

Sustainability Strategy 2026 – 2030

Commitment • Investment • Partnerships • Progress

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Proud of every journey



Birmingham
Airport

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Foreword

Birmingham Airport is the 7th largest UK Airport, with **35 airlines flying almost 14 million passengers a year to 140 direct destinations and beyond.**



Nick Barton
CEO

The Airport is a key driver in the West Midlands economy, where its Gross Value Added (GVA) in 2023 was estimated **at £2.1 billion, supporting 33,500 jobs.**

We think about sustainability using the Five Capitals model – considering the Financial Capital, Manufactured Capital, Human Capital, Social Capital and Natural Capital needed by the Airport in order to sustain itself successfully in business over the long-term. This is core to our corporate strategy and purpose.

Our Corporate Purpose is “Proud of every journey”. We want to create an Airport that our passengers, community and region can be proud of. This is the anchor for our corporate strategy and is supported by seven key pillars, or business imperatives: Growth, Customer, People, Efficiency, Safety & Security, Carbon and Neighbour. This Sustainability Strategy is central to delivering on the last two of these by protecting **Natural Capital** through responsible environmental stewardship, and strengthening **Social Capital** by being a trusted neighbour, engaging openly with our communities and contributing to our region’s economic success and wellbeing.

Our Sustainability Strategy for 2026-2030 builds on what we've learned and achieved over the last five years, despite challenging times during COVID, and sets out what we aim to do

over the next five years. It addresses the key aspects of our environmental and community impacts and how we will build on the progress we’ve made and tackle the new challenges, and opportunities, that we can see ahead of us.

The Strategy continues to focus on the previous nine sustainability themes which align with both the latest version of the Airports Council International (ACI) Sustainability Strategy for Airports and the United Nations Sustainable Development Goals. **Sustainable Supply Chain** has been added as a tenth theme to bring attention to the important circular economy principles and collaboration across supply chains that is needed to address environmental, social and economic challenges. Other areas of increased focus include **waste and effluents**, the **economic impact** of the Airport and growing **employability** within our communities.

This document outlines our vision for each theme and what we aim to do over the next five years. It references the policies, plans and procedures we have developed, or are developing, and these will be available on our website so that stakeholders can examine our approach in detail via our sustainability reports.

I am confident that we continue to act as a responsible business that plays an important role in our regional economy. We have a track record of finding solutions that minimise the negative impacts we have on our communities and our environment. However, there is much more to do and we do not have all the answers and are keen to collaborate with others to accelerate progress.

The Sustainability Strategy is championed by our Executive Board, whose members take collective responsibility for driving the process of fully integrating its principles into the way we do business. We will continue to keep our stakeholders updated on how we’re progressing and will publicly report on our performance, against a range of measures, on an annual basis. Finally as we develop our Master Plan to 2041, our sustainability objectives will play an integral role in shaping our long-term vision and helping us navigate the challenges and opportunities over the next 15 years.

I welcome any comments you may have about our Sustainability Strategy and you can do this via email at: **Sustainability@birminghamairport.co.uk** We will consider your comments as part of the review process and in this way we aim to keep the Strategy relevant to the needs of our business and to all our stakeholders.

About Birmingham Airport

Approaching its **90th year**, Birmingham Airport continues to grow and has maintained its position as the UK's seventh largest airport. Serving **over 140 destinations** through **35 airlines**, it acts as a vital international gateway for the Midlands and the UK's second largest city.

In 2025 the Airport will welcome nearly 14 million passengers and manage approximately 100,000 air traffic movements. Operating with a single runway, extended in 2014, the airfield has recently been reconfigured to increase aircraft stand capacity in response to steady growth in demand.

Strategically located 10 miles southeast of Birmingham city centre in Solihull, the Airport forms part of the UK Central Hub. It sits adjacent to the National Exhibition Centre (NEC), the planned HS2 Interchange Station, and the Arden Cross development, reinforcing its role as a key transport and economic node.

Covering 335 hectares, Birmingham Airport is bordered by major transport corridors including the M42, the A45 and the West Coast Main Line, with surrounding urban communities in East Birmingham and North Solihull as well as more rural communities in the countryside to the south. Its proximity to both urban and rural environments highlights the importance of balancing growth with environmental stewardship.

The Airport benefits from exceptional ground connectivity. It is one of the few UK airports directly linked to the national rail network via a free air-rail connection to Birmingham International Station. From there, passengers can reach over 100 destinations, including central London in just over an hour. When HS2 is completed, travel times to London will rival those of Zone 5 on the Underground, further enhancing accessibility. Despite these strengths, improving sustainable surface access remains a priority. The airport is committed to expanding public transport options, including bus services, as outlined in its [2023–2028 Surface Access Strategy](#).

Looking ahead, the Airport will publish its next Master Plan in 2026, covering the period to 2041. This plan will detail the airport's growth trajectory, environmental impact, economic contribution, and future development. Central to our planning is a commitment to responsible and sustainable growth, social responsibility, and achieving Net Zero, ensuring the Airport continues to serve millions of passengers while protecting the environment and supporting local communities.



Sustainability Highlights

The past five years have seen an Airport-wide delivery on what were **our most ambitious sustainability pledges to date**. Below are just a few of the highlights from this transformative period.



GRESB score increased from 56% (2019) to 82% (2023)

Climate Change Mitigation

Created a **Net Zero Carbon Plan**



Level 3 carbon accreditation

100% green tariff



12,000 panel solar array

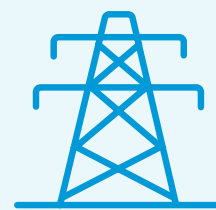
30% scope 1 and 2 CO₂ reduction since 2019 coupled with 100% green tariff

Climate Change Adaptation



Developed an airport specific climate risk register

Fourth climate change adaptation report published



Reduced reliance on the grid

Waste, Supply Chain and Circular Economy



Green apple award for environmental best practice



First airport mobile waste segregation unit

Recycling increased from **48 to 80%**

Help local charities by donating unclaimed items



Zero waste to landfill

Water



10% Reduction in water consumption

Ongoing monitoring of waste water to **ensure discharges are fully compliant**

Reduced water pumped to foul sewer by **31% from 19/20**

Biodiversity

Managing our

42 hectare biodiverse site

south of the airport

Supported **local tree and hedgerow planting** projects across Solihull Borough

Noise

99%

of departures on track to minimise noise impacts



New Night Flying Policy implemented limiting noise impact

Night-time noise limits reduced from **83db(A) to 81db(A)**

23%

of next generation aircraft



New Noise Action Plan with **46 actions** aimed at reducing the impact of noise on our local community

Local Air Quality

6 electric buses, **6** PHEVs **17** electric vehicles



Reduced engine taxiing

24 hour air quality monitoring to ensure continued compliance

Economic Development and Employment

Supported around **17,650** jobs within Solihull & around **33,520** jobs within the West Midlands Combined Authority area

1000 Direct employees



8000 Employees via third parties

Number of apprentices increased from **5** in **2025** to **10** in **2026/2027**

Contributed an estimated **2 billion** in **2023** in GVA (gross value added)

Community Investment & Wellbeing

Since 2020, our community trust has awarded more than **£600,000** between **150 projects** and in excess of **£2.2 million** since its inception



Partnered with Birmingham Children's Hospital Charity with a **£250k target** over three year period

Our Strategy Journey

Over the last 5 years we have made significant progress in **delivering a sustainable future** for the Airport and our stakeholders through our Sustainability Strategy.

