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2022 Performance Summary



LONDON GATWICK

POWERED BY VINCI AIRPORTS  GLOBAL INFRASTRUCTURE PARTNERS 

Welcome



Gatwick Airport Limited (GAL) is committed to building a sustainable future for the airport and its local communities.

Our second Decade of Change policy sets out how the airport will operate and grow sustainably between 2020 and 2030.

As outlined in this 2022 performance report, our policy sets ten goals for us to achieve across three broad areas of our work. These include support for our people and local communities, stewardship of the local environment, and initiatives to achieve net zero emissions.

We still have some way to go to reach full recovery from the pandemic, but I am delighted to say we are making good progress toward these ambitious targets.

Long-term sustainable investment is critical to the future of the airport. We have demonstrated this commitment with our plan to invest £250 million to to achieve Net Zero for our scope 1 and 2 emissions by 2030. This major programme recognises the urgent need to make net zero a reality and we now aim to achieve this difficult objective ten years earlier than previously, by 2030, in line with our other Decade of Change goals.

This investment and our ongoing stated commitments reinforce Gatwick's leadership position in sustainability.

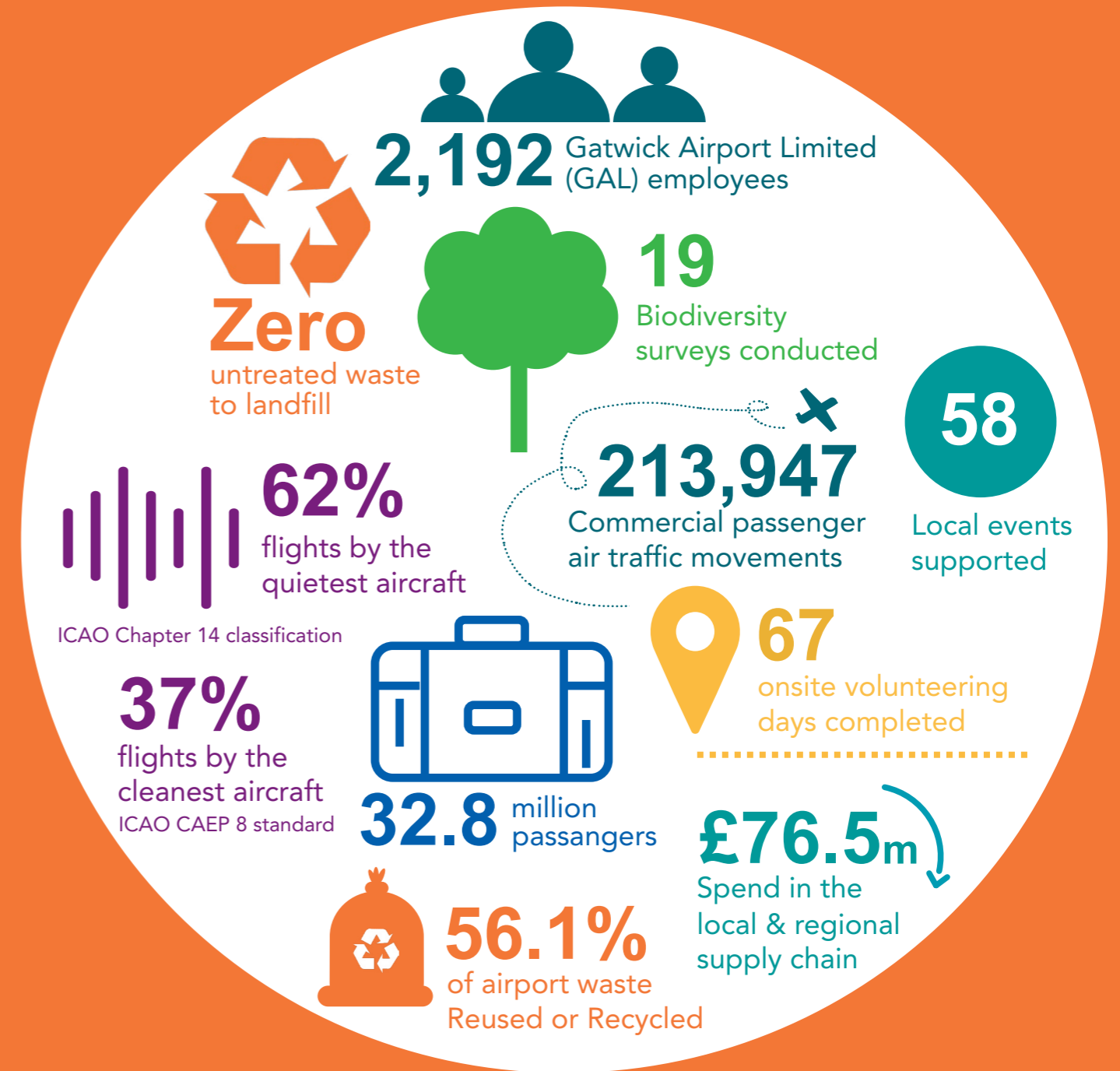
Along with our partners, we are stepping up and addressing the challenges we face creating a truly sustainable airport for the future.

Stewart Wingate
Chief Executive Officer

ABOUT THIS REPORT

This is our annual Decade of Change Performance Summary for 2022 providing a short overview of our activity and performance. It is published on our website at: <https://www.gatwickairport.com/business-community/sustainability-reports>

Gatwick Airport in 2022*



All core noise, air quality and water quality monitoring continued throughout 2022

*Calendar year ending 31st December 2022











10 Our Second Decade of Change

In June 2021 we published our second Decade of Change sustainability policy, which looks ahead to 2030*. This builds on our first 10-point plan (which covered the period 2010-2020) with a renewed set of 10 goals in 10 years. Our 10 goals, covering 10 topic areas, share three common themes: People and Communities; Net Zero Emissions; and Local Environment.

The 2030 goals take account of local and national sustainability priorities and will enable Gatwick to play its part in national and international action to deliver on the Paris Agreement to limit climate change and the United Nations Sustainable Development Goals. They also support the ambitions of our shareholders VINCI Airports and Global Infrastructure Partners (GIP).

More information on our second Decade of Change sustainability policy is available on our website at: gatwickairport.com/sustainability.

Our goals in each of the 10 topic areas and our activity and performance during 2022 are summarised in this report.

People and Communities	Net Zero	Local Environment
Support our people and invest in our local communities.	Continue our transition to Net Zero and improve air quality.	Reduce our impact on the local environment and waste.
 Local Economy Page 6	 Airport Emissions Page 11	 Water Page 13
 Opportunity & Accessibility Page 7	 Aircraft and Surface Access Emissions Page 12	 Waste Page 14
 Workplace Safety Page 8	 Biodiversity Page 15	
 Local Communities Page 9		
 Noise Page 10		

Sustainability at the airport is a continually evolving subject and we continue to evaluate the way we track and monitor progress.

Following the publication of our Decade of Change Roadmaps in 2023, the 2023 performance report will reflect the KPIs set out in the roadmaps, as well as the indicators in this 2022 report.

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

Governance

Our approach to sustainability covers the entire business and is integrated into the business plan. During 2022 we focused on enhancing our governance structure to support the delivery of our goals. This led to the creation of two new governance forums:

- **Capital, Environment and Sustainability Committee:** Our Board has a dedicated sub-committee which discusses sustainability issues monthly. Membership of the subcommittee includes Board members and advisors, along with the Chief Executive Officer and Chief Financial Officer.
- **Decade of Change and Sustainability Steering Committee:** Provides leadership and direction for sustainability across Gatwick. It includes members of the Executive management team and senior departmental leaders as well as the owners of the three Decade of Change themes.

