



# Sustainability Policy

## Brief description

This Policy outlines GPC's commitment to sustainability and ESG to deliver a future focussed sustainable organisation for the benefit of key stakeholders.

### Document information

Current version	#1473669v15
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Review frequency	Every 2 years or as required
Review before	24/11/25
Audience	All GPC Officers and Employees

### Document accountability

Role	Position
Owner	Board
Custodian	Chief Executive Officer

Endorsed by Board on 15/12/23

If you require any further information, please contact the Custodian.

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The current version of this Policy is available on GPC's Intranet.

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# 1 Terms and definitions

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The following key terms and definitions apply to this Policy:

**“Environment, Social and Governance (ESG)”** means an embedded framework into GPC’s organisational strategy that considers the needs and ways in which to generate value for all stakeholders.

**“Port Sustainability Strategy Development”** means Ports Australia’s Leading Practice: Port Sustainability Development Guide dated 2020.

**“Reef 2050 Plan”** means the Reef 2050 Long-Term Sustainability Plan created in 2015 by the Australian and Queensland Governments as a long-term plan for sustainable development to protect the outstanding universal value of the Great Barrier Reef.

**“Sustainability”**<sup>1</sup> means proactively leading a balanced approach to the daily activities and future planning, development and growth of the organisation, the port and terminal operations through a commitment to efficiency, adaptation, resilience and integration with economic, environmental, social and equitable considerations.

**“United Nations Sustainable Development Goals (UN SDGs)”** means the United Nations Sustainable Development Goals, adopted in September 2015 as the 2030 Agenda for Sustainable Development, focused on Sustainability at an international level. There are 17 goals with 169 associated targets to address international issues by 2030.

**“World Port Sustainability Program (WPSP)”** means global seaport program, created in 2017, to enhance and coordinate future sustainability efforts of ports worldwide guided by the UN SDGs and foster international cooperation with partners in the supply chain.

Terms that are capitalised and not otherwise defined in this Policy are defined in the GPC Corporate Glossary Instruction (as listed in Appendix 1 – Related documents).

## 2 Introduction

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### 2.1 Purpose

The purpose of this Policy is to ensure GPC’s activities are managed and operated in a manner that achieves ESG / Sustainability consistent with the Queensland Government’s policy requirements and reporting frameworks aligned with the UN SDGs, WPSP, Port Sustainability Strategy Development and Reef 2050 Plan.

### 2.2 Scope

This Policy applies to all GPC Representatives.

### 2.3 Objectives

This Policy is designed to:

- (a) set out GPC’s commitment to all interested parties;
- (b) provide a framework for setting ESG/Sustainability objectives; and
- (c) ensure compliance with all relevant legislative requirements.

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<sup>1</sup> There is no single global definition of sustainability with various terms used to define and shape sustainable thinking over the years, such as Corporate Social Responsibility, licence to operate, triple bottom line and Environment, Social and Governance.

### 3 Commitments

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To meet our Purpose to “To facilitate and deliver sustainable trade and prosperity” and align with our values.

GPC commits to:

- adopting a whole of business, integrated approach ensuring ESG / Sustainability is embedded in and aligned with its corporate strategy;
- bringing together and providing a balance between the three triple bottom line aspects of environment, social and economic;
- ensuring ESG matters are identified and considered in responsibly managing, developing and facilitating sustainable growth and prosperity of our ports and the region;
- demonstrating strong leadership, influencing port users and be a leading example in the industry;
- developing open and transparent communication in a strategic, coordinated, controlled and genuine manner, while ensuring continuous ongoing engagement with the community;
- educating and encouraging internal and external stakeholders to join the ESG / Sustainability journey;
- developing and fostering positive partnerships with the community, Port Users and research institutions, encouraging regional prosperity;
- shifting towards a positive and progressive organisational culture that delivers high performance;
- transitioning beyond compliance and creating positive change;
- embracing and adopting new technology and automation in a quickly changing world;
- responding to climate change and reducing our GHG emissions;
- monitoring and reviewing performance against this Policy to ensure continuous improvement;
- accounting for potential adverse impacts of development on climate change, and seek to address the impacts through sustainable development;
- promoting reconciliation while raising awareness, knowledge and understanding of the histories and cultures of First Nations peoples and their communities;
- creating a culturally safe and appropriate work environment and community where each individual can contribute, learn and grow;
- taking proactive measures and developing effective systems to ensure that GPC does not contribute to, or conduct business with parties that contribute to, modern slavery in Australia or abroad; and
- expecting a similar standard of ESG / Sustainability from our suppliers and contractors.

## 4 Implementation framework

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To support and demonstrate these policy commitments, GPC has:

- GPC's ESG Standard that articulates how GPC will achieve its Sustainability / ESG commitments;
- GPC's Corporate Strategic Plan Initiatives and Programs outlining specific actions, timeframes and responsibilities for implementing this Policy and ESG Standard with reporting of progress and achievements through the Annual Report; and
- GPC's Annual Sustainability Regulatory Reporting Procedure that outlines specific actions, timeframes and responsibilities for any Sustainability regulatory reporting obligations.

## 5 Monitoring and review

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Conformance to this Policy will be monitored through external and internal audit processes.

Please contact the GPC ESG Specialist if you would like to discuss any request for information, raise a new idea or program, or otherwise have any concerns with conformance to this Policy.

Material items will be briefed and reported to the Board.

## 6 Related documents

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### 6.1 Appendix 1 – Related documents

#### Gladstone Ports Corporation documents

The following documents relate to this Policy:

Type	Document number and title
<b>Tier 1:</b> Policy	#1507461 Code of Conduct Policy
<b>Tier 2:</b> Standard/Strategy	#1492719 ESG Standard
<b>Tier 3:</b> Specification/ Procedure/Plan	Corporate Strategic Plan Initiatives and Programs #1668203 Code of Conduct Procedure #1295353 Annual Sustainability Regulatory Reporting Procedure
<b>Tier 4:</b> Instruction/Form/ Template /Checklist	#1621179 Corporate Glossary Instruction
<b>Other</b>	N/A

### 6.2 Appendix 2 – Revision history

Revision date	Revision description	Author	Endorsed by	Approved by
30/06/20	HSF review. Non-material changes including update to new branding, definitions, GPC commitment statement to include climate	Richard Haward, Sustainability Specialist	Craig Walker, Chief Executive Officer	Kylee Lockwood, (Acting) Manager Planning

Revision date	Revision description	Author	Endorsed by	Approved by
	change, First Nations and modern slavery.			
24/08/21	Minor updates based on Sustainability Standard document review. Includes CSR Reporting and replacement of Sustainability Strategic plan with reference to the Corporate Strategic Plan Initiatives and Programs	Richard Haward, Sustainability Specialist	Anthea Bennett Planning, Environment & Sustainability Manager	Executive Management Team
24/11/2023	Minor updates and incorporation of ESG	Anja Urban, ESG Specialist	Richard Haward EGM Safety & ESG	Craig Haymes, CEO