

GENERAL DISCLOSURES					
General Standard Disclosures			Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)
1. ORGANIZATIONAL PROFILE					
102-1	102-1 Name of the organization	Manchester Airports Group			
102-2	102-2 Activities, brands, products, and services	2017/18 MAG Annual Report and Accounts p. 2 & p.70 Please note for reference, MAG refers to The Manchester Airports Group, MAN = Manchester Airport, EMA = East Midlands Airport and BOH = Bournemouth Airport, STN = Stansted Airport			
102-3	102-3 Location of headquarters	Manchester Airports Group Head office, Olympic House, Greater Manchester, M90 1AA			
102-4	102-4 Location of operations	2017/18 MAG Annual Report and Accounts p. 2 and p.13-17			
102-5	102-5 Ownership and legal form	2017/18 MAG Annual Report and Accounts p. 18 & p. 55 MAG operates under the name of The Manchester Airports Group Plc. and all MAG airports are governed by UK Aviation law, under the Civil Aviation Authority.			
102-6	102-6 Markets served	2017/18 MAG Annual Report and Accounts p.13-17 Airport websites also hold passenger destination information: www.manchesterairport.co.uk , www.eastmidlandsairport.com , www.stanstedairport.com .			
102-7	102-7 Scale of the organization	Total number of employees 6181 Total number of (operations) passengers 58.9 million (Annual Report & Accounts p.10-11) Net Sales & costs: 2017-18 MAG Annual Reports and Accounts p. 28-32 Total Capitalisation: 2017-18 MAG Annual Reports and Accounts p. 29, 37-38 Quantity of products & services provided: See passenger numbers and air traffic movement numbers above and below Total Area of operational land: 2,202ha Airport runways: East Midlands Airport: 27-09 2,893m Manchester Airport: 23R - 05L 3,048m, 23L - 05R 3,048m Stansted: 22-04 3,048m Total number of Air Traffic Movements: 470,497 Number of airlines and destinations served are detailed on the websites of each of the airports www.manchesterairport.co.uk , www.eastmidlandsairport.com , www.bournemouthairport.com , www.stanstedairport.com .			

102-8	102-8 Information on employees and other workers	<p><u>Total number of employees broken down by employment contract and gender</u> <u>Total workforce on 31st March 2018</u></p> <p>MAG</p> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th></th> <th>Female</th> <th></th> </tr> </thead> <tbody> <tr> <td>Permanent Full Time</td> <td>2,522</td> <td>40.80%</td> <td>1,173</td> <td>18.98%</td> </tr> <tr> <td>Permanent Part Time</td> <td>1,145</td> <td>18.52%</td> <td>1,096</td> <td>17.73%</td> </tr> <tr> <td>Total Permanent</td> <td>3,667</td> <td>59.33%</td> <td>2,269</td> <td>36.71%</td> </tr> <tr> <td>Temporary Full Time</td> <td>51</td> <td>0.83%</td> <td>31</td> <td>0.50%</td> </tr> <tr> <td>Temporary Part Time</td> <td>90</td> <td>1.46%</td> <td>51</td> <td>0.83%</td> </tr> <tr> <td>Total Temporary</td> <td>141</td> <td>2.28%</td> <td>82</td> <td>1.33%</td> </tr> <tr> <td>Casual</td> <td>8</td> <td>0.13%</td> <td>14</td> <td>0.23%</td> </tr> <tr> <td>Total</td> <td>3,816</td> <td>61.74%</td> <td>2,365</td> <td>38.26%</td> </tr> </tbody> </table> <p>Manchester Airport</p> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th></th> <th>Female</th> <th></th> </tr> </thead> <tbody> <tr> <td>Permanent Full Time</td> <td>1,528</td> <td>42.67%</td> <td>683</td> <td>19.07%</td> </tr> <tr> <td>Permanent Part Time</td> <td>733</td> <td>20.47%</td> <td>552</td> <td>15.41%</td> </tr> <tr> <td>Total Permanent</td> <td>2,261</td> <td>63.14%</td> <td>1,235</td> <td>34.49%</td> </tr> <tr> <td>Temporary Full Time</td> <td>23</td> <td>0.64%</td> <td>24</td> <td>0.67%</td> </tr> <tr> <td>Temporary Part Time</td> <td>19</td> <td>0.53%</td> <td>10</td> <td>0.28%</td> </tr> <tr> <td>Total Temporary</td> <td>42</td> <td>1.17%</td> <td>34</td> <td>0.95%</td> </tr> <tr> <td>Casual</td> <td>6</td> <td>0.17%</td> <td>3</td> <td>0.08%</td> </tr> <tr> <td>Total</td> <td>2,309</td> <td>64.48%</td> <td>1,272</td> <td>35.52%</td> </tr> </tbody> </table>		Male		Female		Permanent Full Time	2,522	40.80%	1,173	18.98%	Permanent Part Time	1,145	18.52%	1,096	17.73%	Total Permanent	3,667	59.33%	2,269	36.71%	Temporary Full Time	51	0.83%	31	0.50%	Temporary Part Time	90	1.46%	51	0.83%	Total Temporary	141	2.28%	82	1.33%	Casual	8	0.13%	14	0.23%	Total	3,816	61.74%	2,365	38.26%		Male		Female		Permanent Full Time	1,528	42.67%	683	19.07%	Permanent Part Time	733	20.47%	552	15.41%	Total Permanent	2,261	63.14%	1,235	34.49%	Temporary Full Time	23	0.64%	24	0.67%	Temporary Part Time	19	0.53%	10	0.28%	Total Temporary	42	1.17%	34	0.95%	Casual	6	0.17%	3	0.08%	Total	2,309	64.48%	1,272	35.52%			
