

Manchester Airports Group Corporate Social Responsibility GRI Content Index 2016/17 v1.0

GENERAL DISCLOSURES																																																																			
General Standard Disclosures	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)																																																															
<b>1. ORGANIZATIONAL PROFILE</b>																																																																			
102-1	Manchester Airports Group																																																																		
102-2	2016/17 MAG Annual Report and Accounts p. 5 Please note for reference, M.A.G refers to The Manchester Airports Group, MAN = Manchester Airport, EMA = East Midlands Airport and BOH = Bournemouth Airport, STN = Stansted Airport																																																																		
102-3	Manchester Airports Group Head office, Olympic House, Greater Manchester, M90 1AA																																																																		
102-4	2016/17 MAG Annual Report and Accounts p. 5 and p. 15-18																																																																		
102-5	2016/17 MAG Annual Report and Accounts p. 5 MAG operates under the name of The Manchester Airports Group Plc. and all M.A.G airports are governed by UK Aviation law, under the Civil Aviation Authority.																																																																		
102-6	2016/17 MAG Annual Report and Accounts Operating Review p.15-18 Airport websites also hold passenger destination information: <a href="http://www.manchesterairport.co.uk">www.manchesterairport.co.uk</a> , <a href="http://www.eastmidlandsairport.com">www.eastmidlandsairport.com</a> , <a href="http://www.bournemouthairport.com">www.bournemouthairport.com</a> , <a href="http://www.stanstedairport.com">http://www.stanstedairport.com</a> .																																																																		
102-7	Total number of employees 5367 Total number of (operations) passengers 55.9 million (Annual Report & Accounts p.13) Net Sales & costs: 2016-17 MAG Annual Reports and Accounts p. 22-23 Total Capitalisation: 2016-17 MAG Annual Reports and Accounts p. 120 Quantity of products & services provided: See passenger numbers and air traffic movement numbers above and below  Total Area of operational land: 2,568 ha Airport runways: Bournemouth Airport: 08-26 2,271m East Midlands Airport: 09-27 2,893m Manchester Airport: 23R - 05L 3,048m, 23L - 05R 3,048m Stansted: 3,048m  Total number of Air Traffic Movements: 489,825  Number of airlines and destinations served are detailed on the websites of each of the airports <a href="http://www.manchesterairport.co.uk">www.manchesterairport.co.uk</a> , <a href="http://www.eastmidlandsairport.com">www.eastmidlandsairport.com</a> , <a href="http://www.bournemouthairport.com">www.bournemouthairport.com</a> , <a href="http://www.stanstedairport.com">www.stanstedairport.com</a> .																																																																		
102-8	<u>Total number of employees broken down by employment contract and gender</u> <u>Total workforce on 31st March 2017</u> <b>MAG</b> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Permanent Full Time</td> <td>2,346 43.71%</td> <td>1041 19.40%</td> </tr> <tr> <td>Permanent Part Time</td> <td>816 15.20%</td> <td>796 14.83%</td> </tr> <tr> <td><b>Total Permanent</b></td> <td><b>3162 58.92%</b></td> <td><b>1,837 34.23%</b></td> </tr> <tr> <td>Temporary Full Time</td> <td>119 2.22%</td> <td>88 1.64%</td> </tr> <tr> <td>Temporary Part Time</td> <td>82 1.53%</td> <td>68 1.27%</td> </tr> <tr> <td><b>Total Temporary</b></td> <td><b>201 3.75%</b></td> <td><b>156 2.91%</b></td> </tr> <tr> <td>Casual</td> <td>7 0.13%</td> <td>4 0.07%</td> </tr> <tr> <td><b>Total</b></td> <td><b>3,370 62.79%</b></td> <td><b>1,997 37.21%</b></td> </tr> </tbody> </table> <b>Manchester Airport</b> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Permanent Full Time</td> <td>1,406 45.04%</td> <td>597 19.12%</td> </tr> <tr> <td>Permanent Part Time</td> <td>560 17.94%</td> <td>444 14.22%</td> </tr> <tr> <td><b>Total Permanent</b></td> <td><b>1,966 62.97%</b></td> <td><b>1041 33.34%</b></td> </tr> <tr> <td>Temporary Full Time</td> <td>22 0.70%</td> <td>22 0.70%</td> </tr> <tr> <td>Temporary Part Time</td> <td>40 1.28%</td> <td>27 0.86%</td> </tr> <tr> <td><b>Total Temporary</b></td> <td><b>62 1.99%</b></td> <td><b>49 1.57%</b></td> </tr> <tr> <td>Casual</td> <td>4 0.13%</td> <td>0 0.00%</td> </tr> <tr> <td><b>Total</b></td> <td><b>2032 65.09%</b></td> <td><b>1090 34.91%</b></td> </tr> </tbody> </table> <b>East Midlands Airport</b> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Permanent Full Time</td> <td>256 45.63%</td> <td>108 19.25%</td> </tr> <tr> <td>Permanent Part Time</td> <td>47 8.38%</td> <td>80 14.26%</td> </tr> </tbody> </table>		Male	Female	Permanent Full Time	2,346 43.71%	1041 19.40%	Permanent Part Time	816 15.20%	796 14.83%	<b>Total Permanent</b>	<b>3162 58.92%</b>	<b>1,837 34.23%</b>	Temporary Full Time	119 2.22%	88 1.64%	Temporary Part Time	82 1.53%	68 1.27%	<b>Total Temporary</b>	<b>201 3.75%</b>	<b>156 2.91%</b>	Casual	7 0.13%	4 0.07%	<b>Total</b>	<b>3,370 62.79%</b>	<b>1,997 37.21%</b>		Male	Female	Permanent Full Time	1,406 45.04%	597 19.12%	Permanent Part Time	560 17.94%	444 14.22%	<b>Total Permanent</b>	<b>1,966 62.97%</b>	<b>1041 33.34%</b>	Temporary Full Time	22 0.70%	22 0.70%	Temporary Part Time	40 1.28%	27 0.86%	<b>Total Temporary</b>	<b>62 1.99%</b>	<b>49 1.57%</b>	Casual	4 0.13%	0 0.00%	<b>Total</b>	<b>2032 65.09%</b>	<b>1090 34.91%</b>		Male	Female	Permanent Full Time	256 45.63%	108 19.25%	Permanent Part Time	47 8.38%	80 14.26%			
