

# **GREATER GOOD**

Our plan for a sustainable future

# GREATER GOOD

A cleaner and greener future is a goal we all share, and it is incumbent on all of us to play our part. That was true before the Covid-19 pandemic, and the recovery from it presents all of us, Edinburgh Airport included, with an ability to reframe our approach for the benefit of Scotland. We are facing the first shards of light in a potential recovery from Covid-19 and we are also preparing to welcome the world to Scotland for COP26, so it seemed a good time to launch our Greater Good strategy – our approach to a sustainable future for Edinburgh Airport and our plan of action to tackle the immediate recovery and the years beyond it.

Greater Good is built on a simple premise – Scottish aviation must be sustainable in order for it to continue to deliver the benefits this country derives from it, without compromising future generations. To us, sustainability involves linking environmental, societal and economic issues and solutions through collaboration, innovation and partnership. All working in concert for the greater good.

Limiting climate change and its effects are as much social imperatives as environmental ones. The creation and sustaining of good jobs benefits the economy and society and allows us to innovate and invest in projects that will deliver our sustainable ambitions. All of this benefits Scotland and we think our plan understands the connections and delivers for all.

We believe that the ability to connect globally is important for a small country on the tip of an island on the northern coast of Europe. It is central to Scotland's reputation for a global outlook and that connectivity supports a myriad of activities, organisations and livelihoods across the country.

Our Greater Good strategy is built on four pillars: Zero Carbon; Enhancing Scotland; Scotland's Best Business; and Trusted Neighbour, reflecting our environmental, social and economic responsibilities.

In formulating our goals, we have aligned with local and national priorities, and with our investors' sustainability and Environment-Society-Governance requirements. We also recognise the importance of concerted and accelerated global action in this decade to deliver on the Paris Agreement to limit climate change and on the UN Sustainable Development Goals.

Over the past decade Edinburgh Airport has grown quickly, breaking Scottish records and cementing its position as Scotland's largest airport. During that time, we've worked hard to understand our impact on Scotland, both positive and negative, and develop and implement plans to amplify the positivity and mitigate or manage the negativity.

We are now bringing these activities all under one strategy that demonstrates our plan in its entirety, and importantly, allows new levels of clarity, scrutiny, transparency and accountability.

The strategy comes at an important time. In 2021 the airport became carbon neutral and announced its intention to become the first Scottish airport to build a solar farm on its grounds. We have set out ambitious plans for the next stage of our decarbonisation as we tackle our Scope 3 emissions and push to be net zero by 2040.

While the Covid-19 global pandemic has had a severe impact on our business in 2020 and 2021, we are confident that we, together with the region and the country, will come through it. In doing so, we'll continue to be a passenger-orientated and efficient airport with a strong focus on contributing positively to the community, the economy and the environment.

In the first few years of this Greater Good plan we will be building back to 2019 operational levels and as we do so will arrive back there better than when we left it. Our sustainability goals for 2030 and 2040 apply to Edinburgh Airport's existing operation and we will supplement or adapt them if needed as we take forward our long-term growth plans.

This document shares the performance indicators we will be using to track and measure our performance. It is important that our approach, as ever, is open and transparent in this area. We cannot achieve what we want to alone – we must collaborate, partner and listen if we are to meet our ambitious targets.

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

**Gordon Dewar**  
Chief Executive  
June 2021

# CONTEXT

Covid-19 has increased the scrutiny on Scottish airports, not least as to how aviation is going to meet the challenges of recovery from the pandemic whilst also building sustainability into its practices, operations and planning. Government legislation and policy matches this and will grapple with the realities of a post Covid world where a focus on Net Zero on a national and international level being front of mind. We want to inform and help to shape future government decisions, being a responsive and collaborative partner.

## OUR APPROACH

Our approach to sustainability encompasses the entire airport campus – our business and the businesses we work with. We must be clear on our approach, our priorities and why we think that this is important. We will demonstrate our commitment to sustainability through action, measurement, transparency and benchmarking. We understand that we cannot achieve our goals alone and will seek to work creatively with government, industry organisations, stakeholders and communities.

