

AGS Airports

Sustainability Report

2023



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Foreword

Welcome to AGS Airports' sustainability report which provides an overview of the initiatives our airports are undertaking to ensure we continue to play a vital role in driving the economic and social prosperity of the regions we serve.

Achieving net zero, supporting our communities and supporting our people are the central pillars of our sustainability strategy and, as this report sets out, I'm pleased to say we have once again made considerable progress against all three. However, we recognise we cannot stand still which is why this year we will undertake a review of the strategy. This will involve seeking the views of those who use our airports to identify new targets relating to how we balance the economic and social benefits AGS delivers with our climate change responsibilities.

A key component of our future plans will be the ongoing delivery of our net zero roadmap which was updated during 2023. This identifies the decarbonisation measures we will implement over the coming decade to address our direct emissions while at the same time supporting our partners with their transition to a more sustainable future.

This transition will see us invest in new technology and harness innovation, whether that is making sustainable aviation fuel (SAF) available at our airports, generating our own clean energy on-site or trialling artificial intelligence to enhance the customer experience. These are just some of the projects already underway at AGS with the largest on-site solar farm at a Scottish airport due to be connected at Glasgow later this year.

As part of our efforts to accelerate both our own and the sector's net zero ambitions, we have established a series of industry-wide partnerships. With funding from the Scottish Government, we are working with companies including ZeroAvia and easyJet to create a blueprint for airports to support hydrogen powered flight. Together with the Connected Places Catapult we have established the UK's first "airport living lab" which will see AGS become a testbed for a host of groundbreaking technologies that will have the potential to transform the way in which airports operate.

It is also important we ensure local communities can share in our success. In 2023, almost 100 community groups and charities were able to benefit from our community funds and our jobs fairs provided 700 people with the opportunity to secure employment across AGS. We are also looking to the future and, together with the college sector, are helping co-design a training programme to equip young people with the skills that will be required for the future of aviation. This is an initiative I am particularly excited about and one which will take further shape throughout 2024.

The aviation industry is changing. Our transition to a net zero future is happening now and at AGS we are firmly committed to playing our part while delivering shared value for the businesses, communities and thousands of employees reliant on our future development. I hope you enjoy reading this report.

Andy Cliffe
Chief Executive

Section 2

2023 in numbers



10.4 million
passengers



ACA Level 3+
accreditation



700 jobs
created across our airports



100%
of non-hazardous waste
diverted from landfill



Maintained carbon
neutrality Scopes
1 & 2



Delivering Glasgow's
19.9MW
solar farm



Over £170k
to local community
groups and charities



Maintained
ISO14001
accreditation

Section 3

Our approach to sustainability

Our sustainability strategy was launched in 2021 setting out how AGS balances the undoubted social and economic benefits our airports deliver with our climate change responsibilities.



The strategy is anchored in the United Nations' Sustainable Development Goals (SDGs) which are defined as a



blueprint to achieve a better and more sustainable future for all. They are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity.



The SDGs are interdependent and based on the three pillars of sustainable development referred to as the "triple bottom line" by the Global Reporting Initiative (GRI), the international institution that sets global sustainability reporting.

- Social progress
- Economic growth
- Environmental protection

Through speaking with our colleagues and local communities, we identified three key priorities for our strategy:



Achieving net zero

AGS is carbon neutral. We will continue our commitment to carbon neutrality as we work towards achieving net zero carbon for our direct emissions by the mid-2030s.*



Supporting our communities

As we seek to regrow, we will work to support and enhance the economic and social benefits of the communities we serve.



Supporting our people

We will provide good conditions of employment, respect diversity and equal opportunities for all staff through rigorous ethical, professional and legal standards.

These pillars were underpinned by 10 material issues:

Impact	Material Issue	Sustainable Development Goals
Environment	Climate change	7, 11, 13
	Local air quality	3, 11
	Material resources	12
	Water	6, 14
	Biodiversity	15
Social	Noise	3
	Supporting our communities	3, 4, 8, 10, 11
	Supporting our people	5, 8
Economic	Economic development & employability	4, 8
	Sustainable supply chain	5, 8, 10, 12, 13, 16

*To achieve Net Zero for direct emissions, ACA guidelines requires AGS to reach and maintain > 90% absolute CO₂ emissions reductions in Scopes 1 and 2.



Governance

To ensure progress against each of the material issues and to drive accountability across the business it is important to have a robust governance structure. A Sustainability Steering Committee was established following the launch of the strategy to continually assess performance against our set objectives.

Performance is then reported to the AGS Health, Safety, Security & Sustainability (HSSS) Committee which is appointed as a committee of the Board of Directors of the Company. The role of the Committee is to assist the Board to fulfil its responsibilities in relation to all health, safety, security and sustainability matters.

The main objective for the Committee is to provide assurance to the Board regarding the adequacy and effectiveness of AGS' HSSS management systems, specifically the Managing Responsibly System (MRS) and their application. It is also tasked with reviewing the company's sustainability performance, namely, how AGS balances the economic and social benefits it delivers with its climate change responsibilities.

Section 4

Achieving Net Zero

Our sustainability strategy was launched in 2021 setting out how AGS balances the undoubted social and economic benefits our airports deliver with our climate change responsibilities.

Impact	Material Issue	Sustainable Development Goals
<p>Environment</p>	<p>Climate change</p> <p>Local air quality</p> <p>Material resources</p> <p>Water</p> <p>Biodiversity</p>	

Climate change

Carbon neutrality

In 2023, our airports successfully maintained their carbon neutrality status for Scopes 1 and 2 and business travel emissions through the purchase of high quality Gold Standard offsets in line with Airport Carbon Accreditation (ACA) guidelines. These offsets are independently verified to ensure the emissions reductions generated by the projects we select are quantifiable and improve the lives of people in vulnerable communities by supporting sustainable development.



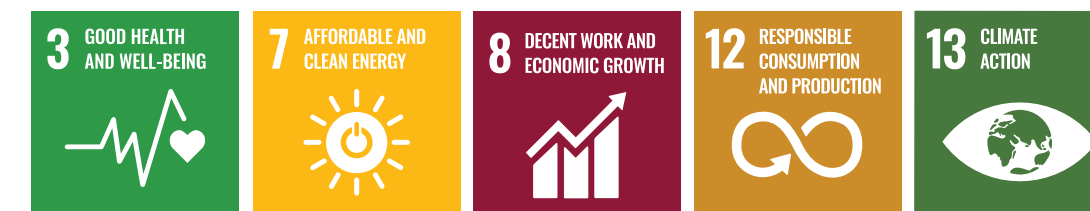
In October 2023, it was confirmed that all three of our airports had maintained Level 3+ ACA. ACA is the only institutionally endorsed, global carbon management certification programme for airports. It ensures we look beyond our own emissions and engage collaboratively with our stakeholders to ensure the industry reduces carbon emissions as a whole.

There are seven levels of accreditation with Level 3+ being the "Neutrality" stage. A key requirement of Level 3+ 'Neutrality' is that airports proceed with offsetting only once they have reduced their emissions as much as possible.

Gold Standard offset projects

In 2023 we supported two projects. [The Gaziantep landfill gas \(LFG\) to energy project](#) in Turkey has been developed by CEV Enerji and is located at the Gaziantep City's landfill site, where currently the landfill gas is being emitted freely to the atmosphere. The project involves the collection and utilisation of LFG to generate electricity and supply to the national grid.