Supporting the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) comprise 17 goals for 2030 to address the shared global challenges of poverty, inequality, climate change, protecting the natural environment, prosperity, peace and justice. Our Decade of Change goals align with several of the SDG goals and targets. By meeting our goals, we play our part in the UK's contribution to the SDGs. For further information on how our Decade of Change goals align to the SDGs, visit our Decade of Change to 2030 Sustainability Policy: www.gatwickairport.com/business-community/sustainability/our-policy



SDG	Decade of Change Topic
 8 DECENT WORK AND ECONOMIC GROWTH	 Page 6  Page 7  Page 8
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	 Page 11  Page 12
 10 REDUCED INEQUALITIES	 Page 7  Page 9
 11 SUSTAINABLE CITIES AND COMMUNITIES	 Page 10  Page 12  Page 14  Page 15
 13 CLIMATE ACTION	 Page 11  Page 12  Page 13



Local Economy

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

Our progress during 2022:

- £ Commissioned an Airport Economic Zones research report produced by Coast to Capital Local Enterprise Partnership to understand opportunities to drive regional inward investment.
- £ Confirmed our supporting role as Industry Partner of Sussex & Surrey Institute of Technology which will feature a Crawley hub.
- £ Recruited six new engineering apprentices in 2022. George Frankland won Apprentice of the Year at the Gatwick Diamond Business Awards.
- £ Partnered with the Department for Work and Pensions and a wide range of airport employers to deliver five highly successful local jobs fairs.
- £ Expanded the Supplier Registration Form for local small and medium-sized enterprises (SMEs) interested in supplying Gatwick to include six additional regional postcode areas*.
- £ Spent £76.5m with local and regional suppliers of which £47.5m was with suppliers in the RH postcode.

*additional postcodes are PO, SM, ME, CT, BR and DA postcode



Opportunity and Accessibility

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

Our progress during 2022:

- 👤 Appointed a Diversity, Equality and Inclusion Lead and an Accessibility Manager and developed a Diversity, Equality and Inclusion Strategy and an Accessibility Strategy.
- 👤 For the first time, published an Ethnicity Pay Gap alongside the Gender Pay Gap, demonstrating our intentions on creating a more inclusive workforce. It is available online at: <https://www.gatwickairport.com/company/reports/other-reports.html>
- 👤 Continued to support the employee-led Business Resource Group 'Equal Plane', which aims to help create the culture to develop, retain and attract female talent.
- 👤 Established two new employee led Business Resource Groups: the Race, Ethnicity and Cultural Heritage Group ('REACH'), dedicated to supporting and celebrating race ethnicity and cultural heritage in the workplace; and a Disability group (Able2), who aim to promote an environment in which those with disabilities and long term health conditions can be supported with dignity and respect, feel at home and thrive at Gatwick.
- 👤 Continued to engage regularly on accessibility, including with the Independent Gatwick Accessibility Panel and the Passenger Advisory Group working group who focus on assisted passengers.



Inaugural Gatwick Airport Economic Summit

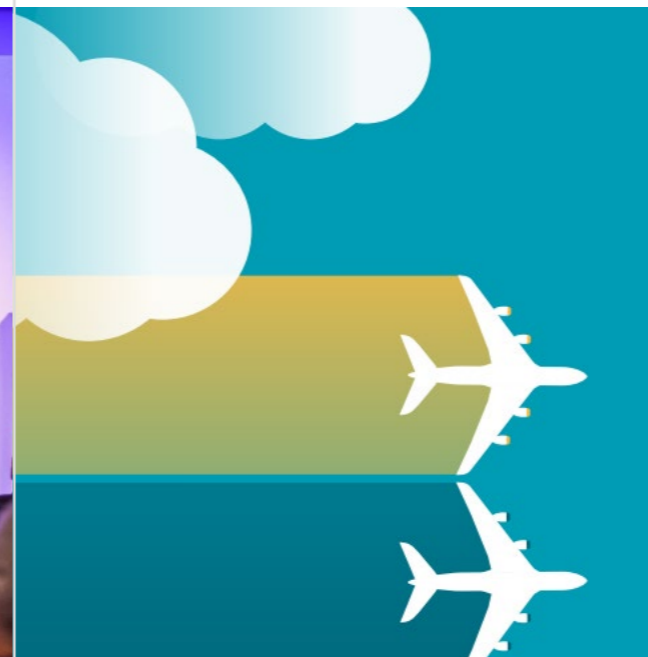
In November 2022 we hosted the inaugural 'Gatwick Airport Economic Summit: Local Economy, Global Opportunity'. This event brought together stakeholders from across the region to discuss long-term, sustainable economic growth and future inward investment. Including speeches and presentations from thought-leading speakers and inspirational business representatives, the high-level conference focused on how we can create opportunities together to stimulate economic growth across our region. Topics discussed at the Summit included skills and investing in talent, the role of global tourism in the local economy and the development of a clearly defined regional identity. The event also launched Gatwick Diamond Initiative's new platform for inward investment, supported by Gatwick Airport as a strategic partner.



Gatwick Airport Economic Summit, November 2022

Gatwick Gender & Ethnicity Pay Gap Report 2022

In December 2022, we published our Gender & Ethnicity Pay Gap Report, which details our intention to improve the number of women and ethnic minorities at all levels across our business. It was the first time we have shared our ethnicity pay gap, as we strive to increase our transparency and advance all areas of inclusion. The report is available on our website at: https://www.gatwickairport.com/on/demandware.static/-/Sites-Gatwick-Library/default/dw60a67b36/images/Corporate-PDFs/Other-Reports/Gatwick_Gender_Ethnicity_Pay_Gap_Report_2022.pdf



Gatwick Gender & Ethnicity Pay Gap Report 2022

Workplace Safety

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

Our progress during 2022:

- Worked with a professor in Psychology to enhance the physical, cognitive, social, cultural and emotional behaviours in the workplace, as part of an ongoing initiative to promote physical and mental health and wellbeing while at work.
- Invested in risk management training to support a risk-based approach to health and safety, enabling us to drive standards beyond compliance.
- Conducted research projects exploring the human factors behind passenger injuries as part of a continual improvement programme to reduce accidents.
- Participated, with many of our airport partners, in VINCI Health and Safety Week. Over 40 events took place at the airport during the week, promoting Gatwick's key philosophy of "Don't walk by".
- Recognised for the 10th consecutive year by the Royal Society for the Prevention of Accidents (RoSPA) President's Award for our high standards of Health, Safety and Environment.



Local Communities

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

Our progress during 2022:

- Sponsored Crawley Pride Festival, an important event for the town's residents and people from neighbouring communities and one that supports Gatwick's commitment to Diversity, Equality & Inclusion.
- Provided a Wakehurst Place bursary for 662 pupils covering the cost of travel and a skilled and enthusiastic teacher from the Wakehurst Learning Programme. Funding was targeted at schools with significant levels of disadvantage.
- Gatwick colleagues used their own experiences and knowledge to motivate 15 students from Hazelwick School on the Love Local Jobs Dare to Dream mentor programme that explores the themes of self-awareness, mindset, gratitude, resilience, teamwork and employability.
- 16 members of the Gatwick Fire & Rescue Service (Green & Red watches) undertook a 7.5 mile fundraiser in Kent for our charity partner Air Ambulance Kent Surrey & Sussex.



Launching a new Health, Safety and Environment Strategy

In 2022, we implemented a new Health, Safety and Environment strategy designed to deliver projects which innovate and improve the employee experience. The strategy is focussed on people and our "Don't walk by" philosophy, whether it be a safety, health or wellbeing matter. Health and wellbeing are understood to be the driving force behind good safety performance, and we continue to work to enable employees to feel their best.



