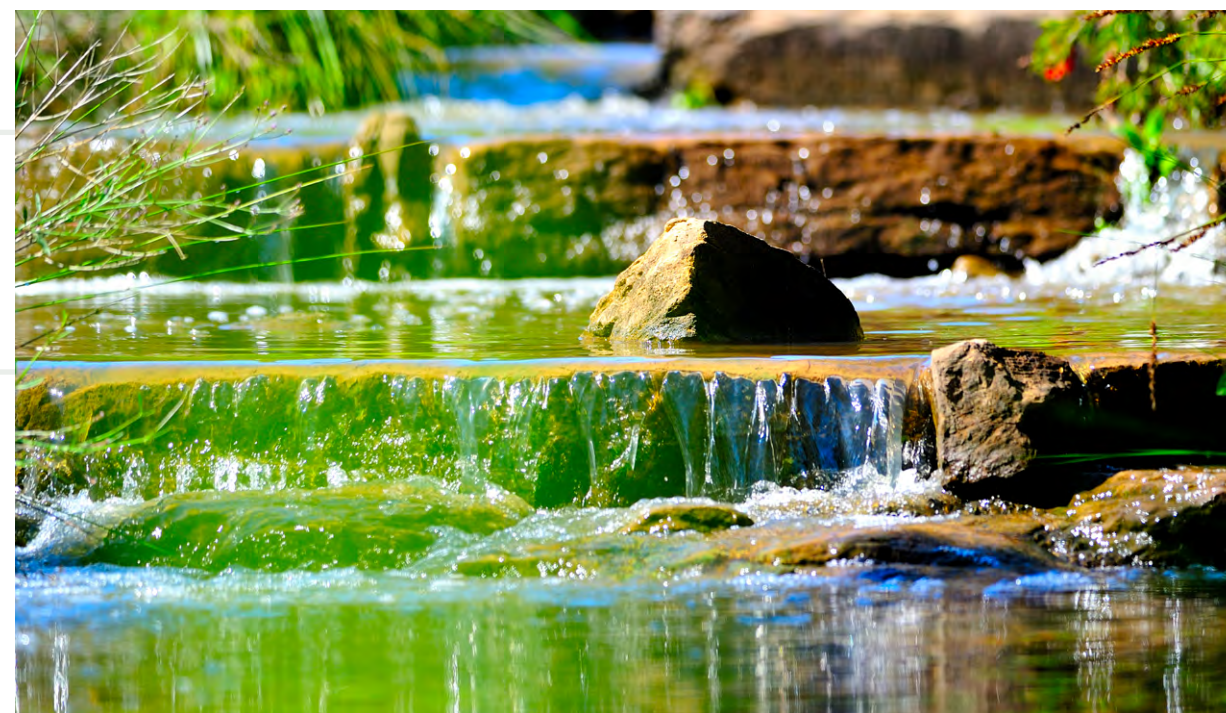


Water

Having established baseline water usage, we will investigate opportunities to improve water efficiency in AMG operations.

Waste

Having established baseline waste consumption and identifying our waste streams, we will complete analysis of our waste consumption patterns and set an informed recycling target.



03 Customer and Community Engagement

Engage and consult with stakeholders

Our Targets

3.1 Customer and Community Engagement

Ensure ongoing authentic engagement and consultation with customers and the community

3.2 Women, Youth and CALD Communities

Support equity and equality by encouraging more women, young people and culturally and linguistically diverse people to join the aviation sector

3.3 First Nations Engagement

Engage and develop partnerships with local Indigenous communities through investment and in-kind contributions

Develop a Reconciliation Action Plan by 2025

3.4 Community Partnerships

Leverage a portion of our profits and space and our people's time to support our communities, aligned with our CARE values

Our Actions

Customer and Community Engagement

We are a proud and active member of the communities within which we operate. Our precincts support diverse businesses and public services, including emergency health and law enforcement agencies, patient transfers, flight training schools, flight charters, retail and entertainment facilities, sports centres and freight and logistics.

We also work closely with local councils and community groups to provide sustainable, accessible and welcoming precincts for residents and visitors.

We are committed to proactive, authentic and open engagement and consultation with the community, alongside our strong and trusted relationships with Aware Super, our customers and other stakeholders.

These relationships are mutually beneficial, with the expertise of our people and commitment to sustainable growth contributing positively to our customers and stakeholders.

AMG hosts Community Aviation Consultation Groups (CACGs) for Bankstown Airport and Camden Airport, which bring together residents, community groups, customers, governments, regulators and industry and business associations to share information, ideas and feedback.

These advisory forums meet triannually at Bankstown and biannually at Camden to discuss matters relating to our precincts and contribute to a greater understanding and appreciation of airport operations and activities, including proposed developments and operational changes.

The CACGs complement our community consultation processes for Master Plans, Major Development Plans and Airport Environment Strategies.

Our commitment to engagement and consultation with customers also includes the distribution of quarterly e-newsletters with details on precinct businesses, operations and works, as well as providing regular updates to airport users on upgrades to facilities and infrastructure.

Community Events and Investments

In line with our commitment to community engagement, we regularly host or attend public events to support and celebrate the people, businesses and associations of Southwest Sydney.

In 2023-24, this included hosting the City of Canterbury Bankstown's CB Evolve event, which promotes opportunities for economic and employment growth across the region. The event, held in the Navair hangar at Bankstown Airport, highlighted the transformation of the precinct into NSW's leading aviation, logistics and sustainability hub.

The event showcased some of the aircraft driving growth at Bankstown Airport, including emergency services helicopters and the prototype of Australia's first flying car. Over 200 people attended the event.

