

# Supply Chain Sustainability Charter:

2025





# About Bristol Airport

Bristol Airport is England's third largest regional airport, acting as the international gateway for the South West of England and South Wales. We provide links to over 120 destinations, more than all the other airports in the region combined, including to major hub airports for onward connections.

We are central to our region's economy, providing business links to European capitals and financial hubs, and bringing in hundreds of thousands of inbound visitors each year. The Bristol Airport site provides the largest number of jobs in the area, with some 3,750 full-time equivalent jobs being provided on-site by over 50 companies.

The Airport was established in its current location in 1955 on the site of a former RAF airfield, opening for commercial flights two years later. In 1957, 33,000 passengers passed through the Airport, a figure which grew to just under 9 million by 2019.

The Airport no longer handles cargo or air mail flights, with the vast majority of air traffic movements being passenger aircraft.

Located 11km (7 miles) to the south west of Bristol city centre, the Airport is on high ground at an elevation of 190m (662ft). Bristol Airport is the largest airport in the UK without a direct mass transit link, instead relying on the single carriageway A38 for access. The Airport is committed to increasing the proportion of passenger and colleague journeys made by bus or coach.

Sitting on top of a black rock limestone aquifer, to the east are woodlands and the North Somerset levels and the Mendips Hills Area of Natural Beauty is to the south. Located in a predominantly rural area, the villages of Felton, Winford, Cleeve, Wrington, Claverham and Barrow Gurney are most impacted by Airport operations.



## Plans for growth and investment

Bristol Airport has permission to grow to 12 million passengers per annum. To enable this the Airport is investing in a new Public Transport Interchange, car parking terminal upgrades, road infrastructure, and improvements to public transport. Our expanded capacity is projected to add 800 jobs at Bristol Airport and bring an estimated £430 million to the regional economy.

The first part of this investment will be the construction of the Public Transport Interchange and multi-storey car park, including a glazed pedestrian bridge to provide step-free access to the terminal. This £60m investment will be complete in 2025 and is the Airport's largest capital investment since the terminal opened in 2000. The project will significantly improve the customer experience and enable public transport improvements.





# Supply Chain Sustainability Charter

## What is the Charter?

The Charter sets out our approach to operationalising the [Sustainability Strategy 2023 – 2028](#) across the supply chain. The Charter will identify key sustainability focus areas for our airport whilst outlining key expectations from our supply chain.

## How was this Charter developed?

A comprehensive materiality assessment was conducted across portions of our supply chain to better understand the state of sustainability performance, in relation to our targets, as outlined in our Sustainability Strategy.

The results of this materiality assessment were then taken into consideration when forming this Charter, to ensure appropriate alignment with our supply chain, but to also drive better performance and reporting capability.

## Aims of the Charter

- To leverage supply chain opportunities to support the delivery of Bristol Airport's sustainability goals
- To clearly communicate expectations to Bristol Airport's supply chain whilst being underpinned by defined reportable metrics
- To establish bespoke targets across our supply chain to yield sustainable performance improvement
- To support development and capability building across Bristol Airport's supply chain.

## Who does this Charter apply to?

There will be a phased roll-out and transition across our supply chain.

- All suppliers to Bristol Airport will be expected to uphold and advocate the **expectations** across each sustainability focus area
- The **metrics** identified in this Charter will apply across our supply chain through a defined roll-out process.

## Our sustainability goals

1

Be a net zero airport across our operations by 2030.

2

Reduce indirect emissions and support the development of zero emissions flight.

3

Protect and enhance our local environment.

4

Support our communities and enable our region to thrive.



## Climate action and Emissions

### Overview

Addressing risks and opportunities of the supply chain impact on the environment and climate related risks associated with the services provided.

### Our expectations from the supply chain

- To drive the transition for supplier owned vehicles to become zero emissions based by a set time frame (e.g. 2030)
- To report on your companywide CO2e emissions and set reduction targets for scopes 1, 2 & 3 by a set time frame
- To drive the need to take climate action within your own supply chains to support the wider value chain.

### Metrics

- 1 30% of suppliers travelling by sustainable modes of transport by 2027.
- 2 Reporting of CO2e emissions companywide (UK as a minimum)
- 3 Adherence to science-based target initiatives (SBTi)
- 4 % of supplier owned vehicles (not plant) classed as (i) ZEVs (ii) biofuels (iii) petrol hybrid that support Bristol Airport scope of works
- 5 % of supplier owned plant classed as (i) ZEVs (ii) biofuels (iii) petrol hybrid that supports Bristol Airport scope of works
- 6 % of supplier owned vehicles (not plant) classed as (i) ZEVs (ii) biofuels (iii) petrol hybrid companywide (UK as a minimum)
- 7 Evidence of BAL tenants reducing energy consumption

These metrics will drive a greater understanding across our supply chain in terms of the resulting carbon footprint associated with commuting to the airport, fulfilling our requirements and the supplier's wider business operations. This data will then directly inform the setting of climate related targets across our supply chain.