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102-9	MAG has 1,921 suppliers of which 28% are within 25 miles of a MAG airport. 2016/17 MAG Annual Report and Accounts p.41 & 58. MAG 2016/17 CSR Report Business and Employment p. 6																																																																		
102-10	M.A.G cannot by law favour local suppliers. Under UCR regulations (OJEU) it would be a breach of UK and European contract law to do so as we are classed as a public utility and therefore captured under OJEU legislation. To specifically favour local contractors would be discriminatory under this legislation and leave us open to substantial fines and legal action by the European commission. On the other hand, we have a robust sustainability policy which monitors contractors against and actively encourages contribution through contracting at regional level. 2016/17 MAG Annual Report and Accounts Operating Review p.15-18 Airport websites also hold passenger destination information: <a href="http://www.manchesterairport.co.uk">www.manchesterairport.co.uk</a> , <a href="http://www.eastmidlandsairport.com">www.eastmidlandsairport.com</a> , <a href="http://www.bournemouthairport.com">www.bournemouthairport.com</a> , <a href="http://www.stanstedairport.com">http://www.stanstedairport.com</a> .																																																																		
102-11	2016/17 MAG Annual Report and Accounts Risk Management p. 33-34 While the precautionary principle is not specifically named in our policies, our approach to risk management in relation to both environmental and social impacts incorporates assessment of suspected though unproven harm and in such cases we err on the side of caution.																																																																		
102-12	ISO 14001 ISO 50001 BITC Community Mark Airport Carbon Accredited Organisation Carbon Trust Standard																																																																		

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102-13	<p><a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a>                      Primary Membership Organisations:                      International Air Transport Association (IATA)                      Airports Council International (ACI)                      Air Transport Action Group (ATAG)                      Airport Operators Association (AOA)                      Airport Carbon Accreditation                      Business in the Community                      Sustainable Aviation</p>			
<b>2. STRATEGY</b>				
102-14	<p>MAG 2016/17 CSR Report CEO Welcome p. 2-3 Our Approach p. 4-7 &amp; Our Performance p.30-33                      2016/17 MAG Annual Report and Accounts Strategic Report specifically p.9-13, 15-18, 33-37                      2016/17 MAG Annual Report and Accounts Corporate Social Responsibility section p. 39-44  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/</a>                      Materiality: <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a></p>			
102-15	<p>MAG 2016/17 CSR Report CEO Welcome p. 2-3 Our Approach p.4-7 &amp; Our Performance p.30-33                      2016/17 MAG Annual Report and Accounts Strategic Report specifically p.9-13, 15-18, 33-37                      2016/17 MAG Annual Report and Accounts Corporate Social Responsibility section p. 39-44  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/</a>                      Materiality: <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a></p>			
<b>3. ETHICS AND INTEGRITY</b>				
102-16	<p>2016/17 MAG Annual Report and Accounts p. 9                      2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 47</p>			
102-17	<p>MAG is committed to maintaining an open culture with the highest standards of honesty and integrity, where colleagues can report any genuine concerns in the strictest confidence. We have in place 'SafeCall', an independent whistle-blowing line, which provides employees with a safe and secure mechanism to report any matters relating to their working environment. MAG employs SafeCall as a mechanism to allow staff members to easily report any confidential concerns, including corruption, discrimination, health and safety and bullying.</p> <p>We deal with any such cases in line with our company policy and are strongly committed to tackling any occurrences of inappropriate behaviour swiftly and resolutely to enable full equality in our place of work. Whilst MAG has a robust internal reporting system, on occasions, colleagues may feel uncomfortable using them due to a lack of anonymity. MAG values the service provided by SafeCall because we are keen to ensure that any allegation of wrongdoing or other concerns are reported and investigated immediately.</p>			
