

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

October 2023





# SYDNEY SHOWGROUND ESG AMBITION

To build on our **strong heritage** and **reputation** through the evolution and creation of positive environmental and social outcomes in the communities and industries we work in, across all the work we do.







## INTRODUCTION

Environmental, Social, and Governance (ESG) principles are a paradigm shift ensuring organisations consider people and planet alongside profit. They encompass a range of topics that are inherently linked, and which when considered together and actioned with meaning, contribute to driving value, organisational resilience, social license to operate, and employee satisfaction.

**Sydney Showground believes that ESG principles are crucial to sustaining our long-term value in a rapidly evolving environment. We are committed to integrating ESG into our management and operating philosophy.**

This policy outlines our approach and strategic priorities that will inform our ESG efforts moving forward. This includes, but is not limited to reporting, business practices, policies, procedures, procurement, management practices and stakeholder engagement.

# OUR ESG COMMITMENT

Sydney Showground supports the ideology of sustainable, equitable, healthy, and diverse communities through a combination of innovative business practices and exemplary ESG performance. This commitment informs every aspect of our business, including how we undertake projects, operate our organisation, collaborate with stakeholders, and report progress.

This Policy sets out our approach to ESG matters. At the heart of the Policy is a corporate culture that holds ESG principles at the core of all our business operations and values.





## PRINCIPLES



Sydney Showground is committed to taking meaningful action on matters within its direct control and supply chain.



Sydney Showground is committed to addressing material, environmental and social risks and opportunities across our organisation.



Sydney Showground recognises environmental impacts as a significant issue for society, the economy, and our business.



Sydney Showground is committed to community engagement and supporting community social initiatives.



Sydney Showground sets its policies to comply with legislation regarding health and safety, labour, human rights, and environmental management.



Sydney Showground is committed to minimising the material environmental and social impacts of our operations.



# E

## OUR STATEMENT ON THE ENVIRONMENT

We are committed to reducing our energy and carbon impacts. Our sustainability program is committed to environmentally sustainable initiatives that deliver efficiency, value, and health for our business, our people, and the wider community.

We encourage our customers to reduce their impact on the environment by recommending the use of more sustainable materials.

We seek to comply with current environmental legislation and work to minimise the impact of our activities on the environment.

We support endeavors to reduce the impact of climate change on the environment.

We support the United Nations Sustainable Development Goals (SDGs) to ensure we are part of a united global conversation.

# S

## OUR STATEMENT ON SOCIAL RESPONSIBILITY

Our focus is to deepen relationships with our key stakeholders by investing in our employees and partnering with our customers, communities, and suppliers.

We are committed to engage with our employees to provide a challenging, dynamic, inclusive, and diverse work environment that supports their professional development, as well as promoting a work-life balance that prioritises their overall health and wellness.

We will support initiatives that benefit the environment, human welfare, and education. This includes skills training that advance workforce talent and economic development in the communities in which we operate.

We will engage with suppliers, customers and employees around safety, health, and wellness.

We will preserve and promote the protection of human rights and welfare within our own business activities, as well as those of our supply chain.

# G

## OUR STATEMENT ON ETHICAL GOVERNANCE

Our focus is to promote strong oversight, transparency, and risk management at all levels of our organisation, ensuring resilience and long-term preservation of value for our organisation.

We will maintain strong corporate governance practices through exemplary stewardship, management accountability, and proactive risk management.

We will mitigate risk exposure and build the resilience of our business against catastrophic events.

We are committed to high ethical standards through a strong Code of Ethics and Business Conduct, ongoing ethics training, and executive leadership that promotes a culture of integrity.

We cultivate strong stakeholder relationships through transparency, open communications, and responding to stakeholder input.

We establish clear and effective governance for ESG, set goals and establish accountability.



# OUR ESG STRATEGIC PRIORITIES



**Work together with  
our partners on  
their sustainability  
journey**

Provide a suite of sustainable products and services, and collaborate with our value chain partners to achieve our collective ESG aspirations.



**Create positive  
environmental  
outcomes**

Identify and implement programs to improve the direct environmental impacts of our operations, and influence better environmental outcomes in our communities.



**Create positive  
social outcomes  
for our  
communities**

Be a leader in providing positive experiences and opportunities to our communities through education, investment, connections, and as a responsible event operator and employer.



**Success in a market  
with shifting  
expectations**

Implement a robust governance framework that builds on our strong foundations to meet emerging ESG risks and opportunities.





## WORK TOGETHER WITH OUR PARTNERS ON THEIR SUSTAINABILITY JOURNEY

Provide a suite of sustainable products and services, and collaborate with our value chain partners to achieve our collective ESG aspirations.

### SUSTAINABLE EVENTS

We will evolve our event offering to be more sustainable and offer dedicated sustainability services to event clients. Sydney Showground will be able to differentiate itself in the event venue market to meet differing client sustainability expectations.