Our previous strategy was based on ACI guidance and was centred around a typical ESG approach. This new strategy builds on what we have already achieved and expands our focus into some key new areas.

Historically, our approach has primarily focussed on the Airport's own environmental and social footprint.

However, as we look ahead, it's essential that we build on the significant progress made over the past five years. Our new sustainability strategy will do just that - expanding to address a broader range of environmental and social impacts, with a more targeted focus on our partners and supply chains.

To achieve this, we will engage more widely and effectively foster stronger collaborative partnerships. This will enable us to drive meaningful change not only in carbon reduction but also in areas such as resource efficiency, biodiversity, circularity, and social value across our value chain.

How our new strategy has evolved

The successes of our strategy came from a set of ambitious sustainability pledges which we now aim to build on over the next five years.

The pledges we made were formed out of a combination of the UN Sustainable Development Goals and the Airport Council International (Europe) Sustainability guidelines for Airports. This resulted in a focus on 9 core themes.

Our strategy has evolved to cover 10 themes and is now a reflection of the updated ACI worldwide framework, the Five Capitals Model and best practice sustainability benchmarks, such as the GRESB and EcoVadis sustainability assessment tools.

These 10 strategic themes focus on the Airport's environmental, social & economic impacts. In addition, our approach to sustainability covers quality of service, Employee Experience and Human Rights, Values and Ethics, which are covered in other documents appropriate for the audience.

For **Human Rights, Values and Ethics**, we are committed to acting ethically, with integrity and honesty, and in line with our values, taking our legal responsibilities very seriously.

We will comply with all legal requirements, and act with integrity in all that we do. We have clear policies, deliver targeted training, and operate robust governance, aiming to foster a culture of ethical excellence across everything we do.

For **Employee Experience**, we aim to build a high performing, capable, organisation culture based on trust, transparency and accountability, embracing diversity, where all of our employees work together to achieve success. We have a strong, proactive approach to the Health and Safety of every employee and customer on the Airport site. We also value Diversity, Equity and Inclusion, and foster a learning culture to develop the right skills and leadership for the future.

Within the 10 themes there are key focus areas over the next five years to build on the progress made in the last five years.

These are split into continuing areas of focus and new areas of focus.

Continuing areas of focus:

Decarbonisation – net zero objective for scope 1&2 emissions;

PFAS (Perfluoroalkyl & Polyfluoroalkyl Substances) - understanding the impact of historic PFAS use and taking appropriate steps;

Local Communities – more explicit focus on employability and more joined-up strategy on education, charity support, volunteering and the Community Trust.

New areas of focus:

Scope 3 emissions (eg aircraft, ground operations, passenger surface access);

Construction waste – building on our success with operational waste and applying the same discipline to construction waste;

Drainage system – increasing focus on drainage, partly in relation to PFAS and other effluents, but also a strategic understanding of future management of flows in relation to flood mitigation and management

Supply chain & circular economy – Encouraging circular economy principles with our supplier and partners (airlines, concessions and tenants).

Our Vision and Strategic Themes

Our sustainability vision is to: **Maximise the economic and social benefits the Airport brings to our region and mitigate our impact on our neighbours and the global environment.**

Our previous strategy was based on the ACI guidelines and a materiality assessment resulting in a focus on key themes typical to an ESG approach. This strategy builds on those principles but is widened to cover some new key areas. Aligning these to the sustainable development goals and the principles of a circular economy will be critical in a successful delivery of our strategy.

17 Goals to Transform Our World

The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.



Circular Economy

The circular economy is a model of production and consumption, which involves **sharing, leasing, reusing, repairing, refurbishing and recycling** existing materials and products for as long as possible.

Our strategic themes and how they connect to the Sustainable Development Goals:

Focus Area	Sustainable Development Goals Impacted
Climate Change Mitigation	7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Climate Change Adaptation	13 CLIMATE ACTION, 11 SUSTAINABLE CITIES AND COMMUNITIES, 15 LIFE ON LAND
Air Quality and Emissions	3 GOOD HEALTH AND WELL-BEING, 11 SUSTAINABLE CITIES AND COMMUNITIES, 13 CLIMATE ACTION
Waste Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES
Water and Effluents	6 CLEAN WATER AND SANITATION, 14 LIFE BELOW WATER, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Biodiversity	14 LIFE BELOW WATER, 15 LIFE ON LAND
Noise	3 GOOD HEALTH AND WELL-BEING, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Quality of Life of Local Communities	3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES, 11 SUSTAINABLE CITIES AND COMMUNITIES, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 17 PARTNERSHIPS FOR THE GOALS
Economic Impact	1 NO POVERTY, 3 GOOD HEALTH AND WELL-BEING, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES
Sustainable Supply Chain	2 ZERO HUNGER, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES, 13 CLIMATE ACTION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 17 PARTNERSHIPS FOR THE GOALS

Working With Our Stakeholders

The Airport **does not** operate in isolation and working closely with stakeholders will be key to the **achievement of our Sustainability Strategy**.

Strong partnerships and meaningful stakeholder engagement are at the heart of our sustainability strategy. We actively collaborate with local and national government bodies, as well as major regional businesses, to align our efforts with shared environmental and economic goals.

Looking ahead, a core focus of our strategy will be to strengthen and expand third-party stakeholder partnerships. Critical to the successful delivery of our strategy, building collaborative relationships with our suppliers, partners, and other contributors will be critical to achieving our targets.

Regionally, we contribute to initiatives such as the West Midlands Regional Energy Strategy and support the West Midlands Combined Authority's ambition to reach Net Zero by 2041. These partnerships enable us to play a proactive role in shaping the region's sustainable future.

Our supply chain (circa 175 suppliers who carry out activities which impact on the themes we have developed) is a vital part of this engagement. With a multi-million-pound investment in development projects, we are committed to working in partnership with suppliers to ensure sustainable growth. A new theme in our strategy—sustainable procurement—reflects this commitment. By embedding sustainability into our procurement practices, we will seek to partner with organisations that share our values around emissions reduction, waste minimisation, and ethical sourcing. We will promote whole life cycle thinking and circular economy principles throughout the design process, ensuring we design out waste, use sustainable materials, and prioritise energy efficiency.

Across the aviation industry, we engage extensively with organisations like Sustainable Aviation—a coalition of UK airlines, airports, aerospace manufacturers, and service providers—working together to develop long-term strategies for a cleaner, quieter, and smarter sector. We also collaborate with other airports through the Airports Sustainability Forum, where we share knowledge and jointly explore innovative sustainability initiatives.

