

# Sustainability Strategy

2024

Partnering in growth, connecting people and supporting potential

# Acknowledgement of Country

Darwin Port acknowledges the Larrakia people, who are the Traditional Owners of the land and waterways on which the Darwin Port operates, and pays respect to Elders past, present and emerging.



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**DARWIN PORT** 岚桥达尔文港

Welcome to Darwin Port

PREPARE TO STOP  
ALL TRUCKS MUST STOP AT THE LIGHT

East Arm Wharf Entrance

# Message from our CEO

Darwin Port is proud to present our inaugural Sustainability Strategy as we see it, first and foremost, as a celebration of our lived values. This document reflects our organisation's strong and continuing commitment to sustainability both by demonstrating our achievements to date, but also by outlining our aspiration for continual improvement.

We understand that sustainability is a fundamental business driver and that operating at the highest levels of environmental stewardship, social responsibility and corporate governance is not just the right thing, but the smart thing for our business.

This commitment and understanding has been reflected in the way that our team has developed this strategy.

More than 100 of our employees, customers, community stakeholders and industry partners contributed feedback and initiatives to our Sustainability Strategy which was developed within the framework of the United Nations Sustainable Development Goals. We believe that our alignment with UNSDG's provides a robust and globally recognised benchmark that demonstrates our commitment to best practice, whilst retaining flexibility in our ability to 'think locally' where the benefits of our actions can be maximised.

This mindset of considering our global responsibilities, but acting at a local scale has been reflected throughout our Sustainability Strategy, where our commitments have been anchored around the four key themes identified within Ports Australia's "Port Sustainability Strategy Development Guide" of People, Planet, Prosperity and Partnerships.

In this regard, a resounding theme of our engagement process was the special importance that is placed on the social, environmental and economic values of our marine environment and specifically Darwin Harbour. We are acutely aware of the importance of the Harbour and its vibrant marine and terrestrial habitats and carry the knowledge and weight of expectation that our community expects us to take a lead role in protecting and promoting this natural asset.

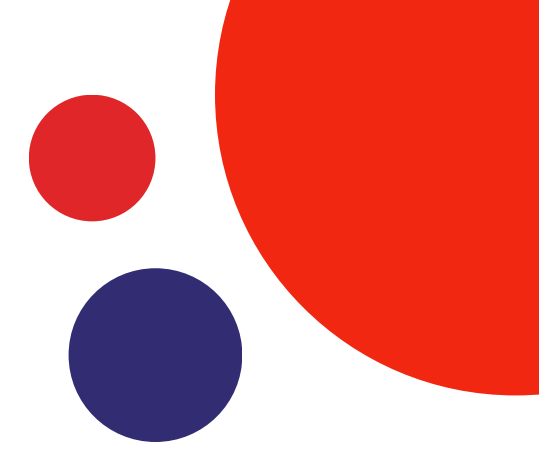
We believe that we have a strong track record of embedding sustainability considerations within the way we work. We have a dedicated team of happy and engaged people in our business, we ensure environmental stewardship is embedded in every decision that we make and we have long supported the growth of the broader Northern Territory economy by providing crucial infrastructure required by our partners.

However, a commitment to continual improvement is what drives us each and every day. In this regard, the formalisation of our sustainability agenda will set the foundation for many years to come. This document presents not just tangible actions that we commit to delivering in the coming years, but also outlines the ways in which we will track and report our progress. This is an evolving and dynamic exercise, but our belief is that for progress to be achieved, goals must be set and pursued. Our commitment is that we will do this to the best of our ability and that we will operate with honesty and transparency in sharing our progress.

**Peter Dummett**  
CEO



# The United Nations Sustainable Development Goals (UN SDGs)



The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries – developed and developing – in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.



# Our Company

Darwin Port is a natural deep-water port with multi-cargo handling capabilities. Located in the capital city of the Northern Territory, we provide extensive access to multi-modal transport services, ensuring the efficient flow of goods and materials into the local supply chain. As a pivotal transit route for a diverse array of export commodities, our port significantly impacts and strategically supports the Northern Territory, serving a vast catchment area spanning millions of square kilometers.



## Key Facilities & Assets

We are committed to maximising value whilst delivering better performance for our customers through the effective management of our assets.

**East Arm Wharf:** A multi-user facility with 865m of quay-line, deep-water berths, and extensive supporting infrastructure.

**Marine Supply Base (MSB):** A specific purpose intermodal freight facility, operated by ASCO, for storage and freight consolidation, loading and unloading of vessels servicing the offshore oil and gas industry.

**Fort Hill Wharf:** A 300m long structure near Darwin Waterfront and CBD, primarily serving cruise vessels with a passenger terminal and large carpark.



## Strategic Importance

Darwin Port is a cornerstone asset of the Northern Territory, supporting a diverse mix of users:

**Cruise and Defence:** At our Fort Hill Wharf facility which provides a ready conduit for visitors accessing the Darwin CBD and Waterfront tourism precinct.

**Commercial and Industrial Customers:** Engaged in bulk material imports and exports, agriculture, container import and export, breakbulk handling, bulk liquids importation, and oil and gas facility support services.

**Remote Communities:** Darwin Port is a key logistic base for transport of food, other essential goods and equipment to remote communities, islands and other locations.



## Infrastructure and Major Projects

Our assets and operations underpin the growth of the Northern Territory's infrastructure base, supporting key projects such as:

**Asia Australia PowerLink (SunCable):** A proposed renewable energy development aiming to produce over 20Gw per annum of clean energy.

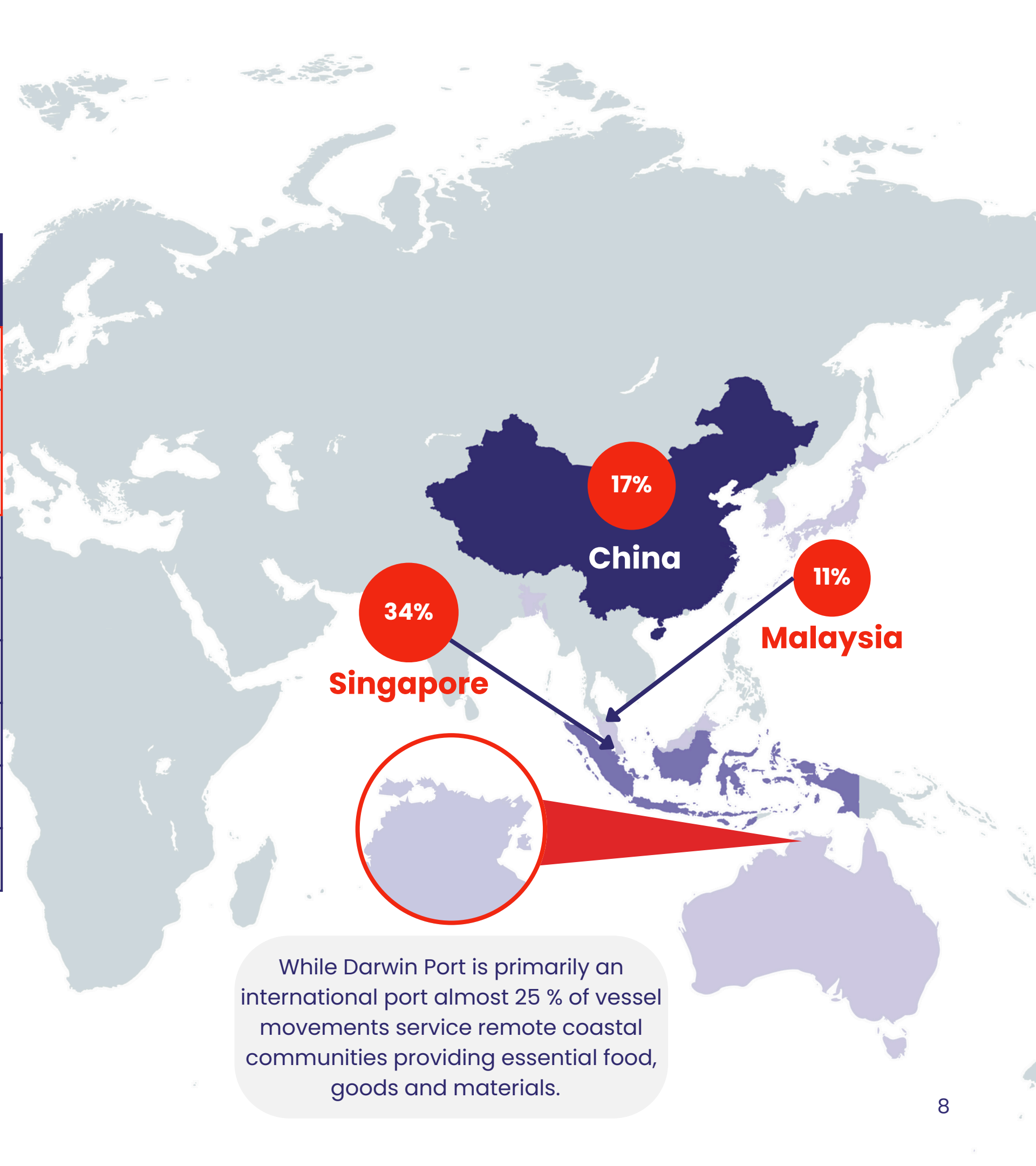
**Middle Arm Sustainable Development Precinct (MASDP):** A strategic infrastructure precinct aimed at contributing to the Northern Territory's economic goals of \$40B by 2030.

**Barossa Gas Field Pipeline:** Natural gas project connecting the Barossa Gas field to Darwin via a 300 km pipeline.

# Our Trade Map

Location	Export (Tonnes)	Import (Tonnes)	Total trade (Tonnes)	% of total trade
<b>Singapore</b>	8,467	585,017	593,484	33.64%
<b>China</b>	254,126	45,041	299,167	16.96%
<b>Malaysia</b>	9,131	193,614	202,745	11.49%
Republic of Korea	213	175,961	176,174	9.98%
Indonesia	86,775	63,571	150,346	8.52%
Japan	3,250	80,015	83,265	4.72%
Australia	8,039	109,639	117,678	6.67%
Bangladesh	15,501	5	15,506	0.88%
Other	37,632	103,917	141,549	8.02%

## 2023 Trade Results



While Darwin Port is primarily an international port almost 25 % of vessel movements service remote coastal communities providing essential food, goods and materials.



# Our Business Functions



## Marine Operations

- Ensure the safe navigation of vessels entering and departing Darwin Harbour.
- Approximately 2000 acts of pilotage are performed each year.
- Supported by our Harbour Control team and Pilot Vessel team.
- The Pilot Vessel team is responsible for maintaining our two Pilot Vessels and transporting our pilots to and from vessels transiting the harbour, 24 hours a day, 365 days a year.



## Engineering & Maintenance

- Consists of a variety of tradespeople and equipment operators who perform essential maintenance to keep our assets in prime condition.
- We undertake as much work as possible within our team, believing no-one cares more about our assets than us.
- However, we maintain strong relationships with local suppliers and seek external expertise when required.



## Landside Operations

- Provide 24/7 security and access control with maritime security guards to ensure port facilities are secure and to comply with commonwealth legislated requirements.
- Provide crane and forklift operations to service visiting vessels with provisions and waste removal. Supply water bunkers to ensure vessels including passenger cruise ships have a sufficient and safe supply of potable water.
- Monitor and conduct checks on cargo movements and landside activities to ensure safe, efficient and compliant operations are undertaken throughout our facilities. This ensures that of biosecurity, dangerous goods and security requirements are met.



## Business Support

- Trade and Property engages with potential new customers to create new business opportunities.
- The finance team ensure the timely payment of ingoing and outgoing invoices. The overall budget is managed to ensure the business remains strong and prosperous.
- A range of other services are performed including Health and Safety, Environment, Human Resources, Procurement, Information Technology (IT) and Legal that enable us to perform to a compliant high standard and work towards our sustainability goals.



