



Leadership.
Connectivity.
Sustainability.



Regional & City Airports Sustainability Report 2024



Contents

- 04 Opening Letter from Andrew Bell, CEO
- 05 Introduction
- 08 Our Business
- 11 Our Stakeholders
- 12 Our Vision
- 13 Standards and Frameworks
- 14 Planet
- 20 People
- 22 Prosperity
- 28 Principles





Opening Letter from Andrew Bell, CEO

Dear Valued Stakeholders,

As CEO of Regional & City Airports (RCA), it gives me great pleasure to introduce our 2024 Sustainability Report, which highlights our steadfast commitment to responsible practices and the enduring values we cherish.

At RCA, we understand that airports play a vital role in connecting people and communities, and this comes with a profound responsibility. Our sustainability journey has been an integral part of our growth and evolution as an organisation, as we have woven ourselves into the fabric of the communities we serve.

Through the years, we have been involved in various projects and initiatives that extend beyond the boundaries of aviation. We believe in giving back to society, and this philosophy has guided us to form strategic partnerships and actively participate in community development. Not only have we donated our expertise, time, and resources, but we have also witnessed the transformational power of collective efforts.

Our dedication to fulfilling responsibilities doesn't stop at our communities. We recognise that our success is deeply intertwined with the well being of our customers, employees, and suppliers. Ensuring that we conduct business ethically, professionally, and legally is paramount to us, and we strive for continuous improvement in this regard.

Our employees are the heart of RCA, and their safety and welfare are non negotiable. We are committed to providing them with a

safe and rewarding workplace that fosters growth, innovation, and inclusivity. As an organisation, we firmly believe that being a good neighbour goes beyond geographical boundaries. We strive to make lasting contributions to the places we operate in, nurturing long term relationships and becoming a positive force for change.

Operating in an environmentally responsible manner is not just an aspiration but a fundamental aspect of our business strategy. We aim to maximise the quality and sustainability of our services, while carefully treading on the path of conservation and environmental stewardship.

Integrity and care are ingrained in every decision we make and every action we take. We hold ourselves accountable for the impact of our choices, and we are dedicated to transparency and open communication with all our stakeholders.

Our Sustainability Report is a testament to our commitment. We invite you to explore the milestones we have achieved this year, and the road ahead as we continue to evolve and innovate. This year has seen our three passenger airports achieve Airport Carbon Accreditation Level 2, which is an important milestone on the route to Net Zero 2040.

Thank you for your ongoing support and trust in Regional & City Airports. We recognise that our sustainability journey is not a solitary one but a collaborative effort that involves all our stakeholders. Together, we can build a brighter future for aviation, for communities, and for our planet.

ANDREW BELL, CEO



Introduction

Regional & City Airports (RCA) holds strong values that guide our actions and shape our commitment to various stakeholders.

We understand the significance of actively engaging with the communities in which we operate and strive to make a positive difference through strategic partnerships, as well as by leveraging our expertise, time, and resources to support projects and initiatives.



Our responsibilities extend beyond financial success; we are determined to fulfil our obligations to our customers, employees, suppliers, communities, and the global environment. Conducting business with the utmost integrity, professionalism, and adherence to legal standards is of paramount importance to us.

We prioritise the well being and safety of our employees, providing them with a workplace that is not only secure but also rewarding and fulfilling. Additionally, we aim to be good neighbours, continuously striving to make positive and lasting contributions to the communities in which we operate.

Recognising the urgent need for environmental stewardship, we are deeply committed to operating our business in an environmentally

responsible manner. We place a strong emphasis on maximising the quality and sustainability of our services, while also demonstrating care and respect for the environment.

To address climate change, we have set a clear goal of achieving net zero carbon emissions from our airport operations no later than 2040. This target has been brought forward by a decade from 2050. We understand that this ambitious goal requires concerted efforts and innovative solutions. Any remaining emissions will be actively addressed through investments in carbon removal and storage technologies, ensuring that our operations align with global efforts to combat climate change.

In line with our commitment to environmental sustainability, we actively participate in the internationally recognised Airport Carbon Accreditation Scheme. This program serves as a framework for measuring, managing, and reducing carbon emissions within the aviation sector. By adhering to this Scheme, we aim to continuously improve our environmental performance and contribute to the broader goal of a sustainable aviation industry.

