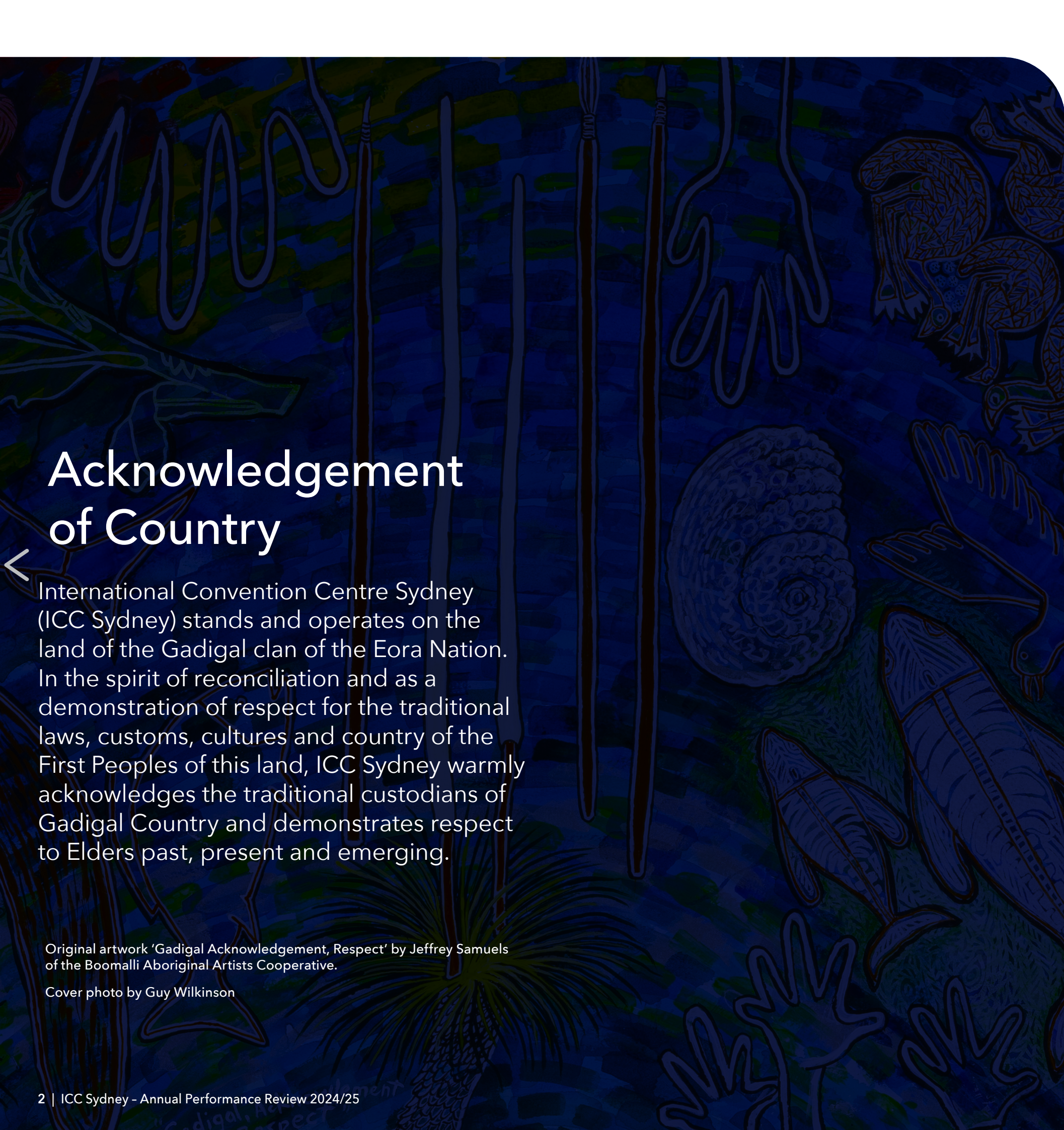




Annual Performance Review 2024/25





Acknowledgement of Country

International Convention Centre Sydney (ICC Sydney) stands and operates on the land of the Gadigal clan of the Eora Nation. In the spirit of reconciliation and as a demonstration of respect for the traditional laws, customs, cultures and country of the First Peoples of this land, ICC Sydney warmly acknowledges the traditional custodians of Gadigal Country and demonstrates respect to Elders past, present and emerging.

Original artwork 'Gadigal Acknowledgement, Respect' by Jeffrey Samuels of the Boomalli Aboriginal Artists Cooperative.

Cover photo by Guy Wilkinson

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Photograph by Guy Wilkinson

Message from the Chief Executive



Operating on Gadigal Country, in a place where people have met to trade, exchange knowledge and celebrate for many thousands of years, the ICC Sydney team is known for its depth of understanding and celebration of First Nations culture which can be enjoyed by all.

Darling Harbour has enjoyed an extraordinary transformation and the ICC Sydney, at the heart of the precinct, stands as one of the nation's most prestigious international venues for conventions, exhibitions, and entertainment.

ICC Sydney contributed A\$746 million to the local economy through delegate spending last year, significantly uplifting our city and region's vibrancy.

During the year, ICC Sydney hosted 546 core events and attracted 1.5 million visitors by a management team that is focused on driving both economic and societal outcomes for Sydney and New South Wales.

ICC Sydney maintains a global reputation for event services excellence, as demonstrated by its exceptional client and delegate satisfaction ratings.

It is also a leader in sustainability, diversity, equity and inclusion, as evidenced by its Silver status in the Australian Workplace Equality Index and continued delivery of its Disability Inclusion Action Plan.

Whether hosting the world's first Global Nature Positive Summit attended by 1,000 delegates including international ministers, environmental policy experts across government and corporate sectors, Indigenous Peoples and investors or the second consecutive SXSW Sydney - the city's premier festival for creatives, innovators, and entrepreneurs, ICC Sydney shines an international spotlight on local talent and our harbour city while attracting new ideas and culture to our state.

Over the last year, ICC Sydney has gone from strength to strength in attracting an unparalleled number of attendees to a record-breaking calendar of entertainment events, and in turn has offered world class experiences for both locals and visitors while significantly boosting our economy.