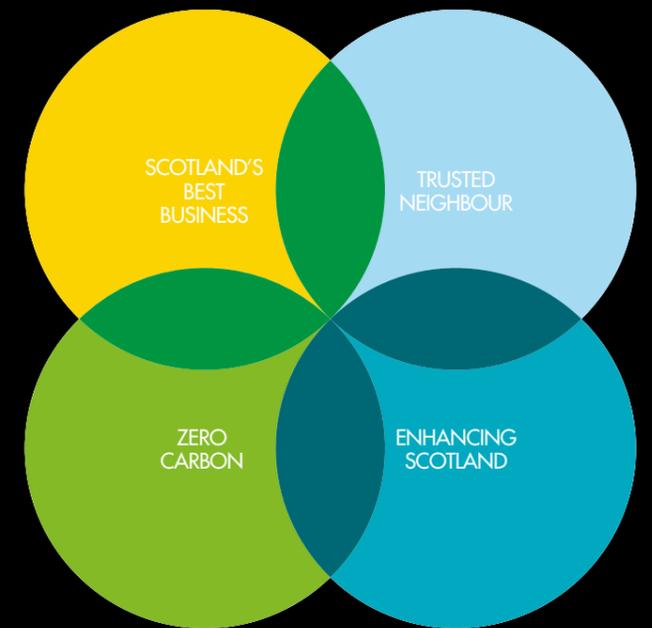
This cannot be the airport just transmitting its views and agenda. It means actively listening; working hard to understand. We'll also measure and track the benefits of our strategy implementation and make sure they are understood and shared.

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. This means that we'll continue to

- set clear targets;
- operate as efficiently as we can;
- ensure our business is resilient;
- communicate clearly and transparently on progress and issues;
- 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 and be clear on the positive role it plays in Scotland;
- work with government, industry and regulators to develop policy and plans; and
- listen to and work with our communities on minimising the impact of operations and supporting them more widely.

## OUR STRATEGY

We are a responsive and responsible airport operator. We structure our sustainability activities in four pillars:



## KEY PERFORMANCE INDICATORS

These indicators are how we will measure our progress and performance. They have been developed through benchmarking, past performance and a clear understanding of the requirements of our team, our partners, our neighbours, government, regulators and our owners.

We believe they are rooted in the reality of operating an airport in 21st century Scotland and challenging enough to allow us to achieve the ambitious goals we have set ourselves. Ultimately, they will change as we progress and we welcome the scrutiny and debate that will be generated as we review and discuss them.

# ZERO CARBON

We know a pivotal part of any sustainability strategy is setting out the steps we will take to tackle emissions and how our work will reduce our carbon footprint. Edinburgh Airport is no different and although we are carbon neutral as a business, 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 pursue progressive onsite carbon management.



We will work in partnership to ensure we are leading, advocating and pushing boundaries in the fight against climate change.

## ZERO CARBON – APPROACH

Strategic Issue	Action	2030 Target/Goal	Key Performance Indicators
Climate Change & Carbon Reduction	We will maintain carbon neutrality as part of a wider Scottish aim to create a net-zero society by 2045	Achieve carbon neutrality for direct emissions by offsetting ACA Level 4 by 2024. Reduce Scope 3 emissions by 70%. Net Zero by 2040	<ul style="list-style-type: none"> <li>Airport Carbon Accreditation level achieved</li> <li>Scope 3 emissions reduced</li> <li>PAS 2050 &amp; 2060 certification achieved</li> <li>Hectares of trees planted / landscape restored</li> </ul>
Energy	We will continuously reduce our energy use, only purchase 100% renewable electricity and self-generate electricity for our operations	Self-generate 25% of our energy via onsite renewable technologies (i.e. solar panels)	<ul style="list-style-type: none"> <li>Total energy used onsite</li> <li>% renewable electricity/gas purchased</li> <li>% of energy generated from onsite self-generation</li> </ul>
Leadership and Advocacy in the Fight Against Climate Change	We will seek opportunities to collaborate with government (local and national), aviation bodies and NGOs to halt climate change	Be a leading Scottish organisation in the fight against climate change	<ul style="list-style-type: none"> <li>Membership / attendance of leadership committees on climate change (in Scotland, UK and/or aviation industry)</li> <li>No. of initiatives to combat climate change</li> </ul>
Sustainable Buildings	We will commission all new capital building projects to meet the highest BREEAM standards / equivalent	Establish a Sustainable Buildings / Projects Standard for Edinburgh Airport	<ul style="list-style-type: none"> <li>% of approved capital building projects meeting BREEAM Excellent / equivalent capital project standard</li> </ul>
Cleaner Engines and Sustainable Travel	We will collaborate with the aviation sector and airlines to ensure cleaner and less noisy planes are landing and taking off from our airport	Establish a Cleaner Engine Standard for Edinburgh Airport	<ul style="list-style-type: none"> <li>% of aircraft landing / taking off from airport that meet the Cleaner Engine Standard</li> </ul>
Offer passengers a sustainable connectivity experience	We will work with partners to provide sustainable and affordable transport options to and from our airport	Achieve 50% of people using public transport to and from Edinburgh City Centre and 40% from the rest of Scotland Encourage the use of electric vehicles at the airport	<ul style="list-style-type: none"> <li>% breakdown of transport modes to and from the airport: campus staff, employees, passengers</li> <li>% of hybrid and/or electric vehicles at the airport</li> </ul>

