

**GREATER  
GOOD**

Our plan for a sustainable future

## Sustainability Report 2024

# CONTENTS

Welcome	2
Our Year	3
Our Strategy	4
Our Approach	4
Our Commitment	4
Our Structure	5
Governance Structure & Performance Monitoring	6
Accountability & Performance	6
Zero Carbon	8
Highlights	9
Approach	10
Carbon Reduction	10
Climate Change Adaptation Report	10
Energy	10
Our Carbon Footprint	12
Getting to Net Zero	13
Enhancing Scotland	14
Highlights	15
Approach	16
Reducing Waste, Water & Air Impacts	17
Biodiversity	19
Collaboration & Supporting Local Business	20
Scotland’s Best Business	22
Highlights	23
Approach	24
Developing Our Team	24
Safe & Secure Workplace	28
Diversity & Conclusion In The Work Place	29
Edinburgh Airport STEM Programme	29
Trusted Neighbour	30
Highlights	31
Approach	32
Sharing Business Success With Our Community	32
Transparent Community Engagement	35
Reducing Negative Impacts	37
Airspace Change - Modernising Our Skies	38
Verification Statement	39

# WELCOME



where we are as a business, and our ever-evolving maturity in terms of our approach to sustainability.

To help inform this new, improved version of Greater Good a materiality study was carried out within the business where we sought views and feedback from colleagues, and what stood out to me was how engaged and passionate our people are about sustainability. I think that's a signal of the good work already done through the strategy, and this was exemplified throughout 2024.

In 2024 progress was made against each of our four pillars – Zero Carbon, Enhancing Scotland, Scotland's Best Business and Trusted Neighbour. We worked closely with our charity partner Edinburgh Children's Hospital Charity (EHC) through fundraising and volunteering, we gave even more support to local groups through our Community Fund, we made great progress on our efforts to decarbonise, and we provided opportunities to a crop of talented young people through our hugely successful internship programme.

We look forward your partnership and support continuing as we build on this good work in 2025, and take the next steps on our sustainability journey guided by our updated Greater Good strategy.

**Gordon Dewar**  
Chief Executive Officer

Welcome to the annual report on Edinburgh Airport's Greater Good sustainability strategy. For me, this report always provides an excellent opportunity to look back on the progress made around sustainability during the past year, reflecting on the important work done to help ensure the airport is fit and thriving for future generations.

2024 was a significant year in our Greater Good journey as it was the final one before the strategy itself was updated to better reflect

## 15,780,353

passengers

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



in Airport Carbon Accreditation

## £100,824

raised for new charity partner Edinburgh Children's Hospital Charity (EHC)



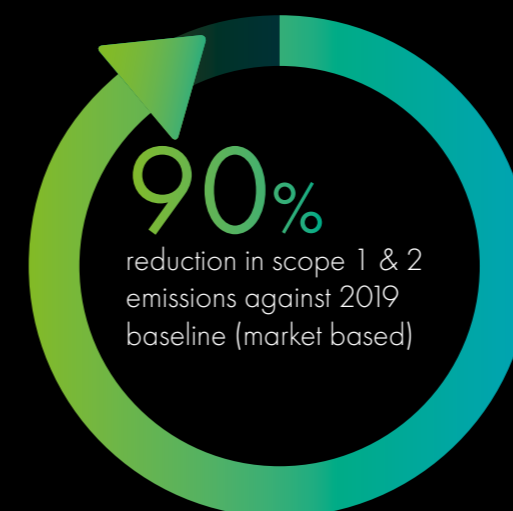
Published our 1st Biodiversity Strategy

## 102

local community projects funded



More than **£300,000** donated via the Community Fund



Published our 3rd Climate Change Adaptation Report

## 12%

decrease in scope 3 emissions per passenger vs 2019 baseline (market based)

# OUR STRATEGY

## OUR APPROACH

Edinburgh Airport's 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.

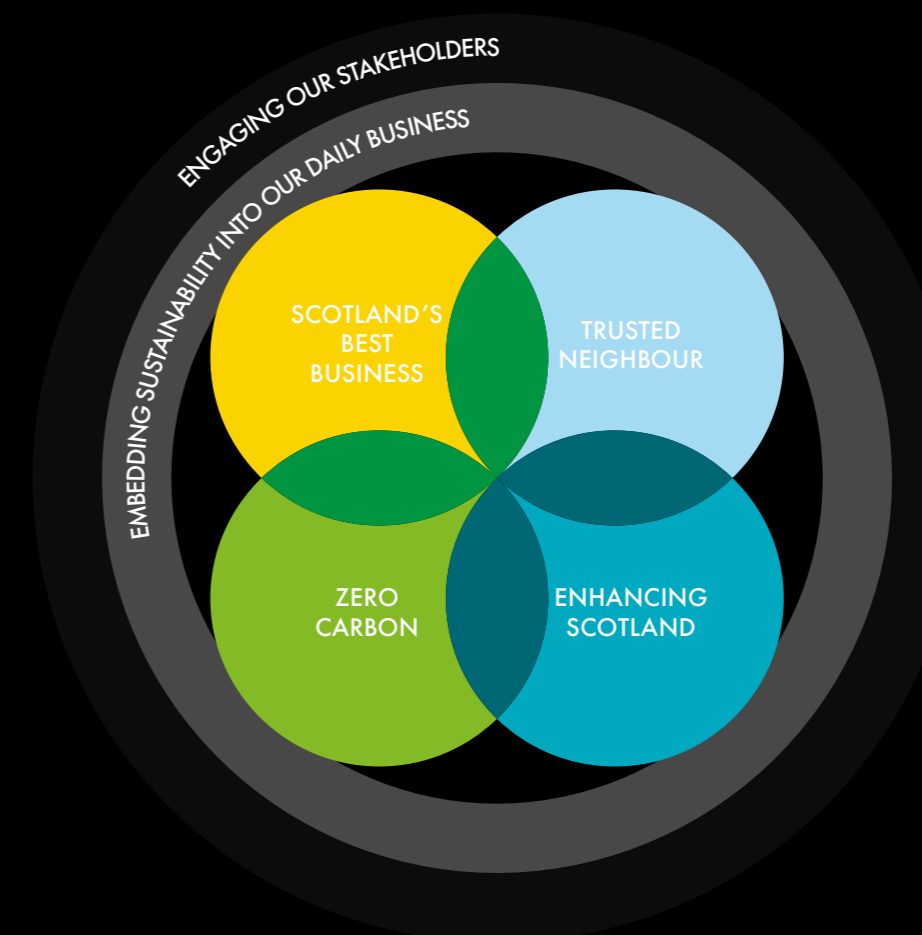
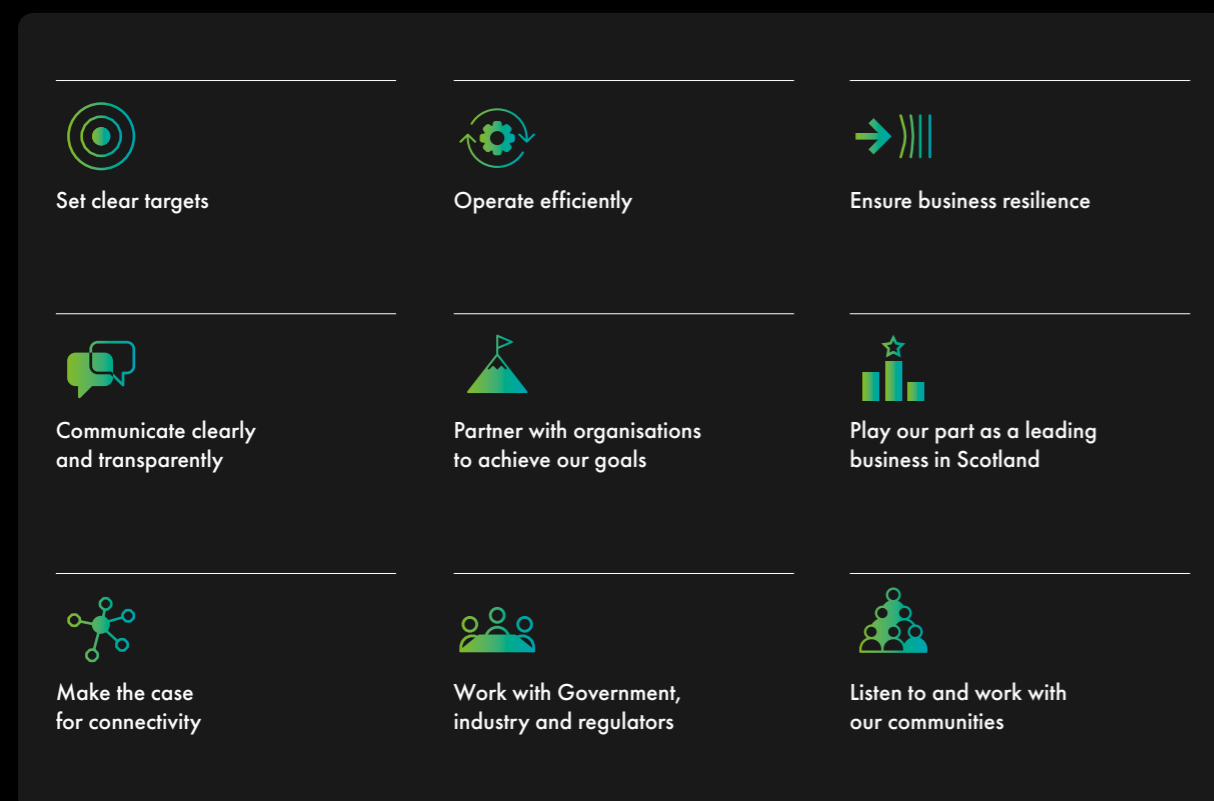
The Greater Good strategy was originally created in 2019, through consultation with our colleagues, campus partners and wider stakeholder groups. The consultation took the form of a materiality assessment, which is a recognised framework used to define material sustainability issues within the business.