ANITA MITCHELL
Chief Executive
Placemaking NSW

Message from the CEO



In partnership with the New South Wales (NSW) Government and Darling Harbour Live, ICC Sydney continues to deliver on our shared mission to Make a Difference for the people of NSW. As we drive change through innovation with data at the core, we are aligned with State strategies to elevate city vibrancy, spark productivity, and advance social justice through inclusive and impactful experiences.

Looking ahead, we will welcome international events with a focus on health and medical sciences, technology, education, finance and sustainability, sectors that reflect the State's priorities and our commitment to delivering meaningful outcomes for the community.

We fulfilled our More Than a Venue promise as all surveyed event organisers were satisfied with their experience at ICC Sydney. Independently measured, overall delegate satisfaction was rated 98%, reflecting our commitment to delivering exceptional visitor experiences. Our collaborative approach to integrated risk management enabled us to deliver safe, inclusive and successful events.

As a People-First organisation, we nurtured talent and supported career pathways. We welcomed 13 graduates and interns across our Audio Visual Graduate, Event Management Graduate, and International Culinary and Building Services Internship Programs. With 10,499 hours invested in professional development and 39 internal promotions, our team rewarded us with an employee engagement score of 83%.

We operate ICC Sydney with integrity and maintained international standards accreditations for Quality Management, Environmental Management, Occupational Health and Safety Management and Food Safety Management systems.

We engaged our community deeply to reimagine Dancers' Alley at Moriarty Walk, complete with a new brand, signage and digital platforms to foster year-round communication. We progressed our second Reconciliation Action Plan and are in the early stages of preparing our third plan. Through our Legacy Program, we activated meaningful partnerships with First Nations Peoples, the creative industries, and emerging entrepreneurs. Our clients increasingly embedded sustainability into their events, and we are proud to have continued to support them to reduce and report their event carbon footprints.

We are now focused on meeting the future needs of our people, clients, stakeholders, attendees and community. We continue to ensure ICC Sydney is as inclusive, innovative and sustainable as possible as we strive to Make a Difference.

ADAM MATHER-BROWN
Chief Executive Officer
International Convention Centre Sydney



Photograph by Guy Wilkinson

About Us

Darling Harbour Live, comprising Capella Capital, Legends Global, Lendlease, Hostplus, Aware Super and Downer.

ICC Sydney sits on the Sydney Harbour foreshore within its own dynamic dining, leisure and residential precinct, surrounded by finance, technology, innovation and learning hubs. It is the jewel in a A\$3.4 billion, 20-hectare transformation of Darling Harbour.



Proudly Managed by Legends Global

ICC Sydney is proudly managed by Legends Global, the premier partner to the world's greatest live events, venues, and brands. Legends Global delivers a fully integrated solution of premium services, including feasibility and consulting, owner's rep, sales, partnerships, venue management, hospitality, merchandise, and content and booking. Its white-label approach ensures its partners remain front and centre while it harnesses the power of its global network – including over 450 venues, 20,000 events, and 165 million guests annually – to enhance the business and guest experience.

Mission

Make a difference.

Purpose

Deliver success for clients and stakeholders and make a difference within our community as we operate an extraordinary venue with extraordinary people who win, run and support extraordinary events.

Values

- Integrity
- Creative
- Connected

Vision

Be the best performing convention, exhibition and entertainment centre in the world.

Success

Our success is that of our clients; we listen, plan, observe, anticipate and act to achieve success. We understand what it takes to deliver a successful event. The Legends Global family is a significant global player in the global business events industry, and we are dedicated to making every event instil pride in our clients and our city so that everybody wins.





Photograph by Glenn Pokorny

Key Results

During the 2024/25 financial year, ICC Sydney exceeded its revenue and profit targets, enabling a greater contribution to the State than the previous financial year.

The team delivered 546 core events, attracting 1.5 million event attendees who cumulatively contributed A\$746 million in visitor expenditure – up from 1.2 million visitors and an economic contribution of A\$718 million in FY2023/24. Against a backdrop of evolving international political dynamics, we embarked on a strategy to kick start the local economy with a focus on sparking vibrancy through events while driving change through innovation with data at the core and increased efficiencies.

ICC Sydney’s team of experienced events professionals nurtured a culture that champions inclusion, sustainability and innovation. *This culture and a commitment to delivering world class events contributed to a 98% delegate satisfaction rating and clients surveyed reported their satisfaction with ICC Sydney’s service during the period.

In recognition of the technical capability, focus on sustainability and aptitude of the team, ICC Sydney collected a further 13 awards while maintaining its International Organisation of Standardization (ISO) for Quality Management, Environmental management, Food Safety Management and Occupation Health and Safety Management, Silver EarthCheck certification and Silver status in the Australian Workplace Equality Index for LGBTQIA+ inclusion.

The team remains focused on reducing its environmental impact and carbon footprint while increasing opportunities for the community through its positive social impact strategies, which are amplified in collaboration with its customers through its Legacy Program.



