

2022/23

Sustainability Report

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Disclaimer: All references to PBPL in this report shall include its related Group entities, unless expressly stated otherwise.

Acknowledgement of Country

Port of Brisbane Pty Ltd acknowledges the Traditional Custodians of the land and waters on which we, and our many customers and stakeholders, operate – the Quandamooka, Turrbal and Yuggera Peoples – and pay our respects to their Elders past, present and emerging.



Excerpts of artwork by Delvene Cockatoo-Collins, a Quandamooka artist, belonging to the Nunukul, Ngugi and Goenpul peoples, who lives and works in Gumpi (Dunwich) on Minjerribah (North Stradbroke Island).

Journey through the bay to the river represents the journey from the southern part of Quandamooka Waters to the mouth of the Brisbane River. It follows the traditional story and pathway, or bambar, that was taken by a bittern bird who trapped a dugong and travelled through Quandamooka Country.

Chairman and CEO message

It is with a sense of pride that we present Port of Brisbane Pty Ltd's (PBPL) 2022/23 Sustainability Report, following another solid 12 months for our company, customers, and the community.

The report outlines our focus and results across a number of sustainability initiatives, the markets we operate in and a summary of our key operating functions as well as Port of Brisbane and PBPL's contribution to the Queensland economy and community during FY23.

As a business, we are not immune to significant global economic challenges including inflationary pressures and market disruptors. Supply chain pressures, geopolitical tensions, and climate change impacts are influencing business decisions worldwide, including at PBPL.

We continue to monitor these trends to mitigate and pre-empt potential impacts these may have on our business and community, including ever-evolving expectations around greater transparency, accountability, and engagement.

A leading, sustainable port

Our vision is to be Australia's premier port and logistics hub: Here for the future. At PBPL, this means creating a sustainable, long-term business that creates value for our securityholders, supports our customers' business aspirations, minimises our environmental impacts, and builds trust with the community.

That is why our Sustainability Program is at the heart of our Business Strategy, guiding our decisions and informing our investments and the ongoing development of the Port of Brisbane. Amongst many initiatives, our first Sustainability Linked Loan in November was a significant step in our sustainability journey, and one which commits our business to achieving important targets relating to emissions reductions, biodiversity, and mental health over the coming years.

The people behind our business

At PBPL, our commitment to a sustainable future starts with our people. It is their commitment, expertise and efforts that drive our business forward and deliver positive outcomes for PBPL, our customers and the community.

As we pursue our ambitious sustainability agenda, we must ensure we have the right capabilities and knowledge to take us forward. This year, we welcomed 38 new employees to PBPL, bringing greater diversity of experiences and perspectives to our business. We have remained focused on enhancing diversity, inclusion, and equity across our organisation, ensuring our people feel engaged and empowered, and providing opportunities to support their professional growth, learning and development.

Above all, supporting our people's health, safety and wellbeing remains our highest priority. This year, we embarked on a multi-year health and safety project that aims to enhance our health and safety culture, and ensure we are supported by industry leading systems, processes, and frameworks across every facet of our business. This complements and supports other important work including the development of our first Mental Health and Wellbeing Action Plan and our ongoing commitment to Mental Health First Aid.

Trade growth and infrastructure investment

Guiding our business is our purpose – to provide the infrastructure to grow trade sustainably, driving prosperity for all. The diversity of the Port's trade base has continued to underpin its resilience, with overall trade reaching 33.59 million tonnes in FY23, including a record year for bulk grain exports. Containers also performed strongly, with a record 1.56 million TEUs handled through the Port. Port of Brisbane also continues to remain an important storage and transportation hub supporting Queensland renewables projects.

Our world-class Brisbane International Cruise Terminal had a strong 12 months, playing a pivotal role in the successful restart of cruising in Queensland. Key to the terminal's success are our partnerships with our cruise line customers, government and industry partners, and the strong support from the cruising public.



During FY23, we invested approximately \$190 million in port infrastructure works to support our customers' growth and enhance access, efficiency, and safety, as we continue to support our thriving port community. We were delighted to welcome four new property customers during FY23, with five existing property customers expanding their operations and three extending their tenure. We continued to see strong demand for port land across our precincts, particularly on Fisherman Islands and within Port West Stage 1.

Our ongoing channel development investigations will play a central role in ensuring the Port of Brisbane can safely and efficiently welcome the larger container vessels of the future. In addition, freight rail remains a key strategic priority and we continue to advocate at all levels of government to improve freight rail connections to the Port to support a more sustainable freight modal balance and deliver safer, more sustainable outcomes for the community and environment into the future.

Minimising our impacts

We are proud of the ambitious 2030 sustainability targets we have set across our business, particularly in relation to our environmental footprint and emissions profile.

We have made significant progress towards our 2030 target of achieving Net Zero Scope 1 and 2 emissions. This year, almost one quarter of all PBPL energy was generated by onsite renewables and from 1 January we entered into a renewable PPA with our energy retailer, resulting in over 60% of our total energy being sourced from renewable sources. We have also been active in our investigations of green electricity, solar installations, biofuel, and hydrogen. We continue to work with our partners on the collection of Scope 3 emissions data.

This year, our Climate Change Risk Assessment was updated to align with the Equator Principles (2020) and the Task Force on Climate-related Financial Disclosures, further strengthening our work to ensure climate-related risks relating to our infrastructure are appropriately identified, managed, and mitigated.

More broadly, we are proud of how our people are embracing and pursuing sustainable outcomes to help reduce our impact footprint across every area of our business.

Strong partnerships

Developing and maintaining strong, mutually beneficial partnerships with our customers, stakeholders, and the community are central to our business.

We have delivered high-quality events to bring the port community together throughout the year and our work in the community continues to be underpinned by two key initiatives; our Reconciliation Action Plan and Community Grants Program. We remain committed to building deeper partnerships that deliver tangible outcomes for our key community partners and stakeholders.

Thank you

To our customers, we thank you for your ongoing support, collaboration, and commitment to the long-term success of Port of Brisbane. We will continue to look for ways to work together, to innovate, and to create value for your businesses and ours.

We work with many stakeholders across industry, government and the community; we greatly value your partnership and trust. We look forward to continuing to collaborate, learn and progress our sustainability and business goals with your support.

As we reflect on the substantial achievements of FY23, we recognise that much of the work to ensure a safe, secure, successful, and sustainable Port of Brisbane goes on 'behind the scenes' and for that, we thank each and every team member for your contributions, efforts and commitment these last 12 months.

We are optimistic about the Port of Brisbane's sustainable future, one that will deliver positive, long-lasting and tangible outcomes for the Queensland community and economy. We remain fully committed to our sustainability ethos, goals and reducing our impact on the environment in which we operate.

Guy Cowan

Chairman

Neil Stephens

Chief Executive Officer

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. On average, approximately \$55 billion in international trade* is handled annually through the Port, which includes around 50% of Queensland's agricultural exports and 95% of its motor vehicles and containers.

It is also home to the new Brisbane International Cruise Terminal (BICT) – a world-class cruise facility that will support the long-term growth of the cruise tourism industry in Brisbane and Queensland. Geographically, Brisbane is Australia's largest capital city port. The Port's approximate 1870-hectare (ha) footprint comprises 'wet and dry land' designated for industrial and commercial uses, approximately 693ha of environmental areas, 8,200 metres of quayline, 28 operating berths and a 224ha Future Port Expansion area which is being progressively developed to support future growth.

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 also 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.

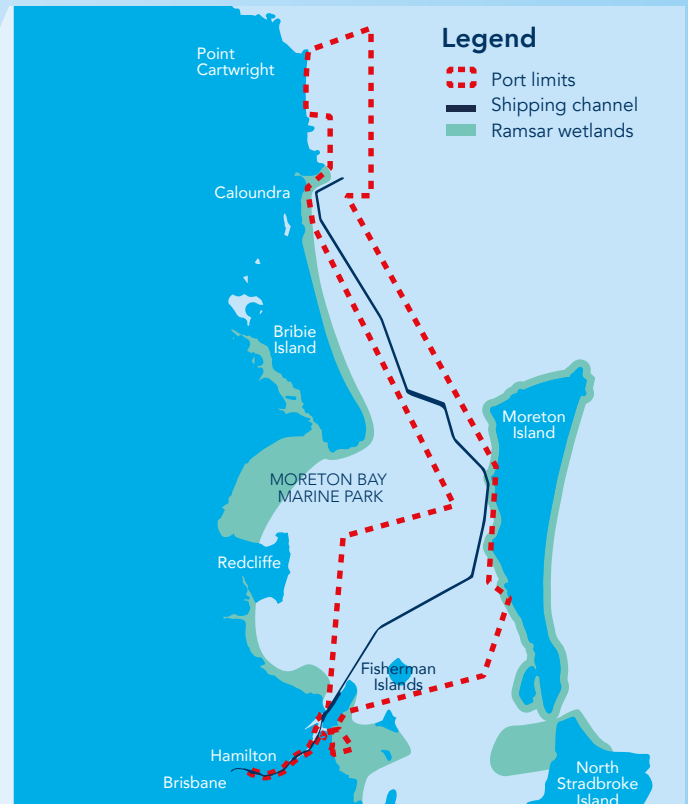
Port of Brisbane Pty Ltd

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
- Tawreed Investments Ltd, a wholly-owned subsidiary of the Abu Dhabi Investment Authority.

* Australian Bureau of Statistics 2022, Customised report.

Our services and operations

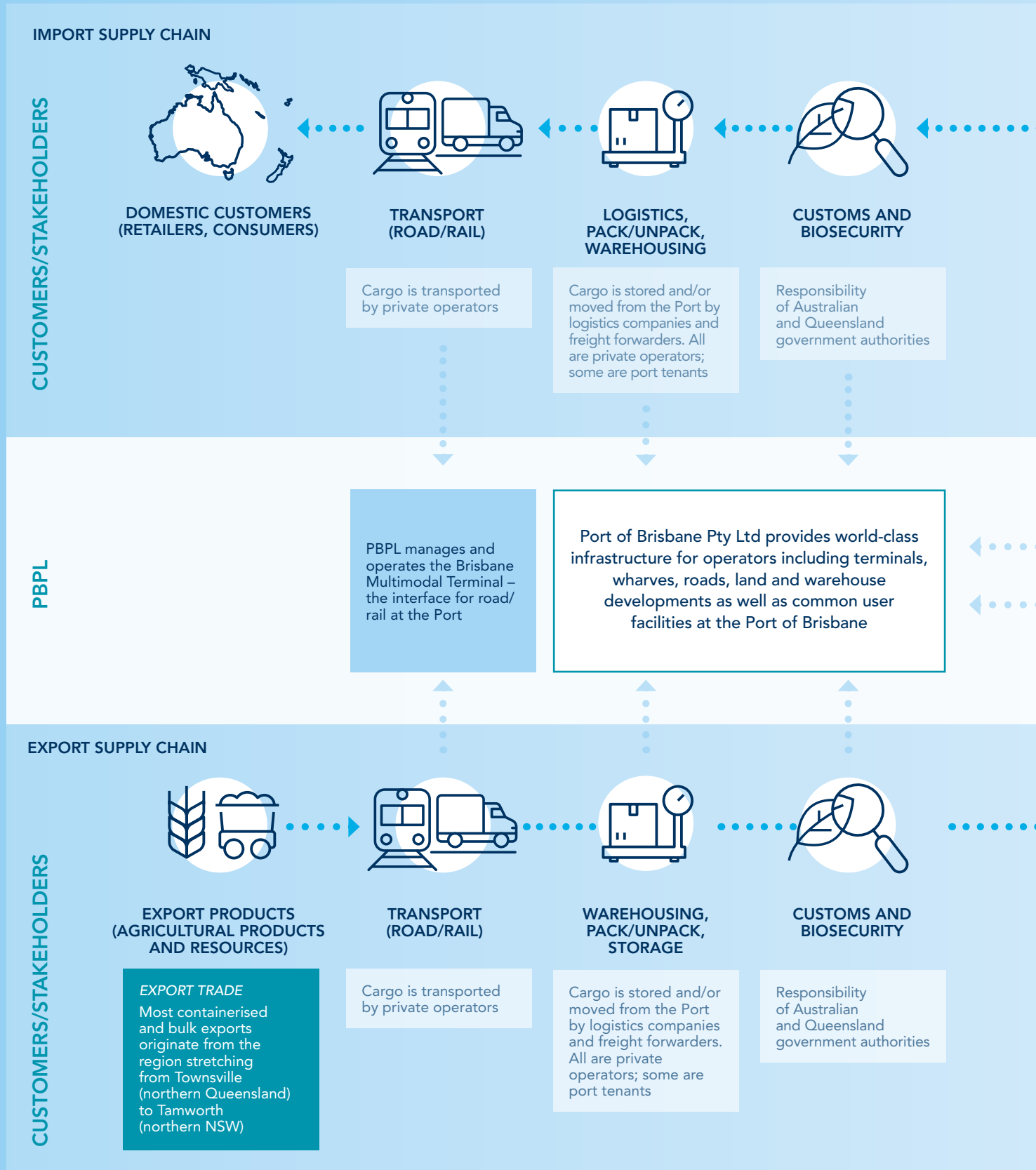


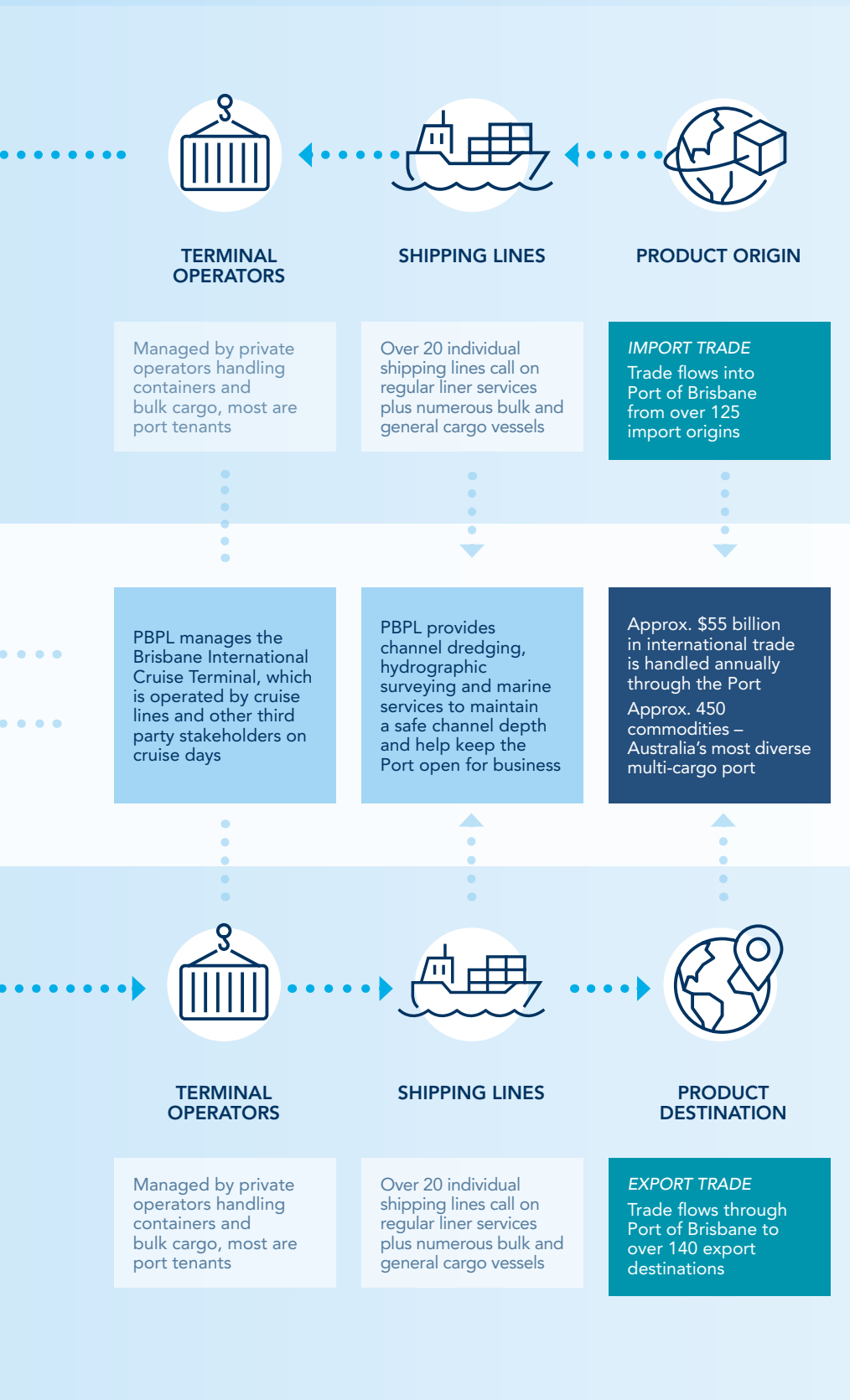
PORT OF BRISBANE PTY LTD



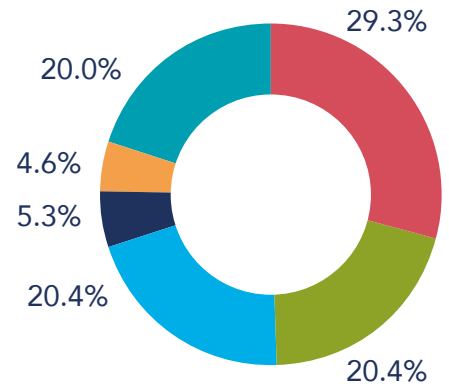
As at 30 June 2023

Port of Brisbane facilitates trade and economic growth for Queensland





OUR KEY TRADING PARTNERS



Note: Total trade share by revenue

TOP 5

Region by import (tonnes)

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

Region by export (tonnes)

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

Imports by product (tonnes)

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

Exports by product (tonnes)

1. Agricultural seeds
2. Coal
3. Refined oil
4. Cotton
5. Meat products

Governance

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

Board of Directors

- Provide good governance and strategic oversight of PBPL by guiding and monitoring the business
- Set the strategic direction for the business, its Business Plan and budget
- Evaluate, approve and monitor the Sustainability Program including regular review of sustainability initiatives
- Oversee Management in managing key ESG risks and issues and stakeholder feedback
- Guide the implementation of appropriate policies and processes implemented for assessing, monitoring, and managing ESG initiatives

Board Committees

Four Board Committees assist in the delivery of the Board's responsibilities:

- Audit and Risk Committee
- People and Performance Committee
- Capital Structure and Major Project Committee
- Health, Safety and Sustainability Committee

Executive/Management Team

- Develop and implement business-wide strategies, policies and goals
- Develop and deliver projects to achieve strategic objectives and goals, including the Sustainability Program
- Manage and review all internal and external feedback in relation to ESG issues
- Develop policies and processes implemented for assessing, monitoring, and managing ESG across the Company

Business Units

- Develop strategies specific to the operations of each business unit to deliver business objectives and goals set by the Executive/Management team
- Implement projects and initiatives to achieve strategic objectives and goals

Governance at PBPL is also supported by relevant policies and frameworks.

Board Charter

APH Group's Board Charter details the guiding principles of our Board of Directors and their role in overseeing the Group's operations.

Code of Conduct

Our Code of Conduct provides a framework to guide us in our decision-making, our actions and behaviours. Updated in January, the Code of Conduct provides clear guidelines to help all Directors and employees address ethical challenges that may arise in day-to-day operations.

This year, a key update included the introduction of our Speak Up Service, an externally managed service. This broadened the scope of our External Whistleblower Disclosure Service to also provide an avenue for employees to seek assistance who may not feel comfortable raising a concern via the Internal Workplace Resolution Process. APH Group's [Whistleblower Policy](#) facilitates the reporting, as required under our Code of Conduct, of any suspected serious misconduct, where reporting through the normal channels of line management is considered to be inappropriate or difficult.

Risk management framework

PBPL's risk management framework is aligned to the international standard ISO 31000:2018. 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.

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 Quality, Environment and Health and Safety standards ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, 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 team comprises subject matter experts from across the business to consult on and review 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.

ISO Surveillance Audit

During the year, we undertook an independent ISO Surveillance Audit which assessed the continued compliance of our management systems against ISO 9001:2015 (Quality), ISO 14001:2015 (Environment), and ISO 45001:2018 (Health and Safety) standards.

Health, Safety and Sustainability Committee

During FY23, the Health, Safety and Sustainability Committee was established as a committee of the Board to focus on sustainability as well as health and safety matters. The formation of this committee further underscores APH Group's commitment to embedding health, safety, and sustainability considerations into its corporate culture, fostering a responsible and resilient organisation that embraces sustainable practices as a fundamental driver of success.

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 five 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 and PortBris 2060.

PortBris 2060

PortBris 2060 is a multi-year project designed to help ensure Port of Brisbane achieves its vision of being 'Australia's premier port and logistics hub. Here for the future' over the next 40 years.

With a horizon out to 2060, this work will embrace future visioning, research and analysis, and stakeholder consultation. Working together with our customers, partners, and community stakeholders, we will seek to articulate a 40-year vision for the Port, creating a blueprint for the future and guiding long-term investment by PBPL and its stakeholders.

The project is supported by team members across our business together with external experts representing a broad range of disciplines, perspectives and expertise that are central to our business now and into the future.

Strategic drivers

We have identified strategic drivers that we anticipate will impact Port of Brisbane over the coming decades; these will guide our efforts to create a resilient and adaptable port system. By understanding these drivers, we can better position the port to respond to changes and seize emerging opportunities. These will act as important 'guardrails' for the PortBris 2060 project.

PORTBRIS 2060

Strategic Drivers

DIGITAL SHIFT

GROWTH SHIFT

SUSTAINABILITY SHIFT

CAPACITY SHIFT

ADAPTABILITY SHIFT

Port of Brisbane's economic contribution

In December we released an economic contribution study by Deloitte Access Economics (DAE) to quantify the economic contribution of Port of Brisbane and its supply chain to the Queensland economy.

Powering Queensland's economy

The DAE report found that in FY22, Port of Brisbane and its supply chain contributed approximately \$7.8 billion to the State economy and supported almost 63,000 jobs.

This includes:

- 7,900 jobs directly supported within the Port of Brisbane precinct
- \$2.7 million value added and 21 jobs supported per ship call.

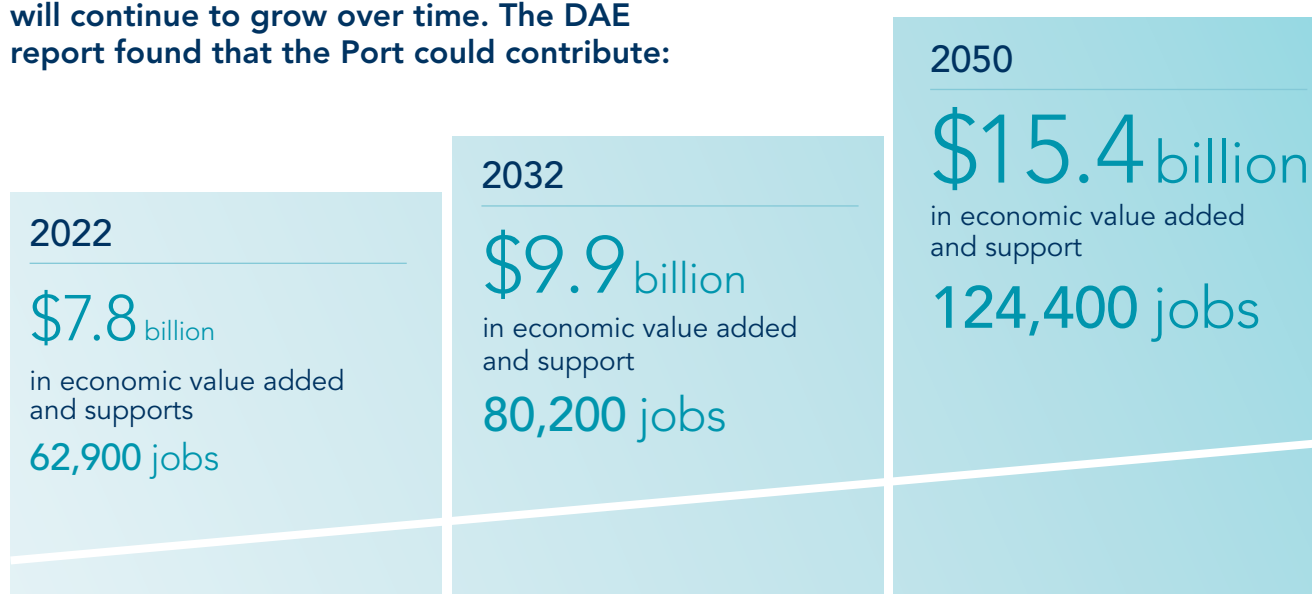
Growing cruise tourism

The new Brisbane International Cruise Terminal is playing a pivotal role in growing Queensland's cruise tourism industry.