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102-9	102-9 Supply chain	<p>MAG has 1,683 suppliers of which 26% are within 25 miles of a MAG airport. 2017/18 MAG Annual Report and Accounts p.47 & 70-72. MAG 2017/18 CSR Report Creating Shared Value p. 12-14</p> <p>MAG 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.</p>																																																																																													
102-10	102-10 Significant changes to the organization and its supply chain	<p>2017/18 MAG Annual Report and Accounts p.13-17 Airport websites also hold passenger destination information: www.manchesterairport.co.uk, www.eastmidlandsairport.com, http://www.stanstedairport.com.</p>																																																																																													
102-11	102-11 Precautionary Principle or approach	<p>2017/18 MAG Annual Report and Accounts p. 40-43 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.</p>																																																																																													

102-12	102-12 External initiatives	ISO 14001 ISO 50001 ISO 18001 Airport Carbon Accredited Organisation Carbon Trust Standard. BITC Community Mark			
102-13	102-13 Membership of associations	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			
2. STRATEGY					
102-14	102-14 Statement from senior decision-maker	MAG 2017/18 CSR Report CEO Welcome p. 2 Our Approach p. 9-12 & Our Performance p.32-36 2017/18 MAG Annual Report and Accounts p. 2, 10-11, 12-17, 40-43 2017/18 MAG Annual Report and Accounts Corporate Social Responsibility section p. 44-50 https://www.magairports.com/responsible-business/our-responsibility-plans/			
102-15	102-15 Key impacts, risks, and opportunities	MAG 2017/18 CSR Report CEO Welcome p. 2 Our Approach p.9-12 & Our Performance p.32-36 2017/18 MAG Annual Report and Accounts p. 2, 10-11, 12-17, 40-43 2017/18 MAG Annual Report and Accounts Corporate Social Responsibility section p. 44-50 https://www.magairports.com/responsible-business/our-responsibility-plans/			
3. ETHICS AND INTEGRITY					
102-16	102-16 Values, principles, standards, and norms of behaviour	https://www.magairports.com/about-us/mission-and-values/ 2017/18 MAG Annual Report and Accounts p.59 (role of board in values)			
102-17	102-17 Mechanisms for advice and concerns about ethics	2017/18 MAG Annual Report and Accounts Corporate Governance Report p. 59-61 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. 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.			
4. GOVERNANCE					
102-18	102-18 Governance structure	2017/18 MAG Annual Report and Accounts p. 54-67			
102-19	102-19 Delegating authority	https://www.magairports.com/about-us/mag-executive-committee/ 2017/18 MAG Annual Report and Accounts p. 64 (CSR Committee)			
102-20	102-20 Executive-level responsibility for economic, environmental, and social topics	https://www.magairports.com/about-us/mag-executive-committee/			
102-21	102-21 Consulting stakeholders on economic, environmental, and social topics	2017/18 MAG Annual Report and Accounts p. 64 (CSR Committee) Materiality - MAG 2017/18 CSR Report Our Approach p.9-11 (incl. Materiality & Survey) See disclosure 102-40 & 102-43			
102-22	102-22 Composition of the highest governance body and its committees	2017/18 MAG Annual Report and Accounts p. 54-67			

102-23	102-23 Chair of the highest governance body	2017/18 MAG Annual Report and Accounts p. 59			
102-24	102-24 Nominating and selecting the highest governance body	2017/18 MAG Annual Report and Accounts p. 54-67 The qualifications and expertise of the executive Board members are clearly outlined in their person specifications and role descriptions, as is the role of the Chair.			