A\$746m
Economic Contribution



546
Events



1.5m
Attendees



1.3m
Room Nights



100%
Client Satisfaction*



98%
Delegate Satisfaction



3,857
Jobs Created

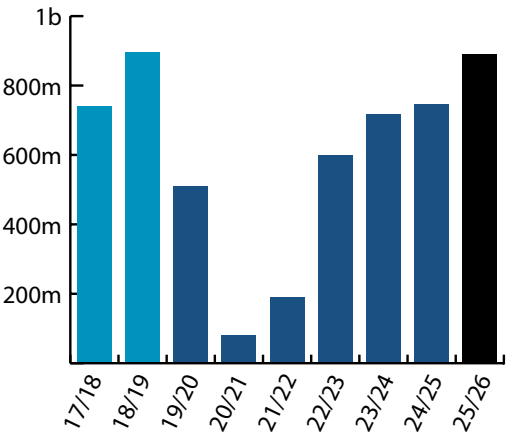


423
Legacy Program Activations



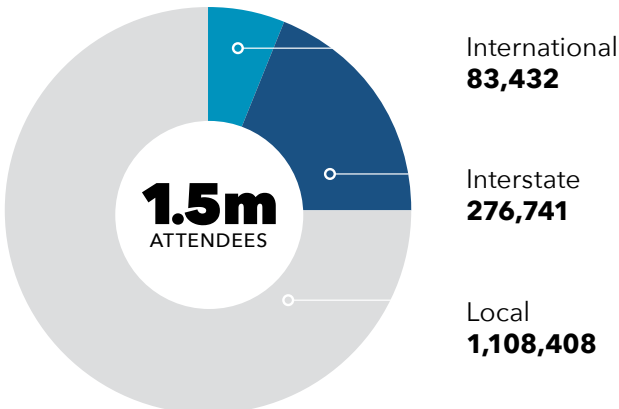
13
Awards Won

Delegate expenditure: since opening



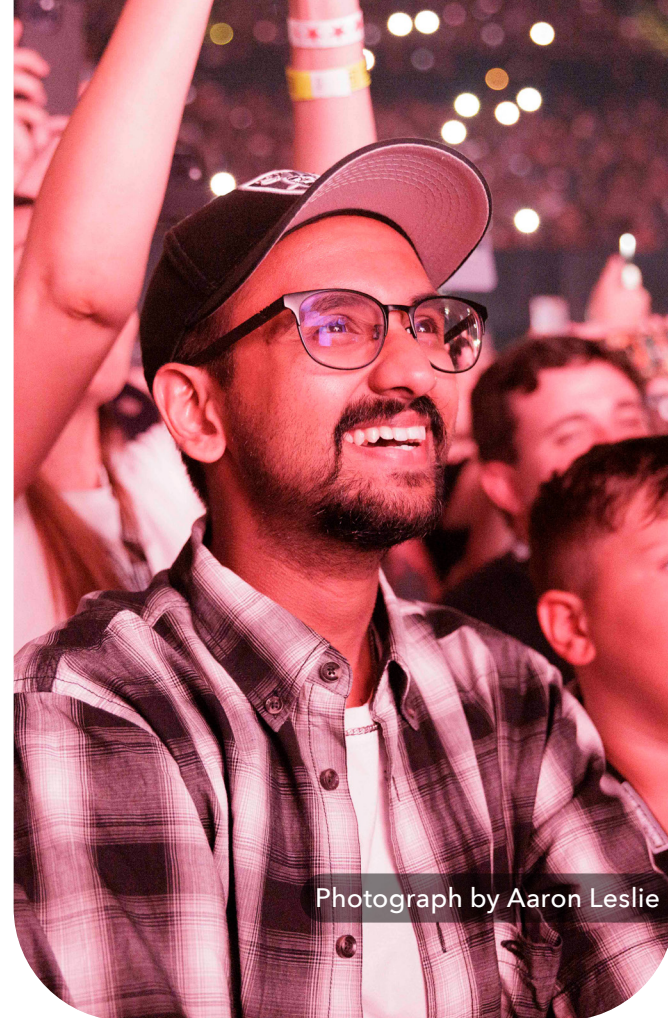
Delegate expenditure (Facilitated Tourism Spend)

FY2024/25 Attendees by source market





Photograph by
@louise_cui



Photograph by Aaron Leslie

Live Entertainment Business

ICC Sydney drove a record-breaking calendar of Live Entertainment Events featuring international and local acts, sparking vibrancy in the city and stimulating the local economy. Sydneysiders flocked to 136 events (up from 99 in FY2023/24) at ICC Sydney Theatre and Darling Harbour Theatre.

“

Patron sound bites about Les Misérables The Arena Spectacular

“...and to come see it in the arena has just been magic”

“it’s the best night at the theatre you will have”

“truly living it up to the spectacular arena”

Event Highlights

**Record
136 events**

A.R RAHMAN

ALAN TAM

ALI WONG

ALISON MOYET

AMY SHARK

AN EVENING WITH
DREW BARRYMORE

AVATAR THE LAST
AIRBENDER IN
CONCERT

BAD FRIENDS

BILL BAILEY

CIGARETTES AFTER SEX

CONAN GRAY

CRITICAL ROLE LIVE

DAVID WALLIAMS

DEAN LEWIS

GABBY’S DOLLHOUSE

GABOR MATE

HATSUNE MIKU

HUMAN NATURE

ICE CUBE

JACK & MICHAEL
WHITEHALL

JAMES BLUNT

JANE FONDA

JIM JEFFERIES

JOANNA LUMLEY

JORJA SMITH

KEHLANI

KIP MOORE

LAUFEY

LAUREN DAIGLE

LEON BRIDGES

LES MISÉRABLES THE
ARENA SPECTACULAR

LIME CORDIALE

MAMAMIA OUT LOUD
LIVE

MARTHA STEWART

MISSY HIGGINS

NIKITA TSZYU V
KOEN MAZOU DIER

ONE PIECE

PAUL SMITH

PAW PATROL LIVE!
“RACE TO THE RESCUE”

ROXETTE

RU PAUL’S DRAG
RACE

SARAH MILLICAN

STONE TEMPLE
PILOTS

TAEYANG

TENACIOUS D

THE CORRS

THE GIRLS
BATHROOM

THE SCRIPT

THE WIGGLES,
WIGGLE & LEARN BIG
SHOW!

TOP GUN MAVERICK
IN CONCERT

TOTO

TRAIN

UNSCRIPTED &
UNFILTERED WITH
NICK OFFERMAN
AND MEGAN
MULLALLY

ZHOU SHEN

ZZ TOP

Photograph by Glenn Pokorny

International Business

In light of anticipated international event rotation patterns, ICC Sydney secured 17 international conferences and corporate events, which includes those events won in partnership with Business Events Sydney.

International event organisers chose ICC Sydney for the magnificent venue, unparalleled location, its professional and innovative team of experts. Underscoring this is the team’s reputation for sustainable and inclusive practices, as well as its diverse and welcoming culture.

The business services, sustainability, science, health, medical and technology sectors delivered international conventions during the year.

ICC Sydney hosted the world’s first Global Nature Positive Summit in a landmark event attended by around 1,000 delegates including international Ministers, environmental policy experts across government and corporate sectors, Indigenous Peoples and investors.