[The Samsun LFG to energy project](#), also in Turkey, involves the collection and utilisation of the LFG with an electricity component with an installed capacity starting with 1.26 MW and reaching 5.04 MW. Both projects are Gold Standard certified and align with five of the UN SDGs.



Carbon footprint reporting

To help us understand the different areas which contribute to our overall carbon footprint and to ensure we can monitor changes on a yearly basis, we publish annual carbon footprint reports. This process helps identify improvement opportunities, which will ultimately reduce our carbon footprint and evaluate the effectiveness of our carbon management strategies.

All emissions are calculated in line with the Greenhouse Gas (GHG) Protocol to ACA Level 3+ standard and ISO 14064-1.

As part of our reports, we disclose both location-based emissions which reflects the average emissions intensity of the national energy grid and market-based emissions which reflects the emissions from the electricity AGS purchases.

Since April 2018, 100% of all electricity purchased across AGS is from renewable sources under a Renewable Energy Guarantees of Origin (REGO) backed "Green Energy" contract. This means our Scope 2 emissions are zero.

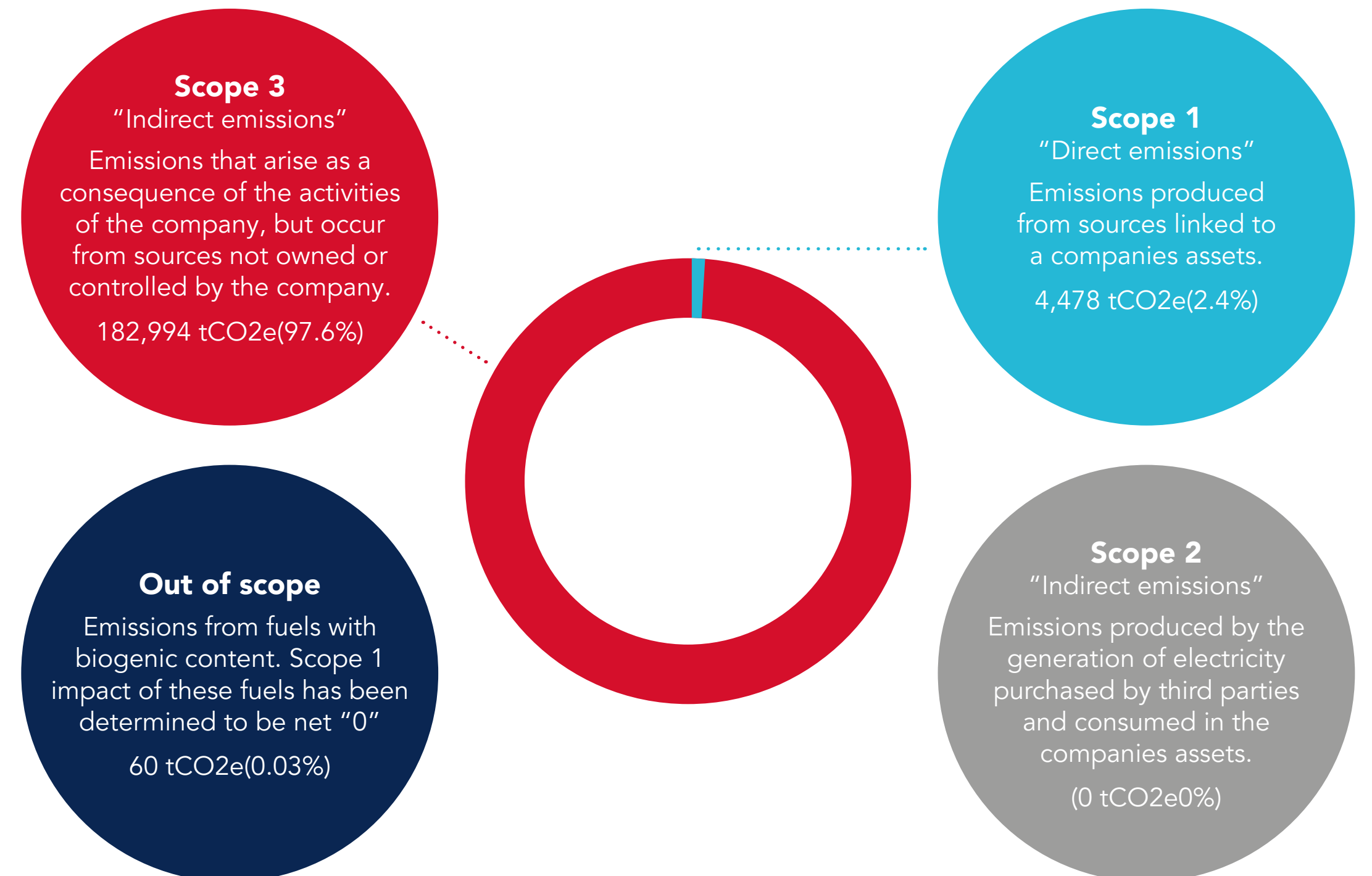
AGS Airports carbon emissions by Scope 2022

Our 2022 carbon footprint reports were published on our websites in June 2023 and confirmed AGS' total carbon footprint for 2022 was 187,532 tCO₂e. This represented a 72% increase on 2021's footprint during which time our airports, and the wider aviation sector, had been brought to an almost complete standstill due to the impact of COVID-19 travel restrictions. The removal of restrictions and return of both passengers and flight movements accounted for the increase.

187,532
tCO₂e/year

72%
increase from 2021 emissions

97.6% from Scope 3 emission sources
Market based emissions figures



Scope 1 and 2 emissions

Scope 1 emissions occur from sources that are owned or controlled by the company. For AGS, the major emission sources in the category include the emissions from natural gas used in heating systems and airport owned operational vehicle fuel. Other smaller sources include fuel burning during fire training and refrigerant gases lost to atmosphere from cooling systems.

Scope 3 emissions

Scope 3 emissions are the consequence of the activities of AGS but arise from sources not owned or controlled by AGS. Sources in this category include the emissions from aircraft and passenger surface access. Other sources include third party electricity and operational vehicle fuel, staff commute, business travel, waste and water supply/treatment.

