



GREATER GOOD

Our plan for a sustainable future

Sustainability Report 2021

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WELCOME



Gordon Dewar Chief Executive

CEO INTRODUCTION

Welcome to this first report on Edinburgh Airport's Greater Good strategy.

It is no exaggeration to say that this strategy touches every part of our business, from recruiting staff, to planning capital projects; from working with our charity partners to agreeing the terms of our banking loans. The EDI team lives and breathes it. But more than that, our efforts around sustainability have been a shining light in the darkness of COVID-19 that has enveloped our business in the past 2 years. To work on something positive that looks to the future. To collaborate with a range of businesses, organisations, charities and people. It has been life affirming; giving energy, enthusiasm and driving innovation.

At our most difficult times, the team and I talked at length about how to look beyond COVID-19, to try and plot a path forward that we could build and travel together with passengers, airlines, Government and all of those with a stake in Scotland's connectivity. Our firm conclusion is that it is important that we look at this task together – the challenges before us are simply too big for one organisation and require a collective

approach. Because just as much as we can't meet our sustainability obligations alone, others can't meet theirs without us. Scotland requires everyone to work together to achieve a better future.

A cleaner and greener future is a goal we all share, and it is incumbent on all of us to play our part. As we begin to face the first months of a recovery from COVID-19, we should be looking at how we recover better and how we plan to tackle the immediate recovery we face and the years beyond it. In terms of Edinburgh Airport and Scotland, our recovery will be important to many people and businesses across the country. We are a facilitator. For an economy on the tip of an island off the north-west coast of Europe, air connectivity is essential. That connectivity brings employment, economic wealth, migration, cultural diversity, global influence and competitiveness and yes, allows holidays and enables tourism – all things of the upmost importance to a country like Scotland, now and in the future.

This Greater Good, driven by the benefits that connectivity delivers for Scotland, is what our strategy delivers and its why we've named it so. It's 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 through collaboration, innovation and partnership.

I hope that this document lays out our progress across all these areas with openness and clarity. It is how we have approached sustainability as we work through the challenges. 2021 saw sustainability successes – becoming carbon neutral in Scopes 1 and 2 of our carbon footprint and our plans in creating Scotland's first airside solar farm coming to fruition – as well as some challenges mainly in our ability to function as normal given the financial constraints of our recovery from COVID-19.

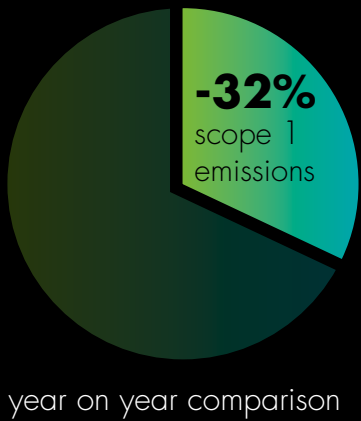
2022 will see us further develop our ambitious plans to reduce emissions and our sustainability goals will take us well into the future, improving our business, improving Edinburgh and improving Scotland. It is important that our approach, as ever, is open and transparent in this area. I am proud of Edinburgh Airport's achievements and confident that through the strategy and the commitment of our team, Edinburgh Airport will lead in Scotland, delivering the sustainable connectivity needs for the greater good.

Thank you for your interest in our sustainability performance and progress.

Gordon Dewar
Chief Executive

OUR YEAR:

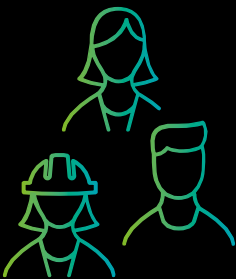
Carbon Neutral for Scope



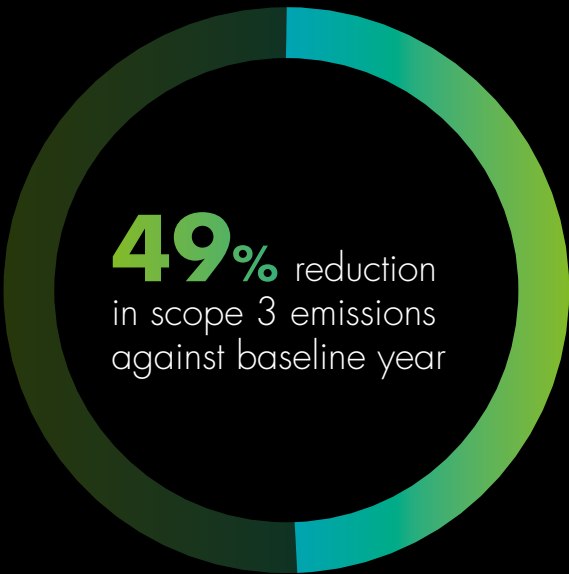
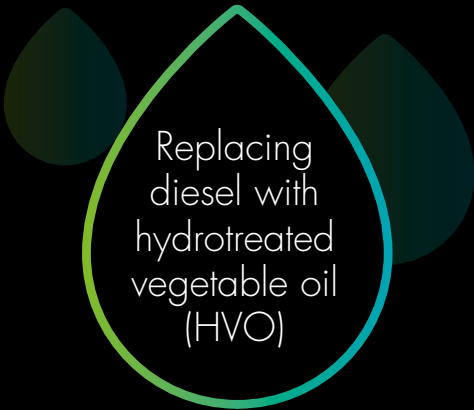
Maintained accreditation to
ISO14001,
ISO9001
and **ISO45001**



£50,000
donated to COVID-19 causes



We launched our
sustainable supplier pledge



Launched our updated **Values**



39,994

tonnes cargo handled

3,031,140

Passengers travelled through our airport

43,680

air traffic movements

WE ARE EDINBURGH AIRPORT

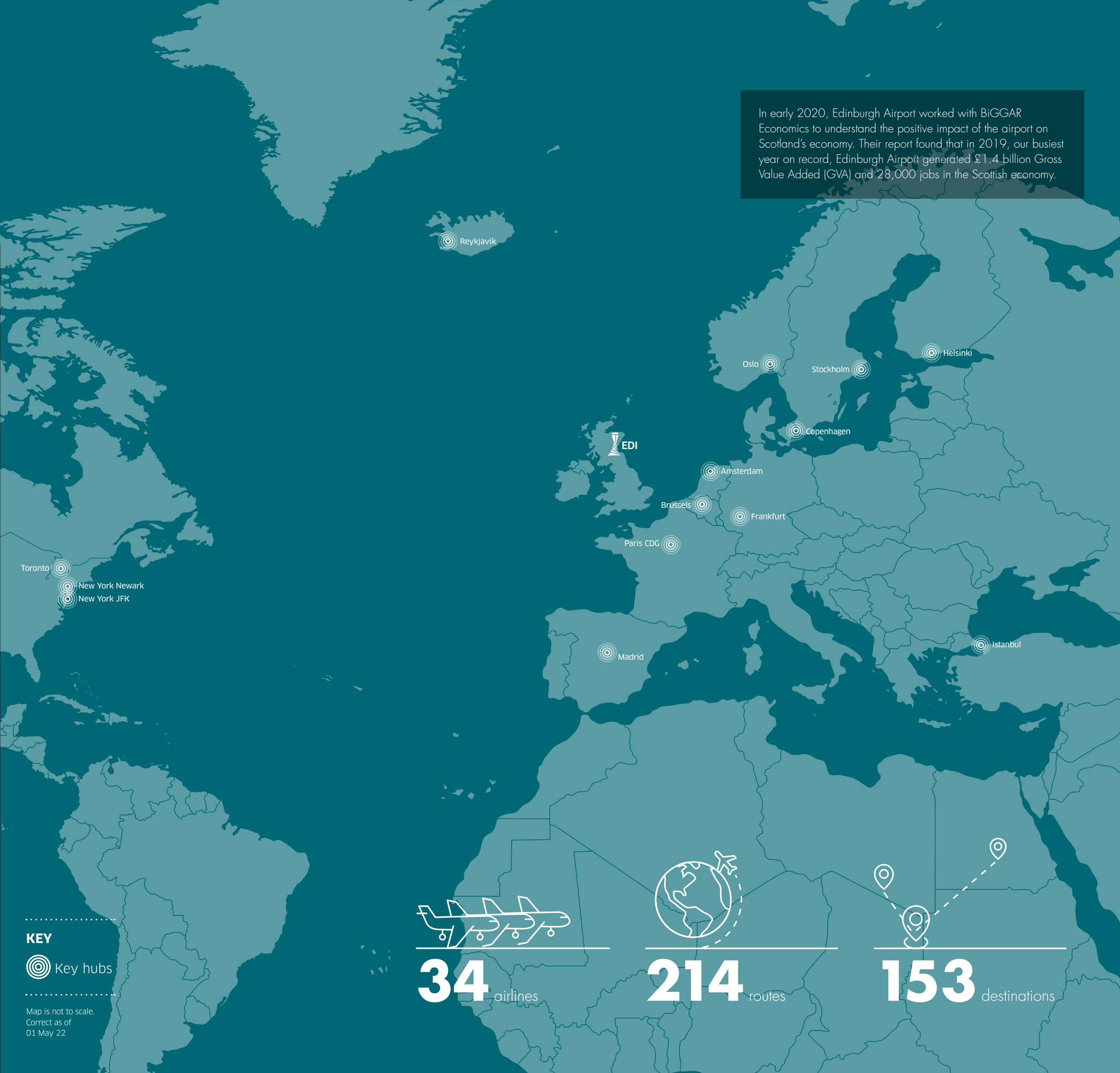
Edinburgh Airport is ‘Where Scotland meets the world’, and as a nation that has a proud diaspora it’s those connections to the world that help Scotland spread its influence across the globe.

As a nation, our people are not the type to stay put but the type to explore and take their expertise to the world, showcasing the very best that we have to offer. We have a proud history in innovation and discovery, of bringing advances to the modern world and of attracting people to our country. And integral to that is connectivity.

Connectivity in its most basic form is how you get from one country to another but to truly understand its importance, we need to consider its wider value.

If the pandemic has proven anything, it has proven the basic human need of personal interaction. Virtual calls and meetings have got us through, but a screen cannot replace the hug of a family member, a drink with a friend, or a handshake to seal a new partnership.

Connectivity is also a key to unlocking a country’s economic growth, and after two of the most turbulent years that Scotland and the world has ever experienced, retaining and growing connectivity will be pivotal in our economic recovery, something of upmost importance to everyone in the country. Why? Because it encourages direct investment, it enables industries and sectors to do business and it injects life into one of Scotland’s biggest economic enablers, tourism.



In early 2020, Edinburgh Airport worked with BiGGAR Economics to understand the positive impact of the airport on Scotland’s economy. Their report found that in 2019, our busiest year on record, Edinburgh Airport generated £1.4 billion Gross Value Added (GVA) and 28,000 jobs in the Scottish economy.

KEY

Key hubs

Map is not to scale.
Correct as of
01 May 22



34 airlines



214 routes



153 destinations

REFLECTING ON 2021

Prior to the COVID-19 pandemic, Edinburgh Airport was Scotland's busiest airport with 14.7 million passengers passing through its terminal in 2019. The airport makes a significant contribution to the economic, cultural and social wellbeing of the city of Edinburgh and Scotland. Our goal is to provide a world class operation by delivering responsible and sustainable growth through choice, whilst balancing the needs of people, environment and community.

The COVID-19 global pandemic caused disruption on an unprecedented scale for us and the wider aviation industry. 2021 saw passenger numbers decrease to just over 3 million. Aviation is amongst the industries hardest hit by the COVID-19 pandemic, being one of the first to feel its effects and it is anticipated it will be one of the last to fully recover. This recovery from the pandemic is our core short to medium term objective. The scale of the pandemic and its impact on our business demanded that priorities were refocused through 2021 to ensure an effective response to the immediate challenges faced.