Locally, we view the Airport Consultative Committee (ACC) as a key strategic partner. Representing local authorities, resident groups, industry bodies, and airport users, the ACC plays a vital role in facilitating transparent, two-way communication between the Airport and its diverse stakeholder base. We recognise that openness and clarity are essential to maintaining trust and fostering positive relationships with our community.



Making an impact for the next 5 years through our strategic themes



Climate Change Mitigation



Climate Change Adaptation



Air Quality and Emissions



Waste Management



Water and Effluents



Biodiversity



Noise



Quality of Life of Local Communities



Economic Impact



Sustainable Supply Chain

01 Climate Change Mitigation

We will be a **Net Zero Carbon Airport by 2033**, prioritising zero carbon Airport operations and minimising carbon offsets.

Birmingham Airport's GHG emissions footprint consists of three emissions 'Scopes', as defined by the Greenhouse Gas Protocol.

Scope 1 - Emissions
Direct Greenhouse Gas (GHG) emissions that occur from sources owned or controlled by Birmingham Airport. (For example Gas Consumption for our HVAC system)

Scope 2 - Emissions
Indirect emissions associated with purchased energy sources. (For example Electricity Consumption) Scope 2 emissions shown are location based (as per our net zero target).

We made our Net Zero commitment in 2019 and have made significant progress in mitigating scope 1 and 2 emissions, with carbon reduction at the core pillar of our strategy. A 100% renewable electricity supply now powers the Airport, supported by major investments in on-site solar generation, including a 6.8MW solar PV array on the airfield and two rooftop installations generating 140 kW.

How we will deliver this is set out in our Net Zero Carbon Roadmap and includes a substantial investment in more energy efficient equipment, electrification of heating and on-site energy generation.

Energy efficiency has been prioritised through extensive LED lighting upgrades and the installation of over 600 submeters to monitor and control consumption. Together, these measures helped reduce carbon emissions in 2024/2025 by 30% compared with 2019/20 levels, leading to the Airport achieving Level 3 Airport Carbon Accreditation three years in a row.

The Airport has also made investments both in decarbonising transport and in engaging stakeholders in the transition to Net Zero.

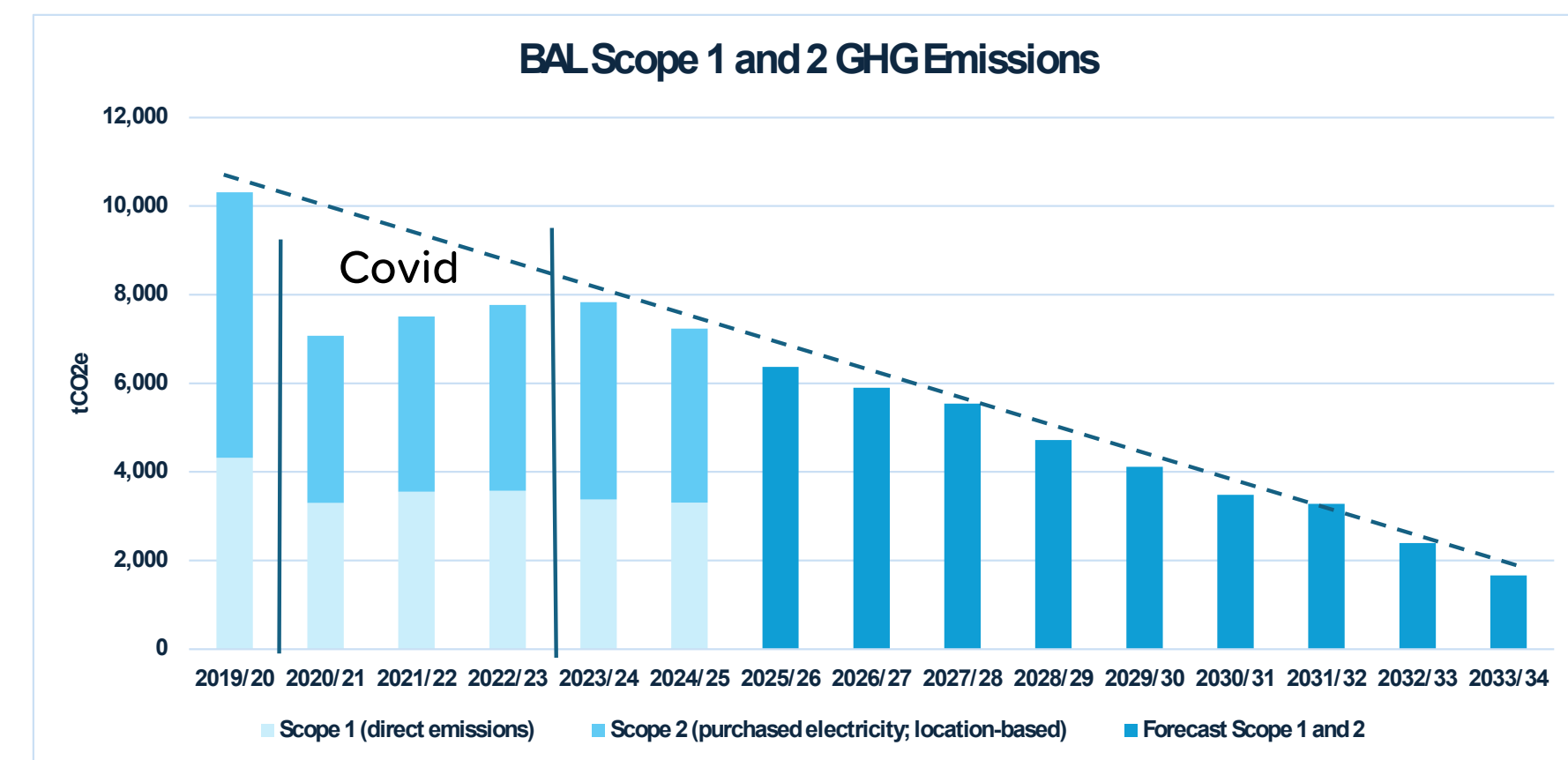
The Airport's fleet now includes 20 electric vehicles – among them six electric buses - supported by charging infrastructure as well as trialling Hydrotreated Vegetable Oil (HVO) as a low carbon substitute for diesel on the airfield.

Employees and third parties are regularly engaged through sustainability communications and events, embedding carbon awareness into daily operations.

Over the next five years we will continue our journey to net zero with substantial investment in more energy efficient equipment, electrification of heating and on-site energy generation.



Named **Infrastructure Project of the Year 2025** at the Constructing Excellence Midlands Awards



01 Climate Change Mitigation

We will guide and influence **airport business partners** to **reduce their carbon emissions** (our indirect Scope 3 emissions).

Scope 3
Emissions that are a consequence of our operation but occur from sources not owned or controlled by Birmingham Airport.

In the UK, the Jet Zero Strategy (2022) remains the pathway to Net Zero aviation by 2050. Implementation has advanced with the UK SAF Mandate, in force since 1 January 2025, obligating fuel suppliers to deliver 2% SAF in 2025, rising to 10% by 2030 and 22% by 2040.

The Airport understands that collaboration with internal and external stakeholders is key to reducing emissions.