102-25	102-25 Conflicts of interest	2017/18 MAG Annual Report and Accounts p. 70			
102-26	102-26 Role of highest governance body in setting purpose, values, and strategy	2017/18 MAG Annual Report and Accounts p.64 (CSR Committee)			
102-27	102-27 Collective knowledge of highest governance body	2017/18 MAG Annual Report and Accounts p. 54-67			
102-28	102-28 Evaluating the highest governance body's performance	Executive Directors have annual performance targets through annual performance reviews that are bonus able 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 140001 standards.			
102-29	102-29 Identifying and managing economic, environmental, and social impacts	Materiality - MAG 2017/18 CSR Report Our Approach p. 9-11 (Materiality & Survey) 2017/18 MAG Annual Report and Accounts p. 40 & p.64 (CSR Committee) See disclosure 102-40 & 102-43			
102-30	102-30 Effectiveness of risk management processes	2017/18 MAG Annual Report and Accounts p. 61 (Risk Management)			
102-31	102-31 Review of economic, environmental, and social topics	2016/17 MAG Annual Report and Accounts p.64 (CSR Committee), p.61 (Risk Management)			
102-32	102-32 Highest governance body's role in sustainability reporting	Executive Board of Directors https://www.magairports.com/about-us/board-of-directors/			
102-33	102-33 Communicating critical concerns	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 Disclosure 102-40 - Stakeholder Groups Materiality - MAG 2017/18 CSR Report Our Approach p. 9-11 2017/18 MAG Annual Report and Accounts p. 64 (CSR Committee)			
102-34	102-34 Nature and total number of critical concerns	2017/18 MAG Annual Report and Accounts p. 40 (Risk Management) & p. 61 (Corporate Governance Report - Risk Management)			
102-35	102-35 Remuneration policies	2017/18 MAG Annual Report and Accounts p. 65-69 (Remuneration)			
102-36	102-36 Process for determining remuneration	2017/18 MAG Annual Report and Accounts p. 65-69 (Remuneration)			
102-37	102-37 Stakeholders involvement in remuneration	2017/18 MAG Annual Report and Accounts p. 65-69 (Remuneration)			
102-38	102-38 Annual total compensation ratio	1.00 : 0.04			
102-39	102-39 Percentage increase in annual total compensation ratio	This data is not fully available	This data is not fully available	The information is currently unavailable	This data is not fully available
5. STAKEHOLDER ENGAGEMENT					
102-40	102-40 List of stakeholder groups	Colleagues Partners & Suppliers Community Customers Industry, regulatory bodies & government Shareholders			
102-41	102-41 Collective bargaining agreements	Percentage of total employees covered by collective bargaining agreements - 91.68% which is 5,667 employees			
102-42	102-42 Identifying and selecting stakeholders	Materiality - MAG 2017/18 CSR Report Our Approach p. 9-11 Stakeholders are identified through a mapping exercise			

102-43	102-43 Approach to stakeholder engagement	<p>MAG 2017/18 CSR Report Our Approach p. 9-10</p> <p>Colleagues</p> <ul style="list-style-type: none"> - Annual briefings - Team meetings - Annual opinion surveys - Annual achievement reviews - Trade union representation - Monthly forum meetings - Internal communications including intranet and colleague magazine <p>Partners and suppliers</p> <ul style="list-style-type: none"> - Tendering and contract review process - Ongoing awareness raising and training <p>Community</p> <ul style="list-style-type: none"> - Regular outreach events - Attendance at parish council meetings - Quarterly dialogue with planning authorities - Quarterly formal and informal liaison committees - As a minimum, quarterly engagement with local and regional authorities - As a minimum, quarterly dialogue with local elected representatives 			
102-43 cont.	102-43 Approach to stakeholder engagement	<p>Customers</p> <ul style="list-style-type: none"> - Quarterly Airport Service Quality (ASQ) surveys - On-site networking meetings - Key account management - Industry bodies - Monthly meetings - Monthly customer relationship management (CRM) emails <p>Industry, regulatory bodies and government</p> <ul style="list-style-type: none"> - Industry meetings - Conferences - Airport Operators Association - Industry workshops - Regular meetings - Audits and on-site visits - Public policy engagement <p>Shareholders</p> <ul style="list-style-type: none"> - Timely communications programme and annual Shareholders' Committee 			
102-44	102-44 Key topics and concerns raised	<p>Materiality - MAG 2017/18 CSR Report Our Approach p. 9-11</p> <p>The CSR Strategy details how the company is responding to material issues - see 2017/18 MAG Annual Report and Accounts p. 44 and MAG 2017/18 CSR Report</p> <p>All stakeholders have raised all the material issues contained within the CSR Report.</p>			
