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Performance Summary 2024



Sustainability Report



LONDON GATWICK

POWERED BY VINCI AIRPORTS | Global Infrastructure Partners

About this report

This is our annual Decade of Change Performance Summary for 2024 providing an overview of our sustainability activity and performance. It is published on our website at: www.gatwickairport.com/company/sustainability.html

You can also view our two-page highlights document under Decade of Change reports at <https://www.gatwickairport.com/company/reports/sustainability-reports.html>

Note that throughout this report, Gatwick or GAL refers to Gatwick Airport Limited.

Introduction

The launch of our first Decade of Change policy 15 years ago marked the start of our journey to embed sustainability across the business and meet ambitious goals. For our second Decade of Change, starting in 2021, we renewed our approach and set more challenging commitments for 2030.

2024 marked several notable successes. In diversity, inclusion and accessibility, we were recognised as a Top 50 UK Employer at the Inclusive Awards and we were the first UK airport to earn the ACI accessibility accreditation. We retained The Wildlife Trusts' Biodiversity Benchmark Award for the tenth year running.

In a globalised world relying on air travel, it's essential we decarbonise and grow the aviation sector sustainably. Demonstrating our commitment, we issued a €750m sustainability-linked bond in 2024. The bond incentivises us to reduce carbon emissions and – for the first time – this includes a quantified target to reduce Scope 3 GHG emissions related to the aircraft landing and take-off cycle. Specifically, we're aiming for a 25% reduction in GHG emissions per passenger compared to 2019, our busiest year in terms of flight and passenger numbers.

Through the London Gatwick Hydrogen Hub we're also supporting the effort to decarbonise aviation. This exciting initiative is exploring the potential to introduce hydrogen infrastructure, an important first step toward possible zero-carbon flights.

As a major local employer, London Gatwick makes a significant contribution to the UK economy supporting over 22,000 on-site jobs and 76,000 nationwide. We advocate for a thriving regional economy, supporting airport businesses and maximising the benefits for the local community, from having an international airport on their doorstep.

Promoting sustainable economic growth is critical to our future success, as demonstrated by our plans to bring the Northern Runway into routine use, which will enable us to meet future demand, while minimising noise and environmental impacts.

We remain focused on creating a sustainable, resilient future that benefits the airport and our community. I'm proud of our achievements and the dedication of our people to deliver our vision: "to be the airport for everyone, whatever your journey," while driving sustainable solutions.



Stewart Wingate
Chief Executive Officer



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Our Second Decade of Change

In June 2021, we published our second Decade of Change sustainability policy, which looks ahead to the end of 2030. The policy is made up of 10 goals that sit across three key themes: People and Communities, Net Zero, and Local Environment. We've strengthened our goals with 10 roadmaps to set out quantitative and qualitative outcomes for each goal.

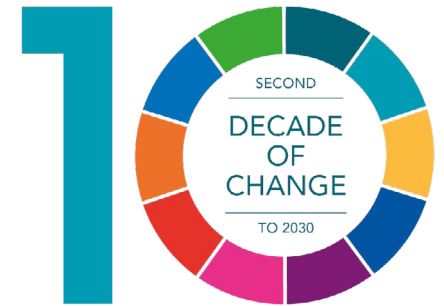
The 2030 goals take into account local and national sustainability priorities and enable Gatwick to play our part in national and international action to deliver on the Paris Agreement to limit climate change. They also align with several of the United Nations Sustainable Development Goals (SDGs) which will be marked clearly throughout the report.

Our Decade of Change supports the global environmental action plans of our shareholders VINCI Airports and Global Infrastructure Partners (GIP) as a part of Blackrock.

More information on our second Decade of Change sustainability policy, roadmaps and how our goals align to the SDGs are available on our website at: www.gatwickairport.com/sustainability

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. This is further outlined in our Decade of Change to 2030 Sustainability Policy: www.gatwickairport.com/business-community/sustainability/our-policy



Climate-related financial disclosures

In April 2022, the Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022 amended the Companies Act 2006 to mandate that large UK companies include Climate-related Financial Disclosures (CFD) as a part of their strategic reporting.

These CFD requirements closely align with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD). Although the TCFD disbanded in October 2023, its recommendations provide critical guidance within the context of climate-related disclosures. We continue to align our climate risk analysis and disclosures to comply with the annual requirements. In our annual report, we have aligned the CFD's specific requirements with the TCFD pillars of Governance, Climate Strategy, Risk Management, and Metrics and Targets.

To view our our latest views on material climate-related financial risks and how we are managing them, please refer to our Annual Report 2024 available on <https://www.gatwickairport.com/company/about-us/investors.html>.

Governance

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

1. Capital, Environment and Sustainability Committee (CESC): A dedicated sub-committee of the GAL Board that discusses sustainability issues monthly. Membership of the sub-committee includes Board members and advisors, along with the Chief Executive Officer and Chief Financial Officer.

2. Decade of Change and Sustainability Steering Group: Provides leadership and direction for sustainability across GAL. It includes members of the Executive management team, senior departmental leaders as well as the owners of the three Decade of Change themes.

The Board oversees and the Executive Management Board has responsibility for sustainability matters. The Board reviews such issues at least once every two months through CESC, to allow for review and guidance on strategy, business plan and capital investment plans, as well as monitoring of implementation and performance against goals and targets as set out in our Second Decade of Change sustainability policy and the KPIs set out in the Decade of Change roadmaps.

We created the Decade of Change and Sustainability Steering Group, specifically to address sustainability matters. The steering group is chaired by the Head of Sustainability, and comprises of core members from all key functions across the business, the committee meets monthly. Primary responsibilities include:

- Monitoring progress towards achieving our Second Decade of Change and broader sustainability goals;
- Embedding sustainability into our culture;
- Promoting sustainability as a business priority to deliver economic and efficiency operations;
- Promoting awareness, understanding and engagement on sustainability issues within internal and external stakeholders.

The Head of Sustainability reports to the Chief Technical Officer, providing reports and updates to the Executive Management Board, and informs the Board as needed. A team of sustainability professionals supports him.

London Gatwick Sustainability Forum

In 2024 we established the London Gatwick Sustainability Forum (LGSF). The LGSF provides a way for London Gatwick based industry stakeholders to work together and collaborate to deliver sustainability goals.

Social Value, Environmental Issues, and Climate Action working groups have been set up. The working groups have developed discrete workplans and report progress into the quarterly LGSF meetings. More than 20 companies have engaged with the LGSF so far.

Priorities for the LGSF include:

- Diversifying employment profile;
- Sharing local community volunteering opportunities;
- Increasing cabin waste recycling;
- Recycling de-icer;
- Reducing Ground Service Equipment GHG emissions; and
- Reducing aircraft fuel burn on the ground.

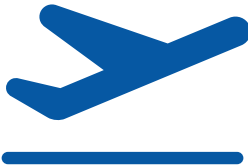
2024 in numbers



43.2
million passengers



2,667
Gatwick Airport
Limited (GAL)
employees



261,618
Commercial passenger air
traffic movements



65
on-site volunteering
days completed



44
Local community
events supported

£121m

Spend in the
local and regional
supply chain



£249m
Net positive total
impact generated
(Value2Society™
analysis)



100%
renewable electricity
used to run the airport



62.46%
of airport waste reused or recycled



Zero
untreated waste to landfill



72%
flights by the
cleanest aircraft
ICAO CAEP 8
standard

All core Noise, Air Quality and Water Quality monitoring continued throughout 2024. *Calendar year ending 31st December 2024.

Awards and Certifications

Airport Carbon Accreditation Level 4+ Transition

We have maintained Airport Carbon Accreditation Level 4+ 'Transition' since 2023, highlighting our commitment to net zero and our progress to date in reducing our carbon emissions.

British Travel Awards: Gold Award

We were named the best large airport for leisure travel in the UK.

ISO 14001 and ISO 45001

Continued certification in ISO 14001:2015 Environmental Management Systems and ISO 45001:2018 Occupational Health and Safety Management.

RoSPA Presidents Award: Gold Award

For the 12th consecutive year, we were recognised at the Royal Society for the Prevention of Accidents (RoSPA) President's Award for our high standards in Health, Safety and Environment.

Inclusive Top 50 UK Employers

We were named on the Inclusive Top 50 UK Employers List at the Inclusive Awards, recognising our commitment to embedding diversity and inclusion in our workplace.

ACI Accessibility Enhancement Accreditation Level 1

In September, we became the first UK airport to earn ACI accessibility accreditation, which recognises London Gatwick's commitment to accessibility services through its strategy, policies, and initiatives.

Wildlife Trust: Biodiversity Benchmark

We have been accredited by the Wildlife Trust with its Biodiversity Benchmark for the tenth consecutive year, celebrating our outstanding stewardship of natural habits in line with our Local Environment theme.

EcoVadis – 'Good'

We maintained our 'Good' score for EcoVadis, scoring 58/100 in 2024. EcoVadis is the global CSR rating for measuring sustainability performance in our supply chain to better understand sustainability performance and manage risk.



Our sustainability journey so far

This timeline shows some of Gatwick's sustainability achievements so far over our first and second Decade of Change.



2010

First Decade of Change sustainability policy was released



2013

Moved to 100% renewable electricity to run the airport, certified with Renewable Energy Guarantee of Origin



2014

Achieved Biodiversity Benchmark Accreditation (and has been achieved every year since)



2016/2017

Achieved Airport Carbon Accreditation at Level 3+ 'Neutrality'



2019

Launched Noise and Track Keeping System

Completed an upgrade to improve access between the local bus network, the terminals and train station

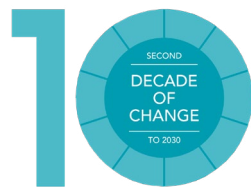


Airside vehicles now run off hydrotreated vegetable oil



2020

54% reduction in Scope 1 and 2 GHG emissions by the end of the first Decade of Change on our 1990 baseline



2021

Published the first Gatwick Economic Value report

Launched our Second Decade of Change Sustainability policy



2022

Inaugural Economic Summit

Launched our Airport Surface Access Strategy (ASAS) at the Annual Transport Forum



2023

Accelerated our commitment to be net zero (Scope 1 and 2) by 2030, ten years ahead of our previous target

Achieved Airport Carbon Accreditation at Level 4+ 'Transition'



2024

Switched our airside vehicle fleet from diesel to HVO (hydrotreated vegetable oil)

Issued first [sustainability-linked bond](#)¹ with Scope 1, 2 and 3 reduction targets

First international airport to open dedicated electric vehicle charging station

¹Please see under "Other key financial documents" <https://www.gatwickairport.com/company/reports/financial-reports.html>

Sustainability in Construction

In 2024, £176m was spent on capital investment including construction projects. In addition to contributing to Decade of Change goals, further opportunities to enhance our sustainability outcomes have been pursued with some highlighted below.

Rapid Exit Taxiway (RET)

Shortlisted at the British Construction and Infrastructure Awards for 'Transport Project of the Year', the RET project showed that by focusing on performance requirements, carbon and cost savings can be made. This was realised through a reduction in pavement area by 1300m² and a 45mm reduction in the pavement thickness. Overall the project achieved over 10% reduction in capital carbon emissions against the original design.

Pier 6 extension

We are currently on track to deliver a 20% reduction in capital carbon emissions when compared to a traditional design and a BREEAM Excellent building. BREEAM is a globally recognized standard for assessing, rating, and certifying the sustainability of buildings. Good practice is already evident with over 10,000 tonnes of excavated concrete being taken offsite for crushing and returned as backfill, reducing the need for virgin material.