## Improving use of resources

### Overview

Boosting the use of renewable energy, minimising waste and adopting measures that support circularity are central to improving use of our resources. Whether in fulfilling services to our airport, or within their own operations, all our supply chain has a role to play.

### Our expectations from the supply chain

- Maximise value and minimise waste across your business operations by adopting more sustainable practices
- Continuously consider the impact associated with your product creation or service provision and drive sustainable improvement where possible (e.g. adopting packaging from recyclable sources or removing the use of single use plastics)
- Switch to renewable sources of energy where possible or accelerate the switch to renewable energy.

### Metrics

- 1 % of total energy sourced from renewable sources (companywide, within the UK)
- 2 % of total waste sent to landfill (companywide, within the UK)
- 3 % of total waste sent to landfill, recycled or reused from scope of works associated with Bristol Airport
- 4 % of industrial waste recycled (companywide, within the UK)
- 5 % of company products and services with lifecycle assessments and/or environmental product declarations

These metrics directly link to our own ambitions surrounding the usage of resources, such as operationalising our 'zero waste to landfill' policy as a wider aim within our supplier base. Driving improvements across renewable energy uptake within our supply chain and adopting more responsible product and service development processes are also key focus areas.



## Local environment

### Overview

The local environment associated with our airport must be considered when services are provided by our suppliers. Ensuring our local stakeholders and the physical environment surrounding us are protected is of vital concern when we consider the delivery of our operations. In addition, we encourage suppliers to mitigate adverse impacts to their own local environment.

### Our expectations from the supply chain

For you to continuously assess and mitigate the impacts associated from your operations to the local environment, for example, noise generated that could impact stakeholders in the local community or contamination of local water sources.

### Metrics

- 1 Completed impact assessment for each scope of works at Bristol Airport that considers the following local environment factors:

- Waste
- Contamination of land and water
- Lifecycle assessment of goods and materials brought to site

Additional metrics for construction:

Any works completed at our airport, whether minor refurbishment or a major expansion of our operating site, must be considered in terms of the impact to our local environment and community. This metric will drive compliance to ensuring a comprehensive impact assessment is completed to minimise and mitigate the impact accordingly.



## Employment & skills

### Overview

Creating meaningful employment, investing in the development of current and future skills required by our industry, but also the industries of our suppliers. Ensuring our supply chain maintains a focus to enhance skill development and access for apprentices is central to this area.

### Our expectations from the supply chain

- Drive accessibility for apprentice and work experience opportunities across your business operations to underrepresented communities and groups.
- Boost skill development internally to support professional growth across your employee base to underrepresented communities and groups.

### Metrics

1

No. Of operational workforce classed as apprenticeships assigned to Bristol Airport scope of works (minimum of 5 per year)

2

No. Of construction workforce classed as apprenticeships assigned to Bristol Airport scope of works (minimum of 18 per year)

3

No. of employees (as a % of all employees who are entitled) who utilise development opportunities offered per year to support professional growth

4

% of apprenticeship conversions per year within the boundaries of North Somerset and Bristol City region

5

Number of work experience days provided per year within the boundaries of North Somerset and Bristol City region ('local')

Driving apprenticeship and work experience opportunities within the local area is essential in supporting future skill generation. These metrics will apply across our supplier base to (a) recognise current success in this area and (b) establish a baseline to improve upon year on year.



## Equality, diversity & inclusion

### What is it and how does it apply to our suppliers?

Ensuring equality, diversity & inclusion (ED&I) remains a priority throughout all business and supply chain activities is essential. Demonstrating the ongoing commitment to ED&I by having a defined policy that considers, for example, the need to boost inclusivity across recruitment processes and remaining an equal opportunity employer. Driving improvements for diversity across all employees and at senior leadership level is also a core priority.

### Our expectations from the supply chain

- Ensure a commitment to ED&I is maintained and progressed
- Develop and/or maintain reporting capability across ED&I
- Develop and/or maintain an ED&I policy that is promoted across your business and supply chain

### Metrics

- 1 Reporting capability for workforce diversity to be submitted periodically
- 2 Commitment to equal opportunities for recruitment and talent development
- 3 Commitment to fostering an inclusive workforce

Establishing reporting capability across our supply chain will enable the setting of targets linked to ED&I, which in turn will drive improvements. Removing barriers to employment and professional development is also a key area that we want to drive across our supply chain.





## Local communities

### What is it and how does it apply to our suppliers?

Closely linked to our considerations around our local environment, local communities places an emphasis on volunteering, and the extent to which our supply chain delivers volunteering efforts across the community.

### Our expectations from the supply chain

- Support and advocate employee volunteering opportunities within North Somerset and Bristol City region (where possible) and your own local communities
- Invest and drive improvement across local community-based projects to enrich social value generation (within North Somerset and Bristol City region and your own local communities, where possible).

### Metrics

- 1 % of total supplier volunteering time spent in local communities\*
- 2 % of supplier employees assigned to Bristol Airport scope of works that utilise volunteering allowance in local communities\*

Recording the extent to which our supplier base support local volunteering across our community will better enable us to record current performance in this area, and importantly, establish targets to drive improvement and uptake of volunteering over time.

