

# **SME Climate Commitment Annual Sustainability Report**

**2022/23**

**Air Navigation Solutions Limited (ANSL)**

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## Introduction

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 to bring about positive change.

At ANSL, we have created a 5-point strategy to improve our environmental awareness. The strategy is published on our website and the key 5 points are summarised below:

**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 on.

**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.

## 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.

## 2022 Aims & Objectives

We have created a 3-year plan to take a first step towards reducing our environmental impact and establishing clear processes for what is required to achieve our committed target to half our emissions by 2030 and reach net zero emissions by 2050.

In line with our SME Climate Commitment, we set the following targets for 2022:

- Mobilisation and establishment of a sustainability team.
- Definition of a framework and structure.
- Development of policies, plans, and definition of future targets.
- Delivery of Quick wins and cultural change.

The objectives for this first year of delivery against our commitment to the SME Climate Hub aimed to progress against three key objectives:

1. Establish an efficient and effective structure in support of sustainability.
2. Determine the status quo.
3. Engage the business.

These targets and objectives are seen as early steps towards the longer-term commitments and aims.

## 2022/2023 Progress Report

The purpose of this document is to provide an overview of the work carried out and progress made in 2022 to support our long-term sustainability goals, to take learnings from the past year, and to set out the plan for our future work.

### Establish Sustainability Structure

In order to formalise and structure effectively our work toward a reduced carbon footprint, a Sustainability Working Group was established in ANSL in 2021. The focus of the working group was to facilitate the work required to embed, progress and deliver on the commitment made. The working group was structured to ensure representation from all parts of our business, ensuring that both direct and indirect contributions to our declared net zero target can be considered.

The working group is set up to represent a cross-section of our organisation and to drive forward all related activities, engaging with the entire business however for the delivery of our objectives and targets.

As one of the first priority activities, the working group developed our Sustainability Strategy which following endorsement of the Senior Management Team of the business has been published both internally and externally.

### Determine the Status Quo

In order to explore routes to reduce our carbon emissions, we concluded that it is required firstly to determine what the starting point of our journey is. This includes assessing formally our carbon footprint, but starts with the identification of relevant data points and sources, key emission related drivers and activities, as well as building an understanding of the levers we have available to influence our emissions going forward.

#### Identify in scope

In line with our 2022 aims, we carried out the initiatives demonstrated in the section below. We originally planned to create a 2019 baseline which would allow us to analyse data between 2 years, however, due to the lack of data available to us (see *Data Gathering* below) this was not possible, and we have had to demonstrate our carbon footprint differently.

We had hoped we could provide quantitative data to measure in a number of different areas. As a result of our research and findings we have instead provided qualitative data for the following items:

- Energy consumption
- Water consumption
- Waste and recycling
- Staff travel
- Supply chain
- Volunteering
- Commuting

#### Out of Scope

Scope 1 – direct emissions from company is defined as out of scope for this report. This is because the company does not directly own company facilities or any petrol/diesel vehicles, as well as not undertaking any industrial processes or on-site manufacturing. This includes the operation of aircraft as part of the air traffic management operation in the business which we only indirectly affect but do not control.

We have not included information relating to either location at Gatwick Airport (Old Control Tower Building office space and Stalk Mounted Visual Control Room (SMVCR)) as part of this report. The business no longer operates in these locations and our Head Office (HO) space moved to a new location during 2021, The Beehive in Crawley. All HO data as a result will be reported against the Beehive.

## Data Gathering

All facilities we utilise are leased and we do not own or operate petrol/diesel vehicles. To gather the required information for us to understand our current carbon status, we have therefore had to rely on our partners and clients and closely collaborating with them is also how we will be able to improve our carbon footprint in future years in relation to our facilities.

### Energy consumption

#### Edinburgh Tower

All energy into the tower is provided by Edinburgh Airport. Unfortunately, there is currently no way of separating the consumption data down to a level that allows isolation of the tower's consumption. As a result of this we are unable to determine our usage at this site at the moment.

