

# GREATER GOOD

Our plan for a sustainable future

## Sustainability Report 2022

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# WELCOME

## CEO INTRODUCTION

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.

It is the last time we'll be reporting on the strategy in its current form as 2024 will see us review and update Greater Good. It's right that after 3 years we test the strategy's focuses and priorities with our team, partners and stakeholders and amend if necessary.

In the years since we launched the strategy, I've been impressed at the development and maturity of thinking the teams across the airport have reached in a short space of time, especially as that time overlapped with our recovery from the impact of covid on our business.

The strategy and its accompanying documents, such as our Net Zero Report, is better at describing our journey so far and the challenges ahead. I hope that they're useful and informative.

I also hope that if approached you'll be able to help our thinking as we craft the next iteration of Greater Good.

One thing that will certainly be a focus for us in that document will be emerging technology and fuels and the opportunities they bring.

Sustainable Aviation Fuels (SAF), their manufacture and the regulatory environment Government creates for the market around it is a vital conversation now and one that will continue in the coming years.

For us, the rationale for SAF is clear – it is a bridge to a future where technology will provide zero carbon connectivity. Until then, SAF allows aviation to meet its carbon challenges whilst retaining the benefits Scotland and the UK gain from international and domestic connectivity.

There is a massive opportunity for Scotland to manufacture SAF which will not only go a large way decarbonising aviation, but also play a key role in the Scottish Government's plans for a just transition to a carbon free, energy resilient future.

That future, in terms of demand, is a strong one for Edinburgh Airport. 2023 saw us return to pre Covid passenger levels and the growth is forecast to continue. We believe that growth, with our Greater Good strategy, is sustainable.

We look forward to keeping you abreast of our success on that journey.

**Gordon Dewar**  
Chief Executive

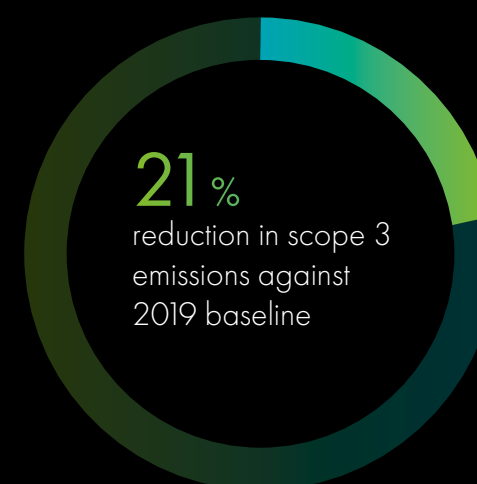


Carbon Neutral  
for Scope

1&2  
emissions



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



11,261,873  
passengers



We Launched a partnership  
with **WORK180** on  
**gender diversity**



**£100,000**  
donated to  
projects through the  
Community Fund

**£93,351**  
raised for our charity  
of the year – The Larder

33 projects supported  
in total



Greeted  
**6,287**  
Ukrainian arrivals  
to our welcome  
desk since  
May 2022

**89%**  
reduction in scope  
1 & 2 emissions since  
reporting began in 2016

**91%**  
reduction in scope  
1 & 2 emissions  
against 2019 baseline



**Revised our  
Net Zero Strategy**



# 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.

As we are now well into 2023, we enter the third and final year of the first version of our Greater Good strategy. Greater Good V2.0 will be launched in June 2024, and we are looking forward to reviewing how far as a business and as a team we have come, whilst looking at the challenges and opportunities that lay ahead on the lead up to our first net zero milestone in 2030. We sense-checked our strategy at a mid-point 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 plan to run another materiality exercise early on in 2024, to make sure that our second iteration of Greater Good is calibrated to the business' needs and our 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 our strategy definition, 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

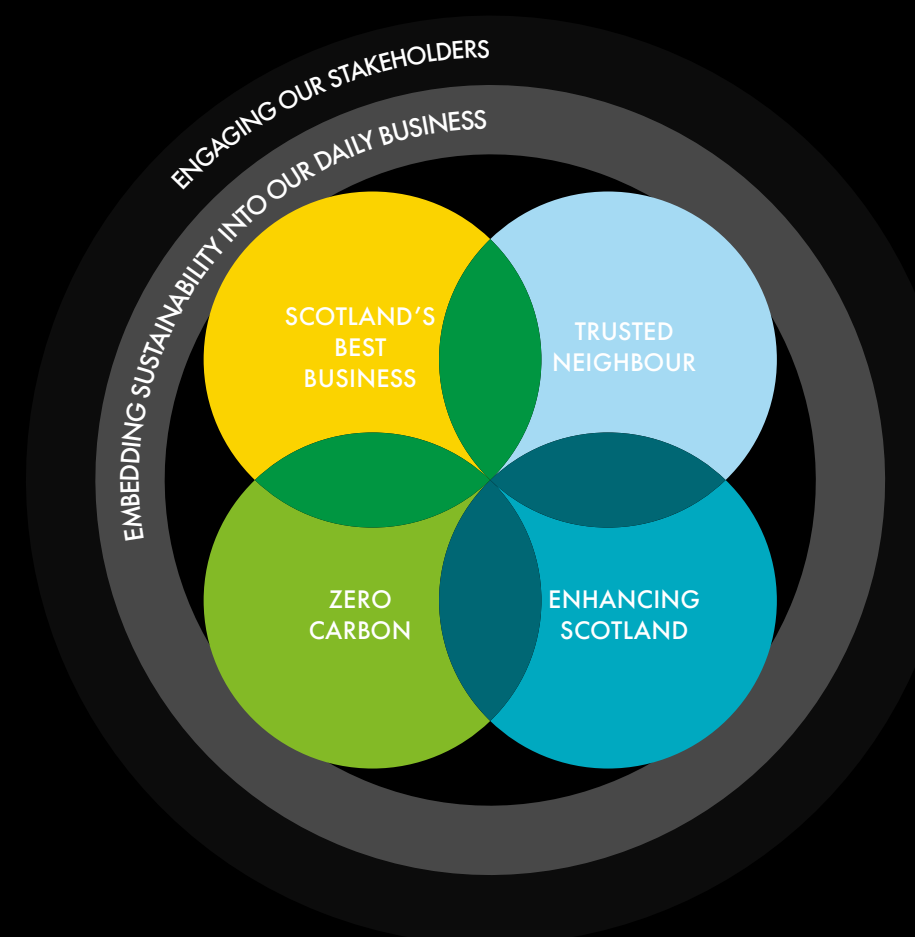
a sustainable connectivity experience and be a valued and sustainable partner by reducing our environmental impact and providing options for campus partners and passengers to help us do that.

