



PORT of BRISBANE
Here for the future

23/24

SUSTAINABILITY REPORT



Acknowledgement of Country

Port of Brisbane Pty Ltd acknowledges the Traditional Custodians of the lands, seas and waters across Australia. We honour the wisdom of Aboriginal and Torres Strait Islander Elders past and present and embrace future generations.

GALONPIN

Quandamookajara

'Ngalongpin is on Quandamooka Country, where the Port of Brisbane is situated. This painting visually analyses the mapping of the three clan groups of Quandamooka Country and highlights their Ancestral pathways that flow from the mouth of Maiwar (Brisbane River) where the Port of Brisbane stands. The circular and lineal design bears traces of the journey of Ancestors that are enacted in Quandamooka storylines. The symbolism of the lines is rooted in Ngalongpin and Maiwar and is a statement of Quandamooka survivance that is evident through the visibility of the maguydan (story) that connects to jara (land) and tabiyil (water).'

Shara Delaney



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About this report

PURPOSE

The purpose of this annual Sustainability Report is to provide stakeholders with an update on our Sustainability Program, goals and performance for the financial year 1 July 2023 to 30 June 2024 (also referred to as FY24 or 2023/24). The report includes our Sustainability Program four key pillars and underlying focus areas which encompass the sustainability issues of most importance to PBPL and our stakeholders.

REPORT SCOPE AND BOUNDARY

Unless stated otherwise, this Sustainability Report covers the period from 1 July 2023 to 30 June 2024.

All references to Port of Brisbane Pty Ltd (PBPL) in this report shall include its related Group entities, unless expressly stated otherwise (referred to after this as 'PBPL', 'we', 'our', 'us', 'the Company', 'the business' or 'the organisation').

Our reporting boundary includes PBPL's operations at our worksites — Port Office, Brisbane Multimodal Terminal, Operations Base, the Brisbane International Cruise Terminal and the *TSHD Brisbane* dredge vessel — and encompasses activities within port limits (Northern Moreton Bay to Brisbane River and land holdings) and other commercial and operational services delivered by PBPL.

GRI REPORTING PRINCIPLES FOR DEFINING REPORT CONTENT

Stakeholder inclusiveness

The report's content reflects topics that have been identified through the formal materiality assessment process, undertaken with internal and external stakeholders.

Sustainability context

Our commitment to sustainability has been addressed throughout the report with reference to our Business Strategy, Sustainability Program and for all aspects of our business (i.e. our environmental performance, trade performance, corporate governance, port development and partnerships).

Materiality

In FY22, we completed a materiality assessment, which has formed the basis of reporting from FY23 onwards. The review consolidated 34 material topics into 13 to allow us to better focus our actions to ensure sound sustainability outcomes across the business.

Our Sustainability Program was developed based on the original 34 material topics; reporting is structured around these focus areas. The link between these focus areas and our updated material topics can be found in the table on [pages 16 and 17](#).

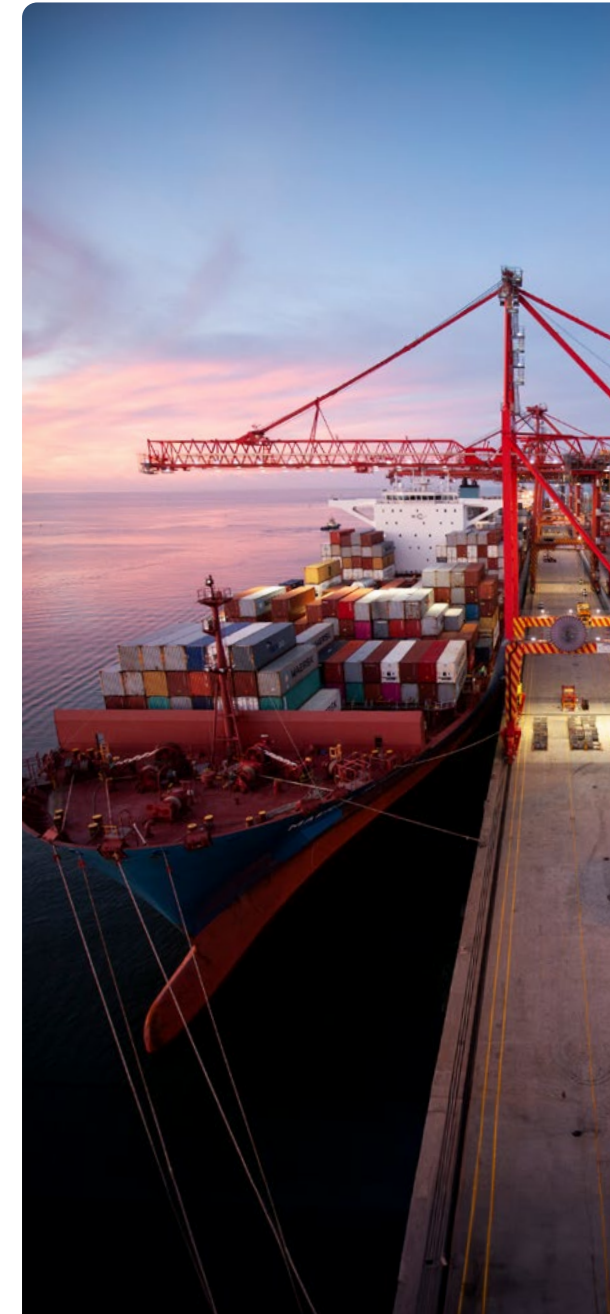
Completeness

Information within this report relates to PBPL's business operations and our Sustainability Program which is built around 20 focus areas under four key pillars: People, Planet, Prosperity and Partnerships. The boundaries for these focus areas have been identified and the information provided shows an accurate representation of PBPL's sustainability performance for FY24.

ASSURANCE

PBPL engaged Ernst & Young to undertake an Independent Assurance Audit of nine selected non-financial metrics.

[View the Independent Assurance Report on page 106](#)






GLOBAL SUSTAINABILITY FRAMEWORKS AND COMMITMENTS

Global Reporting Initiative

This Sustainability Report has been prepared with reference to the [Global Reporting Initiative \(GRI\) Standards](#).


 The GRI Content Index is available on page 100 of this report

United Nations Sustainable Development Goals

Our Report and Sustainability Program aligns with relevant UN Sustainable Development Goals (UNSDG); 14 of the 17 UNSDGs are relevant to our business. These are included at the beginning of the People, Prosperity, Planet and Partnership sections.

Task Force on Climate-related Financial Disclosures

Our Sustainability Report addresses recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) framework. Following the disbanding of the TCFDs in December 2023, we continue to report on our climate risks and opportunities via our *Climate Change Disclosure Report 2024*, which is available on our website.

 Read the Climate Change Resilience focus area on page 66 for more information

Australian Sustainability Reporting Standards

PBPL closely monitors the evolving nature of global sustainability reporting, including the planned introduction of the Australian Sustainability Reporting Standards (ASRS) for the FY26 reporting period, as announced by the Australian Government in April 2024. We will continue to monitor and plan for the introduction of these new sustainability reporting standards as they apply to our business.

Our sustainability reporting

Our Sustainability Report can be read in conjunction with other sustainability-related reports available on our website: *Modern Slavery Statement 2023*; *Climate Change Disclosure Report 2024*.

DOWNLOAD OUR REPORTS



[Modern Slavery Statement 2023](#)



[Climate Change Disclosure Report 2024](#)



Link to be provided once document published

Message from the Chair and CEO

It has been another significant year for the Port of Brisbane Pty Ltd (PBPL) and we are proud to present our 2023/24 Sustainability Report.

Over the last 12 months, we have progressed our Sustainability Program and continued working towards our vision to be Australia's leading premier port and logistics hub: Here for the future.

At the centre of our business strategy, our Sustainability Program continues to guide and influence our decisions and informs our investments and the ongoing development of the Port of Brisbane.

Our efforts were recognised in October, with PBPL receiving a 5-star GRESB rating for the fourth consecutive year as well as valued industry recognition for leading initiatives we have delivered with our customers and partners.

Putting people first

People are at the heart of our business. This year we welcomed 57 new employees as we continue to grow our team, ensuring we have the resources and capabilities needed to support our growth and achieve our vision.

Ensuring the health, safety and wellbeing of our people remains our utmost priority. Through our multi-year SAFEHomePORT project, we are laying the foundations to transform our safety culture from a compliance-based approach to a proactive, behaviourally led culture as we pursue health and safety excellence.

As we grow, we are striving to enable a culture where all people can thrive and fully contribute to our success. In June, we received our 'Advanced Workplace Recognition' status from Mental Health First Aid Australia; a proud achievement for our business and important recognition of our commitment to provide a mentally healthy and psychologically safe environment for all.

But health, safety and wellbeing also applies across the whole port community. To that end we held our annual Safety 1 Forum during the year, designed to promote positive behaviours across the whole community.

Supporting sustainable growth and development

We are investing in port infrastructure and property development to enhance port access and the performance of our assets, while supporting a growing port community. At the core of that is our Channel Enhancement Project, only in its very early stages but designed to facilitate the larger vessels we will see in the future. The project will ensure that we continue to underpin the Queensland economy into the future.

As Southeast Queensland's preeminent location for trade-related businesses, we continue to experience strong demand for land, particularly on Fisherman Islands and within our Port West Industrial Estate. We continue to work with our partners to ensure they are as efficient as possible in their land usage.

It was another successful year for trade with the Port continuing to power the Queensland economy. We experienced record volumes of containers, motor vehicle imports and cotton exports handled through the Port together with a strong 12 months at the Brisbane International Cruise Terminal, which continues to play a key role in Queensland's cruising success story.

Leading environmental innovation

Five years ago, when we formalised our Sustainability Program, we set ambitious sustainability goals to achieve by 2030 including Net Zero Emissions (Scope 1 and 2). This year, we achieved that goal. While proudly acknowledging this achievement, we are not resting — our Energy Transition Plan provides a clear pathway as we continue our decarbonisation efforts.

We have progressed exciting initiatives including the 'Green Button' trial with shipping line customers and industry stakeholders, aimed at reducing our scope 3 emissions. Our first battery energy storage trial is underway with further capacity to be installed within Port West Stage 2 as part of the Electroflux development, our first 6-Star Green Star facility. This year 22.5% of PBPL's electricity use was generated by on-site solar systems.

Strong partnerships

Building strong, mutually beneficial partnerships with our customers, stakeholders and the community is central to ensuring our social licence to develop and grow the Port for Queensland.

In November we proudly commenced our 'Innovate' Reconciliation Action Plan (RAP). Endorsed by Reconciliation Australia and building on our 'Reflect' RAP, it guides our work to build trusted partnerships and deliver tangible, positive outcomes for Aboriginal and Torres Strait Islander people, organisations and communities. As an active member of the communities in which the port and our supply chain operates, we have also continued to support important local initiatives through our grant funding and established community partnerships.

Like us, many of our customers are committed to the Port of Brisbane for the long term. We greatly value their collaboration as we seek to innovate and progress common issues of interest for the Port and its supply chain. As we look towards the next 12 months and beyond, we will continue to look for ways to work together and to create value for your businesses and ours. Our PortBris 2060 work, nearing completion and aimed at envisioning what the port will look like in the future, is testament to that goal.

To our many stakeholders across industry, government and the community, thank you for your partnership and trust.

We know that our people, and their commitment, energy and extraordinary contributions, are what propels our business forward and is what will ensure our collective future.

Thank you for your willingness to innovate and collaborate to ensure a safe, secure and sustainable Port of Brisbane.

As we reflect on the significant achievements of FY24, we are proud of what we have achieved and optimistic about the Port of Brisbane's sustainable future. We believe that by working together with all our stakeholders, we will continue to deliver long-lasting, sustainable outcomes for the Queensland economy and community.



Guy Cowan
Chairman



Neil Stephens
Chief Executive Officer

Key sustainability achievements



ADVANCED WORKPLACE RECOGNITION

achieved from Mental Health First Aid Australia



SAFEHOMEPORT

commenced, a roadmap towards an always improving health and safety culture



95% CUSTOMER SATISFACTION

in our Pulse Check Survey



INNOVATE RECONCILIATION ACTION PLAN

commenced



ACHIEVED NET ZERO EMISSIONS

scope 1 and 2



GREEN BUTTON TRIAL

shipping emissions reduction trial successfully completed



650m

of degraded creek and stream banks rehabilitated in Laidley Creek



BATTERY STORAGE TRIAL

underway



INFRASTRUCTURE SUSTAINABILITY STRATEGY

developed



6-STAR GREEN STAR DEVELOPMENT

commenced construction



SUSTAINABLE PROCUREMENT STRATEGY

developed



OVER

\$377,000

funding provided to 36 community partners

Business and trade highlights



A RECORD

1.61m TEUs

handled through the Port



A RECORD

290,000+

motor vehicle units imported



A RECORD

63,000+ TEU

cotton exports



32.34m[^]

tonnes of total trade



161

cruise ship calls at the Brisbane International Cruise Terminal



3

new weekly rail services introduced at the Brisbane Multimodal Terminal



2,375

vessel calls



2

major Queensland windfarm projects componentry handled and stored at the Port



57

new employees joined our team



ERP AND AMC PROJECTS IMPLEMENTED

transforming our financial and asset management systems



APPROX.

\$240m

invested in port infrastructure and property development this year



4

property developments delivered (new and expanded customer facilities)

[^]Limited assurance by Ernst & Young.

About the Port of Brisbane

Port of Brisbane is Queensland's premier port and logistics hub. As the third largest container port and one of the most diverse multi-cargo ports in Australia, Port of Brisbane is an economic powerhouse driving Queensland and Australia's trade growth.

Port of Brisbane provides critical export and import links to world markets. In FY24, approximately \$72 billion in international trade* was handled through the Port. On average, around 50% of Queensland's agricultural exports and 95% of its motor vehicles and containers are handled through the Port annually. It is also home to the Brisbane International Cruise Terminal (BICT) — a world-class cruise facility supporting the long-term growth of Brisbane and Queensland cruise tourism industry.

Port of Brisbane Pty Ltd has property and facilities located in the Port of Brisbane suburb as well as Lytton, Bulwer Island and Pinkenba. Our employees are based at the Port Office (our 'Head Office'), Operations

Base, Brisbane Multimodal Terminal, BICT, and onboard the *Trailing Suction Hopper Dredge (TSHD) Brisbane*. Operational 'Port Limits', which include shipping channels, berth pockets and swing basins, extend north of Caloundra, south to the southern tip of Moreton Island and 16km up the Brisbane River to Breakfast Creek.

The Port of Brisbane operates in an area of high environmental significance at the mouth of the Brisbane River and on the edge of Moreton Bay. It borders Ramsar wetlands (a wetland site designated to be of international importance under the Ramsar Convention) and the Moreton Bay Marine Park. It is separated from residential areas by buffer zones, mitigating potential impacts from the Port's 24/7 operations.

PORT OF BRISBANE PTY LTD

The Port is managed by Port of Brisbane Pty Ltd (PBPL) under 99-year leases from the Queensland Government. PBPL is part of the APH Group, comprising four of the world's largest and most experienced infrastructure investors:

- QIC Private Capital Pty Ltd on behalf of its managed funds and clients
- IFM Investors
- Caisse de dépôt et placement du Québec
- Platinum Tawreed Investments A 2010 RSC Limited (a wholly-owned subsidiary of the Abu Dhabi Investment Authority).

Located in Brisbane at the mouth of the Brisbane River, the Port of Brisbane's approximate 1870ha footprint comprises:

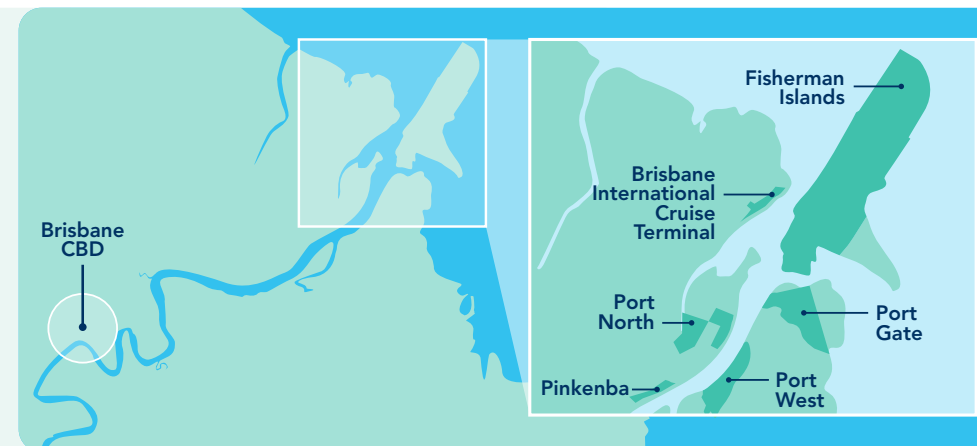
'Wet and dry land' designated for industrial and commercial uses

Approx. **693ha** of environmental areas

8,200 metres of quayline

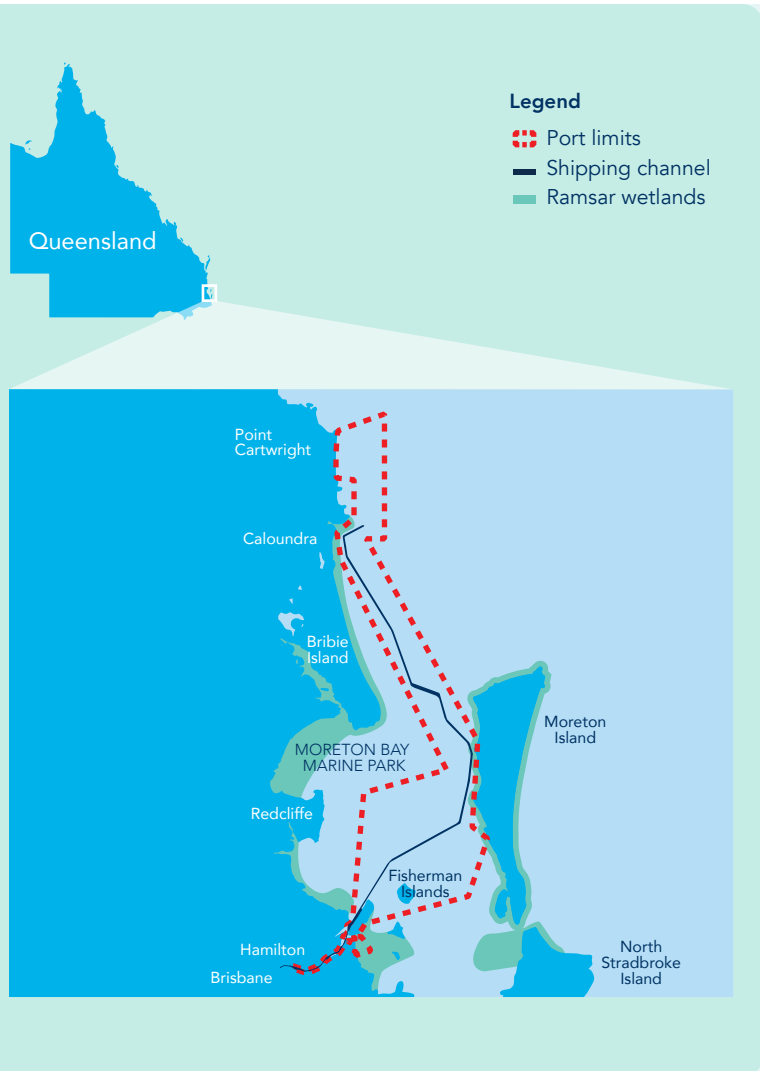
28 operating berths

Future Port Expansion area
~**200ha** remaining

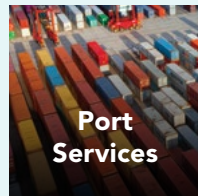


* Australian Bureau of Statistics 2024, Customised report.

Our services and operations



PORT OF BRISBANE PTY LTD



Provision of harbour and wharfage related services

Operation of the Brisbane Multimodal Terminal

Around 450 commodities handled through the Port

Approx. 1.61 million TEUs

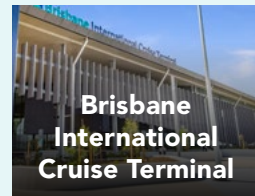


Delivery and maintenance of port infrastructure including: wharf, land, roads, warehouse developments and Future Port Expansion area

Facilitate development approvals on core port land

Facilities management for port tenants

573ha of leased land
146 customer leases/licences

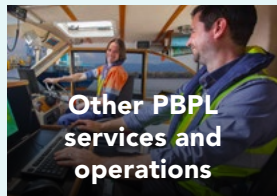


Delivery and maintenance of a public tourism infrastructure asset

Provision of services including security management and facilities management

Oversight of third-party contractors including cruise ship operations, car parking management and operations, security operations, café and retail operators and facilities maintenance

Common user facility, open to all visiting cruise lines



Hydrographic surveying, marine and dredging operations maintain navigable access for commercial shipping at the Port and provide commercial services for clients (including port authorities, local councils, and infrastructure projects)

24/7 Port Security across all PBPL precincts

Operation of the Port of Brisbane MSIC (Maritime Security Identification Card) Centre as an approved issuing body

Operation of Visitors Centre and Cafe

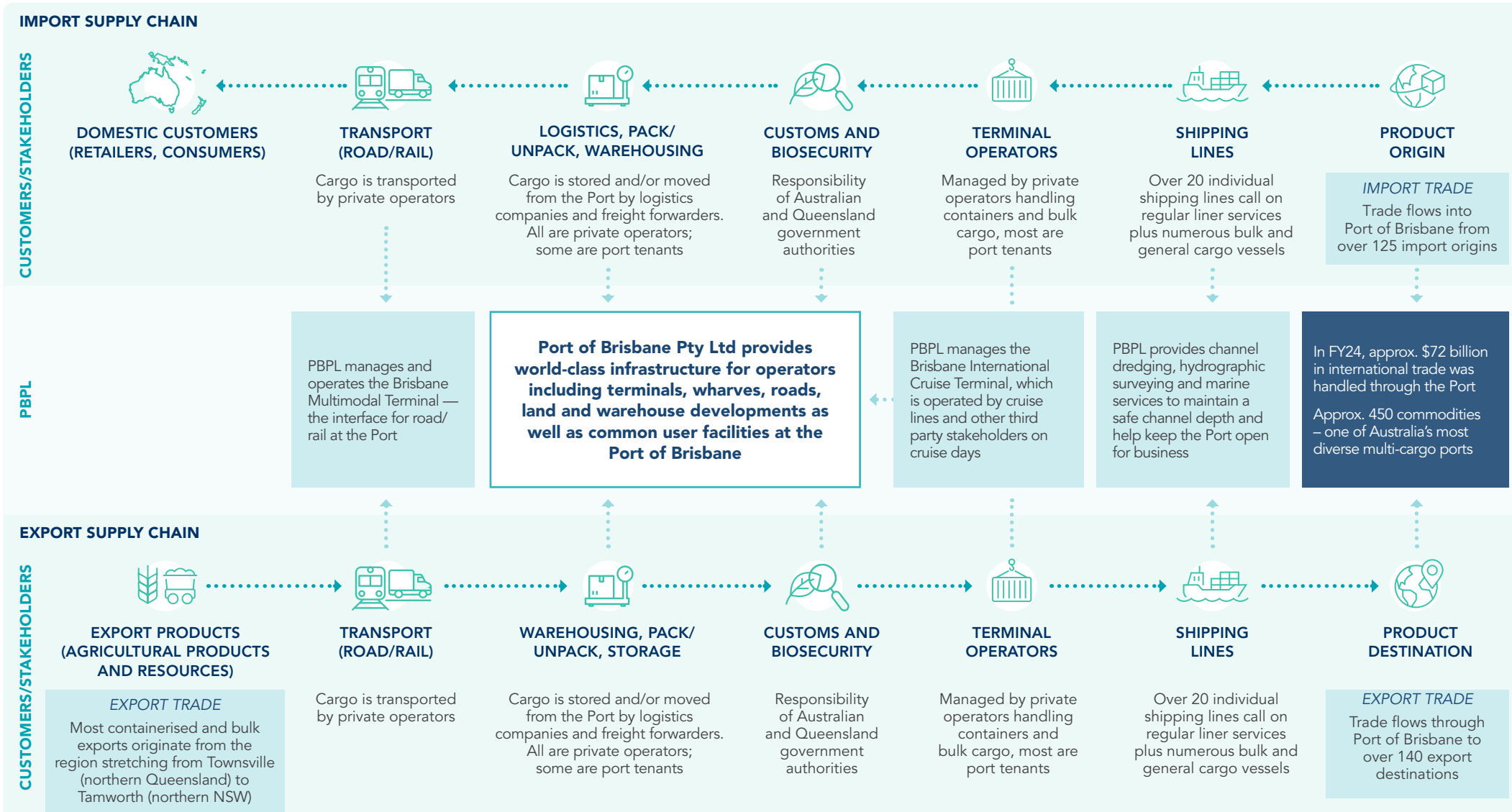
Port operations carried out by private operators include stevedoring, towage and pilotage

Vessel Traffic Services are the responsibility of the Queensland Department of Transport and Main Roads (Maritime Safety Queensland)

As at 30 June 2024

Our import and export supply chains

Port of Brisbane facilitates trade and economic growth for Queensland. We work with customers and supply chain partners to help facilitate the import and export of cargo with global markets.



Sustainability governance

At PBPL, we are committed to sound corporate governance, which is integral to the pursuit of our values, vision and purpose, our long-term sustainability.

Our Sustainability Program is at the core of our business strategy and informs our decision-making and business planning processes. We have a robust sustainability governance framework to ensure we are delivering on our Program and fulfilling relevant reporting requirements.

PBPL's Board of Directors evaluates and monitors the implementation of our Sustainability Program, including approval of sustainability targets and goals and regular review of sustainability initiatives while providing oversight in the management of key ESG risks, issues and stakeholder feedback.

Established in FY23, our Health, Safety and Sustainability Committee (HSSC) — a committee of the Board — focuses on sustainability as well as health and safety matters, meeting quarterly. Our Audit and Risk Committee has oversight of the accuracy of PBPL's financial disclosures and reporting that relate to sustainability matters.

The Executive Leadership Team (ELT), with oversight from the PBPL Board, work with business units to implement

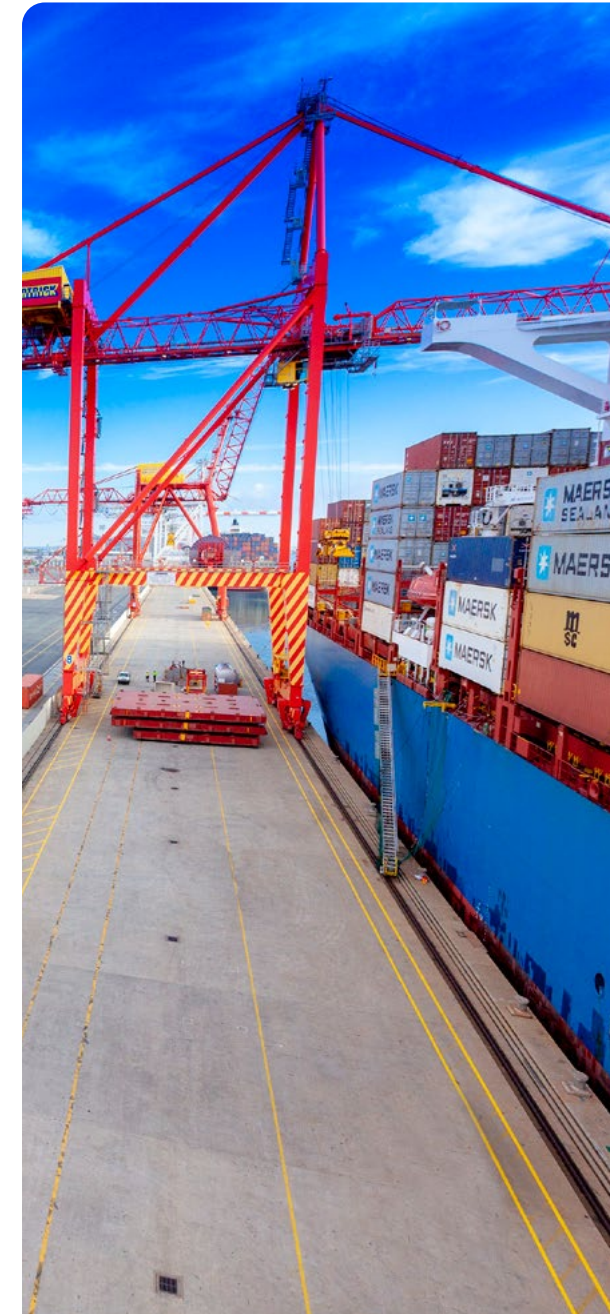
our Sustainability Program, overseeing project delivery, identifying new opportunities and management of ESG risks and opportunities. Our Sustainability Working Group (SWG) is comprised of representatives from across the business. It meets quarterly to discuss sustainability projects, identify new sustainability opportunities, and to track progress against our annual Focus Area targets. This structure promotes collaboration and communication across the business of our sustainability priorities.

We monitor our progress against our Focus Area targets through an internal plan, which is communicated regularly with the SWG, ELT, HSSC, and to the PBPL Board.

Governance at PBPL is supported by relevant policies including our Board and Committee Charters and Code of Conduct. It is also supported by frameworks including our Risk Management Framework and Business Management System.



Read the Robust Governance focus area on page 37 for more information



Sustainability framework

OUR APPROACH

At Port of Brisbane, sustainability is at the heart of our Business Strategy. We are committed to playing our part in the global transition towards a more sustainable future.

Putting sustainability at the centre of our business ensures we remain focused on delivering positive outcomes that support the Port’s sustainable development and growth. This approach to sustainability continues to influence our decision making and goal setting. All employees are encouraged and empowered to identify and activate opportunities that promote sustainable outcomes in their work.

Our vision To be Australia’s premier port and logistics hub. Here for the future

Our purpose To provide the infrastructure to grow trade sustainably; driving prosperity for all

Our values	SAFETY	INNOVATION	TEAMWORK	INTEGRITY	ACCOUNTABILITY
	We care for each other	We look for new solutions	We value collaboration	We do the right thing	Empowerment with responsibility

A SUSTAINABLE BUSINESS — OUR 2030 SUSTAINABILITY PROGRAM

Our 2030 Sustainability Program is framed by four pillars, each underpinned by focus areas to ensure we deliver on our 2030 goals.

Pillars and their 2030 goals	PEOPLE	PROSPERITY	PLANET	PARTNERSHIPS
	Create an engaged, diverse and responsive culture	Deliver efficient and sustainable economic growth	Achieve positive net environmental benefit	Enable responsible growth
Focus Areas each with a 2030 goal and annual targets to keep our progress on track	<ul style="list-style-type: none"> Safety Health and wellbeing Culture Personal development Robust governance 	<ul style="list-style-type: none"> Port development Supply chain enablement Asset management Sustainable procurement Digital transformation 	<ul style="list-style-type: none"> Air quality Energy efficiency Climate change resilience Resource management Water quality Biodiversity 	<ul style="list-style-type: none"> Customer partnerships Community partnerships Research and industry partnerships Engagement and education

THRIVE STRATEGY

Our Thrive business strategy outlines the priorities our business will pursue and the direction we will take. In place since July 2022, the five-year strategic framework is underpinned by our Vision, Values and Purpose, with our Sustainability Program at its core. The Thrive strategy has identified six programs of work that will deliver value for PBPL, our customers, stakeholders and the community. These programs of work include Inland Supply Chain, Maximising Marine, Property, Energy Transition, Wharf Strategy and PortBris 2060.

