BELFAST CITY AIRPORT

Our Route to a More Sustainable Future

Our Purpose

We provide fast, efficient connectivity to and from the heart of Belfast, enabling our community to thrive and our economy to realise its ambitions.

At Belfast City Airport, our purpose is to be the heartbeat of connectivity, enabling our community to link with people, places, and possibilities.

We exist to facilitate seamless travel experiences, enable economic growth, nurture our employees in an inclusive workspace and enrich the community we serve, all with a commitment to sustainability and responsible business practices.

We realise our purpose through alignment with our core values: Total Respect, Full Accountability, Openness in our Dealings, Absolute Care & Obvious Passion.

The Objective

Through strategic initiatives, we aim to empower people, enhance community wellbeing and nurture an environmentally conscious workforce to play our role in society's collective efforts towards sustainability.

Foreword

At Belfast City Airport, we consistently aim to deliver an airport experience that exceeds expectations, and we recognise the importance of sustainability in achieving this aim.

As a key economic enabler, our airport serves as a vital connector from the heart of Belfast to the UK, Europe and beyond, opening our region to endless opportunities.

We are committed to doing this in a responsible way with our focus on our three core sustainability pillars: our environment, our people and our community.

In this strategy, we outline the aims and objectives that will allow us to take the next steps towards greater sustainability, not only at Belfast City Airport, but throughout our industry and wider society.

It would be naive to deny the threat climate change poses to our planet. We are therefore committed to the aviation industry's goal of reaching net-zero carbon emissions by 2050.

We have made significant progress to date, nearly halving operational carbon emissions since 2017; achieving Platinum Status in the Northern Ireland Environmental Benchmarking Survey for four consecutive years; and purchasing 100% green electricity since 2013.

Despite these successes, we recognise there is a significant way to go, however, our sustainability strategy is ambitious and will allow us to make even greater strides in this key area.

As a critical employer in our region, we also recognise the significance of our role in fostering economic growth and remain dedicated to providing equal access to employment across a range of roles and specialisms.

Belfast City Airport is rooted in the heart of the community, and with this in mind, we are committed to doing what we can to help our community thrive.

So far, we have invested significantly in our community through sponsorships, apprenticeship schemes and our community fund, which has donated over £580,000 to a variety of local initiatives.

This strategy outlines our aims to further enhance our community, building upon established initiatives to encourage sustainable growth and prosperity long into the future in an open, honest and trusting manner, to align our ambitions and drive meaningful change.

We understand that this journey towards greater sustainability is not just a destination, but a continuous effort to create a better future for all.

I believe that this Sustainability Strategy will allow Belfast City Airport to help build and maintain a more sustainable future for our people, our community and the environment around us.

Matthew Hall

Chief Executive,
Belfast City Airport

"Embracing sustainability is no longer a choice, it is a fundamental responsibility for everyone, including businesses.

No one business or one person alone can make the changes the world needs to see but collectively we can all make small changes and take small steps that will create a better future.

Within aviation Belfast City Airport has led the way in sustainability becoming the first airport to be recognised as a Gold Level CORE company by Business in the Community in 2018.

I commend the team for the work undertaken to date and for setting out the next chapter of the airport's sustainability journey."

Kieran Harding

**Managing Director
Business in the Community**

Vision & Values

Vision

To deliver an airport experience that exceeds our customers' expectations

Mission

We strive for excellence whilst engaging with our stakeholders in an open, trusting and respectful manner

Values

Total Respect - Treat everyone as you would like to be treated

Full Accountability - Work with courage and take responsibility for our actions

Openness in our Dealings - Ensure transparency in all our activities

Absolute Care - Go the extra mile, seek to exceed expectations

Obvious Passion - Work with a relentless appetite for success, strive for excellence every day

Key facts about Belfast City Airport

Passengers

APPROXIMATELY **2.3m**
PASSENGERS USE THE TERMINAL EACH YEAR

Punctuality

BELFAST CITY AIRPORT
HAS THE BEST ON-TIME-PERFORMANCE
RECORD IN THE UK*

Location

AT THE HEART OF BELFAST,
LOCATED JUST A 5 MINUTE DRIVE
FROM BELFAST CITY CENTRE, BELFAST CITY AIRPORT
WAS NAMED THE UK AND IRELAND'S MOST
CONVENIENT AIRPORT IN A RECENT STUDY*

Airlines

10 AIRLINE PARTNERS CONNECTING
NORTHERN IRELAND TO MORE THAN 30
DESTINATIONS ACROSS THE UK AND EUROPE

OTP based on CAA figures published March 2024.