James Crane,  
Vessel Crew &  
Our Pilot Vessel  
at Fort Hill Wharf

# Importance of ESG (Environment, Social and Governance) at Darwin Port



## Our commitment to ESG

We are committed to ensuring that we set and maintain the highest ESG standards because fundamentally we believe that this is the practical embodiment of a belief that we should always do the right thing.

We believe that by committing to ambitious ESG targets – and doing so in an open and transparent manner in consultation with our partners – we will build a positive, proactive and high performing culture within our business. Ultimately, that will deliver better outcomes for our People, our Partners, and for our Planet. Importantly, as a private organisation that needs to perform financially to support our own ongoing viability, delivering better ESG outcomes will also deliver better financial outcomes in the long term; our Prosperity.



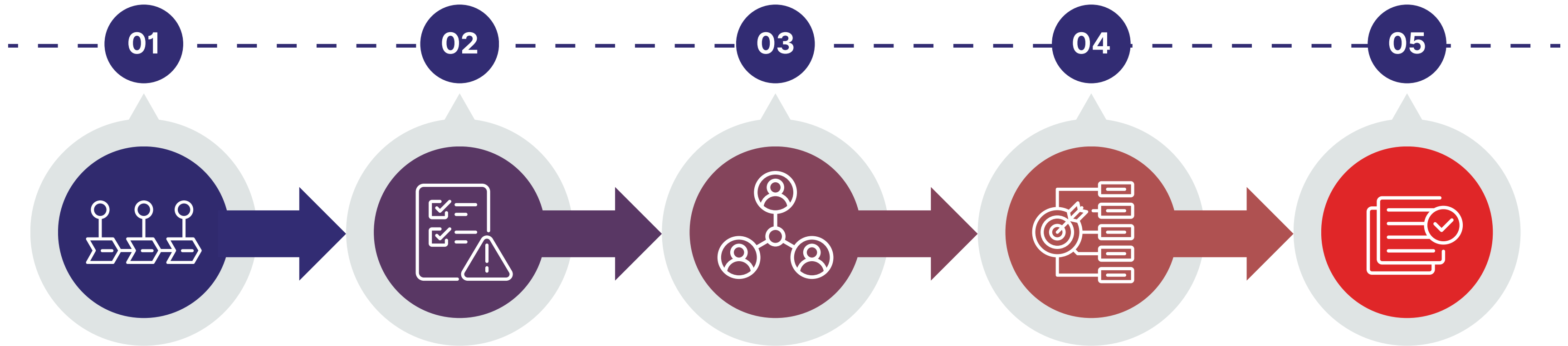
## Our commitment to the UN SDGs

Following best practice guidelines from Ports Australia, we have based our Sustainability Strategy on the United Nations Sustainable Development Goals (UN SDGs). The UN SDGs, globally recognised and accepted by governments and stakeholders, provide an international benchmark for best practice in sustainability.

We believe that achieving the UN SDGs is in the national interest of governments worldwide, including Australia. Ports play a crucial role in facilitating global connectivity, economic opportunity, and prosperity, which are essential for sustainable growth.

In alignment with Ports Australia, we acknowledge the varying relevance of individual UN SDGs to our local context. Our Sustainability Strategy considers all 17 UN SDGs and the 196 associated targets, focusing on those most pertinent to our stakeholders. This balanced approach allows us to benefit from global benchmarking while addressing local opportunities and risks.

# Our Strategy Journey



## Value Chain Analysis

We conducted a comprehensive analysis of our entire value chain to pinpoint the impacts of each process and identify key material topics.

## ESG Risk & Opportunity Assessment

We identified potential ESG risks and opportunities to ensure alignment between risk management and sustainability efforts, and to understand the financial implications.

## Materiality Assessment

We conducted a materiality assessment to identify key sustainability issues, ensuring alignment with stakeholder priorities and enhancing our strategic decision-making process.

## Set Objectives and Targets

Based on the outcomes of the materiality assessment, we defined objectives and targets to address key sustainability issues.

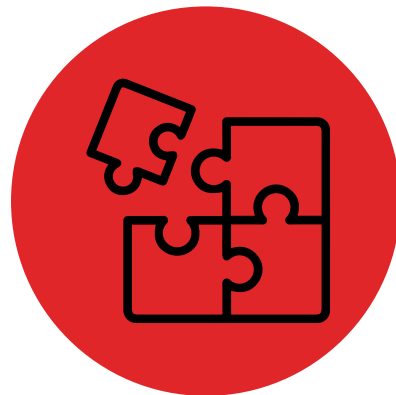
## Sustainability Strategy Development

We developed our sustainability strategy to address key ESG issues, set clear objectives and targets, and align our efforts with stakeholder expectations.

# Scope of the Strategy Document

## Embedding Sustainability into Core Operations

Darwin Port has a long-term corporate strategy centered around three key pillars: Perform, Improve and Grow. This comprehensive approach not only sets our organisational culture but also provides the foundation for achieving more specific corporate objectives and outcomes.



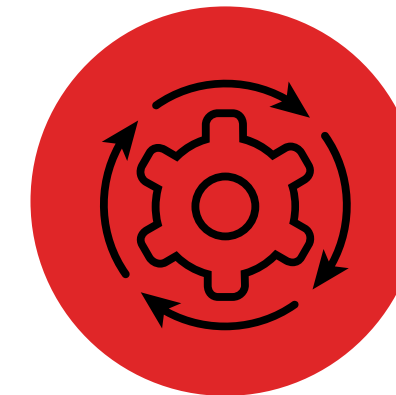
### Aligning with Corporate Strategy

Our Sustainability Strategy is intrinsically linked to our overarching corporate strategy, embedding ESG objectives into the core pillars of Perform, Improve and Grow. This integration ensures that sustainability is a fundamental aspect of our strategic direction, reinforcing our commitment to responsible and sustainable business practices.



### Bridging the Gap

The corporate strategy sets the foundation for achieving our long-term vision of growth, connection and support, while the Sustainability Strategy extends this vision by setting specific long-term sustainability goals and targets. This linkage bridges the gap between company strategic plans and our long-term aspirations, ensuring consistency in strategic planning and embedding ESG objectives at all decision-making levels.



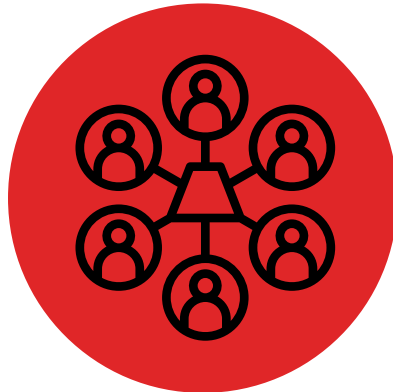
### Operationalising Sustainability

While the corporate strategy outlines broad strategic objectives, the Sustainability Strategy provides detailed action plans to translate these objectives into tangible ESG-focused initiatives. This includes identifying tasks, assigning responsibilities, and setting implementation timelines to ensure sustainability commitments are effectively executed.

# Scope of the Strategy Document

## Stakeholder-Centric Approach

Our approach to developing this Sustainability Strategy is rooted in a thorough understanding of the environmental, social, and economic factors that impact our operations and stakeholders.



### Materiality Assessment

To enable us to create a focused ESG Strategy, we conducted a materiality assessment by engaging with key stakeholders on a range of sustainability-related topics that are directly relevant to Darwin Port. This process identified and prioritised key sustainability issues, ensuring that during the development of our sustainability strategy our stakeholder expectations and concerns were considered. It also strengthens our relationships by demonstrating our commitment to transparency and responsiveness.



### Risk and Compliance

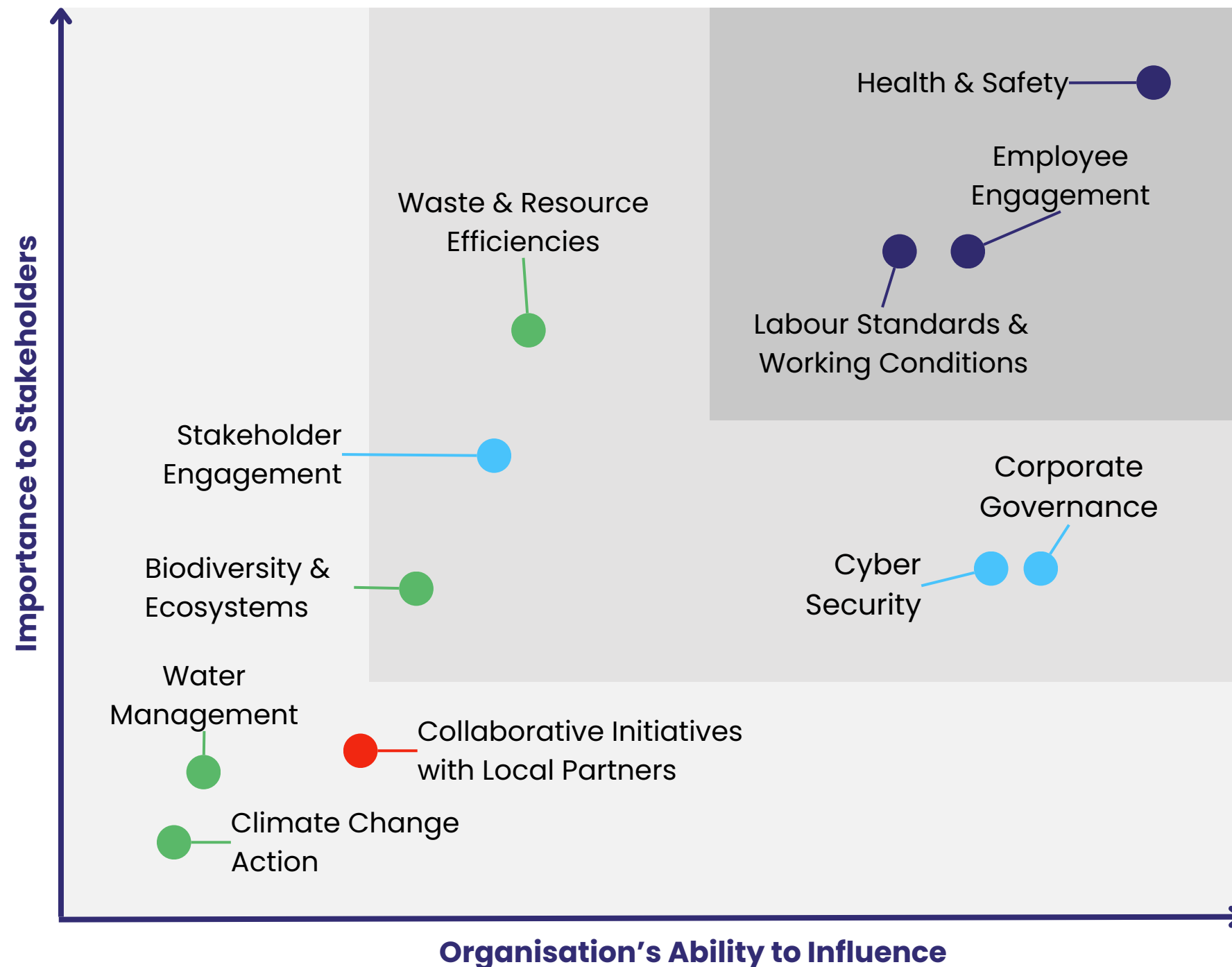
In addition to the materiality assessment, we conducted a thorough review of risk and compliance factors. This involved evaluating potential ESG risks that could impact operations, as well as ensuring compliance with all relevant regulations and standards. By integrating risk and compliance considerations, we can proactively manage potential challenges and uphold the highest standards of corporate governance.



### Transparent Reporting

Our Sustainability Strategy is a reflection of this approach, showcasing Darwin Port's commitment to sustainability and our dedication to continuous improvement. By focusing on material issues and adhering to risk and compliance standards, the report not only highlights achievements but also provides a clear roadmap for Darwin Port's future sustainability efforts.

