



ABOVE & BEYOND

Positive Impacts through Sustainability

The left half of the image features a light blue background with several stylized, white, fluffy clouds of various sizes scattered across it. The right half of the image is a solid green background.

DEDICATED TO SUSTAINABILITY

**"It is essential to have a
sustainable industry that can
generate employment and
growth in the long term..."**

ANDRES CONESA

Chairman of International Air
Transportation Association

The right half of the image features a solid green background with a few stylized, white, fluffy clouds scattered across it, matching the style of the clouds on the left.

OUR LONG-TERM COMMITMENT TO SUSTAINABILITY

Welcome to Edmonton International Airport’s 2016 Sustainability Report. We hope you’ll see our continued and accelerating commitment to sustainability. Our work with our stakeholders and our support of environmentally and socially conscious economic growth in the region never stops. We care about our region... and about our planet.

Edmonton International Airport is ‘Dedicated to Sustainability.’ This is one of our corporate core values and is integrated into our mandate of driving regional economic prosperity. Sustainability is woven into every level of the organization. It’s who we are.

For each of our sustainability priorities, we aim to both develop awareness and take action. As we grow our business, we will continue to strengthen and expand our focus on sustainability. We don’t take these commitments lightly. Our corporate scorecard reflects performance measurements that consider the needs of stakeholders as well as the needs of the business.

Trends and new government commitments suggest that regulations will only become more stringent. Businesses in any industry must be prepared to respond and collaborate for collective success.

We continue to be more conscientious in our actions and their impacts, and mindful of the priorities and interests of our stakeholders.

2016 was a tough year, with the difficulties in the energy markets, the Alberta fires and other instability at home and abroad. We are reminded that we’re always strongest when we work together.

Integration with the 2016 Annual Report

REPORT SET-UP

Like 2014 and 2015, our 2016 Sustainability Report is being released together with our 2016 Annual Report. Our goal is to consolidate the sustainability-focused

news from the Annual Report into this document and specifically profile EIA’s accomplishments related to sustainability. As always, we also spend time on the areas where we plan to improve in 2017.

As sustainability is integrated into our business operations, we continue to align the messaging of the two documents.

We’re looking to improve on our sustainability performance using a two pronged approach:

- **Transparency & Awareness** – Investing in research and sharing knowledge
- **Engagement & Action** – Taking action that uses shared knowledge to lead to positive change

The United Nations Sustainable Development Goals

At the end of 2015, the United Nations released their Sustainable Development Goals (UNSDGs) for 2030, which are an update and extension of the UN Millennium Development Goals set for 2000-2015. The UNSDGs include 17 goals with 169 targets. Because the Global Reporting Initiative (GRI) worked together with the UN, the GRI is aligned with the UNSDGs. At Edmonton Airports we understand the important strategic intention of these goals and the local and international benefits they would bring. Consequently, one of our early steps in integrating this global movement is mapping EIA’s GRI index with the UNSDG indicators and goals.

SELF-DECLARATION

This report was prepared in accordance with the Global Reporting Initiative G.4. Framework and the G.4. Airport Operator Sector Supplement. This 2016 update, together with the 2016 Annual Report and the 2016 Environmental Management plan, cover our sustainability commitments. Our 2016 Sustainability Report focuses on operations at Edmonton International Airport between January 1 and December 31, 2016. All dollar values are reported in Canadian Dollars. The full GRI index and 2016 indicators are in the appendix online.

Report Highlights

In our 2015 Sustainability Report, we presented our plans for the next steps in our story. Below are the actions we took and the results:

TRANSPARENCY & AWARENESS

NEXT STEPS EXPRESSED IN 2015 SUSTAINABILITY REPORT	2016 RESULTS
Increasing staff understanding of sustainability through orientation and discussion sessions	Presentations on different components of sustainability were given throughout the year. There were quarterly sustainability updates to the organization, and focused information sessions for different departments Overall understanding of sustainability is 72.5 per cent as reported through the Corporate Services survey, and we are investigating any gaps in the employee perspective
Increase communication of wildlife activity to reduce wildlife strikes	Expanded operational communication to increase understanding of real-time asks. Also provided regular updates on wildlife management
Increase stakeholder engagement	New collaboration has developed with the City of Edmonton and the Government of Alberta on environmental issues, and a new partnership was initiated for sustainability research with the University of Alberta The Environmental Management Plan update focused on collaboration with internal stakeholders to better reflect current environmental priorities across the company
Increase staff training in new guidelines and data management systems	Mid- project acceptance for the new Enterprise Asset Management system was 74.5 per cent We are the first Canadian airport with a comprehensive IT security awareness training provided to 100 per cent of employees
Continue improving our sustainability reporting	Continual learning from best practices and global Sustainability Reports, and increasing our understanding of United Nations Sustainable Development Goals We also continued to integrate sustainability into different departments