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.

We used the same structure and format to develop the second version of our strategy, which we see as a continuation of the first term. Many workstreams and ambitions continue to run through into this second strategy term, as we build upon what progress we have achieved to date.

## 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 commit to;



## 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

Decarbonisation of the aviation sector is of paramount importance. We understand that a pivotal part of any sustainability strategy is setting out the steps we will take to tackle emissions and the measurement of resulting reductions in our carbon footprint. We will continue to work in partnership with our airlines, campus partners and the wider industry, to ensure we are leading in and advocating for the development of low and zero emission technologies. We want to help Scotland and the UK transition to a low carbon economy in our pursuit of Zero Carbon.

### Enhancing Scotland

We recognise that the activities of Edinburgh Airport result in environmental impacts. We are working to identify and manage these through our environment and sustainability programme and we are committed to reducing these. We want to ensure a sustainable connectivity experience for all, preserving Scotland and its natural environment. We will also

share the success of our business with our local and wider Scottish economy, Enhancing Scotland for all.

### Scotland's Best Business

As the place where Scotland meets the world, our airport is a global travel hub. We see it as our responsibility to create a business with integrity, developing our people, working with our passengers and supporting our trusted partners to deliver an airport we are proud of. By providing quality jobs, skills and training opportunities for all, we will ensure our workplace is inclusive, where everyone can bring their authentic selves to work. With a focus on wellbeing, accessibility, safety and security we will strive to make Edinburgh Airport Scotland's Best Business.

### Trusted Neighbour

We understand the impacts, good and bad, on our neighbouring communities and it's important that we continue to support and work well with our neighbours. We want to be a responsible business that collaborates with and supports our local communities, sharing our resource and our success through charity contributions, meaningful community partnerships and continued investment in our community fund. We will continue to be clear and transparent with our engagement, whilst also taking the time to listen to questions and areas of concern, a Trusted Neighbour for all.

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 Lucy Chadwick, Partner & Head of ESG at Global Infrastructure Partners (GIP).
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.

Minutes from all meetings are circulated to the main Board for review.

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 under Sustainability Reports & Information. To maintain momentum and track performance across the four

pillars, progress is reported to the Board Sustainability Subcommittee every quarter with challenges highlighted and solutions discussed. This ensures that energy, effort, and contributions towards the strategy from across Edinburgh Airport have oversight and buy-in from colleagues at every level of the organisation.

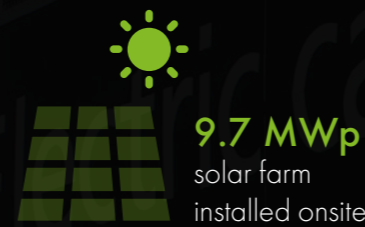


# ZERO CARBON

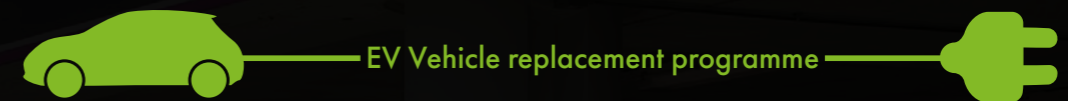
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## OUR HIGHLIGHTS



Net Zero target  
for our own  
emissions of  
**2030**



Achieved Level 4 Airport  
Carbon Accreditation



**30** FEGP Units  
available for aircraft

The Zero Carbon pillar details the actions required to reduce our emissions and respond to a changing climate. It also indicates how we can begin to work with our partners on site to determine how to reduce their emissions; known as our scope 3 emissions. Scope 1 and 2 emissions are those under our direct control and we have been able to achieve carbon neutral status for scope 1 and 2 emissions since 2021. Now, as a business, we are working together with the wider industry to reduce our indirect environmental impacts and associated emissions.

## APPROACH

We continue to work with our campus and supply chain partners to decarbonise airport operations, exploring new technologies and innovative equipment where we are able to. Climate change and carbon management remain top priorities for us, and were seen in the top 3 material issues identified through the materiality assessment process, held in 2024.

## 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 meet net zero for all emission 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 by 2040, excluding emissions from aircraft climb cruise and descent which we aim to achieve by 2045. Our roadmap to achieve these ambitions is driven by the adoption of zero and low emission technologies such as electrification and future fuels; hydrogen and sustainable aviation fuels.