UK and Ireland's Most Convenient Airport Study, The Telegraph, 2019.

Testimonial

John Walsh
CEO of Belfast City Council

"Belfast is committed to becoming an inclusive, resilient carbon neutral city by 2050, and is taking steps to future proof the city for generations to come.

Through the Belfast Resilience Strategy, we are working in partnership across the city to help Belfast transition to a zero-emissions city because we recognise that we cannot achieve our goals alone.

Resilient cities are well connected cities, with strong networks of people, communities, industries and institutions all working towards common goals, and collaboration with organisations like Belfast City Airport is vital in order to meet our targets.

This Sustainability Strategy is an excellent blueprint of how businesses can assess the current position and take the necessary actions to improve their impact."

ONLY ACHIEVE A SUSTAINABLE FUTURE THROUGH COLLABORATION WITH ORGANISATIONS SUCH AS BELFAST CITY AIRPORT.

John Walsh
CEO of Belfast City Council

Our Approach

At Belfast City Airport, we recognise the need to refine our approach and contribution towards sustainable practices within the aviation sector.

Our strategy revolves around three central pillars.

1 Our Environment

2 Our People

3 Our Community

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CITY
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Our Environment

Our Environment

Nurturing today, sustaining tomorrow

We understand the risks of climate change and are committed to addressing these through actions which both benefit our local community and contribute to wider global goals for environmentally sustainable aviation.

Our environment takes centre stage in our sustainability strategy as we work to understand the impact of our operations on the ecosystems around us. We are determined to contribute to a greener aviation industry through the implementation of sustainable practices that minimise resource use, maximise the use of renewable energy sources, reduce carbon emissions and manage our impacts on the local community.

By investing in sustainable initiatives and encouraging and supporting airlines in their emission reduction efforts, we can pave the way for an industry that not only connects people and places but also safeguards our environment.

BELFAST CITY AIRPORT OPERATES AN EXTERNALLY CERTIFIED **ENVIRONMENT MANAGEMENT SYSTEM**

SINCE 2017 WE HAVE REDUCED THE **CARBON EMISSIONS** FROM OUR OPERATIONS BY APPROXIMATELY **57%**

COMMITTED TO ACHIEVING
NET ZERO
BY 2050
FOR THOSE EMISSIONS UNDER
OUR DIRECT CONTROL WITH AMBITION
TO ACHIEVE THIS SOONER

Testimonial

Suzanne Wylie
NI Chamber CEO

"Unfortunately the world is facing a climate emergency which will have an impact on the viability of some businesses in the future.

Northern Ireland is not exempt from this and it's great to see organisations such as Belfast City Airportacknowledging the impact it has and being fully transparent with intentions to change what is within its control."

INTENTIONS TO CHANGE WHAT IS WITHIN ITS CONTROL.

Suzanne Wylie
NI Chamber CEO

BELFAST CITY AIRPORT HAS PARTICIPATED IN THE

NORTHERN IRELAND ENVIRONMENTAL

BENCHMARKING SURVEY SINCE

2010

ACHIEVING PLATINUM

STATUS FOR THE FOURTH CONSECUTIVE YEAR IN

2023

The NI Environmental Benchmarking Survey assesses and compares the environmental management and performance of organisations. Participants are awarded according to achievement at Green, Bronze, Silver, Gold or Platinum level.

WE HAVE PURCHASED

100%

GREEN ELECTRICITY
SINCE

2013

WE ARE CURRENTLY CERTIFIED

ACA LEVEL 3

BITC

GOLD CORE AWARD

The CORE Standard for Responsible Business, overseen by Business in the Community NI, provides verification and recognition of best practice in corporate responsibility and sustainability. Participants are accredited at Standard, Silver, Gold or Platinum level.

Achieving ACA Level 3 'Optimisation' includes the requirement to prepare an independently verified Carbon Footprint including Scope 1, 2 and 3 emissions and engagement with third party operators to reduce emissions.