Moreover, we are proud to be a member of various industry groups such as Sustainable Aviation and the Zero Emissions Flight (ZEF) project. By participating in these initiatives, we actively contribute to the development and adoption of innovative technologies that can transform the aviation industry and drive us towards a more sustainable future.

We have woven ourselves into the fabric of the communities in which we operate through a variety of projects and initiatives not only forming strategic partnerships, but also by donating the company's expertise, time, and resources to assist where we can. This report offers a glimpse into those community activities which ensure we remain a vital and important part of our regions.



Commitment. Sustainability. Impact.



Our Business

Regional & City Airports (RCA) is a leading UK regional airport operator, led by a team with proven commercial and operational expertise in both the airport and airline sectors. RCA owns Bournemouth, Exeter, Norwich and Coventry Airports, and operates Solent Airport on behalf of Fareham Borough Council.

Our vision is to help smaller regional airports to prosper through effective management and collaboration, enabling them to benefit from the economies of scale and sharing of best practice traditionally enjoyed by larger hub airports.

RCA has built an enviable reputation as an efficient, safe, and commercial airport operator, driving improvements to route development, commercial revenues, operating costs, and capital investment to deliver a consistently sound commercial return. As we grow, we are increasingly able to leverage significant buying power and shared expertise, including our overarching sustainability practices.

RCA also operates XLR Executive Jet Centres (XLR), an airport FBO business. XLR has centres at Birmingham, Bournemouth, Exeter, and Liverpool airports and has a partnership SaxonAir at Norwich airport.

We employ around 900 people and generate turnover of £115m.

RCA is a values led business built around three core principles:

1. Supporting Connectivity

Restoring and developing regional connectivity is not only a goal for RCA but a fundamental mission to promote economic growth and prosperity across the UK. As a responsible player in the aviation industry, we acknowledge the significance of efficient and reliable transportation links between regions.

We understand that robust regional connectivity is essential for businesses to thrive, for communities to flourish, and for individuals to access opportunities that would otherwise be out of reach.

2. Promoting Skills and Training

We believe in the transformative power of skills and training. As an organisation committed to excellence, we recognise that our most valuable asset is our people. We take pride in fostering a culture that promotes continuous learning and professional development. Our employees have the opportunity to enhance their skills, acquire new knowledge, and stay updated with the latest industry trends and technologies.

3. Becoming NetZero

We are dedicated to reaching NetZero and combating climate change through a set of guiding principles. We take responsibility for our environmental impact and implement comprehensive strategies to reduce greenhouse gas emissions.

Steve Wiltshire

Managing Director of Exeter and Devon Airport

+900 PEOPLE EMPLOYED

£115m TURNOVER



Support. Promote. Become.



Our Stakeholders

Customers

Our customers are at the heart of everything we do. Providing a seamless, accessible, and enjoyable experience for travellers is a top priority. We focus on delivering excellent customer service, efficient airport facilities, and a wide range of travel options to meet diverse needs. We work hard to make our airports accessible for everyone, catering for different needs.



TUI retail apprentices on an Airport Tour to learn about the airport operation.

People

Employees are the backbone of our success. We are dedicated to providing a safe, inclusive, and rewarding workplace where employees can thrive and grow. We invest in training and development programs to nurture talent and promote career advancement. We value diversity and teamwork, fostering a culture that empowers every individual to contribute their best.

Shareholders

We are committed to delivering value to our shareholders in an ethical and environmentally sympathetic manner. We strive for financial stability and sustainable growth to generate long term returns on investment. Transparent and accountable financial practices are essential in maintaining the trust of shareholders and stakeholders alike.

Banks

Maintaining strong relationships with financial institutions is crucial for our growth and development. By ensuring responsible financial management, we instil confidence in our banking partners, allowing for smooth operations and access to funding when required for strategic initiatives and investments.

Suppliers

We understand the importance of engaging with reliable and responsible suppliers. We collaborate with suppliers who share our commitment to sustainability, ethical practices, and quality. Building strong partnerships with suppliers ensures a stable and efficient supply chain, which is essential for delivering exceptional services to customers.



TUI winter launch 2025/2026 event at Exeter High Street.

Communities and Environment

We recognise that our operations have an impact on the communities surrounding our airports and the environment. We actively engage in community initiatives, support local development projects, and strive to be a positive force in the areas we serve.

Moreover, we are dedicated to operating in an environmentally responsible manner, implementing sustainable practices to reduce our carbon footprint and preserve the environment for future generations.