AMG was a proud sponsor of the annual Padstow Rotary Awards night celebrating emergency services personnel, including our dedicated customers at NSW Police PolAir, National Parks and Wildlife Services and the Newborn & paediatric Emergency Transport Service (NETS).

We also worked with Rotary at Camden Airport, where we planted 100 native trees to celebrate the local club's 100th anniversary.

AMG sponsored Camden RSL's Anzac Day memorial services, in recognition of the role played by Camden Airport in supporting the Royal Australian Air Force in World War II.

Camden Airport hosted separate flying training camps run by the Australian Air League and Royal Aero Club of NSW, to encourage future generations of pilots and engineers, particularly among young women.

We celebrated International Wombat Day at Camden Airport by hosting a community open day with Camden Wombats Landcare, which we are proud to work with in treating mange among the airport's wombat population.

Camden Airport again hosted the start of the annual Camp Quality Camden Classic Cruise, which featured a procession of classic and unique cars and motorcycles to raise money for children with cancer.

The Bankstown Airport Passenger Terminal hosted the City of Canterbury Bankstown Mayor's Lights Out Sleepout, which raised funds and awareness for people experiencing or at risk of homelessness. The community event raised a total of \$28,500 for people in need.

AMG also continued its support for the annual Canterbury Bankstown Chamber of Commerce Annual Gala Dinner, signing up as a platinum sponsor to support local businesses and operators.

AMG staff also actively supported community events, such as a Little Wings' Mothers' Day fundraiser for seriously ill children and their families.

Women, Youth and CALD Communities

At AMG, we believe in supporting the development of the next generation of workers to achieve their career goals and develop a locally skilled workforce to meet Australia's future skills requirements. Our airports are hubs for flying schools that train the next generation of pilots, as well as aviation workshops, aircraft maintenance operations and construction sites that train apprentices. AMG has historically supported school work experience students, providing immersive experience in multiple facets of airport operations.

Metric	Response
Number of work experience individuals each year	3 students

AMG seeks to employ people at all stages of their career. However, as our team is relatively small and many roles require niche areas of expertise, there are limited opportunities for early career employment. There were no early career hires for AMG in FY24. In FY25 we will pilot a paid internship program for tertiary aviation students.

AMG celebrated International Women's Day with a guest speaker Amna Karra-Hassan. Amna founded the first AFL women's team in western Sydney, and she is recognised for establishing the game in the region for women, and for its engagement with diverse communities. Amna is an accomplished story teller who spoke to us about how she helps others to overcome adversity, build confidence and resilience, and lead with perseverance and courage.

First Nations Engagement

It is important that our people and business pay respect to the Traditional Owners of the land by honouring the past as well as looking to the future. We are committed to listening to, learning and collaborating with First Nations peoples.

To this end, we have three key objectives:

- Build sustainable relationships with First Nations organisations across our business and our customers, based on mutual benefit and trust
- Recognise and include First Nations peoples, culture and future in our shared spaces and communities
- Advocate for First Nations peoples in the aviation industry

Reconciliation Action Plan

This year, we began planning our inaugural 'Reflect' Reconciliation Action Plan (RAP) for AMG. We held a RAP vision statement workshop delivered in two components, with representatives across AMG's different business units. The sessions were delivered under the guidance of Dave Widders, a proud Anaiwan man from Armidale, NSW, with experience in supporting organisations on their reconciliation journey.

The first component of the workshop involved learning about important cultural points unique to First Nations communities and how to communicate with First Nations stakeholders in a culturally sensitive manner. AMG's subsequent vision statement was also informed by input from local Aboriginal Elders who were invited to a second RAP workshop. Key themes in the vision statement are illustrated in the word cloud below:





Through such collaboration and consideration, AMG has developed its vision for reconciliation, which includes this excerpt:

“AMG’s vision for reconciliation is to build authentic, respectful and meaningful relationships with the First Nations communities to create a sense of belonging for all Australians. We aim to listen, connect and learn from Traditional Owners on how we can see, respect and heal Country.”

This vision is also reflected in an artwork commissioned by AMG from local artist Toni Maree Barsby, a proud Yuin nation woman from the Wodi tribe, currently based in Revesby. The artwork, pictured above, represents different clans/communities coming together and learning from Elders (represented by horseshoe symbols), connecting with father and mother figures from Indigenous families (circles/donuts symbols). The artwork reflects our vision themes of learning from Traditional Owners and building relationships with First Nations communities.

Community Partnerships

AMG announced a major new partnership with Little Wings, which is based at Bankstown Airport, to help care for seriously ill children in regional and remote areas.

Our sponsorship of a Little Wings twin-engine aircraft will enable the non-profit group to carry out an additional 65 missions a year for sick children and their families, travelling from regional NSW, Queensland and the ACT, to specialised medical services and treatment in metropolitan areas.

AMG’s multiyear partnership with Little Wings will fund the aircraft’s operating, fuel and maintenance costs, keeping it in the sky to support hundreds of families in need.

AMG also provides movement and parking exemptions for the charitable medical service Angel Flight Australia, which works with a team of generous volunteers to coordinate free, non-emergency flights and transfers to enable people living remotely across Australia to access specialist medical treatments.



Next Steps

Customer and Community Engagement

AMG will conduct customer sentiment research in FY25, including surveys and focus groups, as part of our commitment to authentic engagement and consultation. Such work will deliver insights to guide future engagement and consultation priorities and initiatives to support customers across Aeria Precinct and Camden Airport.

First Nations Engagement

FY25 will see AMG’s inaugural ‘Reflect’ RAP published and its actions implemented across the organisation. These actions will include tangible KPIs that will progress our reconciliation journey. AMG will maintain meaningful relationships with First Nations community members that attended our RAP vision workshop, as part of our wider First Nations engagement activities.

Community Partnerships

AMG will continue to support community organisations and events across our precincts, in line with our commitment to those in need.



