Birmingham Airport Sustainability Update 2023 - 2024



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## 01 - Foreword

Welcome to our sustainability update for the period 2023/24. This is the third update since we launched our five-year sustainability strategy and describes how we have continued to deliver on our objectives and targets.

The past three years have been a story of steady recovery for Birmingham Airport. Following the lifting of COVID travel restrictions in March 2022, the Airport has seen strong growth in passenger numbers to near 2019 levels. We welcomed over 12 million passengers last year, servicing around 40 airlines to directly connect with more than 140 destinations.

In our previous year's report I outlined how we had used this period of recovery to re-evaluate and prioritize our approach to sustainability, leading to some significant steps forward in delivering our strategy. Last year the Airport continued on this trajectory regaining much of the lost ground from the COVID pandemic impacts with the achievement of some key milestones.

Having switched to a 100% renewable energy supplier in 2022 we have been prioritising opportunities to reduce the energy we consume across the Airport and to drive down our carbon emissions. During the year 2023/24 we have achieved a 25% reduction in our carbon emissions against our 2019 baseline. Building on this and through the continued delivery of our carbon road map, a significant step will be the construction of our onsite solar panel array. We are installing over 12,000 solar panels at the Airport that will deliver up to 19% of the Airport's electricity demand. We have also achieved Level 3 (Optimisation) Airport Carbon Accreditation (ACA) from Airports Council International (ACI) Europe for a second year. This brings our decarbonising activities and reporting under ACI Europe's framework of scrutiny, including comparison with over 500 Airports worldwide. A major element of the ACA scheme is stakeholder engagement and this year we ran our inaugural Sustainability Week, raising awareness of our strategy through a series of events and activities linked to our key sustainability themes.

As we look forward to 2024/25, we have many more projects aimed at pushing these reductions further towards our net zero goal in 2033. We are reviewing the Airport's cooling and heating infrastructure to develop a new more efficient lower carbon system; we are replacing all the International Pier lighting with LED and are systematically reviewing our metering strategy to improve energy consumption visibility and therefore our ability to focus on key areas. All these efforts only address our immediate carbon emissions, Scope 1 and 2, and we are conscious that the larger percentage of the Airport's emissions, Scope 3, now need to be addressed.

Over the next year and beyond we will seek to capitalise on previous actions like our MOU with ZeroAvia to ensure we can meet the Government's challenging carbon reduction targets. Latest Government policy sets clear targets for aviation fuel suppliers to meet over the next decade and we are committed to working with suppliers and our airlines to ensure that future aircraft fuel solutions are enabled.

In support of our Scope 3 carbon emission reduction plans we have also published an updated surface access strategy; this is important as surface access emissions are our second largest contributor of Scope 3 emissions.

We have also taken the decision to change our approach to waste management at the Airport to drive waste reduction, re-use and better our recycling performance. Meeting our current target of 65% recycling was proving a challenge with the existing model so we have opted to change tack and install a world-leading mobile segregation unit on site. The new process became operational in late 2023 and we have since begun to achieve industry leading recycling rates of over 80%. We have recently won two International Excellence CSR awards recognising our efforts in waste management, which provides validation that we are taking the correct action.

Like many airports, noise management is always a priority and a critical element of our sustainability strategy. As we progress through 2024, we will be reviewing the Airport's current Night Flying Policy and seeking to update it for the next three-year period in collaboration with our Airport Consultative Committee and Solihull Metropolitan Borough Council. The Airport have also published an updated five-year Defra endorsed Noise Action Plan that outlines all of our actions to measure, mitigate and engage on aircraft noise. This continues previous good progress and provides communities around the Airport with confidence that we are committed to reducing noise impacts.

In recognition of all these achievements the Airport has also made significant progress against the Global Real Estate Sustainability Benchmark (GRESB). In 2019 our GRESB score was 56%, in 2023 we achieved a score of 82% which is a significant increase and gratifying validation of our investment in sustainability.

We have continued to make great progress, however there is still a long way to go, with many challenges to face. Over the last few years, the Airport has seen the steady growth of airlines, routes and passengers. I remain confident in our strategy, but not complacent to the tasks ahead, with much work to be done. We continue to collaborate with many stakeholders, always looking for support, ideas, and innovation to help the Airport achieve its aspirations. We're now looking ahead to 2024/25 and beyond as we continue to deliver our 10-year plan for low-carbon growth and being a Net Zero carbon Airport by 2033.

As always I welcome your thoughts, comments and queries at sustainability@birminghamAirport.co.uk



Nick Barton CEO

## **02 - Introducing Our 2023 - 2024 Update**

## Context

In 2019, Birmingham Airport published a five year Sustainably Strategy from 2020 - 2025. The Airport is committed to providing an update of progress in implementing this strategy on an annual basis.

The strategy was developed with input from a range of stakeholders, including those from industry bodies, organisations operating at the Airport, local communities, businesses, and Government. Aligned to the UN Sustainable Development Goals and informed by the Airport Council International (Europe) sustainability strategy for Airports, Birmingham Airport's sustainability strategy focuses on nine topics covering environmental, community, and economic issues.

The degree of progress against each topic has been indicated by means of a red, amber, green colour code at the header to each section. Green indicates good progress; amber indicates some progress and red limited progress.





## **02** - Introducing Our **2023** - **2024** Update

## **Context**

### This year, we have made progress on each of the core themes of our Sustainability Strategy:



#### **Climate Change Mitigation**

We launched our Net Zero Carbon Plan in early 2022, setting out a roadmap to achieving our 2033 Net Zero target. The Airport invested in LED lighting upgrades, energy efficient technologies and continued to monitor and manage energy consumption using submetering to reduce waste. We achieved Level 3 (Optimisation) Airport Carbon Accreditation (ACA) from Airports Council International (ACI) Europe for a second year. This year we have delivered a 25% reduction in Airport's direct emissions in comparison to our baseline year 2019/20. A 6.8 MW solar array is under construction on our airfield, which is expected to reduce carbon emissions by a further 19% once operational. We are also committed to working with our Airport business partners to reduce the carbon emissions that we can influence (Scope 3) in and around our Airport.



#### **Climate Change Adaptation**

We continue to ensure climate change adaptation risks and opportunities are embedded within all areas of the business, through implementation of our Climate Change Adaptation Plan. Over 2023 we have advanced our collaborative working with industry forums and UK Government to learn from and share best practice and future planning insights.



#### **Local Air Quality**

We have continued to measure and monitor key pollutants at our Ambient Air Quality Monitoring Station (AAQMS) located on the airfield. We have published a new Airport Surface Access Strategy with improvements in the number of passenger journeys made using sustainable transport and worked with our airlines to reduce their pollutant emissions, with 18% of all flights made using Next-Generation aircraft, which offer improved fuel efficiencies and reduced pollutant and noise emissions



#### Waste, Supply Chain & the Circular Economy

This year we entered into a new waste contract and installed a world-leading mobile segregation unit on-site. We won two International Excellence CSR awards which recognise our efforts and commitment towards industry-leading waste management work, prioritising reducing, re-using and improving our recycling rates, being proactive in making increased local charitable donations. We increased our recycling rate by 4% from 54% in 2022/23 to 58% in 2023/24, reducing the total amount of waste generated by 10% (258 tonnes) from 2019/20, with 100% diversion from landfill.



#### Water

We have continued to identify areas where we can improve the resilience of our system and identify infrastructure changes that enable us to conserve water usage. We have reduced the amount of water pumped to foul by 28% from 2019/20. We have focussed de-icing operations only on the areas required and incentivised our on-site partners to keep the use of de-icing products to a safe minimum, reducing de-icer usage by 29% from 2022/23.



