

Sustainability Policy

January 2020

HSSE-SUS-POL-001 V2.0

Version No	Issue Date	Comments / Changes
V1.1	14 Feb 2011	Original
V1.2	15 April 2013	Review and reissue
V1.3	10 Mar 2014	Review and reissue
V1.4	16 Feb 2015	Review and reissue
V1.5	19 Jan 2016	Review and reissue
V1.6	19 Jan 2017	Review in line with ISO 14001:2015 and reissue
V1.7	16 Apr 2018	Change of MD, review and reissue
V1.8	19 Feb 2019	Review and reissue
V2.0	22 Jan 2020	Review in light of AGS CSR Strategy

1.1 Distribution

Controlled Master Copy: Group Head of Assurance
Full Distribution: Glasgow Hub

1.2 Replacement:

Version 1.8 Dated 19 February 2019

1.3 Endorsement:

Document Sponsor: Managing Director
Document Owner: Group Head of Assurance
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1.4 GDPR Compliance:

There is no personal data contained in this document

Sustainability Policy for Glasgow Airport Limited

What sustainability means for Glasgow Airport

As Scotland's main long-haul Airport, Glasgow plays a major role in connecting Scotland with the rest of the UK, the USA and beyond. Glasgow's vision is "to be a sustainable airport that inspires travel through destination choice and unrivalled airport service". Achieving this vision relies heavily on Glasgow Airport being managed in a "Socially Responsible" manner. This means enhancing the airport's social & economic benefits whilst reducing our environmental impacts. Achieving the right balance between those impacts and aligning with AGS Airports Limited Sustainability Policy (which incorporates Corporate Social Responsibility) [CSR] and the Scottish & UK Governments' sustainable development principles, will help us to earn the trust of our many stakeholders and interested parties to help in achieving our vision.

Our sustainability policy commitments

We will:

1. Commit to becoming a carbon neutral airport;
2. Enhance the local and regional economic and social benefits of the areas surrounding our airport;
3. Communicate regularly and effectively with our neighbours and those directly affected by our operations;
4. Support good causes through our 'Flightpath Fund';
5. Seek to prevent, reduce or offset our airport's effects on the environment and local communities and work with others to ensure that we play our role in respecting environmental limits and preventing pollution;
6. Provide good conditions of employment, respect diversity and equal opportunities for all staff through rigorous ethical, professional and legal standards;
7. Provide a safe and secure airport for staff, passengers and other airport users;
8. Demonstrate effective ownership and management of our equipment and facilities;
9. Via our Management Systems, seek to set challenging objectives and targets to continually improve our sustainability performance;
10. We will ensure the responsible delivery of our Capital Investment Programme to help us become net carbon zero; and
11. Support and respect the protection of internationally proclaimed human rights.

How we will approach these commitments

As the airport owner, we are responsible for ensuring that this policy is effectively deployed at Glasgow Airport. We will comply with and where possible, exceed minimum applicable legal and other requirements to which we subscribe and that relate to our three pillars of the AGS sustainability strategy.

The three pillars are:

- Environment (e.g. climate change, waste reduction, noise)
- Social (e.g. working conditions, local community involvement, health, safety and wellbeing)
- Economic (e.g. pay, political lobbying, taxation)

Where we have no direct control, we will work in partnership with our stakeholders to improve our performance and work to influence the development of appropriate policies where we are able to do so.

We will ensure that our strategies integrate the sustainability issues that are material to our business. We will define objectives and goals in consultation with our stakeholders and deliver these through action plans and performance targets embedded within key functions within our business.

We will measure and review progress against these targets and report performance through transparent communications within a robust governance system.

Responsibilities

Our leadership team are responsible for ensuring that this policy remains up to date and that there is an effective governance structure in place to deliver it. Individual members are responsible for ensuring that plans are in place within their functions to deliver this policy.

Signed

Date 22 January 2020



Mark Johnston
Managing Director,
Glasgow Airport Limited