# Materiality Matrix



**KEY**

- People
- Planet
- Prosperity
- Partnership

## OUR APPROACH TO MATERIALITY

Our materiality assessment followed the Global Reporting Initiative (GRI) guidelines and included a value chain analysis to capture the full range of our activities. A risk register was then created to prioritise relevant issues.

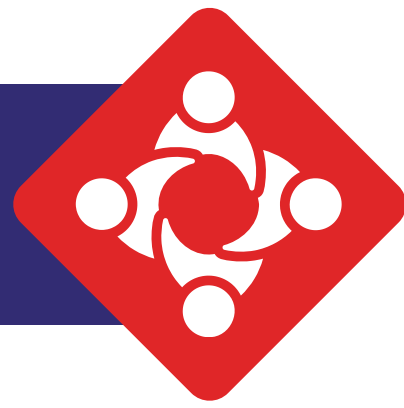
A key aspect of this assessment was stakeholder engagement. We engaged with essential stakeholder groups, including port users, our leadership team, and employees, to assess and ensure a comprehensive understanding of their perspectives and concerns.

The outcome of this process was a detailed materiality matrix, categorising issues based on their importance to both our business and stakeholders. The matrix, adapted and displayed on the left, highlights the top results from our materiality assessment, clearly mapping out our strategic priority areas.

It is important to note that some topics were consolidated due to the identification of inherent links and interdependencies among them. Additionally, some priority areas emerged through the development of this strategy and are not explicitly found on the materiality matrix. For instance, Diversity, Equity, and Inclusion (DEI) was highlighted during stakeholder engagement as a priority area, and our commitments to reconciliation will complement our approach to DEI. As such, these elements have been included in our strategy.

Additionally, financial sustainability, growth plans, economic impact, and value creation were identified as significant business aspects and have been incorporated into our strategic priorities. This ensures a holistic approach that addresses both immediate and long-term objectives for our organisation.

# PEOPLE



Our people are the heart of our organisation. We believe that our success is intrinsically linked to the well-being, development, and engagement of our employees. We are committed to creating a supportive and inclusive work environment, fostering professional growth, and ensuring the health and safety of our team members.

Through these efforts, we aim to cultivate a culture where every individual feels valued, empowered, and motivated to contribute to our shared mission of sustainable growth and innovation.

## Our focus areas

### EMPLOYEE WELLBEING

We are committed to fostering a work environment that prioritises the well-being of our employees.

### HEALTH AND SAFETY

We are committed to establishing and promoting safe and efficient operations within the Port of Darwin.

### EMPLOYEE ENGAGEMENT

We aim to empower our employees and will recognise individual contributions and reward them fairly.

### LABOUR STANDARDS

We are committed to upholding the highest standards of labour and working conditions.

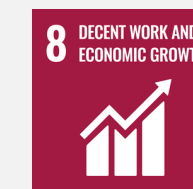
### DIVERSITY, EQUITY & INCLUSION

We are dedicated to cultivating a workplace that embraces diversity, equity, and inclusion.



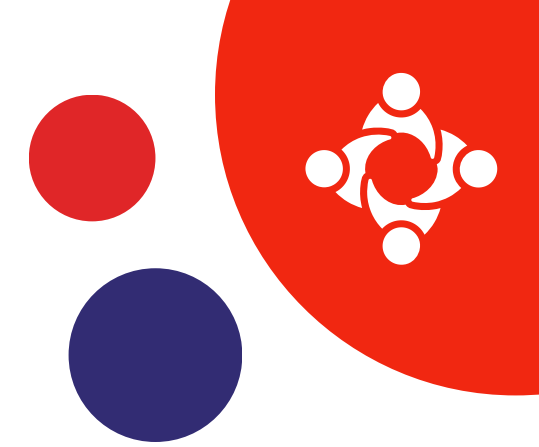
Photographed: Darwin Port Employees

### Supporting the SDGs:





# Employee Wellbeing



## OUR APPROACH

We are committed to fostering a work environment that prioritises the well-being of our employees. By investing in their engagement, mental health, and overall satisfaction, we aim to create a thriving workplace that empowers our team to excel and contribute to the company's success.

## CURRENT INITIATIVES

We have implemented a range of initiatives to enhance the well-being of our employees:

- 1 Training and Development**
  - Providing education and training on key health issues, including men's health (Movember) and mental health (R U OK? Day).
  - Training employees to recognise the impacts on physical and mental health through Mental Health First Aid training.
- 2 Mental Health Support**
  - Ensuring dedicated Mental Health First Aiders are available.
  - Offering 24/7 access to an Employee Assistance Program (EAP) for employees and their families.
- 3 Work-Life Balance**
  - Promoting work-life balance through flexible work arrangements supported by our Flexible Work Policy.

## COMPLIANCE & REGULATORY OBLIGATIONS

Darwin Port has several compliance and regulatory obligations regarding employee wellbeing. Key regulations include:

- Code of Practice: Managing Psychosocial Hazards at Work (NT)
- Fair Work Act
- Anti-Discrimination Legislation (both NT and Federal, including the Sex Discrimination Act)
- Privacy Act
- Work Health and Safety Act

To manage these obligations effectively, Darwin Port has implemented a range of policies and processes, such as:

- Workplace Policy
- Remote Working Policy
- Flexible Work Policy
- Study Policy
- Learning and Development Policy
- Family and Domestic Leave Policy

These policies ensure the port meets legal requirements while fostering a safe and supportive work environment.

# Employee Wellbeing

## OUR COMMITMENTS & FUTURE INITIATIVES



### Regular Mental Health Events

We will host discrete mental health awareness events at least twice a year to educate and support our employees on mental health-related topics. These interactive sessions will provide valuable insights and resources to help our team members prioritize their well-being.

### Mental Health First Aiders

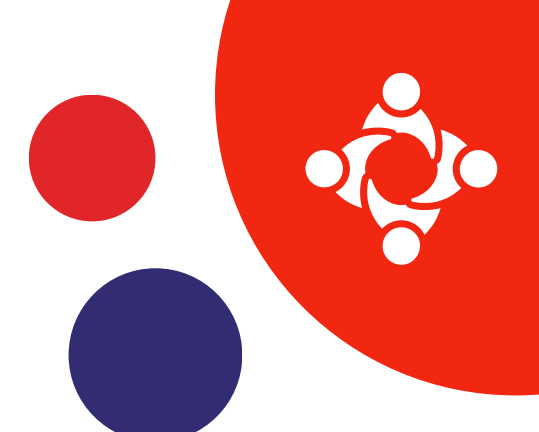
To create a supportive environment, we will ensure that at least 15 trained mental health first aiders are available throughout the organisation. These individuals will be equipped with the knowledge and skills to recognize signs of mental health challenges and provide timely assistance to their colleagues.

### Employee Assistance Program (EAP)

We prioritise the well-being of our employees and their families by offering access to a comprehensive EAP. Available 24/7, this program provides confidential counselling and support services, ensuring that our team members can manage personal and professional challenges effectively.



# Health and Safety



## OUR APPROACH

We are committed to establishing and promoting safe and efficient operations within the Port of Darwin for our employees, our key stakeholders and other port users.

## CURRENT INITIATIVES

We prioritise safety and efficiency for our employees, stakeholders, and port users. Our commitment is demonstrated through the implementation of comprehensive safety measures and processes that not only meet legislative obligations but also foster continuous improvement in health and safety practices:

- 1 Establishing Safe and Efficient Operations**
  - Promoting a safe environment for employees, key stakeholders, and port users.
    - Ensuring all port activities adhere to the highest safety standards.
    - Encouraging a culture of safety and vigilance among all port users.
- 2 Promoting an Injury-Free Workplace**
  - Implementing practices to minimise risks to employees and others.
  - Consulting and communicating about work health and safety.
- 3 Continuous Improvement**
  - Exploring opportunities for improvement of health and safety practice through continuous improvement.

## COMPLIANCE & REGULATORY OBLIGATIONS

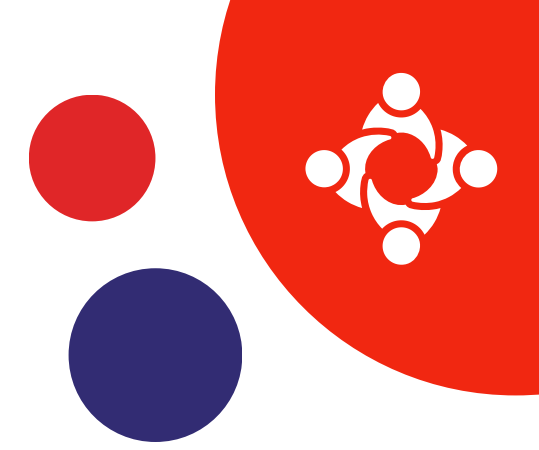
At Darwin Port, we understand our work health and safety legislative obligations and have designed work processes to ensure we are meeting those obligations.

The Port Safety Plan (PSP) has been developed to demonstrate our compliance and obligations under the Ports Management Act. The PSP provides clear guidance to both Darwin Port and the Regional Harbour Master, ensuring that all safety measures are consistently applied and continuously monitored.



**Photographed:** Health and Safety Precautions On Site

# Health and Safety



## OUR COMMITMENTS

Conduct a review of the Safety Management System to align with ISO 45001.

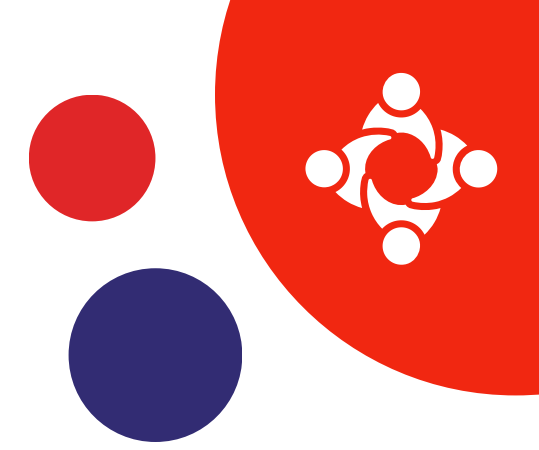
Establish an internal and external auditing program to identify if the Safety Management System is effectively implemented and maintained.

Establish leading indicators for work health and safety objectives.



**Photographed:** One of our Mechanical Fitters, Shana'e Griffin

# Employee Engagement



## OUR APPROACH

We recognise the importance of engagement and aim to empower our employees by acknowledging individual contributions and rewarding them fairly, ensuring satisfying and fulfilling employment in a successful business.

## CURRENT INITIATIVES

We have implemented a range of initiatives to enhance employee engagement:

- 1 Reward and Recognition Initiatives**
  - Acknowledging individual contributions through rewards, referral programs, and years of service incentives.
- 2 Study Leave**
  - Providing opportunities for employees to pursue further education and professional development.
- 3 Performance Reviews**
  - Regularly assessing and providing feedback on employee performance to support growth and improvement.
- 4 Learning and Development**
  - Offering comprehensive training programs, including E-learning, to enhance skills and career progression.
- 5 Communication and Engagement**
  - Hosting weekly toolbox meetings, CEO updates, and monthly BBQs to foster open communication and team bonding.

## COMPLIANCE & REGULATORY OBLIGATIONS

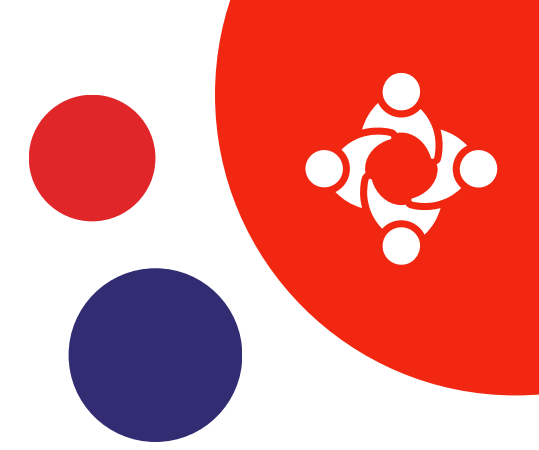
At Darwin Port, we comply with the Fair Work Act, Anti Discrimination Act and the Darwin Port Enterprise Agreement to ensure effective employee engagement.

