



# Communities

## Engaging with communities

We understand the power of collaboration in driving meaningful societal change on a larger scale, as well as at a local level. We take action in a number of ways including:

- Developing valued corporate partnerships with NGO's, local organisations and non-profits, resulting in greater opportunities to better address social and environmental challenges, and promote economic development.
- Driving change in our own operations and our supply chain through our policies and business practices that are designed to protect and promote the rights of individuals, and respect the rights of indigenous communities.
- Creating opportunities for teams to engage in their own local communities.

In 2024, Menzies funded over USD 388k towards sustainable development partnerships, community projects, charities and supporting local fundraising by our teams. This consisted of over USD 113k in donations and contributions and a further USD 275k delivering finance to low-carbon sustainable development projects, a small part of which includes the purchase of high-quality carbon credits. It's important to find the right partners and projects to support. We research and select high-quality partners and projects that deliver positive impact for the climate, biodiversity, people and communities.



## Our goals

- 1% of employee population to be recruited from refugees by 2026
- 70,000 mangroves planted by end 2026

## Key policies

- Code of Conduct
- Third Party Code of Conduct
- Human Rights & Fair Labour Policy
- Environmental Policy
- JMM Fund Policy & Rules

# \$388k+

USD funded towards sustainable development partnerships, community projects, charities and supporting local fundraising by our teams



**Allies in Aviation**

The number of forcibly displaced people and refugees has scaled significantly in recent years, with 1 in 67 individuals worldwide remaining forcibly displaced and many communities feeling the impact. As a global employer, we can provide humanitarian support, offer employment opportunities and assist refugees and displaced people to integrate into their host communities, support local economies and social engagement. In recognition of this, Menzies set a goal in 2023 to recruit refugees equivalent to 1% of our employee population by the end of 2026.

We became a member of The Tent Partnership for Refugees (Tent) in December 2022 and have expanded our support of Tent in the UK, Europe, US and most recently as a founding member of Tent Mexico. Tent connects businesses with

government agencies and organisations who work with people that have refugee status.

During 2024 we held our inaugural Allies in Aviation employability training session at our London HQ. Held in collaboration with Tent UK, the event was designed to help individuals from displaced communities find meaningful employment in the aviation sector.

We shared insights on preparing an effective CV, advice and support in applying for roles and a chance to practice interview techniques. By focusing on practical advice and real-world examples, the event focused on empowering individuals to confidently pursue and secure employment in the aviation sector.

During World Refugee Week our HR team attended the Tent Partnership for Refugees Job

Fair at London Metropolitan University. The event offered an exciting opportunity for refugees with the right to live and work in the UK to meet potential employers. Our team spoke to more than 50 people about a range of operational and non-operational roles available at locations across the UK – especially in London.

At Menzies, we recognise the strength and resilience of the people who have been forced to flee their homes due to conflict and persecution, as well as their strong commitment to rebuild their lives within the communities that host them.

In 2024, building on our existing commitment, we engaged with the UNHCR, the UN Refugee Agency, to explore ways in which Menzies can enhance refugee outreach, facilitate workforce integration, and improve labour mobility. Through these efforts, alongside trusted allies such as the UNHCR and Tent, we remain dedicated to identifying opportunities for the economic inclusion of refugees, thus aiming to contribute meaningfully to a brighter future for forcibly displaced communities.

**“We were excited to hold the first Allies in Aviation by Menzies Aviation event in London, helping individuals from displaced communities gain the skills and insights needed to pursue meaningful employment and supporting their integration into society in their host country. It forms part of our wider commitment to support the underrepresented, foster diversity and inclusion in the workplace and play an active role in addressing the refugee crisis. We hope that this event will be the first of many, with plans to roll this initiative out to new locations within our global operations.”**

**Juliet Thomson**  
Chief People Officer, Menzies Aviation

**“Businesses play a critical role in helping refugees access jobs and overcome the many barriers to employment they face, such as language skills, a lack of professional networks, and transport. The Allies in Aviation event is just one example of how Menzies Aviation is showing leadership and delivering on its commitment to connect refugees to jobs, both within its own workforce and across the sector.”**

