AUSTRALIA PACIFIC AIRPORTS CORPORATION

APAC Safety Charter

"We are uncompromising in our commitment to safety"

The APAC Safety Charter is an initiative that involves the entire APAC team, from the CEO and Senior Leadership Team to employees, contracted staff and consultants employed by APAC. Everyone involved shares a common commitment to safety across all facets of our airports, viewing staff, stakeholders and members
of the public as customers to APAC safety efforts, programs and initiatives.

The Safety Charter is aligned with APAC's Safety Policy and is founded on the key principle that safety leadership must be actively demonstrated daily by each and every one of us, if we are to effectively work towards our goal of safety excellence.

The Safety Charter provides a set of guiding safety principles and is endorsed by the CEO and Senior Leadership Team. Safety

Charter signatories acknowledge the vital link between a culture of health and safety and our corporate vision to be airports that Melbourne and Launceston can be proud of, and are united in their commitment to achieve the principles of this Safety Charter.

The APAC Safety Charter's 5 Principles:

1

I acknowledge that there is no task or activity so critical that safety should be compromised. Safety will never be compromised for operations or cost.

2

I recognise that all people working, visiting or passing through our airports have the right to a safe airport experience.

3

I am empowered and encouraged to make continual improvements in safety excellence, to question work practices and to report safety concerns of any magnitude.

4

I understand that I have the unqualified approval and support of the Senior Leadership Team to intervene in any activity where safety or wellbeing may be compromised, and that this is expected of me.

5

Safety at APAC is something that can be discussed, investigated and explored without blame or risk of penalty. We practice a 'no blame' approach to safety and recognise trust as the key predictor of our safety culture.

Declaration of Commitment: Name

Signature