<b>4. GOVERNANCE</b>				
102-18	2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 47-55			
102-19	<a href="http://www.magworld.co.uk/magweb.nsf/AttachmentsByTitle/Executive+Committee.pdf/\$FILE/Executive+Committee.pdf">http://www.magworld.co.uk/magweb.nsf/AttachmentsByTitle/Executive+Committee.pdf/\$FILE/Executive+Committee.pdf</a>			
102-20	<a href="http://www2.magworld.co.uk/magweb.nsf/AttachmentsByTitle/Executive+Committee.pdf/\$FILE/Executive+Committee.pdf">http://www2.magworld.co.uk/magweb.nsf/AttachmentsByTitle/Executive+Committee.pdf/\$FILE/Executive+Committee.pdf</a>			
102-21	<p>2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 50 (CSR Committee)                      Materiality - MAG 2016/17 CSR Report Our Approach p.4-7  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a>  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/</a></p>			
102-22	2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 47-55			
102-23	2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 47			
102-24	2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 47-55			
102-25	2016/17 MAG Annual Report and Accounts Director's Report p. 57			
102-26	2016/17 MAG Annual Report and Accounts Corporate Social Responsibility (CSR) Committee p.50			
102-27	2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 47-55			
102-28	Executive Directors have annual performance targets through annual performance reviews that are bonusable and non-bonusable, which specifically relate to our business work streams, business objectives e.g. commercial income, property income, business scorecard, which includes colleague engagement scores, customer service scores, energy efficiency rating and targets, such as airport quality survey results and environmental management targets, including achieving re-accreditation to ISO 14001 standards.			
102-29	<p>Materiality - MAG 2016/17 CSR Report Our Approach p. 4-7                      2016/17 MAG Annual Report and Accounts Risk Management p. 33 and CSR Committee p. 50  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/</a>  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a></p>			
102-30	2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 52 (Risk Management)			
102-31	2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 50 (CSR Committee), 52 (Risk Management)			
102-32	Executive Board of Directors			
102-33	<p>Through stakeholder engagement and annual materiality process - material issues addressed through the MAG CSR Strategy with targets and objectives overseen by the CSR Committee of the Board  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/</a>  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a>                      2016/17 MAG Annual Report and Accounts Corporate Governance Statement p. 50 (CSR Committee)</p>			
102-34	2016/17 MAG Annual Report and Accounts Risk Management p. 33, Corporate Governance Statement (Risk Management) p. 52			
102-35	2016/17 MAG Annual Report and Accounts Remuneration Report p. 55			
102-36	2016/17 MAG Annual Report and Accounts Remuneration Report p. 55			
102-37	2016/17 MAG Annual Report and Accounts Remuneration Report p. 55			
102-38	2016/17 MAG Annual Report and Accounts Remuneration Report p. 73-74	This data is not fully available	The information is currently unavailable	This data is not fully available
102-39	2016/17 MAG Annual Report and Accounts Remuneration Report p. 73-74	This data is not fully available	The information is currently unavailable	This data is not fully available
<b>5. STAKEHOLDER ENGAGEMENT</b>				
102-40	<a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/</a>			
102-41	Percentage of total employees covered by collective bargaining agreements - 89.62% which is 4,810 employees			
102-42	<p>Materiality - MAG 2016/17 CSR Report Our Approach p. 4-7  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/</a>  <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a>                      Stakeholders are identified through a mapping exercise</p>			
102-43	<a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/</a>			

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102-44	<a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a> The CSR Strategy details how the company is responding to material issues - see 2016/17 MAG Annual Report and Accounts p. 39 and MAG 2016/17 CSR Report All stakeholders have raised all the material issues contained within the CSR Report.			