ENGAGEMENT & ACTION

NEXT STEPS EXPRESSED IN 2015 SUSTAINABILITY REPORT	2016 RESULTS
Continue to increase business efficiency and sustainable business decisions	New Business Planning and Delivery Team was developed to support efficiency, financial stability and integrated cross departmental decision making
Increase energy efficiency	Increased research and analysis of our Air Terminal Building (ATB) energy efficiency ATB energy intensity decreased to 478.7 kWh/m ² /year an improvement from our 2014 baseline of 489.6 kWh/m ² /year
Expand falconry program	We increased coverage of the falconry program; however, we believe the warmer than average temperatures contributed to an increase in wildlife strikes from 2.5 to 2.7/10,000 aircraft movements
Increase diversion from landfill	We conducted a tower and terminal waste audit and contracted a study of our processes to support information sharing with employees We are in the process of updating our waste management program including our tracking, signage and education
Increase ridership of sustainable forms of transportation	We increased transit connections into Edmonton and Leduc, and improved bus times to support ridership. However, ridership decreased by 5.6 per cent to 288,056 primarily due to lower passenger numbers
Increase staff participation in volunteering	Employee participation in volunteering increased from 39 per cent to 52.4 per cent of EIA employees. The program includes a minimum of four hours of service during work hours

BOARD CHAIR'S MESSAGE

Responsible community growth is, in my mind, at the core of our business at both Edmonton International Airport and Villeneuve Airport. From the Board of Directors to front line workers, we are all mindful of the triple-bottom-line of sustainability: financial, environmental and social. Being "Dedicated to Sustainability" is one of our core corporate values and it is reflected in everything we do.

This year, even more than most, we focused diligently on being fiscally responsible. Although we experienced a slight decrease in annual revenue compared to 2015, our EBITDA (Earnings before Interest, Taxes, Depreciation and Amortization) margin was stronger, due in large part to strategic decisions to reduce expenditures and create innovative operating efficiencies. In addition, EIA's credit rating remained above excellent in reports by all three rating agencies (S & P, Moody's, DBRS).

As you will discover in this report, EIA made many environmentally sustainable improvements in 2016. We were honoured to be recognized for this work by receiving a number of awards and recognitions for our efforts. For instance, we were selected as a Future 40 Company by Corporate Knights for a second year in a row.

Our Terminal Building received the BOMA BEST certification and was awarded the Outstanding Building of the Year (TOBY). This is one of the most prestigious programs in the commercial real estate industry and considers building standards, community impact, tenant relations and sustainability practices.

At EIA, we're passionate about the communities we serve, and that passion is compounded when we come together for a worthy cause. In September, we did exactly that and raised \$175,000 at the sixth annual EIA Charity Golf Classic for a six-year total of \$795,000. Funds raised

from this signature event are shared between the Leduc and District Food Bank, Youth Empowerment & Support Services (YESS) and Riseup Society Alberta. In addition, we supported dozens of local charity organizations in 2016 and continued our long-standing partnership with the United Way of the Capital Region.

Our 2016 Sustainability Report reflects the long-term, responsible growth we've achieved for both our own organization and the communities we serve. Join us as we reflect on 2016's success stories with joy, reverence and pride.

MAUREEN MCCAWE
Board Chair



PRESIDENT AND CEO'S MESSAGE

Our mandate as an airport is first and foremost to operate safely, securely and efficiently, and secondly, to advance the prosperity of our community in a fiscally responsible way. Edmonton Airports exists to bring benefit to our region. Period. Economic, social and environmental sustainability are essential ingredients to success and are integrated into who we are as an organization.

We always strive for innovative ways to improve the service provided by both Edmonton International Airport and Villeneuve Airport. Our mandate to drive regional economic prosperity in a sustainable way helps ensure we always stay on top of new trends and provide the best possible passenger experience.