PORTBRIS 2060

PortBris 2060 is our overarching Thrive program, seeking to articulate a 40-year vision for the Port of Brisbane. By working with our customers and key stakeholders, the project aims to create a blueprint for the future and provide insight into potential long-term investment by PBPL and its stakeholders. It is designed to help ensure Port of Brisbane achieves its vision of being "Australia's premier port and logistics hub. Here for the future."

Throughout the year and with our project partners, including industry experts and academics, we undertook a program of research into key areas of importance to PBPL and the port community out to 2060. In April, we released the 'Beyond Tomorrow' discussion paper, that presented four potential scenarios for the Port of Brisbane in 2060.

Consultation provided customers, key stakeholders and employees the opportunity to share their feedback and insights; the outcomes of which will inform the PortBris 2060 Vision.

We consulted with customers, key stakeholders and employees for their insights into PortBris 2060:

25



one-on-one interviews

17



focus group participants across three sessions

10



government roundtable participants

87



online survey responses (internal and external participants)



Above: PortBris 2060 consultation activities.

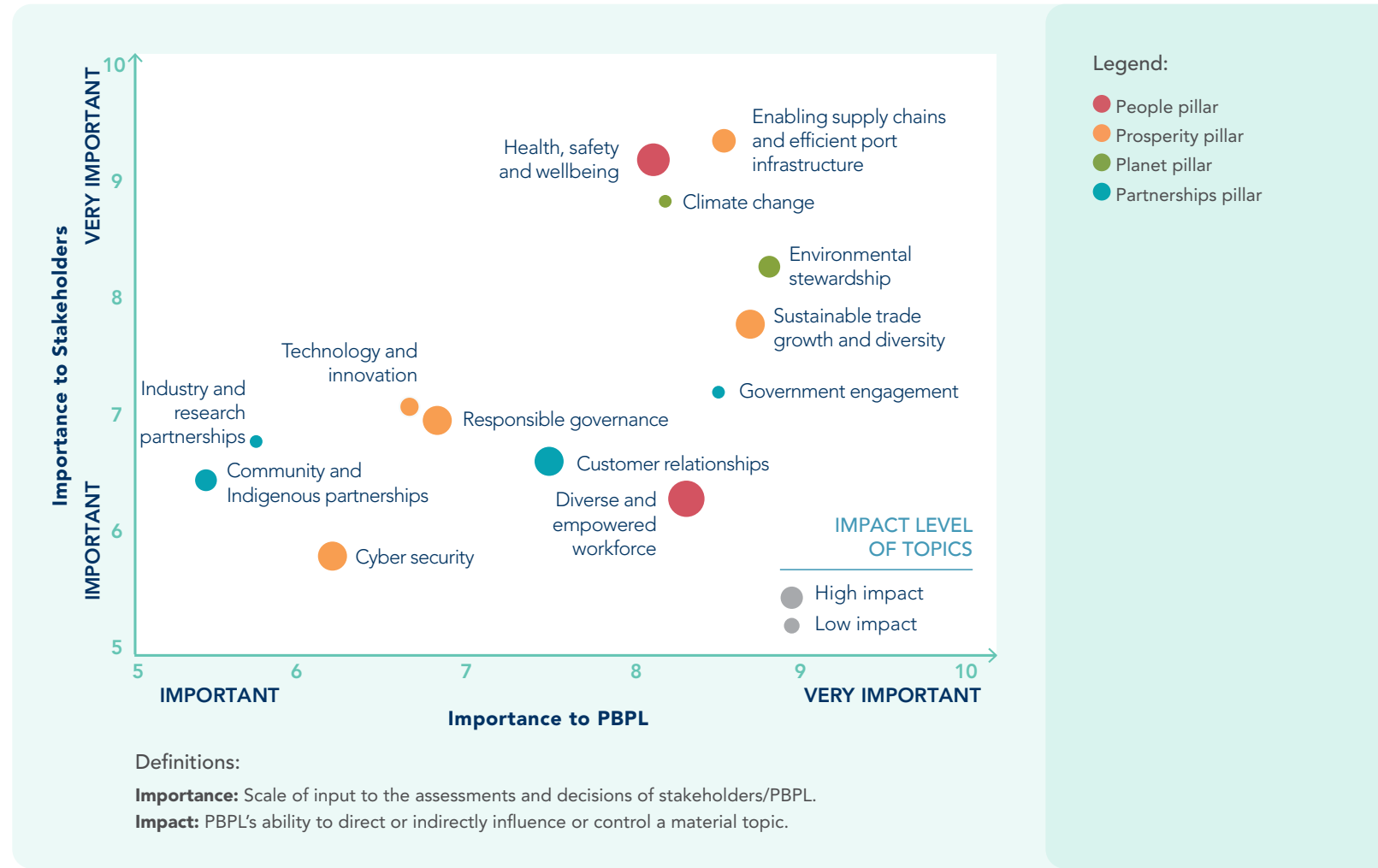
MATERIALITY

Through a materiality assessment in FY22, we identified 13 material topics that matter most to PBPL and our stakeholders. There are strong interdependencies between our material topics; progress on one material topic may positively impact or enable another.

By understanding what is important to our business and our stakeholders and reviewing this appropriately, we ensure our Sustainability Program remains relevant, targeted and ambitious, driving the greatest positive impact for PBPL and our community.

Our materiality assessment process

The material topics identified in our FY22 materiality assessment have been linked to our 20 focus areas under our four key pillars of sustainability. This demonstrates that our Sustainability Program continues to adequately address those sustainability topics that are of most importance to our stakeholders.



EXISTING MATERIAL TOPICS	UNDERSTAND INTERNAL AND EXTERNAL CONTEXTS	STAKEHOLDER ENGAGEMENT	CONSOLIDATION AND PRIORITISATION OF MATERIAL TOPICS	VALIDATION	REPORTING
Review the context and relevance of existing material topics	Desktop review including internal documents and external publications	Stakeholder interviews and survey (internal and external stakeholders)	Internal engagement to consolidate and prioritise material topics	Internal workshops to validate material topics	Internal reporting to PBPL Board and external reporting through our annual Sustainability Report

OUR MATERIAL TOPICS

Material topic and what it means	Sub topics	Links to PBPL's focus areas
<p>Health, safety and wellbeing</p> <p>Prioritising the health, safety and wellbeing of our employees and providing a safe and secure port for all who work at or visit Port of Brisbane.</p>	<p>Workplace health and safety</p> <p>Employee wellbeing</p> <p>Port community safety and security</p>	<p>> Health and wellbeing</p> <p>> Safety</p>
<p>Diverse and empowered workforce</p> <p>Providing a safe and inclusive culture. Embracing opportunities to attract, retain and develop high calibre, diverse talent. Empowering employees through training and development opportunities to support their long-term growth and ensure our business has the skills, capabilities and knowledge for the future.</p>	<p>Talent attraction and retention</p> <p>Employee development and training</p> <p>Diversity and inclusion</p> <p>Workplace culture and engagement</p>	<p>> Culture</p> <p>> Personal development</p>
<p>Enabling supply chains and efficient port infrastructure</p> <p>Enabling supply chains and delivering and maintaining safe, sustainable port infrastructure to support our customers and improve port access and efficiency.</p>	<p>Supply chain enablement</p> <p>Enable and protect transport networks</p> <p>Port development</p> <p>Sustainable port design</p>	<p>> Supply chain enablement</p> <p>> Port development</p> <p>> Asset management</p>
<p>Sustainable trade growth and diversity</p> <p>Facilitating trade growth and diversity to support economic growth for the Port and the broader Queensland economy and community.</p>	<p>Trade performance</p> <p>Tourism and cruise operations</p>	<p>> Supply chain enablement</p>
<p>Technology and innovation</p> <p>Embracing innovative technologies and digital solutions to support the growth and efficiency of PBPL and the port community.</p>	<p>Technology</p> <p>Innovation</p>	<p>> Digital transformation</p> <p>> Sustainable procurement</p> <p>> Port development</p> <p>> Asset management</p>
<p>Cyber security</p> <p>Strengthening the Port's resilience to cyber security threats through increasing training, awareness and investment in digital infrastructure, systems and assets.</p>	<p>Data management</p> <p>Cyber security</p>	<p>> Digital transformation</p>
<p>Responsible governance</p> <p>Ensuring robust governance processes, ethical conduct and a high standard of risk management and compliance.</p>	<p>Ethical business operations and procurement</p> <p>Compliance and regulation</p> <p>Risk management</p>	<p>> Robust governance</p>
<p>Climate change</p> <p>Proactively adapting to and managing the physical and transition risks of climate change and supporting the Port's transition to a cleaner energy future through decarbonisation opportunities, emissions reductions and resilient infrastructure.</p>	<p>Climate change</p> <p>Energy transition and reduction in GHG emissions</p> <p>Resilient infrastructure</p>	<p>> Energy efficiency</p> <p>> Climate change resilience</p> <p>> Port development</p>

Material topic and what it means

Sub topics

Links to PBPL's focus areas

Environmental stewardship

Ensuring effective and innovative environmental management that protects and enhances our local environment.

Biodiversity and ecological management
Air quality management
Environmental management and compliance
Noise management
Water management
Waste management
Energy management
Biosecurity

- > **Air quality**
- > **Resource management**
- > **Water quality**
- > **Biodiversity**

Customer relationships

Developing strong and mutually beneficial partnerships with our customers, working with them to support their operations, growth aspirations and identify partnership opportunities to add value to their businesses and to PBPL.

Customer relationships
Supporting customer growth
Customer experience
Supply chain partners

- > **Customer partnerships**

Community and Indigenous partnerships

Giving back to the communities in which we operate by building strong partnerships, investing in valuable community initiatives, and promoting positive social, economic and environmental outcomes.

Community partnerships
Indigenous partnerships and cultural engagement
Community giving
Port education

- > **Community partnerships**
- > **Engagement and Education**

Government engagement

Actively engaging, partnering and advocating with all levels of government in the best interest of the Port and broader Queensland economy.

Government relationships
Advocacy and policy leadership

- > **Research and industry partnerships**
- > **Customer partnerships**

Industry research and partnerships

Building long-term industry relationships and embracing strategic partnerships to deliver value to PBPL and the port community.

Research and industry partnerships
Stakeholder engagement and education

- > **Research and industry partnerships**


OUR FY24 PROGRESS



When our Sustainability Program was formalised in FY19, we established a 2030 goal for each 'Pillar' — People, Prosperity, Planet and Partnerships. Each of these Pillars is underpinned by Focus Areas, each with their own 2030 goal and annual target to help us track our progress.


Our 2030 Focus Area goals and annual Focus Area targets are reviewed every year to ensure our Sustainability Program remains relevant and responsive to the ever-evolving environment that we operate in.

In late FY24, we reviewed each Focus Area 2030 Goal to ensure they remained consistent with the directions, ambitions and priorities of our business. Any changes did not impact FY24 and will be reported in the FY25 Sustainability Report.

Our FY24 Focus Area targets and progress is outlined in the table to the right.

Pillar	Focus Area	2030 Goal	FY24 Target	Status	Notes
 <p>PEOPLE Create an engaged, diverse and responsive culture</p>	Safety	Engaged, interdependent and safe workforce	Implementation of digital technologies to enhance safety approach and efficiency	Commenced	Development of a new Health & Safety digital platform has commenced and is ongoing.
			Develop and implement behavioural safety program in accordance with the strategic plan	Commenced	Behavioural safety program commenced including Authority to Stop Work Campaign, education and training. Leadership behaviours discussed with Board and ELT but deferred full roll out to all employees.
	Health and wellbeing	Port office 6-star green star interiors rated	80% of employees complete Mental Health and Wellbeing Awareness Training.	Achieved	81% of employees attended mental health awareness training in FY24.
	Culture	Achieve global high performing engagement	Implement a digital solution to enhance employee experience and enhance performance, engagement and development	Achieved	Internal platform updated and commenced.
	Personal development	Increase all leadership capability to the 75th percentile (Hogan 360 surveys)	40% of Leaders complete a Leadership Effectiveness Survey	Postponed	During FY24 the Executive Leadership Team co-created PBPL's Leadership Commitments. These commitments will now underpin PBPL's organisational development program including the design of the Leadership Effectiveness surveys.
	Robust governance	No incidences of material non-compliance with legislation	No incidences of material non-compliance with legislation	Achieved	No incidences of material non-compliance with legislation.

Pillar	Focus Area	2030 Goal	FY24 Target	Status	Notes
 <p>PROSPERITY Deliver efficient and sustainable economic growth</p>	Supply chain enablement	Advance channel preparations for 14,000 TEU vessels Progress inland rail considerations and road transport efficiencies	Commence preparation for an Environmental Impact Statement for the Channel Enhancement Project	Achieved	Initial Advice Statement lodged in June 2024. Continued discussions with the Queensland Government on dedicated freight rail access planning.
	Port development	Achieve a minimum 5-star sustainability rating for all new Property and Port Infrastructure Projects	Implement a 6-star Green Star rated property development	Achieved	Electrolux development commenced construction.
	Asset management	100% alignment with ISO55000	Develop a strategy to incorporate sustainable design principles for infrastructure across the asset lifecycle	Achieved	Infrastructure Sustainability Strategy developed.
	Sustainable procurement	100% alignment with ISO20400 with audit verification	Develop a Sustainable Procurement Strategy	Achieved	ISO20400 analysis completed and Sustainable Procurement Strategy developed.
	Digital transformation	Create value through becoming a digital leading port	Develop a Technology Strategy	Achieved	Technology Strategy developed.
 <p>PLANET Achieve positive net environmental benefit</p>	Air quality	No National Environmental Protection Measures (NEPM) exceedances	No NEPM exceedances	Achieved	No NEPM exceedances.
	Energy efficiency	Net zero emissions (Scope 1 & 2)	100% reduction in Scope 1 & 2 emissions	Achieved	Net Zero Emissions (scope 1 & 2) achieved through energy efficiency and offsets.
			Undertake battery storage trial on a port asset	Achieved	Successful battery storage trial completed on Port Central 1 (PBPL-managed building).
	Climate change resilience	Minimise our risk and increase our adaptive capacity	Undertake a detailed review of climate change threats and opportunities including financial impact analysis	Commenced	This work commenced during FY24 and is continuing into FY25.
	Resource management	Zero waste to landfill and net positive water	10% increase in total waste recycled	Partially achieved	Achieved a 1% increase in total PBPL-generated waste recycled, lower than the target due to larger than expected waste volumes at the BICT.
	Water quality	Influence the implementation of the offsite stormwater initiatives (25km rehabilitated)	Treat 650m of degraded creek and stream banks	Achieved	Stage 4 of Laidley Creek works completed (650m).
Biodiversity	Improve the quality of designated environmental areas across Port land support by external assessments	Rehabilitate 3ha of port land and assess in accordance with Queensland Herbarium (2015) BioCondition Assessment Manual	Achieved	Project design completed. Rehabilitation of 5.7ha of total 10ha land area.	

Pillar	Focus Area	2030 Goal	FY24 Target	Status	Notes
 <p>PARTNERSHIPS Enable responsible growth</p>	Customer partnerships	90% customer satisfaction rating from annual pulse survey	>85% customer satisfaction	Achieved	95% customer satisfaction recorded in FY24
	Community partnerships	90% community satisfaction rating from annual pulse survey	>80% community satisfaction	Achieved	86% community satisfaction recorded in FY24
	Research and industry partnerships	Support 20 new research and industry partnerships that add value to our business	Publish Moreton Bay sediment research in a reputable journal	Achieved	Moreton Bay sediment research published in <i>Science of the Total Environment</i> (vol 918).
	Engagement and education	5% year-on-year increase in PBPL engagements with educational institutions (98 groups)	Interactions with 72 educational groups (5% year-on-year increase)	Achieved	99 interactions with educational groups recorded in FY24.



ENGAGING WITH OUR STAKEHOLDERS

At Port of Brisbane, we regularly engage with a wide range of stakeholders who are relevant to our day-to-day operations, projects and long-term planning. We believe it is important to listen to and learn from stakeholder feedback. Doing so helps to continually improve port operations and minimise impacts on customers, the local community, and the environment.

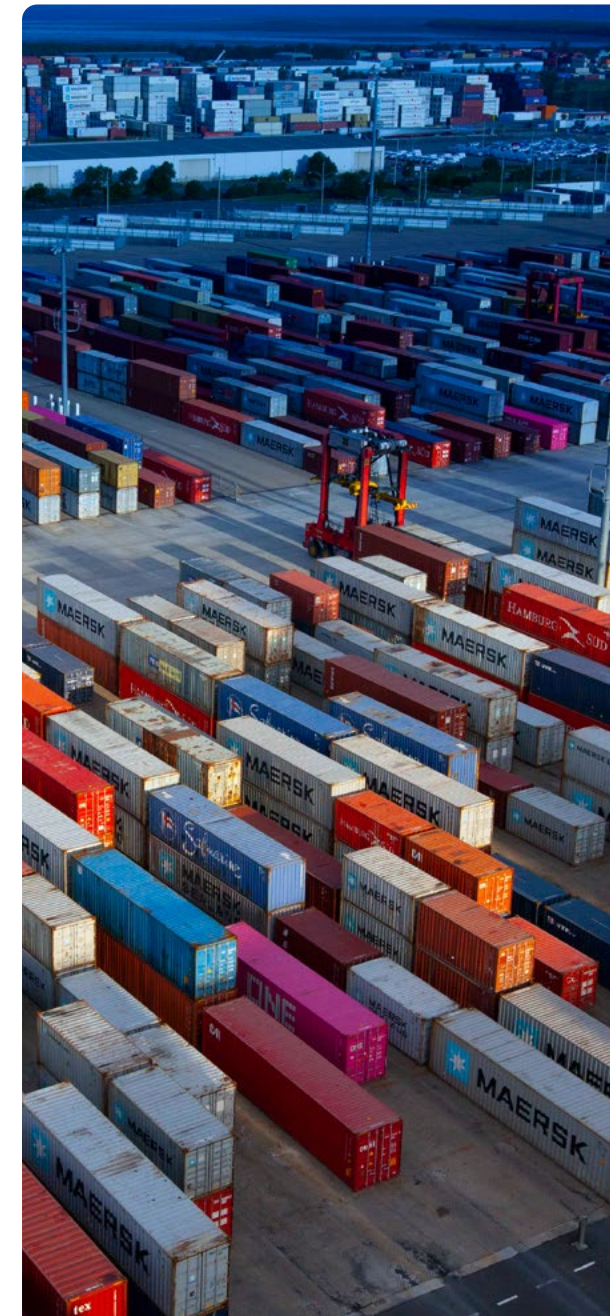
Our stakeholders are represented across all levels of government, industry, customers, interest groups and the community. The breadth of stakeholders speaks to the diversity of our operations, responsibilities and the importance of the Port to the economy and community. We value our relationships with all our stakeholders, welcome their feedback, and actively seek and support opportunities to work together to deliver mutually beneficial outcomes for the wider port community.

Stakeholders can contact us through multiple channels including our website, phone, email or in person and we hold regular meetings, events and other in-person activities throughout the year.

Groups we regularly engage and partner with are listed in the table to the right.

Stakeholder group	Engagement method	Key areas of interest	Examples of key actions
Employees	<ul style="list-style-type: none"> > Internal communications, forums and intranet > Digital and social media platforms 	Health, safety and wellbeing Strategic and operational business decisions and performance Organisational culture and engagement Training and professional development Resource use and management	Employee engagement survey Employee Health and Safety engagement survey Health and wellbeing programs Training and development programs Reconciliation Action Plan Working Group Target Zero Action Group Modern Slavery Steering Committee Sustainability Working Group
Board and securityholders	<ul style="list-style-type: none"> > Board meetings and committees > Working Group committees 	Health, safety and wellbeing Strategic and operational business decisions and performance Organisational culture and engagement Sustainable port development Business performance and pricing matters Financial and ESG performance Governance	Presentations Reporting Committee meetings Continuous informal socialisation of ideas, programs and opportunities Health, Safety and Sustainability Board Committee
Customers	<ul style="list-style-type: none"> > One-on-one meetings > Electronic newsletters/alerts > Customer enquiries and complaints channels > Digital and social media platforms > Port consultative groups 	Safe and efficient infrastructure Safety and security Trade growth and supply chain Sustainable port development Business performance and pricing matters Facilities management	Safety 1 Forum Stakeholder survey Landside Logistics Forum Trade forums/visits Monthly electronic newsletters Port Alerts
Local, State and Federal Government	<ul style="list-style-type: none"> > Meetings and briefings > Participation in working groups > Formal submissions on relevant issues > Event or award sponsorships 	Safety and security Trade growth Port development and planning Environmental management Local and regional tourism strategies Local community	Government represented at PBPL's Planning & Environment Forum and the Dredging TACC PBPL participation in working groups and initiatives Stakeholder survey

Stakeholder group	Engagement method	Key areas of interest	Examples of key actions
Community	<ul style="list-style-type: none"> > Meetings and consultative groups > Project-specific engagement > Long-term partnerships and sponsorships > Community events > Digital, social media platforms and media 	<p>Environmental management and impacts</p> <p>Port development and planning</p> <p>Economic/social impacts and contributions</p> <p>Port education</p>	<p>Community Consultative Committee</p> <p>Visitors Centre and port tours</p> <p>Local newspaper quarterly updates, monthly electronic newsletters</p> <p>Stakeholder survey</p>
Environment groups	<ul style="list-style-type: none"> > Long-term partnerships > Citizen science projects > Local event support > Digital and social media platforms 	<p>Environmental management</p> <p>Port development and planning</p> <p>Port education</p>	<p>All environmental monitoring reports available on our website</p> <p>Environmental monitoring reports used for partner research programs</p> <p>Representation on PBPL's Dredging TACC</p> <p>Stakeholder survey</p>
Project contractors	<ul style="list-style-type: none"> > Engagement as specified under contractual agreements 	<p>Safety</p> <p>Safe and efficient infrastructure</p> <p>Port development and planning</p> <p>Port operations</p> <p>Environmental management</p>	<p>Major project and minor works delivery</p> <p>Service contracts</p>
Industry associations	<ul style="list-style-type: none"> > Joint partnerships > Industry association membership and sponsorships > Committee representation 	<p>Safety</p> <p>Transport and logistics</p> <p>Supply chain and port development</p> <p>Environmental management</p> <p>Tourism</p>	<p>Facilitated industry delegations and port tours</p> <p>Financial and in-kind support for industry events</p>
Research partners	<ul style="list-style-type: none"> > Formal research partnerships 	<p>Environmental innovation</p>	<p>Environmental research partnerships</p> <p>Provide access to land or facilities to trial new technologies or for research purposes</p>
Media	<ul style="list-style-type: none"> > Media events, releases, responses 	<p>Port operations, trade, property development, BICT/cruise</p>	<p>Media coverage</p>
Investor community	<ul style="list-style-type: none"> > Results presentations > Meetings > Investor roadshows 	<p>Financial and ESG performance</p> <p>Debt financing requirements</p> <p>Credit rating</p>	<p>Successful completion of financing activities</p>
Employee representatives	<ul style="list-style-type: none"> > Bargaining negotiations 	<p>Employee working conditions and other benefits</p>	<p>Enterprise bargaining</p>
Certification bodies	<ul style="list-style-type: none"> > Meetings > Audits 	<p>Recognised standards certification including environment, health and safety, quality</p>	<p>Surveillance and recertification audits</p>



PEOPLE

OUR 2030 PEOPLE GOAL

Create an engaged, diverse, and responsive culture

RELEVANT UNSDGs



IN THIS SECTION:

Safety

Health and wellbeing

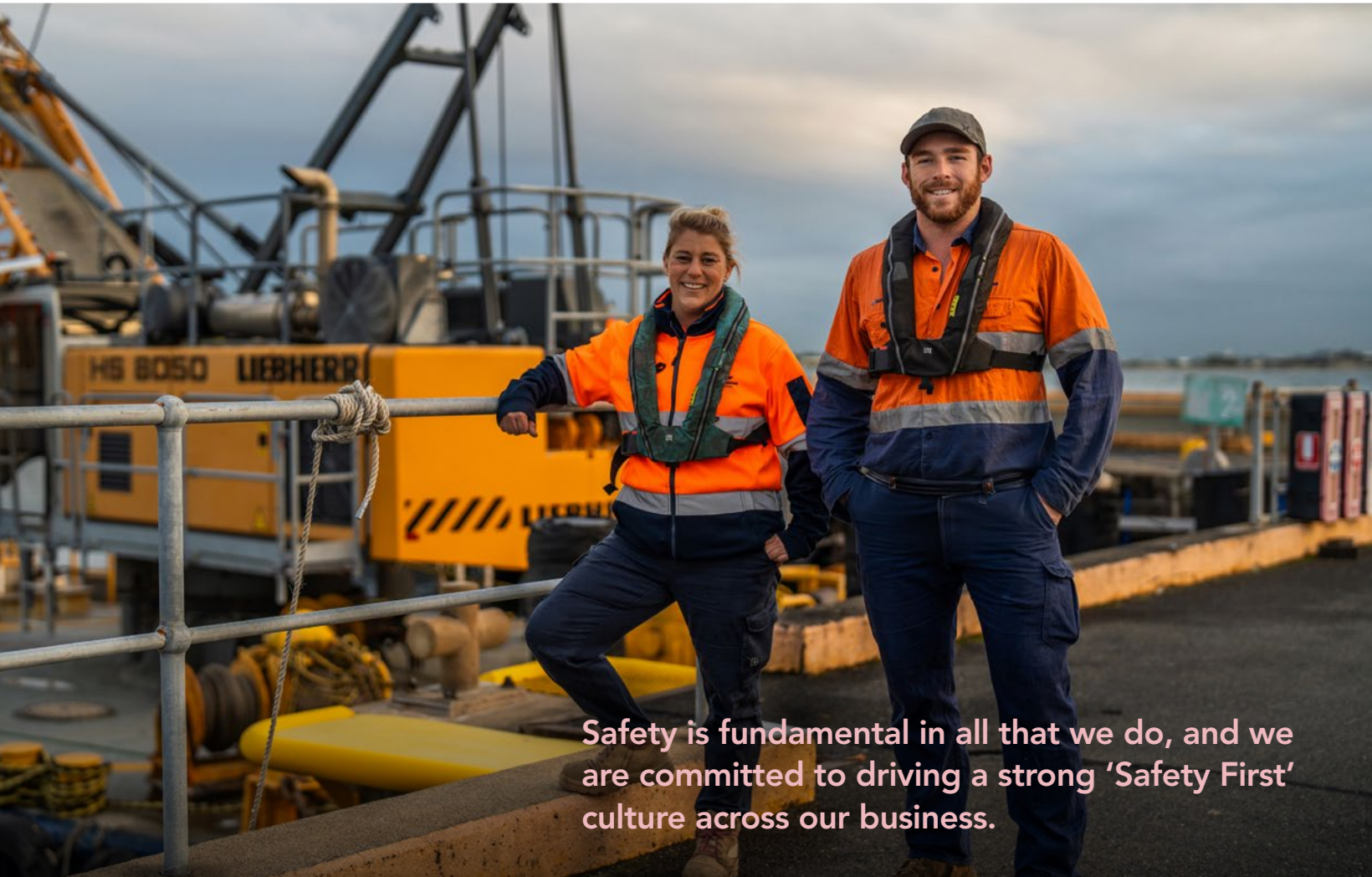
Culture

Personal development

Robust governance



Safety



Safety is fundamental in all that we do, and we are committed to driving a strong 'Safety First' culture across our business.

2030 GOAL

Engaged, interdependent and safe workforce

FY24 TARGET


Implementation of digital technologies to enhance safety approach and efficiency

PROGRESS COMMENCED

Develop and implement a behavioural safety program in accordance with the strategic plan

PROGRESS COMMENCED

LINKS TO MATERIAL TOPICS

 Health, safety and wellbeing

CONTEXT

At PBPL, safety is a core value and our highest priority. We are committed to driving a strong 'safety first' culture and strive to provide a safe workplace for all our employees, contractors and those who visit the Port.

We know that we can never become complacent when it comes to safety. That is why we continue to build on our safety culture and are proud of our people's commitment to continuously reviewing our systems of work to deliver improved safety outcomes.

OUR APPROACH

We demonstrate compliance with all relevant legislation, standards, codes of practice and guidelines and our Safety Management System is certified to *ISO 45001:2018 Occupational Health and Safety Management System*, which is independently audited annually to ensure compliance with the standard.

Our Health and Safety Management System is defined within PBPL's policies, standards, procedures and other supporting documents, and systematically manages the required processes to identify and minimise the risk of injury and illness from workplace activities. It also provides the framework to maximise opportunities for continuous improvement and administer corrective and/or preventative measures and controls.

We continually review and make improvements to our Health and Safety Management System to ensure a healthy and safe work environment for all employees, contractors/suppliers, key stakeholders, people who have the potential to be affected by our operations, and visitors to our sites. In FY24 we updated our reporting and classification definitions to support our focus on increasing hazard identification reporting.

At PBPL, safety is everyone's responsibility. All employees are accountable for health and safety relevant to their role, while our managers and supervisors also have specific health and safety management and leadership responsibilities.

We're committed to ensuring our people perform their work activities safely and competently. Our compliance training process ensures all employees are provided with training to competently perform all aspects of their role in accordance with all regulatory requirements. This is supported by an automated reminder system to ensure training remains current. During the year, a total of 6,531 hours of compliance training was completed by employees.

LEAD AND LAG INDICATORS

	FY22	FY23	FY24
Leadership behaviour reports***	297	304 [^]	263*** [^]
Lost Time Injuries (LTIs)	2	2 [^]	0 [^]
Lost Time Injury Frequency Rate (LTIFR)	6.9	6.6	0
Near Miss Reports	272	404	20
Hazards*	–	–	574

As at 30 June 2024

* The separation of hazards from near miss is attributed to the reduction in near misses reported and enabled the inclusion of hazards reported for FY24.

** A reduction in the number of leadership behaviours has been experienced due to a change in the number of leaders. Individual targets remain consistent.

*** Refer to the Glossary page 92 for PBPL's definition of 'Leadership behaviour reports'.

[^] Limited assurance by Ernst & Young.

KEY INITIATIVES

Health & Safety Strategic Plan

During the year, we commenced our Health and Safety Strategic Plan, which was developed following consultation across the business during FY23. Our strategic plan is known as our SAFEhomePORT project: Building our safer tomorrow, today. The name and logo was developed by an employee from our Marine Team, following a company-wide competition.

Our SAFEhomePORT strategy seeks to invigorate our behavioural approach to health and safety and move from a compliance-based approach to a proactive health and safety culture. Achieving a high level of workforce engagement and interdependency, focused on excellence, is at the core of both our short and long-term strategies and is essential to achieving our



SAFE home PORT

2030 Safety goal of Together: engaged, interdependent and safe.

In FY24 we have focused on building our foundations for health and safety excellence, commencing scoping and development of a digital system to improve efficiency in our health and safety processes.

We have also implemented a range of company-wide initiatives and campaigns to support our work, engaging with our people to build understanding, support stronger safety outcomes and build our safety foundations (refer to the diagram on page 26).

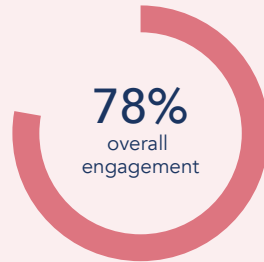
Benchmarking health and safety engagement

In October, we undertook our first annual health and safety engagement survey. This survey was designed to better gauge the level of support employees felt they were being provided, along with identifying opportunities to improve engagement.