The vast majority of emissions associated with aviation come from aircraft in flight. The industry is taking steps to mitigate this impact through smarter flight operations, new aircraft and engine technology, modernised airspace, the use of Sustainable Aviation Fuel (SAF) and significant investment in carbon reductions. We continue to work with [Sustainable Aviation](#)

and its Net Zero Roadmap to support these initiatives. The Roadmap is presently under review, and the Airport will actively support the Carbon Reduction trajectory in the roadmap once published.

We are supporting airlines to reduce emissions during flight through efficient airspace design and facilitating procedures for lower-carbon take-off and landing including providing renewable electricity for use by aircraft when on stand. We will continue to pursue the implementation of a range of initiatives through 'Operation Pathfinder' aimed at supporting more efficient aircraft operations at the Airport, including monitoring Continuous Descent Approach (CDA) compliance with our airline partners.

The introduction of differential landing charges in 2024/25 for cleaner and quieter aircraft provides an incentive for airlines to operate next generation aircraft at BHX.

We are actively involved in the future of aviation fuels. This includes active engagement with airlines, fuel producers, and regulatory bodies ensuring that the airport plays its role in facilitating the uptake of SAF in line with the UK Government's SAF mandate.

SAF is not just an alternative—it is a critical solution for decarbonising aviation. With the potential to deliver up to 80% lower lifecycle carbon emissions compared to conventional jet fuel, SAF is central to achieving net-zero aviation and will be instrumental in driving the airport's scope 3 emissions downward over the duration of this strategy.

We will continue to be a part of the Hydrogen Valley consortium, working across the Midlands to develop the hydrogen economy. In 2023, the Airport agreed a memorandum of understanding with ZeroAvia to help make hydrogen refuelling and domestic flights of zero-emission aircraft a reality.

The second largest proportion of our Scope 3 emissions is associated with passenger and visitor travel to the Airport, and we have produced a dedicated [Surface Access Strategy](#), to manage these through the setting of robust targets to increase the proportion of journeys to and from the Airport made by public transport.

Source	Total GHG Emissions (Tonnes) (Top 10)
Aircraft Full Flight	1,053,704
LTO Cycle (Landing and take off cycle)	92,314
Passenger Surface Access	67,135
Purchased Goods and Services	23,723
Third-party Surface Access	11,919
On-stand Power (APU)	4,035
Tenant and Concession - Electricity	2,958
Staff Surface Access	1,412
Third-party GSE Fuel (Ground service equipment)	1,035
Aircraft Engine Testing	915

01 Climate Change Mitigation

Scope 1 and 2

Climate Change Mitigation Actions

- Deploy renewable energy and low-carbon power infrastructure
- Transition to electric and HVO powered vehicles, including partner companies at the airport
- Transition to low-carbon building systems
- Replace or upgrade heating & hot water systems with low-carbon alternatives
- Implement smart energy management and monitoring
- Strengthen carbon governance and accreditation

Scope 3

- Promote sustainable surface access
- Support future aircraft and fuel technologies (SAF, Hydrogen, Electric)
- Provide infrastructure and procedures to enable low-carbon turnarounds
- Embed carbon accountability across tenants, concessions, partners and suppliers
- Deliver a continuous sustainability engagement & training programme
- Deliver UK airspace changes and improve flight path efficiency in collaboration with NATS and the Airspace Change Organising Group (ACOG)



02 Climate Change Adaptation

We will ensure that the Airport remains **resilient to a changing climate and in a position** to benefit from any potential opportunities.

As part of our business risk management framework, we have recognised that climate change has the potential to impact the operation and achievement of the Airport's strategic objectives.

We must ensure we adapt to the prospect of hotter, drier summers and warmer, wetter winters, as well as the potential for increasingly frequent extreme weather events.

Climate change can pose potential risks to energy security, water security, market stability and infrastructure capacity. Planning for the future – and not just reacting to emergency situations – will reduce the risks posed by the effects of climate change and make the Airport more resilient and sustainable.

As climate change progresses, we will continue to work with Government climate-change risk assessment data to inform our own assessment of the climate change risk to the Airport. We will work collaboratively with external stakeholders in order to align actions related to climate change adaptation in the region.

We are one of many airports that periodically carry out detailed climate impact risk assessments using the long-term meteorological forecasts provided by the Met Office.

The results of these reviews are submitted a formal adaptation report to the Department for Environment, Food & Rural Affairs (DEFRA). The fourth round of reporting process under the Climate Change Act 2008, took place in 2024. Our report identified 11 core actions and was adopted by DEFRA in 2024.

The key risks to Birmingham Airport in general terms are: Energy demand increases for heating/cooling systems due to temperature fluctuation, impact on flash point of aviation fuels from increased temperature, increased demand from grid due to temperature change, as well as increases in de-icer use. Extreme weather conditions can cause flooding or increases in FOD (Foreign Object Debris wind blown around the airfield), and extremes of temperature, can have an impact on operational infrastructure.

Adaptation Report Core Actions

Build climate resilience into projects

Improved weather monitoring in realtime

Manage temperature control of our buildings

Review our heating ventilation and cooling system

Future aircraft type refuelling requirements

Reduce reliance on the grid, generate on-site energy

Drainage system assessment

On site brook works

Building fabric survey

Lightning protection

Weather and storm information

[Full details can be found in our climate change adaptation report here.](#)



03 Air Quality & Emissions

We will ensure the Airport does not cause **Air Quality emission exceedances in the region, and work pro-actively to reduce emissions at the Airport.**

The air quality in the Birmingham and Solihull area is affected by a wide range of sources, one of which is the chemicals and particles produced by aircraft during the landing and take-off cycle, as well as aircraft taxiing, engine testing and other sources such as HVAC gas and fuel consumption.

We therefore measure, monitor and report on ambient air quality levels. Our dedicated air quality monitoring station is located on the airfield, and monitors key pollutants 24 hours a day, including carbon monoxide (CO), sulphur dioxide (SO₂), Ozone (O₃), particulate matter (PM₁₀ and PM_{2.5}) and various oxides of nitrogen (NO_x). Pollutant levels are independently verified, and we make this data publicly available. It can be accessed here:

www.airqualityengland.co.uk

In 2024 the UK Air Quality Strategy (AQS) objectives were met for all pollutants within the exception of Ozone.

Ozone is a secondary, trans-boundary pollutant. This occurs because the pollutants that form ozone can travel long distances in the

atmosphere, meaning emissions in one area can lead to Ozone formation in another. It is therefore not currently included in the Local Air Quality Management scheme (within Solihull's Air Quality Management Strategy 2024-2028). However, in recognition of the Airport's contribution to Ozone, we are still measuring and reporting these emissions and ensuring targeted improvements are made.

We consistently support airlines in reducing pollutant emissions on the ground. We drive performance in this area through our 'Operation Pathfinder' initiative in which we work together with air traffic control and airlines to mitigate noise and reduce fuel burn by following CDA (Continuous Descent Approach), NPR (Noise Preferential Routes) and also reduced engine taxiing. We also work to reduce the use of auxiliary power units, through the provision of fixed electrical ground power (FEGP), which is now installed on 92% of our stands.

