

GENERAL DISCLOSURES – Manchester Airports Group GRI Document 2018/19					
General Standard Disclosures			Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)
1. ORGANISATIONAL PROFILE					
102-1	102-1 Name of the organization	Manchester Airports Group			
102-2	102-2 Activities, brands, products, and services	2018/19 MAG Annual Report and Accounts p. 01 & p.70 Please note for reference, MAG refers to Manchester Airports Group, MAN = Manchester Airport, EMA = East Midlands Airport and 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	2018/19 MAG Annual Report and Accounts p. 01 and p.16-19			
102-5	102-5 Ownership and legal form	2018/19 MAG Annual Report and Accounts p. 20 & 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	2018/19 MAG Annual Report and Accounts p. 07, 16-19 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: 6993 Total number of (operations) passengers 61.8 million (Annual Report & Accounts p.12-13) Net Sales & costs: 2018/19 MAG Annual Reports and Accounts p. 30-33 Total Capitalisation: 2018/19 MAG Annual Reports and Accounts p. 31, 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			

		<p>Total number of Air Traffic Movements: 482,245</p> <p>Number of airlines and destinations served are detailed on the websites of each of the airports www.manchesterairport.co.uk www.eastmidlandsairport.com, www.stanstedairport.com</p>																																																																																								
102-8	102-8 Information on employees and other workers	<p>Total number of employees broken down by employment contract and gender</p> <p>Total workforce on 31st March 2019</p> <p>MAG</p> <table border="1"> <thead> <tr> <th colspan="5">MAG</th> </tr> <tr> <th></th> <th colspan="2">Male</th> <th colspan="2">Female</th> </tr> </thead> <tbody> <tr> <td>Permanent Full Time</td> <td>2,785</td> <td>39.83%</td> <td>1,305</td> <td>18.66%</td> </tr> <tr> <td>Permanent Part Time</td> <td>1,481</td> <td>21.18%</td> <td>1,211</td> <td>17.32%</td> </tr> <tr> <td>Total Permanent</td> <td>4,266</td> <td>61.00%</td> <td>2,516</td> <td>35.98%</td> </tr> <tr> <td>Temporary Full Time</td> <td>87</td> <td>1.24%</td> <td>57</td> <td>0.82%</td> </tr> <tr> <td>Temporary Part Time</td> <td>27</td> <td>0.39%</td> <td>30</td> <td>0.43%</td> </tr> <tr> <td>Total Temporary</td> <td>114</td> <td>1.63%</td> <td>87</td> <td>1.24%</td> </tr> <tr> <td>Casual</td> <td>5</td> <td>0.07%</td> <td>5</td> <td>0.07%</td> </tr> <tr> <td>Total</td> <td>4,385</td> <td>62.71%</td> <td>2,608</td> <td>37.29%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="5">Manchester Airport</th> </tr> <tr> <th></th> <th colspan="2">Male</th> <th colspan="2">Female</th> </tr> </thead> <tbody> <tr> <td>Permanent Full Time</td> <td>1,719</td> <td>41.38%</td> <td>770</td> <td>18.54%</td> </tr> <tr> <td>Permanent Part Time</td> <td>936</td> <td>22.53%</td> <td>594</td> <td>14.30%</td> </tr> <tr> <td>Total Permanent</td> <td>2,655</td> <td>63.91%</td> <td>1,364</td> <td>32.84%</td> </tr> <tr> <td>Temporary Full Time</td> <td>58</td> <td>1.40%</td> <td>44</td> <td>1.06%</td> </tr> <tr> <td>Temporary Part Time</td> <td>11</td> <td>0.26%</td> <td>16</td> <td>0.39%</td> </tr> </tbody> </table>	MAG						Male		Female		Permanent Full Time	2,785	39.83%	1,305	18.66%	Permanent Part Time	1,481	21.18%	1,211	17.32%	Total Permanent	4,266	61.00%	2,516	35.98%	Temporary Full Time	87	1.24%	57	0.82%	Temporary Part Time	27	0.39%	30	0.43%	Total Temporary	114	1.63%	87	1.24%	Casual	5	0.07%	5	0.07%	Total	4,385	62.71%	2,608	37.29%	Manchester Airport						Male		Female		Permanent Full Time	1,719	41.38%	770	18.54%	Permanent Part Time	936	22.53%	594	14.30%	Total Permanent	2,655	63.91%	1,364	32.84%	Temporary Full Time	58	1.40%	44	1.06%	Temporary Part Time	11	0.26%	16	0.39%			
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Total Temporary	69	1.66%	60	1.44%
Casual	5	0.12%	1	0.02%
Total	2,729	65.70%	1,425	34.30%