Health & Safety Week, November 2022

'Prepare to Take Off' Virtual Insight Days

We invested in a virtual work experience pilot project in partnership with Speakers for Schools to give students a taster of the workplace. In addition to getting some first-hand experience and insight, it builds workplace skills and confidence.

We delivered two 'Prepare to Take Off' Virtual Insight Days to a total of 74 highly engaged and enthused students at Crawley College. In the morning they joined Airport Security Officers for a lively presentation, Q&A and an interactive x-ray activity. In the afternoon they learnt about the Retail, Food and Beverage environment at Gatwick and took part in a mini project to plan a marketing initiative for World Duty Free. Further events covered Airport Tech and Green Skills.



Virtual Insight Days

Noise

Our goal: 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.

Our progress during 2022:

The 2022 noise exposure contour report illustrated an increase of 158% of the 54dBA Leq contour compared to 2021, however, this was 36% smaller than the 2019 contour. The changes in noise contour should be viewed in the context of the impact of the COVID-19 on aviation during 2020/21 and the accelerated return of flights following the pandemic during 2022.

- Continued to comply with noise abatement procedures (for performance, please see page 18).
- Continued to provide fixed electrical ground power (FEGP) which was maintained at 99.97% during 2022.
- Progressed Gatwick's airspace modernisation project which aims to deliver safety, environmental (including noise) and efficiency benefits through a complete re-design of the network of arrival and departure routes that serve Gatwick.
- Continued to engage with our stakeholders to reduce noise. During 2022 this included holding:
 - 12 Noise Management Board (NMB) meetings
 - 1 Airspace and Noise Public Meeting
 - 4 Noise and Track Monitoring Advisory Group meetings
 - 2 Gatwick Noise Monitoring Group meetings
 - 11 Airline engagement sessions with a focus on noise & safety
- We have continued engagement with Sustainable Aviation and the Gatwick Flight Operations Performance and Safety Committee, ensuring the development of best practice by airline operators using Gatwick.

A new metric for arrivals

Currently, Continuous Descent Operation (CDO) defines a noise abatement operating procedure that is the primary procedural means of reducing noise experienced on the ground beneath arriving aircraft. The Civil Aviation Authority recognised deficiencies in the CDO definition and published CAP 2302 A Low Noise Arrival Metric in January 2022 setting out a more sensitive and effective noise measure for the efficient aircraft types in, and entering, service such as the B-787-800. Since then, a Sustainable Aviation LNAM Sub-Group (led by GAL) has been established and met three times to discuss implementation of the metric into everyday operations across the industry. In support of that effort we have been working with its industry partners - including our Noise & Track Keeping system provider - to validate the metric, it has been introduced in a 'shadow mode'.



Airport Emissions

Our goal: Achieve Net Zero for GAL Scope 1 and 2 GHG emissions by 2030.

Source 50% of airport network electricity and 50% of heat network from UK renewable sources via onsite generation and direct purchase agreements (PPAs) by 2030.

Require all GAL and airport duty vehicles, ground support equipment and mobile construction equipment to meet zero or ultra-low emission standards by 2030.

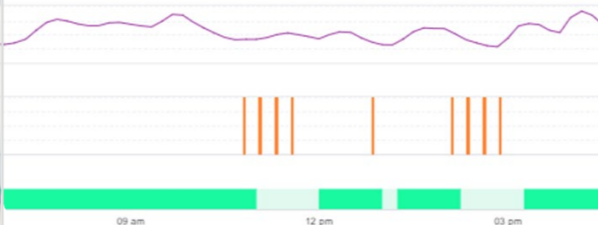
Our progress during 2022:

- Accelerated our Net Zero target by over ten years and committed over £250M capital expenditure to achieve the goal.
- Accelerated the programme for converting lighting to LED, with the ambition of achieving 100% LED across all operational areas before 2027.
- Reduction in Scope 1 (natural gas, fuel, refrigerants, fire training) emissions by 27% (vs 2019) reflecting the reduced airport operation.
- Reduction in Scope 2 (electricity) greenhouse gas emissions (location-based) by 38% (vs 2019) reflecting the reduced airport operation.
- Continued to purchase 100% REGO certified electricity.
- Completed a detailed engineering led roadmap to identify initiatives to reduce carbon and potable water consumption. This has led to the development of strategies for decarbonising heat, decarbonising GAL's fleet and reducing emissions related to refrigerants, as well as increasing on-site renewable generation.
- All heating set-points for all buildings controlled via the Building Management System were reduced for the winter 2022/23 heating season. Analysis of the benefits are under-way.
- A Project Approval Committee (PAC) has been introduced into our governance process, whereby business cases must explicitly demonstrate sustainability impacts and reference our Decade of Change goals. At least six projects have been required to improve their sustainability impact, including reduced emissions, before being approved.

Dynamic Strategy Cost Saving

£ 42.9

12-Oct-2022



Dashboard displaying daily cost saving, 12th October 2022

Using automation to identify heating, ventilation, and air conditioning faults (HVAC) and optimise energy use

Our IT and engineering teams continued with the delivery phase of a proof-of-concept (POC) project to explore whether automation can be used to identify faults and optimise energy used by heating, ventilation and air conditioning systems. Within the POC software platform, fault algorithms were agreed and implemented. The system identified a number of faults with air handling plant which were subsequently verified and repaired. Additionally, software algorithms were created to implement reduced HVAC plant operating times for gate rooms based on an interface to stand/gate planning database. This was successfully implemented and verified.



Aircraft and Surface Access Emissions

Our goal: Play our part in UK aviation and ground transport transition to net zero carbon.

Work with airlines and fuel providers to implement the Sustainable Aviation decarbonisation roadmap and interim goals.

Work 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.

Our progress during 2022:

- 📌 Introduced a new carbon incentive into the published tariff (effective 1 April 2022) to give airline operators an added incentive to operate the most efficient aircraft in their fleets.
- 📌 Renewed Airport Carbon Accreditation at Level 3+ and started work on achieving level 4+ in 2023. This includes engaging with partners to reduce overall airport emissions.
- 📌 Continued to engage with the UK Sustainable Aviation Coalition's work on decarbonisation, and the Jet Zero Council Sustainable Aviation Fuel Delivery Group.
- 📌 99.71% of flights from London Gatwick were the cleanest available aircraft: 37.24% meeting ICAO CAEP 8 standard and 62.47% meeting ICAO CAEP 6.
- 📌 Continued the redevelopment of Gatwick Airport Rail Station, supporting Gatwick's efforts to increase public transport use by passengers and staff.
- 📌 CAA survey data showed that in 2022, 44% of non transfer passengers used public transport to reach Gatwick, with 41% using rail and 3% using bus/coach.
- 📌 Continued to meet all applicable air quality objectives for NO₂, PM10 and PM2.5, shown by ratified data from Gatwick's real-time automatic monitoring site.

Water



Our goal: 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.

Our progress during 2022:

- 💧 Reduction in absolute water consumption by 17.16% (vs. 2019) reflecting the reduced airport operation.
- 💧 Installed real-time water quality monitoring technology in the River Mole. If successful, the intention will be to expand monitoring to better understand local river health.
- 💧 Continued active water consumption monitoring and leak repair works to minimise consumption. Quickly fixing two major burst pipes alone saved c.500m³/day of water.
- 💧 Held preliminary meetings with South East Rivers Trust and the Horley Piscatorial Society (fishing club). We are hoping to work with these, and other, organisations to fund projects that will enhance our local rivers.