The DAE report found that over the next decade, cruising from Brisbane will contribute around \$1.15 billion to the Queensland economy.

- Every cruise ship call contributes approximately \$940,000 in Gross State Product.
- On average, cruising from Brisbane supports around 610 jobs annually.
- Supports industries including trade, recreation, road and rail transport and construction.

The Port of Brisbane's economic contribution will continue to grow over time. The DAE report found that the Port could contribute:



Business and sustainability highlights



\$500m

Sustainability
Linked Loan



**BRONZE
ACCREDITATION**

maintained (Carbon
Literate Organisation
– first port globally)



**5-STAR
GRESB RATING**

maintained, overall
score 94/100



**SKILLED WORKPLACE
RECOGNITION**

maintained,
by Mental Health
First Aid Australia



2,472

vessel calls



A record

1.56m

containers handled
through the Port



A record

2.7m tonnes

of bulk agricultural
seed exports



139

cruise ship calls at the
Brisbane International
Cruise Terminal



**CLIMATE CHANGE
RISK ASSESSMENT**

completed, aligned
with the TCFD



49%

**OVERALL
REDUCTION**

in Scope 1 and 2
emissions (including
offsets) on FY22



52%

of total
waste recycled



6.4 tonnes

of materials upcycled



APPROXIMATELY
\$189.9m
invested in port
infrastructure works this year



4
new property customers
welcomed, 5 expanded
their facilities and
3 renewed their tenure



**PORTBRIS
2060**
commenced,
shaping a 40-year
vision for the Port



38
new employees
joined our team



31%
of our employees
are female, an increase
of 3% on FY22



75%
customer satisfaction
reported in Annual
Pulse Check Survey



155m
of creek and
streambank
rehabilitated



OVER
\$292,000
in funding provided to
32 community partners



618 hrs
of volunteering
undertaken by our
people



About this report

This report is the PBPL's fifth consecutive annual sustainability report and has been prepared with reference to the Global Reporting Initiative (GRI) Standards.

Our Sustainability Program, goals and performance for FY23 – also referred to as 2022/23 and covering the period from 1 July 2022 to 30 June 2023 – have been outlined in this report.

Our reporting boundary includes PBPL's operations at our worksites – Port Office, Brisbane Multimodal Terminal, Operations Base, the BICT and the *TSHD Brisbane* dredge vessel – and encompasses activities within port limits (Northern Moreton Bay to Brisbane River) 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 FY19, PBPL undertook its first detailed materiality assessment with a wide range of internal and external stakeholders, which identified 34 topics which were material to our business. This was updated in FY21 following an internal review by our Executive Leadership Team. In FY22, we completed a comprehensive materiality assessment review, which has formed the basis of reporting from FY23 onwards. The review consolidated 34 material topics to 13 to allow us to better focus our actions to ensure sound sustainability outcomes across the business. While all 13 material topics identified are important to our business and our stakeholders, this year we have prioritised reporting on five material topics with reference to the GRI reporting framework.

COMPLETENESS

Information within this report relates to PBPL's business operations and five material topics (health, safety and wellbeing, climate change, enabling supply chains and efficient port infrastructure, trade growth and diversity, and customer relationships) prioritised within our materiality matrix. The boundaries for these five topics have been identified and the information provided shows an accurate representation of PBPL's sustainability performance for FY23.

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.

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.

At PBPL, 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. Stakeholders can contact us through multiple channels including our website, phone, email or in person. 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	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 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	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	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	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
Community	Meetings and consultative groups Project-specific engagement Long-term partnerships and sponsorships Community events Digital, social media platforms and media	Environmental management and impacts Port development and planning Economic/social impacts and contributions Port education	Community Consultative Committee Visitors Centre and port tours Local newspaper quarterly updates, monthly electronic newsletters Stakeholder survey
Environment groups	Long-term partnerships Citizen science projects Local event support Digital and social media platforms	Environmental management Port development and planning Port education	All environmental monitoring reports available on our website Environmental monitoring reports used for partner research programs Representation on PBPL's Dredging TACC Stakeholder survey
Industry associations	Joint partnerships Industry association membership and sponsorships Committee representation	Safety Transport and logistics Supply chain and port development Environmental management Tourism	Facilitated industry delegations and port tours Financial and in-kind support for industry events
Research partners	Formal research partnerships	Environmental innovation	Environmental research partnerships Provide access to land or facilities to trial new technologies or for research purposes
Media	Media events, releases, responses	Port operations, trade, property development, BICT/cruise	Media events, releases, responses (proactive and reactive)
Debt investors	Results presentations Meetings	Financial and ESG performance Debt financing requirements Credit rating	Successful completion of debt raising activities
Employee representatives	Bargaining negotiations	Employee working conditions and other benefits	Enterprise bargaining

Our sustainability commitment

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.

Sustainability is not just about our business activities and projects. Framed by four pillars – People, Prosperity, Planet and Partnerships – at the Port of Brisbane, sustainability is about considering the long-term needs of the Port, our customers, and the community. 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 guide our decision-making and goal setting in this area.

All our people are encouraged and empowered to identify and activate opportunities that promote sustainable outcomes in their work.

Sustainability Linked Loan

We agreed to terms on a \$500 million Sustainability Linked Loan, negotiated as part of a larger \$850 million syndicated bank loan transaction in November 2022, and took effect from June 2023.

A Sustainability Linked Loan aims to facilitate and support activity and growth, incentivising borrowers to achieve sustainability-linked targets agreed as part of the loan negotiation.

The loan was executed under the Port's Sustainability Financing Framework and is linked to KPIs across three key areas including emissions reduction, biodiversity and mental health first aid. Our specific targets include:

- Emissions reduction: to reduce scope 1 and 2 emissions periodically to below 8,702 tCO₂e by FY26 (from a FY22 baseline of 12,289 tCO₂e)
- Biodiversity: to rehabilitate 10 hectares of degraded port land in aggregate across FY24, FY25 and FY26
- Mental health first aid: to achieve Tier 2 (Advanced Workplace) status given by Mental Health First Aid Australia by FY25.



Sustainability recognition

For the third year running PBPL received a 5-star GRESB rating – a globally recognised assessment that evaluates ESG performance and sustainability 'best practices' for real estate and infrastructure funds, companies and assets worldwide.

Due to the timelines set by GRESB, the score that we received in October 2022 is based on the assessment of FY21 data. PBPL's overall score was 94/100, an improvement on 89/100 that we received in October 2021 (based on the assessment of FY20 data).

Carbon literacy

In June 2022, we achieved our Bronze accreditation as a Carbon Literate Organisation, which we maintain for three years. The training is delivered by ThinkZero in partnership with the Carbon Literacy Project. It's open to all our employees, with an additional cohort completing the training during the year. Since we commenced in FY22, over 30% of our workforce has now participated in the training, including our CEO, most Executives and three Board members.

The training is building our understanding of the impacts of climate change and what we can do as individuals and within our business to make a real difference. Through this training, we continue to reinforce our commitment to delivering sustainable outcomes at the Port and ensure our people are educated and empowered to help drive long-lasting change throughout our business.

Materiality

Material topics

During FY22 (2021/22), we completed a comprehensive materiality assessment review which has been implemented into our FY23 reporting.

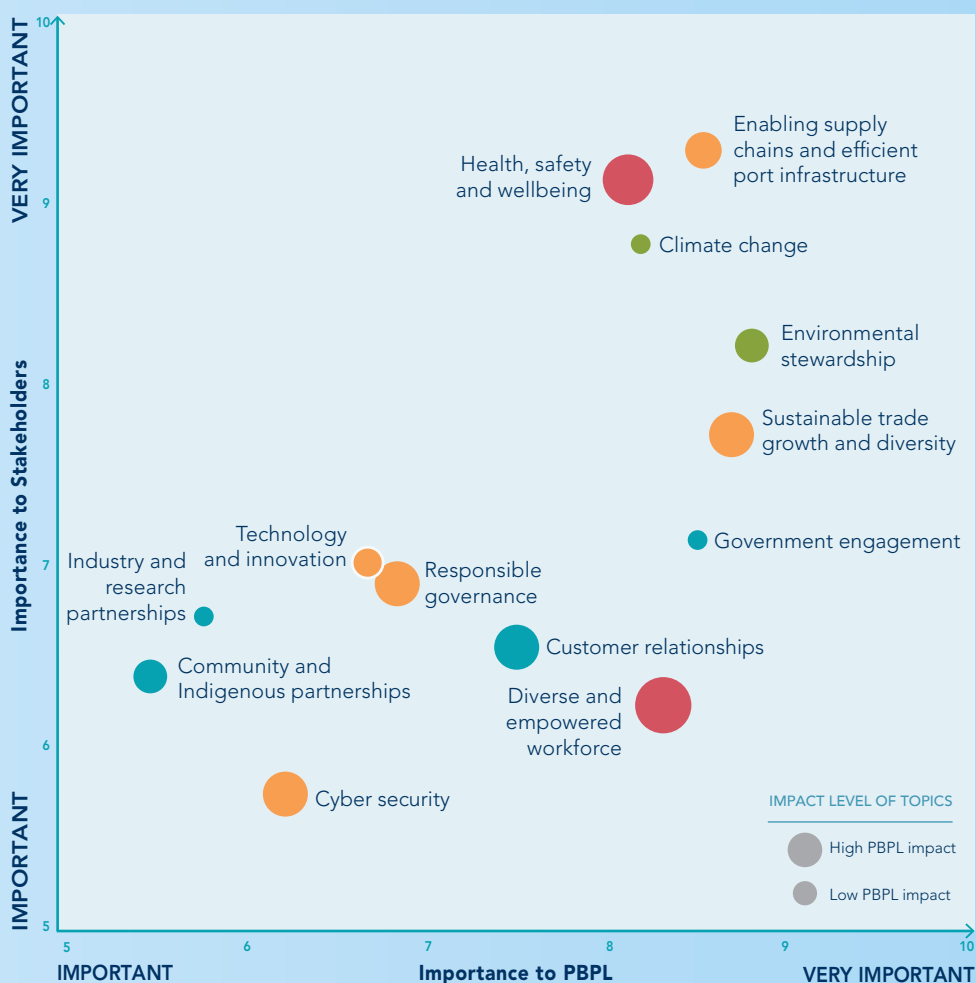
The review consolidated our material topics to the 13 issues that matter most to PBPL and our stakeholders and will allow us to better focus our efforts to ensure sound sustainability outcomes are delivered across the business. There are strong interdependencies between our material topics; progress 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 to drive the greatest positive impact for PBPL and our community.

Materiality matrix

All 13 material topics continue to rank highly in terms of stakeholder interest and impact to PBPL.

This year, PBPL has focused on reporting against five material topics that are considered representative of the most important issues to PBPL and our stakeholders across our four sustainability pillars. The materiality matrix below includes the five material topics (health, safety and wellbeing, climate change, enabling supply chains and efficient port infrastructure, sustainable trade growth and diversity, and customer relationships). The circle size shows PBPL's impact on the topic.



Our material topics

MATERIAL TOPIC AND WHAT IT MEANS	SUB TOPICS	LINK TO PBPL FOCUS AREAS
Enabling supply chains and efficient port infrastructure* Enabling supply chains and delivering and maintaining safe, sustainable port infrastructure to support our customers and improve port access and efficiency.	Supply chain enablement Enable and protect transport networks Port development Sustainable port design	Supply chain enablement Port development Asset management
Sustainable trade growth and diversity* Facilitating trade growth and diversity to support economic growth for the Port and the broader Queensland economy and community.	Trade performance Tourism and cruise operations	Supply chain enablement
Technology and innovation Embracing innovative technologies and digital solutions to support the growth and efficiency of PBPL and the port community.	Technology Innovation	Digital transformation Sustainable procurement Port development Asset management
Cyber security Strengthening the Port's resilience to cyber security threats through increasing training, awareness and investment in digital infrastructure, systems and assets.	Data management Cyber security	Digital transformation
Responsible governance Ensuring robust governance processes, ethical conduct and a high standard of risk management and compliance.	Ethical business operations and procurement Compliance and regulation Risk management	Robust governance
Climate change* 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.	Climate change Energy transition and reduction in GHG emissions Resilient infrastructure	Energy efficiency Climate change resilience Port development



MATERIAL TOPIC AND WHAT IT MEANS	SUB TOPICS	LINK TO PBPL 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
Health, safety and wellbeing* 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.	Workplace health and safety Employee wellbeing Port community safety and security	Health and wellbeing Safety
Diverse and empowered workforce 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.	Talent attraction and retention Employee development and training Diversity and inclusion Workplace culture and engagement	Culture Personal development
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.	Industry and research partnerships Stakeholder engagement and education	Research and industry partnerships

The five material topics indicated with an asterisk (*) are those that PBPL has focused reporting on in FY23 and are considered representative of the most important issues to PBPL and our stakeholders across our four sustainability pillars. They link directly with our 2030 Focus Areas and contribute to PBPL's progress towards achieving our 2030 Sustainability Goals.

Our program and progress towards 2030

Our Board-endorsed Sustainability Program has adopted a 'whole of business' approach and aligns with the United Nations Sustainable Development Goals (UN SDGs): 14 of the 17 UN SDGs are relevant to our business.

Our Sustainability Program is at the centre of our Business Strategy. It identifies long-term goals for each of the four key pillars – People, Prosperity, Planet and Partnerships – with key focus areas and annual milestones to ensure we achieve these goals.

PBPL is now at the midpoint in pursuing its 2030 Sustainability Goals. In late FY23, we reviewed our Focus Area 2030 Goals to ensure they remained consistent with the directions, ambitions and priorities of our business. Any changes did not impact FY23, and will be reported in the FY24 report.

Fourteen UN SDGs relevant to PBPL



2030 GOAL



Create an engaged, diverse and responsive culture



Deliver efficient and sustainable economic growth



Achieve positive net environmental benefit



Enable responsible growth

FOCUS AREA

Health and wellbeing

Safety

Personal development

Culture

Robust governance

Port development

Asset management

Supply chain enablement

Sustainable procurement

Digital transformation

Air quality

Energy efficiency

Climate change resilience

Resource management

Water quality

Biodiversity

Customer partnerships

Community partnerships

Research and industry partnerships

Engagement and education

2030 FOCUS AREA GOAL	RELEVANT UN SDGS
Port Office 6 Star Green Star interiors rated	        
Zero Harm	
Increase all leadership capability to the 75th percentile (Hogans 360 surveys)	
Achieve global high performing engagement	
No incidences of material non-compliance with legislation	
Achieve a minimum 4-star equivalent for all new Property and Port infrastructure projects	     
Achieve ISO 55000 certification	
Landside: Increase rail modal share to 12%.	
Waterside: Advance channel preparations for 14,000 TEU vessels	
100% alignment with ISO 20400 with audit verification	
Create value through becoming a digital leading Port	    
No National Environmental Protection Measures (NEPM) exceedances	
Net zero emissions (Scope 1 and 2)	
Minimise our climate risk and increase our adaptive capacity	
Zero waste to landfill and net positive water	
Influence the implementation of the offsite stormwater initiatives (25km rehabilitated)	     
Improve the quality of designated environmental areas across Port land supported by external assessment	
90% customer satisfaction rating from Annual Pulse Check Survey	
90% community satisfaction rating from Annual Pulse Check Survey	
Support 20 new research and industry partnerships that add value to our business	
5% year-on-year increase in PBPL engagements with educational institutions	



People

OUR 2030 PEOPLE GOAL:

Create an engaged, diverse, and responsive culture



Our people shape our business; their engagement and growth drives our business forward and makes PBPL a great place to work. We are committed to building an engaged team delivering exceptional performance for our business, customers and the community.

We prioritise our employees' health, safety and wellbeing, and seek to create an environment where everyone can thrive. We continue to invest in our people and seek to attract talented and diverse employees as we build a sustainable workforce to support our growth and ensure we perform for all our customers and stakeholders.

Progress Towards Our 2030 Goals



FOCUS AREA	2030 FOCUS AREA GOAL	FY23 PROGRESS
1. Health and wellbeing <p>Our Healthy Lifestyle Program delivers a range of benefits to employees and enjoys a high level of uptake across various initiatives. Its holistic nature is important for our business, as it is well established and proven to improve morale, increase productivity, reduce absenteeism, and support stronger engagement.</p>	Port Office 6-star Green Star interiors rated	<ul style="list-style-type: none"> • PBPL retained Skilled Workplace Recognition status by Mental Health First Aid Australia • Development of our Mental Health and Wellbeing Action Plan, the first dedicated plan of its kind for our business • 46 employees participated in the health assessment program offered through our Healthy Lifestyles Program • 49 employees participated in skin checks offered through our Healthy Lifestyles Program
2. Safety <p>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.</p> <p>We are committed to ensuring a culture that puts safety first for our people, our business, our customers, and our community.</p>	Zero harm	<p>Lead indicator</p> <ul style="list-style-type: none"> • ELT achieved 304 leadership behaviour reports an increase of 2% year-on-year <p>Lag indicator</p> <ul style="list-style-type: none"> • 2 Lost Time Injuries (LTIs) • Lost Time Injury Frequency Rate (LTIFR) of 6.6 per million exposure hours
3. Personal development <p>Having the right people in our business is key to our success. In today's competitive job market, we know we need to work hard to attract and retain talent. We strive to be a learning organisation and offer opportunities for our employees to grow and further their professional development.</p>	Increase all leadership capability to the 75th percentile (Hogans 360 surveys)	<ul style="list-style-type: none"> • 84% of Level 4 and Level 3 roles participated in our Management Fundamentals suite of programs • Over \$310,000 invested in learning and development programs • On average, our people undertook 31.28 hours of training
4. Culture <p>An aligned and engaged workforce delivers positive change for our business. We seek to enable a culture that champions diversity, inclusion, innovation, recognition and flexibility. We want to ensure our people feel safe and are encouraged to bring their authentic selves to work each and every day. This is an ongoing journey, and we are focused on exploring contemporary practices that facilitate this and are appropriate for our workforce.</p>	Achieve global high performing engagement	<ul style="list-style-type: none"> • Employee engagement level increased to 67% in our Engaged Performance Survey • Employee enablement levels increased to 70% • Almost 80% of our people feel PBPL values and promotes employee diversity
5. Robust governance <p>Strong governance is the foundation of all business decisions at PBPL – it impacts our performance, appetite for risk, and our ability to innovate. We have robust governance processes, underpinned by a mature Business Management System framework which is certified to ISO 9001:2015 (Quality), ISO 14001:2015 (Environment) and ISO 45001:2018 (Health and Safety), as well as strong management structures in place with clearly defined roles outlining responsibility and accountability.</p>	No incidences of material noncompliance with legislation	<ul style="list-style-type: none"> • No incidences of material non-compliance with legislation during the year • ISO Surveillance Audit (SAI Global) verified the continued certification of our management systems against ISO 9001:2015 (Quality), ISO 14001:2015 (Environment), and ISO 45001:2018 (Health and Safety).

Safety

At Port of Brisbane safety is a core value, and we're committed to driving a Safety First culture across our business. We strive to provide a safe workplace for all our employees, contractors and those who visit the Port.

Health and safety

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 3,035 hours of compliance training was completed by employees.

Two employee lost time injuries (LTIs) occurred during the year, resulting in our Lost Time Injury Frequency Rate (LTIFR) of 6.6 per million exposure hours.

Lead and Lag Indicators

	FY21	FY22	FY23
Leadership behaviour reports	367	297	304 [^]
Lost Time Injuries (LTIs)	0	2	2 [^]
Lost Time Injury Frequency Rate (LTIFR)	0	6.9	6.6
Near Miss Reports	308	272	404

As at 30 June 2023.

[^] Limited assurance by Ernst & Young

PBPL Health Check

During the year, we undertook a health check of safety across our business as part of the commencement of a long-term project focused on transforming our health and safety culture. Between February and May, cross-divisional teams of people from every part of our business were tasked with meeting various business units and understanding the current state of safety – behaviours, systems, culture – within those teams. The Health Check did not identify any immediate risks to worker health and safety.

Facilitation of the health check process enabled PBPL to build on our engagement with our teams and gain important insights into health and safety improvement opportunities that will be a key focus within our FY24-FY26 Health and Safety Strategic Plan. The Plan will address identified health check findings including digitisation of health and safety business processes, improving employee understanding of hazard and near miss reporting and stopping unsafe work, transforming from a compliance focus to behavioural safety focus, increased lead indicator KPI's, and increasing the number of employees competent to facilitate incident investigations.

Safety communication

We introduced Safety Alerts to the business in March to further enhance communication of safety incidents and lessons learned as well as general health and safety communications. This has been particularly beneficial for our vessel crews, who receive this type of information more effectively through safety alerts.

Port community initiatives

We reinvigorated our Health and Safety Leaders Forum during the year. These quarterly meetings are open to all customers and tenants across the Port and are an opportunity to come together to share learnings and discuss issues relating to workplace health and safety. Workplace Health & Safety Queensland joined our first meeting in April to discuss its new Work Health and Wellbeing Toolkit, an important resource to help businesses embed health and wellbeing into their business systems.

Our Health and Safety team also collaborates with customers, partners and regulators on issues relevant to PBPL and the port community. The team are members of health and safety working groups for Ports Australia, Australian Logistics Council and the Transport Safety Network, facilitated by Workplace Health & Safety Queensland. We also work with regulators associated with waterside operations to support their initiatives and requirements at the Port including Maritime Safety Queensland and the Australian Maritime Safety Authority.

Road safety is a key priority for PBPL and our customers and is an ongoing challenge on the local road network. We're committed to continuing to work with regulators and industry bodies to support initiatives that promote safer driver behaviour including the Queensland Police Service, Queensland Department of Transport and Main Roads, the National Heavy Vehicle Regulator, and the Queensland Trucking Association.



CASE STUDY

Safety 1 Forum

Over 180 people from across the port community came together for our annual Safety 1 Forum in October, the first in-person event since 2019 due to COVID.

The event focused on road safety – a key priority at the Port of Brisbane. This year, our speakers included Professor Andry Rakotonirainy from CARRS-Q, who provided an update on artificial Intelligence in Automated vehicles and Dr Dinesh Palipana, Doctor, lawyer, disability advocate, and researcher, who shared his own personal experiences. We were grateful for the support of our trade stall holders and sponsors Patrick Terminal, Chevron, Qube and iOR.



Over 180 people attended our Safety 1 Forum.

Health and Wellbeing

As an organisation, we're committed to supporting our people's physical and mental health and wellbeing and ensuring we provide a psychologically safe working environment for all.



Mental health

At the Port of Brisbane, our commitment to the mental health and wellbeing of our people extends well beyond our obligation to ensure their psychological safety at work. For over a decade, PBPL has had a strong focus on supporting our people's mental health and well-being in the workplace. We've long recognised the impact that mental health has on employees and their families as well as the impact on and within the workplace and in FY22, our progress was recognised as a Skilled Workplace by Mental Health First Aid Australia.

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

Our Mental Health and Wellbeing Action Plan 2023-2026 builds on our strong foundation as skilled workplace recognised by Mental Health First Aid Australia, establishing the Port of Brisbane's roadmap to create a mentally healthy workplace.



Our Mental Health First Aiders.

We have maintained our Skilled Workplace Recognition by Mental Health First Aid Australia for a second consecutive year, a requirement under the accreditation. 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.

Our Mental Health First Aid and Wellbeing Champions Network meets monthly to consider how we are supporting our employees and where there are opportunities to improve or activate new initiatives. This group is led by our Chief Executive Officer and comprises members of our Executive Leadership Team as well as our trained Mental Health First Aiders and Wellbeing Champions. The group was instrumental in the development of our Mental Health and Wellbeing Action Plan during the year, the first dedicated plan of its kind for our business.

In total, we have 32 recognised 'Mental Health First Aiders' in our business who provide valuable support to our people. Through accredited training from Mental Health First Aid Australia, they are equipped with the knowledge and confidence to recognise someone who may need mental health support and connect them with support services. We are encouraged by the significant take-up of Mental Health First Aid Training across the organisation, which now includes our Chief Executive Officer and most members of our Executive Leadership Team. All employees have the opportunity, and are encouraged, to consider undertaking Mental Health First Aid Training.

