

GREATER GOOD

Our plan for a sustainable future

Sustainability Report 2023

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WELCOME



Welcome to this annual report on Edinburgh Airport's Greater Good Strategy. It is a strategy that describes our approach to sustainability, our priorities and how we as a team are working to make sure Edinburgh Airport is sustainable for generations to come.

The sheer amount and breadth of work it describes is always something I'm impressed with. It reflects a growth and maturity: a growing sophistication in the thinking and approach of teams across the airport who are delivering day after day against our Greater Good commitments.

The latest iteration of the Greater Good strategy is now complete. The process of the review and the evolution of the document has been a rich and worthwhile one. We conducted many discussions and engaged with an increased number of stakeholders and partners and were given much to consider. Our thinking and our strategy is the better for it and we have a robust, aspirational and importantly, deliverable strategy and targets that will take us on the next stage of our sustainability journey.

The conversation around Greater Good is one we value. We remain at the early stages of our sustainability journey - we look forward to that conversation continuing and your partnership and support as we continue on that journey.

Gordon Dewar
Chief Executive Officer

14,407,366
passengers

Carbon Neutral for Scope
1&2 Emissions

Maintained accreditation to
ISO 14001, ISO 9001
and **ISO 45001**

Level 3+
in Airport Carbon Accreditation

£88,514

raised for our charity
of the year

THE LARDER



30
work placements
for young people

Formed

4

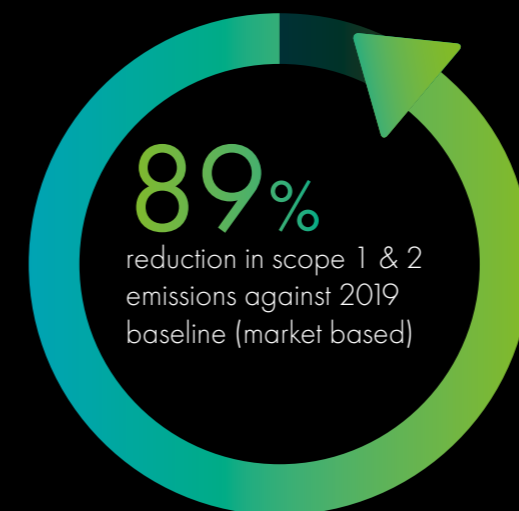
new Employee
Champion Groups

48 projects supported through
our Community Fund



£140,000

donated to projects through
the Community Fund



Launched
our new
**Net Zero
Strategy**



Published our first
Community Fund
Annual Report

7% reduction in scope 3
emissions against 2019
baseline (location based)

OUR STRATEGY

OUR APPROACH

The Greater Good sustainability strategy was created to engage and unite the airport campus and beyond – we see collaboration as the key to success for our business and the people and partners we work with.

Greater Good V2.0 will be launched in 2025, and we are looking forward to reviewing how far as a business and as a team we have come, whilst looking ahead at the challenges and opportunities that lay ahead. We sense checked our strategy at a midpoint in 2022, by undertaking another materiality study. The findings of this can be found within the Scotland's Best Business section of this report. We ran another materiality exercise early on in 2024, to make sure that our second iteration of Greater Good is calibrated to the business' needs and the stakeholder's expectations.

The Greater Good strategy was originally created in 2019, through consultation with our colleagues, campus partners and wider stakeholder groups. The consultation took the form of a materiality assessment, which is a recognised framework used to define material sustainability issues within the business. Following feedback from the study, we considered what we'd like to keep doing as a business and what we'd like to focus on improving, as part of the strategy. We then reviewed the United Nations 17 Sustainable Development Goals (SDGs) and identified which ones we could contribute to. Further research included reviewing ESG frameworks, ESG legislation and industry trends. We discussed and validated the finding of this research with subject matter experts and internal stakeholders. This strategy consultation and creation process ran between 2019 and 2021, with initial workflows paused because of the pandemic.

OUR COMMITMENT

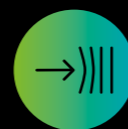
We are committed to best practice across the airport. Our approach to sustainability is no different and reflects the aspirations of our team and our owners. As part of the Greater Good strategy, we have publicly committed to;



Set clear targets



Operate as efficiently as we can



Ensure our business is resilient



Communicate clearly and transparently



Partner with organisations who can help us achieve our goals



Play our part as a leading business in Scotland



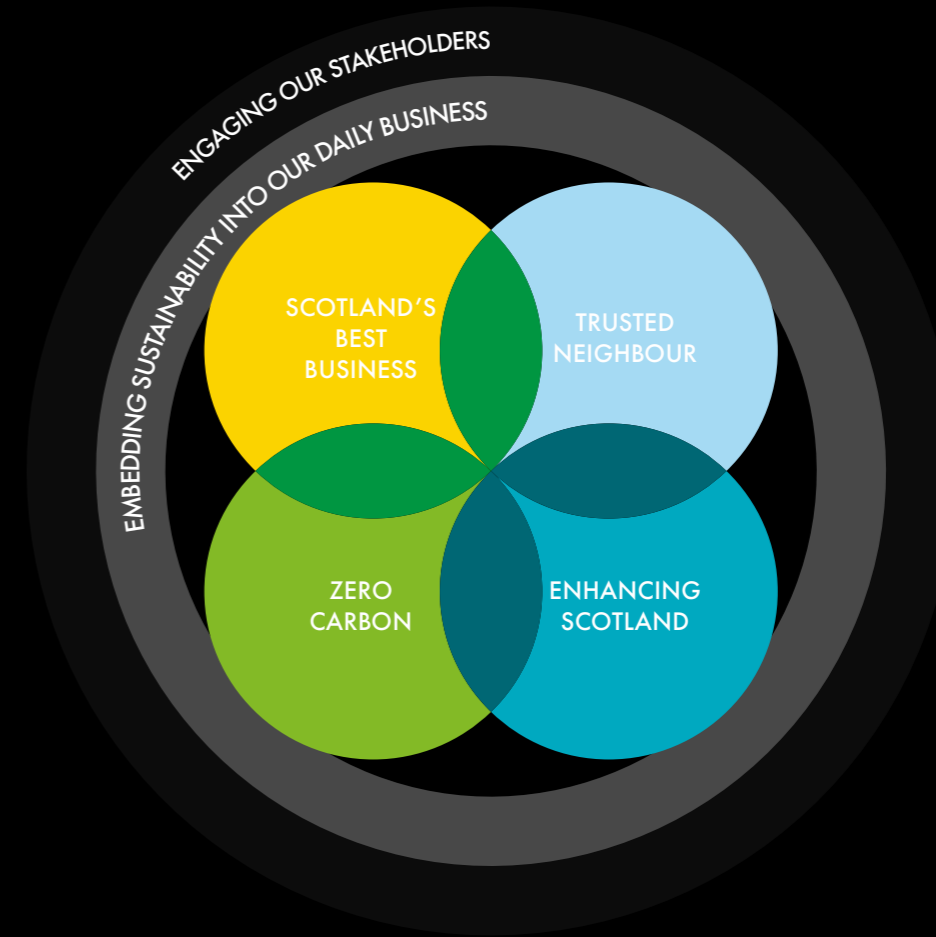
Continue to make the case for connectivity



Work with Government, industry and regulators



Listen to and work with our communities



OUR STRUCTURE

We use a four pillar approach for our Greater Good strategy. This is the best fit for our business and what we would like to achieve as a contributor to the Scottish economy. The familiar sustainability themes of environment, social and governance (ESG) are threaded through each of the pillars, ensuring we are taking a holistic view to our programme.

Zero Carbon

A pivotal part of any sustainability strategy is setting out the steps to be taken to tackle emissions, and how these actions will reduce the carbon footprint. Edinburgh Airport is no different and although we have maintained a carbon neutral status for scope 1 and 2 emissions since 2021, we know the wider industry has environmental impacts – we will work to improve those. We want to work in partnership to ensure we are leading and advocating in the fight against climate change, helping Scotland and the UK transition to a low carbon economy by leading within aviation to achieve net zero and continuing to aggressively reduce our remaining campus emissions.

Enhancing Scotland

Edinburgh Airport will be for many the first and last point of contact with Scotland, the country we're lucky enough to call home, so we want to make sure we deliver an airport we can be proud of. We are committed to creating an airport that showcases the best of Scotland whilst delivering the finest

passenger experience. To do that, we will offer passengers a sustainable connectivity experience and be a valued and sustainable partner by reducing our environmental impact and providing options for campus partners and passengers to help us do that.

Scotland's Best Business

We see it as our responsibility to create a business with integrity, working with our people, passengers and trusted partners to deliver a workplace that is accessible and supportive for everyone. To achieve this, we will strive to make Edinburgh Airport one of the best places to work in Scotland by providing quality jobs and skills and training opportunities for all. We will be resilient to the effects of climate change and be flexible in our approach, ensuring scrutiny and transparency through the sharing of our ESG performance.