East Midlands Airport				
	Male		Female	
Permanent Full Time	277	40.09%	131	18.96%
Permanent Part Time	118	17.08%	144	20.84%
Total Permanent	395	57.16%	275	39.80%
Temporary Full Time	5	0.72%	1	0.14%
Temporary Part Time	6	0.87%	6	0.87%
Total Temporary	11	1.59%	7	1.01%
Casual	0	0.00%	3	0.43%
Total	406	58.76%	285	41.24%

Stansted Airport				
	Male		Female	
Permanent Full Time	783	36.59%	403	18.83%
Permanent Part Time	427	19.95%	473	22.10%
Total Permanent	1,210	56.54%	876	40.93%
Temporary Full Time	24	1.12%	12	0.56%
Temporary Part Time	9	0.42%	8	0.37%
Total Temporary	33	1.54%	20	0.93%
Casual	0	0.00%	1	0.05%
Total	1,243	58.08%	897	41.92%

The MAG London office has 6 full time permanent employees, 5 male and 1 female.
The MAG Chicago office has 2 full time permanent employees, all male.

		Levels of temporary employment may rise during the summer months.			
102-9	102-9 Supply chain	<p>MAG has 1,610 suppliers of which 28% are within 25 miles of a MAG airport. 2018/19 MAG Annual Report and Accounts p.44-45 & 70-72. MAG 2018/19 CSR Report – Manchester Airport Transformation Programme p.30</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 robust evaluation procedures which we monitor contractors against and actively encourage contribution through contracting at regional level.</p>			
102-10	102-10 Significant changes to the organization and its supply chain	<p>2018/19 MAG Annual Report and Accounts p.16-19 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>2018/19 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	<p>ISO 14001 ISO 50001 ISO 18001 Airport Carbon Accredited Organisation Carbon Trust Standard. BITC Community Mark</p>			
102-13	102-13 Membership of associations	<p>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</p>			

		Sustainable Aviation			
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2. STRATEGY

102-14	102-14 Statement from senior decision-maker	MAG 2018/19 CSR Report CEO Welcome p. 3 Our Sustainability Story So Far p. 10-15 & Our Performance p.20-22 2018/19 MAG Annual Report and Accounts p. 12-13, 14-19, 40-43 2018/19 MAG Annual Report and Accounts Sustainability section p. 44-50 https://www.magairports.com/responsible-business/our-responsibility-plans/			
102-15	102-15 Key impacts, risks, and opportunities	MAG 2018/19 CSR Report CEO Welcome p. 3 Our Sustainability Story So Far p. 10-15 & Our Performance p.20-22 2018/19 MAG Annual Report and Accounts p. 40-43 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/ 2018/19 MAG Annual Report and Accounts p.01-02, 23, 59-60 (role of board in values)			
102-17	102-17 Mechanisms for advice and concerns about ethics	2018/19 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.			
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4. GOVERNANCE					
102-18	102-18 Governance structure	2018/19 MAG Annual Report and Accounts p. 54-65			
102-19	102-19 Delegating authority	https://www.magairports.com/about-us/mag-executive-committee/ 2018/19 MAG Annual Report and Accounts p. 64-65			
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	2018/19 MAG Annual Report and Accounts p. 64-65 Materiality - MAG 2018/19 CSR Report Knowing What's Important p.12-13 See disclosure 102-40 & 102-43			
102-22	102-22 Composition of the highest governance body and its committees	2018/19 MAG Annual Report and Accounts p. 54-65			
102-23	102-23 Chair of the highest governance body	2018/19 MAG Annual Report and Accounts p. 59			
102-24	102-24 Nominating and selecting the highest governance body	2018/19 MAG Annual Report and Accounts p. 54-65 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	2018/19 MAG Annual Report and Accounts p. 70			