## CLIMATE CHANGE ADAPTATION REPORT

2024 saw the release of Edinburgh Airport's third Climate Change Adaptation Report. The report outlines the current and future projected impacts of climate change on the airport, proposals for adapting to climate change, and an assessment of progress towards implementing policies and proposals set out in the previous edition of the airport's Climate Change Adaptation Report.

Since the last round of reporting, the airport's risk profile has not changed considerably with inclement weather such as increased rainfall, temperature changes, and lightning strikes remaining as some of the high risk outcomes before mitigation.

To ensure ownership and accountability, valid risks have been assigned "risk owners" to oversee the application of risk control measures while ensuring that any changes are reported upon.

The full report can be read on our website [here](#).

## ENERGY

### Energy Generation and Supply

In early 2024, Edinburgh Airport's solar farm began to self-generate energy. The first airside solar farm in the UK, it will generate approximately 25% of the airport's energy needs. Edinburgh Airport's aim is to self-generate approximately 60% of its total energy needs by 2030. Additionally, to reduce the carbon emissions from the airport's energy use, all purchased electricity now comes from 100% green energy through a green electricity tariff as certified by renewable energy and green gas certificates. The airport is exploring alternative, non-fossil fuelled energy opportunities, such as Katrick Technologies' non-rotating wind panels and electric powered boilers for domestic water heating.

### Airport Owned Vehicles

To reduce carbon emissions from the airport owned vehicles, we have a rolling replacement programme 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 2024, we introduced a new HVO tank airside, to enable the change over from diesel to this biofuel. Examples of EVs introduced to campus in 2024, were two new airside electric vehicles for the Airside Operations Team, and four new EV passenger coaches, reducing noise and emissions when passengers need to be coached to and from the terminal.





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, reducing the need for auxiliary power unit operation. Previously installed ground power units had diesel-powered engines rather than electricity, therefore the move away from diesel fuel and towards FEGP provides significant operational and environmental benefits. By the end of 2024, 30 FEGPs have been installed across the airport’s stands.

Fire Training Equipment

This year, we worked to remove fossil fuels from the fire station vehicles and training operations. All appliances and fast response vehicles now run on HVO instead of diesel, and the fire training apparatus and training equipment have been replaced and upgraded to remove traditional fuel burning from the campus. This included the replacement of the fire training rig with a new smaller BioLPG capable unit, removing the need to use fossil fuels for exercises.

Airlines

We are working with our airlines to base the cleanest, quietest, and most modern aircraft at the airport, through the introduction of a carbon rebate and accompanying tariff scheme. In April

2022, we first introduced our carbon rebate programme, within which certain types of more efficient aircraft can apply for a rebate up to £120 per departure. In April of 2023, we 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 to drive accountability in emission reduction 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. In 2024, 26% of all ground support equipment (GSE) was electric powered. Other metrics are also tracked such as monitoring their de-icer usage and promote reductions where possible. Additionally, mandatory training on Environmental Awareness has been rolled out.

GETTING TO NET ZERO

At Edinburgh Airport we have a standalone Net Zero Strategy, within which we have mapped the journey ahead to 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 CARBON FOOTPRINT

90% reduction in scope 1 & 2 emissions against 2019 baseline (market based).

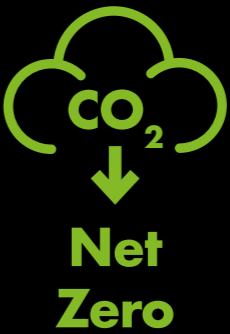
Carbon Emissions by Scope

CARBON EMISSIONS (tCO <sub>2</sub> e)	2019 LOCATION BASED	2019 MARKET BASED	2024 LOCATION BASED	2024 MARKET BASED
SCOPE 1 EMISSIONS	2,944	2,944	2,639	281
SCOPE 2 EMISSIONS	4,544	0	2,858	0
SCOPE 3 EMISSIONS*	186,979	184,553	175,704	173,724
TOTAL EMISSIONS*	194,467	187,496	181,201	174,005

\*Excludes climb, cruise and descent, supply chain, homeworking, campus commute and well-to-tank emissions.

Our net zero target milestones

Carbon Neutral  
2021  
(achieved)



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 can be found on our corporate website under the [Sustainability Reports & Information section](#).

# ENHANCING SCOTLAND

We recognise that the activities of Edinburgh Airport result in environmental impacts. We are working to identify and manage these through our environment and sustainability programme, and we are committed to reducing these wherever we can. We want to ensure a sustainable connectivity experience for all, preserving Scotland and its natural environment. We will also work to share the success of our business with our local and wider Scottish economy, Enhancing Scotland for all.



## OUR HIGHLIGHTS



Released our first Biodiversity Strategy



**112 tonnes**  
of glycol  
de-icer  
recovered

Certified to  
**ISO 14001 [2015]**



APPROACH

We are committed to creating an airport that showcases the best of Scotland whilst delivering the finest passenger experience. We will work hard to preserve Scotland's natural environment while ensuring that local partners share in the success of our business, Enhancing Scotland for all.

2023/2024 Waste Streams

WASTE STREAM	VOLUME (tonnes)	
	2023	2024
General Waste	1,105	1,032
Mixed Recycling	342	470
Food	229	200
Glass	256	236
Glycol Recovery	76	112
Cardboard/Paper	178	177
Coffee Grounds	69	61
Wood	11	71
Metal	16	42
Coffee Cups	0	2
WEEE	8	10
Hazardous Waste	1	2
Recyclable Road Sweepings	0	23
Surrendered Items	9	10
Textiles	1	1
Florescent Tubes	1	0
Tyres	0	1
Total	2,302	2,450

This waste chart excludes arisings and wastes from capital projects.

REDUCING WASTE, WATER & AIR IMPACTS

Waste

In 2024, 100% of EAL's managed waste was diverted from landfill with 58% segregated for recycling on-site. This is up 6% from 2023, with a 7% reduction in general waste. This is the result of several initiatives introduced by EAL, with support from our on-site waste contractor. One key initiative was the rollout of new and improved food and glass bins to our food and beverage retailers, leading to a significant increase in the number of food bins collected. As a result, we collected nearly 350 more food waste bins compared to 2023. Additionally, we launched coffee cup recycling across the terminal for passengers, which has been a major factor in reducing overall general waste volume. Our waste contractor also found a facility for recycling our road sweepings. This has been an important support in reducing general waste tonnage, as it accounts for about 5% of the total general waste generated across the campus.

2024 was another successful year for our surrendered items project, which supports our circular economy ambitions by keeping products and materials in circulation and limiting waste. We collected surrendered items from passengers' baggage and redistributed them through our charity partners. In 2024, we repurposed 503 boxes of surrendered items (totalling 10 tonnes), benefiting local charities and supporting communities in need.



42%  
offsite recycling, recovery,  
and energy from waste

58%  
on-site recycling



### Water Consumption

In 2024, we used 229,063 m<sup>3</sup> of water, which is a 1.5% reduction 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, track high-consumption areas and detect leaks.

We also conducted an analysis with our water services provider to better understand the data and identify areas where water consumption has increased by 10% compared to 2023. Moving forward, we plan to carry out this analysis more regularly and collaborate with high-consumption areas to reduce usage where possible.