The relaxation of travel restrictions due to the successful implementation of vaccination programmes globally led to a notable increase in passenger volumes in the second half of 2021. This provided optimism for recovery. However, the emergence of the Omicron variant in November 2021 adversely impacted passenger traffic in the final weeks of the year and this introduced further uncertainty over the timing of our recovery into 2022. Edinburgh Airport is however confident that it is well-placed to recover quickly when conditions allow and reflecting on the first half of the year's performance in 2022, the business has already experienced higher than anticipated demand.

COVID-19 has increased the scrutiny on Scottish airports, questioning 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 echoes this and we are moving into the realities of a post COVID-19 world, where a focus on net zero on a country and global level are front of mind. The recovery from the COVID-19 pandemic provides the moment for us to reframe our approach. We took this opportunity to launch our "Greater Good" sustainability strategy in June 2021. The strategy details our approach to repositioning our business to develop a sustainable future for the benefit of our neighbours, Scotland, and the wider environment.

The Greater Good strategy was built upon many previous years of responsible and ethical business and environmental commitment. By combining learnings from our journey so far and an aspirational approach to sustainability, the Greater Good strategy gives us a communication tool, a focal point for our efforts and a direction of travel for the business. The Airport remains committed to reducing its carbon footprint and improving operational resilience, whilst supporting colleagues within the business and those living in our neighbouring communities.

COVID-19 COMMUNITY COMMITMENT

Edinburgh airport continued its commitment and support to community COVID-19 response through 2021;

- Hosting an NHS Testing Station in its long stay car park to help front line medical teams' response to the pandemic;
- Remaining open during the pandemic to support essential services including cargo, mail, medical and repatriation flights, despite sustaining additional losses;
- Opening the first public COVID-19 screening centre at an airport in Scotland in November 2020. The centre allowed the public to receive fast and accurate PCR swab tests and remained open for the duration of 2021; and
- Donating face coverings to local community and charity groups to allow these groups to continue to provide their vital support and services safely during the pandemic.

As the pandemic took hold in Scotland, Edinburgh Airport acted to help various charities and groups carrying out crucial work nationally and locally, allocating £50,000 between the following six charities:

- Scran Academy – a social enterprise based in Edinburgh that helped to provide free hot meals every day to those most at risk of COVID-19 and food poverty.
- Edinburgh Food Project – a group which operates seven foodbanks across Edinburgh, helping those most in need of food supplies.
- Shelter Scotland – Scotland's national homelessness charity, working to eradicate homelessness in Scotland.
- Simon Community Scotland – Scotland's largest provider of homelessness services, with outreach and residential services across Glasgow, Edinburgh, Perth and central Scotland.
- SAMH – Scotland's mental health charity, working to improve mental health and wellbeing across Scotland.
- Age Scotland – the leading charity representing older people in Scotland, supporting their support services for elderly and vulnerable people during COVID-19.

Despite the precarious position that the airport found itself in, the importance of helping the most vulnerable people in our communities was at the heart of our early action. We wanted to do what we could to help those people providing crucial and potentially lifesaving work and care, and allow them to continue to work as the pandemic raged on.

COMMITTED OUR JOURNEY



INTRODUCING GREATER GOOD










OUR APPROACH

Our approach to sustainability reaches across the entire airport campus and beyond – our business and the people and partners we work with. We need to be clear on our approach, our priorities and why we think that this is important for us. We will demonstrate our commitment to sustainability through action, measurement, transparency and frequent communication. We understand that we cannot achieve our goals alone and will seek to work in collaboration with Government, industry organisations, stakeholders and communities.

Our journey began 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 have adopted a four-pillar approach for the 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 achieved carbon neutral status for scope 1 and 2 emissions in 2021, we know the wider industry has environmental impacts – we will work to improve those. We want to work in partnership to ensure we are leading and advocating in the fight against climate change, helping Scotland and the UK transition to a low carbon economy by leading within aviation to achieve net zero and continuing to aggressively reduce our remaining campus emissions.

Enhancing Scotland:

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

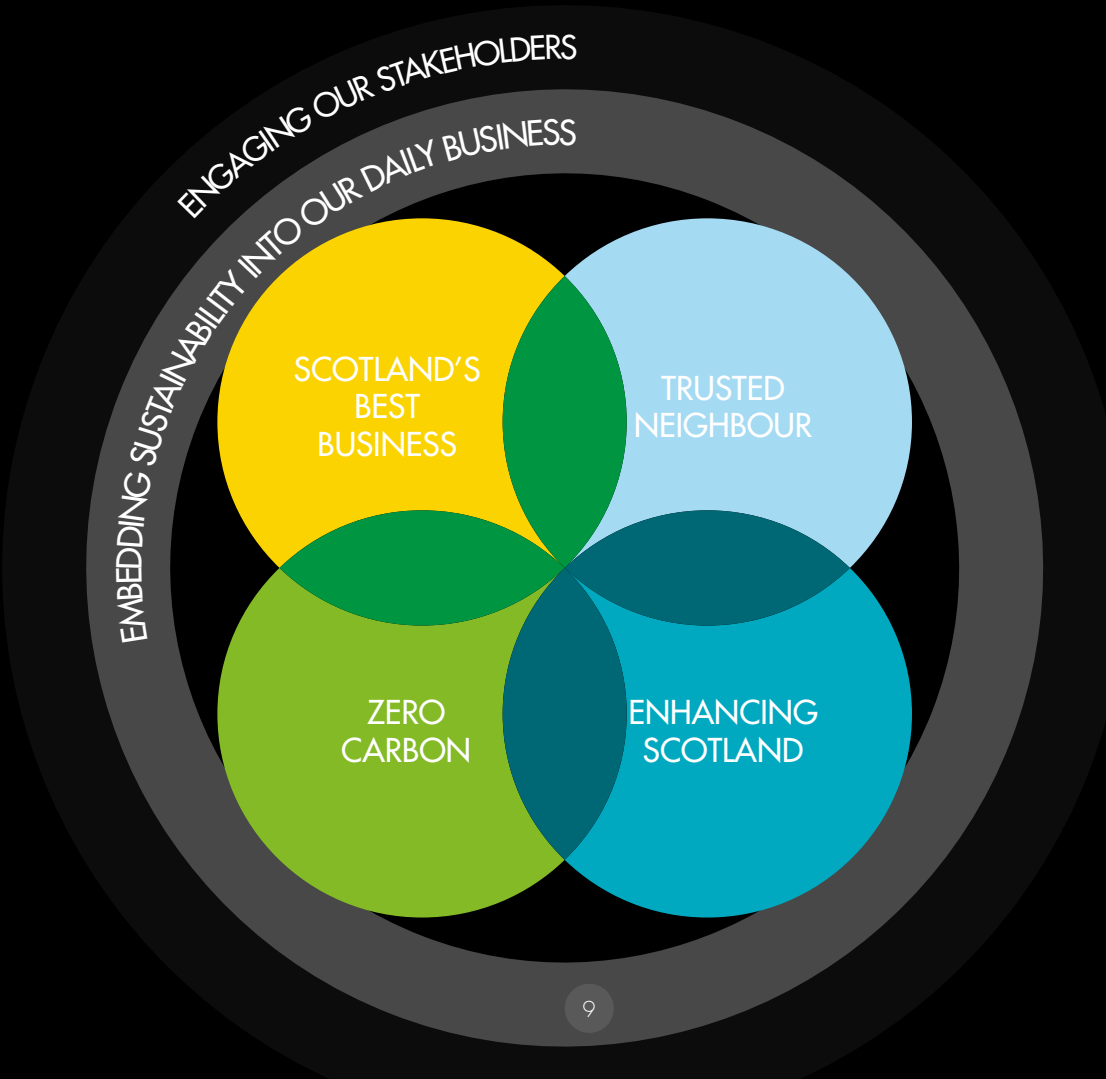
passenger experience. To do that, we will offer passengers a sustainable connectivity experience and be a valued and sustainable partner by reducing our environmental impact and providing options for campus partners and passengers to help us do that.

Scotland's Best Business:

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

Trusted Neighbour:

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



GOVERNANCE

The Greater Good strategy is supported by a governance framework that ensures rigour, delivery of objectives, visibility and communication through various layers of the organisational structure.

- The Board: 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 coordinated across the business.
- The Board Sustainability Sub-committee: The sub-committee meets quarterly to review progress on the Greater Good strategy and evaluate performance against committed plans and targets. The members of the sub-committee are appointed by the board of the Company and at least two members of the sub-committee are non-executive directors of the Company. The sub-committee is chaired by Sir John Elvidge, who has been the Chairman of Edinburgh Airport since 2012.
- The Sustainability Executive Forum: 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.
- The Audit & Risk Committee: This committee is comprised of members appointed by the main Board of EAL 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. 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 corporate.edinburghairport.com/sustainability

At the end of 2021, we created a new ‘Sustainability Scorecard’ which will be updated quarterly and reported upon to the Board from 2022. Progress and performance against each of the metrics will be reported upon after the initial year of strategy implementation concludes at the end of 2022 and included in next year’s sustainability report. The scorecard allows us to clearly and transparently sense check how each area of the business is performing alongside the sustainability strategy.





Sir John Elvidge Chairman of the Board

CHAIRMAN OF THE BOARD REFLECTION

'Sustainability' is now a much-used word.

With the rise in organisations and individuals grappling with the challenges brought to the planet by climate change, it has entered the lexicon and it is difficult to go a day, certainly in business and Government circles, without hearing its use.

And yet, I wonder if there is a consensus on its meaning? For many it is wholly centred on the fight to reduce carbon and reach net zero within the internationally agreed targets. It is focused on schemes to stop the use of fossil fuels, different ways to deal with waste, plans to change the way our economy works, to revalue the cost of carbon.

I agree that this is central to sustainability but, in my view, limiting our definition of sustainability to those ambitions would miss the opportunity to understand and realise all the benefits

we can derive from changing the ways we work and live. Sustainability must build on the environmental imperative and include societal and economic factors.

Put simply, there is little point in a carbon free Edinburgh Airport existing in 2050 if it does not have the right team, if it does not spread the benefit of its success, if it does not play an integral role in and reflect its communities and if it does not serve an understood and agreed national need. And if this is true of Edinburgh Airport or any other business in Scotland, it is also true at a national level.

