



# **AGS Airports Managing Responsibly System**

AGS Airports Limited Sustainability Policy

HSSE-AGS-MRS-POL-005

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## 1. Amendments, Distribution, Replacement and Endorsement.

### 1.1 Amendments

Version No	Issue Date	Comments / Changes
V0.1	05/01/2025	First Draft for General Consultation
V1.0	26/01/2025	Issued following signoff
V1.1	04/02/2025	Updated reflecting appointment of new CEO

### 1.2 Distribution

Controlled master copy – Health and Safety Director

Full Distribution – AGS Managing Responsibly System

### 1.3 Replacement

Replaces version 1.1 dated 04 February 2025

### 1.4 Endorsement

Document Sponsor: Chief Executive Officer

Document Owner: Sustainability Director

Revision Period: 1 Year

Date: 04 February 2025

Retention Period: 5 years

### 1.5 Compliance

There is no personal data contained within this document.

# AGS Airports Limited Sustainability Policy

## PURPOSE

The purpose of this Sustainability Policy is to provide guidelines to our colleagues and partners on how AGS Airports will deliver our sustainability strategy and achieve our business priority of sustainable growth.

The policy sets out the pillars that frame AGS Airports' approach to sustainability and outlines the key areas we will focus on as a business.

## SCOPE

This policy applies to the management and operation of AGS Airports Limited and its subsidiaries, Aberdeen International Airport Limited, Glasgow Airport Limited and Southampton International Airport Limited. This includes the activities of all who work for and on behalf of AGS Airports and its subsidiaries including contractors, subcontractors and temporary staff.

## BACKGROUND

AGS Airports Limited was established in 2014, however, our airports have been serving their respective communities for decades.

Aberdeen International, Glasgow and Southampton International airports, take great pride in the valuable contribution they make to their local economies in terms of generating employment, GVA and providing the vital connectivity that has allowed our regions to thrive.

At AGS, we are acutely aware that operating such important pieces of infrastructure comes with responsibilities; to our people, to our communities and to the environment.

We have already made significant progress in addressing our environmental impacts with each of our airports achieving carbon neutrality status in 2020. As a group, we have committed to achieving net zero carbon for our direct emissions (Scopes 1 to 2) by the mid-2030s. In addition, AGS is a signatory to Sustainable Aviation's [decarbonisation roadmap](#) which was the first national net zero aviation commitment anywhere in the world. We have also joined airports across Europe in signing [ACI Europe's NetZero 2050 pledge](#); a commitment to achieving net zero for the carbon under our control by 2050.

We have carried out an extensive review of our existing environmental impacts and all of our airports have implemented an Environmental Management System (EMS), aligned to ISO 14001 standards.

These are positive and important first steps towards decarbonising our operations, however, we recognise there is more work to do.

If we are to truly embed sustainability at the core of AGS, we need to set ambitious and stretching targets across all areas of the business which demonstrate an absolute willingness to balance the clear economic and social benefits of aviation with our climate change responsibilities.

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It is important we make firm commitments to ensure our people view us as an employer of choice, the communities we serve can share in our success and we set out how we will grow in a responsible and sustainable manner.

To achieve this, we must:

- Address our **environmental** impacts;
- Better understand our **economic** impacts; and
- Widen the **social** benefits we can deliver.

## POLICY

Our Executive Committee and senior leaders in the business must:

1. Embed sustainability at the core of AGS by ensuring our colleagues understand the group's strategy, how it applies to their role and how they can support its delivery.
2. Continue their commitment to carbon neutrality and achieving net zero by the mid-2030s.
3. Seek to prevent, reduce, or offset our airports' effects on the environment and local communities.
4. Work with our airport partners to ensure they play their role in respecting environmental limits and preventing pollution.
5. Enhance the local and regional economic and social benefits of the areas surrounding our airports.
6. Communicate regularly and effectively with our neighbours and those directly affected by our operations.
7. Support good causes through our airports' charitable partnerships.
8. Provide good conditions of employment, respect diversity and equal opportunities for all staff through rigorous ethical, professional and legal standards.
9. Demonstrate effective ownership and management of our equipment and facilities in line with our sustainability strategy.
10. Set challenging objectives and targets to continually improve our sustainability performance via our Managing Responsibly Systems.
11. Ensure the responsible delivery of our Capital Investment Programme to ensure we achieve our target of net zero by the mid-2030s.
12. Support and respect the protection of internationally proclaimed human rights.

## How we will approach these commitments

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

- Environment
- Social
- Economic

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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 sustainability strategy takes account of all the 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 in key functions within our business.

We will measure and review progress against these targets at each of our airports and report performance through transparent communications within a robust governance system. This will include promoting our commitments to our staff, reporting regularly to the AGS Executive Committee, the Health, Safety, Security & Sustainability (HSSS) Committee and AGS Board and annual sustainability reporting which will be available on our websites.

### RESPONSIBILITIES

Our leadership teams are responsible for ensuring 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 plans are in place within their functions to deliver this policy which applies throughout all activities of the company.

Signed:

Date: 04 February 2025



**Kam Jandu**

Chief Executive Officer  
AGS Airports Limited