102-26	102-26 Role of highest governance body in setting purpose, values, and strategy	2018/19 MAG Annual Report and Accounts p.64			
102-27	102-27 Collective knowledge of highest governance body	2018/19 MAG Annual Report and Accounts p. 54-65			
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 2018/19 CSR Report Knowing What's Important p.12-13 2018/19 MAG Annual Report and Accounts p. 40-43 & p.64 See disclosure 102-40 & 102-43			
102-30	102-30 Effectiveness of risk management processes	2018/19 MAG Annual Report and Accounts p. 40-43, 61 (Risk Management)			
102-31	102-31 Review of economic, environmental, and social topics	2018/19 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 2018/19 CSR Report Knowing What's Important p.12-13 2018/19 MAG Annual Report and Accounts p. 64 (CSR Committee)			
102-34	102-34 Nature and total number of critical concerns	2018/19 MAG Annual Report and Accounts p. 40-43 & p. 61 (Corporate Governance Report - Risk Management)			

102-35	102-35 Remuneration policies	2018/19 MAG Annual Report and Accounts p. 65-69 (Remuneration)			
102-36	102-36 Process for determining remuneration	2018/19 MAG Annual Report and Accounts p. 65-69 (Remuneration)			
102-37	102-37 Stakeholders involvement in remuneration	2018/19 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	

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: 91.16% which is 6,375 employees			
102-42	102-42 Identifying and selecting stakeholders	Materiality - MAG 2018/19 CSR Report Knowing What's Important p.12-13 Stakeholders are identified through a mapping exercise			
102-43	102-43 Approach to stakeholder engagement	MAG 2018/19 CSR Report Our Sustainability Story So Far p. 10-15 Colleagues - Annual briefings - Team meetings - Annual opinion surveys			

		<ul style="list-style-type: none"> - 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 - As a minimum, meeting three times a year with consultative committee meetings held at each airport - Communication channels including emails and newsletters <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 			
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		Shareholders - Timely communications programme and annual Shareholders' Committee			
102-44	102-44 Key topics and concerns raised	Materiality - MAG 2018/19 CSR Report Knowing What's Important p.12-13 The Sustainability Strategy details how the company is responding to material issues raised			

6. REPORT PRACTICE					
102-45	102-45 Entities included in the consolidated financial statements	2018/19 MAG Annual Report and Accounts p. 76-77 (Independent Auditor's Report)			
102-46	102-46 Defining report content and topic Boundaries	MAG 2018/19 CSR Report Our Sustainability Story So Far p. 10-15 The organisation has implemented the Reporting Principles for Defining Report Content: 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 2018/19 CSR Report Our Sustainability Story So Far p. 10-15 https://www.magairports.com/responsible-business/our-responsibility-plans/ 3. Materiality - MAG 2018/19 CSR Report Our p. 12-13;			
102-47	102-47 List of material topics	Materiality - MAG 2018/19 CSR Report Knowing What's Important p. 12-13			
102-48	102-48 Restatements of information	n/a			
102-49	102-49 Changes in reporting	No changes			
102-50	102-50 Reporting period	1st April 2018 - 31st March 2019			
102-51	102-51 Date of most recent report	1st April 2017 - 31st March 2018 (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 2018/19 CSR Report Assurance Statement p. 44-45			
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 2018/19 CSR Report Assurance Statement p. 44-45			
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Management Approach					
103-1	103-1 Explanation of the material topic and its Boundary	MAG 2018/19 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 2018/19 CSR Report; narratives throughout associated with material issues identified; Our Performance p. 38-43			
103-3	103-3 Evaluation of the management approach	MAG 2018/19 CSR Report; Our Performance p. 38-43 2018/19 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 – Manchester Airports Group 2018/19