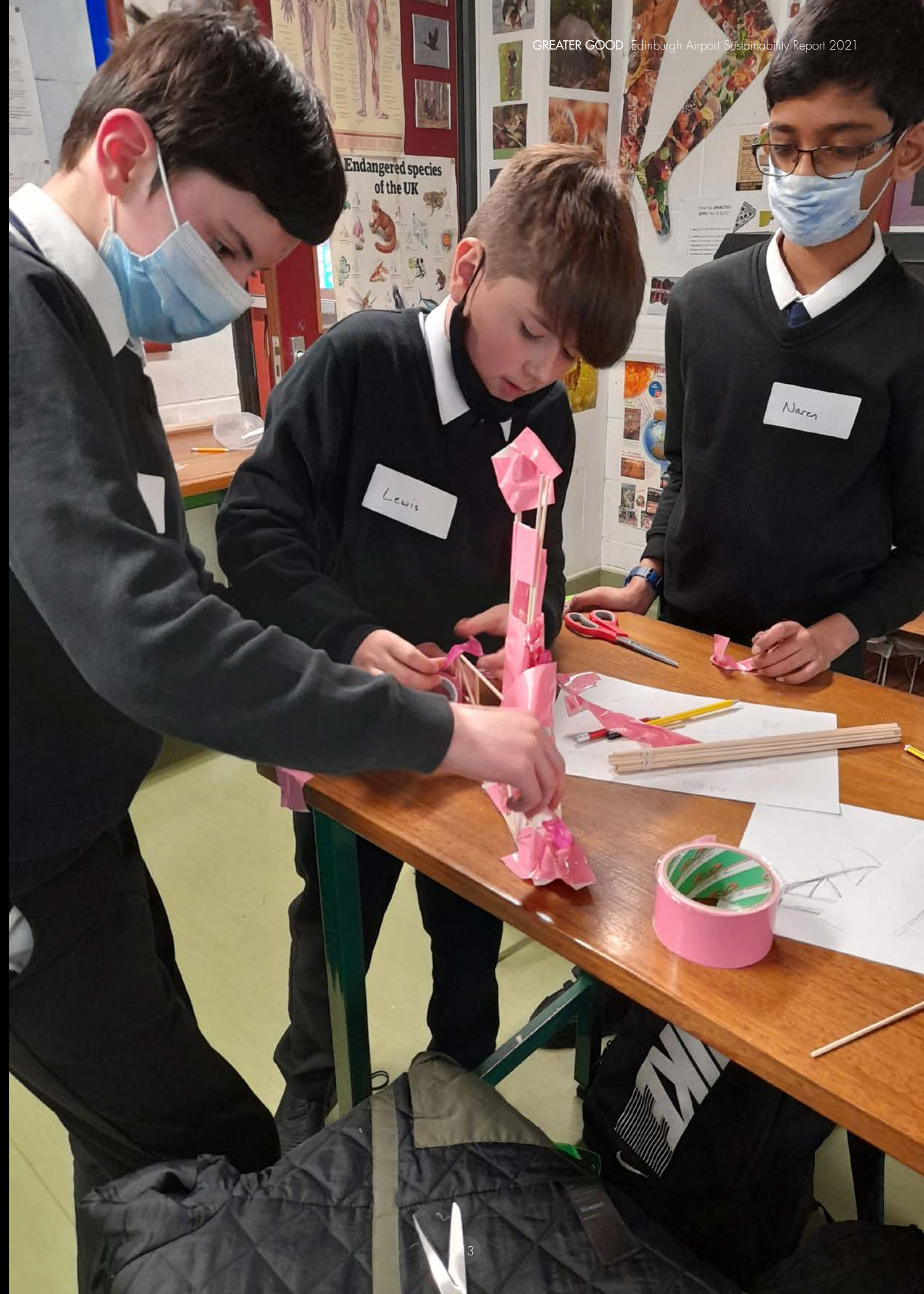
As a former Permanent Secretary of the Scottish Government I understand only too well the challenges that the Scottish Government is trying to negotiate at the moment. Decarbonisation in a post COVID-19 world is a task that would tax any administration, and there may be a train of thought that it is too difficult a challenge to face in the aftermath, but I am heartened that the Scottish Government has grasped the nettle and is pushing for change on a number of fronts as we as a country change. And that change to achieve a sustainable Scotland must bring all on the journey. This is easier to say than it is to put into practice but it is important that civic Scotland sees the sustainability challenge in its three dimensions rather than focus solely on carbon. This challenge must find the balance between economic benefits and a reduction in climate impact, for that is truly world-leading.

Collaboration is essential because it is very clear that change of this scale and scope cannot be achieved by organisations acting alone. We must work together and Government must create the structures in which organisations can do just that. One of the striking things about Edinburgh Airport's Greater Good report is that the majority of successes reported in it are the result of collaboration; for example with the Scottish Government on its new solar farm or with West Lothian charity The Larder on boosting employability for young people.

The intersection of business, third sector and Government for the betterment of the country is a passion of mine. If we get that right, then we can help build a Scotland that works for all.

That's a definition of sustainability that we can all get behind.

Sir John Elvidge



ZERO CARBON

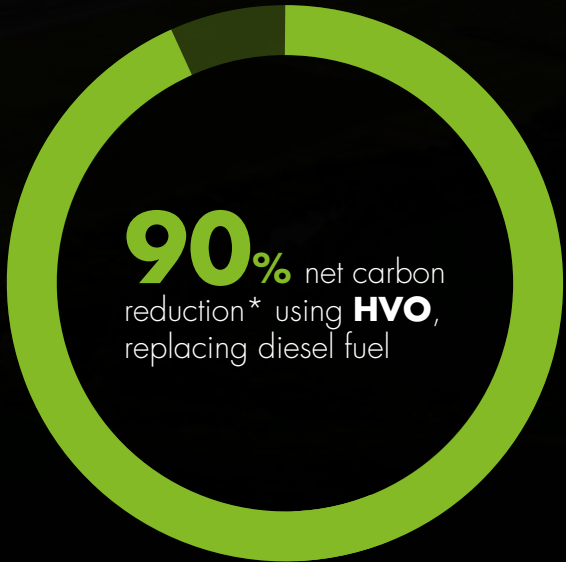
The Zero carbon pillar details the actions required to reduce our emissions and respond to a changing climate. We are carbon neutral for scope 1 and 2 emissions, which are those under our direct control. Now, as a business, we are working together with the wider industry to reduce our indirect environmental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



OUR HIGHLIGHTS



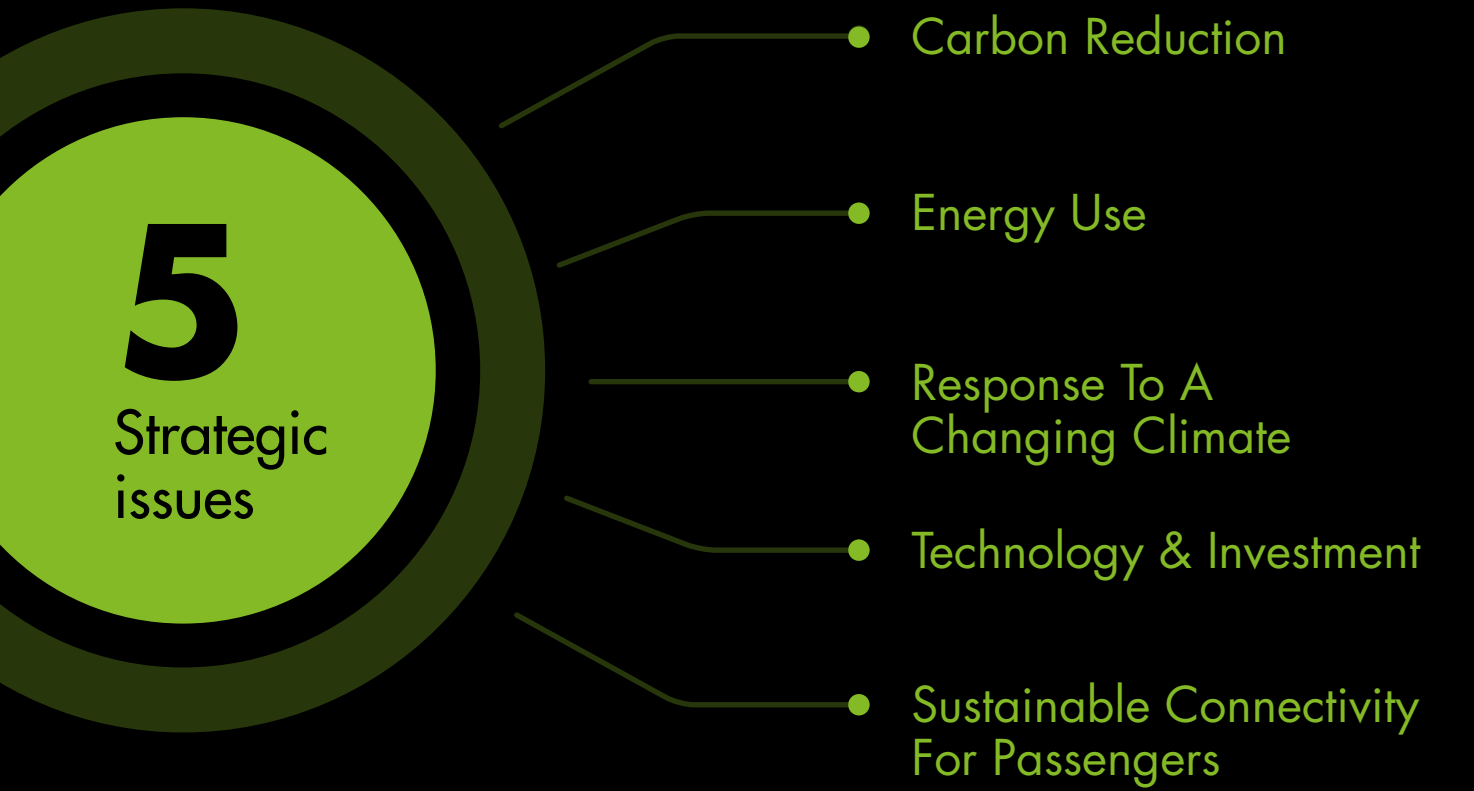
In 2021 we switched to **biomethane**



Carbon Neutral
Scope **1&2** emissions

APPROACH

We will work in partnership to ensure we are leading, advocating and pushing boundaries in the fight against climate change. As part of the materiality process, we have identified the following 5 strategic issues as part of the Zero Carbon pillar workstream:



CARBON REDUCTION

Our ambition is to be a net zero business. In 2022 we are undertaking a net zero mapping exercise to define incremental milestones, 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 emission reduction activities and qualifying carbon reductions. We are working with the City of Edinburgh to tie into city-wide and national Scottish plans to de-carbonise our sector and we have also embarked on an ambitious airspace change programme, which will result in carbon savings for flights to and from the Airport. You can find out more on this programme on page 48 of this report.

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.

100% scope 2
emission reduction since 2018



Sustainability is about our future; making sure we plan for the increase in passengers, staffing and equipment in order to protect our environment.

Gail Findlay
Airside Support Unit Manager

ENERGY USE

We are certified as carbon neutral for scope 1 and 2 emissions using market-based methodology in conjunction with the PAS2060¹ demonstration method. We utilise both location-based and market-based calculation methods in line with the Greenhouse Gas Protocol², an international reporting standard. Greenhouse gases are measured in tonnes of carbon dioxide equivalent (tCO₂e). Scope 1 emissions are those arising from on-site generation and combustion, such as the use of gas for heating or diesel for company owned vehicles. Scope 2 emissions³ are those associated with producing the electricity that is purchased offsite. Edinburgh Airport procure green electricity and biomethane, which helps to reduce our scope 1 and 2 emissions. Our Scope 1, 2 and 3 emissions are shown below, using market-based methodology as adopted from 2017. The impact of COVID-19 induced travel restrictions and airport closures through 2020 and 2021 have impacted our emissions trending and monitoring. As the Airport recovers, through the implementation of the commitments made within our Greater Good strategy and the outcomes from our net zero roadmap, we will endeavour to maintain reduced emission levels through all scopes against our 2019 baseline year. You can find a more detailed carbon footprint report for 2021, containing both market and location based emissions calculations, on the reports and information section of our corporate website.

32%

year on year decrease
in scope 1 emissions

Gas:

This year we consumed 8% more gas than in 2020: 12,972,529 kWh, compared to 12,002,711 kWh. Our use was impacted by COVID-19 regulations, which meant we couldn't recirculate air through the terminal. Recirculating air is much more energy efficient and requires less energy. By using only fresh cold air, we had to use more gas to heat it, to warm the terminal. We are focused on reducing our gas use this year, to continue our declining use trend.