#### **Biodiversity**

We completed our annual monitoring report on our Historic Environment, Ecology and Landscape Management Plan (HEELMP), which showed good progress in managing high-quality habitats that support a wide range of species, including the successful breeding and ringing of three protected barn owl chicks. We continue to support local tree and hedgerow planting projects, alongside projects that improve awareness of biodiversity, deliver environmental education and training and encourage and protect wildlife, through our funding contributions.



#### Noise

We achieved a rate of 99% of departures flying on track within our Noise Preferential Routes and a rate of 92% of arrivals undertaken as Continuous Descent Approaches, reducing noise for those living beneath the flightpaths. We published a new five-year noise strategy, our Noise Action Plan 2024-2028, and upgraded both our noise and track-keeping software and community noise monitors. 2023 saw the launch of WebTrak, increasing our operational transparency and providing our communities with the latest updates.



#### **Community Investment & Wellbeing**

Our Community Trust Fund made awards to 34 local projects, with grants totalling £111,670 and taking our cumulative awards to £1.92m. Our Charity Partnership with Oasis Mental Health Support (formerly known as Solihull Mind) has been extended. The highlight of our fundraising was a charity absell from our headquarters building, raising a total of nearly £5,000 in the process.



#### **Economic Development & Employment**

Employment at the Airport, among both partner companies and at Birmingham Airport Ltd, has risen this year as the industry recovered to pre-pandemic levels of activity. We have staged a series of jobs fairs to make Airport vacancies more widely accessible and a community employability programme to support people into employment in a variety of aviation roles.



### Climate Change Mitigation

#### Why this is important:

We are experiencing a climate crisis – changes to the Earth's surface temperature, climate systems and weather because of human-induced greenhouse gas (GHG) emissions.

The response to this challenge is being led at the international level via the Paris Agreement, to which the UK is a signatory. Recognising that the aviation sector needs to take steps now and make significant changes to reduce its emissions, the previous Government launched its Jet Zero Strategy for decarbonising aviation in July 2022.

The aviation sector is committed to delivering a sustainable future and has set a range of goals and commitments on climate change, for instance Fly Net Zero, which is the commitment of airlines to achieve net zero carbon by 2050. Delivering Net Zero requires sector-wide collaboration, innovative new technologies and Government support through legislation such as the UK SAF Mandate and SAF Revenue Certainty mechanism to develop a market for future fuels.

Airports such as Birmingham will play an important role in achieving Net Zero by addressing two categories of GHG emissions

- Scope 1 and Scope 2 emissions are direct emissions from sources owned or controlled by the Airport.

  This includes emissions from the burning of gas for heating on-site, diesel fuel used in our vehicles, refrigerant consumption, and from the use of electricity for our own Airport activities
- Scope 3 emissions are indirect emissions which are a consequence of our operation, but which occur
  from sources not owned or controlled by the Airport. These would include, for example, aircraft fuelling,
  ground handling equipment fuelling, waste and water treatment, passenger travel to and from the
  Airport, and tenant electricity and gas consumption. Emissions from the landing and take-off (LTO) cycle
  and passenger surface access account for most of our Scope 3 carbon footprint and so we have been
  increasing our focus on innovative technologies and fuels including hydrogen, SAF and electric power.

### **Airport Sustainability Forum**

The airport signed up to become a member of the Airport Sustainability Forum. The forum comprises a number of UK airports with the aim to:

- Share information, best practice and overcome collective challenges
- Identify, test and compare new technology opportunities and risks
- Share energy & carbon benchmarking information
- Seek to influence Government and other sector bodies in terms of business-friendly energy policies

The meetings are carried out on quarterly basis. The typical structure includes updates from each airport, technical news & energy initiatives, legislation / planning & policy updates.

Birmingham Airport is committed to becoming a net zero carbon Airport by 2033, prioritising zero carbon Airport operations and minimising carbon offsets. Having first announced our ambition in 2019, we remain steadfast in achieving our 2033 target despite the impact of the pandemic. In April 2022, we launched our Net Zero Carbon Plan, which details our roadmap to 2033 (Scope 1 and 2), building on a decade of learning and investments that have already delivered a 25% reduction in emissions that the Airport directly controls from our baseline year 2019/20. We are also committed to working with our Airport business partners to reduce the carbon emissions that we can influence (Scope 3) in and around our Airport.



### **Climate Change Mitigation**

#### **Greenhouse Gas (GHG) Emissions Footprint**

Our GHG emissions footprint has been calculated using the GHG Reporting Protocol – Corporate Standard, in line with UK Government environmental reporting guidelines.

- Location-based Scope 1 and 2 emissions increased by 0.6% versus 2022/23.
  - Passenger numbers increased by 13% and the UK electricity emissions factor by 7%.
- Market-based Scope 1 and 2 emissions decreased by 5.7%.

Lower gas consumption and fewer refrigerant leaks.

• Scope 3 emissions increased by 8%.

Driven by higher passenger numbers and air traffic movements (ATMs).

Energy Usage & Tonnes of CO2e by Emissions Type										
Emissions Type	2022/23			2023/24			% Change Tonnes of			
Entilessions Type	Consumption	Unit	Tonnes of CO2e	Consumption	Unit	Tonnes of CO2e	CO2e			
Scope I (Gas)	13,765,338	kWh	2,513	13,263,095	kWh	2,426	-3.4%			
Scope 1 (Fuel – Owned Transport)	213,511	litres	544	244,182	litres	612	12.4%			
Scope 1 (Fuel - Diesel Generators)	60,200	litres	154	90,280	litres	227	47.3%			
Scope 1 (Refrigerants)	184	kg	350	40	kg	65	-81.5%			
Scope 1 (De-icer)		litres		49,100	litres	41				
scope i (be-icei)		kg		13,525	kg					
Scope 1 (LPG)	6,659	litres	10	2,092	litres	3	-68.6%			
Scope I (Total)			3,572			3,374	-5.5%			
Scope 2 (Purchased Electricity; Location-Based)	21,717,207	kWh	4,200	21,512,300	kWh	,	4,455	6.1%		
Scope 2 (Purchased Electricity; Market-Based)	21,717,207	KVVII	0	21,312,300			KVVII	KVVII	1	
Total (Scope 1 & 2; Location-Based)	-		7,772	-		7,829	0.7%			
Total (Scope 1 & 2; Market-Based)	-		3,572	-		3,375	-5.5%			
Scope 3 (Business Car Travel)	6,392	miles	25	10,986	miles	16	-36.2%			
Scope 3 (Business Cui Travel)	10,437	litres		6,006	litres					
Total (Scope 1, 2 & 3; Location-Based)	-		7,797	-		7,845	0.6%			
Total (Scope 1, 2 & 3; Market-Based)	-		3,597	-		3,391	-5.7%			

A full report on the GHG emissions calculations and more information on our carbon reduction measures can be found on our website.

### **Airport Carbon Accreditation**

The Airport's decarbonisation efforts have been benchmarked by an international aviation body. We achieved Level 3 (Optimisation) Airport Carbon Accreditation from Airports Council International (ACI) Europe for a second year. This brings our decarbonising activities and reporting under ACI Europe's framework of scrutiny, including comparison with over 500 Airports worldwide.



In the UK, 24 Airports have achieved Level 1 ACA or above and 17 (including Birmingham) have achieved Level 3 or above. To achieve Level 3+ Airports must offset their Scope 1 and 2 emissions. Birmingham Airport's current strategy is to invest capital in projects that will directly reduce our carbon emissions, as opposed to paying for an equivalent reduction to be made elsewhere. We will review this periodically should we wish to achieve a higher level of ACA.