### Water Quality

In 2024, Edinburgh Airport has actively explored ways to safeguard our local waterways. 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. We currently collect monthly water quality samples at several points throughout the airport as well as upstream and downstream of our site. We also implement glycol management procedures at aircraft stands and apron areas to reduce the amount of de-icer applied, recover excess glycol from aircraft stands, and use GPS technology on our de-icing vehicles to prevent unnecessary overspray.

Last year, we continued working on a programme to install additional infrastructure to help meet SEPA's Water Framework Directive (WFD) targets of achieving "good" status in both rivers. This has led to the development of a project aiming to introduce a constructed wetland system to filter water before it enters the River Almond as well as a project to further enhance our glycol management procedures with advanced sensor technologies.

### Air Quality

While aircraft operations are a source of air pollution within airports, ground support equipment, surface access road transport, and airport on-site energy generation also have an impact on air quality. For the aviation industry, the pollutants of most concern are small particulate matter (PM) and oxides of nitrogen (NO<sub>x</sub>), in particular nitrogen dioxide (NO<sub>2</sub>). This is because they are associated with fossil fuel combustion activities from motor vehicles and aircraft.

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 calculate the NO<sub>2</sub> concentrations using diffusion tubes - small plastic tubes that, when exposed to air, allow us to determine the amount of nitrogen dioxide in the air. These tubes were placed in both airside and non-airside locations. The locations were chosen to reflect a variety of potential NO<sub>2</sub> concentration-situations, including local sources and more general background areas around Edinburgh Airport. For the 2023 study, the airport introduced monitoring of particulate matter (PM<sub>10</sub> and PM<sub>2.5</sub>) concentrations for the first time, using two specialist sensor units, sited both airside and landside.

The most recent study shows a general trend of decreasing NO<sub>2</sub> concentrations, in line with monitoring sites in the city of Edinburgh. The study concluded that the objective targets (no more than 18 exceedances in a year of 200 µg m<sup>-3</sup>) were not likely to have been breached at any of the monitoring locations. PM<sub>10</sub> and PM<sub>2.5</sub> concentrations, recorded by the sensor instruments were also lower than Scotland's annual mean targets.

The previously mentioned vehicle fleet transition to electric vehicles and, where specialised equipment is needed and an electric option is not possible, Hydrotreated Vegetable Oil (HVO) also help to improve air quality. These new electric zero-emission vehicles and buses, minimise the amount of diesel being used on site and their associated air quality impact.

In 2024, we used  
**229,063m<sup>3</sup>**  
of water...

...which is a  
**1.5%**  
**reduction**  
compared to our  
baseline comparison  
year of 2019.

### BIODIVERSITY

In 2024, Edinburgh Airport released its first biodiversity strategy. It is based on three main action points (Engage, Restore and Enhance) and it supports Scotland's wider Biodiversity Strategy. You can find it on the airport website here:

#### Biodiversity Strategy

The airport also implemented more nature positive actions to support the existing on-site wildflower meadow. A new bee/bug hotel is the latest addition as part of the biodiversity programme, which provides nesting spaces for solitary bees and other small insects, such as spiders, lacewings, ladybirds, and earwigs. It also includes provisions for bumblebees and moths. Made of natural woods, bamboo and sand-lime brick there are individual segments within the hotel to create diverse habitat sections.

The airport team also engaged in biodiversity-volunteering activities, including local litter picks and collaboration with Butterfly Conservation Scotland, who are a local wildlife group focused on restoring lowland raised bogs across Scotland through their "Bog Squad" volunteering programme.

Additionally, Edinburgh Airport progressed a key water quality and fish migration project, which is a primary component of the biodiversity strategy focussing on protecting aquatic life. This involved carrying out additional wildlife and fish surveys to gain a clearer understanding of the species present on site that need protection, as well as exploring infrastructure improvements aimed at allowing fish migration and improving the water quality in the local river, the River Almond.



## COLLABORATION & SUPPORTING LOCAL BUSINESS

### Partner and Supplier Sustainability Pledges

This year, Edinburgh Airport continued to onboard campus partners to our campus partner sustainability standard. The standard is comprised of a broad set of expectations across the ESG spectrum framed under three sections – Environment, People, and Working Together.

By the close of 2024, a sign-up rate of 54% was achieved among car rental, food and beverage, and retail tenants. The sustainability standard was also rolled out to the airport's wider partners, including airlines and other tenants renting office space from the airport.

During the summer of 2024, the airport held its first meeting of signatories which brought partners together to discuss a number of sustainability issues, particularly energy and waste. The standard was rolled into the airport's retail tender process alongside a sustainability questionnaire meaning that, for the first time, sustainability was an assessable consideration when evaluating tenders from potential partners.

The airport's existing Sustainable Supplier Pledge continued to go from strength to strength in 2024 too, with 180 additional signatories. This brings the total number of supplier signatories to 529. The pledge exists to ensure that supplier relationships support and align with Edinburgh Airport's commitments to create a more sustainable future and that they meet a minimum set of responsible and ethical standards. You can find the pledge [available here](#).

### Local Economy

The airport continues to support local businesses through the adoption and implementation of progressive procurement policies to encourage local spending wherever feasible. In 2024, just over 30% of the airport's total spend for the year was with local suppliers which equates to a little more than £30.75 million for the year.



"At the airport, we are committed to involving local businesses in our procurement process wherever possible, aligning with our core values and Greater Good ambitions. In 2024, we made significant progress, with more suppliers than ever joining our Sustainable Supplier Pledge. We will continue to prioritise local procurement wherever feasible, reinforcing our dedication to sustainable and responsible sourcing."

**Nicky Muldoon**  
Head of Procurement

# SCOTLAND'S BEST BUSINESS

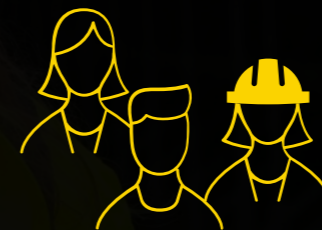
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## OUR HIGHLIGHTS



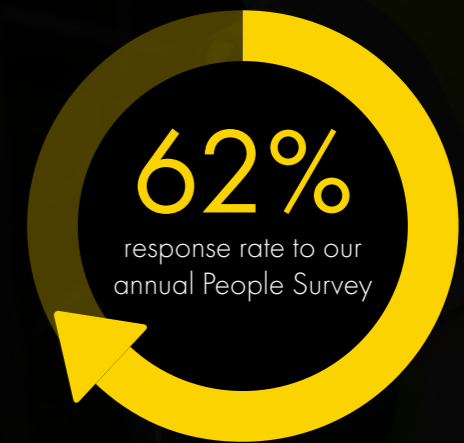
2,170 people trained through our in-house training team



Internship programme relaunched

**8** STEM sessions delivered for local schools

New  
**DEI Strategy**



**62%**  
response rate to our  
annual People Survey

**1,311**  
face-to-face training courses

APPROACH

It is our responsibility to create a business with integrity, working with our people, passengers and trusted partners to ensure we have the right policies and practices, all underpinned by a strong values-based approach.