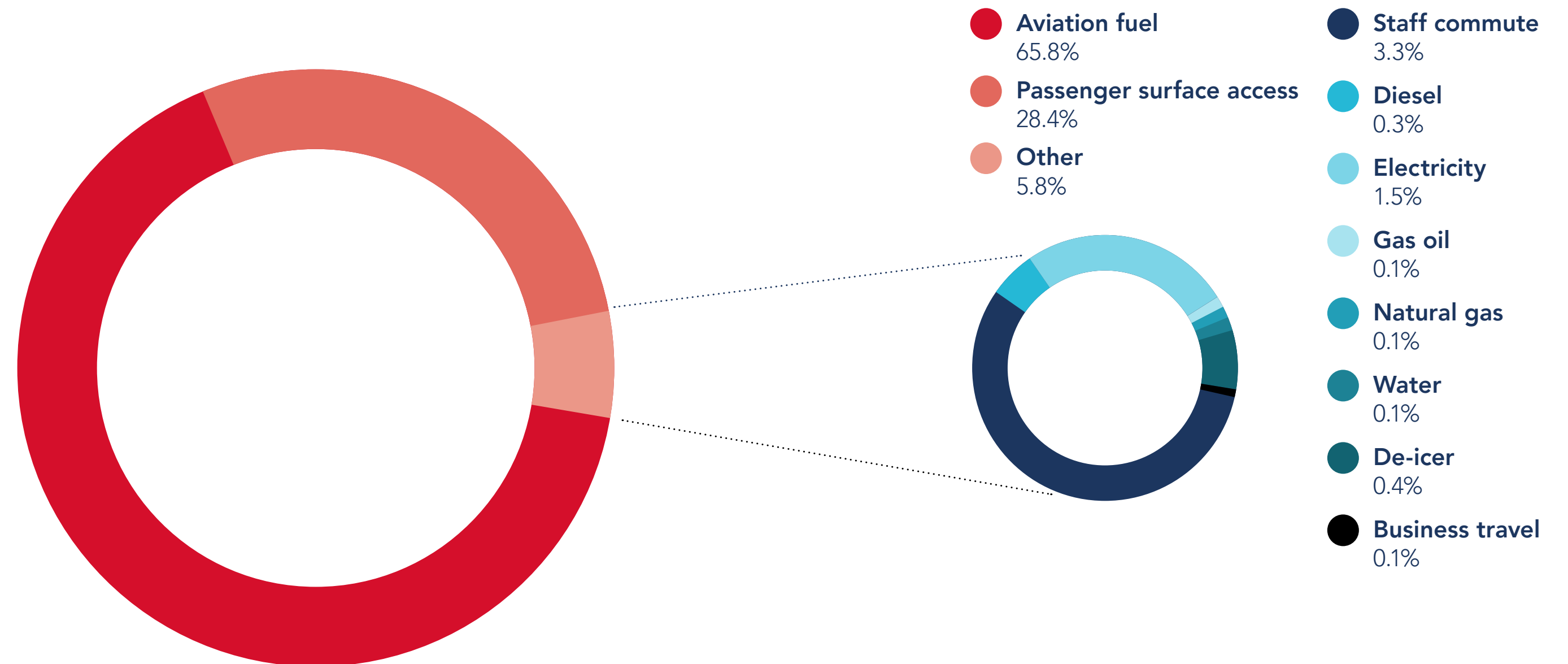
Scope 3 emissions
182,994
tCO₂e/year

Since 2018, we have reduced our direct emissions by

66%

97.6% of total emissions
Market based emissions figures

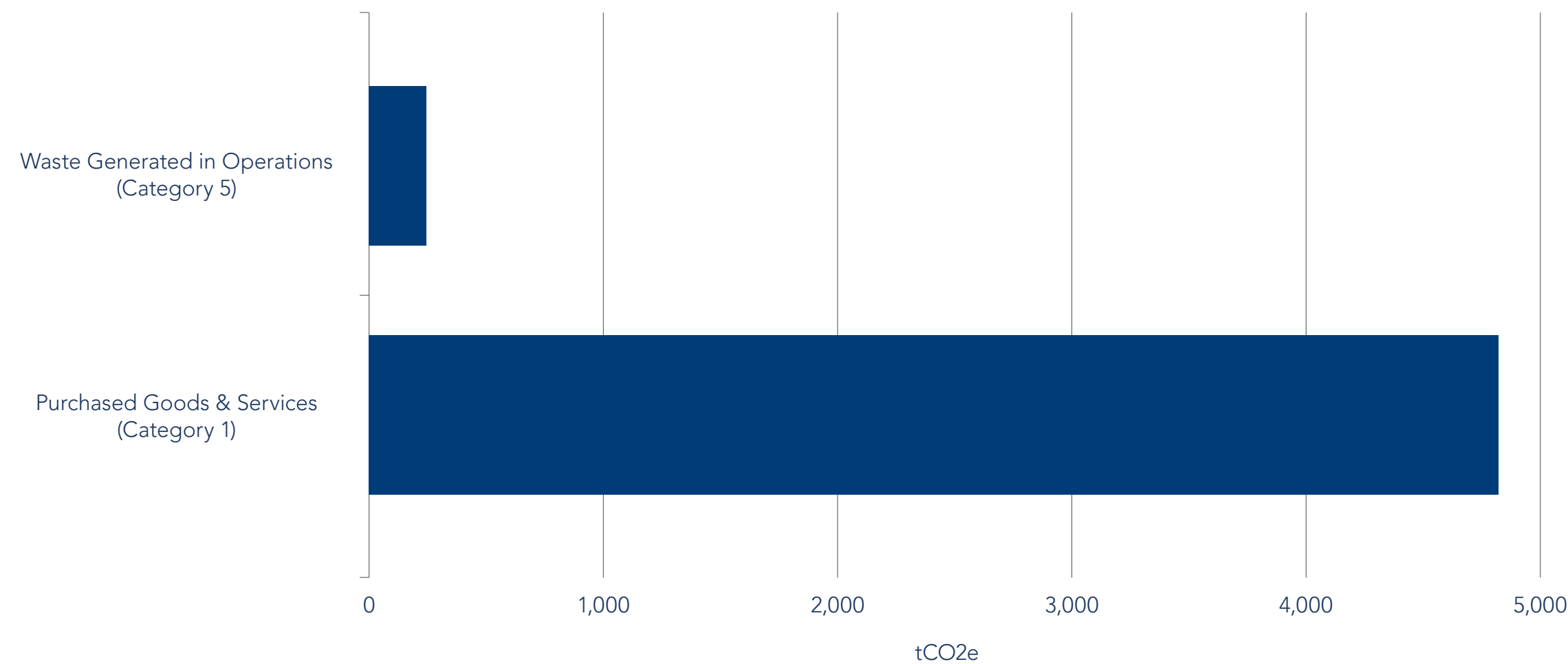
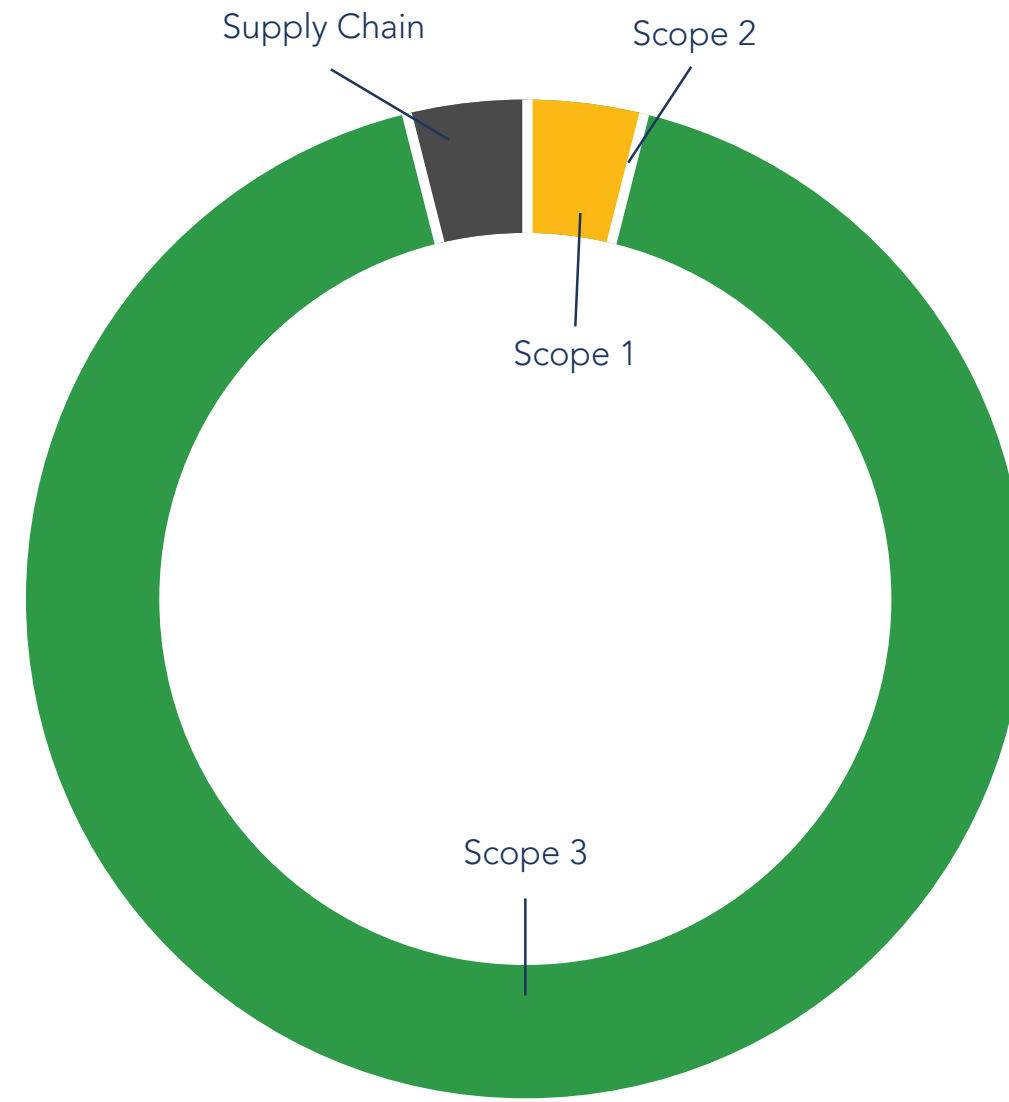
Emissions by scope	2018	2022
Scope 1	5,295	4,478
Scope 2	7,820	0
Scopes 1 & 2	13,116	4,478
Scope 3	226,649	182,994
Out of scope	28	60
Total emissions	239,793	187,532



