



Moving forward together

Our Environmental, Social
& Governance Strategy

2021—2023



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Our ambition is to build back better

Dalton Philips, Group CEO

The launch of our new Environmental, Social and Governance (ESG) Strategy represents a significant and exciting milestone for daa. As a business which operates on both a national and international scale, we understand that our passengers and customers, our people and our local communities expect us to be a responsible business which strives to enhance our economic contribution in a sustainable and fair manner.

Our ESG activities to date have yielded hugely positive results. We have accomplished considerable milestones under our environmental sustainability programme such as outperforming public sector energy efficiency targets at our airports, increasing recycling and ensuring zero waste to landfill. We have supported local communities to build stronger, more inclusive societies through the funding of amenities and local projects. We continue to be a source of high-quality employment and a key economic driver. Pre-Covid 19, both Dublin and Cork Airports contributed over €10bn to the Irish economy and supported over 140,000 jobs. And whilst Covid-19 has had a significant impact on our businesses, we now have a crucial role to play in building back Ireland's reputation as a tourism and business hub.

However, we know we can do more, and our stakeholders expect us to do more. Our ESG Strategy is supported by clear and tangible commitments under four defined pillars – Environmental Sustainability, People, Community and Economy – and is strengthened by the implementation of strong governance practices.

Environmental Sustainability is a core priority for daa. We have targets under seven key environmental areas, which will play a key role in the delivery of our longer term goals, including our drive to become net zero for carbon emissions by 2050.

Our **people** pillar focuses on having forward-thinking employment practices that provide stable, meaningful jobs with decent terms and conditions. daa is a progressive and fair employer and we want to maintain our commitment to this, particularly as we continue to navigate through the Covid-19 crisis.

Our **community** pillar continues to build on the strong relationships created and aims to develop our ability to add more value to the societies in which we operate, while our **economy** pillar focuses on our important contribution to the economy and the role we can play within our supply chain.

The business is also holding itself accountable by ensuring we have a strong **governance** framework. This framework is supported by a range of policies and procedures across all our operations that seek to ensure we maintain high standards of corporate governance and business conduct.

This ESG Strategy sets a clear pathway for daa to continually strive to enhance our commitments to our environment, our people, our passengers and our local communities. We are operating in very challenging circumstances at present; however, I know we can respond and build back better through our ESG ambitions.

I look forward to seeing the benefits of this strategy come to life over the next two years.

Dalton Philips, Group CEO

Introducing Our Strategy Framework

We have undertaken a significant amount of research to develop an ESG Strategy that can deliver a challenging programme of work and drive improvement. We have drawn upon best practice models at both Irish and EU level to devise an ESG framework which will guide our business priorities in these areas over the next two years.



Our Pillars and Commitments

We have developed a set of comprehensive commitments under each of our four pillars which will guide the sustainable development of our business and the regions we serve. They will ensure we continue to target the areas of greatest importance to our stakeholders and they also set challenging priorities for us to

consider during our decision making over the next two years. Due to Covid-19, this upcoming period will see the re-birth of our businesses after a period of unprecedented challenge. We want to build back better and the commitments we have outlined will help us to do just that.

“ This ESG Strategy sets a clear pathway for daa to continually strive to enhance our commitments to our environment, our people, our passengers and our local communities. ”

01 Environmental Sustainability



We understand the global environmental challenge; we have set clear and effective environmental sustainability targets and embedded them in our overall business strategy. We are committed to working with all stakeholders to deliver our environmental goals and work towards a brighter future.

UN Sustainable Development Goals

-  Affordable and Clean Energy
-  Industry, Innovation and Infrastructure
-  Climate Action
-  Sustainable Cities and Communities
-  Life on Land
-  Responsible Consumption and Production

02 People



Our people are integral to delivering our ambition to connect Ireland to the world. We are committed to creating a working environment for our colleagues, that allows people to grow, develop and fulfil their potential.

UN Sustainable Development Goals

-  Decent Work and Economic Growth
-  Reduced Inequalities

03 Community



We are committed to being a responsible and good neighbour; one that engages and listens. For decades we have supported activities that enhance community spirit; provided resources to improve community well-being – and we are committed to doing this for decades more.