Launch of the Airport Surface Access Strategy 2022-2030

In 2019 we welcomed over 46 million passengers. By contrast, in 2021, at the height of the pandemic, the airport saw just six million passengers. We are confident that in the next few years we will build back to 46 million passengers and beyond. However, we can only do this if we support our airport with accessible and reliable surface access connections and if we rebuild with sustainability at the forefront of our thinking. The Airport Surface Access Strategy (ASAS) launched at the Annual Transport Forum on 8 October 2022, sets out how we will increase our passenger public transport mode share, reduce staff single occupancy car journeys, and continue to reduce air passenger drop off and pick up car journeys to meet our Decade of Change targets. The ASAS is available on our website, at: <https://www.gatwickairport.com/company/sustainability/surface-access.html>



Real-time river water quality monitoring


This year we trialled a new technology providing real-time water quality monitoring results accessible through an online portal. A Sonde was installed in the River Mole in June to enhance Gatwick's understanding of the condition of the river.

The River Mole is a significant river traversing the Gatwick estate and the Sonde provides real-time measurements of temperature, conductivity, pH, ammonium, turbidity and dissolved oxygen and a range of other useful water quality parameters. The Sonde allows Gatwick to monitor the condition of the surrounding environment and work with other stakeholders through sharing this information to support and inform interventions in challenging conditions, such as droughts or incidents upstream of the airport.

Waste

Our goal: 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.

Our progress during 2022:

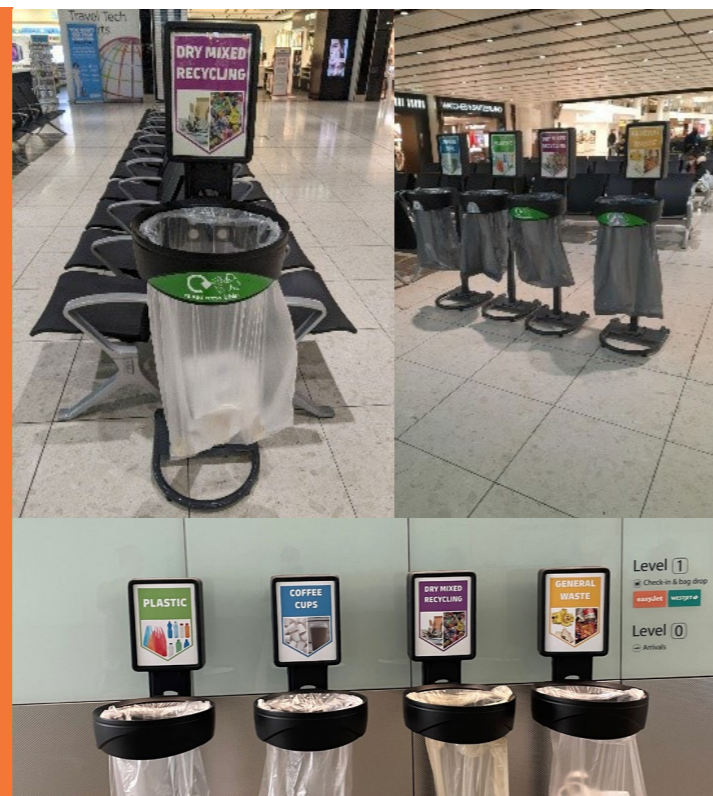
-  Gatwick operations generated 9,132 tonnes of waste and recycling materials and achieved an average recycling/reuse percentage of 56.12%, compared to 1,938 tonnes and 53.39% respectively in 2021.
-  Zero untreated waste to landfill maintained for the seventh consecutive year.
-  Installed new recycling banks in the North and South Terminals to encourage the segregation of materials at source and maximise recycling, resulting in a 30% increase in recycling/reuse performance in this area.
-  Engaged the airport and airline community and facilitated an aircraft cabin waste segregation trial. Collaborating with easyJet and DHL to create robust compliant processes and maximise the opportunity for materials to be beneficially repurposed.

North Terminal IDL hoop bin trial

Existing North Terminal International Departure Lounge bins provided zero segregation of recyclable material. The aim of this trial was to find out what type of bin would increase passenger awareness and provide better segregation of recycling. Four hoop bins were introduced to one area of the North terminal IDL.

Materials segregated were, plastics, coffee cups, card & paper, general waste. The results were conclusive with up to 75% recycle per bag.







Due to the overwhelming evidence provided by the data capture, banked hoop bins with clear bags are strategically placed throughout North Terminal International Departure Lounge and all other bins have been removed.



Biodiversity

Our goal: 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.

Our progress during 2022:

-  Established a new partnership with the Sussex Biodiversity Records Centre to enhance Gatwick's understanding of biodiversity in the region.
-  Introduced a new survey approach for birds supporting a national monitoring programme.
-  Supported the establishment of wildflower road verges to enhance biodiversity potential for invertebrates.
-  Planted disease-resistant White Elm trees along the River Mole to support Gatwick's White-letter Hairstreak Butterfly population.
-  Awarded the Wildlife Trusts Biodiversity Benchmark Award for the ninth consecutive year.
-  Held 68 volunteering and 35 education events, while complying with COVID-19 restrictions where necessary.

Bird ringing at Gatwick

This year we delivered a new survey, bird ringing, in Gatwick's Northwest Zone biodiversity area. Bird ringing involves catching birds to take biological measurements, placing a coded ring on the bird's leg for future identification and then releasing back where they were found. Whenever a ringed bird is recaptured, a record is made on the age of the bird, its health and where it has travelled from or to, which may be as far as Sub-Saharan Africa.

Our surveys help us to understand what species are using our sites so that we can better target habitat works to conserve them. We have already made some exciting discoveries including breeding Nightingales, and species such as Sedge Warbler and Black Redstart.



A Sedge Warbler in Gatwick's Northwest Zone biodiversity area

© Rachel Bicker

Decade of Change Performance Indicators

This data presents a summary of our Decade of Change (DoC) performance data. 2022 data that has been externally verified is identified below marked with a '●'. Information on data boundaries and on verification is provided on pages 23-27. N.B. 2020 and 2021 performance was affected by the impacts of COVID-19 - Gatwick's South Terminal did not reopen until March 2022, marking the return to full operation at the airport.

	2019	2020	2021	2022	Externally Verified
Local Economy					
Annual spend with local and regional suppliers ¹	£150.6m (of which £54.8m was with suppliers in the RH postcode)	£73.4m (of which £39.0m was with suppliers in the RH postcode)	£42.9m (of which £23.7m was with suppliers in the RH postcode)	£76.5m (of which £47.5m was with suppliers in the RH postcode)	●
Annual spend with local suppliers (% of total spend)	11%	14%	15%	18%	●
Annual spend with local and regional suppliers (% of total spend)	30%	26%	26%	29%	●
Total employed at Gatwick Airport – full site ²	24,000	19,400	19,400	20,449	●
GAL employees (as at 31st December each year)	3,217	1,829	1,751	2,192	●
% GAL employees from local area (RH postcodes)	57.4%	59.5%	59.2%	59.7%	●
Number of GAL graduates (as at 31 December each year) ³	11	4	0	0	●
Number of GAL apprentices (as at 31 December each year) ⁴	15	16	15	17	●

¹ KPI is Accounts Payable actual PO and Manual Payments spend (AP invoices paid in the calendar year, not currently including purchase card spend). The values for each prior year have been updated to reflect AP actual PO and Manual Payments spend (previously the Purchase Order Value (committed to spend) had been used for this KPI since 2016). Local suppliers include businesses with a registered office in the RH postcode area. Regional suppliers include businesses with a registered office in the RH, BN, GU, CR, KT, TN, PO, SM, ME, CT, BR and DA postcode areas. The methodology for reporting local spend continues to be reviewed and developed.

² Data for 2019 is from periodic Airport Employer surveys. 2020 and 2021 data is from Gatwick's Economic Value Report, May 2021; includes furloughed employees. 2022 data refers to total ID passholders as of 03/01/2023 that worked on site during 2022.