At the Summit, leaders explored effective ways to realise global commitments under the Kunming-Montreal Global Biodiversity Framework, and how to accelerate collective action to drive investment in nature and strengthen activities to protect and repair the environment.

“

Working with the ICC Sydney was a great experience. The ICC team were professional, they listened to our requirements and implemented changes as required - always remaining flexible and solutions focused. This built trust in the lead up to delivering on expectations during the Summit. The ICC team often went above and beyond to support our team in our planning, preparation and delivery for the event.”

Australian Government DCCEEW

“

The ICC provided excellent support and service throughout the planning and delivery phases of the Summit. The team from beginning to the end were professional, attentive, innovative and passionate about delivering the Summit. The trust NSW put in the ICC to deliver this Summit was rewarded. The ICC team showed why they are a world class team and venue.”

NSW Government DCCEEW

GLOBAL NATURE POSITIVE SUMMIT
Sydney 2024

Photograph by Mark Dickson, Deep Field Photography



“The Global Nature Positive Summit was a crucial opportunity for government leaders and businesses to commit to making urban areas around Australia and the world nature positive by the end of the decade. It really shows the power of business events to engage the world to drive positive societal change. As an integral contributor to Sydney’s knowledge economy and global economic positioning, we want to congratulate ICC Sydney for hosting this critical public policy forum.”

Eamon Waterford, CEO, Committee for Sydney

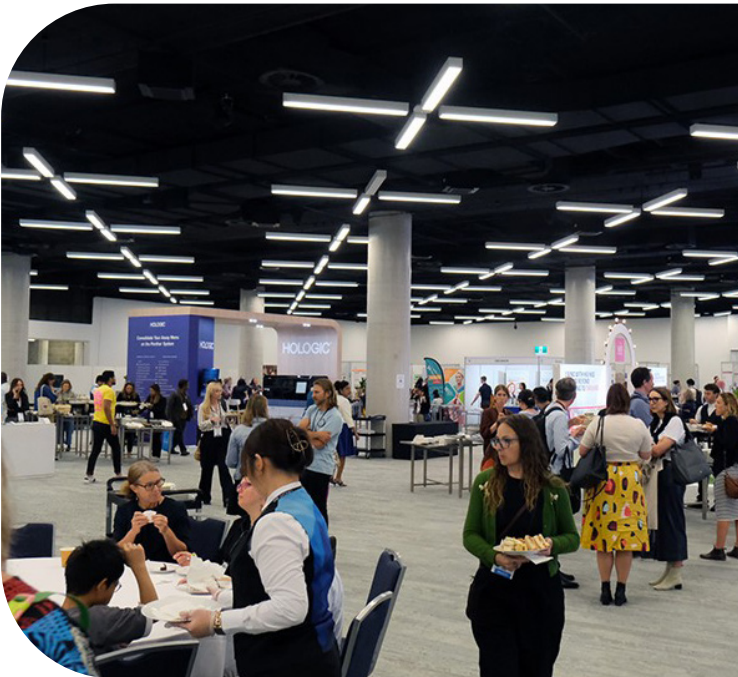
National Business

Eighty-eight national conferences were secured by the ICC Sydney team – increasing from 81 in the previous year. These critical events often provide the platform for bidding on international events, ensuring that the local groundwork is in place to organise and deliver global meetings. National events present an unparalleled opportunity to exchange knowledge, for networking and professional development including the joint HIV & AIDS Conference and the 25th International Union Against Sexually Transmitted Infections (IUSTI) 2024 World Congress incorporating the Australasian Sexual and Reproductive Health Conference.

“

The success of the joint HIV & AIDS Conference and 25th International Union Against Sexually Transmitted Infections 2024 World Congress was made possible through the world class services at ICC Sydney, coupled with the integral support of Business Events Sydney. At ASHM, we meticulously select partners that align with our values of inclusion, equity and excellence, and ICC Sydney provided the best environment and expert team to help us deliver this showcase of the latest healthcare research for HIV and sexual and reproductive health.”

Nadine Giatras, Conference & Events Director, ASHM



Exhibition Business

Sixty-one trade and consumer exhibitions underpinned powerful opportunities for trade, investment and innovation through business connections sparked on the expo floor. Alongside a comprehensive calendar of exhibitions representative of New South Wales and Australia's broader business and community interests, the rise of entertainment-centric, interactive, and culturally rich exhibitions was noted through the period - inspired by technology, gaming, and pop culture which capture the imagination of diverse audiences.

These vibrant experiences highlight the growing influence of the creative industries and underscore the importance of connecting with all generations through innovative, genre-spanning formats. Events such as Australia's largest conference and exhibition for educators and EdTech providers, EDUtech; experiential culinary platform, Good Food & Wine Show; bold, creative, and seriously fun, Hair Festival; and Integrate and Security Exhibition & Conference, an event that is at the cutting edge of technology - embodied innovation and drove strong attendance.

“

EDUtech is where meaningful connections are made, and transformative partnerships are built – all with the shared goal of advancing learning and teaching standards across Australia. With our focus on digitisation, creativity, and inclusion, ICC Sydney is the ideal venue: centrally located, exceptionally accessible, and perfectly positioned to help us create experiences tailored to the evolving needs of education professionals and partners alike.”

**Matthew Williams, Managing Director,
Terrapinn Australia**



Photograph by Terrapinn

Banquet, Meeting, Function and Seminar Business

ICC Sydney welcomed diverse attendees at 244 single day events, which encompassed corporate meetings, gala dinners, and product launches. The venue welcomed event attendees from the education, financial services, technology, tourism, charity and retail sectors as well as all tiers of government. The year marked a notable return of repeat clients, new organisations, and the delivery of another movie premiere - the launch of the Australian premiere of Gladiator II. Organisations such as Business Sydney, Committee for Sydney, Stand Tall, Elevate the Stage, Qualtrics, and Tour De Cure all selected ICC Sydney to host their high profile delegations - entrusting the venue team's world class services to showcase their events.