With a strong overall participation rate, the outcomes of the survey have enabled us to identify short-term actionable opportunities as well as more significant future improvement opportunities. Our people provided clear feedback around where they felt we could improve the efficiency of our health and safety systems, and we have incorporated this feedback as we progress our digital platform project.

The survey outcomes have been shared with employees. Executive Leaders have used the opportunity to discuss these in detail with their teams and seek additional feedback and inputs into the implementation of our Health & Safety Strategic Plan and day-to-day work day-to-day work and also created their own team actions.

KEY OUTCOMES FROM THE FY24 HEALTH & SAFETY ENGAGEMENT SURVEY



Our Health and Safety Strategic Plan provides a roadmap towards achieving our 2030 Safety focus area goal.

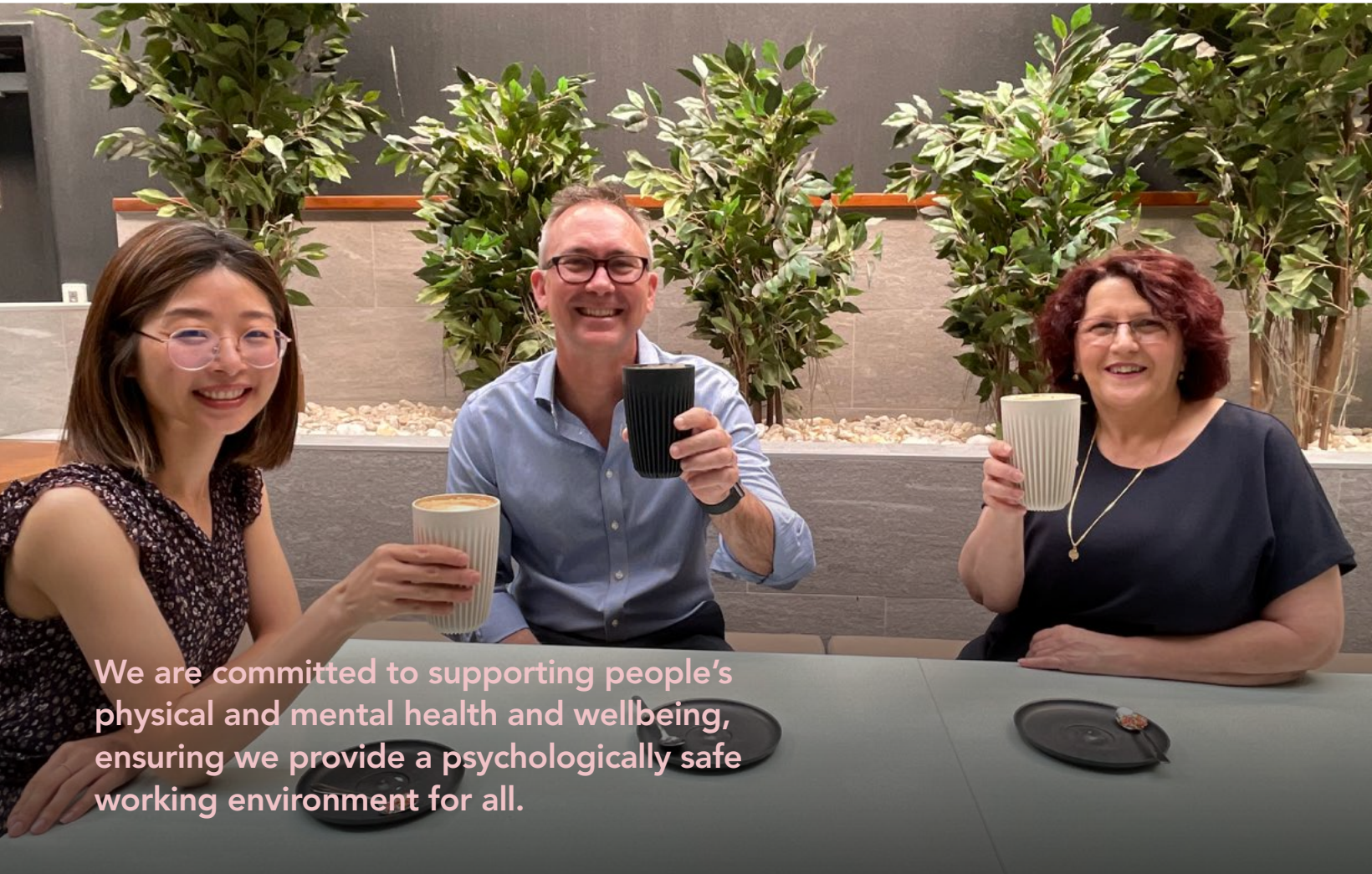
OUR 2030 SAFETY GOAL: TOGETHER, ENGAGED, INTERDEPENDENT AND SAFE

FY24	FY25	FY26
Building foundations for Health and Safety excellence	Enhancing our Health and Safety risk management processes	Enhancing our competency verification and Safety Management System verification effectiveness

Building our foundations for our future
During FY24, we progressed important initiatives as we build our foundations for Health and Safety excellence.

<p>Authority to Work Safely</p> <p>Company-wide education and training program delivered, ensuring our employees know they are empowered and supported to stop any unsafe behaviour</p>	<p>Reinvigoration of our Health and Safety Committee</p> <p>Trained representatives from all business units, employee-led focus on company health and safety matters</p>	<p>Senior Investigator Training</p> <p>Employee and ELT training delivered for workplace health and safety investigations</p>
<p>Health and Safety Engagement Survey</p> <p>Our first annual survey conducted to understand employee sentiment regarding health and safety matters and identify opportunities for improvement</p>	<p>Digital Health and Safety Platform</p> <p>Progressing work to scope and develop a digital platform to improve reporting and support data-driven decision-making</p>	<p>Resourcing our Health and Safety Team</p> <p>To drive our strategy implementation and support health and safety in day-to-day operations</p>

Health and Wellbeing



We are committed to supporting people's physical and mental health and wellbeing, ensuring we provide a psychologically safe working environment for all.

2030 GOAL

Port office 6-star green star interiors rated

FY24 TARGET

80% of employees complete Mental Health and Wellbeing Awareness Training

PROGRESS

ACHIEVED

LINKS TO MATERIAL TOPICS

- [Health, safety and wellbeing](#)



CONTEXT

We genuinely care for the health and wellbeing of all employees and in their personal lives. We know that employees who feel supported in their health and wellbeing have improved morale, are more productive, experience reduced absenteeism, and are more engaged at work.

Our vision is to nurture a thriving workplace; a mentally healthy workplace, where people can do their best and be their best. We know that when people are at their best and feel supported, they can achieve outstanding results.

OUR APPROACH

All employees can access a program of initiatives to support their physical and mental health and wellbeing at work and in their personal lives.

Health

Established in 2010, our Healthy Lifestyle Program offers a range of benefits to employees to help them take proactive steps to support their health. Supported by an independent, specialist health provider, the Healthy Lifestyles Program includes annual flu vaccinations, skin checks and comprehensive health assessments with all data and assessments treated confidentially.

Our Healthy Lifestyles Program continues to be highly valued by employees, with good participation from across the business.

We continue to focus on improving overall participation, including with new employees.

The annual health assessments are a cornerstone of the Program, offered to eligible employees through an external medical provider. Participants undertake a medical assessment which includes exercise physiology to evaluate various aspects of their health and wellbeing. Medical advice is provided to all participants. While all health assessment data is medically confidential, de-identified participation data has been valuable as we seek to continuously improve the program.

During FY24, 63 employees participated in the annual medical health assessment program. Of these, 11 employees (17%) were first time participants in the program.

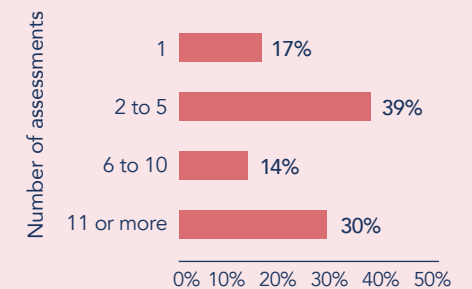
In addition, 59 employees also attended skin cancer identification checks offered through the program and 83 employees received a flu vaccination.

We also provide ongoing opportunities for employees to access independent specialist advice to help them undertake financial health checks, including educational sessions on superannuation and finances.

This year, we launched 'Fitness Passport' to employees and their families, a program offering discounted access to gyms and pools in their local areas.

In FY24, we continued to see good engagement with our Healthy Lifestyles Program.

HEALTH ASSESSMENTS COMPLETED BY INDIVIDUAL PARTICIPANTS OVER TIME*



*The data indicates how many assessments the FY24 participants (63 employees) have individually completed while employed at PBPL.



Our Mental Health First Aid and Wellbeing Champions Network

Mental health and wellbeing

It is essential that employees have an awareness of mental health and are equipped with skills to support their colleagues. We have an education and training program in place, supported by relevant policies, frameworks and initiatives.

Our Mental Health and Wellbeing Action Plan provides a roadmap as we work towards this goal. Our Mental Health First Aid and Wellbeing Champions Network, comprised of employees from across our operations, was instrumental in the development of our Action Plan and is now driving its implementation and engaging with the broader business.

It is also attended by several members of the Executive Leadership Team, including our Chief Executive Officer, who are Mental Health First Aiders.

The Mental Health First Aid and Wellbeing Champions Network meets bi-monthly to consider how we are supporting employees and where there are opportunities to improve or activate new initiatives.

Through our Action Plan, we have also introduced initiatives to build positive networks that create a sense of belonging, community and social wellbeing at work, such as our monthly Coffee Club.

Our Employee Assistance Provider continues to provide an important external support service for employees and their immediate family. In addition to its telephone service, employees can access free-of-charge information sessions, which are promoted internally.

KEY INITIATIVES

Advanced Workplace Accreditation

In FY24, we achieved Advanced Workplace Accreditation from Mental Health First Aid Australia, building on our 'Skilled Workplace Accreditation' that we had maintained for two years previously. The program recognises workplaces for their commitment to Mental Health First Aid training along with the successful implementation of actions in the workplace to support mental health first aid.

We have 41 recognised Mental Health First Aiders who have received specialist training and accreditation from Mental Health First Aid Australia to support their colleagues and connect them with mental health support services. Employees have the opportunity to consider undertaking Mental Health First Aid Training and we have increased training across the business.

Training and education

We continue to provide mental health educational opportunities for employees and play our part in tackling the stigma around mental health that exists more broadly in the community. In total, 81% of employees have attended mental health awareness training, achieving our FY24 focus area target of 80%. We also offered 'Lunch and Learn' sessions and introduced an online awareness session via our internal training platform.

We also recognise the impact that leaders have on mental health and wellbeing in the workplace.

We've invested in upskilling leaders to enhance their understanding of workplace mental health and psychosocial stressors and equip them with tools to help navigate mental health challenges within their team. People managers can also access specific assistance through our Employee Assistance Provider.

People managers received specific psychosocial safety training to help them identify and manage psychosocial risk. Each business unit also undertook a new psychosocial risk assessment process and developed tailored action plans for their teams, with 60 managers participating.



Culture



We are committed to building a safe and inclusive culture that values every individual, enabling them to thrive and actively participate in our success.

2030 GOAL

Achieve global high performing engagement

FY24 TARGET

Implement a digital solution to enhance employee experience and enhance performance, engagement and development

PROGRESS

ACHIEVED

LINKS TO MATERIAL TOPICS:

● [Diverse and empowered workforce](#)

CONTEXT

The culture of our organisation plays a pivotal role in enabling us to deliver on our aspirations and our business strategy and is what makes PBPL a great place to work. It is what sparks innovation and continuous improvement, is how we attract and retain great people, and how we deliver exceptional performance.

At PBPL, we seek to enable a culture that champions diversity, inclusion, and equality. We also seek to create an environment where all individuals are treated equitably, fairly and respectfully. This enables and empowers all employees to access opportunities, develop personally and professionally, and fully contribute to their teams and our business.

OUR APPROACH

We believe that creating an engaged culture and high performing workforce is a collaborative effort with employees and leaders. Working together, we seek to create the right frameworks and platforms to build and sustain a positive culture, exploring contemporary practices that will help facilitate this for our business.

The way we work at PBPL is guided by policies and frameworks, including our Code of Conduct which defines the values, ethics, rules and principles that shape what is expected of our business and all employees.

Our Board-endorsed Equality, Inclusion and Belonging Strategy guides our work to ensuring that a diverse, inclusive and respectful workplace is embedded in the way we do things at PBPL.

We seek to hear from employees directly about their experiences working at PBPL; what is working well and what we can do differently to ensure PBPL remains a great place to work. Our annual employee engagement survey provides all employees with an opportunity to confidentially share their views about our culture and working at PBPL. Their feedback provides a platform to identify and prioritise actions that we can all participate in to continue to build and sustain a positive culture and working environment. Each Executive Leadership Team member also has performance goals aligned to employee engagement to ensure it remains a priority.

We engage and encourage business collaboration through CEO Townhall updates, monthly business updates, monthly newsletters and other events and activities. We also identify opportunities throughout the year to help people connect with others from across the business, get to know our business leaders, and socialise with their partners and families.

While we seek to continuously improve, it is important to us to celebrate successes and achievements. Aligned to our core values, our annual Employee Awards are an opportunity for employees and their partners to come together to recognise and celebrate their team members and colleagues.

KEY INITIATIVES

Diversity and inclusion

PBPL is committed to cultural and religious diversity, and we also support Aboriginal and Torres Strait Islander employees by providing access to paid Cultural Leave, as well as standard leave provisions. Five days of leave are available to all employees to meet to meet obligations under traditional law, customary law and family obligations and to celebrate religious and cultural observances such as Sorry Business for Aboriginal peoples.

Face-to-face training for employees and managers on respect at work and expected standards of behaviour was run throughout the year.

During the year, we conducted a full review of our performance and conduct suite of documents to better equip employees and leaders with the guidance and tools they need to address issues and maintain a healthy and professional work environment. Face-to-face sessions were run for all managers on the new suite of documents and PBPL's expectations.

In recruitment, all job advertisements are reviewed through a gender decoder to remove bias that may prevent women from applying for roles, and interview selection panels are diverse.

Further supporting our recruitment efforts, this year we introduced onboarding surveys to collect feedback from new team members in relation to their recruitment, selection and onboarding experiences to ensure their transition to their new role and team is successful.

Employee engagement survey

Early in FY24, we held a series of focus groups to explore the FY23 Employee Engagement Survey responses in more detail, concentrating on three identified company-wide focus areas: Communication, Collaboration and Performance. Facilitated by members of our Executive Leadership Team, these focus groups informed the development of action plans that were implemented during the year. Executive leaders also connected with their teams, identifying actions unique to their feedback.

Action plans incorporated a range of initiatives including collaborative monthly business update sessions, creating opportunities for people to work in different environments, delivery of Team Management Profile workshops across leadership teams to better understand our own and others' work styles, preferences and strengths, ongoing delivery of management fundamentals training for people leaders, and simplification of how we manage performance and conduct at PBPL through a new suite of policies.

In FY24, we transitioned to a new digital platform to undertake the survey which resulted in a much higher participation rate, with 92% of employees completing the survey. The new platform provides new tools and deeper insights to enable leaders to better understand the sentiment within their team, verify feedback and develop impactful action plans.

Through the FY24 survey outcomes, we have identified two key focus areas that will inform our work into FY25: Leadership and Development; and Communication and Consultation.

This year's survey outcomes showed improvements across all three key focus areas for the year (Communication, Collaboration and Performance), with significant improvements in Collaboration and Communication.

ENGAGED PERFORMANCE CULTURE SURVEY

	ENGAGEMENT LEVEL			ENABLEMENT LEVEL		
	JULY 2022	JUNE 2023	APRIL 2024	JULY 2022	JUNE 2023	APRIL 2024
PBPL	66	67	72	69	70	73
High performing norm*	73	78	78*	73	77	81*

As at 30 June 2024.

*The new High Performing Norm benchmark following the transition to a new digital platform is All Industries (Global), January 2024 (Top 25%).

Social engagement

We also look for ways to bring people together in less formal settings, including our 'Lunch with the Board', which provided an opportunity for employees to get to know PBPL's Directors.

Our Employee Cocktail Party and Family Christmas Day events are highly valued by employees and are an opportunity to recognise and thank families and loved ones for their support throughout the year in social settings. Our social club hosts regular lunches and we continue to enjoy our 'Friday socials'.



Our 2023 Employee Award winners



Lunch with our Board Directors

TOTAL EMPLOYEES BY GENDER



Total PBPL employees

232



Male
159

Full time
146

Part time
2

Casual
11

Temporary
2

Permanent
146

Casual
11



Female
73

Full time
60

Part time
11

Casual
2

Temporary
0

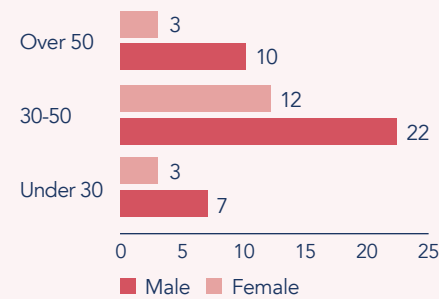
Permanent
71

Casual
2

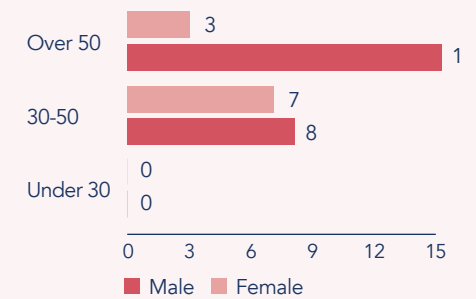
EMPLOYEES BY GENDER AND EMPLOYMENT CATEGORY

EMPLOYMENT CATEGORY	AGE GROUP			GENDER	
	UNDER 30	30-50	OVER 50	MALE	FEMALE
Executive	0%	55%	45%	80%	20%
Senior Manager	0%	83%	17%	85%	15%
Manager	0%	79%	21%	70%	30%
Professional	16%	60%	24%	56%	44%
Operational	9%	48%	43%	84%	16%
Administrative	8%	42%	50%	8%	92%

NEW EMPLOYEES BY AGE



EMPLOYEE TURNOVER BY AGE



BOARD AND EXECUTIVE LEADERSHIP TEAM

	GENDER	AGE GROUP		
		UNDER 30	30-50	OVER 50
Male	76%	0	7	6
Female	24%	0	2	2

All data as at 30 June 2024.

Personal development



We believe our success relies on the contributions and growth of our people. We strive to be a learning organisation, actively supporting and encouraging all employees to gain new experiences and invest in their professional growth and development.

2030 GOAL

Increase all leadership capability to the 75th percentile (Hogan 360 surveys)

FY24 TARGET

40% of Leaders complete a Leadership Effectiveness Survey

PROGRESS

POSTPONED

LINKS TO MATERIAL TOPICS

- Diverse and empowered workforce

CONTEXT

Our people shape our business. Along with a positive culture, their professional growth and development is important as we drive our business forward.

OUR APPROACH

We seek to attract and retain the best talent at PBPL. In a competitive jobs market, we understand that employees value the opportunity to further their skills, knowledge, and expertise which in turn supports their own career aspirations and job satisfaction.

We provide many learning opportunities for employees, both internally and through external providers. This includes coaching and mentoring, on-the-job training, leadership development and secondments/acting roles as well as compliance and operational training and on-demand digital literacy and cultural modules via our internal systems. We also support targeted upskilling through external courses, industry conferences, and seminars.

Our learning and development program is designed to help employees further their skills, whether to support their current role or mapping a pathway to progress their careers. We adopt a 70:20:10 approach to learning and development, where 70% of growth occurs organically, through exposure to different projects/opportunities on the job.

During FY24, employees each completed approximately 37.82 hours of training. While women and men are participating equally on average in leadership and development training, men undertook significantly more operational training due to a higher proportion of men in operational roles.

Leadership development remains a strong focus. At PBPL, we believe that developing leadership at all levels fosters agility and innovation. It supports effective decision making, succession planning and promotes alignment with organisational values; all of which contribute to PBPL's long-term sustainability, employee engagement, business success and growth.

KEY INITIATIVES

Developing teams

This year and to address a key engagement survey action to improve collaboration and communication within our business, we introduced a new science-based feedback tool for personal, team and leadership development. We have begun working with each business unit to help employees understand their own preferred ways of working and communicating and provide a common language to use when discussing this with others. It is also designed to enable teams to discover their collective strengths and further develop people leaders.

Current and emerging leaders

In March we launched PBPL's Leadership Commitments to guide how we work and how we lead and develop others. The Leadership Commitments align with our company values and will help cultivate a positive organisational culture. Current and future leaders are encouraged to develop in these areas and are supported with ongoing training and development. The Leadership Commitments will now underpin PBPL's organisational development program including the design of Leadership Effectiveness Surveys.

To bring fresh perspective and kick-start our approach to continuous learning, the launch was attended by special guest

speaker, Yemi Penn, who encouraged everyone to remain curious, be innovative and challenge ourselves and the beliefs that limit us.

We continue to invest in current and emerging leaders through formal programs with a further two employees completing a six-month emerging leadership program. Delivered by a training partner, the immersive program was conceived and developed in collaboration with industry partners to help participants navigate modern leadership challenges arising from disruptive business landscapes, diverse staff and changing work environments.



Developing executive leaders

We continue to develop PBPL's executive leaders — supporting their growth individually and as a team. It strengthens our capability to adapt, innovate and thrive in an increasingly competitive and dynamic business environment.

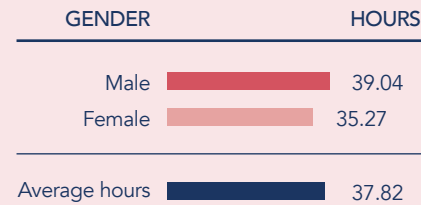
Our Executive Coaching program targets the development needs of each executive leader, based on their mutually agreed development priorities. Personalised coaching provides a supportive framework to help identify and address gaps while propelling them towards their goals.

Business Leaders Forum

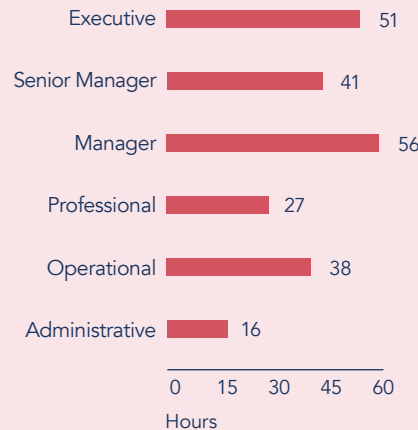
Established in April, our Business Leaders Forums provide an opportunity for the Executive Leadership Team to collaborate with identified emerging executive leaders from across PBPL to examine strategy and explore potential risks and opportunities on the horizon.

The quarterly forums promote greater collaboration, development, and networking opportunities for emerging leaders as well as exposure to different areas of the organisation, helping to drive innovation and bring new perspectives and experiences to our strategic thinking.

AVERAGE TRAINING HOURS BY GENDER



AVERAGE TRAINING HOURS BY EMPLOYMENT CATEGORY



As at 30 June 2024.



HIGHLIGHT

MARINE TEAM UPSKILLING

In 2018 we commenced a targeted \$1 million upskilling program to align the qualifications of our TSHD Brisbane and relief crew with the new Australian Maritime Safety Authority (AMSA) manning certificate, which took effect in 2023. Planned to be completed within five years, COVID impacted some study, resulting in some employees completing their final studies this year.

In total, 15 employees have upgraded their qualifications via short courses or on-campus university study, a significant undertaking for those employees and their families and a positive outcome for the TSHD Brisbane team.

As part of the upskilling program, our Master TSHD Brisbane, Mark Knight, completed a Bachelor of Applied Science (Nautical Science) with the University of Tasmania, achieving an international Master Unlimited qualification.

From joining Port of Brisbane 16 years ago as a casual General Hand, he set a personal goal to one day work on the TSHD Brisbane, PBPL's flagship vessel. Fast forward to today, he's achieved the highest grade of seafarer qualification, a university degree, and memories to last a lifetime as Master TSHD Brisbane at Port of Brisbane.

Congratulations to all employees that participated in this upskilling program and achieved upgraded qualifications.

Robust governance



At PBPL, we strive to ensure our business is supported by robust governance processes, ethical conduct and a high standard of risk management and compliance.

2030 GOAL

No incidences of material non-compliance with legislation

FY24 TARGET

No incidences of material non-compliance with legislation

PROGRESS

ACHIEVED

LINKS TO MATERIAL TOPICS

- Responsible governance

CONTEXT

Strong governance is the foundation of all business decisions at PBPL — it impacts our performance, appetite for risk, and our ability to innovate. We believe that successful governance is underpinned by transparency and integrity.

OUR APPROACH

We have robust governance processes, underpinned by a mature Business Management System framework as well as strong management structures with clearly defined roles outlining responsibility and accountability.

Our policies, standards, procedures and guides provide information and strict guidance on PBPL's operations, activities and processes. They align with the expectations determined by our vision, purpose and aspirations, business unit plans, and the Company's business, operational, compliance and legislative requirements and responsibilities.

We have established grievance reporting mechanisms in place, supported by relevant policies and frameworks. Our External Whistleblower Disclosure Service also provides an avenue for employees to seek assistance who may not feel comfortable raising a concern via the Internal Workplace Resolution Process.

Business Management System

Our Business Management System (BMS) framework drives PBPL's commitment to quality processes, practices, and activities. It is our approach to business activities that mitigates identified risk, while providing guidance on sound, ethical, socially responsible, sustainable, and innovative ways of doing things.

Certified to international standards *ISO9001:2015 (Quality)*, *ISO14001:2015 (Environment)* and *ISO 45001:2018 (Health and Safety)*, the structure and integration of the BMS framework follows the Plan-Do-Check-Act methodology. The BMS framework ensures the delivery of quality systems and processes for the successful operation and management of the Port and related services/facilities.

Our internal BMS Committee meets regularly throughout the year and comprises subject matter experts from across the business. The Committee consults on and reviews our activities, including internal and external audit outcomes and process reviews, aimed to test the viability of our BMS and focus on continuous improvement of our business systems and processes.

KEY INITIATIVES

ISO Recertification Audit

During the year, we undertook an independent ISO Recertification Audit which assessed the continued compliance of our management systems against *ISO9001:2015 (Quality)*, *ISO14001:2015 (Environment)*, and *ISO45001:2018 (Health and Safety)* standards. No non-conformances were identified, with our Health and Safety, Quality and Environment management systems recertified for three years.

Policy updates

Every year, a number of company-wide policies are reviewed and approved by the PBPL Board to ensure they reflect evolving business or legislative requirements.

The way we manage and store our information and data is paramount to the operation of our business. During the year we reviewed our information management and data governance practices, including related documentation. The review resulted in the consolidation of existing documentation into a *Technology Policy* and *Information Management Policy*. We also developed a separate *Cyber Incident/ Data Breach Reporting Procedure* to further support cyber incident management.

These updates follow the development and approval of an updated *Anti-Bribery and Corruption Policy (ABC Policy)* in July, which further enhances anti-bribery and corruption obligations and guidelines already included in our *Code of Conduct* and *Whistleblower Policy*.

To further support employees to maintain compliance, online training was launched for relevant employees relating to anti-bribery and corruption, fraud awareness and information management obligations.

Collaboration Tool

In FY24 we launched a new Collaboration Tool designed to strengthen our culture of collaboration, maximise efficiency and improve decision-making. Developed internally, the Collaboration Tool is an innovative approach that provides our people with an easy, risk-based, centralised approach to share their initiatives, large or small, and gather feedback at an early stage from relevant internal stakeholders.

Risk Management Framework

PBPL's risk management framework is aligned to the international standard *ISO 31000:2018 (Risk Management)*. The risk management framework provides a range of tools to manage our top organisational risks and operational (business unit-specific) risks and employees receive relevant training as required.

A key component of the framework is APH Group's Risk Appetite Statements, which serve as a critical link between strategic objectives and risk management activities and prevents APH Group from being exposed to unacceptable or unmanageable levels of risk. During the year, we further matured our Risk Appetite Statements to align strongly with our Business Strategy and built mechanisms to monitor and report quarterly to the Board on appetite levels.

Climate change risk management

Climate change risk and opportunities present a challenge to our business as we are highly exposed to both the physical and transitional risks of climate change. We have undertaken a comprehensive assessment of our physical and transitional climate change risks and opportunities, and regularly review science and literature to ensure that our assessment is based on the most up-to-date climate change predictions.

Whilst we have a standalone climate change risks and opportunities register, during the year we took the opportunity to embed our climate change risks within the broader organisational risk management framework. This allows us to more effectively manage and oversee key actions and controls to ensure that climate change risks are appropriately managed.



The Climate Change Resilience focus area on page 66 details our specific actions around climate change risks and opportunities



PROSPERITY

OUR 2030 PROSPERITY GOAL

Deliver efficient and sustainable economic growth

RELEVANT UNSDGs



IN THIS SECTION

Supply chain enablement

Port development

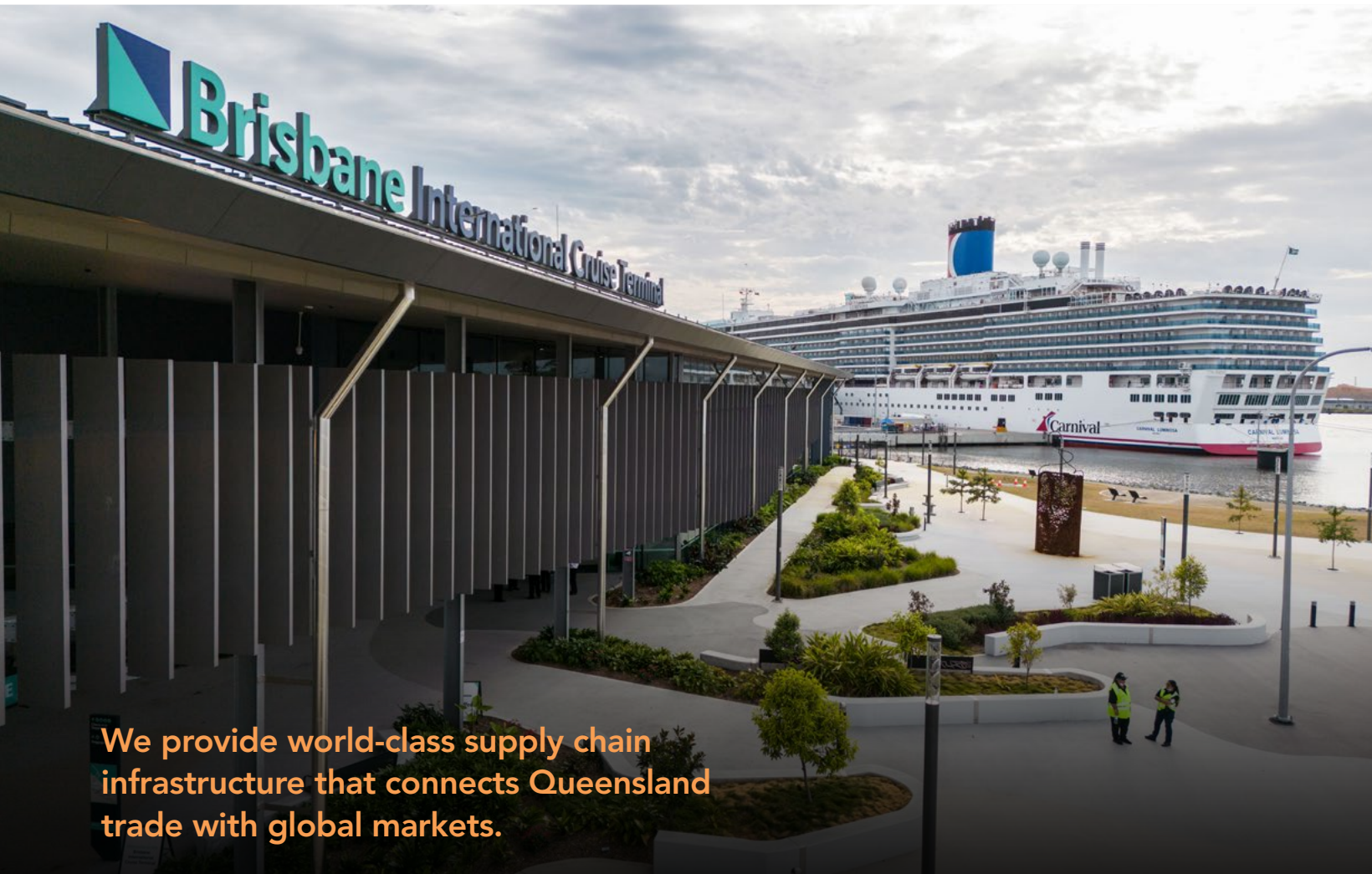
Asset management

Sustainable procurement

Digital transformation



Supply chain enablement



We provide world-class supply chain infrastructure that connects Queensland trade with global markets.