### 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 share our business success via investment in community 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:
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.	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.
THE SUSTAINABILITY EXECUTIVE FORUM:	THE AUDIT & RISK COMMITTEE:
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.	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.





# 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

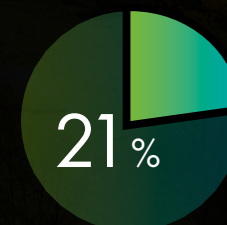
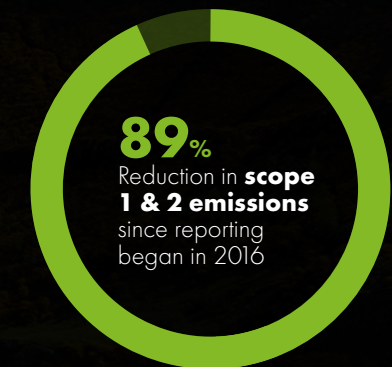
Carbon Neutral  
Scope

1&2  
emissions

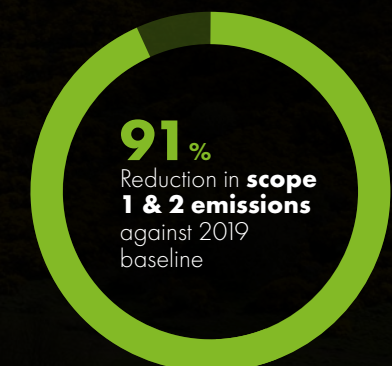
ACA  
Level 3



Revised our  
net zero  
roadmap



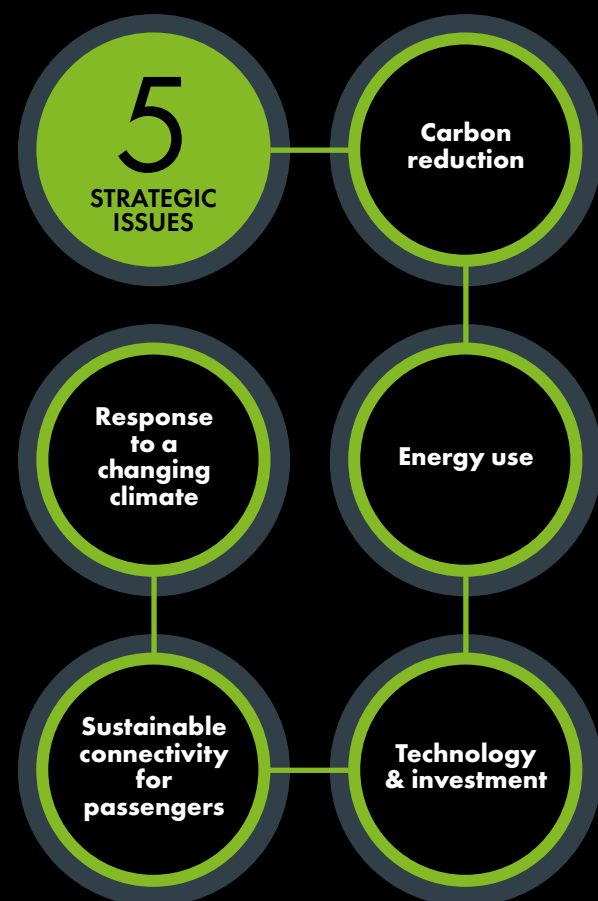
Reduction  
in **scope 3 emissions**  
against 2019  
baseline





## APPROACH

We continue to work in partnership with our airlines, campus partners and supply chain on reducing carbon at source. As part of the 2019 materiality process, we have identified the following 5 strategic issues as part of the Zero Carbon pillar workstream:

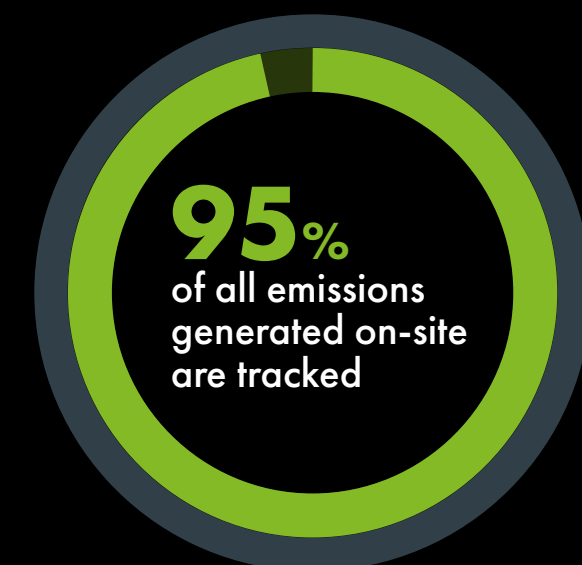


We are committed to be a net zero business for all emissions scopes by 2045

## CARBON REDUCTION

Our ambition is to be a net zero business. In 2022 we reviewed our net zero pathway, using the most detailed emissions inventory we have ever had, to develop new milestone targets for scope 1, 2 & 3 emissions. Our roadmap is driven by the adoption of zero emission technologies, lower carbon fuels and infrastructure upgrades over the coming years. To deliver our net zero aims, we understand there will be a synergy between investment in infrastructure to support emission reduction activities, a facilitation role for us with our airline partners and supply chain, and a balance of high-quality long-term carbon offsets.