“

With technology change happening at an unprecedented scale, large scale platforms for engagement have never been more important to enable the knowledge exchange that is required, and for new opportunities to be captured. ICC Sydney is unparalleled as a platform for this, enabling UTS to easily host thousands of year 9 and 10 students for Australia's largest entrepreneurial inspiration event (UTS Startups Summit), or enabling new robotic technologies to be tested and deployed for millions of visitors, or working in partnership to deliver new solutions for large scale AI-generated culturally driven content for unique visitor experiences. ICC Sydney, at the doorstep of the emerging Tech Central precinct, gives genuine superpowers to anyone lucky enough to work with them. Their venues, their team, their leadership and their strong partnerships will continue to serve as the core enabler of Sydney's future prosperity, leaving a legacy not just from their incredible Legacy Program, but in everything they do.”

**Murray Hurps, Director of Entrepreneurship,
University of Technology Sydney**



Photograph by Andreas Zimmerman

Extraordinary Results: Awards, Accreditation and Recognition

ICC Sydney and its Darling Harbour Live partners demonstrated global leadership through world class service excellence in FY2024/25, adding a further thirteen awards and accolades totalling 114 to date.



Photograph by Tony Rosier

Awards and Accolades

Venue

Skift Meetings 2024

Winner - Best Convention Centre (Outside U.S)

Pollstar Rankings 2024

Winner - ICC Sydney Theatre, Top Performing Theatre

Audio Visual

Spice News Hot 100 Hotels and Venues 2025

Winner - Best Venue or Studio for Virtual/Hybrid Events

Corporate Social Responsibility

KARI Foundation 2024

Winner - Corporate Cultural Games Day

Australian Business Events Association Awards 2024

Winner - Sustainability Initiative - Social and Cultural

Pride in Diversity, Australian Workplace Equality Index 2025

Winner - Silver Tier Status

UFI The Global Association of the Exhibition Industry 2025

Finalist - Sustainable Development, Best Inclusion Initiative

Culinary

NSW Sommeliers Wine List Awards 2024

Winner - Best NSW Wine List by a Caterer or in a Functions Venue

NSW Sommeliers Wine List Awards 2025

Winner - Best NSW Wine List by a Caterer or in a Functions Venue

Spice News Hot 100 Hotels and Venues 2025

Winner - Best Convention Centre Catering

People and Team

International Association of Convention Centres, Future Shapers 2024

Winner - Winning team, 'FutureForce'

Professional Conference Organisers Association (PCOA) 2024

Winner - Geoff Donaghy, Life Membership

Australian Business Events Association Awards 2024

Winner - Venue Team of the Year

2025 Australian Culinary Federation New South Wales (NSW), Australian Capital Territory (ACT) and Regions Apprentice Competition

Winner - Thida Htay, Apprentice Chef Pastry

Accreditations and Certificates

EarthCheck

EarthCheck Silver Certification

ISO14001

Environmental Management System

ISO45001

Occupational Health and Safety Management System

ISO9001

Quality Management System

ISO22000

Food Safety Management System

Leadership in Energy and Environmental Design (LEED)

Gold Certification

Australian Workplace Equality Index

Silver

Corporate Social Responsibility

Corporate Social Responsibility (CSR) is core to ICC Sydney’s business operations, values and culture. The team has identified initiatives that contribute towards a global agenda for building sustainable cities and communities and a CSR Plan outlining goals and commitments that align with the United Nations Sustainable Development Goals (UNSDGs) and its Net Zero Carbon Events pledge.

Under the pillars of Invest in People, Protect the Environment and Strengthen our Communities, ICC Sydney’s CSR results are presented below.

CSR Goal Alignment

International	United Nations Sustainable Development Goals (UNSDGs) Joint Meetings Industry Council’s Net Zero Carbon Events Pledge
National	National Waste Policy National Climate Resilience and Adaptation Strategy 2021 – 2025 National Greenhouse and Energy Reporting (NGER) scheme 2023 Intergenerational Report
State	Net Zero Plan Stage 1: 2020–2030 The NSW Climate Change Policy Framework (NSW Government) Waste and Sustainable Materials Strategy (NSW Government)
Local	Sustainable Sydney 2030-2050, City of Sydney A City for All is the City of Sydney’s 2018–2028 social sustainability policy and action plan Committee for Sydney - Agenda for Sydney



Photograph by Guy Wilkinson

Invest in People

Create an environment of inclusion and gender equity across our organisation, grow the diversity of our business partners around the world, and enable opportunities for our current and future workforce.

Maintaining employer of choice position

ICC Sydney is committed to being an employer of choice and providing a great place to work that creates fulfilling careers, not simply jobs.

ICC Sydney’s focus on recognising high performing talent resulted in 39 internal promotions and 19 casual progressions into permanent roles.

ICC Sydney achieved an average employee engagement score of 83%.

Championing diversity, equity, accessibility and inclusion

To help celebrate our diversity, ICC Sydney convenes four employee resource groups with the support of the business, including The Same Same Collective, Reconciliation Action Plan Working Group, Able@Work and Parents and Carers. Each group is driven by individuals in the team who identify as a person of that community or as an ally. ICC Sydney additionally supports three Diversity, Equity and Inclusion (DEI) focus streams through our people strategy including New Australians, Gender Equity and NextGen.

ICC Sydney and its Able@Work group achieved 48% of the commitments set out in its Disability Inclusion Action Plan, with the support and guidance of Get Skilled Access and Autism Spectrum Australia.

ICC Sydney was awarded Silver accreditation in May 2025 with the Australian Workplace Equality Index (AWEI).

Skilling the team for success

Through the Academy of Extraordinary and with access to Legends Global’s Leadership Academy, ICC Sydney provides learning resources and professional development opportunities.

The internal program, My Extraordinary Journey, offers career pathways for team members through talent, leadership and career development streams.

In FY2024/25, ICC Sydney’s team members undertook 10,499 hours of learning and development. Internal training opportunities included the third iteration of the High Potential Program for ten participants. ICC Sydney team members were selected to participate in external development opportunities through Venue Management School, American Chamber of Commerce in Australia and International Association of Convention Centres.

