

# GREATER GOOD

Our plan for a sustainable future

Edinburgh Airport 

POWERED BY  

# INTRODUCTION

It does not seem like 3 years since we launched our Greater Good strategy, the strategy that sets our flightpath to net zero and the activities we prioritise in getting there.

A lot has changed in those 3 years and a lot remains the same.

In that space of time Greater Good has delivered - we've seen a lot of progress across the campus and beyond and it's appropriate as we launch this latest iteration of our plan that we reflect on that progress and the large amount of work still to be done.

I stated when we launched our sustainability strategy into that hesitant post Covid world of 2021 that our thinking is built on a simple premise – Scottish aviation must be sustainable in order for it to continue to deliver the benefits this country derives from it, without compromising future generations.

Then, as now, sustainability for us involves linking environmental, societal and economic issues and solutions through

collaboration, innovation and partnership. All working in concert for the greater good.

I believe that Greater Good, as a strategy, still understands the connections in those areas and delivers for all.

Our belief that aviation is central to Scotland's reputation for a global outlook and that connectivity supports a myriad of activities, organisations and livelihoods across the country remains.

It's been pleasing as we've worked with others across the country to deliver our strategy to find many others who share that view.

In reviewing and considering this update of our strategy we spoke and consulted with many across a robust and independent materiality study.

We found that like us, our partners and stakeholders consider that we remained on the right track, the strategy was sound and that it needed evolution but not revolution. Our pillars remain, but some emphasis and some focus has changed.

It has evolved, building on the successes since its launch and reflecting our changing environment and society and their needs and wants for us as a business.

So you'll see more on diversity, a clearer plan to reach Net Zero, a new strategy for Biodiversity, a plan to assist the creation of Sustainable Aviation Fuel in Scotland, increased community engagement and more work on our supply chain to name but a few.

All clearly stated with our chosen success measures.

This has been a rich and fulfilling conversation and we're grateful for the input and enthusiasm we've met in that discussion.

So, some things have changed, some things have stayed the same.

The context has changed. Greater Good was launched in an environment of recovery. We're now in an environment of growth which brings its own challenges. This new version of the strategy reflects this new world.



What has not changed is our approach which, as ever, is open and transparent in this area. We cannot achieve what we want to alone – we must collaborate, partner and listen if we are to meet our ambitious targets.

I am proud of Edinburgh Airport's achievements and remain confident that through this strategy and the commitment of our team, Edinburgh Airport will lead in Scotland, delivering the sustainable connectivity needs for the greater good.

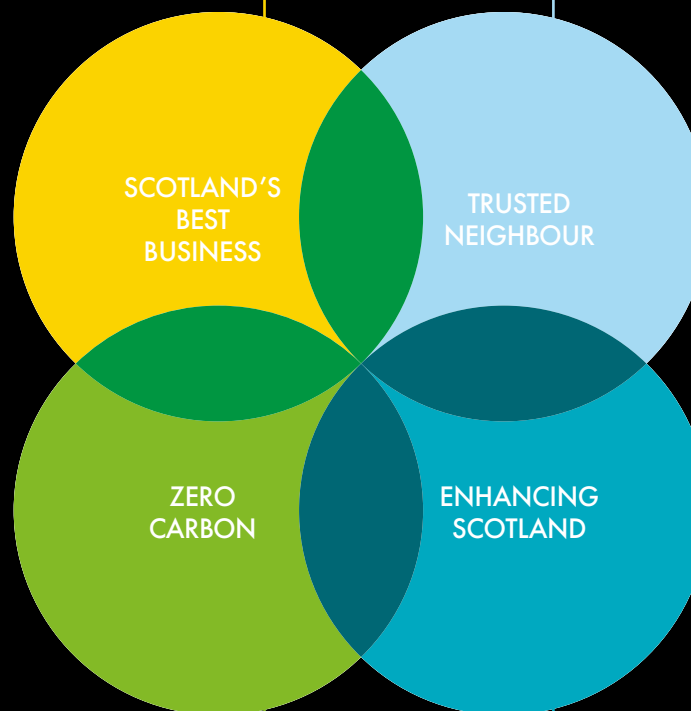
**Gordon Dewar**  
Chief Executive Officer  
February 2025

