

# ACTION PLANS OVERVIEW

## ABOUT THESE ACTION PLANS

The purpose of these ten Action Plans is to support delivery of our Decade of Change sustainability strategy and our Section 106 (S106) Legal Agreement.

Our Decade of Change strategy was launched in 2010 and sets out our goals and targets to be reached by 2020 on ten topics: air quality, biodiversity, carbon, community, energy, local economy, noise, surface access, waste, and water.

Our S106 Legal Agreement covers climate change, air quality, noise, surface access to the airport, development, community and the local economy, and action planning, monitoring and reporting. The agreement was signed in 2001 by Gatwick Airport, West Sussex County Council and Crawley Borough Council (following consultation with seven other local authorities in the area). The agreement reflected a shared desire to see the airport grow, with measures in place to minimise as far as possible its short and long term impacts. In 2008 the S106 was renewed for a further seven years. In December 2015 it was extended until the end of 2018, and in February 2019 it was extended until the end of 2021.

## OUR SUSTAINABILITY OBJECTIVES

Our Decade of Change strategy sets out our objectives and 2020 targets. The S106 Legal Agreement also includes provisions on our objectives. These are listed in the table overleaf.

## TOPICS AND TIMEFRAMES

Each Action Plan lists between seven and ten priority actions. The numbering is solely to facilitate ready referencing and does not indicate a priority ordering. The action plans also utilise a simple key to distinguish recurring annual actions ('dots') from ongoing year-round actions ('arrows').

The current action plans cover the period to 2021. They build on the preceding set of ten action plans which covered the period 2012-2014. In reviewing and developing the post-2015 action plans we took into account independent auditor feedback on Decade of Change and S106 performance, and the views of internal and external stakeholders gathered through review meetings, dialogue with local authorities and local community opinion research. We expect to develop new Action Plans in 2020 as part of our post-2020 Decade of Change strategy and renewal of the S106 agreement.



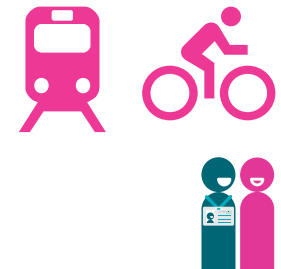
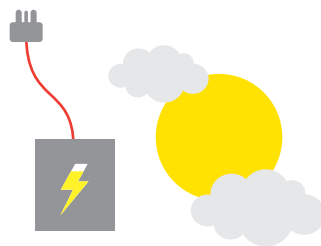
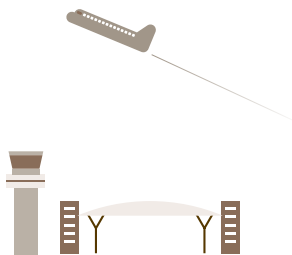
## MONITORING AND REPORTING

Each Action Plan has a designated manager who is responsible for coordinating delivery by GAL against the Action Plan and for internal monitoring and reporting. We also work with our retailers, airlines, construction contractors and other Airport businesses on environment and sustainability issues.

Each year we report on how we are progressing against our targets in our Decade of Change performance reports. You can read our latest report and those from previous years at: <http://www.gatwickairport.com/sustainabilityreport>

We also report on performance against the S106 agreement in the S106 Annual Monitoring Report which covers our actions to fulfil our obligations and commitments. This report is provided to Crawley Borough Council and West Sussex County Council, and is also communicated to the Gatwick Airport Consultative Committee (GATCOM).

<https://www.gatwickairport.com/business-community/community-sustainability/sustainability/s106-agreement>



# ACTION PLANS OVERVIEW

## COMPLIANCE WITH OTHER ENVIRONMENTAL REGULATORY REQUIREMENTS

These Action Plans are focused on delivery of our Decade of Change goals and S106 Legal Agreement obligations. As such, they do not cross-reference other applicable environmental laws and regulations as doing so would duplicate our Environment, Health and Safety (EHS) management systems. Features of our EHS management system include:

- Ensuring compliance with all applicable legislation and other requirements as a minimum standard for performance.
- Driving continuous improvement in our EHS performance by setting and monitoring clear measurable objectives and targets that are visible and meaningful to staff.
- Verifying the effectiveness of our controls and plans through an EHS assurance programme
- Incorporating EHS and risk management into our decision making including the planning, design, construction, fit-out, operation and decommissioning of our activities, facilities plant and equipment.