Pier 6



RET under construction



GAL joined ICG

Gatwick joined the Infrastructure Client Group this year, especially to help address climate change in the built environment. An internal sustainability leadership group was formed to drive sustainability outcomes in our construction projects.

Procurement

Our tender process was updated to assess potential suppliers' environment, carbon and social value management capability, ensuring alignment with our goals. Contract templates have been updated to include best practice across sustainability topics and alignment with PAS 2080 "Carbon Management in Buildings and Infrastructure".

Carbon Accounting

A carbon estimation process is being built in alongside our cost estimating process to aid early decision making. For larger projects, a process has been introduced to consistently measure carbon throughout the project life cycle.

Research and Innovation

The Airfield Pavement Design study looked at materials and design practices to remove carbon from airfield works. We also investigated emerging technologies in low carbon concrete.

#BeTheChange

Everyone has a role to play in making London Gatwick more sustainable. In 2024 we engaged widely with colleagues to enable them to #BeTheChange.

Sustainability Roadshow

At the end of January, we hosted our first ever **Sustainability Roadshow**. Over a week, 27 events took place around the campus, ranging from the inaugural sustainability conference for over 300 attendees, to localised sustainability sessions with operational teams including those from engineering, security, and airfield.

As part of the roadshow, we enhanced our internal reward and recognition scheme, “**High Fives**”. Colleagues can now be recognised for demonstrating sustainable contributions in the workplace.

CHANGES Champions

We also formed a network for sustainability minded colleagues: the Community, Habitat and Net-Zero Group for Engagement in Sustainability Champions or **CHANGES Champions**. This network is co-chaired by two colleagues and is sponsored by our Chief Technical Officer. In its first year the group ran several awareness campaigns for personal sustainability, including a HalloGreen campaign highlighting the waste associated with Halloween, and an Eco-Elves campaign with tips for making the festive season more sustainable.



Sustainability Conference



Roadshow panel

Sustainability Lunch and Learns

Our **Sustainability Lunch and Learn programme** started in 2024. The programme launched with an introduction to our carbon offsetting strategy and has covered a range of topics since, including biodiversity, staff Electric Vehicle scheme and digital carbon footprints.

Business Unit Sustainability Action Plans

In order to structure their contributions to sustainability, every business unit has developed a **Business Unit Sustainability Action Plan (BUSAP)**. BUSAPs set out the material impact that a business unit can make towards Decade of Change goals or sustainability at the airport. These could be anything from personal sustainability initiatives such as team vegan lunches once a week and “monitor monitors” (ensuring colleagues switch off their screens), to larger projects. For example, the Security team BUSAP focussed on uniform waste in 2024. Returned uniforms are now laundered rather than disposed, saving over 1,000 items from disposal. As part of the initiative, the team hosted a charity sale to rehome a notable amount of unbranded and unused old uniform, raising over £300 for our charity partners. Any remaining clothing was donated to various charities which assist in return to work and finding employment.

There’s more to follow in 2025 including a second roadshow week, inaugural sustainability awards, BUSAPs continued, and more from the CHANGES champions to look forward to. Everyone has the opportunity to #BeTheChange at London Gatwick.









People and Communities

Local Economy

Our goal: Be a partner and advocate for a thriving resilient economy and contribute to local¹ and regional² workforce skills partnerships and initiatives.

Our Progress During 2024:

-  Increased our local and regional annual spend to £121.2m, of which £53.7m was with suppliers in the RH postcode.
-  Hosted the third [London Gatwick Economic Summit](#), bringing together more than 200 leaders from across the region to discuss driving long-term sustainable local economic growth and future inward investment.
-  Established a taskforce of private and public sector partners to progress the [Gatwick Region Airport Economic Zone](#), which is a collaborative partnership designed to promote long-term regional economic development.
-  Led the first regional delegation of public and private sector partners at the UK Real Estate Investment and Infrastructure Forum 2024, showcasing the region's investment potential.
-  Signed an [Economic Growth Charter](#) with Croydon Council to boost economic growth, skills and jobs for Croydon residents.
-  Recruited four new engineering apprentices in 2024, and celebrated one of our current cohort, Billy Marsh, who won Apprentice of the Year at the [Gatwick Diamond Business Awards](#).
-  Welcomed twelve new graduates in 2024, and a new intern programme hosted six interns over the summer. These programmes supported graduates and interns from regional universities including Brighton, Kent and Sussex.
-  Promoted the region to international inbound passengers through a new digital media campaign and engagement across markets including China, India, Ethiopia and Singapore. Outcomes included bespoke regional tours being sold to Chinese passengers.

¹RH postcode area

²RH, BN, CR, KT, TN, GU, PO, SM, ME, CT, BR and DA postcode areas

Support for Sussex Six

In April, London Gatwick joined the [Sussex Six campaign](#), pledging to increase local produce on shelves and menus across the airport. Sussex Six is led by Horsham District Council and Natural Partnerships CIC in partnership with Chichester District Council and Mid Sussex District Council, with funding from the UK Government's UK Shared Prosperity Fund. The first four new products at London Gatwick – a range of Ridgeview wines from Ditchling Common – are available for passengers to purchase from World Duty Free stores.

Sussex House Kitchen and Bar, opened in November and introduced 15 lines from across Sussex to its menu including Silly Moo Cider from Trenchmore Farm in Cowfold, and sticky toffee pudding from Sussex Bakes Limited in Chichester. The airport now showcases an additional 27 Sussex products – more than four times its initial commitment – alongside wines from Kent. Surrey-based business Big Smoke Taphouse and Kitchen has a restaurant in the South Terminal.



Passengers can now purchase wines grown locally

Decade of Change 2030 Outcomes

The average GAL spend over the decade (2021-2030) will be more than 10% in the local area, with a stretch target of 20%.

The average GAL spend over the decade (2021-2030) will be more than 25% in the region, with a stretch target of 35%.

Gatwick will employ a minimum of 55% of the total Gatwick workforce from the local area, with a stretch target of 65%.

Gatwick will contribute a minimum of 35 hours of specialist colleagues' time (including Executive and Senior Management) to support local workforce skills partnerships and initiatives per year, with a stretch target of 70 hours.

Decade of Change Roadmap Key Performance Indicators

| £ Local Economy | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|---|---|-------|-------------------|-------|--------------------|----------|
| 1 Average % local spend over decade to date ³ | 14.59 | 16.54 | 13.34 | 12.61 | 10 | On Track |
| 2 Average % regional spend over decade to date ³ | 26.36 | 27.73 | 25.18 | 25.30 | 25 | On Track |
| 3 % Local GAL employees per year | 59.20 | 59.70 | 58.51 | 57.78 | 55 | On Track |
| 4 Specialist hours contributed per annum (hours) | Following the determination and publication of this KPI in 2023, data collection begun in 2023. | | 24.5 ⁴ | 27.5 | 35 hours per annum | On Track |

Comments

³To align with the clarification in the Local Economy roadmap (updated in October 2024), we are now reporting the average spend over the decade to date, so for 2024, the average from 2021-24 inclusive. The individual spend proportion per year can be found in the performance indicators on p37.

⁴Following further analysis of the data, we have updated the 2023 reporting number.









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 2024:

-  Implemented 'The DE&I Confident Manager' training programme for the first time, which consists of tools to enable managers to proactively promote and sustain best practices in Diversity, Equity and Inclusion. 93% of leaders attended in 2024.
-  Reviewed recruitment processes and introduced training and inclusion tools, such as Licence to Hire training. This will support hiring managers and those involved in the hiring process in inclusive hiring practices.
-  Piloted an Empowering Women development programme this year, supporting 20 women with coaching and development to help them progress their career at London Gatwick.
-  The [Independent Gatwick Accessibility Panel](#) now meet every month to consult on the Accessibility Strategy and the Assistance Service.
-  Recognised as the first UK airport to receive the [ACI Accessibility Enhancement Accreditation Level 1](#).
-  778,834 passengers were met by our Assisted Travel service provider, 1.8% of our overall passenger number. London Gatwick's QSM (Quality Systems Management) score for assistance passengers averaged 4.44 throughout the year, and 99.2% of arriving passengers were met within the regulated time.

AccessAble Partnership

In August, we launched [detailed access guides](#) in partnership with AccessAble. The guides cover all of passenger spaces, including security, check-in, toilets and gates. The guides make it easier for passengers to plan their journeys, understand what assistance they need, and make the most out of their time in the airport. As part of the partnership, AccessAble has audited the accessibility of the terminals, so that as the airport continues to develop and expand, accessibility is at the heart of everything we do.



Children enjoying airport accessibility day

Decade of Change 2030 Outcomes

35% women in leadership roles and 40% women in manager roles by 2030.¹

12% ethnic minorities in leadership roles and 14% ethnic minorities in manager roles by 2030.¹

95% of Gatwick staff will have received training on disability equality and accessibility, with a stretch target of 100%.

70% of non-airport staff will have received training on disability equality and accessibility, with a stretch target of 80%.

GAL will have completed 50 activities related to leadership and engagement in accessibility.²

Decade of Change Roadmap Key Performance Indicators

| Opportunity and Accessibility | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|---|---|-------|-------|-------|------|----------|
| 1 % Women in leadership. ¹ | - | - | - | 22.60 | 35 | On Track |
| 2 % Women in management. ¹ | 29.00 | 32.00 | 34.04 | 35.30 | 40 | On Track |
| 3 % Ethnic minorities in leadership. ¹ | - | - | - | 8.70 | 12 | On Track |
| 4 % Ethnic minorities in management. ¹ | 8.00 | 9.00 | 10.64 | 12.10 | 14 | On Track |
| 5 % GAL staff with up-to-date training | Development of Disability Equality and Awareness Training due to launch Q2 2025. | | | | 95 | - |
| 6 % On airport staff with up-to-date training | Development of Disability Equality and Awareness Training due to launch Q2 2025. | | | | 70 | - |
| 7 No. of activities related to leadership and engagement in accessibility | Following the determination and publication of this KPI in 2024, data collection began in 2024. | | | 32 | 50 | On Track |

Comments

¹Leaders was used as a term for all managers in the business. In 2024, we have distinguished between Leadership and Management to align with external UK benchmarks. Leaders = Executive Committee and Direct Reports to the Executive Committee/Directors. Managers = GAL employees in Managerial grades.

²This KPI was updated in 2024 to reflect the continuous work being done to remain in line with our Accessibility Strategy.



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 2024:

- 

Recognised for the 12th consecutive year by the Royal Society for the Prevention of Accidents (RoSPA) President’s Award for our high standards of Health, Safety and Environment (HSE).
- 

Participated, with many of our airport colleagues and partners, in Mental Health Awareness Week and the AirportsUK Health and Safety Week. During these weeks, teams across the airport came together to support and promote mental health, wellbeing and safety.
- 

Invested in new everyday safety management training to support our staff and promote a positive safety culture.
- 

Launched the Business Unit Management Plans as a key part of implementing the HSE Strategy.
- 

Fire Safety has been a strategic focus in 2024, to drive down evacuation and disruption for our passengers.
- 

Participated in a global VINCI Health and Safety Week, with over 30 events for all colleagues and airport partners to attend and support.

Health and Wellbeing

In 2024 we continued to implement the Health and Wellbeing strategy to prevent stress and musculoskeletal injuries in the workplace. We engaged with a specialist provider to create a comprehensive training and assessment tool. The new model includes agile working in the office, at home or mobile working, and is supported by a team of Health and Safety and Occupational Health professionals who can provide specialist advice and support on neurodiversity needs. This preventative initiative has been successful in proactively identifying risk and individual needs to foster a more innovative and productive environment.