UN Sustainable Development Goals

-  Sustainable Cities and Communities
-  Quality Education

04 Economy



We are drivers of positive economic growth and a source of high-quality employment and we are committed to the development of the economies in which we operate. We also understand that we can positively influence our supply chains and enable initiatives which encourage sustainable business practices both internally and externally.

UN Sustainable Development Goals

-  Sustainable Cities and Communities
-  Decent Work and Economic Growth
-  Responsible Consumption and Production

Moving forward with Environmental Sustainability

The commitments under the Environmental Sustainability pillar are focused on seven key areas and build on the significant work already undertaken in this field. Importantly, these commitments will have a fundamental role to play in our journey to becoming a more sustainable business.

We have a number of long-term and ambitious environmental sustainability targets that we are seeking to deliver, such as becoming net zero for carbon emissions by 2050 at the latest, and these commitments will act as the stepping stones to fulfilling those ambitions.

AT A GLANCE

 **45%**
OF OUR WASTE WILL BE RECYCLED

 **50%**
ENERGY EFFICIENCY IMPROVEMENT TARGETED FOR 2030

 **30%**
OF OUR LIGHT COMMERCIAL FLEET WILL BE LOW EMISSION VEHICLES

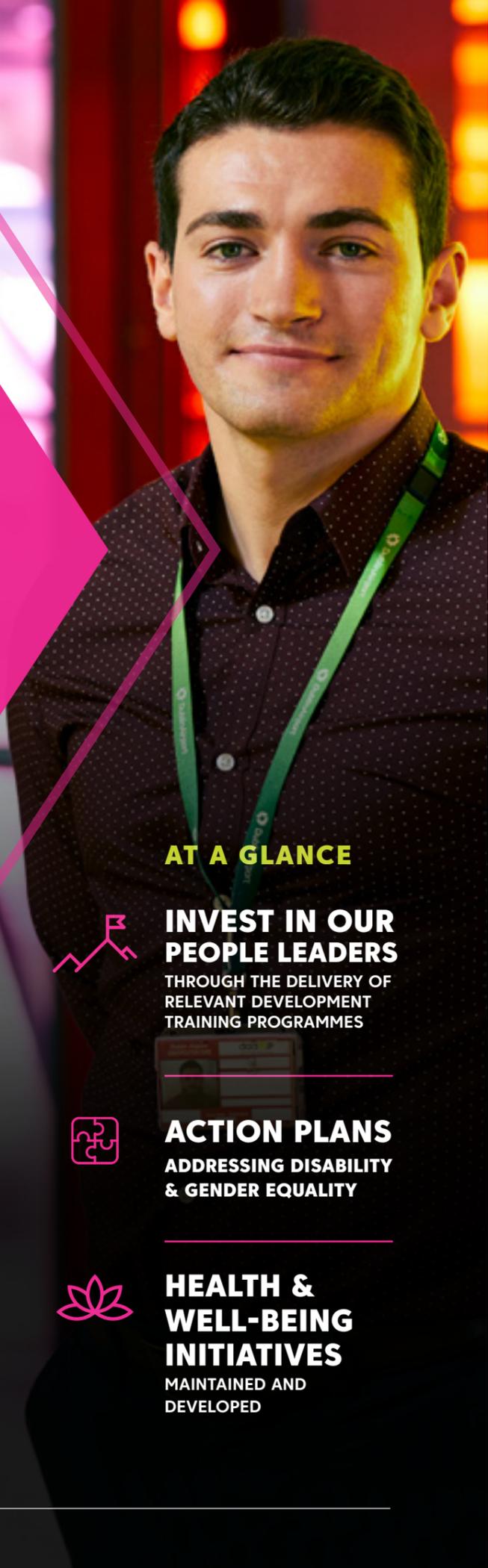
COMMITMENTS

	By the end of this strategy period, we will...
 Carbon	Continue to reduce our absolute levels of carbon emissions, working towards a 30% reduction by 2030.
	Convert 30% of daa's light commercial fleet to LEVs by 2021, rising to 45% by 2022.
	Achieve Airport Carbon Accreditation Level 4 at Dublin Airport.
	Work towards achieving Airport Carbon Accreditation Level 3+ at Cork Airport.
 Energy	Continue in our efforts to improve energy efficiencies across our businesses, working towards 50% efficiency improvement by 2030.
 Waste	Recycle 45% of our waste at Dublin Airport.
	Maintain zero waste to landfill.
	Work towards reducing plastic and waste and increasing recycling in our retail operations.
 Water	Aim for no exceedances of water quality limits due to on-airport activity.
 Noise	Implement enhanced noise monitoring systems at Dublin Airport and increase accessibility of noise data for local communities.
	Introduce noise related airport charges .
 Air Quality	Continue to target compliance with national air quality limit values and publish air quality monitoring results.
 Biodiversity	Create habitats for nature to thrive including the installation of bee apiaries and the creation of butterfly habitats.
	Create designated wildflower areas on our airport campuses.
	Reduce the usage of chemical fertilisers .

Moving forward with People