We have been tracking our carbon footprint at Edinburgh Airport since 2016. Every year, our reporting process and methodologies have matured and we now track over 95% of all emissions generated on-site, alongside the emissions from our aircraft's landing and take-off cycle (LTO).



### What do we mean by net zero?

When we talk about net zero, we mean achieving a balance between emissions generated as part of our operation and emissions that are removed from atmosphere using carbon capture, use and storage methods.

"It's so exciting to feel the energy and enthusiasm that our colleagues have for the Greater Good strategy. We can only make change when we work together, and it's great to see each department making commitments and delivering actions to make our airport more sustainable."

Jessica Briggs  
Head of Sustainability



EMISSION REDUCTION EXAMPLES

Clean Energy:

In 2019 we moved to a green tariff for electricity and in 2021 we changed natural gas for biomethane (known as green gas). Through 2022, we also rolled out hydrotreated vegetable oil (HVO) as an alternative to diesel in our operational vehicles, where we could.

Building Management:

In 2022, we introduced a building management system to monitor and track our energy usage and we undertook air flow modelling, to understand the way that our buildings cool down, heat up and consume energy.

Lighting Upgrades:

We have an extensive LED lighting upgrade programme running across the campus. Last year we were busy upgrading the main terminal lighting, changing aircraft stand mast lighting, converting the Air Traffic Control tower to LED and looking at upgrading the runway lighting too.

Fixed Electrical Ground Power:

We are currently in phase 3 of a roll-out of electrical equipment to replace diesel powered generators on aircraft stands. We currently have 18 and by the end of 2023 we will have over 30 units.

Solar Power:

In 2022, work continued on our 11-acre 9.7MW solar farm, which is made up of over 15,000 panels. In November we broke ground in constructing the site and it is expected to be live and operational towards the end of 2023. The farm is situated at the end of our runway – which is the first for a UK airport. It will allow us to self-generate around 25% of our current energy needs and store energy in our onsite battery to be used overnight.

Vehicle Electrification:

We are exchanging operational vehicles from diesel & HVO to electric as part of a rolling vehicle replacement programme. As a business, we no longer procure fossil fuelled vehicles and equipment where a suitable electric option exists.



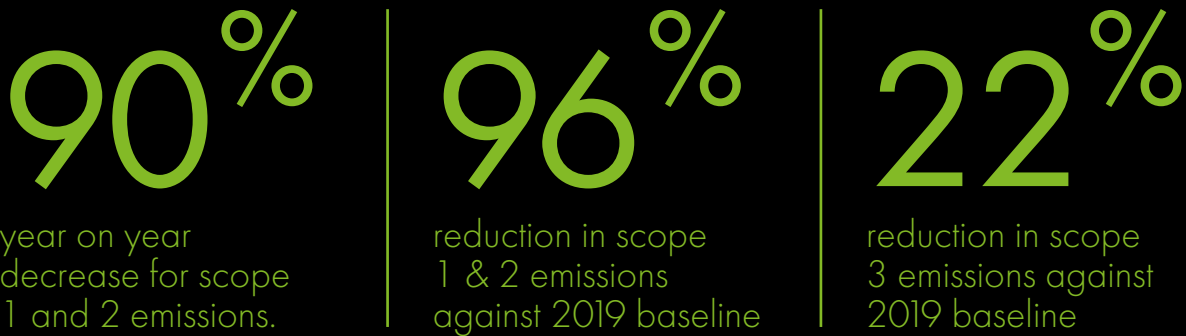
11-acre  
9.7 MW  
solar farm

25%  
self-generated energy

OUR CARBON FOOTPRINT

Breakdown of 2022 Carbon Emissions by Scope

CARBON EMISSIONS (TCO <sub>2</sub> E)	2019 LOCATION BASED	2019 MARKET BASED	2022 LOCATION BASED	2022 MARKET BASED
SCOPE 1 EMISSIONS	2,944	2,944	2,453	265
SCOPE 2 EMISSIONS	4,544	0	3,134	0
SCOPE 3 EMISSIONS [EXCL. CLIMB, CRUISE & DESCENT – CCD]	186,979	184,553	146,482	145,082
TOTAL EMISSIONS [EXCL – CCD]	194,467	187,496	152,068	145,346







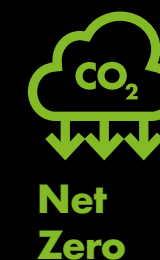
## GETTING TO NET ZERO

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**



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 new 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.



"The four pillars of the Edinburgh Airport Greater Good strategy all have a place in a sustainable future. It is important that we continue to work within our community to be a trusted neighbour."

**Jak Tilley**  
Engineering Team Leader

## OUR HIGHLIGHTS



**52%** less water was used per passenger



**Certified to**  
**ISO 14001 [2015]**



**100%** waste diverted from landfill



## APPROACH

We are committed to creating an airport that showcases the best of Scotland whilst delivering the finest passenger experience. As part of the materiality process, we have identified the following 4 strategic issues as part of the Scotland's Best Business pillar workstream:



## 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 2022, 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 Responsibly 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.