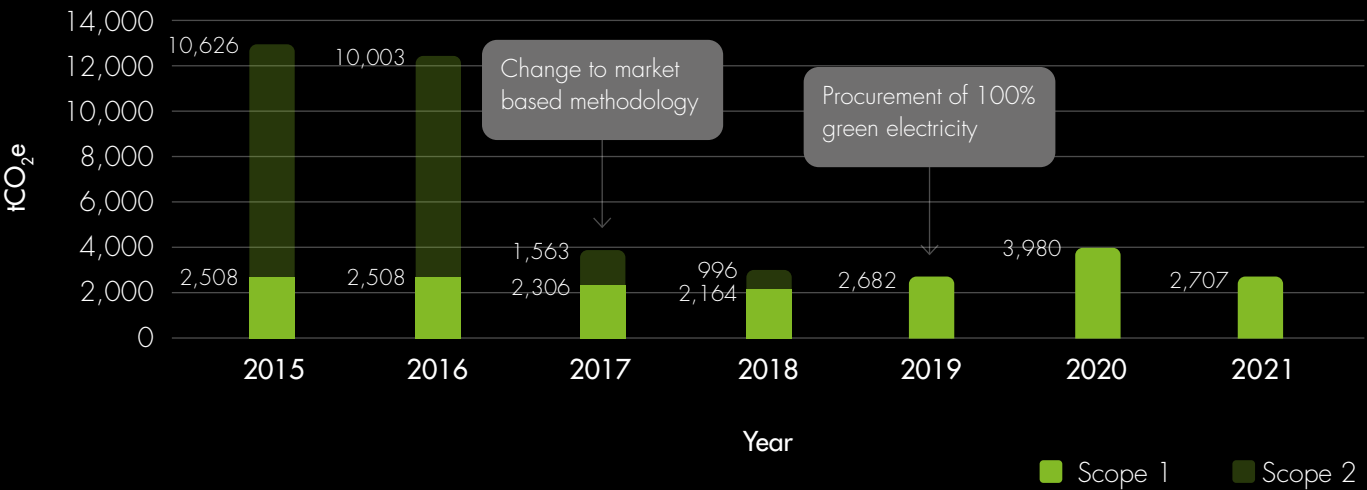
Electricity:

We used 19,288,610.20kWh electricity, compared to 27,271,790.50 in 2019, this is a reduction of 29% against our baseline. As normal operations resume and passenger numbers increase, we'll expect to see this figure grow in 2022. However, through continued investment in the installation of energy efficient lighting and equipment, such as LED and motion sensor lighting, we are working to reduce our overall usage.

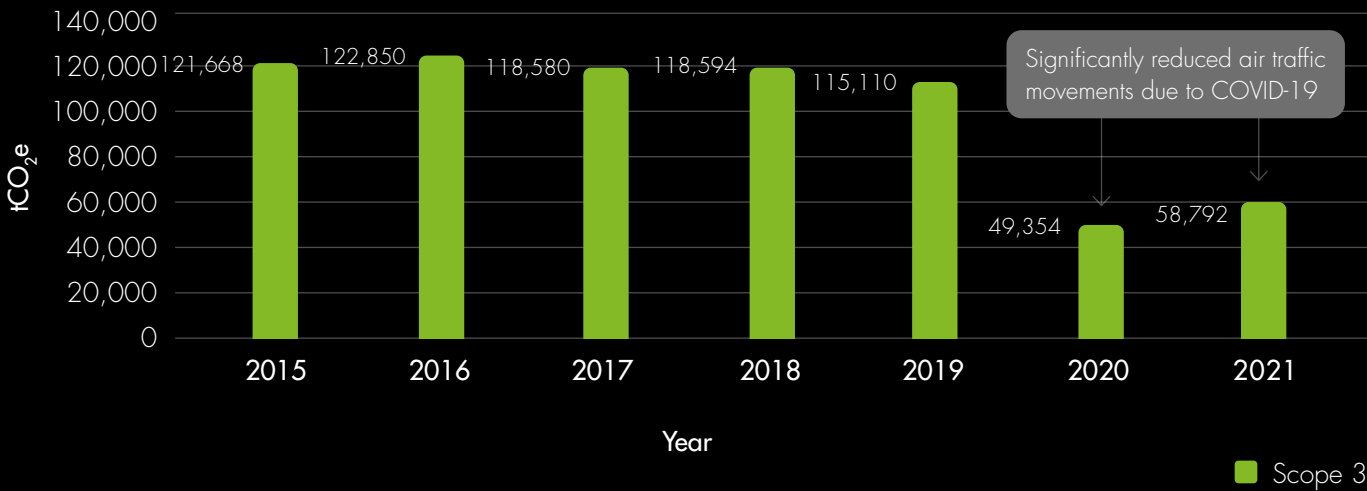
48%

carbon footprint reduction achieved
against baseline year (2019)

SCOPE 1 (Direct) & SCOPE 2 (Indirect)
GHG EMISSIONS (Operational Control Boundary)



SCOPE 3 tCO₂e EMISSIONS



BREAKDOWN OF 2021 CARBON EMISSIONS BY SCOPE

	TOTAL 2021 EMISSIONS (tCO ₂ e)	% OF TOTAL EMISSIONS
SCOPE 1	2,707	4.4
SCOPE 2	0	0.0
SCOPE 3	58,792	95.6
OUTSIDE OF SCOPE	15	0.0
TOTAL	61,514	100

¹ <https://www.bsigroup.com/en-GB/pas-2060-carbon-neutrality/>
² Greenhouse Gas Protocol | ([ghgprotocol.org](https://www.ghgprotocol.org/))
³ Using the GHG protocol market-based methodology.

⁴ Operational control boundary defined as 100% of emissions from Edinburgh Airport Ltd. [EAL] and Edinburgh Airport Services Ltd [EASL] activities within the terminal estate.



SELF-GENERATION

To continue with our adoption of renewable energy, in a first for a Scottish airport, we have confirmed that we will construct a solar farm on our airfield. The site will be approximately eleven acres and construction is due to begin in 2022, before the site is commissioned in early 2023. The project, part funded by the Scottish Government, will

see the solar farm be constructed at the end of our runway and it will generate around 26% of the Airport's energy needs upon completion. The solar farm is an example of the innovative thinking that Edinburgh Airport is looking to employ, to play our part in delivering a sustainable future for Scotland.

RESPONSE TO A CHANGING CLIMATE

In 2021, Edinburgh Airport released a climate change adaptation progress report, as guided by the Adaptation Reporting Power of the Climate Change Act 2008. The full report can be found on the corporate website.

Edinburgh Airport takes a holistic approach to risk management, given the diverse threats and challenges facing the aviation industry today. Dealing with meteorological risks is an important part of this process. The risks identified as part of our revised climate change risk assessment in 2021 have been integrated into the existing business risk registers. Weather related disruption is something that Edinburgh Airport has had to face historically, and extreme weather events resulting from climate change will not be an entirely new challenge for the airport.

In the 2021 financial reports, Edinburgh Airport is voluntarily disclosing climate-related financial risks in line with the Task Force on Climate-Related Financial Disclosures (TCFD) framework. The TCFD was created in 2015 by the Financial Stability Board to develop consistent climate-related financial risk disclosures for use by companies, banks, and investors to provide information to stakeholders.

Sustainable Finance:

In 2021, Edinburgh Airport refinanced £100m of bank loans with pricing linked to performance across a meaningful basket of emissions related KPIs. An additional performance indicator is delivering the airport's 11 acre solar farm in 2023.

In our report for 2021, 33 risks were identified. These risks were prioritised based on:

- the identified effects and their likelihood and consequence on airport operations
- the likelihood critical thresholds would be exceeded
- the robustness of existing control measures in place to manage the risk.

The risks are classified into: significant (red), moderate (amber) and low (green).

The red risk related to changes in the global distribution of climate change. For Edinburgh Airport, the most significant risks arising from climate change were from projected longer term changes to temperature and extreme weather events. In addition, two risks around sea level rise and four non-physical risks were also identified.

Results:

22 Green risks

10 Amber risks

1 Red risk

SUSTAINABLE TECHNOLOGIES

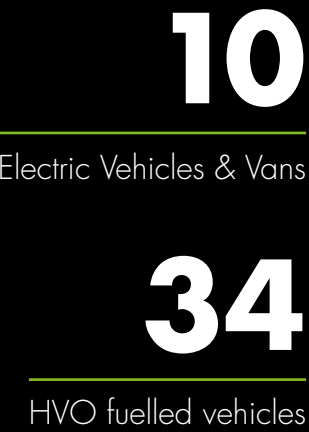
As a business, we anticipate future investment in alternative fuels and new and emerging technologies, to achieve our net zero ambition. In 2021, we introduced rebates on aero fees to airlines utilising the most efficient aircraft at our airport.

Alternative Fuels:

As part of Edinburgh Airport’s commitment to reducing emissions, the Engineering, Procurement and Edinburgh Airport Services Ltd [EASL] operations team have been working together to bring a new renewable fuel source to the site. Hydrotreated Vegetable Oil (HVO) is a renewable diesel alternative that eliminates up to 90%* of net carbon dioxide emissions, whilst also offering significant savings on nitrogen oxides, particulate matter and carbon monoxide emissions. It is a ‘drop-in’ fuel replacement for vehicles that have previously been diesel powered.

Following a successful trial over the summer of 2021 on four vehicles, in December the airport established a new HVO fuel tank which now enables 34 vehicles on campus to run on this

new and renewable fuel source. The airport will continue to monitor the performance of the vehicles over time. The fuel tank is also accessible for use by third parties and contractors to support our campus partners with their decarbonisation programmes.



Electrification:

Where the operation permits, we are also exchanging traditional fuelled vehicles to hybrid or electric vehicles (EVs). For example, some of our airside operational vehicles, which patrol the airfield to ensure safety for passengers and staff, are now fully electric.

As part of our terminal expansion project in 2019, we installed Fixed Electrical Ground Points on aircraft stands. Affectionately known as ‘FEGPs’, these electrical points enable planes to ‘plug in’ for auxiliary power whilst they complete their turnaround activities with us. This removes the need for diesel powered generators, is a zero emission alternative and also reduces the noise levels created onsite, minimising disturbance to our closest neighbours.

Hydrogen:

At Edinburgh Airport, we are working hard to position ourselves as the airport of the future. We are working with our stakeholders and customers to understand what future requirements look like. Facilitating future energy demand is an essential part of our process, we are exploring options for hydrogen storage and

distribution around campus and looking at how we can facilitate this emerging zero emission fuel on campus, for our own use and for the use of our campus partners and airlines. In 2021, Edinburgh Airport signed a Memorandum of Understanding with renewable company Ørsted to work together to explore decarbonising the airport through investment in green hydrogen.

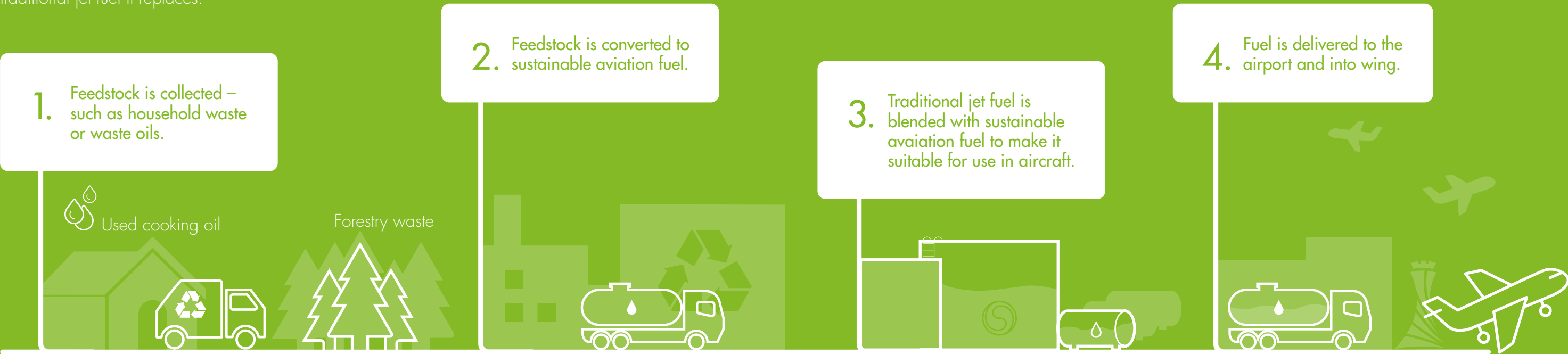
SAF:

Sustainable Aviation Fuel (SAF) is a key component required to unlock our net zero challenge. It’s produced from sustainable feed stocks and it is a part replacement for traditional jet fuel. Using SAF results in a reduction in carbon emissions compared to the traditional jet fuel it replaces, over the lifecycle of the fuel. Global SAF availability is currently very low, resulting in a high purchase price. At Edinburgh Airport, we are working on behalf of our customers and carriers with Government to seek investment in the local generation of this sustainable fuel source.