Ground crew briefing

Decade of Change 2030 Outcomes

The airport will develop a range of health and wellbeing information portals available to employees. Its success will be measured on the percentage it is utilised. The goal is that 90% of Gatwick staff will have used the self-service health and wellbeing tools on offer.

The airport will develop its risk management and safety management systems by moving from an airport wide safety management system approach to a business unit safety management system approach. Allowing each business unit to have its own bespoke management system will improve accuracy of risk analysis, and therefore risk controls.

The airport will ensure that Human Factors is considered for 100% of all passenger experience projects.

Decade of Change Roadmap Key Performance Indicators

| Workplace Safety | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|--|------|------|---|------|------|----------|
| 1 Use of self-service health and wellbeing tools normalised by GAL staffing levels (%) | | | 10.4 | 21.0 | 90 | On Track |
| 2 Business units with an effective Safety Management System (%) ¹ | | | Following the determination and publication of this KPI in 2023, data collection began in 2024. | 22.7 | 100 | On Track |
| 3 Proportions of passenger experience projects that include Human Factors review (%) | | | Method to monitor this KPI established in 2024, KPI reporting will begin in 2025. | | 100 | - |

¹These Business Unit Management Plans will be building maturity into our existing, integrated, corporate wide occupational health, safety and environmental management system.



Local Communities


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

Our Progress During 2024:

- 

£570,000 in grant funding was made available to support community initiatives aimed at enhancing local well-being. This funding has empowered organisations to address social issues, promote education, and foster development, ensuring that the benefits of London Gatwick’s growth are shared.
- 

A team of 28 London Gatwick employees covered more than 300km from London Gatwick to Paris in a [three-day charity bike ride](#). This challenge raised over £37,000 for our three charity partners.
- 

Hosted 11 Learn Live Careers Live broadcasts, achieving a remarkable milestone of 135,575 live views. This record-breaking engagement highlights the growing interest in career development and the importance of providing accessible resources for students seeking guidance and inspiration in their career journeys.
- 

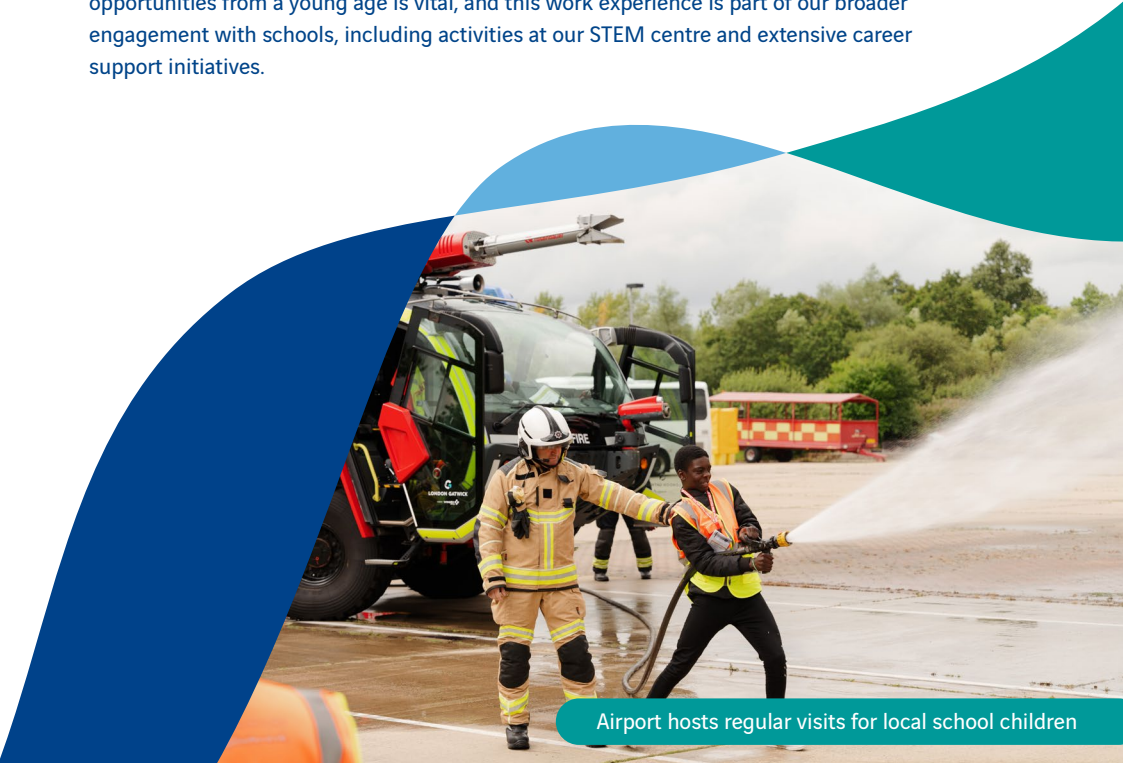
The Wakehurst Place bursary has provided invaluable opportunities for 685 disadvantaged children to engage in curriculum-based learning in a unique and inspiring environment. These visits allow children to connect with nature and science in ways that traditional classrooms cannot replicate.
- 

The first [Apprenticeship Careers Event](#) attracted over 115 students, who had the opportunity to explore apprenticeship options with leading companies such as Border Force, Boeing and British Airways.

Work Experience at London Gatwick

In July, 28 students from eight local secondary schools in Crawley and Horley participated in a pioneering work experience program at London Gatwick. This was the first opportunity for students to engage directly with the airport. All participants successfully completed the programme, overcoming personal challenges along the way. The week focused on early career opportunities, essential workplace skills, and sustainability.

Supported by over 100 colleagues, this initiative is crucial for developing a diverse local talent pipeline, essential for London Gatwick’s future growth. Promoting airport opportunities from a young age is vital, and this work experience is part of our broader engagement with schools, including activities at our STEM centre and extensive career support initiatives.



Airport hosts regular visits for local school children

Decade of Change 2030 Outcomes

Gatwick will invest £5m cumulative in community funds.

Gatwick will support 1 million cumulative student encounters through GAL education programmes.

Gatwick will raise £2m cumulative for our charity partners.¹

Decade of Change Roadmap Key Performance Indicators

| Local Communities | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|---|---------|---------|---------|-----------|-----------------|-----------------------|
| 1 Cumulative investment in community funds (£) ¹ | 236,000 | 286,000 | 795,997 | 1,365,997 | 5m ³ | - |
| 2 Cumulative student encounters ¹ | 48,943 | 140,009 | 238,283 | 429,666 | 1m | Ahead |
| 3 Cumulative funds raised for charity partners (£) ^{1,2} | 42,960 | 185,936 | 397,040 | 645,445 | 2m | On Track ⁴ |

Comments

¹To align with the Local Communities roadmap, we are now reporting the cumulative spend over the decade to date. The individual spend breakdown per year can be found in the performance indicators on p40.

²Charity partners: Surrey and Sussex Healthcare NHS Trust, Air Ambulance Kent Surrey Sussex and Gatwick Travel Care plus funds raised for the Poppy Appeal.

³We have changed the formulation of this KPI. Consequently, it is not appropriate to give a status update for 2024 against the current 2030 target. In 2025, we plan to review this KPI and the 2030 target to realign with the new funding model.








⁴Cumulative fundraising is currently indicating that spend is behind, however with the launch of a new charity partnership in 2026, and the forecast growth in passengers to 2030, we expect fundraising to achieve the £2m target.



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 2024:

-  Continued to comply with noise abatement procedures.
-  Continued to promote an increase in the number of aircraft movements in the quietest ICAO noise standard, Chapter 14, which was 65.27% during 2024.
-  Departure track keeping conformance was 90.47% during 2024. The Department for Transport amended the definition of the Noise Preferential Route for 26LAM/Route 4 in April 2023. This has meant that although flight tracks over the ground have not altered, conformance has declined since 2022 because of the changed position of the monitoring corridor. An airspace change proposal is in progress to amend the flight route design for 26LAM/Route 4.
-  Reduced the number of late running aircraft operating after 11:30pm. The total number for 2024 was 4,129. This figure does not include early morning arrivals.
-  Progressed London 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 London Gatwick.
-  We are working within the 24-month shadow period of the Low Noise Arrival Metric (LNAM), which was introduced in September 2023, whereby we are reviewing internally the metric used in our Noise and Track Keeping system. We have created a performance dashboard, and we are reviewing the data through the LNAM Monitoring Group.
-  Continued to provide Fixed Electrical Ground Power (FEGP) which was maintained at 99.89% during 2024.

Airline Engagement in 2024

This year the Airspace Office have engaged with a total of 36 airlines, some of which are new operators to Gatwick, others are regular carriers. During the meetings, we discuss conformance in track keeping, continuous descent operations achievement and airline ranking on our [Airline Noise Performance Table](#) with the aim to drive continuous improvement in noise abatement procedures.

We have had some notable successes this year. For example, Air China, who returned to Gatwick in April 2023, had a poor Continuous Descent Operations (CDO) compliance recorded in October 2023 of 19%. Upon engaging regularly with the airline, Air China switched its fleet to A350-900 in 2024 and achieved 98% CDO compliance by September 2024. Our engagement with the airline facilitated this improvement. Similarly, Air Europa, a longer-term airline operator at London Gatwick, ended the year 2023 with 50% CDO compliance in December, but since engaging with the Airspace Office in May 2024, they achieved 92% CDO compliance in October 2024.

Our airline engagement programme has proven successful in increasing awareness and improving the overall noise environment. We will continue this programme of engagement into 2025 to further drive CDO compliance improvements. As part of our stakeholder engagement programme, during 2024 we held:

- 6 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.
- 36 airline engagement sessions with a focus on noise and safety.

Decade of Change 2030 Outcomes

Gatwick will see 92% conformity with annual Continuous Descent Operations performance for arriving aircraft, with a stretch target of 93%. This will reduce noise by requiring lower engine thrust and by keeping aircraft higher for longer.

Gatwick will see 99% conformity with annual Noise Preferential Route track keeping performance for departing aircraft, to provide certainty to communities about where aircraft fly with a stretch target of 99.5%.

Decade of Change Roadmap Key Performance Indicators

| | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|--|-------|-------|--------------------|-------|------|-----------------------|
| 1 Continuous Descent Operations ¹ (%) | 90.89 | 88.61 | 88.83 | 89.53 | 93 | On Track |
| 2 Track Keeping Conformity ² (%) | 98.20 | 97.36 | 91.17 ² | 90.47 | 99.5 | On Track ³ |

Comments

¹Conformity with annual Continuous Descent Operations for arriving aircraft.

²Conformity with annual Noise Preferential Route track keeping for departing aircraft. Departure track keeping conformance was 90.47% during 2024. The Department for Transport amended the definition of the Noise Preferential Route for 26LAM/Route 4 in April 2023. This has meant that although flight tracks over the ground have not altered, conformance has declined since 2022 because of the changed position of the monitoring corridor.

³It has now been over a year since the DfT amended the conformance monitoring swathe on 26LAM/Route 4. We will maintain track keeping as "On Track" as we are awaiting the Route 4 Airspace Change Process later in the decade to fix the conformance issues with track keeping on 26LAM/Route 4. This should increase the track keeping overall percentage for all departure routes back to pre-2023 figures.



**Net
Zero**



Airport Emissions

Our goal:

- Achieve Net Zero for GAL Scope 1 and Scope 2 GHG emissions.
- 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 2024:

- Progressed key projects in Gatwick's £250m decarbonisation capital investment programme. This includes 29 buildings related to decarbonising our heating systems and multiple projects related to transition to electric vehicles (EVs). We are on track to start removing the natural gas boilers from mid-2027.
- Replaced the lighting in Piers 4 and 6 to LED, with a combined predicted saving of 1.5 GWh/year.
- Continued the practice to operate with reduced heating set points to reduce energy consumption, at lower occupancy rates leading to circa 25% and 8GWh gas saving (compared to 2019).
- Continued to purchase 100% REGO certified electricity.

