



Environmental Policy

September 2025

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Policy Statement

John Menzies Limited and all Group subsidiary and sister companies (together 'Menzies') are committed to mitigating the risks from climate change on our business and working towards a net-zero future. As a leading employer within the aviation industry, we strive to prevent and minimise pollution, protect the natural environment, and continuously improve our environmental performance and environmental management. We aim to take any negative environmental impacts our business operations have and turn them into opportunities. To do so, we will continue to comply with all applicable environmental compliance regulations and always conduct business ethically and with integrity. By being a responsible corporate citizen, we can remain resilient and play our part in delivering a sustainable, net-zero future for aviation.

This Policy is approved and endorsed by Menzies Aviation Board of Directors.

John Menzies Limited commits to reach net-zero greenhouse gas (GHG) emissions across the value chain by 2045. The Science Based Targets initiative (SBTi) has validated that our science-based GHG emissions targets conform with the SBTi Corporate Net Zero Standard and has classified our Scope 1 & 2 target ambition as in line with a 1.5°C trajectory.

'All In' is Menzies' plan for a fair and sustainable future, designed to drive positive change and progress our material ESG objectives.

We are proud to be a signatory of the UN Global Compact and our 'All In' plan encapsulates the goals and initiatives that directly align with progressing the UN Sustainable Development Goal (SDGs).

Progressing the SDGs that most closely align with our business operations is of utmost importance. For environment, this involves:

[SDG 7](#): Ensure access to affordable, reliable, sustainable and modern energy for all.

[SDG 12](#): Ensure sustainable consumption and production patterns.

[SDG 13](#): Take urgent action to combat climate change and its impacts

As a signatory of the United Nations Global Compact we are committed to upholding its 10 principles. For environment, this includes:

[Principle 7](#): Businesses should support a precautionary approach to environmental challenges.

[Principle 8](#): Businesses should undertake initiatives to promote greater environmental responsibility.

[Principle 9](#): Businesses should encourage the development and diffusion of environmentally friendly technologies.



Our Commitment

We are committed to:

- Achieving net-zero across all 3 scopes by 2045.
- Complying with all applicable environmental laws, regulations, and standards related to our operations and environmental protection.
- Continually improving our environmental performance through the IATA IEnvA Environmental Management System.
- Continually reviewing and improving our environmental objectives and targets and setting new goals to reduce waste and water use.
- Collaborating with our industry partners and engaging with local communities and employees to address environmental issues.
- Taking a circular approach where possible, reducing waste and increasing recycling across our global operations and seeking zero-waste product alternatives where applicable. By keeping resources circulating for as long as possible, we reduce what we take from the Earth's limited natural and biological resources.
- Embedding sustainability into our strategy, procurement, due diligence and investment decision-making processes and criteria, giving preference to those suppliers and partners that share our commitment to sustainability.
- Reducing energy consumption and fuel use across our global operation and seeking renewable energy and low emission fuel options.
- Taking an 'electric first' approach to GSE replacement, repowering existing equipment from diesel to electric wherever possible, seeking new technologies, and sourcing sustainable supplies of alternative fuels.
- Reducing our carbon footprint through employee travel-to-work initiatives and improving business travel reporting and promoting lower impact travel options.
- Developing the most sustainable services and reduce carbon emissions for our customers.
- Maintaining a zero-tolerance policy towards the illegal transportation of flora and fauna, and their products. We will adhere to our airline customers more stringent policies such as non-transport of hunting trophies.
- Protecting and supporting rewilding of the natural world to improve carbon absorption, resilient landscapes and biodiversity.
- Providing training and awareness programmes to employees to ensure they understand and contribute to our environmental goals.
- Providing transparent and accessible communication, information and reporting on our emissions, environmental initiatives and performance to stakeholders and the public through regular reporting.

- Undertaking environmental and climate risk and impact analysis resulting from our business activities, operations and value chain, as well as the risks and impacts to our future financial performance and business resilience.

We will continue our efforts to:

- Support good quality environmental projects and initiatives across our global operations that positively impact nature and biodiversity and local communities.
- Support our airline customers and airport partners to reduce emissions and provide sustainable solutions and efficient aircraft turnarounds.
- Collaborate with our airline customers and airport partners to champion renewable energy infrastructure and policy changes that support a sustainable future aviation industry.
- Collaborate with equipment manufacturers and other suppliers on developing and trialling new technologies and sustainable products and services across our value chain.
- Raise awareness and promote training of employees and stakeholders on this Environmental Policy, our environmental management system, our goals, objectives, and the UN Sustainable Development Goals.
- Drive compliance and certification with the IATA IEnvA standards across our global operations.

Scope

This Policy applies to anyone who is employed by Menzies including any subsidiaries, joint ventures in which we have a majority or controlling interest, or sister companies including National Aviation Services.