04 Health and Wellbeing

Build an engaged and diverse workplace

Our Targets

4.1 Health and safety

Achieve year-on-year improvement in hazard reporting. Achieve zero fatalities

4.2 Safety training and Inspections

Increase in Hazard Reporting
Deliver safety training to employees
Safety Inspections on critical infrastructure
Safety Inspections implemented on major projects

4.3 Mental health and wellbeing

Deliver mental health and wellbeing training to employees annually

4.4 Talent Retention and Attraction

Employer of choice through improving baseline targets on employee support, training and remuneration programs

4.5 Equal opportunities

Deliver equal opportunity and anti-discrimination training to employees biennially

4.6 Workplace harassment and bullying

Achieve and maintain zero incidents of discrimination and harassment

4.7 Diversity and Inclusion

Deliver greater diversity and inclusion awareness and events annually

Our Actions

Health and safety

Maintaining the highest standards of health and safety for employees, contractors, customers and suppliers, as well as the wider community that interacts with our precincts, is a fundamental responsibility of our organisation. We have implemented effective work health and safety management systems, to identify and mitigate work-related hazards to achieve this.

Our work is never so urgent nor important that we can't take the time to do it safely. Ernst & Young (EY) and Forgeworks audited our Safety Management Standard (SMS) that covers aviation safety, work health and safety, wellbeing, emergency and safety training. It applies to all workers at AMG including employees, contractors, and in-house consultants. Audit results showed several similarities between Aviation team's existing framework to AMG's. A resulting action was to complete a gap analysis and create one integrated management system across the business that includes CASA and AMG requirements. We anticipate to have this completed by the end of FY25.

AMG's Safety Strategy captures the recognition that a strong safety culture plays a vital role in



improving safety performance. To make sure we all work safely at our precincts and everyone goes home safe and well, we encourage everyone at AMG to report all hazards, near misses and incidents. AMG is on a continuous journey to strive towards a resilient safety culture.

AMG held a Safety Workshop to reinforce to staff the high importance that we place on safety. Having sadly lost her son to an industrial accident, guest speaker Patrizia Cassaniti shared her story with our staff and contracting partners to highlight the dangers of safety complacency at work and to evaluate daily work practices so we can safely go home to our families every day.

EY was engaged to assess the AMG Safety Management System against the International Standard, ISO 45001:2018 – Occupational Health and Safety Management Systems. EY conducted this assessment against the 2021 assessment, reporting 81% conformance (FY24) vs 18% (FY21). This significant improvement is

due to the recruitment of a Safety Compliance and Risk Manager, which was a recommendation resulting from the assessment. Of the six partial non-conformances noted in FY24, four policy items were closed out with two findings relating to inherent risks that cannot be eliminated:

- PCBU risk pertaining to Site Leases
- Risk of underground Utility strikes

To address these risks, respectively, AMG:

- obtained external legal advice to confirm our boundary of risk relating to site leases. Legal review showed that no unusual or onerous clauses were found that would prevent AMG from exercising a right to inspect any premises for compliance with state laws.
- engaged an external safety consultant to conduct a deep dive risk review of ground disturbance and excavation risk. AMG has commenced implementing the recommendations of that review.

A longitude musculoskeletal assessment has been completed for all staff who carry out manual tasks. AMG has commenced a risk review process to match the level of risk levels to identified musculoskeletal injuries. This supports a culture of transparency and improves our understanding of potential risks on site, allowing us to take preventative action and avoid safety incidents.

Improvements were also made to the Authority to Commence Work (ATCW) process to drive improved contractor safety outcomes. These improvements have been integrated into our hazard and incident reporting system Beakon.

Metric	Response
Total number of injuries	3
Staff/visitors injuries (first aid and medical treatment injuries)	3
Contractor injuries (first aid and medical treatment injuries)	0
Total number of safety fines and prosecutions	Nil
Total number of safety fines and prosecutions include all fines and prosecutions issued to AMG within the reporting period	Nil

Total number of injuries includes any kind of injuries that occur on sites under AMG operational control, including injuries to AMG personnel, visitors and contractors. An injury is classified as an incident resulting in hurt, damage or loss to an individual and may require first aid or treatment, e.g. medication.

As aircraft are not under AMG’s operational control, aircraft incidents are not recorded in our statistics. AMG acknowledges the fatal aircraft incident in January 2024, involving a young pilot who departed Camden Airport and crashed in a field nearby. An investigation by the Australian Transport Safety Bureau (ATSB) concluded that based on the available evidence no mechanical, operational or medical factors contributed to the accident.

Reporting hazards is a key lead safety indicator, as it can help forecast and avoid potential future incidents. Therefore, the close out of hazards is critical to reducing future incidents.

Metric	Response
Total number of hazards raised	35
Total number of hazards closed out	33
Percentage of hazards closed out in FY24	94%

Safety training and Inspections

Training is important in critical environments, such as aviation, to maintain competency and currency. All AMG’s fulltime aviation staff are up to date in the various training modules required for aviation sensitive roles:

- Drug and Alcohol Management Plan
- Wildlife Hazard Management
- Cardiopulmonary resuscitation (CPR) refresher
- First Aid Refresher
- Fire Extinguisher
- Aerodrome Reporting Officer
- Work Safety Officer



Metric	Response
Percentage of employees that have completed safety training for each employee group (Aviation or all employees)	100% of aviation staff completed training
	100% of staff overall completed safety training
Average number of safety training hours per employee	Aviation team qualifications are for three-year periods. In FY24, 16 hours of training were completed by the aviation team as a whole
	Over 300 hours of training completed (excluding aviation training) with each staff member completing a minimum of 3 hours per person

Total number of injuries includes any kind of injuries that occur on site, including injuries to AMG personnel, visitors and contractors. An injury is classified as an incident resulting in hurt, damage or loss to an individual, and may require first aid or treatment, e.g. medication

Project Safety Strategy

AMG has implemented a Project Safety Strategy for works above the \$250,000 threshold where a principal contractor is involved, which sets out the plan for the management and development of safety and risk within each business project.