Supply chain emissions

There are 13 categories of Scope 3 emissions outlined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, shown in the table to the right. AGS already reports the emissions under many of these categories, and some are not applicable due to organisation type and activities undertaken.

The new categories of emissions that were calculated for the first time in 2022 were purchased goods, services, capital goods and waste (primary material production). We decided to undertake this analysis to better understand our supply chain carbon footprint. These emissions represent 2% of all emissions estimated. Primary material production emissions were removed from the footprint as these are better accounted for within the upstream supply chain.



GRESB – setting sustainability standards

AGS' ongoing commitment to embedding sustainability at the core of the business was once again recognised by a global sustainability benchmarking organisation.

Glasgow, Aberdeen and Southampton were ranked third, fifth and seventh respectively in the UK panel of airports in the 2023 annual assessment by the Global Real Estate Sustainability Benchmark (GRESB) Infrastructure Asset Benchmark Report.

In the wider EU panel of airports Glasgow was ranked third, Aberdeen fourth and Southampton seventh. In the global panel of airports Glasgow came fifth, Needs to read Aberdeen sixth and Southampton twelfth.

The GRESB Assessments are guided by what investors and the industry consider to be material issues in the sustainability performance of asset investments and are aligned with international reporting frameworks, goals and emerging regulations. The GRESB ESG Benchmark grew in 2023 to cover more than USD 8.6 trillion of assets under management, up from USD 6.4 trillion the year before.





Glasgow solar farm

Work to create Scotland's largest airport-based solar farm is now underway following the successful completion of the development phase of the project.

In November 2023 and in partnership with leading energy transition adviser and developer Ikgai Group, we completed the development phase for a 19.9MW solar plant with Zestec Renewable Energy. Approximately £18.5 million is being invested to create the solar farm.

The 40-acre ground-mounted solar farm will be built in phases to accommodate the current and future demand of the airport as well as neighbouring businesses which will be able to access low-cost, green energy.

Completion of the first phase is expected by the end of 2024.



Glasgow Airport Hydrogen Innovation Hub

The development of hydrogen powered aircraft has the potential to completely revolutionise aviation and it is becoming an increasingly viable option for regional and short-haul aircraft.

In May 2023, a consortium led by Glasgow Airport successfully secured funding from the Scottish Government's Hydrogen Innovation Scheme to test the feasibility of a hydrogen production, storage and distribution hub that would support zero emission flight.

The project will determine the most efficient, bankable, green hydrogen production, storage and refuelling solutions, both for Glasgow and industry. It will also assess the operational feasibility of a hydrogen hub at the airport.

Net zero roadmap

A key pillar of our sustainability strategy is our commitment to achieving net zero carbon for our direct emissions by the mid-2030s. In 2020, each of our airports developed a net zero roadmap setting out the carbon reduction measures required to achieve our target.

In 2023, we updated our roadmap focusing on the two key Scope 1 emissions: heating and groundside transport.

Heating and hot water is currently provided by natural gas fired plant at all three of our airports. The burning of natural gas in this equipment accounts for ~75% of Scope 1 emissions making it the largest Scope 1 emissions source. Decarbonisation of heating/hot water systems requires that natural gas fired plant is replaced with low carbon technology powered by renewable electricity.

Our owned and operated fleet vehicles are primarily fossil fuel powered. The burning of fossil fuels in vehicles accounts for ~11% of Scope 1 emissions. Decarbonisation of fleet vehicles requires that fossil fuelled vehicles are replaced with low carbon technology powered by renewable electricity or zero carbon hydrogen fuel. When powered with zero carbon hydrogen fuel or electricity, the emissions from these vehicles will be reported as zero carbon.

In addition to addressing our Scope 1 emissions, we are also working closely with our airline partners and the wider industry to address our Scope 3 emissions. AGS is a signatory to [Sustainable Aviation](#) which in 2023 published its updated net zero carbon roadmap setting out how the UK aviation industry plans to reduce its carbon emissions by almost 70 MtCO₂.