2030 GOALS

Advance channel preparations for 14,000 TEU vessels

Progress Inland Rail considerations and road transport efficiencies

FY24 TARGET

Commence preparation for an Environmental Impact Statement for the Channel Enhancement Project

PROGRESS

ACHIEVED

LINKS TO MATERIAL TOPICS

- Enabling supply chains and efficient port infrastructure
- Customer relationships
- Government engagement

CONTEXT

As Port Manager, we proactively manage and invest in our road, rail, channel, and infrastructure assets, seeking to optimise port access and port stakeholder supply chains.

It is also essential to help attract new cargo from contestable areas and to ensure the Port and our customers can respond to global trends of larger vessels and larger heavy vehicles.

OUR APPROACH

We regularly engage with our customers, supply chain partners and government to understand their future plans and the opportunities and challenges emerging within our industry.

Over recent years, we have delivered major infrastructure including Port Drive Upgrade, a second swing basin and the Brisbane International Cruise Terminal while also working with our stakeholders to use technology, such as NCOS Online, to drive efficiency and safety outcomes.

Waterside

Port of Brisbane's approximately 90km long navigational channel is one of the longest in the country. Our highly skilled and experienced team of hydrographic surveyors and marine crew ensure the channel is safe for commercial shipping. This requires our teams to undertake ongoing surveys of the channel, berth pockets and swing basins, and conducting maintenance dredging and bed levelling as required throughout the year. Maintenance dredging is led by our dredge vessel, the *TSHD Brisbane*, typically over the summer months.

Through the NCOS Online technology, we have enhanced safe marine access and delivered other benefits for our customers. We remain focused on ensuring the channel can safely and efficiently accommodate the 14,000 TEU container vessels that we anticipate will seek to call in Brisbane in the future through our ongoing channel enhancement investigations.

Landside

We have invested significantly to support the long-term future of Queensland's cruise tourism industry through the development of the Brisbane International Cruise Terminal (BICT) which opened in June 2022. The BICT can accommodate larger ocean-going cruise vessels and has the capacity to support future growth, should it be required.

A dedicated facility for cruise, it is open to all visiting cruise lines under a Voluntary Access Undertaking, subject to availability.

As Queensland's population grows, so too will trade through the Port. Our Future Port Expansion (FPE) area on Fisherman Islands, with approximately 200ha remaining, is a unique asset, providing capacity to grow over the long term. We are progressively developing the FPE area to meet demand for new industrial land and support trade-related growth.

A Voluntary Access Undertaking facilitates access to port services and facilities including the Brisbane Multimodal Terminal (BMT). Operated by PBPL, the BMT provides an interface for containerised freight between road, rail, and sea.

The Port benefits from strong road connectivity and is connected to rail via our BMT facility. The underutilisation of rail freight remains a significant challenge to the Port and our customers. As the freight task grows, the environmental and liveability impacts on the broader Southeast Queensland community will also increase, if the modal imbalance is not addressed.

In FY24, 1.3%[^] of containers moved through the Port on rail (1.1% in FY23 and FY22), well below global standards of around 20-30%.

Road

PBPL is responsible for consenting to access for restricted access vehicles (RAVs) on port roads, and the conditions under which they will operate — mainly heavy vehicles requiring permits, which are issued by the National Heavy Vehicle Regulator (NHVR). As the Road Manager for port roads, we work closely with our customers, transport operators and road authorities — particularly the NHVR and Queensland Department of Transport & Main Roads (DTMR) — as well as the Queensland Police Service to understand their future operational requirements and improve road safety efficiencies where it is safe to do so.

We continue to review and assess the network to ensure it continues to meet the needs of our customers and transport operators. We also engage with key stakeholders on road efficiency issues, including through our Landside Logistics Forum, which provides a forum for stakeholders to discuss challenges, emerging issues, and other opportunities to collaborate.

[^] Limited assurance by Ernst & Young.

KEY INITIATIVES

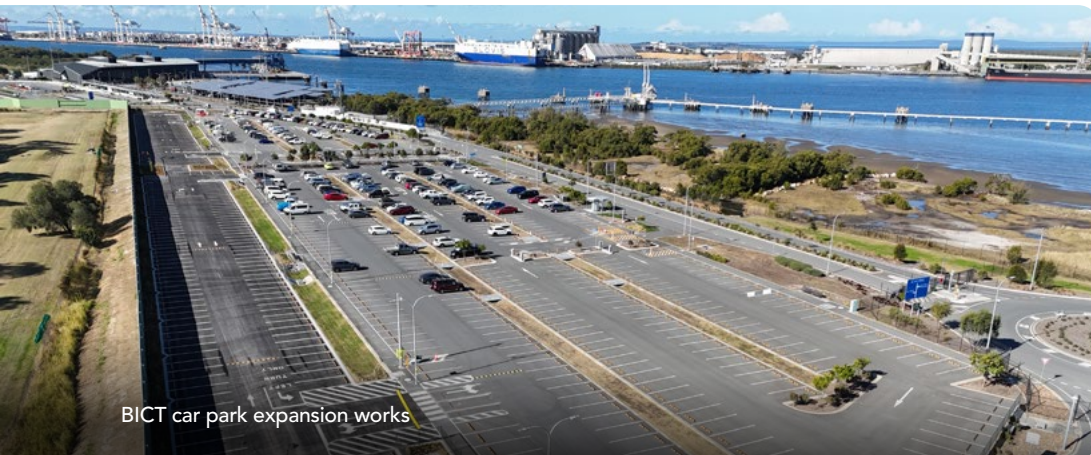
Brisbane International Cruise Terminal

The Brisbane International Cruise Terminal (BICT) has continued to play a key role in Queensland's cruise tourism industry during FY24, supporting economic and tourism opportunities in Brisbane and along the Queensland coast.

We have continued to invest in the BICT, expanding the onsite car park to create an additional 340 new car park spaces for passengers and staff. Led by Principal Contractor, PPO, the additional capacity is in response to the high demand experienced during its first full season, particularly over the summer period. We have also commenced minor additional improvement works to further enhance passenger comfort including the installation of additional shade structures.

Feedback from passengers and our cruise partners remains positive, however we continue to receive some feedback about public transport connectivity, amenity and the condition of the local road network. We continue to engage with the state and local governments about improving the local roads leading to the BICT, primarily for safety, and about potential opportunities for public transport connectivity.

In June, Carnival Australia announced that its P&O Australia brand would be folded into Carnival Cruise Line in March 2025, with the Pacific Encounter vessel to begin sailing under the Carnival Cruise Line brand and the Pacific Explorer to exit the fleet. While some vessel calls that were in the BICT cruise schedule in future cruise seasons will be impacted, PBPL looks forward to continuing its strong partnership with Carnival Australia and its brands.



BICT car park expansion works

During FY24, the BICT:

Welcomed
161
cruise ship calls



Over
860,000
cruise passengers
transited through
the facility*



Contributes approx.
\$940,000
in GSP each
vessel call**



Around
130
staff from across our
partners on hand for
each vessel call



Celebrated
300
vessel calls
since opening



* Passenger numbers include embarkation, disembarkation and transit.

** Deloitte Access Economics (2022)



[Read more about the Port of Brisbane and BICT's economic contribution to Queensland.](#)

Dedicated freight rail connection

While the timing of the development of the Federal Government's Inland Rail project in Queensland remains uncertain, we continue to advocate at all levels of government for a dedicated freight rail connection to the Port, which would deliver significant community, environment, and industry benefits. A dedicated freight rail connection is a critical supply chain connection for the region that is required regardless of whether Inland Rail extends beyond New South Wales or not.

The Queensland and Australian Governments are continuing their investigations into the current network constraints and identification of upgrades that may provide the capacity and efficiency for the existing connection, and we await the outcomes of this process.

Channel Enhancement Project

The Channel Enhancement Project aims to ensure the shipping channel servicing the Port is as safe as it can be, improves efficiency, and caters to the future needs of the global shipping market and the ever-increasing size of the vessels that may seek to visit the east coast of Australia. For this to be achieved, the existing Moreton Bay channel requires deepening, widening, and straightening works. In addition, minor re-alignments and bend radius increases are proposed to optimise vessel manoeuvring that will result in a reduction in vessel emissions.

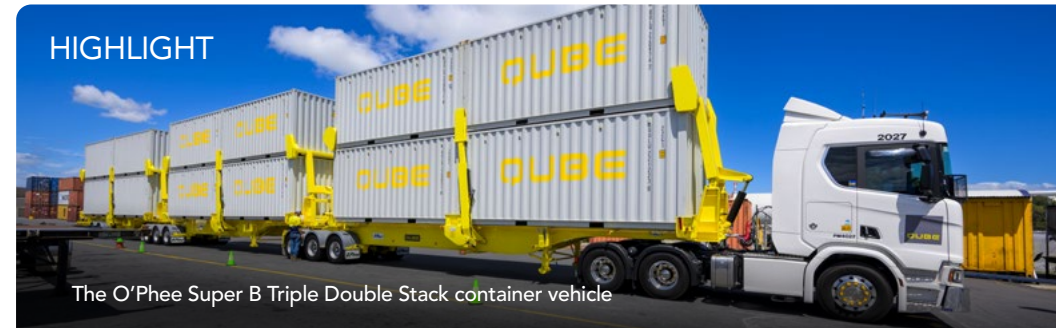
In June 2024, an application was made to the Office of the Queensland Coordinator-General for the Channel Enhancement Project to be declared a 'coordinated project'. The size and scale of the proposed project is likely to require an approved Environmental Impact Statement (EIS) by the Queensland Government. The project was also referred under the *Commonwealth Environmental Protection and Biodiversity Conservation Act 1999*. A coordinated environmental impact assessment would assess the impacts of the proposed project on matters of environmental, social, cultural and economic significance.

BMT welcomes new interstate rail services

In September our customer, Aurizon, welcomed its first north-south (east coast) container train service to our Brisbane Multimodal Terminal (BMT). Grown from one to three services a week, the return service operates on the Melbourne-Sydney-Brisbane corridor and caters to a range of containerised freight, including locally manufactured goods and produce and refrigerated cargo for distribution domestically, in a coordinated port-rail-terminal-rail-port service.

At 900m, it was also the longest standard gauge container train to come through the Port, further demonstrating the BMT's capacity as we continue to seek opportunities to grow freight volumes through the terminal and support our customers' growth.

HIGHLIGHT



The O'Phee Super B Triple Double Stack container vehicle

LONDON LONG

In January, the first O'Phee Super B Triple Double Stack container vehicle was operated by Qube Logistics on a defined route at the Port of Brisbane.

Known as the 'London Long', the Australian-first double-stack container vehicle has a 12 TEU capacity and is the culmination of a partnership between Qube, The Drake Group O'Phee Trailers, the National Heavy Vehicle Regulator (NHVR) with support from PBPL.

The London Long was born out of a need to address the growing freight task and boost transport productivity, without compromising safety. It was subjected to regulatory and independent safety and operational assessments and followed the successful trial of the 'London Short' — a double stacked container vehicle with an 8 TEU capacity in FY23.

In addition to providing consent to travel on port roads, PBPL invested in the infrastructure redesign and road upgrades required to support the new vehicles. We also installed a wind anemometer at the port to validate a new wind decision support system developed specifically for the vehicle.

The London Long was recognised with two awards in FY24 — the Innovation Award from the Australian Logistics Council and the Infrastructure Innovation Award in the Sustainability Category from one of our securityholders, QIC.





A site visit to Qube's storage facility as part of a government and port stakeholder windfarm workshop

Windfarm access

A significant amount of wind farm componentry continues to come through the Port of Brisbane to support renewables projects in southern and southwest Queensland. The onward transportation of this enormous cargo requires significant logistics planning and coordination along critical freight routes.

During the year, we participated in a workshop attended by government and port stakeholders to consider the movement of wind turbines for wind farm projects on Queensland's road network, specifically impacts on infrastructure and the permitting process as the demand for movement of this over-sized, over-mass (OSOM) freight grows.

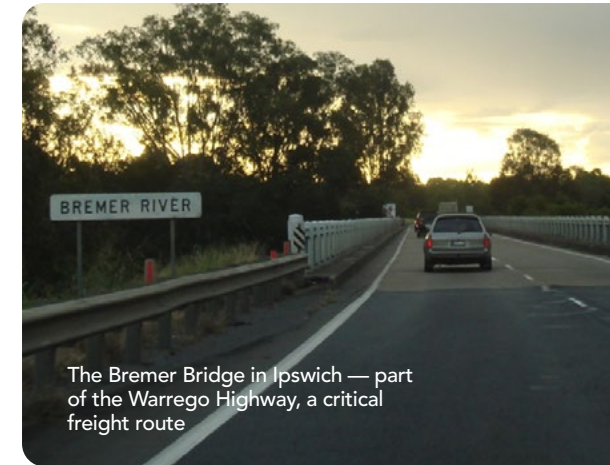
Led by the Queensland Transport & Logistics Council (QTLIC), we will continue to work constructively with all stakeholders to advocate for and support the safe and efficient movement of this cargo from Port to project site.

Bremer Bridge advocacy

During the year, we have worked closely with our supply chain stakeholders and industry partners to advocate for the management and replacement of the Bremer River Bridge in Ipswich.

The bridge forms part of the Warrego Highway; a critical freight route for heavy vehicles carrying agricultural, construction, defence, and mining cargo, connecting the Port of Brisbane with the Surat Basin, Darling Downs, South West, Central West and Bowen Basin regions in Queensland. In mid-2023 the bridge was closed to OSOM vehicles due to safety concerns with the ageing bridge following an inspection by DTMR. Since then, restrictions and resulting diversions for OSOM cargo and general freight have significantly impacted industry.

We have facilitated ongoing engagement with industry and government regarding the key issues and impacts including through regular meetings and stakeholder workshops, hosting a Q&A session for our Landside Logistics Forum with DTMR, and supported the peak industry body group formed by the QTLIC to represent the industry.



The Bremer Bridge in Ipswich — part of the Warrego Highway, a critical freight route

While we welcome the FY24 announcements by the Australian and Queensland Governments to extend the life of the existing 65-year-old bridge structure, we continue to advocate for direct investment in a full upgrade of the bridge as the appropriate long-term solution.

Port development



We're responsible for developing the Port in a way that supports our customers and facilitates trade growth while minimising environmental impacts.

2030 GOAL

Achieve a minimum 5-star sustainability rating for all new Property and Port Infrastructure Projects

FY24 TARGET

Implement a 6-star Green Star rated property development

PROGRESS

ACHIEVED

LINKS TO MATERIAL TOPICS

- Enabling supply chains and efficient port infrastructure
- Sustainable trade growth and diversity
- Environmental stewardship
- Customer relationships

CONTEXT

We provide access to Southeast Queensland's (SEQ) pre-eminent location for trade-related businesses and work collaboratively with new and existing customers to support their growth.

PBPL is responsible for facilitating, assessing and conditionally approving both green and brownfield development on Brisbane Core Port Land.

As Port Manager, PBPL develops and manages one of SEQ's largest industrial landholdings set across five distinct property precincts. These precincts support a diverse range of land uses including industrial, transport operations, marine infrastructure, retail/commercial and environmental buffers.

Our dedicated team of property, planning, infrastructure, and sustainability experts work with customers from design through to delivery and ongoing management support. We take a long-term view to the partnerships created with our customers and work closely with them to ensure facilities support their operations now, and into the future.

OUR APPROACH

The development of port land is guided by our long-term Master Plan together with planning tools such as the *Brisbane Port Land Use Plan 2021* and *Technical Specifications 2021*.

Our planning instruments set design and operational standards and specify compliance requirements for PBPL, our customers and contractors. Where practical, we seek to incorporate best practice and sustainable design principles into all new port development projects to deliver high-quality facilities for our customers while reducing environmental impacts. This includes outcomes relating to material selection and waste management; the setting, monitoring and management of key environmental performance metrics during construction and operation; optimisation of water use; and use of water and energy efficient design.

Port development

As standard, all new port property projects target a minimum 5-star non-certified sustainability rating which includes incorporating sustainable design elements such as rooftop solar, water and energy efficiency measures, waste minimisation, and using sustainable products such as low carbon concrete.

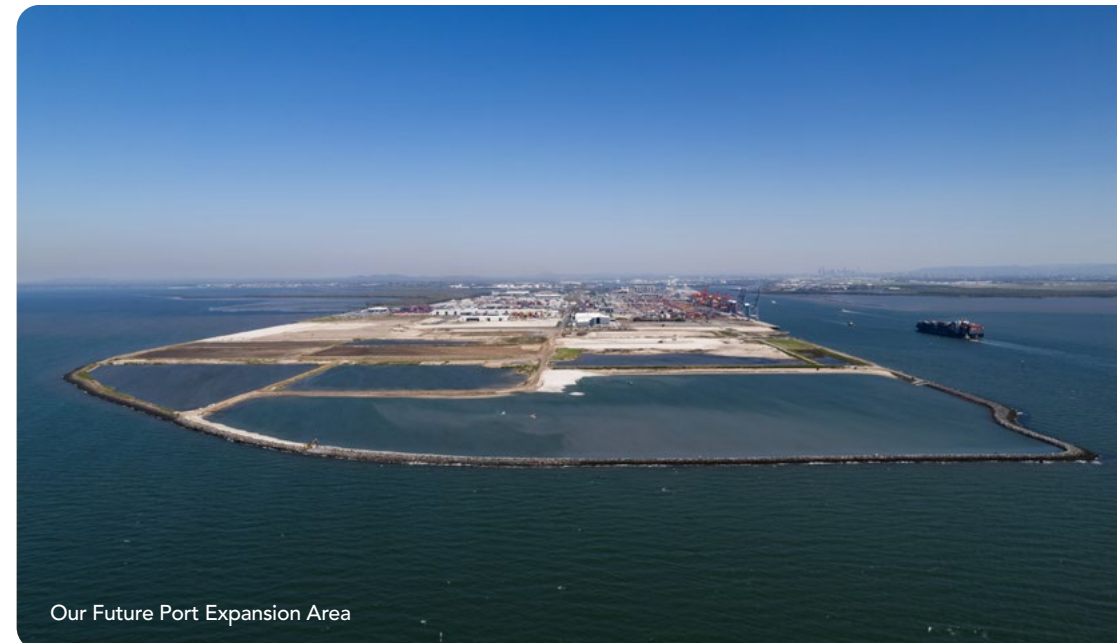
On port development projects, sustainability is also about working collaboratively, driving innovation, assessing performance, and capturing lessons learned by identifying opportunities for improvement as well as new innovations that we can carry forward as standard.

This approach drives us to look for new materials and methodologies from the broader industry through our network of consultants, delivery partners and their sub-contractors, in collaboration with our customers. Our recently developed Infrastructure Sustainability Strategy also provides a framework and action plan to enhance sustainability outcomes on our port development and asset management work.

Read more about the Infrastructure Sustainability Strategy on page 52.

Future Port Expansion Area

We continue to progressively develop our Future Port Expansion (FPE) Area — approximately 200ha remaining — to provide new land for port development. To meet trade demand, we have continued to develop two adjoining land parcels during FY24, both located on the eastern side of Fisherman Islands. There is approximately 22.4ha of land currently under surcharge which will become available in line with the development program.



Our Future Port Expansion Area

HIGHLIGHT



Electrolux under construction



Artist impression

ELECTROLUX

Targeting our first 6-star Green-star rating

In November, we commenced construction of a purpose-built distribution facility and Experience Centre on a 4.22ha site for new customer Electrolux, our first at Port West Stage 2. Due for completion in October 2024, the new development is targeting a 6-star Green Star rating — a first for PBPL — and supporting the sustainability ambitions of both companies.

In designing the facility to meet the 6-star Green Star requirements, we are incorporating a 1MW rooftop solar installation, 1MW/1.75MWh battery energy storage system, a timber structure to the office and showroom, and will utilise low carbon concrete solutions, where practical. To date, Hanson's Enrich 50 concrete product has been used on all external pavements, reducing the associated embodied carbon by approximately 50%.

Recycled road base was used exclusively throughout the project, achieving a 100% reduction in the associated embodied carbon. Using glulam and CLT timber for the office structure is a key sustainability initiative of the development. Not only was the structure assembled significantly faster than a traditional steel structure, but its arrival as pre-cut and pre-drilled components, ready for installation, ensured no additional waste was generated onsite as typically occurs when materials need to be cut down or prepared onsite.

Our Principal Contractor, McNab, is also overseeing efforts onsite with its teams and sub-contractors to reuse building material waste during construction such as timber cutoffs, scrap metal and other materials. A dedicated waste sorting area has supported behavioural change, enabling efficient sorting of waste materials and easy access to waste construction materials that can be repurposed. As a result, very little waste has been reported on the project to date.

KEY INITIATIVES

Shared services at Port West Stage 2

We are taking an estate-wide approach in Stage 2 of our Port West estate at Lytton to maximise the opportunities of shared services to reduce resource use and achieve cost efficiencies for PBPL and our customers.

Energy use — through solar power generation and battery storage — represents one of the most significant opportunities to create shared value for our customers within the estate.

While the roof of Electrolux's facility will provide the site for the 1MW solar system, PBPL will install and retain ownership of the solar system, along with a 1MW/1.75MWh battery energy storage system and associated infrastructure. Once commissioned, it will have the capacity to generate a significant proportion of the Stage 2 estate's power requirements. Customers located in the estate will have the opportunity to access cheaper, reliable, renewable energy through our embedded network. These works continued during FY24 and will continue into future reporting periods.

Additionally, we have also established shared fire services infrastructure to service the estate. This approach reduces duplicate infrastructure, upfront capital costs for PBPL and ongoing costs for customers without compromising firefighting capabilities.

Low carbon concrete

Many port development projects require expansive areas of concrete hardstand to support our customers' operations. By reducing the amount of Portland cement in the concrete products we use on new property projects, we can make a material difference to the environmental impact of these developments.

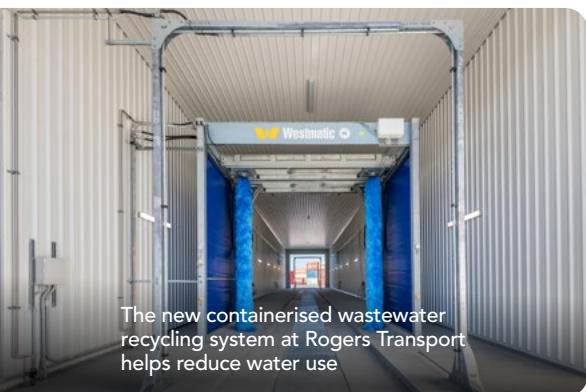
Over recent years we have worked with our customers and delivery partners to create a high-trust commercial environment to trial the effectiveness, application, and durability of low carbon concrete in live settings. As a result, we have included the requirement for Principal Contractors to investigate the use of low carbon concrete products for all new PBPL property projects. During FY24, we incorporated significant volumes of low carbon concrete products in all three new customer property developments.

Reducing water use

During FY24, we progressed a number of PBPL-driven initiatives on new port property developments designed to help reduce our customers' water use over the long-term.

Containerised wastewater recycling systems, servicing washbay and truck wash facilities, were installed on all three new customer developments. Over the long-term, these proprietary recycling systems will reduce our customers' water use by up to approximately 90% and delivering significant savings for them.

We continue to require water efficient fixtures and fittings as well as rainwater tanks for greywater use, and have removed irrigation as part of landscaping, instead planting low maintenance, native plants requiring much less water and serviceable by water truck when required.



The new containerised wastewater recycling system at Rogers Transport helps reduce water use

HIGHLIGHT

NEW CUSTOMER FACILITIES

In FY24, we delivered three new customer facilities (two for existing customer IOR, one for new customer, Rogers Transport) and completed significant facility upgrades for our existing customer, Toll.

We also commenced construction of new facilities for Electrolux, DSV Air & Sea and Blue Water Shipping.



Customer	IOR Warehouse and office	Rogers Transport Warehouse and depot facility	IOR Truck refuelling and service centre
Location	Port Gate	Port West Stage 1	Port West Stage 1
Completion date	September 2023	April 2024	May 2024
Site area	1.7ha	4.96ha	2.1ha
Scope	Warehouse with cantilevered awnings, office, hardstand	Warehouse, purpose-built workshop with fully automated truck wash, office and two recessed loading docks	Workshop, corporate office, fully automated truck wash, refuelling station with driver amenities along with truck/trailer parking hardstand
Sustainable design elements	<ul style="list-style-type: none"> • Low carbon concrete (Hanson Enrich50) • 99kW rooftop solar system • Water and energy efficient fittings • Rainwater tanks for harvesting stormwater and reuse 	<ul style="list-style-type: none"> • Wastewater recycling system (EnviroConcepts) • Low carbon concrete (Holcim Ecopact) • 99kW rooftop solar system • Water and energy efficient fittings • Rainwater tanks for harvesting stormwater and reuse • Recycled materials in civil works 	<ul style="list-style-type: none"> • Wastewater recycling system (EnviroConcepts) • Low carbon concrete (Hanson Enrich30) • 99kW rooftop solar system • Water and energy efficient fittings • Rainwater tanks for harvesting stormwater and reuse • Reused recycled materials in civil works
Principal Contractor	McNab	FKG	McNab

Asset management

Asset management can play a pivotal role in enabling the circular economy and supporting strong sustainability outcomes for our business and our customers, who rely on the quality and performance of these assets for their operations.

2030 GOAL

100% alignment with ISO 55000 Asset Management

FY24 TARGET

Develop a strategy to incorporate sustainable design principles for infrastructure across the asset lifecycle

PROGRESS

ACHIEVED

LINKS TO MATERIAL TOPICS

- Enabling supply chains and efficient port infrastructure
- Technology
- Customer relationships

CONTEXT

As Port Manager, we're responsible for the development and maintenance of major port assets including roads, wharf infrastructure, channel, and water and sewerage services. We also manage PBPL's dredging and marine fleet, ICT infrastructure and our renewable energy generation and storage assets and associated electrical network.

We recognise how critically important the ongoing development and reliable long-term performance of these assets are to our customers and the economic functioning of the Port. That is why we are committed to delivering a high-quality, compliant, and sustainable service to our customers and other port stakeholders by providing world-class safe, reliable, and efficient assets.

OUR APPROACH

In line with our commitment to being here for the future, our infrastructure assets are designed and constructed to deliver optimal outcomes over a prolonged period. The management of our asset portfolio is also becoming increasingly complex due to the increasing size of our asset base, age of some of our oldest assets as well as emerging infrastructure relating to renewables, such as solar and battery storage.

We have a comprehensive asset management program to ensure our assets are managed in a safe, efficient, coordinated, and sustainable way throughout the asset lifecycle, whilst meeting the needs of stakeholders, customers, and end users. It is designed to minimise whole-of-life costs while managing risks effectively and maximising the performance of our assets to support our customers and the port community.

Our asset management strategy recognises that by more effectively managing assets throughout their life, we can also minimise associated resource consumption. Additionally, by optimising our maintenance strategies, we seek to ensure we are not over-maintaining our assets, (where resources could be deployed elsewhere) or under-maintaining them (leading to an increasing risk of premature failure or significantly greater remediation costs).

KEY INITIATIVES

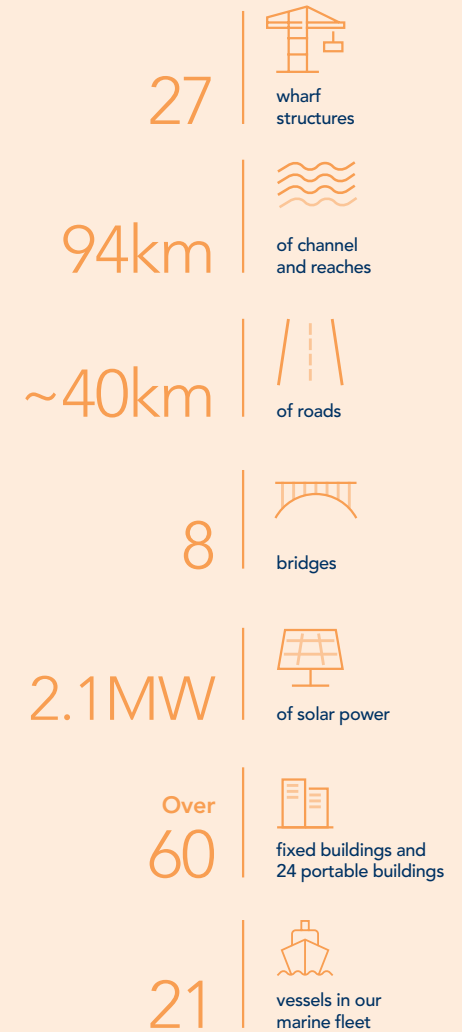
Asset Management Connect

Ongoing development of our Asset Management Connect (AMC) platform has been a significant focus during FY24, designed to uplift asset management capabilities across the organisation to optimise the management and performance of our increasingly complex asset base.

AMC is designed to bring together existing, discrete data sources to deliver an integrated solution that provides a single-source-of-truth for asset information and data-driven decision-making. It is designed to ensure that holistic asset information is collected, maintained and readily available to support evidence-based, asset management decisions. It will also enhance the visibility of, accessibility to, and trust in, our asset management information across the business. This evolution is essential as we seek to mature our asset management strategies and progress towards our 2030 Asset Management sustainability goal of aligning with *ISO55000 (Asset Management)*.

During FY24, our project teams have continued to make significant progress in the design and development of AMC ahead of a planned, phased implementation from FY25.

Our asset portfolio includes:



Infrastructure Sustainability Strategy

In FY24, we developed an Infrastructure Sustainability Strategy to support the planning and delivery of sustainable infrastructure as part of our ongoing infrastructure and maintenance programs.

The strategy identified initiatives to help improve sustainability outcomes for port infrastructure; their implementation has been programmed over future years. Aspects considered include sustainability selection criteria, contractor requirements, material selection, communication and data monitoring and evaluation.