6. REPORT PRACTICE					
102-45	102-45 Entities included in the consolidated financial statements	2017/18 MAG Annual Report and Accounts p. 76-77			
102-46	102-46 Defining report content and topic boundaries	<p>MAG 2017/18 CSR Report Our Approach p. 9-11</p> <p>The organisation has implemented the Reporting Principles for Defining Report Content:</p> <ol style="list-style-type: none"> 1. Stakeholder inclusiveness - through a stakeholder engagement process and outreach events we identify the expectations of stakeholders 2. Sustainability Context - our performance in context is demonstrated; MAG 2017/18 CSR Report Our Approach (MAG CSR Strategy) p. 9-11. 3. Materiality - MAG 2017/18 CSR Report Our Approach p. 9-11; <p>https://www.magairports.com/responsible-business/our-responsibility-plans/</p>			
102-47	102-47 List of material topics	Materiality - MAG 2017/18 CSR Report Our approach p. 9-11			
102-48	102-48 Restatements of information	Carbon data reported in the Performance table p. 35 & 37 has been recalculated to remove emissions relating to Bournemouth Airport which has now been sold.			
102-49	102-49 Changes in reporting	No changes			
102-50	102-50 Reporting period	1st April 2017 - 31st March 2018			
102-51	102-51 Date of most recent report	1st April 2016 - 31st March 2017 (published September 2018)			

102-52	102-52 Reporting cycle	Annual			
102-53	102-53 Contact point for questions regarding the report	CSR@magairports.com https://www.magairports.com/responsible-business/our-responsibility-plans/			
102-54	102-54 Claims of reporting in accordance with the GRI Standards	In accordance comprehensive; MAG 2017/18 CSR Report Assurance Statement p. 38-39			
102-55	102-55 GRI content index	GRI Content Index published and accessed from https://www.magairports.com/responsible-business/our-responsibility-plans/			
102-56	102-56 External assurance	MAG 2017/18 CSR Report Assurance statement p. 38-39			
MANAGEMENT APPROACH					
103-1	103-1 Explanation of the material topic and its Boundary	MAG 2017/18 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	103-2 The management approach and its components	MAG 2017/18 CSR Report; narratives throughout associated with material issues identified; Our Performance p. 32-36			
103-3	103-3 Evaluation of the management approach	MAG 2017/18 CSR Report; Our Performance p. 32-36 2017/18 MAG Annual Report and Accounts p. 64 (CSR Committee) MAG also conducts regular benchmarking exercises including against specific issues such as energy and water use			
TOPIC-SPECIFIC DISCLOSURES					
ECONOMIC PERFORMANCE					
1.1 Management Approach Disclosure		MAG 2017/18 CSR Report Creating Shared Value p. 12-17			
201-1	201-1 Direct economic value generated and distributed	Economic value generated: - Revenues: £941.2m Economic value distributed: -Operating Costs: £242.2m -Employee wage & benefits: £218.4m -Payment to providers of capital: £225.7m -Payments to government: £38.2m -Community investments: £1.0m Economic value retained: £215.7m 2017/18 MAG Annual Report & Accounts pg. 87 (consolidated statement of financial position), pg. 92 (results from operations), pg. 118 (related party transactions), pg.95 (taxation) 2017/18 MAG CSR Report pg. 24-27 (Our Community), pg. 12-17 (Creating Shared Value)			
201-2	201-2 Financial implications and other risks and opportunities due to climate change	Manchester Airport Group's (MAG) senior leaders consider climate change and the risks and opportunities it presents. In addition to regular reporting by each airport, the airport group has a Corporate Social Responsibility (CSR) Committee, which is a sub-committee of the MAG Board. The CSR Committee comprises a cross section of Executive Committee members, including airport CEOs, with representation from the Group Board; including three Non-Executive Directors and the Chairman. The CSR Committee provides an independently minded review and challenge of our work in this area and the findings from the Committee are reported to the Executive Committee. The Executive Committee and Group Board receive periodic performance updates. All MAG Airports report regularly on sustainability performance. MAG 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. MAG 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. Our climate change adaptation progress reports can be found at: https://www.gov.uk/government/collections/climate-change-adaptation-reporting-second-round-reports#progress-reports:-strategic-airport-operators-(scotland,-england-or-wales) .			