HOW IS SUSTAINABLE AVIATION FUEL MADE?

From waste to wingtip – the production journey for sustainable aviation fuel (SAF)

Using SAF can reduce lifecycle carbon emissions by up to **80%** compared to the traditional jet fuel it replaces.



* Evidence shows savings of up to 90% source <https://www.biofuel-express.com/en/hvo100/>

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.

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

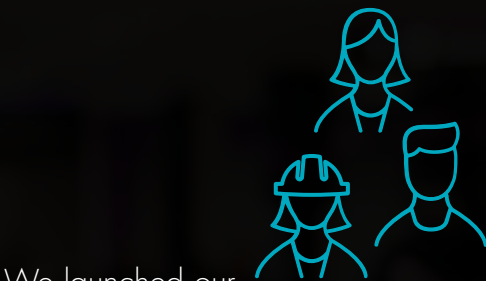
13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS

To us, sustainability is about our environmental impact as a business across our campus and knowing the effects on our business users and partners. We both car share and see this as a small step to help our environment.

Garry Cross & James Brown
ASU Operatives

OUR HIGHLIGHTS



We launched our **sustainable supplier pledge**



Launched Our Partnership with **The Remakery**

Recertified to **ISO14001 [2015]**



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:

4 Strategic issues

- Managing Our Environmental Impacts
- Reducing Waste, Water & Air Impacts
- Supporting Local Business Carbon Reduction
- Campus Partner & Supplier Collaboration

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 2021, our EMS was externally recertified 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.

REDUCING WASTE, WATER & AIR IMPACTS

Waste:
In 2021 100% of waste was diverted from landfill with 53% segregated for recycling on-site.

Due to COVID-19 restrictions, we were unable to conduct similar levels of engagement with our staff and retailers on reducing waste as we have in previous years. Instead, we worked on making some improvements to our waste yard – focusing on preparing for recovery. In 2021, we reviewed the layout of our waste yard, and implemented clear signage to support material segregation and recycling, as well as installing spill kits in the waste yard to enable a safe and efficient response for any spilt materials.



100% of the waste produced at our airport is diverted from landfill

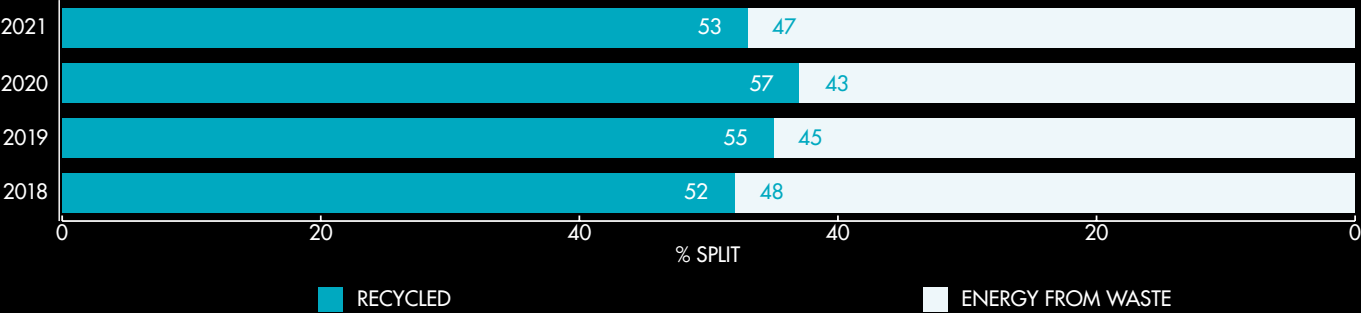
2021 WASTE INITIATIVES

- Edinburgh Remakery – In 2021 we went into partnership with Edinburgh Remakery, donating our end of life IT equipment to them. This equipment is used to train apprentices in IT refurbishment and then sold or donated to those in the local community.
- Signage – we recognise that with passengers coming from all over the world we want to make recycling as clear and as easy as possible. This year we updated the signage on our terminal bins to include pictographs, helping our passengers to know what materials can be recycled within.

2021 WASTE STREAMS

WASTE STREAM	VOLUME (tonnes)
General waste	315
Mixed recycling	111
Food	74
Glass	27
Glycol recovery	53
Cardboard/paper	36
Coffee grounds	1
Wood	13
Metal	9
Fluorescent tubes	1
WEEE	9
Hazardous waste	2
Textiles	1
Aggregate	5
Ink cartridges	0.1

HISTORICAL WASTE COMPARISON



WATER

We consumed 92,409 m3 of water in 2021, this is a 59% reduction compared to 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 downstream 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 management procedures, close 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 two freshwater refilling stations in partnership with Scottish Water. One before security and one in our departures area, allowing people to refill their personal bottles to reduce single use plastics on campus.

AIR QUALITY

Every three years we conduct a nitrogen dioxide (NO₂) air quality study. This study was due to be conducted in 2021, however due to COVID-19 this has been postponed until 2022, so we will report an update on this important subject in our next sustainability report.

We are however pleased to share that the last study conducted in 2018 found a general trend of decreasing NO₂ 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 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.



PARTNER & SUPPLIER COLLABORATION

As part of the Greater Good strategy, we have been evaluating our supply base and identifying those who are demonstrating a commitment to sustainability and CSR.

We have created a sustainable supplier pledge. Suppliers who meet the criteria set out in our pledge are asked to sign up in partnership with Edinburgh Airport, to work together to make our supply chain more sustainable. This is the first time the airport has set out its sustainable performance criteria for suppliers in a stand-alone format, aligned with the four pillars of the Greater Good strategy. To date, 42 suppliers have signed up to the pledge, in early 2022, to partner with the airport in improving their sustainable business practice and reducing their environmental impact. The Sustainable Supplier Pledge is available to view within the sustainability pages on the corporate website.

SASSE

The first supplier to partner with the airport by signing the Sustainable Supplier Pledge in 2021 was SASSE cleaning services. Edinburgh Airport have been working with SASSE to develop sustainable cleaning practices and trial the latest in energy efficient cleaning equipment, such as;

- The use of eco-friendly cleaning products, recyclable waste bags, and bio-degradable shrink wrap made from sugar cane.
- The use of HVO fuelled vehicles on campus.
- Upgrading to a domestic vacuum made in the UK from recycled parts which uses 70 % less energy.

The airport is looking to roll out a campus partner sustainability standard in 2022, to engage all on-campus retailers and food and beverage providers. This standard will utilise the same framework as the pledge, detailing the business' expectations under the four Greater Good pillars.

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.

3

GOOD HEALTH
AND WELL-BEING

4

QUALITY
EDUCATION

5

GENDER
EQUALITY

8

DECENT WORK AND
ECONOMIC GROWTH

OUR HIGHLIGHTS



5 new **corporate values** launched

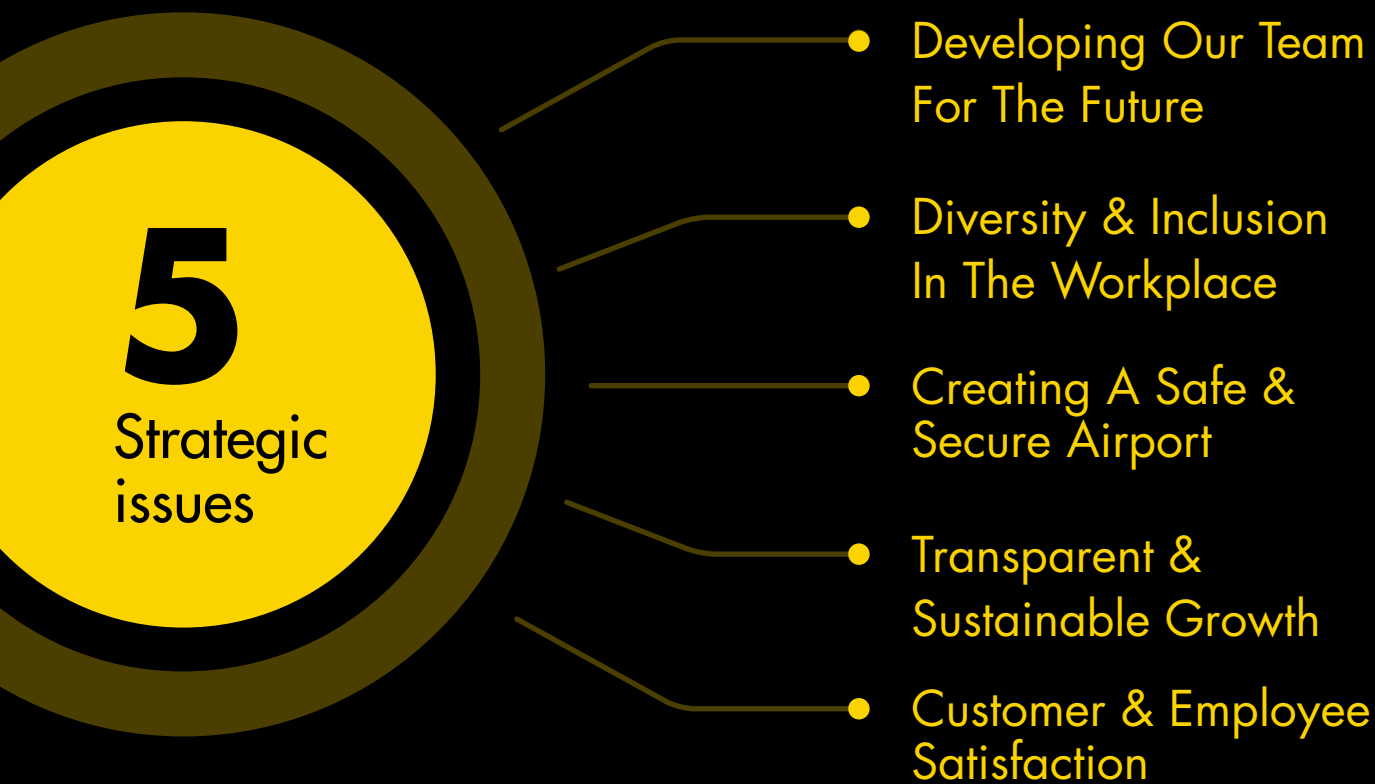


312

people trained through our Training & Sector Based Academies

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:



DEVELOPING OUR TEAM FOR THE FUTURE

Our aim:

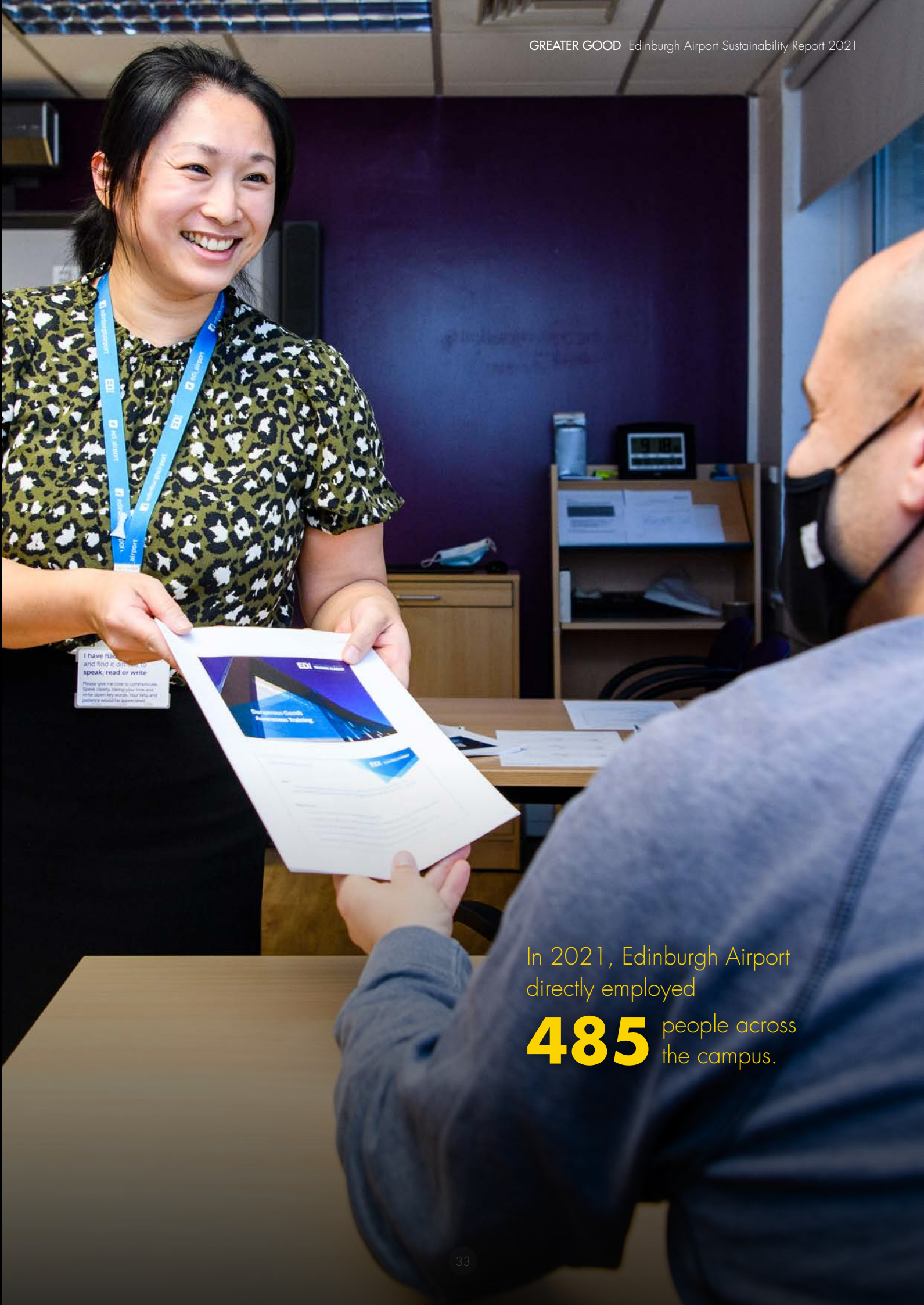
Create an empowered and engaged team that reflects the full diversity of the communities we serve.

TRAINING & DEVELOPMENT

We know that a high-performing team is critical to delivering business success, that's why we invest in the development of our people. Due to the ongoing impact of COVID-19 through 2021, with many staff on furlough or remote working where possible, this presented a challenge to our typical training structure and cohort size. We were still able to ensure that each of our colleagues had a performance development plan for the year, targeting personal development opportunities and objectives to be completed by year-end, and we were pleased to resume our postponed schedule of training courses

towards the later part of the year. 2021 saw the return of the Management Development Programme (MDP) with 11 colleagues enrolled within Cohort 3. 12 colleagues took part in the Talent Academy and 4 delegates undertook a BTEC in Education and Training Level 3 through the Airport's Training Academy. The internal Training Academy runs four major training programmes annually, that cover all employee grades;

- Talent Academy: Frontline and officer behaviour-based training programme.
- 1st Steps Into Management: Preparing junior level staff for management progression.
- Management Development Programme: Aimed at growing leadership skills within our managerial team.
- Authentic Leadership: Preparing and coaching the future leaders of our business.



In 2021, Edinburgh Airport directly employed

485 people across the campus.

“The airport is a unique place to work, with careers that appeal to a diverse mix of people, backgrounds and experiences. It’s this mix that gives the airport its buzz and excitement every day. It’s always been important that these roles are accessible, and we will work in partnership with expert organisations to ensure we are meeting the needs of our prospective colleagues. Young people are our future workforce, so that’s why over the coming year we will be developing exciting ways for young people to immerse themselves in the airport through work experience, tasters, training days, internships and apprenticeships. We will work in close partnership with local schools and colleges to develop options that suit the needs of students, whilst also addressing any skills gaps and future proofing our business.”

Seonaid Gow Recruitment & Employability Officer



Externally, Edinburgh Airport works in partnership with the Department for Work and Pensions (DWP) to deliver our sector-based work academy. The academy delivers a 2-week programme, focussed on work readiness – the first half of the course includes sessions such as team building, CV writing workshops, developing interview skills, tips on personal presentation, confidence building, the importance of teamwork and delivering great customer service and care. The second half of the course has a more practical focus – with elements such as manual handling training, first aid certificates and food hygiene certification. Completion of the course includes a guaranteed interview with one of our retailers, hospitality outlets or 3rd parties for Edinburgh Airport roles.

In 2021, we ran four courses for eight customers, placing seven within roles at the airport.

Working with DWP in 2021, we delivered the academy on behalf of the NHS and Amazon who, due to COVID-19, were having to recruit significant numbers of new staff. 26 people were trained for the recruitment process with the NHS where they received training on CV Writing, Interview Skills and guidance on the NHS application process. 246 people were trained for the recruitment process with Amazon, which included the same elements as the NHS programme with the addition of manual handling and an introduction to emergency first aid at work.

ENGINEERING TOMORROW – ENGINEERS OF TOMORROW

We look for opportunities to partner with Developing the Young Workforce Scotland and local authorities to work together to benefit our surrounding communities via skills exchanges. Over the past couple of years our Head of Engineering, Brian Anderson has been working to introduce Engineering Tomorrow to the airport.

Engineering Tomorrow is a STEM (Science, Technology, Engineering and Maths) based programme which aims to raise awareness of the engineering discipline in schools, to encourage the next generation of engineers. Previously, local schools have been invited to the Fire Training Centre where we introduced students to 3D printing, Robot Coding and Bridge Building and Testing to help raise awareness of basic engineering “hands on” concepts. In December 2021, we hosted a virtual Engineering Tomorrow session for 20 S1 pupils at Leith Academy in Edinburgh, alongside Developing the Young Workforce Scotland. The session was led by industry experts alongside Edinburgh Airport and participants undertook a bridge building challenge using materials supplied in advance by the Airport. We look forward to expanding the programme and working with as many schools as possible in 2022.



DIVERSITY & INCLUSION

To realise a sustainable future for people and planet, we must be supported by the best team – a team that is representative and reflective of a diverse mix of people and skills, where everyone feels welcome and able to succeed.

As a business, we are making access to opportunities fairer by strengthening our recruitment processes to remove unconscious bias and by using gender neutral language in role descriptions. We ensure that where we can, we offer flexible working opportunities such as job shares, part time rosters and hybrid working for relevant staff subject to business needs. We understand that everyone has different needs and commitments, and we endeavour to support our colleagues with these both at work and within our non-working lives.

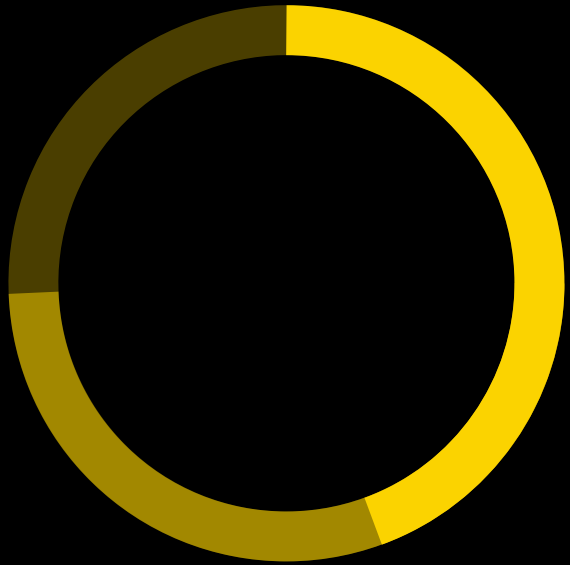
CREATING A SAFE & SECURE AIRPORT

We continue to invest in our terminal and campus facilities to ensure that we comply and often exceed health and safety regulation requirements. In 2021 our Root Cause Analysis (RCA) team, led by six RCA Champions carried out 2 sessions looking at the cause of any incidents at the airport and fixed a variety of safety shares, an initiative encouraging staff to help create a safer environment. We have previously held events as part of UK Safety Week across our campus giving passengers, staff and business partners the unique opportunity to take part in practical and interactive demonstrations to help them understand the airside environment and the safety culture we promote. In 2020-21 these activities have been on hold due to social distancing requirements, however we look forward to resuming the programme in 2022.

Everything we do relies upon the safety of our workforce and the communities around us. Safety at Edinburgh Airport is underpinned by our ISO45001 accredited safety management system, which is led by our Managing Responsibility Group (MRG) process. Our MRG is the systematic framework designed to deliver safe, reliable and compliant operations at the airport.

26%
Female Employees

33%
Female Board Members



38%
Female Executive
Team members

CUSTOMER & EMPLOYEE SATISFACTION

Employee Remuneration & Benefits:

We want to ensure that Edinburgh Airport is a great place to work and that our employees are fairly compensated for their efforts. In addition to paying the real living wage to all Edinburgh Airport Limited and Edinburgh Airport Services Limited staff, we also encourage our campus partners and third parties onsite do the same. We meet the UK Government's Delivering for Scotland requirement to publish gender pay gap information, and publish our Gender Pay Gap Report on our website each year. You can find the 2021 Gender Pay Gap Report on our corporate website <https://corporate.edinburghairport.com/about-us/facts-and-figures>

We know that our health is our wealth, and that mental health and well-being is as important as our physical health. We offer all direct employees free access to a physiotherapist, massage therapist and podiatrist onsite plus access to discounted gym, health and fitness memberships. We offer free seasonal flu vaccinations to staff and promote access to our free 24/7 Employee Assistance Programme, which offers confidential support on family, health, financial and work-related matters.

Employee Engagement:

We undertook a people survey in March 2021, with a focus on employee COVID-19 impacts, health, well-being and future. Our engagement surveys are a principal tool to measure employee engagement, motivation, affiliation and commitment to Edinburgh Airport. The survey process provides insights into employees' views and we have had a consistently high response rate. Responses are anonymous and the aggregated results are reported directly to the Executive Team, then acted upon within the organisation.

Communication is key to employee engagement. We utilise a number of channels for communicating with and listening to our employees. We deliver weekly news via The Weekly Edit email to all staff, we hold monthly Town Hall events (held online in 2021) to communicate business issues from the Executive Team and we issue monthly updates on the Greater Good Sustainability strategy via email. We use the Airport Community App for real-time operational information, Everbridge for issues management and Yammer for informal updates, networking and staff competitions.

Employee Recognition:

We also celebrate and recognise the people who through demonstrating our values make amazing things happen, whether that's through team recognition or our monthly peer to peer recognition scheme, Shining Stars. This programme was launched as part of our revised values in 2021 and commenced early 2022. Shining Stars winners receive a personal note from our Chief Executive and £25 worth of vouchers to spend in the airport.

Open To All:

Edinburgh Airport is a proud Disability Confident Leader. Being Disability Confident means as an employer, we recognise the value that disabled talent can bring to the business. We can

successfully recruit, retain, and develop disabled people and those with health conditions, which allows us to draw from the widest pool of talented people when recruiting.

We offer an assistance service for passengers with reduced mobility (PRM) to ensure they can travel safely and unobstructed through the terminal to and from their flight. We have reserved seating and mobility assistance for those who require it. The busy nature of an airport can make visiting one a challenging experience, and our dedicated special assistance team have undertaken further training for staff to help passengers with additional needs, such as those with autism spectrum disorders.