PBPL's Wellbeing Champions are another support available to our people. Wellbeing Champions are employees who have received training to support their colleagues with issues of unlawful discrimination, harassment and bullying in the workplace. They are trained to listen and guide employees towards using relevant company procedures and support mechanisms, such as our Employee Assistance Provider.

Our Employee Assistance Provider – Gryphon Psychology – continues to provide an important external support service for our employees and their immediate family. In addition to its telephone service, Gryphon Psychology offers free-of-charge information sessions for our people, which are advertised internally.

Healthy Lifestyle Program

Our Healthy Lifestyles Program was established in 2010 and provides a range of benefits which can be voluntarily accessed by every employee including annual flu vaccinations, skin checks and health assessments. Fresh fruit is also provided free of charge to all our worksites and at our café at times throughout the year.

The annual health assessments continue to be a cornerstone of the program, offered to eligible employees through an external medical provider. Participating employees undertake a medical assessment which includes exercise physiology to evaluate various aspects of their health and wellbeing. Medical advice is provided to all participants.

During FY23, 46 PBPL employees participated in the annual medical health assessment program. Of these, 10 employees (22%) were first time participants in the program.

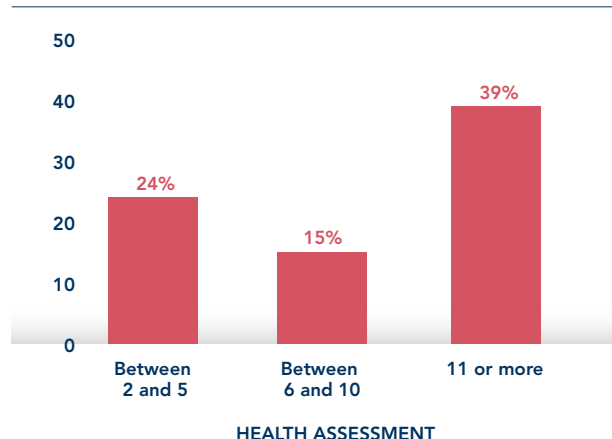
Ongoing participation by our employees indicate they value the annual medical assessment program; on average, many participants have attended more than seven times during their period of employment. We also continue to engage with all new employees to sustain program participation.

In addition, 49 employees also attended medical clinics for skin cancer identification checks offered through the program.

While all health assessment data is medically confidential, de-identified participation data has been valuable as we seek to continuously improving the program. Our health assessments program is highly valued by our employees.

Of the 46 PBPL participants that completed health assessments during FY23:

HEALTH ASSESSMENTS COMPLETED BY INDIVIDUAL PARTICIPANTS OVER TIME*



* The data indicates how many assessments the FY23 participants have individually completed while employed at PBPL.

Working with us

At PBPL we know that our people are central to our success. The culture of our organisation plays a pivotal role in enabling us to deliver on our aspirations and, ultimately, our business strategy. It is through our people that we achieve results, and we know that alignment and engagement are the foundations of a successful, high-performing organisation.

OUR CULTURE

We know that we need to keep our fingers on the pulse of organisational culture. Held every 12–18 months, our Engaged Performance Culture Survey provides an opportunity for our employees to provide feedback on their work experience, what's going well, and where there are opportunities for improvement. What they tell us is key to ensuring that they maintain clarity on our vision and overall strategy, and that we can ensure our people have the tools, resources, and training to work effectively and opportunities to develop their skills and progress. We use the confidential feedback to help develop company and business unit action plans to ensure PBPL remains a great place to work.

The June 2023 survey reflected improved engagement and enablement levels across the organisation. Our people feel strongly that PBPL operates ethically, is socially responsible, and responsibly and will be successful over the next 2 – 3 years.

Our people feel that development opportunities have improved, particularly opportunities to achieve their career goals and understand the possible career paths available to them. Almost 80% feel that PBPL values and promotes employee diversity, with survey outcomes reflecting positive change in this area.

We are continuing to see positive cultural change with more people saying they feel proud to work for PBPL, believing they are treated with respect, and feeling that PBPL shows care and concern for its employees. We also saw a significant improvement in our employees' understanding of how our organisational culture supports PBPL to achieve its strategic priorities and goals.

Engaged Performance Culture Survey

	ENGAGEMENT LEVEL			ENABLEMENT LEVEL		
	JULY 2021	JULY 2022	JUNE 2023	JULY 2021	JULY 2022	JUNE 2023
PBPL	69	66	67	70	69	70
High performing norm	73	73	78	73	73	77
General industry score	66	66	71	67	68	72

As at 30 June 2023.

This year, we have made it a priority to reignite an innovative and positive organisational culture post-COVID, where physical separation, uncertainty and change created challenges for many organisations, including PBPL.

We have sought to drive this by encouraging our employees to reconnect post-COVID, helping them to collaborate more effectively, wherever their work location, while also creating opportunities to encourage our people to come together informally through more social activities. In February we held a lunch for all employees to get to know our Board Directors. Our annual Employee Awards brings together our workforce to celebrate our collective achievements, recognise individual and team excellence, and, together with our monthly 'Friday socials', help build social connections outside of the office environment.

We've also enhanced our internal communication activities to help keep our people connected and informed. Our quarterly CEO updates, newsletters and monthly business updates are supplemented by initiatives such as Lunch & Learn sessions for specific issues of interest. Through our partners we also encourage employees to actively plan for their future, whether it is through our Envisage sessions which help employees of all ages and stages to visualise what is possible and create their future, or through superannuation seminars to ensure they are getting the most out of their super.



Our 'BBQs with the Board' are an opportunity for employees to get to know PBPL's Directors.

We have also worked with our Executive Leadership Team to ensure their teams have the clarity and support they need to deliver on PBPL's business strategy and continue to drive innovation and high performance across the organisation. With 40% of our Executive Leadership Team joining our business this year, we have embraced the opportunity to work together to support our teams while also addressing gaps and reshaping existing and creating new roles to ensure we deliver on our business strategy.

During the year, we also made changes made to our organisational structure to help us focus our efforts and resources. This includes bringing together our Trade and Property teams to further support our customers and identify and facilitate trade development opportunities as well as joining our Sustainability and Corporate Relations teams to continue the industry leading initiatives and outcomes we have achieved to date. These changes are a natural evolution of our business and will help us to deliver on our business strategy while supporting our people on that journey.

Diversity and inclusion

Diversity

We have a responsibility to create a sense of belonging and ensure all people feel included and can thrive at PBPL. We are committed to providing an environment where all our people feel safe, valued and are treated with dignity and respect. It is also essential that we have the systems, processes and behaviours that support this. Our commitment is underpinned by our Board-endorsed Diversity and Inclusion Policy and its supporting programs and initiatives.

Our workforce of 204 employees spans a wide range of technical, operational, and professional disciplines located across multiple worksites. We recognise, embrace, and value the diversity of backgrounds, perspectives and experiences of our people and their unique contribution to the workplace.

It is important that our business and teams reflect the community that we service, which is why we continue to enhance diversity across our organisation, including as an important consideration in the attraction of new talent. We also seek to increase diversity of contribution within our business. To achieve this, we are actively exploring ways to ensure more employees get greater opportunity to be involved in the projects that interest them and can contribute their unique skills and perspectives. We want to harness the full capability and contribution of all in our business.

During the year, a five-year Equality, Inclusion and Belonging Strategy was endorsed by our Board, identifying key initiatives that will lead to a more sustainable diversity profile for PBPL. Included in the strategy are actions identified through KPMG's 'Career Revive' Program that

PBPL was selected to participate in by the Federal Government. The program involved focus sessions with employees and leaders to understand more about their experience of taking career breaks or supporting returning employees, with actions identified to improve in how we attract, retain and support employees (particularly women) as they take time out of the workforce.

The strategy also encompasses actions identified through the Workplace Gender Equality Agency's Gender Equality diagnostic tool. These actions will ensure that everyone has an equal opportunity to make the most out of their experiences, careers and talent.

Inclusion

We're working hard to ensure that all our people feel valued, welcomed, are treated with respect, and can reach their full potential at PBPL. Not only is it essential for our team today, but it is also essential to ensure we can continue to attract and retain diverse and qualified new talent.

As part of our commitment to providing a physical and psychologically safe workplace, we also provide annual training on respectful workplace conduct for all employees. In FY23, 89 employees completed training across a suite of tailored packages, including mandatory training and sessions developed specifically for managers on leading respectful and engaged teams, and leading inclusively. Individual coaching was also provided on an ad hoc basis.

The introduction of cultural leave to PBPL enables employees to celebrate culturally meaningful events. Employees may access up to five days paid cultural leave, as well as their standard leave provisions to meet their obligations and to celebrate religious and cultural observances.

We are also proud of how we are continuing to encourage and embed flexibility into our way of working at PBPL. We know that our employees value greater flexibility as well as the respect and consideration for their personal responsibilities and commitments outside of the office including as parents, carers or other responsibilities.

Female Participation at PBPL

	FY21	FY22	FY23
Number of new female employees welcomed	8	26	16
New female employees welcomed as a % of total new employees	50%	48%	42%
Female participation	24%	28%	31%
As at 30 June 2023.			

Working with us

Workforce capability

Our people are supported and encouraged to invest in their professional growth and development at PBPL, and we support them through a wide-ranging learning and development program.

This includes compliance and operational training, tailored courses delivered in-person or virtually, as well as on-demand digital literacy and cultural modules via our internal systems.

During the year, we invested over \$310,000 in learning and development programs and on average, our people completed approximately 31.28 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.

This year, we welcomed 38 new employees into our business, many into newly created roles as we seek to ensure we have the right skills, capabilities, and expertise to help the business deliver on our ambitious Thrive strategy.

Like many organisations, we have navigated a tight employment market, requiring us to draw on our strong employee value proposition and the ability to provide a high-quality candidate experience during the recruitment and onboarding process. To support this, we introduced a new candidate management system which has improved the candidate experience, sped up the time to recruit and reduced the volume of administration required to support the process.

Upskilling

We actively encourage our people to learn something new, whether that is through in-house development opportunities offered at PBPL, through external providers or by broadening their industry networks and connections.

This includes supporting targeted upskilling opportunities for our people; opportunities that are directly relevant to their role or adjacent to our industry or their position. A number of our people are completing industry related courses to support new developments within their area of expertise and post-COVID, we are seeing significant interest from our employees wanting to complete external courses, attend conferences and reconnect with best practice.

CASE STUDY

Virtual Reality Inclusion Experience

During the year we partnered with a leading global talent development firm to offer our people the opportunity to be part of a cutting edge, immersive Virtual Reality Inclusion Experience.

A first in Australia, this provided our leaders with access to a one-of-a-kind, award-winning program designed to go beyond diversity and inclusivity training by building empathy. We covered a range of topics, including equity, stereotypes, implicit bias, microaggressions, and role we all play in advocating for inclusion.

Leadership

In June 2022 we launched our People Leadership Standard; this year, we have been working with our People Leaders to invest in and develop their leadership capabilities.

To help drive the focus on leadership development across the organisation, we aimed to have 95% of Level 3 and Level 4 roles (non-executive people leaders) participate in our Management Fundamentals suite of programs. These programs are aimed at equipping our people leaders with the tools and skills to lead respectful and engaged teams, drive high performance, lead inclusively, and support their teams during change. By the end of this year, we achieved 84% across the organisation. We will continue to engage with our Level 3 and 4 People Leaders, particularly in operational areas, to create opportunities for them to attend development training.

We have also supported three of our employees to complete 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.

Employees by Age and Employment Category

	UNDER 30	30–50	OVER 50
Permanent	9	103	71
Temporary	2	5	5
Casual	1	2	6

Our Board and Executive Leadership Team

		UNDER 30	30–50	OVER 50
Male	75%	0	6	6
Female	25%	0	3	1

Average Training Hours by Gender

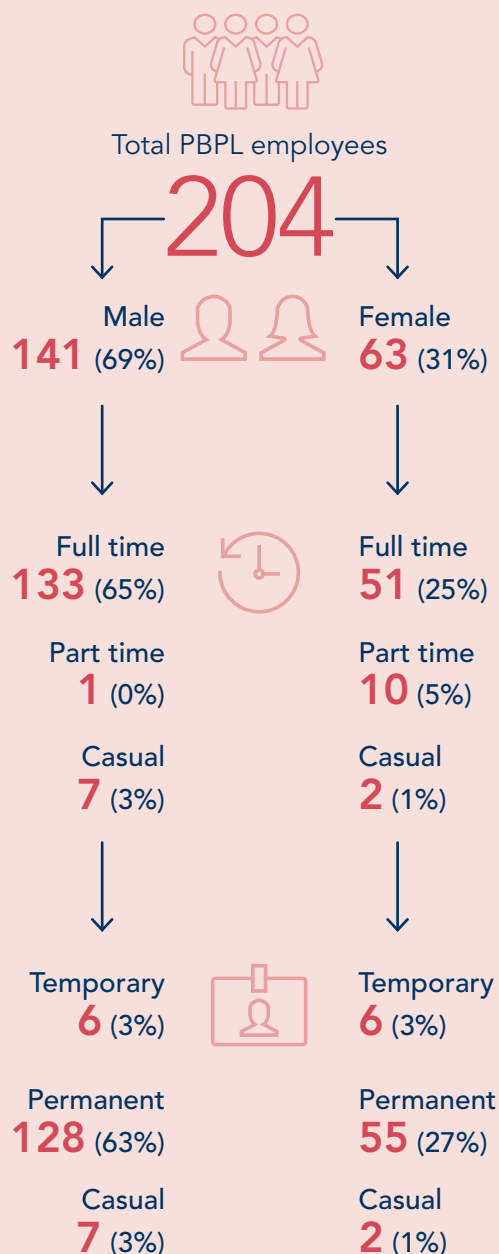
Average hours	31.28
Average hours male	34.75
Average hours female	23.71

Collective Bargaining Agreements

	NUMBER	%
Employees covered by collective bargaining agreements	102	50%

All data as at 30 June 2023.

Total employees by gender and employment category



As at 30 June 2023



OUR 2030 PROSPERITY GOAL:

Deliver efficient
and sustainable
economic growth



We provide world-class supply chain infrastructure that supports Queensland's strong economic and trade growth. Together with our customers and stakeholders, we support regional growth and prosperity.

We take a long-term view of the Port's growth and development, maintain our infrastructure assets to a high standard, and embrace technology, innovation, and sustainability to support greater safety, efficiency and productivity for the port community. We have made a commitment to ensure that Port of Brisbane is never the limiting factor for trade on the east coast of Australia and will continue to work with our customers to support their long-term growth and that of the Port.

Progress Towards Our 2030 Goals



FOCUS AREA	2030 FOCUS AREA GOAL	FY23 PROGRESS
1. Port development <p>We provide access to South East Queensland's pre-eminent location for trade-related businesses and create solutions for our customers to support their growth.</p>	Achieve a minimum 4-star rating for all new property and port infrastructure projects	<ul style="list-style-type: none"> All new customer property developments delivered to a 5-star equivalent standard Implementation of sustainability initiatives across property and port infrastructure projects
2. Asset management <p>We are responsible for managing assets including roads, wharf infrastructure and water and sewerage services. High quality development and long-term performance of this infrastructure is critical to the safe and efficient functioning of the port, and for the operation of our customers' businesses.</p>	Achieve ISO 55000 certification	<ul style="list-style-type: none"> Asset register configuration for maintainable assets created
3. Supply chain enablement <p>We seek to optimise port access and enhance the safety, efficiency, and connectivity of the port through the delivery of new infrastructure and investment in innovation and technology.</p>	Landside: Increase rail modal share to 12% Waterside: Advance channel preparations for 14,000 TEU vessels	<ul style="list-style-type: none"> Approximately 1.1% rail modal share Continued scoping work for channel development
4. Sustainable procurement <p>Ensuring that the goods and services we source externally are also sustainable, reducing risk, cost and waste. Investing responsibly also delivers better environmental outcomes while encouraging innovation and boosting reputation.</p>	100% alignment with ISO 20400 with audit verification	<ul style="list-style-type: none"> Published our third Modern Slavery Statement Progressed our three-year action plan to guide our response to modern slavery Updated our Contractor Guidelines to include our approach to preventing modern slavery Updated our compliance training matrix to require annual modern slavery training for all employees
5. Digital transformation <p>It is critical we have the right technology and systems in place to keep our business safe and secure, while encouraging innovation and the flow of ideas. We seek to remain at the forefront of disruptive technological innovation and identify new opportunities to support our people, improve our operations and benefit the port community.</p>	Create value through becoming a digital leading port	<ul style="list-style-type: none"> Establishment and maintenance of integrated systems to capture near real-time data Ongoing work with Government agencies to ensure we meet all requirements under <i>Security of Critical Infrastructure Act 2018</i>

Trade

Port of Brisbane is Queensland's largest container and multi-cargo port, and is the closest major east coast port to Asia, handling around \$55bn in international trade every year. The Port connects exporters and importers from Queensland and northern New South Wales with global markets and together with our customers and stakeholders, the port precinct supports thousands of jobs, keeps vital supply chains open and helps deliver regional prosperity.

We take a long-term view in developing trade and port infrastructure to meet the needs of our customers and to facilitate efficient and sustainable trade growth for Queensland and the Port's wider catchment region. As Port Manager, our role is to invest in new and maintain existing infrastructure to support long-term trade growth. The Port of Brisbane offers world-class facilities including purpose-built wharves and modern cargo-handling infrastructure as well as warehousing and storage, bulk cargo handling, and container parks. The Port of Brisbane operates nine dedicated container wharves serviced by three semi-automated stevedores and a combination of other privately-operated and common-user berths for the handling of coal, cement, agricultural products and other dry bulk commodities, as well as wet bulk, motor vehicles and general/project cargo.

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 Brisbane International Cruise Terminal (BICT) provides a world-class, dedicated cruise facility that services Brisbane and South East Queensland (SEQ). The BICT is owned and managed by PBPL but booked by cruise lines on cruise days. Since opening on 2 June 2022, FY23 was the BICT's first full year of operation, with 139 vessels and over 667,000 passengers travelling through the facility (see page 46 for details).

Trade overview

Overall trade tonnages increased over FY23, with increases in agricultural exports again seen after another year of excellent growing conditions throughout much of the hinterland. Overall trade tonnage reached 33.59m tonnes in FY23[^], a 4.8% increase on the previous year. Container volumes continued to increase, with total TEU (including empties and transshipments) reaching a record 1.56m TEUs.

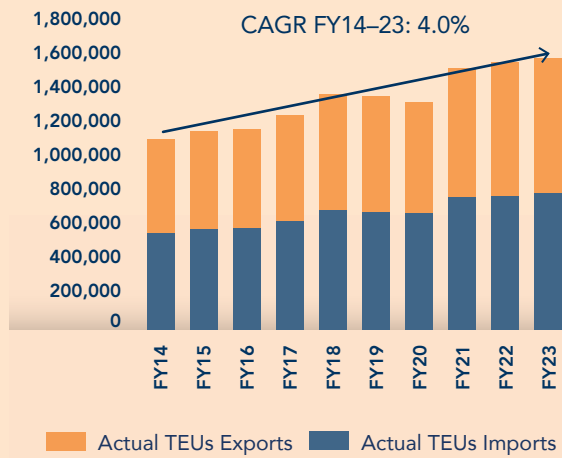
Import container volumes were marginally down on FY22 volumes, impacted by high inflation and interest rates. While full import containers saw a downturn in terms of growth, the high demand for consumer goods, white goods, electrical, and building goods that has been driving high volumes for the last two years remains greater than pre-COVID years. Full import container volumes reached 649,441 TEUs, a 2.8% reduction on FY22 volumes.

Full export container volumes increased by 14.3% to 390,708 TEUs, with agricultural export volumes again increasing in FY23. Exports of grains like wheat and sorghum continued to be very strong, leading the commodities in FY23 and surpassing meat and cotton, which both also saw increased volumes.

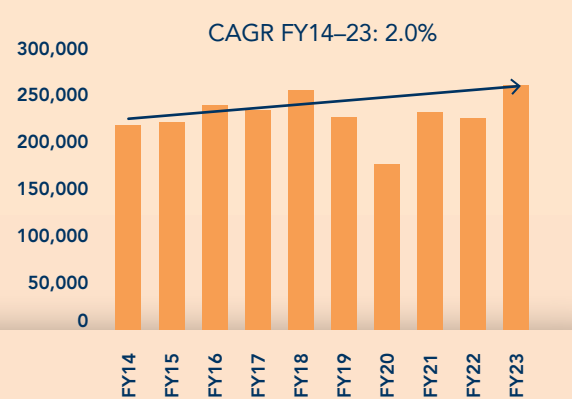
It was the same situation with bulk grain exports, with the Port posting yet another record high tonnage of 2.74m tonnes shipped over the year.

[^] Limited assurance by Ernst & Young.

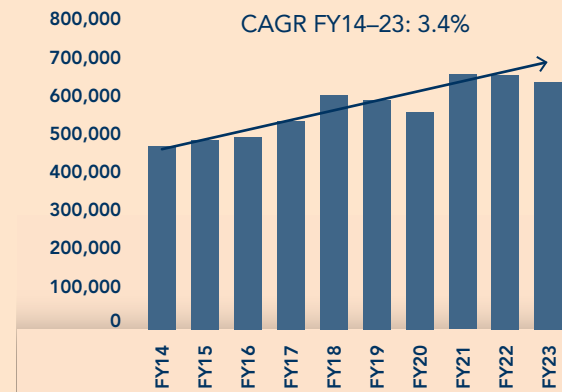
TOTAL CONTAINERS (TEUs)



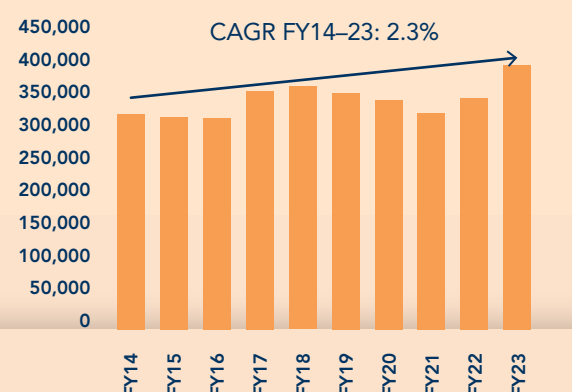
MOTOR VEHICLE IMPORTS (UNITS)



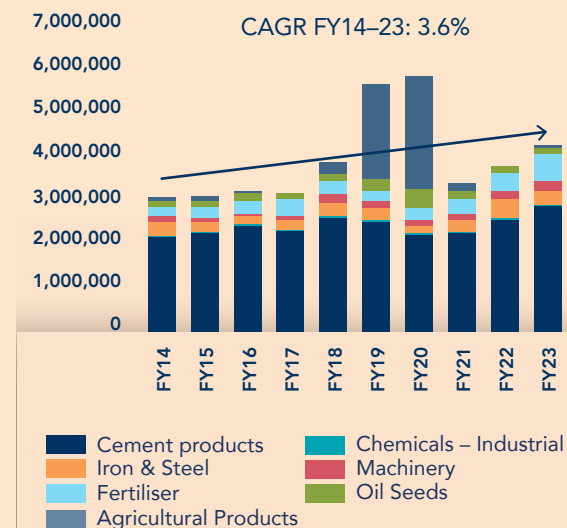
FULL CONTAINER IMPORTS (TEUs)



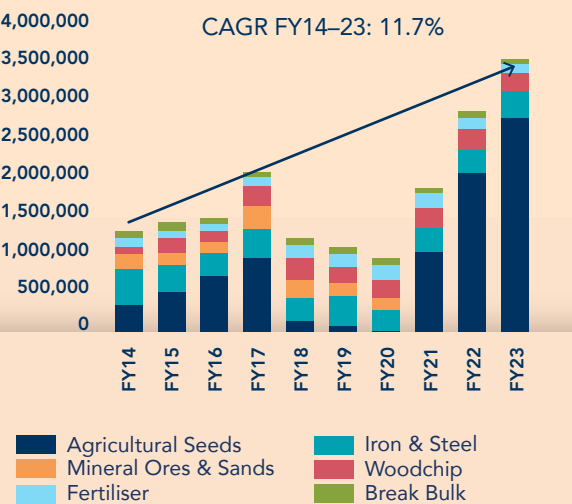
FULL CONTAINER EXPORTS (TEUs)



KEY DRY BULK IMPORTS (Tonnes)



KEY DRY BULK EXPORTS (Tonnes)



Trade

Motor vehicle imports increased after the recent manufacturing restrictions caused by the low availability of key parts (particularly semi-conductors). Local consumer demand increased during FY23 and the Port's total import volumes exceeded pre-COVID-19 levels reaching 259,499 units, a 15.7% increase on FY22 volumes.