We have implemented policies such as the Workplace Policy, Appropriate Workplace Behaviours Policy, Study Assistance Policy, Learning and Development Policy, and Management of Change Policy. These initiatives support our commitment to a positive and supportive work environment.



**Photographed:** GTNT Aboriginal & Torres Strait Islander Student of the Year 2024

# Employee Engagement



## OUR COMMITMENTS

We will initiate regular staff engagement surveys starting in FCY2024. The results of these surveys will be shared with the workforce, and key improvement areas will be identified and communicated. Additional metrics will be identified, and improvement targets will be set over time to continually enhance employee engagement.

We are developing a Capability/Skills Framework to provide clarity on roles, which will support recruitment, performance development, learning and development, and workforce planning. This framework aims to ensure that employees have a clear understanding of their roles and the skills required, promoting professional growth and effective workforce management.

Improve our communication to our internal and external stakeholders developing a communication framework. This framework will facilitate more effective and consistent communication, ensuring that all stakeholders are well-informed and engaged with the port's activities and initiatives.

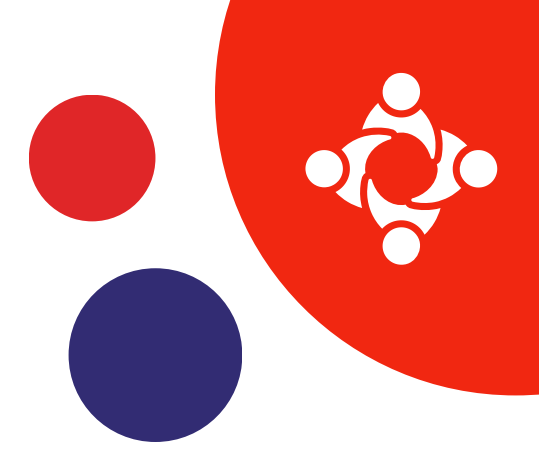
## OUR TARGETS

Conduct regular staff engagement surveys, starting by the end of FY2024, with a completion rate of at least 65% and achieving a job satisfaction rate of over 80%.

Develop a Capability/Skills Framework by June 2025.

Develop a communication framework by January 2025.

# Labour Standards & Working Conditions



## OUR APPROACH

We are committed to providing a positive and rewarding workplace where our employees enjoy high labour standards and good working conditions. Our goal is to create a workplace free from discrimination, bullying, harassment, sexual harassment, and vilification, where everyone is treated with dignity, courtesy, and respect.

## OUR COMMITMENTS & FUTURE INITIATIVES

Alongside our commitment to legal compliance and creating a positive work environment, we are committed to:



### Health and Safety

- Provide and maintain a safe and healthy workplace.



### Integrity and Governance

- Maintain the highest standards of integrity and good corporate governance.



### Employee Relations

- Foster a cooperative approach with all employees and their representatives.
- Respect individuals' rights to freedom of association and collective bargaining.
- 0 incidents of discrimination, bullying, harassment, sexual harassment and vilification (prohibited behaviours).

## COMPLIANCE & REGULATORY OBLIGATIONS

At Darwin Port, we comply with all relevant laws, including the Fair Work Act, anti-discrimination legislation, payroll legislation, work health safety legislation, and the Darwin Port Enterprise Agreement, to ensure effective labour standards and working conditions.

We have implemented policies such as the Workplace Policy, Whistle Blowers Policy, and Darwin Port Enterprise Agreements. These initiatives support our commitment to a lawful, safe, and respectful work environment for all employees.

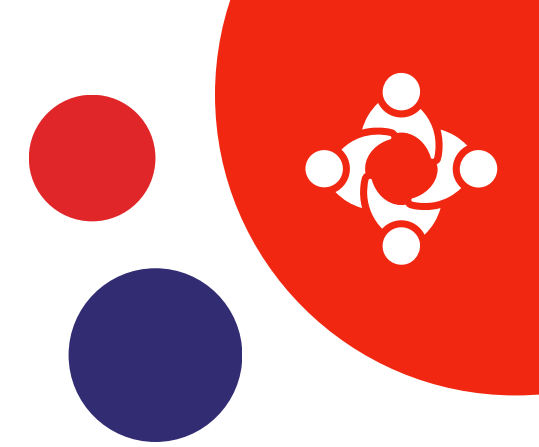
## CONTRIBUTING TO THE SDGs

We will contribute towards the UNSDGs and associated targets by progressing with the following key initiatives;

- Develop a Workplace Gender Equity Strategy to align with WGEA reporting.
- Darwin Port will continue to foster a commitment of appreciating each employees' achievements and necessities through ensuring fair pay, encouraging flexible work in line with its policies, providing processes for open communication.



# Diversity, Equity & Inclusion



## OUR APPROACH

We are dedicated to cultivating a workplace that embraces diversity, equity, and inclusion. Our goal is to create an environment where all individuals are respected, supported, and encouraged to reach their full potential, fostering a culture of collaboration and innovation.

## OUR COMMITMENTS & FUTURE INITIATIVES

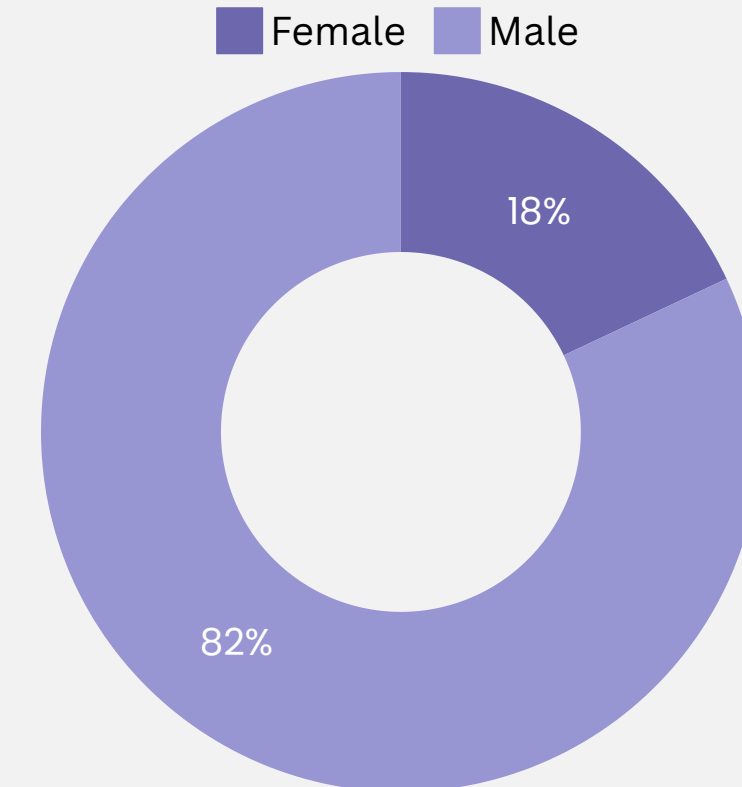
We are taking a proactive step towards achieving greater gender diversity by committing to **increase the representation of females in our workforce to 30–50% by 2030**. This ambitious goal underscores our dedication to creating a more balanced and inclusive work environment.

To achieve this target, we will implement a range of initiatives aimed at attracting, supporting, and retaining female talent across all levels of our organisation. These initiatives include targeted recruitment strategies, professional development programs, mentorship opportunities, and the creation of a supportive workplace culture that values diversity. We also aim to **develop a Workplace Gender Equity Strategy to align with WGEA reporting**.

By fostering an environment where women can thrive, we not only promote gender equality but also enhance our organisational performance through diverse perspectives and innovative ideas. We believe that a more gender-balanced workforce will drive better decision-making, increase employee satisfaction, and ultimately contribute to the long-term success of Darwin Port.

We are committed to regularly monitoring our progress towards this goal and being transparent with our stakeholders about our achievements and challenges. Through these efforts, Darwin Port aims to set a benchmark for diversity and inclusion within the maritime industry and beyond.

## GENDER COMPOSITION OF DARWIN PORT EMPLOYEES



Our workforce consists of 18% females and 82% males, reflecting a common trend in the maritime sector. We are committed to enhancing gender diversity through initiatives focused on attracting and supporting female talent.



# Diversity, Equity & Inclusion

## OUR COMMITMENTS

Increase the representation of females in our workforce.

Increase the representation of Aboriginal and Torres Strait Islander people in our workforce.

## OUR TARGETS

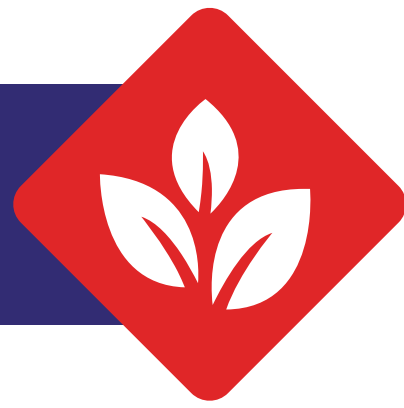
Achieve 30-50% female representation in the workforce by 2030.

Achieve 5% Aboriginal and Torres Strait Islander representation in the workforce by 2030.



Partnership  
with the  
Clontarf  
Foundation

# PLANET



We recognise our responsibility to protect and preserve the unique and diverse ecosystems of Darwin Harbour. Our commitment to sustainability is reflected in our proactive measures to minimise environmental impact, enhance biodiversity, and ensure the long-term health of our marine and terrestrial surroundings.

This section outlines our strategies and initiatives aimed at managing water and waste responsibly, reducing emissions, and conserving the rich biodiversity of Darwin Harbour and its surrounding areas.

## Our focus areas

### WATER MANAGEMENT

We are committed to maintaining existing measures and implementing new initiatives to protect and improve stormwater discharges, potable water consumption, and the marine environment from oil spills and contaminants.

### BIODIVERSITY & ECOSYSTEMS

We are committed to co-existing with and even improving the natural environment, biodiversity and ecosystems.

### WASTE & RESOURCE EFFICIENCY

We are committed to upholding high standards of waste management and maximising resource efficiency in all our operations.

### CLIMATE CHANGE ACTION

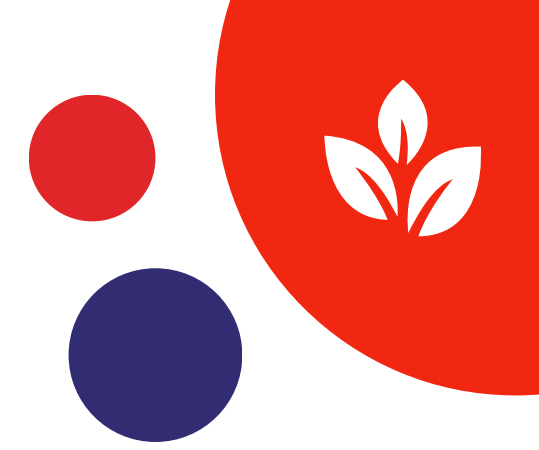
We are committed to climate change action, striving to meet or exceed the commitments set by the Northern Territory and National governments.

Supporting the  
SDGs:



Photographed: Osprey in a nesting box, East Arm Wharf

# Water Management



## OUR APPROACH

Water, in all its forms and sources, is vital to Darwin Port. To safeguard this essential resource, we will uphold existing measures and introduce new strategies to further protect and improve stormwater discharges into the harbour, reduce potable water consumption, and preserve the marine environment from oil spills and other contaminants.

Darwin Port is an active contributor and is represented on the Darwin Harbour Advisory Committee, providing the NTG with effective advice on the on the effective management of Darwin Harbour and its catchment to ensure a balance between; sustainable development, a working harbour important to a range of cultural, recreational and economic values, and the protection and maintenance of healthy environments and ecosystems, now and into the future.