Our Vision

Unleashing the potential of the regional airport

At our core, we recognise the critical role we play in addressing the pressing environmental and social challenges that our world faces today. These challenges affect us all, and we are fully committed to being part of the solution, working towards a future that is sustainable, ethical, and responsible.



To achieve this vision, we have outlined several key objectives:

Sympathetic to Climate Change

We are dedicated to ensuring that our business operations align with our strategy to combat climate change. We are actively working to reduce our energy consumption and carbon footprint, implementing measures that will make a positive impact on the environment. By prioritising sustainability in our practices, we aim to minimise our ecological footprint and contribute to the global effort in mitigating climate change.

Collaboration for Impact

We firmly believe in the power of collaboration. We actively seek partnerships with organisations and individuals who share our vision and values. By fostering these collaborations, we aim to create a collective impact that goes beyond what we can achieve alone. Together, we can address the complex challenges we face and find innovative solutions for a better future.

Cultivating Diversity, Equity, and Inclusion

We recognise the importance of nurturing a culture that embraces diversity, equity, and inclusion. We are committed to creating an environment where all individuals, regardless of their background, have equal opportunities to thrive and contribute. By fostering diversity and inclusivity within our organisation, we can tap into a wealth of perspectives, experiences, and talents, driving innovation and ensuring fairness for all.

Continuous Improvement and Challenging the Status Quo

We are dedicated to a process of continuous improvement, challenging the status quo. We understand that there is always room for growth and innovation, and we strive to push the boundaries of what is possible. By embracing a mindset of continual improvement, we can adapt to new challenges, seize opportunities, and make meaningful progress towards our goals.

Standards and Frameworks

Adopting a structure that works for us and our stakeholders is critical and determines our priorities. During the year we obtained Level 2 accreditation from the Airport Carbon Accreditation (ACA) Scheme.

Adopting this framework is a strategic step for us to reinforce our commitment to environmental responsibility and contribute to the global effort to combat climate change. This framework, developed by Airports Council International, is a renowned and comprehensive program designed to help airports manage and reduce their carbon emissions.

By implementing the ACA scheme, we can:

Measure Carbon Footprint: The ACA provides a standardised methodology for measuring carbon emissions from various sources within the airport's operations. We can calculate our carbon footprint, including emissions from energy consumption, ground transportation, and other activities.

Set Emission Reduction Targets: The ACA framework offers a clear pathway to setting emission reduction targets aligned with international climate goals. We can establish specific and measurable targets to progressively reduce our carbon emissions over time.

Implement Action Plans: The ACA supports airports in developing action plans to achieve their emission reduction targets. We can identify and implement measures to enhance energy efficiency, transition to renewable energy sources, and adopt sustainable practices throughout our operations.

Engage Stakeholders: The ACA encourages active engagement with stakeholders, including employees, suppliers, and local communities, in the pursuit of sustainability goals. By involving stakeholders, we can foster a shared commitment to sustainability and gather valuable insights and support.

Obtain Accreditation Levels: The ACA has five levels of accreditation based on progress in reducing emissions (Mapping, Reduction, Optimization/Neutrality, Transformation/Transition and Level 5 - net zero balance). We are committed to progressing through the levels and have achieved Level 2 (Reduction) in Summer 2024.

Showcase Leadership: Participating in the ACA framework allows us to demonstrate our leadership in sustainability within the aviation industry. It enhances our reputation and strengthens our position as an environmentally responsible airport operator.

Contribute to Climate Action: By aligning with the ACA framework, we become part of a global network of airports actively contributing to climate action. This collective effort of airports working towards carbon neutrality and Net Zero can have a significant positive impact on reducing the aviation industry's carbon footprint.

Sustainable Aviation: Our airports are members of Sustainable Aviation, a world leading long term strategy which sets out the collective approach of UK aviation to deliver a cleaner, quieter, smarter sustainable future for the aviation industry.

Planet



Bournemouth, Norwich & Exeter. All three airports achieved Level 2 from the Airport Carbon Accreditation Scheme in July 2024.

Level 2 Carbon Accreditation - **Achieved**

To achieve this level of accreditation, an airport must provide evidence of effective carbon management procedures including target setting and show that a reduction in the carbon footprint has occurred by comparing its latest carbon footprint to the emissions of the previous years.

