

Supporting our communities

Supporting the communities where we operate and where our people live in many parts of the world is important to us. It is a key part of our All In plan for a fair and sustainable future where we strive to make a difference by supporting causes that have a positive impact on communities, big and small. Through this support we hope to benefit local economies, reduce climate impacts, improve education, health and wellbeing, and reduce inequalities. We don't donate money to political campaigns or causes.



Contributions to communities, charities and local fundraising activities in 2022

US\$ 217k

Finance delivered to low-carbon sustainable development projects

£116k

Proudly supporting



Menzies contributed over USD 360k in 2022 towards community projects, charities and supporting local fundraising by our teams. This consisted of over USD 217k in donations and contributions and further GBP 116k delivering finance to low-carbon sustainable development projects.

We're excited about developing existing and new partnerships in 2023 and already pleased to have been supporting our teams into 2023 with their own fundraising!

Donations & Partnerships

Through our **JMM Community Fund**, we encourage our employees to request donations towards their own charitable fundraising or local community groups that matter to them. This enables us to support a wide spectrum of charities and community groups around the globe.

Building Communities in Pakistan



In response to the devastating flooding that impacted millions of people, Menzies Aviation and SPARS Group, shareholders of Menzies Aviation's joint venture in Pakistan, Menzies-RAS, partnered to build 100 homes in Pakistan. The 100-home 'Prime Minister Shehbaz Sharif Flood Relief Village' has been built in the Tank district of the Khyber Pakhtunkhwa (KP) province.

A school and medical clinic have also been built within the village, and a solar plant capable of powering the entire village and a tube-well for water has also been installed. Nine thousand saplings of local indigenous trees were planted around the construction site to complete the village.

Continued Valued Partnerships

We donated money to a number of charities and partners across the globe and continued existing partnerships. We have selected a few to highlight as follows:

We continued our corporate partnership with **Trees for Life** in the UK, and are excited to expand our support with Trees for Life in 2023.

We supported **Social Bite's** Festival of Kindness for a second year, including corporate sponsorship of their Giving Tree in Edinburgh, UK and through volunteering. The campaign supports homeless people and those in poverty with food and basic supplies during the festive period and throughout winter, as well as helping to provide accommodation for those in need. With support of our parent company, Agility, we also donated funding towards their **Jobs First** Internal Training programme. This supports people with a background in homelessness, offering a shorter-term intervention to begin their journey back to employment.

In Tanzania, we provided additional funding for three projects with **Born to Learn** including: a new music classroom, equipment and instruments; additional computer and multimedia equipment, wi-fi installation and subscription; and new bathroom facilities suitable for younger children.

In Cote d'Ivoire, we provided funding towards the rebuild and refurbishment of classrooms in **l'Ecole Primaire Publique** school. This will provide the students with a healthier and more comfortable environment that will better support their learning.

In St Maarten, **Player Development SXM** provides children with a safe environment where they can have fun, learn basic life lessons, and receive educational support. We donated supermarket vouchers and clothing vouchers for 11 families currently using the centre who require additional financial support.



Supporting our communities continued

Supporting Refugees

With more and more refugees being forcibly displaced for longer periods of time. We understand some of the barriers people face entering the workforce and believe that as a global employer we have a role to play in helping refugees and displaced people integrate economically in their new host communities.

Menzies Aviation became a member of The Tent Partnership for Refugees in December 2022. Tent connects businesses with government agencies and organisations who work with people that have refugee status. With the support of Tent and these organisations, we are at the early stages of developing our first targets and in setting up recruitment programmes and partnerships in Europe and the US to recruit and support refugees into our business.

During 2022 we provided assistance to Ukrainian refugees including employing around 20 refugees at operations in Prague and London.

- Built a dedicated website with our recruitment system partners eArcu to advertise jobs for Ukrainian refugees seeking employment.
- Contacted all Ukrainian airports and ground handling companies with the offer of jobs for their employees within our network.
- Funded local language courses for refugees who joined Menzies.
- Helped new employees and their families find accommodation.

Low-Carbon Sustainable Development Projects

We continued our partnership with Climate Impact Partners in 2022, by delivering finance to support low-carbon sustainable development projects. The projects we support are located in geographies we operate in, engaging local communities who are instrumental to the running of each project.

This also means that these communities benefit from the positive social impacts the projects deliver, such as job creation, improved livelihoods, water quality improvements, access to affordable and reliable energy, and improved infrastructure.