DEVELOPING OUR TEAM

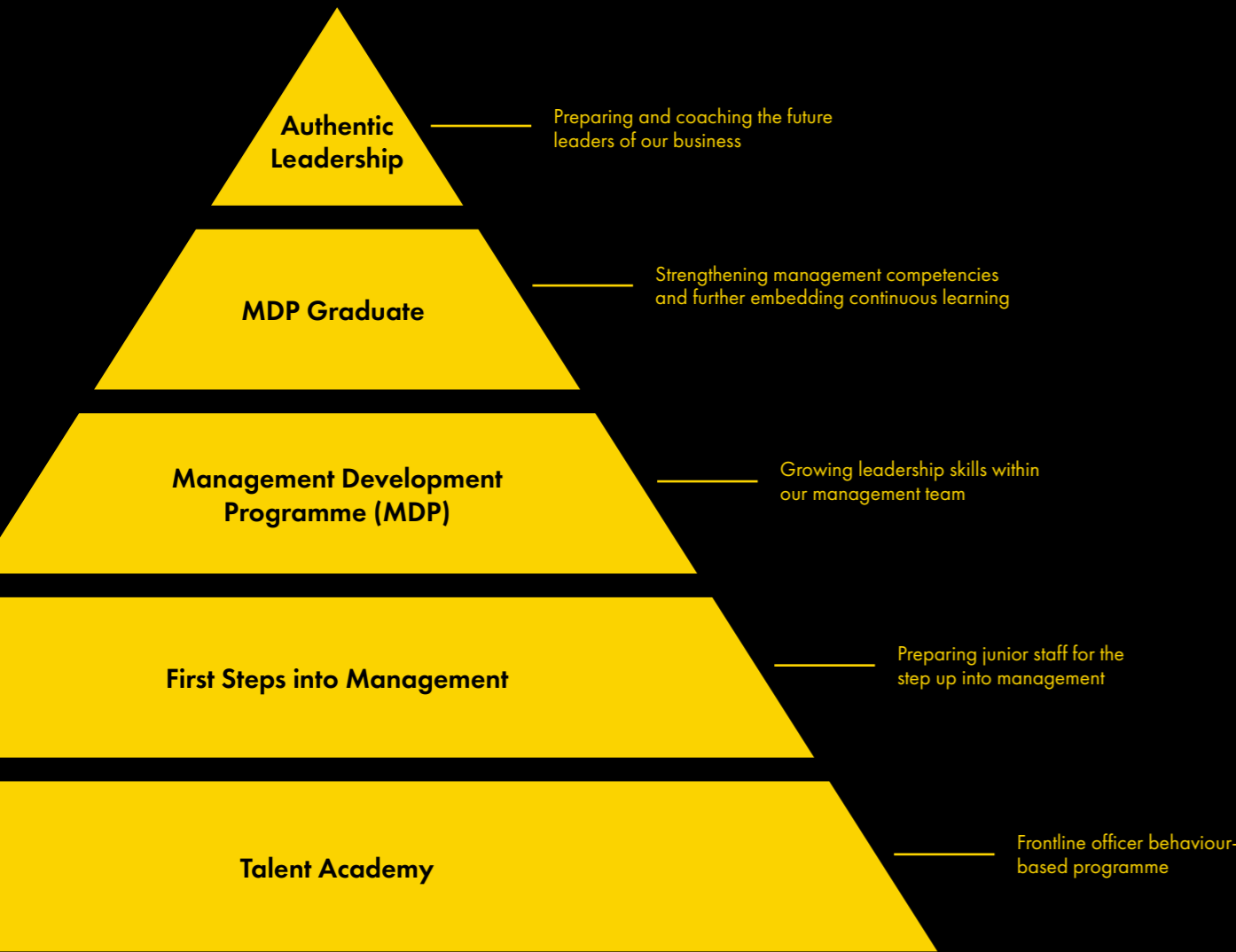
Training and Development

We understand that a high performing team needs the opportunity to reflect, learn, and grow. That's why we so actively invest in training and development, with our own training team and dedicated facilities. Of course, employees

are encouraged to seek out external training where relevant and progress through the many professional associations our people are affiliated with. However, we also have a systematic training pathway that aims to develop our people along every step of their career journey at Edinburgh Airport, from frontline officers to the executive suite.

The training team deliver much more than personal development programmes. Throughout the year, the team run first aid training, IT skills, security and airside compliance training, operations and driving courses. Delegates are not only Edinburgh Airport employees either. They come from our sister company, Edinburgh Airport Services Ltd, as well as the many 3rd party contractors and partners that work on site.

Personal Development Training at Edinburgh Airport



People Survey 2024

Each year, the airport undertakes a 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.

In 2024, 597 out of 967 staff completed the survey, which represents a

62% response rate.

It's important that the feedback received each year is used in a meaningful way, delivering lasting improvements for our employees. To do this, following the collection of the survey we create a plan to understand the responses better and create realistic actions to bolster positive results while addressing any issues identified. Using a "you said, we're going to" format, the action plan provides assurance to employees that their voice is heard, and that continuous improvement is valued by the business. Actions within the overall plan are assigned owners, and timelines are provided for action completion.

Key results from the People Survey 2024



# Investing in our future



“Taking on an intern this summer has been such an enriching experience. Eszter, our sustainability intern, was able to hit the ground running and immediately got to grips with a wide portfolio of projects across the ESG spectrum. Having fresh perspectives in the team while providing a young person with a step forward in their career makes it such a valuable experience.”

Aaron McKeen

## Internship Programme

Our commitment to generating opportunities for young people continued through 2024 and was exemplified through our internship programme. Throughout the summer period, the airport took on students from a variety of disciplines to fill roles across the campus. Six students in total joined the business and worked across our Sustainability, Aero, Communications, HR, Engineering, and Capital Projects teams. The interns are paid Scotland Real Living Wage, and are each given meaningful project work within their assigned teams.

## Celebrating Success Awards

In 2024, our annual Celebrating Success Awards returned to the Sheraton Hotel, bringing colleagues together once again to recognise and celebrate the outstanding people and teams who embody our values and contribute to the airport's success.



As always, the event highlighted achievements from across the airport, with representation from Security, Legal, Communications, Finance, Campus Partners, and many more departments. The prestigious Gold Award, given to an individual who has demonstrated exceptional attitude, dedication, and ability in their role, was given to Nicola Thomson, our Operational Systems Expert.

In total, 375 nominations were submitted across 11 award categories, each reflecting our core organisational values. These awards continue to shine a spotlight on the dedication, collaboration, and innovation that drive our success.

The award categories for 2024 were as follows:

### 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



Caring about  
what we do



Doing the  
right thing



Investing in  
our future



Providing a  
great service



Working  
together



To uphold our high safety standards, it is essential that everyone understands the risks and necessary controls while continuously seeking ways to enhance our practices. We achieve this through regular risk assessments and ongoing team training.

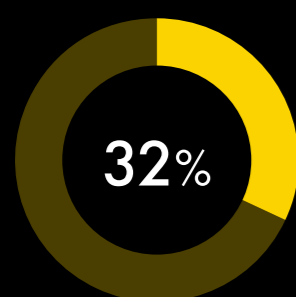
In 2024, Edinburgh Airport supported the wider AOA UK Airport Safety week which helps reinforce the airport values for safety for both EAL staff but also the wider airport community. This included landside and airside events to ensure the whole campus could be involved in this key week for safety. We even had "Therapets" make an appearance – an inspiring charity that promotes mental health and wellbeing through contact with animals.