Topic Specific Disclosures			Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)																				
201 – ECONOMIC PERFORMANCE																									
1.1 Management Approach		2018/19 MAG CSR Report pg. 22-37 – Opportunity for all and Local Voices																							
201-1	Direct Economic value generated and distributed	<table border="1" data-bbox="488 628 1191 1161"> <thead> <tr> <th></th> <th>2018/19 (£m)</th> </tr> </thead> <tbody> <tr> <td><u>Direct economic value generated:</u></td> <td></td> </tr> <tr> <td>– Revenues</td> <td>889.4</td> </tr> <tr> <td><u>Economic value distributed:</u></td> <td></td> </tr> <tr> <td>– Operating costs</td> <td>262.3</td> </tr> <tr> <td>– Employee wages and benefits</td> <td>249.1</td> </tr> <tr> <td>– Payments to providers of capital</td> <td>270.7</td> </tr> <tr> <td>– Payments to government (by country)</td> <td>41.1</td> </tr> <tr> <td>– Community investments</td> <td>1.149</td> </tr> <tr> <td><u>Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed')</u></td> <td>65.1</td> </tr> </tbody> </table> <p data-bbox="488 1235 1585 1326">2018/19 MAG Annual Report & Accounts pg. 89 (consolidated statement of financial position), pg. 94 (results from operations), pg. 123 (related party transactions), pg.97 (taxation) 2018/19 MAG CSR Report pg. 32-37 (Local Voices), pg. 22-31 (Opportunity for all)</p>		2018/19 (£m)	<u>Direct economic value generated:</u>		– Revenues	889.4	<u>Economic value distributed:</u>		– Operating costs	262.3	– Employee wages and benefits	249.1	– Payments to providers of capital	270.7	– Payments to government (by country)	41.1	– Community investments	1.149	<u>Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed')</u>	65.1			
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201-2	Financial implications and other risks and opportunities due to climate change	<p>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.</p> <p>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.</p> <p>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).</p>			
201-3	Defined benefit plan obligations and other retirement plans	2018/19 MAG Annual Report and Accounts p. 65-69 (Remuneration Report) and p. 113-120			
201-4	Financial assistance received from government	<ul style="list-style-type: none"> i. <i>Tax relief and tax credits:</i> none ii. <i>Subsidies:</i> none iii. <i>Investment grants, research and development grants, and other relevant types of grants:</i> €1.2m from Single European Sky Air Traffic Management Research Joint Undertaking (SESAR joint undertaking), a partnership between the EU and numerous private companies to enhance air traffic management throughout Europe. The grant was provided to enhance our air traffic management systems. iv. <i>Awards:</i> none v. <i>Royalty holidays:</i> none vi. <i>Financial assistance from Export Credit Agencies (ECAs):</i> none 			

		<p>vii. <i>Financial incentives: none</i></p> <p>viii. <i>Other financial benefits received or receivable from any government for any operation: none</i></p> <p><i>Report whether, and the extent to which, the government is present in the shareholding structure: as previous, MAG's shareholders comprise Manchester City Council (35.5%), IFM Investors (35.5%) and the nine other Greater Manchester local authorities (29%).</i></p> <p>2018/19 MAG Annual Report and Account p.20 (in Long term, supportive shareholders), p. 86-124 (Financial statements)</p>																																																																			
202 – MARKET PRESENCE																																																																					
1.1 Management Approach		<p>2018/19 MAG Annual Report and Accounts p.47-49 (MAG Connect)</p> <p>MAG 2018/19 CSR Report Opportunity for All pg. 22-31</p>																																																																			
202-1	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<p>To calculate the range of ratios of 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 £29,685. 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> <table border="1"> <thead> <tr> <th colspan="8">All Colleagues in Tiers 5 - 7 (Levels from CEO)</th> </tr> <tr> <th>Tier</th> <th>Total Number of Colleagues</th> <th>Number of Full Time Employees</th> <th>Number of Part Time Employees</th> <th>Number of Casual Employees</th> <th>Average Salary</th> <th>Average Hourly Rate</th> <th>Ratio</th> </tr> </thead> <tbody> <tr> <td colspan="8">Tier 7</td> </tr> <tr> <td>Male</td> <td>1,653</td> <td>922</td> <td>728</td> <td>3</td> <td>£34,247.95</td> <td>£16.42</td> <td>0.91</td> </tr> <tr> <td>Female</td> <td>887</td> <td>318</td> <td>569</td> <td>0</td> <td>£37,551.13</td> <td>£17.94</td> <td>1.00</td> </tr> <tr> <td colspan="8">Tier 6</td> </tr> <tr> <td>Male</td> <td>1,011</td> <td>771</td> <td>239</td> <td>1</td> <td>£35,805.70</td> <td>£17.28</td> <td>1.00</td> </tr> <tr> <td>Female</td> <td>552</td> <td>332</td> <td>216</td> <td>4</td> <td>£31,325.96</td> <td>£15.16</td> <td>0.87</td> </tr> </tbody> </table>	All Colleagues in Tiers 5 - 7 (Levels from CEO)								Tier	Total Number of Colleagues	Number of Full Time Employees	Number of Part Time Employees	Number of Casual Employees	Average Salary	Average Hourly Rate	Ratio	Tier 7								Male	1,653	922	728	3	£34,247.95	£16.42	0.91	Female	887	318	569	0	£37,551.13	£17.94	1.00	Tier 6								Male	1,011	771	239	1	£35,805.70	£17.28	1.00	Female	552	332	216	4	£31,325.96	£15.16	0.87			
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Tier 5	Total Number of Colleagues	Number of Full Time Employees	Number of Part Time Employees	Number of Casual Employees	Average Salary	Average Hourly Rate	Ratio
Male	504	392	112	0	£37,899.46	£18.79	1.00
Female	378	284	93	1	£33,483.46	£16.70	0.88