Our People pillar focuses on creating a safe, inclusive and diverse work environment – one where everyone feels empowered to reach their full potential, thereby delivering a great service to our passengers, customers and business partners.

Our colleagues are vital to our business and we are committed to supporting each other in any way that we can. These commitments will prepare the next generation of daa leaders, foster a culture of growth and development within the organisation, and place the safety of our people at the core.



AT A GLANCE



INVEST IN OUR PEOPLE LEADERS

THROUGH THE DELIVERY OF RELEVANT DEVELOPMENT TRAINING PROGRAMMES



ACTION PLANS ADDRESSING DISABILITY & GENDER EQUALITY



HEALTH & WELL-BEING INITIATIVES

MAINTAINED AND DEVELOPED

COMMITMENTS

By the end of this strategy period, we will...

 Restructuring	Implement the organisational re-structuring changes required as a result of Covid-19, in a fair and equitable manner through consultation with employees.
 Work Flexibility	Review our policies to create a culture where flexible, agile working is encouraged and supported.
 Diversity	Publish an Equality, Diversity & Inclusion Policy . Build awareness at all levels across our business, targeting 100% participation rate for leaders in Diversity, Equality & Inclusion training. Develop action plans which address two key focus areas: disability and gender equality .
 Leadership	Invest in our people leaders through the delivery of relevant development training programmes and embed our leadership standard to guide behaviour.
 Staff Engagement	Provide our employees with the opportunity to tell us how we can improve as an employer via staff surveys and through other pulse surveys. Provide feedback on each survey conducted and develop action plans to address key issues.
 Health & Well-being	Maintain and develop our health and well-being initiatives .
 Safety	Maintain the relevant occupational health and safety standards and training , to ensure (1) safe and compliant working conditions for our people and (2) a safe travelling environment for our passengers.

Moving forward with Community

The commitments outlined under our Community pillar highlight the importance of continuing our strong association with our local communities both nationally and internationally.

We are committed to supporting strong and resilient communities which can prosper from living and working alongside the airports that we are associated with. This will be enabled through a strong foundation of community engagement and support.

AT A GLANCE



**€300K
A YEAR**

TOWARDS COMMUNITY INITIATIVES



**SUPPORTING
ESG FUNDS & INITIATIVES
IN THE RELEVANT COUNTRIES
IN WHICH WE OPERATE**



**INVESTING
€37,000**

IN daa STAFF CHARITY PROGRAMME

COMMITMENTS

By the end of this strategy period, we will...