Through our sustainability efforts, we endeavor to maximize the positive impact our business is having on all our stakeholders. Our airlines partners, who themselves have set ambitious sustainability targets, are essential to our continued growth and the social license we're given to operate and expand, now and in the future.

As we plan the next five years, we will continue to use the best available market intelligence and our experience and expertise to drive new revenue, to find efficiencies for our airline partners, to increase productivity of our assets, to increase our positive impact through sustainability and to capitalize on opportunities presented by new circumstances. In addition to our commitment to community growth and the continued integration of sustainable practices throughout our business, we put a particular focus on waste management and carbon management. Our Environmental Management Plan clearly demonstrates there is an interest both from internal and external stakeholders to expand on our plans in both waste and carbon reduction.

In particular, we were excited about our big steps forward in our Carbon Strategy. Our engagement with our stakeholders showed it was an area of significant interest to local, provincial and federal governments in addition to being key in our connection with the global aviation industry. The 2015 United Nations Climate Change Conference in Paris, COP21 led to the negotiation of a global target to reduce climate change with Canada being one of the signatories. The 2016 International Civil Aviation Organization (ICAO) conference in Montreal led to a landmark agreement among 191 nations to curb aviation emissions. The new United Nations Accord sets a global target of carbon neutral growth for the aviation industry from 2020 onwards. By 2027, it will be mandatory.

In addition, the Government of Alberta announced the beginning of a carbon taxation to support the diversification of the economy. And our local governments have also expressed their interests in curbing emissions. We stand by our commitment to carbon neutral growth between 2014 and 2021. In 2016 we reduced our annual emissions by around 2,000 tonnes of CO₂e from our baseline of 47,000 tCO₂e.

Our intent as the region's airport and key aviation asset is to provide leadership in the area of sustainability. EIA's increased research and collaboration with stakeholders on climate change issues shows our commitment to both a local and a global goal.

Looking back on 2016, I'm proud of the advancements we've made as an airport and as a community over the last few years. We know that by working together we can continue to grow and thrive – sustainably.

TOM RUTH
President and CEO



ABOUT EDMONTON AIRPORTS

Edmonton Regional Airport Authority (Edmonton Airports), is a community-based, financially independent, not-for-profit corporation. Edmonton Airports operates both Edmonton International Airport (EIA) and Villeneuve Airport (VA). Our airports are located in the Edmonton Capital Region. All our revenues are reinvested into supporting the long-term success of our operations. With our employees and our airport and community stakeholders, we work together through economic challenges to make decisions that will ultimately be of greatest benefit to our region.

Core Values:

- Safety and security first
- Invested in our talent
- Own the outcome
- Doing the right things right
- Dedicated to sustainability

Our Key Corporate Strategies:

- Retain and grow passenger market demand
- Grow non-aeronautical revenue and commercial development
- Create exceptional customer experiences
- Positive impact through sustainability
- Engage employees

VISION

More flights to more places

MISSION

Driving our region's economic prosperity through aviation and commercial development

GOAL

10 million annual enplaned and deplaned passengers by 2025

EDMONTON INTERNATIONAL AIRPORT

Located in Leduc County
 Total land area – 2,800 HA
 Total terminal area – 143,043 square metres
 31 bridges
 16 ground loading positions
 Runway 12/30 length – 3,109.8 metres
 Runway 02/20 length – 3,352.1 metres
 13,500 parking stalls
 160 non-terminal buildings on site
 80 land tenants (including sub-tenants)
 57 terminal tenants
 21 commercial airlines
 138,981 total aircraft movements

OUR AIRPORTS

VILLENEUVE AIRPORT

Total land area – 573 HA
 Total terminal area – 41.7 square metres
 Runway 08-26 length – 1,525.3 metres
 Runway 16-30 length – 1,065.5 metres
 55 total parking stalls
 23 total hangers
 16 lot owners
 13 tenants
 54,794 total aircraft movements

OUR CORPORATE BALANCED SCORECARD

Our corporate scorecard quantifies our sustainability commitments and outlines its holistic integration throughout our business. Every group at EIA sets performance targets to drive improvement for finances, customers, community, process and employees. The progress toward all of our targets in all these different categories provides evidence of our adherence to sustainability principles. For economic sustainability, we track financial performance, job growth and cargo tonnage, as these areas represent how airport growth has positive ripple effects into the local community. We target and track carbon neutral growth in order to represent our environmental commitment to a locally and globally significant issue of concern. To symbolize our support of society, we track our employee participation in volunteering, employee engagement, as well as our safety performance and standards. This represents an alignment with stakeholder interests, which will support the long-term social license to grow.