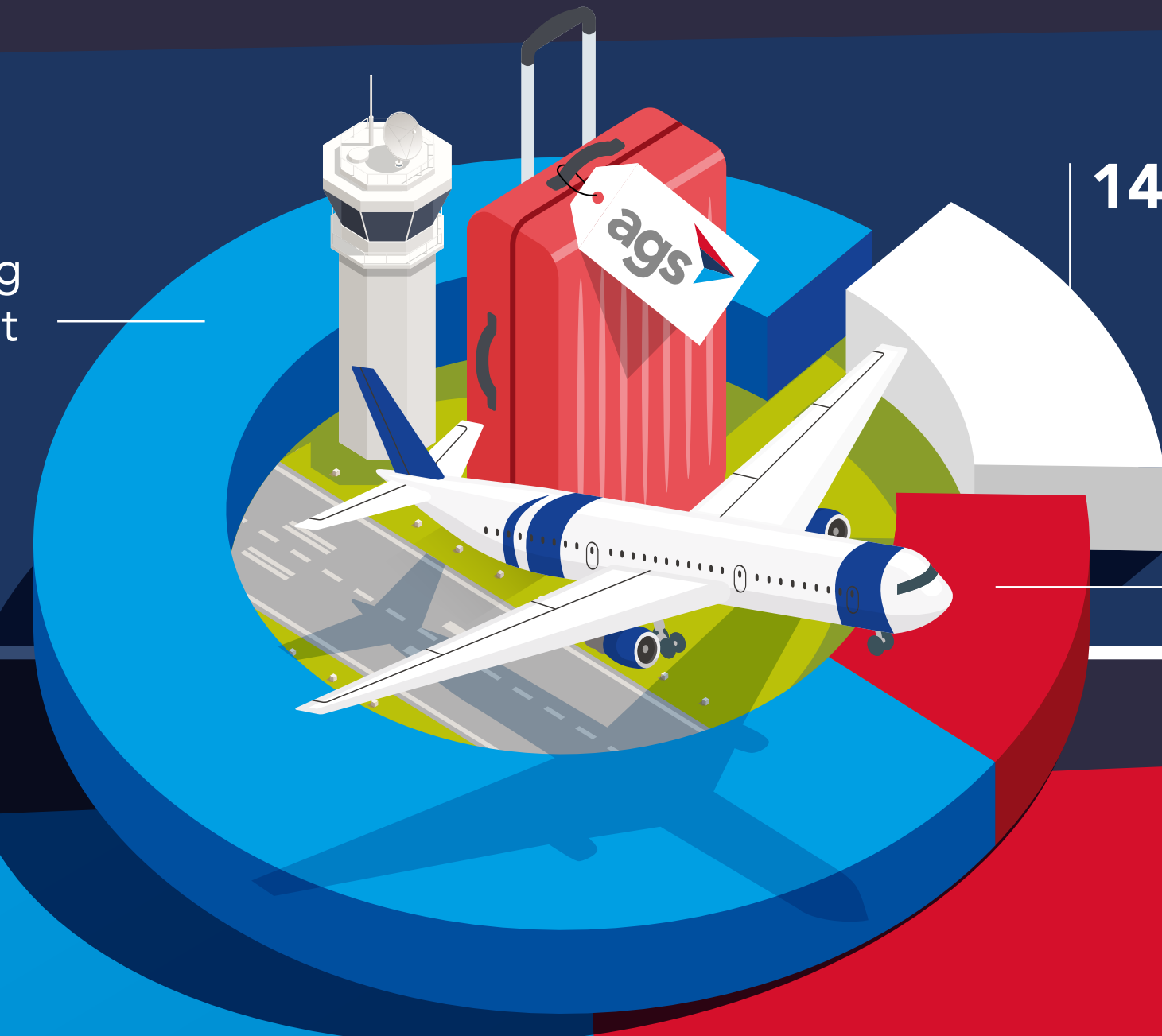
AGS overarching direct carbon emissions before roadmap

Total emissions of 4,870 tCO₂e, 2022

75% Heating and hot water

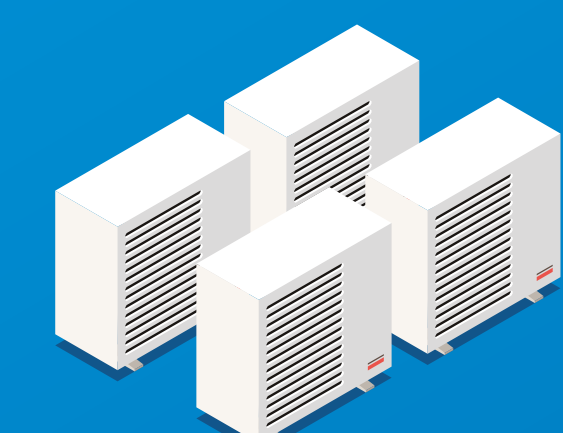
14% 14% of direct carbon emissions are from other sources including fuel burnt through fire training.

11% Ground fleet



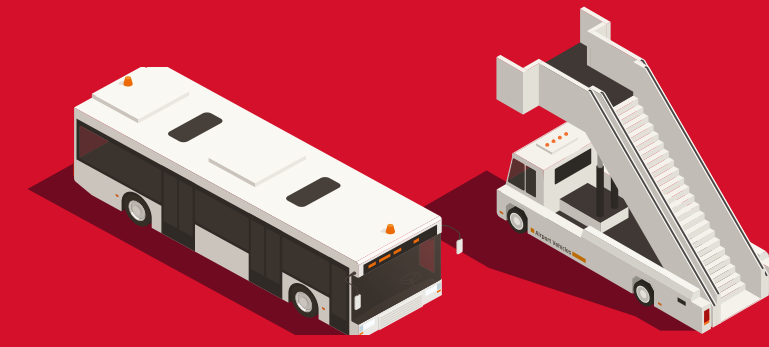
AGS net zero recommendations after roadmap

Heating and hot water 3,600 tCO₂e reduction per year



Upgrades include low carbon technologies such as air or ground source heat pumps within main terminals and offices.

Ground fleet 600 tCO₂e reduction per year



Upgrades include electrification and HVO of multitude of vehicle types including cars, SUV, buses, trucks, Fire appliances, snow clearance and mobile plants.

Upgrades would take place as and when the vehicles come to their end of life and is imagined to see the carbon reductions over five year cycles.

Glasgow as a Living Lab

In February 2023, Glasgow Airport announced a five-year partnership with the Connected Places Catapult, the UK's innovation accelerator for cities, transport, and place leadership, to create the UK's first Connected Airport Living Lab.

This partnership will put Glasgow at the heart of testing a diverse range of innovations aimed at addressing challenges facing the aviation sector. The 'Connected Airport Living Lab' will play host to technologies, systems and processes designed to enhance passenger experience and freight management.

The Catapult is directing millions of pounds of Innovate UK funding into the collaboration which aims to accelerate the decarbonisation of ground and air operations, including the transition to zero emission flight.



Climate change adaptation reporting

Each of our airports has voluntarily undertaken climate change adaptation reporting. The purpose of these reports is to allow the business to identify the risks posed by a changing climate on our airport operations and to allow necessary adaptation measures to be implemented into our risk register.

The methodology for understanding the climate risks was as follows:

- A baseline assessment of the current climate surrounding our airports
- Future climatic projections assessed to 2025, 2050 and 2080
- Infrastructure and operational risks identified
- Action plan put in place

AGS operates an integrated management system, the Managing Responsibly System (MRS). The MRS is certified to ISO 14001 (Environmental Management), ISO 22301 (Business Continuity), ISO 55001 (Asset Management) and ISO 45001 (Health and Safety Management).

A crucial element of the MRS is the risk register which tracks departmental risks and provides an overall view of the most significant business risks. Impacts arising from climate related events such as flooding, high wind and high/extended periods of snowfall are continually tracked on the system.

A total of 83 climate risks were identified across Aberdeen, Glasgow and Southampton airports. They were reviewed and noted as either green (low risk), amber (medium risk) or red (high risk). All risks have been allocated to a specific airport business unit and assigned a specific business owner responsible for managing that risk.

Local air quality

AGS has committed to conducting a review of the air-quality at our airports every three years. This consists of an air quality monitoring survey carried out over a six-month period to investigate Nitrogen Dioxide (NO₂) and particulate matter (PM₁₀ and PM_{2.5}).

The objective of these studies is to assess the impacts on air quality due to emissions from activity in and around our airports, such as road traffic and aircraft. Emissions from aircraft on the ground contribute to local air quality. This includes taxiing, and during landing and take-off. The main source of Nitrogen Oxides (NO_x) emissions around our airports is from road vehicles both on and off airport roads.

The studies provide us with a quantitative estimate of the air quality in the context of the current UK and Scottish air quality standards.

In 2023, a six-month study was carried out to investigate NO₂ at Aberdeen Airport. The results of the study are used to assess whether applicable national air quality objectives may have been met, and how pollutant concentrations in the area have changed over time.

The study, the sixth since 2003, confirmed no objectives had been breached and that there has been a general trend of decreasing NO₂ concentrations over the 20-year monitoring period.

Southampton and Glasgow will conduct their three-yearly studies in 2024 and 2025 respectively.



We have continued to invest in fixed electrical ground power (FEGP) to replace the diesel-powered generators used by stationery aircraft.