## 1

### **Climate Change Mitigation**

#### Progress Summary – Scope 1 and 2 Emissions

Our location-based greenhouse gas (GHG) emissions in 2023/24 (7,845 t/CO2e) increased by 0.6% compared to the previous year (7,797 t/CO2e), despite passenger numbers increasing by 13% and the UK electricity emissions factor increasing by 7%. Historically, the emissions factor has decreased by around 9% a year due to lower coal-fired and higher renewable generation in the UK. However, in the 2023 update there had been an increase in gasfired generation and a decrease in renewable generation. Applying the 2022 emissions factor to our 2023/24 consumption would have seen our overall GHG emissions decrease by 3.2% to 7,550 t/CO2e i.e. airport initiatives reduced emissions but this was more than offset by national emissions factors increasing, something which is out of our control.

Our market-based GHG emissions in 2023/24 (3,391 t/CO2e) decreased by 5.7% from 2022/23 (3,597 t/CO2e) due to lower than forecast gas consumption and fewer refrigerant leaks. Relative to pre-COVID, as the airport re-opened, we have retained the majority of the energy and carbon emission reductions achieved whilst there were fewer passengers and our GHG emissions are c.2,500 t/CO2e less than 2019/20, a 25% reduction.

We have continued to monitor and deliver energy savings through a combination of energy demand reduction, investment in more energy efficient equipment and colleague engagement with energy and carbon management. Carbon is a key consideration on any project at the airport. As one of the largest projects undertaken by the airport in recent years, our Next Generation Security project adopted a 'fabric first' approach, re-using as much of the existing building as possible, keeping new build to a minimum. A lower carbon concrete (by-product of the steel industry) was used to reduce embodied carbon. The terminal's original polycarbonate atrium roof was replaced with a highly insulated solution, incorporating solar PV and sky lights to remove considerable seasonal energy inefficiencies.



Installation of onsite renewable generation is a key component of our net zero journey. This year construction started on a 6.8-megawatt configuration of c. 12,000 solar PV panels on the 1.5km-long embankment know as the 'Alpha Bund', which provides residents of Marston green with protection from ground noise on the airfield.

This will be operational in August 2024, with the 6.8-megawatt array providing at least 20% of our on-site electrical power. This will reduce our reliance on the power grid, reduce our emissions by 19% (1,285 tonnes of carbon), moving us closer to our goal of becoming a net zero carbon airport by 2033, and improve resilience from a climate change adaptation perspective if there are more grid outages in the future.

And that's not all we have been doing, other energy and carbon savings actions the Airport implemented between 2022/23 and 2023/24 include:

- Ongoing energy demand reduction. Through monitoring our energy consumption using submetering, overnight energy walkarounds and monthly meetings of the Operational Energy and Cost Reduction Group, the Airport made 110 interventions, delivering savings of c. 550,000 kWh of energy and 114 t/CO2e
- · LED upgrades
- · HVAC optimization
- · Improving submetering coverage for energy monitoring and management
- Development of an ISO50001 aligned Energy Management System

The Airport launched its Net Zero Carbon Plan in 2022. Within the plan, future actions (2024/25) to reduce emissions include:

- · Completing construction of the 6.8 MW solar PV array on the airfield
- Development of a 10-year HVAC Strategy
- Airside and landside electric vehicle charging points installation
- Airfield high mast lighting upgrade
- · International Pier LED lighting upgrade
- · New metering technology installation
- Development and implementation of Energy Management System (ISO 50001), that will allow Birmingham Airport to ensure continuous improvement towards energy management



#### **LED Upgrades - Metering**

The Airport has over 630 digital electricity submeters across the site linked to our PowerLogic energy management system. Submetering allows the Airport to:

- Have access to real-time energy data
- Understand where and when energy is being consumed and provide this information to stakeholders
- Identify energy wastage
- Compare and benchmark buildings, areas within buildings and individual equipment
- · Support return on investment decisions
- · Avoid manual meter reading

We are working on a project to connect meters that are not currently linked to PowerLogic. At present, 77% of our meters are connected and reporting data, up from 59% last year.





### **Climate Change Mitigation**

#### **Progress Summary – Scope 3 Emissions**

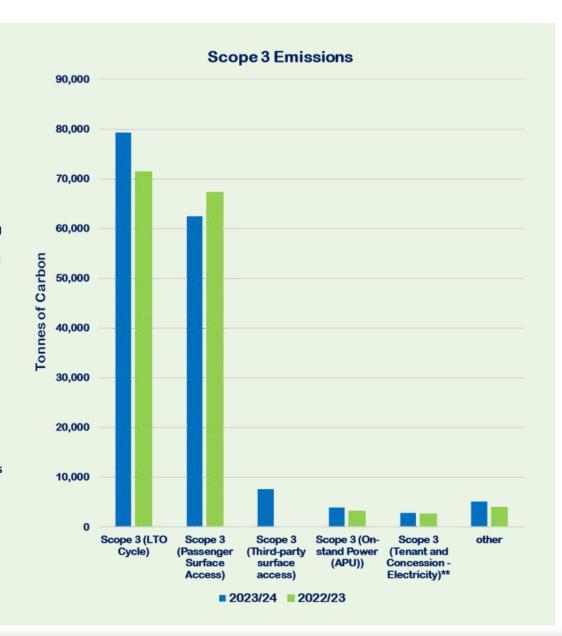
Our Scope 3 emissions in 2023/24 (161,275 t/CO2e) increased by 8%, from 2022/23.

This year we have added new Scope 3 categories to our GHG emissions inventory, reflecting our ambition to continuously improve our reporting and to remain compliant with Airport Carbon Accreditation requirements.On a like-for-like basis, our 2023/24 Scope 3 emissions, not including the new emission sources, increased by 3% from 2022/23.

ATMs increased by 6% in 23/24 from 22/23, which led to an increase in emissions from the landing and take-off cycle, and on-stand power. A combination of employee numbers increasing, more employees driving to work and generally travelling further meant staff surface access emissions increased by 33%. Passenger surface access emissions decreased by 7%, despite the Airport welcoming 13% more passengers this year reflecting a modal shift to train (14%, up from 8% in 22/23) and a reduction in car travel (82% down from 88% in 22/23). Third-party ground service equipment (GSE) fuel emissions increased by 18%, in line with the increase in passenger numbers, while tenant and concession gas emissions were 12% less than 22/23, benefiting from a milder winter.

The Airport understands that collaboration with internal and external stakeholders is key to reducing emissions. We are supporting airlines to reduce emissions during flight through efficient airspace design and facilitating procedures for lower-carbon take-off and landing, including providing renewable electricity for use by aircraft when on stand. We continue to pursue the implementation of a range of initiatives through 'Operation Pathfinder' aimed at supporting more efficient aircraft operations at the Airport.

We are developing our position on future aviation fuels and are in discussion with the relevant industries and decision makers, including airlines, fuel providers and other airports, regarding the use of SAF – Sustainable Aviation Fuel. As a future fuel, SAF offers up to 80% lower lifecycle carbon emissions compared to conventional jet fuel, playing a crucial role in our journey towards net-zero aviation. We continue to be a part of the Hydrogen Valley consortium, working across the Midlands to develop the hydrogen economy. In 2023, the Airport entered a long-term partnership agreement with ZeroAvia to make hydrogen refuelling and domestic flights of zero-emission aircraft a reality. We are also a long-standing member of Airports UK (formerly the Airport Operators Association), and we work with Sustainable Aviation who area coalition of UK airlines, airports, manufacturers, and air navigation service providers, who have a long-term strategy to make aviation a cleaner, quieter and smarter industry.