Materiality Assessment

In 2015, we made use of insights from the Environmental Management Plan (EMP) to inform the main areas of interest for stakeholders and EIA. This led to our corporate focus on waste management and carbon. For 2016, we continued to use the 2015 EMP aspect prioritization updated with internal employee perspectives from different departments. As such, the additional interest of water quality, aircraft deicing and fuel storage was added to the chart below for 2016. Additionally, we are developing a sustainability materiality matrix with a new selection of stakeholders to further support the prioritization of different topics.



Significance of Aspects

Significance of Aspects includes all stakeholder feedback

- REGULATORY ASPECTS
- THREAT & OPPORTUNITY ASPECT



SOLID WASTE

STAKEHOLDER EMPHASIS:
External, Industry
INTERNAL EMPHASIS AREAS:
CD, OPS, PMD
RATING:
8



WATER QUALITY

STAKEHOLDER EMPHASIS:
External, Industry, Regulatory
INTERNAL EMPHASIS AREAS:
CD, IN, OPS, PMD
RATING:
7



AIRCRAFT DEICING

STAKEHOLDER EMPHASIS:
External, Industry
INTERNAL EMPHASIS AREAS:
CD, PMD
RATING:
7



ENERGY AND CARBON MANAGEMENT

STAKEHOLDER EMPHASIS:
External, Industry
INTERNAL EMPHASIS AREAS:
CD, IN, PMD
RATING:
7



FUEL STORAGE SYSTEM

STAKEHOLDER EMPHASIS:
Regulatory
INTERNAL EMPHASIS AREAS:
CD, IN
RATING:
7



AIRCRAFT NOISE

STAKEHOLDER EMPHASIS:
External, Industry
INTERNAL EMPHASIS:
OPS, PMD, IN
RATING:
6



IMPACTED SITES

STAKEHOLDER EMPHASIS:
Regulatory
INTERNAL EMPHASIS AREAS:
IN
RATING:
6



SPECIES AT RISK

STAKEHOLDER EMPHASIS:
External
INTERNAL EMPHASIS AREAS:
PMD
RATING:
6



ENVIRONMENTAL IMPACT ASSESSMENT

STAKEHOLDER EMPHASIS:
External
INTERNAL EMPHASIS AREAS:
n/a
RATING:
5



HAZARDOUS MATERIALS SPILL RESPONSE

STAKEHOLDER EMPHASIS:
Industry, Regulatory
INTERNAL EMPHASIS AREAS:
CD
RATING:
5



OZONE DEPLETING SUBSTANCES

STAKEHOLDER EMPHASIS:
Regulatory
INTERNAL EMPHASIS AREAS:
OPS
RATING:
5



LAND USE

STAKEHOLDER EMPHASIS:
External, Industry, Regulatory
INTERNAL EMPHASIS AREAS:
CD, OPS
RATING:
5



WATER USE

STAKEHOLDER EMPHASIS:
External, Industry
INTERNAL EMPHASIS AREAS:
CD, OPS
RATING:
4



AIR QUALITY

STAKEHOLDER EMPHASIS:
External
INTERNAL EMPHASIS AREAS:
n/a
RATING:
4



PURCHASING

STAKEHOLDER EMPHASIS:
n/a
INTERNAL EMPHASIS AREAS:
n/a
RATING:
3



GREEN BUILDING CONSTRUCTION & OPERATION

STAKEHOLDER EMPHASIS:
Industry
INTERNAL EMPHASIS AREAS:
CD
RATING:
3

* OPS = Operations and Maintenance; CD = Commercial Development; PMD = Passenger Market Development; IN = Infrastructure
* The higher the rating, the higher the perceived importance of the topic.