³ These numbers are the total as of 31st December 2022. Each year, existing graduates complete the programme and new graduates join the scheme. The numbers previously reported in 2019 and 2020 have been updated to reflect graduates at year end. Following the COVID-19 pandemic, the graduate scheme will restart in 2023.

⁴ These numbers are as of 31st December 2022. Each year, existing apprentices complete the programme and new apprentices join the scheme. The numbers previously reported in 2019, 2020 and 2021 have been updated to reflect apprentices at year end.

Opportunity & Accessibility					
Percentage of GAL employees participating in Training and Development programmes (Mandatory) ⁵	-	-	99%	99%	●
Percentage of GAL employees participating in Training and Development programmes (Discretionary) ⁵	-	-	0%	2.0%	●

⁵ - Percentage of GAL employees participating in Training and Development programmes (Mandatory) is defined as yearly mandatory e-learning undertaken by GAL employees.

- Percentage of GAL employees participating in Training and Development programmes (Discretionary) is defined as any professional development training undertaken by GAL employees.

	2019	2020	2021	2022	Externally Verified
Percentage of GAL employees using their volunteering time benefit	3.1%	0.4%	1.2%	3.5%	●
Number of Airport roles advertised on Gatwick Jobs portal	-	-	34	175	●
Gender diversity: All employees: % Male / % Female ⁶	63.21% / 36.79%	65.16% / 34.84%	67.92% / 32.08%	62.93% / 37.07%	●
Gender diversity: Executive Board: % Male / % Female ⁶	81.82% / 18.18%	78.57% / 21.43%	83% / 17%	76.93% / 23.07%	●
Gender diversity: Board of Directors: % Male / % Female ⁶	100% / 0%	100% / 0%	100% / 0%	92.86% / 7.14%	●
Passengers provided with mobility assistance (% of total passengers)	1.50%	1.70%	1.80%	1.52%	●
Number of assisted passengers with reduced mobility (service compliments and complaints: Positive/ Negative)	40% / 60%	65% / 35%	76% / 24%	44%/56%	●
Number of accessibility initiatives and partnerships supported by GAL ⁷	4	1	1	4	●

⁶ Please see our Gender Pay Gap Report for further details: <https://www.gatwickairport.com/company/reports/other-reports.html>.

⁷ 3 IGAP meetings hosted (04-Apr, 20-Jul, 25-Nov). Accessibility Manager recruited (in role Dec-22). Consultant engaged to produce Accessibility Strategy, full engagement with accessibility stakeholders. Hosted Catapult Accessible Air Travel workshop (06-Dec).

Workplace Safety					
GAL lost time injuries ⁸	192	5	7	10	●
GAL lost time injury rate per 100,000 hours ⁹	0.18	0.19	0.28	0.24	●
GAL recordable injuries (RIDDOR) ¹⁰	4	2	4	7	●
GAL recordable injury rate per 100,000 hours ¹¹	3.79	2.43	2.01	2.35	●
Airport third party recordable incidents ¹²	173	40	22	65	●
Passenger recordable incidents (RIDDOR) ¹³	2	2	2	4	●

⁸ The number of injuries reported that lead to absence from normal working duties due to a workplace accident. (Time away from work is where an employee misses at least one day of work, not counting the day of injury).

⁹ The rate is calculated from the number of lost time injuries over a rolling 12 month period (100,000 hours ÷ total number of hours worked over a 12 month period).

¹⁰ The number of injuries that are RIDDOR reportable (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).

¹¹ The rate is calculated from the total number of GAL reported injuries over a 12 month period (100,000 hours ÷ total number of hours worked over a 12 month period).

¹² The number of reported injuries from third parties who work at the airport.

¹³ The number of passenger injuries reportable under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).

Local Communities					
Sponsorships: number of community events supported by Gatwick (includes non-profit, charitable and business events)	56	51	51	58	●

	2019	2020	2021	2022	Externally Verified
Total funds raised for nominated charity partners					
Surrey and Sussex Healthcare NHS Trust	N/A - Partnership commenced in 2020	£15,091.88	£ 5,755.22	£33,904.90	●
Air Ambulance Kent Surrey Sussex	£57,617.78	£20,127.80	£5,578.37	£29,328.34	●
TravelCare	£62,937.20	£41,452.25	£4,595.27	£34,851.96	●
In-terminal passenger donations (paid in calendar year)	£86,865.61	£31,929.29	£8,263.11	£40,519.00	●
Employee fund-raising and GAL match-funding for charities of employees' choice					
GAL match-funding	£20,213	£12,693	£7,390	£8,989	●
Gatwick Give as You Earn	£22,343	£22,328	£12,126	£10,748	●
Gatwick's contribution to the independent Gatwick Airport Community Trust					
Annual contribution	£224,000	£230,000	£236,000	£50,000 ¹⁴	●

¹⁴ Contributions to the Community Trust are based on a legal agreement that reflects passenger numbers in the previous year (£50,000 per 10 million passengers), in 2021 Gatwick Airport welcomed 6.3 million passengers.

Noise					
Percentage of aircraft movements in Chapter 14 (%)	62%	66%	58%	62%	●
Percentage of aircraft movements in Chapter 4 (or equivalent), or a higher Chapter (%) ^{15 16}	98.07%	99.24%	99.53%	99.22%	●
Noise - track keeping (%)	98.42%	98.49%	99.20%	97.36%	●
Continuous Descent Operations (CDO) compliance (%)	89.58%	89.59%	90.89%	88.61%	●
Noise - total noise infringements	1	0	0	0	●
Noise - daytime noise infringements	1	0	0	0	●
Noise - night-time noise infringements	0	0	0	0	●

¹⁵ ICAO's Noise standards for aircraft were introduced in 2001 (Chapter 4) and 2013 (Chapter 14). Aircraft that meet the Chapter 14 will automatically meet the Chapter 4 standard. Data reported for 2019, 2020, 2021 and 2022 is 1 January-31 December.

¹⁶ Does not include unmodified A320 aircraft (0.73% in 2019, 0.61% in 2020, 0.32% in 2021 and 0.74% in 2022).

Airport Emissions					
Airport-wide energy and fuel consumption					
Natural gas (MWh)	61,018.24	40,276.94	47,745.64	44,544.71	●
Electricity (MWh)	150,888.78	98,913.25	89,108.60	121,238.29	●
Vehicle and equipment fuel (Ml)	3.29	1.24	0.96	2.01	●

	2019	2020	2021	2022	Externally Verified
Refrigerant gas (kg)	790	315	887	405	●
GAL energy and fuel consumption (sub-set of Airport)					
Natural gas (MWh)	52,786.69	35,792.43	44,781.70	39,709.29	●
Electricity (MWh)	99,576.69	66,026.89	61,387.33	81,894.66	●
Vehicle and equipment fuel (Ml)	0.45	0.26	0.24	0.38	●
Refrigerant gas (kg)	790	315	887	405	●
Propane (tonnes)	11	5	12	4	●
GAL direct emissions % cumulative change on 1990 baseline 82,843.5 tCO ₂ e (Total scope 1 and 2, location-based accounting)	-54.53%	-72.03%	-72.01%	-70.24% ¹⁷	●
Total Scope 1 and 2 per passenger (kg CO ₂ e)	0.81	2.28	3.71	0.75	●
Breakdown of Gatwick Airport Limited electricity sources					
% Sleeved renewable electricity via PPA	0%	0%	0%	0%	●
% site generated or connected via private wire inc. PPA	0.02%	0.05%	0.05%	0.03%	●
% Grid electricity	99.98%	99.95%	99.95%	99.97%	
% UK grid electricity REGO certified	100%	100%	99.62% ¹⁸	100%	●

¹⁷ The cumulative change has been calculated on the basis of the same footprint composition as that in the 1990 baseline. Including de-icer, which has been added to the composition in 2022, the cumulative change is -70.12%. The changing composition of the carbon footprint will be reflected in future reporting. Our scope 1 and 2 emissions have been verified by Pause People Limited.