**Jen Stobart**  
Director, Tent UK

Allies In Aviation event at our London HQ





### Action now for affected communities and nature

At Menzies, we recognise the importance of actively engaging with and supporting the communities in which we operate. We believe we have a responsibility as a good corporate citizen to take action now, beyond our own All In targets, direct operations and supply chain. By supporting and engaging with affected communities through sustainable development projects beyond our value chain, we aim to address broader societal and environmental challenges, and create a positive impact on communities and ecosystems, including:

- Improving biodiversity
- Protecting and restoring landscapes
- Supporting communities economically and socially
- Improving coastal and environmental protections
- Educating communities and supporting local solutions for environmental issues
- Reducing and removing carbon emissions
- Delivering towards the UN Sustainable Development Goals (SDGs)

By building relationships with our partners through multi-year support, our partners have greater certainty of support enabling them to commit to projects that deliver increased value and positive impacts.

During 2024, we have implemented several exciting new partnerships aligned with our regions, as well as continuing our support through existing partnerships.



#### Fort Worth Nature Center & Refuge Locations: Texas, USA

We're thrilled to announce an exciting new partnership with the Fort Worth Nature Center & Refuge in Texas, USA. Spanning 3,650 acres of forests, prairies, and wetlands, this remarkable site features over 21 miles of hiking trails, making it one of the largest urban wilderness areas in the United States. Recognised as a National Natural Landmark by the U.S. Department of the Interior, the Center is dedicated to education, land stewardship, and ecosystem preservation to support thriving flora and fauna.

As part of this collaboration, Menzies is proud to support two pivotal prairie restoration projects over the next year. These efforts will expand the acres of native prairie available to the Refuge's bison herd and enhance habitat for pollinators. Additionally, the initiative includes the creation of a new ADA-accessible storybook trail, enriching the experience for both visitors and wildlife. We're eager to roll up our sleeves and contribute directly through employee engagement, strengthening our commitment to sustainability and community involvement.



#### Landcare Australia Locations: Australia

Landcare Australia is a national, not-for-profit organisation dedicated to uniting communities in sustainable land management and conservation initiatives. With over 30 years of impactful work, Landcare has built a vast network of individuals, groups, and organisations committed to restoring, protecting, and enhancing the environment. Their efforts focus on boosting ecological biodiversity, strengthening resilience in food and farming systems, and fostering social cohesion and community well-being. We are excited to embark on this new partnership, supporting Landcare Australia's mission and contributing to their progress towards achieving the UN Sustainable Development Goals.

#### The Honeybee Man Locations: Weston, UK

We have partnered with The Honeybee Man in the UK, sponsoring two honeybee colonies within their apiary located at Fairclough Hall Farm, helping to rebuild honeybee populations. Bees are vital to both pollinate the food we need to survive as well as many of the trees and flowers that provide essential habitats for wildlife. We're also making sure to include bee-friendly plants at our London HQ along with bee hotels.



#### Trees for Life Locations: Scottish Highlands, Scotland, UK

We are proud to have been a corporate supporter of Trees for Life since 2021, a rewilding charity based in Scotland. Focused on restoring the once-extensive Caledonian forest, the charity's vision includes the rejuvenation of entire ecosystems and providing a solution to the climate and biodiversity crises, creating a living, thriving landscape where wildlife and people can flourish together. We contribute funding towards habitat protection and rewilding, the 'Rewild and Recover' programme, and through volunteering.



#### Save the Med Locations: Balearic Islands, Spain

We continued our partnership with Save the Med, having committed our support until at least the end of 2026. Save the Med's mission centres on regenerating the Mediterranean basin through a holistic, integrative approach that empowers local communities to become informed and active stewards of their environment. As part of this collaboration, we are delighted to support educational programmes and to work closely with Save the Med's experts to tackle plastic pollution including reducing the use of single-use plastic within our own operations, an essential component of our All In plan. protecting, and enhancing the environment



#### ChildFund Rugby Locations: Kenya

We are excited to announce our new partnership with ChildFund Rugby to support the delivery of the Pass It Back rugby and life skills curriculum in collaboration with Kenya Rugby Union. Pass It Back is a globally recognised curriculum that harnesses the power of youth leadership to provide life-changing learning opportunities through rugby. Designed to engage youth coaches (aged 16-25) and young players (aged 11-16), Pass It Back builds community teams that promote both sport and social development. Pass It Back learning focuses on building and practicing skills such as managing emotions, building positive relationships, and challenging harmful norms and stereotypes, and supporting personal growth and well-being. We are proud to champion this initiative, empowering young individuals to develop critical life skills while fostering a love for rugby and community.