<b>6. REPORT PRACTICE</b>				
102-45	2016/17 MAG Annual Report and Accounts Group Financial Statements p. 60 MAG 2016/17 CSR Report Our Approach p. 4-7 The organisation has implemented the Reporting Principles for Defining Report Content:			
102-46	1. Stakeholder inclusiveness - through a stakeholder engagement process and outreach events we identify the expectations of stakeholders: <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/</a> 2. Sustainability Context - our performance in context is demonstrated; MAG 2016/17 CSR Report Our Approach (MAG CSR Strategy) p. 4-7 3. Materiality - MAG 2016/17 CSR Report Our Approach p. 4-7; <a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a>			
102-47	Materiality - MAG 2016/17 CSR Report Our approach p. 4-7			
102-48	Direct (Scope 1) emissions data has been restated - see 305-1 In the MAG 2016/17 CSR Report, previous data related to internal promotion to leadership positions has also been restated			
102-49	No changes			
102-50	1st April 2016 - 31st March 2017			
102-51	1st April 2015 - 31st March 2016 (published September 2016)			
102-52	Annual			
102-53	CSR@magairports.com <a href="http://www2.magworld.co.uk/corporate-social-responsibility/">http://www2.magworld.co.uk/corporate-social-responsibility/</a>			
102-54	In accordance comprehensive; MAG 2016/17 CSR Report Disclosures p. 34-35			
102-55	GRI Content Index published and accessed from <a href="http://www2.magworld.co.uk/corporate-social-responsibility/">http://www2.magworld.co.uk/corporate-social-responsibility/</a>			
102-56	MAG 2016/17 CSR Report Assurance statement p. 34-35			
<b>MANAGEMENT APPROACH</b>				
103-1	MAG 2016/17 CSR Report (narratives throughout associated with material issues identified) All the material aspects have the same boundary - MAG UK operations with indirect impacts outside the direct control of MAG but within sphere of influence			
103-2	MAG 2016/17 CSR Report; narratives throughout associated with material issues identified; Our Performance p. 30-33			
103-3	MAG 2016/17 CSR Report; Our Performance p. 30-33 2016/17 MAG Annual Report and Accounts CSR Committee p. 50 (CSR Committee) MAG also conducts regular benchmarking exercises including against specific issues such as energy and water use			
<b>TOPIC-SPECIFIC DISCLOSURES</b>				
<b>ECONOMIC PERFORMANCE</b>				
1.1 Management Approach Disclosure	MAG 2016/17 CSR Report Business and Employment p. 8-15			
201-1	Revenues: 2016/17 MAG Annual Report and Accounts, KPIs p. 12 • Economic value distributed: – Operating costs: 2016/17 MAG Annual Report and Accounts Financial Statements p. 68 – Employee wages and benefits, 2015/16 MAG Annual Report and Accounts, Results from operations, p. 73 – Payments to providers of capital: 2016/17 MAG Annual Report and Accounts, Related Party Transactions, p. 99 – Taxation: 2016/17 MAG Annual Report and Accounts p. 75-76 – Community investments 2016/17 CSR Report, Communities at our Airports p. 16-19 • Direct Economic Impact 2016/17 CSR Report, Business and Employment p. 8-15			
201-2	The organisation's senior managers consider climate change and the risks and opportunities it presents to the organisation extremely seriously. In addition to regular monthly reporting by each airport, the airport group also has a Corporate Social Responsibility (CSR) Board, which was formed in 2011. The CSR Board comprises a cross section of senior executives and also has representation from the Group Board; including a Non-Executive Director. The CSR Board provides independently minded review and challenge of our work in this area and the findings from the Board are reported to the Executive Committee. The Executive Committee and Group Board receive periodic performance updates. All M.A.G Airports report regularly on sustainability performance.  M.A.G is open to all new technologies, products and services to address challenges relating to climate change and is currently at the forefront in the aviation industry for implementing techniques that are not commonly associated with airports. M.A.G has not quantitatively estimated all of the financial implications of climate change and has assessed any regulatory risks and potential competitive advantages, as part of a business risk review.  Contingency plans for extreme weather are in place, as part of the risk analysis for the business.			