¹⁸ Temporary electricity contract for the Copthorne development, to July 2021, was not supported by Renewable Electricity Guarantee of Origin certificates.

Aircraft and Surface Access Emissions					
GAL business travel (tCO ₂ e)	418	62	48	362	●
Other airport operations ²⁰ (tCO ₂ e)	26,484	13,024	10,203	15,198	●
Airport staff commuting (estimated, tCO ₂ e)	45,482	21,582	19,443	38,940	●
Passenger surface access (estimated, tCO ₂ e)	195,692	38,176	28,646	149,295	●
Aircraft take-off and landing cycle (estimated, tCO ₂ e)	426,923	118,318	76,361	297,631	●
Aircraft engine testing (estimated, tCO ₂ e)	1,629	1,963	2,272	1,207	●
Surface access to the airport					
Passenger public transport use (%) – combined rail, bus/coach use	47%	Not available	42%	44%	●
Air Quality					
Air Quality – NO ₂ annual average at on-Airport site LGW3 (µg/m ³)	29	17	18	22	●
Air Quality – PM10 annual average at on-Airport site LGW3 (µg/m ³)	14	14	14	15	●
Air Quality – PM2.5 annual average at on-Airport site LGW3 (µg/m ³)	9	8	9	9	●

	2019	2020	2021	2022	Externally Verified
Waste					
Total operational & commercial waste collected (tonnes)	13,493	3,781	1,935	9,132	●
Operational & commercial waste per passenger (kg)	0.29	0.37	0.31	0.28	●
Operational & commercial waste reused or donated for reuse					
Tonnes	4,344	726 ¹⁹	64	1,671	●
% of total tonnes	32.20%	19.15%	3.33%	18.30%	●
Operational & commercial waste recycled					
Tonnes	5,419	1,786	969	3,454	●
% of total tonnes	38.16%	47.08%	50.06%	37.82%	●
Paper and card (%)	10.83%	9.24% ²⁰	7.46%	6.37% ²¹	●
Metal (%)	2.11% ²²	2.58% ²³	2.79% ²⁴	0.91% ²⁵	●
Glass (%)	5.27%	3.54%	3.41%	4.18%	●
Plastics (%)	2.97%	1.83%	0.45%	0.19%	●
Other (%)	17.00%	29.90%	35.96%	31.00%	●
Operational & commercial waste sent offsite for energy recovery					
Tonnes	4,137	1,311	902	4,006	●
Energy recovery (%)	29.50%	33.74%	46.63	43.87% ²⁶	●
Other e.g. offsite conversion to fuel (%)	1.10%	0.82%	1.13%	1.05%	●
Operational & commercial waste sent for secondary treatment (% of total tonnes)	0.00%	0.03%	0.05%	0.02%	●
Hazardous waste sent for treatment					
Tonnes	286	124	68	146	●
% of total tonnes	2.10%	3.27%	3.52%	1.59%	●
Operational & commercial untreated waste sent to landfill (% of total tonnes)	0%	0%	0%	0%	●
Construction contractors waste management diversion from landfill (% of total construction tonnes)	95%	99%	99%	99.98%	●

¹⁹ 2020/21 - COVID-19 impact. Overall tonnages 3,781t are low for 2020 however, 726.4t out of 3,781t was for 'reuse', this is a significant volume for reuse from the 'overall / total tonnages' - hence the % being higher. Reuse comes from the pallets out of GLCC.

²⁰ 2020/21 - COVID-19 impact, MRF line was active for the first 3 months of 2020, which would have helped the recycling %.

²¹ 2022 MRF line was not fully active, therefore loss of recycling %.

²² 2019 - tonnage were 111.74 out of 13,493t 'overall / total tonnages'

²³ 2020 - tonnages were 81.6t out of 3,781t 'overall / total tonnages'

²⁴ 2021 - tonnages were 49.16 out of 1,935t 'overall / total tonnages' (projects within year that pushed metal volume up)

²⁵ 2022 - tonnages were 73.14 out of 9,132t 'overall / total tonnages'. Tonnages for 2022 are up vs the 2021 tonnages, but 'overall / total tonnages' were far less for 2021 vs 2022 - this makes their % looking better for 2021 vs 2022.

²⁶ Notes:

- In 2021 the tonnages were 902.20t out of 1,935t and 2022 the tonnages were 4,005.87t out of 9,132t, with the main material streams being Hazardous/ general waste (GW) / food.

- Food (CAT 1/ alcohol beverages) recovered: 2021 - 254t vs 2022 - 1113.51t - the biggest contributor (Brexit legislation for CAT 1).

- GW recovered 2021 - 611.57t vs 2022 - 2,817.84t

- Hazardous recovered 2021 - 26.31t vs 2022 - 47.15t

- 2022 shows a significant volume (Food; GW and Haz) for recovery from the 'overall / total tonnages' - hence the % being higher

- Previous years show volume with low 'overall / total tonnages' making % higher

- 2019 volume being the highest over 4 years with 'overall / total tonnages' also at the highest however with % the lowest (Pre-Brexit)

	2019	2020	2021	2022	Externally Verified ¹
Water					
Airport potable water consumption (m ³)	721,336	416,064	368,773	597,530	●
Airport potable water consumption per passenger (litres)	15.49	40.93	58.96	18.20	●
Airport potable water consumption % cumulative change on 2019 baseline of 721,336 (m ³)	-	-42.30%	-48.88%	-17.16%	●

	2019	2020	2021	2022	Externally Verified
Biodiversity					
Habitat maintained onsite (hectares)	75	75	75	75	●
Annual conservation actions completed (%)	88%	68%	85%	95%	●
Annual conservation actions deferred to following year (%)	12%	32%	15%	5%	●
Surveys completed (number of different surveys)	26	11	22	19 ²⁷	●
Onsite volunteering days undertaken (total number of days) by airport employees, community members and schools	40	38	58	68	●
Onsite education days undertaken (total number of days) by airport employees, community members and schools	29	12	15	35 ²⁸	●

²⁷ One survey was missed out of 20 scheduled for this year.

²⁸ This includes three online events in 2022.

Gatwick Airport Limited's Greenhouse Gas Emissions

Gatwick Airport Limited's Scope 1, 2 and 3 emissions are detailed below including a breakdown of each²⁹. Information on data boundaries and on verification is provided overleaf on pages 27-28. For 2022, we have additionally reported Deicer, Non-Road Construction Machinery and Aircraft Cruise emissions data as part of our Scope 3, as well as Deicer emissions, as part of our Scope 1.