# 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 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 passengers to help us do that. We will also strive to help make Scottish tourism carbon neutral – a goal we feel is achievable.



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

## ENHANCING SCOTLAND – APPROACH

Strategic Issue	Action	2030 Target/Goal	Key Performance Indicators
Managing our environmental impacts	We will aim to manage to international standards and go beyond compliance in line with our ISO14001 certification commitments	Achieving high international standards	<ul style="list-style-type: none"> <li>• Certification to ISO14001</li> <li>• No. of permit breaches</li> <li>• No. of minor and major non conformances</li> </ul>
Waste	We will collaborate with our campus partners to eliminate single use plastic at the airport, minimise waste and promote recycling	Ensure by 2030 all materials are repurposed and aim to eliminate the use of single use plastic	<ul style="list-style-type: none"> <li>• % of waste diverted from landfill</li> <li>• % of waste recycled</li> <li>• % of waste to energy</li> <li>• No. of single use plastic items entering our deposit return scheme</li> <li>• No. of single use plastic items avoided as a result of our Single Use Plastic Ban</li> </ul>
Water	We will collaborate with our campus partners to ensure we are using water efficiently and implementing water saving measures in all new projects	Achieve a material litres/water saving per passenger	<ul style="list-style-type: none"> <li>• Average water per passenger</li> </ul>
Alignment to SEPA's One Planet Prosperity	We will make a public commitment with SEPA to take practical action to deliver best practice environmentally responsible outcomes	Sign and delivery our commitments under joint EDI and SEPA Sustainable Growth Agreement (SGA)	<ul style="list-style-type: none"> <li>• Signed SGA</li> <li>• SGA progress update</li> </ul>
Collaborate with our campus partners and suppliers to help us improve the overall experience at the airport	We will develop, in partnership, an EDI Sustainability Pledge and supporting standards that our campus retailers and suppliers can implement	100% EDI Airport Campus Sustainability Standard developed and rolled out. 100% EDI Airport Supplier Sustainability Standard developed and rolled out.	<ul style="list-style-type: none"> <li>• EDI Airport Campus Sustainability Standard (% of businesses signed up)</li> <li>• EDI Airport Supplier Sustainability Standard (% of businesses signed up)</li> </ul>
Develop a sustainable airport passenger experience	We will develop and communicate our sustainability aspirations and progress to our employees, campus staff, passengers and visitors to the Airport	Achieve 90% positive sustainability rating from people who work at and travel through or Airport. OR Achieve 90% score for sustainability in employee/campus survey	<ul style="list-style-type: none"> <li>• % of passengers who ranked us with a positive sustainability rating (via smiley face at airport and/or via website)</li> <li>• % score in employee/campus survey</li> </ul>
	We will provide visibility of sustainability measures within the airport and encourage all our passengers to be sustainable	Deliver a rolling programme of EDI Sustainability branded campaigns at our airport	<ul style="list-style-type: none"> <li>• Number of passenger sustainability initiatives</li> <li>• % of passengers surveyed who felt positive about sustainability at the airport</li> </ul>
Supporting local business	We will encourage and support local businesses through partnering and our supply chain	Achieve as many local suppliers as possible and report on it publicly	<ul style="list-style-type: none"> <li>• % of EDI spend locally</li> </ul>

# SCOTLAND'S BEST BUSINESS

As the place where Scotland meets the world, our airport is a travel hub – both internationally and regionally. We see it as our responsibility to create a business with integrity, working with our People, Passengers and trusted Partners to deliver a workplace 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 and skills and training opportunities for all. We will be resilient to effects of climate change and be flexible in our approach, ensuring scrutiny and transparency by sharing our ESG performance.