\*Local communities are defined as those within the boundaries of North Somerset and Bristol City region.



## Fair pay & good quality jobs

### What is it and how does it apply to our suppliers?

Driving local community job creation underpinned by our commitment to being a Real Living Wage accredited employer. Ensuring the ongoing closure of the gender pay gap also remains a key priority. Any supplier that employs in the local\* area will directly influence the availability of good quality jobs and the offer of the Real Living Wage. For suppliers who do not employ in the local region, they are encouraged to adopt similar principles in their own geographical operating region.

### Our expectations from the supply chain

- Adopt the Real Living Wage across your business, as a minimum, where possible
- Boost local recruitment efforts around Bristol Airport, where the scope of work allows
- Report on and drive the closure of the gender pay gap across your organisation and supply chain.

### Metrics

- 1 Locality\* of staff who support Bristol Airport scope of works (as a % of total workforce supporting Bristol Airport scope of works)
- 2 % local employment. % local supplies and local sub contractors.
- 3 Gender pay gap % companywide (UK as a minimum) to be provided as both average and median with bonus and performance metrics
- 4 Number of full-time, part-time and temporary staff

Ensuring we can record the local job creation efforts, and in turn, the compensation associated with it, will enable us to set targets around fair pay and the creation of good quality jobs across our region. Driving greater awareness of the gender pay gap, and the need to report on it, will enable the setting of improvement targets across our supply chain.

\*Locality is defined as within the boundaries of North Somerset and Bristol City region.



## Responsible governance

### What is it and how does it apply to our suppliers?

Maintaining legal compliance, driving corporate social responsibility (CSR) and deploying ethical procurement practices are all central towards achieving responsible governance. Ongoing consideration of small or medium sized enterprises (SMEs), attainment of industry relevant memberships and accreditations and clearly defining business codes and values are all enablers for responsible governance.

### Our expectations from the supply chain

- Maintain existing legislative requirements for your business, and monitor future legislation changes
- Drive CSR across your business and encourage your supply chain to do the same
- Have a clear view on your business code and values, and cascade this so your suppliers are aware and can follow it too
- Maintain and pursue memberships and accreditations relevant to your industry
- Recognise the value an SME rich supply chain can bring to your business, and encourage the use of SMEs wherever possible
- Maintain, or create, ethical sourcing practices to mitigate, for example, the risk of modern slavery across your supply chain.

### Metrics

- 1 Ethical procurement practices
- 2 % of UK supply chain classed as small or medium enterprises (SMEs)

Ethical procurement practices will naturally vary in scope depending on our suppliers operating environment and business operation. Evidence of how ethical procurement practices, relevant to their scope of work, will be expected periodically, as agreed. Boosting reporting capability across SME usage in the supply chain will act as an enabler to set improvement targets, where our supplier's business model allows.



## Biodiversity

### Overview

Considering the impact on biodiversity within the region and beyond whilst investing in the preservation and restoration of ecosystems.

### Our expectations from the supply chain

- For suppliers to manage and mitigate the environmental impacts of operations across communities local\* to our airport and their own operations

### Metrics

- 1 Provision of case studies that demonstrate biodiversity net gain (companywide)

These metrics will apply to our supplier operations that have a closer proximity to the environment. They would therefore have a greater opportunity and need to demonstrate biodiversity net gain to protect the local environment.

\*Local is defined as those the boundaries of North Somerset and Bristol City region.



## Launching sustainable procurement across our supply chain

We have established a structured and phased programme of works to apply across our supply chain that consists of the following major phases

### Phase 1 2024

Creating and deploying *this Supply Chain Sustainability Charter* was central to Phase 1.

This involved a comprehensive **materiality assessment** across a selection of our suppliers to better understand existing sustainability opportunities.

The completion of this assessment supported the creation of **aims, expectations and metrics** visible in this Charter.

### Phase 2 H1 2025

Phase 2 will place a focus on **optimising internal procurement processes and undertake a pilot programme** to support the operationalisation of our Sustainability Strategy.

This will include the creation of **sustainability award criteria** for our tender processes and the inclusion of a dedicated **sustainability contract schedule**.

The **metrics** in this Charter will be rolled out to selected suppliers, with a continuation of a materiality assessment across further suppliers.

### Phase 3 H2 2025

Phase 3 will involve the beginning of an extensive **supply chain mapping** exercise to boost visibility and better identify existing sustainability capability, in addition to performance gaps.

Internal processes will continue to be optimised, in addition to the **creation of a framework** that will formalise the following:

1. Analysis, collation and reporting of supply chain data
2. Sustainability performance measures
3. Capability building across the supply chain to boost sustainability performance.

### Phase 4 2026

Phase 4 will focus on the wider **roll-out of our sustainability standards to all suppliers**, new and existing, to Bristol Airport.

**Supplier capability building** will also be central to this phase, which will involve significant resource being applied to selected suppliers to boost their sustainability performance – providing mutual benefit.

**Supplier roadshows** will be held to generate ongoing collaboration and engagement with our supply chain. This will support the continued operationalisation of sustainability throughout the value chain.