- Preventing pollution by managing pollution risks, maintaining pollution prevention systems, mitigating the impacts of any pollution incidents and taking actions to prevent their re-occurrence.
- Ensuring staff have the necessary information, instruction, training, supervision and resources to deliver EHS requirements.
- Maintaining effective channels of communication with our employees, business partners and suppliers to help them understand their EHS responsibilities.
- Learning from our successes and from our incidents and sharing what we learn with others.

Our performance has been validated by independent certification. Since 2010 we have held ISO14001 standard for environmental management and since 2012 the OHSAS18001 standard for health and safety, demonstrating that we're managing risks and continuously improving.

OUR OBJECTIVES		
TOPIC	OUR DECADE OF CHANGE	S106 LEGAL AGREEMENT
<b>Air Quality</b>	Objective: Improve air quality impacts.  2020 target: Maintain zero breaches of air quality limit values.	The Company's Objective: In operating and growing the Airport to take reasonable steps to manage emissions to air from airport activities, driving compliance with prevailing air quality standards and seeking where practicable to improve on these standards.
<b>Biodiversity</b>	Objective: Have a nationally recognised award for our biodiversity approach.	(Regarding Development) The Company's Objective: To develop the Airport in a manner that achieves efficiencies in the use of land and resources whilst seeking to minimise adverse visual and environmental impacts.
<b>Carbon and Climate Change</b>	Objective: We want to reduce our operational carbon emissions by 50%.  2020 target: Reduce GAL carbon emissions by 50% (scope 1 & 2 emissions against 1990 baseline). 25% of energy from renewable sources.	The Company's Objectives: To reduce the Company's climate impact and help to reduce the impacts of the aviation industry as a whole. To manage the Company's assets and activities to mitigate the Airport's impact on the water environment.
<b>Community and Local Economy</b>	Objectives: Demonstrate we are a trusted and valued neighbour by contributing to the social, environmental and educational development of our community. Develop and fulfil our role as an economic driver of local, regional and national significance.	The Company's Objective: To make a positive contribution to the economy and quality of life in and beyond the Gatwick Diamond area.
<b>Noise</b>	Objective: Reduce the impact of operational noise.  2020 target: Be recognised as a best practice operator for noise management.	The Company's Objective: To employ all reasonably practicable means of minimising the aircraft noise impacts associated with maximum use of Gatwick Airport's runway capacity, within the framework established by Government.
<b>Surface Access</b>	Objective: Increase sustainable access options for our passengers and staff.  2020 target: Achieve 40% public transport mode share by the time the airport reaches 40 million passengers per annum (stretch target of 45% of 45m ppa).	The Company's Objective: To ensure that the Airport's passengers and employees have access to a range of travel options that meet their particular needs and in doing so to reduce the rate of growth of trips by private car and taxi to and from the airport by encouraging greater use of public transport; ease congestion by better traffic management and implementing strategic road improvements; and manage on-site traffic emissions.
<b>Energy</b>	Objective: We want to reduce our energy consumption by 20% against 1990 baseline.  2020 target: 20% reduction in airport gas and electricity use compared to 1990.	No objectives listed
<b>Waste</b>	Objective: Improve the quality of water leaving the airport.  2020 targets: Generate no waste to landfill and 70% of Gatwick waste recycled.	No objectives listed
<b>Water</b>	Objective: Improve the quality of water leaving the airport.  2020 target: 20% reduction in airport water use against 2010 baseline. (Stretch target 25%).	No objectives listed



# AIR QUALITY MANAGEMENT ACTION PLAN

Our Action Plan is designed to deliver our S106 obligations and Decade of Change targets on Air Quality. Actions 2, 3 and 4 are Decade of Change actions; Actions 1 and 5 are S106 actions; and actions 6 and 7 are combined Decade of Change and S106 actions.