Vehicle Fuel Transition

As part of our Net Zero delivery plan, in February we switched our airside vehicle fleet from diesel to HVO (hydrotreated vegetable oil). This is a transitional step to a fully electric vehicle asset base over the coming years. HVO has lower CO₂ emissions than diesel and can be used as a drop-in replacement, with minimal effects in many vehicles.

Following the necessary technical checks and logistical changes, such as emptying and cleaning fuel tanks, we have successfully been using HVO across the GAL vehicle fleet as a diesel substitute. This change has reduced our Scope 1 GHG fuel emissions by 97% compared to diesel consumption.

In parallel, we have ordered 48 EVs which will enter operational service in 2025. We have also provided an additional EV charging station on the airfield with more planned.



Airport EV charging at the Gridserve forecourt

Decade of Change 2030 Outcomes

Gatwick will achieve Net Zero for GAL scope 1 and 2 GHG emissions.

Gatwick will source 50% of airport network electricity and 50% of heat network from UK renewable sources via onsite generation and direct purchase agreements (PPAs).

All Gatwick and airport duty vehicles, ground support equipment and mobile construction equipment will meet zero or ultra-low emission standards.

Decade of Change Roadmap Key Performance Indicators

| Airport Emissions | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|--|---|-------|-------|-------------------|---------------------|----------|
| 1 Scope 1 (tCO ₂ e) | 10,163 | 8,921 | 9,201 | 7,617 | <1,500 ¹ | On Track |
| 2 Scope 2 (Market-based) (tCO ₂ e) | 128 ² | 0 | 0 | 0 | 0 | On Track |
| 3 Proportion of network electricity from onsite renewable generation and PPA (%) | 0.05 | 0.03 | 0.03 | 0.02 ³ | 50 | On Track |
| 4 Proportion of network heat from onsite renewable generation and PPA (%) | The decarbonisation of heat using renewable sources is linked to the replacement of natural gas currently used for heating. As we make the transition away from natural gas over the next few years, this KPI will be monitored and reported. | | | | 50 | On Track |

Comments

¹GAL's ambition to decarbonise has no limit, however, we recognise that there will be residual GHG emissions in 2030 (see Goal 6 roadmap for details).

²Temporary electricity contract for the Copthorne development, to July 2021, was not supported by Renewable Electricity Guarantee of Origin certificates.

³Onsite solar PPA asset generation has not increased in 2024, whilst normal electricity consumption has increased.

Decade of Change Roadmap Key Performance Indicators Continued

| Airport Emissions | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|---|--|------|--------------------|--------------------|------|----------|
| Proportion of fleet assets meeting zero or ULEV standards⁴: | | | | | | |
| 5 Airport Duty Vehicles (%) | For these KPI, data collection began once they had been defined in 2023. | | 9.44 | 23.81 ⁵ | 100 | On Track |
| 6 Ground Support Equipment (%) | | | 21.43 | 21.43 | 100 | On Track |
| 7 Mobile Construction Equipment (%) | | | 17.00 ⁶ | 17.00 | 100 | On Track |
| 8 Total Fleet meeting zero or ULEV standard (%) | | | 12.88 | 22.14 ⁵ | 100 | On Track |

Comments

⁴Although ULEV (Ultra Low Emissions Vehicles) is defined as '<75g CO₂ emissions per km', stationary equipment powered by ULEV technology (i.e. electric or hybrid) has been included in the totals.

⁵In 2024 we purchased and took delivery of 46 electric vehicles. We are now undergoing a transition period where where both old and new vehicles are under our ownership, increasing the total fleet count by 46 until the ICE (Internal Combustion Engine) vehicles are removed from service in 2025. Following work on ULEV classification, this KPI has been updated to classify all ZE (Zero Emissions) vehicles as ULEV.

⁶Following work on ULEV classification, the 2023 figure has been updated to reflect the new classification.



Aircraft and Surface Access Emissions

Our goal:

- Play our part in UK aviation and ground transport transition to net zero carbon.¹
- 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 2024:

- We set a quantified aviation GHG emissions reduction target. The target relates to decarbonising the landing and take off (LTO) cycle: to achieve lower than 9kg CO₂e GHG emissions per passenger (including WTT) by 2032. This target will help drive decarbonisation actions such as operational efficiency and increased aircraft loading factors. This target was included in GAL's first sustainability-linked bond (SLB) issued in October. Further information can be found in the SLB documentation and the annual progress report available from the GAL website¹.
- Established the Climate Action Working Group under the London Gatwick Sustainability Forum. This working group, made up of airport campus partners, is collaborating to address inter-dependent GHG emissions across the airport and airspace. The LGSF is a key output of our ACA Stakeholder Partnership Plan which sets out how the airport will drive third parties on the airport to reduce their GHG emissions.
- 72.39% of flights from London Gatwick met ICAO CAEP 8 standard and 22.07% met ICAO CAEP 6.
- Survey data from the Civil Aviation Authority showed that in 2024, 45% of non-transfer passengers used public transport to reach Gatwick, with 40% using rail and 5% using bus/coach.

¹Please see under "Other key financial documents" <https://www.gatwickairport.com/company/reports/financial-reports.html>

- Maintained active engagement with Sustainable Aviation's work on decarbonisation, including Sustainable Aviation Fuel related consultation responses.
- Purchased an equivalent amount of SAF to the GHG impact of 10% of Gatwick Airport Limited's aviation business travel. This supports the wider industry by stimulating demand for SAF. Refer to Offsetting Statement for more information (p51).
- Continued to meet all applicable air quality objectives for NO₂, PM₁₀ and PM_{2.5}.

London Gatwick Hydrogen Hub

London Gatwick alongside Airbus, easyJet, and Air Products are collaborating to establish how hydrogen infrastructure – including to fuel new types of aircraft – could be introduced at the airport. The partners are working toward possible zero-carbon flights from London Gatwick. This programme is a prerequisite to support widespread scale-up and adoption of zero emissions hydrogen-powered aircraft. Under Airbus' [Hydrogen Hubs at Airports](#) framework, the scope of work covers liquid hydrogen supply and storage at the airport, refuelling and ground handling of hydrogen of hydrogen aircraft, as well as the exploration of shorter-term opportunities for using hydrogen at London Gatwick. London Gatwick is one of several VINCI airports to form a Hydrogen Hub partnership with Airbus.



Mock up of hydrogen plane



Decade of Change 2030 Outcomes

Gatwick will achieve and maintain, as a minimum, Airport Carbon Accreditation Level 4+ or equivalent.

Gatwick will reduce landing and take off (LTO) emissions per air traffic movement and per passenger.²

Gatwick will be “On Track” to achieving LTO GHG emissions per passenger (including WTT) of lower than 9 kgCO₂e by 2032.³

Gatwick aims to achieve 60% passenger and staff travel to the airport by public transport and zero and ultra-low emissions journey modes.

The 60% target applies to both passengers and staff separately, with the following detailed targets:

- 52% of passenger journeys by public transport by 2030, with remaining journeys by zero and ultra-low emission modes
- 48% of staff journeys by public transport shared travel and active travel by 2030; with remaining journeys by zero and ultra-low emission modes.

Decade of Change Roadmap Key Performance Indicators

| | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|---|----------|----------|-------------------|------------------|----------|---------------------|
| 1 Achieve and maintain, as a minimum, Airport Carbon Accreditation Level 4+ | Level 3+ | Level 3+ | Achieved Level 4+ | Level 4+ | Level 4+ | On Track |
| 2 LTO emissions per ATM at Gatwick (tCO ₂ e/ATM) | 1.4 | 1.4 | 1.6 | 1.6 ⁴ | - | Behind ⁵ |
| 3 LTO emissions per PAX at Gatwick (kgCO ₂ e/PAX) | 12.2 | 9.1 | 9.8 | 9.7 ⁴ | - | On Track |

Comments

²Limitations apply to the carbon per air traffic movement and carbon per passenger metrics; the former does not take account of the size of the aircraft and the latter does not take account of empty seats or the cabin class.

³This KPI was introduced in 2024 to include a LTO GHG emissions reduction target per passenger. This metric includes the well-to-tank GHG emissions associated with the LTO cycle to account for reductions achieved through SAF.

⁴We have improved our 2024 methodology by including GAL-specific engines in our LTO GHG emissions calculations. This has not affected our LTO emissions per ATM figure, and has decreased our LTO emissions per PAX figure by 0.1 compared to standard methodology.

⁵LTO emissions per ATM have not reduced in 2024 compared to 2023. We are establishing work programs to decarbonise airfield elements of the LTO cycle that will come to fruition toward the end of this decade. Until then, reductions are linked to the aircraft replacement cycle which is slow-moving. It is worth noting, these figures do not currently reflect any reduced engine taxiing (RET), where one or more engines are shut down while taxiing. We are developing our processes so as to be able to report these reductions in future years.

Decade of Change Roadmap Key Performance Indicators Continued

| Aircraft and Surface Access Emissions | | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|---------------------------------------|---|---|------|-----------------|----------|----------|----------------|
| 4 | Absolute LTO GHG emissions per PAX (including WTT) lower than 9.0 kgCO ₂ e per passenger by 2032 | For this KPI, data collection begun in 2024. | | | On Track | On Track | On Track |
| 5 | % Passenger Journeys by Public Transport | 42 | 44 | 44 | 45 | 52 | On Track |
| 6 | % Staff Journeys by Public, Shared and Active Transport ⁶ | No survey took place due to Covid-19 therefore no data available. | | 29 ⁶ | - | 48 | - ⁷ |

Comments

⁶This KPI has been updated to reflect journeys by public, shared and active transport. Consequently, the 2023 figure has been updated. Ultra-low emission journey mode data to be established.

⁷The staff travel survey is conducted every two years. The survey was last carried out in 2023, as such there is no further data to provide an update for 2024. We acknowledge that this KPI was "behind" in 2023.










Local Environment



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 2024:

-  Started working with Sutton and East Surrey Water to convert our water main network into a ‘state of the art’ District Metered Area. Ultimately this will provide AI monitoring of water usage and pressure to quickly locate and rectify leaks as soon as they occur.
-  Increased monitoring to better understand water use and identify, and prioritise, actions to increase water efficiency.
-  Refining the design for our own wetland reed bed treatment system with the aim to remove the de-icer from the airport run-off whilst also providing a new habitat, increasing local biodiversity. Modelling is underway to work out how we will use this clean water to flush our toilets.
-  Completed the conversion to a new pavement de-icer which is four-times less polluting than the traditional de-icer.
-  Replacement of the de-icer monitoring equipment with industry leading Biological Oxygen Demand (BOD) analysers is well underway and will be completed in 2025.
-  Provided £80,000 of funding to the South East Rivers Trust to enable initial land owner and local community engagement along with feasibility studies for interventions. Natural Flood Management uses natural techniques to ‘slow the flow’ and create natural flood plains or wet woodlands.
-  Provided funding to the River Mole River Watch citizen science group for monitoring equipment. This group are engaging with the community across the entire River Mole catchment to monitor for signs of pollution from all sources.

River Condition Assessments

This summer, we undertook our first River Condition Assessments (RCAs). We have been monitoring local river health since 2010. This involves quarterly biological monitoring of multiple upstream and downstream locations in our rivers to provide a clear picture of the long-term health of individual stretches of river. The RCAs go further by monitoring water quality, macroinvertebrates and macrophytes (plant species). Crucially, a detailed assessment of the river geomorphology is recorded and a score given depending on its contribution to good river health.