Berth upgrades

Works have continued at our Port North Common User Berth facility as part of a multi-year project to improve safety and supply chain reliability. Phase 2 of the project was successfully delivered during the year, with the completion of the civil and marine package to install a new 140m access walkway that will improve safety for ships' crews and operational staff. Approximately 550m³ of sand was reused as part of the civil works and 5m³ of concrete was transported to Rino Recycling to be processed and reused.

Construction of a new Ship Access Platform (SAP) at our Fisherman Islands Bulk Berth 2 (FIBB2) was completed during the year. Required to support safe access and egress for operational staff to fuel vessels at berth, PBPL worked with Principal Contractor, Fitzgerald Constructions Australia Pty Ltd, to install and commission the new SAP prior to the existing one being removed. This approach, together with construction works undertaken to avoid scheduled vessel arrivals, minimised disruption to customers, avoided any delays to shipping and ensured safety for both construction workers and berth users.

In August, our teams oversaw the completion and commissioning of a fire system upgrade at our Pinkenba Common User Berth, which accommodates larger LR1 fuel vessels. The 18-month project delivered additional safety process improvements and enhanced firefighting capabilities should they be required during operations. Customer access to the wharf was maintained throughout construction.



The upgraded fire system on display at our Pinkenba Common User Berth

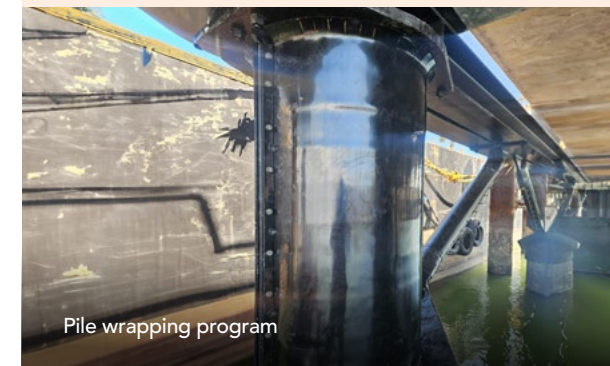
HIGHLIGHT

PILE WRAPPING PROGRAM PROTECTING WHARF INFRASTRUCTURE

Our wharves are exposed to a very harsh marine environment. Safeguarding this critical infrastructure is essential to sustaining the Port's trade operations.

In total, our wharves are supported by 4,000 hollow steel piles — protecting them from corrosion is a critically important task.

During FY24, we made significant progress on this program with our specialist contractor, O'Connor Land & Marine, engaged to deliver this work. We have been able to bring forward planned upgrades, also working closely with customers to minimise potential disruption to their operations.



Pile wrapping program



The new roundabout at the intersection of Curlew Street and Peregrine Drive

New roundabout improves road safety

Ensuring port roads are safe for all users will always remain one of our highest priorities. During the year, we identified an opportunity to improve road safety and facilitate required heavy vehicle manoeuvres at a busy intersection on Fisherman Islands (Curlew Street and Peregrine Drive).

Design and delivery of the new roundabout intersection was prioritised as part of the Curlew Street pavement renewal project, minimising disruption to our customers and road users. Completed in May, these works have delivered a safer and more efficient intersection for the many road users, transport operators and neighbouring customers.

Managing resource use on road projects

Road maintenance comprises a significant part of our asset management program with over 40km of port roads and thousands of vehicles, most of which are heavy vehicles, travelling on our network every day.

By considering the materials we use in the construction or maintenance of port roads, we can reduce our environmental impact and conserve resources while achieving our core objectives of ensuring our roads are durable, reliable and safe. We work with construction partners to investigate opportunities to use recycled or lower emissions materials on our projects and, where possible, either recycle (via registered recycling facilities) or re-use materials that we remove on other port projects or through our contractors to reduce waste sent to landfill.

During the year, we completed two important road pavement renewal projects — Osprey Drive (Port Gate) and Curlew Street (Fisherman Islands). Early and extensive consultation with neighbouring customers ensured we considered safety outcomes for road users and construction crews and minimised disruption to their operations, tailoring the construction methodology to achieve this.

HIGHLIGHT

CURLEW STREET PAVEMENT RENEWAL PROJECT

During FY24, we delivered a full depth pavement renewal to 490m of Curlew Street — a busy stretch of road on Fisherman Islands.

Working with Principal Contractor, Malcolm Civil and their sub-contractors, we achieved strong sustainability outcomes.

PROFILING MATERIALS REUSED



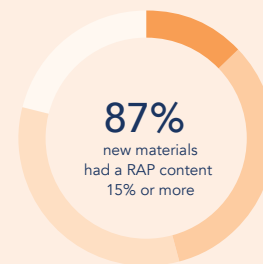
- Reused on other Principal Contractor projects
- Recycled – registered facilities
- Recycled back into the project

922 hours



of tandem truck movements avoided through direct-to-end user recycling of 92% of all materials

NEW MATERIALS USED



- Concrete
- EME2 asphalt (30% RAP content)
- EME2 asphalt (15% RAP content)
- AC15E wearing course asphalt (15% RAP content)

Zero emissions



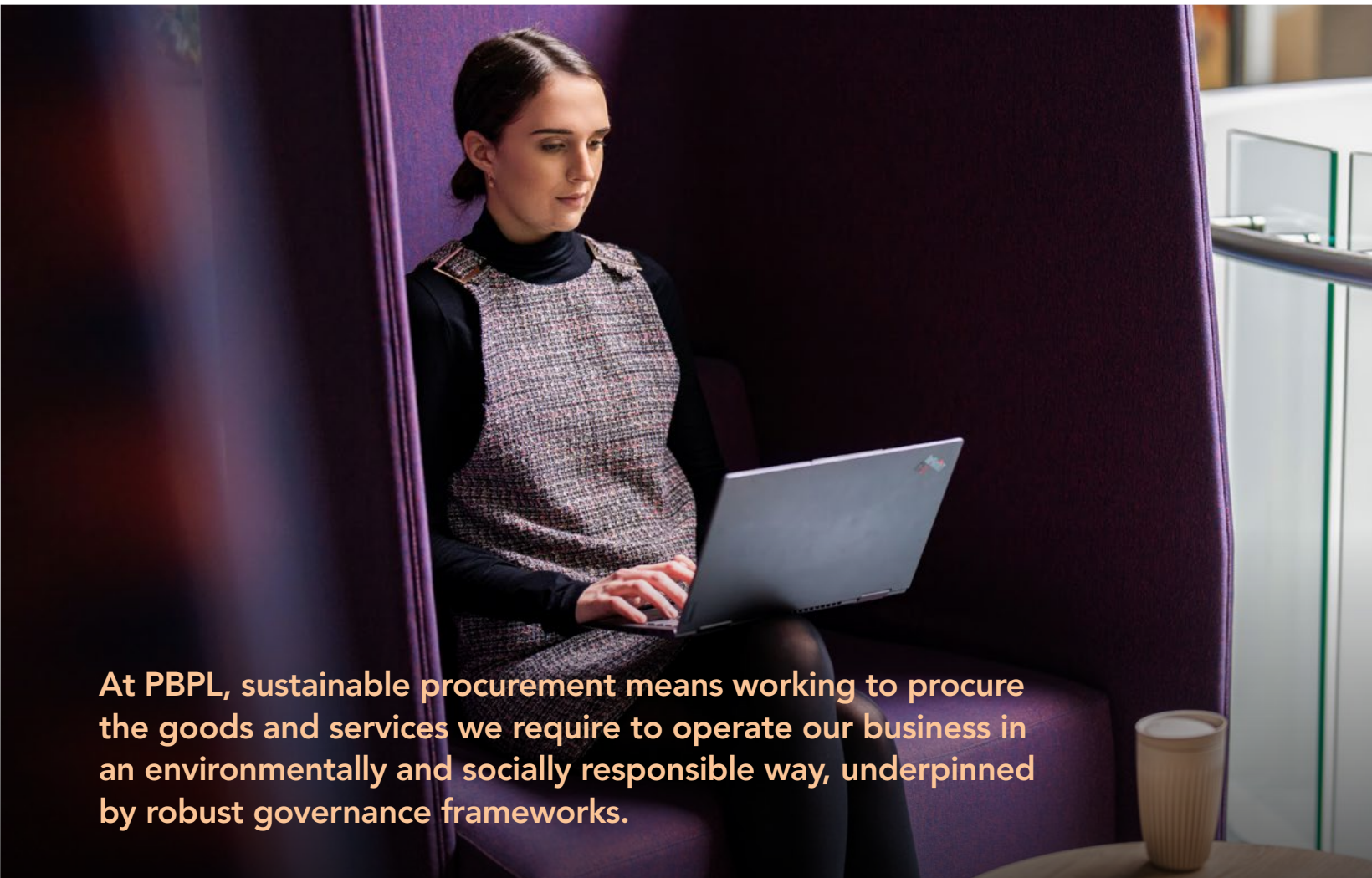
attributed to solar powered site facilities

Zero emissions



attributed to solar powered temporary traffic installations and night lighting

Sustainable procurement



At PBPL, sustainable procurement means working to procure the goods and services we require to operate our business in an environmentally and socially responsible way, underpinned by robust governance frameworks.

2030 GOAL
 100% alignment with ISO 20400 Sustainable Procurement with audit verification

FY24 TARGET
 Develop a Sustainable Procurement Strategy

PROGRESS
 ACHIEVED

LINKS TO MATERIAL TOPICS

- Responsible governance

CONTEXT

Our people engage with external suppliers as part of daily business operations and strategic activities. Robust and sustainable procurement practices are important for PBPL and our suppliers to ensure our procurement processes are value-adding. It helps to extend the lifecycle of our resources, promote cost efficiencies, encourage innovation, drive diversity and is essential to supporting positive commercial relationships with both our suppliers and the broader community within which we operate.

OUR APPROACH

We have robust procurement policies, procedures and standards in place to support our people in procuring the external goods and services that our business needs to operate efficiently and effectively.

We strive to ensure procurement activity maximises value, reduces cost, mitigates risk, and supports our strategic objectives. Employees receive procurement training relevant to their roles.



[Download our Modern Slavery Statement 2023](#)



Our procurement practices comply with all relevant legislation and regulatory frameworks. We report annually to the Australian Government via our Modern Slavery Report.

In FY24, we had 826 direct suppliers; of these, 95% located within Australia.

Our major categories of procurement included construction and engineering services, vessel maintenance and refit, facilities management, repairs and maintenance, technology, and advisory and consultancy services.

KEY INITIATIVES

Sustainable Procurement Strategy

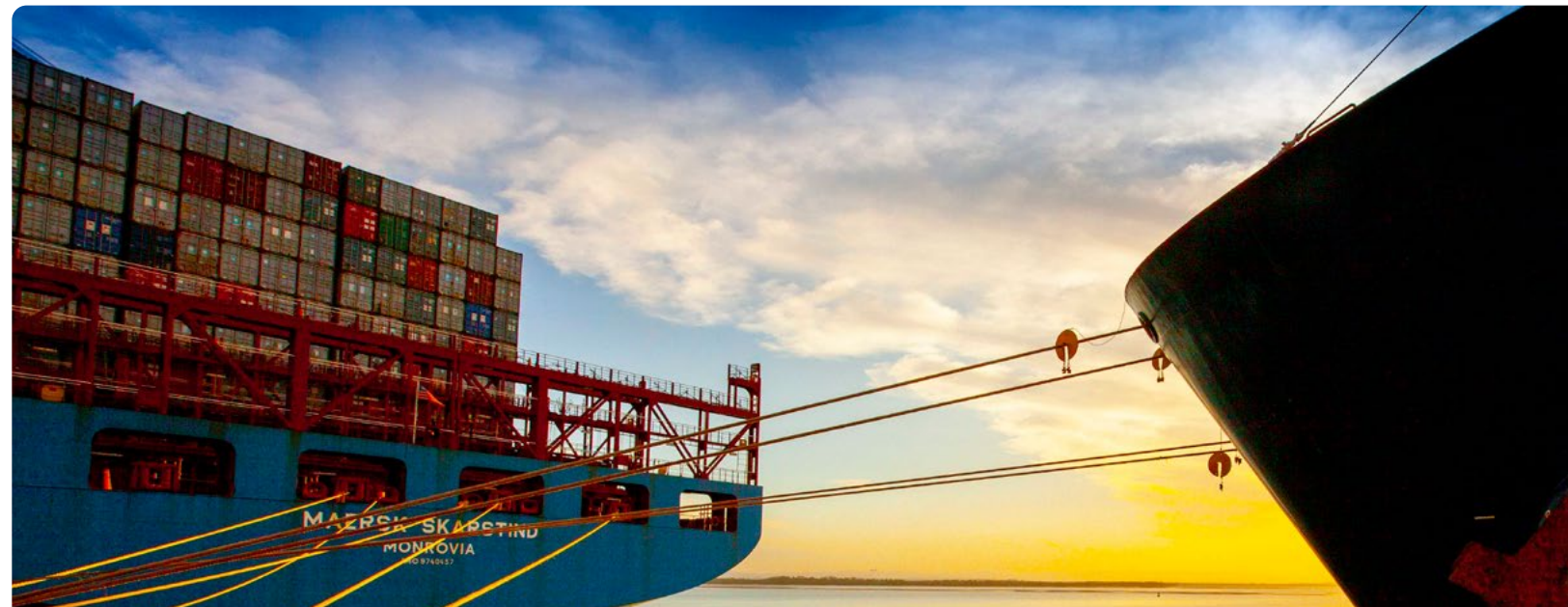
During the year we engaged an independent expert to undertake a gap analysis of PBPL's current business and procurement processes, and the requirements contained in the *ISO20400 (Sustainable Procurement)* standard.

The outcomes of the gap analysis informed the development of our Sustainable Procurement Strategy which will commence implementation from FY25 and provide a pathway towards achieving our 2030 Sustainable Procurement focus area goal.

ERP Project

We continued to progress our Enterprise Resource Planning (ERP) project, a multi-year business-wide project focusing on optimising and redesigning specific financial and procurement processes to align with industry best practice.

This work will help create a platform as the business works towards our 2030 sustainable procurement goal of aligning with *ISO20400*. Substantial work was completed on the project during FY24, and the new ERP system successfully went live at the start of FY25.



Modern slavery

We have zero tolerance for modern slavery and strive to prevent modern slavery within our operations and supply chain. We continue to drive various initiatives to strengthen our response to the Commonwealth Government's *Modern Slavery Act 2018 (Cth)*. Our Modern Slavery Steering Committee comprises representatives from across the business to develop and drive initiatives that help PBPL reduce the risk of modern slavery in our supply chain, ensure a consistent whole-of-business approach to modern slavery, and to review and monitor our progress and actions.

All employees are required to undertake annual Modern Slavery training and in FY24, 93% of employees had completed this. As part of our ongoing due diligence efforts, we continue to assess the risk of modern slavery within our supply chain, prioritising high-risk suppliers based on well-established risk indicators including geographic, industry/sector, product/service, and entity.

Throughout FY24, we continued to communicate with our employees and sought opportunities to collaborate with the port community while also sharing learnings with our securityholders and industry peers.

We strengthened our collaboration with Mission to Seafarers Brisbane, joining its Management Committee, participating in its Port Welfare Committee and continued our commitment to collecting and donating clothing for visiting seafarers.

Supply Nation

Increasing our spend with First Nations businesses is a key initiative of our Innovate Reconciliation Action Plan (RAP) and aligns with our 2030 Sustainable Procurement goal. In FY24, we engaged 11 Aboriginal and Torres Strait Island owned businesses to provide consulting, catering and traditional performers. We also sought a First Nations' supplier in the procurement of our residual carbon offsets.

We became a Supply Nation member in FY24 which will further support our supplier diversity initiatives as identified within our RAP across categories including maintenance, facilities management, hospitality and more, as well as development opportunities and tailored guidance to improve our approach.



Read more about our Innovate Reconciliation Action Plan on page 84.



The TSHD Brisbane during its out of water refit in Singapore

MANAGING MODERN SLAVERY RISK FOR THE TSHD BRISBANE REFIT

In FY24 our dredge vessel, TSHD Brisbane, underwent a major out of water refit in Singapore; a location and activity recognised as having a significantly higher risk of modern slavery.

To support the refit and manage our engagement with the supplier, PBPL established a framework that required supplier due diligence questionnaires to be completed, conducted verification of various aspects of the supplier's management systems, maintained a 24/7 presence at their site and required the supplier to agree to our modern slavery contract clauses.

Digital transformation



Technology enables our people to be more productive, efficient, and innovative. It keeps our business secure and sustainable, and it helps us unlock value for PBPL and our customers.

2030 GOAL

Create value through becoming a digital leading port

FY24 TARGET

Develop a Technology Strategy

PROGRESS

ACHIEVED

LINKS TO MATERIAL TOPICS

- Technology and innovation
- Cyber security

CONTEXT

Technology is interwoven throughout all aspects of our operations and enables us to deliver value for our employees, customers and securityholders. It is critical to keeping our business secure, efficient, productive and sustainable. At PBPL, technology is essential to facilitating the flow of people, ideas and innovation. It helps us stay connected and contributes to our overall business success.

OUR APPROACH

We are required to satisfy significant regulatory requirements relating to technology, including cyber security. Cyber security remains a key priority for PBPL and requires governance structures and ongoing risk management to respond to the ever-evolving digital world. Throughout the year, we have continued to strengthen our systems, processes, and responses to enhance our cyber security posture. As part of this, we continue to work with the Australian Government's Cyber and Infrastructure Security Centre (Australian Government Department of Home Affairs) to ensure we meet all requirements under the *Security of Critical Infrastructure (SOCI) Act 2018* legislation.

This is delivered through our systems, processes and technology coupled with important training and awareness for employees and stakeholders.

Focusing on purpose and value helps to ensure investment in technology delivers value for our business including safety, risk reduction, sustainability improvements and commercial outcomes.

It is essential that business decision-making is informed by robust data. We continue to evolve our digital platform to support the collation, integration, and analysis of some sustainability and operational data. The platform enhances visibility of environmental impacts, enables data-driven insights, and supports sustainability compliance reporting. As a scalable solution, new data sources can be incorporated as they become available, should they be suitable.

KEY INITIATIVES

Technology Strategy

During the year, we have progressed significant technology projects across the business, supporting major asset management, finance, health and safety operational and other projects to uplift capability and enhance data-driven decision making across the business.

Finalised in FY24, our Technology Strategy provides a framework for our business and outlines a clear vision and action plan to continue to build capacity, ensure the right technology systems, processes and security is in place, and maintain alignment with PBPL's sustainability, business and strategic objectives.

Reporting systems

We have continued to develop and refine internal reporting systems and dashboards to assist the Executive Leadership Team and business units collate, analyse and report data relating to our Sustainability Program and business operations. Our work has also focused on identifying opportunities to remove manual processing and further strengthening our data collection and reporting.

Vessel communications

Following the successful implementation of satellite communications for vessel management and corporate technology uses, a second satellite communications service has been deployed on *TSHD Brisbane* for personal use by crew.

This has been implemented to support connectivity, mental health and wellbeing by providing off-duty crew the means to watch streaming services and download content, while being able to contact family or friends by email, chat or video call when they need to.

HIGHLIGHT



The *TSHD Brisbane*

A NEW OPERATIONS AND FUEL MONITORING SYSTEM FOR THE TSHD BRISBANE

The *TSHD Brisbane*, our flagship dredging vessel, is responsible for the majority of PBPL's emissions. We continue to explore opportunities to understand and minimise its emission profile. During the year, the *TSHD Brisbane* underwent a routine out-of-water refit in Singapore.

During the refit, the Technology and Marine teams oversaw the commencement of installation of telemetry devices to allow for a new operations and fuel monitoring system to be implemented that will enable teams onboard and ashore to better understand and define opportunities to improve the vessel's most economical and fuel-efficient operational modes. This data will enable us to identify how different operational modes impact fuel consumption, helping to improve efficiency while reducing emissions.

PLANET

OUR 2030 PLANET GOAL

Achieve net positive environmental benefit

RELEVANT UNSDGs



IN THIS SECTION

Air quality

Energy efficiency

Climate change resilience

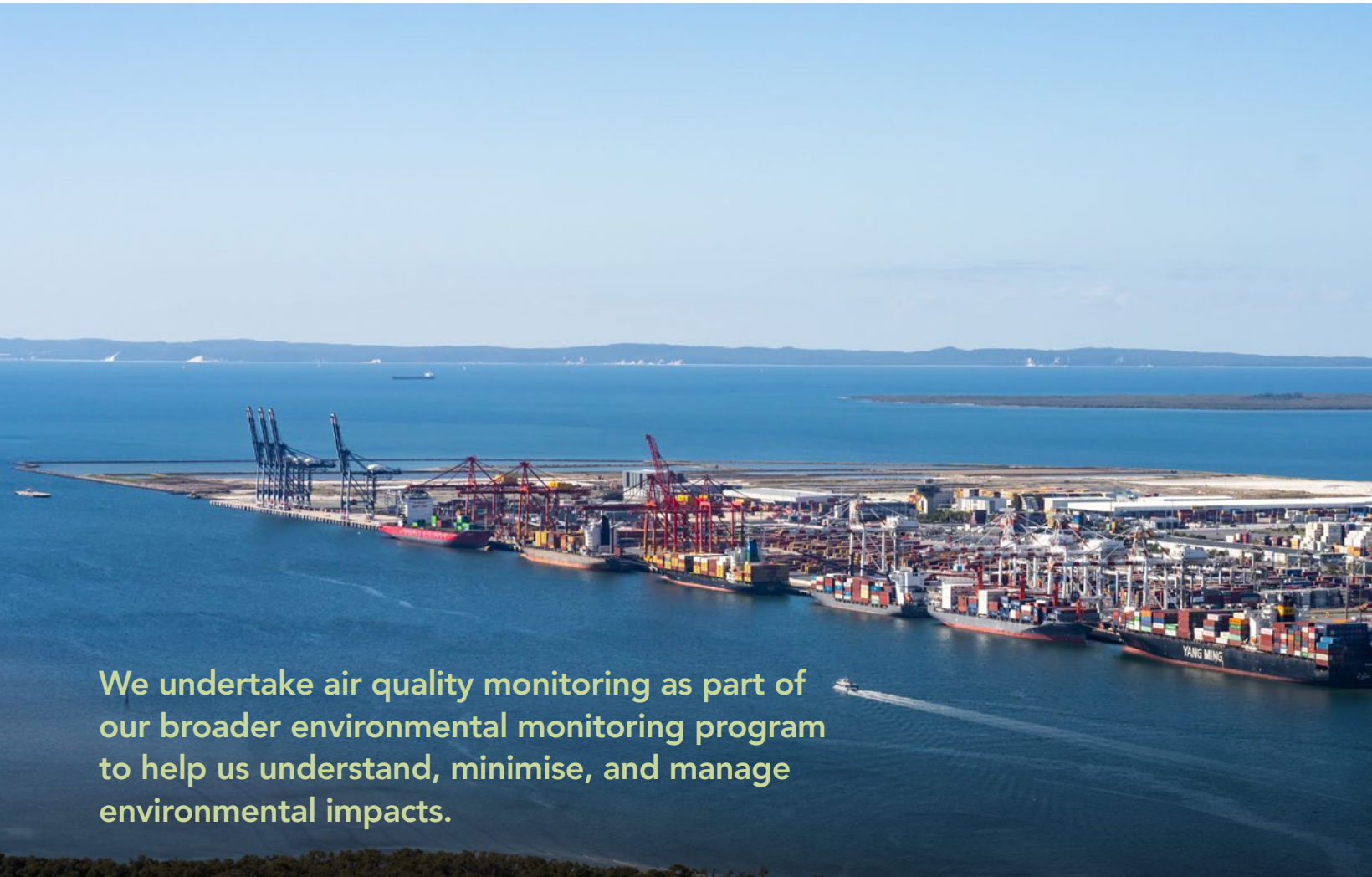
Resource management

Water quality

Biodiversity



Air quality



We undertake air quality monitoring as part of our broader environmental monitoring program to help us understand, minimise, and manage environmental impacts.

2030 GOAL
No National Environmental Protection Measures (NEPM) exceedances

FY24 TARGET
 No NEPM exceedances

PROGRESS
ACHIEVED

LINKS TO MATERIAL TOPICS

- Environmental stewardship

CONTEXT

We have a responsibility to ensure PBPL's operations do not significantly contribute to local and regional air quality impacts.

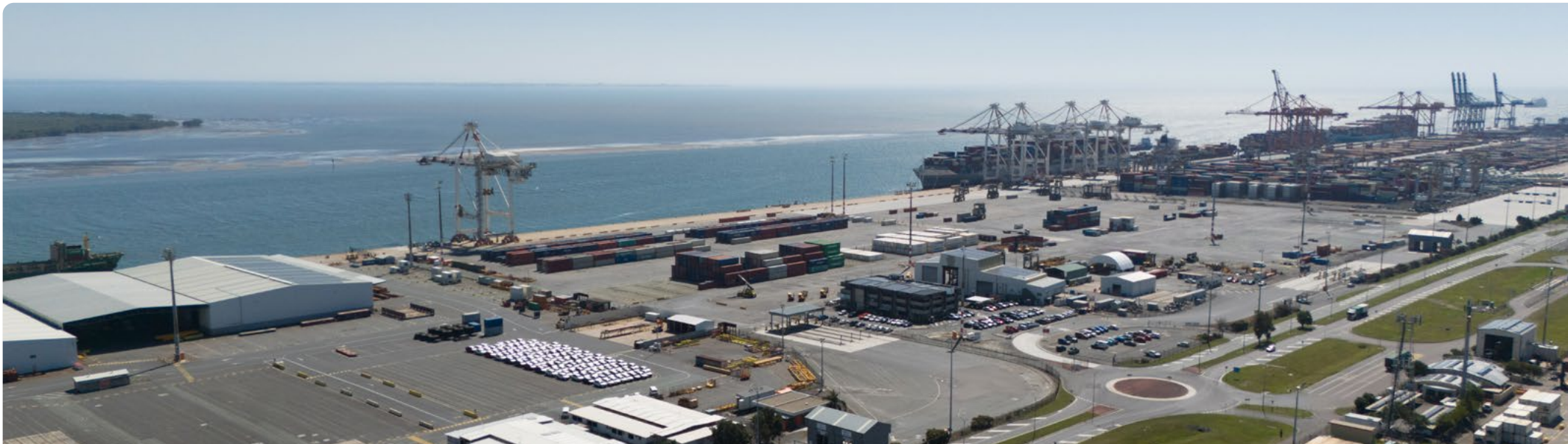
OUR APPROACH

We proactively monitor and manage air quality at the Port including working with partners including government and academia. We have developed a strong understanding of emissions sources and have developed both landside and waterside emissions estimates, modelled projected future air quality impacts, and undertake air quality monitoring at multiple sites across the Port. Our air quality monitoring data continues to be published on our website, available in near-real time.

KEY INITIATIVES

PBPL's air quality monitoring program consists of six solar powered E-samplers which measure real-time PM10 and PM2.5 (particulate matter less than 10 and 2.5 microns) at three separate locations on port land. The E-samplers produce daily recordings which are supplied to our consultant who then reviews the data for errors and provides the information for us to display on our website.

In March, a battery that powered one of the locations (two E-samplers) failed, requiring replacing, while the system itself was nearing its 'end of life'. The location was decommissioned and replaced with a more cost effective and portable station that measures dust, although less rigorously. This station will allow us to have more flexibility in our air quality monitoring and will assist PBPL in responding to localised short-term issues that might arise. The two remaining higher quality stations will be maintained to preserve the integrity of the higher quality, long-term data set.



Energy efficiency



We are committed to achieving net zero emissions (Scope 1 and 2) by 2030; doing so requires us to embrace a proactive and ambitious approach to reducing our emissions.

2030 GOAL
Net zero emissions (Scope 1 & 2)

FY24 TARGET
 100% reduction in Scope 1 & 2 emissions

PROGRESS
ACHIEVED

FY24 TARGET
 Undertake battery storage trial on a port asset

PROGRESS
ACHIEVED

LINKS TO MATERIAL TOPICS:

- Climate change resilience

CONTEXT

The transition from carbon intensive energy use to a low carbon future is important for our business. The effective management of energy use is critical to reducing emissions.

OUR APPROACH

During the year, we updated our Energy Transition Plan to refocus our efforts to further reduce our emissions at the source with less reliance on offsets. The Board-endorsed Plan focuses on the three key sources of our emissions generations: Marine, BMT Operations and Assets, and sets annual actions to transition our operations away from carbon intensive fuel and energy. The Plan focuses on a mix of changing technology, including electrification, and alternative low emissions fuels.

We have invested significantly in rooftop solar across our buildings, including an 800kW rooftop system at the Brisbane International Cruise Terminal, our largest system to date. Our Virtual Energy Network (VEN) enables us to virtually 'share' excess solar power generated between our sites (PBPL-managed buildings), reducing our energy draw from the grid and delivering cost savings for our business.

● Read more about the [Ampol Carbon Neutral Program Public Disclosure Statement](#)

● Read more about the [Nyaliga Aboriginal Corporation ERF109670 Nyaliga Fire Project](#)

KEY INITIATIVES

Net Zero Emissions achieved

In FY24, we achieved net zero emissions (scope 1 and 2) using a variety of different strategies, including offsets, achieving our FY24 Energy Efficiency focus area target.

During FY24, 22.5% of all PBPL energy was generated by onsite renewables (rooftop solar installations on PBPL-operated buildings). Renewable energy consumed either behind the meter or through the VEN resulted in avoided emissions of 1,334 tCO₂e. Our onsite renewable assets produced 5,143GJ[^] of energy during FY24.

Where required, we invest in carbon offsets. While we believe that the elimination of carbon is preferable to offsets, carbon offsetting is an important stepping stone while viable low carbon technology continues to develop.

The Ampol Carbon Neutral program is Climate Active certified, and its corresponding Public Disclosure Statement is available online. We have intentionally purchased carbon offsets in Australia only. This year, PBPL purchased 2,367,739 litres of carbon neutral fuel, offsetting 6,434 tonnes of our scope 1 emissions. We also purchased Australian Carbon Credit Units (ACCU) to offset some residual fuel and energy emissions (1,900 tCO₂e).

[^]Limited assurance by Ernst & Young.

We consciously made the decision to invest in First Nations offsets with the ACCU's purchased from ERF109670 Nyaliga Fire Project, which is implemented by Nyaliga Aboriginal Corporation.

Scope 3 emissions make up the majority of our total emissions; the largest contributor is the movement of commercial vessels through our approximately 90km shipping channel. We are committed to working with relevant stakeholders to help reduce these. We have defined our scope 3 boundary as including the shipping channel and road and rail networks within the boundary of the Port of Brisbane. We continue to work with our customers to collect scope 3 emissions (emissions generated from indirect sources associated with our business) and improve our data collection methods.

Battery Energy Storage System trial

During the year we installed and commissioned a 100kW/233kWh battery energy storage system (BESS) at our Port Central 1 office. We are committed to increasing the amount of locally generated and distributed renewable energy across the port precinct and this project will allow us to trial and understand how we can utilise BESS as part of our overall energy management. We will continue to monitor the operation and use of the battery and understand how it can best be utilised as part of our energy management.

'Green button' trial

The 'Green Button' technology trial was undertaken in FY24, which seeks to reduce our scope 3 emissions attributed to commercial vessels transiting the shipping channel.

PBPL and Seaport OPX have developed additional functionality into the physics-based vessel management system, NCOS Online, used at the Port of Brisbane and other ports around the world. The functionality plans and optimises the vessel's target speed, within operational transit windows, to reduce emissions. With fuel consumption sensitive to tidal currents in Moreton Bay, small changes to vessel transit time and speed can make a significant difference to the emissions emitted during its journey within our navigational channel.