Our collaboration with Edinburgh Airport has however raised this matter as a question to progress. What we have been able to confirm in the process is that Edinburgh Airport have a comprehensive sustainability strategy ("Greater Good") which includes reducing their overall energy use and only purchase 100% renewable electricity and self-generate electricity for their operations. This would consequently also apply to the electricity we use in the tower, both for our operation and the office space we occupy. Currently, Edinburgh are installing a large solar farm on the airfield to support the needs of the airport. This is due to go live in June 2023.

More information on the Greater Good Strategy can be found here: [Greater Good Strategy \(PDF\)](#)

#### Head Office

For our Head Office location, we rent office space in The Beehive, a shared office facility in Crawley. No office within the facility has its own sub-meter however, the Landlord's team have been able to provide estimate figures based on square footage for both Gas and Electric (Scope 2 – Energy Indirect):

#### GAS:

Based on the total consumption for the facility and the proportion of the space that ANSL occupy of the entire area in the facility, a monthly gas usage of 1,464 kWh has been estimated assuming an equal consumption by all tenants, which equates to an annual consumption of 17,568kWh for ANSL.

#### Electric:

On the same basis of an equal attribution of consumption and the proportionate space utilised by ANSL, a monthly electricity consumption of 0,0973 kWh has been estimated which results in an annual total of 44,417 kWh.

The Beehive's energy supplier is British Gas; however, we were as yet unable to retain further information on tariffs and sustainability.

### Water consumption

For neither our Head Office Location, nor our Edinburgh Unit were we able to gain information on Water consumption.

At the Beehive (head office), toilets and kitchen facilities are shared between all offices. Within our office itself we have no direct water provision.

At the Edinburgh tower, we have not received water data from the Landlord to support our review. Currently, our team are the only personnel and as such consumers at the tower, and we have toilets and kitchen facilities available.

### Waste and recycling

#### Edinburgh Tower

As an on-campus facility, the Air Traffic Control Tower at Edinburgh Airport falls under the waste management of Edinburgh Airport Limited (EAL). As part of EAL's Sustainability Strategy (see 'Greater Good Strategy' above), EAL are committed to:

- Ensure by 2030 all materials are repurposed and aim to eliminate the use of single use plastic
- Key Performance Indicators in relation to Waste are the following:
  - % of waste diverted from landfill
  - % of waste recycled
  - % of waste to energy
  - No. of single use plastic items entering our deposit return scheme
  - No. of single use plastic items avoided as a result of our Single Use Plastic Ban

Working in close collaboration with EAL as our customer and partner, we will support these efforts and will work with EAL to understand progress made over time.

#### Head Office

All waste at the Beehive is centrally managed and outsourced to Grundon's. Orega do not calculate volume of waste per company and with shared kitchen and washroom facilities this would prove difficult to determine.

Grundon's do have a 100% diversion from landfill commitment and look to recycle all possible items. Their fleet of vehicles is certified as CarbonNeutral therefore this does not increase our carbon footprint. Further information on Grundon's can be found here: [UK Waste Disposal & Waste Management Services - Grundon](#).

ANSL encourage a paperless environment where possible. Within the operational unit, there are regulatory requirements for certain hard copies of documents which we are unable to avoid. We used recycled paper and raise awareness through sustainability communications.

#### **Staff travel**

In order to produce a baseline in relation to business travel utilisation, specifically with the aim to understand the environmental impact of our travel activities and explore options to reduce our carbon emissions caused by such travel, the first step has been to analyse our travel behaviour in the past.