# OUR VISION

This three year sustainability strategy, Greater Good 2, sets out our ambition to inspire positive change in our role as a responsible airport, and Scottish business. We aim to bring economic, environmental and societal benefits to Edinburgh and wider Scotland, through the strategic delivery of the four pillars of our plan, accelerating progress on decarbonising our airport and our sector and addressing our collective environmental impact:

We pride ourselves on acting as a responsible business, acting with integrity, and working to develop our people, to put our passengers first and support our trusted partners.

We will share the benefits of our growth with the communities closest to our airport, whilst working to reduce our noise impact.



We will work in partnership to ensure we are leading, advocating and actively contributing to the UK's decarbonisation agenda.

We understand that our activities must enhance Scotland, in both reducing the environmental impact of our operations, and how the economic success we generate can be shared across Scotland.

# OUR PROGRESS TO DATE

Sustainability is something we're building our future on. Our journey started with small steps and we're making great progress, as quickly as we can.

We will achieve net zero operational greenhouse gas emissions across our business by 2030. Aligned with this, we have also set a campus wide target of net zero total greenhouse gas emissions by 2045, in line with the Scottish Government's country wide target.

In 2021, we carried out an extensive carbon emissions measurement exercise to establish a complete baseline carbon footprint for 2019. From here we could review our existing net zero targets and refine plans to chart our course. Through the introduction of a Sustainability Scorecard internally, to track our progress against the KPI commitments in our strategy, this has also allowed us to establish thorough measurement, so we can accurately report on our progress.

For Edinburgh Airport, sustainability extends beyond solely carbon emissions and our strategy was designed to initially focus on the things that will make the biggest difference to our operations and the people that we work with and impact. Since the inception of Greater Good in 2021, teams across the airport have been working hard to deliver the commitments as set out in the first version of our strategy.

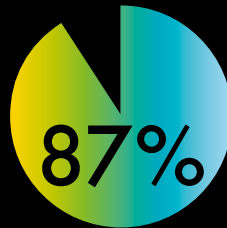
# OUR PROGRESS TO DATE

Here are some of the achievements we have made together as a business in the past three years:

## ZERO CARBON



**9.7 MWP** BUILT THE UK'S FIRST AIRSIDE SOLAR FARM, WITH 9.7MWP



REDUCED SCOPE 1 & 2 EMISSIONS BY 87% SINCE 2021\*



RELEASED OUR NET ZERO STRATEGY AND ACCOMPANYING ACTION PLAN

**LEVEL 4**  
ACHIEVED IN AIRPORT CARBON ACCREDITATION




**44** NEW EV CHARGERS, **25** NEW EVS AND **4** NEW ELECTRIC PASSENGER COACHES



SECURED OUR SECOND SUSTAINABILITY LINKED LOAN



**31** INSTALLED 31 FIXED ELECTRICAL GROUND POWER UNITS FOR AIRCRAFT



**90%** INTRODUCED HYDROTREATED VEGETABLE OIL (HVO), REDUCING DIRECT EMISSIONS BY 90%\*\*

## ENHANCING SCOTLAND

**100%**  
MAINTAINED 100% ZERO WASTE TO LANDFILL



INTRODUCED A WILDFLOWER MEADOW TO INCREASE ON-SITE BIODIVERSITY



**34%**  
34% OF TOTAL EDI SPEND WAS IN LOCAL POSTCODES



PUBLISHED OUR FIRST BIODIVERSITY STRATEGY



BUILT OUR FIRST FULLY SUSTAINABLE SECURITY CONTROL POSTS

**LAUNCHED**  
OUR CAMPUS PARTNER SUSTAINABILITY STANDARD AND ROLLED OUT TO 100% OF PARTNERS

COMPLETED A FLOOD RISK RESILIENCE ASSESSMENT WITH ASSOCIATED IDENTIFIED ASSET IMPROVEMENT PLANS



**298** SIGNATORIES OF OUR SUSTAINABLE SUPPLIER PLEDGE

\*Market-based. \*\*When compared with life-cycle emissions of diesel fuel.