Air Quality Actions

Investigate the feasibility of measuring additional particulate matter, such as PM₁ and Ultra Fine Particles (UFP)

Publish Air Quality Management Plan

Align Air Quality management with Health Forum output (ACC Sub Group)

Publish Second Phase of Emissions Inventory (the first phase looked at mapping emissions sources and the second phase will use this information to forecast and model future emissions.)

Update air quality monitoring equipment to improve sensitivity and capability

Continue to monitor air quality 24 hours a day, and publicly report data



In 2025 **23% of all flights operating at the Airport were operated using next generation aircraft**, the highest percentage we have ever seen. Next Generation aircraft **offer emissions, noise and carbon reductions**, and we continue to work with our airlines to encourage **their use of quieter, more fuel-efficient, low emission aircraft.**

04 Waste Management

We will mitigate waste generation and **achieve a recycling and reuse rate of 90%** for terminal waste by the end of 2030. We are committed to identifying opportunities for improvement across our supply chain to reduce development-related waste.

As most of our waste is scope 3 related, from passengers, security and concessions, in order to improve our waste recycling rates in 2022, we embarked on a fresh approach to waste management. In 2023 we installed a world-leading mobile segregation unit on-site to maximise recycling and reuse, driving our recycling rate from 55% to over 80%. We won two International Excellence CSR awards for industry-leading waste management work, prioritising reducing waste, re-using discarded items and improving our recycling rates.

We will continue to innovate and drive performance towards our target of 90% whilst maintaining zero waste to landfill.

We will achieve this by working closely with suppliers and development partners to tackle construction and development waste, and by engaging concessions to implement terminal waste reduction and improved segregation initiatives. Our goal is to design out waste, maximise reuse, and embed circular economy principles, thus ensuring sustainable materials, efficient processes, and minimal environmental impact throughout every stage of development. As part of this, we will ensure compliance to legislation by all of our stakeholders, including encouraging compliance to initiatives such as simply recycling and the deposit return scheme (DRS)

We have consistently identified opportunities to help local charities with donations of food, cosmetics, pushchairs and suitcases and worked with our concessions to minimise food waste through the 'Too Good To Go' scheme.

Waste management actions

Identify and improve levels and type of development waste per project (waste streams and disposal routes)

Engage with supplier to focus on waste reduction initiatives (designing out waste, reuse of wastes, circular principles etc)

Update capital programme process to include carbon/energy and waste

Work with concessions to drive improvements in waste segregation and reduction

Consider circular principles in concession fit out and strip out

Continue to focus on improving recycling and re-use rates within the MSU (Material segregation unit)



05 Water and Effluents

We will **minimise the amount of water** we use and ensure surface run-off discharged to the water-courses **meets Environment Agency requirements**

Water Consumption

We are committed to finding sustainable ways to minimise water consumption on our site. Since the publication of our Sustainability Strategy in 2020, we have installed automatic meter reading devices and subsequently identified and fixed a substantial water leak.

In 2024/25, water use per passenger was **2.5% less than the previous year**. We are committed to reducing our water usage even further. From the elimination of careless water wastage and rectifying leaks through to the installation of automated meter reading devices, as well as the installation of water saving equipment such as low flow taps.

Water Consumption Actions

Develop and publish a water conservation plan and target by 2027

Install water-saving devices to all taps in passenger-facing areas, beginning with South Terminal, by 2026

Implement a comprehensive site wide leak detection program to identify and address water losses by 2027

Complete a full review of third-party water use and implement accurate monitoring and recharging by 2027



05 Water and Effluents

Water discharge

Three watercourses flow through the Airport site. These are **Low Brook, Hatchford Brook, and Westley Brook** which merges with Hatchford Brook to the west of the runway. These brooks ultimately join the River Cole, a tributary of the River Trent.

The activities of airlines and ground handling agents, as well as the Airport itself, generate contaminated surface water run-off which is subsequently managed by our flood and pollution control system.

Our Flood and Pollution team, in conjunction with airfield operations and external stakeholders ensure that we operate a comprehensive Flood & Pollution Control process which captures contaminated surface run-off, such as that containing de-icing fluids. Contaminated water is diverted to Foul Sewer and is processed by Severn Trent, and only clean water compliant with Environment Agency regulations is allowed to be discharged to the water course.

Perfluoroalkyl & Polyfluoroalkyl Substances (PFAS)

PFAS is a chemical family consisting of at least 5,000 individual substances. They are sometimes referred to as “forever chemicals” because of their persistence in the environment.

In manufacturing industries, PFAS were favoured for their durability and useful properties such as non-stick, water repellence and anti-grease. PFAS are used in the manufacture of many domestic products, such as frying pans, and water repellent clothing, amongst other uses.

In the aviation sector, PFAS was historically used in the manufacture of firefighting foams, and these were commonly used in airports as well as other sectors. Birmingham Airport stopped using these type of foams in 2012. Historically used in emergency use and training, prior to 2012.

We continue to monitor and measure levels and movement around the airfield of PFAS and will ensure we work to the Environment Agency and DWI (Drinking Water Inspectorate) requirements in our site wide PFAS Management plan.

Water Discharge Actions

Monitor for PFAS levels in the airfield and understand locations and movements

Develop and implement PFAS Management strategy by 2026

Continue to ensure compliance with all permits for discharge to water courses

Carry out review of existing Flood and Pollution prevention system (F&P) drainage system by 2026



06 Biodiversity

We will ensure that our management of the Airport site is **environmentally responsible, legally compliant** and **encourages biodiversity** wherever possible

Careful management of the natural environment is a critically important task and, like all airports, we are faced with balancing our responsibilities as stewards of the environment with the overriding requirement for ensuring the safety of our operations.

The area of responsibility under this plan includes land owned by the airport outside the operational boundary, and is intended to mitigate and manage the ecological, heritage and landscape impacts associated with developments such as runway extension and solar array.

Safety requirements mean we must adhere to strict regulations to minimise the amount of wildlife on operational parts of the Airport site, particularly in relation to birds, This is due to the risk they pose to aircraft through bird strikes.

When considering new developments, we consider and discuss the biodiversity implications of such developments with internal staff, suppliers, Local Planning Authorities and neighbours (and in line with DEFRA Biodiversity Net Gain Standards where appropriate) in order to avoid, enhance, mitigate or compensate for any impacts (as we did with the runway extension and the solar array). We will commit to the statutory 10% biodiversity net gain target

when development projects require planning consent as well as compliance to other regulatory requirements.

Historic Environment, Ecology and Landscape Management Plan (HEELMP)

A good example of this is the HEELMP (Historic Environment, Ecology and Landscape Management Plan) to the south of the airfield outside the operational area of the Airport which covers a 42 hectare area of land, parts of which are which is designated Local Wildlife Site (LWS) and forms a natural buffer to an adjacent meadow Site of Special Scientific Interest (Bickenhill Meadows SSSI).

Our approach to grassland management demonstrates how operational resilience and environmental stewardship can coexist and support biodiversity and local heritage in terms of the Arden Landscape.