Trusted Neighbour

We know that we have an impact, good and bad, on our neighbouring communities and we recognise the importance of continuing to strengthen links with our neighbours. We will share the benefits of growth with the communities closest to our airport, and work to mitigate any negative impacts associated with an airport. We want to be a good neighbour that collaborates with and supports our local communities, and one that shares our business success with the community via investment and educational programmes.

GOVERNANCE STRUCTURE & PERFORMANCE MONITORING

Governance, transparency and accountability are core themes of our business at Edinburgh Airport. The Greater Good strategy is supported by a robust governance framework that ensures clarity, delivery of objectives, visibility and communication through various layers of the organisational structure and accountability against the targets and commitments that are made.

THE BOARD	THE BOARD SUSTAINABILITY SUBCOMMITTEE
<p>Ultimate ownership of Edinburgh Airport's sustainability and the Greater Good Strategy sits with the Edinburgh Airport Board, where sustainability is a standing item. It ensures that sustainability factors are considered in all of its decision making and that targets and actions are co-ordinated across the business.</p>	<p>The subcommittee meets quarterly to review progress on the Greater Good strategy and evaluate performance against committed plans and targets. The members of the subcommittee are appointed by the Board of the Company and at least two members of the subcommittee are non-executive directors of the Company. The subcommittee is chaired by Sir John Elvidge, who has been the Chairman of Edinburgh Airport since 2012.</p>
THE SUSTAINABILITY EXECUTIVE FORUM	THE AUDIT & RISK COMMITTEE
<p>This forum is chaired by the Chief Executive of Edinburgh Airport, Gordon Dewar. The forum is comprised of director level and management attendees. This group meets monthly to discuss emerging issues, internal sustainability performance, and challenges and opportunities relating to the Greater Good strategy.</p>	<p>This committee is comprised of members appointed by the main Board of Edinburgh Airport and it meets at least three times a year. Within the context of sustainability, the committee assures the content of sustainability related disclosures in the annual financial statements, reviews the internal controls that ensure this information is reliable and complete and identifies risks and opportunities for the business with regards to climate change. Minutes from all meetings are circulated to the main Board for review.</p>

ACCOUNTABILITY & PERFORMANCE

The Greater Good strategy includes a set of defined key performance indicator criteria underpinning each of the four sustainability pillars. These criteria can be found on the corporate website corporate.edinburghairport.com/sustainability.

Progress and performance against each of the metrics is tracked internally to maintain momentum and energy across all four pillars and to track contributions and effort from across the business on sustainability.



ZERO CARBON

The Zero Carbon pillar details the actions required to reduce our emissions and respond to a changing climate. We are carbon neutral for scope 1 and 2 emissions, which are those under our direct control. Now, as a business, we are working together with the wider industry to reduce our indirect environmental impacts and associated emissions.



OUR HIGHLIGHTS

ACA Level
3+
achieved



23% reduction in scope 1 & 2 emissions against 2019 baseline (location based)

Carbon Neutral for Scope

1&2 Emissions



89% reduction in scope 1 & 2 emissions against 2019 baseline (market based)



Launched our **Net Zero Strategy** in 2023



7% reduction in scope 3 emissions against 2019 baseline (location based)

APPROACH

Throughout 2023 we continued to work with our campus and supply chain partners to decarbonise airport operations. Climate change and carbon management remain top priorities for us, as these were top in our 2022 materiality assessment, ranking 1st and 2nd respectively out of 53 strategic issues raised.

Zero Carbon topics ranked in the top 10 strategic issues of importance to Edinburgh Airport from 2022 materiality assessment:



CARBON REDUCTION

To drive forward our ambition to be a net zero business, we launched our first Net Zero Strategy in October 2023. The strategy outlines our ambition to be net zero for all scopes by 2045, in line with the Scottish Government's target. Our interim targets include net zero for scope 1 and 2 by 2030, and net zero for scope 3 excluding emissions from aircraft by 2040, the latter of which we aim to achieve net zero by 2045. Our roadmap to achieve these ambitions is driven by the adoption of zero and low emission technologies such as switching our fuel use on-site from diesel to HVO, or electrifying our vehicles and equipment to remove dependency on fossil fuels over time.

Energy

Energy Generation and Supply

In 2023, work began on the construction of the airport's on-site solar farm. When this becomes live in 2024 it will generate approximately 25% of the airport's energy needs. Edinburgh Airport's aim is to self-generate approximately 60% of its

energy needs by 2030. Additionally, to reduce the carbon emissions from the airport's energy use, all purchased electricity and gas procured now comes from 100% green energy through green tariffs as certified by renewable energy and green gas certificates.

Airport Owned Vehicles

To reduce carbon emissions from the airport owned vehicles, there is a drive to replace all fossil fuelled vehicles with EVs, however where this is not possible our aim is to switch to hydrotreated vegetable oil (HVO). In 2023 over 70% of operational vehicles ran on HVO, with the remainder on diesel. The Vehicle Asset Replacement Strategy will see the replacement of vehicles across campus as many of the existing vehicles are no longer fit for purpose. The project includes the replacement of existing vehicles with two hybrid diesel vehicles for the airside operations department and similarly, our existing diesel-fuelled buses are being replaced with new electric buses. Four electric buses have already been introduced as part of this wider rollout.

"Moving to electric coaches has allowed us to support our Greater Good strategy and assists us in some key areas. The new buses are quieter, more comfortable, and easily charged at one of our dedicated airside charging points"

Gail Findlay
ASU Manager



Carbon Reduction

Fixed Electrical Ground Power Upgrades

Fixed Electrical Ground Power (FEGP) units are ground power systems that allow aircraft to plug directly into a fixed, electricity-powered energy source while parked on the airfield. Previously installed ground power units had diesel-powered engines rather than electricity. Edinburgh Airport is moving away from diesel fuelled ground power and towards FEGP, which provides significant operational and environmental benefits. By the end of the project in 2025, more than 30 FEGPs will have been installed across the airport.

Fire Training Equipment

One of the projects being invested in is the replacement of fire training apparatus and training equipment to remove traditional fuel burning from the campus. This includes the replacement of the fire training rig to with a new smaller BioLPG unit, removing the need to use fossil fuels for exercises.

Airlines

We are working with our airlines to base the cleanest and most modern aircraft at the airport, through the introduction of a carbon rebate and accompanying tariff scheme. In April 2022, we introduced our first carbon rebate programme, within which certain types of more efficient aircraft can apply for a rebate

up to £120 per departure. In April 2023, we further introduced an accompanying carbon charge, following the successful uptake of the pilot rebate scheme. The carbon charge is calculated based on the carbon dioxide emissions from the flight, therefore rewarding airlines for allocating cleaner, more efficient aircraft to Edinburgh through lower charges.

Ground Handlers

Work is ongoing with our ground handlers to reduce their reliance on fossil fuelled Ground Service Equipment and to move their fleet of vehicles and equipment to 85% electric by 2029. A quarterly meeting has been set up with the Ground Handlers to track their progress in meeting this target and to support them with it. Other metrics are also tracked such as monitoring the de-icer usage and promote reductions where possible. Additionally, mandatory training on Environmental Awareness has been rolled out.

89%

reduction in scope 1 & 2 emissions against 2019 baseline (market based)

Our Carbon Footprint

Breakdown of 2023 Carbon Emissions by Scope

CARBON EMISSIONS (TCO ₂ E)	2019 LOCATION BASED	2019 MARKET BASED	2023 LOCATION BASED	2023 MARKET BASED
SCOPE 1 EMISSIONS	2,944	2,944	2,383	320
SCOPE 2 EMISSIONS	4,544	0	3,379	0
SCOPE 3 EMISSIONS (EXCL. CCD, Supply Chain, homeworking and WTT)	186,979	184,553	173,891	171,925
TOTAL EMISSIONS (EXCL. CCD, Supply Chain, homeworking and WTT)	194,467	187,496	179,653	172,245


Getting to Net Zero

Through our net zero roadmap review process in 2022, we have split the journey ahead to conclude at three separate milestones. Milestones for achieving net zero emissions are important, as they provide a structured and measurable approach to transitioning to a sustainable and low-carbon future. Our milestones have been created to ensure:

- Clarity and accountability to all colleagues and an external audience
- Motivation and focus for the business in the context of growth and decision making
- Accurate measurement and tracking of data and progress
- Policy and regulatory alignment with UK & Scottish Governmental targets
- Risk management and prioritisation of response
- Resource allocation and long-term planning

Our net zero target milestones


Carbon Neutral
2021


Net Zero

Scope 1 & 2 Emissions: **2030**

Scope 3 Emissions (Excluding Air Traffic Movements): **2040**

Scope 3 Emissions (Including Air Traffic Movements): **2045**

To find out more about our net zero future, including our adoption of future fuels and technologies, please read our Net Zero Strategy, which launched in October 2023 and can be found on our corporate website under the [Sustainability Reports & Information](#) section.

ENHANCING SCOTLAND

We know that Edinburgh Airport will be for many the first and last point of contact with Scotland, the country we're lucky enough to call home, so we want to make sure we deliver an airport we can be proud of. We want to offer passengers a sustainable connectivity experience and be a valued and sustainable partner by reducing the environmental impact of our operations.