To help our passengers with reduced mobility, we also provide smart connectivity options such as the WelcoMe by Neatebox (an app that offers smart solutions based on the challenges disabled people face every day neatebox.com); SignLive (a real-time provider of online video interpreting services signlive.co.uk); WheelAIR wheelchairs (helping to avoid symptoms of overheating, allowing the user to stay comfortable and in control wheelair.co.uk) and the FetchyFox app (a food and drink mobile ordering service that delivers within the airport fetchyfox.com). Due to closures related to COVID-19, not all services were operational through the whole of 2021.

Not every impairment is visible, so to improve the airport experience for our vulnerable passengers who may not want to share details of their hidden disabilities, we offer a special lanyard or pin to wear on their journey. This identifies the wearer to specially trained staff as someone who may need additional help, support or understanding whilst travelling through our airport.

Values Relaunch:

In November 2021, we launched a new set of values following a company-wide employee engagement project.

A key part of the values project was ensuring that our new set of values came from our people. Through workshops and drop-in sessions, surveys and feedback over the course of 2020 and early 2021, people from across the business had an opportunity to have their say.

Using the words and themes provided by our people we created a set of five new values – values that are inclusive, relevant and understood by everyone. Values that capture the character of Edinburgh Airport and the people who work here.

Since launch, our values have been embedded into everything we do. They are part of our performance appraisals, our incident management processes, our onboarding, our training and code of conduct. They will be taken into account by our Board, Executive and Leadership teams and will guide us as a business in every decision and every action we take.

We also have a group of employee volunteers, our Values and Wellbeing Champions that represent different teams airport-wide. The champions encourage and engage their teams to demonstrate the values to help them understand what they mean to them.

OUR VALUES



Working together

We all play our part **as one** airport team.



Doing the right thing

We have the power to **take ownership** of our decisions and actions.



Caring about what we do

We are people before we are colleagues. We look after each other, provide a safe environment and take pride in our work.



Providing a great service

We have the people, the means and the motivation to deliver an excellent experience. **It's in our DNA.**



Investing in our future

We understand that the decisions we make today are important **for everyone's future.**

WHAT DOES BEING A VALUES & WELLBEING CHAMPION MEAN TO YOU?



“Getting involved, promoting our values and sharing all the good initiatives Edinburgh Airport has to offer.”

Andrew Glasgow Airside Winter Lead



“After experiencing the positive impact focusing on my personal wellbeing has had on my own life, I was delighted to be given the opportunity to join the Airport's Values & Wellbeing Team to become a Values and Wellbeing Champion.”

Carol Keiss Airport Operations Coordinator

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.

8

DECENT WORK AND ECONOMIC GROWTH

11

SUSTAINABLE CITIES AND COMMUNITIES

13

CLIMATE ACTION

17

PARTNERSHIPS FOR THE GOALS

OUR HIGHLIGHTS

Over
300,000
facemasks donated to local groups



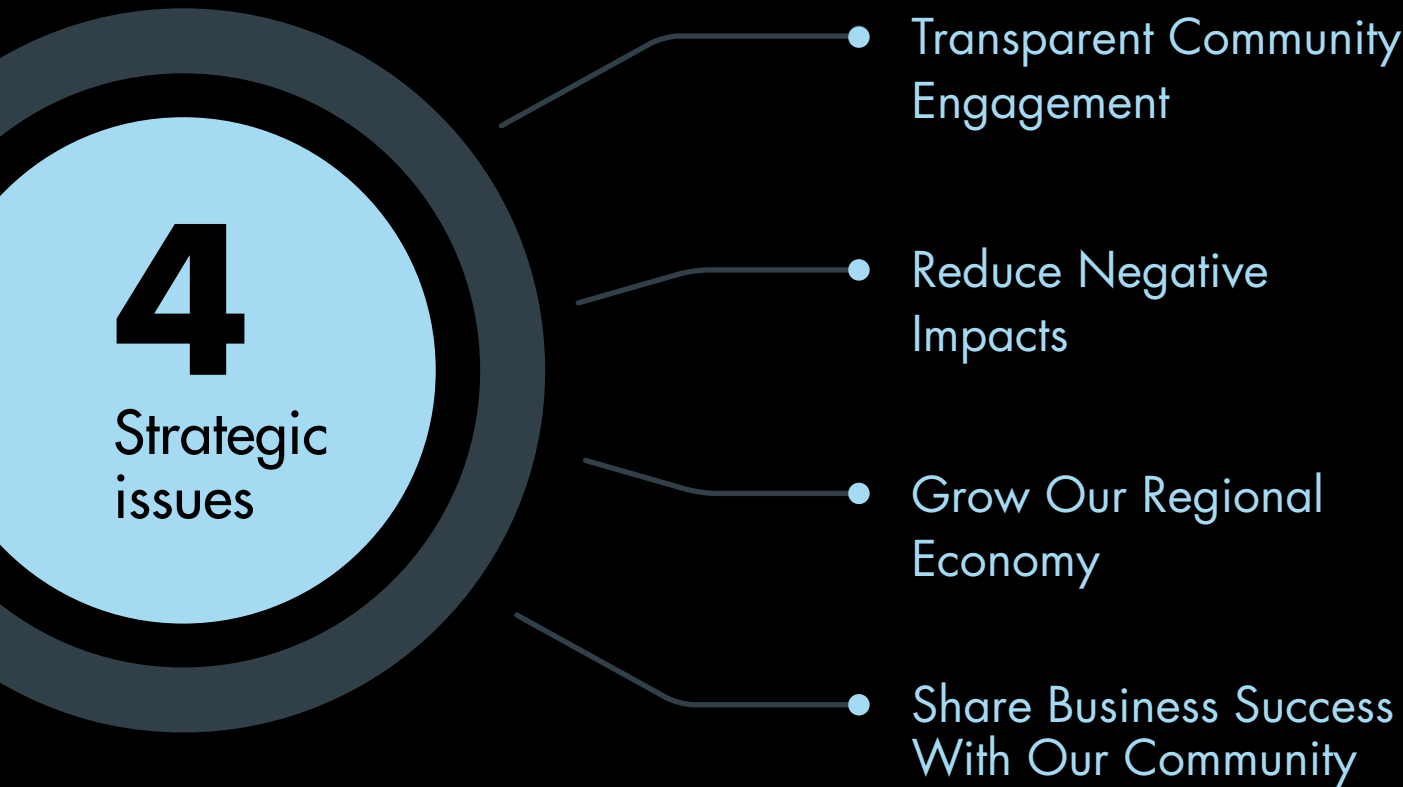
£500,000

donated via **the Airport's Community Fund** to date

£1,150,000 made available to the **Airport's local community** in the past 10 years

APPROACH

We will share the benefits of growth with the communities closest to our airport, whilst reducing any negative impacts associated with an airport. As part of the materiality process, we have identified the following 4 strategic issues as part of the Scotland's Trusted Neighbour pillar workstream:



COMMUNITY SUPPORT

Edinburgh Airport first partnered with mentoring service MCR Pathways in 2019. Colleagues are encouraged by the business to work with the scheme and become a mentor to a young person in an Edinburgh based school, neighbouring the airport.

As mentors, our colleagues spend one hour a week listening to and encouraging their young person mentees, growing their confidence and offering a friendly and dependable partnership.



SHARE BUSINESS SUCCESS
WITH OUR COMMUNITY

Charity Of The Year:

We pride ourselves on the success of our past partnerships and since they have begun, we've raised around £637,000 for a number of amazing charities.

In January 2020, we announced that the Scottish Association for Mental Health (SAMH) would be our Charity of the Year. We began that year with great plans but due to COVID-19 taking hold in March 2020, we experienced some disruption to our usual charity commitment. At the end of 2020, we made the decision to extend the partnership for another year to allow us to continue to raise awareness of SAMH and in fact have SAMH provide mental health advice to our own colleagues. At the end of the two-year partnership, we raised almost £100,000 for SAMH through fundraising activities, foreign coin collection donations as well as donations in kind.

In May 2020, a group of staff got together to run 100 miles in 30 days for SAMH – raising a fantastic £11,000 in the process!



Runners gathered from **Edinburgh Airport**, to run 100 miles for charity **SAMH**

In December 2021, we announced that our 2022 charity partner would be The Larder – a West Lothian based organisation that provides training for young people on employability, health, wellbeing and life skills, as well as learning how to cook and using food as a way to promote social change.

The Larder was one of more than 50 charities and organisations that applied to become the Airport's charity partner for 2022, eventually coming out on top in the staff vote. The criteria for 2022 was changed to align with our Greater Good sustainability strategy, as we specifically sought a local partner who supported one of our four key pillars.

Community Fund

The Community Fund is our way of giving back to our communities and supporting local groups who make a difference to their neighbourhoods. We are proud to have donated more than £1 million over the past ten years.

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 those who could benefit from additional funding and potential increased public exposure.
- Support the reach of the Greater Good sustainability strategy in the wider community.

In 2020, a fund of £147,000 was made available to local charities and groups – the most the fund had ever been allocated in a year. However, in March 2020, we made the difficult decision to postpone all the meetings for the year due to the uncertainty of COVID-19 and operational restrictions imposed.

As the airport has largely been dormant for the best part of two years and as we embark on our recovery, we want the reintroduction of the Community Fund to be one of our key steps. We want to be a trusted neighbour and help groups making positive differences in their own communities.

By the end of 2021, as signs of recovery were beginning, the criteria of the fund was updated to reflect the Greater Good strategy. Just like the Charity of the Year applications, we want to support local charities and groups in Edinburgh, Falkirk, the Lothians and Fife that support material issues and deliverables contained within one or more of the four pillars of Edinburgh Airport's Greater Good sustainability strategy.

By the end of 2021, a commitment was made to make £100,000 available for local community groups and charities as we reintroduce our Community Fund for 2022.



Gordon Robertson, Director of Communications & Sustainability, Edinburgh Airport with **Emma Husband**, Fundraising & Communications Manager – The Larder

COMMUNITY SUPPORT IN 2020 & 2021

During 2020 and 2021 we donated more than 300,000 face masks to more than 50 local charity groups and organisations across Edinburgh and beyond. We felt it was important to support other businesses in ensuring their staff and volunteers were safe as they undertake their essential work.

In September 2020, in partnership with Circular Edinburgh, we donated more than 200 security trays to airports in Africa to help staff train for security inspections. The trays

were taken out of use at Edinburgh Airport earlier in 2020 and will be reused in airports throughout the African continent, rather than being destroyed, as the airport continues to improve its sustainability approach.

Many of the airports in Africa currently use improvised trays, which can be unhygienic and take longer to process. The donation will greatly impact on the operation of these airports and will help the process of security screening run more efficiently.

REDUCE NEGATIVE IMPACTS

Noise Management:

At Edinburgh Airport, it is important that we do all that we can to limit the impact of noise from our operations on neighbouring communities living under or alongside our flight paths. This is in support of providing Scotland and the UK as a whole with the service and opportunities that a successful international airport bring.

While we cannot altogether eliminate the noise produced by aircraft, we can and do implement measures to monitor, mitigate and manage noise from our operations. 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 those measures include –

5 Year Noise Action Plans (NAP):

Our NAP's seek to manage all noise on the airfield. This goes further than the EU Noise Directive (2002/49/EU), the legislation under which our NAP's are prepared and written. We believe that the impact of noise should be considered holistically. Whilst noise from the landing and take-off cycle of aircraft may affect specific communities more than others, we also propose actions to manage and mitigate the impact of noise from aircraft taxiing or having their engine running on the airfield.

Noise Monitoring & Fining:

We currently have three fixed noise monitors located in Broxburn, Livingston and Cramond, which are used to support the fining of airlines where necessary, and for a variety of other noise monitoring and reporting purposes. In 2018, as part of the introduction of our new Noise and Track system (NTK), we also purchased three mobile noise monitors, which are used for community noise monitoring programmes.

