

Sustainability Policy

Purpose

The purpose of this policy is to set out the sustainability commitments at Hawke's Bay Airport Limited.

Scope

This policy is applicable to all aspects of Hawke's Bay Airport's business, across environmental, social and governance dimensions.

Policy

Hawkes Bay Airport is purpose-led; connecting people, business and regions while balancing positive financial returns with wider social and environmental outcomes.

We do this by providing a safe, secure transport hub with sustainability at the heart of what we do. Sustainability underpins our strategic plan and five pillars – Our Operations, Our People, Our Place, Our Partnerships, and Our Prosperity.

We recognize the United Nations Sustainable Development Goals (SDGs) and HBAL's role in contributing to these. Delivering a safe, accessible, sustainable and resilient air transport network is critical to support economic development and human well-being.

As a business we commit to provide sufficient resources and governance oversight to deliver on the following commitments:

Our Operations

1. Ensure a safe, secure, and intuitive customer journey for all
2. Infrastructure and operations are resilient, built on low-carbon, circular economy principles
3. Enable sustainable customer journeys
4. Support the well-being of our communities

Our People

5. Always put the health, safety, and well-being of our people first
6. Respect equality, celebrate diversity, and embrace inclusion in the workplace
7. Pay our people a living wage, support professional development, and flexible working practices
8. Live our team values: work together, respect diversity, be resilient, look out for each other, care for the environment.

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Our Place

9. Reduce our carbon emissions to reach net zero by 2030 and work with partners to reduce scope 3 emissions
10. Preserve and support the biodiversity, unique ecosystems, and the culturally significant Ahuriri estuary
11. Understand and manage the climate-related risks and opportunities for our business

Partnerships

12. Engage with stakeholders to build long-term relationships and understand their priorities
13. Proactively seek partnership opportunities to positively influence stakeholders
14. Share our sustainability journey with our staff, stakeholders, community, and other airports
15. Practice good governance that aligns with concepts of Manaakitanga and recognises Mana Whenua.

Prosperity

16. Provide long-term value to our shareholders
17. Focus on innovation and new technology to improve performance, productivity, and prosperity
18. Catalyse regional economic growth and nurture commercial success
19. Support sustainable supply chains and local procurement

DOCUMENT CONTROL

| Revision | Date | Description of change |
|----------|------------|--|
| 1 | 4 Dec 2019 | Initial Sustainability Policy signed off |
| 2 | 8 May 2023 | Updated to reflect alignment with HBAL's purpose, strategic pou and the UN SDG's framework |

REVIEW PERIOD

This policy will be reviewed 2 yearly.

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| | | Revision Date: | 08/05/2023 | Version: | 2 |
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| AFRC Review Date: | 18/05/2023 | | | | |
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