STRATEGY			
1.	Continue to work with RBBC and business partners to monitor and evaluate local air quality impacts in the context of the Horley Gardens AQMA.	➔	Ongoing
2.	Create a map of emissions sources and types for Gatwick, taking account of A-CDM implementation, as input to further development of air quality and carbon management activity.	● ●	Five-yearly studies (2016 and 2021, for the years 2015 and 2020)
3.	Use findings from airport emissions studies to identify potential cost-effective and operationally sensible opportunities for emission reductions from airside ground operations.	➔	Ongoing
4.	Continue to engage with airlines and industry partners at UK Level through Sustainable Aviation, and in relevant fora at European and international level, about best practice on new technologies and techniques to improve local air quality.	➔	Ongoing
5.	Continue to report on FEGP usage as part of quarterly Ground Noise Report, and develop annual summary on FEGP usage for inclusion in public reporting.	➔	Ongoing
6.	Maintain on-airport air quality monitoring sites and report on performance against established KPIs.	➔	Ongoing
7.	Seek to develop further KPIs to quantify improvements from specific on-airport initiatives and taking account of further peer benchmarking on Air Quality KPIs and actions.	● ●	2017 and 2020
8.	Report performance internally through Decade of Change governance. External data to be agreed prior to publication at GATCOM.	●	Annual

## AIR QUALITY KPIS AND REPORTING

Our KPIs reflect our S106 reporting obligations on the results of our continuous and random air quality monitoring; and our Decade of Change goal of improving air quality impacts. All the KPIs are updated annually in our Decade of Change report and S106 report.

In our annual Decade of Change reports, we report the following KPIs:

- annual average NO<sub>2</sub> (µg m<sup>3</sup>) and PM10 (µg m<sup>3</sup>) results for the on-airport air quality monitoring site LGW3, located at the eastern end of runway 26L
- % of Gatwick flights by CAEP 6 or newer aircraft
- % availability of Fixed Electric Ground power at aircraft stands in core operating hours

In our S106 AMR we include the annual average NO<sub>2</sub> (µg m<sup>3</sup>) and PM<sub>10</sub> (µg m<sup>3</sup>) for LGW3 and is data and for the Horley Gardens air quality monitoring sites RG1, RG2 and RG3. (RG1 and RG2 are located in Horley Gardens Estate (NE of the Airport) and RG3 is located in Poles Lane, Crawley (SW of the Airport))

We also include annual data for engine testing, FEGP usage and GPU/APU compliance in our S106 AMR.





# NOISE MANAGEMENT ACTION PLAN

This Section 106 / Decade of Change Noise Management Action Plan complements, yet remains distinct from, the actions contained within the 2013-2018 Environmental Noise Directive (END) Noise Action Plan and those contained within the 2019-2024 END Noise Action Plan. Actions 1, 2, 4, 6, 7 and 8 are combined S106 and Decade of Change actions; Actions 3 and 5 are Decade of Change actions. Where appropriate, actions that are similar to actions within the END Noise Action Plan are indicated.

STRATEGY	1. Implement and deliver against the actions contained within this action plan and the END Noise Action plan, and report performance through internal governance process and externally via stakeholder groups, websites and annual reports.	➔	Ongoing
	2. Review noise certification categories that apply to take off and landing charges including the potential to strengthen price signalling by disaggregating Category 4.	➔	Ongoing
DELIVERY	3. Continue to engage with airlines on 'fly quiet and clean' initiatives through FLOPSC. <sup>1</sup>	➔	Ongoing
	4. Actively participate in all relevant Government led consultations, including the Government's night noise consultation.	➔	Ongoing
	5. Continue to maintain programme of community noise monitoring and engage with local environment and health officers and stakeholders no less than twice a year on noise and airspace issues.	➔	Ongoing
MONITORING & REPORTING	6. Undertake independent benchmarking with comparable airports of our performance on operational noise management and communications. <sup>2</sup> This benchmarking will be conducted every three years.	● ●	2017-2018 and 2020-2021
	7. Continue to maintain programme of community noise monitoring and engage with local environment and health officers and stakeholders no less than twice a year on noise and airspace issues. <sup>3</sup>	➔	Ongoing
	8. Continue to report quarterly and annually to NATMAG, and on the GAL website, on the community noise monitoring programme and our Noise and Flight Performance KPIs.	➔	Annual

## NOISE KPIS AND REPORTING

Our KPIs provide quantitative evidence of our efforts to deliver quietest practicable aircraft operations at Gatwick and to manage noise impacts efficiently and effectively. See below for a short explanation of the KPIs and their relevance to community noise levels.

In our annual Decade of Change reports, we report the following KPIs:

- % Chapter 4 (or equivalent) aircraft; and % Chapter 14 aircraft
- Noise track keeping %
- Noise total infringements; daytime infringements; and night-time infringements
- Continuous Descent Operations compliance %

For a description of these Noise KPIs, please see overleaf.

