Environment Policy

Responsible Area	Health Safety & Environment	Approved By	Board of Directors
Owner	Chief Operating Officer	Approval Date	20 October 2023
Author	General Manager – Health Safety Environment	Review Date	20 October 2025

Queensland Airports Limited (QAL) is a regional airport specialist that operates Gold Coast, Townsville, Mount Isa and Longreach Airports.

QAL is committed to developing and operating its airports and precincts in an environmentally responsible and sustainable manner. This includes developing and implementing strategies to reach net zero greenhouse gas emissions, in order to drive sustainable growth.

To achieve this, QAL adopts the principles of the Australian / New Zealand standard *ISO 14001: 2015 for Environmental management systems,* and will:

1. Strive to protect and minimise impacts to the environment, including the prevention of pollution of water, air and soil and protect biodiversity.

2. Adopt sustainable practices to minimise the generation of waste and greenhouse gas emissions and reduce the consumption of energy and water.

3. Comply with applicable environmental legal compliance obligations and other voluntary requirements to which QAL subscribes.

4. Set, implement and review environmental objectives and targets established in Airport Master Plans and/or within Environmental Management Systems/Procedures for each airport.

5. Continuously improve our environmental performance by setting achievable objectives and targets and then monitoring, measuring and reporting performance against these.

6. Provide adequate resources to facilitate the fulfilment of our obligations.

7. Integrate environmental considerations into our decision-making processes.

8. Implement and communicate this Policy throughout our operations.

9. Conduct appropriate training for those whose activities may impact the environment.

10. Make this Environment Policy Statement publicly available.

11. Maintain and review this policy regularly.

Amelia Evans

Chief Executive Officer
Queensland Airports Limited

1. Roles and Responsibilities

Who	What

Board	• Exercise due diligence by:
	  1. Acquiring and maintaining current knowledge of Environmental matters;
	  2. Understanding the nature of QAL's operations;
	  3. Ensuring that QAL has available, and uses appropriate resources and processes, to minimise environmental risks;
	  4. Ensuring that QAL has appropriate processes for receiving and considering information regarding incidents, hazards and risks and is able to respond in a timely way;
	  5. Ensuring that QAL has, and implements, processes for complying with its environment obligations; and
	  6. Seeking and gaining verification in relation to items 3 to 5 above.
	• Approve Environment Policy

Risk and Audit Committee	• Accountable for review and endorsing Environment Policy changes to the Board • Make recommendations to the Board regarding environmental risks based on reports from the QAL Group on environmental risk management, legislative changes and compliance requirements.
Chief Executive Officer	• Leads QAL direction regarding this Policy. The CEO communicates the importance of the Policy and the strategic vision for the environment at QAL and serves as a liaison between the business and its officers.
Executive Leadership Team	• Accountable for endorsing changes to the Policy and leading the implementation of the Policy in their respective functions and monitoring this Policy for compliance.
Chief Operating Officer	• Policy owner responsible for the development and implementation of the Policy.
General Manager – Health Safety & Environment	Must: • Develop the Policy and the enabling processes in line with the Master Plan and the Board approved Environment Strategy. • Establish and maintain processes to provide assurance to the Executive Committee, Risk and Audit Committee, and the Board that this Policy is being followed; and • Review the Policy biennially.
Environmental Managers	QAL Environment Managers and their officers are responsible for: • Developing, implementing and maintaining an EMS which includes processes that enable implementation of policy requirements; • Ensuring that environmental risks are identified and managed appropriately; and • Ensuring legal and other requirements are complied with.
Leaders/Supervisors of Departments, Teams and Contractors	Must: • Effectively communicate the Policy to their workers; • Demonstrate compliance with the Policy and are also responsible for leading the implementation in their respective functions, areas, and teams; and • Develop process to enable implementation of policy requirements.
All staff, stakeholders and contractors	• Must be aware of, and implement relevant, EMS processes for activities undertaken • Protect and minimise impacts to the environment including reporting environmental incidents and complaints

2. Version History

All amendments and revisions of controlled documents are now captured online within the Controlled Document Management System.