### **Climate Change Mitigation**

#### **Progress Summary – Scope 3 Emissions**

This year, the Airport joined the Airport Sustainability Forum, a consortium of UK airports working together to overcome the challenges to decarbonising airport operations. We continue to be an active member of the Solihull Sustainability Visioning Group and signed up to the West Midlands Net Zero Business Pledge, a regional commitment to reducing emissions and reaching net zero carbon.

Our vision for surface access is to make Birmingham Airport the most accessible Airport in the UK by providing integrated and accessible multi-modal transport options for all. Raising awareness of sustainable transport options through regular communications and roadshows, alongside a general modal shift back to public transport post-pandemic, has increased the overall percentage of public transport usage over the year. There has been an increase of 6% for train usage and car usage has decreased by 7% for 23/24 in comparison to 22/23. Our updated Surface Access Strategy has been published and it focuses on enhancing accessibility, improving public transport connections including improving access through the day, i.e. earlier and later public transport, and meeting increases in demand as our passenger numbers grow.

The Airport is developing a medium to long-term electric vehicle charging strategy for vehicles operated by Birmingham Airport, airport business partners, passengers and staff. This builds on the 25 charging points and 17 electric vehicles, including 6 passenger transport buses, currently in operation.

### **Sustainability Week**

Birmingham Airport organized Sustainability Week in 2023. This event coincided with the World Environment Day. The purpose of this event was to raise awareness about sustainability team and what we do and how everyone can play their role in order to embed sustainability in organisational structure. We carried out various activities including:

- World Environment Day event
- Quiz Competition
- 'Make a pledge' activity
- Litter Picking
- Headspace Garden Maintenance
- View Toyota Hydrogen Car and Refueler

The event was attended by both Birmingham Airport employees and third-party partners and the feedback was excellent. We have decided to make Sustainability Week an annual event, this will aid towards a smoother integration of a culture of sustainability within the organisation.





### Climate Change Adaptation

#### Why this is important:

On a global and local level our climate is changing and will continue to do so as a result of greenhouse gas emissions. Although efforts are being made to reduce these greenhouse gas emissions through climate change mitigation, the effects of climate change will have a lasting impact.

Climate change has the potential to impact the operation of Birmingham Airport and we must ensure we are prepared to adapt to the prospect of hotter, drier summers, and warmer, wetter winters as well as the potential for increasingly frequent extreme weather events.

Climate change can pose potential risks to energy security, water security, market stability and infrastructure capacity. Planning for the future – and not just reacting to emergency situations – will reduce the risks posed by the effects of climate change and make the Airport more resilient and sustainable. Building this level of preparedness and resilience to climate change is an essential way to protect the business and our operations.

Our Aim: To ensure that the Airport remains resilient to a changing climate and in a position to benefit from any potential opportunities

### **Progress Summary:**

The concept of climate change risk and opportunity continues to be embedded within all areas of the business, with monitoring and mitigation carried out through our continued implementation of our Climate Change Adaptation Plan. This work is incorporated into the Airport's wider Corporate Risk Register and its associated processes.

In 2024 we are planning to conduct further climate change adaptation work, building on the work we have carried out so far through our existing 2021 Climate Change Adaptation Plan, which was adopted by Defra in December 2021. This will include a further review of our assessment of climate change risk, an update on our progress against previously identified actions to mitigate climate risks, in addition to an updated Climate Change Risk Register.

Our latest risk register reflects stakeholder input and knowledge, in addition to the latest updates in technology.

As a business, we have felt the impact of a changing climate in a number of ways. In particular, climate change presents a high risk to our Heating, Ventilation and Cooling (HVAC) System, with our current system struggling to maintain cooler target temperatures over hotter summer days, and this has been recognised and addressed by creating two new adaptation actions; to carry out an enhanced review of heavily glazed building areas temperature control requirements; and to carry out a full review of our HVAC system and building performance standards. The Airport remains compliant with the Energy Performance of Buildings (England and Wales) Regulations 2012, obtaining and displaying Energy Performance Certificates (EPC's) as required.

Warmer, wetter conditions and more intense rainfall also give rise to impacts out on our airfield, where we have seen an increase in flooding events and higher levels of damage and expansion to several of our slot drains. Actions to combat this include assessing our drainage system capacity, maintenance, and upgrade requirements, to determine if there are any further flood prevention and maintenance measures that are necessary to protect key infrastructure and assets. In addition to this are our plans to carry out de-silting and bank stabilisation works at the Hatchford Brook inflow to increase channel capacity, with further work also planned at the Low Brook in 2024.



#### Stakeholder Engagement

We continue to work with industry forums, internal and external stakeholders and the UK Government to share best practice and future planning. Over 2023, we have worked with the Met Office, the Department for Transport via their Aviation Resilience Forum on Climate Change and Transport Adaptation Policy workshops for Aviation, in addition to Defra through their Adaptation Reporting Forum.

We also remain engaged with the Environment Agency's Flood Warning Expansion Programme, facilitating the continued use of a solar powered rainfall gauge on the Airport site which is used to collect data on localised rainfall trends.



### **Local Air Quality**

#### Why this is important:

Contributions to ambient air pollution from the Airport are greatest within its immediate vicinity. There is potential for localised air quality impacts relating to emissions from aircraft engines during the landing and take-off cycle, by aircraft taxiing, testing engines and using auxiliary power units, airside ground traffic and passenger surface access traffic.

Our Aim: To work proactively to reduce emissions at the Airport and ensure the Airport does not cause Air Quality emission exceedances in the region.

#### **Progress Summary:**

We continue to monitor key pollutants 24 hours a day, including carbon monoxide (CO), sulphur dioxide (SO2), ozone (O3), particulate matter (PM10 and PM2.5) and oxides of nitrogen, at our dedicated ambient air quality monitoring station located on the airfield. Our monitoring programme continues throughout the year with all data collated and made publicly available via the Air Quality England website.

In 2023 the UK Air Quality Strategy (AQS) objectives were met for all pollutants, with the exception of Ozone. Ozone is a secondary trans-boundary pollutant produced through chemical reactions between directly emitted pollutants (NOx and VOC) and heat/sunlight and is therefore difficult to control by local measures alone, with higher levels recorded over the summer period. It is therefore not currently included in the Local Air Quality Management scheme, however in recognition of the Airports contribution to Ozone emissions, Airport emission sources are being quantified as part of an emissions inventory, in order to ensure targeted improvements are made.

In 2023, annual average particulate concentrations (PM10) reduced to 10.2  $\mu g/m3$  from 11.5  $\mu g/m3$  in 2022. This remains below both the annual AQS objective of 40  $\mu g/m3$ , and the World Health Organisation's recommendation of an annual concentration of 20  $\mu g/m3$  and is lower than prepandemic levels from 2019 (13.8  $\mu g/m3$ ). Particulate concentrations (PM2.5) also reduced in 2023, to 6.5  $\mu g/m3$  from 7.3  $\mu g/m3$  in 2022. The annual AQS objective for PM2.5 is 20  $\mu g/m3$ , with the World Health Organisation recommending 10  $\mu g/m3$ .

The annual mean AQS objective for Nitrogen Dioxide (NO2) is 40  $\mu$ g m-3. The Airport didn't exceed this in 2023, with an annual mean of 14.9  $\mu$ g m-3, a decrease from 15.4  $\mu$ g m-3 in 2022. Carbon Monoxide and Sulphur Dioxide continue to record at extremely low levels, much below AQS objectives.