In addition to the baseline surveys and report, we identified practical and realistic interventions within our own estate to improve river health. This might be by adding log deflectors, rock or gravel beds or introducing new plants (or redoubling our efforts to remove invasive ones). The overall aim will be to provide Biodiversity Net Gain in our rivers that can be measured, monitored and maintained into the future.



A Gatwick Waterway

Decade of Change 2030 Outcomes

Gatwick will achieve 0% de-icer discharged to rivers in typical severe winters.

Gatwick will reduce the airport's potable water consumption by 50% on a per passenger basis compared to 2019.

Gatwick will spend £80-100k per year with local and national water stewardship organisations on local catchment projects.

Decade of Change Roadmap Key Performance Indicators

| Water | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|--|---|-------|-------|--------------------|------------------|-----------------------|
| 1 % De-icer volume discharge ¹ | For this KPI, data collection began once it had been defined in 2023. | | 1.28 | 14.02 ² | 0 | On Track ² |
| 2 Potable water consumption per PAX (l) | 58.96 | 18.19 | 17.40 | 18.21 ³ | 7.75 | On Track |
| 3 Annual spend with local stewardship partners (£) | This KPI was defined in 2023, and so 2024 is the first year of spend. | | | 80k | 80-100k per year | On Track |

Comments

¹The KPI value represents de-icer volume discharged to water as a percentage of overall de-icer usage. Full year is measured as summer to summer, not calendar year. Meaning, this % is for the period of October-October.

²This winter we have had prolonged cold spells along with a very wet December. Overnight temperatures below 3°C require most aircraft to be de-iced with glycol before flying. In tandem with this, there have been intervening spells of heavy rain which can overwhelm our surface water system leading to emergency discharges to rivers that contain some de-icer. Performance improvement against this KPI is dependent on major infrastructure projects such as the reed bed treatment system.







³The increase is due to a significant water leak in South Terminal, which was resolved in August 2024.



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 2024:

-  Achieved an average recycling/reuse percentage of 62.46%, compared to 59.03% in 2023. Peak performance was 65.01% achieved in November.
-  Zero untreated waste to landfill maintained for the ninth consecutive year.
-  15.1 tonnes of coffee cups sorted and sent for recycling, which equates to over 2.1 million cups.
-  4.2 tonnes donated to local charities including 3.5 tonnes of hygiene products donated to the Hygiene Bank.
-  New recycling banks installed across key passenger areas and GAL office accommodation to encourage segregation of materials at source and maximise recycling. The next phase of this work is taking place in 2025.
-  As an airport community, we have continued to focus on material segregation onboard the aircraft and through to the central recycling point.

Retailer Recycling Champion Forum

Our Retailer Recycling Champion Forum was reinvigorated in January 2024 and meets quarterly. Through this engagement we've been able to:

- Carry out onsite surveys with all of our retail partners, to gain insight into current practices and opportunities for improvement.
- Meet with Sustainability Managers to align strategic goals.
- Increase education and communication with retail staff to improve segregation of materials at source.
- Deliver a food waste trial with one of our Food and Beverage partners, resulting in a change of process and equipment to improve segregation.
- Identify new donation routes.
- Partner with [Too Good To Go](#) (an organisation that distributes surplus food) to run a roadshow, resulting in a 3% rise in the number of bags saved.
- Recognise the great work of Gatwick Recycling Champions, who are nominated representatives from our Food & Beverage partners with a passion for recycling.
- Improvements made in the back of house bin signage resulting in non contamination of waste streams.



Decade of Change 2030 Outcomes

100% of construction materials will be repurposed for beneficial use.

100% of commercial and operational materials will be repurposed for beneficial use.

Decade of Change Roadmap Key Performance Indicators

| | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|---|---|-------|-------|-------|------|-----------------------|
| 1 Construction waste beneficial reuse (%) | For this KPI, data collection began once it had been defined in 2023. | | 99.84 | 99.24 | 100 | On Track |
| 2 Operational and commercial waste beneficial reuse (%) | 53.39 | 56.12 | 59.03 | 62.46 | 100 | On Track ¹ |

Comments










¹This KPI is "On Track" because implementing initiatives, such as recyclable cabin waste sortation and increased material recycling facilities utilisation, before 2030 will allow us to achieve our targets.



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 2024:

-  Retained the [Biodiversity Benchmark Award](#) since 2014.
-  Recorded six nightingale breeding territories, up from four in 2023. A juvenile nightingale was recorded in July during bird ringing showing evidence of breeding success.
-  Peak reptile counts increased by 55.5% in Land East Zone.
-  Held 65 volunteering and 51 education events with the [Gatwick Greenspace Partnership](#).
-  Held a group work experience event for 30 young adults in the local community.
-  Completed a scrub baseline survey, including mapping of the structure of the scrub canopy using LiDAR drones, which gives you a 3D model.
-  Created a turtle dove scrape within our managed scrub in North West Zone.
-  Recorded Great Crested Newts in Scotty's Pond for the first time.
-  Progressed on herbicide reduction targets, with the goal of eliminating unjustified use by 2025.

Lichen Survey

In 2024, lichenologists Nicola Bacciu and Dr James McGill undertook the first lichen survey of our biodiversity areas. Lichens are a symbiotic relationship between fungus and algae. They play an important role in ecosystems, retaining water, recycling nutrients, providing a food source, nesting materials and creating microhabitats. They can also be used as an indicator species for air quality because they grow by taking in nutrients from the air. The survey supports the target of developing a better understanding of under-recorded species groups from our third Biodiversity Action Plan.

81 lichen species, 12 lichenicolous fungi and two non-lichenised fungi were recorded. Including eight Nationally Rare, 12 Nationally Scarce and one lichen of International Responsibility. The survey results provide an understanding of our lichen assemblages which give a better understanding of the habitats and environment. The findings will influence the way in which the biodiversity areas are managed, with a focus on preservation and monitoring against this baseline.



Decade of Change 2030 Outcomes

- Gatwick will reduce herbicide application, with a stretch target of 0 litres herbicide use.
- Gatwick will increase the land area currently under management to >85ha.
- Gatwick will increase the Biodiversity Net Gain habitat condition score from a baseline to be determined using the DEFRA metric in Q4 of 2023.¹

Decade of Change Roadmap Key Performance Indicators

| | Biodiversity | 2021 | 2022 | 2023 | 2024 | 2030 | Status |
|---|---|------|------|------|-----------------|------------------|----------|
| 1 | Herbicide Use: Kantana or other (grammes) | 1270 | 400 | 435 | 70 | c. 0 | On Track |
| 2 | Herbicide Use: Glyphosate or other (litres) | 567 | 539 | 351 | 473 | c. 0 | On Track |
| 3 | Land area under management (ha) | 75 | 75 | 75 | 75 ² | >85 ² | On Track |

Comments

¹This work was delayed in 2024 and the new metric will be published in 2025.

²We have re-baselined in 2024 using a new GIS-based method. This new method gives a land area under management of 91ha. However, to ensure consistency we are reporting 75ha for 2024. We will update the associated 2030 target in line with the new method and start reporting against this in 2025.

Decade of Change Performance Indicators

This data presents a summary of our Decade of Change (DoC) performance data. Performance Indicators for 2021 and 2022 have been third-party verified (2021 partially). Since 2023 we have third-party verified our Decade of Change Roadmap Key Performance Indicators which can be found on pages 12 - 36. Performance Indicators from 2023 are therefore unverified.

| Local Economy | 2022 | 2023 | 2024 |
|--|--|--|---|
| Annual spend with local and regional suppliers ^{1,2} | £76.5m (of which £47.5m was with suppliers in the RH postcode) | £93.9m (of which £41.8m was with suppliers in the RH postcode) | £121.2m (of which £53.7m was with suppliers in the RH postcode) |
| Annual spend with local suppliers (% of total spend) ^{1,2} | 18 | 10 | 11 |
| Annual spend with local and regional suppliers (% of total spend) ^{1,2} | 29 | 23 | 26 |
| Number of people who worked at Gatwick Airport – full site ³ | 20,449 | 25,716 | 27,424 |
| GAL employees (as at 31st December each year) | 2,192 | 2,463 | 2,667 |
| % GAL employees from local area (RH postcodes) | 59.7 | 58.5 | 57.8 |
| Number of GAL graduates (as at 31 December each year) ⁴ | 0 | 7 | 19 |
| Number of GAL apprentices (as at 31 December each year) ⁴ | 17 | 22 | 22 |
| Number of GAL internships completed ⁵ | Internship programme began in 2024 | | 6 |

¹KPI is Accounts Payable actual PO and Manual Payments spend (AP invoices paid in the calendar year, not currently including purchase card spend).

²Local 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 and regional spend and value continues to be reviewed and developed.

³This refers to the number of pass holders in a calendar year.

⁴Each year, existing graduates/apprentices complete the programme and new graduates/apprentices join the scheme. Following the COVID-19 pandemic, the graduate scheme restarted in 2023.

⁵Following the development of our internship programme in 2024, we have added this as a Performance Indicator.

Opportunity and Accessibility

| | 2022 | 2023 | 2024 |
|---|---------------|---------------|---------------|
| Percentage of GAL employees participating in Training and Development programmes (Mandatory) ¹ (%) | 99 | 99 | 99 |
| Percentage of GAL employees participating in Training and Development programmes (Discretionary) ¹ (%) | 2.0 | 20.6 | 27.5 |
| Percentage of GAL employees using their volunteering time benefit (%) | 3.5 | 6.9 | 12.5 |
| Gender diversity: All employees: % Male / % Female ² | 62.93 / 37.07 | 63.34 / 36.66 | 62.41 / 37.59 |
| Gender diversity: Executive Board: % Male / % Female ² | 76.93 / 23.07 | 77.00 / 23.00 | 78.60 / 21.40 |
| Gender diversity: Board of Directors: % Male / % Female ² | 92.9 / 7.1 | 84.6 / 15.4 | 84.6 / 15.4 |
| Passengers provided with mobility assistance (% of total passengers) | 1.52 | 1.61 | 1.80 |
| Number of assisted passengers with reduced mobility (service compliments and complaints: Positive/Negative (%)) | 44 / 56 | 40 / 56 | 52 / 48 |

¹Percentage 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.

²Please see our Gender Pay Gap Report for further details: <https://www.gatwickairport.com/on/demandware.static/-/Sites-Gatwick-Library/default/dw63492e8d/images/Corporate-PDFs/Other-Reports/Pay%20Gap%20Report%20Document%20-%20FINALNOV24.pdf>

 Workplace Safety

| | 2022 | 2023 | 2024 |
|---|------|------|------|
| GAL lost time injuries ¹ | 10 | 14 | 17 |
| GAL lost time injury rate per 100,000 hours ² | 0.24 | 0.28 | 0.31 |
| GAL recordable injuries (RIDDOR) ³ | 7 | 7 | 7 |
| GAL recordable injury rate per 100,000 hours ⁴ | 2.35 | 0.14 | 2.77 |
| Airport third party recordable incidents ⁵ | 65 | 117 | 130 |
| Passenger recordable incidents (RIDDOR) ⁶ | 4 | 2 | 0 |

¹The 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).

²The rate is calculated from the number of lost time injuries over a rolling 12 month period * 100,000 / total number of hours worked over a 12 month period.

³The number of injuries that are RIDDOR reportable (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).

⁴The rate is calculated from the total number of GAL reported injuries over a 12 month period * 100,000 / total number of hours worked over a 12 month period.