201-3	2016/17 MAG Annual Report and Accounts p. 56 (Remuneration Report) and p. 88-96 (Group Financial Statements)			
201-4	2016/17 MAG Annual Report and Accounts p. 5 (ownership structure incl. local government); Financial statements p. 60-101			
<b>MARKET PRESENCE</b>				
1.1 Management Approach Disclosure	2016/17 MAG Annual Report and Accounts, Employing Locally p. 41-42 MAG 2016/17 CSR Report Business and Employment p. 8-15; Our Colleagues p. 26-29			

202-1	<p>To calculate the standard entry level wage by gender compared to local minimum wage, we used data for all staff within tiers with an average salary that meet or are below the national average salary* of £27,200**. No Employee of MAG is paid at or below the national minimum wage. The significant location is the group.</p> <p>* Source: Office for National Statistics: Annual Survey of Hours and Earnings (ASHE)</p> <p>**Salary does not include any additional payments such as Shift Allowance.</p> <p>All Colleagues at or below National Average Salary</p> <p>All colleagues in Tiers 5-7 (Levels from CEO)</p> <p>Tier 7</p> <table border="1"> <thead> <tr> <th></th> <th># of Colleagues</th> <th># of Full Time Employees</th> <th># of Part Time Employees</th> <th># of Casual Employees</th> <th>Average Salary</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>776</td> <td>422</td> <td>351</td> <td>3</td> <td>£26,370.96</td> <td>1.00</td> </tr> <tr> <td>Female</td> <td>366</td> <td>148</td> <td>218</td> <td>0</td> <td>£21,872.74</td> <td>0.83</td> </tr> </tbody> </table> <p>Tier 6</p> <table border="1"> <thead> <tr> <th></th> <th># of Colleagues</th> <th># of Full Time Employees</th> <th># of Part Time Employees</th> <th># of Casual Employees</th> <th>Average Salary</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>1,523</td> <td>1042</td> <td>479</td> <td>2</td> <td>£32,899.90</td> <td>0.99</td> </tr> <tr> <td>Female</td> <td>887</td> <td>440</td> <td>444</td> <td>3</td> <td>£33,098.79</td> <td>1.00</td> </tr> </tbody> </table> <p>Tier 5</p> <table border="1"> <thead> <tr> <th></th> <th># of Colleagues</th> <th># of Full Time Employees</th> <th># of Part Time Employees</th> <th># of Casual Employees</th> <th>Average Salary</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>580</td> <td>526</td> <td>53</td> <td>1</td> <td>£39,419.32</td> <td>1.00</td> </tr> <tr> <td>Female</td> <td>435</td> <td>259</td> <td>170</td> <td>1</td> <td>£32,098.98</td> <td>0.81</td> </tr> </tbody> </table> <p>Breakdown by National Minimum Wage Groups</p> <p>Under 18 Years of Age</p> <table border="1"> <thead> <tr> <th></th> <th>Number of Colleagues</th> <th>Average Salary</th> <th>National Minimum Wage</th> <th>% Average Salary vs Minimum Wage</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>2</td> <td>£8.76</td> <td>£4.05</td> <td>216%</td> <td>1</td> </tr> </tbody> </table>		# of Colleagues	# of Full Time Employees	# of Part Time Employees	# of Casual Employees	Average Salary	Ratio	Male	776	422	351	3	£26,370.96	1.00	Female	366	148	218	0	£21,872.74	0.83		# of Colleagues	# of Full Time Employees	# of Part Time Employees	# of Casual Employees	Average Salary	Ratio	Male	1,523	1042	479	2	£32,899.90	0.99	Female	887	440	444	3	£33,098.79	1.00		# of Colleagues	# of Full Time Employees	# of Part Time Employees	# of Casual Employees	Average Salary	Ratio	Male	580	526	53	1	£39,419.32	1.00	Female	435	259	170	1	£32,098.98	0.81		Number of Colleagues	Average Salary	National Minimum Wage	% Average Salary vs Minimum Wage	Ratio	Male	2	£8.76	£4.05	216%	1			
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202-2	<p>MAG is proud to employ many local people and to increasingly promote to senior positions from within MAG itself - across the business 22% of appointments to leadership teams now come from within MAG</p> <p>MAG 2016/17 CSR Report Our Colleagues p. 26-29</p>	This data is not fully available	The information is currently unavailable	This data is not fully available																																																																											
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305-1	<p>MAG 2016/17 CSR Report Airports and the Environment p. 20-25; Our Performance p. 30-33</p> <p>2016/17 MAG Annual Report and Accounts p. 44</p> <p>a. Included in carbon reporting table as CO2e (Our Performance p. 33)</p> <p>b. Our emissions reports provide emissions of CO2e, using Defra/DECC emission factors and capturing Kyoto gases</p> <p>c. Total biogenic emissions resulting from MAG Scope 1 activities are ( t CO2e) 2015/16 = 162, 2016/17 = 79.3</p> <p>d. Base year = 15/16 to demonstrate year on year progress.</p> <p>Previously reported 2015-16 BOH and EMA biomass emissions have been updated due to an erroneous conversion factor being applied. Previously reported emissions were overstated by 1000 times. Restated emissions reduced M.A.G's 2015-16 direct emissions by 120 tonnes CO2e, or 0.6%.</p> <p>Fuel consumption at MAN and STN for 2015-16 was previously overreported, and included fuel supplied by MAG to third parties. The implication was that indirect emissions from fuel supplied to third parties was also reported as a direct emission. Restated emissions reduced M.A.G's 2015-16 direct emissions by 5,042 tonnes CO2e, or 25%.</p> <p>e. Included below tables as a footnote (p.33)</p> <p>f. Operational control</p> <p>g. Defra/DECC emission factors 2016</p>																																																																														