OUR HIGHLIGHTS



waste diverted from landfill

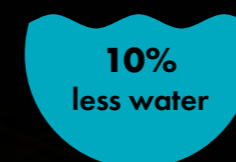


52%
of all waste was
recycled on-site



76 tonnes
of glycol
de-icer
recovered

Certified to
ISO 14001 [2015]



10%
less water
was used per
passenger vs
baseline year



Introduction of
a wildflower
meadow

APPROACH

We are committed to creating an airport that showcases the best of Scotland whilst delivering the finest passenger experience.

MANAGING OUR ENVIRONMENTAL IMPACT

We recognise that our operations can have a negative impact on the environment; noise can cause disturbance in local communities, our direct and indirect operations emit carbon and we generate a variety of waste streams through campus

activities. We see reducing those negative impacts as an essential business activity and to help us manage these we have developed an Environmental Management System (EMS). In 2023, our EMS was subject to a periodic surveillance audit to international standard ISO 14001 [2015]. To assist with the requirements of this standard, the airport has a Managing Responsibility Group. This group is responsible for ensuring that our Environment Policy is enforced through effective governance. Heads of Departments within the airport are responsible for ensuring that plans are in place to deliver this policy within their departments, and that environmental, health and safety objectives are set annually within their department.

2023 Waste Streams

WASTE STREAM	VOLUME (tonnes)
General waste	1105
Mixed recycling	342
Food	229
Glass	256
Glycol recovery – winter 2022/2023	76
Cardboard/paper	178
Coffee grounds	69
Wood	11
Metal	16
Fluorescent tubes	1
WEEE	8
Hazardous waste	1
Textiles	1
Total	2,293

This waste chart excludes arisings and wastes from capital projects.

REDUCING WASTE, WATER & AIR IMPACTS

Waste

In 2023, 100% of waste was diverted from landfill with 52% segregated for recycling on-site. With the launch of a new capital waste project in June 2022, we began exploring various aspects throughout 2023, including the implementation of the Deposit Return Scheme (DRS). However, this initiative was postponed due to a revised launch date from the Scottish Government, now scheduled for October 2027. Concurrently, we focused on enhancing our processes for passengers and campus partners to boost recycling and waste segregation rates. We intend to further develop and implement these improvements, with our waste specialist contractor taking a more integrated role with our third parties to share best practices and manage waste collections. A greater segregation rate is expected following these upcoming changes. For passengers, we are continuously repositioning bins throughout the departure lounge and terminal to align with passenger traffic and movement, maximising opportunities for waste segregation and recycling. We also ensure consistent signage across all bins to make the process as straightforward as possible.

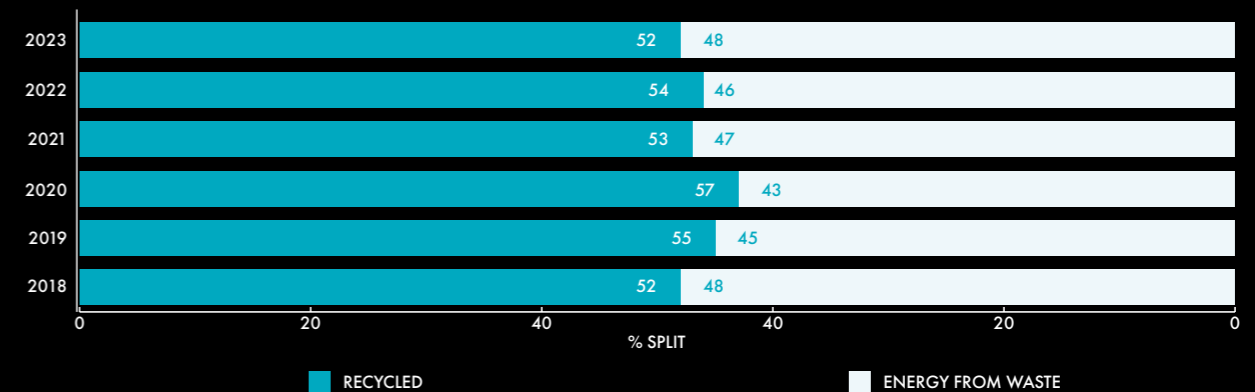
2023 was a significant year for our surrendered items project, which supports our circular economy ambitions by keeping products and materials in circulation. We collected surrendered items from passengers' baggage and redistributed them through our charity partners. In 2023, we were able to repurpose 450 boxes of surrendered items (totalling to 9 tonnes), benefiting local charities and supporting communities in need. In 2023, we selected The Larder, an Edinburgh-based

charity dedicated to supporting disadvantaged children, young people, adults, and communities by providing access to essential resources that enhance their life opportunities.

For our passengers, we've introduced circular economy infrastructure, including five freshwater refilling stations in partnership with Scottish Water, which is two more than in 2022. This initiative helps our passengers and staff reduce single-use plastics by allowing them to refill their personal bottles.



Historical Waste Comparison



Water Consumption

We consumed 200,904 m³ of water in 2023, this is a 10% reduction per passenger compared to our baseline comparison year of 2019. To reduce water consumption, we continue to work with our water services provider to monitor water consumption, detect leaks and reduce unaccounted for water consumption.

Despite passenger numbers exceeding 2019 levels, we have worked hard to maintain a lower level of water consumption from our baseline value. The improvements made in 2022 (which included upgrade our toilet facilities and freshwater outlets, using flow restrictors and short-flush systems) allowed us to maintain reduced freshwater usage across campus. We have also continued to implement behavioural change initiatives to encourage water saving behaviour through mandatory staff training. We also conducted an examination of on-site fire hydrants to identify unauthorised use by third parties and addressed the issue by installing a metered fill point. By constantly tracking water usage and prohibiting unofficial sources, we decreased on-site consumption vs our baseline year.

Water Quality

Edinburgh Airport commits to the safeguarding of local waterways, implementing environmental control measures to limit adverse impacts to water. We recognise that our operations (e.g. de-icing aircraft) can impact both the Gogar Burn and the River Almond, and we are committed to understanding and reducing any negative impacts. Over the past few years, we have worked hard to improve the water quality of both these river channels.

Monthly water quality samples are collected at several points throughout the airport, as well as upstream and downstream of our site. We also carry out quarterly macroinvertebrate surveys, a good indicator of the health of the waterway. During the winter of 2018/19, Edinburgh Airport commissioned a detailed water quality monitoring and modelling study to better understand the impact of operations on the water quality in the Gogar Burn and River Almond. The study's findings were completed in 2023 and will be used to further develop the airport's long-term water quality strategy.

Alongside our operational commitments, we continue to reduce the impact of our winter operations on the local water courses. We have been working to improve our glycol management procedures for aircraft stands and areas of the apron to reduce

the volumes of de-icer applied to surface, recover excess glycol from aircraft stands and use GPS technology on our de-icer vehicles to prevent unnecessary over-spray around the site. In 2023, Edinburgh Airport conducted a trial which demonstrated that our Glycol Recovery Vehicle (GRV) was able to collect de-icer from the surface with high concentration of BOD(biochemical oxygen demand)/COD(chemical oxygen demand)/TOC(total organic carbon). Use of our GRV is one part of a wider solution to the water quality on our site. In 2023, we recovered 76 tonnes of glycol from the airfield, before it was able to enter our local water bodies.

Air Quality

Every three years we commission six-month air quality monitoring surveys to assess the impact on air quality from aircraft and vehicle emissions from the airport and surrounding area. These studies assessed the NO₂ concentrations using diffusion tubes. These diffusion tubes are small plastic tubes that, when exposed to air, allow us to determine the amount of nitrogen dioxide in the air, an important indicator of the overall air quality.

The locations were chosen to reflect a variety of potential NO₂ concentration-situations, including local sources and more general background areas around Edinburgh Airport, focusing on high-traffic areas, to record changes in air quality. The most recent study, which took place July 2023 – December 2023, shows a general trend of decreasing NO₂ concentrations, in line with monitoring sites in the city of Edinburgh. The study concluded that the objective targets were not likely to have been breached at any of the monitoring locations. For the 2023 study, we have also introduced monitoring of particulate matter (PM10 and PM2.5) concentrations, using two AQMesh sensors, placed both airside and landside. It was discovered that, at Edinburgh Airport, PM10 and PM2.5 concentrations were lower than the annual mean targets.

Through both monitoring methods, we discovered that the main source of pollutants come from the combustion of fuel from vehicles around campus and staff and passenger parking areas. We are working to reduce these emissions by moving to electric operational vehicles wherever possible and through the installation of electric vehicle charging points for staff, passenger and campus partners. We also have a discount for electric vehicle drivers using our Pickup & Dropoff area to encourage passengers to make sustainable choices.

"We chose this specific project as the loss of biodiversity is an increasingly urgent topic and it feeds directly into our Greater Good and Biodiversity strategies. Insects are a crucial part of the ecosystem and creating small spaces for them to thrive in is one small step we can take whether we're an airport or amateur gardeners."