Benefitting local communities and supporting them in their own transition to low-carbon societies is our main aim, but through our support we were able to compensate for 15,021 tonnes of our 2022 global CO₂ emissions. Our approach will always be to focus on reducing our own operational emissions wherever possible.

Climate Impact Partners is an award-winning project developer with regular due diligence activities guided by their expertise – ensuring they only work with projects that maintain high standards on the ground.



TENT



CLIMATE IMPACT PARTNERS
A merger of ClimateCare & Natural Capital Partners

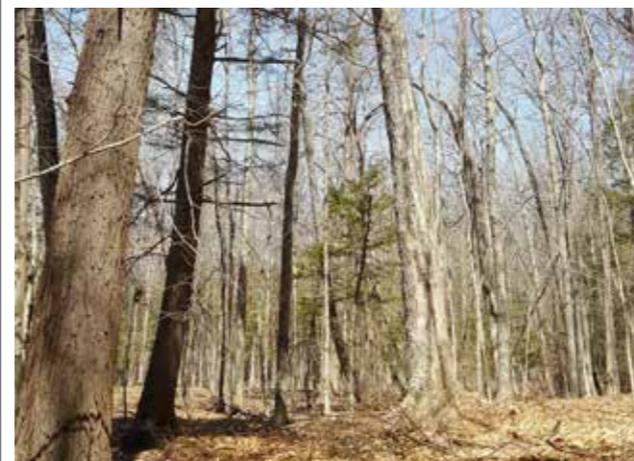
The projects we supported include:

USA: Albany Water



Located in New York state, the Albany Water Forestland provides an important buffer for the water supply, naturally regulating run-off and filtering groundwater that flows into the reservoirs and their tributaries. The lands have outstanding habitat features, including wetlands, large blocks of unfragmented forest habitat, open water, vernal pools, and successional forest.

- **SDG13 Climate Action:** The project delivers emissions reductions by maintaining forest carbon stocks above the short-rotation clearcutting typical in this locality.
- **SDG6 Clean Water and Sanitation:** The project permanently protects a total of 6,400 acres of land and water, which supplies residents and businesses with 6.6 billion gallons of water annually.
- **SDG 15 Life on Land:** The Alcove Reservoir was one of the early sites for the reintroduction of bald eagles in New York, and there are a number of active nest sites on the properties. The reservoirs also provide outstanding habitat for migrating waterfowl.
- **SDG 14 Life Below Water:** The protected area provides important headwater stream habitat for fish, amphibians and other aquatic species.



Ghana: Community Reforestation



The project is restoring degraded forest reserves in Ghana with teak, indigenous trees and natural forest in riparian buffer zones, following the principles and criteria of the Forest Stewardship Council (FSC). The project works closely with local farmers some of who are employed by the project and others are able to grow crops, via intercropping, within the reforested area, benefitting from the improved soil conditions. As a grouped project, the aim is to expand around 1,000 hectares per year, adding new project areas and improving more livelihoods through reforestation.

The SDG contributions have been indicatively measured, but need to be confirmed:

- **SDG 13 Climate Action:** Delivering emissions removals.
- **SDG 2 Zero Hunger:** Implements resilient agricultural practices that increase productivity, help maintain ecosystems, strengthen adaptation to climate change, and progressively improve land and soil quality.
- **SDG 5 Gender Equality:** 40% of jobs created to be filled by women and 25% of the available areas for intercropping to be allocated to female farmers.
- **SDG 6 Clean Water and Sanitation:** Tree planting, particularly in the land near waterways, contributes to the improvement of the water catchment areas by improving the supply, consistency and quality of the water available. Additionally, sanitary infrastructure and boreholes have been installed in the local village of Kotaa.
- **SDG 8 Decent Work and Economic Growth:** Over 1,000 jobs have been created, and more than 6,000 hectares of project land is available to local farmers for intercropping.
- **SDG 10 Reduced Inequalities:** Facilitate equitable access, benefit sharing from and security to land, forest and mineral resources.
- **SDG 11 Sustainable Cities and Communities:** Promote public awareness and local communities' participation in sustainable forest, wildlife and land use management.
- **SDG 15 Life on Land:** Decreases Ghana's proportion of degraded land and increases rates of sustainable forest management.