Progress against the END Noise Action Plan is reported on a quarterly basis to the airport Noise and Track Monitoring Advisory Group (NaTMAG); the minutes of which are available on the airport website, and on an annual basis to the Gatwick Airport Consultative Committee (GATCOM), the papers of which are available on the GATCOM website.

For more information on our approach to Noise management, our END Noise Action Plan 2019-2024 and our Noise Lab web tools, please visit <http://www.gatwickairport.com/business-community/aircraft-noise>

<sup>1</sup>Action Plan Actions 5,13,14,18 and 19 of the 2019-2024 END Noise Action Plan are complementary to this Commitment.

<sup>2</sup>This was an Action Plan action in the previous 2013-2018 END Noise Action Plan and hasn't been included in the draft 2019-2024 END Noise Action Plan hence it has been selected as a Commitment.

<sup>3</sup>Action Plan Actions 37, 48 and 49 of the 2019-2024 END Noise Action Plan are complementary to this Commitment.



## DESCRIPTION OF NOISE KPI'S

**NIGHT QUOTA MOVEMENTS SUMMER** - The number of air traffic movements permitted between 2330 and 0600 for the period 27 March and 30 October.

**NIGHT QUOTA MOVEMENTS WINTER** - The number of air traffic movements permitted between 2330 and 0600 for the period 30 October and 26 March.

**CHAPTER 4 AIRCRAFT** - A noise standard which was approved in 2001 and came into force in 2006. It introduced a cumulative reduction of 10 dB relative to Chapter 3 aircraft, therefore aircraft certified as Chapter 4 are deemed to be the quietest.

**CDA - CONTINUOUS DESCENT APPROACH** - When adopting this procedure, pilots descend on a continuous, smooth glide path and avoid periods of level flight. Therefore Pilots don't have to vary the amount of power going into the engines - it's constant - and they stay higher over the ground than during a stepped approach.

**TRACK KEEPING** - All departing aircraft from Gatwick have to fly within a 'Noise Preferential Route' until they reach a certain altitude, this is to give certainty as to which areas can expect departing aircraft and the associated noise. Track Keeping refers to the achievement rate of this requirement.

**ENQUIRY RESPONSE TIME** - Our response target for all noise related enquiries is 8 days.

**NOISE INFRINGEMENTS** - Departing aircraft from Gatwick constantly have their departure noise limits measured at a location 6km from the 'start of roll' - the point at which take-off thrust is applied. These limits vary between day and night and aircraft identified to have exceeded these limits are fined, and the proceeds granted to the Gatwick Airport Community Trust.





# SURFACE ACCESS ACTION PLAN

This action plan summarises the key deliverables arising from our Surface Action Strategy 2012-2030. A more detailed action list covering these topics is discussed quarterly with our Transport Forum Steering Group.

DELIVERY STRATEGY

MONITORING & REPORTING

1. Continue to work in partnership with key local, regional and national stakeholders to deliver the targets set out in Gatwick's Airport Surface Access Strategy 2012-2030, and Decade of Change transport targets.	➔	Ongoing
2. <b>Rail Station</b> Continue to represent airport interests with Network Rail and other partners on the redevelopment of Gatwick station to provide an efficient multi-mode transport interchange suiting the needs of all users.	➔	Ongoing
3. <b>Rail services</b> Maintain quarterly meetings with principal rail operators and respond to relevant government and industry consultations.	➔	Ongoing
4. <b>Bus &amp; Coach</b> Work with Forum partners to review and identify opportunities to improve local bus and express coach services at Gatwick.	➔	Ongoing
5. <b>Staff travel</b> Conduct airport staff survey on commuting in 2016 and use results to inform initiatives to maintain and improve the Gatwick staff travel plan available to airport employers and employees. The next survey to be organised and conducted before the end of the agreement extension.	➔➔	2016 and by 2021
6. <b>Car Parking</b> Further update and implement the updated Car Parking Strategy and related actions reflecting updated growth projections and as agreed with Crawley Borough Council and the Gatwick Surface Access Forum.	➔	2016 and ongoing implementation
7. <b>Highways</b> Facilitate the delivery of highway improvements required in line with the S106 and any other legal agreements	➔	Ongoing
8. <b>Cleaner Vehicles</b> Engage with airport landside transport partners on electric/hybrid options for public transport to and from the airport.	➔	Ongoing
9. Work with partners to maintain an accurate database of relevant information showing passenger and staff travel choices.	➔	Ongoing
10. Report performance through internal governance processes and externally via stakeholder groups, websites and annual reports.	➔	Annual

## SURFACE ACCESS KPIS AND REPORTING

In our annual Decade of Change reports we report the public transport mode shares for passengers and airport staff. In our annual S106 report we additionally include the passenger mode share annual percentages provided by CAA surveys (Rail, Bus/Coach, Private Car, Hire Car, Taxi/Mini-cab, Other). We define public transport as combined Rail, Bus and Coach; and Sustainable Transport as these options plus cycling and walking.