Salary sacrifice scheme for staff to support the take-up of electric vehicles.



Flexible working policy for employees which has helped reduce the emissions associated with staff travel.



Aberdeen Airport's main public bus routes are operated by electric vehicles.



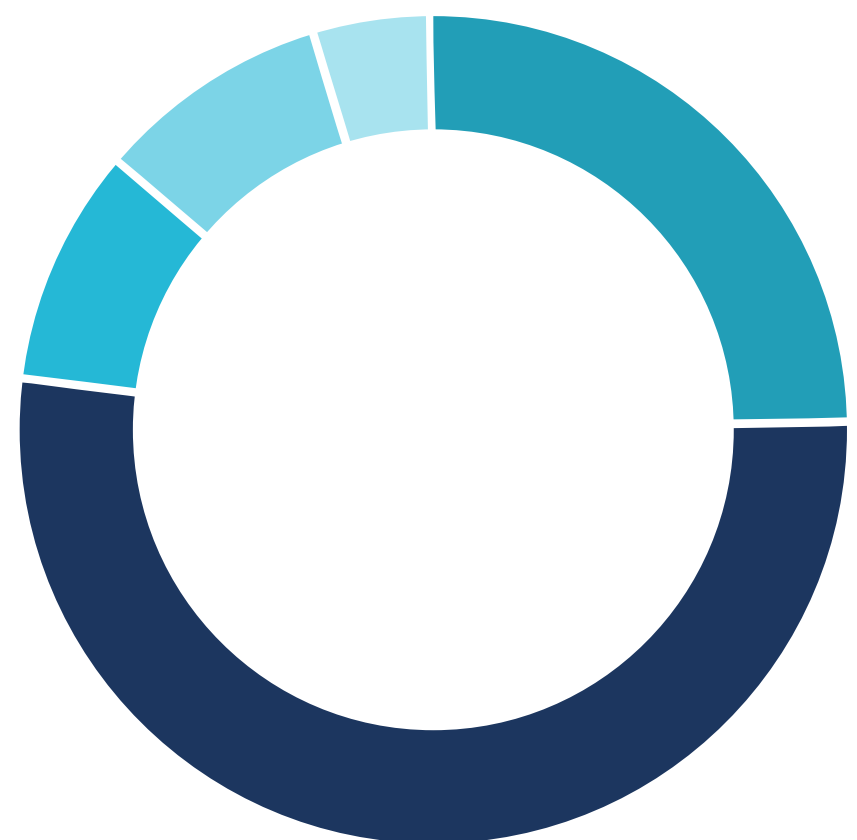
In Summer 2023, Aberdeen introduced two fully electric buses to transfer passengers between the terminal and car parks free of charge. It is estimated this will save approximately 30 tCO₂e annually.

Material resources

In 2023, all three of our airports successfully retained ISO 14001:2015. The accreditation specifies the requirements for an environmental management system that an organisation can use to enhance its environmental performance. At AGS, we operate an integrated management system (MRS) with a group sustainability policy all of which are in line with the requirements of ISO 14001.

Reducing waste and embedding circular economy principles is a key part of our environmental management plans and our longer-term goal is to achieve zero waste.

In 2023, recycling rates for AGS were 48% with the remaining 52% going to Refuse Derived Fuel (RDF). Retail waste audits were carried out to ensure sufficient recycling measures were in place.



Waste stream

- **Dry Mixed Recycled**
385 tonnes
- **Non-recyclables**
815 tonnes
- **Glass**
144 tonnes
- **Food**
142 tonnes
- **Wood/metal**
68 tonnes
- **WEEE/COSHH**
5 tonnes

Total
1,559



At AGS, we divert 100% of our non-hazardous waste from landfill.



All of our catering outlets across AGS have removed plastic straws from circulation and are offering sustainable alternatives.



Food waste from our catering outlets is collected and turned into biogas and fertiliser. The biogas is then converted into electricity to power our homes and the fertiliser is used by local farms to help grow next year's crops.



Any waste that cannot be recycled will go to Refuse Derived Fuel (RDF). RDF is used in a variety of ways including to produce electricity.

Water

A number of activities within an airport environment can impact water quality; these include use of de-icer, fire-fighting foam, accidental spillages (e.g. oil and chemicals) and point-source releases (e.g. suspended solids) arising from construction works. Effective control measures to prevent accidental releases and to ensure regulated discharges operate within prescribed limits are essential. We do this through liaison with both the Scottish Environment Protection Agency (SEPA) and the Environment Agency in Southampton.

Water consumption across our airports is monitored and water consumption is tracked via our Automatic Meter Reading (AMR) system. Any abnormal usage is then investigated to determine whether this has been caused by leaks.

Our airports consumed 283,943 m³ of water in 2023, representing a 15% increase compared to 2022.

In 2022, we issued a tender seeking a supplier of fluorine free fire-fighting foam which is free from Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS). This was subsequently introduced at all three AGS airports in 2023.

Biodiversity

How we protect and enhance biodiversity and ecosystems surrounding our airports is a key part of our environmental management systems.

Marhill Copse

In August 2018, Southampton Airport purchased Marhill Copse which is an 8.31-hectare ancient semi-natural woodland, a registered park and garden, and a valued habitat site. Since taking ownership of the copse after decades of neglect, the airport undertook extensive consultation with local residents, community groups, councillors, and statutory bodies, to prepare a [Woodland Management Plan](#).

The plan sets out the steps the airport is taking to realise its vision for Marhill Copse which is to deliver a place of extraordinary biodiversity that provides a safe, sustainable, and accessible space which educates, inspires, and is prized by all. Some of the recent improvements have included installing natural seating throughout the Copse; registering a previously undesignated ancient oak with the Woodland Trust and the installation of 40 bat boxes.

Section 106

In addition to stewardship of the copse and as part of the Section 106 Agreement, Southampton Airport has also committed to undertake local ecology monitoring. In 2023, it carried out a National Vegetation Classification (NVC) survey as a baseline, then annual monitoring results will be compared against the national air pollution information system (APIS) and the Habitat Regulation Assessment (HRA).

This monitoring will be carried out over 10 years. Other commitments include:

- **Annual Vegetation Classification Surveys on the River Itchen Site of Special Scientific Interest (SSSI), Special Areas of Conservation (SAC) to monitor potential impacts of NO_x emissions to the flora and fauna. The surveys will focus on species identified as being at higher susceptibility to NO_x emissions to monitor any changes in their condition.**
- **Monitoring potential impact to Southern Damselfly and dwarf shrub heath.**



Flying Fish

Since 2014 Glasgow Airport, through its FlightPath Fund, has supported the Flying Fish programme which is delivered by the Clyde River Foundation. The initiative teaches primary school pupils about the ecology of their neighbouring waterways and the marine life they support.

In that time, the airport has awarded more than £45,000 to Flying Fish which has enabled 2,300 pupils from over 100 schools across Renfrewshire, Glasgow, East and West Dunbartonshire to learn about the diverse ecosystems of their local rivers and waterways. It is hoped that participating in Flying Fish will lead to a life-long interest in the local environment and its conservation and protection.

Section 5

Supporting our communities

Impact	Material Issue	Sustainable Development Goals
Social	Noise Supporting our communities Supporting our people	       

Noise

In talking to our neighbouring communities, we know airport-related noise is an important issue. Managing noise is an integral part of how we grow our airports responsibly. Each of our airports has a published Noise Action Plan which sets out how we manage and reduce the adverse effects of aviation-related noise.