## CURRENT INITIATIVES

Through proactive monitoring, maintenance, and incident management, we strive to safeguard Darwin Harbour and support the sustainable development of our port facilities. Our current initiatives are outlined below, recognising that future improvements will be needed to meet growing demands and environmental changes.

1

### Potable Water Management

- Installation of re-chlorination plant at East Arm Wharf.
- Installation of a water flushing system at Fort Hill Wharf.
- Monitoring of potable water consumption.
- Routine checks and maintenance on internal mains water pipeline system.
- Replacement of under wharf water pipes at Fort Hill Wharf to minimise leaks.

2

### Stormwater Management

- Responsible management of stormwater from bulk mineral handling areas.
- Monitoring of internal stormwater for contaminants through sampling and laboratory analysis.

3

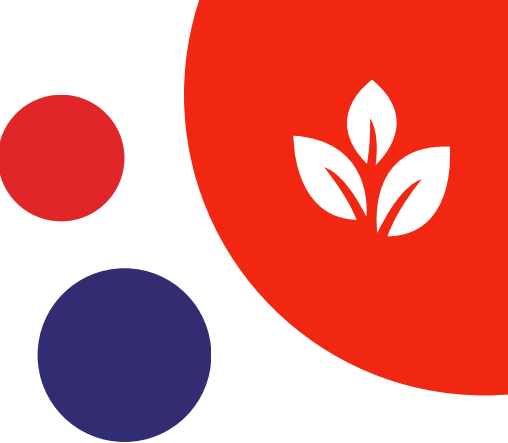
### Pollution and Incident Management

- In accordance with the Darwin Port Oil Spill Contingency Plan, we provide support during clean up events.
- We have in place a comprehensive incident management process for reporting pollution events to regulatory authorities and determining immediate response and cleanup actions.
- We maintain an comprehensive incident database for recording all environmental incidents.
- No waste or licenced discharges occur from our facility to Darwin Harbour.

**Photographed:** Migratory Bird Habitat, East Arm Wharf



# Water Management

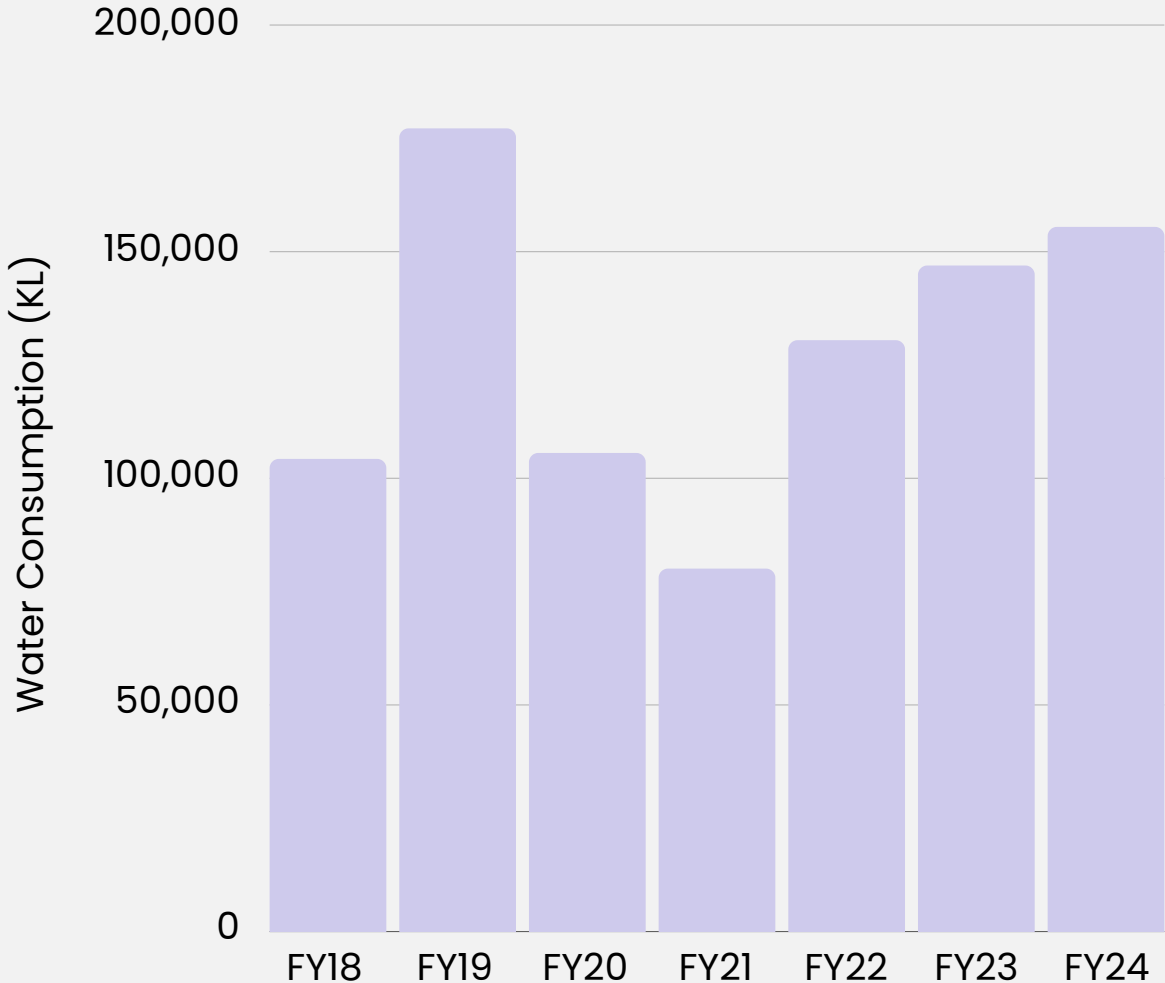


## COMPLIANCE & REGULATORY OBLIGATIONS

Darwin Port operates under a comprehensive framework of regulatory and compliance obligations designed to protect the environment and ensure safe operations. Key among these are the Waste Management and Pollution Control Act, the Water Act, and the Marine Pollution Act, all of which strictly prohibit pollution and contamination of Darwin Harbour. In addition to these Acts, we have responsibilities under the Ports Management Act to report such incidents.

The supply of potable water to port users must be done in accordance with on supply of water exemption arrangements with Power and Water Corporation. These arrangements ensure that the water supplied meets all necessary safety and quality standards, thereby protecting the health and wellbeing of all individuals who use the port.

## ANNUAL WATER CONSUMPTION

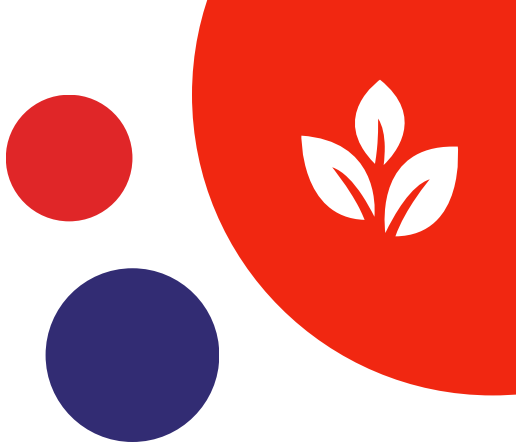


Water consumption is a critical aspect of resource management that impacts both environmental sustainability and socio-economic development.

Efficient use of water resources is essential for ensuring the availability of this vital resource for future generations, as well as for maintaining the health of ecosystems and supporting economic activities.

Consumption of potable water is monitored through monthly invoicing and measured as kilolitres (KL) per month.

# Water Management



We are dedicated to environmental stewardship and the sustainable development of our port operations. Recognising the critical importance of water management and pollution control, we are committed to implementing measures that safeguard the quality of potable water, enhance stormwater management, and protect the marine environment from oil spills and other contaminants. To drive these efforts forward, we have established specific commitments and targets that will guide our actions and ensure continuous improvement.

## OUR COMMITMENTS

Conduct a Water Audit of our potable water infrastructure and consumption to help identify where efficiencies and water savings can be made.

Conduct a review of stormwater management to determine improvements required for future development.

Review the Darwin Port Oil Spill Contingency Plan and our oil spill response capability and equipment to ensure readiness for current and future risks.

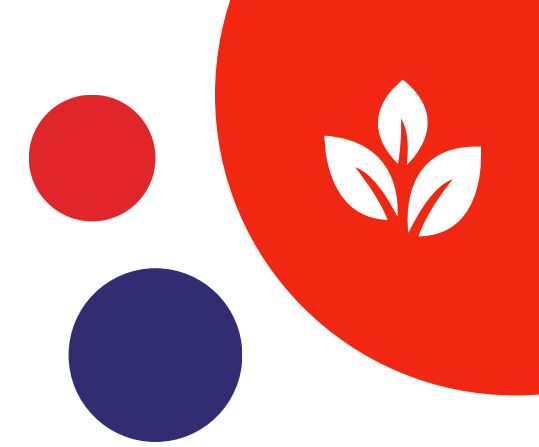
## OUR TARGETS

Undertake a Water Audit by 30 September 2025.

Undertake stormwater management review by 30 June 2026.

Review and test the Darwin Port Oil Spill Contingency Plan annually.

# Biodiversity & Ecosystems



## OUR APPROACH

Situated in a sensitive environment that is extensively utilised by the community, we are dedicated to not only coexisting with but also enhancing the natural environment, biodiversity, and ecosystems around us.

## CURRENT INITIATIVES

We prioritise biosecurity and harmonious coexistence with the natural environment. Our comprehensive biosecurity measures and processes meet legislative obligations and promote continuous improvement in protecting our ecosystems and biodiversity.

1

### Biosecurity

- Infrastructure for biosecurity controls including wash bay, fumigation area, and unpacking/inspection shed.
- Reporting and management of biosecurity incidents through an incident management system and Biosecurity Incident Response Procedure.
- Biosecurity performance indicators including the number of incidents and non-conformances detected during audits.

2

### Co-existing with the natural environment, biodiversity and ecosystems

Reclamation ponds that were created during the construction of East Arm Wharf began attracting significant numbers of migratory shore birds as a high tide roosting area.

- This 12 hectare area has now been protected for these birds under the Migratory Bird Management Plan for in excess of 10 years.

## COMPLIANCE & REGULATORY OBLIGATIONS

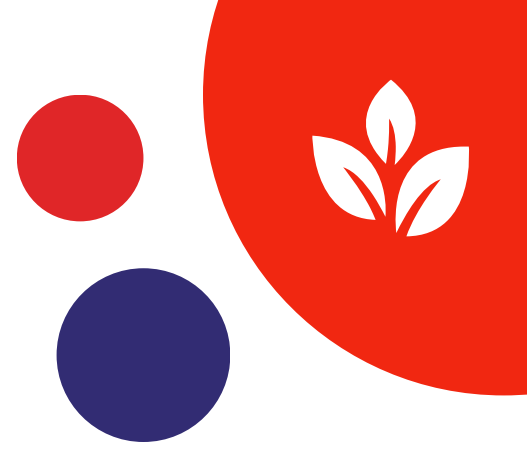
As an international seaport we are acutely aware of maintaining biosecurity to prevent the incursion of destructive pests that can be devastating to native flora, fauna and agriculture.

Darwin Port is subject to the Biosecurity Act and is the holder of Approved Arrangements under the Act to enable us to operate as an international seaport. Our biosecurity infrastructure and controls are subject to audits from the Commonwealth Government to maintain our Approved Arrangements and operate as an international port.



**Photographed:** Far Eastern Curlew, Dr. Amanda Lilleyman

# Biodiversity & Ecosystems



We are dedicated to safeguarding our natural environment and ensuring that we manage our operations to ensure that we meet our biosecurity obligations. We are committed to preventing the incursion of biosecurity risk pests and maintaining critical habitats for wildlife. Our specific commitments and targets reflect our ongoing efforts to protect biodiversity and enhance ecosystem health.