# CARBON MANAGEMENT ACTION PLAN

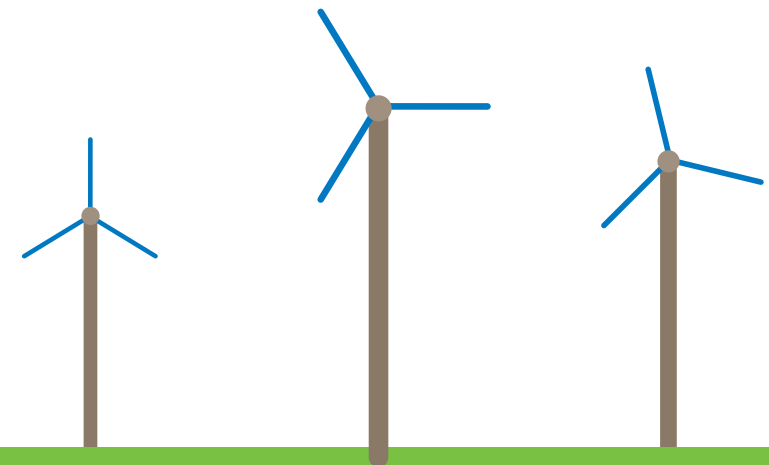
Our Action Plan is designed to deliver our S106 obligations and Decade of Change targets on Carbon. Actions 1, 3, 4, 5 and 6 are Decade of Change actions; Action 2 is a combined S106 and Decade of Change action.

STRATEGY	1. Maintain Gatwick's proactive approach to carbon management in line with our Decade of Change goals by implementing our Energy and Carbon strategy and our action plans on carbon, energy, air quality, waste and surface access.	●	Annual
	2. Include an update on our approach to climate change in our annual Decade of Change reports and publish an updated report on the airport and climate change resilience by 2018 and update the report again before the end of 2020.	● ●	Annual and five-yearly reporting (2016 and 2020)
DELIVERY	3. Contribute to development of the UK renewable energy sector by continuing to purchase renewable electricity for the airport campus.	➔	Ongoing
	4. Cleaner Vehicles Continue to apply the most recent government-set standards for all road-related vehicles in GAL's new vehicle contracts.	➔	Ongoing
	5. Continue to include sustainability criteria in Gatwick's procurement processes.	➔	Ongoing
MONITORING & REPORTING	6. Encourage airlines to continue developing reduced engine taxiing to reduce fuel burn as part of A-CDM, and explore ways to report performance.	➔	Ongoing
	7. Continue annual carbon footprinting with regular in-year monitoring, and ensure retention of external certification standards (e.g. The Carbon Trust Standard, Airport Carbon Accreditation)	●	Annual
	8. Report performance through internal governance processes and externally via stakeholder groups, websites and annual reports.	➔	Annual

## CARBON MANAGEMENT KPIs AND REPORTING

In our annual Decade of Change reports, we report the following Carbon KPIs:

- Total Carbon emissions (tCO<sub>2</sub>eq)
- Carbon Scope 1, 2 and 3 (tCO<sub>2</sub>eq)
- Total Scope 1 and 2 emissions (tCO<sub>2</sub>eq) and Cumulative change in Scope 1 and 2 total emissions on 1990 baseline (%)
- Total Scope 1 and 2 emissions per passenger (kg tCO<sub>2</sub>eq)





# ENERGY MANAGEMENT ACTION PLAN

Our Action Plan is designed to deliver our Decade of Change targets on Energy and our S106 obligation to maintain an Action Plan on energy management and report annually on energy consumption. All actions are Decade of Change actions.