Alexandra Eccles

Senior Revenue and Forecasting Manager

BIODIVERSITY

In the Spring of 2023 and as part of an initiative of International Day for Biological Diversity, a variety of flower commonly found in Scotland and northern England were introduced to the airport's grounds. This was to transform the area, creating a brighter, more appealing welcome to visitors, while also providing diverse and much needed food sources for our indigenous pollinators. In 2023, we began developing Edinburgh Airport's first biodiversity strategy, which was released in 2024.

Collaboration & Supporting Local Business Campus Partner Sustainability Standard

The image shows the cover and several pages of the 'Campus Partner Sustainability Standard' document. The cover features the 'GREATER GOOD' logo and the text 'Our path to a sustainable future'. The document is divided into sections: 'Environment', 'People', 'Health & Safety', and 'Working Together'. Each section contains detailed criteria and expectations for partners. The 'Environment' section covers energy efficiency, waste management, and water usage. The 'People' section focuses on employee safety, health, and well-being. The 'Working Together' section emphasizes collaboration and communication between the airport and its partners.

Launched in late 2023, the Campus Partner Sustainability Standard is the first step in our journey to better align with our many partners on Sustainability issues. It comprises a set of broad expectations across the ESG spectrum – from energy use to transport, waste to employment, utilities to governance. Most importantly, the standard creates a framework to better engage with our partners through regular meetings and open discussions between our teams on vital sustainability topics.

The standard was rolled out to car rental, retail, food and beverage, and specialist commercial business partners in late 2023. The standard is also being rolled out to other tenants renting office or workshop space from EDI throughout 2024. Working with our partners, we will continue to define, refine, and improve this standard to ensure that it is delivering the results necessary to help in realising our organisations' ambitious sustainability goals.

LOCAL ECONOMY

As part of our commitment to supporting local businesses through our own business success, we adopt progressive procurement policies to drive funding towards local organisations as much as is possible and practical. We were delighted that in 2023, almost one third (32%) of our active suppliers were local and 44% of our total supplier spend for the year was with local businesses. In total, this equated to over £39 million pounds of direct spend with businesses in central Scotland. For suppliers we do business with regularly, we also ask that they sign our Sustainable Supplier Pledge. This pledge ensures that suppliers we work with share our values in the realms of environment, employment, human rights, and health and safety. At the end of 2023 we had a total of 349 suppliers signed up to our pledge.

FLOOD DEFENCE

During a notable period of increased rainfall in 2022, the runway suffered partial flooding as debris from Gogar Burn and River Almond accumulated against the flood screens found at Bailey Bridge and Gogar Loop, blocking the drain. In response to this, control measures were implemented to remove the security screens from Bailey Bridge and Gogar Loop in June 2023. These control measures resulted in decreased flood risk from the River Almond and Gogar Burn and reduced the risk of future disruption of the runway's operation from flooding. These measures reflect the inclusion of live updates through SEPA's flood line warning system informing the flood risk in the local area.



SCOTLAND'S BEST BUSINESS

As a responsible business, we are working with our people, passengers and trusted partners to deliver an inclusive and accessible workplace that we are proud of. To achieve this, we will strive to make Edinburgh Airport one of the best places to work in Scotland by providing quality jobs, skills, partnerships, and training opportunities for all.



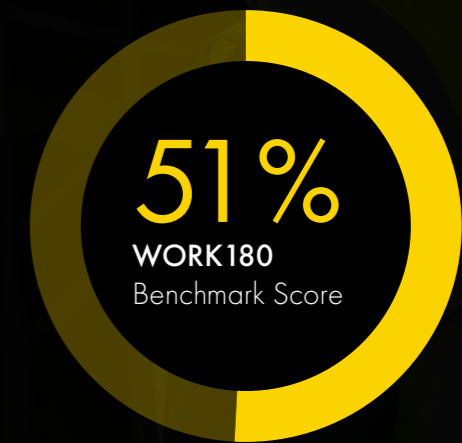
OUR HIGHLIGHTS

30

Young Person Placements



Relaunched our Internship Programme



51%

WORK180 Benchmark Score

4

new Employee Champion Groups formed

9

STEM Sessions

APPROACH

It is our responsibility to create a business with integrity, working with our people, passengers and trusted partners.

DEVELOPING OUR TEAM

People Survey 2023

Each year, we conduct a thorough "People Survey" to connect with colleagues, understand their working experience, and learn what the business can do to make Edinburgh Airport "Scotland's Best Business" to work for.

In 2023, 510 out of 793 staff completed the survey, a 64% response rate.

Some of the key results:

93%

agree that their team "works well together"

88%

agree that their work gives them "a sense of pride"

78%

are proud to tell others they are "part of Edinburgh Airport"

73%

would recommend "Edinburgh Airport as a great place to work"

78%

agree that they feel supported by their manager

79%

agree the Edinburgh Airport "is truly committed to being a diverse" company

92%

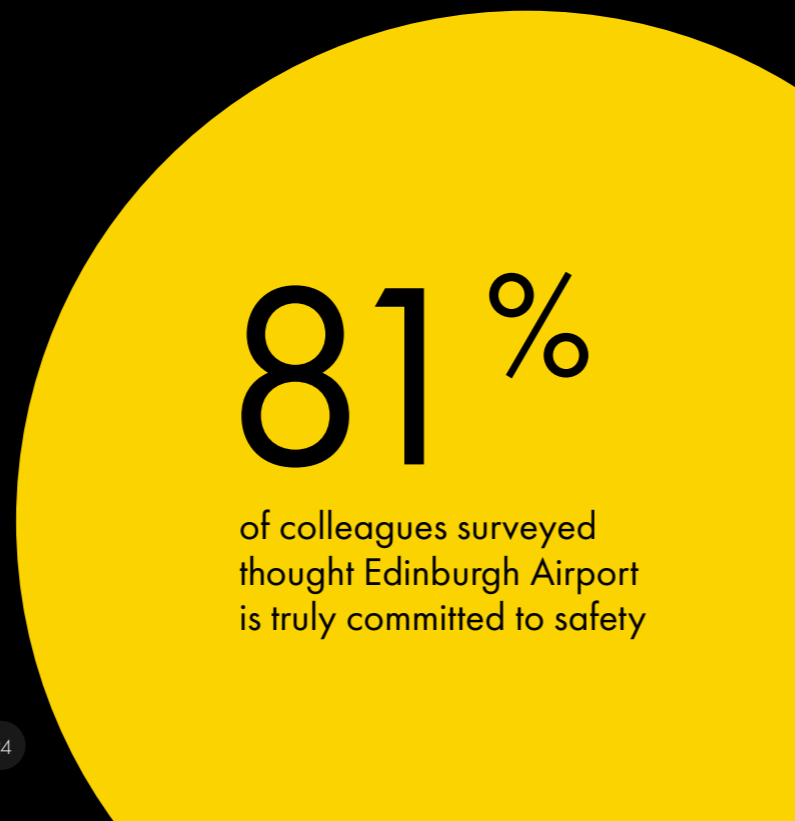
"have a clear understanding of Edinburgh Airport's values"

As part of the annual people survey, we create an action plan to understand more about some of the responses and to implement improvements where colleagues have asked for greater focus from leadership. That's why, on the back of the results, the annual action plan was released. Using the format of "you said, we're going to", the action plan provides assurance that the people survey is not just another data gathering exercise, that the employee voice matters, and that action is taken on the survey's findings. For each of the actions within the plan, responsibility is allocated to a department and timescales are provided for the completion of, or progress update on, said action.

Internship Programme Relaunch

After a long hiatus during the COVID pandemic, we relaunched our internship programme in the summer of 2023. We took on a total of six interns from a range of backgrounds and filling a variety of roles. The business areas covered included Communications, Engineering, Analytics, Training and Development, and more. We always ensure that our interns are paid at or above the real living wage and that they are given structured, meaningful project work within their teams.

Another important aspect of the internship programme has been integrating them with our Employee Engagement Groups – Values, DEI, Wellbeing, and Charity. The interns were challenged to work together and deliver a project that touched upon one, some, or all of these themes. The project delivered did a great job at engaging employees, demonstrating our values, while raising important funds for our charity partner.



Celebrating Success Awards

In 2023, our annual Celebrating Success Awards was back at the Sheraton Hotel. As always, the awards are an opportunity for colleagues to recognise and celebrate the people and teams who live our values and work so hard to make the airport a success. Colleagues from all areas of the airport were represented – from Airside operations to Legal, Commercial to Campus Partners – while every year a gold award is given to a member of staff who has demonstrated exemplary attitude and ability through their work. In 2023, 315 nominations were put forward for the 11 award categories. The awards are themed around our organisational values and are as follows:



Caring about what we do



Doing the right thing



Investing in our future



Providing a great service



Working together

INVESTING IN OUR FUTURE:

Best Newcomer, Sustainability Star

PROVIDING A GREAT SERVICE:

Customer Service Star, Outstanding Achievement, Leadership Award

DOING THE RIGHT THING:

Safety Star

CARING ABOUT WHAT WE DO:

Wellbeing Award, Community Champion

WORKING TOGETHER:

Project of the Year, Team of the Year, Campus Partner Award, Gold Award

Safe and Secure Workplace

We have a strong and committed leadership team and workforce and everyone plays their part in ensuring good standards for each other and our passengers. Everything we do is planned with safety in mind. We resumed to normal post pandemic operating levels during 2023 and to support the management and development of our programmes, there is a dedicated EHSQ team to support and drive the agenda and our aspirations forward.