While pre-project calculations suggested the potential to realise emission reductions of approximately 10% per vessel, vessel trials — collaborating with Maersk and CMA CGM — using the tool delivered positive results, with some reductions reported of over 50%. To date, this work has benefitted from significant collaboration with our shipping line partners, pilots and the Regional Harbour Master (Maritime Safety Queensland). We currently plan to continue to explore the full potential of this technology and ensure the functionality meets their requirements.

ENERGY CONSUMPTION BY TYPE (GJ)

Energy Type	FY22	FY23	FY24
Diesel	69,715	32,279	21,080
Carbon Neutral Diesel*	53,814	94,253	91,398
Unleaded	6	384	390
Carbon Neutral Unleaded*	–	9	47
Onsite solar	5,348	5,130	5,040
Electricity	16,143	8,609	451
PPA Electricity*	–	8,151	16,922
Oils and greases	468	755	674
Total	145,494	149,570	136,003[^]

* PBPL participates in the Ampol Carbon Neutral Fuel program. PBPL did not use Carbon Neutral Unleaded or PPA Electricity in FY22.

[^] Limited assurance by Ernst & Young.

CARBON EMISSIONS BY SCOPE (tCO₂e)

Energy Type	FY22	FY23	FY24
Total scope 1	8,702	8,943	7,957
Scope 1 with offsets*	4,914	2,307	1,520
Scope 2	3,587	2,009	102
Total (scope 1 and 2)	12,289	10,952	8,059[^]
Purchased offsets	–	–	1,900
Scope 1 and 2 with offsets*	8,500	4,316	-279
Scope 3	404,630	518,414	495,247

* PBPL participates in the Ampol Carbon Neutral Fuel program.

** PBPL purchased Australian Carbon Credit Units to offset emissions in FY24.

[^] Reasonable assurance by Ernst & Young.



Our 800kW rooftop system at the Brisbane International Cruise Terminal

Scope 3 emissions

In FY24, PBPL recorded 495,247 tCO₂e of scope 3 emissions, a decrease on the FY23 volume of 518,414 tCO₂e. The decrease in FY24 is largely due to a reduction in shipping and construction emissions. Collecting scope 3 data remains challenging and there is still a high level of uncertainty around the accuracy of the data.

We are continuing to work on improving our data collection processes. The table opposite provides information on the scope 3 data that has currently been collected.

Scope 3 data pre-assessment

During FY24 we engaged an external consultant to provide pre-assessment procedures of our scope 3 emissions inventory relevant to the Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standards. The work provided pre-assessment procedures over the principles applied in establishing our scope 3 emissions inventory including the setting of the emissions boundary, the methodology for each of the scope 3 emissions categories, the overall calculation of the scope 3 emissions, and the scope 3 emissions target setting, target boundary and associated assumptions.

The key findings of the pre-assurance assessment were:

- Relevance, completeness, consistency, transparency and/or accuracy of findings were noted with the majority of scope 3 emissions categories in our emissions inventory
- Documentation of assumptions, data methodologies and collection processes were not complete in our Basis of Preparation and scope 3 emissions inventories for each category
- A data management plan could support in collecting higher order activity data for managing scope 3 emission sources in the coming years
- Given the scale and complexity of our operations, double counting was identified as a key finding across multiple scope 3 categories.

SCOPE 3 EMISSIONS DATA COLLECTION METHODS

Scope 3 emissions	Data method	Significance to overall scope 3 emissions	Accuracy	Comments
Trains	Emission rate based on tonnage/kms and industry reported emissions factors	Low	High	Sufficient accuracy
Vehicles	Traffic identification and counts on major Port entrance road. Assumptions on travel profile at Port	High	Low	Further work required to profile vehicle type movements and capture data at smaller estates
Vessels	Data obtained from the Rightship Maritime Emissions Portal	Very high	Very high	Highly accurate data using AIS positioning data and accurate emissions profiles for individual vessels
Fuel consumption of tenants	Provision of data by a sample of tenants	Moderate	Low	Potential opportunities to improve data capture via discussions with tenants
Electricity consumption by tenant customers*	Data obtained from Energex	Moderate	Moderate	Data does not capture the Port's smaller estates (only Fisherman Islands). Further work required to capture other estates
Employee commuting and travel	Data from employees and records of travel	Low	High	Sufficient accuracy
Construction Emissions	Data obtained from PBPL projects (including projects delivered by PBPL on behalf of our tenants)	Moderate	Moderate	Sufficient accuracy — data capture is being embedded into business as usual processes

* Scope 2 emissions indirectly generated in the wider economy as part of a business' supply chain are not typically reported as scope 3 emissions. However, PBPL has decided to include the emissions of our tenanted customers as this activity is directly attributable to the functioning of the Port and our business rather than a 'wider economy' impact.

Climate change resilience



We take a proactive approach to managing and mitigating climate change risks, enabling us to improve our adaptive capacity and make informed decisions.

2030 GOAL

Minimise our risk and increase our adaptive capacity


FY24 TARGET

Undertake a detailed review of climate change threats and opportunities including financial impact analysis

PROGRESS

COMMENCED

LINKS TO MATERIAL TOPICS

 [Climate change](#)

CONTEXT

As a coastal asset our infrastructure, operations, and activities are susceptible to climate change impacts. We recognise that climate change has the potential to impact the way in which we operate the Port in the short-term and into the future. We must ensure that our climate-related risks and opportunities are identified and managed appropriately.

Proactively adapting to and managing the physical and transition risks of climate change is critical to ensure the ongoing resilience and operability of the asset. While our perceived ability to impact on climate change and the impacts of climate change is very low, it is considered a high risk to our business.

OUR APPROACH

PBPL has developed a climate change risk and opportunities register that aligns with the Equator Principles (2020) reporting requirements on climate change risks and the Task Force on Climate-related Financial Disclosures (TCFD). Our assessment was performed in three steps: inception and framing, risks assessment; and identification of climate-related opportunities.

Physical Risks

Fourteen (14) physical risks were identified, including six (6) 'high' level risks, seven (7) 'medium' level and one (1) low risk. Of note, the 'high' level physical risks were:

- Major flooding as a result of climate change — where increased frequency of extreme weather results in debris build up, erosion, siltation and long-term rock wall infrastructure impacts, which in turn have operational and financial impacts (acute); and
- Significant wind severity — where increased frequency causes damages and also slows or halts operations (acute).

The key preventative controls to manage these material risks include consistent monitoring and maintenance of key infrastructure, particularly after major events, and enhancement of current dredging and material management practices. Mitigative controls include continued development and review of company and site adaptation planning, as well as additional research on sea level rise as the primary physical threat to PBPL and related onshore infrastructure protection methods.

Transitional Risks

In total, 21 transitional risks were identified, which included two (2) 'extreme' and nine (9) 'high' level risks, as well as eight (8) 'medium' level risks and two (2) low level risks. These risks were grouped in alignment with TCFD transitional identifiers — Market, Policy & Legal, Reputational and Technological risks.

Of critical importance, the 'extreme' transitional risk related to PBPL's market and technological risks:

- A decrease or elimination in high carbon emission commodity exports, leaving a gap in exports for PBPL (Market); and
- Lack of technology readiness or significant technological cost of implementation (Technological).

The 'high' level risks related to both reputation, technological and market transition risks:

- Increased public and regulatory scrutiny due to the failure to reduce GHG emissions both internally and with clients, resulting in stakeholder concerns and potential divestment (Reputation); and

- An inability to have offset availability; continuation of increases in fuel prices, and a loss of PBPL competitive edge (Market); and
- A failure to decarbonise adequately, and lack of technology readiness or investment through to 2030 net zero targets (Technology).

The key preventative controls to manage these material risks include: identifying ways to influence upstream and downstream commodities; investment in new imports or clients with a non-carbon focus; investment in proven technologies, and medium-to-long term financial planning and investment strategies.

Mitigative controls include: future technological improvements that facilitate a transition to lower emissions economy integrated into forward planning; constant and open communication with tenants and shipping companies on their planned transitions; keeping design potential for future wharf uses and technologies when designing new facilities; and replacing the *TSHD Brisbane* with a low carbon emissions alternative.

Climate-related opportunities

Eleven (11) transitional opportunities were also identified during the screening and desktop review phase. Similar to the risk register, the climate-related opportunities were compiled in a register which aligned to the TCFD recommendations, and grouped under the opportunity types of Energy Sourcing, Markets, Resilience, Products & Services, and Resource Efficiency.

TCFD opportunity category	Climate-related opportunities
Markets	Decarbonisation of the shipping industry Becoming a 'sustainability leader' in Australian Ports
Resource efficiency	Changing land use — blue carbon and carbon offsets Decarbonisation of container handling equipment Decarbonisation of road transport on site
Electricity sourcing	Onsite battery storage Onsite hydrogen production and hub Retrofitting existing land infrastructure
Products and services	Continuing energy transition
Resilience	Replacement of the current dredging system

KEY INITIATIVES

Climate change risk and opportunities register update

During FY24, we commenced an update of our climate change risks and opportunities to gain a more in-depth understanding of the financial implications of our climate change risks and opportunities as well as a better understanding of the financial impacts of the implementation of both preventative and mitigative controls for climate-related risks. This will allow us to better understand the financial implications of our climate change risks and opportunities.

The risk assessment update used the previous risk assessment scoring criteria with descriptors for likelihood and consequence of physical and transitional climate risks to evaluate the cost of each climate risk, inclusive of both mitigative and preventive costs for each risk. The updated risk register includes an outline of infrastructure and the associated climate change risk cost.

Port of Brisbane resilience assessment

In conjunction with one of our securityholders, QIC, we undertook a resilience assessment to identify resilience opportunities with a focus on natural hazard risk in response to the Australian Government's Disaster Funding Relief (DRF) initiative.

The assessment of resilience of Port of Brisbane assets involved the following key steps:

1. Identifying crucial assets and stakeholders relied upon by PBPL to ensure port functionality and reliability
2. Establishing ownership and management accountabilities for assets to inform funding options
3. Mapping risk correlation and dependencies to understand cascading and network risks within the PBPL value chain
4. Summarising priority options for addressing low resilience and aligning them with PBPL's potential DRF opportunities

5. Assessing principles for resilient infrastructure aligned with the United Nations Office for Disaster Risk Reduction (scorecard 1 assessment)
6. Collaborating with QIC to submit the DRF application through QIC.

The resilience assessment identified that PBPL assets are inherently resilient with asset engineering often exceeding Q100 flood design levels. The Brisbane City Council-owned road network through Pinkenba, the key access road to the Brisbane International Cruise Terminal, was associated with the highest risk to extreme wet weather events and was a single potential operational point of failure for the terminal.

QIC submitted an application to the DRF in March under the project title "Increasing Investment in Infrastructure Resilience (IIIR)" with the key aim of developing a guidebook for investors to assess the resilience of infrastructure assets and identify opportunities to reduce disaster risk and prevent impacts to communities and infrastructure services. The outcomes of the Port of Brisbane resilience study were used as a guidance example.

International Sustainability Standards Board (ISSB) gap analysis

In June 2023, the International Financial Reporting Standard (IFRS) Foundation's International Sustainability Standards Board (ISSB) issued its first Sustainability Disclosure Standards for international corporate reporting. The Australian Government's Australian Accounting Standards Board (AASB) subsequently commenced drafting of the Australian Sustainability Reporting Standards (ASRS) with a focus on climate-related financial disclosures.

During the year, we engaged an external consultant to conduct a review of our current state and the reporting requirements within IFRS S2 (ASRS aligned) and reporting principles of IFRS S1 (ASRS aligned). The review involved both an external disclosures check and an internal processes check.

The outcomes of the gap analysis identified that PBPL has made significant progress to mature its climate-related disclosures. It was identified that PBPL:

1. already performs assurance over key greenhouse gas emissions (GHG) metrics
2. has developed an Energy Transition Plan to achieve its emissions reduction targets
3. has developed a Health, Safety and Sustainability Committee to support the Board with governance of its Sustainability Program
4. has performed a climate risk assessment including the use of scenario analysis
5. has commenced an analysis of the financial implications of climate change risks and opportunities.

The gap analysis identified that PBPL meets and partially meets a large proportion of the reporting requirements, however additional work is required to ensure full compliance for reporting obligations required to commence for the financial year ended 30 June 2026. An internal working group has been formed and key actions identified.



Resource management



Effective resource management is key to reducing our overall impact footprint. Through our Target Zero strategy, we are seeking to reduce our waste and water usage as we track towards our 2030 goal.

2030 GOAL
Zero PBPL waste to landfill and net positive water

FY24 TARGET
 10% increase in total PBPL waste recycled

PROGRESS
PARTIALLY ACHIEVED

LINKS TO MATERIAL TOPICS

- Environmental stewardship

CONTEXT

We have long recognised that we have an opportunity and responsibility to reduce our resource consumption across our operations and sites. At PBPL, managing our resource use focuses on the waste we generate and send to landfill, the opportunities we identify to recycle and beneficially re-use materials, and our water consumption.

As we continue to sustainably grow and develop the Port, resource management remains central to our overall environmental stewardship of the Port of Brisbane. It is important to our people, customers and our stakeholders, and we seek to lead by example and empower employees to make positive change.

OUR APPROACH

Introduced in 2017, our Board-endorsed Target Zero strategy seeks to achieve zero PBPL waste to landfill and net positive water consumption by 2030. It applies to our main operations and all PBPL-operated sites.

Water management

Our water reduction strategy commits us to using more rainwater and recycled water to reduce our reliance on potable water. To help achieve this, we use saltwater for dust suppression on our construction projects and compaction for road construction, and collect rainwater at the Port Office, Brisbane International Cruise Terminal (BICT) and the Brisbane Multimodal Terminal. The BICT, which facilitates the movement of thousands of passengers through the terminal for every cruise vessel call, is the largest contributor to our potable water consumption.

This year, our water usage was 6,794kL. There were improvements in metering at building facilities made during the year as well as improvements in rainwater usage at a number of our facilities.

Waste management

PBPL is responsible for the waste generated through our activities and operations at our sites and onboard the *TSHD Brisbane*. Our waste has been divided into general, commingled recycling, metal recycling, adhoc recycling (including organic waste, batteries and ink toner), upcycling, and hazardous waste.

Our Waste Management Strategy seeks to support the right conditions and systems within our business to improve our waste management outcomes. It focuses on education and awareness, improving waste management facilities and better measurement, monitoring and reporting of waste management.

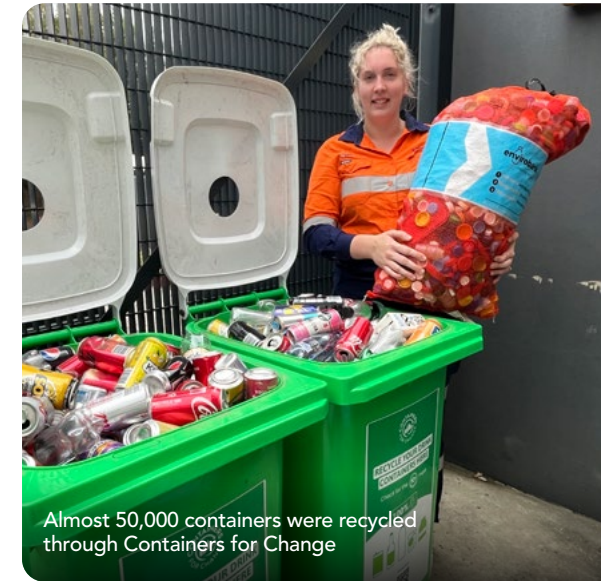
We have an opportunity to reduce PBPL-generated waste sent to landfill through our recycling efforts at our Operations Base. To support this, our Marine team separates waste streams to maximise recycling opportunities for products including oils/fuels, cardboard, scrap metal and organic waste.

KEY INITIATIVES

Containers for Change

We continued to participate in the Containers for Change program in FY24, recycling 49,869 containers across all PBPL locations and onboard the *TSHD Brisbane*, and raising almost \$5,000 for our Employee Charity. The significant increase in containers on FY23 volumes is due to the introduction of the scheme at the cruise terminal and the high volume of passengers passing through the facility every year.

We have also made minor modifications to the bins and signage at the cruise terminal with the aim of further improving recycling performance in the future.



Almost 50,000 containers were recycled through Containers for Change

Waste education

This year there was a focus on increasing employee education across the business to support recycling targets. Training was provided via monthly business updates and the Onboarding and Environmental Management Systems refresher training module was also updated to reflect recycling streams available and is compulsory for all employees to complete. This saw a positive response from employees across the business. In addition, more recycling bins were provided in communal spaces and at PBPL events.

Marine batteries

This year we started tracking the volume of marine batteries collected and then recycled at the Operations Base. In FY24 1.59 tonnes of batteries were recycled, where materials are abstracted from the batteries and repurposed for alternative products.

Water meter upgrades

Supplementing the remote monitoring rollout of our water meters over recent years, we have undertaken 15 major property connection upgrades during FY24. These upgrades were essential to ensuring water usage is captured accurately across our network as well as guaranteeing compatibility of our water meters with our remote monitoring system. By increasing the visibility of water usage across our network, we can work with both internal and external stakeholders to optimise water resource usage.

HIGHLIGHT

WASTE MANAGEMENT AT OUR OPERATIONS BASE

Home to the Marine and Hydrographic Surveying Teams, our Operations Base is also where vessel maintenance takes place.

Due to the type of work undertaken at the Operations Base, there is a significant volume of materials used and waste generated. However, focused efforts by the Marine Maintenance team is reducing the amount of waste sent to landfill, with the team identifying opportunities to increase recycling and material reuse.

In total, the team manages materials across seven waste categories — scrap metal, hazardous, commingled, batteries, old uniforms, Containers for Change and waste sent to landfill — as well as upcycled (repurposed or reused) materials.

In FY24 through the upcycling program, a total of 5.12 tonnes of materials was transformed and repurposed.

Waste separation is key together with the ongoing education of employees, contractors and visitors to the Base. With bins provided across the operations yard, the team has identified specialist waste recycling organisations to help manage materials from oils and greases (including drums, oily rags and even cooking oil from the *TSHD Brisbane*) through to scrap metal, batteries and paint.

Material upcycling is also a big focus, with the team identifying and setting aside parts from vessels and equipment that could be used during future refits, refurbishments or maintenance.

All money raised from recycling goes to our annual Employee Charity, with scrap metal recycling from the Operations Base contributing \$3,567.60 in FY24.



Reconditioning manual valve actuators

TOTAL WASTE GENERATED AND RECYCLED FY22-FY24

	Metal recycled (tonnes)	To landfill (tonnes)	Hazardous waste (tonnes)	Organic waste (tonnes)**	Recycling (tonnes)****	Upcycling (tonnes)***	Adhoc recycling (tonnes)***	% Recycled
FY22	4.6	20.25	2.45	0.5	10.5	–	–	41%
FY23	12.8	51.3	0.2	–	34.0	6.4	2.3	52%
FY24*	9.1	72.0	0	–	59.5	5.1	5.9	53%

* The BICT commenced operations which contributed significantly to higher waste volumes overall (to landfill and commingled recycling).

** From FY23, organic waste is reported under 'Adhoc recycling' which also includes smaller volume items such as batteries and ink toner.

*** Upcycling and Adhoc Recycling data was not captured in FY22.

**** Recycling includes commingle, secure paper, paper and cardboard, clear plastic and oily water.

Water quality



The Port of Brisbane is located at the mouth of Brisbane River adjacent to the Moreton Bay Marine Park. Protecting and enhancing water quality is essential for maintaining our social licence to operate and supporting sustainable port operations.

2030 GOAL

Influence the implementation of the offsite stormwater initiatives (25km rehabilitated)

FY24 TARGET

Treat 650m of degraded creek and stream banks

PROGRESS

ACHIEVED

LINKS TO MATERIAL TOPICS



Environmental stewardship

CONTEXT

Degraded waterways in the Brisbane River Catchment generate large amounts of sediment that enters the Brisbane River and Moreton Bay, especially during floods, largely caused by highly degraded creek and river beds in the regional water catchment. Research undertaken by the Australian Rivers Institute shows that approximately 95% of this sediment originates from degraded waterways and gullies, predominately in the Lockyer Valley.

Sediment has a significant impact on the marine environment and also requires PBPL to undertake additional maintenance dredging of the shipping channel to maintain safe navigable depth for commercial vessels.

OUR APPROACH

The challenge to improve degraded waterways and resulting water quality within southeast Queensland requires a multi-stakeholder approach. It is a problem across Southeast Queensland (SEQ) and, indeed, many Queensland and Australian waterways.

Our approach seeks to stop sediment run-off 'at the source' and substantially reduce the amount of sediment that enters the waterway in the first instance, known at PBPL as 'offsite stormwater treatment'.

To advance our efforts in this area, we work with environmental, industry, government (state and local) and academic partners. Our offsite stormwater treatment typically comprises individual projects at different geographic locations across SEQ, mostly in the Lockyer Valley.

To fund these projects, we redirect some funding from qualifying low impact property development projects that would typically be used towards onsite stormwater management. This is because stormwater run-off from port development is relatively benign (similar to residential run-off), can be treated with more cost-effective and practical methods on site (such as gross pollutant traps and making use of existing or low cost Water Sensitive Urban Design features), and savings used to generate much better outcomes offsite, that lead to water quality improvements at the Port and in Moreton Bay.

KEY INITIATIVES

Lockyer Valley Stage 4 Offsite Stormwater Project

Building on previously delivered works, we undertook work to rehabilitate an additional 650 metres of Laidley Creek in the Lockyer Valley.

This involved reprofiling and stabilising the degraded bank and planting 2,420 trees and 1,800 plants that will be maintained until December 2026, by which time they are expected to be fully established. The works are anticipated to prevent, on average, approximately 2,805 tonnes of sediment entering Laidley Creek every year.



Planting completed at the stage 4 project site

Brisbane Rivers Landscape partnership

PBPL joined the Brisbane Rivers Landscape (BRL) as a key funding partner during FY24. The BRL program recognises the significant biodiversity values of the Brisbane River and associated catchments and identifies that the region is under pressure from flood, fire and drought impacts, and rapid population growth.

The program aims to create large and long-term investment into restoring the ecological infrastructure on which liveability in the catchment depends, with a focus on river habitat, koala forests and regenerative farming.

The BRL program envisions a well managed and resilient Brisbane river ecosystem that drives ecological recovery, addresses flood, fire and drought risk and positions SEQ as a beacon for nature and climate-positive industry. As such, the overall ambition is to facilitate the establishment of a financing system for the restoration of ecological infrastructure in SEQ (Brisbane Rivers), with a focus on river habitat, water quality, koala forests and regenerative farming.

The BRL program complements the investments already made by PBPL in catchment management and aligns with our vision to significantly increase investment to reduce sediment and nutrient run-off from degraded catchments.

Biodiversity



We operate in a sensitive environmental area. Proactive management and monitoring is essential to help preserve and protect important ecological values and minimise our impact.

2030 GOAL
Improve the quality of designated environmental areas across Port land, supported by external assessments

FY24 TARGET
Rehabilitate 3ha of port land and assess in accordance with Queensland Herbarium (2015) BioCondition Assessment Manual

PROGRESS
ACHIEVED

LINKS TO MATERIAL TOPICS

- Environmental stewardship

CONTEXT

Port of Brisbane is located in sensitive environmental surrounds, immediately adjacent to the Moreton Bay Marine Park and close to internationally important Ramsar wetlands. Environmental areas surrounding the Port provide valuable natural habitat and ecosystem services as well as important buffer zones between our operations and the local community.

OUR APPROACH

We seek to maintain these areas and, where practical, we seek to work with environmental and industry partners to improve the environmental values of these areas. We undertake a range of environmental and research monitoring programs that inform our environmental management and, over time, have provided important insights into the ecological values and health of Moreton Bay. These are published on our website for the community and shared with partners.

KEY INITIATIVES

In FY24, we commenced a project to rehabilitate 10ha of degraded coastal land at Whyte Island, which serves as vital high tide roosting habitat for internationally protected migratory birds. Key actions delivered during the year included producing a rehabilitation plan in consultation with stakeholders, appointing a local environmental partner, Bulimba Creek Catchment Coordinating Committee, to manage the rehabilitation works, and commencing work with a First Nations contractor, Tuff Yards, to provide machinery and personnel for weed control.

Additionally, a fence was installed to prevent unauthorised access and protect the site's important ecological values while scoping work commenced to explore potential future educational opportunities. We also worked with Brisbane City Council to establish an ongoing fox control program in the site and undertook an assessment to measure biodiversity improvements in accordance with the Queensland Herbarium's *BioCondition Assessment Manual*. The assessment identified that works undertaken during the year resulted in a direct improvement of 5.7ha of degraded habitat and indirectly protected an additional 15.6ha of tidal wetlands.

Biosecurity

PBPL provided support with the response to two significant biosecurity incidents during the year. An incursion of Asian Honey Bee and Varroa Mite was detected at the Port of Brisbane and PBPL provided support to the Queensland Department of Agriculture and Fisheries in its eradication and monitoring response. Like many other locations in SEQ, the port was also impacted by an increase in red imported fire ant activity, with fire ant nests detected at a number of locations. We have increased eradication, monitoring and education efforts in response.



Read our Environmental Monitoring and Research on our [website](#)



Migratory shorebird monitoring with the Queensland Wader Study Group

ENVIRONMENTAL MONITORING PROGRAM

Program

Key outcomes FY24

Migratory shorebirds	Overall shorebird numbers and species diversity at the Port of Brisbane were consistent with long-term data and there was no evidence of substantive changes in numbers.
Seagrass	Monitoring showed a significant expansion and improvement in seagrass health, following the large impacts caused by the 2022 floods.
Marine plants	Marine plant health at the Port was well above its long-term average due to wet conditions that are favourable to marine plant health.
Coral health	Surveys conducted at Green, Mud and St Helena Islands during the 2023-24 season continue to show impacts from the 2022 floods. In particular high levels of sediment, algae and coral bleaching were observed as well as low coral health. Future surveys are expected to show a slow recovery, assuming no further floods. The monitoring program is generating useful data on the impacts of floods on coral health in Moreton Bay.
Nest box survey	The overall habitation rate was 56% including gliders, possums, microbats, birds, native bees and a carpet python.
Reclamation area	Sampling did not detect any contaminants above guideline limits.
Sediment and sampling analysis	All dredged material determined as suitable for ocean placement (in accordance with permit conditions).
Weeds	Results were consistent with the previous monitoring report and no new weed species were detected in the monitoring period.

PARTNERSHIPS

OUR 2030 PARTNERSHIPS GOAL

Enable responsible growth

RELEVANT UNSDGs



IN THIS SECTION

Customer partnerships

Community partnerships

Research and industry partnerships

Engagement and education



Customer partnerships



Ensuring strong, mutually beneficial relationships with our customers is key to our success and the sustainable growth and development of the Port for Queensland.

2030 GOAL
90% customer satisfaction rating from annual pulse survey

FY24 TARGET
 >85% customer satisfaction

PROGRESS
ACHIEVED

LINKS TO MATERIAL TOPICS

- Customer relationships
- Government engagement

CONTEXT

Ours is a large port community of independent businesses operating across Port of Brisbane's five port precincts. Like PBPL, our customers are here for the long-term. We share a common interest in developing a sustainable, efficient port.

OUR APPROACH

At PBPL, we strive to build relationships based on trust and understanding what our customers need to support their current operations and growth ambitions. We seek opportunities to collaborate to add value to their businesses that support trade growth, economic activity, and jobs for Queensland.

Through investment and strategic initiatives, we support our customers' growth and expansion, invest to improve the supply chain, and continue to partner with them on improving their cost of doing business.

Our customers have formal and informal ways in which they can provide feedback to PBPL, including through their dedicated Property Portfolio Manager or other key relationships, at formal meetings or events, and through our annual Pulse Check Survey — an opportunity for customers and key stakeholders to provide feedback on what we're doing well and where we can improve.

Regular, two-way engagement is essential to developing and maintaining strong partnerships with our customers. We discuss and advance common issues of interest by bringing together relevant customer and supply chain stakeholders through initiatives including our quarterly Landside Logistics Forum (LLF) and events such as our annual Safety 1 Forum.

KEY INITIATIVES

Pulse Check Survey

In November, over 700 stakeholders were invited to participate with 175 providing their feedback via an online survey. Of these respondents, 75 were customers.

An important point-in-time measure of customer and stakeholder satisfaction, in FY24 95%^ of customers reported being satisfied with PBPL (those providing a satisfaction score of between 6-10/10).

This year, we reviewed our definition of 'satisfaction', moving to include respondent scores of above 6-10/10 to more accurately reflect customers who either 'agree' or 'strongly agree' that they are satisfied with PBPL's overall performance (compared with FY23 where we only included responses 8-10/10 'strongly agree').

Our corporate reputation score, an index score developed by our consultant, Kantar Australia, was 103/120 and considered to be very strong. Kantar's corporate reputation index is a validated and internationally used measure of the strength of stakeholder relationships and considers both rational and emotional components. Trust continues to be a key driver of this positive outcome and aligns with our customer-centric approach to maintaining strong and mutually beneficial relationships.

Our customers told us that the most important issues facing the port are rail capacity, shipping channel safety and efficiency and energy transition and future energy needs. They want to hear more about future port planning and development, trade performance and operational matters. We have taken this feedback onboard and look for opportunities to respond to this.

Refer to the Glossary on page 91 for a definition of 'customer satisfaction'.

SURVEY OUTCOMES

	Nov 2021	Nov 2022	Nov 2023
Stakeholders invited to participate	569	641	730
Respondents (response rate)	155 (28.8%)	22 in-depth interviews (34%) 132 online surveys (23%)*	175 (24%)
Funds raised for PBPL's Employee Charity	\$7,750 Foodbank Queensland	\$7,700 The Sunlight Centre	\$8,750 Hummingbird House
Corporate Reputation Index Score — PBPL total (Kantar Australia)	98/120	95/120	103/120

* In FY23, our online survey was expanded to include the online survey as well as in-depth interviews with a smaller group of key customers and stakeholders (executive level). In FY24, we conducted an online survey.

^ Limited assurance by Ernst & Young.

Customer engagement

We engage with customers on a broad range of issues relating to their operations including landside logistics, property and environmental management, safety and other issues relating to the broader port community.

OPERATIONAL FORUMS

Held annually in July, our Trade Forum brings together key shipping line and trade customers for PBPL to provide a 'year in review' of full year trade outcomes and an outlook for the year ahead.

In March, waterside operators and river stakeholders joined PBPL, Maritime Safety Queensland and the Australian Maritime Safety Authority at a Maritime Safety Forum to discuss common operational issues of interest. Over 40 stakeholders attended with guests invited to submit agenda items for consideration ahead of the forum.

Our quarterly Landside Logistics Forum brings together customers and supply chain partners to network and work through initiatives, challenges and solutions relating to efficiency, safety, innovation and sustainability through our supply chain.

PORT COMMUNITY EVENTS

Every year we hold events to celebrate and recognise important social and community issues designed to stimulate conversations, share learnings and build our sense of community at the Port, such as International Women's Day, National Reconciliation Week and our own Safety 1 Forum.

In March, over 110 women from PBPL, our customers and the Women in Infrastructure network attended our International Women's Day (IWD) event at Customs House. Aligned with the IWD theme *Inspiring Inclusion*, our guest speaker, Yemi Penn, led a conversation around how we can all encourage inclusion within our workplaces and communities.