During 2024, we continued to promote our 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.

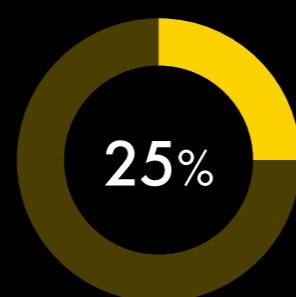
## SAFE & SECURE WORKPLACE

Our leadership team and workforce are committed to creating a safe and secure workplace, with each member playing a crucial role in maintaining high standards for one another and our passengers. Every action we take is meticulously planned with safety as our top priority. In 2024 we continued to support the management and development of our programmes on the campus, there is a dedicated EHSQ team to support and drive the agenda and our aspirations forward. In 2024 we added to that team an EHSQ Capital Projects Lead to support the growth in our capital projects and ensure EHSQ is a priority in future capital development during the de-sign and build stage of any project on the campus.

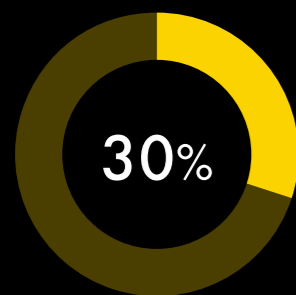
## Our gender diversity



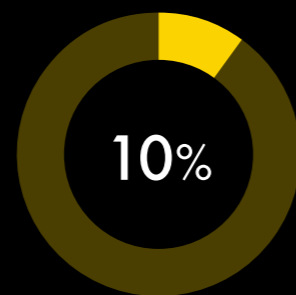
Female Employees



Female Executive Team Members



Female Board Members



Mean gender pay gap (new for this year, standalone stat)

## DIVERSITY & INCLUSION IN THE WORKPLACE

In 2024, Edinburgh Airport launched its first Diversity, Equity and Inclusion strategy. The strategy is the next step on the businesses DEI journey. It outlines the approach, which puts our people at the heart of everything we do.

Edinburgh Airport's vision is to create a workplace where everyone belongs. This vision is supported by our business values, which are at the core of our culture and drive employee actions and behaviours. This strategy is supported by our value 'Caring about what we do' as we put our people first, look after each other and create a safe environment for them to work.

## EDINBURGH AIRPORT STEM PROGRAMME

The Edinburgh Airport STEM Programme is a dynamic STEM (Science, Technology, Engineering, and Mathematics) programme designed to inspire and educate the next generation of engineers, scientists, and technical professionals. Through engaging, hands-on activities, we aim to spark curiosity and build confidence in young people, encouraging them to explore STEM subjects and careers.

In 2024, we delivered eight interactive sessions to local school groups. Participants explored real-world engineering challenges through activities such as 3D printing, robot coding, airplane design, and bridge building and testing. These sessions provided an opportunity for students to develop problem-solving skills, creativity, and teamwork while gaining a deeper understanding of fundamental engineering principles.

By bringing STEM to life in an exciting and practical way, the Edinburgh Airport STEM Programme continues to play a vital role in nurturing future talent and fostering a passion for innovation.



# TRUSTED NEIGHBOUR

As Scotland's airport, we understand the role we play on a national scale as well as a local one. Key to our mission of being a Trusted Neighbour is sharing our business success with those that live and work in our communities. We also appreciate that an international airport is an industrial and hectic environment, so we engage closely with our neighbours and regional partners to help us reduce and mitigate the negative effects of living near a busy, growing airport.



## OUR HIGHLIGHTS

  
**712** hours volunteered  
by airport staff

  
**More than  
£300,000**  
donated through  
the Community  
Fund.

  
**25**  
fundraising competitions,  
challenges and events  
throughout the year

**More than  
£100,824**  
raised and donated to our  
charity partner

**102**  
projects supported

**67%**  
reduction in noise  
complaints since 2019

**22**  
unique volunteering  
events

## 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

In 2024, we kicked off our partnership with the Edinburgh Children's Hospital Charity (EHC) while saying goodbye to our 2022/2023 partner, The Larder. Much like the airport, EHC is a local organisation with a national reach, and is one of the most well known and impactful charities in the area. The charity was selected through a company wide vote which saw staff from across the business choose between 6 shortlisted charities.

As the only charity solely dedicated to supporting NHS Lothian's children's services, EHC are privileged to provide

help to more than 110,000 babies, children, and young people every year. They deliver their vital services at Edinburgh's Royal Hospital for Children and Young People, in other hospital and healthcare settings across the Lothians, Borders, Fife and in Child and Adolescent Mental Health Services (CAMHS). Their free and accessible services provide a lifeline to families: the mum who hasn't left her son's side for days can enjoy a relaxing massage, sisters separated for weeks are reunited, and a dad on low income can access emergency financial support to feed the family when his child is discharged home.

2024 saw a grand total of £100,824 raised and donated to EHC. This was from a mixture of staff fundraising, foreign coin collections, on campus events, and other ad-hoc fundraising activities. Staff threw themselves into fundraising for the new charity partner with gusto as colleagues took part in sky dives, bungee jumps, charity cycles, and lots (and lots) of running. On top of this, the airport donates appropriate confiscated items from the security hall, such as snow globes and has been working hard with EHC to deliver as many volunteering and cross skilling events as possible.

In 2024, we kicked off our partnership with the Edinburgh Children's Hospital Charity



Total raised in 2024, (including gifts-in-kind)

**£100,824**

Total fundraising events

**25**

How we support our charity partners

Foreign currency collections

Dedicated advertising space

Cross-skilling

Match funding

Gifts-in-kind

Volunteering

Staff fundraising

"We were thrilled to be chosen as Edinburgh Airport's charity partner and our first year of working together has been incredible. From the moment the partnership took off, the airport team has gone above and beyond to help seriously ill children in hospital. As we enter the second year of this amazing partnership, we can't wait to see what's next. Whether it's more fear-less fundraisers, committed volunteers, or heartwarming moments, we know Edinburgh Airport will continue to help us make a difference for children and families in hospital."

**Kate Dixon**  
Corporate & Partnerships Lead, EHC





### 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 2024, the community fund had distributed more than £1.69 million to qualifying projects.

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. The board continues to refine its criteria to ensure that applicants have clear guidance on what is and isn't eligible for funding.

2024 saw a total of 324 applications, an increase of 62% on 2023's record breaking 201 applications. Of those 324

applications, 217 met our criteria and were therefore discussed by the Community Fund Board. In total, 102 projects received funding from the Community Fund in 2024.

We were proud to have raised the total amount available throughout the year from £150,000 to just more than £217,000. As part of this funding uplift, we committed to funding even more projects from our November 2023 tranche in recognition of the sheer number of high-quality applications that, sadly, missed out in that round. A further £83,000 was donated, bringing the overall funds distributed throughout 2024 to approximately £300,000.

2024 also saw the continuation of successfully implemented changes from 2023. We added Luliana Biru, a student from Edinburgh College to the Board who added her valuable insights when evaluating applications. We also produced our second annual Community Fund report [which can be read here](#).