201-3	201-3 Defined benefit plan obligations and other retirement plans	2017/18 MAG Annual Report and Accounts p. 67-69 (Remuneration Report) and p. 108-116 (Group Financial Statements)			
201-4	201-4 Financial assistance received from government	2017/18 MAG Annual Report and Account p.18 (in Long term, supportive shareholders), p. 76-121 (Financial statements) Stansted Airport: £595,000 Manchester Airport: £389,000			
MARKET PRESENCE					

1.1 Management Approach Disclosure		2017/18 MAG Annual Report and Accounts p.46-47 (Local employment & education) MAG 2017/18 CSR Report Business and Employment p. 12-17; Our Colleagues p. 28-31																																																																											
202-1	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<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 £28,100**.</p> <p>No Employee of MAG is paid 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" data-bbox="365 363 1176 422"> <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>1,447</td> <td>736</td> <td>706</td> <td>5</td> <td>£32,563.38</td> <td>0.92</td> </tr> <tr> <td>Female</td> <td>968</td> <td>350</td> <td>615</td> <td>3</td> <td>£35,243.04</td> <td>1.00</td> </tr> </tbody> </table> <p>Tier 6</p> <table border="1" data-bbox="365 446 1176 505"> <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>1,083</td> <td>868</td> <td>214</td> <td>1</td> <td>£33,453.79</td> <td>1.00</td> </tr> <tr> <td>Female</td> <td>528</td> <td>325</td> <td>194</td> <td>9</td> <td>£29,455.50</td> <td>0.88</td> </tr> </tbody> </table> <p>Tier 5</p> <table border="1" data-bbox="365 529 1176 588"> <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>349</td> <td>326</td> <td>22</td> <td>1</td> <td>£46,568.01</td> <td>1.00</td> </tr> <tr> <td>Female</td> <td>255</td> <td>208</td> <td>45</td> <td>2</td> <td>£38,063.89</td> <td>0.82</td> </tr> </tbody> </table>		# of Colleagues	# of Full Time Employees	# of Part Time Employees	# of Casual Employees	Average Salary	Ratio	Male	1,447	736	706	5	£32,563.38	0.92	Female	968	350	615	3	£35,243.04	1.00		# of Colleagues	# of Full Time Employees	# of Part Time Employees	# of Casual Employees	Average Salary	Ratio	Male	1,083	868	214	1	£33,453.79	1.00	Female	528	325	194	9	£29,455.50	0.88		# of Colleagues	# of Full Time Employees	# of Part Time Employees	# of Casual Employees	Average Salary	Ratio	Male	349	326	22	1	£46,568.01	1.00	Female	255	208	45	2	£38,063.89	0.82												
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202-2	202-2 Proportion of senior management hired from the local community	MAG is proud to employ many local people and to increasingly promote to senior positions from within MAG itself - across the business 52.0% of leadership promotions are through internally developed candidates. MAG 2017/18 CSR Report Our Colleagues p. 28-31	This data is not fully available	The information is currently unavailable	This data is not fully available																																																																								
INDIRECT ECONOMIC IMPACTS																																																																													
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203-1	203-1 Infrastructure investments and services supported	MAG 2017/18 CSR Report Our Approach p.9-11, Creating shared value p.12-17, Colleagues (Stansted Airport College) p.28-31																																																																											
203-2	203-2 Significant indirect economic impacts	MAG 2017/18 CSR Report Our Approach p.9-11, Creating shared value p.12-17, Colleagues (Stansted Airport College) p.28-31 https://www.magairports.com/responsible-business/business-and-jobs-growth/																																																																											
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204-1	204-1 Proportion of spending on local suppliers	MAG 2017/18 CSR Report p. 12-14 437 local suppliers (within 25 miles of airports), 26% are local suppliers. 14.2% of procurement budget used for significant locations of operation is spent on local suppliers.			
