

Sustainability Policy
Our Second Decade of Change to 2030

YOUR LONDON AIRPORT
Gatwick

Our second DECADE OF CHANGE to 2030

CEO Message

As we enter the second 'Decade of Change' our commitment to a sustainable Gatwick is stronger than ever. Our plan for 2030 builds on our first 10 point plan with a renewed set of 10 goals in 10 years which focus on the local economy, people and communities, noise, emissions and the local environment.

Sustainability involves an integrated approach to economic, societal and environmental issues and solutions, in which a healthy economy, sensible use of financial resources, human and technological innovation, teamwork and partnerships are all key. Limiting climate change and conserving water are economic and societal imperatives as well as environmental ones. Sustaining good jobs and strong employment benefits society, the environment and the economy. Our plan recognises this vital connectivity.

In formulating our 2030 goals we have accounted for local and national priorities and aligned with our investors' Sustainability and Environment-Society-Governance requirements. We will also play our part in promoting the importance of concerted and accelerated global action in this decade to deliver on the Paris Agreement to limit climate change and on the UN Sustainable Development Goals.

During our first Decade of Change, Gatwick grew substantially, increasing annual passenger numbers from 31 million in 2010 to 46.5 million in 2019. At the same time, we met or exceeded our Decade of Change goals, achieving substantial reductions in Gatwick's noise contours, direct carbon emissions and water usage, expanding our contribution to the economy and the local community and achieving key certifications for zero waste to landfill and biodiversity management. Our Master Plan, published in July 2019 following extensive local consultations, sets out how Gatwick could continue to grow sustainably and add resilience through greater use of existing airport infrastructure.

While the COVID-19 global pandemic has had a severe impact on our business, we are confident that we, together with the region and the country, will come through it. In doing so, we'll continue to be a passenger-orientated and efficient airport with a strong focus on contributing positively to the community, the economy and the environment.

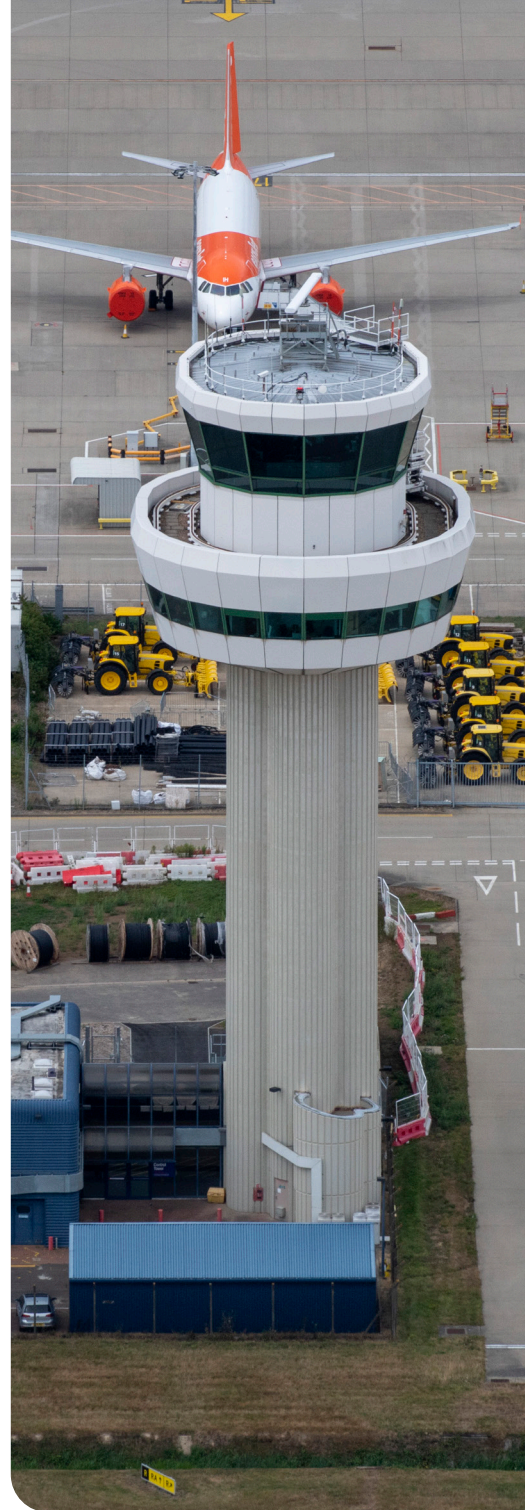
In the first few years of our second Decade of Change, we will be building back to 2019 operational levels and as we do so we will aim to beat the sustainability milestones we set the first time around. We will also continue to lead the way on performance reporting with additional Decade of Change KPIs.