STRATEGY	1. Agree annual energy reduction targets in line with our Energy and Carbon strategy and Decade of Change goals, and monitor performance monthly.	●	Annual
	2. Review performance trends and update our action plan through to 2020.	● ●	2017-2018
DELIVERY	3. Complete site-wide energy audit as part of achieving compliance with the Energy Savings Opportunities Scheme (ESOS).	● ●	2016 and 2019
	4. Continue to evaluate and invest in energy efficient technologies for operational asset base.	➔	Ongoing
	5. Continue to evaluate the feasibility and economic justification of alternative sources of energy production to reduce imported energy use.	● ● ➔	2016 and 2018/ ongoing
MONITORING & REPORTING	6. Continue to use and review GAL technical standards based on recognised best practice approaches to deliver energy efficient buildings and systems, and to use these technical standards to encourage third party airport occupants to improve their energy efficiency.	➔	Ongoing
	7. Continue to improve energy metering, monitoring and reporting systems.	➔	Ongoing
	8. Report performance through internal governance processes and externally via stakeholder groups, websites and annual reports.	➔	Annual

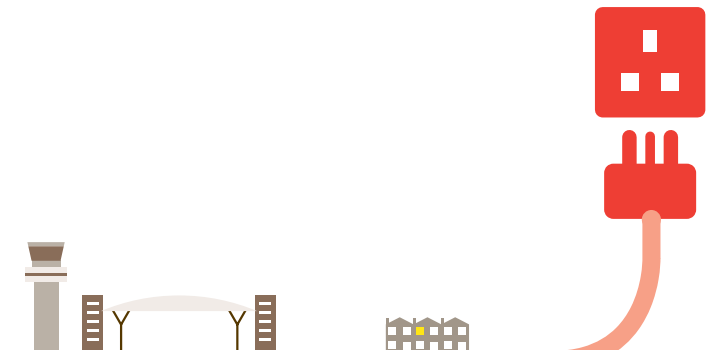
## ENERGY MANAGEMENT KPIS AND REPORTING

In our annual Decade of Change reports, we report the following Energy management KPis:

- Total airport consumption (kWh)
- Total airport electricity consumption (kWh)
- Total airport electricity consumption (kWh)
- Total energy consumption cumulative change on 1990 baseline (%)
- Total energy consumption per passenger (kWh)
- Renewable energy generated on site (kWh)
- % of total energy from renewable sources (including purchased certified renewable electricity)

In our annual S106 reports, we additionally report on:

- Total Airport energy consumption broken out by
  - Total GAL energy consumption
  - Total airport third party energy consumption







# WASTE MANAGEMENT ACTION PLAN

Our Action Plan is designed to deliver our Decade of Change targets on Waste and our S106 obligation to maintain an Action Plan on waste management and report annually on waste performance. All actions are Decade of Change actions.

STRATEGY	1. Maintain definition of airport waste for benchmarking purposes and review annually to ensure relevance and continuous improvement in performance towards our Decade of Change targets.	●	Annual
	2. Continue to maximise waste hierarchy management and performance from GAL operations through equipment and technology innovations.	➔	Ongoing
DELIVERY	3. Utilise existing airport forums and employee communications channels to raise awareness of airport users, partners and employees about waste management facilities and performance.	➔	Ongoing
	4. Work with retail, airline and construction partners to improve recycling and waste management processes and ensure compliance with relevant legislation.	➔	Ongoing
	5. Continue to engage across all relevant industries, including through groups like Sustainable Aviation, to drive best practice at Gatwick.	●	Annual
MONITORING & REPORTING	6. Maintain weekly and monthly monitoring process with waste contractor to drive improved performance.	➔	Ongoing
	7. Report performance through internal governance processes and externally via stakeholder groups, websites and annual reports.	➔	Annual

## WASTE MANAGEMENT KPIS AND REPORTING

In our annual Decade of Change and S106 reports we report the following KPIs for Operational and Commercial Waste:

- Total waste (tonnes)
- Recycled/ reused %; recovered for energy %; and untreated waste sent to landfill %
- Total passengers and Waste per passenger (kg)

For Construction waste, we report tonnage and % diverted from landfill by our construction contractors.



Our Action Plan is designed to deliver our S106 obligations and Decade of Change targets on Water. Actions 1, 2, 4, 5, 6, 7, 8 and 9 are Decade of Change actions; Action 3 is a S106 action; and Action 10 is a combined S106 and Decade of Change action.