# OUR PROGRESS TO DATE

Here are some of the achievements we have made together as a business in the past three years:

## SCOTLAND'S BEST BUSINESS



### CREATED

OUR FIRST DIVERSITY, EQUITY & INCLUSION STRATEGY

### 4

FORMED 4  
NEW EMPLOYEE  
CHAMPION GROUPS

### 25%

FEMALE  
REPRESENTATION AT  
BOARD LEVEL

### 27%

FEMALE  
REPRESENTATION AT  
EXECUTIVE LEVEL

### 76

SUPPORTED 76 EARLY CAREER  
WORK OPPORTUNITIES

### RE-STARTED

OUR ENGINEERING TOMORROW  
STEM PROGRAMME

### JOINED

THE FIRTH OF FORTH GREEN  
FREEPORT TEAM



IMPROVED PHYSICAL  
ACCESSIBILITY INTO OUR  
TERMINAL BUILDINGS TO  
SUPPORT ACCESS FOR ALL

## TRUSTED NEIGHBOUR

### £470K

DONATED THROUGH OUR  
COMMUNITY FUND

### £260K

RAISED THROUGH OUR  
CHARITY PARTNERSHIPS



### 162

SUPPORTED 162  
LOCAL COMMUNITY PROJECTS



### 990

VOLUNTEERED 990 HOURS OF  
EDINBURGH AIRPORT STAFF TIME



RECEIVED 1192 RESPONSES TO  
OUR COMMUNITY SURVEY



### 4TH

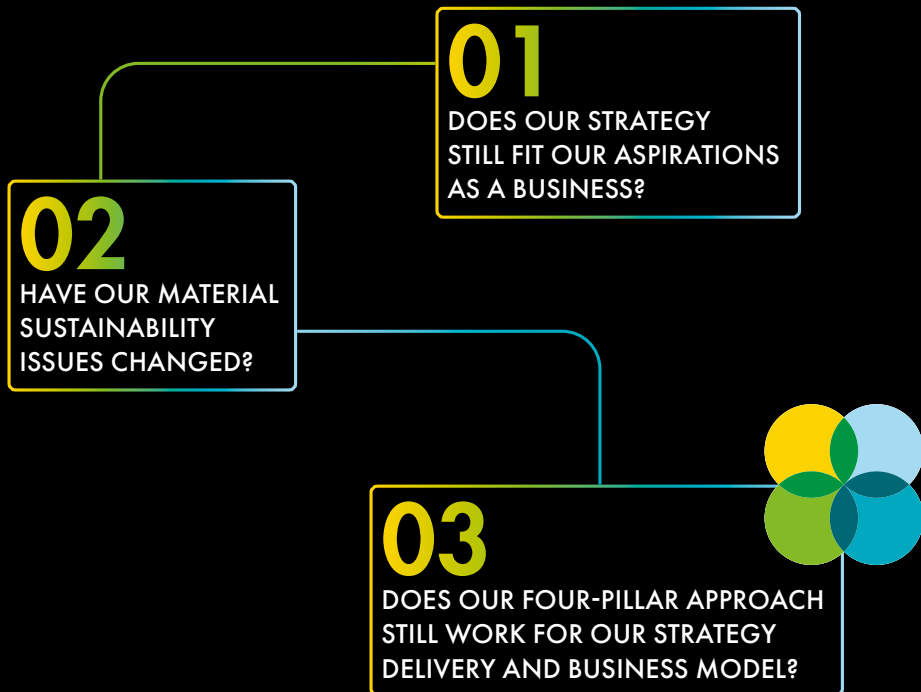
ADDED A 4TH FIXED NOISE  
MONITOR TO OUR NOISE SYSTEM



RELEASED 3  
COMMUNITY  
NEWSLETTERS  
& OUR FIRST  
COMMUNITY  
FUND REPORT

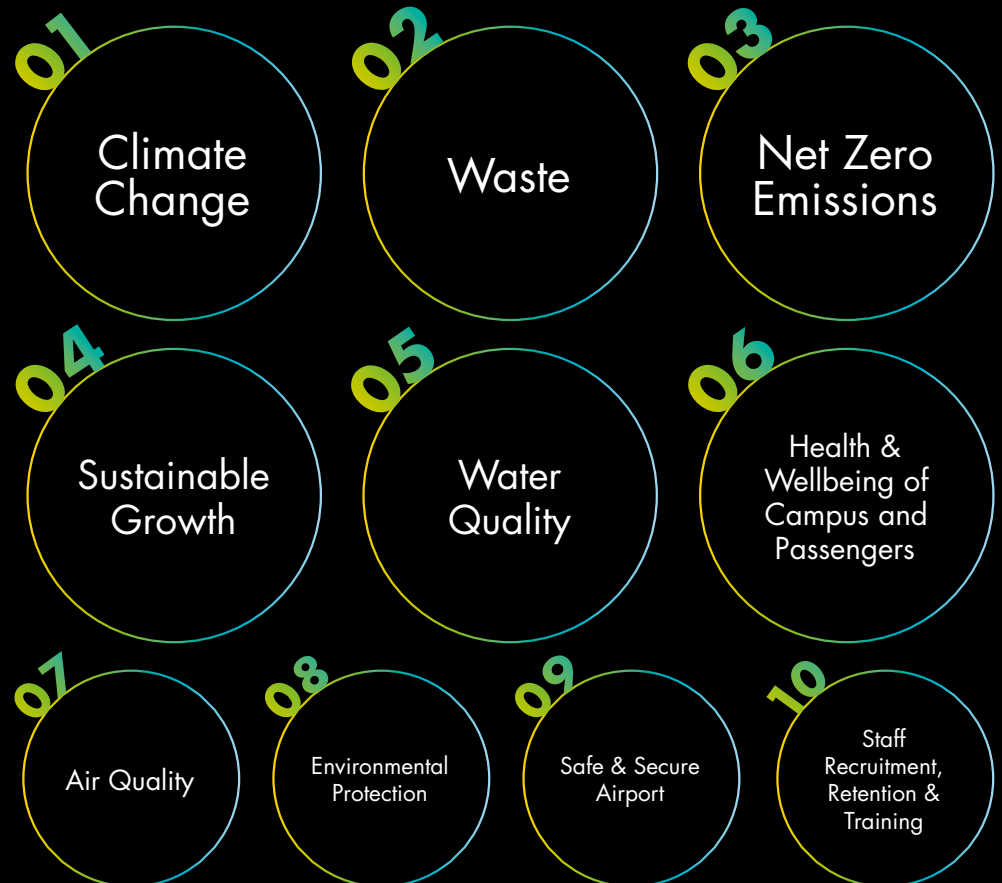
# CREATING GREATER GOOD V2

Through the implementation and delivery of our first standalone sustainability strategy, we have learnt a lot about how many different ways our colleagues and campus partners can get involved. In preparation for the creation of the second version, we conducted a site-wide materiality assessment, of both internal and external stakeholders in March 2024. The assessment was undertaken to test three questions:



As a result of the materiality exercise, we have a refreshed list of the 10 most material topics for Edinburgh Airport:

## OVERALL TOP 10 TOPICS FOR EDINBURGH AIRPORT 2024



# WIDER CONTEXT

We understand that taking action for sustainability requires an integrated approach, and it is important that we set out our action plan for Edinburgh Airport in the context of a recognised international framework, which has been designed to co-ordinate global partnerships. The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by all United Nations Member States in 2015. They are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. Most importantly, the 17 SDGs are fully integrated – they recognise that action in one area will affect outcomes in others – and development must balance social, economic and environmental sustainability. For the second time, we have reviewed the list of 17 goals, and our Greater Good ambitions align with 5 of the themes and targets; helping us to play a part in the UK's contribution to the SDGs.