## Climate Impact Partners:

Through our partnership with Climate Impact Partners we provided finance towards low carbon sustainable development projects that deliver on beyond value chain mitigation (BVCM) goals, enabling us to reduce and remove emissions that are outside of our value chain emissions, catalysing the funding of new climate solutions and supporting global net zero goals.



In 2024, we delivered over USD 275k of finance to low-carbon sustainable development projects, a small part of which is delivered through the purchase of high-quality carbon credits, equal to 5,937 emission reductions (tCO<sub>2</sub>e).

- Community partners
- Climate impact partners

### 1 Renewable Energy Clean Power Portfolio:

This project supports the development of global renewable projects in countries such as India, directly increasing the global share of renewables in the energy mix while reducing emissions by displacing fossil fuels.



### 2 Katingan REDD, Indonesia:

Located in Indonesian Borneo, known as Kalimantan, this project protects nearly 150,000 hectares of peatland ecosystems. It is surrounded by villages for which it supports traditional livelihoods including farming, fishing, and non-timber forest products harvesting. The area stores vast amounts of carbon and plays a vital role in stabilising water flows, preventing devastating peat fires, enriching soil nutrients and providing clean water. It is rich in biodiversity, being home to large populations of many high conservation value species, including some of the world's most endangered; such as the Bornean Orangutan and Proboscis Monkey.



### 3 Orb Rooftop Solar Project, India:

This project has brought over 160,000 solar power and solar water heating systems in India, providing a consistent supply of renewable energy to communities and in turn, reducing emissions, indoor air pollution from kerosene, and improving social opportunities.



### 4 Accelerating Blue Carbon:

Menzies is funding the planting of 70,000 mangroves during 2023 – 2026, as part of the Accelerating Blue Carbon project. The Kilifi County Mangrove Restoration Project, Kenya, is situated on the beautiful Mtwapa Creek, and is working to restore vital mangrove habitats that support biodiversity and help sequester carbon



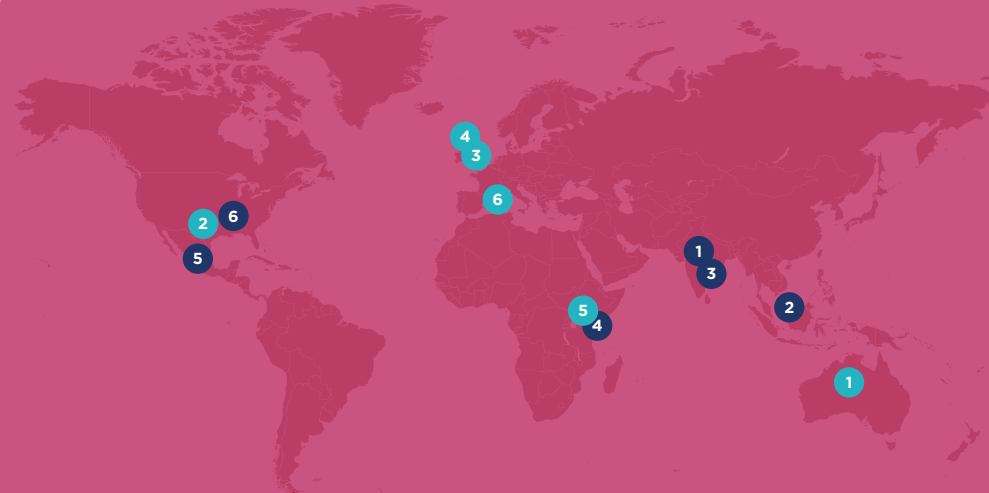
### 5 Patsari Improved Cookstoves, Mexico:

In Mexico, about a quarter of the population relies on firewood for cooking and it serves as the primary energy source for roughly 80% of rural households. Following educational workshops and meetings with communities, local construction teams use locally sourced materials to build more efficient cookstoves in interested households. Providing cleaner cooking solutions reduces emissions and improves health for communities.