Breakdown by National Minimum Wage Groups					
Under 18 Years of Age					
	Number of Colleagues	Average Hourly Rate	National Minimum Wage	% Average Salary vs Minimum Wage	Ratio
Male	2	£8.23	£4.35	189%	0.85
Female	2	£9.67	£4.35	222%	1.00

18 - 20 Years of Age					
	Number of Colleagues	Average Hourly Rate	National Minimum Wage	% Average Salary vs Minimum Wage	Ratio
Male	99	£12.37	£6.15	201%	0.81
Female	66	£15.23	£6.15	248%	1.00

21 - 24 Years of Age					
	Number of Colleagues	Average Hourly Rate	National Minimum Wage	% Average Salary vs Minimum Wage	Ratio
Male	298	£13.32	£7.70	173%	0.97
Female	275	£13.80	£7.70	179%	1.00

Aged 25 or Over - National Living Wage					
	Number of Colleagues	Average Hourly Rate	National Minimum Wage	% Average Salary vs Minimum Wage	Ratio
Male	3,986	£18.70	£8.21	228%	1.00
Female	2,265	£17.32	£8.21	211%	0.93

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 10.0% of leadership promotions are through internally developed candidates (Grades 4a-5). MAG 2018/19 CSR Report Opportunity for All pg. 22-31			
203 – INDIRECT ECONOMIC IMPACTS					
1.1 Management Approach		MAG 2018/19 CSR Report, Opportunity for All p.22-31, Local Voices p.32-37, Our Performance p. 38-43 https://www.magairports.com/responsible-business/business-and-jobs-growth/			
203-1	203-1 Infrastructure investments and services supported	MAG 2018/19 CSR Report, Opportunity for All p.22-31, Local Voices p.32-37, Our Performance p. 38-43			
203-2	203-2 Significant indirect economic impacts	MAG 2018/19 CSR Report, Opportunity for All p.22-31, Local Voices p.32-37, Our Performance p. 38-43 https://www.magairports.com/responsible-business/business-and-jobs-growth/			
204 – PROCUREMENT PRACTICES					
1.1 Management Approach		MAG 2018/19 CSR Report Opportunity for all p. 22-31, Manchester Airport Transformation Programme pg. 30			
204-1	204-1 Proportion of spending on local suppliers	MAG 2018/19 CSR Report p.30 445 local suppliers (within 25 miles of airports), 28% of total suppliers are local suppliers. 14.5% of procurement budget used for significant locations of operation is spent on local suppliers.			

305 – EMISSIONS					
1.1 Management Approach		<p>MAG 2018/19 CSR Report p. 16-21 2018/19 MAG Annual Report and Accounts p.50-51 (Zero Carbon Airport)</p> <p>MAG supports the Government's drive towards mandatory greenhouse gas emission reporting. Although the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013 do not require greenhouse gas reporting of MAG, we have reported on all of the emissions sources required by the Regulations, including fugitive emissions from refrigerant gases which are not reported in other MAG carbon footprints. These UK emission sources fall within our consolidated financial statements. We do not have responsibility for any UK emission sources that are not included in our consolidated statement.</p>			
305-1	305-1 Direct (Scope 1) GHG emissions	<p>MAG 2018/19 CSR Report Our Airports and the Environment p.16-21; Our Performance p. 38-43 2018/19 MAG Annual Report and Accounts p.50-51 (Zero Carbon Airport)</p> <p>a. Included in carbon reporting table as CO2e (Our Performance p. 38-39) b. Reported as CO2e, using UK Government Conversion Factors. c. 68.2 tonnes CO2e d. 2016/17, 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.</p> <p>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 (2017 conversion factors applied to calculate 2017/18 emissions, 2018 conversion factors applied to calculate 2018/19 emissions).</p> <p>Notes: 1. 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. 2. M.A.G purchases and retires carbon offsets from independently verified emission reduction projects.</p> <p>f. Detailed in section 305-1 e. g. Operational control, UK operations only.</p>			
305-2	305-2 Energy indirect (Scope 2) GHG emissions	<p>MAG 2018/19 CSR Report Our Airports and the Environment p.16-21; Our Performance p. 38-43 2018/19 MAG Annual Report and Accounts p.50-51 (Zero Carbon Airport)</p> <p>a/b. Included in carbon reporting table as CO2e (Our Performance p. 38-39) c. Reported as CO2e, using UK Government Conversion Factors</p>			