The strategy outlines AMG’s commitment to providing a healthy and safe workplace and environment for all staff, customers and contractors, along with a commitment to WHS legislative compliance and risk management. All objectives of the strategy were achieved in FY24, including the following focus areas:

- Contractor management
- Authority to commence work permit process
- Work Health & Safety training
- Incident management and reporting investigation
- Business continuity planning
- Enterprise risk register, and
- Security of Critical Infrastructure Act (2018) compliance

A component of the Project Safety Strategy are independent systems audits of principal contractor’s safety systems and processes and audits of their workers’ compliance with the system.

The results of these assurance measures are reported to the AMG Board.

Metric	Response
Number of safety site walks conducted by Project Managers	31
Number of external safety audits conducted by Aus Safe	18

Mental health and wellbeing

The mental health and wellbeing of our employees is a major area of focus and is supported through meaningful initiatives to ensure our work environment remains flexible and accommodating for all.

AMG is a strong supporter of mental health awareness. This includes our support for initiative such as RUOK day, where we invite a speaker and host morning tea for AMG colleagues to learn, reflect and connect.

Metric	Response
Percentage of employees that have completed mental health and wellbeing courses, initiatives or programs	100% of staff were offered the opportunity to attend courses, initiatives or programs
Average number of mental health and wellbeing training hours per employee	Over 65 hours of training in total were completed by staff, with an average of 1.5 hours per person

Four staff members are accredited with Mental Health First Aid training to support our staff as required.

Three staff attended a seminar on an “Integrated psychosocial risk management forum”. AMG continues to engage Converge International as our Employee Assistance Program provider and to offer specialised counselling services to our first responders to emergency incidents. Additionally, Converge International provides monthly health and wellbeing seminars that are available to all AMG staff.

Talent Retention and Attraction

AMG’s hiring decisions are underpinned by our commitment to equality and diversity. All candidates for employment are treated fairly, consistently and without prejudice.

AMG is proud to have created an environment that provides opportunities for a rewarding career. Key to our business strategy is creating a culture and working environment where our people are valued and respected and feel fulfilled in their roles. Our approach is underpinned by values-driven leadership, team focus, accountability, flexibility and choice.

Continued strong employee engagement is evident through our annual employee engagement survey. The survey results provide us with deeper insights into employees’ sentiment towards their job, the company and management and an accurate picture of what is important to them, what is working well and what needs improving. These insights are reported to the Board and communicated to staff via our Executive Leadership Team.

In response to the 2023 survey results, AMG implemented programs and initiatives to support our colleagues across the areas of Customer Focus, Team Work, Efficiency and Learning & Development. Survey results in 2024 indicate that colleagues believe AMG is now performing well in these areas.



Metric	Response
Staff engagement survey response rate	97% of staff completed the engagement survey



2024 Engagement Survey Results (% favourable score)

	Total Favourable Score	Overall Mar 2024 (31)	Australia Norm (80,737)
Communication	86	5	14
Customer Focus	93	11	16*
Diversity and Inclusion	93	7	11
Efficiency	88	8	15*
Empowerment	95	3	15*
Environmental	95	n/a	n/a
Ethics	97	9	n/a
Goals and Objectives	97	6	8
Innovation	87	9	23*
Leadership	93	5	21*
Learning and Development	87	17	19*
Pay	61	4	9
Performance Management	90	8	10
Purpose	89	4	8
Safety and Workplace Conditions	96	6	15*
Sustainable Engagement	91	7	10
Teamwork	93	7	9
Values	96	4	9
Well-being	96	4	13*
Workload and Flexibility	89	1	17*

AMG supports team building initiatives, cultural awareness and team inclusion through an internal group known as the Culture Club, which is made up of representatives from across the company. Club members organise events based upon key cultural or significant calendar events, to increase staff connection and awareness of our community. Such initiatives and events include:

- World Food Day
- International Women’s Day
- Easter morning tea
- Earth Day
- National Reconciliation Week
- World Environment Day

Benefits

AMG has a Health & Wellbeing Strategy, designed to promote, support and assist the

physical and mental health for our colleagues. The strategy includes these programs and initiatives:

- Flexible working arrangements
- Aeria Days (additional leave to balance external commitments)
- Employee Assistance Program (EAP)
- Annual flu shots and skin checks
- Mental health and wellbeing sessions offered through our EAP
- Regular social and cultural activities for our team to connect, grow and play
- Salary sacrifice options – superannuation, novated lease
- Tuition support for further education
- Support for professional registrations, memberships and subscriptions
- Wellbeing allowance

Equal opportunities

AMG recognises the value that diversity brings to our business, our customers and our community. We believe in creating a workplace that is safe and inclusive, so every team member feels like they belong and can achieve their potential.

AMG has an Equal Employment Opportunity, Anti-Discrimination, Harassment and Hostile Workplace Environments Policy that is provided to all employees on joining the company. Refresher training for this policy will be provided to all colleagues biannually.

Metric	Response
Percentage of employees trained in equal employment opportunity, anti-discrimination, harassment and hostile workplace environments	100% of staff completed a SafeTrac module
Average number of equal opportunity and anti-discrimination training hours completed	45 minutes per employee

Workplace harassment and bullying

responsibility and empowerment, in a safe environment free of harassment. We continue to live our CARE values of Customer Centric, Aware, Responsible & Safe and Engaging to assist in creating such an environment.