We are committed to working only with customers, contractors, sub-contractors, consultants, agents, suppliers and joint venture partners ('Business Partners'), whose business ethics and behaviours are consistent with this Policy.

This Policy does not form part of any Menzies employee's contract of employment and may be amended by John Menzies Ltd, in its absolute discretion, at any time.

You must ensure you always reference the current version of this Policy which will always be available on the Menzies Intranet and via Menzies.Sustainability@menziesaviation.com. Any printed or downloaded versions of this Policy will be classed as uncontrolled. Where this Policy refers to other Menzies policies and procedures, you must review and consult them for more detailed information and guidance.

We will publicly communicate our environmental commitments to interested parties by having this Environmental Policy available on the Menzies website. All Menzies employees will be able to view this Policy via the Intranet, noticeboards and by email through Internal Communications.

All services we provide are included in the scope of this Policy: all ground handling operations, into-plane fuelling and fuel farm management, cargo, freight forwarding, lounges and executive services.

Responsibilities

a. Business Partners and Suppliers

Our commitments to the environment and improving our environmental performance must be communicated to all Business Partners including suppliers at the outset of any business relationship. Collaborating with suppliers is vital for us to be able to achieve our net-zero targets and support the aviation industry with its net-zero ambitions. By collecting information around our Business Partners and suppliers, we can better understand the activities they carry out and the risks these pose to Menzies, as well as better understand their own environmental plans.

All new suppliers will be subject to due diligence, including environmental due diligence where appropriate. Business Partners will also be required to undertake an ESG risk assessment and sign up to specific contractual provisions, and confirm receipt and acknowledgement of, and certify compliance with, our [Third Party Code of Conduct](#). These considerations are core to our supplier selection, among other assessment criteria.

b. Sustainable Procurement & Supply Chain

- We will work with our suppliers to understand their emissions, as well as commitments and approach to environmental sustainability including any policies, measures and controls in place.
- We want to help our suppliers establish long-term environmental sustainability goals and targets by undertaking supplier due diligence.
- We will maintain a focus on renewable energy and procuring energy efficient technology and services.
- We are committed to sourcing a greater percentage of recycled and repurposed materials for products and services, in line with our Sustainable Procurement Policy.
- Our [Third Party Code of Conduct](#) sets out the expectations of our suppliers (and their sub-contractors) in complying with Menzies standards.
- We encourage all suppliers to commit to the UN Global Compact and its principles, and to set environmental goals such as science based net zero targets and participate in the UN Sustainable Suppliers Training Programme.
- All suppliers will be subject to environmental risk assessments and environmental risk-based supplier due diligence where this is deemed necessary.

- We aim to prevent environmental violations within our supply chains through the inclusion of related contractual provisions in all agreements with Business Partners (e.g. suppliers, customers, joint venture partners).
- Menzies may terminate its relationship with any individual or organisation working on its behalf who breaches, or who is reasonably suspected of having breached, this Policy, or who, having been given, in appropriate circumstances, an opportunity to remedy any failings and improve to an acceptable standard, has not done so.

c. IATA Environmental Assessment Programme (IEnvA) for Ground Service Providers

We are implementing the IATA IEnvA programme for ground handling activities and corporate buildings across our global operations. This new standard has been verified in alignment with ISO 14001 and is designed to provide a robust set of environmental management processes and controls, with an industry specific focus for aviation ground services including ramp, cargo and de-icing, as well as corporate buildings and operations.

The new standard provides relevant procedures, risk assessments, controls and tools that will be trained and deployed across our global operations.

d. Reporting Standards & Analysis

Menzies uses the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standards and reports emissions in accordance with the UK Government's Environmental Reporting Guidelines.

Our Scope 1 emissions include: direct emissions from our operations, including the combustion of fuel in our ground support equipment and vehicles, as well as gas and other fuel consumption for operating a facility.

Our Scope 2 emissions include: indirect emissions from electricity purchased for our own use in locations of operation and electric vehicles and equipment.

Our Scope 3 emissions include: ground activities that involve the consumption of fuel or purchase of electricity by third parties.

We have identified the following scope 3 categories as material to Menzies and set targets to reduce each category.

1: Purchased goods and services

2: Capital goods

4. Fuel and energy related

5: Waste

6: Business travel

7: Employee commuting

11: Use of sold products

We use a system (ESG360°) to enable more efficient data collection and calculation of our emissions.

We comply with all sustainability and environmental reporting and disclosure requirements and are working towards new regulations as they come into effect. This includes but is not limited to reporting on GHG emissions as required by various legislation and regulation, UK Energy Savings Opportunity Scheme, TCFD, UN Communication on Progress, SBTi reporting, and scheduled regulations such as the European Corporate Sustainability Reporting Directive (CSRD) and ISSB framework.

e. SBTi

We have set ambitious near-term and long-term targets to reach net-zero by 2045 across our operations and our value chain, in line with SBTi.