One of the largest sources of emissions across our business is from the consumption of fuel used in vehicles, ground handling equipment and building heating systems. New measurement systems and operational processes have been implemented that allow asset by asset measurement of fuel consumption and in turn, a plan for reducing emissions.

Jet Zero Strategy & **Net Zero 2040**

The UK government Jet Zero strategy describes how it envisages the aviation industry achieving zero emissions by 2050. It is a wide ranging strategy incorporating aerospace Manufacturers (OEMs), future technologies, and fuels (battery, hydrogen, Sustainable Aviation Fuel), airlines and airports.

Of particular relevance to us is the ambition to drive faster decarbonisation in parts of the industry that are able to achieve this, understanding that there will be other parts of the industry whose decarbonisation roadmap will be longer and technologically more challenging to achieve.



RCA
FY24 CO2
EMISSIONS

3,028,394 KGs CO2

PROGRESS
ON FY23

↓ 8.2%

ZEF & Zero Carbon Turn Initiatives

The Zero Emissions Flight Infrastructure Subgroup (ISG) has been established to support airport, airfield and airbase preparedness for the introduction of zero-carbon emission aircraft technologies. A voluntary network of relevant organisations, it aims to identify gaps, contribute knowledge, and advise policymakers.

Zero Carbon Turn Project

RCA is part of an ongoing research collaboration between Regional and City Airports, Exeter Airport, Tui Airways, and Cranfield University in the UK. The 'Zero Carbon Turn' Project, seeking to support the transition towards the use of hydrogen as an airside fuel by demonstrating the capabilities and potential applications of Hydrogen for airport Ground Operations.

In the first phase of the work, a desk-based study was conducted using data provided by Exeter Airport to provide an emissions profile for their Ground Support Equipment (GSE) operations. Specifically, this included an itemised list of operational GSE at the airport, fuel consumption/mileage/run-time for each piece of GSE over a 12-month period (September 2022 to August 2023), airline schedules and utilisation of GSE by different airlines at the airport. Fuel use for each piece of GSE was then converted to CO₂e, CO₂, CH₄ and NO₂ using the UK Government GHG conversion factors 2023, which are used for company reporting of greenhouse gas emissions in the UK and updated annually. GSE were also categorised according to whether they were used as part of regular aircraft operations and the category of GSE (belt loaders, pushback tugs etc.).

Overall, the study showed that just over 78,000 litres of diesel fuel was used for GSE operations in the 12-month period, which equated to nearly 200 tonnes of CO₂e. The majority of these emissions (61%) were derived from GSE routinely used to service aircraft, while non-aircraft GSE and GSE used upon request (for example, de-icing vehicles) represented 37% and 2%, respectively.

Of the various GSE categories, Ground Power Units (GPUs) represented the single largest source of emissions, representing just under 39% of the total and nearly twice as much as the next highest category (Cars used for non-aircraft activities, 20.4%). Ground Power Units provide electrical power to aircraft while they are parked on stand. While preferable to the use of an aircraft's Auxiliary Power Unit, which burns jet fuel while on the ground to provide power, the use of mobile diesel-powered GPUs was identified as a key source of emissions at the airport. While fixed electrical ground power (FEGP) on each aircraft stand negates the need for diesel powered GPUs, but is not universally available, especially at smaller airports where the use of mobile GPUs is more economical.

RCA are proud partners with
TUI and Cranfield University



Sustainability. Innovation. Transition.

Unlike other GSE, which typically are used once per departure with a defined, repeatable action that varies little between carriers (for example, a pushback tug or belt loader), GPU operations (and fuel consumption) are dependent on the duration for which they are utilised. In other words, shorter turnarounds typically led to shorter GPU use (and less fuel use) than an aircraft that remained on the ground for longer periods. Of the other GSE categories, the refuelling vehicle, pushback tug and baggage belt loader were identified as having the most significant emissions profile.

Following the desk-based study, work has been conducted to plan a series of demonstrations of hydrogen fuelled GSE at Exeter Airport has taken place. Specifically, in collaboration with the firms ULEMCo, MULAG, Globe Fuel Cells, and Fuel Cell Systems, the consortium plan to trial the use of an H₂ powered GPU, pushback tug and baggage tractor as part of operational aircraft turnarounds at Exeter. These GSE will all be retrofitted vehicles and will showcase different technology pathways for hydrogen GSE, namely; hydrogen fuel cell configuration (baggage tractor), hydrogen internal combustion (aircraft tug) and hybrid dual fuel (hydrogen-diesel).