Below table shows the number of occasions, a certain means of transportation was utilised based on employee expenses data. It is important to note that the data presented is a summary of occasions of utilisation, meaning that any one journey with more than one transportation method involved will be represented with more than one entry accordingly. In terms of a shift towards more environmentally friendly means of transportation, this could therefore mean that for example the utilisation of taxis increases, as travel shifts from aircraft to train if a taxi was required to reach the train or the final destination, which may still result in a positive change in carbon emissions overall. More importantly, as a consequence, the total number of trips listed in the table therefore is not reflective of the total number of journeys undertaken by ANSL staff but shows the total number of travel segments.

Means of Transportation	2019	%	2020	%	2021	%
Aircraft	259	96.3%	114	45.1%	28	17.6%
Car	5	1.9%	68	26.9%	56	35.2%
Public Transport	0	0.0%	8	3.2%	19	11.9%
Taxi	2	0.7%	23	9.1%	15	9.4%
Train	3	1.1%	40	15.8%	41	25.8%
<b>Grand Total</b>	<b>269</b>		<b>253</b>		<b>159</b>	

We acknowledge that this data alone does not allow for a reliable conclusion in relation to the environmental impact of our travel activities. The aim going forward is to evolve this data further, including determination of distance covered per transportation method, in order to allow for an estimation of carbon emissions associated

with the respective journey. This can then form the basis for an assessment of the ability to progress towards a more environmentally friendly travel policy.

It is important to note, that 2020 and 2021 travel activities will have been impacted by the COVID Pandemic and that this will need to be considered in any future assessments. Our aim is to use the 2019 data as the baseline against which we measure any future changes.

In line with our approach to focus on relative improvements, it can be said that a first step towards a change in travel behaviour is that an updated travel policy is being developed in ANSL. Amongst other elements that are being reviewed, what has been implemented is a corporate partnership (corporate rate agreed) with Premier Inn for Hotel accommodations. With their 'Force for Good' programme, Premier Inn have made a commitment not only to reach carbon-net-zero by 2030 but to a comprehensive set of industry-leading sustainability goals which will help make ANSL's travel activities more sustainable going forward.

## Supply Chain

Previous to the launch of our Sustainability strategy we had no understanding of our supplier's own sustainability principles and so we could not establish a baseline. To combat this, we created a questionnaire to send to our suppliers to support our understanding.

The form is still actively gathering information and our goal is to have a much fuller picture going forward.

## Volunteering

As part of our action plan for 2022 we wanted to support a local charity close to our locations (1 in Edinburgh and 1 in Gatwick). In order for the company to be involved we actively requests ideas from the team to determine who we were going to support. The following email was provided:

# ANSL Volunteering

## Making a Difference

ANSL will be carrying out several away days moving forward across both units. As part of these away days, we would like to contribute to the community and carry out half day's volunteering as part of the day.

We would like your suggestions on which charities you would like us to be involved with. Criteria:

- No Conflicts of Interest
- Local Charities
- No Political allegiances / agenda

If you have any suggestions, please email [athena@ans-atc.com](mailto:athena@ans-atc.com) with your suggestions by the 28<sup>th</sup> February 2022 for them to be considered.

For any clarification or questions please contact [athena@ans-atc.com](mailto:athena@ans-atc.com).



We received a number of suggestions which were reviewed by a small group; each were looked at with regards to achieving the required criteria and identify charities which we could best support and to allow as many people to be involved as possible.

The first Charity we supported was local to Gatwick and a number of staff attended the afternoons supporting within a warehouse environment. This was carried out in May 2022.



The second Charity was a local charity in Edinburgh. Unfortunately, due to Covid restrictions on the site, we were unable to attend. As a result, ANSL carried out a bake sale, of which, the proceeds were sent to the Charity.

## **Commute to Work**

A Microsoft Forms survey was undertaken for all HO staff in August 2022 for non-Sustainability related purposes, however some information was gathered which was relevant to staff commuting. From the 26 respondents (out of 32 total in HO), we were able to estimate that the average time spent commuting was 13.3 hours per person per month.