305-2	<p>MAG 2016/17 CSR Report Airports and the Environment p. 20-25; Our Performance p. 30-33</p> <p>2016/17 MAG Annual Report and Accounts p. 44</p> <p>a. Included in carbon reporting table as CO2e (Our Performance p. 33)</p> <p>b. Included in KPI table under Net Carbon Emissions (Our Performance p.32)</p> <p>c. Our emissions reports provide emissions of CO2e, using Defra/DECC emission factors and capturing Kyoto gases</p> <p>d. Base year = 15/16 to demonstrate year on year progress. Recalculations stated in carbon footprint table.</p> <p>e. Included below tables as a footnote (p.33)</p> <p>f. Operational control</p> <p>g. Defra/DECC emission factors 2016</p>																																																																														

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305-3	<p>a. 55,007 CO2e - onward supply of fuel and energy                  b. Our emissions reports provide emissions of CO2e, using Defra/DECC emission factors and capturing Kyoto gases                  c. Total biogenic emissions resulting from MAG Scope 3 activities are (t CO2e) 2015/16 = 71, 2016/17 = 43.8                  d. Onward supply of fuel and energy                  e. Base year = 15/16 to demonstrate year on year progress                  f. Included below tables as a footnote; applicable to Scope 3 (p.33)                  g. Defra/DECC emission factors 2016</p>																																																																																																													
305-4	<p>a. Included in carbon reporting table under Intensity Measurement (p.33)                  b. Included in below tables as a footnote (p.33)                  c. Scope 1 and 2 emissions, as per the UK Mandatory Carbon Reporting Requirements and guidance within Defra Environmental Reporting Guidelines                  d. Our emissions reports provide emissions of CO2e, using Defra/DECC emission factors and capturing Kyoto gases</p>																																																																																																													
305-5	<p>a. 1,120 tonnes CO2e location-based, or 24 tonnes CO2e market-based                  b. Our emissions reports provide emissions of CO2e, using Defra/DECC emission factors and capturing Kyoto gases                  c. Base year = 15/16 to demonstrate year on year progress                  d. Savings within Scope 1/2                  e. Based on projected energy savings at time of capex approval and calculated using Defra/DECC emission factors</p>																																																																																																													
305-6	Not relevant to business	Not relevant to business	The Standard Disclosure or part of the Standard Disclosure is not applicable																																																																																																											
305-7	<p>MAG 2016/17 CSR Report Airports and the Environment p. 12-14</p> <p>Continual fixed air quality monitoring is in place at Manchester, East Midlands and Stansted Airports, please see the results of the air emissions that are monitored below. All data is presented in annual average ug/m3.</p> <table border="1" data-bbox="159 504 672 592"> <thead> <tr> <th></th> <th></th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2013</th> <th>2012</th> <th>2011</th> <th>2010</th> <th>2009</th> <th>2008</th> </tr> </thead> <tbody> <tr> <td rowspan="3">NO2</td> <td>MAN</td> <td>23.2**</td> <td>19.6</td> <td>21.5</td> <td>22.3</td> <td>24.4</td> <td>22.8</td> <td>28.1</td> <td>24.1</td> <td>24</td> </tr> <tr> <td>EMA</td> <td>17.0</td> <td>14.2</td> <td>17.9*</td> <td>23.0</td> <td>29.0</td> <td>27.2</td> <td>21.0</td> <td>21.0</td> <td>25</td> </tr> <tr> <td>BOH (NOx)</td> <td>19.18</td> <td>12.6</td> <td>14.8</td> <td>14.8</td> <td>15.9</td> <td>14.8</td> <td></td> <td></td> <td></td> </tr> <tr> <td>STN</td> <td>20</td> <td>19</td> <td>20</td> <td>22</td> <td>26</td> <td colspan="4">20 (av. of 2 monitoring points)</td> </tr> </tbody> </table> <table border="1" data-bbox="159 639 672 663"> <thead> <tr> <th></th> <th></th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2013</th> <th>2012</th> <th>2011</th> <th>2010</th> <th>2009</th> <th>2008</th> </tr> </thead> <tbody> <tr> <td rowspan="2">O3</td> <td>MAN</td> <td>40.1**</td> <td>46.3</td> <td>45.8</td> <td>47</td> <td>43.4</td> <td>46.1</td> <td>34.3</td> <td>31.5</td> <td>32.7</td> </tr> </tbody> </table> <table border="1" data-bbox="159 679 672 711"> <thead> <tr> <th></th> <th></th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2013</th> <th>2012</th> <th>2011</th> <th>2010</th> <th>2009</th> <th>2008</th> </tr> </thead> <tbody> <tr> <td rowspan="2">PM10</td> <td>MAN</td> <td>14.1**</td> <td>14.6</td> <td>15.7</td> <td>15.4</td> <td>13.4</td> <td>15.3</td> <td>16.6</td> <td>17.7</td> <td>23.5</td> </tr> <tr> <td>EMA</td> <td>14.0</td> <td>14.3</td> <td>17.1</td> <td>18.0</td> <td>18.0</td> <td>18.7</td> <td>15</td> <td>13</td> <td>14</td> </tr> </tbody> </table> <p>* This data is only based on 9 months of the year, as the final 3 months of data were not collected in error                  ** The Manchester air quality monitoring site was relocated around 400 meters to a new site. As a result, the 90% Defra Guidance data capture target was not achieved for NO2 and O3.