Renewable Energy

Renewable energy is an important part of our plans for a sustainable future.



At Bournemouth, Exeter and Norwich, plans are being developed for the installation of solar farms. These photovoltaic installations could provide clean and sustainable electricity for the airport operation and possibly for wider use by the grid.

e-GPU trialled in Norwich throughout 2024. Reducing diesel footprint and providing power to aircraft on the ground

Energy Reduction



Smart electricity meters have been installed to provide real time data, enabling precise monitoring of energy consumption.

The smart meters help identify energy saving opportunities and promote efficient energy management practices.

Across the business we have been installing Passive Infrared (PIR) sensors to ensure lights are only on when they need to be and changing lighting to more efficient LED bulbs.

As an interim step before hydrogen and electrification become viable options, the business has trialled the use of Hydrotreated Vegetable Oil (HVO) in airside vehicles and equipment. HVO is suitable for most diesel

powered vehicles without the need for modifications. This alternative fuel option can help reduce carbon emissions from the airport's vehicle fleet, promoting sustainability in transportation operations. Throughout 2024, Norwich airport have held extensive trials which are proving positive in allowing this technology to be rolled out across all our airports.

Throughout 2024, Norwich Airport has engaged in a terminal power project which involves replacing the existing low voltage (LV) panel with an enhanced panel that will enable more detailed analysis of electricity consumption through sub metering. This enhanced capability will allow us to accommodate further expansion such as the installation of electric vehicle (EV) chargers. The project is expected to be completed during Q1 2025, contributing to further energy efficiency improvements in the terminal building.

NORWICH AIRPORT
ENERGY EFFICIENCY
POWER PROJECT

EXPECTED BY

Q1 2025

Sustainable Aviation Fuel



The SAF bowser at Norwich uses HVO (Hydrogenated Vegetable Oil) in place of Diesel

Sustainable aviation fuel (SAF) is an important part of the strategy to decarbonise air travel.

It can be used in existing aircraft, and it emits on average 70% fewer greenhouse gas emissions than using fossil jet fuel on a life cycle basis.

In 2024 the UK government introduced a bill to introduce a SAF mandate to start from 1 January 2025. The SAF mandate will start at 2% of total UK jet fuel demand, increase on a linear basis to 10% in 2030 and then to 22% in 2040. From 2040, the obligation will remain at 22% until there is greater certainty regarding SAF supply.

RCA is committed to playing a full role in the success of this project.



SAF in use at Norwich

Back in March 2023, Norwich Airport successfully completed a project aimed at making Sustainable Aviation Fuel (SAF) available for sale at the airport.

Surface Access Strategy

Our airports have longstanding relationships with their local councils to ensure we have the most efficient access plans for our customers.

We work with local councils on strategies and initiatives to improve sustainable transportation options. The plans aim to encourage alternative modes of transportation, such as cycling, walking, and public transit, to reduce reliance on private vehicles and decrease carbon emissions associated with travel to and from the airport. A good example is the car sharing scheme at Norwich.

Local bike schemes are available at all our airports and local travel hubs to provide a green transport alternative for staff and airport visitors.

As part of its SAF endeavours, Norwich airport made strategic investments in repurposing a former JetA1 bowser and established a supply contract with Air BP, a trusted provider of JetA1 and AVGAS. While the pricing of SAF is notably higher than that of JetA1, there has been considerable interest, particularly from fixed base operators and Maintenance, Repair and Overhaul (MRO) aircraft.

SAF is derived from sustainable feedstocks, ensuring that its production aligns with environmentally responsible practices.

Continuing efforts are underway to engage in dialogue with airfield tenants, regarding a collaborative approach to offer SAF to their customers.

We remain committed to exploring opportunities to expand the availability and usage of SAF across our airport portfolio. By actively investing in sustainable fuel alternatives and engaging in partnerships with key stakeholders, we aim to contribute to the reduction of carbon emissions and promote more environmentally conscious air travel.

People

Health Safety & Wellbeing

We make extensive use of remote meeting technology and encourage employees to assess the necessity of each business trip and consider remote alternatives, to reduce the need for business travel where possible.

This initiative not only aligns with RCA's commitment to reduce our environmental impact but also enhances employee well being, reduces costs, and contributes to a more efficient and responsible business model.

Across our airports, health and safety management systems have been in operation for more than a decade. These long standing programs are designed to highlight safety and make it the focal point of all airport operations.