An emissions inventory has been carried out for 2023, detailing Airport emissions sources and their associated emission levels and providing a benchmark for future quantifying of emissions, with publication due in 2024. We are also in the process of carrying out emissions forecasting, looking out to 2033 and considering predicted changes in fuel usage, aircraft types and the electrification of vehicles in line with our Net Zero Carbon Plan, to determine what our future pollutant emissions are likely to be and allow us to make targeted improvements to reduce these.

We support airlines to reduce their pollutant emissions on the ground through reduced engine taxiing and decreasing the use of auxiliary power units by encouraging the use of the fixed electrical ground power (FEGP), with over 92% of our stands equipped. Our FEGP units have gone through a programme of asset replacement over 2023, with 40 replaced for the newest ITWGSE 2400 model. In 2023 18% of all flights operating at the Airport were made with Next Gen aircraft, the highest percentage we have ever seen. Next Gen aircraft offer emissions, noise and carbon reductions, and we continue to work with our airlines to encourage their use of quieter, more fuel-efficient, low emission aircraft.

### **Surface Access Strategy**

In 2023 we published a new <u>surface access strategy</u> which sets out a framework for the development of sustainable surface access at the Airport and sets robust targets to increase the proportion of journeys to and from the Airport made by public transport. In 2023, 18.4% of passenger journeys were made using a form of sustainable transport, an increase from 17.8% in 2022.

We continue to work with bus operators to encourage the use of low or zero emission vehicles. Most of our bus services are operated by National Express West Midlands who have committed to a fully zero carbon fleet by 2030, with their current fleet meeting the Euro 6 standard – the highest emissions standard available. This reduces nitrogen oxide (NOx), carbon monoxide (CO), hydrocarbons (THC and NMHC) and particulate matter (PM10 and PM2.5). In addition to improving local air quality, the emissions standard also allows for lower CO2 emissions and an improved fuel economy.

West Midlands Railway, in partnership with Transport for West Midlands, is operating a new fleet of electric trains from Birmingham International Station. These electric trains contribute significantly to reducing emissions, by eliminating the use of diesel engines, decreasing levels of nitrogen oxide (NOx) and particulate matter (PM10 and PM2.5) emitted into the environment.

Our 2023 staff travel survey showed that 12% of employees travelled to work in an electric or hybrid vehicle, an increase from 8% in 2022. We have also implemented a new green car salary sacrifice scheme as part of our 'Proud Perks' staff benefits site, which we expect to increase the percentage of staff using electric or hybrid vehicles in future years. Alongside this we continue to incentivise train travel and cycling, with subsidised train fares for our staff and the promotion of our Cycle to Work scheme, in partnership with Halfords. We also continue to provide a dedicated, free to use, fully electric shuttle bus service operating between the terminal building and our car parks, for both passenger and staff use.





#### Waste, Supply Chain & the Circular Economy

#### Why this is important:

As waste is an inevitable consequence of the operation of an Airport, it is important that we take active steps to minimise the amount of waste we produce and to optimise opportunities to recycle. While, over time, our ambition is to embed the principles of the circular economy into the Airport, we are initially focusing on waste generated by our own operations and those of our on-site partners and passengers while passing through our Airport. Although we have made good progress in recent years, with 100% of our waste diverted from landfill and non-recyclable waste being sent to an Energy from Waste facility, our intention is to broaden activity to reduce waste generation and increase the use of more sustainable materials.

Our Aim: Minimise the amount of waste we generate and improve our recycling rate to 65% by the end of 2020.

#### **Progress Summary:**

Recycling is a key part of the circular economy and we have segregated recycling streams for a wide variety of waste, including drymixed recycling, food, glass, cardboard, wood, cooking oil, coffee cups, coffee grounds, metal, clothes & pushchairs, plus hazardous waste such as mixed electrical equipment, batteries, fluorescent tubes and aerosols.

We continue to develop a waste management strategy to reduce the amount of waste we generate on site, optimising waste treatment and recovery. In 2023/24 we have achieved a 58% recycling rate, with 1,321 tonnes of waste re-used or recycled and 100% of waste diverted from landfill. This is a 4% increase on 2022/23's recycling figure. We have continued to focus on absolute waste reduction, reducing the amount of waste produced by 10% (258 tonnes) from 2019/20 to 2023/24. We recognise that we have not met our target of improving our recycling rate to 65% for 2023/24, however the overall volume of non-recyclable material generated has significantly reduced by 26% from 2019/20.

In December 2023, we entered into a new waste contract with Bidvest Noonan, who have worked in partnership with the Green Block to install a new mobile segregation unit (MSU) at the Airport, the first airport worldwide to install. The unit, which enables the separating, washing, compacting, baling, weighing, and electronic tagging of waste, through highly efficient sortation and segregation processes, is allowing us to achieve higher recycling rates (71% on average between December 23 and July 24) and supplies a real-time data breakdown, allowing us to drive that all-important behavioural change needed to see continual improvements in waste reduction and disposal best practice across the Airport. The MSU also reduces contamination of recyclable materials, and since being installed, we have witnessed significant increases in our recycling rates, achieving 81% for March 2024.

We continue to measure waste per passenger; in 2023/24 we produced 0.19kg of waste per passenger, a 5% reduction from 2022/23. We continue to participate in the national 'refill' campaign to reduce the amount of single-use plastic waste generated from water bottles. Water fountains are in place throughout the Airport and their locations can be found via the refill app: https://refill.org.uk.



#### **International CSR Awards**

In 2023, we won two International CSR Excellence Awards, receiving the highest gold award in both the 'Charitable Giving' and 'Community Commitment' categories, competing against over 500 other nominees. These awards are for our work in finding ways to re-use, repair and re-distribute items that would otherwise be thought of as waste, benefitting local charities and communities, moving up the waste hierarchy and reducing waste generation.

Over 2023/24 we have continued to increase our charitable donations, donating over 30 tonnes of cosmetics, surplus food & drink, assorted books, toys, clothing, pushchairs and suitcases that would otherwise have been treated as waste. The CSR Excellence Awards are run by The Green Organisation - an international, independent, non-profit, non-political environment group that began in 1994 to recognise, reward and promote social responsibility best practice around the world.

Achieving this award has truly been a collaborative effort between internal and external stakeholders, including the Sustainability, Terminal Operations and Commercial Teams, as well as our waste contractor and our onsite concessionaires, and provides us with independent industry acknowledgement of our environmental and sustainability strategic approach.

#### Too Good To Go

We are committed to reducing food waste production and in December 2023 we introduced 'Too Good To Go' on-site, in partnership with a number of on-site food and beverage outlets. Too Good To Go is an app designed to reduce the amount of food waste, by enabling users to buy a 'magic bag', at a greatly discounted price, compared to RRP. This bag contains food items with that days use-by date, that would otherwise be thrown away if not sold.

Airport retailers currently implementing this include Greggs, Starbucks, Marks & Spencers, Pret and Costa Coffee. Greggs have saved over 7,000 food items from becoming waste in 2023; with added benefits of providing an additional income stream, reducing staff time in waste disposal runs, reducing waste disposal costs and providing staff and passengers with a discounted food option. This is being carried out alongside our charity partner work to donate and redistribute items that would otherwise be thought of as waste.



Water

#### Why this is important:

We operate a comprehensive Flood & Pollution Control System to protect aquatic habitats in the three watercourses running through the Airport from surface run-off which has the potential to be contaminated by de-icing fluids and other pollutants. Water conservation is important because water is a scarce resource that requires energy as part of being treated for human consumption, and therefore generates carbon emissions.