To help us maintain good standards of safety, everyone must have a good understanding of the risks and necessary controls but also continually seek ways to continuously improve what we do. We achieve this through regular risk reviews and the ongoing training of our teams.

During 2023, we continued our roll out of Root Cause Analysis Programme to departments to help us gain a better understanding of adverse event causal factors and to help us identify steps to improve our risk controls. Safety Performance is reviewed by all functions throughout the year by our Executive and Functional Managing Responsibility Groups, which help us to continue to deliver safe, reliable and compliant operations at the airport.

DIVERSITY AND INCLUSION IN THE WORKPLACE

Champions Groups

In early 2023, four brand new "employee engagement" groups were launched and opened to employees across the business. The groups were created to drive change in our approach to DEI, our values, our charity partnership, and the wellbeing of our people. We currently have 50 "champions" from a variety of departments and specialities contributing to the groups. The groups have worked on projects ranging from mental health awareness events to charity fundraisers, celebrations of our values to brand new strategies.

"Our champions groups help us engage, inform, and educate around our values, wellbeing, our charity partner and diversity. Each of these groups play an important part in improving our culture, making our workplace healthier and more inclusive."

Alison Spence

Internal Communications Manager, Values Champions Lead

Work180 Partnership

In October 2022, following on from the results of our recent materiality assessment, we partnered with an organisation called Work180. Work180 specialises in workplace equality and diversity, and it is known for its job platform that showcases employers who are committed to gender equality and inclusion in the workplace.

We are working together to improve our understanding of how we can become a truly diverse and inclusive workplace, so our colleagues feel supported and empowered and future employees can see that we prioritise these values. The first part of our partnership involved undertaking a benchmark assessment, which reviewed information about the policies we have relating to gender equality, parental leave, flexible working arrangements, inclusive hiring, workplace safeguarding and more. There are 100 indicators measuring across 10 topics in total.

We scored 40% in this first assessment, and achieved over 50% in our second benchmark score for 2023. Areas for improvement that we identified included creating a Diversity

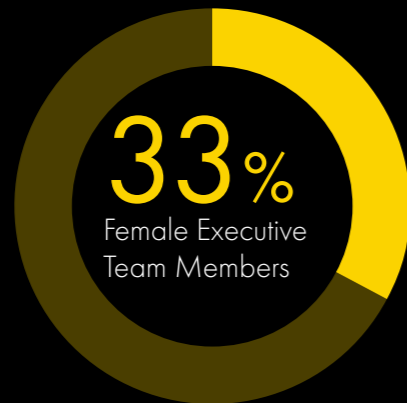
Champions group, a safe space for like-minded colleagues to shape our first diversity strategy and to start communicating about DEI across the business. Also, we reviewed our careers website and have looked at how we can make our hiring practices become more inclusive using tools such as a gender de-coder on the language in our job adverts and using name-blind applications to remove unconscious bias through the process.

ENGINEERING TOMORROW

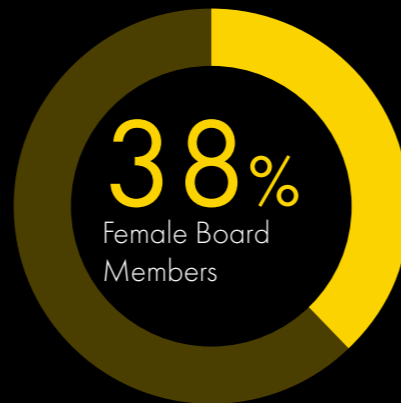
Engineering Tomorrow is a STEM (Science, Technology, Engineering and Maths) based programme which aims to raise awareness of technical subjects in schools, to encourage the next generation of engineers, scientists and other STEM professionals. In 2023 we ran 9 sessions with local schools as well as groups from our charity partner, The Larder Participants got involved in projects such as 3D printing, Robot Coding, Airplane Design, and Bridge Building and Testing to help raise awareness of basic engineering "hands on" concepts.



36%
Female Employees



33%
Female Executive Team Members



38%
Female Board Members



Mean gender pay gap – **8.7%**

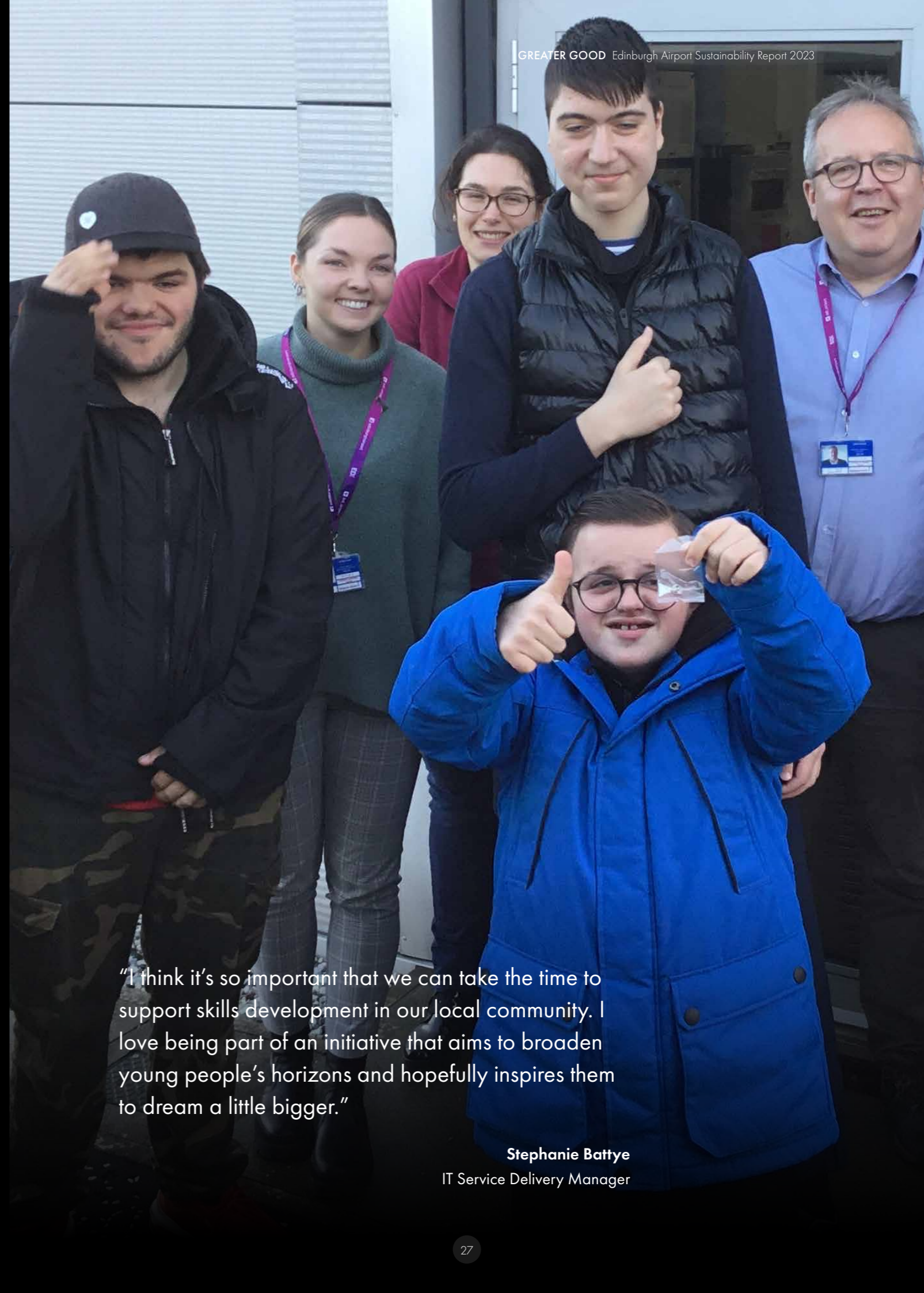


79%

of colleagues surveyed thought Edinburgh Airport is truly committed to being a diverse and inclusive company

92%

of colleagues surveyed said they feel comfortable being themselves at work



"I think it's so important that we can take the time to support skills development in our local community. I love being part of an initiative that aims to broaden young people's horizons and hopefully inspires them to dream a little bigger."

Stephanie Battye
IT Service Delivery Manager

TRUSTED NEIGHBOUR

Although the catchment area of our airport has expanded, we continue to work with our local communities to drive change, support local people, and benefit the region. Through sharing our business success with those that live and work around our operation we aim to truly earn the trust of our neighbours and create a business they can be proud of, all while minimising the negative effects of living nearby a busy, international airport



OUR HIGHLIGHTS

48

projects supported in total

£140,000



donated to charities and community groups through the Community Fund



November our busiest Community Fund to date in terms of applications,

77

Charity of the year

THE LARDER

More than
£88,514
raised and donated

New charity partner
ECHC selected for
2024/25



Edinburgh Children's Hospital Charity

APPROACH

We will share and spread the positive outcomes associated with the airport's continued success while reducing any adverse effects this may have on the people and communities living near us.