In the second half of FY23, ongoing biosecurity matters surrounding the importation of vehicles contaminated with seeds and other plant-based materials caused the sector considerable delays at the berth and in vehicles being made ready for delivery to retailers.

In the wet bulk sector, the Ampol Refinery was mostly at full production, with imported crude tonnages reaching 4.93m tonnes. Refined fuels made up any demand shortfall with a total of 3.83m tonnes imported.

We continued to work closely with customers seeking short-term cargo storage opportunities on Fisherman Islands. Historically, our short-term storage options have supported SEQ projects, allowing customers to store oversized items such as construction, engineering, and wind farm componentry at the Port prior to it being trucked to site.



Storage of wind farm componentry at the Port.

TRADE SPOTLIGHT

Beef exports

Containerised refrigerated beef exports increased in FY23 following two successive years of declining volumes as farmers continued to re-build herds. Total volumes reached approximately 56,000 TEU in FY23, increasing by approximately 7% on the previous year.

Most of Port of Brisbane's containerised refrigerated beef exports were shipped to the traditional markets of Japan and South Korea, though trade to China increased by over 20% after improving trade relationships between Australian and Chinese Governments resulted in the removal of trade restrictions on several processing facilities earlier in the year. Industry body Meat and Livestock Australia (MLA) is reporting that Australia's national cattle population is now at its highest level since 2014. Although the meat processing sector has experienced ongoing labour shortages over FY23 restricting throughput, the MLA is anticipating that national cattle slaughter and export tonnages will increase again in FY24.



Motor vehicles

Despite a challenging year for the automotive supply chain, Port of Brisbane's import motor vehicle throughput reached record volumes in FY23 with almost 260,000 units recorded.

Many vehicle manufacturers have been in a recovery phase following the pandemic induced supply chain disruptions, resulting in high volumes of back orders and pent-up demand for new vehicles.

In the second half of FY23, Biosecurity officials determined that a significant proportion of imported cars required extensive cleaning after arriving contaminated with seeds and other biosecurity hazards after being stored in unsealed land prior to export at the load ports overseas. This resulted in local supply chain delays and required a collaborative effort by all stakeholders to execute contingencies in efforts to minimise the delays.

PBPL appreciates the determined efforts of all supply chain partners involved in achieving this record throughput milestone in what were often challenging conditions over FY23.



Overall trade
tonnage:
an increase
of 4.8%

33.59
million tonnes



1.56
million TEUs

Total containers:
an increase
of 1.3%
(includes empties
and transhipments)



Full export
containers:
an increase of
14.3%

390,708
TEUs



649,441
TEUs

Full import
containers:
a decrease
of 2.8%

As at 30 June 2023.

FY23 trade compared to FY22 trade.

Supply chain efficiency and port access

As Port Manager, we proactively manage road, rail, channel and infrastructure assets to optimise port access and port stakeholder supply chains. Our well-maintained and efficient wharves, bridges, roads and services are a distinct strategic advantage for our customers.

We proactively manage these assets to provide high quality infrastructure for our customers, 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. We engage with our customers and stakeholders on a regular basis to understand their future plans and the opportunities and challenges emerging within our industry.

Development and long-term performance of our assets is critical to the economic functioning of the Port, and we seek to ensure our assets are sustainable and resilient. As Port Manager, we are responsible for the development and maintenance of major port assets including roads, wharf infrastructure, and water and sewerage services. Like PBPL, our customers rely on high quality asset performance to operate their businesses.

We are progressively developing the 224ha Future Port Expansion (FPE) area on Fisherman Islands to meet demand for new industrial land and support trade-related growth. The FPE is a unique asset and distinct strategic advantage for the Port, providing room to grow over the long term.

The Port benefits from strong road connectivity and is connected to rail via our BMT facility. The underutilisation of freight rail remains a significant challenge to the Port and our customers as well as the broader SEQ community in terms of its liveability and environmental impacts.

In FY23, approximately 1.1%[^] of containers moved through the Port on rail (approximately 1.1% in FY22 and 1.7% in FY21), well below global standards of around 20–30%.

Our 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 maintained to a safe, navigable depth for commercial shipping. This requires our teams to undertake ongoing surveys of the channel, berth pockets and swing basins, conducting maintenance dredging and bed levelling as required throughout the year. Our maintenance dredging task is led by our dredge vessel, the *TSHD Brisbane*, typically over the summer months.

Through our world leading NCOS Online technology, we have enhanced marine access and delivered other benefits for our customers. We are also 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.

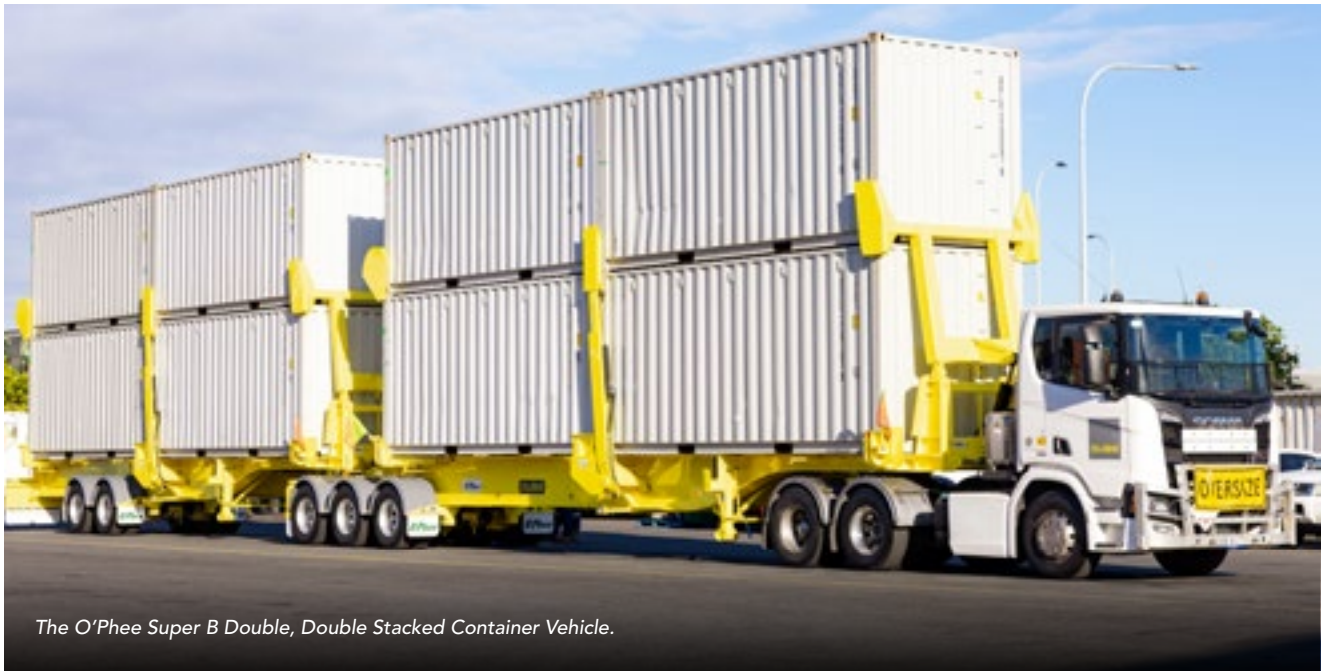
Landside

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 (QPS) 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.



The O'Phee Super B Double, Double Stacked Container Vehicle.

SUPER B TRIPLE

Port customer, ACFS Port Logistics, is operating a new, PBS-approved Super-B Triple vehicle at the Port of Brisbane. The vehicle is 42-metres long and approved to transport six TEU containers per trip.

Having received approval from the National Heavy Vehicle Regulator (NHVR) and consent from PBPL as Road Manager, the new vehicle has commenced operations on a defined route at the Port.

It followed a substantial period of design, collaboration and trialling with relevant logistics stakeholders to ensure it met necessary safety and transport standards. The new vehicle will also support greater efficiency and reduced emissions through fewer truck movements.

This is the second Super-B Triple vehicle to operate within the Port of Brisbane on a defined route under strict conditions and controls.

DOUBLE STACKED CONTAINER VEHICLE

In June, our customer Qube successfully completed a trial of its new double stacked container vehicle – the first design of its kind globally. The trailer, developed by Qube with O'Phee Trailers and the Drake Group, transports up to eight empty double stacked containers on a defined route at the Port, predominantly within Qube's site port facilities and limited port roads.

The launch of the trial was attended by the NHVR, PBPL and the Australian Road Research Board and followed a significant period of design, safety assessments,



ACFS' new Super B Triple vehicle.

engineering and consultation by Qube with its stakeholders, including PBPL. Under its current permit and consent conditions, this vehicle will operate under strict safety and operating protocols which includes speed limits, wind monitoring, and driver training and inductions.

Qube has confirmed that the new vehicle will increase their productivity and efficiency while prioritising safety for the vehicle driver and road users. By reducing the number of vehicle movements to transport containers, it will also ultimately help reduce emissions.

Ahead of the trial, PBPL also completed road infrastructure works along the route to further support safety.

Supply chain efficiency and port access

Future Freight Energy Hub

In July, PBPL was selected as the first 'Future Freight Energy Hub' by the Queensland Transport & Logistics Council (QTLIC), receiving a grant to work with customers and local operators to increase understanding and facilitate industry engagement to help remove barriers to transitioning to Zero Emissions (ZE) vehicles.

We held an Information Session in September followed by a ZE Vehicle Ride Day event in March, to enable stakeholders to experience ZE vehicles and meet with technical specialists.

While the grant has been completed, we continue to engage with our customers to understand their future plans and how PBPL can assist and respond within our role as Port Manager in areas such as infrastructure, permit consent for new vehicles on port roads, and opportunities for customers to consider renewable energy agreements through the Port of Brisbane Virtual Energy Network. We have established an internal working group, bringing together representatives from our Infrastructure, Logistics, Sustainability and Technology teams to consider industry developments and respond to customer feedback.

Lucinda Drive improvement works

Every year, around three million vehicles travel on port roads, many of these heavy vehicles, which is why we continue to invest in our road assets and infrastructure to improve safety for all users.

During the year, we completed improvement works on a section of Lucinda Drive – one of the main roads on Fisherman Islands.

The risk reduction and safety upgrade project was completed in December and delivered significant safety improvements including installation of speed awareness monitors, audible line markings, a widened centreline treatment to further separate traffic and road shoulder reprofiling. Other works included an extension of the merging lane from Sandpiper Avenue to Lucinda Drive, Lucinda Drive intersections changed from 'Give Way' to 'Stop' and roundabout treatment at the Bishop Street/Lucinda Drive roundabout.

A pavement rehabilitation project completed on Lucinda Drive involved over 11,000 tonnes of existing pavement that was removed and retrieved for recycling by Rino Recycling where it will be processed and re-used into other materials, saving it from landfill and helping us progress our circular economy ambitions. The new road surfacing was constructed using Recycled Asphalt Product (by Downer), creating a saving of 50.3 tonnes CO₂ equivalent; the same as taking 21 cars off the road for one year.

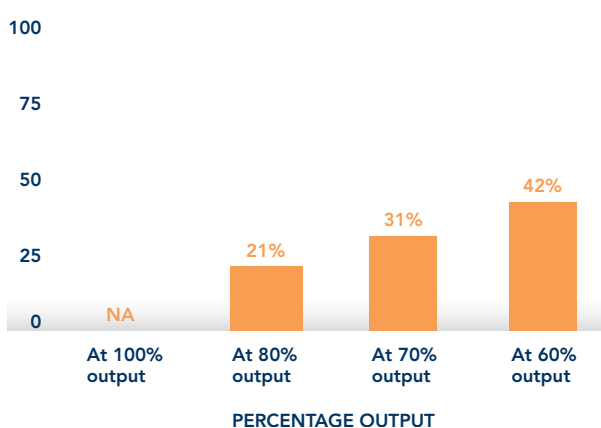
Smart lighting trials

In FY22 we successfully completed a trial of smart node PE cells on the LED lighting at our GP Berth, enabling us to extend the trial in FY23 to remotely controlled, automated light dimming. This reduced power consumption at the GP Berth's terminal by 40% this year, consolidating our understanding of the potential ongoing benefits of the smart lighting. The trial of this large area was also an important precursor to conducting a streetlight-specific trial on Fisherman Islands adopting the same smart node technology.

The streetlight trial was conducted on Whimbrel Street during periods of low traffic volumes (10pm to 4am) and over multiple blocks of 6 to 10 weeks. The trials tested various dimming levels and the energy and cost savings gained using the smart lighting for each associated dimming level. The trial sought to explore and understand the maximum energy and cost savings that could potentially be gained while still complying with Australian Standards aligned with the DTMR specifications to ensure all safety and road regulatory requirements were met during the trial.

The technology also provided additional benefits including real-time monitoring to detect system faults (such as lamp faults or power outages), which has the potential to deliver strategic maintenance and operational benefits.

WHIMBREL ST STREETLIGHT TRIAL DIMMING LEVEL – SAVINGS (%)



Beneficial re-use of road pavement profilings

Our Infrastructure and Land Development teams have worked with Rino Recycling to beneficially re-use profilings from road improvement projects at the Port.

To date, over 17,000 tonnes of profilings have been either recycled or used at our Future Port Expansion (FPE) area as bund walls and temporary access roads, reducing project costs and preventing this material from going to landfill. These initiatives not only form a part of our circular economy ambitions but also result in emissions savings through reduced material transport requirements.

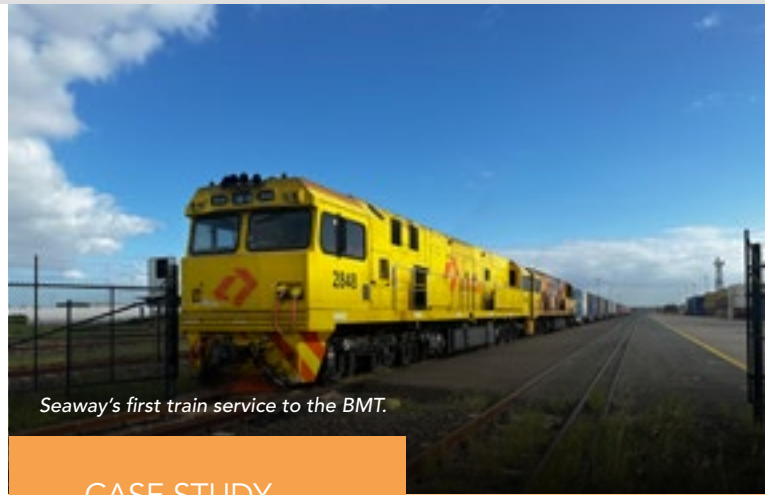
CASE STUDY



Profilings were used in the creation of some new bund walls within the FPE.

Smart water meters

In October 2021, PBPL assumed responsibility for water and sewerage metering and billing arrangements for port customers following the introduction of Urban Utilities Simpler Pricing Initiative for its non-residential customers. Over the last 18 months, we have installed remote monitoring devices on over 155 water meters across our precincts. These devices provide better visibility of our water network through contemporary systems that enable real-time monitoring, improve billing efficiency and enables better detection of issues such as leaks. The meters will also help PBPL and our customers to better manage water consumption.



Seaway's first train service to the BMT.

CASE STUDY

BMT welcomes Seaway

In late-March, we welcomed the arrival of Seaway's first new train service to our Brisbane Multimodal Terminal, bringing containerised grain from Central Queensland.

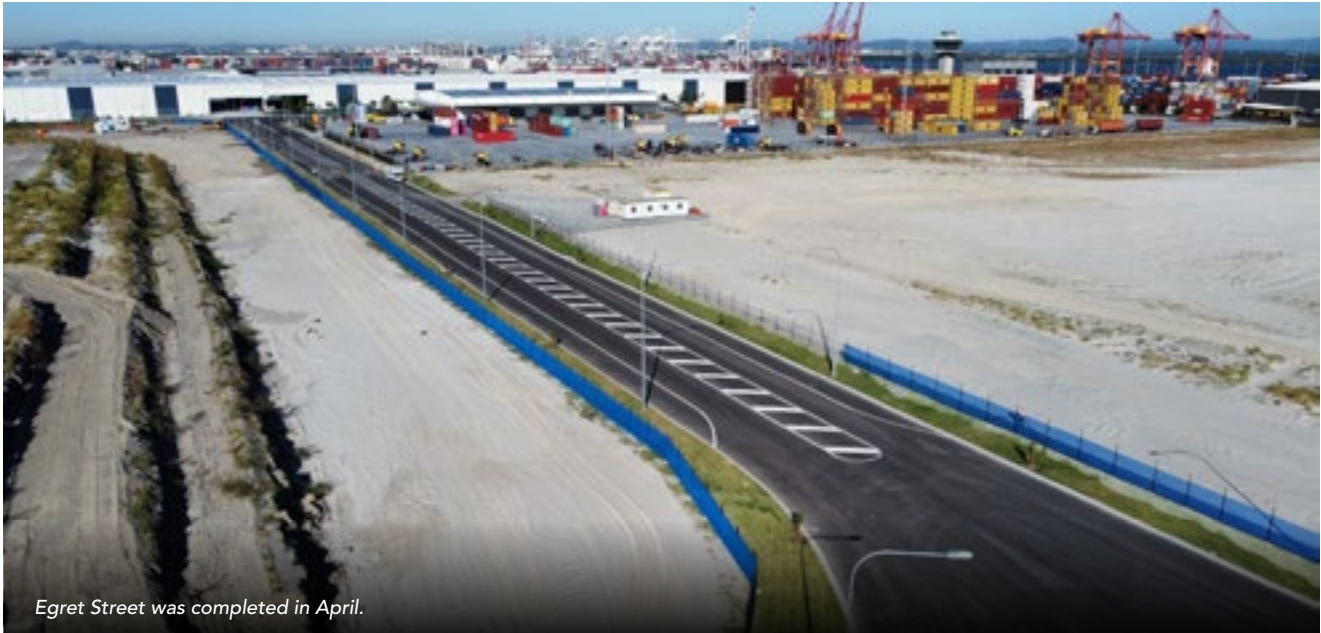
Seaway has worked tirelessly with grain suppliers to support the transition of containerised grain back to rail, giving more optionality to exporting farmers and reducing the reliance on road freight.

Dedicated port freight rail connection

We continue to advocate at all levels of government to connect the Port of Brisbane to the Inland Rail project via a dedicated freight rail connection, which would deliver significant community, environment, and industry benefits.

In April, the Federal Government released its response to the Independent Review into the Inland Rail project. While it was disappointing to note that the Independent Review did not address the need for a dedicated freight connection to the Port of Brisbane from the proposed Ebenezer intermodal terminal, we continue to engage with Government about the project.

Supply chain efficiency and port access



Egret Street was completed in April.

Future Port Expansion Area

Land development

We continued our ongoing work to progressively develop and open up access to new land in our Future Port Expansion (FPE) area during the year.

Ground improvement works in the Paddock B1 within our Future Port Expansion (FPE) area were substantially progressed during the year, to bring online approximately 12ha of land for future port development. A vacuum consolidation technique was adopted for part of the site to maintain the stability of the site adjoining the Bay, further minimising the risk of environmental impact from our activities.

Our infrastructure and property teams successfully delivered a new 480m stretch of road 'Egret Street', which now provides access to approximately 11.5ha of improved land at our FPE area for property development to support trade-related businesses at the Port. Both stages of works were completed without safety incidents. As part of our efforts to reuse materials and minimise waste wherever possible on infrastructure projects, all excess earth trimmings from the project were re-used within our FPE site as part of the land creation process.

Beneficial material re-use

Over the summer months, approximately 230,000m³ of sand was placed in Paddock R3 within our FPE area by our dredge vessel, *TSHD Brisbane*, as part of the ongoing Spitfire Realignment project. This material is then beneficially re-used for land development purposes at the Port, including site filing and surcharging activities. Underway since 2005, the Spitfire Realignment project is straightening a section of our navigational channel which will improve safety and efficiency for vessels transiting the channel.

Every year, the *TSHD Brisbane* undertakes maintenance dredging under strict permit conditions in the Port's navigational channel. The maintenance dredging is part of our Under Keel Clearance management, which is essential to ensure safe accessibility and manoeuvrability for commercial shipping vessels within the navigational channel to and from the Port. As part of this year's channel maintenance program, approximately 45,000m³ of mud was dredged from the navigational channel and beneficially re-used in our C3 and B3 Paddocks within the FPE Area as part of our land creation process.

BMT's greener Container Handling Equipment

Our Brisbane Multimodal Terminal (BMT) handles around 18,500 containers each year.

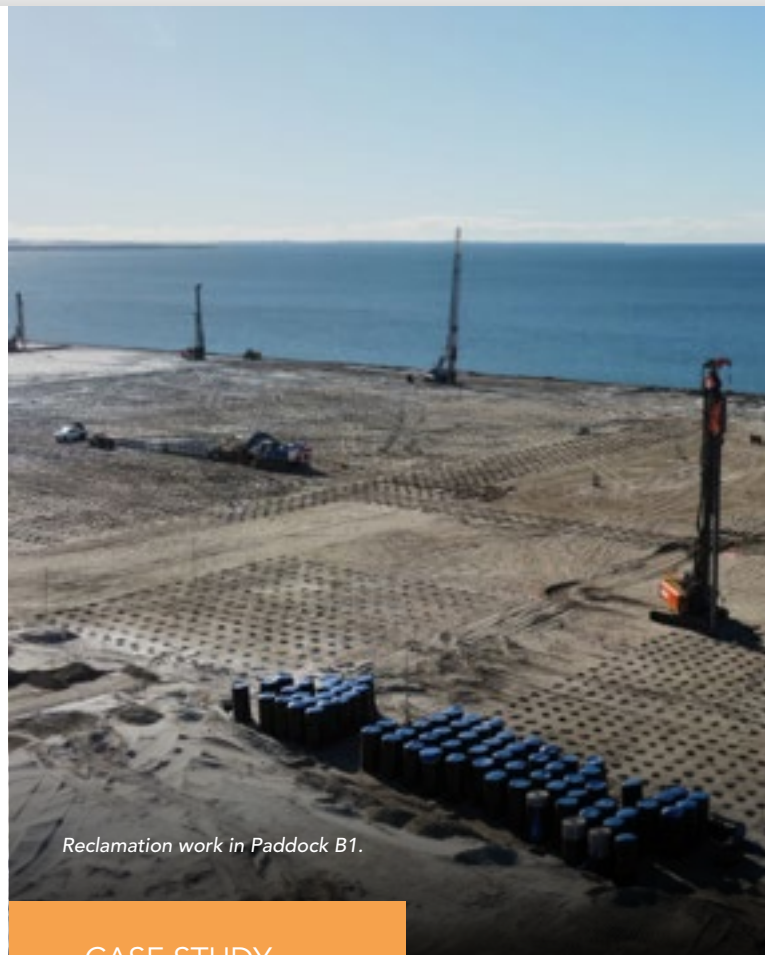
These are moved around the yard and on/off rail or trucks by top lift container handling equipment (CHE), operated by our skilled team at the BMT.

When one of these CHEs was ready to be replaced, the team found a solution by working with Cummins and Clark Equipment to have the machine fitted with a diesel oxygenation catalyst. This feature is anticipated to reduce the machine's diesel emissions by around 30% over its lifetime.

CASE STUDY



Our BMT team that oversaw delivery of the new container handling equipment.



Reclamation work in Paddock B1.

CASE STUDY

Carbon neutral land reclamation achievement

We've adopted two initiatives to achieve carbon neutrality for the vacuum consolidation component of the current Paddock B1 ground improvement works within our FPE area.

By replacing diesel pumps with electrical pumps to undertake vacuum consolidation works – where excess water is removed from the ground – we have avoided the use of 1.8ML of diesel, the equivalent avoidance of approximately 4,000 tCO₂e (tonne carbon dioxide equivalent) emissions.

In addition, our contractor (Menard MGN JV) is participating in a carbon offset scheme with its electricity retailer, AGL, to offset approximately 1,167,000 kWh of electricity, equivalent to approximately 900 tCO₂e emissions.

Supply chain efficiency and port access

Waterside

Wet bulk terminals – safety improvements

During the year, we delivered safety improvement works at three wet bulk terminals. Fire safety upgrades were completed at our Port North Common User Berth and Pinkenba Berth, while concrete remediation works were delivered on the mooring dolphins at the Fisherman Islands Bulk Berth No. 2.