Near-Term Targets: John Menzies Limited commits to reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2022 base year. John Menzies Limited also commits to reduce absolute scope 3 GHG emissions from use of sold products related to the sale of fossil fuels 42% by 2030 from a 2022 base year. John Menzies Limited further commits to reduce absolute scope 3 GHG emissions from purchased goods and services, capital goods, fuel and energy related activities, waste, business travel, employee commuting and use of sold products 30% within the same timeframe. John Menzies Limited finally commits to reduce absolute scope 3 GHG emissions from the use of sold fossil fuels 42% within the same timeframe.

Long-Term Targets: John Menzies Limited commits to reduce absolute scope 1 and 2 GHG emissions 95% by 2045 from a 2022 base year. John Menzies Limited commits to reduce absolute scope 3 GHG emissions from purchased goods and services, capital goods, fuel and energy related activities, waste generated in operations, business travel, employee commuting and use of sold products 90% within the same timeframe.

Waste

Waste is a top priority for us, as well as for many of our customers and industry partners. We will continue to work closely with them to trial new materials, technologies and processes aimed at reducing resource consumption and waste, improving disposal and recycling, and lessening environmental impacts.

We have set a target of zero waste to landfill within our cargo operations by end 2026.

We commit to continue to improve our waste analysis and reporting and to consider further waste reduction targets.

Water

We are expanding our impact analysis to include the volume of water we consume, particularly at service level for de-icing, aircraft cleaning, aircraft toilet and water services, as well as in lounges and our own operations where applicable. We commit to continue to improve our water use analysis and reporting and to set responsible reduction targets.

Paperless Initiative

We measure our printed paper usage through Papercut software across our global networks. By reporting on a location basis, we hope to incentivise stations to print less and consider other ways of reducing their paper consumption. We will continue to collaborate with our employees, customers and third parties to seek alternative methods of eliminating paper usage and initiatives to change behaviours towards printing.

IT Asset Re-Use and Disposal

Our IT Asset Re-use and Disposal Policy is designed to promote sustainable internal use of IT equipment within the organisation. This not only helps in maximising the lifespan of IT assets but also ensures that they are used to their full potential. By promoting the re-use of internal IT equipment until it is 'End of Life', Menzies Aviation can reduce its carbon footprint, save money on new equipment purchases, and improve the overall efficiency of its IT infrastructure.

Training

All Menzies employees and, where deemed appropriate, certain Business Partners, will be required to participate in training sessions regarding our approach to the environment. Such training sessions may include a review of this Policy and may be conducted live or online, at such times as deemed necessary or desirable. The purpose of this training will be to assist participants in understanding our climate change impacts and how we can work towards achieving our net-zero goals, adhering to environmental standards, identifying indications of possible risks or non-compliance and providing guidance as to what to do in such circumstances.

Reporting a Violation

Menzies operates in over 65 countries and has over 60,000 full-time employees globally, so there may be occasions when local laws, regulations or customs conflict with this Policy. If you have any queries or concerns as to the correct procedure to follow or the appropriate mode of conduct, please do not hesitate to contact: Menzies.Sustainability@menziesaviation.com.

Any known, suspected or potential violation of this Policy must be reported promptly to your Line Manager, to Menzies Sustainability team, or via the Menzies confidential

Speak Up Hotline, in accordance with the reporting provisions detailed in our Code of Conduct.

<https://www.speakupfeedback.eu/web/menzies/>

Monitoring and Risk Assessment

The suitability and adequacy of this Policy and responses to any issues will be reviewed periodically. Menzies compliance with this Policy and, where appropriate, that of Business Partners, will be monitored through a combination of methods, including internal auditing of control systems and procedures to ensure they are effective in mitigating climate change risks, and periodic risk assessments. Such risk assessments will be used to identify both specific areas where they may be heightened risk, and those Business Partners in our supply chains who could be considered to present higher risk, to understand the controls they have in place and their adequacy.

All Menzies employees will be required to confirm that they have read and understood the requirements of this Policy.

Environmental Policy			
Policy Owner	Katy Reid, Head of Sustainability & Corporate Responsibility	Implementation Date	November 2023
Version #	V3.1	Last Reviewed/Update	September 2025
Approval	John Geddes, Chief Governance & Sustainability Officer Philipp Joeinig, CEO		

Document Revisions

Date	Description	Revisions made by:
November 2023	Updated to replace previous Environmental Policy Statement.	Rachel McCathie
June 2024	Updated to include SBTi validation.	Rachel McCathie
September 2025	Updated countries served and number of employees, and revised waste section to include waste target. Some wording updates to the We Are Committed To section.	Katy Reid