GRESB

PARTICIPANTS
IN ANNUAL GREB
ESG ASSESSMENT SINCE

2018

ACHIEVING 92%
IN 2023

COMPARED WITH 61%
WHEN WE FIRST PARTICIPATED
IN 2018

GRESB is an independent organisation providing validated ESG performance data and peer benchmarks for investors and managers to improve business intelligence, industry engagement and decision-making.

Decarbonisation

Working to reduce carbon emissions under our direct control and supporting our partners in reducing their emissions.

Key Initiatives

Introduction of energy efficient plant and infrastructure

Ongoing engagement with our Airline partners to facilitate sustainable aviation including introduction of sustainable aviation fuel and the transition to zero emission flight

Maintaining FEGP (Fixed Electrical Ground Power) provision at all stands

Investigating on-site renewables including solar energy

Review and development of surface access provision including lower carbon alternatives to road transport

Incentivising the operation of next generation aircraft through reduced airline fees & charges

Focus on Sustainable Transport & Modal Shift

Introduction of electric vehicles on-site

Provision of EV charging for passengers

Introduction of sustainable vehicle fuel

Improving rail connections & promoting sustainable transport to and from the airport

Promote and encourage use of more sustainable travel modes to passengers and staff

Resource Use

Minimising waste and maximising the efficient use of resources across our site.

Key Initiatives

Ongoing review of site waste management processes

Supply chain engagement to identify opportunities for resource efficiency and waste reduction

Introduction of enhanced utilities monitoring systems throughout 2024

Aspirations

ASPIRING TO REDUCE
LANDFILL WASTE
TO LESS THAN
2%

ASPIRING TO REDUCE
SITE WATER
CONSUMPTION
BY **50%** FROM 2022
BY 2035

Biodiversity

Maximising opportunities to make a positive impact on local biodiversity.

Key Initiatives

Exploring opportunities for onsite biodiversity initiatives as well as investing in local biodiversity projects throughout 2024 through our Community Fund.

Aspirations

ALLOCATE **£10,000** OF INVESTMENT IN LOCAL BIODIVERSITY PROJECTS **IN 2024**

CERTIFICATION BY BITC BUSINESS AND BIODIVERSITY CHARTER BY 2025

Air and Water Quality

Addressing our impact on local air and water quality.

Key Initiatives

Implementing air quality monitoring in 2024

Ongoing management of airfield operations to minimise local emissions to air

Monitoring water quality and maintaining measures to prevent water pollution

Maintaining systems to ensure regulatory compliance and drive environmental improvement

Maintaining FEGP (Fixed Electrical Ground Power) provision at all stands

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Our People

Our People

The heartbeat of our success

To cultivate a diverse and inclusive workforce where individuals feel empowered to thrive in their careers and lives, while maintaining a balanced focus on their well-being, underpinned by our ethical business practice.

Our commitment to sustainability extends to the heart of our operation — our people.

We understand that a sustainable future is built on the shoulders of a diverse, skilled, and motivated workforce. Diversity, equality and safety are promoted across the business.

By fostering a culture of respect, continuous learning, and personal growth we aim to empower our employees to reach their full potential.

Recognising that the airport's growth is intertwined with the prosperity of our workforce, we are dedicated to nurturing a supportive environment that ensures their physical, mental, and emotional welfare.

2024 APPRENTICESHIP RECRUITMENT CAMPAIGN CLOSES WITH

500

TOTAL APPLICANTS

HIGH FLYERS APPRENTICESHIP SCHEME EMPLOYMENT RECORD **100%**

BELFAST CITY AIRPORT WON

THE AOA SAFETY AWARD IN 2023
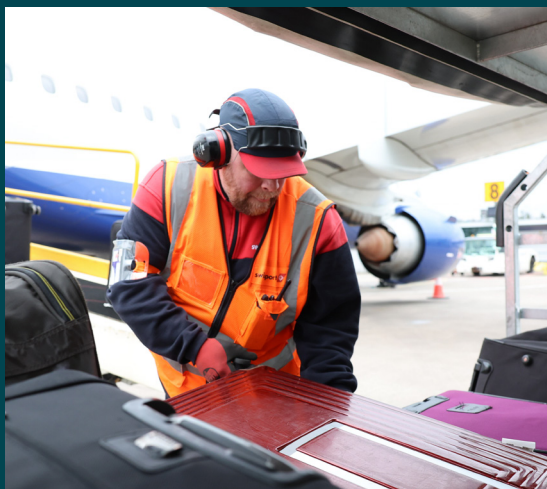
200+

APPLICATIONS IN 2022

An inclusive and responsible employer of choice

Attracting and retaining diverse talent across the business and maintaining a safe working environment.