Wharf improvement works

In February, our infrastructure team completed a complex multi-year project to install new cathodic protection on Wharves 1 to 3 and the Coal Wharf, protecting their supporting structures from potential corrosion. With specialist consultants and contractors, the project reviewed the structures, completed predictive modelling, identified remediation works required, and developed long-term maintenance plans.

Working with our contractors and consultants, Freyssinet and GHD, the teams managed a number of challenges that come with older structures with prolonged exposure to harsh marine environments, but also delivered innovations including:

- identifying safer and more efficient ways of working, including a zero-gravity harness for the jackhammer and a cutting frame for safely and accurately cutting the wharf concrete
- installation of permanent new power to adjacent contractor sites, improving safety and reducing emissions by removing the need for diesel generators
- delivery of a permanent contractor/PBPL boat ramp with better river access to marine structures, reducing travel time and associated vessel emissions, and increasing productivity.

Our teams also maintained significant and ongoing collaboration with customers and contractors to help minimise disruption to customer operations.



The TSHD Brisbane completing the Maroochydore Beach Replenishment Project.



Our Infrastructure team completed a multi-year cathodic protection wharf project during the year.

Surveying and bed levelling work

During the year, our Hydrographic Surveying and Marine teams continued to respond to the impacts of the 2022 flood event in Brisbane.

Over the last 12 months, they have continued to conduct extensive surveying and bed levelling work particularly within the Brisbane River reaches and berth pockets to ensure a safe, navigable depth for commercial shipping, conducting 582 surveys within port limits to support this work.

Our teams have also continued to support local South East Queensland councils, providing hydrographic surveying support to various infrastructure projects led by Councils.



Maroochydore Beach Replenishment Project

In November, our dredging team on the *TSHD Brisbane* supported the Sunshine Coast City Council's Maroochydore Beach Replenishment Project. Completed in just over a week, the *TSHD Brisbane* made 21 trips to Moreton Bay and back, placing the sand by 'rainbowing' (when the sand is mixed with water and sprayed from the bow in a huge arc) and bottom placement (when the sand is released into the water via a valve in the vessel's hull). The project was undertaken in accordance with strict regulatory approvals and PBPL's strong environmental management controls in place to ensure minimal environmental impact.

Our new Jila barges

In June we took possession of two new barges, *Jila I* and *Jila II*, which were constructed to replace our existing barges. These barges have been designed for maximum versatility where they can be used together side-by-side or in front of one another, or used individually. Operating within port limits, our barges support the bed levelling, maintenance dredging and wharf repair work undertaken by our infrastructure, marine and hydrographic surveying teams. Construction was overseen by our Marine Maintenance team, with the barges designed to allow them to be stored out of water when not in use, making maintenance easier and reducing some maintenance requirements. They can also be transported by road if required, which ensures the barges can be deployed more easily should they be required outside of port limits, such as to support *TSHD Brisbane* requirements.

Material repurposing – reclamation valves

Our teams at the Operations Base have made a strong and concerted effort this year to identify opportunities for material repurposing at their worksite.

After replacing valves from our *TSHD Brisbane* vessel, our Marine Maintenance team identified an opportunity to repurpose these to support our land reclamation works on Fisherman Island. The valves are a key piece of equipment used to place material onshore within our FPE area as part of the land creation process. Powered by a hydraulic power pack, the valves are easily transported to our reclamation site for the duration of the *TSHD Brisbane*'s campaign over the summer months, with the eight valves successfully used for the first time this year, saving them from landfill.

CASE STUDY



Valves from the *TSHD Brisbane* vessel now used to support land reclamation works.

Brisbane International Cruise Terminal

Since opening on 2 June 2022, the Brisbane International Cruise Terminal (BICT) has celebrated a successful first year of operations.

In FY23, it welcomed 139 cruise ships and over 667,000 passengers travelled through the facility, whether starting or finishing their holidays or visiting Brisbane for the day.

The BICT has played a vital role in the successful restart of cruising in Queensland, with strong commitment by our cruise line partners seeing three vessels homeported over the summer months (including one year-round homeporter), new itineraries and new opportunities opening up for the cruising public. Cruise ship bookings throughout the busy summer months remained high, at times welcoming up to six vessels per week through the facility.

Stakeholder and passenger feedback

The feedback from our partners and the community has been positive about the new BICT, which has firmly established itself as Brisbane's newest tourism gateway.

We have received some feedback about the terminal's location, public transport connectivity, amenity, and the conditions of the local road network, and we continue to engage with state and local governments to improve these roads primarily for safety as well as visitor amenity. We are also continuing to engage with government about potential opportunities for public transport connectivity to the BICT.



The Pacific Encounter at the BICT.

Economic boost for Queensland

Research we commissioned by Deloitte Access Economics in 2022 (DAE) shows that the BICT provides a significant economic boost to the Queensland economy, with an estimated \$940,000 in Gross State Product per ship call. Over the decade from FY22, DAE estimates that cruising from Brisbane will contribute around \$1.15 billion to the state economy.



The BICT celebrated 12 months of operation in June.



BICT marked 100 cruise ship calls in February.

During FY23 at the Brisbane International Cruise Terminal

139



cruise ships welcomed

Over
667,000



cruise passengers transited through the facility*

Around
130



hard working staff support each cruise ship call, from across our partners

Approx.
\$940,000

contributed to the Queensland economy each ship call**

9,308



largest number of passengers in one day (embark and disembark)

* Passenger numbers include embarkation, disembarkation and transit.

** Deloitte Access Economics (2022)

Property

Port of Brisbane develops and manages one of South East Queensland's largest industrial landholdings set across five distinct property precincts. Port precincts support a diverse range of land uses including industrial, transport operations, marine infrastructure, retail/commercial and environmental buffers.

PBPL oversees development of port land, guided by our long-term Master Plan with planning tools such as the Brisbane Port Land Use Plan 2020 and Technical Guidelines 2021. Where practical, we seek to incorporate best practice and innovative sustainable design into all new projects.

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

Port West Industrial Estate

Demand has remained strong for land within our Port West Industrial Estate over recent years, with Stage 1 of the estate becoming 'fully committed' during the year.

Work has continued on the second stage of the estate with construction completed on the first portion of a new access road, "Signal Close", into Port West (Stage 2), providing direct access from Lytton Road to approximately 23ha of improved developable land.

As we continue to receive sustained, strong interest for the available land parcels, we have substantially progressed ground improvement works on approximately 7ha of new land.



Port West

New customer facilities

Construction was completed in November and January on stages 1 and 2 respectively of a new container park development for global logistics and supply chain operator, MEDLOG. Located on Fisherman Islands, when it is fully operational the new facility will be one of the world's most automated container parks, incorporating high-end technology to deliver world-class standards in terms of operation and safety.

We were pleased to officially open a new warehouse and depot for Arrow Transport in June. Having moved from a casual lease to a purpose-built permanent home, the development comprises a 7,900sqm warehouse, 600sqm workshop, 540sqm office and 35,000sqm, 100-tonne-rated hardstand together with washbay, fumigation pad and fuel refuelling within a 4.96ha site on Fisherman Islands. The new facility was delivered by principal contractor, McNab.



Our teams delivered a new container storage and logistics facility for one-stop logistic solutions company, Malec. Located on Fisherman Islands, we redeveloped an existing 4.35ha site to meet Malec's specific requirements for dedicated container storage, truck/trailer parking, washbay, workshop and office. The new facility was completed by principal contractor, FKG, in June.

We also delivered hardstand expansion projects for existing customers during the year, including Mondiale VGL (November) in our Port Gate Estate as well as for DNV Transport (April) and Team Transport & Logistics (May) within our Port West Industrial Estate.

PBPL facilitated significant property development across the port precinct during FY23:



Property



Arrow Transport's new facility on Fisherman Island.

Under construction

We have commenced construction of two projects for long-term port customer iOR, which will support their recently completed \$57.6 million fuel pipeline and terminal project. PBPL was pleased to help enable this important project by changing the tenure of the bulk liquids wharf to become common user infrastructure. We are also developing a fuel tank and Adblue manufacturing facility for iOR at our Port Gate Estate.

Works also commenced in June for Rogers Transport, following the signing of a 15-year lease for a 4.96ha site within Port West. The new development will include a 15,700sqm warehouse, 1,450sqm purpose-built workshop with fully automated truck wash, 370sqm office space and two recessed loading docks. An area of the warehouse will accommodate drive-through vehicles and a section will be rated for dangerous goods.

Land leases

We have also finalised agreements with a number of customers for land leases at sites within our Port Gate, Port North and Fisherman Island precincts. Under these agreements, our customers are responsible for developing the site for their operations within PBPL's planning framework.

NABERS ratings

We seek to maintain good efficiency and environmental performance of PBPL-managed buildings to help limit our impact footprint.

During the year we completed National Australian Built Environment Rating System (NABERS) assessments on three PBPL-managed buildings. PBPL occupies 3 Port Central, with the other buildings leased by customers. The Water and Waste assessments were completed for the first time for all properties; as a result some opportunities to improve were identified. Some waste streams were not able to be applied to our NABERS ratings due to our data not meeting the NABERS standard. PBPL will investigate the way it collects its data to ensure it meets NABERS requirements. The Energy assessment was completed for the first time at 1 Sandpiper Avenue, with 3 Port Central and 3 Sandpiper Avenue receiving the same results as the previous year. The highest NABERS rating is 6 stars.

NABERS ratings, PBPL-managed buildings 2023

PBPL-managed building	ENERGY Energy efficiency	WATER Water used and recycled	WASTE Recycling and resource recovery performance
3 Port Central	★★★★★ High performance	★★★★★★ Market leader	★★ Making a start
3 Sandpiper Avenue	★★★★★ Superior performance	★★★★★ High performance	★★ Opportunities for upgrades
1 Sandpiper Avenue	★★★★★ High performance	★★★★★★ Superior performance	★★★ Opportunities for upgrades

Green concrete trials

We are constantly re-evaluating our baseline position on minimum standards for incorporating sustainable design elements into our developments. We continue to work with our contractors to identify, consider and trial new products and initiatives within our projects where possible.

By their nature, warehouse developments on greenfield sites present greater sustainable construction opportunities compared to projects with a larger hardstand component. However, we continue to explore ways to minimise our construction impacts on these projects and have been encouraged by several 'green concrete' trials this year.

Trialling green concrete products (those with lower embodied carbon content from a reduction in the use of portland cement) provides an opportunity to reduce our impact on projects with a large hardstand component, which otherwise have limited scope to achieve good sustainability outcomes.

We have conducted a number of smaller trials with different products such as Wagner's Earth Friendly Concrete, Hanson's Ecotera and Boral's Envirocrete® Plus, on a variety of applications. We have been encouraged by the results to date and will continue to monitor performance and durability over time.

Throughout this process, we have continued to learn along the way through addressing construction challenges, identifying opportunities to use new products, and learning about its application, finish, and product supply constraints. Incorporation of green concrete products has been an investment by both PBPL and our consulting and contractor partners, and we appreciate their support. We will continue to consider opportunities to use new products where practical and as technologies and materials evolve.

Water recycling

Throughout the year, we deployed three containerised industrial water recycling systems at new developments for Arrow Transport, MEDLOG and Malec. These systems work to remove solids, oils and grease, metals and other organic matter from water used in washbays, allowing the cleaned and polished water to be reused, significantly lowering both water consumption and operating costs.

Recycling of materials from brownfield construction sites

This year, we redeveloped an existing site for our new customer, Malec, on Fisherman Islands. As the existing site was previously used for a car storage area, it required the removal of approximately 4.3ha of chip-seal pavement and approximately 3.4ha of hail mesh netting, including columns and footings. In demolishing the existing facility, we sought to reuse or repurpose as much material as possible.

In total, 513m³ of chip-seal pavement was removed and reused by the Port on haul roads in our FPE area. Additionally, more than 200 steel support columns weighing 13.84 tonnes was sent for recycling and 67 tonnes of concrete was sent for crushing and recycling into various aggregates. The site's existing light poles were reused and, where possible, large rock boulders were repurposed throughout the landscape design.

CASE STUDY



Malec's new facility.

Digital

By 2030, we have a goal to be a leading digital port. Key to this is the ongoing improvement of our technological capabilities, ensuring a strong cybersecurity posture, and supporting our people and their projects through digital innovation.

Enhancing our technological capabilities is essential to ensuring we can continue to grow, innovate and deliver strong sustainability outcomes.

Data validation

Like many businesses, the data that we work with continues to grow in both volume and complexity. During the year, our Technology team worked with teams across the business to establish and maintain integrated systems that capture auditable data in near real-time. This system brings together existing operational data and aims to provide a robust, sustainable and scalable approach to its use across monitoring and operational performance as well as value creation for the business.

An important part of this ongoing work is to ensure we are upskilling our people in how they collect and process data, such as environmental and field-based sensor data; our Technology team has worked directly with employees to seek their input and help them understand the value of the new system.

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 (SOCRI) Act 2018* legislation. This is delivered through our systems, processes and technology coupled with important training and awareness for staff and stakeholders.



The TSHD Brisbane

Always on data – TSHD Brisbane

During the year, our Technology team and TSHD Brisbane crew worked together to improve the IT network on the vessel. As part of a staged implementation to achieve 24/7 connectivity onboard, the vessel can now communicate and undertake all business-related activities at any time, regardless of its location around the Australian coast and internationally, which significantly improves safety onboard. As part of these works, our Technology team also delivered cyber security and systems upgrades to enhance vessel monitoring and support corporate communication requirements.

CASE STUDY

Managing our e-waste

We seek to ensure the reuse or recycling of our technology equipment wherever possible.

In May, we sent 804kg of electronic waste (e-waste) from our operations, including desktops, laptops and miscellaneous used electronic waste, for recycling and repurposing to a specialist organisation, who ensure all materials recovered are recycled using industry best practice. In total, 210kg of this e-waste was able to be repurposed or remarketed; the remainder will be broken down into componentry where practical or destroyed and processed as electronic waste.

Procurement

PBPL has zero tolerance for modern slavery and strives 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)*.

Modern slavery

Throughout the year and led by our Modern Slavery Steering Committee, we have delivered a number of initiatives to strengthen governance, awareness and collaboration relating to modern slavery. This includes reviewing relevant PBPL policies and procedures, including our Sustainability Policy, and updating our Contractor Guidelines to include our approach to preventing modern slavery, which informs our contractors and suppliers of our requirements at the Port of Brisbane.

Our employee compliance training matrix was updated to require annual modern slavery training for all employees and an updated modern slavery training module was made available. In December, we published our third annual [Modern Slavery Statement](#) in line with the Australian Government's reporting requirements.

We also continue to explore opportunities for engagement on approaches to modern slavery with our customers, stakeholders and specialist advisors, and communicate and share learnings with our securityholders.

ERP Transformation Project

During the year, we commenced 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 ISO 20400. While work commenced during FY23, it will continue into future reporting periods.





Planet

OUR 2030 PLANET GOAL:

Achieve net
positive
environmental
benefit



Port of Brisbane operates in a sensitive natural environment, located immediately adjacent to Ramsar wetlands and the Moreton Bay Marine Park. Our internationally accredited Environmental Management System ensures we minimise port impacts while protecting and enhancing the surrounding environment. We are strongly focused on responding to climate change impacts and minimising our footprint through effective resource management. We have a strong record of leading environmental innovation and are proud of our partnerships with our customers, stakeholders, and the community.

Progress Towards Our 2030 Goals



FOCUS AREA	2030 FOCUS AREA GOAL	FY23 PROGRESS
1. Air Quality <p>We have a responsibility to ensure our operations do not significantly negatively impact local and regional air quality. We proactively monitor and manage air quality, working with partners including government and academia, and publish real time air quality monitoring data on our website.</p>	No National Environmental Protection Measures (NEPM) exceedances	<ul style="list-style-type: none"> Zero NEPM exceedances attributable to port operations
2. Energy efficiency <p>Reducing our emissions requires effective management of energy use and a transition to clean energy sources. It requires significant investment in infrastructure that is focused on low-carbon smart energy systems.</p>	Net zero emissions (Scope 1 & 2)	<ul style="list-style-type: none"> Scope 1 and 2 emissions (with offsets) reduced by 49% on FY22 Approximately 23% of PBPL energy generated from onsite renewables Successful implementation of PBPL's Virtual Energy Network (VEN)
3. Climate change resilience <p>As a coastal asset, we must ensure the Port is resilient to the impacts of climate change in our planning and development.</p>	Minimise our climate risk and increase our adaptive capacity	<ul style="list-style-type: none"> Updated climate risk assessment to align with the Equator Principles' (2020) reporting requirements on climate change risks and the Task Force on Climate-related Financial Disclosures (TCFD).
4. Resource management <p>PBPL has opportunities to reduce both waste generation and water use at a local level. Our Target Zero strategy has set aspirational goals to reduce our resource use.</p>	Zero PBPL-generated waste to landfill and net positive water	<ul style="list-style-type: none"> Total waste recycled increased to 52% 6.4 tonnes of material upcycled Significant increase in waste to landfill and commingled recycling volumes attributed to BICT's first year of operations
5. Water quality <p>The Brisbane River and Moreton Bay are valuable environmental and tourism assets to South East Queensland. Sediment and nutrients have the greatest influence on water quality and overall environmental health. We proactively monitor and manage water quality in the Brisbane River and Moreton Bay by undertaking real-time water quality monitoring, delivering innovative sediment reduction projects, and monitoring port operations.</p>	Influence the implementation of the offsite stormwater initiatives (25km rehabilitated)	<ul style="list-style-type: none"> Completed joint project with Brisbane City Council at Downfall Creek, rehabilitating approximately 1km of creek bed Our project with Ipswich City Council rehabilitated 110 metres of creek bed at Woogaroo Creek Commenced a project to rehabilitate 550m of Laidley Creek with Healthy Land & Water including master planning a new section of works
6. Biodiversity <p>We operate in a sensitive environmental area, with a number of threatened and endangered species frequenting port areas. Proactive management and monitoring ensures we preserve and enhance these important ecological values and minimise our impacts.</p>	Improve the quality of designated environmental areas across Port land supported by external assessment	<ul style="list-style-type: none"> Blue carbon and biodiversity assessment completed for port land

Resource management

At PBPL, we know that effective resource management is key to reducing our overall impact footprint. Two key strategies guide our work in this area – Target Zero and our Energy Transition Plan – and will help reduce our water, waste and energy use across our operations.

Our Board-endorsed Target Zero strategy seeks to achieve net zero emissions (Scope 1 and 2), zero PBPL waste to landfill and net positive water by 2030. Introduced in 2017, it applies to our main operations and all PBPL-operated sites.

Water

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 collect rainwater at the Port Office, BICT and the BMT.

This year, our water usage was 17,808kL, increasing from 1,962kL in FY22. The significant increase was due to the opening of the BICT in June 2022 that facilitated the movement of over 667,000 passengers (embarking, disembarking and transit) through the terminal during FY23.

PBPL's water consumption data, collection and analysis improved during the year with the installation of over 155 smart water meters across our precincts over the last 18 months that provide better visibility of our water network, including real-time monitoring and detection of issues such as leaks. This data was used to identify high potable water consumption at our Operations Base. Following further investigation, consumption reported at this facility was determined to be due to a leak, which was fixed promptly after identification.

Waste

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.

This year, we started capturing data relating to reuse of material at our Operations Base, where the maintenance of PBPL's marine fleet occurs. Our teams located at the Operations Base have embraced the opportunity to identify ways that waste material can be repurposed and reused including workshop scrap metals and old uniforms and personal protective equipment (PPE).

In seeking to minimise the overall waste generated by their operations, our team at the Operations Base has separated waste streams to maximise recycling opportunities for products including oils/fuels, cardboard, scrap metal and organic waste.

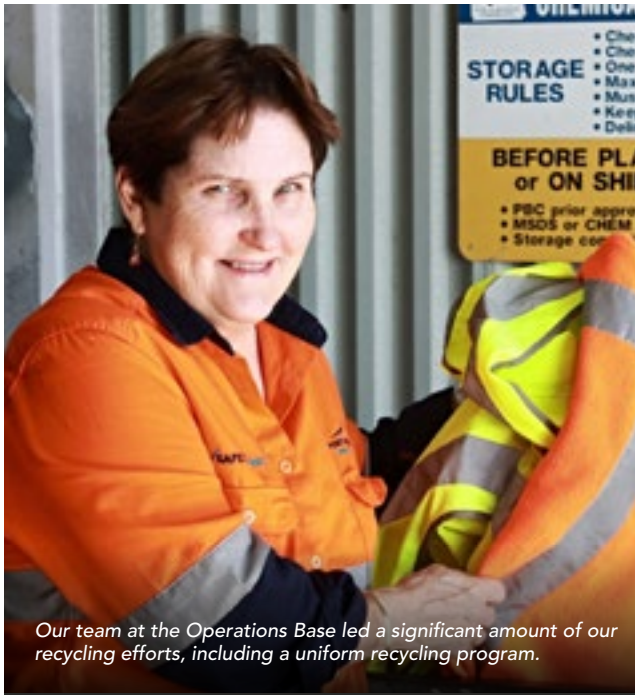
Total Waste Generated and Recycled FY21-FY23

	Metal Recycled (tonnes)	To Landfill (tonnes)	Hazardous Waste (Tonnes)	Organic Waste (Tonnes)**	Commingled Recycling (Tonnes)	Upcycling (Tonnes)***	Adhoc Recycling (tonnes)***	% Recycled
FY21	16.6	23.8	16.2	2	9.7	–	–	41%
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%

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

** Organic waste is now 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 FY21 or FY22.



Our team at the Operations Base led a significant amount of our recycling efforts, including a uniform recycling program.

We continued to participate in the Containers for Change program, recycling 10,106 containers and raising over \$1,000 for our Employee Charity. We also worked with Containers for Change to identify how the program could be implemented at the BICT where we anticipate a significant number of containers could be captured due to the high volume of passengers passing through the building every year.

The amount of waste sent to landfill and the volume of commingled recycling both increased on FY22, impacted by the first full year of operations at the BICT. Hazardous waste reduced due to overall small volumes of hazardous waste generated by PBPL operations and a quiet operational year for our vessel, *Ken Harvey*, which produces waste oil when in operation.

Waste Management Strategy

During the year, we developed and implemented a new Waste Management Strategy to focus the organisation towards our ambitious 2030 goal of zero PBPL waste to landfill through focusing on the right conditions and systems to facilitate a cultural change in waste management.

Implemented over the next two years, the strategy has a focus on education and awareness, improving waste management facilities and better measurement, monitoring and reporting of waste management.

Upcycling at our Operations Base

Our team at the Operations Base are passionate about reusing and upcycling materials in the workshop, finding new uses for marine and operational purposes.

By reinvigorating these materials, the team has prevented a significant amount of material from going to landfill.

This year, our team has reused jet nozzle flanges from the *TSHD Brisbane*'s hopper, created new light brackets for a floating pipeline for the *TSHD Brisbane* out of scrap steel, and repurposed an old trailer as a new water blaster trailer that can be used to support offsite vessel refits.

CASE STUDY



Upcycling at our Operations Base.

Resource management

Energy transition and emissions management

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.

Developed in 2020, our Board-endorsed Energy Transition Plan provides a blueprint for PBPL to transition to renewable energy and less carbon intensive fuel sources by identifying short and longer-term transition opportunities and setting out a Net Zero Emissions Pathway to ensure we are on track to achieving our emissions target.

We made significant progress in reducing our Scope 1 and 2 emissions (including offsets) during the year by 49% compared to FY22. Key initiatives that drove this reduction included purchasing carbon neutral fuel for our vessels and onshore plant and equipment (via the Ampol Carbon Neutral program), consuming renewable energy from our electricity retailer and energy generated through existing rooftop solar installations.

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. 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. This year, PBPL purchased 2,442,050 litres of carbon neutral fuel, offsetting 6,636 tonnes of our Scope 1 emissions. We have also recently added our vehicle fleet fuel to the Ampol Carbon Neutral Program, further offsetting our carbon emissions.

During FY23, approximately 23% of all PBPL energy was generated by onsite renewables (our rooftop solar installations on PBPL-operated buildings). Renewable energy consumed either behind the meter or through the Virtual Energy Network (VEN) resulted in avoided emissions of 1,197 tCO₂e.



Our largest rooftop solar installation is at the BICT.

We transitioned our energy contract to a retail power purchase agreement (PPA) from 1 January this year meaning that all our grid sourced energy is now supplied from renewable sources. We continue to be very active in our planning to source green electricity, install solar, and investigate biofuel and hydrogen opportunities.