I am proud of Gatwick's achievements since 2010, our commitment to sustainability and the team effort across our business, and I am confident that Gatwick will continue to lead the way through this important second Decade of Change.



A handwritten signature in blue ink that reads "Stewart Wingate". The signature is fluid and cursive, written in a professional style.

Stewart Wingate
Chief Executive Officer
June 2021



Our Sustainability Policy

CONTEXT

Aviation and airports continue to be in the public eye generating significant public interest in many aspects of our business, in particular the social and environmental impacts of airport operations and future expansion of infrastructure. Government legislation and policy will be driven by national and international concerns including recovery from COVID-19, addressing climate change and prevention of future pandemics, and the acceleration of digitisation and artificial intelligence. We want to inform and help to shape future government decisions.

OUR APPROACH

Our approach to sustainability covers the entire business and is integrated in the business plan. We communicate our policies and views so that everyone understands what we are doing and why it is important. We demonstrate our performance through compliance with regulations and permits, achievement of our own goals and targets, and achieving external accreditations and best practice awards. We are operating in ever more complex times and it is important that we continue to use our voice externally working with government, industry organisations and stakeholders. This means we will be working hard, to actively understand, monitor and communicate the societal benefits arising from positive impacts and seek to reduce as much as possible the negative impacts of airport operations.

We are committed to ensuring that our processes and operations reflect best practice. Internally, our approach to sustainability fully supports our investors' priorities which are focused on:

- running safe, efficient and resilient operations;
- delivering our investment programme effectively;
- using our voice as to ensure UK aviation and the wider economy continues to thrive; and
- sustaining the culture needed to succeed.

OUR POLICY

We are a responsive and responsible airport operator. This means we undertake activities that help us:

- deliver a strong community programme;
- maximise our local regional and national economic benefits;
- remove or mitigate our direct environmental impacts and collaborate on industry-wide solutions to climate change;
- set the right standards and practices;
- enable our staff to be sustainability champions; and
- understand the needs of our stakeholders and partners.

Our sustainability policy goals continue to centre on:

- enabling Gatwick to be the airport of choice for our passengers and customers;
- ensuring the safety and security of our passengers, partners and employees;
- generating national and regional economic wealth, connectivity, increasing airport catchment and employment;
- reducing adverse impacts to the environment;
- building and maintaining constructive relationships with stakeholders; and
- recognising the value of our employees, partners and communities.

In delivering our sustainability goals we will continue to:

- set clearly defined targets and policies for delivery from today to 2030;*
- operate today as efficiently as we can and invest appropriately for the future;
- protect the business and ensure we have appropriate resilience;
- communicate our approach and performance with stakeholders;
- partner with organisations who can help us achieve our goals;
- work with government, industry and regulators to develop policy and plans; and
- engage with our community explaining our positive and negative impacts.

*Decade of Change outcomes will be achieved by 31 December 2030.



Our Goals

As 2020 has demonstrated all too starkly, we live, work and operate in a complex and fast changing world where plans can change, dates may alter, schedules may be brought forward or pushed back - however our commitment and approach to a sustainable Gatwick will remain focused on what really matters. Accordingly, we are once again focusing on 10 issues over 10 years, with continued emphasis on the economy, local community and the environment while increasing our emphasis on People and on Emissions.

THROUGH OUR SECOND DECADE OF CHANGE WE WILL:

People and Communities



1. Local economy:

Be a partner and advocate for a thriving resilient economy and contribute to local and regional workforce skills partnerships and initiatives.