	2019		2020		2021		2022		Externally Verified
	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	Location-based	Market-based	
Scope 1 direct emissions tCO ₂ e	12,223	-	7,778	-	10,163	-	8,921	-	●
Scope 2 direct emissions tCO ₂ e	25,443	5	15,394	0	13,024	128 ³¹	15,830	0	●
Scope 3 indirect emissions tCO ₂ e	696,628	683,512	193,125	193,126	136,973	131,087	2,871,524	2,863,915	●
Total Scope 1&2 direct emissions tCO ₂ e	37,666	-	23,721	-	23,187	-	24,751	-	●
Total Scope 1, 2 & 3 tCO ₂ e	734,294	695,740	216,297	200,094	160,159	141,377	2,896,275	2,872,836	●

Emission Breakdown (tCO ₂ e)					
Scope 1					
Natural Gas	9,705		6,581	8,202	7,249
Vehicle and equipment fuel	1,215		700	619	961
Fire training materials (including propane)	34		16	36	13
Refrigerant gas	1,269		481	1,306	600
De-icer	-		-	-	98.7
Scope 2					
Purchased electricity (location-based)	25,443		15,394	13,024	15,830
Purchased electricity (market-based)	5		0	128 ³¹	0
Solar	0		0	0	0
Scope 3					
GAL business travel	418		62	48	362
Other airport operations ³⁰	26,484		13,024	10,203	15,198
Airport staff commuting	45,482		21,582	19,443	38,940
Passenger surface access	195,692		38,176	28,646	149,295
Aircraft Landing and Take-Off (LTO) (estimated)	426,923		118,318	76,361	297,631
Aircraft Climb, Cruise and Descent (CCD) (estimated)	-		-	-	2,366,897
Aircraft engine testing	1,629		1,963	2,272	1,207
De-icer	-		-	-	704
Non-road construction machinery	-		-	-	1,290

²⁹ Greenhouse gas (GHG) emissions calculated in line with the Greenhouse Gas Protocol using BEIS emission factors for the corresponding year and quantifying all six GHGs in terms of carbon dioxide equivalence (CO₂e). The location-based method reflects the average emissions intensity of the grid on which energy consumption occurs. The market-based method reflects emissions from electricity that has been purposefully chosen.

³⁰ Includes airport third parties ground fuels and electricity; electricity T&D losses, airport water, wastewater and waste systems.

³¹ A temporary contract was in place for the Copthorne development, a building offsite from the main airport campus, to July 2021 which was not supported by Renewable Electricity Guarantee of Origin (REGO) certificates.

Environmental Data Boundaries

Carbon

Our Decade of Change targets covers both direct and indirect emissions, reported as follows:

Direct emissions: GHG Protocol Scope 1 and 2 emissions from GAL fuel and energy use.

Indirect emissions: GHG Protocol Scope 3 emissions from areas such as airport third parties' use of fuel and energy, de-icer, travel by passengers and airport staff to the airport, and GAL business travel.

Energy consumption

Our Decade of Change target covers GAL and third-party energy consumption which has been supplied and invoiced from GAL electricity and gas networks, as well as renewable energy generated and consumed on site. The energy consumption figures reported include most but not all large energy users (e.g. the Hilton Hotel is not included). This boundary facilitates airport-wide focus on energy efficiency.

Renewable energy

Our Decade of Change target covers the percentage of total energy consumption that is purchased from certified renewable sources or generated onsite.

Water Consumption

Our Decade of Change target covers GAL and third-party water consumption which has been supplied from GAL owned water networks. This includes all water used within the Gatwick Airport site boundary for terminals, piers, offices, car parks, airfield and most but not all third-party facilities. Rainwater harvested on site is not included.

Operational & Commercial Waste

Our Decade of Change target covers operational and commercial waste for all facilities within the Gatwick Airport site boundary and construction waste:

- Operations and commercial activity includes, but is not limited to, materials managed through airport waste management contracts which captures GAL engineering, terminal waste, retail and concessionaire, GAL accommodation, tenanted areas, and aircraft cabin waste.
- Construction waste is defined as waste from the construction programme. Data for construction waste that has been diverted from landfill is provided by contractors as part of contractual requirements.
- Regulatory requirements may limit options for the beneficial use of some materials (e.g. CAT1 waste, engineering waste, contaminated spoil etc.). Innovative solutions will be considered where there is the ability to operate within legal limits.





Certifications



Airport Carbon Accredited Level 3+ 'Neutrality'

We successfully continued its Airport Carbon Accreditation certification at Level 3+ 'Neutrality', in recognition of our continued efforts to manage and reduce our greenhouse gas emissions.

Biodiversity Benchmark Award

We received our 9th consecutive Biodiversity Benchmark Award following the annual audit undertaken by the Wildlife Trust. The delivery of our Biodiversity Action Plan has continued to enhance biodiversity protection and enhancement and we are hugely appreciative to the Gatwick Greenspace Partnership and members of the community who have continued to volunteer in the biodiversity areas.

RoSPA Presidents Award

In 2022, we were awarded the Royal Society for the Prevention of Accidents (ROSPA) President's Award Health and Safety Award for working hard to ensure our staff, customers and contractors get home safely to their families at the end of every working day. Internationally recognised, the award is given to organisations that have sustained high standards of health and safety over ten or more consecutive years.

ISO 45001 & ISO 14001

Following a successful audit in June 2022, Gatwick was recommended for continued certification of its integrated Health, Safety and Environment management system to ISO 14001 and ISO 45001.

Assurance Statement 2022

Decade of Change Performance Indicators

Ricardo Energy & Environment has been working with Gatwick Airport Limited (GAL) in 2023 to independently assure the Airport's Decade of Change (DoC) 2022 Performance Report. This statement summarises the outcome of the review. The intended users of this statement are the readers of the Decade of Change Performance Report.

Responsibilities

The information and presentation of data within the Decade of Change 2022 Performance Report are the responsibility of GAL. This statement is the responsibility of Ricardo and represents our independent opinion and is written to be read in its entirety by readers of the GAL Decade of Change 2022 Performance Report. Ricardo Energy & Environment accepts no liability whatsoever to any third party for any loss or damage arising from any interpretation or reliance upon this assessment.

Assurance period

The assurance review of GAL's DOC performance report has been carried out for the year 2022 covering the period from 1st January until 31st December.

Level and scope of assurance

Ricardo's scope of work included the assurance of the accuracy and completeness of data presented in the DoC report in relation to the Key Performance Indicators (KPIs) listed below, for the calendar year 2022. These were selected by GAL.

Decade of Change key performance indicators:

- Local Economy – annual spend with local and regional suppliers
- Local Economy – annual spend with local and regional suppliers (% of total spend)
- Local Economy – GAL employees (as of 31st December)
- Local Economy – % GAL employees from local area (RH postcodes)
- Local Economy – Number of GAL graduates and apprentices (as of 31st December each year)
- Opportunity and Accessibility - Percentage of GAL employees participating in Training and Development programme (Mandatory)
- Opportunity and Accessibility - Percentage of GAL employees participating in Training and Development programme (Discretionary)
- Opportunity and Accessibility - Percentage of GAL employees using their volunteering time benefit
- Opportunity and Accessibility - Number of Airport roles advertised on Gatwick Jobs portal

- Opportunity and Accessibility – Gender diversity (all employees (% male / % female)), Executive Board (% male / % female), Board of Directors (% male / % female)
- Opportunity and Accessibility - Number of passengers with reduced mobility (PRM) service compliments and complaints: Positive/ Negative
- Opportunity and Accessibility - Number of accessibility initiatives and partnerships supported by GAL
- Workplace Safety – GAL lost time injuries
- Workplace Safety – GAL lost time injury rate per 100,000 hours
- Workplace Safety – GAL recordable injuries (RIDDOR)
- Workplace Safety – Airport third party recordable incidents
- Workplace Safety – Passenger recordable incidents (RIDDOR)
- Local Communities - Sponsorships: number of community events supported by Gatwick (includes non-profit, charitable and business events)
- Local Communities – Total funds raised for nominated charity partners (SASH, KSS, TravelCare, and in-terminal passenger donations)
- Local Communities - Employee fund-raising and GAL match-funding for charities of employees' choice
- Local Communities - Gatwick's contribution to the independent Gatwick Airport Community Trust
- Noise - Percentage of aircraft movements in Chapter 4 (or equivalent), or a higher chapter (%)
- Noise - Percentage of aircraft movements in Chapter 14 (%)
- Noise - Track keeping (%)
- Noise - Continuous Descent Operations (CDO) compliance (%)
- Noise - Total noise infringements
- Noise - Daytime noise infringements
- Noise - Night-time noise infringements
- Airport Emissions - Airport-wide energy and fuel consumption (natural gas, electricity, vehicle and equipment fuel, refrigerants)
- Airport Emissions - GAL energy and fuel consumption (sub-set of airport) (natural gas, vehicle and equipment fuel, propane, refrigerants, electricity, direct emissions % cumulative change on 1990 baseline, total scope 1 and 2 per passenger)
- Airport Emissions - Percentage of electricity from renewable sources (% REGO certified, % sleeved via PPA, % generated onsite)
- Aircraft and Surface Access Emissions – GAL business travel (tCO₂e)
- Aircraft and Surface Access Emissions – other airport operations (tCO₂e)
- Aircraft and Surface Access Emissions – Airport staff commuting (estimated tCO₂e)
- Aircraft and Surface Access Emissions – Passenger surface access (estimated tCO₂e)