## OUR COMMITMENTS

Prevent the establishment of an incursion of a biosecurity risk pest to the maximum extent possible.

Maintain the migratory bird protected area in accordance with Migratory Bird Management Plan and identify other opportunities to enhance biodiversity and ecosystems.

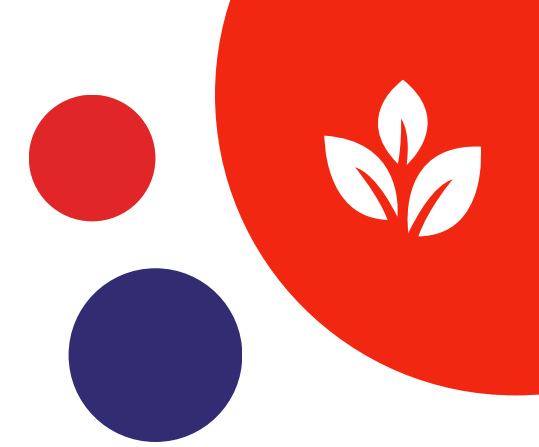
## OUR TARGETS

Achieve and maintain zero established biosecurity risk pests at Darwin Port facilities annually.

Maintain compliance with the Migratory Bird Management Plan.



# Waste & Resource Efficiency



## OUR APPROACH

We are committed to ensuring appropriate waste management and maximising resource efficiency in all our operations.

## CURRENT INITIATIVES

At Darwin Port, we are dedicated to implementing robust environmental practices, with a strong emphasis on effective waste management and resource efficiency. Recognising the importance of minimising our environmental footprint, we have established comprehensive waste management systems and are committed to enhancing our use of resources across all operations.

1

### Waste Management

- Waste contract in place for multiple types of solid and liquid wastes to be regularly disposed of.
- Recycling of various materials including ferrous and non-ferrous metals, lead acid batteries, paper, cardboard, green waste, bitumen, concrete, and a range of other materials.

2

### Resource Efficiency

We are dedicated to enhancing resource efficiency throughout the business. To achieve this, we will deepen our understanding of key resource usage, enabling us to implement efficiencies across all operations.

## OUR COMMITMENTS & FUTURE INITIATIVES



### Increased Recycling

Identify waste materials that can be recycled that are currently not recycled.



### Waste Monitoring

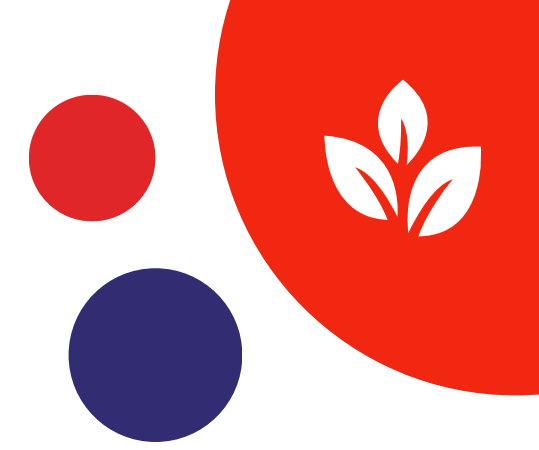
Implement improved monitoring of waste volumes to accurately determine and track waste disposal trends.



### Resource Efficiency Audit

Audit or investigate the efficiency in our use of key resources to identify where improvements can be made.

# Climate Change Action



## OUR APPROACH

We are committed to climate change action, striving to meet or exceed the commitments set by the Northern Territory and Commonwealth Governments. Darwin Port supports the 'Paris Agreement' as agreed to at the UN Climate Change Conference (COP21) and subsequent conferences. Our climate change actions will be consistent with, and contribute to meeting the objectives of the Paris Agreement.

### Government Commitments to Climate Change:

- Australia is committed to achieving net zero emissions by 2050. Australia has also set an interim target to reduce greenhouse gas emissions by 43% below 2005 levels by 2030.
- The "Northern Territory's Climate Change Response: Towards 2050" sets a net zero carbon emissions target by 2050.

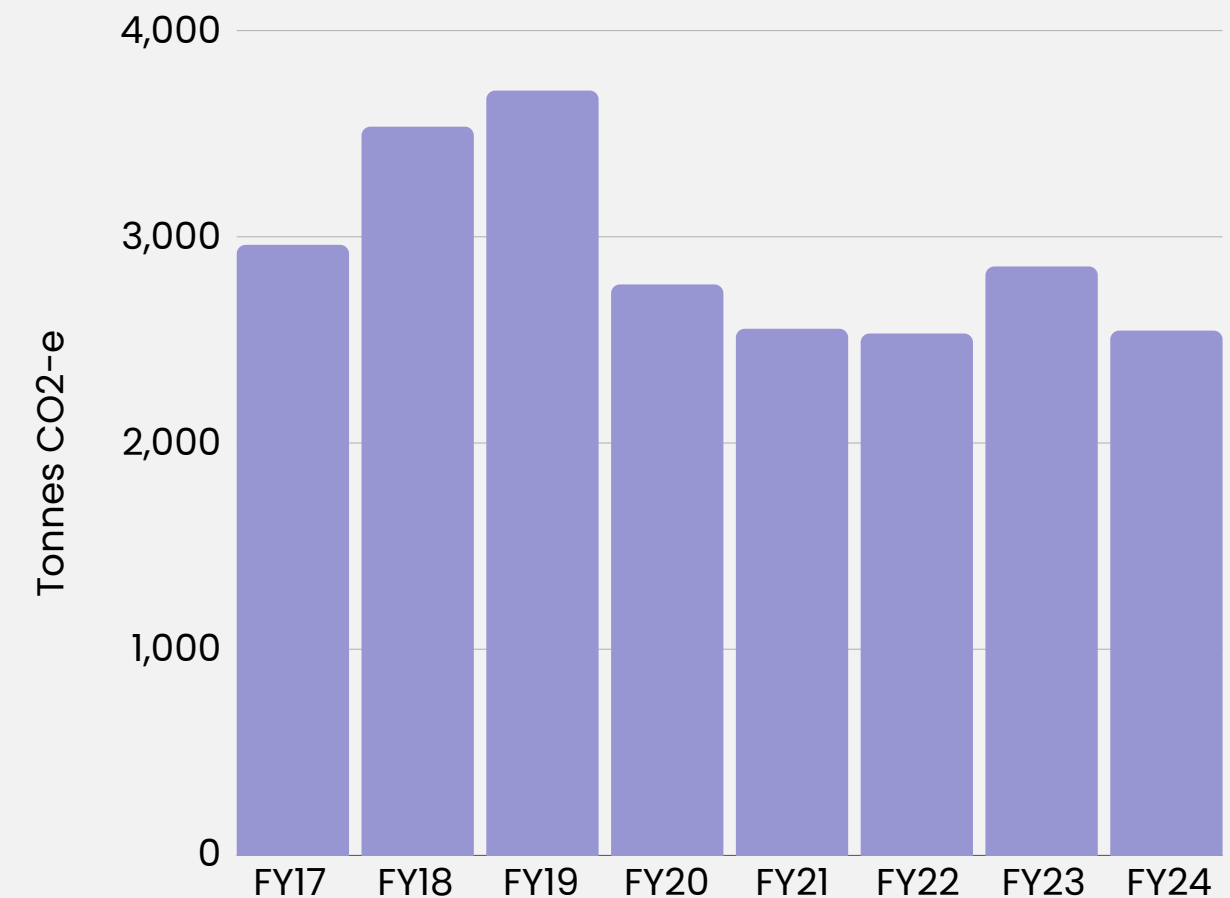
## CURRENT INITIATIVES

We recognise the urgency of climate change and are dedicated to aligning with and exceeding the Northern Territory Governments' commitments through proactive and comprehensive climate action strategies:

- 1 Energy Monitoring and Carbon Accounting**  
Monitoring of energy consumption (electricity and fuel) and conversion to CO<sub>2</sub>-e in accordance with the Australian National Greenhouse Accounts Factors.
- 2 Renewable Energy Initiatives**  
Installation of a 66 kW solar system on the port administration building and port workshop in 2023, which has been operating extremely well.

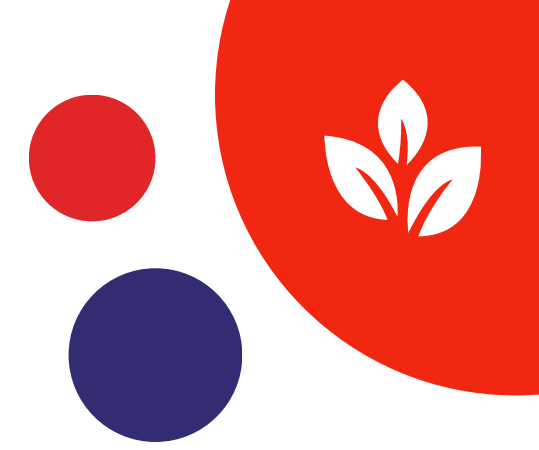
We will also support our stakeholders in the investigation and delivery of potential future offshore carbon capture and storage projects

## ANNUAL SCOPE 1 & 2 EMISSIONS, TCO<sub>2</sub>-E



We have been collecting Scope 1 and Scope 2 (Fuel and Electricity) emissions data since FY16. This extensive data collection effort allows us to monitor and analyse our carbon footprint over time, ensuring we are making informed decisions to reduce our environmental impact.

# Climate Change Action



We are committed to climate change action, aligning with and exceeding Northern Territory Government, Commonwealth Government and the Paris Agreement commitments. We are dedicated to preparing for physical risks from climate change. Our specific commitments and targets reflect our ongoing efforts to mitigate climate impacts and ensure a resilient, sustainable future.

## OUR COMMITMENTS

Committed to climate change action, striving to meet or exceed the commitments set by the Northern Territory Government, Commonwealth Government and the Paris Agreement.

Take tangible steps to minimise our emissions and contribution to climate change through efficiency measures and use of alternate energy sources to fossil fuels.

## OUR TARGETS

Achieve net zero carbon emissions for Scope 1 and 2 by 2050, with an interim milestone of an 80% reduction by 2040.

Conduct a comprehensive Energy Audit by December 2025 to determine energy saving and efficiency opportunities.

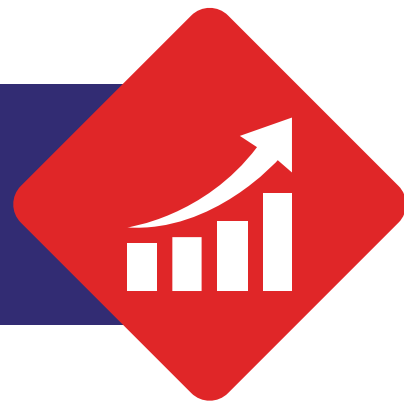
Implement new energy saving project (e.g. solar photovoltaic (PV) system) by Dec 2025.

Undertake an assessment of Scope 3 emissions and commence monitoring from 2026.



Jabiru, East  
Arm Wharf

# PROSPERITY



Our commitment to prosperity is reflected in our efforts to contribute meaningfully to the local and national economy, ensuring financial sustainability, and driving growth. We focus on creating value not only for our business but also for our stakeholders, fostering strong relationships to ensure that the voices of our community, customers, and partners are heard and valued. Our growth plans are designed to support long-term economic development while upholding our responsibility to environmental and social governance.

## Our focus areas

### ECONOMIC IMPACT

We are committed to fostering positive long-term operations by actively engaging with local businesses for the delivery of supplies and services necessary for our infrastructure investments.

### FINANCIAL SUSTAINABILITY

Our aim is to ensure robust financial sustainability, creating value for shareholders through strategic investment and stable returns.

### STAKEHOLDER ENGAGEMENT

We regularly engage with key port stakeholders across a range of matters and are committed to maintaining open and transparent communications.

### CYBER SECURITY

We are committed to upholding the highest standards of cybersecurity, privacy, and data protection.

### CORPORATE GOVERNANCE

We ensure transparency, accountability, and regulatory compliance through having in place robust corporate governance practices.