SAFETY AND SECURITY FIRST

EIA manages and operates the airport in a safe, secure and efficient manner. Safety and security are, therefore, top priorities for us at EIA. The sustainability of our business is also dependent on secure operations and the safety of all passengers, visitors, personnel and other stakeholders. We are aware of the changing international and local environment and aim to stay ahead of Transport Canada regulations. We continue to invest in partnerships with our airport community and we work to develop our tracking and communication of our performance.

What we are doing

TRANSPARENCY & AWARENESS

We continue to have audits and inspections to review our capabilities and highlight areas that could benefit from improvements.

We continue to invest in increasing safety and security through increased surveillance throughout the property.

We review separate programs for Edmonton International Airport and Villeneuve to respond to the different needs of both locations.

We supported employee awareness and vigilance to increase proactive reporting.

ENGAGEMENT & ACTION

We installed new e-gates to increase efficiency and improve the security screening experience.

For the update of our strategic plan we increased focus on the passenger experience of security screening.

We are proud to be connected with our key security partner organizations to ensure the security of everyone who walks through our doors.

EIA's Emergency Response Services team provides service 24 hours a day, 365 days year to the highways surrounding our airport property.

We work with stakeholders regularly to collaboratively work towards improvements in our system.

2016 Highlights

53 Automated External Defibrillators (AED) in the facility

2.7 wildlife strikes per 10,000 aircraft movements

94.5%

for our preventative safety programs (Certificate of Recognition internally reviewed in 2016)



2 full scale emergency exercises conducted at EIA



1 security workshop conducted at Villeneuve

113

hours of activation of Emergency Operations Centre in response to Fort McMurray fire

21

employees trained in new safety tracking system

OPEN 24/7 365 DAYS A YEAR

OWNING THE OUTCOME

As a community-based, not-for-profit corporation, we strive to make a positive difference for the region, for our stakeholders and for our employees. We are a multi-modal hub that makes national and international trade and travel possible for the community. We manage our business to respond to short-term impacts and long-term forecasts locally and internationally. Current oil prices continue to impact the Alberta energy markets. This has contributed to a reduction in passenger travel and decreased revenue. So, we're focusing our attention on retaining our current connections. We also continue building new relationships, to offer our passengers more choices. In difficult economic times, innovation and sustainable business thinking are particularly critical to success. We've reduced expenses throughout the business, while still considering the needs of our airline partners and passengers as well as the interests of our airport community.

What we are doing

TRANSPARENCY & AWARENESS

We plan for a base scenario as well as a low-growth and high-growth scenario annually and in five year increments.

We use the best available information to advise and inform the business.

We invest in new systems and training in new systems to improve the security and efficiency of our financial system and our inventory practices.

Together with NAV CANADA, public consultation on proposed arrival procedures was conducted as per the national consultation protocol for airspace change.

We monitored and participated in discussions on national airport privatization with a focus on benefits to the community.

ENGAGEMENT & ACTION

Our strategic planning process is collaborative and considers insights from every department of the organization.

We continue our community investment commitments, and aim to integrate more employee interests in our events.

The experience of our passengers is central to our decision making, and we continue to track the outcomes of the Airport Service Quality scores to focus on the most impactful areas for improvement. In 2016 we heightened our concentration and planning for improving the passenger experience through security screening.

2016 Highlights

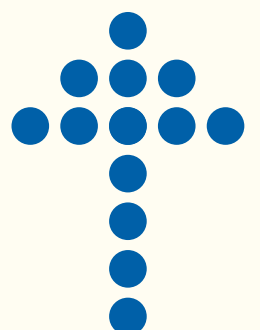
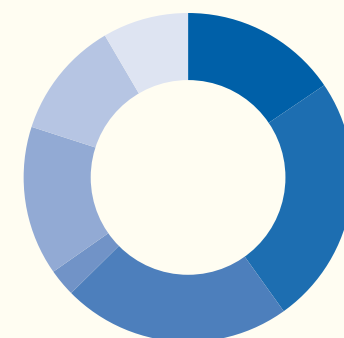
7,524,000

passenger numbers decreased 5.7 per cent from 2015

4.35/5.00

Airport Service Quality score

Direct Economic Value Distributed



27.6%

increase in cargo volumes

52.4%

employee participation in new volunteer program

67%

local service contractors



DOING THE RIGHT THINGS RIGHT

Through our updated 2016 Environmental Management Plan, we work 'beyond compliance' and focus on doing the right things right for our environment and our community. We work together with stakeholders and set corporate and strategic business unit targets to increase our positive impact. We follow federal, provincial and municipal regulations and respond to key areas of interest. We consult with the surrounding communities on appropriate environmental aspects, and we are always available for consultation with external stakeholders on possible environmental topics that may impact EIA or be related to EIA activities.

