

Diversity means inclusion – recognising the differences in background, upbringing, culture and experience that make each of us unique and distinctive.

Sydney Airport is committed to selecting, recruiting, developing and supporting people solely on the basis of their professional capability and qualifications, irrespective of gender, ethnicity, nationality, class, colour, age, sexual identity, disability, religion, marital status or political opinion.

We believe that a diverse workforce provides the best source of talent, creativity and experience. People with different backgrounds and life experiences can identify opportunities and address problems from different perspectives.

By encouraging diversity, we enhance our potential to generate new ideas and so improve our ability to adapt to change. This means we are better able to understand the differing needs of passengers, airlines and airport businesses by delivering outstanding service to them, and in turn provide superior returns to our investors.

A diverse workplace is more interesting and attractive to existing and potential employees, improving employee motivation, retention and productivity.

Sydney Airport aims to be an employer of choice that attracts the best employee talent available. We select, retain and develop the best people for the job on the basis of merit and job related competencies – without discrimination.

On an annual basis, the board will review and report on:

- The relative proportion of women and men in the workforce at all levels
- Statistics and trends in the age and professional backgrounds of Sydney Airport's executive team
- Measurable objectives for achieving gender diversity
- The progress towards achieving those objectives

Sydney Airport employees will be encouraged to demonstrate, through their actions and words, that valuing and managing diversity is a key element in Sydney Airport's culture. In particular, Sydney Airport will:

- Value and foster awareness of diversity in an open and inclusive working environment
- Have zero tolerance for any form of discrimination or harassment
- Be responsive to the varying expectations of employees, including work-life balance
- Base all recruitment decisions purely on the grounds of merit after encouraging applications from all suitably qualified individuals
- Base all promotions on performance, potential and active demonstration of Sydney Airport's values
- Provide employees with an environment that enables them to achieve success

Every employee of Sydney Airport should value their colleagues as individuals and be aware of the effect their actions and words can have on others

This policy is supplemented by the Equal Employment Opportunity Policy and the EEO Grievance Handling Procedure.