</p>			2016	2015	2014	2013	2012	2011	2010	2009	2008	NO2	MAN	23.2**	19.6	21.5	22.3	24.4	22.8	28.1	24.1	24	EMA	17.0	14.2	17.9*	23.0	29.0	27.2	21.0	21.0	25	BOH (NOx)	19.18	12.6	14.8	14.8	15.9	14.8				STN	20	19	20	22	26	20 (av. of 2 monitoring points)						2016	2015	2014	2013	2012	2011	2010	2009	2008	O3	MAN	40.1**	46.3	45.8	47	43.4	46.1	34.3	31.5	32.7			2016	2015	2014	2013	2012	2011	2010	2009	2008	PM10	MAN	14.1**	14.6	15.7	15.4	13.4	15.3	16.6	17.7	23.5	EMA	14.0	14.3	17.1	18.0	18.0	18.7	15	13	14			
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<b>DIVERSITY AND EQUAL OPPORTUNITY</b>																																																																																																														
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405-1	<p>Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity. Data covers all airports. The information below is for the Senior Leadership Team within the business and does not include the MAG Board. The composition of the Board can be found in the Annual Report and Accounts.</p> <p>Gender</p> <table border="1" data-bbox="159 951 403 1023"> <thead> <tr> <th>Gender #</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Senior management</td> <td>43</td> <td>21</td> </tr> <tr> <th>Gender %</th> <th>Male</th> <th>Female</th> </tr> <tr> <td>Senior management</td> <td>67%</td> <td>33%</td> </tr> </tbody> </table> <p>Ethnicity</p> <table border="1" data-bbox="159 1046 470 1118"> <thead> <tr> <th>Ethnicity #</th> <th>White British</th> <th>Other</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>Senior management</td> <td>57</td> <td>3</td> <td>4</td> </tr> <tr> <th>Ethnicity %</th> <th>White British</th> <th>Other/Unknown</th> <th></th> </tr> <tr> <td>Senior management</td> <td>89%</td> <td>5%</td> <td>6%</td> </tr> </tbody> </table> <p>Age</p> <table border="1" data-bbox="159 1142 313 1275"> <thead> <tr> <th>Age</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>16-25</td> <td>669</td> <td>12.47</td> </tr> <tr> <td>26-35</td> <td>1,114</td> <td>20.76</td> </tr> <tr> <td>36-45</td> <td>1,070</td> <td>19.94</td> </tr> <tr> <td>46-55</td> <td>1,479</td> <td>27.56</td> </tr> <tr> <td>56-65</td> <td>921</td> <td>17.16</td> </tr> <tr> <td>Over 65</td> <td>114</td> <td>2.12</td> </tr> </tbody> </table>	Gender #	Male	Female	Senior management	43	21	Gender %	Male	Female	Senior management	67%	33%	Ethnicity #	White British	Other	Unknown	Senior management	57	3	4	Ethnicity %	White British	Other/Unknown		Senior management	89%	5%	6%	Age	#	%	16-25	669	12.47	26-35	1,114	20.76	36-45	1,070	19.94	46-55	1,479	27.56	56-65	921	17.16	Over 65	114	2.12																																																												
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405-2	<p>The ratio of basic salary and remuneration of women to men has been based on all MAG colleagues.</p> <p>Overall Salary Ratio for male to female: 1.00: 0.91</p> <p>Salary Ratio by employee category and location (based on average salaries per band per hour)</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">M.A.G</th> <th colspan="2">Manchester Airport</th> <th colspan="2">East Midlands Airport</th> <th colspan="2">Bournemouth Airport</th> <th colspan="2">Stansted</th> <th colspan="2">London</th> <th colspan="2">Chigago</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Level 1</td> <td>1.00</td> <td>-</td> <td>1.00</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Level 2</td> <td>1.00</td> <td>0.69</td> <td>1.00</td> <td>0.64</td> <td>1.00</td> <td>-</td> <td>-</td> <td>-</td> <td>1.00</td> <td>-</td> <td>1.00</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Level 3</td> <td>1.00</td> <td>0.84</td> <td>1.00</td> <td>0.88</td> <td>1.00</td> <td>0.71</td> <td>1.00</td> <td>-</td> <td>1.00</td> <td>0.73</td> <td>1.00</td> <td>0.34</td> <td>1.00</td> <td>-</td> </tr> <tr> <td>Level 4</td> <td>1.00</td> <td>0.80</td> <td>1.00</td> <td>0.78</td> <td>1.00</td> <td>0.65</td> <td>1.00</td> <td>0.73</td> <td>1.00</td> <td>0.89</td> <td>1.00</td> <td>-</td> <td>1.00</td> <td>-</td> </tr> <tr> <td>Level 5</td> <td>1.00</td> <td>0.86</td> <td>1.00</td> <td>0.84</td> <td>1.00</td> <td>0.78</td> <td>0.95</td> <td>1.00</td> <td>1.00</td> <td>0.84</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Level 