EMISSIONS					
1.1	Management Approach Disclosure	MAG 2017/18 CSR Report Our Airports and the Environment p. 18-23, KPI's p. 33-37 2017/18 MAG Annual Report and Accounts p. 47-48 https://www.magairports.com/responsible-business/airports-and-the-environment/			
305-1	305-1 Direct (Scope 1) GHG emissions	MAG 2017/18 CSR Report Our Airports and the Environment p. 18-23; Our Performance p. 32-36 2017/18 MAG Annual Report and Accounts p. 50 a. Included in carbon reporting table as CO2e (Our Performance p. 37) b. Reported as CO2e, using UK Government Conversion Factors. c. 93.1 tonnes CO2e d. 2015/16, consistency in base year and throughout report. Data reported in table, and recalculated to remove emissions relating to Bournemouth Airport which has now been sold. e. Our carbon footprint includes emissions from activities in the UK within our direct operational control. It has been calculated using Department for Environment, Food and Rural Affairs (Defra) conversion factors (2016 conversion factors applied to calculate 2016/17 emissions, 2017 conversion factors applied to calculate 2017/18 emissions). Our renewable installations benefit from the Government Feed in Tariff. As such, the renewable electricity we generate reduces the carbon intensity of UK electricity as a whole so, in line with World Resources Institute Scope 2 Reporting Guidelines, we report emissions from our renewable electricity generation using the UK electricity emissions factor. MAG purchases and retires carbon offsets from independently verified emission reduction projects. f. Detailed in section 305-1 e. g. Operational control, UK operations only.			
305-2	305-2 Energy indirect (Scope 2) GHG emissions	MAG 2017/18 CSR Report Our Airports and the Environment p. 18-23; Our Performance p. 32-36 2017/18 MAG Annual Report and Accounts p. 50 a. Included in carbon reporting table as CO2e (Our Performance p. 37) b. Reported as CO2e, using UK Government Conversion Factors c. 2015/16, consistency in base year and throughout report. Data reported in table, and recalculated to remove emissions relating to Bournemouth Airport which has now been sold. d. Refer to GRI 305-1 e. e. Refer to GRI 305-1 e. f. Operational control, UK operations only.			
305-3	305-3 Other indirect (Scope 3) GHG emissions	a. Included in carbon reporting table as CO2e. (Our Performance p. 37) b. Reported as CO2e, using UK Government Conversion Factors. c. 48.2 tonnes CO2e. d. Onward supply of fuel and energy e. 2015/16, consistency in base year and throughout report. Data reported in table, and recalculated to remove emissions relating to Bournemouth Airport which has now been sold. f. Detailed in section 305-1 e. g. Detailed in section 305-1 e.			
305-4	305-4 GHG emissions intensity	a. Included in carbon reporting table under Intensity Measurement (p.37) b. We have chosen an intensity measurement against a traffic unit, which is defined by the International Air Transport Organisation (IATA) as equivalent to 1,000 passengers or 100 tonnes of freight). c. Scope 1 and 2 emissions, as per the UK Mandatory Carbon Reporting Requirements and guidance within Defra Environmental Reporting Guidelines d. Reported as CO2e, using UK Government Conversion Factors			
305-5	305-5 Reduction of GHG emissions	a. Carbon saving (tonnes CO2e): Market Based - 0 tonnes CO2e. Location based - 549.645 tonnes CO2e 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			
305-6	305-6 Emissions of ozone-depleting substances (ODS)	Not relevant to business	Not relevant to business	The Standard Disclosure or part of the Standard Disclosure is not applicable	

305-7 & AOS	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>MAG 2017/18 CSR Report Our Airports and the Environment p. 18-23</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"> <thead> <tr> <th></th> <th></th> <th>2017</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>23.5</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>11.8</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>STN</td> <td>20.5</td> <td>20</td> <td>19</td> <td>20</td> <td>22</td> <td>26</td> <td>20 (av. of 2 monitoring points)</td> <td></td> <td></td> <td></td> </tr> <tr> <td rowspan="2">O3</td> <td>MAN</td> <td>42.5</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> <tr> <td>EMA</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td rowspan="2">PM10</td> <td>MAN</td> <td>13.4</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>10.3</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>			2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	NO2	MAN	23.5	23.2**	19.6	21.5	22.3	24.4	22.8	28.1	24.1	24	EMA	11.8	17.0	14.2	17.9*	23.0	29.0	27.2	21.0	21.0	25	STN	20.5	20	19	20	22	26	20 (av. of 2 monitoring points)				O3	MAN	42.5	40.1**	46.3	45.8	47	43.4	46.1	34.3	31.5	32.7	EMA											PM10	MAN	13.4	14.1**	14.6	15.7	15.4	13.4	15.3	16.6	17.7	23.5	EMA	10.3	14.0	14.3	17.1	18.0	18.0	18.7	15	13	14			