⁵The number of reported injuries from third parties who work at the airport.

⁶The number of passenger injuries reportable under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).

| Local Communities | 2022 | 2023 | 2024 |
|---|------------------------|------------|------------|
| Sponsorships: number of community events supported by Gatwick (includes non-profit, charitable and business events) | 58 | 68 | 44 |
| Total funds raised for nominated charity partners (£) | | | |
| Surrey and Sussex Healthcare NHS Trust | 33,904.90 | 44,716.48 | 55,274.77 |
| Air Ambulance Kent Surrey Sussex | 29,328.34 | 56,428.25 | 36,934.96 |
| TravelCare | 34,851.96 | 49,562.98 | 56,898.92 |
| In-terminal passenger donations (paid in calendar year) | 40,519.00 | 73,230.55 | 81,389.04 |
| Employee fund-raising and GAL match-funding for charities of employees' choice (£) | | | |
| GAL match-funding | 8,989.00 | 12,319.00 | 17,907.51 |
| Gatwick Give as You Earn | 10,748.00 | 20,936.00 | 26,124.00 |
| Gatwick's contribution to the independent Gatwick Airport Community Trust (£)¹ | 50,000.00 | 200,000.00 | 250,000.00 |
| Investment in Community Funds (£)² | 50,000.00 ³ | 509,997.00 | 570,000.00 |

¹Contributions to the Community Trust are based on a legal agreement that reflects passenger numbers in the previous year ((£50,000 per 10 million passengers).

²This total comprises of this total comprises of the VINCI UK Foundation, Gatwick Foundation Fund as well as Gatwick Airport Community Trust.

³In 2021 and 2022, no contributions were made to the VINCI UK Foundation and Gatwick Foundation Fund due to Covid-19.

| Noise | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| Percentage of aircraft movements in Chapter 14 (%) ¹ | 62 | 63 | 65 |
| Percentage of aircraft movements in Chapter 4 (or equivalent), or a higher Chapter (%) ² | 99.22 | 99.88 | 99.00 |
| Noise - track keeping (%) | 97.36 | 91.17 | 90.47 |
| Continuous Descent Operations (CDO) compliance (%) | 88.61 | 88.83 | 89.53 |
| Noise - total noise infringements | 0 | 0 | 0 |
| Noise - daytime noise infringements | 0 | 0 | 0 |
| Noise - night-time noise infringements | 0 | 0 | 0 |

¹ICAO'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 is 1 January - 31 December.

²Does not include unmodified A320 aircraft (0.32% in 2021, 0.74% in 2022 and 0.08% in 2023, and 0.09% in 2024).

Airport Emissions

2022

2023

2024

Airport-wide energy and fuel consumption

| | | | |
|-----------------------------------|------------|------------|------------|
| Natural gas (MWh) | 44,544.71 | 40,411.11 | 41,131.88 |
| Electricity (MWh) | 121,238.29 | 127,327.34 | 130,470.29 |
| Vehicle and equipment fuel (MI) | 2.01 | 2.56 | 2.27 |
| Refrigerant gas (kg) ¹ | 405 | 221 | 439 |

GAL energy and fuel consumption (sub-set of Airport)

| | | | |
|---|-----------|-----------|-----------|
| Natural gas (MWh) | 39,709.29 | 35,816.47 | 35,454.21 |
| Electricity (MWh) | 81,894.66 | 87,188.48 | 88,595.78 |
| Vehicle and equipment fuel (MI) ² | 0.38 | 0.88 | 0.94 |
| Refrigerant gas (kg) ¹ | 405 | 221 | 439 |
| Propane (tonnes) | 4 | 7 | 17 |
| GAL direct GHG emissions % cumulative change on 1990 baseline 82,843.5 tCO ₂ e (Total scope 1 and 2, location-based accounting) ³ (%) | -70.24 | -67.27 | -68.70 |
| Total Scope 1 and 2 per passenger (kgCO ₂ e) | 0.75 | 0.67 | 0.60 |

¹For clarity and comprehensiveness, refrigerants have been included at the airport level but these result from the GAL operations.

²Total includes HVO - we switched our airside fleet in February 2024. GAL took on the contract for airport buses in November 2022, which has increased fuel usage in 2023.

³The cumulative change has been calculated on the basis of the same footprint composition as that in the 1990 baseline, which does not include de-icer. Including de-icer, for 2024 the cumulative change is -X%.

Percentage of electricity from renewable sources

| | 2022 | 2023 | 2024 |
|---|-------|-------|-------|
| % Sleeved renewable electricity via PPA | 0 | 0 | 0 |
| % site generated or connected via private wire inc. PPA | 0.03 | 0.03 | 0.02 |
| % Grid electricity | 99.97 | 99.97 | 99.98 |
| % UK grid electricity REGO certified | 100 | 100 | 100 |

Please refer to our Greenhouse Gas Emissions p48-49

Surface access to the airport

| | | | |
|---|----|----|----|
| Passenger public transport use (%) – combined rail, bus/coach use | 44 | 44 | 45 |
|---|----|----|----|

Air Quality

| | | | |
|---|----|----|----|
| Air Quality – NO ₂ annual average at on-Airport site LGW3 (µg/m ³) | 22 | 20 | 20 |
| Air Quality – PM ₁₀ annual average at on-Airport site LGW3 (µg/m ³) | 15 | 12 | 12 |
| Air Quality – PM _{2.5} annual average at on-Airport site LGW3 (µg/m ³) | 9 | 8 | 7 |

| Waste | 2022 | 2023 | 2024 |
|---|----------|----------|----------|
| Total operational and commercial waste collected (tonnes) | 9,132 | 11,782 | 12,544 |
| Operational and commercial waste per passenger (kg) | 0.28 | 0.29 | 0.29 |
| Operational and commercial waste reused or donated for reuse | | | |
| Tonnes | 1,670.67 | 2,224.78 | 2,881.81 |
| % of total tonnes | 18.30 | 18.88 | 22.99 |
| Operational and commercial waste recycled | | | |
| Tonnes | 3,453.54 | 4,729.68 | 4,949.05 |
| % of total tonnes | 37.82 | 40.14 | 39.47 |
| Paper and card (%) | 6.37 | 6.72 | 6.60 |
| Metal (%) | 0.91 | 0.78 | 1.49 |
| Glass (%) | 4.18 | 4.55 | 4.64 |
| Plastics (%) | 0.19 | 0.56 | 0.95 |
| Other (%) | 31.00 | 27.53 | 25.80 |

Operational and commercial waste sent offsite for energy recovery

| | 2022 | 2023 | 2024 |
|---|----------|----------|-------------------|
| Tonnes | 4,005.87 | 4,822.77 | 4,706.34 |
| Energy recovery (%) | 43.87 | 40.93 | 37.52 |
| Other e.g. offsite conversion to fuel (%) | 1.05 | 1.16 | 1.08 ¹ |
| Operational and commercial waste sent for secondary treatment (% of total tonnes) | 0.02 | 0.04 | 0.02 |

Hazardous waste sent for treatment

| | | | |
|---|--------------|--------------|--------------|
| Tonnes | 145.61 | 172.67 | 176.14 |
| % of total tonnes | 1.59 | 1.47 | 1.40 |
| Operational and commercial untreated waste sent to landfill (% of total tonnes) | 0 | 0 | 0 |
| Construction contractors waste management diversion from landfill (% of total construction tonnes) | 99.98 | 99.84 | 99.74 |

¹2024- tonnages were 135.09t out of 12,544.02t - this tonnage is from food recycled (biodiesel). This is also accounted for in the tonnages for 'recycled' as per previous years.

| Water | 2022 | 2023 | 2024 |
|---|---------|---------|---------|
| Airport potable water consumption (m ³) | 597,530 | 711,813 | 787,629 |
| Airport potable water consumption per passenger (litres) | 18.20 | 17.40 | 18.21 |
| Airport potable water consumption % change on 2019 baseline of 721,336m (%) | -17.16 | -1.32 | 9.19 |

| Biodiversity | 2022 | 2023 | 2024 |
|--|------|-------------------|------|
| Habitat maintained onsite (hectares) | 75 | 75 | 75 |
| Annual conservation actions completed (%) | 95 | 64 | 74 |
| Annual conservation actions deferred to following year (%) | 5 | 36 | 26 |
| Surveys completed (number of different surveys) | 19 | 17.5 ¹ | 25 |
| Onsite volunteering days undertaken (total number of days) by airport employees, community members and schools | 68 | 60 | 65 |
| Onsite education days undertaken (total number of days) by airport employees, community members and schools | 35 | 36 | 48 |

¹16 surveys fully completed and 3 surveys half completed.

Gatwick Airport Limited's Greenhouse Gas Emissions

Gatwick Airport Limited's Scope 1, 2 and 3 GHG emissions are detailed below including a breakdown of each.

Information on verification is provided from page 56-57. For 2024, we have continued to report in line with ACA requirements, as well as reporting on additional Scope 3 categories.

| GHG Emissions breakdown (tCO ₂ e) | 2022 | | 2023 | | 2024 | |
|--|---------------------|--------------|----------------|--------------|----------------|--------------|
| | Location-based | Market-based | Location-based | Market-based | Location-based | Market-based |
| Scope 1 direct emissions ¹ | 8,921 | 8,921 | 9,201 | 9,201 | 7,617 | 7,617 |
| Scope 2 direct emissions | 15,830 | 0 | 18,047 | 0 | 18,338 | 0 |
| Scope 3 indirect emissions | 2,871,524 | 2,863,915 | 3,828,765 | 3,820,453 | 4,379,250 | 4,370,579 |
| Total Scope 1 and 2 direct emissions | 24,751 ¹ | 8,921 | 27,247 | 9,201 | 25,955 | 7,617 |
| Total Scope 1,2 and 3 | 2,896,275 | 2,872,836 | 3,856,012 | 3,829,654 | 4,405,205 | 4,378,196 |
| Scope 1 | | | | | | |
| Natural Gas | 7,249 | 7,249 | 6,552 | 6,552 | 6,485 | 6,485 |
| Vehicle and equipment fuel | 961 | 961 | 2,162 | 2,162 | 320 | 320 |
| Fire training materials (including propane) | 13 | 13 | 20 | 20 | 50 | 50 |
| Refrigerant gas | 600 | 600 | 337 | 337 | 615 | 615 |
| De-icer | 99 | 99 | 130 | 130 | 148 | 148 |
| Scope 2 | | | | | | |
| Purchased electricity | 15,830 | 0 | 18,047 | 0 | 18,338 | 0 |
| Solar | 0 | | 0 | | 0 | |

¹From 2022 onwards, we have additionally included emissions from De-icer usage, as part of our Scope 1 GHG emissions, in accordance with Airport Carbon Accreditation (ACA).

| Emissions Source - GHG Protocol category | | | 2022 | 2023 | 2024 |
|--|---|--|------------------------------------|------------------------------------|------------------------------------|
| | | | GHG emissions (tCO ₂ e) | GHG emissions (tCO ₂ e) | GHG emissions (tCO ₂ e) |
| 1 | Purchased Goods and Services ² | - | - | 23,171 | 44,113 |
| 2 | Capital Goods ² | - | - | 30,271 | 32,506 |
| 3 | Fuel- and Energy Related Activities | GAL WTT | - | 6,121 | 6,054 |
| 3 | Fuel- and Energy Related Activities | GAL electricity consumption T&D losses | - ³ | 1,561 | 1,621 |
| 5 | Waste Generated in Operations | - | - ³ | 503 | 328 |
| 6 | Business Travel | - | 362 | 615 ⁴ | 510 |
| 7 | Employee Commuting | GAL Employee Commuting | - | 4,024 | 4,367 |
| 7 | Employee Commuting | Other Airport Staff Commuting | - | 37,990 | 40,550 |
| 7 | Employee Commuting | Homeworking | - | 1,359 | 1,449 |
| 11 | Use of Sold Products | Aircraft Landing and Take-Off (LTO) ⁵ | - | 400,109 | 413,487 ⁶ |
| 11 | Use of Sold Products | Aircraft Climb, Cruise and Descent (CCD) | 2,366,897 | 3,122,925 | 3,626,107 |
| 11 | Use of Sold Products | Passenger surface access | 149,295 | 182,773 | 192,564 |
| 11 | Use of Sold Products | Aircraft engine testing | 1,207 | 1,053 | 1,319 |
| 11 | Use of Sold Products | De-icer | 704 | 1,431 | 1,128 |
| 11 | Use of Sold Products | Non-road construction machinery | 1,290 | 797 | 551 |
| 13 | Downstream Leased Assets | 3rd Party Consumption | - ³ | 14,061 | 12,596 |

²Spend data has been used as a proxy for primary data to calculate the emissions from both Purchased Goods and Services and Capital Goods. In 2024, emissions have been calculated for the top 55 suppliers, accounting for circa 78% of GAL's total spend. The remaining emissions have been calculated with a proportional increase reflective of the assigned categories.