Our organisation is committed to improving the psychological safety and wellbeing of our employees through collegiality, feedback and everyday respect. This will remain a focus for coming years.

Metric	Response
Total number of discrimination and harassment incidents	Zero

Respect@Work

AMG is committed to utilising the Respect@Work framework to proactively prevent sexual harassment in our workplace. We will continue to provide formal and informal training to colleagues and managers in this area. Additionally, we will identify areas of risk, put programs in place to prevent workplace sexual harassment and provide options for colleagues to safely report their concerns.

Metric	Response
Employees trained in the Respect@Work framework	100% of employees

AMG managers were required to complete two additional modules in this area: Preventing Sexual harassment for Leaders; and Positive Duty Guidelines for Leaders.

Diversity and Inclusion

Equity at AMG is about supporting team members to access and benefit from equal rewards, resources and opportunities, regardless of gender. As FY24 concluded, women constituted 20% of our senior leadership, 25% of Board members and 25.6% across the organisation.

AMG held a staff event for International Women’s Day, where we invited guest speaker Amna Karra-Hassan to speak about how she has used her influence and experiences to change the conversation on intersectionality, leadership and social justice in the community.



Next Steps

Health and safety

FY25 will see AMG combining the aviation SMS with the AMG corporate SMS, to achieve greater consistency and consolidation.

After examining the options to develop Lead Indicators, the following measures will be included commencing FY25:

- Safety training attendance
- Safety drills conducted
- Safety audits
- Safety communication (actions taken, timely close out of incident investigations)
- Hazard identification and risk assessments completed
- Actions completed
- Safety perception surveys
- Incident investigation closure rate

The above metrics will give us an accurate picture of what actions are being taken in the business, enable us to create and sustain a positive safety culture and provide meaningful information to staff.

Safety training and Inspections

AMG is aligning our Safety Strategy with Aware Super’s Direct Asset Portfolio Safety objective, to to shift safety cultures towards resilient safety practices. within three years across all direct assets. This includes developing and delivering a Safety Leadership Program that will be delivered to all AMG staff in early FY25.

Mental health and wellbeing

Following the introduction of the Code of Practice Managing Psychosocial Hazards at Work, AMG has an increased focus on mental health and wellbeing in the workplace. During FY25, AMG will further increase our focus in this area, including:

- Rapid Review of Policies, Procedures & Processes to Include Psychosocial Risk Management
- Design and Development of Psychosocial Risk Management Process, including Escalation Pathways
- Introduction to Workplace Mental Health Capability Uplift Sessions

Talent Retention and Attraction

Talent retention and attraction is a vital aspect of our business. We will continue to explore opportunities to ensure AMG is a great place to work.



05 Safety and Environmental Management

Ensure safe and environmentally compliant precincts

Our Targets

5.1 Aviation safety performance

Continue to support Australian Airports Association annual Airport Safety Week via AMG initiatives

5.2 Incident and crisis management

Deliver incident management training to employees biennially

5.3 Noise pollution

Actively promote the Fly Neighbourly Procedure to foster positive relationships between the community, aviation operators and AMG

Collaborate with stakeholders to reduce ground aircraft noise complaints and non-aviation ground complaints where possible

5.4 Fines and prosecutions

Achieve and maintain zero environmental fines and prosecutions

5.5 Environmental incidents

Achieve and maintain zero significant environmental incidents

Our Actions

Aviation safety performance

We are committed to maintaining compliant and safe airport operations. Every day, our team is on the airfield encouraging safe behaviours, through the promotion that safety is the priority for all airport users. Implementation, management and monitoring of airside safety procedures, processes and best practices are conducted by the AMG Aviation team to maintain regulatory compliance and establish a safe airside operating environment.

We have strong policies and practices in place to keep people safe and well. We also continually review and test our safety policies and practices to ensure they are effective and efficient.

Aviation safety risks are identified and mitigated through effective risk management strategies, including:

- Hazard and incident reporting
- Regular communications on safety initiatives and measures
- Safety notices

- Meetings of the Safety Management System (SMS) committee and Local Runway Safety Team (LRST), to share information, updates and feedback about aviation safety and hazards. Members of the SMS committee, which meets three times a year, include Bankstown Airport operators, CASA and Airservices Australia. Meeting agendas will continue to be refined to align with the National Runway Safety Committee Terms of Reference.
- Membership of Departmental working groups relating to aviation safety
- Sector Safety Risk Profile (SSRP) participation
- Regular consultation and engagement with the Civil Aviation Safety Authority (CASA) consultation
- Implementation of a Business Continuity Plan to ensure we are prepared to respond to and mitigate any disruptions to critical business activities, including safety and hazard incidents
- Requirement in the AMG Tenant Handbook for customers to comply with Work, Health and Safety legislation
- Requirement in the AMG emergency management framework for customers to prepare and implement emergency procedures, relating to their tenancy and airport operations
- Regular emergency training exercises across Bankstown Airport and Camden Airport to test and review safety protocols, risks and responses, in collaboration with emergency services
- Membership of the Local Emergency Management Committee
- Delivery of text messaging service to advise customers of significant operational disruptions and/or safety issues or hazards.

Further details about some of these initiatives and strategies is provided below.

Metric	Response
Conduct daily airside inspections (requirements outlined in the WHMP)	Aeria Precinct and Camden Airport are compliant with the WHMP
Conduct airside safety inspections in accordance with the Aerodrome Operations Manuals	Aeria Precinct and Camden Airport are compliant with the Aerodrome Operations Manuals



During FY24, our Airport Aerodrome Reporting Officers (ARO) recorded more than 8700 hours of monitoring and targeted enforcement of aviation safety, across the airfields of Bankstown Airport and Camden Airport. We continued to work with stakeholders to reinforce and reiterate the importance of PPE use, Foreign Object Debris (FOD) management, Airside Driving Authority issue and vehicle Authority to Use Airside licence display, incident and hazard reporting and general airside safety awareness – to build understanding of the links between this work and ensuring aviation safety.