Through the restoration and maintenance of nationally important (National Vegetation Classification, NVC) MG5 meadow habitats, we promote habitat quality and species richness while maintaining a safe aerodrome environment. Our grassland is managed using traditional low intensity techniques such as

annual hay cutting and aftermath grazing, this management supporting meadow grassland species, invertebrates – including pollinators and preventing scrub encroachment to maintain open grassland habitat.

Our wider ecological management framework extends beyond grassland care to encompass hedgerows, trees and wetlands, ensuring that the Airport estate and associated compensation areas act as connected ecological networks and support the aims of the West Midlands Local Nature Recovery Strategy and Local Policy. Regular ecological monitoring and adaptive management seek to protect key species, including bats, badgers, breeding birds and white-clawed crayfish, while strengthening the resilience of local habitats to climate change. This evidence-led approach ensures that environmental commitments are measurable, reported, reviewed and acted upon when required.

We will take the following actions to manage the HEELMP:

Biodiversity Actions

Continue Tree & Hedgerow Maintenance for HEELMP Site

Continue Protection of wildlife species in the HEELMP site (such as native white-clawed crayfish protection strategy), where these are identified as being present.

Continue Scrub Management / Grazing in HEELMP

Consider biodiversity in our current actions and in our new developments (Biodiversity Nature Positive).

Develop and work with relevant stakeholders under a Biodiversity Policy.

07 Noise

We will **measure, mitigate and engage** with our local community, airlines and partners to adopt the best practicable means to manage **the impact of aircraft noise**.

Aircraft operations and noise

Since 2009 we have seen an upward trend in airlines operating more efficiently in comparison to our historic forecasts, with larger, quieter and more fuel-efficient next-generation aircraft paving the way, allowing for improved passenger numbers (load factors) on each aircraft and therefore reducing the overall number of aircraft needed to transport our passengers. This has also meant we are seeing a reduction in night flights in comparison to our historic forecasts.

The Government published a revised overarching aviation noise policy statement in March 2023:

“The Government’s overall policy on aviation noise is to balance the economic and consumer benefits of aviation against their social and health implications in line with the International Civil Aviation Organisation’s Balanced Approach to Aircraft Noise Management.”

Aviation noise specifically “must be mitigated as much as is practicable and realistic to do so, limiting, and where possible reducing, the total adverse impacts on health and quality of life from aviation noise”



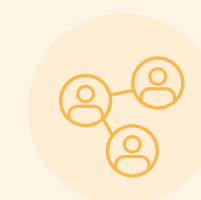
Measure

We continue to monitor aircraft noise using best practicable methods.



Mitigate

We continue to operate noise management schemes to achieve the quietest practicable aircraft operations.



Engage

We meet with our neighbours and partners to involve, engage and inform people through open dialogue.

We have introduced community noise reports, and [Webtrak](#), a real-time online tool to enable local communities to understand the noise levels of aircraft passing over them. In addition we have a ACC noise subgroup where the focus is specifically on noise.

Bordered as we are by densely populated communities and rural villages, the management of aircraft noise has always been a priority for Birmingham Airport.

Our approach in managing noise is detailed through our comprehensive Noise Action Plan, which follows three key steps, measure, mitigate and engage.

We have entered into a new Night Flying Policy for 2024-2027 with Solihull Council, in consultation with the local communities. We listened to their concerns and ensured they were involved in the process through the Airport Consultative Committee and its Noise sub-group, aimed at setting limits which mitigate aircraft noise without harming the economic impact of the Airport in the region. We do, however, recognise that parts of the local community are still adversely affected by noise and are committed to work with them to identify ways to mitigate this.

This was developed in line with a three-yearly review cycle. The new policy defines agreed limits for the number of flights and noise levels in the defined night-time period.



We have, over many years, developed a comprehensive noise management programme to **ameliorate disturbance**.

This includes us constantly measuring Aircraft noise at six noise monitors located in the local community. The community noise monitors feed into the Airport Noise and Operations Monitoring System (ANOMS), which allows us to monitor noise and track-keeping and respond comprehensively to community concerns. This is detailed in our separate Noise Action Plan.

WebTrak 6
envirosuite

Click to view

[Noise action plan](#)

Click to view

[Community Noise Report](#)

Click to view

[Night Flying Policy](#)

08 Quality Of Life Of Local Communities

We will play an active role in **improving the quality of life** in those communities most affected by our operations, with a focus on **neighbourhoods** in east Birmingham and north Solihull, where need is greatest and where our **investment** can have the **greatest impact**.



We recognise that the local communities in and around the airport are impacted by our operation and we strive to give back to the local community as much as we can.

Airport Health Forum

Through the Airport Health Forum, we aim to align our actions with the health priorities of local government, both to manage the known health impacts of our operations and to support projects that promote health and well-being in local communities.

We are committed to mitigating the negative impacts of operating an airport in a densely populated region. Our vision is to play an active role in building community relationships, with a focus on neighbourhoods in east Birmingham and north Solihull where our investment can have the greatest impact.

Community Trust Fund

The Birmingham Airport Community Trust Fund, a registered charity, makes grants of up to £5,000 to predominately small, community-based organisations. Since 2020, more than £600,000 has been awarded to over 150 local projects, while since its inception the figure is in excess of £2.2 million.

We will continue to operate the Community Trust Fund as the cornerstone of our investment in local communities, ensuring it is easy to access, efficiently managed and effectively reported upon.

We will take the following actions to manage this trust fund:

Community Trust Fund Actions

Continue to provide full funding and administrative support for the Fund

Introduce a new web-based application platform to improve the applicant's experience and streamline management

Continue to promote the Fund to ensure as many eligible applicants as possible are aware of the availability of funding

Aim to award 60% of grants to projects located in the two priority areas of east Birmingham and north Solihull

08 Quality Of Life Of Local Communities

Employability

One of the most meaningful ways Birmingham Airport contributes to the health and wellbeing of nearby communities is by providing long-term, stable employment.

This is especially important in areas like East Birmingham and North Solihull, where unemployment rates are significantly higher than both regional and national averages.

The Airport site hosts around 150 organisations, collectively employing over 9,000 people, with that number expected to grow. Birmingham Airport directly employs around 1,000 people, with the remainder working for partner organisations across aviation, retail, hospitality, logistics, and infrastructure.

Our goal is to improve access to employment opportunities, particularly for disadvantaged groups and residents in nearby areas, including:

- Targeted outreach and recruitment in local communities to raise awareness of job opportunities.
- Training and development programmes to equip people with the skills needed for airport-related roles.
- Partnerships with local schools, colleges, and employment services to create clear pathways into work.
- Monitoring and reporting the number of people trained and directly employed at the airport to measure progress and impact.

We are also committed to fostering a workplace culture at the Airport that actively attracts, recruits, and retains a diverse and inclusive workforce. This includes removing barriers to employment, promoting equity, and ensuring that everyone has the opportunity to thrive.