³Previously reported as Other Airport Operations.

⁴We have improved our business travel methodology by moving away from using spend proxies. This methodology has been used for both 2023 and 2024. As a result, the 2023 number has been updated. The 2023 Scope 3 totals will reflect this update.

⁵In 2023, we undertook a survey of airlines to understand how Reduced Engine Taxiing (RET) affects this emissions source. The results of this survey are used to model LTO emissions using RET. This gives LTO emissions with RET in effect of 389,379 tCO₂e for 2023 and 407,357 tCO₂e for 2024. We report the non-RET GHG numbers in our footprint as a conservative approach, and are working to take better account of the impact of RET.

⁶We have improved our 2024 methodology by including GAL-specific engines in our LTO GHG emissions calculations compared to previously using industry data. This methodology will be implemented going forwards.

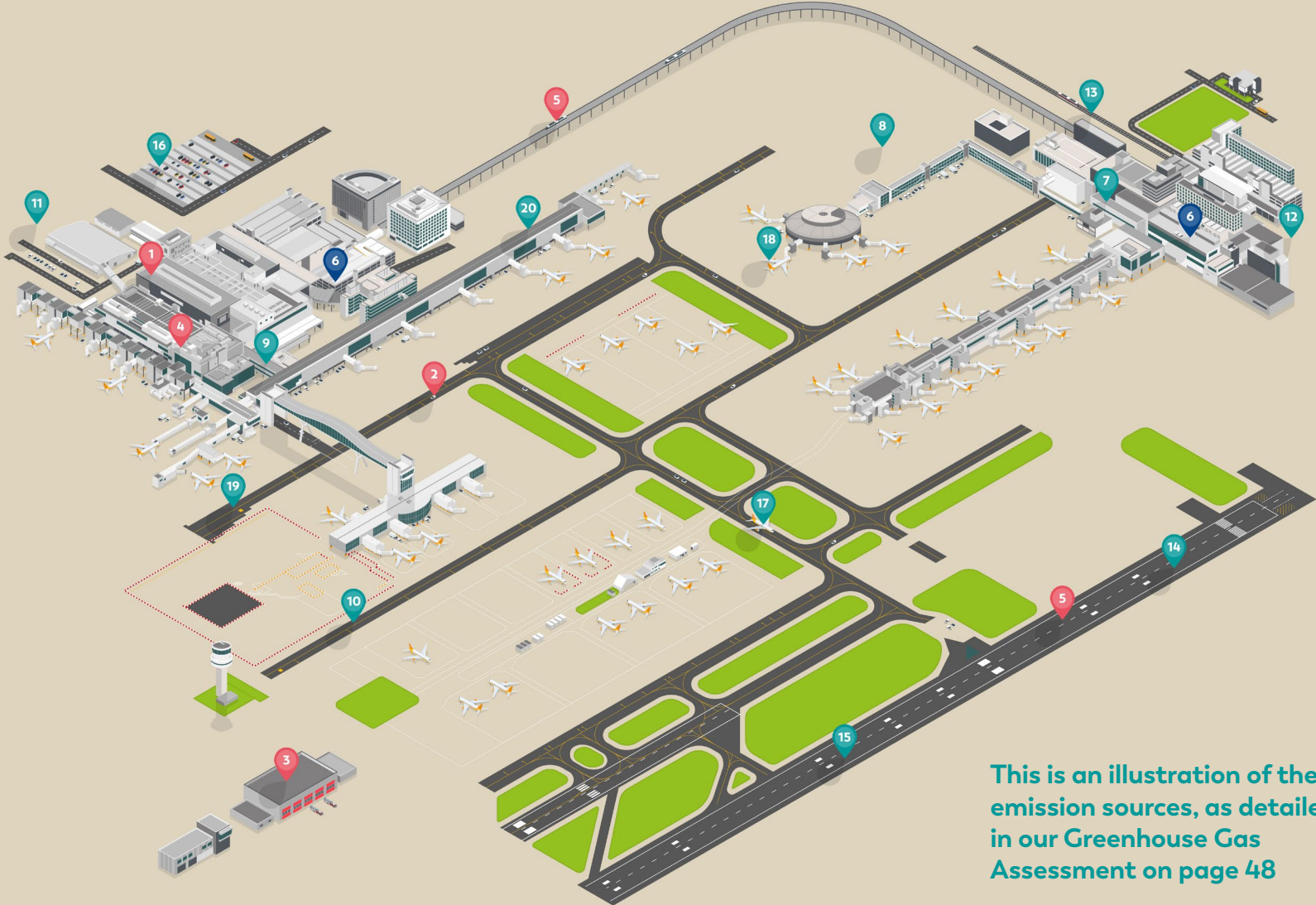
Where do our GHG emissions come from?

GHG emissions sources at London Gatwick Airport

- Scope 1**
- 1 Natural Gas
 - 2 Vehicle and Equipment Fuel
 - 3 Fire Training and Materials
 - 4 Refrigerant gases
 - 5 De-Icer

- Scope 2**
- 6 Electricity

- Scope 3**
- 7 Purchased Goods and Services
 - 8 Capital Goods
 - 9 GAL electricity consumption T&D losses
 - 10 GAL WTT
 - 11 Waste Generated in Operations
 - 12 Business Travel
 - 13 Employee Commuting
 - 14 Aircraft Landing and Take-Off (LTO) (estimated)
 - 15 Aircraft Climb, Cruise and Descent (CCD) (estimated)
 - 16 Passenger surface access
 - 17 Aircraft engine testing
 - 18 De-icer
 - 19 Non-road construction machinery
 - 20 3rd party consumption



This is an illustration of the emission sources, as detailed in our Greenhouse Gas Assessment on page 48

Offsetting Statement 2024

We are making progress towards meeting our Net Zero 2030 goal (see pp24-29 for an update). Once we have reduced our GHG emissions as far as possible, there will still be some residual emissions that we will need to neutralise through removal offsets¹. We have been offsetting residual Scope 1 and 2 GHG emissions, as well as those from business travel, since 2017, using offsets from the Voluntary Carbon Market (VCM). This has enabled us to achieve, and maintain, Airport Carbon Accreditation Level 4+ "Transition". We recognise the increasingly important role a robust and credible offset industry will play as industries and organisations strive toward net zero. Consequently, we seek the highest quality carbon credits to offset our residual scope 1 and 2 GHG emissions and, to aid transparency, provide this statement on our purchases.

2024 Offset Purchase

For 2024 the volume of Scope 1, 2 and business travel GHG emissions that need to be offset is 8,127 tCO₂e². (See carbon footprint on pp47-48).

We are increasing the proportion of our offsets that come from carbon removals, rather than reduction³ offsets. Removal offsets are required to achieve net zero. Our stringent procurement framework, meets, and where possible, exceeds the Airport Carbon Accreditation's offsetting requirements⁴. An overview of the carbon offsets purchased to offset our 2024 residual emissions is provided in the table on page 52.

Due Diligence

The increasing complexity, and scrutiny of, the VCM requires a comprehensive approach to due diligence for carbon offsets. Carbon Credit Rating Agencies (CCRA) provide rigorous, third-party evaluation of carbon credit projects that are available on the VCM. To improve our due diligence, we have now included carbon credit rating agency (CCRA) score assessment in our procurement process. Each of the projects we purchased from to offset our 2024 GHG residual emissions, have received independent CCRA scores.

This space is constantly evolving and we are committed to ensuring best-practice offset purchase, so our approach will develop as the market matures.

Voluntary SAF Purchase

We have purchased Sustainable Aviation Fuel (SAF) to avoid the equivalent GHG emissions of 10% of our business travel through flights. This allows us to address our business travel GHG emissions and support the demand for the emerging SAF industry. The carbon avoidance is not reflected in our scope 3 footprint nor our offset purchase as regulation and guidance has not kept up with market maturity.

¹ Anthropogenic activities that remove CO₂ from the atmosphere and durably store it in geological, terrestrial, or ocean reservoirs, or in products. Source: Oxford Offsetting Principles 2024: <https://www.smithschool.ox.ac.uk/sites/default/files/2024-02/Oxford-Principles-for-Net-Zero-Aligned-Carbon-Offsetting-revised-2024.pdf>

² Volumes to be offset are based on market-based accounting.

³ Emissions can be avoided or reduced by deploying renewable energy to replace fossil fuel use, by improving efficiency, or by protecting ecosystems and their soils and vegetation from damage or degradation. Source: Oxford Offsetting Principles 2024: <https://www.smithschool.ox.ac.uk/sites/default/files/2024-02/Oxford-Principles-for-Net-Zero-AlignedCarbon-Offsetting-revised-2024.pdf>

⁴ The latest Airport Carbon Accreditation Offset Guidance Document (2023) is available at: <https://www.airportcarbonaccreditation.org/technical-documents/>

Offsetting Retirements 2024

| Project Name | Project Type | Project Overview | Certification Standard and ID Number | Volume (units) |
|--|---|---|---|---------------------------|
| <p>Ecoparque Candeias Landfill Gas Project, Brazil</p> <p>Chihuahua Improved Forest Management (IFM) Programme, Mexico</p> | <p>Reduction (Waste)</p> <p>Removals (Nature Based IFM)</p> | <p>Landfill gas project to capture and burn landfill gas. Co-benefits include the future electricity generation and social inclusion through the Orizon Social Institute supporting young people across Brazil</p> <p>IFM Project to expand conservation across the state of Chihuahua. Led and developed by local communities (Ejidos)</p> | <p>Gold Standard, 12047</p> <p>Climate Action Reserve (CAR), CARC1656</p> | <p>5,950</p> <p>2,550</p> |
| | | | Total | 8,500 ¹ |

¹Our offsetting value exceeds the ACA requirement due to the timing of the process. We use estimates for the final part of the year and deliberately overestimate to ensure sufficient offsets are bought.

Value2Society

Summary

In 2024, our Decade of Change programme generated a net positive impact – or value to society – equal to £249 million, which is an increase of £102 million compared to last year. This is the second year of our Value2Society analysis, which has been undertaken by Route2.

Details of the full methodology and appendix can be found in our [2023 Decade of Change Performance Summary](#).