Birds and other wildlife are among the highest risks to aerodrome safety and aircraft and a key indicator for aviation safety performance. AMG has a Wildlife Hazard Management Plan (WHMP) in place to identify risk of bird strikes and as a recording tool to identify trends in bird sightings and bird strikes. Compliance with the WHMP is achieved through daily inspections of airfields by AMG's Aviation team with animal dispersal techniques deployed as required.

The WHMP is monitored for trends on a minimum quarterly basis and updated annually. The WHMP is also reviewed by an aviation ecologist tri-annually, who updates the plan, assesses wildlife risk and reviews management strategies specific to at-risk species. The WHMP was last reviewed in 2023, with recommendations for relevant staff to continue refresher training to remain aware.

AMG is a strong supporter of Airport Safety Week. This annual safety campaign is an industry wide initiative by the Australian Airports Association and New Zealand Airports Association, designed to promote safety awareness throughout aerodromes and their communities.

The 2023 Airport Safety Week focused on the interconnection between safety and sustainability in the aviation industry. AMG's Head of Sustainability presented to staff on how the company is working towards the goal of net zero emissions by 2050. Featured webinars offered across the week highlighted topics including electric vehicle safety in the airport context. AMG also conducted Foreign Object Debris (FOD) Walks at Bankstown Airport and Camden Airport, where AMG employees were invited on to the respective airfields to see the types of FOD generally encountered by our AROs.

Incident and crisis management

AMG has airside and landside emergency plans to manage and mitigate significant risks. Preparedness and training are essential for the efficient and effective management of any emergency.

The principal function of emergency management plans is to ensure the safe movement and protection of airport occupants. AMG is a member of the Local Emergency Management Committees (LEMC) for Canterbury Bankstown and Camden. Other members include local councils, senior representatives of each emergency services organisation operating in the local government area and representatives of each organisation

that provides services in an emergency functional area. LEMCs are responsible for the preparation and review of plans to protect from, prepare for, respond to and recover from emergencies in the local government area for which it is constituted.

In November 2023, Camden Airport held an aviation emergency exercise, as required under CASA regulations, featuring a scenario involving two aircraft. The exercise was attended by the emergency services and representatives from the Camden LEMC. AMG staff acted as victims during the exercise. Two partial airframes were made available so emergency services could practice using cutting equipment to extricate people from an aircraft. The opportunity for the services to work together was appreciated by all parties involved.

More than 30 Emergency Services personnel attended a separate tabletop emergency exercise for Camden Airport, based on the scenario of a hot air balloon crash on the airfield. AMG staff and emergency services had the opportunity to contribute to the exercise, including by outlining actions that would be taken by respective emergency services in such cases.

Following the Cirrus SR22 accident that occurred in March 2023, AMG's aviation team have completed training on the Cirrus Airframe Parachute System (CAPS). The training focussed on AMG first responders and emergency management personnel learning about potential hazards and appropriate precautions, post incident involving a Cirrus aircraft. The Aviation Emergency Procedure has been updated to ensure the procedure captures specific hazards of CAPS.

Metric	Response
Percentage of employees that have completed incident and crisis management training	100% of aviation operations staff have completed Aerodrome Emergency Plan training 100% of staff completed an emergency drill
Average number of incident and crisis management training hours completed per employee	Eight hours' training was completed by AMG's two representatives on LEMCs – relating to a mock aircraft incident and an industrial incident Two hours of training were provided to members of the AMG Crisis Management Team



Noise pollution and non-aviation ground complaints

We recognise aircraft noise is an important issue for the community. We work with our customers and the community to manage and mitigate its impacts, while also ensuring safety and the delivery of essential services.

Airservices Australia is responsible for airborne aircraft noise queries and complaints. Data from the Airservices Australia website notes that in FY24, 162 complainants recorded 521 noise complaints attributed to aircraft associated with Bankstown Airport and 20 complainants recorded 33 noise complaints attributed to aircraft associated with Camden Airport.

The majority of such complaints were from suburbs close to the respective airports. Complaints related to Bankstown Airport typically relate to circuit training, general

aviation operations and emergency services operations. Complaints related to Camden Airport are centred around circuit training and night operations.

Aircraft noise-related complaints for Bankstown Airport and Camden Airport remain well below their respective three-year averages.

Regardless, we have measures in place to manage and mitigate any noise concerns. This includes the Fly Neighbourly Procedure, which requires airport operators to be considerate of surrounding communities. Recommendations include reducing engine revs as soon as possible and maintaining best rates of climb to minimise noise over residential areas.

AMG responds directly to any complaints and regularly shares information and feedback via our CACGs for Bankstown Airport and Camden Airport.

Metric	Response
Total number of Ground aircraft noise complaints	Four ground-based aircraft noise complaints were reported to Airservices Australia. Details of these incidents were not reported to AMG to investigate
Total number of aviation complaints (AMG responsibility)	There were zero aviation complaints at either airport
Total number of non-aviation complaints	There was one non-aviation complaint at Aeria Precinct regarding dust related to the upgrade of Tower/Link Road

Metric	Response
Total number of environmental fines and prosecutions	Zero
Total value of environmental fines and prosecution (\$)	N/A

Environmental incidents

Our risk-based approach to environmental management is detailed in the Bankstown Airport Environment Strategy (AES) 2019-2024 and Camden Airport Environmental Strategy (AES) 2020-2028.