Key Initiatives

Robust Safety Management Systems and promotion across site

Flexible working conditions and policies

Regular and timely employee engagement initiatives, communications and employee surveys

Commitment to regularly review Reward and Recognition Policies and Practices

High Flyers Apprenticeship scheme

24

Inclusivity, Wellness and Engagement

Cultivate a diverse and inclusive workforce where our people feel empowered to thrive in their careers and lives.

Key Initiatives

Develop an ED&I roadmap in 2024

Establish an inclusivity working group dedicated to promoting and advancing diversity, equity, and inclusion initiatives

Promote ED&I training across the business

Employee engagement and communication

Health and Safety and employee wellbeing through events such as Health and Safety Week

Develop a mental health support group with mental health first aiders across the business

BELFAST CITY AIRPORT

Our Community

Our Community

BELFAST CITY AIRPORT

Caring and thriving together

As a responsible neighbour, we strive to create a sustainable future and mutual prosperity for our community and business by supporting community projects, advocating for education, cultivating employability, economic growth and encouraging greener living.

Belfast City Airport's ties to the local community are deep-rooted and our Community pillar reflects our steadfast dedication to forging strong partnerships, sharing prosperity, and uplifting the community we call home.

Through collaborations with local businesses, education providers, and local government, we aim to enhance economic opportunities and create a positive social impact.

£580k+

INVESTED IN COMMUNITY PROJECTS OVER 15 YEARS

212

COMMUNITY PROJECTS SUPPORTED

Testimonial

" Grainne Woods

Kids in Control
(Community Fund recipient)

"Many disabled young people leave education and find themselves in a sort of limbo, All Doors Open was created to change this by creating a place and purpose for our participants and helping them to develop the skills that will allow them to fully take part in the life of their communities.

"The support we have received from Belfast City Airport has been invaluable, in fact it very much saved a fledgling programme, so we are thrilled to have been able to deliver the initiative this year and to be making a real difference with the Airport's help."

" MAKING A REAL DIFFERENCE WITH THE AIRPORT'S HELP. "

" THE SUPPORT WE HAVE RECEIVED FROM BELFAST CITY AIRPORT HAS BEEN INVALUABLE. "

Testimonial

Joan Burney-Keatings
Cinemagic CEO

"Each year it really is amazing to follow these young people and the journey they go on through Ignite.

The airport has done an incredible job initiating and pioneering this project to offer really unique life-changing experiences.

It's been a privilege to partner with Michelle and the team, and to be part of something that has really paved a very bright future for young people from our communities."

Tiarna McKeown
Ignite graduate

"Since being on the Ignite programme I have learnt a lot about myself personally.

I have gained resilience, self-confidence and I've made a lot of friends along the way."

Responsible Business

Engagement in our community

Continuing investment in our local community through delivering a Corporate Responsibility Programme that supports our local community, provides employment opportunities and drives economic growth.

Key Initiatives

Belfast City Airport Community Fund

Local community sponsorships

Charity of the Year Partnership

People

- Investment in people to ensure their full potential is achieved
- A highly motivated work environment
- Safe, healthy and diverse workplace

Education

- Remain a national business leader
- Enrich and support our local community
- Engage with key stakeholders, including

at Gilnahirk Primary School

Firefighters graduate from the High Flyers Apprenticeship Scheme

th stakeholders at Inspire charity event

Airport staff fundraising for Children in Need

Minimising food waste at The Larder food bank.

Hat-trick of responsibility awards for Belfast City Airport

Cinemagic partners with Belfast City Airport

Aspirations

ON TRACK TO INVEST

£1m

IN LOCAL COMMUNITY INITIATIVES BY 2028

CONTINUE TO SPONSOR LOCAL AWARDS AND INITIATIVES

CONTINUE ANNUAL PARTNERSHIP WITH LOCAL CHARITY

30

Testimonial

> ## Lisa Abell-Farrelly
> ### AWARE NI
> (Belfast City Airport Charity Partner 2021-2023)
>
> "As our name suggests, spreading awareness and reducing stigma around mental health issues is a core aspect of our mission at AWARE NI. Our partnership has allowed us to share this key message with a huge audience.
>
> In addition, the fundraising achievements over the past 24 months have been outstanding. The £17,774 raised will make a significant difference, directly impacting the communities and individuals we support.
>
> We would like to thank all those at Belfast City Airport who have played their part, donated, and raised awareness during this meaningful partnership."