Developed an  
Environmental  
Management  
System





REDUCING WASTE, WATER & AIR IMPACTS

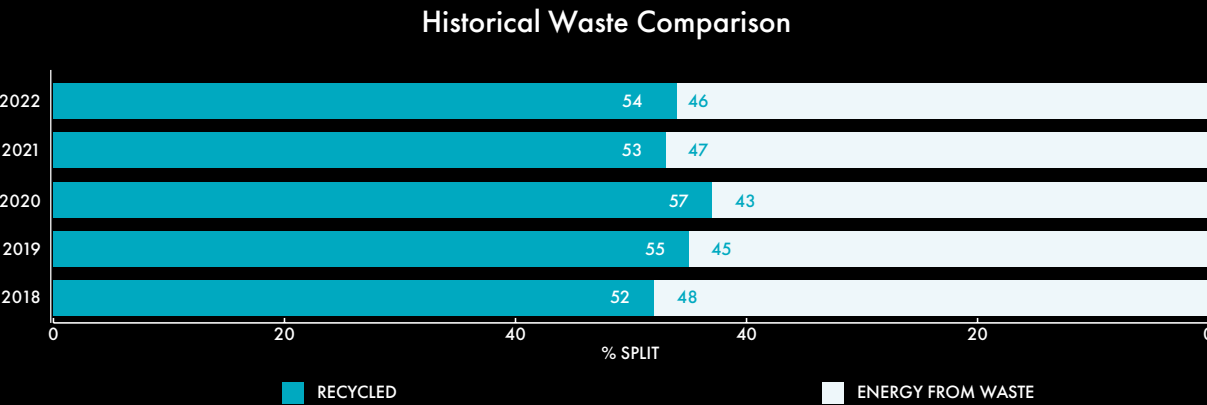
WASTE

In 2022, 100% of waste was diverted from landfill with 54% segregated for recycling on-site. We also launched a capital project in June 2022, looking at how we manage waste on site and how we can improve our process for passengers and campus partners, to increase our recycling and segregation figures further. Through this project, we have mapped what types of waste are coming from the different areas of our operation, and we are working with the retailers and restaurants on-site to see how we can better segregate waste and minimise food wastage. We have also worked to re-position bins within the departure lounge and around the terminal facility, to ensure we are giving our passengers every opportunity to segregate their waste and recycle their items. Lastly, we have improved the signage around our bins, to ensure that the pictures for each waste container are clear and understood across different cultures and languages. These efforts have been reflected with an improvement in our overall site recycling figure for 2022, when compared with 2021.

Waste Graph: 2022 Waste Streams

WASTE STREAM	VOLUME (tonnes)
General waste	831
Mixed recycling	308
Food	217
Glass	155
Glycol recovery	89
Cardboard/paper	116
Coffee grounds	55
Wood	9
Metal	11
Fluorescent tubes	1
WEEE	4
Hazardous waste	1
Textiles	1
Total	1,798

This waste table excludes arisings and wastes from capital projects.



WATER

We consumed 158,980 m³ of water in 2022, this is a 29% reduction compared to our baseline comparison year of 2019. We continue to work with our water services provider to monitor water consumption, detect leaks and reduce unaccounted for water consumption. We conduct monthly water sampling from 20 locations across the Airport, as well as upstream and down-stream locations on the Gogar Burn and River Almond. 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. For passengers, we have three freshwater refilling stations in partnership with Scottish Water. One before security and two in our departures area, allowing people to refill their personal bottles to reduce single use plastics on campus.

Despite an increase of passengers to near 2019 levels, we have worked hard to upgrade our toilet facilities and freshwater outlets, using flow restrictors and short-flush systems to maintain reduced freshwater usage across campus. We are proud of reducing our water consumption by almost a third, when we compare with 2019.

Three freshwater refilling stations for passengers

29% reduction in water consumption compared to our baseline comparison year of 2019

AIR QUALITY

Every three years we conduct a nitrogen dioxide (NO<sub>2</sub>) air quality study at the airport. We do this by placing diffusion tubes in a variety of locations across the campus, especially in high-traffic areas, to record changes in air quality. These diffusion tubes are small plastic tubes with a black cap at each end. Hidden beneath the cap, there is a steel mesh disc coated with trieth-anolamine (TEA). This is a chemical that absorbs nitrogen dioxide. Chemical changes occur when gases from the air pass through this mesh. This chemical change indicates the amount of nitrogen dioxide in the air throughout each month. Our survey continues through 2023, and will conclude at the end of the year. We have 32 diffusion tubes in position all over campus and we will share the results of this extended study in next year’s report.

Over time, we have seen a general trend of decreasing NO<sub>2</sub> concentrations at most sample sites when compared with previous studies. 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.





# 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



Launched our new **employee intranet site**

Undertook a materiality assessment



**21** placement, apprenticeship, work experience, and employment engagement activities

**13 cohorts** of talent development programmes

Partnered with **Work180** on gender diversity

Conducted our annual **people survey**



## APPROACH

It is our responsibility to create a business with integrity, working with our people, passengers and trusted partners. As part of the materiality process, we have identified the following 5 strategic issues as part of the Scotland's Best Business pillar workstream:



## BUSINESS INITIATIVES

In October 2022, we launched our new internal communications platform Gate 8. Gate 8 is a key channel within our internal communications strategy which aims to inform, engage and educate our people on our business operations and strategy.

### The brief and objectives of this internal communications campaign were to:

- Ensure staff know about Gate 8 and how they can access it
- Promote the key benefits and range of information available on Gate 8
- Develop a range of collateral for the launch campaign

Before launch, we ran a competition to get staff engaged with the new platform. We asked them to come up with ideas for its new name with the top suggestions going to a vote. Following a staff vote, Gate 8 was announced as the winning name. Gate 8 was chosen as it is a little inside joke because there is not a Gate 8 in our departure lounge! So, we made it 'our' gate and the place where staff board for the latest news and updates.

We launched Gate 8 over two weeks and we hosted 18 roadshows across eight office locations. Colleagues from smaller teams supported with roll-out for those people not able to attend the roadshow sessions. 70% staff boarded Gate 8 via the desktop site, 40% used our mobile app and we had 38,000 page views by the end of October. Six weeks after Gate 8 launched, it was used it as our key communications channel to promote our 2022 People Survey.

In the survey we asked our people 'What communication channels do you use to access information?' 78% people said they used Gate 8 to access information – a massive increase from a 2019 survey where 9% people said they used our previous intranet to access information.