2. Opportunity and Accessibility:

Increase workforce diversity through recruitment, training and retention practices and partnerships; and ensure accessibility and opportunity for disabled colleagues and passengers.



3. Workplace safety:

Be a leading airport for the safety, health and wellbeing of our workforce and passengers, striving to learn and continually improve.



4. Local communities:

Invest resources in programmes and partnerships for those communities most affected by Gatwick's operations.



5. Noise:

Limit and where possible reduce the airport's impact on local communities by working with partners and stakeholders to create the most noise efficient operation possible.



Net zero

Continue Gatwick's net zero transition and further improve local air quality by:



6. Airport emissions:

- Achieve Net Zero for GAL Scope 1 and 2 GHG emissions by 2030.
- Sourcing 50% of airport network electricity and 50% of heat network from UK renewable sources via onsite generation and direct purchase agreements (PPAs) by 2030;
- Requiring all GAL and airport duty vehicles, ground support equipment and mobile construction equipment to meet zero or ultra-low emission standards by 2030;



7. Aircraft and surface access emissions:

- Playing our part in UK aviation and ground transport transition to net zero carbon.
- Working with airlines and fuel providers to implement the Sustainable Aviation decarbonisation roadmap.
- Working with transport partners to increase airport passenger and staff usage of public transport and zero and ultra-low emission journey modes to 60% by 2030.

Local Environment



8. Water:

Reduce the airport's potable water consumption by 50% on a per passenger basis by 2030 compared to 2019, continue to improve the quality of water leaving the airport and work with partners to promote local water stewardship.



9. Waste:

Ensure that by 2030 all materials used at Gatwick in operations, commercial activity and construction, are repurposed for beneficial use i.e. repaired, reused, donated, recycled, composted or converted to fuel for heating or transport.

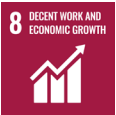






10. Biodiversity:

Have a sector-leading 'net gain' approach to protecting and enhancing biodiversity and habitats on the airport estate, including zero use of herbicides by 2030; and support biodiversity partnerships in our region.

Supporting the UN Sustainable Development Goals

The United Nations Sustainable Development Goals comprise 17 goals and related targets for 2030 to address the shared global challenges of poverty, inequality, climate, protecting the natural environment, prosperity, peace and justice. The SDGs are Government commitments with business having a vital role as partners for progress. Our Decade of Change goals align with several of the SDG themes and targets; this means that in meeting our goals we play a part in the UK's contribution to the SDGs.

Relevant UN SDGs	Focus	Relevant SDG targets	Decade of Change
8. DECENT WORK AND ECONOMIC GROWTH 	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	8.1 Sustain per capita economic growth. 8.3 Promote development-oriented policies, job creation, entrepreneurship, growth of micro, small and medium-sized enterprises. 8.5 Achieve full and productive employment and decent work for all women and men, including young people and people with disabilities. 8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.	1. Local economy 2. Opportunity and accessibility 3. Workplace safety
9. RESILIENT INFRASTRUCTURE 	Build resilient infrastructure, promote inclusive sustainable industry and foster innovation.	9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all. 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.	6. Airport emissions 7. Aircraft and surface transport emissions
10. REDUCED INEQUALITIES 	Reduce inequality within and among countries.	10.1 By 2030, progressively achieve and sustain income growth of the bottom 40% of the population at a rate higher than the national average. 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	2. Opportunity and accessibility 4. Local communities
11. SUSTAINABLE CITIES AND COMMUNITIES 	Make cities and human settlements inclusive, safe, resilient and sustainable.	11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all. 11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.	5. Noise 7. Aircraft and surface transport emissions 9. Zero waste 10. Biodiversity
13. CLIMATE ACTION 	Take urgent action to combat climate change and its impacts.	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters. 13.2 Integrate climate change measures into national policies, strategies and planning. 13.3 Improve education, awareness-raising and human and institutional capacity of climate change mitigation, adaptation, impact reduction and early warning.	6. Airport emissions 7. Aircraft and surface access emissions 8. Water stewardship



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