6</td> <td>1.00</td> <td>0.82</td> <td>1.00</td> <td>0.78</td> <td>1.00</td> <td>0.84</td> <td>1.00</td> <td>0.73</td> <td>1.00</td> <td>0.80</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Level 7</td> <td>1.00</td> <td>1.00</td> <td>1.00</td> <td>0.90</td> <td>1.00</td> <td>0.91</td> <td>1.00</td> <td>0.73</td> <td>1.00</td> <td>0.96</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Level 8</td> <td>1.00</td> <td>0.82</td> <td>1.00</td> <td>0.94</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>1.00</td> <td>0.42</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table>		M.A.G		Manchester Airport		East Midlands Airport		Bournemouth Airport		Stansted		London		Chigago		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Level 1	1.00	-	1.00	-	-	-	-	-	-	-	-	-	-	-	Level 2	1.00	0.69	1.00	0.64	1.00	-	-	-	1.00	-	1.00	-	-	-	Level 3	1.00	0.84	1.00	0.88	1.00	0.71	1.00	-	1.00	0.73	1.00	0.34	1.00	-	Level 4	1.00	0.80	1.00	0.78	1.00	0.65	1.00	0.73	1.00	0.89	1.00	-	1.00	-	Level 5	1.00	0.86	1.00	0.84	1.00	0.78	0.95	1.00	1.00	0.84	-	-	-	-	Level 6	1.00	0.82	1.00	0.78	1.00	0.84	1.00	0.73	1.00	0.80	-	-	-	-	Level 7	1.00	1.00	1.00	0.90	1.00	0.91	1.00	0.73	1.00	0.96	-	-	-	-	Level 8	1.00	0.82	1.00	0.94	-	-	-	-	1.00	0.42	-	-	-	-			
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Level 6	1.00	0.82	1.00	0.78	1.00	0.84	1.00	0.73	1.00	0.80	-	-	-	-																																																																																																																																											
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1.1 Management Approach Disclosure	<p>MAG 2016/17 CSR Report Communities at our Airports p. 16-19; Our Performance p. 30-33</p> <p>2016/17 MAG Annual Report and Accounts p. 43</p> <p><a href="http://www2.magworld.co.uk/corporate-social-responsibility/our-community/">http://www2.magworld.co.uk/corporate-social-responsibility/our-community/</a></p> <p><a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/stakeholder-engagement/</a></p> <p><a href="http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/">http://www2.magworld.co.uk/corporate-social-responsibility/csr-strategy/materiality/</a></p>																																																																																																																																																								
413-1	<p>All of M.A.G operations have local community engagement, impact assessments and development programmes in place. This includes: environmental impact assessments and monitoring, public disclosure of results of environmental and social impact assessments, local community development programs based on local communities' needs, stakeholder engagement plans based on stakeholder mapping, broad based local community consultation committees and processes that include vulnerable groups, works councils, occupational health and safety committees and other employee representation bodies to deal with impacts, formal local community grievance processes.</p> <p>Further information: MAG 2016/17 CSR Report p.4-29</p>																																																																																																																																																								
413-2	<p>Further information: MAG 2016/17 CSR Report p.4-29</p>																																																																																																																																																								
G4- A08 (sector-specific)	There were no persons physically or economically displaced during the reporting period.																																																																																																																																																								
<b>CUSTOMER HEALTH AND SAFETY</b>																																																																																																																																																									
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416-1	<p>The health and safety impacts of all of our services are regularly assessed for improvement. There are a number of formal licensing audits including an annual aerodrome inspection that is undertaken by the Civil Aviation Authority (CAA). This is a formal part of the aerodrome licensing process. In addition, there are a number of health and safety committees in place at each airport that include the airport, airlines and handling agents that work collectively to improve health and safety.</p>																																																																																																																																																								
416-2	<p>No notices or prosecutions.</p> <p>Total annual number of bird strikes per 10,000 aircraft movements.</p>																																																																																																																																																								
GR4-A09 (sector-specific)	<p>East Midlands 7.21</p> <p>Manchester 4.88</p> <p>Bournemouth 3.99</p> <p>Stansted 4.48</p>																																																																																																																																																								