The table below details our energy consumption by type and has been expanded to provide greater clarity between fuel and electricity types. The source of the electricity that we consume (electricity from the grid, electricity generated by rooftop solar on PBPL-managed buildings or electricity from the PPA) is also provided.

Energy Consumption by Type (GJ)

ENERGY TYPE	FY21	FY22	FY23
Diesel	94,620	69,715	32,279
Carbon Neutral Diesel	0	53,814	94,253
Unleaded	134	6	384
Carbon Neutral Unleaded*	–	–	9
Onsite Solar	5,576**	5,348	5,130***
Electricity	15,482	16,143	8,609
PPA Electricity*	–	–	8,151
Oils and Greases	852	468	755
Total	116,664	145,494	149,570^

* PBPL did not use Carbon Neutral Unleaded or PPA Electricity in FY21 and FY22.

** Solar data for FY21 was an estimate due to a temporary fault in a solar logger at the largest installation. The fault has been rectified.

*** Total solar generated was 5,238 GJ^.

^ Limited assurance by Ernst & Young.

Carbon Emissions by Scope (tCO₂e)

EMISSION TYPE	FY21	FY22	FY23
Total Scope 1	6,680	8,702	8,943^
Scope 1 with offsets*	-	4,914	2,307
Scope 2	3,483	3,587	2,009^
Total (Scope 1 and 2)	10,163	12,289	10,952^
Scope 1 and 2 with offsets*	-	8,500	4,316
Scope 3**	-	404,630***	518,414

* PBPL participates in the Ampol Carbon Neutral Fuel program.

** Scope 3 data collection commenced FY22.

*** The FY22 volume has been recalculated due to a data issue which has been resolved.

^ Reasonable assurance by Ernst & Young.

We have defined our Scope 3 boundary as including the shipping channel and road and rail networks to the end of the Port of Brisbane Motorway.

We continued 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. This is the second year we have reported Scope 3 emissions; the accuracy of the data we have collected is currently considered to be 'indicative' only, as further work is required to capture, analyse and report data more accurately.

In FY23, PBPL recorded 518,414 tCO₂e of Scope 3 emissions, an increase on the FY22 volume of 404,630 tCO₂e. The FY22 volume has been recalculated due to a data issue which has been resolved. Both the FY22 and FY23 numbers will likely be recalculated and reported in future reports as our methods improve. The increase in FY23 is largely due to a general increase in emissions across all metrics plus the addition of construction emissions to PBPL's Scope 3 data collection.

The table below provides information on the Scope 3 data that has currently been collected.

Scope 3 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.

** This is the first year this data has been collected.

Land management

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. 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. Our land management programs include sites at and surrounding the Port.

B4C partnership

We have partnered with the Bulimba Creek Catchment Coordinating Committee (B4C) for 10 years to support land management programs both on and surrounding core port land.

This year, we completed the fifth year of our second five-year land partnership with B4C. Ongoing maintenance of rehabilitated areas is essential to the long-term success of



We were delighted to support B4C at a tree planting event at Gibson Island.

these types of land management programs which has been the focus of this year's activities at five different sites. This includes watering, weeding, fertilising and replanting.

Whyte Island land rehabilitation project

We have identified a 10ha land rehabilitation project located at Whyte Island, with an opportunity to undertake rehabilitation works to protect and enhance biodiversity values of the area. The proposed works include weed management, restricting vehicle access to prevent plant damage, environmental planting, works to improve connectivity and condition of tidal wetland habitat values, feral animal management and improved community access. The area will be rehabilitated over the next three years, with care and maintenance to continue for a further two years. A conceptual rehabilitation plan has been approved, with works scheduled to start in late-2023.



The Port's Shorebird Roost.



Shorebird roost maintenance works

During the year, further important maintenance works were undertaken at both our migratory Shorebird Roost and the lake along Lucinda Drive to improve these habitats for migratory shorebird and other water birds.

Blue carbon assessment

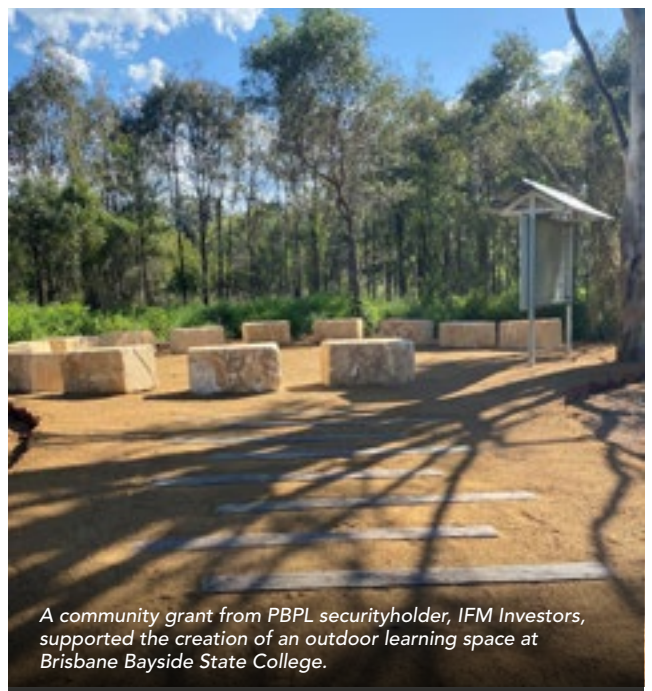
Around one third of port land is environmental area, including mangrove forests and saltmarsh communities. We undertake annual research and monitoring of these communities.

During the year, we undertook an assessment of the blue carbon stocks and identified Brisbane core port land's store as approximately 414,891 tCO₂, which included mangrove forests, saltmarshes, woodlands, grasslands and macroalgae.

New outdoor learning space completed

In December, we completed a joint project with B4C at Brisbane Bayside State College to rehabilitate a highly degraded parcel of land – also part of an important wildlife corridor – at Brisbane Bayside State College (BBSC). The project was supported by a \$40,000 community grant from one of our securityholders, IFM Investors, received in FY22.

In addition to rehabilitating the land and making it accessible to students and teachers for study, the project also created an outdoor learning space where students from BBSC as well as other education partners can meet and learn, supporting different educational disciplines as well as citizen science opportunities. PBPL continues to support this work by providing funding for B4C to maintain the rehabilitated site.



Catchment management

We continue to work with government, industry and environmental partners to deliver innovative catchment management solutions that reduce sediment run-off from degraded creeks and streambeds in regional waterways into the Brisbane River and Moreton Bay. Well beyond the 'port gate', these initiatives improve environmental outcomes at the site and ultimately help reduce the amount of sediment deposition in our shipping channel. We also continue to support research and science into sediment pollution and catchment management.

Offsite stormwater projects

Downfall Creek, Brisbane City Council

This year we completed the construction phase of our partnership project with Brisbane City Council (BCC) and Council of Mayors South East Queensland to rehabilitate sections of Downfall Creek in 7th Brigade Park, Chermside. The project commenced in March 2021 and was delivered in two stages, with the works spanning approximately 1km of the waterway. All civil works were completed in December 2022 and the final round of planting was completed in early 2023.

As a result of the works, on average approximately 375 tonnes of sediment and associated nutrient pollution will be avoided every year. There is more and better-connected habitat for native wildlife along the creek and improved instream habitat and water quality within the creek. It has also improved the natural visual amenity for the community to enjoy.



We completed the Downfall Creek Restoration Project with our partners this year.



The Woogaroo Creek project in Ipswich will help improve water quality and provide instream habitat for fish species.

Woogaroo Creek, Ipswich City Council

This year we also completed a project with Ipswich City Council to rehabilitate two sections of Woogaroo Creek in Ipswich. Around 110 metres of creek bed was rehabilitated, with 3,250 native plants and pile fields constructed to slow the flow of water and help protect banks during significant weather events. The works also created instream habitat for fish species including Australian bass, sea mullet, eel-tailed catfish, spangled perch, bullrout as well as long-finned eels. It is estimated that the work will result in approximately 325 tonnes of sediment and associated nutrient pollution being avoided every year.

Laidley Creek, Lockyer Valley

Over recent years, we have worked with Healthy Land and Water and other partners to rehabilitate 2,200 metres of highly degraded creek bank in Laidley Creek, Lockyer Valley. Previous research has established that eroded creeks in the Lockyer Valley are the major source of sediment and associated nutrient pollution to PBPL's navigational channels, Brisbane River and Moreton Bay.

In 2015, we commenced a trial offsite stormwater project with Healthy Land & Water and Mulgowie Farming Company at Laidley Creek, Mulgowie. This trial project was undertaken in a master planned section of Laidley Creek, referred to as 'Reach One' (master planned by Healthy Land & Water). PBPL supported three stages of work within Reach One, working with Healthy Land & Water to deliver each stage of these works. In December, we completed the third stage of work.

Over the years, the works have continued to hold up well during heavy rainfall events, demonstrating how valuable they are in preventing sediment eroding from highly degraded creek beds into the river catchment and, ultimately, ending up in the Brisbane River and Moreton Bay.

In FY23, we supported Healthy Land and Water to develop a master plan for 'Reach Two', upstream of 'Reach One' and we commenced work to rehabilitate 550 metres of degraded creek bank and plant 2,400 native plants, including 1,800 trees, within the area.

We continue to work with state and local governments and other stakeholders to raise awareness of the numerous benefits of rehabilitating the creeks in this region.

Cumulative benefits of our projects

The works that we have delivered since our offsite stormwater initiative commenced in 2015 continue to deliver ongoing benefits.

The completed works at Laidley Creek, Woogaroo Creek and Downfall Creek are estimated to prevent 11,475 tonnes of sediment from entering the catchment on average, every year.

FY23 catchment management works for Ipswich and Laidley Creek Stage 3a:



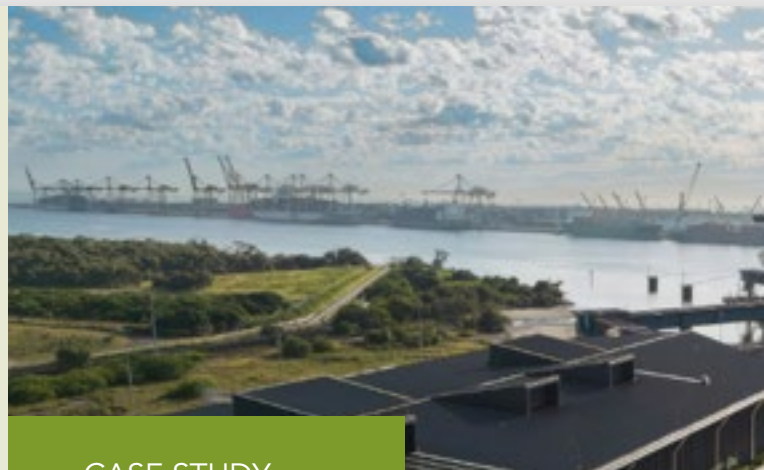
\$547,925 in PBPL funding



155 metres of highly degraded creek bank rehabilitated



on average 673 tonnes of sediment prevented from entering the catchment annually



CASE STUDY

Catchment resilience tool

PBPL was a proud partner of the Building Catchment Resilience Project led by the Australian Rivers Institute and others including the Queensland University of Technology, Queensland Government, Water Technology, Urban Utilities, Seqwater, Healthy Land and Water, Council of Mayors SEQ and Lockyer Valley Regional Council.

The Project was awarded over \$1 million in funding over four years from the Ian Potter Foundation to develop a data-driven catchment management tool. The project commenced in 2019 and was completed this year.

The project built on years of historical collaborative research in south east Queensland to pilot innovative world-leading investment prioritisation models, digital planning, visualisation tools and animations to explore realistic scenarios for catchment management. The research integrated flood mapping data with environmental economic data, so different investment and management scenarios can be explored from a catchment-scale perspective, through an easy-to-use visualisation tool.

The tool highlights the economic benefits to downstream industries that rely on healthy catchments, to help prioritise industry investment in green infrastructure solutions, while also providing landowners with long-term maintenance and opportunity costs of changing land use practices.

Climate change

As Port Manager, PBPL takes a proactive approach to managing and mitigating climate change risks, enabling us to improve our adaptive capacity and make informed decisions. We support global action to mitigate climate change impacts and the transition to a lower-carbon future and have committed to achieving net zero emissions (scope 1 and 2) by 2030.

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.

Climate change risk assessment

This year, we updated our climate change risk assessment to align with the Equator Principles (2020) reporting requirements on climate change risks and the Task Force on Climate-related Financial Disclosures (TCFD). The assessment was performed in three steps: inception and framing; risk assessment; and identification of climate-related opportunities.

As part of the first step, national, regional and port-specific climate change context were identified and reviewed. Regional context for the relative climate projections and representative concentration pathways (RCPs) was identified as a basis for the risk register formation. Consideration was given to both physical (acute and chronic) and transitional (policy and legal, technology, market, and reputation) climate change risk. Key existing information to support the risk assessment included the existing *PBPL Climate Change Risk Register* (PBPL, 2020) and the *Climate Change and Decarbonisation Commodity Risk Assessment* (Advisian, 2020).

The second step included application of the outputs from the initial phases to analyse and assess the physical and transitional risks to the Port of Brisbane. A climate change risk workshop was conducted to review and assess the current and residual risks. A review of the risks' preventative and mitigative controls was also undertaken to ensure PBPL has appropriate policies, plans, processes and systems in place to manage these risks, and determine overall risk ratings.

The initial assessment revealed a total of 35 climate change risks including two 'extreme'; 15 'high'; 15 'medium'; and three 'low' level risks. Following the analysis of the risks' mitigative controls, the residual risk level ratings were downgraded for 23 of these risks.

The final step included screening and research toward climate-related opportunities for Port of Brisbane. Eleven were identified and grouped into the five opportunity types set out by the TCFD – *Markets, Resilience, Resource Efficiency, Products & Services and Energy Sourcing*. In addition, consideration for ongoing monitoring of the Port's climate change risks were identified.

Physical risks

Fourteen 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 on the back 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).

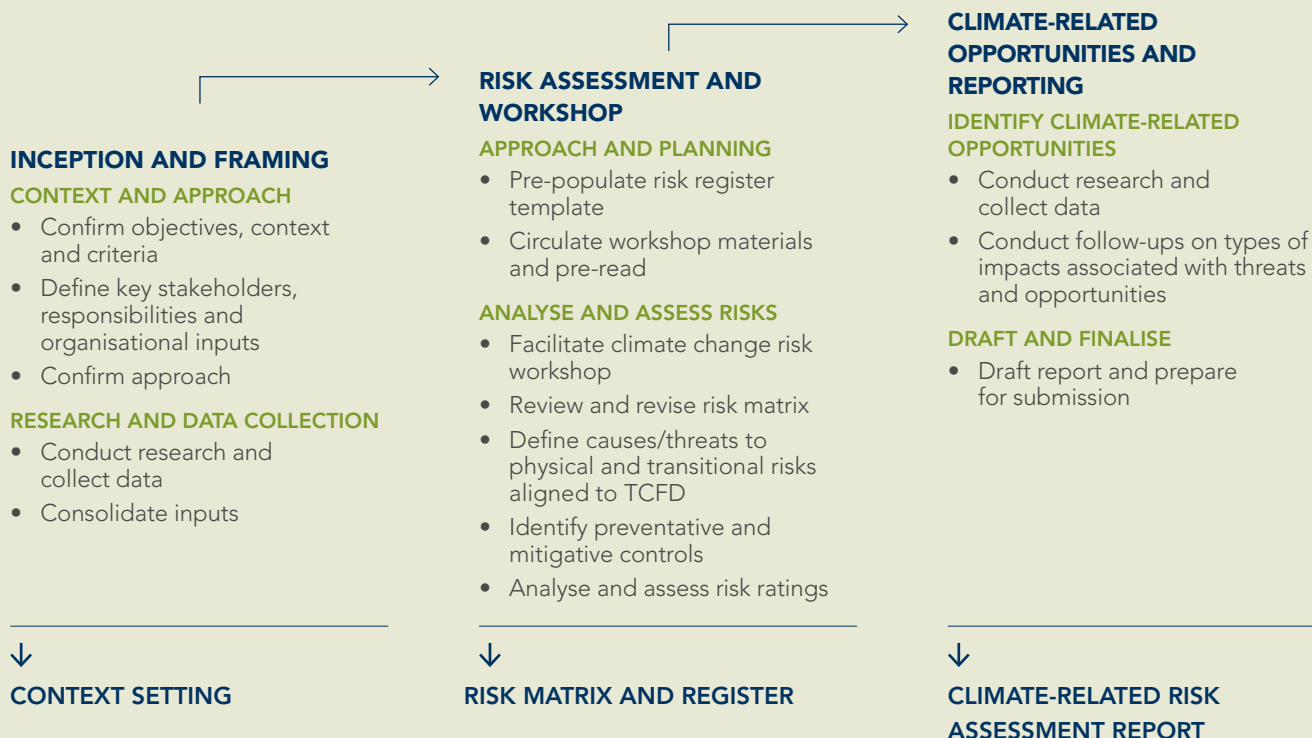
The key preventative controls to manage these material risks included consistent monitoring and maintenance of key infrastructure, particularly after major events, and enhancement of current dredging and material management practices. Mitigative controls included continued development and review of company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

Definitions:

Transition risks: risks resulting from policy, market, legal, reputation, technology, and changes due to transitioning to a low carbon economy.

Physical risks: risks resulting from extreme weather events (storms, floods, droughts etc) or longer-term shifts in climate patterns (sea level rise, temperature rise etc).

Our climate change risk assessment methodology



Physical Risks – Key Preventative and Mitigative Controls

CONTROL TYPE	PREVENTATIVE CONTROLS	MITIGATIVE CONTROLS
Policy	Consistent monitoring of the rock wall, with regular maintenance where required Wider roll out of PBPL's offsite stormwater program to reduce sediment source Educate stakeholders about dredging and the cause of and need for maintenance dredging Insurance policies Undertake cleaning and maintenance of wharves and wharf infrastructure after significant events	Alternative disposal options to replace onshore disposal and supplement offshore disposal (multicriteria investigation)
Plan	Long-term planning for stresses to critical infrastructure Continue to determine maintenance issues and management issues arising from steady sea level rise Creation of a Flood Study for the surrounding region of Fisherman Island Creation of NCOS Online Mooring Module	Development and regular updating of a Climate Change Adaptation Plan Inundation Management Plan development for frequently inundated areas Reassess adaptation plans based on sea level rise projections vs actuals (long term – begin from 2035)
Process	Enhancement of dredging capability and controls Reduce height of stacking containers Stacking and operations shutdown during extreme weather events	Raising of frequently affected areas to avoid / minimise inundation where feasible and practical Review design frameworks in line with climate change modelling updates Optimisation of dredging resources through NCOS Online Sediment Module Implement virtual power
System	Asset Management Strategy implementation Investigate NCOS Online improvements Consider channel improvements Strengthening of infrastructure Increase the amount of energy storage on site	Safety management system review Investigate use of NCOS Online for early storm warning

Climate change

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:

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

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 included: 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 included: 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 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*.

Climate-related Opportunities Aligned with TCFD Recommendations

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 equipment Decarbonisation of road transport on site
Energy sourcing	On-site battery storage On-site hydrogen production and hub Retrofitting existing land infrastructure
Products and services	Continuing energy transition (Advisian, 2020)
Resilience	Replacement of the current dredging system

The climate change risk assessment completed establishes an approach of business-wide climate change risk assessment for the Port of Brisbane. It also provides the basis for future climate change adaptation planning for the Port.

Transitional Risks – Key Preventative and Mitigative Controls

TCFD TRANSITIONAL CATEGORY	PREVENTATIVE CONTROLS	MITIGATIVE CONTROLS
Market	<p>Avoid and reduce measures to reduce reliance on offsets</p> <p>Identify ways to influence upstream and downstream commodities outside of operational control</p> <p>Investment in new clients with non-carbon focus (imports / cruise companies)</p> <p>Ongoing management of dredging and material management</p> <p>New infrastructure for lower emissions on site</p>	<p>Replace the <i>TSHD Brisbane</i> with a low emissions alternative (technology dependent)</p>
Policy and legal	<p>Purchase of offsets</p> <p>Targeting Net Zero operations</p> <p>Investigating alternative sources of fuel for use at the Port and as a potential trade commodity</p> <p>Implement Virtual Power</p> <p>Short term carbon tax projection modelling</p> <p>Alignment with sustainability frameworks / sustainability goals for the future and Publicly identified emissions abatement targets</p> <p>Incorporate reporting of all offset programs / opportunities</p> <p>Apply mitigation hierarchy of avoid, reduce, offset</p> <p>Decarbonisation mapping for the future</p>	<p>Additional solar opportunities</p> <p>Renewable PPA</p> <p>Long term planning and diversification of infrastructure and energy production</p> <p>Potential subsidies for fuel switching and low carbon technologies</p> <p>Generation of carbon credits</p> <p>Emissions trading</p> <p>Renewable energy sourcing</p>
Reputational	<p>Investment in short term solutions that are less CO₂ intensive</p> <p>Implement Port Partners program</p> <p>Investigate and encourage the uptake of emerging low emission fuels and technologies where viable</p> <p>Future screening of partners and GHG emissions targets / ambitions</p> <p>Expansion of dredging capabilities and environmental controls</p> <p>Targeting Net Zero operations</p> <p>Continue to maintain a good relationship with government</p> <p>Development of a Decarbonisation Roadmap</p>	<p>Produce a Port-wide energy transition plan to detail how Port of Brisbane will reach Net Zero</p> <p>Constant review and updating of the Climate Change Adaptation Plan</p> <p>Partnership Response Plan – actively seeking new climate-aligned tenants</p>
Technological	<p>Consider options for investing early in technologies at a higher cost and subsequently extending payback period</p> <p>Monitor the market until there is certainty to reduce the chance of obsolescence</p> <p>Offsetting opportunities</p> <p>Regular analysis of competing ports, global action, and movements towards new technologies</p> <p>Medium / Long term financial planning and investment strategy</p>	<p>Maintain open communications with tenants and shipping companies on their planned transitions to less carbon intensive operations</p> <p>Do not 'design-out' potential future wharf uses / technologies</p> <p>Partnership Response Plan – actively seeking new climate-aligned tenants</p>

Biodiversity and habitat management

Port of Brisbane is located in sensitive environmental surrounds, immediately adjacent to the Moreton Bay Marine Park and close to internationally important Ramsar wetlands. We are proud of our track record of robust environmental management, which is guided by our Environment Strategy and underpinned by our ISO14001 certified Environmental Management System.

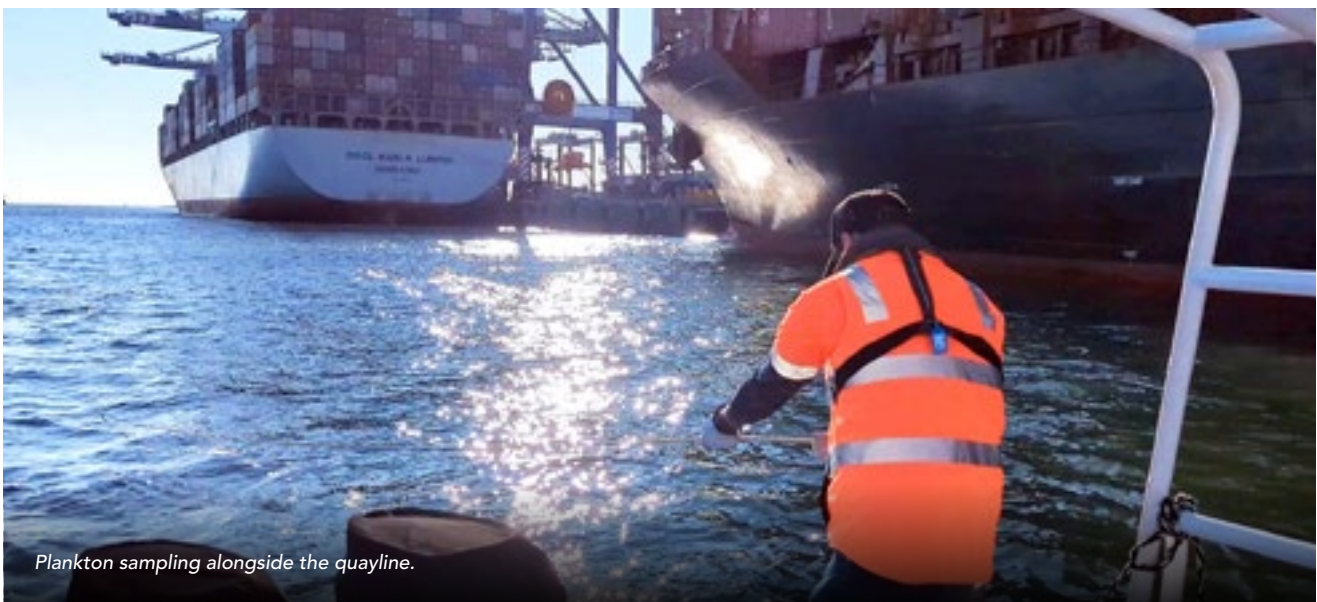
Environmental monitoring

We undertake 20 environmental monitoring programs, of which 15 are voluntary. Our extensive monitoring program goes beyond compliance requirements and enables us to manage and assess our impacts. We use the outcomes of our environmental monitoring to inform port development and operations. We also publish our environmental monitoring on our website for the community and share outcomes with research organisations to support their work.