Access to employment actions

Work with a delivery partner to develop a pilot programme of industry specific training, employability skills and advice

Engage with external partners to identify and recruit programme participants

Engage onsite partners to provide a wide range of career opportunities

Engage with external partners to identify opportunities for additional programmes to increase access to employment among disadvantaged groups

Work Experience Actions

Work with The Skills Builder Partnership to develop skills-based resources to support students through their placement

Work with The Skills Builder Partnership to develop resources to help colleagues deliver high-quality placements

Pilot a skills-based work experience programme

Implement a skills-based work experience open to students at a core group of local schools

Create internal frameworks to support Apprenticeships, Internships & Graduate programmes, identifying and up-skilling mentors and coaches, and devising tools and guidelines.



08 Quality Of Life Of Local Communities

Education

Our dedicated education facility, The Learning Hub, provides a unique and stimulating learning environment, with views across the airfield.

We work in partnership with education professionals such as The Schools of King Edward VI in Birmingham and Enabling Enterprise to help students of all ages develop the life skills they will need to succeed beyond the classroom.

Our plan is to develop The Learning Hub as a centre of excellence for the delivery of activities to develop young peoples' essential skills, increase their awareness of aviation, and raise aspirations. We will align our programme to the Skills Builder Framework (a respected progression roadmap for building eight essential employability skills backed by government and adopted by 87% of UK secondary schools and colleges) and we will seek to increase the Impact Levels at which our programmes are recognised by the Skills Builder Partnership.

We will engage colleagues from across the airport in our programmes to be diverse role models, offering information, guidance and inspiration.

We will, in conjunction with our HR team, support Apprenticeships, Internships & Graduate programmes, identifying and up-skilling mentors and coaches, and devising tools and guidelines.



Employee volunteering and community service

Volunteering is good for everyone. As well as providing extra resource, time and enthusiasm, volunteers can bring professional skills that many community organisations may struggle to find or afford.

For employees, volunteering can be a fun opportunity to work with colleagues they do not usually meet, an opportunity to learn new skills and to gain the satisfaction of knowing they have made a real difference in the community. Through employee volunteering we can make a practical contribution to the well-being of neighbouring communities and benefit from a more highly skilled and engaged workforce.

Likewise, we can achieve similar outcomes and leverage funds to support vital services through a formal arrangement with a charity partner. We will continue to focus our charitable activities on fundraising for a staff nominated charity for a fixed period, usually of three years.

Our aim is to promote a culture of employee volunteering and community service, increasing employee participation, the number of available opportunities and the total number of volunteer hours completed.

We have a number of actions that we will implement to manage this element of our strategy.



Volunteering & Community Service Actions

Introduce an online platform to improve colleague access to volunteering opportunities and to improve management and reporting

Provide colleagues with a varied calendar of volunteering opportunities

Promote the benefits and successes of volunteering to engage more colleagues

Work with third parties to increase the range and number of volunteering opportunities available to colleagues

Maintain a programme of fundraising activities in support of our existing staff-nominated corporate charity partner

Facilitate a process to enable colleagues to nominate a new corporate charity partner at the appropriate time

09 Economic Impact

We will make a **sustained and positive contribution** to local communities – whether directly through our operations, indirectly through our supply chain, or catalytically through the growth we facilitate.

The **economic footprint of an airport** reflects the scale of resources used in providing the services at the airport.

It can be measured in employment and/or Gross Value Added (GVA) and consists of **three elements**:

- **Direct:** activity that takes place directly on the airport site (Birmingham Airport Limited, airlines, ground handlers, etc);
- **Indirect:** activity which takes place in the supply chains of those firms on the airport site;
- **Catalytic:** activity which arises in the area around an airport because of the business opportunities and connectivity that the airport provides.

GVA is defined as the total value of output from a service less the value of any intermediate inputs (i.e. those outputs of other sectors used as inputs from the supply chain).

GVA is a standard measure of economic activity that statistical agencies (such as the Office for National Statistics and Eurostat) routinely use to ascertain an industry's contribution to an economy's total output.

In 2023, it is estimated that the Airport contributed around £1.2 billion in GVA and supported around 17,650 jobs within Solihull. Around half of these impacts were operational impacts with £600 million in GVA and 9,460 jobs. The other half of the impacts, were primarily driven by wider impacts of freight and business travel, amounting to a total of £580 million in GVA and around 8,200 jobs.

The Airport's future contributions grow in line with its traffic forecasts, with a total GVA of £1.35 billion by 2027, up 15% from 2023, and around 19,560 jobs supported, up 11% from 2023.

Within the West Midlands Combined Authority area, it is estimated that the Airport contributes around £2.1 billion in GVA and supported around 33,500 jobs.

In the Combined Authority area, it is the wider impacts that make up the bigger share in comparison to operational impacts, which outlines the Airport's role in facilitating business productivity, trade, investment and inbound tourism, with a GVA of over £1.1 billion and around 19,000 jobs supported by the Airport through its wider impacts.

The future impacts grow in line with the Airport's traffic forecasts, with a total estimated GVA of around £2.5 billion by 2027, up 22% from 2023, and around 40,380 jobs, up 21% on 2023.



10 Sustainable Supply Chain

We will seek to partner with suppliers who share our commitment to **reducing emissions, minimising waste**, and promoting **responsible and ethical sourcing**.

We recognise that Scope 3 emissions make up the largest share of our carbon footprint, with purchased goods and services, including those used for construction, being a significant contributor.

We will build on existing initiatives employed across our capital development programme, working with our suppliers to identify opportunities to reduce environmental impact.

We also recognise that our supply chain partners can play a significant role in enhancing the social benefits that the Airport brings to our community.

By embedding sustainability into our procurement practices, we will seek to partner with suppliers who share our commitment to reducing emissions, minimising waste, contributing social value and promoting responsible and ethical sourcing.

We will encourage whole life cycle thinking within our supply chain, including circular economy principles throughout the design process, such that we design out waste, design with sustainable materials and design for efficient energy use. Our commitment to this supply chain strategy has driven a new sustainable procurement policy.



We will engage with a third-party assessment in order to help understand **the sustainability credentials of our suppliers**.

To implement this strategy, we will take the following actions:

We will develop and maintain a Sustainable Procurement Policy and communicate this to our internal stakeholders, existing and potential suppliers

We will undertake due diligence on our supply chain partners to ensure they align with our sustainability objectives

We will include contractual obligations on our key suppliers' to achieve a measurable set of sustainability KPIs

We will improve contract management processes so that we can actively monitor, manage and report on the performance of our supply chain to drive the sustainability agenda

We will prioritise these actions by working with those of our supply chain partners who can have the biggest impact on our sustainability performance first