Training highlights

- Ally for Change training (LGBTQIA+ training) developed with Pride & Diversity and measured against the Australian Workplace Equality Index, the national benchmark on LGBTQ workplace inclusion
- Mental health first aid
- Cultural Awareness online training focused on Aboriginal and Torres Strait Islander Peoples and culture
- Accessibility and hidden disabilities training with the Sunflower Program.





Internships and graduate programs

Thirteen interns and graduates completed programs across specific disciplines at ICC Sydney:

- Seven Audio Visual (AV) professionals joined the venue's sixth Audio Visual Graduate Program following completion of their tertiary education courses.
- ICC Sydney accepted four international culinary services interns from Breda University in The Netherlands.
- ICC Sydney accepted one Building Services intern from Breda University in The Netherlands.
- Working with University of Technology Sydney, ICC Sydney selected one Event Management Graduate to join its ranks.

“

What I love most about working at ICC Sydney is being part of a world class organisation that brings incredible events to life. Whether it's an international conference, a cultural showcase, corporate or creative event or a buzzing exhibition, there is a real energy, a sense of purpose and a shared pride in representing Sydney and Australia.”

ICC Sydney Team Member

39
Internal Promotions

83%
Employee Engagement

10,499
Training Hours

13
Interns and Graduates

129
Volunteer Hours

8th Cohort
of International Culinary
Services Interns

Launched
New Event Management
Graduate Program with
University of Technology
Sydney

Protect the Environment

Reduce waste from the guest experience across our venues, enhance facility efficiency through capital investments, and protect and preserve resources in and around our communities.

Industry leadership

ICC Sydney participated in industry leadership initiatives, working groups and events with the goal of ensuring effective sustainability and social impact practices.

In FY2024/25 ICC Sydney team members participated in the following:

- JMIC Net Zero Carbon Events (NZCE) Pledge - founding supporter, ongoing contributors
- ABEA Sustainability Special Interest Group
- End Food Waste Australia and NSW EPA Hospitality and Foodservice Sector Action Plan Working Group
- City of Sydney Sustainable Destination Partnership
- Pre and post event CSR reporting in collaboration with sustainability minded clients.

Raising awareness to drive change

ICC Sydney promoted its internal energy reduction campaign to encourage team members to switch off appliances when not in use. The team marked dates of importance such as World Sustainable Transport Day and National Recycling Week to raise awareness and encourage environmental protection action.

Waste management

ICC Sydney is committed to reducing waste and improving waste diversion rates. To reduce organic waste the team continued to utilise Winnow technology to measure organics. In FY2024/25, ICC Sydney's team diverted an average of 71% operational waste from landfill (up from 67.2% in the year prior).

ICC Sydney's engagement with the NSW Environment Protection Authority's Container Deposit Scheme has seen a remarkable increase in impact, with eligible bottles and cans collected rising from 2.95 tonnes last financial year to 56.66 tonnes in FY2024/25. Through this initiative, the team aims to make a meaningful difference for the people of NSW by reducing litter, boosting recycling rates, and promoting a circular economy that incentivises container returns.

ICC Sydney's in-house uniform team members salvaged waste fabric and repurposed it into 753 new items for use around the venue, including: 35 re-useable laundry bags (made out of worn-out polo-shirts), 60 chefs caps (made out of worn-out suit pants), and 588 interchangeable waste diversion signs (made out of worn-out tablecloths).

Energy

Together with its Darling Harbour Live partners, ICC Sydney purchases 20% renewable energy through its energy contract, which together with its onsite community owned solar array has resulted in 24% green energy.

Through investment in energy saving infrastructure upgrades, more energy efficient operation methods and investment in renewable energy, ICC Sydney saved

549.71 Mwh equating 384.80tCO₂-e carbon emissions saved. Solar generated a further 531.91 Mwh, ensuring 372.34tCO₂-e carbon emissions were saved. In total, energy saved from the grid was enough to power the equivalent of 71 average sized NSW family homes (4 occupants).

Sustainability focused menu collection

The 2025 Menu Collection gave event organisers the opportunity to make a positive contribution to the planet, as well as its suppliers, as it added more First Nations businesses to its supply chain and maintained a range of lower carbon options.



Photograph by Guy Wilkinson

71%
Waste Diversion

24%
Green Energy

549.71 Mwh
Energy efficiency savings equivalent to 384.80tCO₂-e saved

531.91 Mwh
Total energy generated through solar equivalent to 372.34tCO₂-e saved

Silver
Earthcheck
Accreditation

Maintained
Environmental
Management Standard
ISO14001

Strengthen our Communities

Engage in improving the vitality of our communities, increase philanthropic support through meaningful efforts, and enhance the health and wellbeing of our coworkers, clients and guests.

Making a difference together, ICC Sydney team members volunteered at community partner events including Stand Tall, Premiers Gala Concert and Elevate the Stage. They supported the Bobby Goldsmith Foundation, inspired children with a Christmas gift drive and fundraising as part of the City2Surf for First Nations community partner KARI.

Alongside other national venues in our network, ICC Sydney participated in AusMusic TShirt Day, raising A\$21,282.17 for Australian charity - Support Act. Support Act works to support musicians, managers, crew and music workers through crisis relief, mental health and wellbeing programs, the Support Act Wellbeing Helpline, Mentally Healthy Workplaces Program and dedicated First Nations support.

Food donations

Over the year, the team donated 5,135kg of quality surplus food (equivalent to 12,838 meals) to the Matthew Talbot Hostel, OzHarvest and and The University of New South Wales Food Bank.

First Nations acknowledgement and celebration

ICC Sydney fulfilled the commitments of its 'Innovate' Reconciliation Action Plan recognising First Nations Peoples and culture and has embarked on establishing its third plan.

Charities and community support

ICC Sydney provided 48 tickets to live events for Sydney's youth and families via the venue team's network of charity partners through the IGNITE community ticket donation program.

ICC Sydney donated approximately 1,527kg of repurposed goods from events such as furniture, homewares, computers, clothing, toiletries and stationery to its charity partners such as ReLove, Pyrmont Cares and Salvation Army.