### Objectives of the Fund



**£217,000**

available to projects throughout 2024

A further **£83,774**

donated to unfunded projects from November 2023

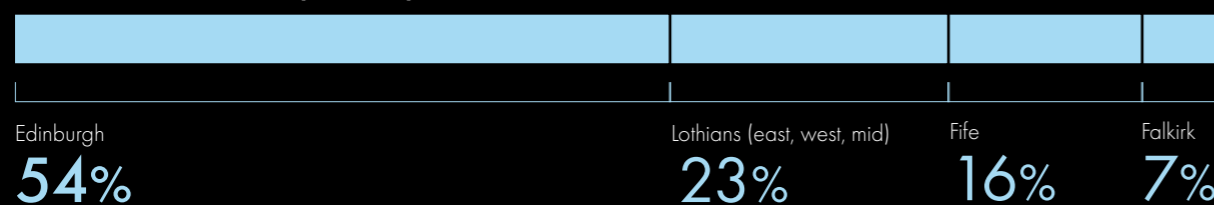
**82**

projects supported

**54%**

of projects supported taking place in areas of high deprivation

### Allocation of Community Fund by location:



### Volunteering

2024 saw even greater levels of staff involvement and enthusiasm for our volunteering programme. We know that volunteerism has many benefits, including enhanced sense of wellbeing, engagement with the community, and team building, which is why Edinburgh Airport provides all its staff up to 2 days of volunteering leave per year.

Volunteers from departments across the business used their days for a myriad of charities, including our charity partner, conservation organisations, archaeological digs, Community Fund applicants, aviation charities, and more.

discussing emergent issues, and providing a tour of some of the airside areas. Events such as this, along with our regular attendance, allows the airport to understand the community voice, and ensure that we share our business success as best we can by flagging funding opportunities and identifying synergies.

We had 79 individuals use a volunteer day (with several of those using both of their leave days). In total, 712 hours were volunteered, soundly beating our internal target of 500 hours for the year.

### TRANSPARENT COMMUNITY ENGAGEMENT

#### Community Site Visits

2024 saw the continuation of our site visit and school engagement programme. We held noise sessions with Cramond Primary, visits from care experienced young people to our Fire Station, and employability tours with local schools.

The benefit of holding these sessions is not only about showing young people the breadth of jobs at the airport, but also to familiarise those that may never have flown before with the process of air travel. Importantly, some of the school groups were held for those with additional supports needs, helping them to become familiar with intimidating processes like security checking and finding a gate, in a controlled manner.

#### Community Council Attendance

We continued our regular attendance at a number of community councils throughout 2024. Our "core" councils continue to be Kirkliston, Ratho and District, Cramond and Barnton, Broxburn, and Dalgety Bay. We also attend other meetings throughout the year upon request from local councils or community groups.

In May 2024, we hosted a session within our terminal, welcoming delegates from our core community councils,



## Inside EDI

Our biannual community newsletter, Inside EDI, also continued throughout 2024. Regularly reaching more than 20,000 of our neighbours living in the KY, FK and EH postcode areas, Inside EDI continues to inform those with the biggest stake in the airport about the latest sustainability and community engagement news. Our regular newsletters can be found [here](#) **Community engagement | Edinburgh Airport.**

## Community Survey

We ran our annual Community Survey again with partners ScotPulse to understand the opinions of our community on a range of issues. 1075 of our neighbours from the EH, FK, and KY postcode areas shared their views on communications, noise, economic impact, and more.

Results in 2024 were largely consistent with 2023, which provided a sense of assurance that the survey is a true reflection of our community's feelings.

One key difference arising is that our neighbours are using our airport more often, with those visiting 3 or more times up by 5% vs 2023. As was the case in 2023, Economy and Jobs continue to be the issues that the community believe the airport impacts upon most of all, with broad alignment across all demographics on this. Moreover, "Jobs" was once again the word most associated with the airport while social media remains the most popular choice for hearing from the airport.



Perhaps the most heartening result was that the number of people that believe Edinburgh Airport is an organisation they can trust has remained the same (42%) while those that do not believe this to be true has reduced to just 8%, an improvement on 2023.



## REDUCING NEGATIVE IMPACTS

### Managing Noise

As a Trusted Neighbour, we strive to minimise the impact of our operations on local communities by monitoring, mitigating, and managing noise. While aircraft noise cannot be eliminated, we use various tools—both mandated and voluntary—to reduce its effects and keep residents informed.

### 5-Year Noise Action Plans (NAPs)

Our NAPs go beyond EU Noise Directive (2002/49/EU) requirements, addressing all sources of airfield noise, including take-offs, landings, taxiing, and engine operations. We tailor these plans to reflect the unique noise concerns of different communities. In late 2024, we put our latest Noise Action Plan out to consultation, courting comments and feedback from our communities. This feedback will be consolidated into the NAP for release in 2025.

### Edinburgh Airport Noise Lab

The Noise Lab provides real-time and historical aircraft noise data for community groups, education, and enforcement. It uses radar tracking to analyse flight patterns and offers access to our Noise Action Plan and other resources.

### Noise Monitoring & Fining

We monitor and manage aircraft noise through fixed and mobile noise monitors, fines, and night-time charges. In 2024, we operated three fixed monitors in Broxburn, Livingston, and Cramond, with a fourth added at Cramond Primary School at the start of the year. Our Noise and Track system (NTK), supported by mobile monitors, provides high-quality data for community reports and the Noise Lab.

To further reduce noise impact, we implemented night-time flying charges, encouraging airlines to make noise nuisance a key consideration during flight scheduling. Revenue from these charges supports community noise initiatives, including the Edinburgh Airport Noise Advisory Board (EANAB) and independent noise analyses.

### Noise Mitigation Processes

We prioritise Continuous Climb Departures (CCD) and Continuous Descent Arrivals (CDA) to reduce noise, fuel use, and emissions. CCDs, achieved 100% of the time for departures, allow uninterrupted climbs, minimising noise faster. CDAs enable smoother descents with minimal thrust, cutting noise exposure by up to 5dB. Additionally, our Noise Preferential Routes (NPR) ensure departures follow designated paths up to 3,000–4,000 feet, directing flights away from densely populated areas to further reduce noise impact.