It is our responsibility to create a business with integrity, working with our People, Passengers and trusted Partners.

## SCOTLAND'S BEST BUSINESS – APPROACH

Strategic Issue	Action	2030 Target/Goal	Key Performance Indicators
Developing our team to meet future challenges	We will support sustainable growth by promoting decent work, promoting youth employment, creating opportunities for all and developing our employees' skills for the future	Invest in young people and disadvantaged workers, supporting employment, development and career growth	<ul style="list-style-type: none"> <li>% of pre-employment trainees who went on to secure employment</li> <li>No. of work placements and internships offered per annum</li> <li>No. of apprentices completing an apprentice programme</li> <li>No of employees completing our Talent Development Programmes</li> <li>Campus wide adoption of Real Living Wage</li> <li>% promoted posts filled by internal candidates</li> </ul>
	We will support our employees to achieve a positive work/life balance, have healthy working lives and promote wellbeing for all	Be a leading employer for the health and wellbeing of our employees	<ul style="list-style-type: none"> <li>% employees who benefitted from wellbeing support</li> <li>% employees undertaking wellbeing training</li> <li>% absence for work related ill health</li> <li>Employee satisfaction survey results</li> <li>% employees utilising flexible working options</li> </ul>
Diversity and inclusion in the workplace	We will value and actively promote diversity to create an inclusive workplace where every single person feels like they belong, they can develop and can be their authentic self	Increase workforce diversity and social inclusion	<ul style="list-style-type: none"> <li>Diversity in leadership and management roles</li> <li>Social inclusion and mentoring participation</li> <li>No zero hours contracts</li> <li>Partnerships with DVWP, relevant third sector partners</li> <li>External recognition of achievements – pay gap reporting, Disability Confident Leader etc</li> <li>% employees happy with efforts taken by management to build a diverse and inclusive work environment</li> </ul>
Our airport will be a safe and secure place to work at and travel through	We will work continually to reduce accidents whilst encouraging reporting of all incidents and accidents	Be a leading organisation for the safety of our workforce and passengers	<ul style="list-style-type: none"> <li>% employees attending OH&amp;S Behavioural Safety Training</li> <li>No. of OH&amp;S incidents</li> <li>No. of RIDDORs reported</li> <li>Benchmark RIDDORs against HSE standards</li> <li>% employees surveyed who thought EDI Airport was safe and secure</li> </ul>
Transparent and Sustainable Growth	We aim to increase transparency of our business as we continue to grow and will do so via clear Governance, our Sustainability Strategy and ESG Reporting	Leading Sustainability Strategy & ESG reporting that is developed and regularly reviewed and informed by our stakeholders	<ul style="list-style-type: none"> <li>Stakeholder engagement materiality assessment conducted</li> <li>Publicly available Sustainability Report including ESG Statement</li> <li>Publicly available climate risk assessment and reporting including climate adaptation</li> </ul>
Customer Satisfaction – We aim to offer our customers choice and an excellent customer experience whilst at our airport	We will work with our partners to offer our customers a range of sustainable choices at our airport	% score for sustainable choices in customer satisfaction survey benchmarked against other airports – top quartile	<ul style="list-style-type: none"> <li>% customers who thought they were offered a range of sustainable choices</li> <li>% customers who were happy with their EDI Airport experience (smiley face rating)</li> <li>% customers who would recommend EDI Airport</li> </ul>
	We aim to be an airport that is inclusive and easily accessible for all, including passengers requiring assistance, to ensure a good experience travelling through our airport	% score for inclusivity and accessibility in customer satisfaction survey benchmarked against other airports – top quartile	<ul style="list-style-type: none"> <li>No. of passengers who benefited from assistance whilst travelling through our airport</li> <li>% breakdown by type of assistance as appropriate</li> <li>% passengers who utilised our assistance service that were happy with the service (smiley face rating/survey)</li> </ul>

# TRUSTED NEIGHBOUR

We know we have an impact, good and bad, on our neighbouring communities and it's important that we continue 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.