The primary objective of the initiatives is to foster a forward thinking safety culture that effectively mitigates risks for both airport staff and travellers.

One of the key aspects of the initiatives is their inclusive nature, involving everyone working at, or passing through the airport. This means that all employees are encouraged to actively contribute to the initiative and promote successful safety practices. Furthermore, we focus on tracking and measuring improvements over time, often by streamlining systems and processes to enhance safety measures.

To address mental health concerns, dedicated mental health first aiders are in place in every airport. These professionals are available to offer support to any employee should they need it.

Skills and Training

Training, reskilling, and upskilling are fundamental aspects of our operations.

We recognise the importance of providing training opportunities to both new employees and those transitioning into new roles. While much of the training is conducted internally, specialist third party providers are also engaged to support more technical training requirements.

Historically, airports have been appealing places to work due to the opportunities they offer for acquiring new skills. We acknowledge this and, in addition to competitive pay rates, place great emphasis on offering our employees training opportunities to learn new or enhance their skills.

Our preferred approach is to "grow our own" talent, giving ambitious and talented individuals opportunities to train in different disciplines.

Our journey toward sustainability is deeply intertwined with our commitment to Diversity & Inclusion (D&I).



Prosperity



Air Ambulance

For several years, we have actively supported both the Devon and East Anglian Air Ambulance Trusts, which operate their life saving services from our airport facilities.

At these airports we waive all associated fees for Air Ambulance using our airports. This financial contribution reflects our commitment to support their life saving activities and our desire to support local communities.

By waiving the fees for airport usage, we enable the Devon and East Anglian Air Ambulance Trusts to allocate their resources towards essential operational expenses, equipment maintenance, and crew training. This allows them to focus their efforts and financial resources on providing swift and effective emergency medical services to those in need within the region.

Our commitment to supporting local air ambulance services goes beyond financial contributions. We actively collaborate with the trusts to identify additional ways in which we can assist their operations and promote their lifesaving work. Whether it involves facilitating streamlined processes or providing logistical support, we strive to be reliable partners in their efforts to deliver exceptional care and transport for patients in urgent need.



East Anglian Air Ambulance using SAF at Norwich during a trial in July 24

Accessibility & PRM

At our airports, we are dedicated to providing excellent assistance and support to passengers with various needs, including those with reduced mobility or other impairments.

We believe everyone should be able to use and enjoy their visit and travel experience through our airports. To achieve this, we champion a wide range of initiatives aimed at enhancing accessibility and promoting inclusivity. We seek to ensure that every passenger, regardless of their mobility needs, enjoys a seamless and relaxed travel experience at our airports.

Our commitment to passenger assistance extends to support those who are anxious or nervous about flying, by facilitating familiarisation visits so passengers with specific needs and their families/carers can experience the airport and meet staff ahead of their flight.

At Exeter, 6 guide dogs visited the airport for training, they completed the passenger journey from Check in to boarding the aircraft. A huge benefit to the Guide Dog Association and provided training for the Passenger Services staff.



6 guide dogs train at Exeter Airport, mastering the journey from check-in to boarding

Community Support - Bournemouth

In addition to our passenger focused initiatives, our staff members actively support local fundraising and charity events in the communities where we operate. For instance, our staff members regularly collaborate with local schools to arrange and participate in various charitable activities.

We were delighted to welcome more than 60 children from neighbouring Parkfield School to Bournemouth Airport for a fun filled Christmas celebration including singing, dancing and a chance to meet Father Christmas.

But it's not just charitable endeavours, we also actively engage with schools to inspire and educate the younger generation about career opportunities in the aviation industry, particularly our neighbours at Parkfield School.

Bournemouth Airport invests in its local community through the Bournemouth Airport Community Fund. The annual fund of £10,000 is open to applications from community, social, recreational and environmental groups. It aims to bring the community closer together through; providing facilities for sport, recreation or leisure activities; offering environmental improvements and conversation; improve awareness of environmental issues; and to encourage and protect wildlife. Due to the merger of Bournemouth, Christchurch and Poole councils, the airport felt it was a good opportunity to widen the area the Community Fund serves and has applied to have the S106 agreement amended to reflect this change.

£10,000 ANNUAL FUND

Bournemouth Airport is instrumental in facilitating the Bournemouth Airshow, a much loved major attraction in the region's calendar, which brings in thousands of visitors into the local area for the event.