Methodology update

To ensure greater alignment with the Decade of Change (DoC), refinements have been made to the Scope 3 GHG emissions analysis and these changes have been made retrospectively. The following Scope 3 categories which were included in 2022 and 2023 have been removed from the analysis as they do not fall within the scope of DoC, capital goods, de-icer, homeworking, business travel, other airport operations (except waste generated in operations) and purchased goods & services.

Certain Scope 3 categories have been reallocated to better reflect their impact areas. GHG emissions from waste generated in operations (previously within other airport operations) have been moved from Goal 7 to Goal 9, aligning with waste management. Non-road construction machinery GHG emissions have been transferred from Goal 7 to Goal 6. These adjustments enhance the accuracy and relevance of the GHG emissions assessment, ensuring a clearer representation of Gatwick's sustainability performance.

Additionally, internships have been introduced as a new indicator within the Local Economy category for 2024, further strengthening the analysis of Gatwick's economic contributions.

The input data used to calculate the societal cost associated with passenger accessibility has been revised. The inputs have been updated across 2021–2024 to reflect a more accurate assessment of passenger experiences.

Value2Society

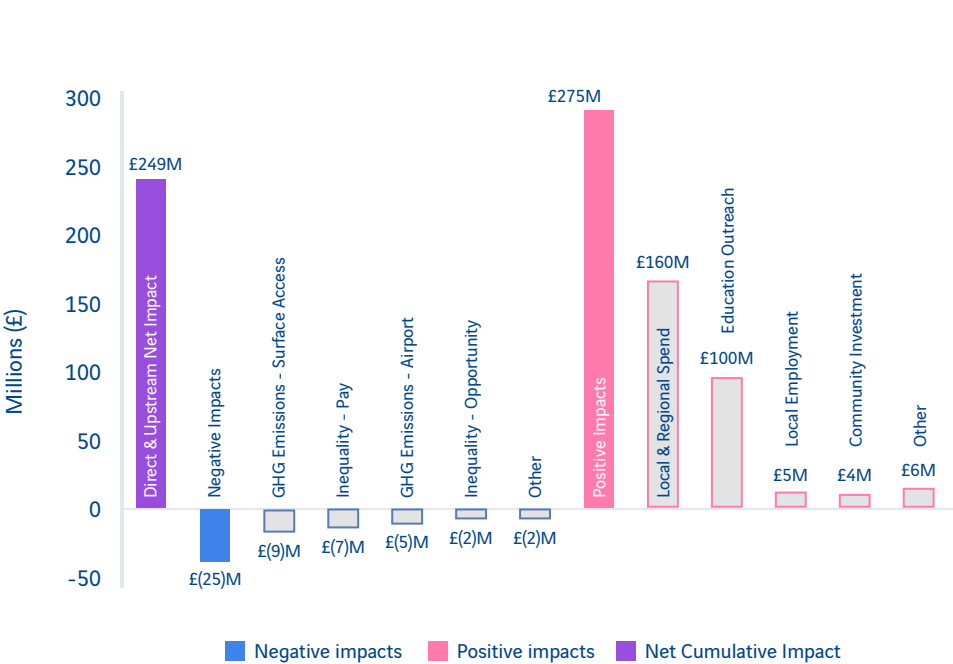
2024 Results

In 2024, our Decade of Change programme generated a net positive impact – or value to society – equal to £249 million.

This is comprised of:

- £98M generated through Gatwick’s direct operations
- £151M generated through Gatwick’s upstream, via Gatwick’s spend.

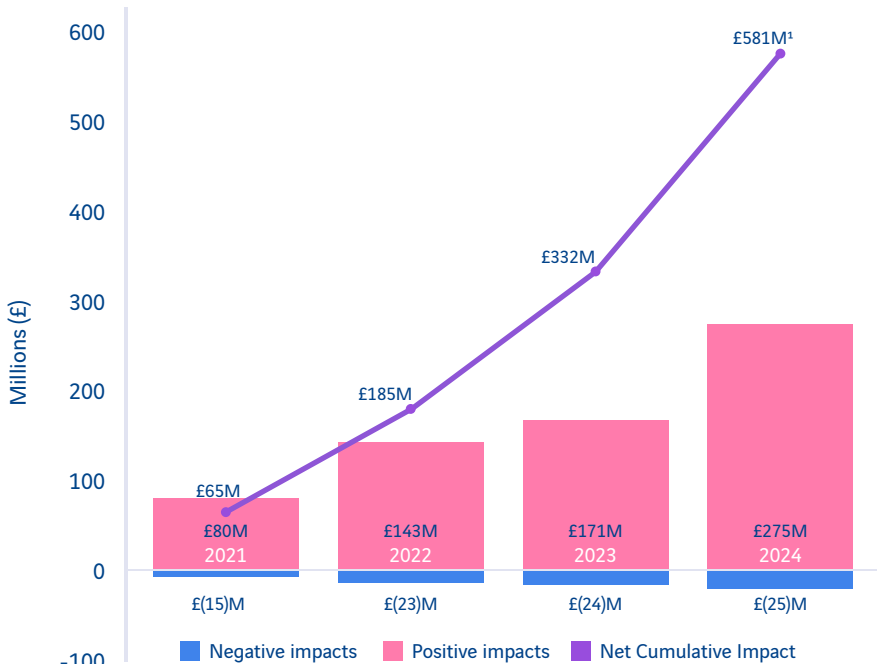
Figure 1: DoC Value2Society within Gatwick’s Control



4 Year Results: 2021 to 2024

Cumulatively, between 2021 and 2024, the Decade of Change programme is shown to have created a total of £581M of net positive impact from Gatwick’s direct operations and upstream, via Gatwick’s spend.

Figure 2: Cumulative DoC Value2Society 2021 - 2024



¹Due to rounding, some totals may not match the sum of individual values.

Value2Society

Conclusions

Airports play a crucial role in societal and economic development by serving as vital hubs for connectivity, employment, and commerce. They facilitate global travel and trade, enabling businesses to expand markets and individuals to access opportunities for work, education, and leisure.

Achieving sustainability within an airport's operations requires a comprehensive value chain perspective. Impacts extend across direct operations (health and wellbeing of airport employees, the airport's energy consumption etc.), upstream (through the airport's spend patterns) and downstream (via the activities of an airport's customers e.g. airlines, passengers and retailers).

By quantifying these impacts, Gatwick can refine its approach, targeting key areas for improvement while maximising its positive societal contributions and minimising the negative.

The continued application of Value2Society has reinforced the insights gained from the previous year's analysis, highlighting the external benefits of the Decade of Change programme on society. It also puts a spotlight on the external costs.

Once again, Gatwick's direct operations yield a net positive societal impact, largely driven by education outreach, local employment and training and development. Significant progress has been made across these key areas, with the societal value of education outreach more than doubling since 2023 and the social impact generated through training and development increasing by 13%.

However, persistent challenges remain, particularly in addressing gender-based disparities in pay and opportunities, as well as greenhouse gas emissions. Notably, the societal cost associated with gender inequality has seen a slight increase on the previous year, eroding a further -£938k. This highlights the need for targeted action across gender opportunities and pay gaps. Removing gender inequalities and delivering GAL's Net Zero 2030 target, would save £14M in societal cost per year.

Gatwick's supply chain generated £151M in societal value in 2024. Local and regional procurement spend generated £160M in economic benefits, with local and regional spend increasing by an impressive 29% on the previous year. However, GHG emissions linked to aircraft and surface access remained a challenge, with GHG emissions remaining at a similar level to those in 2023, eroding -£9M of value.

Despite the clear progress made through the Decade of Change programme, downstream GHG emissions from aircraft operations remain the most significant challenge. In 2024, the downstream impact of aircraft greenhouse gas emissions was valued at -£836 million, reaffirming its status as the largest single negative externality linked to Gatwick's operations. This was an 18% increase on 2023. It is important to note, that the downstream calculations do not account for the societal benefits of air travel, including the role it plays in facilitating global connectivity, economic development, and social wellbeing. These positive benefits are out of scope of the V2S assessment of the Decade of Change programme.

Looking ahead, the Decade of Change programme remains a vital framework for Gatwick's sustainability ambitions. Combined with the Value2Society framework, it provides a comprehensive view of both positive contributions and areas for improvement, enabling Gatwick to take a balanced and informed approach to sustainability. By leveraging these insights, Gatwick is well-positioned to strengthen its societal impact and drive meaningful progress in 2025 and beyond.

Route2, March 2025

Verification Statement 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: 7,616.6 tonnes of CO₂ equivalent
- Scope 2 (Location Based): 18,337.9 tonnes of CO₂ equivalent
- Scope 2 (Market Based): 0.0 tonnes of CO₂ equivalent
- Scope 3: 4,379,249.5 tonnes of CO₂ equivalent

Period Covered by the GHG Emissions Verification:

- 1st January 2024 to 31st December 2024 Inclusive

GHG Reporting Protocols Against which the Verification was Conducted:

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

GHG Verification Protocols Used to Conduct the Verification:

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



Verification Statement Greenhouse Gas Emissions



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 London Gatwick Airport 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.

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.

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.

Attestation:

Bryony Karsenbarg, Director - Pause People Collective Limited

Approved 3rd Party Verifier - Airport Carbon Accreditation

Date: 21/02/2025

This verification statement, including the opinion expressed herein, is provided to Gatwick Airport Limited and is solely for the benefit of Gatwick Airport Limited in accordance with the terms of our agreement. We consent to the release of this statement by you to satisfy the Gatwick Airport Limited annual reporting requirements but without accepting or assuming any responsibility or liability on our part to any party who may have access to this declaration.

Verification Statement 2024

Decade of Change Key Performance Indicators

Ricardo AEA Limited (hereafter referred to as “Ricardo”) has been working with Gatwick Airport Limited (GAL) to independently verify the 2024 Decade of Change (DoC) Performance Report. This statement summarises the outcome of the review. The intended users of this statement are the readers of the DoC Performance Report.

Responsibilities

The information and presentation of data within the 2024 DoC 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 2024 DoC Performance Report. Ricardo accepts no liability whatsoever to any third party for any loss or damage arising from any interpretation or reliance upon this assessment.

Verification period

The verification review of GAL’s DoC Performance Report has been carried out for the year 2024 covering the period from January 1st until December 31st 2024.¹

Level and scope of verification

Ricardo’s scope of work included the verification of the accuracy and completeness of numerical figures presented in the DoC Performance Report in relation to the key performance indicators (KPIs), which feature throughout the KPI tables in the report for the calendar year 2024. The KPIs for verification were selected by GAL.

¹The reporting period for % De-icer volume discharge is from 1st September 2023 to 31st August 2024.





Verification Statement 2024

Methodology

In undertaking the verification exercise, Ricardo has reviewed GAL's KPIs against raw data sources, checking calculations, reporting periods and variance with previous years' values where possible. Material issues were raised with GAL and KPIs were amended where necessary.

Ricardo's opinion

Based on the review of the 2024 DoC KPIs, Ricardo is able to provide the following opinions:

- GAL continues to make good progress in calculating its DoC KPIs and has set up credible processes for collating data and calculating indicators.
- The data sources used to calculate the KPIs are robust and, in instances where future improvements can be made, GAL is committed to work towards these as part of the ongoing improvement of its processes.
- In accordance with the points above, we can make the following final opinion:

Based on the process and procedures conducted, the 2024 DoC KPI assertions have been found to be materially correct and a fair representation of GAL's data and information.

GAL should continue accurately reporting progress against its DoC KPIs and Ricardo recommends that GAL undertakes a similar verification for its 2025 DoC KPIs, in 12 months' time.

Independence and competence

Ricardo 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.

Validity of statement

This statement is valid for the DoC KPIs verification review, for the periods from 1st January to 31st December 2024.

Updated October 2025.

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