SHARING BUSINESS SUCCESS WITH OUR COMMUNITY

Charity of the Year

2023 saw us move into the second and final year of our partnership with West Lothian based charity, The Larder. Throughout 2023 we raised valuable funds for the organisation through staff fundraising and challenges while working on many collaborative and cross-skilling events. We hosted The Larder's staff on site to learn from our teams, had our staff out talking to The Larder's "Skills for Work" students, delivered one of our STEM sessions to their clients, and more.

The Larder provides training and employability skills to young people from disadvantaged backgrounds through the medium of good, wholesome food. There are three strands to their organisations which mutually support one another: an academy that provides upskilling, life skills, and mentoring to young people; a food enterprise that provides training opportunities and community space for local people; and a social food initiative called "Catalyst Kitchen" that issues emergency food packages and arranges events to support the very worst affected by food poverty and deprivation.

Our partnership in 2023 saw a total of £88,514 raised. This was from a mixture of staff fundraising, foreign coin collections, on campus events, and other ad-hoc fundraising activities. On top of this, the airport donates appropriate confiscated items from the security hall such as unused cosmetics or even snow globes!

"The partnership with Edinburgh Airport over the past two years has enabled The Larder to strengthen our ability to respond to challenging circumstances with confidence. The staff that we worked with across a range of teams used their creativity and enthusiasm to 'give back' to benefit our financial position as well as contributing their time to build the confidence and knowledge of the young people we work with. We have built lasting relationships with both individuals and teams and look forward to continuing and developing our relationship."

Angela Moohan
CEO, The Larder

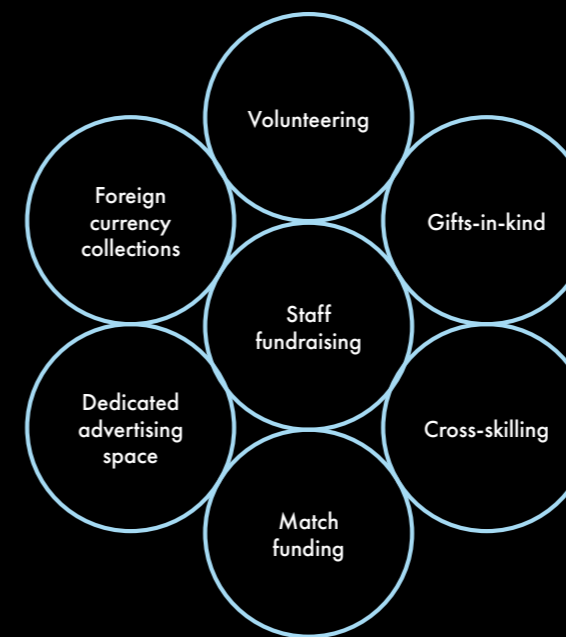
Total raised in 2023,
(including gifts-in-kind)

£88,514

Internal fundraising events

11

How we support our charity partners



In late 2023, the call went out for new charity partner applications. Once employee votes were counted, it was announced that Edinburgh Children Hospital Charity (EHC) was the successful applicant. EHC provide support for children and their families through some of the most difficult moments in their lives. Their free and accessible services provide a lifeline to families; with youth work, creative activities, and family support, bringing magic, friendship, and fun.



Our charity partner selection in numbers

- 62 Applications** 62 applications received from charities delivering their services in our communities.
- 6 Shortlists** 6 shortlists selected by our "Charity Champions" employee engagement group.
- 1 Charity Partner** One charity partner for 2024/2025 following a vote among airport staff.



To celebrate the UCI Cycling World Championships coming to Scotland, our team peddled 500 miles on stationary bikes while accepting donations from kind passengers.

In total,
£3,232
was raised, making this one of the most successful single fundraisers of 2023!



COMMUNITY FUND

The Community Fund was established over 10 years ago to ensure local communities share in the success of Scotland's busiest airport. The fund provides financial support to community groups and charities committed to improving opportunities, facilities, and services available to local people. We are delighted that, by the end of 2023, the Community Fund had distributed more than £1.3 million to qualifying projects.

In late 2022, the decision was taken to increase the Community Fund pot available to local organisations to £140,000. This reflected the airport's continued recovery following the COVID pandemic and the strong growth in projected passenger numbers throughout 2023.

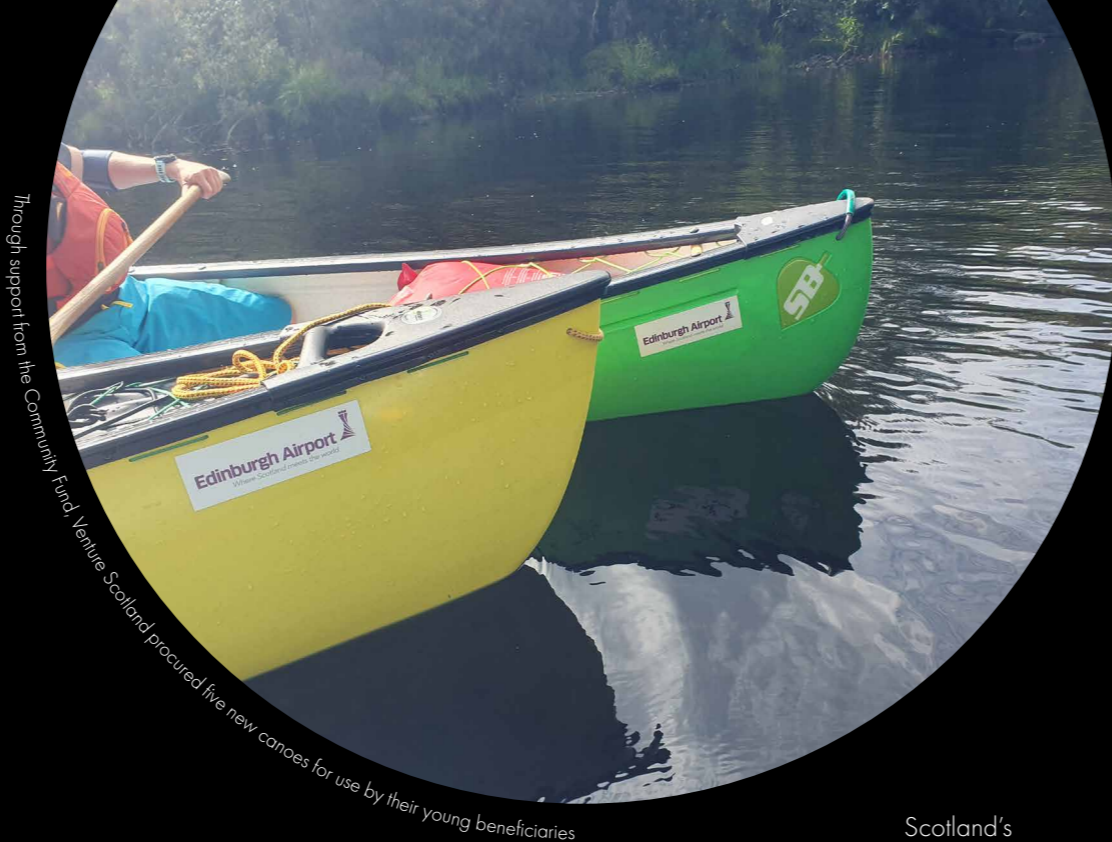
Charities and community groups operating in Edinburgh, the Lothians, Fife, and Falkirk are eligible to apply to the fund. Proposed projects should align with one or more of the Greater Good's four pillars while delivering a lasting legacy or helping an organisation to become self-sufficient.

Throughout 2023, we received 201 applications – a 59% increase on the number of applications throughout 2022. Of the 201 application 111 met our eligibility criteria with 48 projects being supported in total. Less than 45% of applications were ineligible for consideration, an improvement of 1% on 2022. The commonest reason for ineligibility was that the funding requests were for "running" or "one-off" costs including travel, event hire, staffing costs and so forth.

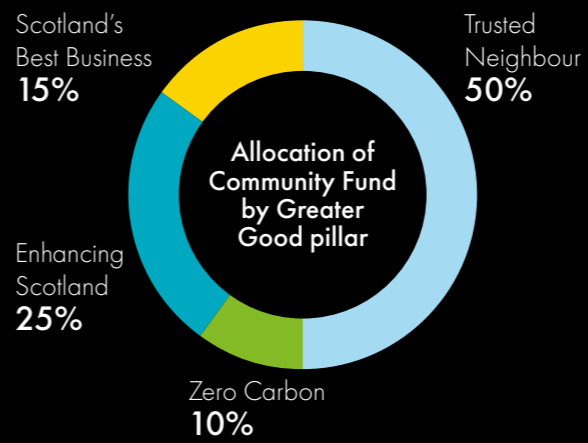
2023 also saw some big changes to how the fund was run.