Supporting our communities continued

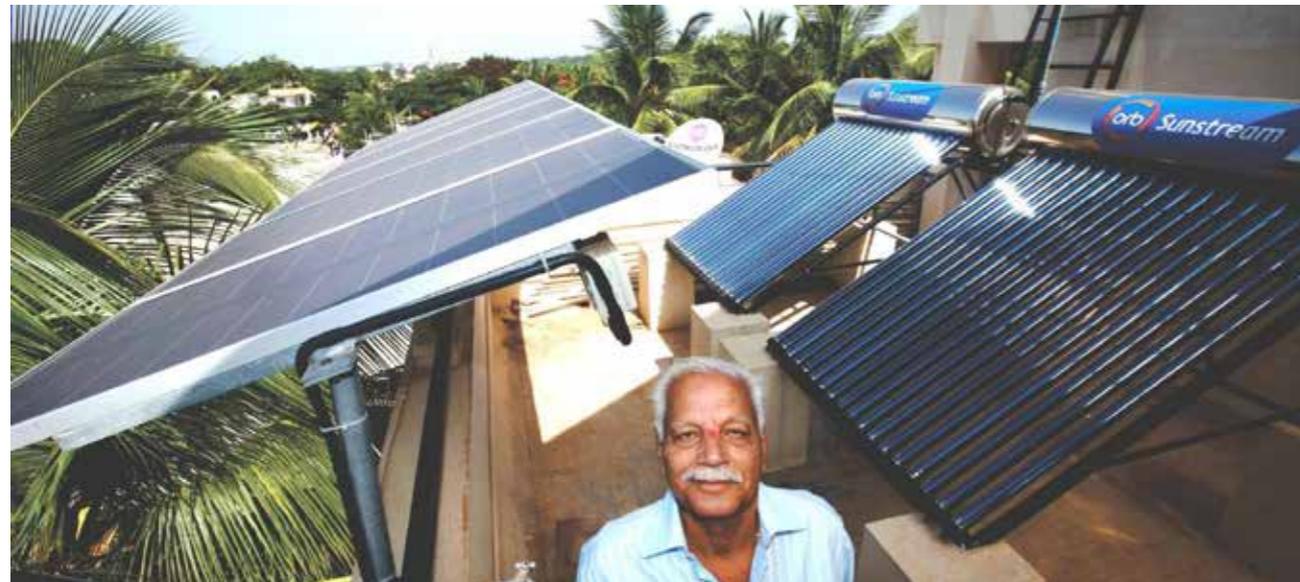
India: Orb Household Solar



Demand for electricity outstrips supply, causing regular blackouts for those connected to the grid. In rural areas, kerosene or other fossil fuels are used for energy and lighting, polluting the air inside homes. This project has brought over 160,000 reliable solar power and solar water heating systems to customers throughout the country, while cutting around 55,000 tonnes of CO₂e a year by replacing the use of kerosene or electricity from a grid reliant on fossil fuels.

Solar power and solar water systems supplied

160k



The SDG contributions have been indicatively measured, and need to be confirmed:

- **SDG 13 Climate Action:** Delivering emissions reductions.
- **SDG 2 No Poverty:** The technology helps households and small businesses cut their electricity bills by up to 50%.
- **SDG 3 Good Health and Well-being:** The project reduces indoor air pollution by replacing kerosene lamps or other fossil fuels previously used to light homes.
- **SDG 4 Quality Education:** Providing reliable light after sunset increases reading and learning.
- **SDG 7 Affordable and Clean Energy:** Orb's network across India is expanding energy access to rural areas and reducing the cost of electricity for their customers.
- **SDG 8 Decent Work and Economic Growth:** Training and skilled job opportunities are created to sell, distribute and maintain the solar panels.



Guatemala: Water Filtration and Clean Cookstoves



Water-borne disease has been identified as a national priority in Guatemala given the high incidence of diarrhoeal disease and chronic malnutrition. This project, which was the first Gold Standard water treatment or cookstove project in the country, distributes water filters and stoves that enable access to clean water and improve cooking conditions by increasing fuel efficiency and reducing harmful indoor air pollution.

- SDG13 Climate Action.
- SDG 3 Good Health and Well-being.
- SDG 1 No Poverty.
- SDG 7 Affordable and Clean Energy.
- SDG 6 Clean Water and Sanitation.
- SDG 15 Life on Land.
- SDG 5 Gender Equality.
- SDG 8 Decent Work and Economic Growth.
- SDG 12 Responsible Consumption and Production.

See the video here: [youtube.com/watch?v=6OhKOO3B784](https://www.youtube.com/watch?v=6OhKOO3B784)