 Community Fund	<p>Invest €300,000 a year from Dublin Airport's Community Fund towards community initiatives.</p>
 Education	<p>Support up to ten students each year from Dublin Airport local communities, to attend Dublin City University via its Access Programme.</p>
 Arts	<p>Continue to support various community initiatives in the local areas served by Cork Airport and maintain our long-standing commitment to the arts through the facilitation of photographic and artistic exhibitions at the airport.</p>
 International Support	<p>Continue to work closely with our international airport partners on supporting ESG funds and initiatives in the relevant countries in which we operate.</p>
 Third Level Education	<p>Work with third level education partners to provide support and guidance in the delivery of relevant educational courses.</p>
 Community Relationships	<p>Continue to assess our relationships and interactions with our communities and to engage with them on key airport issues.</p>
 Irish Charities	<p>Continue our daa Staff Charity Programme and invest €37,000 annually towards this programme.</p>
 Volunteering	<p>Actively encourage staff volunteering in ESG related projects which benefit the local community and in key programmes such as Junior Achievement.</p>
 Home Improvements	<p>Continue to provide insulation measures to qualifying residences surrounding Dublin Airport, to address aircraft noise impact.</p>

Moving forward with Economy

The Economic pillar focuses on using our influence to support our local and national economies and encourages sustainable business practices both internally and externally.

Our commitments aim to develop an understanding of our economic footprint and will focus our business on supporting and enhancing our relationship with our environment, our people and our passengers.

AT A GLANCE



ENHANCING OUR GREEN PROCUREMENT PRACTICES



SUPPORTING SUSTAINABLE COMMUTING AND LOW EMITTING MODES OF TRANSPORT



SOURCING ETHICAL & GREEN RANGES & MATERIALS

COMMITMENTS

By the end of this strategy period, we will...



Leading Contributor

Demonstrate the economic impact of our business by assessing the extent to which we drive connectivity, contribute to direct and indirect employment and support economic growth.



Circular Economy

Continue to **enhance our green procurement practices**, identifying key projects where our tender scoring can be influenced by sustainability criteria and incorporating those criteria in assessments.



Intermodality

Develop a Mobility Management Strategy and support the use of low emitting modes of transport for accessing our airports.

Support sustainable commuting, including discounted travel for colleagues with selected operators, cycling schemes and the provision of facilities for cycling and walking.



Ethical Sourcing

Work towards the **sustainable sourcing** of range and materials used in the product lifecycles of our retail operations.

Governance

As a commercial state company, daa is committed to maintaining high standards of corporate governance and business conduct. We recognise that the long-term sustainability of our business relies on ensuring effective oversight of our operations through sound corporate governance practices and structures.

Our governance framework is built around robust governance standards, including the Code of Practice for the Governance of State Bodies.

The Board of daa is responsible for directing the Group's activities. The governance structure provides for appropriate oversight at Board level and delegation to management and includes an effective Board committee structure which is used to assist the Board in its responsibilities. Through the work of the Board and its committees we ensure that risks and opportunities are continuously assessed and monitored.

daa has a code of conduct which sets out the fundamental principles and behaviours required of directors, officers, and employees in order to meet the high standards of ethics and integrity required by our organisation.

The code of conduct is supplemented by other policies including the Anti-Bribery, Corruption & Fraud Policy, the Protected Disclosures Policy, the Employee Handbook and other internal ethical and compliance policies.

Our Annual Report includes a dedicated governance section which outlines how the company operates in adherence to its governance principles.

We believe that the promotion and observance of strong and effective corporate governance is key to cultivating a culture of integrity and transparency, leading to positive performance and a sustainable business overall.



Review

We are excited to launch this new ESG Strategy 2021 – 2023 for our business. We understand that transparency and accessibility will play a key role in the success of this programme of work. That is why over the lifespan of this Strategy, we will:



Regularly review
our progress against our commitments to ensure the business remains focused on their delivery



Publicly report
on our progress in our Annual Report



Monitor advancement
of the Strategy and work closely with Executive and Senior Management teams to resolve any issues



Create a new online presence
on our business websites outlining our commitments and Strategy framework



Continue to seek out new ways to **improve our performance**

As we work to deliver this strategy, in parallel, we will also devise the way forward for the next period, beyond 2023. We will be reviewing all of our current ESG initiatives and considering new initiatives. We intend to work closely with our stakeholders to do this, seeking feedback and input into how they feel we should build on these commitments as we move forward.

We want to build back a better, more resilient and sustainable business which safeguards our planet, supports our people and contributes to our communities. We look forward to sharing our progress on how we are delivering on our ESG commitments.



daa group