Noise Action Plans

In 2022, Southampton Airport conducted a full review of its Noise Action Plan which was subsequently updated and sets out the airport's goals for noise management until 2028.

Aberdeen and Glasgow airports are awaiting a review to the NAP development guidance material from Scottish Government. Both airports will then conduct an open consultation in 2024 during which they will seek input from local communities and other stakeholders.

Noise Insulation Schemes (NIS)

In 2023, each of our airports enhanced their respective noise insulation policies. The NIS reflect our aim to be respectful of local communities and our impact on people who live and learn in close proximity to our airports. We offer sound insulation to eligible residential properties, hospitals and schools. We arrange for assessments to be made of properties applying for the scheme to identify what, if any, insulation would be effective in achieving appropriate noise reduction.

The management of the NIS is overseen by each airport's Airport Consultative Committee (ACC). Full details of the NIS schemes can be found at the dedicated Noise Insulation pages of our websites:

[Aberdeen International Airport](#)

[Glasgow Airport](#)

[Southampton Airport](#)

Examples of improvements that could be made are:

- **Replacement/enhanced windows**
- **Acoustic air vents or simple wall mounted ventilation systems**
- **Loft insulation**
- **Replacement/enhanced external doors**

Continuous Descent Operations

AGS promotes adherence to the Sustainable Aviation Arrivals Code of Practice (ACOP) and in particular the achievement of Continuous Descent Operations (CDO) where possible.

Aircraft operating from our airports are measured against a noise mitigation procedure called Continuous Decent Approach (CDA) for arriving aircraft and Continuous Climb Departures (CCD) for departing aircraft. Both of these methods reduce the noise levels experienced during take-off and landing. This process is monitored by NATS and each of our airports have set targets for the airlines to achieve.

2023 CDA performance	% target	% achieved
Aberdeen	45%	60%
Glasgow	68%	71%
Southampton	58%	53%

2023 CCD performance	% target	% achieved
Aberdeen	90%	97%
Glasgow	94%	94%
Southampton	84%	77%

Noise Complaints

We operate a dedicated email and online reporting process through which we investigate and monitor all noise complaints. We aim to respond to 100% of complaints and enquiries within five working days with at least initial findings of an investigation where appropriate, if not a complete response. We publish our performance against this target at the Airport Consultative Committee along with any trends in noise events in the previous reporting period. We publish our noise performance annually on our websites.

Noise & Track Keeping

In January 2024 our airports launched a Flight Tracking Portal. The tool replaced the former system at Glasgow and was introduced for the first time at Southampton and Aberdeen. It delivers a near live 3D visualisation of aircraft operating to and from the airports. Residents who may wish to know more about the aircraft operating in the skies above their homes are now able to use the portal to track each flight and its modelled noise footprint throughout its journey.

The portal also includes enhanced features such as a play-back function to allow users to track a flight from a specific date and time. There are also three separate 3D viewing positions, including one which presents a representation from within the cockpit of the aircraft being tracked. The Flight Tracking Portal can be accessed by visiting our dedicated noise pages.

Supporting our communities

We take great pride in the active role we play in supporting the communities surrounding our airports and ensuring they can share in our success. We recognise our airports have a vital role to play in mobilising and driving change for the better by supporting education and skills development; fostering innovation; and providing access to meaningful employment.

In 2023, our community funds awarded over £170,000 to 90 different charities and community organisations.

ABZ Propellor Fund

In 2023, 19 charities and local community groups shared in £25,000 awarded by Aberdeen Airport's Propellor Fund. Some of the successful projects included a new polytunnel for The Seed Box Ltd, music equipment for Turriff Silver Band and equipment for the Garioch Community Kitchen.

This brings the total amount awarded by the fund since its relaunch in 2022 to £50,000 which has been shared by almost 40 groups with links to education, sustainability and economic regeneration.

Aberdeen Science Centre received funding to expand its range and availability of loan boxes. The boxes are available for schools, community groups and other organisations to borrow and use in their own classroom, garden or community setting.

Groups can choose from a Bioblitz box, which include binoculars, mini telescopes, bug pots, ID guides and an activity booklet to help youngsters explore nature in their playgrounds; or a Planet Protectors box, which includes a portable air quality monitor, soil testing monitor, activity guides and stationery.

Bryan Snelling, Chief Executive of Aberdeen Science Centre, said: "We are extremely grateful to the ABZ Propeller Fund for the generous funding, which has allowed us to develop new resources for both schools and community groups and extend our STEM education beyond the centre itself."





Runway run

In June 2023, more than 300 people participated in what was the biggest ever runway run hosted by Aberdeen Airport and CHC Helicopters. In doing so, they helped raise over £38,000 for local charities We Too!, Kayleigh's Wee Stars, AberNecessities and Befriend a Child.

Sarah Misra, CEO of Befriend a Child, said: "What a fantastic event, huge congratulations and thank you to all of the runners, supporters and of course the Runway Run Team. We are extremely grateful for the funds raised, which will ensure more local children and young people facing a challenging time in their life can be supported through befriending and mentoring."

Danielle Flecher-Horn, Founder of AberNecessities, said:



This phenomenal contribution will ensure we can light up a child's entire day, month and year by providing them with items that no child should go without. Thank you to everyone involved in the runway run, it means so very much.



FlightPath Fund

More than £120,000 was awarded to 62 charities and community groups across Renfrewshire, Glasgow, East and West Dunbartonshire by Glasgow Airport's FlightPath Fund in 2023. A diverse range of groups received support from the fund with award totals ranging from £300 to help a community trust garden project, to over £5,000 to purchase a safety boat for a sea scout group.

Established in 2010, the FlightPath Fund was set up to provide grant assistance to local organisations working in and around the airport. Since its inception, the fund has awarded £1.8 million to over 800 charities and community groups with a focus on improving education, employment and the environment.

Other awardees in 2023 included local disability associations, Scout and Girl Guide groups, sports clubs, community improvement organisations and allotment associations. £4,700 was awarded to fund a mental health and well-being project set up by Carers of West Dunbartonshire, while the Clydebank Community Sports Hub received £2,700 to put on musical support sessions for local adults with complex needs.

10 primary schools were able to participate in fun, interactive science activities from Generation Science thanks to support from the Fund. Run by specially-trained Science Communicators from educational charity Edinburgh Science Foundation, the programme delivered workshops to pupils from the local schools and featured a series of hands-on and immersive Science, Technology, Engineering and Mathematics (STEM) activities that support the Curriculum for Excellence and brings science to life in the classroom.





Project CAELUS takes flight

In November 2023, Project CAELUS (Care & Equity – Healthcare Logistics UAS Scotland) led by AGS in partnership with NHS Scotland took a huge step forward by conducting live flight trials in a bid to deliver the UK’s first national medical distribution network using drones.

The successful trials involved unmanned drones flying between Glasgow Airport and NHS Golden Jubilee in Clydebank. The project, which is part funded by the UK Research and Innovation (UKRI) Future Flight Challenge, is set to revolutionise the way in which healthcare services are delivered across Scotland. A drone network will ensure critical medical supplies can be delivered more efficiently, it can reduce waiting times for test results and, more importantly, it can provide equity of care between urban and remote rural communities.

Anna, Postma-Kurlanc,
NATS Technical Solutions Lead said:



By ensuring we have the processes and procedures in place for every drone flight to happen safely, NATS, alongside our CAELUS consortium partners, are able to demonstrate how uncrewed operations can coexist in a commercial airport operation within controlled airspace. This is a vital step forward to not only scaling the CAELUS project but also other NATS beyond visual line of sight projects nationwide and globally.