Our 2023 Safety 1 Forum



Our International Women's Day event brought together employees, customers and the Women in Infrastructure network



Our 2023 Safety 1 Forum

Community partnerships



We give back to the communities in which we operate by building strong partnerships, investing in valuable community initiatives, and promoting positive social, economic and environmental outcomes.

2030 GOAL

90% community satisfaction rating from annual pulse survey

FY24 TARGET

>80% community satisfaction

**PROGRESS
ACHIEVED**

LINKS TO MATERIAL TOPICS

Community and Indigenous partnerships

CONTEXT

We operate in a vibrant local and regional community with a strong involvement and interest in our operations. Having strong relationships and trust with the community is essential to maintaining and enhancing our social licence to develop and grow.

We have a long and proud history of supporting a wide range of organisations that deliver valuable community and environmental projects across southeast and southern Queensland. We are also committed to building trusted partnerships that lead to tangible outcomes for Aboriginal and Torres Strait Islander people, organisations, and communities. In 2021, we formalised our commitment to reconciliation through our Reconciliation Action Plan, building on the partnerships built with local Traditional Owners and First Nations groups over many years.

OUR APPROACH

Our community engagement is led through our Community Consultative Committee (CCC), established in 2002 to guide our engagement efforts and establish direct links with the local community.

Comprising representatives from business, community and environmental groups, the CCC meets quarterly and is an opportunity for the community to receive updates on our future plans and seek more information about our operations.

We invest in community initiatives at all levels, from grassroot local and regional organisations through our annual \$100,000 Community Grant Funding and grant funding identified and awarded through our CCC as well as state-wide or national initiatives and long-term partnerships with organisations including The Smith Family, Crimestoppers QLD and the PA Research Foundation.

Through feedback received via our annual pulse check survey, our community partners reported high satisfaction with PBPL, achieving 86% against our FY24 Community Partnerships focus area target of over 80% satisfaction.

Our people also give back to the community directly through our established Volunteer Program and annual Employee Giving initiatives.

KEY INITIATIVES

Community partnerships

COMMUNITY GRANTS

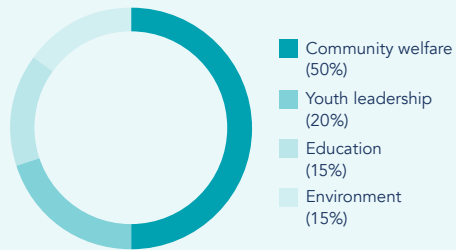
This year, 12 community organisations from the Bayside, greater Brisbane area and west to Chinchilla shared in a total of \$100,000 in funding awarded through our annual Community Grant Program.

The program is an opportunity for us to support a wide range of initiatives and services in local and regional communities across our trade hinterland. As part of the program, we also worked with grant partners to identify volunteer opportunities for our employees.

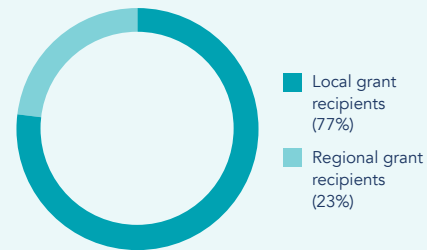
FY24 COMMUNITY GRANT RECIPIENTS

Rosies Youth Mission	Installation of a stainless-steel servery in Rosies' new Wynnum Manly outreach van.
Drought Angels	Supporting farmers impacted by natural disasters, mental wellbeing issues.
Marigurim Mubi Yangu Aboriginal & Torres Strait Islanders Corporation	Supporting a healing journey program for First Nations Women impacted by domestic violence.
Wynnum Manly Men's Shed	Contributing to the purchase of CNC (Computer Numerical Control) Router to make bespoke aids for people with disabilities and schools.
Community Canteen	Supporting Laughs at the Canteen, featuring some of Brisbane's finest comedians to help raise funds to supply meals to women and children in temporary accommodation.
Redlands Primary Sports League	Inspiring healthy habits through accessible school-aged team sports across the Redlands region.
Power of Engineering	Delivering the Engineer in a Box program to local schools, showing students the role engineers play in a community, demonstrating creative thinking, problem solving and collaboration.
Tingalpa State School	A commemorative Song Line mural to celebrate the school's 150th anniversary.
BABI Youth & Family Services	Youth Voice Committee, Leadership Camp.
CoralWatch	Supporting citizen science activities focused on the beauty and value of corals in Moreton Bay.
Bayside Creeks Catchment Group	Providing nesting sites for endangered birds and mammal species found to have reduced breeding sites in the local area.
The Mission to Seafarers Brisbane	Contribution to a new Foreign Exchange and Point of Sale business system.

COMMUNITY GRANT FUNDING BY KEY FOCUS AREA (FY22-FY24)



LOCAL AND REGIONAL COMMUNITY GRANTS (FY22-FY24)



Photos top and bottom left: Tingalpa State School Song Line mural, a community grants project. Bottom right: St Pete's Pantry, a CCC grant recipient



Cheque presentation for our 2023/24 Employee Charity, Hummingbird House

LONG-TERM COMMUNITY PARTNERSHIPS

We are proud of the long-term partnerships we hold with organisations that support the broader Queensland community including Crime Stoppers Queensland, PA Research Foundation, The Smith Family and the International River Foundation. We support their work through financial support and in-kind contributions including employee volunteering.

Our partnership with The Smith Family provides more than \$26,000 annually to support the education of 40 students who identify as Aboriginal and Torres Strait Islander, in the communities where the Port and our customers live and work, through their Learning for Life program. The program provides students in need with long-term educational support through a combination of financial, personal and practical support.

It seeks to keep children and families engaged in learning by providing positive educational experiences, opportunities to grow life skills and access to role models.

EMPLOYEE GIVING

Every year, our people choose our Employee Charity; in FY24 we supported a local organisation, Hummingbird House, Queensland's only children's hospice.

This year, \$45,000 was raised through fundraising efforts such as employee giving, scrap metal recycling, Containers for Change and chocolate sales as well as funds raised through our Annual Pulse Check Survey. PBPL dollar-matched funds raised by employees. The highest amount we've raised to date, this outcome was significantly bolstered by Containers for Change funds raised through the Brisbane International Cruise Terminal.

HIGHLIGHT



Our people got out and about during National Volunteers Week



NATIONAL VOLUNTEERS WEEK

This year, 27 employees volunteered 212 hours of their time to support our community partners during National Volunteers Week.

This is the third consecutive year we have supported Australia's largest annual celebration of volunteering with a week-long program of activities for people to participate in.



During the week, employees worked with The Smith Family to mentor young people, lent a hand building and filling oyster baskets for OzFish's Shellfish Recycling Program, and volunteered at Drought Angels' distribution centre in Chinchilla which supports farming families in need.

Indigenous partnerships

INNOVATE RECONCILIATION ACTION PLAN

In November, we commenced our second 'Innovate' Reconciliation Action Plan (RAP) following the completion of our 'Reflect' RAP. Endorsed by Reconciliation Australia and the PBPL Board, it is the second stage in Reconciliation Australia's formal RAP process.

Our RAP was developed with input from employees across our business and we deeply appreciate and acknowledge Aboriginal and Torres Strait Islander people who provided their time, knowledge and perspectives throughout its development.

To be delivered over a two-year period and led by our RAP Working Group, our Innovate RAP is focused on how we can continue to influence and positively

contribute to the reconciliation journey within our sphere of influence, as well as investing responsibly in projects and partnerships that enable and empower local communities.

Since launching the RAP, we have progressed key initiatives particularly focused in areas of procurement, employment and partnerships. This includes embedding First Nations protocols and recognition across our business and our sites, strengthening cultural awareness, including the introduction of a new Aboriginal and Torres Strait Islander Cultural Safety online learning module for employees, and identifying and creating opportunities to engage with First Nations organisations around procurement, led by our Supply Nation membership.



[Download our Innovate Reconciliation Action Plan](#) →

HIGHLIGHT



Our National Reconciliation Week celebrations



Photos top and bottom: Quandamooka Jarjums Camp



NATIONAL RECONCILIATION WEEK

In May, we held our annual National Reconciliation Week celebration for our people, customers and community partners, with over 80 people attending the event that was aligned to this year's national theme *Now More Than Ever*.

The event was opened by Aboriginal Elder, Aunty Kathryn Fisher, who performed a Smoking Ceremony before Baringa Barambah Meeanjinu — a proud Turrbal and Gubbi Gubbi woman — delivered a moving Welcome to Country and keynote presentation, exploring this year's National Reconciliation Week theme.

QUANDAMOOKA JARJUMS CAMP

In October we were again proud to support the annual Quandamooka Jarjums Camp held at Cylinder Beach campground on Minjerribah (North Stradbroke Island).

Having supported the Camp since 2015, the Indigenous cultural immersion program hosts students from Dunwich State School and schools from across the Bayside area. PBPL employees joined others from the port community including DP World, Svitzer and WGA to help set up the camp site before having the opportunity to participate in cultural activities and enjoy a traditional lunch with the students, mentors and family in attendance.



Industry and research partnerships



We build long-term relationships with research and industry partners to deliver value to PBPL and the port community, progressing our sustainability program and business objectives.

2030 GOAL
Support 20 new research and industry partnerships that add value to our business

FY24 TARGET
Publish Moreton Bay sediment research in a reputable journal

PROGRESS
ACHIEVED

LINKS TO MATERIAL TOPICS

- Industry and research partnerships

CONTEXT

Research and industry partners provide value to our business through their expertise, innovative ideas and networks. These enable us to build broader connections, access best practice and accelerate mutually beneficial outcomes.

OUR APPROACH

We work closely with government, industry bodies and associations, and academia to bring together researchers and relevant professionals to share research priorities and explore opportunities for collaboration to achieve beneficial outcomes for the business. We engage with peak industry associations within the ports and logistics industry as well as other industries relevant to our operations including environment, infrastructure and property development.

PBPL is represented in differing capacities including as general members, working group representatives, and in leadership positions for associations including Ports Australia, the Australian Logistics Council, Infrastructure Association Queensland, and the Australian Cruise Association.

Employees participate in industry conferences, seminars and working groups to share their expertise and learnings with colleagues across the marine and logistics industries. They are encouraged to connect with colleagues within their sectors and in adjacent industries to support their own professional development, build their networks and contribute to discussions regarding common issues of interest across their industries.

KEY INITIATIVES

Sediment research published

During FY24, PBPL contributed to important research on the nutrient impacts of fine sediments from floods on Moreton Bay, achieving our FY24 Research and Industry Partnerships focus area target.

The research was published by lead author Professor Alistair Grinham in the environmental journal, *Science of the Total Environment* (volume 918), and received widespread media attention.

Read the sediment research in [Science of the Total Environment](#) (external website)

The research provides further support for the important work PBPL is undertaking with partners to restore degraded creeks in the Brisbane River catchment, particularly in the Lockyer Valley.

Read more about our catchment management work in the [Water Quality](#) focus area on page 73

Life in the Shipping Lane

In response to the Federal Government strategy for mitigating ship strikes on whales, PBPL has partnered with Griffith University to improve our understanding on whale behaviour in Moreton Bay and quantify the risk of ship strikes on humpback whales.

Originally commencing in 2017, the research partnership has delivered significant outcomes. While there has been no documented commercial shipping strikes within Moreton Bay, the area is a critical nursing habitat for humpback whales as they undertake their journey from breeding grounds in the Great Barrier Reef back to Antarctic waters.

In 2022, as part of a broader partnership with Healthy Land and Water, Stradbroke Flyer Passenger Ferry, Seaport OPX, CSIRO, the University of Sunshine Coast and Murdoch University, PBPL and Griffith University applied for and were successful in securing a Commonwealth Government ARC Linkage Grant for a project titled '*Life in the Shipping Lane; The Cost of Increasing Disturbance to Whales*'.

This research project will build on the research already undertaken by Griffith University, further quantifying the increasing potential risk of ship strikes to humpback whales in Moreton Bay and additionally attempt to predict the impact of chronic disturbance to nursing calves.

The project formally commenced in May, with a Post-doctoral Fellow appointed to lead the research. The research component of the project commenced during the 2024 humpback whale migratory period, which typically runs from May to November annually.

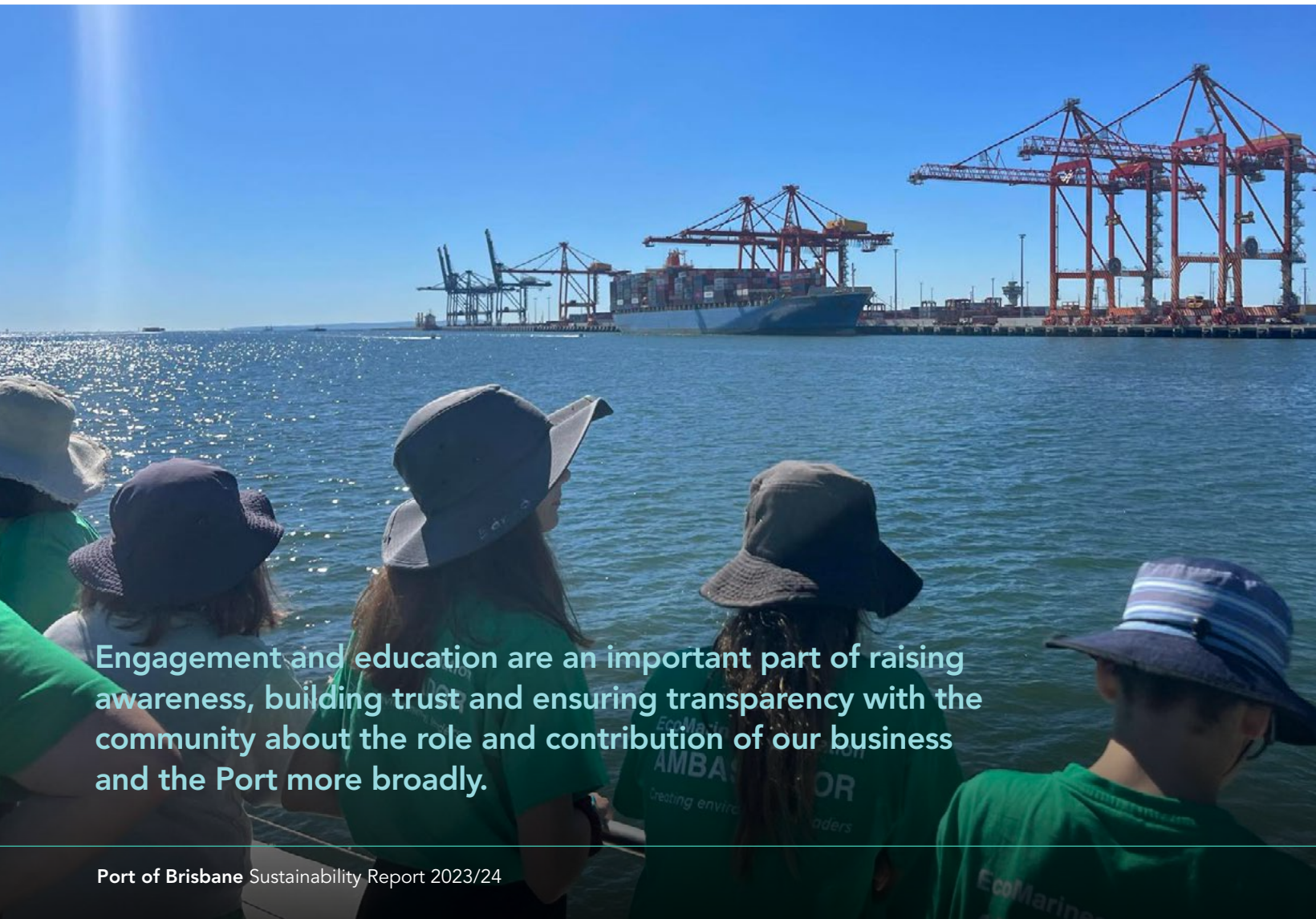
Maritime Industry Australia

We were pleased to engage with industry stakeholders in various forums across a range of key focus areas through Maritime Industry Australia Ltd (MIAL). This included participating in the Blueprint for a Maritime Nation Conference which brought together the maritime industry to discuss current challenges and potential solutions, particularly skills shortages and areas of future demand and presenting to Australian Maritime Safety Authority's Coffs Harbour personnel on crewing and training via MIAL's Introduction to Domestic Commercial Vessels course.



PBPL participated in the 2024 TSBE Protein Conference

Engagement and education



Engagement and education are an important part of raising awareness, building trust and ensuring transparency with the community about the role and contribution of our business and the Port more broadly.

2030 GOAL

5% year-on-year increase in PBPL engagements with educational institutions (98 groups)

FY24 TARGET

Interactions with 72 educational groups (5% year-on-year increase)

PROGRESS

ACHIEVED

LINKS TO MATERIAL TOPICS

Community and Indigenous partnerships

CONTEXT

The Port plays a significant role driving Queensland's economy and supporting thousands of jobs along the supply chain across a wide range of industries. It is located within a sensitive natural environment that is important to the broader community, including for recreation and local business.

It has long been important to us that we continue to build understanding of the Port's role in the economy and supply chain and about how we manage our operations and care for the environment around us. As we engage more with the community through the BICT, our efforts to support engagement and education around the Port and its contributions will remain a key focus.

OUR APPROACH

Over many years, we have developed long-term partnerships with Tangalooma EcoMarines and the Moreton Bay Environmental Education Centre to support their environmental education programs and help us connect with a wide range of schools and students across Southeast Queensland (SEQ).

This targeted approach to engagement and education allows us to connect further into the community through a combination of port tours and school visits and provides the platform for us to achieve our Education and Engagement 2030 focus area goal.

We also have targeted engagement with vocational education providers, for their students who might be considering a career or skills pathway suitable within the ports and logistics industry.

We also offer port tours throughout the year for the general public who can also access environmental facilities such as our Shorebird Roost and the 'Lake' for birdwatching.

KEY INITIATIVES

Eco-educational partnerships

In FY24, we significantly increased our funding to expand our partnerships with our long-term community partners, Tangalooma EcoMarines and Moreton Bay Environmental Education Centre (MBEEC). They enable us to connect with students from primary and secondary schools across SEQ.

Our increased funding has enabled both organisations to facilitate more opportunities for us to engage with students through port tours and visits to schools as well as Tangalooma EcoMarines' annual CHECK and Ambassador Training events.

During the year, our teams engaged with 99 educational groups across SEQ; 67 of these engagements were through Tangalooma EcoMarines and MBEEC while 32 were school/college visits booked directly with PBPL.



Students undertaking environmental sampling at the Port with the Moreton Bay Environmental Education Centre

HIGHLIGHT

INSIGHTS INTO WHAT A 'SUSTAINABLE PORT' MEANS TO SCHOOL STUDENTS

In May we participated in Tangalooma EcoMarines' Ambassador Training which brought together 500 students from 135 SEQ schools at Tangalooma Island Resort on Mulgumpin (Moreton Island).

As part of their program of activities, our team had an opportunity to work with students to brainstorm what sustainability issues and opportunities the Port could consider over the next 30-40 years.

As the students sailed past the Port on their way to Mulgumpin, they had the opportunity to see it firsthand before getting to work with their creative ideas and suggestions. The students identified a wide range of opportunities including recycling, waste and environmental protection as well as how cargo might move in the future.



Workshopping what a sustainable port could look like with Tangalooma EcoMarines' students

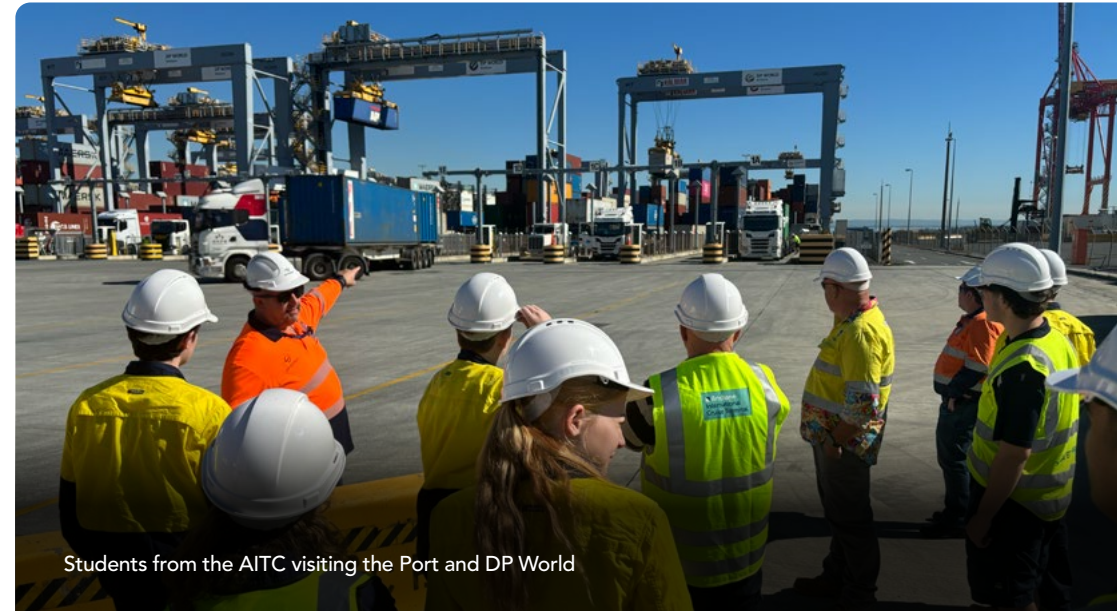
Australian Industry Trade College

During the year, we welcomed several groups of students and teachers from the Australian Industry Trade College to the Port, co-hosting events with our customers to showcase the wide variety of technical and skilled trade careers available within the ports and logistics sector.

Students studying in years 10 – 12 had the opportunity to tour the Port and our FPE area while going behind-the-scenes with our customer and container terminal operator, DP World, to understand the wide range of skilled pathways available to support their stevedoring operations. To share a renewables perspective, our customer Qube invited students through its Logistics Depot to view its transport and windfarm activities.

Brisbane Open House

In July, we opened up the Port Office and Brisbane International Cruise Terminal (BICT) to the community during Brisbane Open House 2023, a major annual public event. Over the weekend, more than 550 people took the opportunity to explore our facilities and take a tour of the Port. Our fundraising BBQ at the BICT also raised money for our 2023/24 Employee Charity.



Students from the AITC visiting the Port and DP World



2023 Brisbane Open House at the BICT

Glossary of terms

TERM	DEFINITION
Australian Carbon Credit Unit Scheme	The Australian Carbon Credit Unit (ACCU) Scheme encourages people and businesses to run projects that reduce emissions or store carbon, for example by using new technology, upgrading equipment, changing business practices to improve productivity or energy use, changing the way vegetation is managed. https://cer.gov.au/schemes/australian-carbon-credit-unit-scheme
Biosecurity	A set of measures aimed at preventing the introduction and spread of harmful organisms. Queensland Government biosecurity efforts are led by Biosecurity Queensland, which also has a permanent presence at the Port of Brisbane. https://www.daf.qld.gov.au/business-priorities/biosecurity
Brisbane Core Port Land	'Brisbane core port land' is land that has been identified in the Transport Infrastructure Act 1994 as being suitable for core port infrastructure, port-related development, or buffer land, although this does not necessarily prevent other land uses in certain circumstances. Refer to the Brisbane Port Land Use Plan 2020 on the PBPL website for detailed information. https://www.portbris.com.au/property/land-use-planning/
Carbon offsets	Offset units are used to compensate for emissions a business produces, to help reduce their carbon footprint. Offset units are generated by projects that reduce, remove or capture emissions from the atmosphere such as reforestation, renewable energy or energy efficiency. One carbon credit is issued for each tonne of emissions avoided, removed or captured from the atmosphere. https://www.climateactive.org.au/what-climate-active/carbon-offsets
Community Consultative Committee	A group comprising representatives from environment, business and community organisations with an interest in Port of Brisbane's activities and its impact on neighbouring communities. The group provides a platform for the local community to raise issues of interest or concern directly with PBPL, and for PBPL, in turn, to share information about its projects or operations. https://www.portbris.com.au/partnerships/community-engagement
CAGR	Compound annual growth rate
Customer satisfaction	The % of respondents who are customers that complete PBPL's Pulse Check Survey and rank the performance of PBPL as 6/10 or higher out of 10. "Customers" comprise the following stakeholder groups in the survey, which stakeholders self identify as: port tenant, shipping line/agent, stevedore/terminal operator/bulk handler, transport operator road/rail, importer/exporter/ freight forwarder, port services. These are stakeholder groups who are paying customers or significant users of port infrastructure.
Decarbonisation	Refers to the global energy sector's shift from high CO2 emission fossil fuel-based systems of energy production and consumption (such as oil, natural gas, and coal) to low or zero CO2 emission renewable energy sources.
Equator Principles (2020)	Large infrastructure and industrial Projects can have adverse impacts on people and on the environment. The Equator Principles (EPs) are intended to serve as a common baseline and risk management framework for financial institutions to identify, assess and manage environmental and social risks when financing Projects. https://equator-principles.com/about-the-equator-principles/

GRESB	The Global Real Estate Sustainability Benchmark (GRESB) is an investor-driven economic, social and governance (ESG) benchmark for real estate and infrastructure assets around the world. https://gresb.com/
ISO 9001:2015	An accepted international standard that sets out the criteria for a quality management system. https://www.iso.org/iso-9001-quality-management.html
ISO 14001:2015	An accepted international standard that specifies the requirements for an environmental management system that an organisation can use to enhance its environmental performance. https://www.iso.org/iso-14001-environmental-management.html
ISO 20400:2017	An accepted international standard that provides guidance to organisations, independent of their activity or size, on integrating sustainability within procurement. https://www.iso.org/standard/63026.html
ISO 31000:2018	An accepted international standard for risk management that provides guidance on managing risk faced by organisations. https://www.iso.org/iso-31000-risk-management.html
ISO 45001:2018	An accepted international standard that specifies requirements for an occupational health and safety (OH&S) management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance. https://www.iso.org/standard/63787.html
ISO 55000:2014	An accepted international standard that provides an overview of asset management, its principles and terminology, and the expected benefits from adopting asset management. https://www.iso.org/standard/55088.html
Leadership behaviour reports	The number of proactive actions taken by Executive Leadership Team, senior managers, managers and supervisors to support the development of a positive health and safety culture. These actions include a formal or informal workplace inspection or observations, the implementation of 'leading' health and safety initiatives, the identification of innovations, improvements and hazards, report outcomes of variation investigations to work teams, providing health and safety awareness at toolbox talks and other health and safety-related meetings and events.
LTIFR (Lost Time Injury Frequency Rate)	A calculation that measures the number of lost-time injuries per million hours worked during an accounting period. https://www.safeworkaustralia.gov.au/statistics-and-research/lost-time-injury-frequency-rates-ltifr
Maintenance dredging	The removal of sediment and debris from the seabed to maintain declared depths. At the Port of Brisbane, maintenance dredging is required to maintain safe, navigable depths of the Port's sea channel.
Modern Slavery Act 2018 (Cth)	A Commonwealth Act that requires some entities to report on the risks of modern slavery in their operations and supply chains and actions to address those risks, and for related purposes. https://www.legislation.gov.au/Details/C2018A00153
Nonlinear Channel Optimisations Simulator (NCOS) Online	A leading vessel traffic management system developed by Port of Brisbane and DHI Australia with FORCE Technology. NCOS Online is software that provides a seven-day detailed forecast of a vessel's under keel clearances (UKC) and environmental conditions with a web interface, allowing for dynamic vessel scheduling. It has the same high level of accuracy as a Full Mission Bridge Ship Simulator.
Offsite stormwater	The alternative treatment of stormwater through the restoration of streams and gullies in catchment areas, ultimately resulting in increased sediment and nutrient reductions.
OSOM	An Oversize Overmass (OSOM) vehicle is a heavy vehicle that is carrying, or specially designed to carry, a large indivisible item.
Quay line	A structure alongside the water that is used to moor, load or unload vessels. Collectively, Port of Brisbane properties host 28 operating berths across more than 8.2 kilometres of quay line. These are used to load and unload a wide range of cargoes including containers, motor vehicles, bulk and general cargo as well as cruise passengers.

Ramsar Wetland	Wetland area declared as internationally important under the Ramsar Convention, which aims to stop the global loss of wetlands and to conserve those that remain. Port of Brisbane borders the Moreton Bay Ramsar site, which was designated in 1933 and covers more than 120,000ha. https://www.environment.gov.au/water/wetlands/ramsar
Reclaimed asphalt pavement (RAP)	The re-use of reclaimed asphalt materials incorporated into the production of new hot mix asphalt for the construction of new pavements.
Scope 1 emissions	Emissions generated as a direct result of business activity such as vessel fleet fuel.
Scope 2 emissions	Emissions generated from the indirect consumption of an energy commodity such as electricity.
Scope 3 emissions	Emissions indirectly generated as a result of business activities.
Security of Critical Infrastructure Act 2018 (Cth)	<i>Security of Critical Infrastructure (SOCI) Act 2018</i> creates a framework for managing risks to national security relating to critical infrastructure. https://www.legislation.gov.au/Details/C2022C00160
TCFD	Task Force on Climate-related Financial Disclosures (TCFD) is a framework to help public companies and other organisations more effectively disclose climate-related risks and opportunities through their existing reporting processes. https://www.fsb-tcfid.org/
tCO₂e	Tonnes of carbon dioxide equivalent.
TEU	Twenty-foot equivalent unit — a unit of cargo capacity.
TACC	Technical Advisory Consultative Committee. Port of Brisbane's Dredging TACC was formed in FY19 to communicate and consult with key stakeholders regarding dredging at the Port of Brisbane.
TSHD	Trailing suction hopper dredger. PBPL's dredge vessel, the <i>TSHD Brisbane</i> , together with our Marine Crew, undertakes dredging operations at the Port of Brisbane and for commercial customers.
Under keel clearance	Minimum depth of water required under a vessel's keel to reduce the risk of it running aground on the seabed.
United Nations Sustainable Development Goals	Sustainable development goals adopted by the United Nations in 2015 to provide a framework to focus global sustainability efforts. https://www.un.org/sustainabledevelopment/sustainable-development-goals/
WSUD	Water sensitive urban design (WSUD) is an approach to the planning and design of urban environments that supports healthy ecosystems through smart management of water. An important part of WSUD is applying best practice stormwater management, which helps to maintain, protect and improve the health of our waterways. This is achieved by minimising the impacts of urbanisation on the natural water cycle. Left unmanaged, urban stormwater can pollute waterways, cause erosion, sedimentation and increase flooding. https://www.brisbane.qld.gov.au/planning-and-building/planning-guidelines-and-tools/historic-and-superseded-brisbane-city-plan-2000/superseded-subdivision-and-development-guidelines/water-sensitive-urban-design

Data summary

PEOPLE

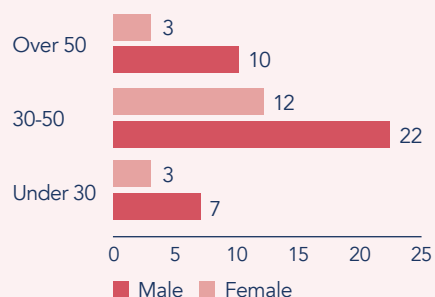
'People' data as at 30 June 2024 unless stated otherwise.