## CELEBRATING SUCCESS AWARDS

In 2022, our annual Celebrating Success Awards relaunched after a COVID-19 break. The awards are an opportunity for colleagues to recognise and celebrate the people and teams who work to showcase Edinburgh Airport as the best it can be. From airside operations to commercial, security to business planning and finance to HR, we all work to the same goal of providing passengers with choice and a positive experience. We are only as good as the whole lot of us working as one – everyone plays their part; every role is vital. In 2022, 260 nominations were put forward for the ten award categories.

The awards are themed around our organisational values and are as follows:

### INVESTING IN OUR FUTURE:

**Best Newcomer, Sustainability Star**

### PROVIDING A GREAT SERVICE:

**Customer Service Star, Outstanding Achievement**

### DOING THE RIGHT THING:

**Safety Star, Leadership Award**

### CARING ABOUT WHAT WE DO:

**Wellbeing Award, Community Champion**



## PRIORITISING A SAFE 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 2022 and to support the management and development of our programmes, we recruited a Head of EHSQ to help 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 improve what we do. We achieve this through regular risk reviews and the ongoing training of our teams.

During 2022, we further enhanced our root cause analysis programme and rolled out behavioural impact Analysis 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.

# 85%

of colleagues surveyed thought Edinburgh Airport is truly committed to safety



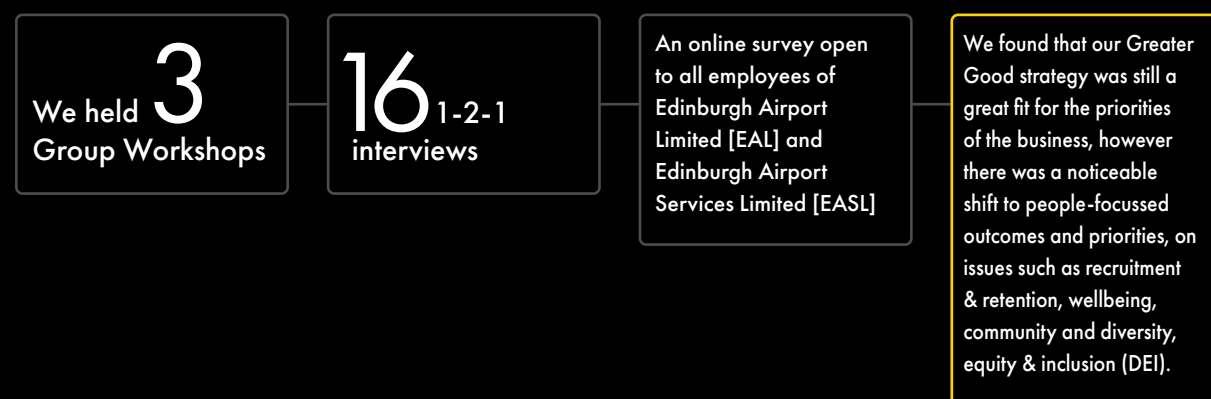
## MATERIALITY ASSESSMENT 2022

In 2022 we re-ran what is known as a materiality assessment for our business. A sustainability materiality assessment is a systematic approach used by businesses to identify, assess, and prioritise environmental, social and governance (ESG) issues that are most relevant and impactful to their operations and stakeholders. This process involves speaking with a wide variety of important stakeholders, including employees, suppliers, investors, and communities, to gather input on ESG concerns.

Through assessment and analysis, the materiality process identifies the most significant ESG issues that could affect the organisation's long-term success and reputation. By prioritising these material issues, the company can allocate resources and investments

effectively, set sustainability goals and enhance reporting, to ensure responsible business practice and demonstrating commitment to sustainable development.

We chose to complete another materiality exercise in 2022, as it had been 3 years since the previous exercise and since then we have seen huge changes to the business and our colleague base, following the impact of the COVID-19 pandemic. We wanted to make sure our Greater Good strategy was still fit for purpose and we thought it was important to check-in on this with our stakeholders.



## OUR TOP 5 MATERIAL ISSUES

2019	2022
Leadership – Advocating Sustainable Aviation	Sustainable Business Practices
Sustainability Strategy	Greater Good Strategy
Collaboration & Partnerships	Climate Action
Net Zero Transition	People And Sustainable Jobs
Environmental Improvements	Positive Community Relations

Following on from the outcomes of this assessment, we prioritised activities around enhancing the training opportunities we provide for young people and starting to create our first ever DEI strategy before the year was out. We will report back on the outcomes of these workstreams in the 2023 report.

## 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 we have set ourselves a target to improve the benchmark score by 10% or more, to exceed 50% by the end of 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 planned to review our careers website and have a look 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.



**35%** Female Employees



**Female Executive Team Members**

**33%**

**Female Board Members**

**38%**



Mean gender pay gap – **10%** – new for this year, standalone stat

**79%**

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

**94%**

of colleagues surveyed said they feel comfortable being themselves at work



## PEOPLE SURVEY 2022

We were pleased to welcome back the Edinburgh Airport People Survey in 2022, after a short COVID-19 hiatus. At the end of every year, we like to connect with our colleagues through the survey, to help us understand where we are as a business, and what we can do to make it an even better place to work.