ICC Sydney provided promotional support for charities and community partners. A total of 4,313,925 x 15 second impressions of content relating to environmental sustainability, community causes, accessibility, diversity, equity and inclusion was communicated in Darling Harbour, such as:

- KARI Foundation
- Science for Wildlife
- Boomalli Aboriginal Artists Cooperative
- Youth Off The Streets
- ANZAC Day
- National Sorry Day
- National Reconciliation Week
- NAIDOC Week
- AUS Music T-Shirt Day
- R U OK Day
- Earth Hour
- World Autism Understanding Day
- International Day of People with Disability
- World AIDS Day
- Wear it Purple Day
- Mardi Gras
- Pride Month



12,838
Meals Donated

1,527kg
Goods Donated

48
Tickets to Events for
Community Partners
through IGNITE Program

New South Wales and First Nations procurement

ICC Sydney continued to prioritise sustainable procurement strategies. In FY2024/25, ICC Sydney purchased A\$48.2 million of requirements through suppliers based in NSW. ICC Sydney purchased A\$13.85 million of food and beverages sourced from NSW providers. Through a wine list 100% dedicated to NSW, 96% of wine was purchased from NSW winemakers.

It is also committed to strengthening the broader industry that reaches out through these supply chains. Through its Reconciliation Action Plan commitments and Legacy Program, it seeks to provide opportunities for Indigenous owned businesses.

Sustainable procurement

ICC Sydney selected to source goods and services from sustainable suppliers that have proven sustainability policies and processes where possible. In FY2024/25, 91% of the value of purchases in ICC Sydney's supply chain were sourced from sustainable suppliers.

First Nations

Through its Legacy Program, ICC Sydney promoted the inclusion of Indigenous owned businesses into client events. Through its partnership with Supply Nation, ICC Sydney created opportunities to grow Aboriginal-owned businesses across its supply chain through an enhanced First Nations procurement strategy. ICC Sydney engaged 27 First Nations suppliers with a FY2024/25 spend of A\$244,562.

Industry participation

Team members contributed 181.5 hours of their time and experience to industry and local organisations.



On behalf of all of us at Stand Tall, I want to sincerely thank the entire ICC Sydney team for so generously hosting our 2025 event. It was an unforgettable day that made a profound impact on every one of the 6,000 students, educators, volunteers, and supporters in attendance. Being welcomed into such a world-class venue sends a powerful message to young people – that they are seen, they are valued, and they are deserving of spaces that reflect their potential and worth. The ICC team are truly dedicated professionals and all a delight to work alongside. We love hosting Stand Tall Sydney at ICC Sydney!"

Angela Farr-Jones, CEO & Co-Founder, Stand Tall



A\$13.85m

Food and Beverage Spend with NSW Based Suppliers

A\$48.2m

Direct NSW Spend

A\$244,562

Spend with 27 First Nation Suppliers

96%

Wine Purchased from NSW

97%

Food Purchased from NSW

181.5

Hours of Industry Advocacy



Photograph by Sean Christians

Legacy Program

In FY2024/25, 423 Legacy Program activations were delivered at events (up from 325 in the year prior). Under ICC Sydney’s Reconciliation Action Plan, the team has grown the First Nations stream of its Legacy Program to influence clients to drive reconciliation outcomes – 158,250 people experienced a First Nations cultural experience at events held throughout the year.

Edible centrepieces selected by clients for their events provided 600 food portions for residents of the Matthew Talbot Hostel.

The Legacy Program “Inclusion and Belonging” stream which features partners Get Skilled Access, Hidden Disabilities Sunflower and Pride In Diversity, was activated 82 times at events. The team has continually updated its Accessible and Inclusive Events Guide for event organisers in line with infrastructure and service upgrades including the installation of the AURI hearing augmentation system in key meeting spaces.

First Nations

Acknowledging, supporting and celebrating Aboriginal and Torres Strait Islander cultures and businesses

Environmental Sustainability

Minimising the environmental impact of events

Innovators and Entrepreneurs

Building engagement with local innovators and entrepreneurs

Creative Industries

Connecting with emerging talent from across the Sydney community

Inclusion and Belonging

Creating the most inclusive events, ensuring every visitor feels welcome and can participate

158,250
First Nations Cultural Impressions

432
Legacy Program Activations

Think Before You Choose
Vegetables in our Edible Centrepieces are transformed into meals for people in need

Direct Investment in Regional NSW



CENTRAL TABLELANDS

Angullong Wines
 Angullong Wines
 Block 11 Organics
 Breakout River Meats
 Chalou Wines
 Colmar Estate
 Gilbert Family Wines
 Jannei Goat Dairy
 Logan Wines
 Majors Group Australasia
 Margra Lamb
 Nashdale Lane Wines
 Philip Shaw Wines
 Printhie Wines
 Robert Oatley Wines
 Robert Stein Winery
 Ross Hill Wines
 See Saw Wines
 Swinging Bridge Wines
 Tamburlaine Organic Wines
 Windowrie Wines

CENTRAL WEST

2 GR Wagyu beef
 Indigiearth
 Paroo Kangaroo

GREATER SYDNEY

4 Pines Brewing Company
 Apromo Trading
 Asahi Lifestyle Beverages
 Australian Liquor Marketers
 Avery Dennison
 Badboy Bakehouse
 Baked and Co.
 Batch Brewing Company
 Bega Dairy and Drinks
 Bidfood
 Big Mouth Foods
 Bondi Yoghurt
 Brasserie Bread
 Bread Spread
 Brooklyn Boy Bagels
 Calendar Cheese Company
 CCEP

Combined Wine and Food
 Continental Patisserie
 Cookers Oil
 Cuisine Corp
 Dolce Vita Fine Foods
 Euromaster Smallgoods
 Eustralis Food & Wine
 Farmer Joes Chickens
 Fino Foods
 Fireworks Foods
 Game Farm
 Get Fish
 Green space herbs
 Hartley Truffles
 Haverick Meats
 Heng Australia
 Hong Australia Corporation
 Hong Kong Dim Sim Kitchen
 Indigenous Meat Pty Ltd
 Jacobs Douwe Egberts
 JB Metropolitan
 JFC Australia
 Juice and Co
 Julianne’s Kitchen
 Land of Plenty
 Lewis Continental Kitchen
 M & J Chickens
 Madhouse Bakehouse
 Martin’s Seafoods
 Mayers Fine Food
 Merna Crumpets
 MMMore
 Nespresso
 Neverfail Springwater
 Nomad Distribution
 Pac trading
 Paramount Liquor
 Pasta Italia
 Pasteles Bakehouse
 Patchetts Pies
 Pepe Saya
 PFD Food Services
 Popsy Popcorn
 Pro Bros
 Pure Pops