During FY24, we continued to strengthen and drive improved environmental management through our tenant environmental audit program and tenant visits as well. Our AS/NZ ISO14001 aligned environmental management system (EMS) guides our response to environmental risk and drives us to achieve a high standard of environmental management. In July 2024, our EMS was updated and environmental induction training continues to be rolled out to all new staff on commencement at AMG.

Four minor environmental incidents were reported at the Aeria Precinct. Three were related to sewer overflows (one valve failure and two tenant sewer blockages) and the fourth was a small fuel spill. Each incident was contained locally and there was no ongoing environmental impact.

AMG recorded one significant hazard. Bonded asbestos brought onto site in contaminated mulch on one completed development site.

This issue was part of a broader issue across Sydney with contaminated mulch from a single

supplier. Any risk from this hazard has been mitigated following guidance from NSW EPA and SafeWork NSW.

Our customer audit program continued in 2024, focussing on medium and high-risk customers as outlined in our Airport Environmental Strategies. Key findings from this year’s program found that most customers managed environmental risk on their site well. Customers were aware of the types of environmental risks they have on site and have mitigation measures in place to manage them.

Opportunities for improvement for some customers included reminders to:

- provide incident management response refresher training to staff as required
- maintain clear accessways to fire-fighting equipment
- stock and replenish spill kits as required.

We continued to facilitate improved customer responses and working relationships. via regular communication between customers and the AMG Sustainability Team.

These measures, along with our mechanisms to report incidents and our “no blame” culture encourage the reporting of hazards, incidents and near misses.

Metric	Response
Total number of significant environmental incidents	Zero
Total number of large spills (>50L)	Zero



Other compliance activities

Per-and polyfluoroalkyl substances (PFAS)

In 2021, AMG commissioned a Human Health and Environmental Risk Assessment to provide an independent risk assessment of PFAS at Bankstown Airport and Camden Airport. The assessments reported both airports as low risk environments due to no sensitive receptors, low levels of PFAS, and known source locations.

AMG continued to work collaboratively with Department of Infrastructure, Transport, Regional Development, Communications and the Arts regarding PFAS during FY24.

As part of DITRDCA’s national PFAS Management Program across all federally leased airports, a Preliminary Site Investigation was completed at Bankstown Airport. A Detailed Site Investigation commenced during FY25 and will continue through FY26.

As a participant in the DITRDCA PFAS Investigation Program, a Preliminary Site Investigation has commenced at Camden Airport and is due for completion during FY25.

Next Steps

Aviation safety performance

AMG will continue to monitor and report on our aviation compliance, continue to support Airport Safety Week and invest in safety at our airport precincts.

Incident and crisis management

Revised Landside Emergency Plans are being drafted. On completion, all staff will have training on the requirements of the plans. We will continue with emergency exercises as part of CASA regulations.

Noise pollution and non-aviation ground complaints

AMG will continue to monitor and engage with airport users and the community to reduce noise impacts from aircraft operations.

06 Governance

An ethical, sustainable and secure business

Our Targets

6.1 Cyber Security and Privacy

Maintain secure IT systems that protect against data and information breaches

6.2 Technological Innovation and Disruption

Stay up to date of disruptive technologies and be ready to implement support for their growth

6.3 Governance and Ethics

Maintain the highest standards of ethics, integrity and behaviour

6.4 Sustainable Procurement

Procure sustainably and ethically delivered services, products and materials

Our Actions

Cyber Security and Privacy

Throughout FY24, we continued to witness the detrimental impacts that cyber incidents can have on major organisations. Cyber security remains a significant focus for AMG as an enterprise business risk. We encourage all staff to exercise care and due diligence in this regard.

Protecting information is a whole-of-business responsibility. To enhance our protection measures, AMG continues to build on our Employee Awareness Training and Reporting. AMG has adopted a 'When, Not If' mindset to help the business prepare for an incident.

Our Microsoft Secure Score has increased to 91.10%. The Microsoft Secure Score is a metric related to data security and privacy within our Microsoft platform. Businesses scoring above 80% are distinguishing themselves from their competition in terms of their protection stance.

An Incident Response Plan and Incident Response Playbook was implemented and we conducted a tabletop simulation exercise at Bankstown Airport to test and improve our Cyber Resilience. During FY24, there were no known data breaches.

Technological Innovation and Disruption

AMG is aware that the transition of aviation to renewables will create a market for disruptive technologies. AMG is cognisant of industry initiatives such as electrification and Sustainable Aviation Fuels (projected introduction within 10 Years), and hydrogen fuelled aircraft (projected introduction within 15 years).

These technologies – along with Electronic Vertical Take-off and Landing (eVTOL) aircraft and drones – will help drive the transition of aviation away from non-renewable energy sources. Our precincts are strongly placed to drive the transition to net zero aircraft and sustainable aviation operations and services.

Bankstown Airport customer AMSL Aero is developing the world's first hydrogen-powered VTOL aircraft, to support essential services such as aeromedical transfers and bushfire fighting. AMSL Aero's Vertii aircraft will help alleviate rural and regional healthcare inequality and save lives by offering new, net zero models of rapid care and transport. AMG has worked with AMSL Aero to install hydrogen at Bankstown Airport to facilitate bench testing of new fuel cells.

Governance and Ethics

Our company policies and associated compliance training, provide guidance to support ethical business decisions and behaviours. The policies consider the way we do business as well as how we look after our people; including: Code of Conduct, equal employment opportunity, anti-discrimination and harassment, workplace anti-bullying, whistleblowing, anti-bribery and corruption, procurement and work health and safety.

Our culture is underpinned by embracing ethical practices and complying with relevant regulations. We aim to be fully accountable and transparent in respect of any business transgression. AMG has developed a whistleblower policy reporting mechanism to support this outcome. We are committed to protecting and respecting the rights of anyone who makes a report based on reasonable grounds, including ensuring they are treated fairly and do not experience any disadvantage.