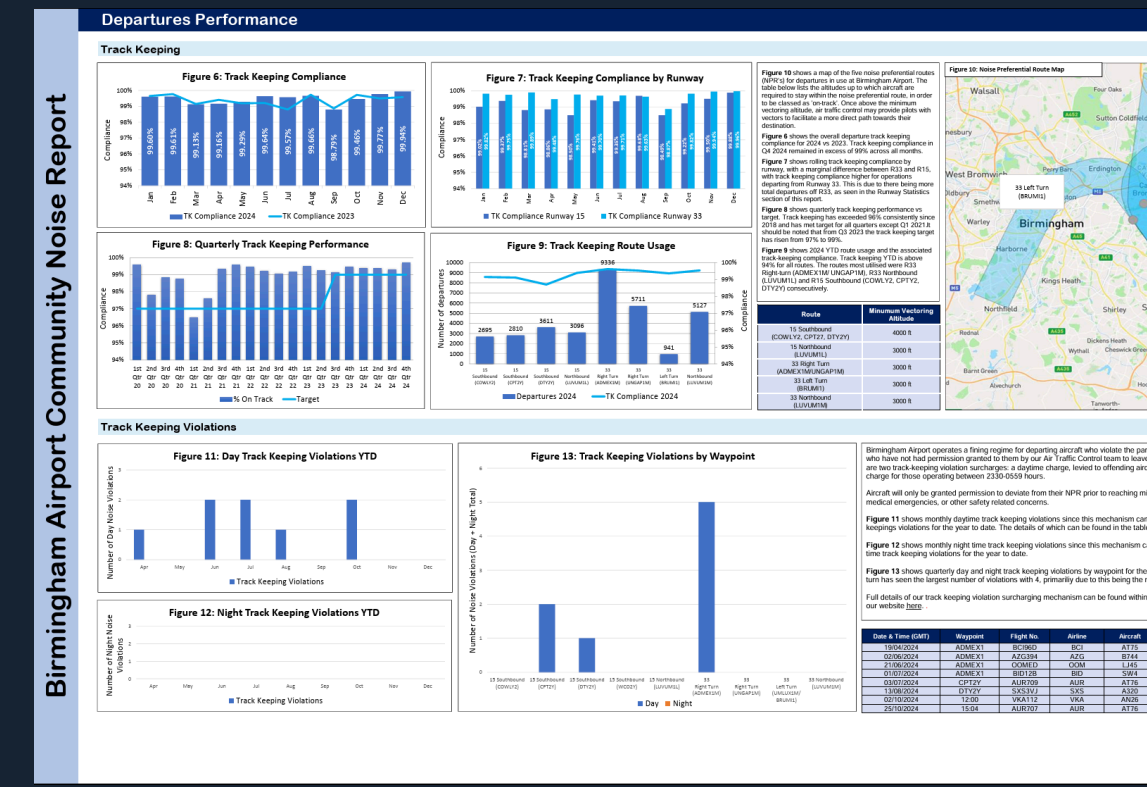
Our suppliers, in addition to working with us on new, sustainability KPIs, also supported our sustainability week celebrations - sharing their own sustainability journey with each other and the Airport as part of World Environment Day.

Further reading

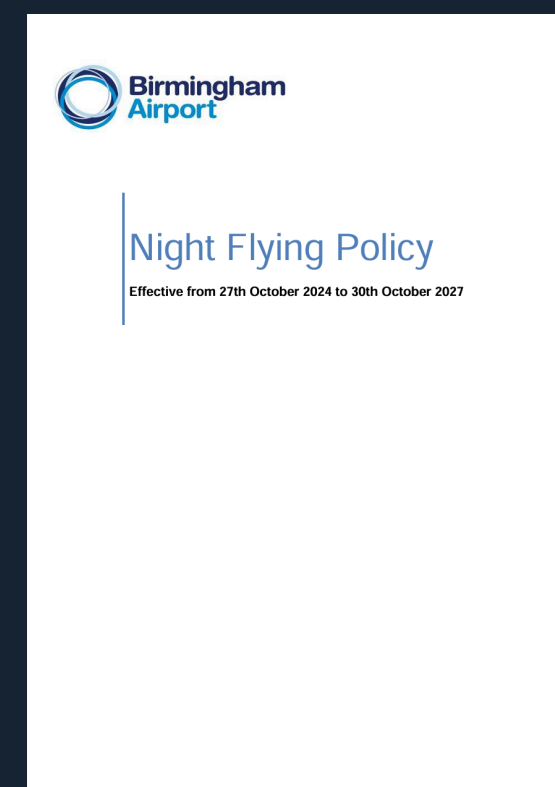
[Noise action plan](#)



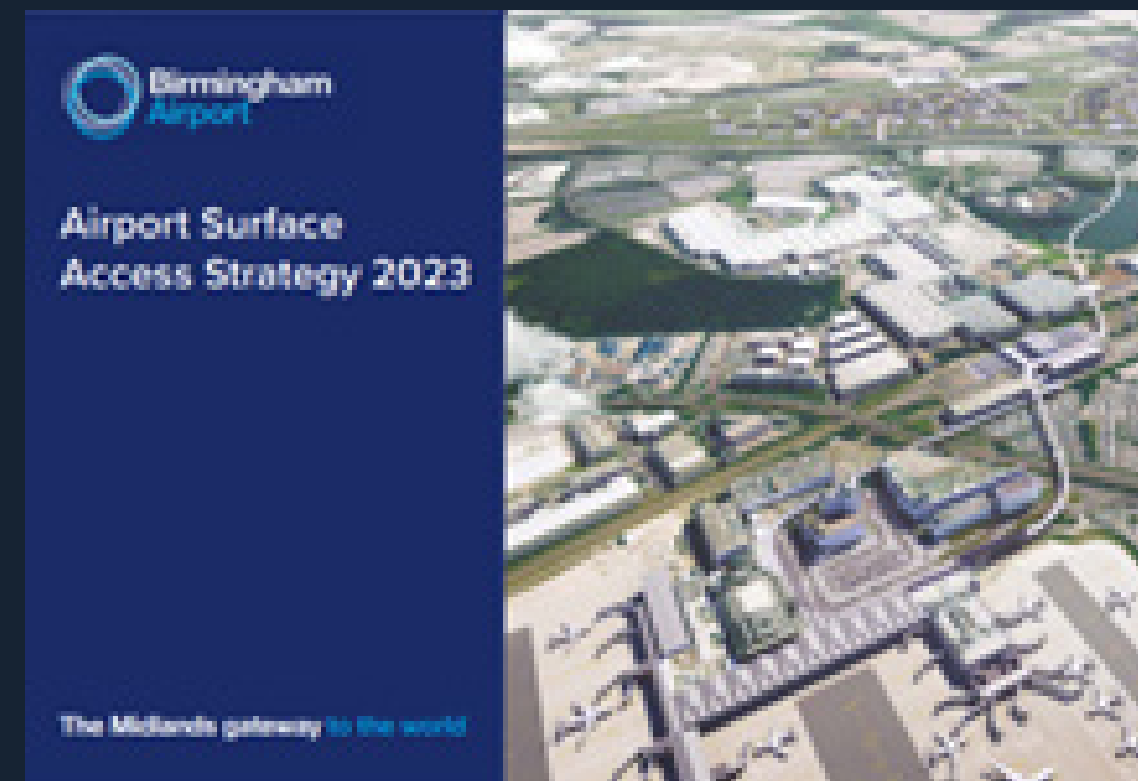
[Community noise report](#)



[Night flying policy](#)



[Surface access strategy](#)



[Net zero carbon plan](#)



[Climate change adaptation](#)

