

Sustainability Strategy

v1.0 – 3rd July 2021

We do not exist in a small bubble; we are part of a larger industry (aviation) that is perceived as one of the largest global polluters.

As a company, we take responsibility for making a difference and we will reduce our overall footprint as part of our sustainability strategy. We will be integrating economic, environmental, and social targets to improve long term value to the company and wider stakeholders.

Our Vision

We are the catalyst for change in air traffic management. Our aim is to change the expectations of the industry inside and out and become the go-to organisation for airports looking to transform the way they operate.

Working collaboratively and flexibly, we use innovative ideas to drive improvements in all areas of our business. This working approach will flow into our sustainability targets and will drive our goals. We will operate in a more sustainable way, as well as providing support to our wider stakeholders in order to bring about positive change.

Our Values

- **Accountable** – By analysing how we think and behave, we seek to understand how we influence our immediate environment, those around us, and the work we do.
- **Inclusive** – we consider all aspects of our business in our approach to sustainability, and we encourage anyone within the organisation and our partners to participate.
- **Collaborators** – we aim to work in unison with our customers and partners to support their sustainability goals and targets and by collaborating, we will enable us and others to become more sustainable.
- **Pioneers** – Like the generations of pioneers in the air industry before us, we aim to drive change by forging new paths and using flexible and bespoke solutions to achieve our sustainability commitments.

5-point strategy

We have created a 5-point strategy which entails:

Engagement – we will collaborate to engage our entire business and our stakeholders.

Prioritisation – We will prioritise our work in line with this strategy to ensure that our business case maintains the connections between sustainability and business benefits/objectives.

Commitment – we will set clear targets for our business to focus on.

Measurement & reporting – our targets are Specific, Measurable, Achievable, Realistic and Timely (SMART) and are reported.

Education – Communicating our results and learnings to ensure we are transparent in our achievements and embed sustainability into our culture.

This 5-point strategy follows an iterative process which will consistently be reviewed, monitored, and checked against the targets that are set out.



Figure 1 ANSL 5-point Sustainability Strategy

We will report on our sustainable progress annually, including the 5-points outlined above, along with detailed reporting of our 3-year plan (outlined further below).

Our Principles

To achieve the targets we set in line with our strategy and in accordance with our values, we will apply the following principles to anything we do:

- Drive **Measurable & substantiated** progress – real achievements.
- Set realistic but **ambitious** targets – drive progress, don't wait for it.
- Always consider **Direct and In-Direct** contribution equally – make change happen.

Priorities

When our targets have been set, we will prioritise our actions to ensure that everything we do:

- leads to an overall reduction of our footprint, by taking into account any reactionary effects our actions may have,
- is practicable, reasonable, and sensible,
- maintains the balance between sustainability (environment, social and economic), financial performance and our company objectives,
- ensures continuous and increasing achievements over time by including both 'quick-wins' and longer-term substantial achievements in an equal manner.

3-Year plan

A rolling 3-year plan will be produced, forming the basis for our Sustainability activities. We will utilise our principles set out above when setting our 3-year plan. All targets will be SMART, and the plan will incorporate the following phasing:

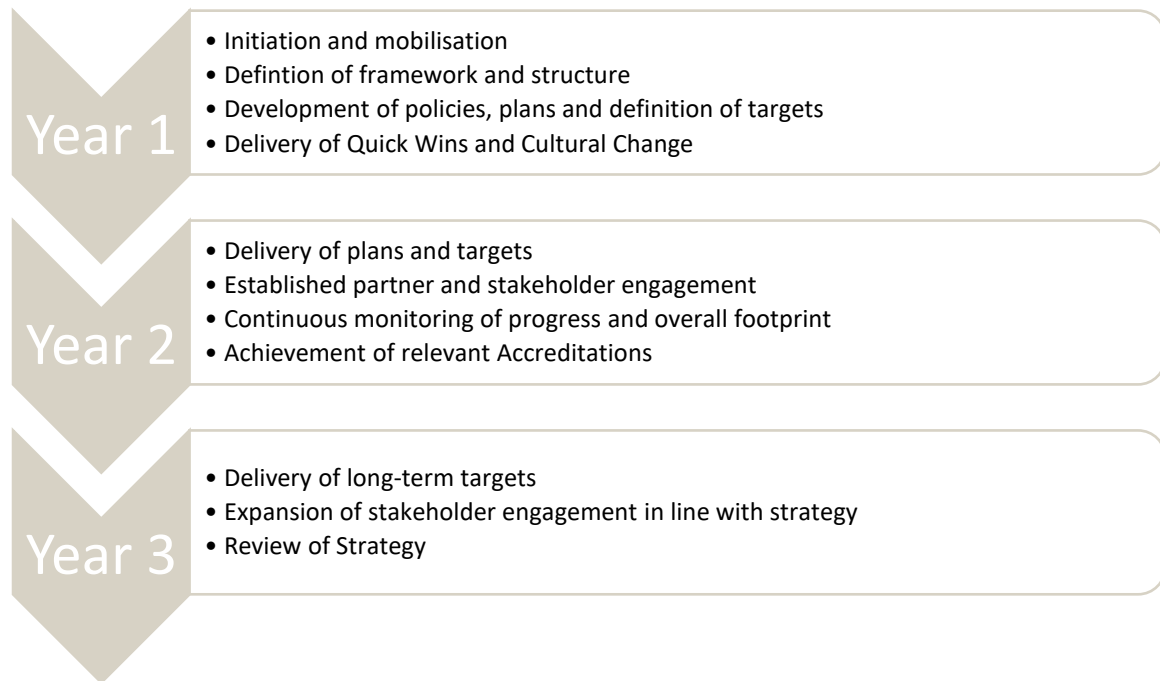


Figure 2 ANSL 3-year plan

Our Commitment

We are committed to reducing our environmental impact and to consider sustainability in everything we do, while balancing priorities.

Our commitment is to work in close partnership with all our stakeholders to ensure that, to the best of our ability, we enable others to be more sustainable.

As a business, we are committed to maintain the financial and resource support for sustainability, whilst balancing the wider business' needs.

High Level Commitments

1. Identify ANSL's current footprint and formulate a plan to reduce it.
2. Review Supply Chain management to identify opportunities to contribute to overall footprint reduction and business efficiency.
3. Establish measurable improvements to our operational impacts on air traffic.
4. Improve ANSL's community contribution through volunteering and donations directly and indirectly, through financial and in-kind contribution and support.
5. Support our airports and stakeholders in their sustainability objectives.