Biosecurity

Our stakeholders consider biosecurity as an important environmental priority at the Port of Brisbane due to the risk of introduction of pest species through the Port. We work in partnership with relevant state and federal government authorities to conduct regular terrestrial and marine pest monitoring and surveillance activities within port limits. We also support their communication and education efforts with port tenants, where appropriate.

In December, a single fire ant nest was detected at the Port of Brisbane, which was eradicated by the National Fire Ant Eradication Program. This incursion was detected early due to strong awareness and monitoring programs in place, and early eradication was undertaken by government to minimise the spread of these biosecurity risks.



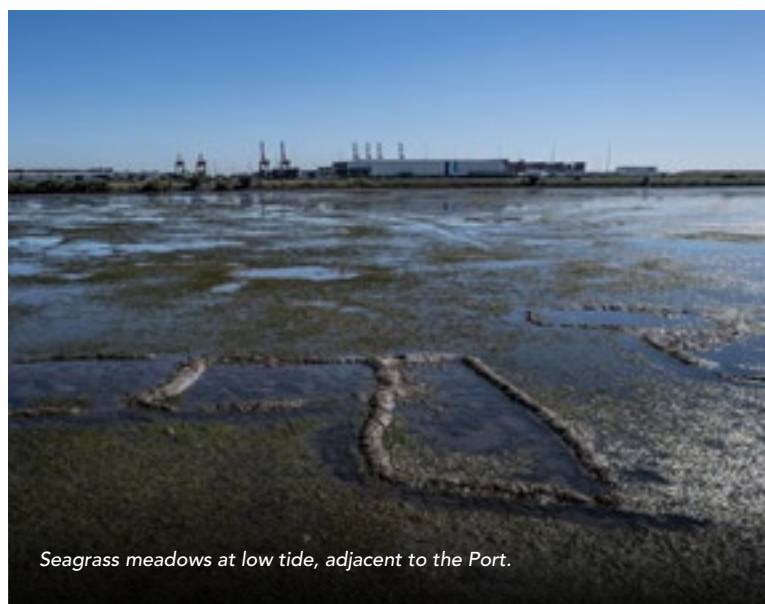
Plankton sampling alongside the quayline.

Environmental Monitoring Programs

PROGRAM	KEY OUTCOMES FY23
Migratory shorebirds	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 contraction of the seagrass meadows at Fisherman Islands and control locations at Cleveland, Manly and Deception Bay. The reduction was due to the major flooding in February 2022 and the associated sediment loading and reduced light. A similar impact was observed after the 2013 floods and based on this experience, it is anticipated that recovery may take several years.
Marine Plants	Marine plant condition in 2022 was higher than the long-term average but there were locations and patches of significant decline. On Fisherman Island there was general improvement, however decreased condition was seen on the seaward fringe and south-east tip of the island. Bulwer Island saw a decrease in condition and Whyte Island varied significantly. The results of the program suggest that marine plants don't display a uniform response to very high rainfall. Historically, the program has demonstrated a generally positive response to increased rainfall, so the results were of note.
Coral Health	Surveys conducted during 2021-22 season prior to the February 2022 flood event demonstrated that hard and soft coral coverage remain low but steady. Many of the corals of Moreton Bay have shown great resilience over time, thriving on the edge of tolerable conditions. Reports after the 2022 floods show impacts including increased sediment loading, increased turbidity, increased incidence of coral bleaching and an increase in algal growth.
Reclamation area	Sampling did not detect any contaminants above guideline limits.
Nest box survey	The overall occupancy rate across the three sites was 33% and the habitation rate was 56%.
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.
Potable water	Within Australian Drinking Water Quality Guidelines – no exceedances.



Queensland Wader Study Group undertakes regular bird counts at the Port.



Seagrass meadows at low tide, adjacent to the Port.



OUR 2030 PARTNERSHIPS GOAL:

Enable
responsible
growth

Positive partnerships are the cornerstone of our business. Our relationships with customers, government, industry and the community enable our business to sustainably develop and grow. We strive to develop strong, mutually beneficial partnerships built on trust to support our customers' growth and deliver beneficial outcomes for the community and Queensland economy.



Progress Towards Our 2030 Goals



FOCUS AREA	2030 FOCUS AREA GOAL	FY23 PROGRESS
1. Customer partnerships <p>Our customers are key to the successful growth and performance of our business. Through investment and strategic initiatives, we support their growth and expansion, invest to improve the supply chain, and continue to partner with them on improving their cost of doing business.</p>	90% customer satisfaction rating from Annual Pulse Check Survey	<ul style="list-style-type: none"> 75% of customers who responded said they were satisfied with PBPL (rating 8–10/10) in our 2022 Annual Pulse Check Survey 87% of all survey respondents felt that PBPL does the right thing by its customers and stakeholders ('agree' or 'strongly agree')
2. Community partnerships <p>We operate in a vibrant local and regional community with a strong involvement and interest in our operations. We actively support the communities in which we operate and, as custodians of the Port, understand that we have a great responsibility to work in partnership with them and maintain their trust.</p>	90% community stakeholder satisfaction rating from Annual Pulse Check Survey	<ul style="list-style-type: none"> 100% of community stakeholders who responded said they were satisfied with PBPL (rating 8–10/10) in our 2022 Annual Pulse Check Survey 64% of all survey respondents rated PBPL engagement with and support for the local community as 'excellent' or 'very good'
3. Research and industry partnerships <p>We work closely with government, industry bodies and associations and academia to seek and achieve mutually beneficial outcomes. This allows our business to have a competitive advantage whilst driving innovation and success that benefits the Port and our stakeholders.</p>	Support 20 new research and industry partnerships that add value to our business	<ul style="list-style-type: none"> Commenced a three year partnership with Griffith University and partners to understand humpback whale abundance and distribution in Moreton Bay, building on the existing research partnership Completed four-year partnership, Building Catchment Resilience Project led by Australian Rivers Institute Port of Brisbane as the first Queensland Transport & Logistics Council Future Freight Energy Hub
4. Engagement and education <p>We actively seek to increase awareness and understanding about the Port's operations and projects through a range of education and communication initiatives including media and social media, our website, Port Tours and our Visitors Centre.</p>	5% year-on-year increase in PBPL engagements with educational institutions	<ul style="list-style-type: none"> Public tours recommenced in August after temporarily ceasing in 2020 due to COVID. 24 tours (total 549 students) by educational institutions, including environmental partners Tangalooma EcoMarines and Moreton Bay Environmental Education Centre 27 public and industry tours (total 477 attendees) 467 community members visited either the Port Office or BICT as part of Brisbane Open House

Customer partnerships

We are committed to working closely with our customers to support their operations now and their plans for the future. We proactively seek opportunities to work together to add value to their businesses and ours to support trade growth, economic activity and jobs for Queensland.

PULSE CHECK SURVEY

Since 2018, we've invited our customers and stakeholders to provide feedback about how we are performing and where we can improve. This year, we expanded the annual survey program to include the online survey as well as in-depth interviews with a smaller group of key customers and stakeholders (executive level), providing rich feedback on our relationships and business performance.

The survey is typically conducted over a two week period from late November to early December. In FY23, 641 people were invited to share their views and, as in previous years, we have continued to enjoy relatively high and consistent levels of participation, indicating our stakeholders are engaged and committed to the Port of Brisbane. In total, 132 online surveys were completed, and 22 in-depth interviews conducted. We continue to donate \$50 to our Employee Charity for every completed survey, this year raising \$7,700 for The Sunlight Centre.

We greatly value the feedback provided by our customers and stakeholders. Our corporate reputation score, an index score developed by our consultant, Kantar Australia, was 95/120 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 and stakeholders told us they would like to see more communication and engagement regarding future port planning and development, particularly in the areas of managing the demand for land, infrastructure investment and maintenance, and value opportunities to collaborate to benefit the Port and their own businesses. We have taken that feedback onboard and look for opportunities to respond to this. Stakeholders valued PBPL's environmental management and acknowledged the value of a strong corporate reputation. They identified rail connectivity, shipping channel safety and capacity, and energy transition as the top pressing issues facing the Port.

The survey is also an important point-in-time measure of customer and stakeholder satisfaction. In FY23, the survey was issued to a total of 641 stakeholders, including customers and key stakeholders from across all our stakeholder groups. Of the 132 online surveys completed, 53 respondents were customers and of these, 75%^ of customers reported high satisfaction with PBPL (being between 8–10/10). We greatly value all our customer and stakeholder relationships and will continue to focus on these.

Survey Outcomes

	2020	2021	2022
Stakeholders invited to participate	1,649*	569	641
Respondents (response rate)	173 (10.4%)	155 (28.8%)	22 in-depth interviews (34%) 132 online surveys (23%)
Funds raised for PBPL's Employee Charity	\$8,650 Friends with Dignity	\$7,750 Foodbank Queensland	\$7,700 The Sunlight Centre
Corporate Reputation Index Score – PBPL total (Kantar Australia)	N/A	98/120	95/120

* In 2020, the survey was issued to a larger group of port stakeholders as a trial, which was not continued due to the low response rate of the expanded group.

^ Limited assurance by Ernst & Young.



CASE STUDY

ZE Vehicles Ride Day

In March as part of the Queensland Transport and Logistics Council's (QTLC) Future Freight Energy Hub initiative, over 90 port and logistics stakeholders came together to ride in and experience six different Zero Emissions (ZE) trucks and vans and meet with technical specialists to better understand supportive services such as costing, charging, hydrogen, training and after-market support.

Hosted by PBPL and QTLC, the event aimed to help break down barriers and provide information and connections to help smooth the transition to ZE vehicles. We were also grateful for the support of Blk Auto, Daimler, Volvo, Janus Electric, SEA Electric and All Purpose Transport, who provided ZE trucks and vans.



Around 90 port stakeholders attended the Zero Emissions Vehicle Ride Day.

Customer partnerships



International Women's Day in March onboard the Queen Mary 2.

Customer engagement

We engage with our customers on a broad range of issues relevant to their operations including property and environmental management and issues relating to the broader port community.

We also delivered port-wide events that add value to our port community including International Women's Day, National Reconciliation Week, the Port of Brisbane Safety 1 Forum and ZE Vehicles Ride Day as part of the Future Freight Energy Hub initiative with the Queensland Transport and Logistics Council.

International Women's Day

We were delighted to again partner with Carnival Australia and Cunard to host an International Women's Day event on board their flagship Cunard vessel, Queen Mary 2. Around 90 guests – predominantly women from across the port community – came together to enjoy a special high tea and listen to guest speakers talk about the diversity challenges and opportunities in their businesses before taking a guided tour of the vessel.



PBPL was proud to help recognise International Day of the Seafarer at Mission to Seafarers Brisbane.

Industry partnerships

As a key node in the supply chain, we seek to advocate on the challenges and opportunities that are important to our customers and supply chain partners. We seek to do this through industry associations and forums, participating in government and industry working groups, making formal submissions, and other engagement activities.

We also support our industry partners through sponsorship of conferences and events. This provides important networking opportunities for our people to connect with customers and industry colleagues and helps to facilitate trade growth through the Port.

PBPL also facilitates port consultative groups that meet regularly to discuss key issues, share learnings and provide feedback to us. This includes our Landside Logistics Forum, the Port Security, Safety and Mutual Aid Group Meeting, and our Dredging Technical Advisory Consultative Committee (TACC).

Community partnerships

We greatly value our community partners and take seriously their feedback and interest in the Port of Brisbane. Maintaining and enhancing our social licence to operate is essential to ensuring the Port of Brisbane can continue to sustainably develop and grow into the future.

Community Consultative Committee

Port of Brisbane established its Community Consultative Committee (CCC) in 2002 to guide our engagement efforts and establish direct links with the local community.

Our CCC meets quarterly and is comprised of representatives from business, community and environmental groups with an interest in the Port of Brisbane's operations and its neighbouring communities.

Through the CCC, we seek to raise awareness about the Port's operations, its development, and future plans. Throughout the year, CCC members are also able to identify and nominate local charitable and not-for-profit organisations to receive grant funding to support important grassroots initiatives.

Community Grants

Established in 2013, our Community Grants Program is an important way that we give back to the local and regional community and not-for-profit organisations who support the communities in which we, and our partners, operate.

Since 2013, we have awarded over \$1 million to 81 community-focused organisations from the Bayside and greater Brisbane, through to the Lockyer Valley and Darling Downs.

Every year, a total of \$100,000 is available, with up to \$15,000 available to individual, eligible organisations. Through the program, we also work with our grant partners to identify volunteer opportunities for our employees.



FY23 Community Grant Recipients

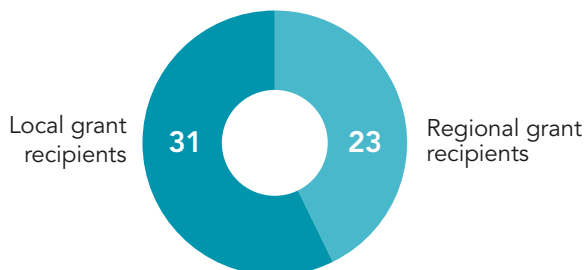
The Sunlight Centre	Providing face to face crisis counselling for teens and adults struggling with significant mental health issues.
St Pete's Pantry	Supporting emergency relief in the form of free food hampers to the most vulnerable on the Bayside.
Wynnum Fringe Festival	Contributing to an arts and cultural festival by professional, emerging and community artists in our local community.
Drought Angels	Providing mental health and wellbeing checks for primary producers.
Australian Volunteer Coast Guard	Contributing to the renovation of the kitchen at their Manly Base.
Suited to Success	Enabling the recipient to take their much-needed styling and clothing services on the road. Providing group styling workshops to vulnerable jobseekers.
Scout Association Darling Downs	Supplying video cameras and equipment to learn skills, lead and participate in all aspects of video and audio production.
Traction for Young People	Providing hands on, mentor-led programs that provide a safe, inclusive, action-based environment that builds self-esteem in young people.
Ningy Ningy Traditional Owners	Re-vegetation and restoration of native habitat in Kurbingaibah (Redcliffe).
Ocean Crusaders	Contributing to removing debris from our rivers.

Community partnerships

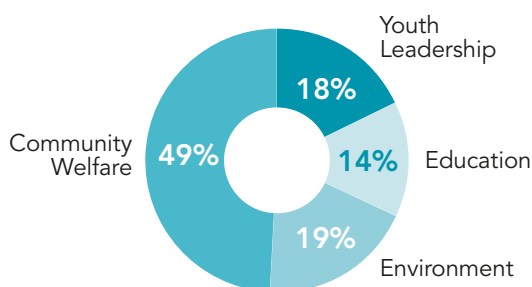


Local and regional Community Grants (FY19-FY23)

Average grant value \$9,260



Community Grant funding by key focus areas (FY19-FY23)



Over

\$292,000

funding provided to
32 community partners

Employee volunteering

Giving back to our community is important to us, and through our Employee Volunteering Program, every PBPL employee receives two full days leave to volunteer with one of our community partners or a community-focused organisation that they support.

This year, 72 of our employees completed 618 volunteer hours with 15 of our community partners. Our people rolled up their sleeves and got involved with a number of organisations including bush care activities with B4C, riverbank cleaning with Ocean Crusaders, handwriting Christmas Cards for Drought Angels, and continued to support the Quandamooka Jarjums Camp.

Employee giving

Every year, our people choose our Employee Charity, this year supporting local organisation, The Sunlight Centre, who provide mental health support services for adults and young people.

This year, a total of \$32,378 was raised through our fortnightly BBQs for the port community and other 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

Long-term 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.

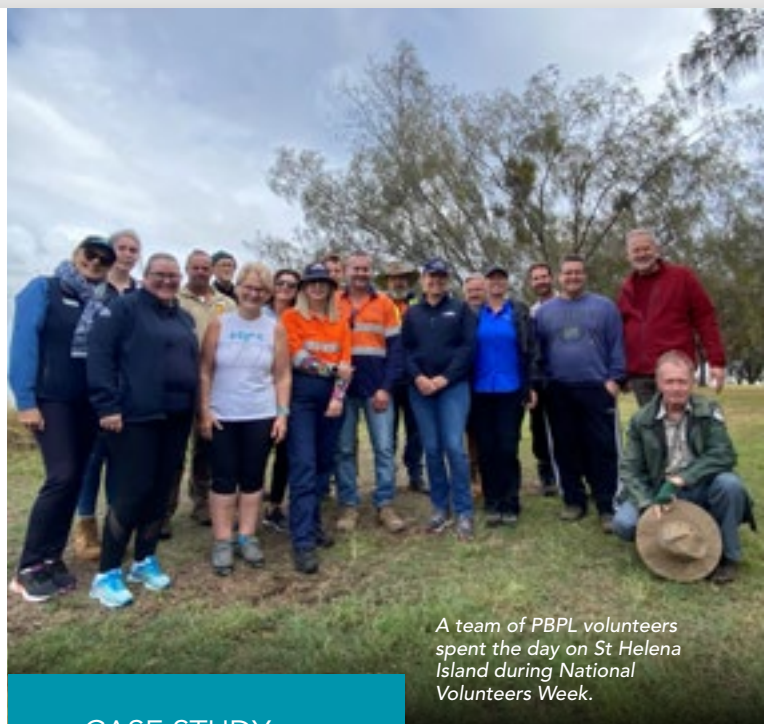
We've also built strong partnerships with environmental education partners including the Tangalooma EcoMarines and Moreton Bay Environmental Education Centre to connect with school groups through formal education-based programs. It is an important way that we can help to build understanding about the important role the Port plays in supporting Queensland's trade and economic growth together with our commitment to sustainability across the operations and the broader port precinct.

Port tours

We were delighted to reinvigorate our Port Tour program this year for members of the community and interest groups. Since recommencing in August, we hosted 27 Port Tours and 477 visitors including students, seniors and industry groups.

Brisbane Open House

We were delighted to support the 2022 Brisbane Open House, throwing open the doors of the Port Office and the Brisbane International Cruise Terminal to 467 members of the public, with our customer Patrick Terminal also lending their support to the Brisbane Open House festival as well.



A team of PBPL volunteers spent the day on St Helena Island during National Volunteers Week.

CASE STUDY

National Volunteering Week

This year, our people got behind National Volunteer Week, supporting a week's programme of activities.

In total, 26 members of our team volunteered 216 hours of their time to mentor young people through The Smith Family, helping with re-vegetation activities on St Helena Island in Moreton Bay with Moreton Bay Environmental Education Centre, and working with Drought Angels to rebuild a fence for a local farmer in Chinchilla.



2022 Brisbane Open House

Indigenous partnerships

As a company, we are committed to building trusted partnerships that lead to tangible outcomes for Aboriginal and Torres Strait Islander people, organisations, and communities. We look forward to the opportunities ahead and will continue to engage our employees and stakeholders on our journey.

Reconciliation Action Plan

In May 2021, we proudly launched our first '[Reflect](#)' [Reconciliation Action Plan](#) (RAP) – endorsed by the PBPL Board and Reconciliation Australia under its formal RAP program. Our RAP commitments were driven by our RAP Working Group members, comprised of employees from across our business.

As the first stage of Reconciliation Australia's formal RAP program, the 'Reflect' stage was an opportunity to consolidate our work and create a strong foundation for our reconciliation work as we progress.

During this year, we completed our Reflect RAP and delivered on actions and initiatives including:

- incorporating supplier diversity and inclusion into PBPL's Procurement Policy
- conducted a review of HR policies and procedures to identify existing anti-discrimination provisions
- developed PBPL's Acknowledgement of Country and Welcome to Country protocols for employees
- incorporated cultural awareness into our Diversity and Inclusion survey.

We also continued to work with our community partners to support their initiatives and projects that support Aboriginal and Torres Strait Islander peoples and organisations, including our long-term partner, The Smith Family.

During the year and guided by our consultant, we commenced the development of our next RAP – an 'Innovate' RAP and the second stage of Reconciliation Australia's formal RAP program. As part of this development, we have engaged across the organisation to seek the input and buy-in of our people, including through co-design workshops and a staff survey. Once finalised, our Innovate RAP will guide our actions and initiatives during this next stage of our reconciliation journey.



Development of our 'Innovate' RAP was led by a working group of our employees from across the business supported by our consultants.

National Reconciliation Week

Our National Reconciliation Week event was held in May with over 100 employees, customers and community members attending. Open to the port community, it was an opportunity to come together to celebrate this important week and learn more about how we can each play a role in supporting Reconciliation.

Leanne Levinge from Big Hill & Oyster Consulting and Lynda Maybanks from Wirrinyah Land Conservation Services joined us to share their experiences in developing meaningful and mutually beneficial partnerships with First Nations people and organisations. Following an insightful conversation, we enjoyed lunch provided by Three Little Birds, a local Indigenous catering company.



From top to bottom: PBPL's National Reconciliation Week event.



Image supplied by The Smith Family

CASE STUDY

The Smith Family

Since 2010, PBPL has proudly supported The Smith Family, a national, independent charity that works with children and young people to overcome educational inequality caused by poverty.

We contribute 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 The Smith Family's Learning for Life program.

Learning for Life is The Smith Family's core program, providing students in need with long-term educational support through a combination of financial, personal and practical support. Financially, this helps families with the cost of school essentials like uniforms, shoes, books, school trips and excursions, music and sporting activities and digital inclusion. More broadly, the program seeks to keep children and families engaged in learning by providing positive educational experiences, opportunities to grow life skills and access to role models.

Glossary of terms

Where possible, PBPL has sought to source definitions from the appropriate organisation or authority. We have also sought to provide Port of Brisbane or local context where appropriate.

TERM	DEFINITION
Anchorage	At Port of Brisbane, anchorage refers to a location within port limits where commercial vessels can safely anchor for a length of time.
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 <i>Transport Infrastructure Act 1994</i> 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/
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/Sustainability/Partnerships/Community-Engagement/
CAGR	Compound annual growth rate
Decarbonisation	Refers to the global energy sector's shift from high CO ₂ emission fossil fuel-based systems of energy production and consumption (such as oil, natural gas, and coal) to low or zero CO ₂ emission renewable energy sources.
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
LOA (length overall)	The maximum length of a vessel used for berthing purposes.

TERM	DEFINITION
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.
Marine pest	Introduced species that are not native to Australia and have been introduced by human activity. https://www.qld.gov.au/environment/coasts-waterways/marine-pests
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.
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
Representative Concentration Pathway (RCP)	Greenhouse gas (GHG) concentrations trajectories used to describe different climate futures depending on the volume of GHG emitted in the future.
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)	Security of Critical Infrastructure (SOCI) Act 2018 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-tcfd.org/
tCO ₂ e	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/
ZE vehicles	Zero Emissions (ZE) vehicles do not use petroleum fuels and therefore do not emit greenhouse gas emissions from the tailpipe. Battery electric vehicles and hydrogen fuel cell electric vehicles are examples of these technologies. https://www.energy.vic.gov.au/renewable-energy/zero-emission-vehicles

Data summary

PEOPLE (pages 22–31)

'People' data as at 30 June 2023 unless stated otherwise.

Lead and Lag Indicators

	FY21	FY22	FY23
Leadership behaviour reports	367	297	304 [^]
Lost Time Injuries (LTIs)	0	2	2 [^]
Lost Time Injury Frequency Rate (LTIFR)	0	6.9	6.6
Near Miss Reports	308	272	404

[^] Limited assurance by Ernst & Young.