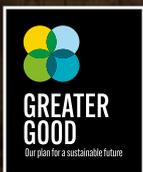
How will we do that? By being a good neighbour that collaborates with and supports our local communities, and one that shares our business success with the community via investment and educational programmes. We also want to acknowledge and mitigate our negative impacts on communities and help them understand our operations as much as possible.



We will share the benefits of growth with the communities closest to our airport, whilst reducing any negative impacts associated with an airport.

## TRUSTED NEIGHBOUR – APPROACH

Strategic Issue	Action	2030 Target/Goal	Key Performance Indicators
Robust, transparent community engagement	We will operate our business in a way that commands trust in our conduct and our communications	Be known as a company you can trust	<ul style="list-style-type: none"> <li>Publicly available ESG reporting</li> <li>% survey respondents who said they trust EDI Airport (via independent community survey)</li> </ul>
	We will deliver accessible community engagement mechanisms to meet the needs of our stakeholders	Have a range of accessible community engagement mechanisms for our stakeholders	<ul style="list-style-type: none"> <li>% survey respondents who said EDI Airport was good at engaging and listening to stakeholder concerns (independent community survey)</li> </ul>
Reduce negative impacts associated with our airport (noise, air and water quality)	We will work to reduce the number of people impacted by the noise from the airport	Be industry leading in our work to measure and minimise noise in our communities	<ul style="list-style-type: none"> <li>Clear noise policies which comply with CAA CAP1616 and ICCAN guidance.</li> <li>Delivering on Noise Action Plan</li> <li>% of survey respondents who say they believe EDI is tackling noise</li> </ul>
	We will work to improve air quality at and surrounding our airport	Not to exceed Sustainable Aviation UK Air Quality Strategy objectives	<ul style="list-style-type: none"> <li>No. of external air quality complaints</li> <li>% aircraft meeting our Cleaner Aircraft Standard landing at EDI Airport</li> <li>Amount of NO2 and Particle Matter (mg/m3) and % of time beneath standatds</li> <li>Publicly available air quality action plan</li> <li>Number of air quality improvement initiatives implemented</li> </ul>
	We will collaborate with SEPA and the wider aviation sector to find the best solution for de-icer use, recycling, recovery and pollution prevention	Improve water quality leaving the airport	<ul style="list-style-type: none"> <li>Volume of de-icer used</li> <li>Volume of de-icer captured via recycling process</li> <li>No. of incidents of de-icer escape to controlled water systems (reported and monitored)</li> </ul>
Growing our regional economy	We will maximise the socio-economic impact of our operations	Deliver lasting social value to communities impacted by our operations	<ul style="list-style-type: none"> <li>Social impact study results</li> <li>Social value created in the community as a direct result of EDI Airport</li> <li>No. of community groups/NGOs supported</li> </ul>
Share business success via community investment programmes	We will continue to invest in our local communities and encourage all our employees to take part in community initiatives	100% of employees volunteering at least two days per annum as part of EDI Airport Community Volunteering Programme	<ul style="list-style-type: none"> <li>No. of employee volunteer hours</li> <li>No. of community projects supported</li> <li>No. of school visits (to the school and schools at the airport)</li> </ul>
	We will continue to support our local communities via our Community Fund	Invest resources in programmes and communities most affected by Edinburgh Airport's operations	<ul style="list-style-type: none"> <li>Total Community Fund donated to local Community groups/NGOs (£)</li> <li>% airport car park charges donated to the Community Fund</li> </ul>
	We will look for opportunities to partner with NGOs and local authorities to look at ways we can benefit our local communities via skills exchanges, environmental projects etc.	Partnership established with NGOs to achieve real benefit to local community	<ul style="list-style-type: none"> <li>Partner agreement signed and delivered</li> <li>No. of skills exchange events completed</li> <li>No. of environmental projects delivered</li> <li>No. of people benefiting from events</li> <li>Time / £ equivalent donated to delivering partnership/events</li> </ul>



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