Supporting our people

Diversity, equality and inclusion

At AGS, we are committed to providing valued conditions of employment, respecting diversity and promoting equal opportunities for all staff through rigorous ethical, professional and legal standards. A diverse and inclusive workforce which reflects the customers we serve at our airports is fundamental to our ambitions.

In 2022, we surveyed our staff to gain a better understanding on their views on diversity, equality and inclusion. The aim was to create a base line of where the business currently stands with a view to tailoring training programmes to the specific asks of staff.

This in turn informed our AGS Diversity, Equality & Inclusion Strategy for 2024-2028 which we believe will help create an organisation that is even more inclusive and diverse.

As part of this strategy we will:

- Use data to inform our activities and actions, ensuring we are evidence driven when reviewing any identified gaps.
- Develop and implement a mentoring and coaching programme open to all employees.
- Review our recruitment and retention practices and utilise appropriate recruitment channels to ensure we are reaching all communities and providing appropriate support to all candidates.
- Undertake audits and gather opinions to ensure the voice of our customers and staff are heard to ensure we are meeting their needs.
- Continue to develop internal communications to promote the importance of diversity and inclusion.

Monitoring and understanding our gender pay gap is a key part of this and we report on this on an annual basis. Based on our 2022 data we have a Gender Pay Gap of 16% across AGS – the UK is estimated to be 15%.

AGS was also instrumental in the launch of, and is a signatory to, the Women in Aviation and Aerospace Charter. This charter commits us to aspiring to a gender balance at all levels and to provide fair opportunities for women to succeed at the highest levels of the business. This cross-industry initiative is hugely welcomed in our sector, which we know faces a number of challenges to attract and retain female talent.

In 2023, AGS staff participated in a combined total of

7,981
hours of training

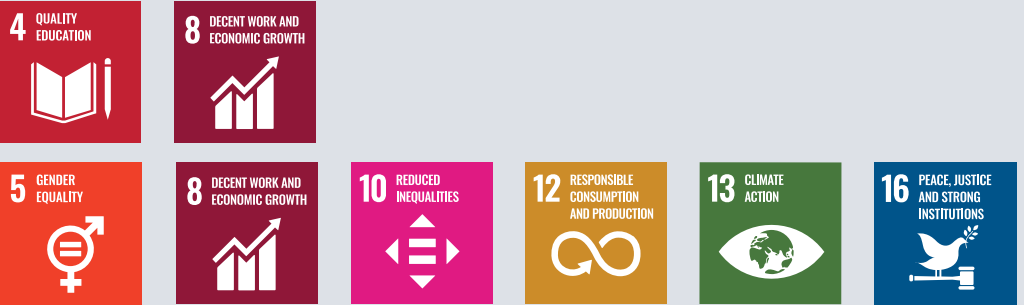
Section 6 Supporting economic growth

Airports are key drivers of economic and social prosperity. It is well established that regions with strong connectivity will enjoy increased levels of trade and tourism. The routes we provide support businesses in getting goods to market; attracting inward investment and they underpin a successful inbound tourism industry.

In 2023, almost 11 million passengers travelled through our airports flying to some of the 150 destinations operated by our 40 airline partners.

Our airports generate in excess of £2bn in Gross Value Added (GVA) per year and, importantly, support in excess of 30,000 jobs across a sophisticated supply chain; so it is no understatement to say our airports are assets of strategic national importance. They have a vital role to play in mobilising and driving change for the better by promoting sustainable connectivity, skills development, fostering innovation and providing access to meaningful employment.



Impact	Material Issue	Sustainable Development Goals
Economic	<p>Economic development & employability</p> <p>Sustainable supply chain</p>	



Working at our airports

In 2023, both Aberdeen and Glasgow airports hosted jobs fairs where 70 companies from across the airports showcased over 600 job opportunities including roles within air traffic control, security, retail, facilities management, airfield operations, catering and ground handling.

In excess of 1,600 people attended the events which were supported by Jobcentre Plus, the Department for Work and Pensions and Invest Renfrewshire.



Developing the Young Workforce in Aberdeen

In 2023, Aberdeen Airport successfully enrolled in the DYW Young Person's Guarantee employer scheme.

The Young Person's Guarantee is a joint commitment to provide opportunities for all 16–24 year-olds in Scotland through jobs, apprenticeships, further and higher education, training programmes and volunteering.

In addition to school visits to showcase the breadth of job opportunities within the aviation sector, the airport will work with DYW North East to develop modern and graduate apprenticeships. It will also work with business partners to provide work experience opportunities for young people to consider a career in aviation.

Margo Milne, Director, Developing the Young Workforce (DYW) North East said:



Aberdeen Airport has a strong track record of supporting local school pupils and college students via work experience and site visits.

Their new status as a Young Person's Guarantee employer is a fitting recognition of these efforts. We are excited about working together even more closely in the future to build on our partnership activities.





Fiona Smith, Group Head of Aerodrome Strategy, said:

The Faraday Challenge

In May 2023, Glasgow Airport partnered with the Institute of Engineering and Technology to host a Faraday Challenge event - a national engineering competition to promote science, technology, engineering and mathematics (STEM).

Pupils from six regional secondary schools participated in the national competition putting their engineering and critical thinking skills to the test. The challenge is aimed at encouraging more young people to study and consider exciting and rewarding careers in STEM by using creativity, innovation and problem-solving skills.



With the introduction of sustainable aviation fuels, the development of zero-emission hydro-electric flight and indeed the progress of our own CAELUS medical drone delivery project, it is an exciting time to join the aviation industry and projects such as the Faraday Challenge are playing a vital role in developing the engineering workforce of tomorrow.





Aberdeen and Glasgow airports are signatories to the Scottish Business Pledge which is a values-led partnership between Government and business that is based on boosting productivity and competitiveness through fairness, equality and sustainable employment.

Solent Freeport

Together with partners, Southampton Airport is taking forward plans for what was one of the first UK Freeports to be fully approved by Government.

The Solent Freeport will unlock billions of pounds' worth of investment, create tens of thousands of new jobs and level up important coastal communities. It will create 30,100 new skilled and semi-skilled jobs including 15,050 direct jobs in the Solent and 15,050 in the wider UK supply chain. Through links to three world-class universities and a host of national research assets, it will also catalyse an innovation revolution in maritime, autonomy and green growth.

A key component of the Freeport is the Navigator Quarter which will be a new industrial and employment zone to the north and north-east of Southampton's runway offering businesses new opportunities for growth and expansion.

Sustainable supply chain

Our AGS Sustainable and Ethical Procurement Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our business or supply chain.

We have introduced an Environmental, Social and Governance (ESG) survey which is now used as part of our onboarding process for new suppliers. Companies who wish to work with AGS must be able to demonstrate their own ESG commitments to ensure they align with our own.

Since 2020, we have worked with the Slave Free Alliance, a social enterprise and membership initiative launched by anti-slavery charity Hope for Justice which aims to end modern slavery by preventing exploitation, rescuing victims and restoring their lives.

The Slave-Free Alliance has supported AGS to provide training, conduct a gap analysis and develop an action plan with aim of addressing modern slavery issues within our operations and supply chain.





Southampton's runway opens for business

Local business representatives and senior politicians were joined by former UK Aviation Minister Baroness Vere to officially mark the opening of Southampton's runway extension on Thursday 21 September. The £17-million investment will enhance the region's connectivity, safeguard

the airport's future and help deliver social and economic benefits to Eastleigh, Southampton and the wider region.

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