A number of assumptions were made to determine this result and reinforces the assuming nature of our result:

- Commute time was recorded in ranges and so midpoints were used as the data point (e.g., 30-60 minutes: data point set at 45 minutes)
  - Where open ended ranges were used a +15min rule was applied given that all other ranges were 30-minute intervals (e.g. Over 90 mins: data point set at 105 minutes)
- Monthly visits to the office were recorded in ranges and so midpoints were used as the data point (e.g. 8-10 visits per month: data point set at 9)
  - Where open ended ranges were used, the value itself was used as the data point (More than 15 visits per month: data point set at 15)
- It was assumed that data provided was a one-way commute given the wording of the question ("How long is your commute to the Beehive?") – hence results were doubled to cover both to and from work commuting

We do not have insight into mileage data, or the mode of transport taken to make up the aforementioned statistic. A mixture of public transport and driving is used by HO staff however the proportions are currently unknown. We are looking to capture this information moving forward.

We are conscious that the aviation industry is specialist and therefore sourcing local talent is sometimes not possible, so we employ a flexible working policy to allow working from home. 42% of respondents had a commute time of longer than 1 hour. At the time of the survey, a rule was in place by which HO staff were required to come into the office twice a week. Since February 2023 this has increased to three visits per week so we would expect this statistic to increase as a direct result.

## Summary of outcome

We have been able to provide a high-level summary of our overall picture of our carbon emissions. This provides insight for the business and allows us to set targets to develop moving forward. We were unable to provide accurate figures for large aspects of our business but have decided to focus on relative improvements in all areas, meaning that even if an accurate quantification is not possible in all cases, we will drive for and measure improvements made in all areas.

In 2022 our aim was to create a baseline; however, we will not have access to the required data to allow us to accurately calculate our carbon footprint. As a result, our 2023/2024 goals are focused on relative improvements, as well as more educational and engagement activities. We will also continue to work with our suppliers and clients to further understand our emissions and promote sustainability across our activities including with our partners.

## Other activities at ANSL

As a company, we took the responsibility for making a difference and 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.

In order to improve the awareness across the business and progress towards our long-term objective, we conducted the following in the 2022/2023 reporting period which took place in addition to the development of the baseline as described above:

- 2x #LoveSustainability events, a sustainability month and a sustainability week; utilisation of the #LoveSustainability hashtag both as consistent label and for public promotion of the matter
- 2x 'Doodly' videos for company-wide engagement and information
- 10x Lunch-n-Learn sessions to educate and raise awareness on key sustainability subjects
- 2x Sustainability Quizzes for fun engagement of the wider ANSL team in key sustainability matters
- 3x Guest speakers to provide context and inspiration based on activities undertaken by our partners
- 7x Sustainability Leaflets
- 1x New SharePoint site collating all sustainability related information in one place for all ANSL staff
- 1x Cycling challenge to encourage sustainable travel and commute
- 2x New Recycling bins at EDI tower
- 1x Carbon Footprint workshop for ANSL's internal review of current carbon footprint
- 1x Sustainability awareness edition of ANSL logo developed for us on social media
- 20x Social media posts for awareness, promoting sustainability, and informing of ANSL's activities
- 1x Supply Chain Sustainability workshop to review ANSL's supply chain and identify improvements
- 1x Corporate Social Responsibility workshop
- 1x Menopause Workshop (in collaboration with HR & DE&I)
- 1x Workshop with third party to develop methodology for measurement of ANSL's carbon footprint

## Outlook – 2023/2024

Key focus for 2023/2024 will be in the following three areas:

- **Building on progress to date, the baseline defined in this report, and with the knowledge and insights gained, improving our carbon footprint and reducing our emissions where possible and recording any such improvements as well as any detrimental changes that may be unavoidable to ensure we clearly understand our net position going forward.**
- **Maturing further the data and analysis used to determine our baseline to ensure a more granular understanding of our emissions and allow a more effective management towards an improved position.**
- **Continue to establish and maintain Sustainability as an important part of our business activities in line with our Sustainability Strategy.**