> BELFAST CITY AIRPORT DONATED AND RAISED AWARENESS DURING THIS MEANINGFUL PARTNERSHIP.

Lisa Abell-Farrelly
Aware NI
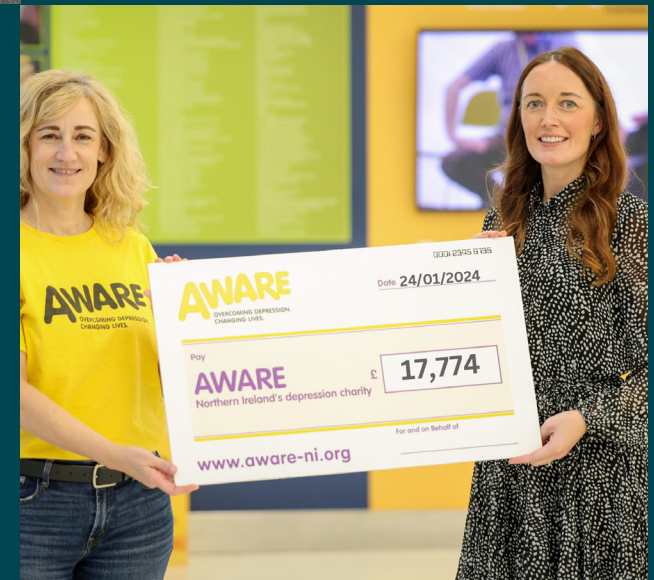
Education

In our community

Inspiring young people, promoting education from primary to secondary levels, fostering employability and championing gender-equal job opportunities.

Key Initiatives

Primary Education Engagement

Secondary Level Education Engagement via our Youth Leadership programme

High Flyers Apprenticeship Programme

Providing meaningful work experience opportunities to educate and inspire young people's career aspirations.

Developing STEM Initiatives (Science, Technology, Engineering, and Mathematics)

Champion diversity in partnership with key stakeholders/partners to develop young female leaders across Northern Ireland

Aspirations

EXPAND OUR APPRENTICESHIP PROGRAMMES ACROSS 2 ADDITIONAL BUSINESS UNITS BY 2026

ACHIEVE DIVERSITY EXCELLENCE ACCREDITATION IN 2025

EXPAND OUR YOUTH LEADERSHIP PROGRAMME TO CREATE FURTHER OPPORTUNITIES FOR YOUNG PEOPLE AND ENHANCE IMPACT ACROSS OUR CITY

32

Noise Impact

We are both a responsible and considerate neighbour, and addressing the impact of aircraft noise on the local community matters to us.

Key Initiatives

Operation of systems to monitor noise and collect data for reporting

Engagement with airlines on noise reduction, including:

- Track violation investigation and reporting

- Improvements to flight crew communications

- Promotion of new generation quieter aircraft

Investigation of noise-related occurrences

Aspirations

CONTINUED COMMITMENT TO WORK WITH OUR AIRLINE PARTNERS TO INCENTIVISE THE USE OF CLEANER, QUIETER, NEW GENERATION AIRCRAFT

33

Summary

Strand	Achievements so far	Aspiration
Decarbonisation	57% reduction of scope 1 and 2 emissions since 2017	Net Zero for those emissions under our direct control by 2050
Waste	2017 – 2023 reduced total waste produced by 28%	Reduce landfill to less than 2% by 2025
Water	Ongoing monitoring and leak detection	Aspiring to reduce site water consumption by 50% from 2022 by 2035
Biodiversity	Biodiversity action plan in place Allocated £10K in local biodiversity projects in 2024	Certify to BITCNI Biodiversity Charter by 2025

Stand	Achievements so far	Aspiration
Benchmarking	NIEBS Platinum, CORE Gold, GRESB 92%, ACA Level 3	Improve our position across sustainability benchmarks
Air and water	Ongoing monitoring of emissions to water FEGP at all stands	Implementing air quality monitoring in 2024
Community investment	Invested £580k in community projects since 2009	On track to invest £1m in local community initiatives by 2028