### 6 Mississippi Valley Reforestation Project, USA:

The project aims to reforest one million acres of the Lower Mississippi Alluvial Valley helping to protect against hurricane and flood damage, controlling soil and nutrient run-off. The forestland is also a vital habitat for numerous plant and animal species. Landowners who voluntarily enrol in the project commit to planting and protecting trees, reducing nearly 100 tonnes CO<sub>2</sub> equivalent per hectare.



**1 Landcare Australia**  
Location: Australia

**3 The Honeybee Man:**  
Location: Weston, UK

**5 ChildFund Rugby:**  
Location: Kenya

**2 Fort Worth Nature Center & Refuge**  
Location: Fort Worth, Texas, USA

**4 Trees for Life**  
Location: Scottish Highlands, Scotland, UK

**6 Save the Med**  
Location: Balearic Islands, Spain



**Our teams in the community**

Our teams love getting involved in giving back to local communities, raising awareness of local charities and community groups, and showing that small acts of kindness can have a big impact on the communities where we operate.



Our Menzies Orlando, US team participated in United Airlines' Rise Against Hunger project. Alongside colleagues from Alaska Airlines, their mission to pack 15,000 meals to support the global fight against hunger was quickly surpassed reaching a staggering 30,000 meals. The meals were distributed by Rise Against Hunger to locations around the world, including Haiti, the Philippines and South Africa.



Our teams in our Edinburgh and London offices, UK, volunteered their time to support Social Bite, one of our long-time charity partners. The charity is dedicated to ending homelessness and provides homes, jobs, food and support to empower people to transform their own lives. Our Menzies' teams helped collect donated gifts at the Trees of Kindness on in Edinburgh and London as part of Social Bite's Festival of Kindness.



Global HR leaders from across our business had the privilege of volunteering with Just a Change and CERCITOP,CRL in Lisbon, where they rolled up their sleeves to help renovate a residential facility for young people with disabilities, transforming it into a welcoming and vibrant space for its residents.



Our Menzies-RAS team in Pakistan had the honour of visiting the Deaf Reach Foundation's head office in Karachi. The team were moved and inspired by the experience, and the amazing talent and passion of the students who showed that communication goes beyond words. The visit reminded was a reminder of the power of inclusion and supporting a future where everyone's voice is heard in their own way.

**Putting the fun in fundraising**

Through our John Maxwell Menzies (JMM) Community Fund, we're proud to support a range of charitable, voluntary and community related activities across the world, including many nominations from our colleagues that are close to their hearts. Many of our teams organise their own charity fundraising too. There were too many highlights from 2024 to share them all but here are small selection.



Seven of our employees based at airports in Romania raised over 2,000 Euros by swimming over 3,000 metres between them, equivalent to the length of 41 Airbus A380's, in aid of One Village, One Child. The programme offers educational support to gifted children from disadvantaged backgrounds.



The QEII Foundation offers mental health support to cancer patients and survivors in Nova Scotia, Canada. Sharon Needham, our Regional Manager for Fuel Operations, based in YHZ Halifax, Canada, recently hosted the second 'Hockey for Hope' ice hockey tournament, where she helped to raise an astonishing \$39,000. We were proud to support Sharon — a cancer survivor herself — for the second year, sponsoring the ice for the tournament.



Our colleagues at Philadelphia International Airport, US, recently participated in the PHL 5k run/walk, racing their way around one of Philadelphia's five runways. The team, who support our 24/7 fuel farm operations, joined hundreds of other airport employees to help raise US\$37,000 for local charities. One of the charities who received valuable funding was March of Dimes, an organisation dedicated to lifesaving research, programmes and education to create a world where every family, mother and baby are healthy and strong, regardless of their wealth, race, gender or geography.