Engaged Performance Culture Survey

	ENGAGEMENT LEVEL			ENABLEMENT LEVEL		
	JULY 2021	JULY 2022	JUNE 2023	JULY 2021	JULY 2022	JUNE 2023
PBPL	69	66	67	70	69	70
High performing norm	73	73	78	73	73	77
General industry score	66	66	71	67	68	72

Female Participation at PBPL

	FY21	FY22	FY23
Number of new female employees welcomed	8	26	16
New female employees welcomed as a % of total new employees	50%	48%	42%
Female participation	24%	28%	31%

Employees by Gender and Employment Category

Total PBPL Employees	204			
	MALE		FEMALE	
	NUMBER	%	NUMBER	%
Gender breakdown	141	69%	63	31%
Full time	133	65%	51	25%
Part time	1	0%	10	5%
Casual (non-guaranteed hours employees)	7	3%	2	1%
Temporary	6	3%	6	3%
Permanent	128	63%	55	27%
Casual (non-guaranteed hours employees)	7	3%	2	1%

Employees by Age and Employment Category

	UNDER 30	30–50	OVER 50
Permanent	9	103	71
Temporary	2	5	5
Casual	1	2	6

Our Board and Executive Leadership Team by Gender and Age

		UNDER 30	30–50	OVER 50
Male	75%	0	6	6
Female	25%	0	3	1

Average Training Hours by Gender

Average hours	31.28
Average hours male	34.75
Average hours female	23.71

Average Training Hours by Employee Category

EMPLOYEE CATEGORY	HOURS
Level 1	23.21
Level 2	18.88
Level 3	28.51
Level 4	42.11
Level 5	32.87
Level 6	28

Collective Bargaining Agreements

	NUMBER	%
Employees covered by collective bargaining	102	50%

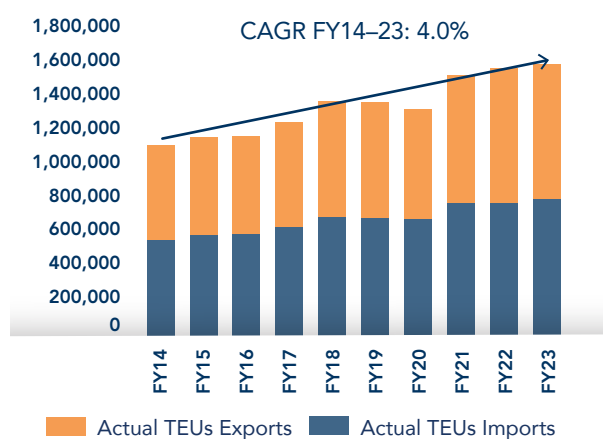
Data summary

PROSPERITY (pages 32–53)

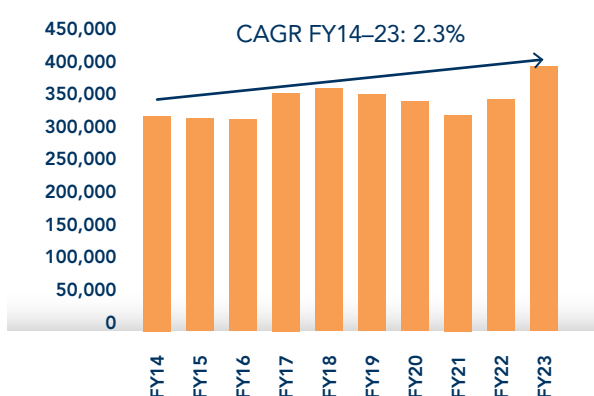
'Prosperity' data as at 30 June 2023 unless stated otherwise.

Selected trade results

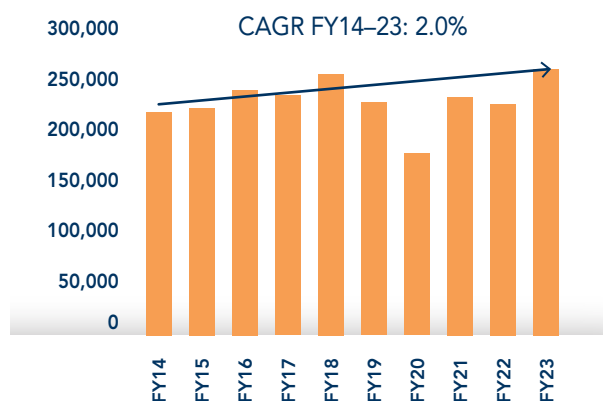
TOTAL CONTAINERS (TEUs)



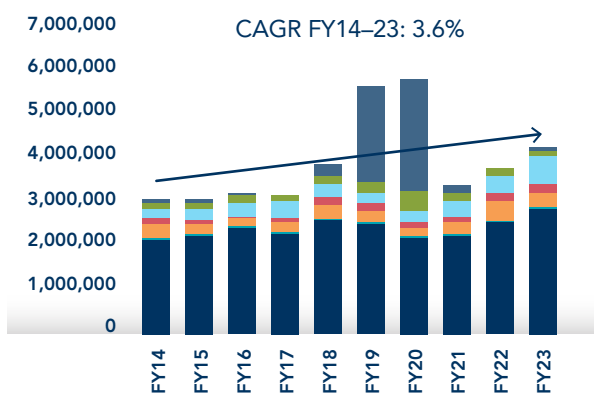
FULL CONTAINER EXPORTS (TEUs)



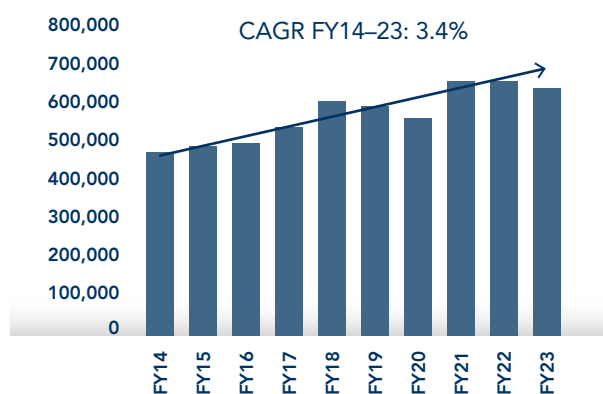
MOTOR VEHICLE IMPORTS (UNITS)



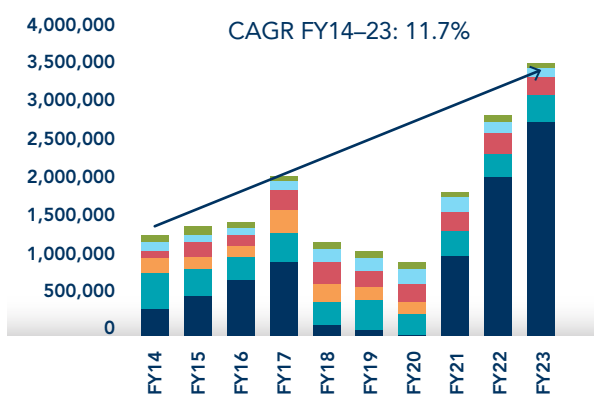
KEY DRY BULK IMPORTS (Tonnes)



FULL CONTAINER IMPORTS (TEUs)



KEY DRY BULK EXPORTS (Tonnes)



Legend: Agricultural Seeds (Dark Blue), Mineral Ores & Sands (Orange), Fertiliser (Light Blue), Iron & Steel (Teal), Woodchip (Red), Break Bulk (Green)

NABERS Ratings, PBPL-managed Buildings 2023

PBPL-managed building	ENERGY Energy efficiency	WATER Water used and recycled	WASTE Recycling and resource recovery performance
3 Port Central	★★★★★ High performance	★★★★★★ Market leader	★★ Making a start
3 Sandpiper Avenue	★★★★★ Superior performance	★★★★★ High performance	★★ Opportunities for upgrades
1 Sandpiper Avenue	★★★★★ High performance	★★★★★★ Superior performance	★★★ Opportunities for upgrades

PLANET (pages 54–69)

'Planet' data as at 30 June 2023 unless stated otherwise.

Total Waste Generated and Recycled FY21-FY23

	Metal Recycled (tonnes)	To Landfill (tonnes)	Hazardous Waste (Tonnes)	Organic Waste (Tonnes)**	Commingled Recycling (Tonnes)	Upcycling (Tonnes)***	Adhoc Recycling (tonnes)***	% Recycled
FY21	16.6	23.8	16.2	2	9.7	–	–	41%
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%

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

** Organic waste is now 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 FY21 or FY22.

Energy Consumption by Type (GJ)

ENERGY TYPE	FY21	FY22	FY23
Diesel	94,620	69,715	32,279
Carbon Neutral Diesel	0	53,814	94,253
Unleaded	134	6	384
Carbon Neutral Unleaded*	-	-	9
Onsite Solar	5,576**	5,348	5,130***
Electricity	15,482	16,143	8,609
PPA Electricity*	-	-	8,151
Oils and Greases	852	468	755
Total	116,664	145,494	149,570^

* PBPL did not use Carbon Neutral Unleaded or PPA Electricity in FY21 and FY22.

** Solar data for FY21 was an estimate due to a temporary fault in a solar logger at the largest installation. The fault has been rectified.

*** Total solar generated was 5,238 GJ^.

^ Limited assurance by Ernst & Young.

Water Usage – PBPL Operations

	FY21	FY22	FY23
Water usage	1,171kL	1,962kL	17,808kL

Carbon Emissions by Scope (tCO₂e)

EMISSION TYPE	FY21	FY22	FY23
Total Scope 1	6,680	8,702	8,943^
Scope 1 with offsets*	-	4,914	2,307
Scope 2	3,483	3,587	2,009^
Total (Scope 1 and 2)	10,163	12,289	10,952^
Scope 1 and 2 with offsets*	-	8,500	4,316
Scope 3**	-	404,630***	518,414

* PBPL participates in the Ampol Carbon Neutral Fuel program.

** Scope 3 data collection commenced FY22.

*** The FY22 volume has been recalculated due to a data issue which has been resolved.

^ Reasonable assurance by Ernst & Young.

Data summary

Scope 3 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.

** This is the first year this data has been collected.

PARTNERSHIPS (pages 70–79)

'Partnerships' data as at 30 June 2023 unless stated otherwise.

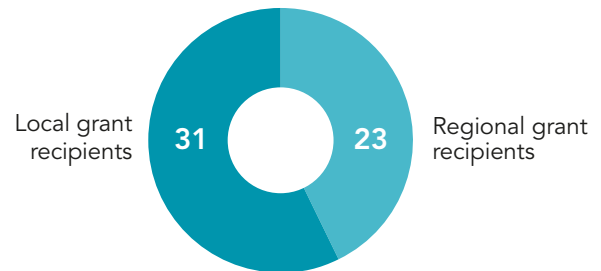
Annual Pulse Check Survey outcomes

	2020	2021	2022
Stakeholders invited to participate	1,649*	569	641
Respondents (response rate)	173 (10.4%)	155 (28.8%)	22 in-depth interviews (34%)
			132 online surveys (23%)
Funds raised for PBPL's Employee Charity	\$8,650 Friends with Dignity	\$7,750 Foodbank Queensland	\$7,700 The Sunlight Centre
Corporate Reputation Index Score – PBPL total (Kantar Australia)	N/A	98/120	95/120

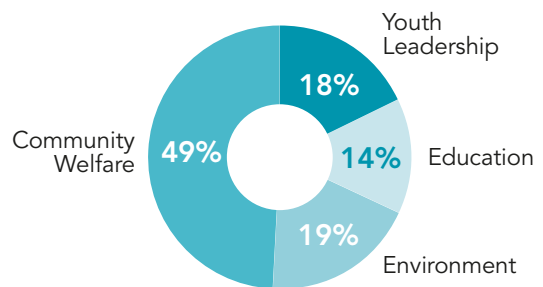
* In 2020, the survey was issued to a larger group of port stakeholders as a trial, which was not continued due to the low response rate of the expanded group.

Local and regional Community Grants (FY19-FY23)

Average grant value \$9,260



Community Grant funding by key focus areas (FY19-FY23)



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, 4–5		
	2-2	Entities included in the organisation's sustainability reporting	Inside front cover	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	Inside front cover, 14 Outside back cover	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 2022 to 30 June 2023. PBPL's financial reporting period is each financial year, from 1 July to 30 June.	
	2-4	Restatements of information	58	Oils and Greases added to the table Energy consumption by type (GJ) for FY21 and FY22; totals updated accordingly. In FY23, PBPL recorded 518,414 tCO ₂ e of Scope 3 emissions, an increase on the FY22 volume of 404,630 tCO ₂ e. The FY22 volume has been recalculated due to a data issue which has been resolved. Both the FY22 and FY23 numbers will likely be recalculated and reported in future reports as our methods improve.	
	2-5	External assurance	90–91	Ernst & Young (EY) has carried out a limited and reasonable assurance engagement over selected non-financial disclosures prepared by Port of Brisbane in its 2022/2023 Sustainability Report for the financial year ended 30 June 2023. EY's Independent Assurance Report is included in this Sustainability Report.	
Activities and workers	2-6	Activities, value chain and other business relationships	6–7, Throughout	Following the resumption of cruising in Australia in FY22 following the lifting of Australian Government COVID restrictions, the Brisbane International Cruise Terminal experienced its first full year of operations in FY23.	
	2-7	Employees	30–31		
Governance	2-9	Governance structure and composition	8–9	Information on our Board members and committees can be found on our website at: https://www.portbris.com.au/About/Governance/ Our Board is comprised of 7 non-executive directors. IFM, QIC and CDPQ have nominated 2 directors to be appointed to the Board. Our Chairperson is an independent non-executive director. Membership of each of our Board Committees comprise of our Chair and a member appointed by each of QIC, IFM and CDPQ. Each of our non-executive directors hold director roles with other entities providing broad experience and oversight.	
	2-11	Chair of the highest governance body	8	The Chair of PBPL is an independent non-executive director.	

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE	PAGE REFERENCE	NOTES	OMISSIONS
Governance	2-12	Role of the highest governance body in managing impacts	8–9	The PBPL Board reviews the effectiveness of PBPL's ESG initiatives routinely and as required via Board meetings and Committee meetings. The Board reviews and endorses the sustainability program and monitors progress of initiatives in the sustainability program.	
	2-13	Delegation for responsibility for managing impacts	10–11	PBPL reports back to the PBPL Board on the effectiveness of its ESG initiatives routinely and as required via Board meetings and Committee meetings.	
Strategy, policy and practices	2-22	Statement on sustainable development strategy	2–3		
	2-23	Policy commitments	8–9 29 53	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/	
	2-27	Compliance with laws and regulations	N/A	There were no incidences of significant non-compliance with laws and regulations in FY23.	
	2-28	Membership associations	N/A	<ul style="list-style-type: none"> • Ports Australia • Australian Logistics Council • Infrastructure Association of Queensland • Property Council of Australia • Australian Institute of Health and Safety • PIANC • Committee for Economic Development Australia • Australian Cruise Association • Toowoomba Surat Basin Enterprise • Committee for Brisbane • Shipping Australia Limited • Freight Trade Alliance • International Forwarders and Customs Brokers Australia • Australia Meat Industry Council • Australasian Concrete Repair Association (membership at no charge) • Concrete Institute of Australia • The Planning Institute of Australia • The Environment Institute of Australia and New Zealand • Freight and Trade Alliance • International Association of Ports and Harbors • South East Queensland Catchments Management Authority • Brisbane Open House 	
Stakeholder engagement	2-29	Approach to stakeholder engagement	14–15	Throughout	
	2-30	Collective bargaining agreements	31	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.	

GRI content index

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE	PAGE REFERENCE	NOTES	OMISSIONS
GRI 3: Material topics 2021					
Disclosures on material topics	3-1	Process to determine material topics	17		
	3-2	List of material topics	17-19		
	3-3	Management of material topics	17-19	Throughout	
			24-27	This year, PBPL has focused on reporting against five material topics that are considered representative of the most important issues to PBPL and our stakeholders across our four sustainability pillars:	
			34-37		
			38-47		
			58-59; 64-67		
		72-74			
			<ul style="list-style-type: none">• health, safety and wellbeing• sustainable trade growth and diversity• enabling supply chains and efficient port infrastructure• climate change• customer relationships.		
GRI 200: Economic standards					
GRI 201: Economic performance	201-2	Financial implications and other risks and opportunities due to climate change	64-67		
GRI 203: Indirect economic impacts	203-1	Infrastructure investment and services supported	32-51		
GRI 300: Environmental standards					
GRI 300: Energy	302-1	Energy consumption within the organisation	58-59	Energy consumption (GJ) is calculated using the National Greenhouse and Energy Reporting energy content factors.	
GRI 303: Water and effluents	303-3	Water withdrawal	56		
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	4 68-69		

GRI STANDARD TITLE	DISCLOSURE NUMBER	DISCLOSURE	PAGE REFERENCE	NOTES	OMISSIONS
GRI 305: Emissions	305-1	Direct (scope 1) GHG emissions	58-59	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	58-59	PBPL used the GHG Protocol – Scope 2 Guidance market-based approach for calculating Scope 2 GHG emissions in FY23. The residual mix factor (RMF) used was 0.84. The RMF was calculated by multiplying the Australian national emissions factor (0.68) by 1 minus the renewable power percentage (18.8%).	
	305-3	Other indirect (Scope 3) GHG emissions	58-59	Scope 3 emissions were calculated using the above methodology for Scope 1 and 2 emissions.	
	305-5	Reduction of GHG emissions	58-59	Reporting year (FY23) reductions were compared against the previous reporting year (FY22). A baseline year has not been specified.	
GRI 306: Waste	306-3	Waste generated	56-57		
	306-4	Waste diverted from disposal	56-57		
	306-5	Waste directed to disposal	56-57		
GRI 400: Social standards					
GRI 403: Occupational health and safety	403-1	Occupational health and safety management system	9, 24		
	403-6	Promotion of worker health	26-27	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	30, 31, 82		
	404-2	Programs for upgrading employee skills and transition assistance programs	28, 30	PBPL offers counselling services for employees impacted by redundancy or termination. Additionally, in cases of redundancy, PBPL offers placement services.	
GRI 405: Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	31		
GRI 413: Local communities	413-1	Operations with local community engagement, impact assessments and development programs	75-79	PBPL has a formal grievance process. Any grievances from the local community can be made by calling our reception or via our website.	
GRI 418: Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	N/A	No substantiated complaints received during this financial year 2022-2023	

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 2023 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 2023 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 Ltd ('PBPL') to provide limited assurance over certain sustainability data and disclosures in PBPL's 2022/23 Sustainability Report for the year ended 30 June 2023 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 2 LTIs	▶ PBPL's own publicly disclosed criteria
Total number of leadership behaviours (i.e. ELT leadership behaviour reports), being 304 leadership behaviours	
Energy consumption, being 149,570 gigajoules (GJ)	▶ PBPL's own publicly disclosed criteria for greenhouse gas inventory preparation and sustainability disclosure
Energy production, being 5,238 GJ	
Total trade (import and export) being 33.59 million tonnes	▶ PBPL's own publicly disclosed criteria
Rail trade, being 1.10%	
Customer satisfaction score, being 75%	

In addition, we were engaged by PBPL 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)
Scope 1 greenhouse gas (GHG) emissions, being 8,943 tonnes of carbon dioxide equivalent (tCO ₂ -e)	▶ PBPL's own publicly disclosed criteria for greenhouse gas inventory preparation and sustainability disclosure
Scope 2 GHG emissions, being 2,009 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

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. The subject matter is as defined in the 'what we assured' column in the tables above (the Limited Assurance Subject Matter and the Reasonable Assurance Subject Matter listed above, collectively the 'Subject Matter').

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.

PBPL's responsibility

PBPL'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.

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* ('ASAE 3000'), *Assurance Engagements on Greenhouse Gas Statements* ('ASAE 3410') and the terms of reference for this engagement as agreed with PBPL on 22 May 2023.

For the limited assurance engagement, this standard requires 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, this standard requires 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:

- ▶ Conducting interviews with personnel to understand the business and reporting process
- ▶ Conducting interviews with key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period



Building a better working world

Page 2

- ▶ Assessing that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria
- ▶ Reviewing other relevant information within PBPL's internal policies, external website or other related sources for consistency and alignment with the Subject Matter
- ▶ Assessing documentation in support of boundary and operational control decisions
- ▶ Undertaking analytical review procedures to support the reasonableness of the data
- ▶ On a sample basis, based on our professional judgement, re-performing calculations within the Subject Matter.
- ▶ On a sample basis, based on our professional judgement, identifying and testing assumptions supporting calculations within the Subject Matter.
- ▶ Assessing the presentation of the selected performance metrics in PBPL's 2022/23 Sustainability Report.

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 GHG emissions, on a sample basis, based on our professional judgement, agreeing 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 GHG emissions quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHG emissions.

Additionally, GHG procedures are subject to estimation and measurement uncertainty resulting from the measurement and calculation processes used to quantify GHG emissions within the bounds of existing scientific knowledge.

Additional inherent limitations - limited assurance scope

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 PBPL relating to future performance plans and/or strategies disclosed in PBPL's 2022/23 Sustainability Report.

Use of our Assurance Report

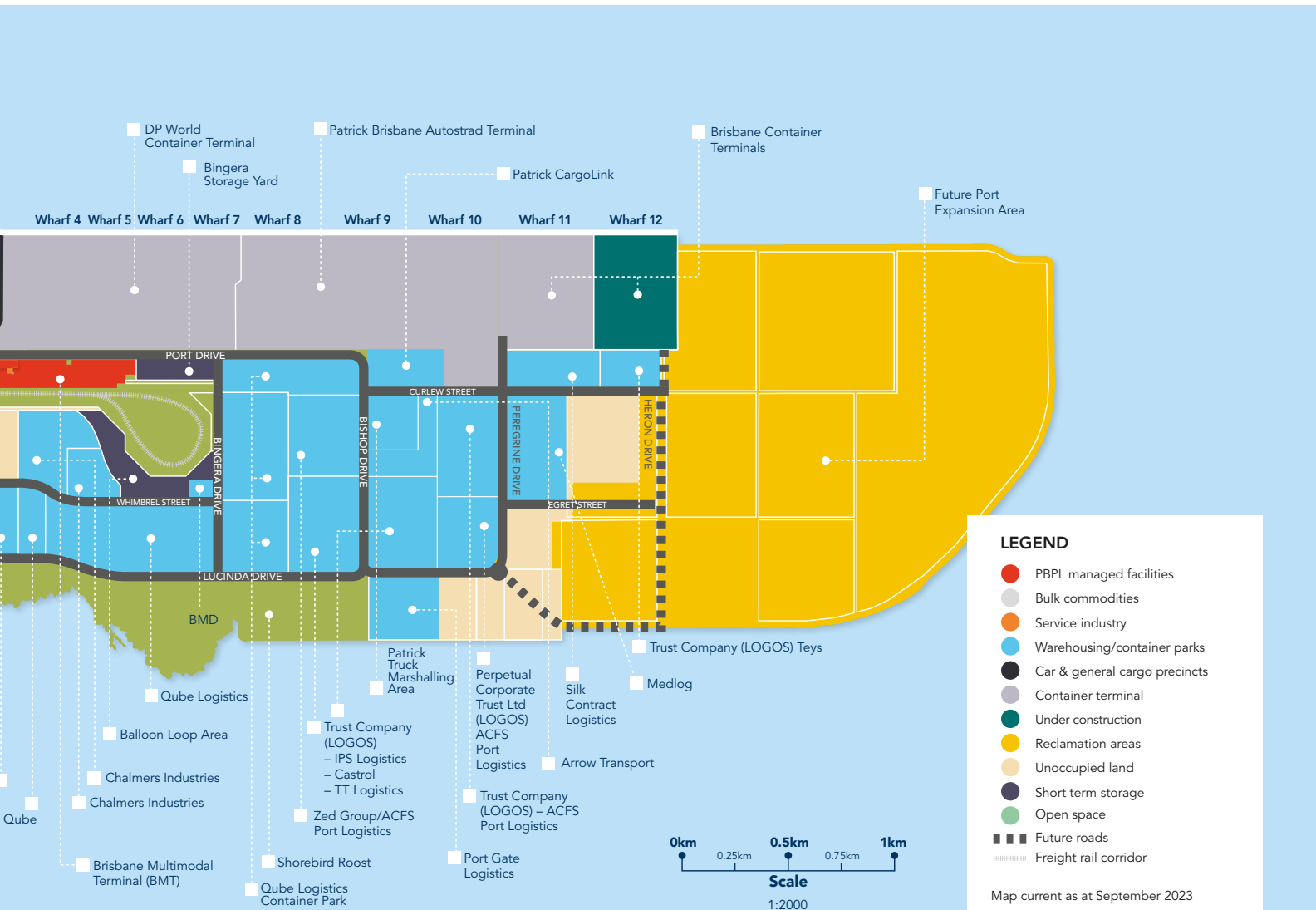
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Ernst & Young

Elizabeth Rose
Partner
Brisbane, Australia
19 September 2023

Property tenant map





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