Supporting the  
SDGs:



# Economic Impact & Value Creation



## OUR APPROACH

We are dedicated to fostering positive long-term operations by actively engaging with local businesses for the delivery of supplies and services necessary for our infrastructure investments. Our commitment goes beyond transactions; it is about building a robust local economy and ensuring sustainable community growth.

## CURRENT INITIATIVES

Darwin Port is committed to fostering a sustainable and prosperous local economy through strategic engagement with local businesses:

- 1 Supporting Local Businesses**
  - By contracting with local businesses, Darwin Port ensures that the economic benefits of our operations are felt directly within the community. This strategy helps to bolster local enterprises, creating a thriving business environment.
- 2 Community Investment**
  - Our engagement with local suppliers is a direct investment in the community. It supports the growth of local employment, providing job opportunities and stability for residents. This approach not only helps in reducing unemployment rates but also fosters a sense of community pride and ownership.
- 3 Sponsorship Opportunities**
  - Beyond business transactions, Darwin Port's collaboration with local companies extends to sponsorships and community initiatives. These efforts include supporting local events, educational programs, and other community projects that contribute to the overall well-being and development of the region.

## OUR COMMITMENT

We are committed to investing in positive long-term operations by engaging local businesses to deliver supplies and services for our infrastructure projects.

# Financial Sustainability & Growth Plans



## OUR APPROACH

We are committed to the sustainable development of our business which includes the critical infrastructure that we provide and operate to support our customers and community. In this regard, as the needs of our stakeholders grow over time, we anticipate that we will need to expand our capability and capacity.

## CURRENT & FUTURE INITIATIVES

We actively engage with a range of stakeholders to understand their future need for our services and use this information to plan port development in a measured and appropriate way. Any development that we do undertake needs to balance a range of factors; however, the key sustainability considerations include:

- 1 Financial Sustainability**  
Careful consideration is given to the efficient allocation of financial resources to ensure investments meet required return thresholds. This focus on financial sustainability enables us to deliver our other objectives effectively.
- 2 Environmental Sustainability**  
Maximising the productivity and efficient use of existing infrastructure and developed land is a key environmental sustainability driver. By doing so, we minimise the pressures associated with additional development and reduce the resource-intensive impacts of constructing new port land.
- 3 Social and Environmental Sensitivity**  
When expansion is necessary and financially warranted, new or expanded facilities will be constructed in an environmentally and socially sensitive manner. This approach includes minimizing adverse impacts and applying appropriate mitigations where possible to ensure a balanced and sustainable development process.

## SUSTAINABILITY STANDARDS & REPORTING

### International Sustainability Standards Board (ISSB)

- Adoption of IFRS S1 and IFRS S2 for global sustainability reporting
- Climate-related financial disclosures effective January 2025
- Darwin Port to adopt new standards from 1 July 2027
- Disclosures on greenhouse gas emissions (Scopes 1, 2, and 3)

### Sustainable Finance Disclosure Regulation (SFDR)

- Annual reporting to financiers
- Mandates transparency and disclosure of Environmental, Social, and Governance (ESG) information

# Stakeholder Engagement



## OUR APPROACH

We are committed to providing stakeholders with a transparent approach toward sustainability. This commitment encompasses clear communication, active engagement, and accountable practices to ensure that all stakeholders are well-informed and involved in our sustainability journey.

## CURRENT INITIATIVES

Darwin Port is committed to providing stakeholders with a transparent approach toward sustainability. This is communicated through various platforms, including:

- 1 Port User Group Forums**
  - These forums are hosted quarterly in a formal setting, allowing for structured and comprehensive discussions between Darwin Port and our stakeholders.
  - These sessions provide a platform for sharing updates, addressing concerns, and collaboratively working towards sustainable practices.
- 2 Weekly Operations Group Meetings**
  - Held on a weekly basis, these meetings focus on critical aspects such as work, health, safety, security, and environmental incidents and emerging trends.
  - By regularly convening, we ensure that any issues are promptly addressed, and proactive measures are taken to mitigate risks.
- 3 Port Notices**
  - These notices serve as an outward-facing legislative process that permits Darwin Port to enforce established work practices and procedures.
  - Through Port Notices, stakeholders are kept informed about regulatory requirements, operational changes, and safety protocols.
- 4 Industry Representation**
  - Members of Darwin Port's senior leadership group actively participate in industry forums such as the Darwin Harbour Advisory Council and the NT Marine Industry Council.
  - By engaging with these advisory bodies, we not only contribute to broader industry discussions but also stay abreast of emerging trends, regulatory changes, and best practices.

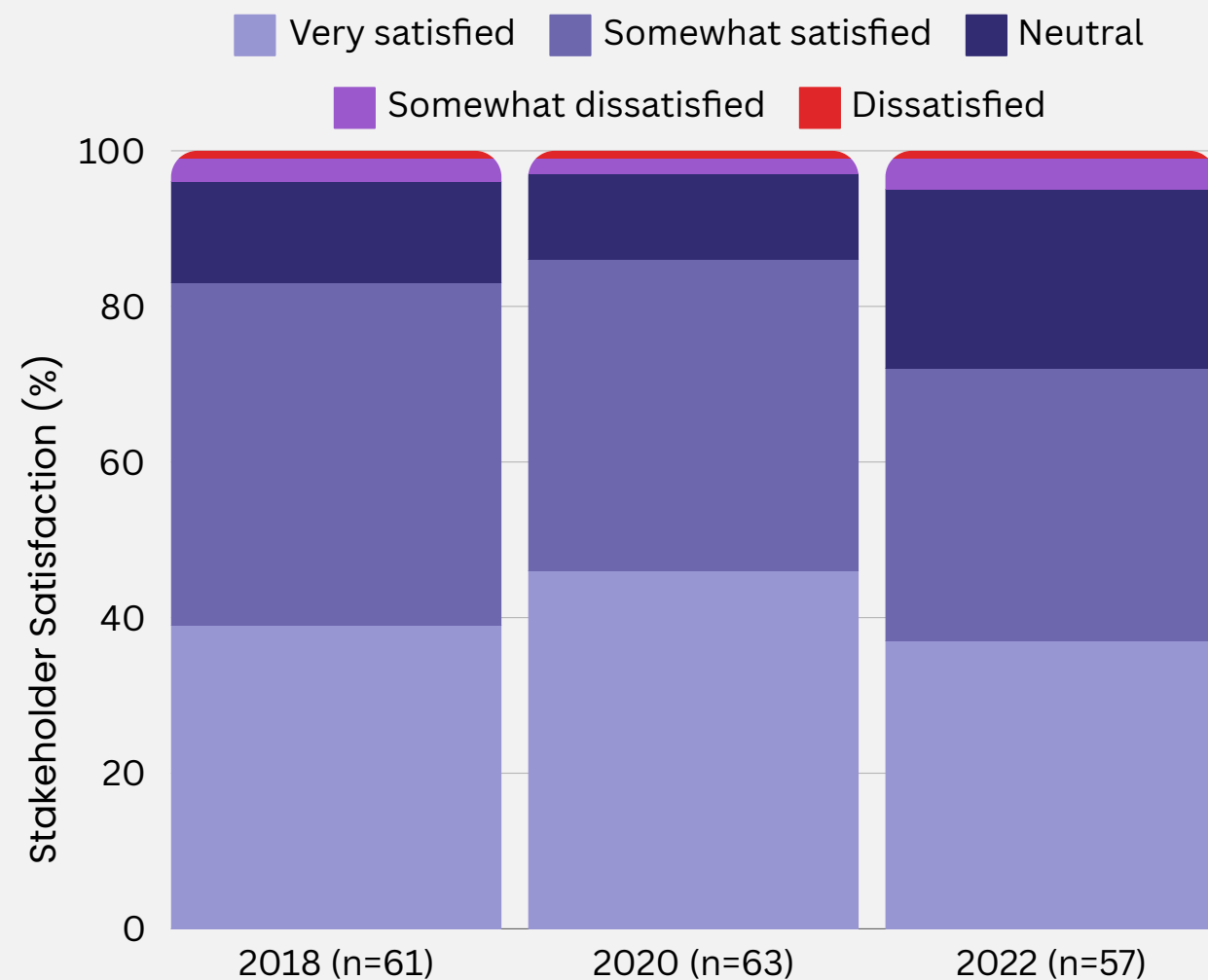


# Stakeholder Engagement



We are dedicated to maintaining clear and transparent operations with all our stakeholders. We highly value all feedback and view it as an opportunity for continuous improvement. To this end, we have been conducting formal Stakeholder Satisfaction Surveys for many years.

## OVERALL SATISFACTION WITH SERVICES



We are proud of maintaining a high overall satisfaction rating and seek to maintain this in excess of 80%. This high level of satisfaction reflects our stakeholders' trust in our ability to manage the port effectively, address their needs, and uphold our commitments to transparency and accountability.

Our continuous efforts to engage with stakeholders through various channels, including forums, meetings, and surveys, ensure that we remain responsive and adaptive to their needs.



**Photographed:** Bulk Mineral Ship Loader, East Arm Wharf

# Stakeholder Engagement



We are committed to providing stakeholders with a transparent approach toward sustainability. This is communicated through various platforms, including:

## OUR COMMITMENTS

We are dedicated to fostering communication and collaboration by hosting Port User Group forums biannually in a formal setting, ensuring ongoing dialogue and engagement with stakeholders.

Weekly operations group meetings that address the work, health, safety, security and environmental incidents and emerging trends.

Enforcing established work practices and procedures through the issuance and strict adherence to Port Notices, ensuring compliance and safety across all operations.

We will continue to undertake independent biennial Stakeholder Surveys and report appropriately on the results.

Maintain an overall satisfaction score of greater than 80% and seek to ensure that individual satisfaction ratings for specific service areas always exceed 60%.

## OUR TARGETS

Host Port User Group forums biannually.

Conduct weekly operations group meetings.

Ensure 100% compliance with established work practices and procedures through the issuance and enforcement of Port Notices, conducting quarterly reviews to monitor adherence and effectiveness.

Undertake independent biennial Stakeholder Surveys with a participation rate of at least 75%.

Stakeholder Satisfaction Surveys overall satisfaction rating in excess of 80%.

# Cyber Security



## OUR APPROACH

We are committed to upholding the highest standards of cybersecurity, privacy, and data protection. This commitment is embodied in our IT policies and procedures, ensuring robust and comprehensive security practices across all operations.

## CURRENT INITIATIVES

Our commitment to cyber security is ongoing and rigorous and includes:

- 1 IT Policies and Procedures**
  - Commitment to principles and practices of cybersecurity, privacy, and data protection.
  - Ongoing and rigorous adherence to these principles.
- 2 Transparency and Incident Notifications**
  - Prompt and comprehensive incident notifications to maintain transparency.
- 3 Proactive Risk Management**
  - Technology upgrades, education, training, and simulation exercises.
- 4 Dedicated IT Department**
  - Strong leadership and a dedicated team for consistent and resilient responses.

## OUR COMMITMENTS & FUTURE INITIATIVES



### Employee Training

- Progressive employee training on cybersecurity best practices.
- Educational programs, regular meetings, training and communications, especially on cyberattack simulations to help maintain Darwin Port integrity.



### Cybersecurity Monitoring and Incident Response

- Investment in cybersecurity technology upgrades and their maintenance as well as in increasing expertise ensures a pro-active and prepared position against cyber threats.
  - 24/7 Cyber Security Monitoring
  - Incident Response Plan
  - Cyber Exercises.

# Corporate Governance



## OUR APPROACH

Our board recognises the importance of sustainability within the maritime sector and in particular the need for the port industry to develop sustainability strategies to ensure the continued growth and prosperity of Australian ports in the future. Our commitment to sustainability is seen as a vital component in fulfilling its objective to manage, maintain and develop the Port so as to be a major seaborne trade gateway for the Northern Territory.