**518 out of 834 staff completed the survey 62% response rate**

As part of the 2022 survey, we have created an action plan to understand more about some of the responses and to implement improvements where our colleagues have asked for a bit more focus from leadership. Some of the key messages and outcomes of the survey have been shared below:

91%

thought their team works well together

60%

thought the Leadership Team is doing a good job in providing leadership

87%

had a clear understanding of our new Values

73%

would recommend Edinburgh Airport as a great place to work

95%

thought themselves and their colleagues treat each other with respect

78%

of people were proud to tell others they work for Edinburgh Airport

## ENGINEERING TOMORROW

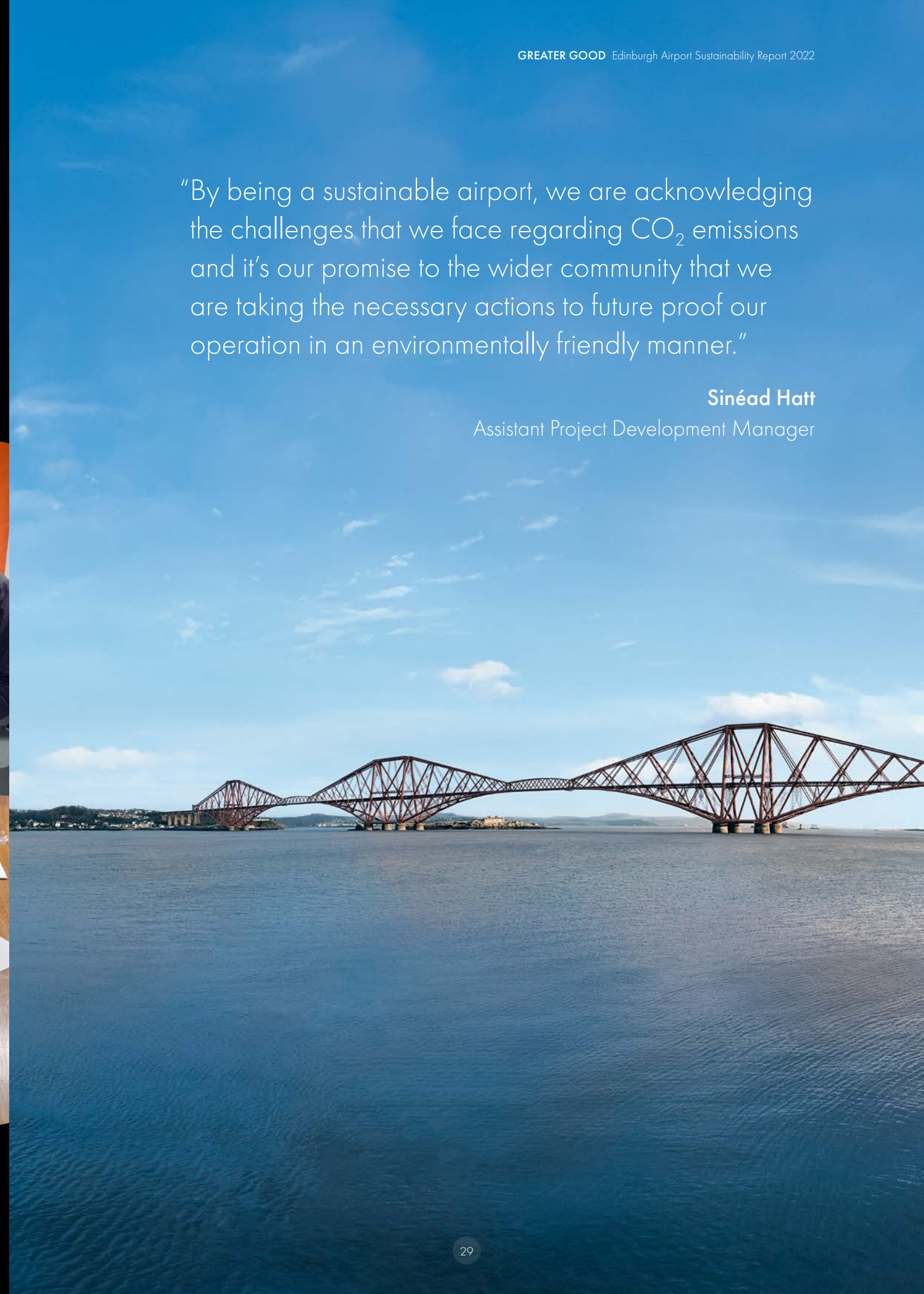
Engineering Tomorrow is a STEM (Science, Technology, Engineering and Maths) based pro-gramme which aims to raise awareness of the engineering discipline in schools, to encourage the next generation of engineers. In 2022 we ran sessions with local schools, covering projects such as 3D printing, Robot Coding and Bridge Building and Testing to help raise awareness of basic engineering "hands on" concepts.



"By being a sustainable airport, we are acknowledging the challenges that we face regarding CO<sub>2</sub> emissions and it's our promise to the wider community that we are taking the necessary actions to future proof our operation in an environmentally friendly manner."

**Sinéad Hatt**

Assistant Project Development Manager





# TRUSTED NEIGHBOUR

As an airport we are committed to supporting change in our local communities – change that will serve future generations. As part of this commitment, we want to be a good neighbour. A neighbour that collaborates with and supports our local communities and shares its business success with communities via investment and awareness.



## OUR HIGHLIGHTS

**33** projects supported in total

**£93,351** raised and donated

**£100,000**



donated to projects through the **Community Fund**



Charity partner of the year



## APPROACH

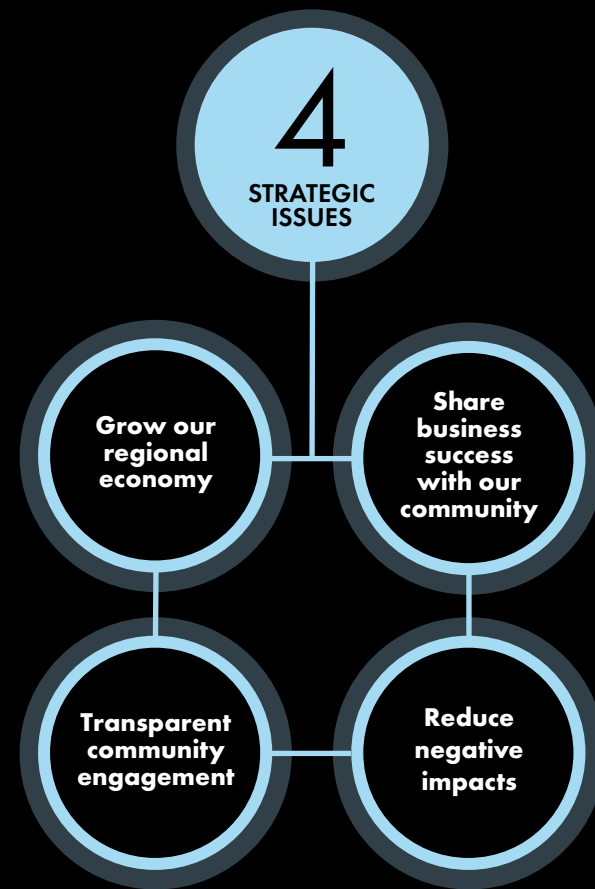
We will share and spread the positive outcomes associated with the airport's continued success while reducing any adverse effects this may have on the people and communities living near us. As part of the materiality process, we identified the following 4 strategic issues which comprise Scotland's Trusted Neighbour pillar workstream:

In 2022,

**103** volunteers completed an estimated

**5478** hours of service, helping some

**6287** displaced Ukrainian people



## UKRAINE RESPONSE

In response to the outbreak of war in Ukraine, and in anticipation of the arrival of displaced Ukrainian nationals to the city, Edinburgh Airport, Volunteer Edinburgh, and other partners collaborated to ensure that those coming to the city had a smooth, warm, and welcoming arrival.

To facilitate this, a welcome desk was set up in the arrival hall where volunteers could greet and help people upon their arrival to the airport. From there, arriving Ukrainians were directed to transport, accommodation, and other services offered through the City of Edinburgh Council run Hub.



## FIRE ENGINE DONATION

In early 2022, an out-of-use Edinburgh Airport fire engine was refurbished and donated to IFRA (International Fire and Rescue Association) to be used in Albania. After improvements were completed, "Rudi" was shipped by ferry from Newcastle to the Netherlands before the IFRA team drove it on a six-day trek across Europe to its final destination in Koplik.





## SHARE BUSINESS SUCCESS WITH OUR COMMUNITY

### Charity of the Year

Building on the successes of past charity of the year partnerships, 2022 saw the commencement of a new two-year collaboration with West Lothian based charity, The Larder. Due to the effects of COVID in 2020 and the disruption to the airport and wider industry, the decision was taken to extend the term with then charity partner, SAMH, to two years and ensure there was ample opportunity for meaningful collaboration and real impact. This proved to be a very successful model and has therefore been continued post COVID. This means that the duration of our partnership with The Larder would be 2 years, throughout 2022 and 2023.

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 2022 saw a total of £93,351 raised. This was from a mixture of staff fundraising, gifts-in-kinds, on campus events, and other ad-hoc fundraising activities.



A team of intrepid walkers from the Edinburgh Airport Finance and Commercial teams took part in the 2022 Kiltwalk, walking 26 miles and raising £2409, with an additional 50% topped up by the Hunter Foundation, and donated to our charity partner

**£93,351**



**TOTAL RAISED IN 2022**

### HOW WE SUPPORT OUR CHARITY PARTNERS:



- STAFF FUNDRAISING
- MATCH FUNDING
- VOLUNTEERING
- DEDICATED ADVERTISING SPACE
- CROSS-SKILLING EVENTS
- FOREIGN CURRENCY COLLECTIONS

### 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 2022, the community fund had distributed more than £1.2 million to qualifying projects.

### Objectives of the Fund

- Offer meaningful support to local groups, organisations and charities in communities impacted by Edinburgh Airport's operations.
- Make a positive difference to community projects that benefit people living, working, and serving in our local communities.
- Support the reach of the Greater Good sustainability strategy in the wider community.

The challenges faced by the airport and wider industry in 2020 and 2021 due to the effects of COVID-19, meant that it was not possible to continue the Community Fund in those years. In 2022, as countries opened up and international travel resumed, £100,000 was proudly made available to the Community Fund to once again distribute to projects in our local area.

Due to the popularity of the fund in past years, new criteria were created in 2021 to ensure that the funding was allocated to projects operating in the airport's locality: Edinburgh, The Lothians, Fife, and Falkirk. These new criteria also placed a firmer focus upon supporting projects that aligned with the four pillars of Edinburgh Airport's Greater Good sustainability strategy.

In total, there were 126 applications to the community fund in 2022. 68 met the eligibility with 33 projects being allocated a portion of the funding. However, 46% of applications (58) did not meet the set criteria and were therefore ineligible for funding. The commonest reason for ineligibility was that the funding requests were for "running" or "one-off" costs including labour, travel, event catering, and so forth.

**£100,000**



**TOTAL RAISED IN 2022**



**33**

**Projects Supported**



### Allocation of Community Fund by Greater Good pillar:

Zero Carbon: ●  
 Enhancing Scotland: ●  
 Scotland's Best Business: ●  
 Trusted Neighbour: ●





REDUCE NEGATIVE IMPACTS

Managing Noise:

Part of being a Trusted Neighbour is ensuring that we minimise the adverse impacts that our day-to-day operations have on neighbouring communities. Edinburgh Airport is committed to implementing measures that monitor, mitigate, and manage noise from our operations while providing as much information and data as possible to keep our communities informed and involved. While complete elimination of aircraft noise is not feasible, we actively employ various tools and procedures that work to reduce and limit to the best of our abilities the effect that noise has on the people living around us. Although some legislation does exist to assist us with this, many of the management tools that we use to mitigate noise are voluntary. Some of these tools include:

5 Year Noise Action Plans (NAP):

Our NAPs aim to holistically manage all noise on the airfield, going beyond the requirements of the EU Noise Directive (2002/49/EU) under which they are prepared. We recognize that noise affects specific communities differently and do 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:

Our Noise Lab allows real-time monitoring of aircraft noise levels and access to flight-specific information, such as position and altitude, with a minimal 2-minute delay. Using radar data, the system enables analysis of historical flights and associated data which can be of use for community groups, education and, where breaches occur, noise fining. Visitors can also find and download information about our Noise Action Plan as well as myriad other documents and educational reports. More information can be found here.