In FY24 we did not receive any whistleblower reports, which can be made via the AMG website or whistleblowing@aeria.co.



Sustainable Procurement

AMG adheres to recognised industry standards and guidelines, such as ISO 20400:2017 Sustainable Procurement – Guidance. Our procurement practices align with applicable laws and regulations, environmental standards and ethical codes of conduct.

We consider the entire life cycle of products and services in our procurement decisions. This includes assessing environmental, social and economic aspects from sourcing to disposal, with a focus on minimising negative impacts and maximising positive contributions.

Through actively engaging with suppliers, we foster sustainable practices throughout our supply chain. We encourage open communication, knowledge sharing and collaboration to drive continuous improvement in sustainability performance.

AMG aims to minimise the environmental footprint of our procurement activities. This involves selecting and procuring products and services that have a reduced impact on the environment throughout their lifecycle, from sourcing to disposal. We prioritise resource efficiency, waste reduction and the use of renewable or recycled materials.

Our goal is to foster fair and ethical practices, promote diversity and inclusion and create opportunities for disadvantaged groups. We strive to support suppliers that uphold labour rights, provide safe working conditions and demonstrate responsible business practices.

AMG understands the significance of economic sustainability in procurement. We seek suppliers

who offer competitive pricing while adhering to our sustainable procurement principles. We strive to build long-term relationships with suppliers that share our commitment to sustainability, innovation and continuous improvement.

AMG is committed to upholding universal principles on human rights, labour, environment and anti-corruption and we have a requirement for all our business partners to do likewise

Next Steps

Cyber Security and Privacy

For FY25, our key initiatives focus on continuous improvement in our processes by aligning with the NIST Cybersecurity Framework 2.0. This also includes improving our Governance, implementing advanced security measures and enhancing current threat detection capabilities.

Additional Data Loss Prevention (DLP) policies are being implemented to further protect our data and ensure it is secure.

Enhancing our Data Classification will be an important focus for AMG to ensure privacy of confidential information is protected to reduce the risk of a data breach.

Governance and Ethics

AMG will continue to roll out training modules to new staff and refresher training to existing staff.



Appendix - Stakeholder Engagement

AMG adopts an open and collaborative approach to engaging our stakeholders so that we understand their needs and aspirations. This enables us to manage our portfolio appropriately and responsibly. We focus on the issues most important to our customers, community and stakeholders. The extent and nature of our engagement is guided by the stakeholder’s involvement in our business, strategy and sustainability performance – and our impacts and opportunities.

Who we Engage

Environment	Tenants	Community	Investor
How We Engage			
Regular employee gatherings and communication Annual employee engagement survey Face-to-face briefings and workshops Programs to address issues material to employees A mechanism for employees to report any concerns or issues Training on governance, conduct, diversity and inclusion, safety, and ESG The ‘chat that matters’	Undertaking deep dive customer sessions and portfolio reviews Conducting annual tenant customer satisfaction survey Seeking feedback throughout the customer lifecycle Partnering with customers to achieve their ESG goals and solve key issues Placemaking workshops Direct day-to-day contact, including via our facilities management team	Employee volunteering Support to community organisations Partnering with social enterprises focused on aviation Sponsorship opportunities and partnerships Employee fundraising events Workplace giving Community investment Leverage our facilities for community events	Investor briefings and financial results Board Meetings Boards reporting to Aware Super Alignment of policies Annual Strategy and Business Plan endorsement
What We Focus On			
Co-creating a culture that drives engagement and innovation Building capabilities for the future Leveraging our operating model to unlock potential Fostering connection and collaboration Attracting and developing talent that represents our diverse customer base and communities	Understanding customer business strategies and how we can support them Satisfaction levels Enhancing tenant customer experience Regular communication and briefings, including information reference points	Maximising the social impact of our community initiatives Engaging the community within our precincts	Receiving Aware Super input on our material topics Engaging Aware Super for input on our business and sustainability strategies Clarity of objectives – financial and non-financial Performance measurement and review



Suppliers	Government	Industry	First Nations
Meetings, reporting and project updates Requiring suppliers to abide by our Contractor Handbook Clarity of operational procedure and compliance requirements	Regular meetings to discuss community needs BACACG and CACACG MoU with City of Canterbury Bankstown Active engagement with: <ul style="list-style-type: none">City of Canterbury BankstownCamden CouncilCanterbury Bankstown Floodplain Management CommitteeCanterbury Bankstown Local Emergency Management CommitteeCamden Local Emergency Management CommitteeDepartment of Infrastructure, Transport, Regional Development, Communications, and the Arts	Regular meetings to discuss industry needs BACACG and CACACG Active engagement with: <ul style="list-style-type: none">Australian Airports Association (AAA)AAA Sustainability Working GroupForum for Western Sydney AirportSustainability Leaders NetworkWestern Sydney Leadership DialogueCamden Residents’ Action GroupRegional Aviation Association of AustraliaCanterbury Bankstown Chamber of CommerceBusiness Western Sydney	Acknowledging Traditional Custodians and First Nations people Connecting with stakeholders on First Nations inclusion Activities to increase awareness of our people and the community
ESG standards Supplier compliance Supplier pre-qualification via Cm3 Contractor safety monitoring and performance	Ensuring compliance with governmental requirements Collaboration on Department initiatives	Facilitating solutions to issues facing the aviation industry and our communities Providing input on our materiality factors Advocating for the airports, general aviation and customers	Raising cultural awareness by increasing use of cultural protocols Celebrating First Nations cultures (eg, NAIDOC Week) Building partnerships with First Nations communities and organisations



AERIA



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Airport



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