# KEY PERFORMANCE INDICATORS & APPROACH

The following pages set out our approach to the successful delivery of the second version of our Greater Good strategy. Each pillar has three elements:

## STRATEGIC ISSUE

The areas we have identified for activity, action and change.

## COMMITTED ACTION

Key steps we will take, to achieve each purpose statement.

## SUCCESS MEASURE

The context of what we have set out to deliver, and the targets we aim to achieve in this iteration of the strategy.

These indicators are how we will measure our progress and performance against the commitments made. They have been

developed through benchmarking, past performance and a clear understanding of the requirements of our team, our partners, our neighbours, government, regulators and our owners. We have some new areas of activity and development for the second term of this strategy, which include new goals and work packages. However, where core areas of focus continue, wherever possible we have retained the same or similar metrics, to track progress over a longer period of time as we continue to build on our initial success.

Performance against the strategy's Committed Action statements will be measured internally through our Sustainability Executive Forum and our Sustainability Board Subcommittee, with interim formal reports to our company Board. Annual reviews against the progress made will be included in our publicly available ESG reports.



# ZERO CARBON

**Decarbonisation of the aviation sector is of paramount importance.**

We understand that a pivotal part of any sustainability strategy is setting out the steps we will take to tackle emissions and the measurement of resulting reductions in our carbon footprint. We will continue to work in partnership with our airlines,

campus partners and the wider industry, to ensure we are leading in and advocating for the development of low and no-emission technologies where we can. We want to help Scotland and the UK transition to a low carbon economy in our pursuit of **Zero Carbon.**



Strategic Issue	Committed Action	Success Measures
Climate Change	<p>Deliver an updated Climate Change Adaptation Report with a detailed Climate Change Risk Register of actions to future-proof the airport.</p> <p>Continue to support long term carbon removal projects, locally where possible, to offset residual emissions from scope 1 and 2 emissions and scope 3 business travel.</p>	<p>Continue to identify and monitor the physical and transitional climate change risks which will impact our business.</p> <p>Ensure that 100% of our carbon offsets support nature based carbon removal projects in line with the Airport Council International offset guidance.</p>
Carbon Reduction	<p>Achieve the interim targets as set out in our Net Zero Strategy, in pursuit of our overall net zero goal of 2045 for scopes 1,2 &amp; 3. We will continue to work in partnership with the aviation industry to support the wider delivery of Scotland's net zero target by 2045.</p>	<p>Achieve Net Zero for EDI Scope 1 &amp; 2 GHG emissions by 2030.</p> <p>Progress to Level 4+ of the Airport Carbon Accreditation certification by 2027.</p>
Decarbonising the Airfield	<p>Work with our airlines to incentivise cleaner and quieter planes to be based at our airport, through our existing carbon tariff and rebate scheme.</p> <p>Deliver a medium term EV mandate for airfield vehicles and equipment, supported by increased availability of EV charging infrastructure airside.</p>	<p>Increase the qualifying share for EDI's efficient aircraft rebate to 75% of all aircraft.</p> <p>Continue to support our campus partners to achieve at least 35% of airside operational vehicles and equipment to be electric vehicles (EVs).</p>
Energy Use	<p>Reduce passenger energy intensity and decarbonise terminal heating infrastructure.</p> <p>Progress additional self-generation opportunities, in line with EDI's goal of 60% energy to be self-generated by 2030.</p>	<p>Continue to reduce our reliance on biomethane, including the terminal wide removal of gas for domestic water heating and a year on year reduction target of 3%.</p> <p>Self-generate at least 25% of our annual electricity consumption from our solar farm, and continue to purchase 100% renewable electricity and 100% green gas.</p>
Enabling Future Fuels	<p>Work as a partner of the Firth of Forth Green Freeport, to deliver future fuels to Scotland's Grangemouth hub and support the exploration, development and adoption of new fuels; including hydrogen, electric flight &amp; Sustainable Aviation Fuel (SAF).</p> <p>Launch a SAF Strategy to support the Scottish Government in their pursuit of Scottish SAF generation and supply.</p>	<p>Work with airlines, fuel providers and campus partners, to deliver Sustainable Aviation's decarbonisation roadmap and interim goals.</p>
Sustainable Builds	<p>Understand and minimise the carbon and environmental impacts of future infrastructure investment and new builds.</p>	<p>Consider all new infrastructure projects against the ten categories of the BREEM sustainable construction standard.</p>
Sustainable Connectivity	<p>Continue to work with transport partners to provide sustainable and affordable transport options to and from our airport, through the delivery of the commitments within our new Surface Access Strategy.</p> <p>Improve EV charging infrastructure to encourage the use of electric vehicles at the airport for staff, passengers and campus partners, whilst improving car sharing opportunities and EV incentive schemes.</p>	<p>Achieve or exceed 40% of passengers arriving and departing using public transport.</p> <p>Reduce single occupancy employee commutes by fossil fueled vehicles by 15%.</p>