Bournemouth Airport were delighted to present £400 and a luxury hamper raffle donation to Autism Unlimited.

The airport supported the work of the Mosaic Charity which provides bereavement support for children and young people throughout Dorset, with donation boxes in the terminal building during the Christmas event.

Bournemouth Airport were delighted to present £300 to the 'Cobham Plodders Longest day golf challenge' in aid of Macmillan Cancer Support.



Community engagement with Parkfield School Christmas in BOH Departures terminal



Bournemouth Air Show Airport stand



Community Support - Norwich

Bournemouth Airport are delighted to be able to support Fly2Help charity through the Air Smiles Experiences days of respite for families going through difficult life experiences, a chance to take to the skies in a light aircraft and make incredible memories together.



Lukasz, Mariola and Ricky high above the Yorkshire Dales

In October an intrepid team from Bournemouth Airport took on the Yorkshire Three Peaks. The hikers Lukasz Blaszczyk, Ricky Downer and Mariola Blaszczyk, were ably supported by Katie Williams and Angel Paterson. The team completed the 25 mile challenge in just 10 hours and raising over £1000 for the charity Mosaic, which supports bereaved children and families.



Supporting Grenville Care Home in NWI

Norwich airport has always enjoyed close links with the local community. Norwich airport supports local facilities such as Grenville Care Home, the Hellesdon Community Centre and the Stepping Stones project, a vibrant local charity for adults with learning disabilities in Norwich.

The Airport has also hosted a visit for Harford Manor School, a local complex needs school to enable their students to experience the airport environment. The airport regularly raises funds for Norfolk and Waveney Mind, which supports people in crisis, as well as those looking for general advice and information about dealing with mental health issues.

Norwich Airport has supported the Social Mobility Business Partnership (SMBP) for a number of years. SMBP is a volunteer led charity which brings together over 170 commercial organisations and professional sports teams committed to supporting students from low income backgrounds in their pursuit of a career. Programmes are currently run in various towns and cities across the UK. The students participate in a week long work insight and skills experience in which they are given the opportunity to spend a day at four different businesses. SMBP Day took place at Norwich airport on 20th July 2024 in partnership with other airport based companies such as SaxonAir, to provide a behind the scenes experience for students across Norfolk and Suffolk.



Students visiting the fire training ground

Community Support - Exeter

Exeter airport is a proud member of the local community and works with a number of organisations such as:

- BROWNIES, BEAVERS, SCOUTS
- TORLANDS ACADEMY
- ORCHARD MANOR SCHOOL
- RNIB
- DEAF ACADEMY
- EXETER COLLEGE
- SOUTH DEVON COLLEGE
- GUIDE DOG PUPPIES
- FUTURE SKILLS CENTRE EXETER
- CITY COLLEGE PLYMOUTH
- STROKE ASSOCIATION
- GLENDINNING ACADEMY



Chris Wiseman and Jerry Bird hosting a D-Day 80th anniversary event in the Terminal on 5th and 6th June



Claire Cottrell at EXT carries out Tours for retired business men/women over the last 12 months, many are from local Probus Clubs



Devon County Show 16th - 18th May 2024, we also attended the Royal Cornwall Show in June



Visits from Exeter College students in their 2nd year of Travel and Tourism

Exeter airport is a proud member of the local community and works with a number of organisations. The airport regularly hosts visits from groups such as Brownies, Beavers, Scouts.

The airport provides opportunities to students at several Local Schools and Colleges to experience familiarisation visits or work experience placements for those interested in a career in Aviation. The airport is proud to engage with Torlands Academy, The Deaf Academy, Orchard Manor School, Exeter College, South Devon College, Future Skills Centre, Plymouth City College and Glendinning Academy.

As well as education, the airport works with other community groups such as local retired business organisation, PROBUS. It also takes part in major cultural events such as the Devon County Show and the Royal Cornwall Show. Furthermore, in the airport itself our staff engage with passengers to commemorate events such as the 80th anniversary of D-Day.



Community Support - Solent

Solent Airfield played host to a major commemoration event of the 80th D-Day Anniversary.

Before becoming Lee on Solent the airfield was known as HMS Daedalus and was the single busiest airfield on D-Day with 435 sorties. RCA was delighted to help sponsor the event which provided a wonderful weekend for families.