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405-1	405-1 Diversity of governance bodies and employees	<p>MAG 2017/18 CSR Report Our Colleagues p. 28-31</p> <p>2017/18 MAG Annual Report and Accounts p.49</p> <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> <table border="1"> <thead> <tr> <th colspan="3">Gender</th> </tr> <tr> <th>Gender #</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Senior management</td> <td>132</td> <td>50</td> </tr> <tr> <th colspan="3">Gender %</th> </tr> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> <tr> <td>Senior management</td> <td>72.53%</td> <td>27.47%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">Ethnicity</th> </tr> <tr> <th>Ethnicity #</th> <th>White British</th> <th>Other</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>Senior management</td> <td>156</td> <td>16</td> <td>10</td> </tr> <tr> <th colspan="4">Ethnicity %</th> </tr> <tr> <th></th> <th>White British</th> <th>Other</th> <th>Unknown</th> </tr> <tr> <td>Senior management</td> <td>85.71%</td> <td>8.79%</td> <td>5.49%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">Age</th> </tr> <tr> <th>Age</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>16-25</td> <td>0</td> <td>0</td> </tr> <tr> <td>26-35</td> <td>41</td> <td>22.53</td> </tr> <tr> <td>36-45</td> <td>76</td> <td>41.76</td> </tr> <tr> <td>46-55</td> <td>56</td> <td>30.77</td> </tr> <tr> <td>56-65</td> <td>8</td> <td>4.40</td> </tr> <tr> <td>Over 65</td> <td>1</td> <td>0.55</td> </tr> </tbody> </table>	Gender			Gender #	Male	Female	Senior management	132	50	Gender %				Male	Female	Senior management	72.53%	27.47%	Ethnicity				Ethnicity #	White British	Other	Unknown	Senior management	156	16	10	Ethnicity %					White British	Other	Unknown	Senior management	85.71%	8.79%	5.49%	Age			Age	#	%	16-25	0	0	26-35	41	22.53	36-45	76	41.76	46-55	56	30.77	56-65	8	4.40	Over 65	1	0.55																													
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46-55	56	30.77																																																																																															
56-65	8	4.40																																																																																															
Over 65	1	0.55																																																																																															

405-1 cont.	405-1 Diversity of governance bodies and employees	<p>The information below is for all employees:</p> <p>Gender Gender # Male Female All Staff 3,816 2,365 Gender % Male Female All Staff 61.74% 38.26%</p> <p>Ethnicity Ethnicity # White British Other Unknown All Staff 4,340 1,182 659 Ethnicity % White British Other/Unknown All Staff 75.57% 19.76% 10.66%</p> <p>Age Age # % 16-25 811 13.12 26-35 1,349 21.82 36-45 1,244 20.13 46-55 1,610 26.05 56-65 1,040 16.83 Over 65 127 2.05</p>																																																																																																																																																	
405-2	405-2 Ratio of basic salary and remuneration of women to men	<p>The ratio of basic salary and remuneration of women to men has been based on all MAG colleagues. Overall Salary Ratio for male to female: 1.00: 0.92 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">MAG</th> <th colspan="2">Manchester Airport</th> <th colspan="2">East Midlands Airport</th> <th colspan="2">Stansted</th> <th colspan="2">London</th> <th colspan="2">Chicago</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> </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> </tr> <tr> <td>Level 2</td> <td>1.00</td> <td>0.71</td> <td>1.00</td> <td>0.62</td> <td>1.00</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>0.58</td> <td>1.00</td> <td>0.64</td> <td>1.00</td> <td>0.29</td> <td>1.00</td> <td>-</td> <td>1.00</td> <td>0.34</td> <td>-</td> <td>-</td> </tr> <tr> <td>Level 4</td> <td>1.00</td> <td>0.79</td> <td>1.00</td> <td>0.80</td> <td>1.00</td> <td>0.67</td> <td>1.00</td> <td>0.75</td> <td>1.00</td> <td>-</td> <td>1.00</td> <td>-</td> </tr> <tr> <td>Level 5</td> <td>1.00</td> <td>0.95</td> <td>1.00</td> <td>0.92</td> <td>1.00</td> <td>0.83</td> <td>1.00</td> <td>0.93</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>0.82</td> <td>1.00</td> <td>0.80</td> <td>1.00</td> <td>0.86</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Level 