# ENHANCING SCOTLAND

We recognise that the activities of Edinburgh Airport result in environmental impacts. We are working to identify and manage these through our environment and sustainability programme and we are committed to reducing these wherever

we can. We want to ensure a sustainable connectivity experience for all, preserving Scotland and its natural environment. We will also work to share the success of our business with our local and wider Scottish economy, **Enhancing Scotland** for all.

11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



Strategic Issue	Committed Action	Success Measures
Managing Environmental Impacts	<p>Work to ensure our ISO 14001 certified Environmental Management System is embedded across the business and is understood by our teams and partners.</p> <p>Receive no major nonconformities during external ISO audits and recertifications.</p>	<p>Maintain our ISO14001 certification commitments.</p>
Water Resource and Quality	<p>Collaborate with our campus partners to ensure that we are using water as a resource efficiently and implement water saving measures in all new capital projects.</p> <p>Continue to implement source control measures, develop pathway interventions and continue our monitoring program to reduce the impact of our winter operations on local watercourses.</p>	<p>Continue to reduce our water consumption (m3) per passenger from 2021 levels.</p> <p>Support the improvement of the water quality of the Gogar Burn and River Almond to meet Good Status criteria, in line with SEPA's River Basin Management Plans.</p>
Economy	<p>Conduct an economic study to understand our impact locally and nationally in £GDP. Work to increase the number of jobs for Scotland, both directly on campus and through the airport supply chain.</p>	<p>Increase EDI's £GDP contribution to the Scottish Economy.</p>
Air Quality	<p>Work to further improve air quality on campus, through increased monitoring programmes, which will be detailed in our first publicly available air quality action plan in 2025.</p>	<p>Achieve the UK's Air Quality objectives for our campus.</p> <p>Introduce Particulate Matter monitoring for PM2.5 &amp; PM10.</p>
Waste	<p>Deliver a new waste collection service to campus partners to improve segregation and work with them to implement the waste management hierarchy in support of a circular economy for EAL managed waste.</p> <p>Encourage partners to reduce single use plastics on campus and support the Scottish Government with the implementation of the UK wide Deposit Return Scheme in 2025.</p>	<p>Increase our current recycling rate to 65% for EDI managed waste.</p> <p>Continue to divert 100% of waste from landfill.</p>
Biodiversity	<p>Publish our first Biodiversity Strategy and develop public partnerships with local groups and bodies, to develop projects to enhance biodiversity.</p> <p>Collaborate with the UK aviation industry to develop test cases to reduce reliance on phytosanitary pesticides across airport estates, in support of Vinci's goal of zero pesticide usage.</p> <p>Implement the strategy's actions and work to support the Scottish Government's wider strategic aims through the protection and enhancement of biodiversity on campus.</p>	<p>Improve our understanding of the baseline level of biodiversity on site.</p> <p>Reduce our use of phytosanitary pesticide and herbicide products on campus.</p> <p>Increase and protect the levels of biodiversity across the airport.</p>
Contaminated Land Management	<p>Risk assess former persistent chemical usage and design an approach to monitor and manage their impacts, in line with guidance from the Scottish Environmental Protection Agency.</p>	<p>Understand historical usage of persistent chemical pollutants on site, and create a risk based persistent chemical monitoring plan.</p>