- Aircraft and Surface Access Emissions – Aircraft take-off and landing cycle (estimated tCO₂e)
- Aircraft and Surface Access Emissions – Aircraft engine testing (estimated tCO₂e)
- Aircraft and Surface Access Emissions – Passenger public transport use (%) combined rail, bus/coach use
- Aircraft and Surface Access Emissions - NO₂ annual average at on-Airport site LGW3 (µg/m³)
- Aircraft and Surface Access Emissions - PM10 annual average at on-Airport site LGW3 (µg/m³)
- Aircraft and Surface Access Emissions – PM2.5 annual average at on-Airport site LGW3 (µg/m³)
- Zero Waste - Total operational & commercial waste and recycling collected (tonnes)
- Zero Waste - Operational & commercial waste per passenger (kg)
- Zero Waste - Operational & commercial waste recycled (tonnes and % of total tonnes, with percentages provided for paper and card, metals, glass, plastics, other)
- Zero Waste - Operational & commercial waste reused or donated for reuse (tonnes and % of total tonnes)
- Zero Waste - Operational & commercial waste sent offsite for energy recovery (tonnes and % of total tonnes, with percentages provided for energy recovery and other e.g., offsite conversion to fuel)
- Zero Waste - Operational & commercial waste sent for secondary treatment (% of total tonnes)
- Zero Waste - Hazardous waste sent for treatment (tonnes and % of total tonnes)
- Zero Waste - Operational & commercial untreated waste sent to landfill (% of total tonnes)
- Zero Waste - Construction contractors waste management diversion from landfill (tonnes and % of total construction tonnes)
- Water – Airport potable water consumption (m³)
- Water - Airport potable water consumption % cumulative change on 2019 baseline of 721,336 (m³)
- Water – Airport potable water consumption per passenger (litres)
- Biodiversity – Habitat maintained onsite (hectares)
- Biodiversity – Annual conservation actions completed (%)
- Biodiversity – Annual conservation actions deferred to the following year (%)
- Biodiversity - Surveys completed (number of different surveys)
- Biodiversity- Onsite volunteering days undertaken by airport employees, community members and schools
- Biodiversity - Onsite education days undertaken airport employees, community members and schools

Methodology

In undertaking the assurance exercise, Ricardo Energy & Environment has reviewed GAL's KPI collection and calculation methodologies against the requirements of ISO 14064-3 (Specification with guidance for the validation and verification of greenhouse gas assertions) and the GHG Protocol Corporate Standard.

Ricardo Energy & Environment's opinion

Based on the review of the 2022 Decade of Change key performance indicators, Ricardo Energy & Environment is able to provide the following opinions:

- GAL continues to make good progress in calculating its KPIs and has set up credible processes for collating data and calculating indicators. It should therefore be commended for the efforts that it has made.
- The data sources used to calculate the KPIs are robust and, in instances where future improvements can be made, it is clear that GAL will work towards these as part of the on-going improvement of its processes.
- In accordance with the points above, we can make the following final opinion¹

Based on the process and procedures conducted, the 2022 KPI assertions have been found to be:

- materially correct and a fair representation of GAL data and information, and
- prepared in accordance with the ISO 14064-3 and the GHG Protocol Corporate Standard.

GAL should keep up this good effort and Ricardo Energy & Environment recommends that GAL undertakes a similar assurance, for its 2023 KPIs, in 12 months' time.

Independence and competence

Ricardo Energy & Environment is one of the world's leading energy and climate change consultancies. The team performing the verification has the appropriate experience and competency to do so. Ricardo has a Quality Management System (QMS) which is certified to BS EN ISO9001.

Validity of statement

This statement is valid for the Decade of Change performance indicators and carbon footprint assurance review, for the periods from 1st January to 31st December 2022.

¹ Note this is standard text for a limited assurance against ISO 14064-3



Ricardo
Energy & Environment

Verification Statement 2022

Gatwick Airport Limited Greenhouse Gas Emissions

Pause People Earth, Part of Pause People Collective Limited was engaged to conduct an independent verification of the Greenhouse Gas (GHG) emissions reported by Gatwick Airport Limited for the period stated below. This Verification Statement applies to the related information included within the scope of work described below. The determination of the GHG emissions is the sole responsibility of Gatwick Airport Limited. Pause People Earth's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyse and review the information.

Boundaries of the Reporting Company GHG Emissions Covered by the Verification:

- Operational Control

GHG Emissions Data Verified and Results:

Scope 1: 8,920.8 tonnes of CO₂ equivalent
 Scope 2 (Location Based): 15,830.1 tonnes of CO₂ equivalent
 Scope 2 (Market Based): 0.0 tonnes of CO₂ equivalent
 Scope 3: 2,871,523.6 tonnes of CO₂ equivalent

Period Covered by the GHG Emissions Verification:

- 1st January 2022 to 31st December 2022 Inclusive

GHG Reporting Protocols Against which the Verification was Conducted:

- Airport Carbon Accreditation Application Manual Issue 13
- Greenhouse Gas Protocol Corporate Accounting and Reporting Standard
- Greenhouse Gas Protocol (Scope 2) Guidance
- Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Guidance

GHG Verification Protocols Used to Conduct the Verification:

- Airport Carbon Accreditation Verifier Manual Issue 1
- ISO 14064-3: Greenhouse gases - Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions

Level of Assurance and Qualifications:

- Scope 1 and 2: Reasonable Assurance
- Scope 3: Limited Assurance
- Qualifications: Airport Carbon Accreditation Approved 3rd Party Verifier (Level 4/4+)

GHG Verification Methodology:

- Interviews with relevant personnel of Gatwick Airport Limited;
- Review of documentary evidence produced by Gatwick Airport Limited;
- Review of Gatwick Airport Limited data and information systems and methodology for collection, aggregation, analysis, and review of information used to determine GHG emissions at Gatwick Airport Limited; and
- Audit sample data used by Gatwick Airport Limited to determine GHG emissions.

Assurance Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions assertion shown above:

- is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI GHG Protocol Corporate Accounting and Reporting Standards as listed above.

It is our opinion that Gatwick Airport Limited has established appropriate and robust systems for the collection, aggregation, and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of Independence, Impartiality, and Competence:

Pause People Earth, part of Pause People Collective Limited, is an independent professional consultancy, specialising in environmental management with over 12 years' experience in providing independent assurance services. No member of the verification team has a business relationship with Gatwick Airport Limited, its Directors, or Managers beyond that required for this project. We conducted this verification independently and to our knowledge there has been no conflict of interest. Pause People Collective Limited has implemented a Code of Ethics across the business to maintain high ethical standards during day-to-day business activities.

Attestation:

Bryony Karsenborg, Director - Pause People Collective Limited

Date: 12/09/2023



Updated September 2023

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Cover photography: Gatwick Airport Airfield