Strand	Achievements so far	Aspiration
Education and employability	Established engagement initiatives at primary and secondary levels Established apprenticeship and work experience programmes	Expand our apprenticeship programme across the business by 2026 Extend our youth leadership programme across the city Develop STEM initiatives
Health and Safety	2003 AOA Safety Week award winner	Maintain and continually improve a robust safety management system
Diversity, Equity and Inclusion	Established employee engagement measures across a range of ED&I aspects	Develop an ED&I Roadmap for further engagement in 2024
Wellbeing	Established programme of employee wellbeing initiatives	Develop a mental health support group across the business

In Summary

This strategy is testament to Belfast City Airport's unwavering commitment to building a brighter, more sustainable future for our people, our community and the environment around us.

We recognise the path to greater sustainability is not without its challenges but through our three key pillars - Our Environment, Our People, and Our Community – we remain committed to making our contribution to the wider sustainability efforts of the industry and society and create a positive social impact.

BELFAST CITY AIRPORT

Our Route to a More Sustainable Future

BELFAST CITY AIRPORT

Glossary

Term	Explanation
ACA Level 3 ('Optimisation')	Level 3 (of five) under the Airport Carbon Accreditation scheme which recognises active carbon management and measurable carbon reduction in airports. ACA is governed by Airports Council International (ACI) Europe. **(page 16 and 35)**
Biodiversity	The diversity of life at all levels from individual species to complete ecosystems. **(page 20 and 34)**
BITCNI	Business in the Community Northern Ireland is a not for profit organisation promoting and supporting responsible business. BCA annually participates in the NI Environmental Benchmarking Survey and is recognised under the CORE corporate responsibility standard – both managed by BITCNI. **(page 34)**
Carbon footprint	The total greenhouse gas (GHG) emissions caused by an individual, organisation, product etc. **(page 16 and 40)**
Community Fund	The BCA fund into which fines imposed as penalties for delays and departure noise exceedances are paid. The money is used to fund local community-based projects. **(page 4, 20, 29 and 30)**
CO2e	Carbon Dioxide Equivalent - a unit of measurement used to standardise the climate effects of various Greenhouse Gases (GHGs).
EMS	Environmental management system – a documented set of policies, procedures and instruction aimed at ensuring continual improvement of environmental measures and performance. BCA's EMS is externally certified to BS8555 Phase 5.

Term	Explanation
FEGP	Fixed Electrical Ground Power – system into which aircraft can directly connect for power whilst parked. Eliminates noise and emissions arising from the use of traditional diesel-powered GPUs (mobile Ground Power Units) and on-board APUs (Auxiliary Power Units). **(page 18 and 35)**
Green electricity	Electricity purchased on a tariff which guarantees supply is sourced from renewable generation, in accordance with a Green Source Product Verification process. **(page 4 and 16)**
GRESB	An independent organisation providing globally recognised ESG benchmarking for investors and business managers. BCA annually participates in the GRESB Infrastructure Asset Assessment. **(page 17 and 35)**
Net Zero	Globally, 'Net Zero' is a state wherein the amount of carbon dioxide we add to the atmosphere is no more than the amount taken away. For a business this means reducing emissions as far as possible and neutralising any remaining. BCA aims to achieve net zero for those emissions under our direct control (ie scope 1 and 2 emissions) in line with the ACI Net Zero 2050 commitment. **(page 13 and 34)**
Noise contour	Line drawn on a map which represents an area inside which noise levels exceed a given threshold. In BCA's case this required threshold is set within our Planning Agreement.
Noise and track monitoring system	A system combining information from recorded noise events, radar tracks, and flight schedules to provide data used in generating noise contours and reporting on noise exceedances and track violations.

Term	Explanation
Scope 1 emissions	An organisation's direct carbon emissions – for BCA this includes emissions from natural gas use and onsite vehicle operations.
Scope 2 emissions	An organisation's indirect carbon emissions – for BCA these are emissions from the purchase of electricity.
Scope 3 emissions	Carbon emissions associated with an organisation's value chain – for BCA these include the emissions from our on-site tenants, passenger travel to and from the airport and from the landing and take-off cycle of aircraft operating at the airport.
Track violation	Unauthorised deviation by aircraft from specified departure/arrival tracks aimed at minimising noise disturbance. (page 33)