### PARTNER WITH VALUE CHAIN

We will work together with vendors and suppliers of events (including the Sydney Royal Easter Show) to educate others on our ESG policies and support them in delivering their own ESG goals, recognising the footprint and potential for positive impact that their vendors and suppliers have.

### SUSTAINABILITY REVENUE

We will investigate new sustainability-related revenue streams that meet emerging ESG market demands and can support the broader goals of our organisation.

### PROCURE RESPONSIBLY

We will work with our suppliers to reduce the environmental and social impacts of our value chain, under a clear sustainable procurement framework, and assist existing suppliers to transition their goods and services to more sustainable alternatives.







## CREATE POSITIVE ENVIRONMENTAL OUTCOMES

Identify and implement programs to improve the direct environmental impacts of our operations, and influence better environmental outcomes in our communities.

### REDUCE WASTE

We will reduce the volume of waste generated through our operations and increase the percentage diverted from landfill and will collaborate with industry, suppliers, and clients to develop new waste management solutions.

### ENERGY EFFICIENCY

We will increase the operational and energy consumption efficiency of devices, plant, and fixtures at Sydney Showground to meet reduction goals and reduce our exposure to rising energy costs, through physical upgrades and programs to create behavioural change.

### RENEWABLE ENERGY

We will increase the procurement, generation, and/or storage of clean energy for the use of Sydney Showground to meet our GHG targets, reduce exposure to rising energy costs and potentially provide system load balancing through onsite battery storage.

### BECOME CARBON NEUTRAL

We will plan and deliver greenhouse gas emissions reduction activities across relevant emissions sources (and measure and report our progress), to exceed local carbon neutrality targets, with the option to be an accredited carbon neutral precinct.

### PROTECT OUR ENVIRONMENT

We will proactively improve and implement practices and policies to protect and enhance the natural environment of Sydney Showground and surrounds.





## CREATE POSITIVE SOCIAL OUTCOMES FOR OUR COMMUNITIES

Be a leader in providing positive experiences and opportunities to our communities through education, investment, connections, and as a responsible event operator and employer.

### COMMUNITY OUTREACH

We will identify and implement opportunities for outreach and social connection in our local and agricultural communities, to support them to be strong, connected, and resilient.

### RECONCILIATION

In alignment with our commitment to environmental, social, and governance (ESG) principles, we actively support reconciliation efforts by engaging with indigenous custodians of the land.

### ACCESSIBILITY AND INCLUSION

We will continuously improve the accessibility and inclusivity of our event spaces and delivery, to go beyond accessibility and be a leader in providing safe, inclusive access for people with different needs.

### SUSTAINABLE TRANSPORT

We will encourage our event patrons to use sustainable or active transport to decrease congestion, cost, and create healthier, connected communities.

### WORKPLACE OF CHOICE

We will attract and retain talented and diverse staff through workplace safety and wellness programs, opportunities for development and progression, and a positive and inclusive culture.







## SUCCESS IN A MARKET WITH SHIFTING EXPECTATIONS

Implement a robust governance framework that builds on our strong foundations to meet emerging ESG risks and opportunities.

### STAKEHOLDER RELATIONSHIPS

We will develop stakeholder relationship practices that enable collaborative progress against strategic priorities and proactively identify and manage risks and opportunities, allowing us to exert influence with key stakeholders where appropriate.

### MEASURE & REPORT

We will measure, report on, and share our ESG impact including the impact of our re-investment of proceeds into the agricultural community, to inform stakeholders of the positive work at the core of Sydney Showground.

### RISK & OPPORTUNITY

We will embed ESG risks and opportunities into our governance practices, to proactively identify and act on opportunities.

### BUILD OUR ESG CAPABILITIES

We will create a dedicated ESG function with the capability to drive, steer and coordinate ESG activity across the organisation. Our workforce will be supported to collectively achieve our ESG priorities.





Royal Agricultural Society of NSW

## ROYAL AGRICULTURAL SOCIETY OF NSW

The Royal Agricultural Society of NSW (RAS) is the parent organisation to Sydney Showground. The RAS supports the endeavours of Sydney Showground and also makes the following commitments:

- We will continue to implement opportunities to improve the sustainability of existing competitions and introduce new competition classes to promote and highlight the value of sustainable agriculture.
- We will aim to promote climate smart agriculture in our interactions with farmers and rural communities.







## CONCLUSION

Adoption of ESG principles is critical in the landscape in which Sydney Showground operates. Sydney Showground is committed to the integration of ESG principles throughout all levels of our organisation. We recognise the need to ensure these principles are embedded in our governance framework and day-to-day operations.

Commitment and delivery of the key ESG strategic priorities, and overarching adoption of the ESG ambition will underpin the RAS's ability to continue delivering its Vision and Mission, strengthening our long-term preservation.





## SYDNEY SHOWGROUND

1 Showground Rd, Sydney Olympic Park NSW 2127  
(02) 9704 1111