We ensure transparency, accountability, and regulatory compliance through robust corporate governance and a highly effective organisational structure. Regularly reviewed policies and procedures promote ethical conduct, efficient decision-making, and effective risk management, supporting the port's long-term growth and continuity.

## Our Organisational Structure



## Our Policies & Procedures

**Delegation and Execution of Authority:** Ensures efficient and transparent decision-making.

**Risk Management Framework and Policy:** Manages risks while taking advantage of potential opportunities.

**Whistleblower Policy:** Provides a process for reporting wrongdoing and misconduct.

**Privacy Policy:** Sets out how personal information is collected, used, and stored.

**Workplace Policy:** Describes expected behavior and conduct standards.

**Business Continuity Plan:** Ensures operations continue during business interruptions.

**Emergency and Crisis Management Plan:** Outlines response to incidents threatening life, property, or the environment.

**Cyclone Management Plan:** Prepares for and recovers from cyclones.

**Cyber Incident Response Plan:** Responds to cyber incidents affecting data and business functions.

**Data Breach Response Plan:** Outlines procedure for actual or suspected data breaches.

**ICT Disaster Recovery Plan:** Covers recovery of IT services.

# Corporate Governance



## COMPLIANCE

Darwin Port takes compliance seriously and, as documented in its Risk Appetite Statement, has a very low tolerance for compliance breaches. All staff are required to ensure they understand and comply with Darwin Port's regulatory obligations, to ensure this is achieved Darwin Port:

- ✓ Maintains up to date compliance calendars so as to ensure responsible individuals are aware of their obligations.
- ✓ Reports annually to the board on compliance activities for the year and weekly updates are provided to the Leadership Team on upcoming compliance obligations.
- ✓ Maintains a compliance manual – this sets out in detail Darwin Port's compliance and reporting requirements.
- ✓ Maintains and regularly updates an auditable register of historical compliance.
- ✓ Maintains a live spreadsheet of upcoming reporting and compliance activities and the dates such activities were undertaken.

## RISK

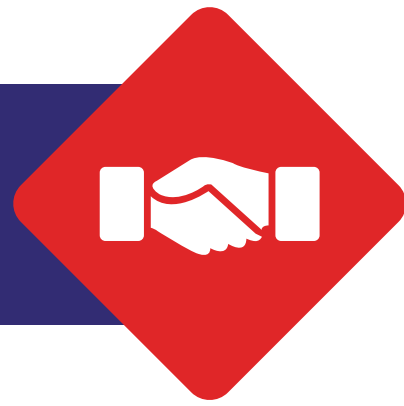
The Board has overarching responsibility for ensuring that risk is managed appropriately, and that Darwin Port does not unnecessarily expose itself to risks that are not commensurate with the reward or could adversely impact Darwin Port's long-term goals and growth. The Board holds the Leadership Team to account to ensure that Darwin Port does not operate outside agreed risk parameters. Risk is managed in the following ways:

- Risk Management Policy and Framework – assists Darwin Port identify, analyse, evaluate risk.
- Material Risk Register – identifies material risks and mitigation measures.
- Risk Appetite Statement – informs decision making to ensure decisions align with Darwin Port's risk appetite.
- Risk reporting – regular periodic risk reviews are set out in Darwin Port's annual governance calendar and reported to the Board.



Bulk Mineral  
Ship Loader,  
East Arm  
Wharf

# PARTNERSHIPS



We understand that partnerships are essential to achieving sustainable growth and positive community impact. We strive to collaborate with local partners to foster economic development, create employment opportunities, and promote inclusive engagement within the Northern Territory.

Our collaboration with educational institutions ensures that the local workforce is equipped with the necessary skills, while our apprenticeship programs and professional development opportunities help individuals advance their careers and contribute to the community.

## Our focus areas

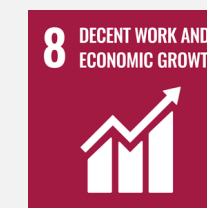
### COLLABORATION WITH LOCAL PARTNERS

We are deeply committed to supporting our community through a diverse range of partnerships and sponsorship opportunities.

### RECONCILIATION

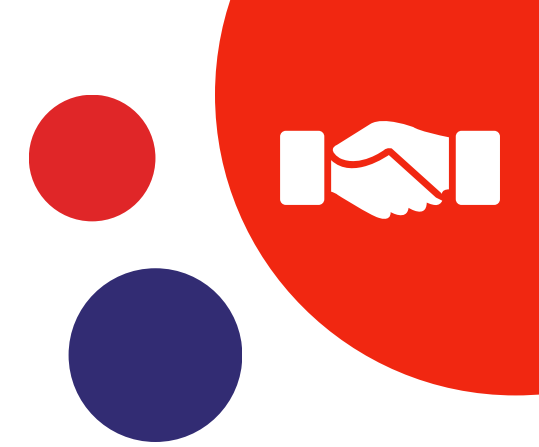
We recognise the importance of reconciliation and are committed to fostering meaningful relationships with First Nations communities.

Supporting the  
SDGs:



**Photographed:** Stars Foundation, Fort Hill Wharf Cruise Ship Terminal

# Collaboration with Local Partners



## OUR APPROACH

We are deeply committed to supporting our community through a diverse range of partnerships and sponsorship opportunities. We proudly invest approximately \$100,000 annually in our community sponsorship program, underscoring our dedication to fostering local growth and development.

## CURRENT INITIATIVES

Our partnerships with local groups are wide ranging and built on the establishment of trust and relationships over long periods.

Such partnerships extend from the support of other Harbour users via our long running sponsorship of the Darwin Sailing Club through to our support of a range of industry groups including the Energy Club NT, the NT Cattlemen's Association / Livestock Exporters, Darwin Festival and the Chamber of Commerce amongst others. We are also active supporters of the seafaring community with a long running 'Darwin Port Golf Day' held annually to raise funds amongst the Port community for the seafarers centre located at East Arm Wharf.



Darwin Sailing Club



NT Cattlemen's Association



Energy Club NT



NT Livestock Exporters Association



Darwin Festival



NT Chamber of Commerce



# Reconciliation

## OUR APPROACH

We recognise the importance of reconciliation and are committed to fostering meaningful relationships with First Nations communities. We strive to create a supportive and inclusive environment that respects and celebrates Indigenous culture and heritage.

## CURRENT INITIATIVES

Our approach to reconciliation is centered on building trust, promoting cultural understanding, and providing opportunities for economic and social advancement.

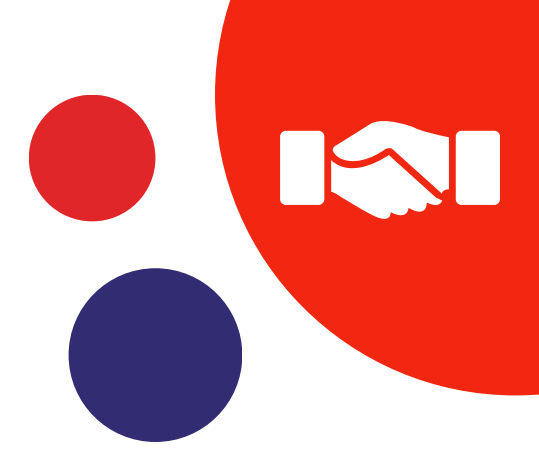
- 1 Partnership with Clontarf Foundation**
  - Our deepest partnership is with the Clontarf Foundation, where we provide both direct financial support and practical, hands-on assistance for the development and education of First Nations young men in our community.
  - This partnership is unique, involving our employees in meaningful relationships with students and staff members of the Academies.
  - Darwin Port facilitates and participates in extra-curricular activities such as footy, fun runs, billy kart racing, and 10-pin bowling.
  - We also support educational and team-building events, including regular employment forums.
  - Our commitment extends to celebrating the success of our partners by attending annual graduation ceremonies.
- 2 Post-Education Employment Opportunities**
  - We offer a consistent pipeline of 1-2 apprenticeships for Clontarf students each year, providing valuable on-the-job training and career development opportunities.
  - Since 2018, this pathway has enabled young people to join our team, with two apprentices winning 'Apprentice of the Year' awards since 2020.

## OUR COMMITMENT

Our goal is to establish a Reconciliation Action Plan (RAP), in alignment with Reconciliation Australia's framework. Our initial step will be to undertake the 'Reflect: Building Strong Foundations' phase, setting the stage for meaningful and sustainable reconciliation efforts.



# Partnerships



Our commitment to fostering strong community relationships and promoting reconciliation is central to our mission. We aim to build a thriving, inclusive environment where all stakeholders can prosper. To achieve this, we have set ambitious goals that emphasise collaboration with local partners and a deep commitment to reconciliation.

## OUR COMMITMENTS

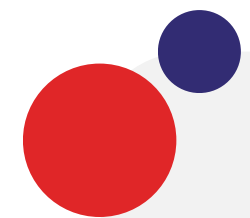
Committed to supporting our community through a range of partnerships and sponsorship opportunities.

We are committed to maintaining our current in-take and support of First Nations apprentices at a level of not less than 1 Clontarf or Stars apprentice engaged at a time.

## OUR TARGETS

Invest a minimum of \$100,000 annually in community sponsorships and partnerships.

Consistently employ a minimum of one First Nations apprentice at all times.



Darwin Port will investigate an employment pathway for local residents to enter the business and develop their skills 'on the job'.



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# Implementation

We are committed to the implementation of this Sustainability Strategy and shall take the necessary steps required to ensure that this occurs. The specific measures required to support the implementation of individual initiatives varies significantly, however the overall delivery of the wider strategy is underpinned by the following central pillars;

## **Leadership Support**

The Sustainability Strategy is deeply supported across our leadership structure, from the Board of Directors, who initiated its development, to the Operational Leadership Group, who actively participated in the engagement and materiality assessment process. This broad leadership involvement ensures the strategy transitions from development to effective implementation, with a strong focus on executing tasks and tracking outcomes.

## **Resource Allocation**

We will ensure that appropriate and adequate resources are allocated for the delivery of the Sustainability Strategy. This includes prioritising tasks among team members, providing financial support for necessary investments, and offering in-kind contributions such as access to facilities, services, or expertise within the organisation. These resources will support achieving targeted outcomes and provide mutual benefits to all participants.

## **Accountability**

Effective implementation of tasks and projects relies on clearly established accountability for delivering desired outcomes. Each initiative within the Sustainability Strategy will be assigned to designated owners, provided with the necessary resources, and granted appropriate authority. This accountability framework will be documented and maintained in an internal RACI matrix by Darwin Port.

In line with corporate governance requirements and good business practice principles, the objectives and targets of the Sustainability Strategy will undergo ongoing review and revision during the implementation phase. This is especially important for resource allocation decisions, where priorities must be continuously and methodically evaluated to ensure that limited resources are directed towards areas of greatest impact and value creation.

# Monitoring & Reporting

We are committed to transparency and accountability in achieving our targets. Darwin Port will rigorously monitor our progress and report on our achievements using a variety of methods tailored to different levels of our organisation.



## Ongoing Monitoring

Progress against specific projects and initiatives will be monitored on a case-by-case basis within the business, driven by business processes and accountability against individual performance objectives.



## Annual Reporting

An annual whole-of-business report card will be generated and published internally and externally, providing a 'traffic light' summary of the status of key initiatives. This report will demonstrate transparency, celebrate successes, and identify areas needing additional focus to overcome setbacks or challenges.

Additionally, Darwin Port will comply with all legislative reporting requirements, including our obligations under the ASRS framework. Starting from 2027-2028, we will meet the necessary criteria for reporting under ASRS. However, we intend to explore the possibility of beginning our reporting ahead of this deadline.

Currently, Darwin Port does not report our sustainability outcomes under a formalised, externally verified framework or index, such as GRESB. We are committed to reviewing this position within the next two years to enhance the transparency and accountability of our sustainability efforts.



SEABOURN SOJOURN

DARWIN PORT WELCOME TO DARWIN



Seabourn Sojourn,  
Fort Hill Wharf