### Edinburgh Airport Noise Insulation Scheme

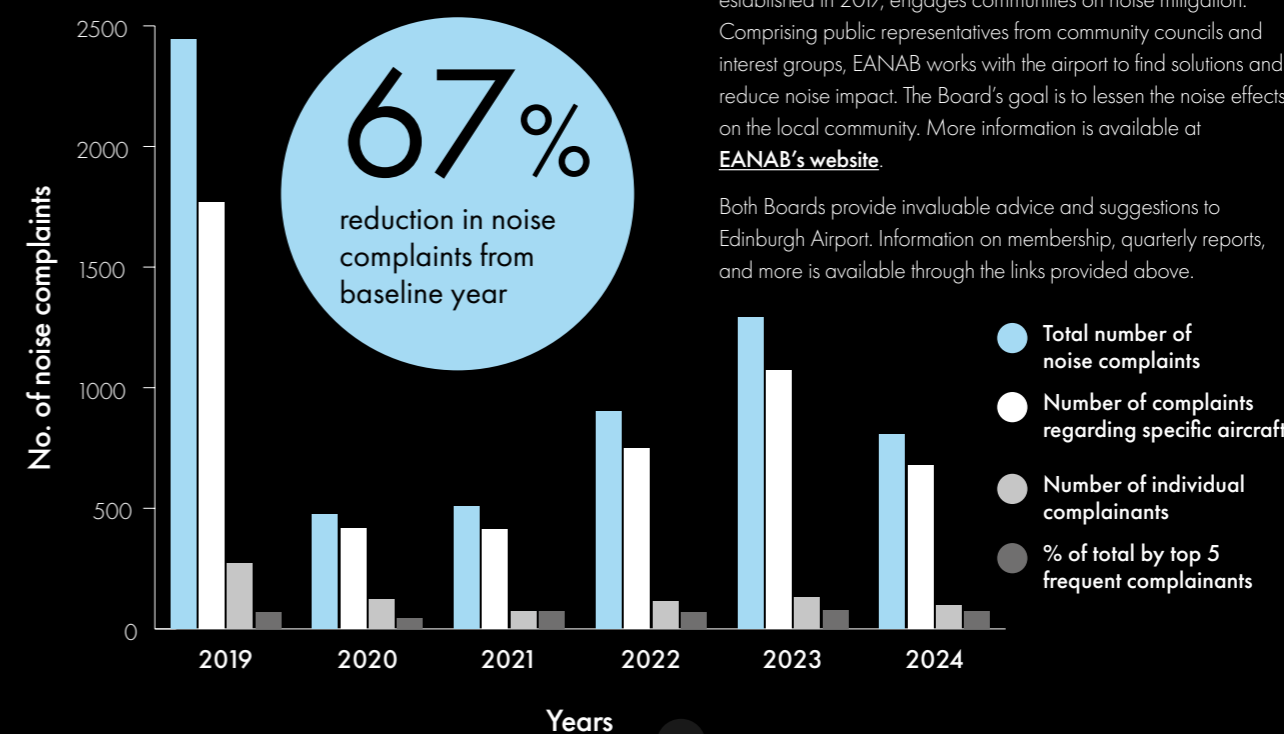
Our insulation scheme provides financial support for double glazing installation to help residents near the airport. Biannual contour mapping determines average noise levels, and properties within the 63dB and higher noise contours may be eligible for assistance. A reviewed and improved insulation scheme was suggested within the NAP put to public consultation in late 2024 into 2025. If approved, this will be implemented from 2025 onwards.

### EACC & EANAB

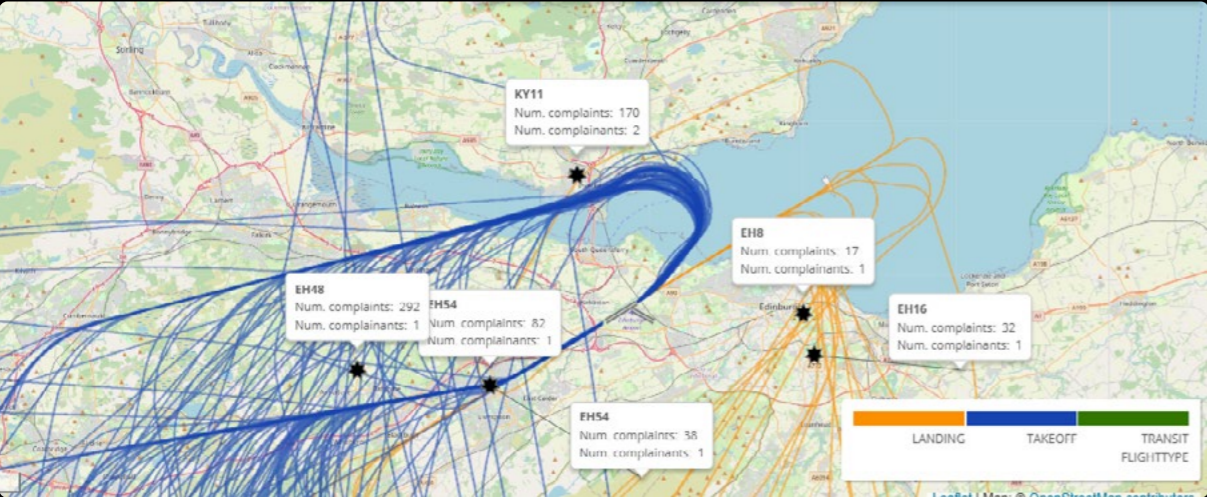
The Edinburgh Airport Consultative Committee (EACC) advises the airport's Chief Executive on key issues, representing community organisations, special interest groups, businesses, civil aviation, and local authorities. The 25-member group meets quarterly. More [information available here](#).

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.



The image below provides information on the general location of complainants during 2024.



Flight type  
● Inbound
● Transit
● Outbound

AIRSPACE CHANGE – MODERNISING OUR SKIES

Edinburgh Airport is sponsoring the Airspace Change project to modernise flight paths for arriving and departing aircraft. The goal is to implement new routes using advanced navigation techniques, replacing those in place for over 30 years. In collaboration with Glasgow Airport and NATS En-Route Limited (NERL) as part of the “Scottish Cluster,” of the UK Government’s Airspace Modernisation Strategy, the project aims to reduce noise and the impact on communities by minimising the population overflown at low level. It will also introduce more direct routes, cutting fuel use and emissions—for example, routing flights over the Firth of Forth and the North Sea.

There is 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 2024, we continued to work through “Stage 3” of the CAP 1616 process which meant that our “Stage 2” design options were refined in collaboration with Glasgow and NERL to create a safe, efficient route network for consultation in late 2025.

Once implemented, the design will enhance track keeping, fuel planning, and airline efficiency while reducing greenhouse gas emissions and noise. In some areas, flightpaths may be removed entirely. While work continues, we believe these improvements are highly valuable.

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 2024 Sustainability Report.

Edinburgh Airport is solely responsible for providing all the information included in the 2024 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 2024 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 2024 reporting period. Specifically, this covers the reporting period 1st January 2024 to 31st December 2024.

Scope of Verification

The scope of the exercise undertaken by WSP in 2025 covered information on activities and progress in terms of Edinburgh Airport’s sustainability from the reporting year 2024. 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 May and June 2025 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 2024 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 – Advisory Services, WSP UK  
June 2025

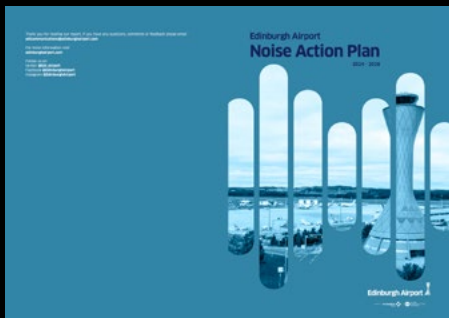
## NET ZERO STRATEGY



## BIODIVERSITY STRATEGY



## NOISE ACTION PLAN



## SURFACE ACCESS STRATEGY



## CLIMATE CHANGE ADAPTION REPORT



## CONTACT DETAILS

If you have any questions, comments  
or feedback please email  
[edcommunications@edinburghairport.com](mailto:edcommunications@edinburghairport.com)

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

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