	STRATEGY		
	1. Continue to implement the Gatwick Flood Management and Reduction Strategy, maintain the fully implemented status of the McMillan Report recommendations, and review and maintain the improvements made through these programmes.	➔	Ongoing
	2. Continue to support the delivery of the Upper Mole Flood Alleviation Scheme (UMFAS) project, monitor its progress and engage proactively in new initiatives.	➔	Ongoing
DELIVERY	3. Maintain and report on operational performance of the drainage ponds system to ensure compliance with discharge consents.	➔	Ongoing
	4. Maintain a rolling programme of leak detection and repair.	➔	Ongoing
	5. Update water consumption map annually as part of ongoing analysis to understand where water is used on the Airport in order to maintain performance towards our efficiency targets and to help mitigate water stress in our region.	●	Annual
	6. Continue to implement and improve performance monitoring processes (e.g. leak detection, water consumption map) to inform water efficiency action planning in line with our water management goals.	➔	Ongoing
	7. Continue to evaluate the feasibility and economic justification of further use of grey water and rainwater recycling at the airport as a potential means of improving water efficiency.	➔	Ongoing
	8. Continue to use and review technical standards based on recognised best practice approaches to influence airport development processes and third party airport partners to improve their water efficiency.	➔	Ongoing
MONITORING & REPORTING	9. Update Decade of Change target on water consumption and incorporate into monitoring and reporting.	●	2016-2017
	10. Report performance through internal governance processes and externally via stakeholder groups, websites and annual reports.	➔	Annual

## WATER MANAGEMENT KPIS AND REPORTING

In our annual Decade of Change reports, we report on Water efficiency with the following KPIs:

- Airport water consumption (total m<sup>3</sup>)
- Airport water consumption per passenger (litres/per passenger)
- Cumulative % change on 2010 water consumption baseline

In our annual S106 reports, we additionally report on:

### River Mole Biological Monitoring

- Upstream yearly average BOD (mg/l)
- Downstream yearly average BOD (mg/l)
- D Pond outlet yearly average BOD (mg/l)
- Days per year when 10mg/l exceeded
- D pond discharge - days per year of non-compliance with EA consents

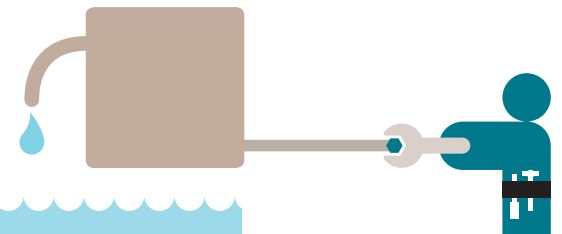
### Reported Fuel Spills

- Fuel spills (number of incidents)

### Aircraft de-icer recovery\*

- Aircraft glycol application (Litres)
- Aircraft de-icer recovery (glycol/water) (Litres)
- % Aircraft de-icer recovery

This data is reported on a seasonal basis (1 May to 30 April) to reflect winter use of de-icer.





# BIODIVERSITY MANAGEMENT ACTION PLAN

Our Action Plan is designed to deliver our S106 obligations and Decade of Change targets on Biodiversity. Actions 1, 2, 3, 4, 5, 6, 7, 9 and 10 are Decade of Change actions; Action 8 is a S106 action.

Category	Action	Progress	Frequency
STRATEGY	1. Annually review Gatwick's overall approach to biodiversity as part of maintaining the airport's certification to the Biodiversity Benchmark award.	●	Annual
	2. Following the re-let of the Airport landscaping contract in Q1 2016, GAL will create a new landscaping strategy during 2016 for implementation by 2017. This will detail landscape and wildlife design guidelines, maintenance specifications and how local environmental/landscape initiatives will be supported; and an implementation schedule.	➔	2016-2017, ongoing implementation
DELIVERY	3. Maintain a regular schedule of biodiversity surveys to support development of biodiversity action plans.	➔	Annual
	4. Review outputs of survey work on a quarterly basis with Gatwick Greenspace.	●	Ongoing
	5. Re-evaluate the management of key habitats at the airport on an annual basis to inform the review of biodiversity action plan.	●	Quarterly
	6. Continue to work closely with Gatwick Greenspace to ensure the full educational benefit of biodiversity is realised.	➔	Ongoing
	7. Maintain volunteering and education programmes to engage and educate airport partners and staff in the value of biodiversity.	➔	Ongoing
MONITORING & REPORTING	8. Ensure that all airport development aligns with S106 requirements and biodiversity action plans.	➔	Ongoing
	9. Retain Biodiversity Benchmark status for existing habitats and ensure that adequate measures are in place to secure the retention of this standard.	➔	Ongoing
	10. Report performance through internal governance processes and externally via stakeholder groups, websites and annual reports.	➔	Annual