We welcomed Heather McCulloch and Finley George to the Community Fund Board as representatives from Edinburgh Napier University. Their input was invaluable and provided insights from a different, younger perspective on the many applications received. Furthermore, in recognition of the cost-of-living crisis, the Board extended eligibility to applications addressing this vital issue facing our communities.

The first ever Community Fund annual report is available to read, detailing the projects that have received funding [Community Fund Annual Report 2023](#)



Through support from the Community Fund, Venture Scotland procured five new canoes for use by their young beneficiaries



£140,000
available to projects throughout 2023

48
projects supported

58%
of projects supported taking place in areas of high multiple deprivation

In October 2023, Edinburgh Airport Fire Operations Crew Commander David Hume, travelled to Sierra Leone to provide vital training to future leaders of their Fire Force.

Making use of the airport's volunteering policy, David delivered dozens of hours of skills workshops to

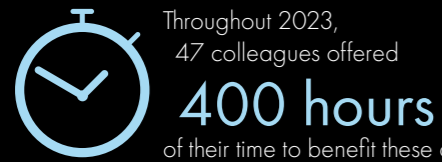
20 individuals
(5% of the total number of firefighters in the whole country).



VOLUNTEERING

We offer each of our staff working for Edinburgh Airport up to two days per year of volunteering leave. These days can be used to benefit a charity or community group of an employee's choice while also benefitting our peoples' sense of wellbeing and engagement with wider society.

Revamped and relaunched in 2023, our volunteer programme saw colleagues from almost every department in the airport give time to benefit local schools, deprivation charities, old people's homes, and even canine therapy initiatives!



TRANSPARENT COMMUNITY ENGAGEMENT

School site visits

Edinburgh Airport continues to support local school groups by providing unique tours of our operational areas. These tours are intended to engage and inspire local children by introducing the incredible range of work opportunities here at the airport while giving them a behind the scenes tour of our campus and operation.

We provided bespoke tours to classes from Windsor Park, Inverkeithing, and St Augustines, as well as hosting five local school Christmas carol groups.

Community engagement

After a thorough review of our community engagement methods following the COVID pandemic, several key opportunities to increase our presence among our neighbours while spreading awareness of Edinburgh Airport activities, were identified.



Community Council Attendance

Regular attendance at our local community councils commenced as a way of better understanding the challenges and circumstances of those living around our operation. five councils were initially selected for regular attendance: Kirkliston, Ratho and District, Cramond and Barnton, Broxburn, and Dalgety Bay. When requested, the airport also attend meetings of local interest groups or other community councils not within our general rotation.

We believe it is important to foster open dialogue with our communities, and one of the best ways to do this through engaging with our community councils. Through these forums, we can keep communities updated with the latest goings on at the airport, flag funding opportunities, mobilise our people to help in local causes, identify recurring issues, recruit for our noise advisory boards, and direct questions and queries to the correct channels.

Riverside Primary Volunteering

After their school was condemned as part of the ongoing RAAC (Reinforced Autoclaved Aerated Concrete) scandal, Riverside Primary School in Craigshill Livingston, was moved into a temporary, unused additional needs centre that required a great deal of TLC. Without support or funding to redecorate the temporary school, groups from Edinburgh Airport leapt into action to freshen up classrooms, the common area, kitchen, office space, and gardens. On top of Edinburgh Airport staff, campus partners also got involved to lend their expertise and, over several sessions during the October holidays, transformed the areas of the school most in need.



Inside EDI

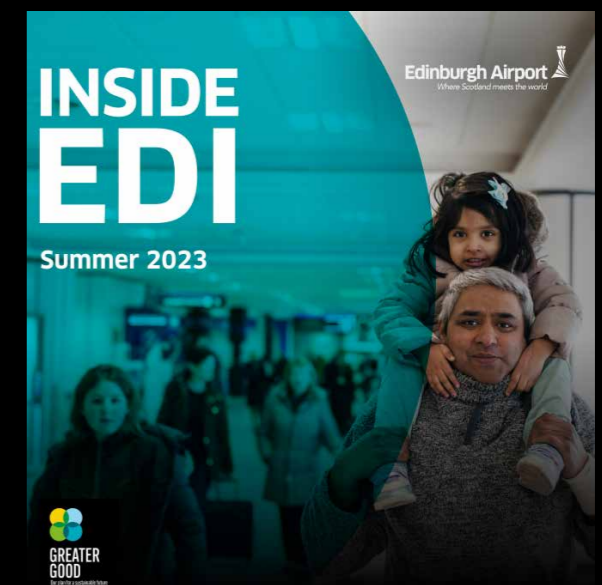
Our community newsletter was also relaunched in Summer 2023. This biannual digest provides updates from the airport with a focus on our Greater Good sustainability pillars. In line with our general ethos, we have made Inside EDI purely digital, to reduce resources wasted through its production and distribution. The Newsletter goes out to more than 29,000 of our neighbours [Community engagement | Edinburgh Airport](#)

Community Survey

In late 2023, in collaboration with Scot Pulse, we sought the opinions of our community on a range of issues relating to their experiences with the airport. More than 1000 of our neighbours kindly gave their opinions on a range of matters, from noise to economic impact.

The results showed that our community is most engaged with the airport through social media than through other mediums. Another strong theme was the perceived importance of Edinburgh Airport as an employment and economic driver in the region.

This survey will run each year so we can track over time if we are addressing the areas identified by our community members across a range of demographic segments.





(Our Environmental Noise Manager on site at the new noise monitor in Cramond)

REDUCING NEGATIVE IMPACTS

Managing Noise

To us, being a Trusted Neighbour means not only sharing business success, but also minimising the adverse impacts of our daily operations on nearby communities. Edinburgh Airport is dedicated to implementing measures that monitor, mitigate, and manage noise from our activities, while providing extensive information and data to keep our communities informed and engaged. Although completely eliminating aircraft noise is impossible, we actively use a variety of tools and procedures to reduce and limit the impact of noise on the surrounding residents to the best of our abilities. While some legislation supports us in this effort, many of the noise management tools we use are voluntary. These tools include:

5 Year Noise Action Plans (NAP)

Our Noise Action Plans (NAPs) aim to holistically manage all noise on the airfield, exceeding the requirements of the EU Noise Directive (2002/49/EU) under which they are prepared. We recognise that noise affects specific communities differently and take this into account while developing the plans. We consider noise not only during take-off and landing but also during aircraft taxiing and engine running on the airfield.

Edinburgh Airport's Noise Lab

The Noise Lab provides real-time monitoring of aircraft noise and flight-specific data with minimal delay. Through the use of radar data, it allows historical flight analysis useful for community groups, education, and noise fining. Visitors can access and download our Noise Action Plan as well as many other documents and educational resources. [More information can be found here.](#)

Noise Monitoring & Fining

In 2023, we had three fixed noise monitors in Broxburn, Livingston, and Cramond which provide useful data and, where necessary, the grounds to fine airlines in breach of our noise limits. Work began on a forth fixed noise monitoring station at Cramond Primary School December 2023 with completion January 2024. Our Noise and Track system (NTK), supported by three mobile monitors, offers high-quality data for community projects and stakeholder reports, including flight operations and air traffic control. This data is fed back into the Noise Lab where it is accessible to all interested parties.

Continuous Climb Departures (CCD) / Continuous Descent Arrivals (CDA)

We promote Continuous Climb Departures (CCD) for their noise and air quality benefits, achieving a 100% average monthly rate for departing planes. CCDs require aircraft to climb without interruption to the greatest extent possible, meaning they reach altitude and minimise noise disruption more quickly. For arrivals, we advocate Continuous Descent Arrivals (CDA) to minimise noise, fuel consumption, and emissions, reducing noise exposure by up to 5dB. Similarly, CDAs require aircraft to descend more smoothly with minimal thrust, again minimising noise.

Noise Preferential Routes (NPR)

Our standard instrument departures (SIDs) for both runway directions (06 and 24) ensure flights follow set routes until reaching 3000ft to 4000ft, reducing noise impact. NPR allows us to direct flights away from densely populated areas near the airport.

Edinburgh Airport Night-Time Charges

To address community concerns, we have introduced night-time flying charges to manage and mitigate noise. These Environmental Noise charges encourage operators to consider noise when scheduling flights. The revenue supports community noise-related activities, including the Edinburgh Airport Noise Advisory Board (EANAB) and independent noise analyses. [More information can be found here.](#)

Edinburgh Airport Noise Insulation Scheme

Our insulation scheme provides financial support for double glazing installation to help residents near the airport. Biannual contour mapping determines average noise levels, and properties within the 63dB and higher noise contours may be eligible for assistance. A reviewed and improved insulation scheme will be introduced within Edinburgh Airport's 2024-2028 Noise Action Plan, which opened for public consultation in September 2024.