Including: a living history area with re-enactors; static aircraft displays; a flying display; a parachute drop and many other activities to commemorate this monumental event.



D-Day Commemorations at Solent

Principles



At RCA, we understand that strong governance is essential for effectively managing and implementing sustainability practices across our operations. We are committed to maintaining a robust governance framework that ensures accountability, transparency, and continuous improvement. Our governance structure enables us to align with our strategic goals, engage stakeholders, and drive positive environmental, social, and economic outcomes.

RCA Board Oversight

Sustainability is a key priority for our Board of Directors, and it is integrated into our overall corporate strategy. The Board provides oversight and guidance on sustainability related matters, including setting goals, monitoring performance, and ensuring compliance with relevant regulations and standards. Regular reporting and updates on sustainability initiatives are provided to the Board to facilitate informed decision making and ensure accountability. The attendees at our Board meetings include the Divisional Managing Directors and Finance Director together with Group directors and other business specific directors.

Sustainability Committee

We have established a dedicated Sustainability Committee comprising Board members, senior management, and external experts. The Committee oversees the development, implementation, and monitoring of our sustainability strategy. It sets clear objectives, defines targets, and reviews progress towards achieving sustainability goals. The Committee also ensures that sustainability risks and opportunities are appropriately addressed, and resources are allocated for their effective management.

Policies and Frameworks

We have developed sustainability policies and frameworks that guide our operations and decision making processes. These include a Sustainability Policy, Environmental Policy, Social Responsibility Policy, and Health and Safety Policy. These policies outline our commitment to sustainable practices, define responsibilities, and provide guide lines for integrating sustainability considerations into our day to day operations.

Stakeholder Engagement

Engaging with stakeholders is vital to understand their concerns, expectations, and perspectives. We actively engage with our local communities, government authorities, employees, passengers,

suppliers, and NGOs. Through regular dialogue, consultations, and surveys, we listen, seek feedback, share information, and collaborate. This engagement helps us align our sustainability efforts with the needs and aspirations of our stakeholders, with the aim of fostering trust and collaboration.

Performance Monitoring and Reporting

We have established a monitoring and reporting system to track our sustainability performance, to assess progress and identify areas for improvement. This annual sustainability report is published to set out our progress, achievements, challenges, and future goals for our many stakeholders.

Compliance and Risk Management

We are committed to adhering to relevant laws, regulations, and industry standards. We have implemented a comprehensive compliance and risk management framework to identify, assess and mitigate sustainability related risks. Regular risk assessments and audits are conducted to ensure compliance and identify emerging risks and opportunities. Additionally, we actively collaborate with industry peers, participate in sustainability networks, and share best practices to enhance our sustainability performance.

Continuous Improvement

We recognise that sustainability is an ongoing journey, and we are committed to continuous improvement. We regularly review our sustainability strategy, policies, and initiatives to align with evolving best practices and emerging sustainability challenges. Feedback from stakeholders, external experts, and industry trends are considered to enhance the effectiveness and relevance of our sustainability efforts. Our commitment to continuous improvement drives innovation, resilience, and positive impact in all areas of sustainability.

The Year Ahead - 2025

In the year ahead, we are committed to building upon the progress made in our sustainability efforts to date. Here is an overview of the key initiatives and developments planned:

Further reduction of energy consumption:

we will continue our efforts to reduce energy consumption by implementing energy saving measures and improving the use of resources across our operations. This includes the ongoing monitoring of diesel, heating oil, and electricity usage to identify areas for improvement and implement targeted initiatives.

Expansion of electric vehicle fleet and vehicle charging infrastructure: in particular, the ground support equipment used to service aircraft, to further reduce reliance on fossil fuels and decrease carbon emissions.

Enhanced surface access and public transportation: we will work towards improving surface access options by enhancing public transportation links.

Solar energy generation: we will continue to move forward with initiatives to implement photovoltaic (PV) solutions.

Smart metering: we will build upon the use of smart metering, to identify areas with the highest consumption rates. By analysing this data, we will develop strategies to improve efficiency and reduce consumption, focusing on areas such as lighting and heating.

Collaboration with stakeholders: we will maintain our collaborative approach by engaging with stakeholders, including airlines, local authorities, and community representatives.

Communication and engagement: we will continue to focus on actively encouraging our employees to support our sustainability initiatives.

By fostering partnerships: we aim to gather valuable input and feedback for the development of sustainable practices and initiatives.





Sustainability Report
October 2024