7</td> <td>1.00</td> <td>0.89</td> <td>1.00</td> <td>0.93</td> <td>1.00</td> <td>0.77</td> <td>1.00</td> <td>0.84</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Level 8</td> <td>0.93</td> <td>1.00</td> <td>1.00</td> <td>0.89</td> <td>0.97</td> <td>1.00</td> <td>1.00</td> <td>0.99</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Level 9</td> <td>1.00</td> <td>0.79</td> <td>1.00</td> <td>0.97</td> <td>1.00</td> <td>0.98</td> <td>1.00</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> <td>-</td> </tr> </tbody> </table>		MAG		Manchester Airport		East Midlands Airport		Stansted		London		Chicago		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Level 1	1.00	-	1.00	-	-	-	-	-	-	-	-	-	Level 2	1.00	0.71	1.00	0.62	1.00	-	1.00	-	1.00	-	-	-	Level 3	1.00	0.58	1.00	0.64	1.00	0.29	1.00	-	1.00	0.34	-	-	Level 4	1.00	0.79	1.00	0.80	1.00	0.67	1.00	0.75	1.00	-	1.00	-	Level 5	1.00	0.95	1.00	0.92	1.00	0.83	1.00	0.93	-	-	-	-	Level 6	1.00	0.82	1.00	0.82	1.00	0.80	1.00	0.86	-	-	-	-	Level 7	1.00	0.89	1.00	0.93	1.00	0.77	1.00	0.84	-	-	-	-	Level 8	0.93	1.00	1.00	0.89	0.97	1.00	1.00	0.99	-	-	-	-	Level 9	1.00	0.79	1.00	0.97	1.00	0.98	1.00	-	-	-	-	-			
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LOCAL COMMUNITIES																																																																																																																																																			
1.1 Management Approach Disclosure		<p>MAG 2017/18 CSR Report Supporting our Communities p. 24-27; Our Performance p. 32-36 2017/18 MAG Annual Report and Accounts p.49 https://www.magairports.com/responsible-business/working-in-our-local-communities/ Materiality - MAG 2017/18 CSR Report Our Approach p. 9-11</p>																																																																																																																																																	
413-1	413-1 Operations with local community engagement, impact assessments, and development programs	<p>All of MAG 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 2017/18 CSR Report p.9-31</p>																																																																																																																																																	
413-2	413-2 Operations with significant actual and potential negative impacts on local communities	<p>Further information: MAG 2017/18 CSR Report p.9-31</p>																																																																																																																																																	
G4- AO8 (sector-specific)	AO8 Number of persons physically or economically displaced.	There were no persons physically or economically displaced during the reporting period.																																																																																																																																																	
CUSTOMER HEALTH AND SAFETY																																																																																																																																																			
1.1 Management Approach Disclosure		2017/18 MAG Annual Report and Account p.42-43																																																																																																																																																	

416-1	416-1 Assessment of the health and safety impacts of product and service categories	The health & safety impacts of our services and the assets used to deliver them are assessed through a risk assessment process. All Divisions within the business carry out annual risk assessments in line with our ISO 45001 (the international standard for health and safety) based health and Safety Framework Standard. Based on the results of these assessments the most important risks are determined, with measures proposed and implemented to deal with them in order to reduce risk. In accordance with the ISO 45001 standard this process is further supported by internal auditing processes. An annual aerodrome inspection is undertaken by the Civil Aviation Authority (CAA) & forms part of the aerodrome licensing process. (EASA) We collaborate regularly with airlines, handling agents and other parties that operate on our site to review safety performance with the aim of identifying improvements. Recognising that our assets play a significant role in the safety of our customers, MAG continues to progress an asset management programme to be recognised under ISO55001, the international standard for asset management.			
416-2	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No notices or prosecutions.			
GR4-AO9 (sector-specific)	Total annual number of wildlife strikes per 10,000 aircraft movements	Total annual number of bird strikes per 10,000 aircraft movements. East Midlands 5.94 Manchester 5.12 Stansted 3.76			