Our Aim: Minimise the amount of water we use and ensure surface run-off discharged to the watercourses on site meets Environment Agency requirements.

### **Progress Summary:**

We have maintained our Flood & Pollution Control System in a fully operational state throughout the year, continuing to identify opportunities to reduce the amounts of clean water being pumped to foul. Our Flood & Pollution Control System continues to monitor and sample water 24/7.

We have mapped areas of the Airport which pose a potential risk of contamination for the watercourses, most notably those areas where fuels, oils and other chemicals are stored. We have worked with internal and external stakeholders to carry out an in-depth review of our spillage and emergency response procedures and have renewed our emergency spillage contract to ensure we are minimising and mitigating our spillage risk. We continue to audit and manage appropriate water safety measures in these areas through our Environmental Management System and Sustainability Statement of Intent commitments.

We continue to see a reduction in the amount of water we have pumped to foul, with a 28% decrease seen in 2023/24 compared to 2019/20. We have also identified further areas where we can improve the resilience of our systems and infrastructure, and these form an ongoing part of our capital expenditure programme, overseen by our Airfield Infrastructure teams.

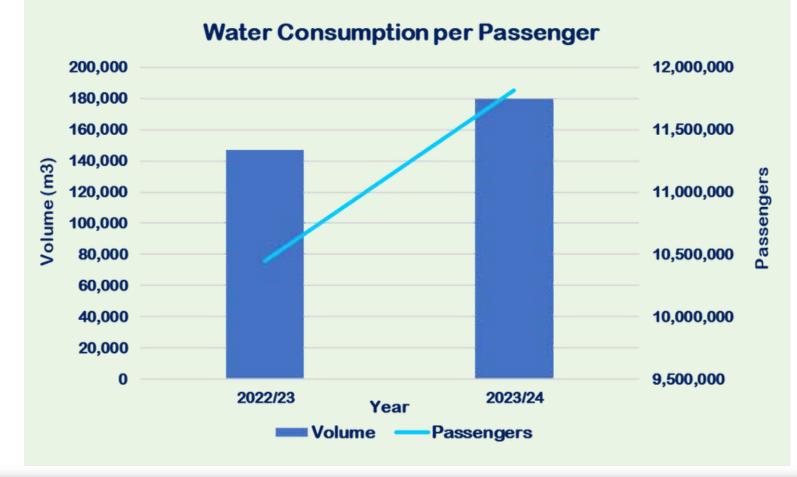
The Airfield Operations team continue to work hard to reduce the amount of de-icer used over the winter de-icing period, by focussing de-icing operations only on those areas where they are operationally required. Continuing this more targeted approach will help in reducing future use of de-icing fluids to the minimum required for aircraft safety, though absolute reductions are very much dependent on weather conditions throughout the winter period. Through this combination of targeted use and a milder winter period, we saw a 29% decrease in de-icer usage in the 2023/24 de-icing season vs 22/23, the equivalent of over 250,000 litres of de-icing fluid. To incentivise on-site partners to keep the use of de-icers to a safe minimum, we continue to operate a recharging mechanism whereby partners are recharged for their share of the costs associated with processing contaminated surface water run-off.



Water

### **Progress Summary:**

In the later months of 2023, we installed Automated Meter Reading (AMR) Devices to our two main incoming water meters, with these devices providing us with half hourly consumption data and removing the need for manual monthly meter readings. This higher accuracy data allows us to identify water usage increases and in turn, water saving opportunities. This allowed us to identify a leak in an aircraft hangar which alongside increasing passenger numbers, contributed to the 20% increase in our water consumption in comparison to 2022/23. Water usage per passenger increased by 8% from 0.014 m3 in 22/23 to 0.015 m3 in 23/24. We expect that with improvements in monitoring and leak detection, alongside development of a water reduction strategy, will come future water savings.



#### **Pollution Prevention**

In 2023, we created a new role with a specific focus on environmental compliance and reporting. This allowed us to meet our commitments to environmental best practices and continual improvement of our Environmental Management System. We have focussed our resources on meeting the regulatory requirements and maintaining our focus on pollution prevention.

We have also continued to take steps to understand the historic use of PFAS (Per- and Poly fluoro alkyl substances) on-site and monitor the possible impact on the environment. Airports are a known source of PFAS, a group of what is commonly known as 'forever chemicals', as they do not break down naturally in the environment and are therefore bioaccumulative. PFAS have been used in everyday products and industrial processes from the 1950's, however it is now known that they pose a risk to both the environment and to human health in cases of excessive exposure. Airport's in particular are a known source due to PFAS's historic presence in fire-fighting foam, which has been used at various points in time across the site, in particular for training purposes at the fire training ground, in addition to fire-fighting events. The Airport stopped using foams containing PFAS from 2013 onwards, preventing any further contamination, with restrictions on use being legally implemented in the UK from 2019/20, however historic usage, even 50-years ago, can mean PFAS presence today.

In 2019 we began investigations at our firetraining ground, carrying out borehole sampling as part of ground investigations. Further continuous ground sampling has been carried out for 2021 and 2023, with further water sampling due to commence over 2024. These results will allow us to take responsible actions and understand any potential remediation requirements.



### **Biodiversity**

#### Why this is important:

Faced with the decline in biodiversity globally, and in the UK, careful habitat management is critically important. As an Airport, the need to ensure a safe operating environment brings an additional challenge in balancing our responsibilities relating to the environment with those relating to aircraft safety. This involves taking steps to manage the type and amount of wildlife in the immediate vicinity of the Airport site, particularly in relation to birds.

The 2021 Environment Act sets out legally binding UK targets for the recovery of the natural world. Biodiversity is one of four priority areas, with a specific target to reverse the decline in species abundance by 2030. We continue to assess how we might achieve biodiversity net gain through our HEELMP steering group and reflect the importance of nature-based solutions as an essential part of the drive to tackle climate change.

Our Aim: To ensure that our management of the Airport site is environmentally responsible, legally compliant and encourages biodiversity wherever possible

#### **Progress Summary:**

We operate a Historic Environment, Ecology and Landscape Management Plan (HEELMP) covering 42 hectares of land owned by the Airport to the south of the A45. As part of this plan, we continue to progress and implement biodiversity initiatives on this land, with our focus involving management of rare grasslands, maintaining hedgerows and providing nesting and roosting opportunities for protected species of bats and birds.

In September 2023, we again completed our annual HEELMP Monitoring Report, which showed good progress in managing highquality habitats that support a wide range of species. Three of our barn owl boxes showed a barn owl presence, with successful breeding of three barn owl chicks recorded in one of the boxes, with these handled and ringed by an SMBC ecologist. Five of our bat boxes showed evidence of protected bat species roosting and the introduction of a new breeding bird survey revealed that 51 different bird species were recorded as using the site, including 36 breeding species.

We also continue to support initiatives in the Solihull Borough, with an annual contribution of £10,000 funding the delivery of the Arden Free Tree Scheme, and a total contribution of £80,000 to date, which supports local tree and hedgerow planting projects and is run by Solihull Council.

Councillor Andy Mackiewic, said:

"I strongly encourage residents and local organisations to take advantage of this exciting opportunity to receive and plant trees for free. Year on year, this scheme helps us to safeguard and enhance our rural landscapes, strengthen our ecosystems and allows local wildlife to flourish. Last year, Arden Free Trees supported 22 schemes, planting a total of 10,710 native trees and shrubs. This contributes significantly to our target of planting 250,000 trees in ten years as part of our Net Zero Action Plan. Protecting and enhancing our natural environment remains a priority to support both the health and wellbeing of our residents and in our fight against climate change."