What we are doing

TRANSPARENCY & AWARENESS

Increased awareness of alignment with United Nations Sustainable Development Goals.

We continue to improve our understanding of our carbon emissions, and understanding the details of measurement and collaborative opportunities with others.

As part of our carbon strategy we also increase the communication of our actions within the airport and with stakeholders.

ENGAGEMENT & ACTION

The development of the carbon strategic assessment has prepared us for discussions and action on emissions with our community, including government stakeholders. We continue to stand by our commitment of carbon-neutral growth between 2014-2021 for EIA-produced emissions – 47,000 tCO₂e were produced in 2014 for scope 1 and scope 2. We took action to reduce emissions through the replacement of lights with Light Emitting Diodes (LED), and also focused on the energy efficiency of the building: the warmer weather was also a contributing factor to the achievement of our target.

Our new Airside Operations Facility (AOF) allowed us to expand capacity, increase storage of equipment (reducing idling time) and was in direct response to the interests expressed by employees.


Last year we identified waste as an area of interest, and so we focused our efforts on making improvements. We selected a new waste management partner, and worked with university student researchers to support the development of new ideas and the integration of our new contractor. We increased the accessibility of recycling bins on our facilities, and have a new waste tracking system that reduces the number of waste hauls per week. We are currently reviewing our waste data from the transition period which will be shared in 2018.

We increased the promotion of our 747 transit bus connection into the City of Edmonton. We also improved the schedule to respond to the needs of the more frequent users. Nevertheless, ridership decreased by 5.6 per cent in 2016. We continue to review and consider improvements in our ground transportation system.

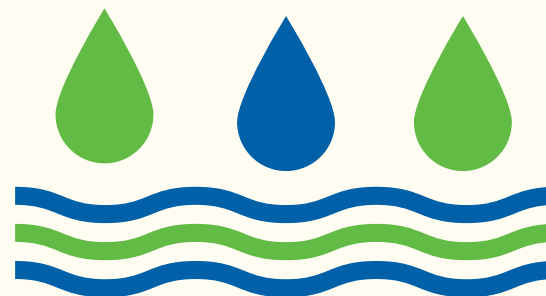
We invested in upgrading our de-icing infrastructure resulting in a more effective collection of sprayed glycol.



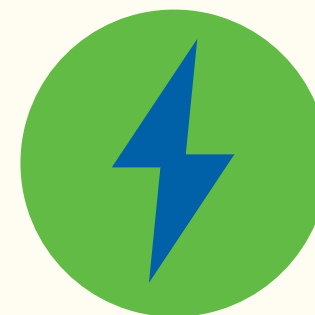
2016 Highlights

45,  75
tonnes of CO₂e

2016 emissions Scope 1 and 2 - 45,075 tonnes of CO₂e, a decrease of almost 2,000 tCO₂e from our 2014 baseline of 46,771 tCO₂e

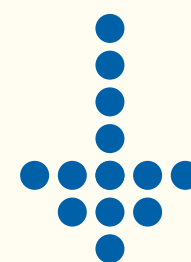


Average water quality being released from stormwater facility – 34.4 mg/l chemical oxygen demand (over 65 per cent better than the regulated standard)



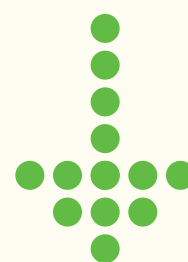
Energy use 478.7 equivalent kilowatt-hour per metre squared per year (ekWh/m²/year), an improvement from our 2014 baseline of 489.6 ekWh/m²/year

Sept 2015 - May 2016



31.8 per cent decrease in Glycol type 1 total use: 2,087,664 litres

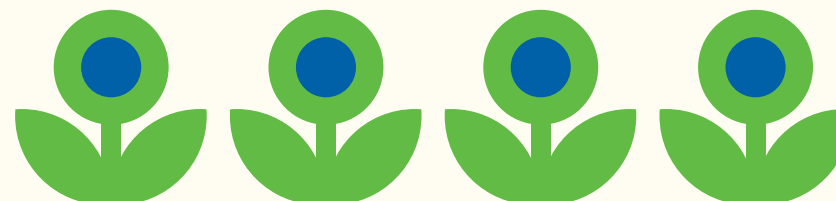
Change primarily due to a warm winter



30.6 per cent decrease in Glycol type 4 total use: 328,487 litres



Two new water bottle filling stations added to our terminal in response to passenger requests