		<p>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.</p> <p>e. Refer to GRI 305-1 e.</p> <p>f. Refer to GRI 305-1 e.</p> <p>g. Operational control, UK operations only.</p>			
305-3	305-3 Other indirect (Scope 3) GHG emissions	<p>a. Included in carbon reporting table as CO2e. (Our Performance p. 38-39)</p> <p>b. Reported as CO2e, using UK Government Conversion Factors.</p> <p>c. 42.7 tonnes CO2e. this figure includes only fuel we supply</p> <p>d. Onward supply of fuel and energy</p> <p>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.</p> <p>f. Detailed in section 305-1 e.</p> <p>g. Detailed in section 305-1 e.</p>			
305-4	305-4 GHG emissions intensity	<p>a. Included in carbon reporting table under Intensity Measurement (p.38-39)</p> <p>b. Our emissions are calculated based on data gathered for voluntary emissions reporting and compliance with the CRC Energy Efficiency scheme and EU ETS. UK Government Conversion factors for Company Reporting published by Defra and DECC in 2017 were used with historic emissions re-calculated where required. 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).</p> <p>c. Scope 1 and 2 emissions, as per the UK Mandatory Carbon Reporting Requirements and guidance within Defra Environmental Reporting Guidelines</p> <p>d. Reported as CO2e, using UK Government Conversion Factors</p>			
305-5	305-5 Reduction of GHG emissions	<p>a. Carbon saving (tonnes CO2e): Market based 0 tonnes CO2e, Location based 225.178 tonnes CO2e</p> <p>b. Our emissions reports provide emissions of CO2e, using Defra/DECC emission factors and capturing Kyoto gases</p> <p>c. Base year = 15/16 to demonstrate year on year progress</p> <p>d. Savings within Scope 1/2</p> <p>e. Based on projected energy savings at time of capex approval and calculated using Defra/DECC emission factors</p>			
305-6	305-6 Emissions of ozone-depleting substances (ODS)	Not relevant to business			

<p>305-7 & A05</p>	<p>305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions</p>	<p>MAG 2018/19 CSR Report Our Airports and the Environment p.16-21</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="495 352 1043 520"> <thead> <tr> <th colspan="2">Manchester</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td></td> <td>NO₂</td> <td>23.5</td> <td>23.6</td> </tr> <tr> <td></td> <td>PM₁₀</td> <td>13.4</td> <td>14.4</td> </tr> <tr> <td></td> <td>O₃</td> <td>42.5</td> <td>46.4</td> </tr> </tbody> </table> <table border="1" data-bbox="495 555 1025 746"> <thead> <tr> <th colspan="2">East Midlands</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td></td> <td>NO₂</td> <td>11.8</td> <td>15.0</td> </tr> <tr> <td></td> <td>PM₁₀</td> <td>10.3</td> <td>14.0</td> </tr> </tbody> </table> <table border="1" data-bbox="495 815 1281 1161"> <thead> <tr> <th colspan="2">Stansted</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td></td> <td>Stansted 4 NO₂</td> <td>18</td> <td>17</td> </tr> <tr> <td></td> <td>Stansted 4 PM10</td> <td>12</td> <td>13</td> </tr> <tr> <td></td> <td>Stansted 2 PM2.5</td> <td>9</td> <td>9</td> </tr> <tr> <td></td> <td>Stansted 3 NO₂</td> <td>23</td> <td>20</td> </tr> <tr> <td></td> <td>Stansted 3 PM₁₀</td> <td>15</td> <td>15</td> </tr> <tr> <td></td> <td>Stansted 3 PM2.5</td> <td>9</td> <td>9</td> </tr> </tbody> </table>	Manchester		2017	2018		NO ₂	23.5	23.6		PM ₁₀	13.4	14.4		O ₃	42.5	46.4	East Midlands		2017	2018		NO ₂	11.8	15.0		PM ₁₀	10.3	14.0	Stansted		2017	2018		Stansted 4 NO ₂	18	17		Stansted 4 PM10	12	13		Stansted 2 PM2.5	9	9		Stansted 3 NO ₂	23	20		Stansted 3 PM ₁₀	15	15		Stansted 3 PM2.5	9	9			
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<p>G4-A07 (Sector Specific)</p>	<p>A07 Number and percentage change of people residing in areas affected by noise</p>	<p>MAG 2018/19 CSR Report Our Airports and the Environment p.16-21; Our Performance p. 38-43 2018/19 MAG Annual Report and Accounts p.13</p>																																																											