To date the Tree Scheme has supported over 150 individual tree planting projects across Solihull and the wider Arden landscape with a total of over 50,000 native trees and shrubs planted to create hedgerows and small woodlands.



# Promoting Biodiversity through the Community Trust Fund

Our Community Trust Fund encourages applications from projects that will improve awareness of biodiversity, deliver environmental education and training and encourage and protect wildlife.

Among the grants made this year, the Trustees supported Castle Bromwich Hall Gardens Trust. The gardens are a unique survival dating back 350 years and include an area of surrounding parkland. Run largely by volunteers, new habitats such as a wildlife pond, reptile and amphibian hibernacula and a wildlife meadow have been created. The Trustees recognised the value of creating a haven for wildlife in this densely populated part of north Solihull and were keen to support the Trust with £4,500 for a new greenhouse.



Noise

### Why this is important:

Those living close to an Airport can be affected by noise. As Birmingham Airport is located close to densely populated areas, we are aware of the importance to local communities of managing aircraft noise and we prioritise this accordingly. While progress in aircraft technology has led to a substantially reduced noise footprint over recent years, noise understandably remains a concern for those living close to the Airport. It is important that we remain committed to further reducing the impact of noise and to maintaining open and constructive engagement with our neighbours.

Our Aim: To work with our local community, airlines and partners to adopt the best practicable means to assess, manage and minimise the impact of aircraft noise.

#### **Progress Summary:**

We have continued to work closely with our airline partners and Air Traffic Control, achieving 99% 'on-track' departures flying the Noise Preferential Routes and 92% of all arrivals being made by means of Continuous Descent Approaches, which reduce noise for those living beneath arrival routes. The basic principle of a CDA is that aircraft stay higher for longer, by descending at a continuous rate. Air Traffic Controllers issue pilots with their distance to touchdown and the pilots will calculate and perform a continuous rate of descent. CDAs require significantly less thrust, which leads to reduced air emissions and noise. Although encouraged and facilitated wherever possible, it is not always possible for an aircraft to complete a CDA and a non-CDA may take place due to a number of factors, including adverse weather, safety reasons, airspace constraints, air traffic controller workload and pilot workload.

CDA compliance is reviewed by airline as part of the Operation Pathfinder forum, in order to identify and understand CDA compliance trends and allow us to work with airlines to understand where further improvements can be made. This data is reported quarterly through our Community Noise Report.

We have continued to maintain a full range of noise management activities and published a new five-year noise strategy in the form of our Noise Action Plan 2024 - 2028, a comprehensive document containing 45 actions to measure, mitigate and engage on aircraft noise.

In response to requests for wider availability of noise data that can be shared with local communities, a comprehensive Community Noise Report has been developed. This is available quarterly on the Birmingham Airport Website and incorporates airline noise performance, arrivals performance (continuous descent approaches), departures performance (track-keeping, noise violations), complaints (including complaints by area), and helicopter statistics. This report feeds into our airline engagement strategy through Operation Pathfinder, a quarterly forum which allows us to work closely with our airlines to collaborate on noise mitigation initiatives. Track-keeping and CDA performance is presented to airlines in the form of an Airline League Table through this forum, in order to identify any issues and drive continuous improvement.





### Noise

#### **Progress Summary:**

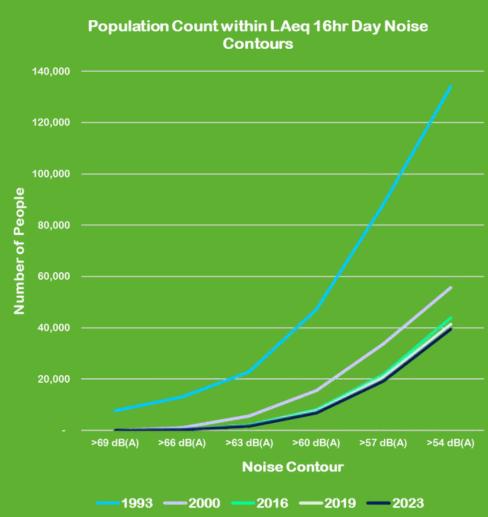
In August 2023 we upgraded our comprehensive aircraft noise and track-keeping system (ANOMS), which has provided us with greater data processing capability and helps us to measure the effectiveness of our noise management programme. This also saw an upgrade of all seven of our existing noise monitors. These new state-of-the-art community noise monitors feed into ANOMS, allowing us to continue to accurately monitor noise and track-keeping, investigate community complaints and identify causes of disturbance, in addition to carrying out noise monitoring studies and contour work. They have been installed at a cost of over £80,000, reflecting the Airports ongoing commitment to investing in measuring, mitigating and engaging on the subject of aircraft noise.

In 2023 we imposed noise violation penalties on airlines breaching our noise limits on six occasions. Our policies on Engine Ground Running continue to operate, and we continue to report their effectiveness to the Airport Consultative Committee every quarter. We continue to operate a Night Flying Policy within the night period (23:30 - 06:00). Our Night Flying Policy remains one of the most stringent policies of any UK Airport and was developed in collaboration with SMBC and our Airport Consultative Committee as part of a three-yearly review cycle. We also began a comprehensive review of our night flying data, alongside consulting with our Airport Consultative Committee on our future night flying regime. This work continues, ahead of publication of an updated Night Flying Policy in 2024.

#### **Noise Contours**

The dB LAeq metric is the standard method of measuring average noise levels at Airports in the UK, and is the method used in producing noise contours. Noise contours are produced independently every 2 years, for an average day-time



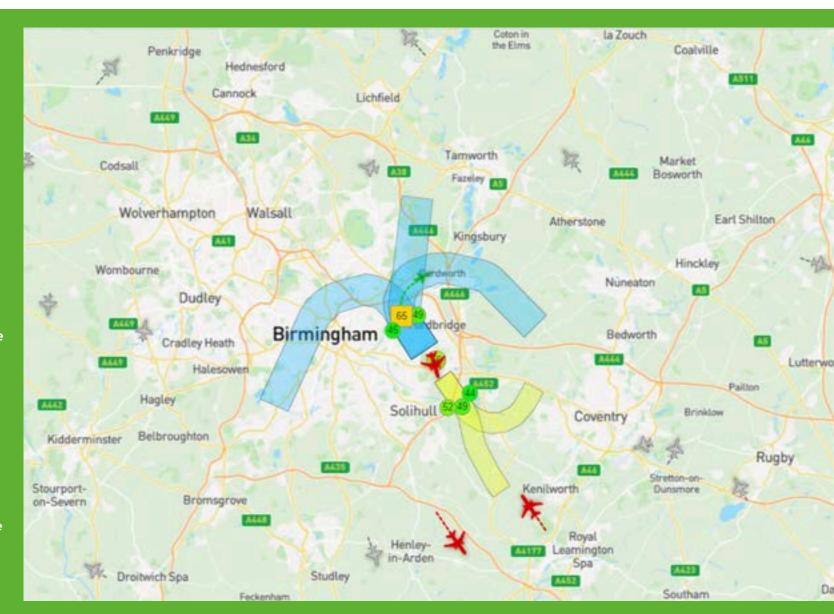




### WebTrak

This year, we launched WebTrak, a web-based flight-tracking platform that enables anyone to view aircraft operations at the Airport. WebTrak provides detailed information about flights, including their tracks, altitudes, origin, destination, operating airline and aircraft type, utilising the same radar feed as our Air Traffic Control and therefore providing more accurate data than Flight Radar, enabling the user to investigate and better understand the airspace above them.