# SCOTLAND'S BEST BUSINESS

As the place where Scotland meets the world, our airport is a global travel hub. We see it as our responsibility to create a business with integrity, developing our people, working with our passengers and supporting our trusted partners to deliver an airport we are proud of.

By providing quality jobs, skills and training opportunities for all, we will ensure our workplace is inclusive, where everyone can bring their authentic selves to work. With a focus on wellbeing, accessibility, safety and security we will strive to make Edinburgh Airport **Scotland's Best Business.**



Strategic Issue	Committed Action	Success Measures
Diversity, Inclusion and Accessibility	<p>Deliver EDI's first D,E &amp; I strategy and actively promote diversity, inclusion and accessibility for staff and passengers.</p> <p>Encourage all employees to bring their authentic selves to work, and support colleagues where we can to achieve this.</p> <p>Work in partnership with sector specialists to make accessibility improvements to our campus, support the successful delivery of EDI's PRM service and improve our social mobility ranking.</p>	<p>Achieve or exceed 40% female representation in the workforce.</p> <p>Ensure 80% or more of employees agree that EDI is committed to being a diverse and inclusive employer via our annual people survey.</p> <p>Maintain or improve upon our Passengers with Reduced Mobility (PRM) 'Good' rating from the CAA.</p>
Wellbeing, Safety and Security	<p>Deliver occupational health and safety training for all employees and ensure employees are actively participating in improving health and safety at the airport, to be measured via our people survey.</p> <p>Roll out our Wellbeing Strategy to ensure employees feel supported by their line manager and in their organisation, and have knowledge of how to access EDI support on mental health and physical wellbeing.</p>	<p>Ensure 100 % of EAL and EASL employees attend Occupational Health &amp; Safety training.</p> <p>Target a 70% or more score for employees feeling supported by their line manager with regular check-ins on health and wellbeing.</p>
Employee Development and Training	<p>Develop our employees' skills for the future through investment in training and skills development. Ensure provision of fair access to training programmes across the airport, inclusive of managerial progression frameworks for all.</p>	<p>Deliver 100 or more available places on talent development courses per year.</p> <p>At least 40% of those talent development opportunities will be filled by females over the next three years.</p>
Talent Engagement	<p>Invest in young people and disadvantaged workers to support employment, work placement opportunities, development and career growth. Continue our work partnership with the Department of Work &amp; Pensions and further develop our annual intern and work experience programmes.</p>	<p>Offer more than 140 young person opportunities over the next three years.</p> <p>Provide 170 or more engagement opportunities for young people and disadvantaged workers.</p>
Campus Partner Engagement	<p>Communicate EDI's Campus Sustainability Standard and encourage adoption of our Greater Good commitments.</p> <p>Develop bespoke partnership plans with high impact partners to drive improvements on campus.</p>	<p>Achieve a 90% or more sign up rate for our Campus Partner Sustainability Standard.</p>
Supply Chain	<p>Promote local supplier partnerships and local spend where goods and services are available.</p> <p>Through our Sustainable Supplier Pledge, encourage support for our Greater Good commitments for a sustainable supply chain.</p>	<p>Ensure 35% or more of EDI's annual spend is in local postcodes.</p> <p>Achieve a 90% or more sign up rate for our Sustainable Supplier Pledge.</p>
Customer Experience	<p>We will communicate our sustainability aspirations and successful progress to passengers and encourage them to engage with Greater Good during their EDI journey.</p>	<p>Maintain a 90% positive sustainability rating from people who travel through our airport.</p>

