

ESG - ENVIRONMENTAL, SOCIAL, GOVERNANCE



ESG Policy

ASL is mindful that aviation, while fundamental, must also be sustainable, and we aim to promote and aspire to this sustainability through our ESG policy.



ESG Commitment

Care, Compassion and Compliance. ASL is committed to compliance and governance, to the safety and security of our staff, to our customers, the communities we serve and act in the best interests of our environment and our planet.



ASL's path to net-zero emissions

1. Lead the development of ASL CargoVision to become an enabler and industry voice for alternative and sustainable air cargo transport solutions.
2. ASL has endorsed the Toulouse Declaration, the joint public-private initiative that is intended as a prelude to the establishment of an EU Pact for Aviation Decarbonisation and as a support for ICAO is establishing a global goal for international aviation.
3. Implement the ASL commitment to the aviation industry's journey to net-zero emissions by 2050 including Destination 2050, the roadmap of aviation associations including the European Regions Airline Association (ERA) and IATA's Fly Net Zero commitment.
4. Support the objectives of the European Commission's 'Fit for 55' proposals while promoting discussion and consideration on issues of environmental and economic sustainability.
5. Engaging with suppliers and business partners on supply chain risks, environmental sustainability and ESG Performance.
6. Developing and implementing cooperative strategies with airline customers on sustainable aviation fuel (SAF) and fuel-saving initiatives.



TARGETTING OUR CARBON EMISSIONS

DOWN
8.75%

Total Tons of CO₂e Emissions Versus Q1

SCOPE 1 EMISSIONS

Emissions from direct combustion of fuel

DOWN
9%

Total Tons of CO₂e Emissions Versus Q1

SCOPE 2 EMISSIONS

Emissions from purchase of energy

DOWN
15%

Total Tons of CO₂e Emissions Versus Q1

SCOPE 3 EMISSIONS

Indirect emissions from purchased services

UP
85%

Total Tons of CO₂e

CARBON INTENSITY

DOWN
30%

Total Tons of CO₂e per@00K Revenue

STAFF ALLOCATION

Full Time Employees (FTE)

UP
5%

Total Tons of CO₂e per FTE

DOWN
12.5%

FTE's up but Carbon Intensity per FTE Down

ENVIRONMENTAL SUSTAINABILITY - ACHIEVING NET-ZERO EMISSIONS

Fleet renewal programme reducing emissions



Number of Next-Generation B737's in fleet surpasses **50%**

51

B737-400 Classics

54

B737-800 NG

Boeing B737-800 Boeing Converted Freighters (BCF) programme



30 Conversion slots acquired

10

conversion slot options

16

aircraft in-service

20th

aircraft to enter service by end 2022

B737-800NG REDUCED FUEL BURN = 15% LESS CARBON EMISSIONS

INTRODUCTION OF ATR72-600 X 6 = LOWER FUEL BURN: 15% LESS CARBON EMISSIONS

KPI Projects - Airline Operations

- Devise a new monitored fuel optimisation and saving programme to be implemented in each airline in cooperation with customers
- Explore a longer-term programme with customers to evaluate new forms of propulsion and SAF

KPI Projects - General

- Proposal to promote, monitor, track and report on green projects in all airlines and companies
 - Office/Hangar Electricity, Recycling and Waste
 - Electric Vehicles
 - Drone (UAV) Operations
 - Aircraft Washing
 - Flight Profiles and Electronic Flight Bag (EFB)
 - Aircraft Recycling and Onboard Recycling
 - CORSIA Preparation



45% of aircraft now average **15%** Less emissions



First B737 flights with SAF operated in cooperation with two customers

Agreement to operate flights in Q4 2022 for customer using 1.25 million litres of **blended Sustainable Aviation Fuel (SAF)**



Plans to trial hydrogen powered **ATR cargo aircraft by Q4 2025**



Office/Hangar Electricity -5% Target Usage Reduction - End 2022



Electric Vehicles -10% Fuel Fossil Fuel Use - End 2022



Paper Use -50% Paper Usage - End 2022



Plastic Waste -10% Office Plastic Waste - End 2022



Financial Audits 100% IQSMS Paperless Audits - End 2022



All Single Use Plastics - End 2022

SUSTAINABILITY INNOVATIONS



Fuel Savings
All European
Airlines



**APU
Optimisation**
FlySafair



Waste Water
ASL Airlines
France

SOCIAL - DIVERSITY, EQUALITY, RESPECT

THE ASLWAY

The ASL Way – Career Development

- Gender Equality Programme
- Total Reward Statement
- Employment Engagement Project
- My Performance Management

Making ASL 'THE' place to work

ASLNews DARWIN News CARGOVISION BULLETIN

Prioritising Staff Communications

- Works Council Consultations
- ASL News
- Darwin News
- CargoVision Bulletin
- Video Presentations

Our ASL, Your ASL, My ASL!

SAFETY - OUR OVERRIDING PRIORITY



Common safety programmes and procedures

Introduction of new technology

Flight Data Monitoring

Crisis Management System

QMS and SMS software

Fuel savings and emissions minimisation
procedures monitored to ensure highest
safety standards

Managing change and risk to ensure safety
as alternative fuels are introduced

GOVERNANCE - COMPLIANCE, INTEGRITY, RESPONSIBILITY



Fighting Financial Crime

- Introduction of a revised Anti-Corruption, Anti-Bribery and Anti-Money Laundering policy

Zero-tolerance approach to bribery and corruption!



New policies introduced

Data Protection

Export Control
and Sanctions Compliance

Health & Safety

Whistleblowing

Modern Slavery

Child Protection

Ensuring Governance and Compliance Across Group



8KPIs to Ensure Governance

- Ensuring compliance with Core Governance Principles
- Core Governance Principles are reflected in local policy documents
- Policies are being reviewed and updated every second year
- A governance "watchlist" has been established in respect of legal changes
- Establishing an internal reporting system