Noise Monitoring & Fining:

To support fining of airlines when necessary and for other noise monitoring purposes, we currently have three fixed noise monitors in Broxburn, Livingston, and Cramond. Additionally, our Noise and Track system, (NTK) introduced in 2018, provides high-quality data to interested parties and is bolstered by three mobile noise monitors which can be used for community noise monitoring projects and data gathering. The data and reports provided through NTK enable us to offer detailed and accurate information to internal and external stakeholders, including flight operation teams, air traffic controllers, consultative committees, and airspace policy updates.

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

CCD operations are encouraged, due to the potential for noise and air quality improvements for local communities. Continuous Climb Departures offer significant improvements in air quality and CO<sub>2</sub> emissions compared with other departure procedures. We are proud to achieve an almost 100% average monthly rate for planes departing from the airport.

For arriving aircraft, we advocate for CDA, which involves gradual, continuous descents with reduced engine power. By extending the higher altitude phase and eliminating thrust-intensive level flight segments, CDAs result in reduced fuel consumption, emissions, and noise exposure for communities along the arrivals flight path. This procedure can achieve noise reductions of up to 5dB.

Noise Preferential Routes (NPR):

There are three standard instrument departure flight paths operating from both directions of our runway, 06 and 24. These SIDs adhere flights departing the airport to a set route until they reach an altitude of between 3000ft and 4000ft where the noise impact is comparatively reduced for those living near or under the flight path. NPR also allows us to better direct flights away from more populace areas in the airport’s proximity.

Edinburgh Airport Night-Time Charges:

In response to community concerns, we have implemented night-time flying charges to manage and mitigate noise. These Environmental Noise charges aim to influence operator decisions on when to operate flights based on noise considerations. Further information on this can be found here. The revenue generated supports noise-related activities in the community, including the Edinburgh Airport Noise Advisory Board (EANAB), independent noise analyses, and ensuring operational changes do not impact noise levels.

Edinburgh Airport Noise Insulation Scheme:

To assist residents living near the airport, our insulation scheme provides financial support for the installation of double glazing. Contour mapping is conducted biannually to determine average noise levels, and properties within the 63dB and higher noise contours of Edinburgh Airport may be eligible for assistance through the scheme.

EACC & EANAB:

Edinburgh Airport Consultative Committee (EACC) advises Edinburgh Airport’s Chief Executive on key issues both in the wider community and on campus. EACC is comprised of up to 25 members who come from a variety of community organisations, special interest groups, businesses, civil aviation, and local authorities. The group meets every quarter. More information available here.

Edinburgh Airport Noise Advisory Board (EANAB) was a solution set up by Edinburgh Airport in 2017 to better engage communities about the subject of noise mitigation. The group is comprised of

public representatives from a variety of community councils and community interest groups and has a remit to constructively engage with the airport to find mutual solutions and facilitate the resolution of noise issues originating from Edinburgh Airport’s operations. The ultimate aim of the Board is to reduce the impact of noise on the local community.

<https://www.eanab.org.uk/>

Both Boards provide immeasurable value to Edinburgh Airport through their advice and suggestions. Information on membership, copies of quarterly reports, and other interesting information relating to both boards is available via the links provided above.

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





## AIRSPACE CHANGE – MODERNISING OUR SKIES

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, more advanced flight paths that will be employed 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, making it imperative to modernise them and to incorporate cutting-edge technology that help us in achieving our sustainability ambitions. The proposed routes will offer shorter approach and departure paths, resulting in significant carbon savings for flights compared to the existing patterns.

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 2022, we were working through stage 2 of the CAP 1616 process.

This meant that our design principles, which were previously agreed in stage 1 of the process, were put into action and options were created for approval by the CAA. These routes were determined using design principles which would bolster our sustainability ambitions, such as:

- 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 flightpaths 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 CO<sub>2</sub> emissions.

Stage 2 gave us the opportunity to engage with stakeholders and their input was considered in the design process. We decided to use "swathes" for our submission in order to give the widest opportunity for us to design the best flightpath when taking into account all of our design principles. Designs generated using the aforementioned design principles focus on reducing track miles, fuel burn, and effects on health and quality of life by aircraft noise and emissions. Using technology that allows for systemisation, the proposed designs can allow aircraft to manoeuvre more precisely and overfly fewer people. We have also used innovative software in order to analyse these swathes to choose the best path through them. This enables us to explain to stakeholders and indeed the public, how we have chosen particular flightpaths whilst considering issues such as the location of schools, hospitals and the location of population centres.

We have also been working with our parent air traffic control centre at Prestwick to improve the network in the airspace both above the airport and when aircraft are routing to and from their destinations. This will introduce systemisation, which will reduce delays, increase capacity and allow for more accurate fuel planning. This enables more efficient and effective route management and is part of the national Airspace Modernisation Strategy.

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

"What does the airport's Greater Good strategy mean to me? Now more than ever people are conscious about reducing their impact on the environment and it is great to work for an employer who also shares the same goal."

**Melanie Lucas**  
Junior Analyst





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 2022 Sustainability Report.

Edinburgh Airport is solely responsible for providing all the information included in the 2022 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 2022 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 2022 reporting period. Specifically, this covers the reporting period 1st January 2022 to 31st December 2022.

**Scope of Verification**

The scope of the exercise undertaken by WSP in 2023 covered information on activities and progress in terms of Edinburgh Airport's sustainability from the reporting year 2022. 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 2023 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 2022 Sustainability Report. Recommendations were made as part of the verification process and included in the separate Edinburgh Airport Sustainability Report review document.



Neal Barker

Director/Head of Sustainability and Safety Advisory, WSP  
November 2023



## CONTACT DETAILS

Thank you for reading our report, if you have any questions, comments or feedback please email [communications@edinburghairport.com](mailto:communications@edinburghairport.com)

For more information visit  
[edinburghairport.com/GreaterGood](https://edinburghairport.com/GreaterGood)

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