# TRUSTED NEIGHBOUR

We understand the impacts, good and bad, on our neighbouring communities and it's important that we continue to support and work well with our neighbours. We want to be a responsible business that collaborates with and supports our local communities, sharing our resource and our success through

charity contributions, meaningful community partnerships and continued investment in our community fund. We will continue to be clear and transparent with our engagement, whilst also taking the time to listen to questions and areas of concern, a **Trusted Neighbour** for all.



Strategic Issue	Committed Action	Success Measures
Share EDI Resource and Success	<p>Improve the support we provide to our local communities through the Edinburgh Airport Community Fund in line with passenger growth. Evolve the Fund based on community need and spread further awareness of the fund to more non-profit organisations in our area.</p> <p>Continue to generate volunteering opportunities for staff teams and individuals, through the enhancement of our Corporate Charity Partnerships and Community Fund beneficiaries.</p>	<p>Increase the value of support we provide to local communities through the Community Fund.</p> <p>Achieve or exceed 20% of employees utilising one or more volunteer days per year.</p>
Transparent Community Engagement and Reporting	<p>Check in annually with our community through a community survey, continue to share stories and progress through annual ESG reports, newsletters, blogs and social media case studies.</p>	<p>Improve our 'Trust in Edinburgh Airport' score by 3% or more by the end of the strategy.</p>
Meaningful Partnerships	<p>Create partnership relationships with one or more local schools, to exchange skills and continue to grow our successful Engineering Tomorrow programme.</p> <p>Continue to deliver our two year charity partnership and encourage more staff to contribute through team fundraising activities and skills partnerships.</p>	<p>Deliver 8 or more STEM sessions through EDI's Engineering Tomorrow per year.</p> <p>Donate £100,000 or more in fundraising and in-kind support for our Charity Partnership each year.</p>
Noise	<p>Be industry leading in our work to measure, manage, and mitigate noise in our communities through our Casper Noise Lab and support of Edinburgh Airport's Noise Advisory Board.</p> <p>Deliver an updated noise action plan, adopted by the Scottish Government, following a public consultation process of no less than 6 weeks.</p>	<p>Increase our number of fixed noise monitors to 5.</p> <p>Improve our 'Tackling Noise' score by 3% or more.</p>



# FURTHER READING

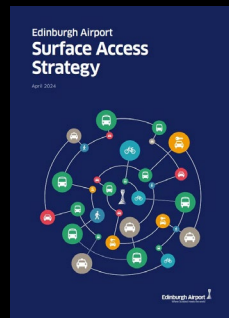
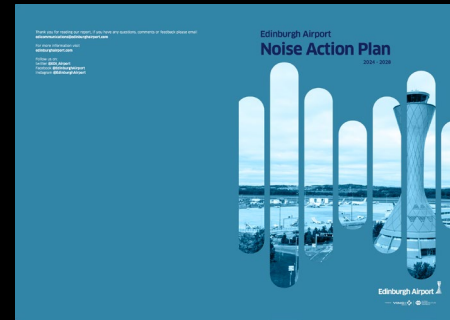
## NET ZERO STRATEGY



## BIODIVERSITY STRATEGY



## NOISE ACTION PLAN



## SURFACE ACCESS STRATEGY



## CLIMATE CHANGE ADAPTION REPORT