Data and reports provided through our NTK allow us to provide in-depth and accurate reports to both internal and external stakeholders including flight operation teams and security meetings, Air Navigation Solutions Limited (ANSI) – our air traffic controllers located in the Edinburgh Airport tower, Edinburgh Airport Consultative Committee (EACC), Edinburgh Airport Noise Advisory Board (EANAB) and CAA Airspace Policy Table updates.

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

1) CCD operations are encouraged, due to the potential for noise and air quality improvements for local communities. The greatest benefit of continuous climb departures is the significant reduction in CO₂ emissions and the resulting benefits that this has on air quality. Edinburgh Airport promotes the use of continuous climb techniques at Edinburgh Airport with the average monthly achievement figures reaching 100% for most of the year.

2) Arriving aircraft are encouraged to use CDA, which is when an aircraft descends towards the airport runway in a gradual, continuous approach with the engine power cut back. By flying higher for longer and eliminating the need for the extra thrust required for the periods of level flight between steps of descent, CDAs result in reduced fuel burn and emissions and mean less noise exposure for communities under the arrivals flight path. This type of procedure can result in noise reductions of up to 5 dB.

Further information may be found at <https://noiselab.casper.aero/edi/content/2/CCD-CDA/>

Edinburgh Airports Noise Lab:

Edinburgh Airport's Noise Lab allows people to monitor and check aircraft noise levels and look at flight specific aircraft information, such as flight position and altitude, in almost real time (there is currently a 2-minute delay). The system uses an information feed from our own radar data, and provides the ability to analyse historical flights and associated data. Viewers can also find and download our Noise Action Plan information, covering all of the management measures mentioned here.

Further information may be found at <https://noiselab.casper.aero/edi/>

Edinburgh Airport Noise Insulation Scheme:

This scheme provides financial assistance with the installation of double glazing to residents' property within a specified area, that is in close proximity to our operations. Contour mapping detailing average noise levels are commissioned on a biannual basis and property within the 63dB and greater noise contours of Edinburgh Airport may be eligible to apply for assistance from the scheme.

Further information may be found at <https://noiselab.casper.aero/edi/content/1/insulation/>

Edinburgh Airport Night-Time Charges:

As part of our ongoing desire to respond to community concerns, we have chosen to introduce a nighttime flying charge, to help manage and mitigate noise. The introduction of night noise charging is designed to change behaviour and encourage operators to make decisions based on noise considerations.

Revenue generated via this charging scheme is captured for a fund supporting noise related activities in the community, including supporting the Edinburgh Airport Noise Advisory Board (EANAB), commissioning of independent noise analyses, and ensuring any potential operational changes do not impact on noise and Board operations. Further information may be found at <https://www.edinburghairport.com/about-us/doing-business-with-us/conditions-of-use>

Noise Preferential Routes (NPR):

There are three standard instrument departure flight paths operating from Runway 06 and 24. To limit the noise experienced by those below or in close proximity to our flight paths, we require aircraft to follow NPRs until an altitude of between 3,000ft and 4,000ft has been reached.

EACC & EANAB:

As part of our commitment to our communities to provide clear and jargon free noise information we provide quarterly reports to both of the above Boards.

Edinburgh Airport Consultative Committee (EACC) advises Edinburgh Airports Chief Executive on key issues both in the wider community and on campus. The Board is made up of up to 25 members who bring with them a wide range of skills and experience and are representative of a wide range of interests including local authorities, civil aviation bodies, passenger groups, businesses, and community groups. <https://corporate.edinburghairport.com/community/edinburgh-airport-consultative-committee>

Edinburgh Airport Noise Advisory Board (EANAB) was set up by Edinburgh Airport in 2017. The Board is made up of representatives from community councils and other relevant bodies. EANAB was established to create and provide a pathway for the community at large to engage with Edinburgh Airport. Their role is to assist our communities in understanding and to facilitate the resolution of issues relating to aircraft noise from Edinburgh Airport. 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.



For me, the Greater Good strategy means that the airport cares about what they do and how they want to operate moving into the future for the good of the planet, people and our country.

John Rodgers
Senior Airside Manager



FORWARD LOOK

AIRSPACE CHANGE AND SUSTAINABILITY

Airspace Change is a very important project that Edinburgh Airport is sponsoring, in order to improve the flight paths that every arriving and departing flight uses when they use Edinburgh Airport. The aim is to introduce new flight paths that will be used in the foreseeable future (at least a decade from implementation), which will be an improvement on the established flight paths in use today. These flight paths have existed for over 30 years and it is time they were modernised and utilised technology which will result in environmental benefits. The planned routes will result in shorter approach and departure routes, which will result in significant carbon savings for flights, when compared with the existing pattern.

In order to introduce new flight paths, we need to follow the guidance on the regulatory process for changing the notified airspace design, detailed in Civil Aeronautical Publication (CAP) 1616, which is published by the Civil Aviation Authority. We have passed through stage one of this process and have had 16 design principles approved which will need to be applied when designing our new flight paths.

Many design principles contribute towards our Greater Good ambitions such as:

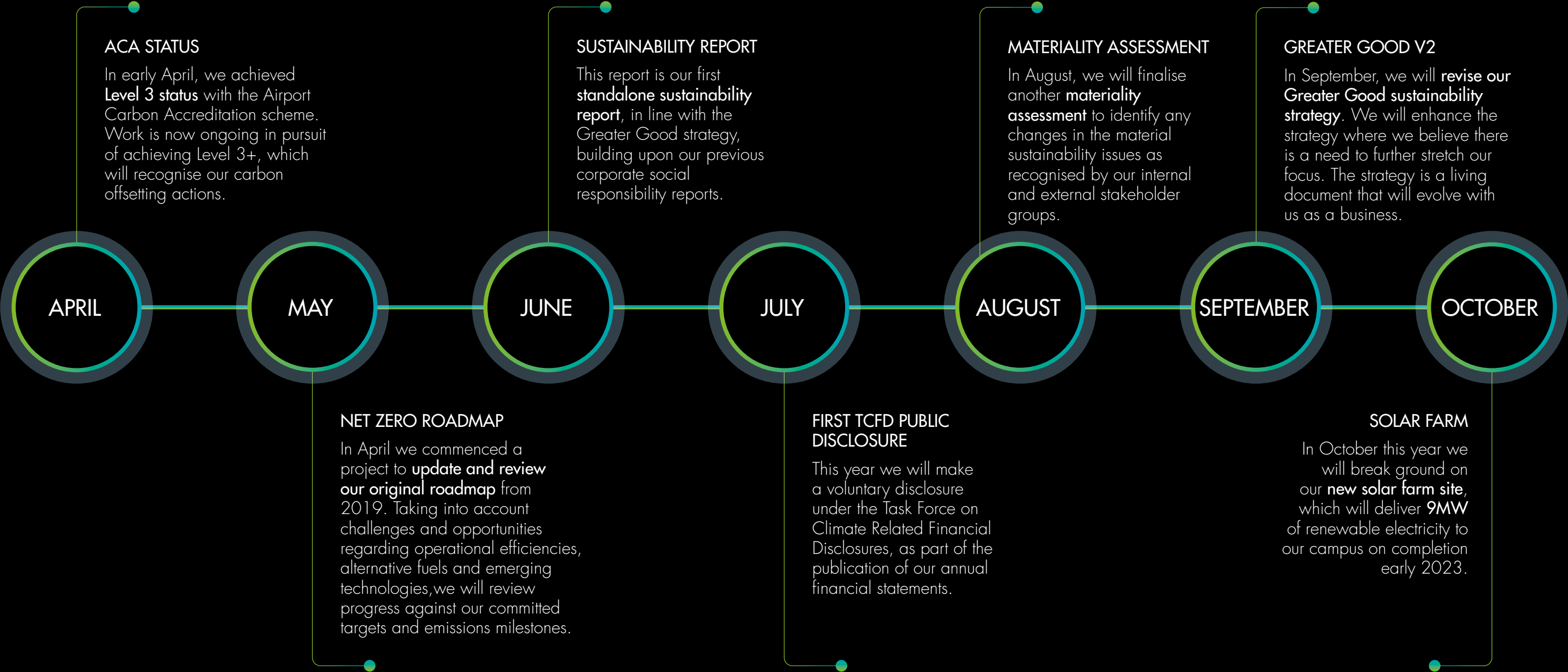
- Flight paths should be designed with routes that minimise track miles and fuel burn.
- Flight paths should be designed to ensure efficient and effective route management.
- Flight paths should be designed to minimise adverse local air quality impacts.
- Flight paths should be designed to minimise the 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 CO₂ emissions.

With these design principles, there is specific focus on reducing track miles, fuel burn, and reducing the effects on health and quality of life by aircraft noise and emissions. This is a challenging task, but the precision based navigational technology we can now use in our design can allow aircraft to manoeuvre more precisely and therefore overfly fewer people. We are also 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.

The CAP1616 can be found on our website.



2022 OUR PLAN



ABOUT OUR REPORTING

This report contains information relating to the sustainability performance of Edinburgh Airport Ltd and Edinburgh Airport Services Ltd. We aim to report on many different aspects of our business, covering material ESG issues to our business. Our objective is to provide consistent, useful, and transparent reporting.

Sustainability Scorecard

To help stakeholders analyse our progress on sustainability, in 2021 we created a detailed sustainability scorecard. Through 2022 we will measure against the KPIs as set out in the Greater Good strategy and we will report progress against these new metrics in the 2022 sustainability report.

Verification & Assurance

Our verification methods include data reviews by subject matter experts, second line functional and group reviews, board approval and external body assurance. All carbon and emissions data has been externally assured and verified by Ricardo Plc and this sustainability report has been assured and verified by VVSP (verification statement overleaf).

Reporting Centre

All previous CSR reports and supporting sustainability information, including carbon footprint reports and offsetting verification certificates can be found on Edinburgh Airport's corporate website. <https://corporate.edinburghairport.com/sustainability/reports-and-information>

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. The report covers the launch of their new Sustainability Strategy, 'Greater Good', and content and data for the reporting year 2021 (1st Jan- 31 Dec 2021).

The information and presentation of data within the Sustainability Report is the responsibility of Edinburgh Airport. 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 2021 Sustainability Report and it is intended for this statement to be read in its entirety.

Our verification team has the appropriate experience and competency to complete this verification exercise. WSP has a Quality Management System (QMS) which is certified to BS EN ISO 9001 under which all our work is managed. The WSP Verification Team is not working for Edinburgh Airport beyond what is required of this assignment.

Verification Period

The verification review of Edinburgh Airport's Sustainability Report has been carried out for its 2021 reporting period. Specifically, this covers the reporting period 1st January 2021 to 31st December 2021.

Scope of Verification

The scope of the verification exercise undertaken by WSP in 2022 covered all aspects of Edinburgh Airport's corporate responsibility reporting areas which included the following sections:

- Welcome
- Introducing Greater Good
- Zero Carbon
- Enhancing Scotland
- Scotland's Best Business
- Trusted Neighbour
- Forward Look
- About Our Reporting

CONTACT DETAILS

Thank you for reading our report, if you have any questions, comments or feedback please email edcommunications@edinburghairport.com

For more information visit edinburghairport.com/GreaterGood

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Within each of the above report sections, WSP were responsible for verifying the statements and figures which were provided.

Methodology

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

WSP undertook the verification exercise between April and May 2022 via Teams meetings, emails and discussions with staff responsible for management, collating and reporting of the Sustainability Report.

Evidence provided by Edinburgh Airport was also reviewed which was collated from a variety of sources including, for example, 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 data provided by Edinburgh Airport was satisfactory and sufficiently demonstrated the accuracy and correctness of the content, including facts, figures and statements, in the 2021 Sustainability Report. Some recommendations were made as part of the verification process which have been included in the separate Edinburgh Airport Sustainability Report Verification review document.

Rachel Jones



Technical Director
May 2022