QCC Hospitality
 Raj Foods
 Repertoire Culinaire
 Royal CDS
 Select Fresh Providores
 Seven Miles Coffee Roasters
 Socrates Distributors
 Sonoma Bakery
 Taiyo Foods
 The Berry Man
 The Essential Ingredient
 Tip Top
 Two Providores
 Urban Bakery
 Vannella Cheese
 Vic’s Meat
 Wayward Brewing
 Young Henry Brewing Company
 Zokoko Artisan chocolate

HUNTER

Binnorie Dairy
 De Iuliis Wines
 Hungerford Hill
 Margan Wines
 McGuigan Wines
 Mercer Wines
 Scarborough Wine Co
 Silkman Wines
 Thomas Wines
 Tyrrell’s Wines

MURRAY

Pete’s Pure Wines
 Secret Garden Wines
 Trentham Estate

NORTH COAST

Brother Mountain Macadamias
 Mount Warning Water

NORTH EAST

Nimbin Valley Cheese

NORTH WEST

Kootingal Pecan Company
 Wholegrain Milling Co.
 Woodward Meats

NORTHERN TABLELANDS

Bindaree Beef
 Rangers Valley Beef
 Toppers Mountain Wines

RIVERINA

Aquna Murray Cod
 Calabria Family Wines
 De Bortoli Wines

Dee Vine Estate
 McWilliams Wines
 Riverine Angus Beef

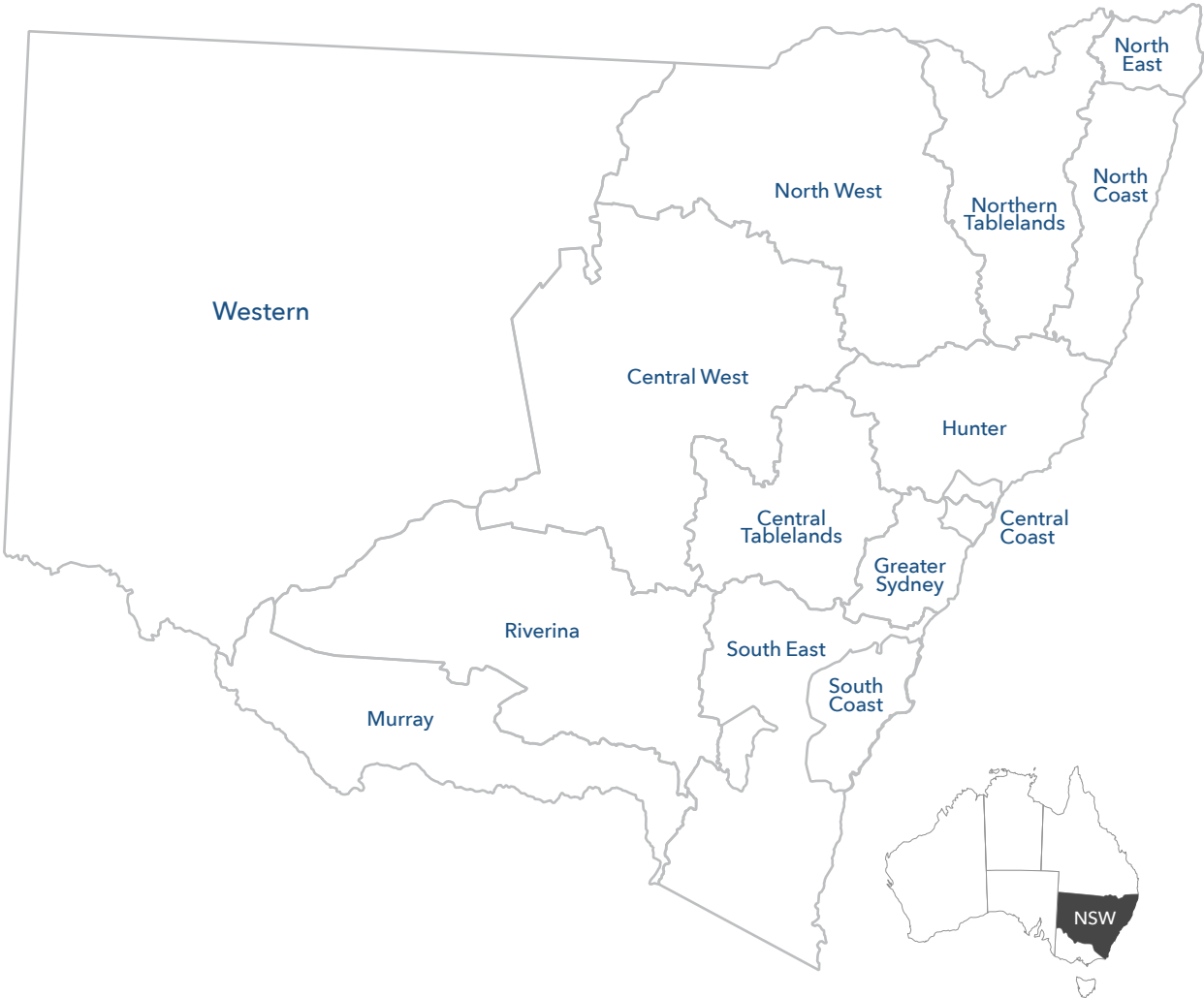
SOUTH COAST

Coppertree Farms

SOUTH EAST

Alto Olives
 Freeman Vineyards

Garlicious Grown black garlic
 Moppity Vineyards
 Musset Holdings Mushrooms
 The Gourmet Potatoes
 Tumblong Hills Wines





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