405 – Diversity & Equal Opportunity

1.1
Management
Approach

MAG 2018/19 CSR Report Opportunity for All p. 22-31
2018/19 MAG Annual Report and Accounts p.49

405-1

405-1
Diversity of
governance
bodies and
employees

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.

Gender	2018/19	
MAG	Male	Female
Number of All Staff who are..	4,385	2,608
Number of Senior Management who are..	134	54
All Staff %	62.71%	37.29%
Senior Management %	71.28%	28.72%

Ethnicity	2018/19		
MAG	White British	BAME	Unknown
Number of All Staff who are..	5,397	940	656
Number of Senior Management who are..	164	7	17
All Staff %	77.18%	13.44%	9.38%
Senior Management %	87.23%	3.72%	9.04%

Age	2018/19					
	MAG	16 - 25	26 - 35	36 - 45	46 - 55	56 - 65
Number of All Staff who are..	931	1,559	1,417	1,766	1,173	147
Number of Senior Management who are..	0	33	77	63	14	1
All Staff %	13.31%	22.29%	20.26%	25.25%	16.77%	2.10%
Senior Management %	0.00%	17.55%	40.96%	33.51%	7.45%	0.53%

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: 0.93
 Salary Ratio by employee category and location (based on average salaries per band per hour)

	MAG		Manchester		East Midlands Airport		Stansted		London Office		Chicago Office	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Overall	1.00	0.93	1.00	0.95	1.00	0.83	1.00	0.88	1.00	0.14	1.00	-
Level 1	1.00	-	1.00	-	-	-	-	-	-	-	-	-
Level 2	1.00	0.40	1.00	0.36	-	1.00	1.00	-	1.00	-	-	-
Level 3	1.00	0.78	1.00	0.88	1.00	0.57	1.00	0.87	1.00	-	1.00	-
Level 4	1.00	0.72	1.00	0.71	1.00	0.85	1.00	0.64	1.00	0.44	1.00	-
Level 5	1.00	0.88	1.00	0.81	1.00	0.78	1.00	0.80	-	-	-	-
Level 6	1.00	0.89	1.00	0.90	1.00	0.94	1.00	0.85	-	-	-	-
Level 7	1.00	0.88	1.00	0.87	1.00	0.86	1.00	0.92	-	-	-	-
Level 8	0.92	1.00	1.00	0.91	1.00	0.75	1.00	0.97	-	-	-	-
Level 9	1.00	0.85	1.00	0.99	-	-	1.00	-	-	-	-	-

405-2
 405-2 Ratio of basic salary remuneration of women to men

413 – LOCAL COMMUNITIES

1.1 Management Approach		MAG 2018/19 CSR Report Local Voices p. 32-37; Our Performance p. 38-43 2018/19 MAG Annual Report and Accounts p.49 https://www.magairports.com/responsible-business/working-in-our-local-communities/ Materiality - MAG 2018/19 CSR Report Knowing What's Important p. 12-13			
413-1	413-1 Operations with local community engagement, impact assessments, and development programs	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. Further information: MAG 2018/19 CSR Report p 32-37			
413-2	413-2 Operations with significant actual and potential negative impacts on local communities	Further information: MAG 2018/19 CSR Report p.16-37			
G4-AO8 (sector specific)	AO8 Number of persons physically or economically displaced.	There were no persons physically or economically displaced during the reporting period.			
416 – CUSTOMER HEALTH & SAFETY					

1.1 Management Approach		2018/19 MAG Annual Report and Account p.40-43, p61			
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-A09 (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 3.51 Manchester 4.85 Stansted 3.44			