EACC & EANAB

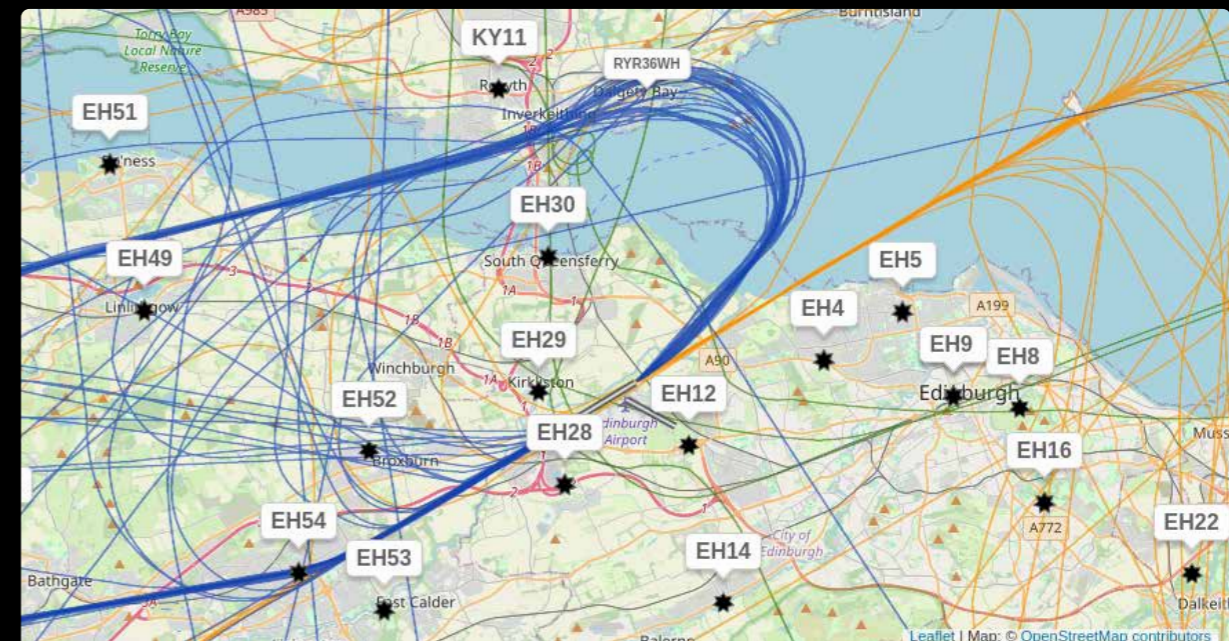
The Edinburgh Airport Consultative Committee (EACC) advises the airport's Chief Executive on key issues, representing community organisations, special interest groups, businesses, civil aviation, and local authorities. The 25-member group meets quarterly. [More information available here.](#)

The Edinburgh Airport Noise Advisory Board (EANAB), established in 2017, engages communities on noise mitigation. Comprising public representatives from community councils and interest groups, EANAB works with the airport to find solutions and reduce noise impact. The Board's goal is to lessen the noise effects on the local community. More information is available at [EANAB's website.](#)

Both Boards provide invaluable advice and suggestions to Edinburgh Airport. Information on membership, quarterly reports, and more is available through the links provided above.

NOISE COMPLAINTS	2023	2022	2021	2020	2019	2018
Total number of noise complaints	1292	900	509	474	2446	1539
Number of complaints regarding specific aircraft	1071	748	412	416	1770	872
Number of individual complainants	129	114	72	122	272	285
% of total by top 5 frequent complainants	78.5	70.1	73.7	45.6	66.6	53.5

The image below provides information on the general location of complainants during the busiest period to date – summer 2023.



Flighttype
● Inbound ● Transit ● Outbound

AIRSPACE CHANGE

Edinburgh Airport is sponsoring a crucial project known as Airspace Change, aiming to enhance the flight paths used by all arriving and departing flights at the airport. The primary objective is to introduce new flight paths that are enhanced by modern navigational techniques that will be implemented for the foreseeable future. These new routes will serve as an improvement over the currently established flight paths, which have been in use for over three decades. We are working with Glasgow Airport and our parent Air Traffic Control Centre in Prestwick (NATS en-route limited (NERL)) as part of what is known as the "Scottish Cluster". We are introducing a network of new flightpaths that will improve the environmental and health effects at lower levels, such as reducing noise to our neighbours

and also having a positive effect on people's health by having fewer overflights at lower levels. We are also using this opportunity to introduce more direct routes to our destinations and therefore reduce fuel usage and emissions. An example here would be the implementation of direct routes over the Firth of Forth and then directly over the North Sea. This is all part of the national Airspace Modernisation Strategy which can be found detailed in CAP 1711.

There is stringent guidance that must be followed to alter or introduce new flight paths. These are detailed in the Civil Aeronautical Publication (CAP) 1616, which is published by the Civil Aviation Authority (CAA).

In 2023, we were working through stage 3 of the CAP 1616 process.

This meant that our design options from Stage 2 were worked into an effective design for the network in collaboration with Glasgow and NERL to produce an effective and safe combination of routes that could be taken forward to consultation. At lower levels (below 7000 feet) we had the opportunity to minimise noise effects whilst still making an efficient combination of departure and arrival routes. Our design principles from Stage 1 and outlined above still applied to the design taken forwards.

- Flight paths should be designed with routes that minimise track miles and fuel burn.
- Flight paths should be designed to minimise the total adverse effect on health and quality of life created by aircraft noise and emissions.
- Flight paths should be designed to ensure efficient and effective route management.
- Flight paths should be designed to minimise adverse local air quality impacts.
- Flight paths should be designed to minimise the total adverse effect on health and quality of life created by aircraft noise and emissions.
- For flight paths at or above 4,000ft to below 7,000ft, the environmental priority should continue to be minimising the impact of aviation noise in a manner consistent with the Government's overall policy on aviation noise, unless this would disproportionately increase CO₂ emissions.

Stage 3 gave us the opportunity to work with Glasgow and NERL to finalise a design to assess for environmental effects as detailed in CAP1616 and develop the results into a preferred option to take to public consultation in mid-2025. Our flightpaths all use satellite navigation technology which means they can be flown with better accuracy than is currently the case and we can use this to ability to design to the principles already agreed with our stakeholders.

We think that the design, once implemented after consultation, will allow improvements in track keeping, fuel planning, airline efficiency and there will be a reduction in greenhouse gas emissions. There will also be a reduction in noise to benefit our neighbours and in some cases removal of flightpaths altogether from certain areas. The work continues but we believe these noble aims are very worthwhile.

More information on Airspace Change and the CAP 1616 can be found [here](#).

[Information on Edinburgh Airports Stage 1 and 2 documentation can be found here.](#)

VERIFICATION STATEMENT

Objectives

WSP was commissioned by Edinburgh Airport to undertake an independent verification exercise of the statements and information reported within Edinburgh Airport's 2023 Sustainability Report.

Edinburgh Airport is solely responsible for providing all the information included in the 2023 Sustainability Report. The WSP assurance team was not involved in the report compilation scope of work. This statement is the responsibility of WSP and represents our independent opinion. The intended users of this statement are the readers of Edinburgh Airport's 2023 Sustainability Report, and it is intended for this statement to be read in its entirety.

Our team has the appropriate experience and competency to complete this verification exercise. This was not completed against any specific standard however is in line with best practice. WSP has a Business Management System (BMS) which is certified to BS EN ISO 9001 under which all our work is managed.

Verification Period

The verification review of Edinburgh Airport's Sustainability Report has been carried out for its 2023 reporting period. Specifically, this covers the reporting period 1st January 2023 to 31st December 2023.

Scope of Verification

The scope of the exercise undertaken by WSP in 2024 covered information on activities and progress in terms of Edinburgh Airport's sustainability from the reporting year 2023. The following sections, and the statements and figures within them were included:

- Welcome
- Our Year
- Strategy
- Zero Carbon
- Enhancing Scotland
- Scotland's Best Business
- Trusted Neighbour

Methodology

The exercise was not undertaken in accordance to any particular reporting standard, rather it was conducted in line with a best practice approach and methodology agreed with Edinburgh Airport.

WSP undertook the exercise between October and November 2024 via Teams meetings, emails and discussions with staff responsible for the management, collation and content creation of the Sustainability Report.

Evidence provided by Edinburgh Airport was collated from a range of sources including

- Internal reports and statements;
- Internal communications;
- Public press releases;
- Social media communications;
- Third party webpages; and
- Photographs.

WSP's Opinion

WSP can confirm that the information provided by Edinburgh Airport was satisfactory and sufficiently demonstrated the accuracy and correctness of the content within the 2023 Sustainability Report. Recommendations were made as part of the verification process and included in the separate Edinburgh Airport Sustainability Report review document. In addition to the accuracy of the information provided, that the information presented is considered to sufficiently address the material sustainability issues relevant to Edinburgh Airport.



Neal Barker
Director / Head of Sustainability and Safety Advisory, WSP
November 2024

CONTACT DETAILS

If you have any questions, comments
or feedback please email
edcommunications@edinburghairport.com

For more information visit
edinburghairport.com/GreaterGood

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