Further to WebTrak's ability to increase our operational transparency, we have re-launched our community X (formerly Twitter) page. With regular updates from all aspects of sustainability at the Airport, the page aims to promote the range of projects we engage with as a team and provide our communities with the latest updates.





### Community Investment & Wellbeing

#### Why this is important:

Alongside our commitment to mitigate the negative impacts of our operations, we also recognise the importance of contributing to the wellbeing of those communities impacted by our operations. We continue to work with a range of stakeholders to understand local community priorities, and to direct the resources that we have available so that they can have the greatest benefit.

Our Aim: To play an active role in building community capacity in areas impacted by our operations, with a focus on those neighbourhoods where the need is greatest and where our investment can have the largest impact.

#### **Progress Summary:**

The Birmingham Airport Community Trust Fund is our flagship community investment programme. During the financial year 2023/24, a total of 41 applications were received and the Trustees made awards to 34 of these, with grants totalling £111,670.

Our Learning Hub facility provides a space where young people can learn more about aviation and the world of work in an inspirational setting. The numbers of schools and colleges remains below what was the norm prepandemic and this has been compounded by the impact of the Next Generation Security works, which has restricted access. Nevertheless, it continues to support our Corporate Responsibility programmes, hosting special events, training programmes and students studying on travel-related and specialist aviation industry programmes at Colleges and Universities across our region.

We have continued our Charity Partnership with Oasis Mental Health Support (formerly known as Solihull Mind), having extended the original three-year partnership by a further year to account for the interruption of the COVID-19 pandemic which brought fundraising to a virtual standstill during 2020.

We were also delighted to see our work recognised with a CSR World Leader Award from The Green Organisation - an international, independent, non-profit, non-political environment group that began in 1994 to recognise, reward and promote social responsibility best practice around the world, at a ceremony at The Place of Westminster in November.



### **Education**

Our Learning hub was established a dozen years ago with the assistance of The King Edward's Foundation Birmingham, which operates six grammar and six comprehensive academies, educating more than 11,000 young people – 1 in 10 of Birmingham's secondary-aged pupils - and serving some of the most disadvantaged areas of the city. We retain close links with the Foundation, sharing their vision of transforming lives and futures through educational experience and opportunity.

In November, we were delighted to support the Foundation's Partner Primary School activities, which deliver careers-related learning through activity sessions led by partners such as ourselves, with the aim of giving pupils insight and exposure to the world of work.

Over two days, more than 140 pupils from two schools, Grestone Academy in Handsworth and Hillstone Academy in Shard End, had the opportunity to explore the physics of flight, set up their own airline and look at job roles in aviation. As well as the practical learning, the sessions gave pupils the opportunity to practice essential skills such as teamworking, communication and resilience.



### **Community Investment & Wellbeing**



## **Charity Partnership**

As well as the obvious financial benefit to our charity partner, fundraising events are great social events, providing our people with the opportunity to come together and try something different, interact with colleagues from parts of the business they may not otherwise meet and feel good about having made a positive contribution to a worthwhile cause.

This was certainly the case in June, when we staged a charity abseil from the roof of our headquarters building, Diamond House. At more than 100 feet, this proved to be a daunting challenge those who took part, many of whom had never abseiled before.

They came together on a mercifully calm and sunny day from across our business and from our partners on the Airport site and raising nearly £5,000 for Oasis Mental Health Support in the process. A big thank you to everyone who faced their fears and took part.



### **Community Investment & Wellbeing**

## **Community Trust Fund**

#### Meriden Adventure Playground Association (MAPA)

is based in Chelmsley Wood and offers play, adventure and activities for hundreds of young people, alongside a range of other services to support them and their parents through difficult times.

It was awarded £5,000 from the Community Trust Fund to buy timber, tools and materials for the construction of a new play structure at their site at Moorend Avenue.

Zoe Hill, General Manager at MAPA, said: "The nature of our site evolves constantly, responding to children and young people, play themes and the degradation of the natural materials we use. We have to fund repairs and developments ourselves and ensure that our staff are fully trained to undertake this work.

"The funding we have received from the Airport's Community Trust Fund will help us to replace some worn areas, install new equipment and enhance play at the playground, while also ensuring our staff are up to date in their skills and knowledge."

#### Oasis Hub Blakenhale

is based in the heart of Garretts Green in east Birmingham, which is ranked in the bottom 4% most deprived neighbourhoods in England, according to the indices of multiple deprivation. It offers a safe, inclusive space for the local community to access activities to reduce isolation, increase social mobility and promote community cohesion.

It received £4,850 from the Community Trust Fund to meet the cost of furniture, kitchen appliances and material to improve its outside space.

Community Hub Leader Adam Larkin said: "The Trust Fund grant will enable us to keep on doing what we do and to grow the range and breadth of community activities we can provide. This will have an ongoing impact on and in the local community who access, lead and shape the activities happening at the Community Hub. The grant will allow us to do so much more and create a much better space for the community to come together."

#### **North Solihull Singers**

is a community choir with over forty members based in north Solihull, providing an uplifting, motivating opportunity for people to meet others outside their usual circle, in a safe environment. Their application to the Community Trust Fund was for a modest £963 to cover the cost of new concert shirts for when members perform at community venues, raising funds for local groups.

Secretary Helen Roberts said: "We are now in our sixteenth year and pride ourselves on being a local community choir. We have a strict 'no audition' policy and welcome all from aged 16 onwards and with no maximum age. We were started by local people and fundraising for the local community has always been important to us - Chelmsley Wood Baptist Church, Three Trees Community Centre, Entraide, Northern Star Community Arts and Black Train Music have all benefitted from our fundraising. Singing can help to inspire people, increase confidence, and improve self-esteem.

"We provide a safe environment to meet other like-minded people, helping them to become more connected with their community.

Receiving this grant is fantastic - we have not had new shirts since we started all those years ago!"





**Economic Development & Employment** 

#### Why this is important:

Airports contribute positively to local economic development by creating direct and indirect employment opportunities, and by facilitating trade and inward investment. The provision of long-term, stable employment can make an important contribution to the health and wellbeing of individuals and the communities they live in.

This is particularly important in east Birmingham and north Solihull, where youth unemployment rates and the proportion of the working age population with no formal qualifications have historically been above the national average.

Our Aim: To enhance individuals' abilities to access the full range of employment opportunities the Airport represents, recognising that this is one of the most significant contributions we can make to tackling wider social issues

### **Progress Summary:**

The number of people employed by Birmingham Airport Ltd rose by 19% from 715 to 852.

This year we also staged on-site jobs fairs to enable job seekers to learn more about and apply for roles with a wide range of Airport employers. These proved to be very successful, with over 800 people attending across three separate events.

In March we delivered an industry-specific training and support programme for unemployed people seeking employment on the Airport site.



### **Community Employability Programme**

In March, we partnered with award-winning recruitment and training company The Launch Group to run a community employability programme aimed at helping local people into careers at the Airport.

Staged in our Learning Hub, the two-week course delivered aviation specific and more generic employability skills and offered a guaranteed job interview for roles such as Aviation Security Officer, Passenger Service Agent, Baggage Handling and Ramp Agent, alongside further roles within the Hospitality and Retail sector at the Airport. Participants achieved an accredited qualification and also benefitted from an ongoing programme of support from The Launch Group to track their progress and offer further help if needed.

Of the 22 participants who completed the course, eleven were offered roles at the Airport, including four who successfully met the strict entry requirements for the role of Aviation Security Officer.

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