TOTAL EMPLOYEES BY GENDER

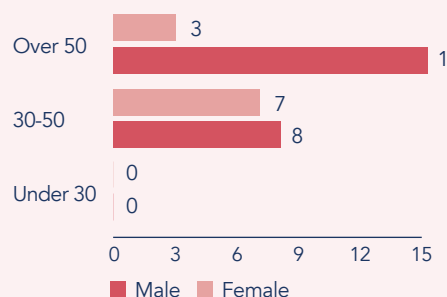
TOTAL PBPL EMPLOYEES					232
	MALE		FEMALE		
	NUMBER	%	NUMBER	%	
Gender breakdown	159	68.53%	73	31.47%	
Full time	146	62.93%	60	25.86%	
Part time	2	0.86%	11	4.74%	
Casual (non-guaranteed hours employees)	11	4.74%	2	0.86%	
Temporary (fixed term)	2	0.86%	0	0.00%	
Permanent	146	62.93%	71	30.60%	
Casual (non-guaranteed hours employees)	11	4.74%	2	0.86%	

EMPLOYEES BY AGE AND EMPLOYMENT CATEGORY

NEW EMPLOYEES BY AGE



EMPLOYEE TURNOVER BY AGE



EMPLOYEES BY GENDER AND EMPLOYMENT CATEGORY

EMPLOYMENT CATEGORY	UNDER 30	30-50	OVER 50	GENDER	
				MALE	FEMALE
Executive	0%	55%	45%	80%	20%
Senior Manager	0%	83%	17%	85%	15%
Manager	0%	79%	21%	70%	30%
Professional	16%	60%	24%	56%	44%
Operational	9%	48%	43%	84%	16%
Administrative	8%	42%	50%	8%	92%

EMPLOYEE TURNOVER BY AGE

EMPLOYMENT CATEGORY	AGE GROUP		
	UNDER 30	30-50	OVER 50
Male	7	22	10
Female	3	12	3
Age group totals	10	34	13

EMPLOYEE TURNOVER BY AGE

EMPLOYMENT CATEGORY	AGE GROUP		
	UNDER 30	30-50	OVER 50
Male	0	8	15
Female	0	7	3
Totals	0	15	18

OUR BOARD AND EXECUTIVE TEAM

	GENDER		AGE (%)		
	TOTAL	UNDER 30	30-50	OVER 50	
Male	76%	0	7	6	
Female	24%	0	2	2	

PARENTAL LEAVE

	MALE	FEMALE
Total number of employees entitled to parental leave	148	72
Total number of employees that took parental leave	1	3
Total number of employees that returned to work in FY24 after parental leave ended	1	1
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	1	4
Return to work and retention rates of employees that took parental leave	100%	100%

ENGAGED PERFORMANCE CULTURE SURVEY

	ENGAGEMENT LEVEL			ENABLEMENT LEVEL		
	JULY 2022	JUNE 2023	APRIL 2024	JULY 2022	JUNE 2023	APRIL 2024
PBPL	66	67	72	69	70	73
High performing norm*	73	78	78*	73	77	81*

* The new High Performing Norm benchmark following the transition to a new digital platform is All Industries (Global), January 2024 (Top 25%).

AVERAGE TRAINING HOURS BY GENDER

GENDER	HOURS
Average hours (all)	37.82
Average hours male	39.04
Average hours female	35.27

AVERAGE TRAINING HOURS BY EMPLOYEE CATEGORY

EMPLOYEE CATEGORY	AVERAGE HOURS
Executive	51
Senior Manager	41
Manager	56
Professional	27
Operational	38
Administrative	16

SENIOR MANAGERS HIRED FROM LOCAL COMMUNITY

	NUMBER	%
Senior managers hired from local community*	24	100

* Senior Managers and Executive employed from South East Queensland

COLLECTIVE BARGAINING AGREEMENTS

	NUMBER	%
Employees covered by collective bargaining agreements	126	54%

SELECTED HEALTHY LIFESTYLES PROGRAM PARTICIPATION DATA

ACTIVITY	INDIVIDUAL PARTICIPANTS
Skin check	59
Flu vaccination	83

LEAD AND LAG INDICATORS

	FY22	FY23	FY24
Leadership behaviour reports	297	304 [^]	263 ^{***^}
Lost Time Injuries (LTIs)	2	2 [^]	0
Lost Time Injury Frequency Rate (LTIFR)	6.9	6.6	0
Near Miss Reports	272	404	20
Hazards*	–	–	574

As at 30 June 2024

* The separation of hazards from near miss is attributed to the reduction in near misses reported and enabled the inclusion of hazards reported for FY24.

** A reduction in the number of leadership behaviours has been experienced due to a change in the number of leaders. Individual targets remain consistent.

[^] Limited assurance by Ernst & Young

RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE

	MALE	FEMALE
Ratio of entry level wage (employees)*	127%	127%

* Ratio of standard entry level wage for both male and female employees compared to the local minimum wage as at 30 June 2024. The ratio was calculated using the Australian National Minimum Wage.

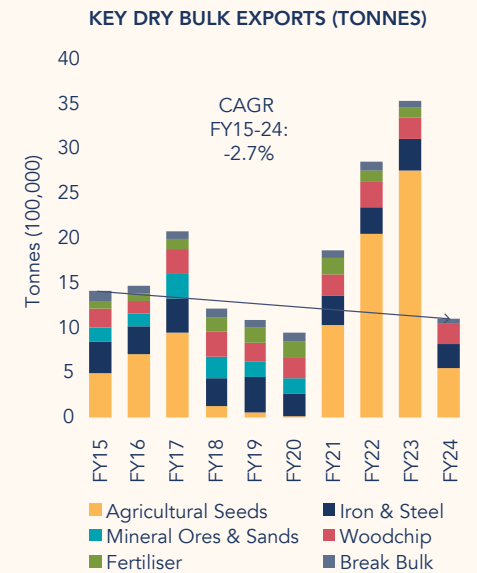
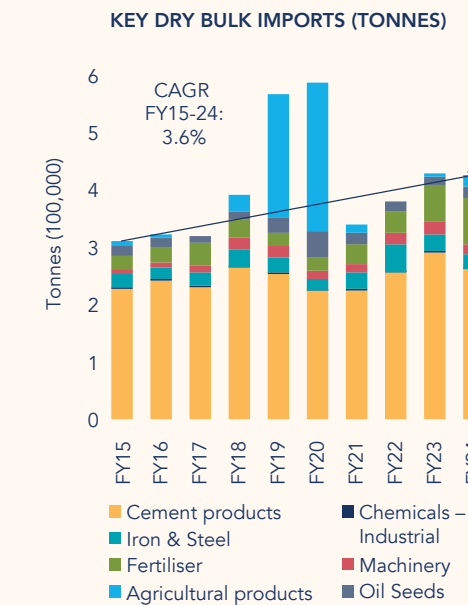
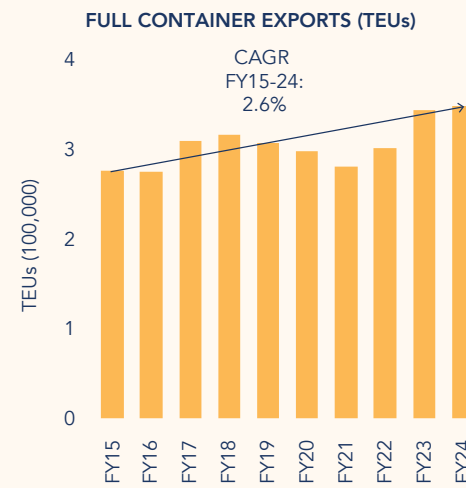
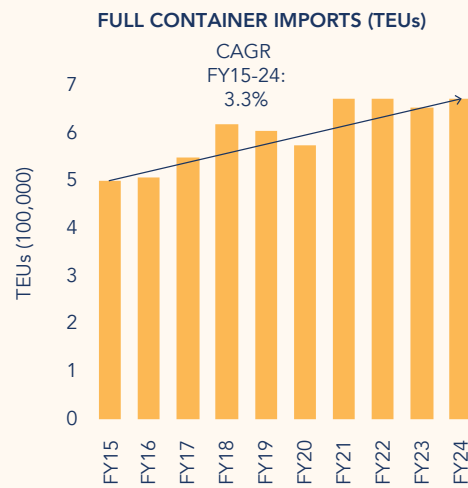
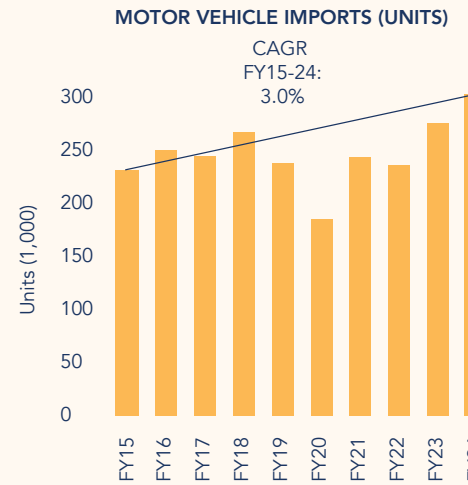
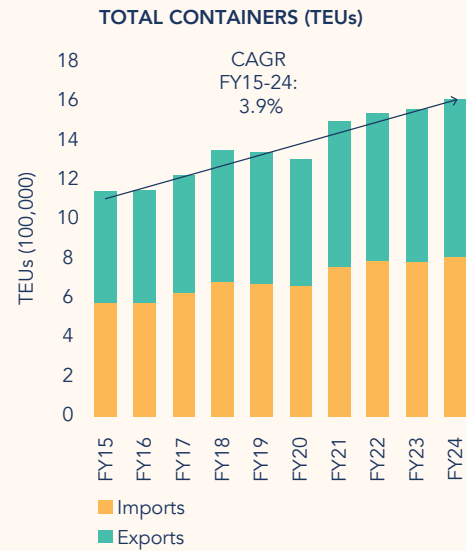
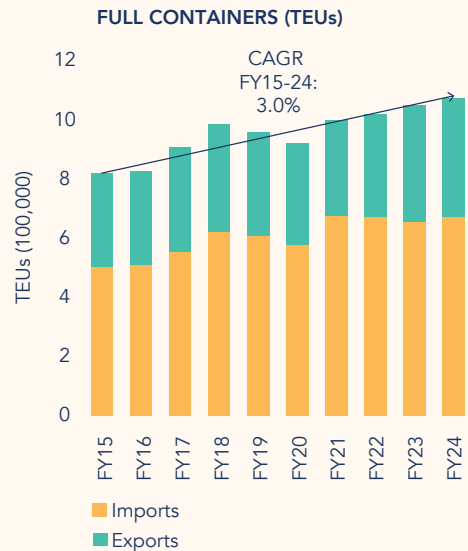
HEALTH ASSESSMENTS COMPLETED BY INDIVIDUAL PARTICIPANTS OVER TIME* (HEALTHY LIFESTYLES PROGRAM)

	NUMBER OF ASSESSMENTS	%
1		17%
2 to 5		39%
6 to 10		14%
11 or more		30%

*The data indicates how many assessments the FY24 participants (63 employees) have individually completed while employed at PBPL.

PROSPERITY

'Prosperity' data as at 30 June 2024 unless stated otherwise.



PROSPERITY

'Prosperity' data as at 30 June 2024 unless stated otherwise.

TOP 5

TOTAL TRADE SHARE BY REVENUE

China	29.8%
South Korea	11.8%
Japan	8.8%
Thailand	6.1%
Malaysia	4.5%
Other	39.0%

REGION BY IMPORT ORIGIN (TONNES)

1	South East Asia
2	North Asia
3	East Asia
4	North America
5	South Pacific Islands (including New Zealand)

IMPORTS BY PRODUCT (TONNES)

1	Crude oil and refined oil
2	Cement
3	Building products
4	Fertiliser
5	Iron and steel

REGION BY EXPORT DESTINATION (TONNES)

1	North Asia
2	South East Asia
3	East Asia
4	South Asia
5	South Pacific Islands (including New Zealand)

EXPORTS BY PRODUCT (TONNES)

1	Coal
2	Agricultural seeds
3	Refined oil
4	Meat products
5	Iron and steel

PLANET

'Planet' data as at 30 June 2024 unless stated otherwise.

ENERGY CONSUMPTION BY TYPE (GJ)

ENERGY TYPE	FY22	FY23	FY24
Diesel	69,715	32,279	21,080
Carbon Neutral Diesel*	53,814	94,253	91,398
Unleaded	6	384	390
Carbon Neutral Unleaded*	–	9	47
Onsite solar	5,348	5,130	5,040
Electricity	16,143	8,609	451
PPA Electricity*	–	8,151	16,922
Oils and greases	468	755	674
Total	145,494	149,570	136,003[^]

* PBPL participates in the Ampol Carbon Neutral Fuel program. PBPL did not use Carbon Neutral Unleaded or PPA Electricity in FY22.

[^] Limited assurance by Ernst & Young.

CARBON EMISSIONS BY SCOPE (tCO₂e)

ENERGY TYPE	FY22	FY23	FY24
Total scope 1	8,702	8,943	7,957
Scope 1 with offsets*	4,914	2,307	1,520
Scope 2	3,587	2,009	102
Total (scope 1 and 2)	12,289	10,952	8,059[^]
Purchased offsets	–	–	1,900
Scope 1 and 2 with offsets*	8,500	4,316	-279
Scope 3	404,630	518,414	495,247

* PBPL participates in the Ampol Carbon Neutral Fuel program.

** PBPL purchased Australian Carbon Credit Units to offset emissions in FY24.

[^] Reasonable assurance by Ernst & Young.

TOTAL WASTE GENERATED AND RECYCLED

	FY22	FY23	FY24
Metal recycled (tonnes)	4.6	12.8	9.1
To landfill (tonnes)	20.25	51.3	72.0
Hazardous waste (tonnes)	2.45	0.2	0
Organic waste (tonnes)**	0.5	–	–
Recycling (tonnes)****	10.5	34.0	59.5
Upcycling (tonnes)***	–	6.4	5.1
Adhoc recycling (tonnes)***	–	2.3	5.9
% Recycled	41%	52%	53%

* The BICT commenced operations which contributed significantly to higher waste volumes overall (to landfill and commingled recycling).

** From FY23, organic waste is reported under 'Adhoc recycling' which also includes smaller volume items such as batteries and ink toner.

*** Upcycling and Adhoc Recycling data was not captured in FY22.

**** Recycling includes commingle, secure paper, paper and cardboard, clear plastic and oily water.

PARTNERSHIPS

'Partnerships' data as at 30 June 2024 unless stated otherwise.

PULSE CHECK SURVEY OUTCOMES 2021-2023

	NOV 2021	NOV 2022	NOV 2023
Stakeholders invited to participate	569	641	730
Respondents (response rate)	155 (28.8%)	22 in-depth interviews (34%) 132 online surveys (23%)*	175 (24%)
Funds raised for PBPL's Employee Charity	\$7,750 Foodbank Queensland	\$7,700 The Sunlight Centre	\$8,750 Hummingbird House
Corporate Reputation Index Score — PBPL total (Kantar Australia)	98/120	95/120	103/120

*In FY23, our online survey was expanded to include the online survey as well as in-depth interviews with a smaller group of key customers and stakeholders (executive level). In FY24, we conducted an online survey.

LOCAL AND REGIONAL COMMUNITY GRANT RECIPIENTS (FY22-FY24)

GEOGRAPHIC LOCATION	%
Local grant recipients	77%
Regional grant recipient	23%

COMMUNITY GRANT FUNDING BY KEY FOCUS AREA (FY22-FY24)

KEY FOCUS AREA	%
Community welfare	50%
Youth leadership	20%
Education	15%
Environment	15%

GRI content index

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE	PAGE REFERENCE	NOTES	OMISSIONS
GRI 1: Foundation					
GRI 1 used			N/A	GRI Foundation 1: 2021	
GRI 2: General disclosures 2021					
The organisation and its reporting practices	2-1	Organisational details	Front cover		
	2-2	Entities included in the organisation's sustainability reporting	3	PBPL is part of the APH Group. PBPL prepares and lodges financial statements with ASIC. PBPL is part of APH Top Co Pty Limited's consolidated financial statements.	
	2-3	Reporting period, frequency and contact point	1-3	PBPL's Sustainability Report is produced annually for each financial year from 1 July to 30 June. This year's Sustainability Report is for the period 1 July 2023 to 30 June 2024. PBPL's financial reporting period is each financial year, from 1 July to 30 June.	
	2-4	Restatements of information	N/A	In FY23, PBPL recorded a total of 4,247 hours of compliance training completed by employees (3,035 hours were reported in the FY23 Sustainability Report). This updated data includes corporate compliance, health and safety, inductions and operational training requirements; all training required for employees to complete to safely and competently perform all aspects of their roles, and aligns with the calculation of the training hours for FY24 for comparison purposes.	
	2-5	External assurance	106	Ernst & Young (EY) has carried out a limited and reasonable assurance engagement over selected non-financial disclosures prepared by Port of Brisbane in its 2023/24 Sustainability Report for the financial year ended 30 June 2024. EY's Independent Assurance Report is included in this Sustainability Report.	
Activities and workers	2-6	Activities, value chain and other business relationships	9-11 Throughout	Throughout.	
	2-7	Employees	33		

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE	PAGE REFERENCE	NOTES	OMISSIONS
Governance	2-9	Governance structure and composition	12	<p>Information on our Board members and committees can be found on our website at: https://www.portbris.com.au/About/Governance/</p> <p>Our Board is comprised of 7 non-executive directors. IFM, QIC and CDPQ have each nominated 2 directors to be appointed to the Board. Our Chairperson is an independent non-executive director.</p> <p>Membership of each of our Board Committees comprise our Chair and a director member appointed by each of QIC, IFM and CDPQ.</p> <p>Each of our non-executive directors hold director roles with other entities providing broad experience and oversight.</p>	
Governance (continued)	2-10	Nomination and selection of the highest governance body	N/A	IFM, QIC and CDPQ have each nominated 2 directors (one employed by the relevant Securityholder and one independent) to be appointed to the Board. Our Chairperson is an independent non-executive director.	
	2-11	Chair of the highest governance body	N/A	The Chair of PBPL is an independent non-executive director.	
	2-12	Role of the highest governance body in managing impacts	N/A	The PBPL Board approves the sustainability targets for the year ahead. The Health, Safety and Sustainability Committee reviews sustainability on a quarterly basis. The Audit and Risk Committee monitors the potential impacts of the introduction of ASRS.	
	2-13	Delegation for responsibility for managing impacts	N/A	PBPL reports back to the PBPL Board on the effectiveness of its ESG initiatives routinely and as required via Board meetings and Committee meetings.	
	2-14	Role of the highest governance body in sustainability reporting	N/A	The PBPL Board reviews and has an opportunity to comment on the annual Sustainability Report before it is published.	
	2-15	Conflicts of interest	N/A	PBPL's Conflicts Policy requires disclosure of any conflicts of interest (including perceived conflicts). Material personal interests of any director must be disclosed to all other directors. A register of directorships is also maintained and tabled at each Board meeting.	
	2-16	Communication of critical concerns	N/A	A register of complaints is managed by the organisation and the register is reviewed by the Audit and Risk Committee periodically. In addition, any complaints of a serious nature are brought to the attention of the Audit and Risk Committee in a timely manner.	
	2-17	Collective knowledge of the highest governance body	N/A	Presentations and deep dives on sustainability matters are discussed with the Health, Safety and Sustainability Committee. The Health, Safety and Sustainability Committee then provides a summary of material matters to the Board.	
	2-18	Evaluation of the performance of the highest governance body	N/A	The Board has engaged with Board Outlook to carry out a performance evaluation of the Board on an annual basis. This performance evaluation is then reviewed and discussed by the Board.	

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE	PAGE REFERENCE	NOTES	OMISSIONS
Strategy, policy and practices	2-22	Statement on sustainable development strategy	5-6, 14		
	2-23	Policy commitments	N/A	Major PBPL policies are reviewed and approved by the PBPL Board. Policies are communicated to employees via email and/or through training and are available on our intranet. Policies relevant to external parties are available on our website: https://www.portbris.com.au/about/governance/business-policies/	
	2-26	Mechanisms for seeking advice and raising concerns	38		
	2-27	Compliance with laws and regulations	N/A	There were no incidences of significant noncompliance with laws and regulations in FY24.	
Strategy, policy and practices (continued)	2-28	Membership associations	N/A	<ul style="list-style-type: none"> • Australia China Business Council • Australasian Concrete Repair and Remedial Building Association (membership at no charge) • Australian Cruise Association • Australian Logistics Council • Australia Meat Industry Council • Brisbane Open House • Committee for Brisbane • Committee for Economic Development Australia • Concrete Institute of Australia • Freight Trade Alliance • International Association of Ports and Harbors • Infrastructure Association of Queensland • International Forwarders and Customs Brokers Australia • PIANC • Planning Institute of Australia Ports Australia • Ports Australia • Property Council of Australia • Queensland Transport & Logistics Council (membership at no cost) • Shipping Australia Limited • South East Queensland Catchments Management Authority • The Environment Institute of Australia and New Zealand • Toowoomba Surat Basin Enterprise • Urban Development Institute of Australia 	

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE	PAGE REFERENCE	NOTES	OMISSIONS
Stakeholder engagement	2-29	Approach to stakeholder engagement	21-22	Throughout.	
	2-30	Collective bargaining agreements	95	54% (126 employees) were covered by collective bargaining agreements as at 30 June 2024. At PBPL, employees who are not covered by collective bargaining agreements are on Individual Employment Agreements. The working conditions and terms of employment of Individual Employment Agreements are not determined by collective bargaining agreements.	
Disclosure on material topics	3-1	Process to determine material topics	15		
	3-2	List of material topics	16, 17		
	3-3	Management of material topics		Throughout.	
GRI 200: Economic standards					
GRI 201: Economic performance	201-2	Financial implications and other risks and opportunities due to climate change	66-69	<i>Climate Change Resilience</i> section documents the key climate change risks and opportunities.	
GRI 202: Market presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	95	Ratio of standard entry level wage for both male and female employees compared to the local minimum wage was 127% as at 30 June 2024. The ratio was calculated using the Australian National Minimum Wage.	
	202-2	Proportion of senior management hired from the local community	95	100% of senior managers (24 employees comprising Executives and Senior Managers) were hired from the local community (South East Queensland region) as at 30 June 2024.	
GRI 203: Indirect economic impacts	203-1	Infrastructure investment and services supported	40-58		
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	N/A	Declaration of compliance process is run each year following the end of the financial year which asks members of Management to declare any non-compliances that they are aware of.	
	205-2	Communication and training about anti-corruption policies and procedures	N/A	PBPL asks its employees to complete training on anti-bribery and corruption and fraud annually. PBPL has an Anti-Bribery and Corruption Policy in place.	
	205-3	Confirmed incidents of corruption and actions taken	N/A	PBPL is not aware of any incidents of corruption in FY24.	

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE	PAGE REFERENCE	NOTES	OMISSIONS
GRI 300: Environmental standards					
GRI 300: Energy	302-1	Energy consumption within the organisation	62-65	Energy consumption (GJ) is calculated using the National Greenhouse and Energy Reporting energy content factors.	
	302-4	Reduction of energy consumption	62-65	Reporting year (FY24) reductions were compared against the previous reporting year (FY23). A baseline year has not been specified.	
	303-1	Interactions with water as a shared resource	73-74		
	303-2	Management of water discharge-related impacts	73-74		
	303-3	Water withdrawal	70-72		
	303-5	Water consumption	70-72		
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	75-76		
	304-2	Significant impacts of activities, products and services on biodiversity	75-76		
	304-3	Habitats protected or restored	73-76		
GRI 305: Emissions	305-1	Direct (scope 1) GHG emissions	62-65	Scope 1 GHG emissions are calculated using the National Greenhouse and Energy Reporting scope 1 emissions factors.	
	305-2	Energy indirect (Scope 2) GHG emissions	62-65	PBPL used the GHG Protocol — Scope 2 Guidance market-based approach for calculating Scope 2 GHG emissions in FY24. The residual mix factor (RMF) used as 0.81.	
	305-3	Other indirect (Scope 3) GHG emissions	62-65	Scope 3 emissions were calculated using the above methodology for Scope 1 and 2 emissions.	
	305-5	Reduction of GHG emissions	62-65	Reporting year (FY24) reductions were compared against the previous reporting year (FY23). A baseline year has not been specified.	
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	70-72		
	306-2	Management of significant waste-related impacts	70-72		
	306-3	Waste generated	70-72		
	306-4	Waste diverted from disposal	70-72		
	306-5	Waste directed to disposal	70-72		

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE	PAGE REFERENCE	NOTES	OMISSIONS
GRI 400: Social standards					
GRI 401: Employment	401-1	New employee hires and employee turnover	33, 95		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	N/A	Fitness Passport not available for temporary (fixed term contracts) of less than 12 months. Paid Parental Leave not available for employees that have been employed less than nine months, or fixed term contracts. Casuals employed over nine months on a regular and systematic basis are entitled.	
	401-3	Parental leave	95		
GRI 403: Occupational health and safety	403-1	Occupational health and safety management system	24-26		
	403-6	Promotion of worker health	27-29	All information is kept confidential through engaging an independent third-party health provider to undertake any health assessments.	
GRI 404: Training and education	404-1	Average hours of training per year per employee	35-36		
	404-2	Programs for upgrading employee skills and transition assistance programs	34-36	PBPL offers counselling services for employees impacted by redundancy or termination. Additionally, in cases of redundancy, PBPL offers outplacement services.	
	404-3	Percentage of employees receiving regular performance and career development reviews	N/A	All employees receive performance reviews at PBPL. Career development reviews are initiated by employee and manager but are not formally tracked by PBPL.	
GRI 405: Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	33, 94-95		
	405-2	Ratio of basic salary and remuneration of women to men	N/A	Ratio of base hourly rate of women to men at PBPL is 0.8 as at 30 June 2024.	
GRI 413: Local communities	413-1	Operations with local community engagement, impact assessments and development programs	81-85	PBPL has a formal grievance process. Any grievances from the local community can be made by calling our reception or via our website.	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A	No substantiated complaints received during this financial year 2023-24.	

Independent assurance report



Building a better
working world

Independent Assurance Report to the Management and Directors of Port of Brisbane Pty Ltd

Our Conclusions:

- ▶ **Limited assurance:** Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe the Limited Assurance Subject Matter for the year ended 30 June 2024 has not been prepared, in all material respects, in accordance with the Criteria defined below.
- ▶ **Reasonable assurance:** In our opinion, the Reasonable Assurance Subject Matter for the year ended 30 June 2024 is prepared, in all material respects, in accordance with the Criteria defined below.

What we assured

Ernst & Young ('EY', 'we') were engaged by Port of Brisbane Pty Ltd ('PBPL') to provide limited assurance over selected sustainability data and disclosures in PBPL's 2023/24 Sustainability Report (the 'Report') for the year ended 30 June 2024 in accordance with the noted Criteria, as defined in the following table:

What we assured (Limited Assurance Subject Matter)	What we assured it against (Criteria)
Total number of Lost Time Injuries (LTIs), being 0 LTIs	PBPL's own publicly disclosed criteria
Total number of leadership behaviours (i.e. ELT leadership behaviour reports), being 263 leadership behaviours	
Total trade (import and export), being 32.34 million tonnes	
Rail trade, being 1.3 per cent (%)	
Customer satisfaction score, being 95%	
Total energy consumption, being 136,003 gigajoules (GJ)	PBPL's own publicly disclosed criteria for greenhouse gas inventory preparation and sustainability disclosure.
Total energy production, being 5,143 GJ	

In addition, we were engaged by Port of Brisbane Pty Ltd to provide reasonable assurance over the following information in accordance with the noted Criteria, as defined in the following table:

What we assured (Reasonable Assurance Subject Matter)	What we assured it against (Criteria)
Total Scope 1 greenhouse gas (GHG) emissions, being 7,957 tonnes of carbon dioxide equivalent (tCO ₂ -e)	PBPL's own publicly disclosed criteria for greenhouse gas inventory preparation and sustainability disclosure.
Total Scope 2 emissions GHG emissions, being 102 tCO ₂ -e	

Other than as described in the preceding paragraphs, which set out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express an opinion or conclusion on this information.

Key responsibilities

Port of Brisbane Pty Ltd's responsibility

Port of Brisbane Pty Ltd's management is responsible for selecting the Criteria, and ensuring the Subject Matter is prepared, in all material respects, in accordance with that Criteria. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibility and independence

For the limited assurance engagement, our responsibility is to express a conclusion on the Limited Assurance Subject Matter based on the evidence we have obtained. For the reasonable assurance engagement, our responsibility is to express an opinion on the Reasonable Assurance Subject Matter based on the evidence we have obtained.

We have complied with the independence and relevant ethical requirements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

EY applies Auditing Standard ASQM 1 Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information or Other Assurance or Related Services Engagements, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our approach to conducting the assurance procedures

We conducted our assurance procedures in accordance with the Australian Auditing and Assurance Standards Board's *Australian Standard on Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ASAE3000') and the terms of reference for this engagement as agreed with Port of Brisbane Pty Ltd on 30 July 2024.

For the limited assurance engagement, these standards require that we plan and perform our engagement to express a conclusion on whether anything has come to our attention that causes us to believe that the Limited Assurance Subject Matter is not prepared, in all material respects, in accordance with the Criteria, and to issue a report.

For the reasonable assurance engagement, these standards require that we plan and perform our engagement to obtain reasonable assurance about whether, in all material respects, the Reasonable Assurance Subject Matter is presented in accordance with the Criteria, and to issue a report.

The nature, timing and extent of the assurance procedures selected depend on our judgement, including an assessment of the risk of material misstatement, whether due to fraud or error.

Description of assurance procedures performed

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Limited Assurance Subject Matter and related information, and applying analytical and other appropriate procedures.

The Limited Assurance procedures we performed were based on our professional judgement and included, but were not limited to:

- ▶ Conducted interviews with personnel to understand the business and reporting process
- ▶ Conducted interviews with key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period
- ▶ Assessed that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria
- ▶ Undertook analytical review procedures to support the reasonableness of the data
- ▶ Identified and tested assumptions supporting calculations
- ▶ Tested, on a sample basis, underlying source information to assess the accuracy of the data

Additional reasonable assurance procedures we performed were based on professional judgement and included, but were not limited to:

- ▶ For our reasonable assurance of Scope 1 and Scope 2 greenhouse gas emissions and energy consumption / production, on a sample basis, agreed underlying data to source information to assess completeness of performance data, which included invoices, system extracts and other records.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion and reasonable assurance opinion.

Inherent limitations

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The greenhouse gas emissions quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of greenhouse gases. Additionally, greenhouse gas procedures are subject to estimation and measurement uncertainty resulting from the measurement and calculation processes used to quantify greenhouse gas emissions within the bounds of existing scientific knowledge.

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Additional inherent limitations – reasonable assurance scope

While our procedures performed for our reasonable assurance engagement are of a higher level of assurance, due to the use of sampling techniques, it is not a guarantee that it will always detect material misstatements.

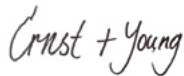
Other matters

We have not performed assurance procedures in respect of any information relating to prior reporting periods, including those presented in the Limited and Reasonable Assurance Subject Matter. Our report does not extend to any disclosures or assertions made by Port of Brisbane Pty Ltd relating to future performance plans and/or strategies disclosed in PBPL's 2023/24 Sustainability Report and any supporting disclosures online.

Use of our Assurance Report

We disclaim any assumption of responsibility for any reliance on this assurance report to any persons other than management and the directors of Port of Brisbane Pty Ltd, or for any purpose other than that for which it was prepared.

Our assurance procedures were performed over certain web-based information that was available via web links as of the date of this statement. We provide no assurance over changes to the content of this web-based information after the date of this assurance report.

The logo for Ernst & Young, featuring the company name in a stylized, cursive script.

Ernst & Young
Brisbane, Australia
25 September 2024

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