There are **8,000** plants from 32 different species in our living wall

We offered incentives to hybrid taxis for the last five years, currently approximately 45 per cent of taxis serving EIA are hybrids

INVESTED IN OUR TALENT

Our investment in our employees is part of our commitment to sustainability principles. We are an equal opportunity employer. We seek to create an experience – from the interview to day one on the job to leaving or retiring – that celebrates our talent, who they are and what they care about, and rewards them for their excellence. We continue to expand our opportunities for employee growth and the strengthening of our core programs. We realize the importance of prioritizing employees' needs and wellness to empower them to realize their full potential so we can capitalize on their expertise, work together effectively and focused on long-term sustainable growth. We plan ahead for EIA to better meet the needs of our employees, and for the employees to better meet the needs of the organization.

What we are doing

TRANSPARENCY & AWARENESS

We developed a new form of communication (a tradeshow) to increase staff understanding of health and wellness benefits.

We increased agility and adaptability of our teams through employee training and support systems.

We care about our employees and the needs of members of our community and we developed and led a new Respectful Work Place training program to increase awareness and teambuilding/comfort.

Sustainability information is officially integrated into orientation of new employees.

ENGAGEMENT & ACTION

As we adapt to economic conditions we always consider the needs of employees.

Two new employee led teams were started. 'The Employee Led Giving team' and the 'Innovation Team'. Both these teams were developed in response to interests of employees.

We selected a new health service provider with an expanded benefits program.

Ninety-nine per cent of employees completed our annual employee engagement survey.

2016 Highlights

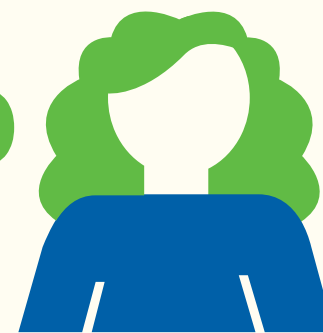
70

Top 70 Alberta Employer for 2016



32%

of total employees are women



32

internal transfers, promotions and new hires

74.7%

of full-time employees in the union



96%

of employees receive respectful workplace training

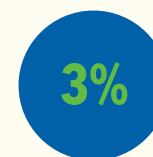
40.4%

of employees in management positions are women

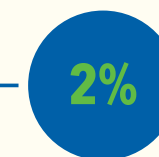
Employees self-reported as:



Visible minority



Aboriginal



Persons with disabilities

100%

of new staff received security training

2

new employee led groups – Innovation Team and Employee Led Giving team

93%

of employees received performance reviews

38.5%

of the Board of Directors are women

18%

of employees trained in Change Management

CONCLUSION

Every year we aim to increase our positive impact and align that work with the needs, interests and expectations of our stakeholders. Like last year, we reviewed our key performance measures and our sustainability story. Our focus groups and materiality assessment allow us to set our direction for 2017.

Our priorities for 2017 are:

TRANSPARENCY & AWARENESS

- Increase leadership education for employees
- Continued expansion of our safety and security programs and associated training
- Continue to increase stakeholder engagement on environmental and sustainability issues
- Increase integration of the Annual and Sustainability Report
- Continue monitoring and contributing to the local and global emissions discussion
- Increased consideration of United Nations Sustainable Development Goals in planning processes
- Continue Respectful Work Place training program

ENGAGEMENT & ACTION

- Updating our procurement policy with sustainability principles
- Developing an energy management plan to improve energy efficiency in the Air Terminal Building
- Increase spent fluid recovery through upstream collection improvements and implement a sustainable recycling option
- Update waste management processes, tracking and labeling. Support communication and engagement with employees, tenants and passengers to improve recycling rates

Want to know more?

For questions on the 2016 Sustainability Report and any indicators please contact Hana Galal at sustainability@flyeia.com.



EDMONTON
AIRPORTS



The mark of
responsible forestry