## BIODIVERSITY MANAGEMENT KPIS AND REPORTING

In our annual Decade of Change reports, we report on the following Biodiversity management KPIs:

### Conservation and Habitat Management

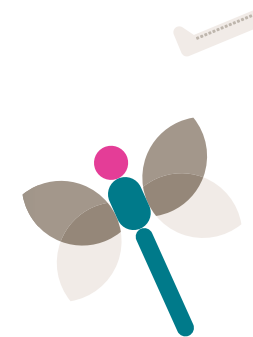
- Annual conservation actions completed (%)
- Annual conservation actions deferred to the following year (%)

### Ecological Monitoring

- Surveys completed (total number)

### Community engagement

- Onsite volunteering days undertaken (total number) by airport employees, community members and schools
- Onsite education days undertaken (total number) by airport employees, community members and schools





# COMMUNITY ACTION PLAN

Our Action Plan is designed to deliver our S106 obligations and Decade of Change targets on Community. Actions 1, 2, 5, 6 and 7 are Decade of Change actions; Actions 3 and 4 are S106 actions; and Action 8 is a combined S106 and Decade of Change action.

	STRATEGY		
	1. Work with airport and community partners to deliver an enhanced community programme, and to promote an airport-wide approach to community investment.	●	Ongoing
	2. Commission independent analysis of best practice community engagement programmes to inform forward development of Gatwick's community engagement plans.	● ●	2015-2016 and 2019-2020
DELIVERY	3. Continue to fund and work with Gatwick Greenspace to deliver community and environmental activities, supported by the airport and its partners.	●	Annual
	4. Fund the Gatwick Airport Community Trust (GACT) to deliver an enhanced programme of community support.	●	Annual
	5. Continue to deliver a programme of charitable giving led and supported by Gatwick employees and passengers.	➔	Ongoing
	6. Continue to support our employees in their volunteering efforts to benefit the local community.	➔	Ongoing
	7. Consult schools, colleges and other educational bodies to inform Gatwick's educational programme.	➔	Ongoing
MONITORING & REPORTING	8. Track progress against expanded set of KPIs and report progress through GATCOM and our annual Decade of Change report.	➔	Annual

## COMMUNITY KPIs AND REPORTING

In our annual Decade of Change reports, we report the following Community KPIs:

- Gatwick's contribution to the independent Gatwick Airport Community Trust.
- Sponsorships: number of community events supported by Gatwick (includes non-profit, charitable and business events)
- Nominated charity partners - fundraising total
- In-terminal passenger donations
- Employee fund-raising and GAL match-funding



Our Action Plan is designed to deliver our Decade of Change goal on Local Economy.

STRATEGY	1. Continue to develop and strengthen direct relationships with Government, and with national, regional and local partners to ensure Gatwick's economic value is recognised and realised.	➔	Ongoing
	2. Participate in economic groups and partnerships, such as the Crawley LEAG, to build understanding of Gatwick's role in the regional economy, including employment, skills and business growth.	➔	Ongoing
	3. Facilitate dialogue between the business and airport community to explore opportunities for collaboration on business development, employment and skills matters.	➔	Ongoing
DELIVERY	4. Support local business innovation and collaboration through a targeted programme of sponsorships and memberships.	●	Annual
	5. Continue to embed local economic impact criteria, in Gatwick's procurement processes.	➔	Ongoing
	6. Engage and collaborate with Gatwick Family companies on local and on-airport employment and skills programmes.	➔	Ongoing
	7. Support local businesses through the Meet the Buyer programme, working closely with Gatwick Diamond Initiative and other delivery partners to build its value in improving accessibility to the airport supply chain for local and regional firms.	➔	Ongoing
MONITORING & REPORTING	8. Share information with stakeholders and report performance internally and externally, including GATCOM and our Decade of Change report.	➔	Annual

## LOCAL ECONOMY KPIs AND REPORTING

In our annual Decade of Change reports, we report on the following Local economy KPIs:

- Annual spend with local suppliers (East Sussex, West Sussex, Surrey and Kent)
- Meet the Buyers: number of buyers attending
- Meet the Buyers: number of suppliers attending
- Total employed at Gatwick Airport – full site
- GAL employees
- Number of GAL graduates and apprentices

