

Corporate Social Responsibility Annual Report 2022



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CSR 2022

This is Aruba Airport Authority N.V. (AAA)'s second Annual Corporate Social Responsibility Report. Due to lack of approved international standards and requirements, AAA used the draft Standard "Corporate Sustainability Reporting Directive (CSRD)" and the draft European Sustainability Reporting Standard (ESRS) as guidance to prepare the 2022 report.



Our Aspiration towards 2030

VISION

To become one of the most Sustainable, Safe and Future Proof Airports of the Latin American & Caribbean region, providing a trusted workplace, modern airport facilities and excellent customer service which reflects Aruban hospitality, contributing to a prosperous future for Aruba.

CORE PURPOSE

We facilitate a diverse air service network, a varied choice of commercial services and pleasant airport experiences through sustainable, safe, secure and reliable airport operations & facilities for all airport users.

We do this in close collaboration with all airport partners and key stakeholders.

ROLES



HOST



OPERATOR



DEVELOPER



THOUGHT LEADER

OUR DREAM COMPANY

We are building a solid company, based on the principle of trust:

Where we feel inspired, engaged, safe and respected.

Where making mistakes is part of a learning process and where innovation is a common practice.

Where long-term focus wins from short-term gains

Where we collaborate as a team and create partnerships to add value to the Aruban community.

A company of which we can be proud of!

CORE VALUES



SUSTAINABILITY | HONESTY | INTEGRITY | NIMBLE | ENGAGED

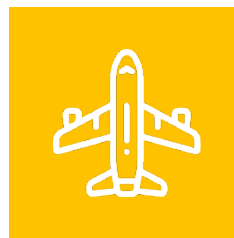


Environmental responsibility



CO2 Reduction

- Green Globe Certification (2022)
- Airport Carbon Accreditation (2018-2022)



Power and Water Resources

- Further reduction of power- and water consumption (e.g. energy efficient AC models, lights-off campaign, other upgrades of systems and increased maintenance and monitoring of consumption)

Year	Total Power Consumption	Passengers	Justification
2019	12,886 Mwh	1,265,965	Benchmark Year
2020	10,155 Mwh	430,496	Pandemic Year
2021	11,303 Mwh	876,580	Recovery Year
2022	12,195 Mwh	1,207,587	95% Recovery Year

Year	Total Water Consumption	Passengers	Justification
2019	95,450 m3	1,265,965	Benchmark Year
2020	83,466 m3	430,496	Pandemic Year
2021	95,034 m3	876,580	Recovery Year
2022	95,049 m3	1,207,587	95% Recovery Year

- 2019 vs 2022 – reduction of 691,000 Kwh. This contributes to a reduction of 551 metric tons of CO2 GHG emissions which saves more than 4,000 oil barrels.
- 2019 vs 2022 – reduction of 401m3.



Reporting on Environmental Risks

- A total of 7 environmental risks were reported in SMS



Environment Protection

- Fundacion Parke Nacional Arikok's Reforestation Project aiming to reintroduce native plants back into Aruba's flora
- Beach clean-up with Scubble Bubbles



Sustainable Transportation

- DCCA's 1st International Sustainable Air Transportation Hybrid event "A Flight to the Future" – importance of interisland connectivity
- 125 attendees from EU, USA, UK, SA, Panama, Mexico and Caribbean/850 virtual attendees
- 24 electric flights by NLR
- Sustainability Network with now 30 members
- Active ACI LAC Environment Committee member



Waste Management

- Carton-waste separation project initiated in 2021
- 2019 vs 2022 – increase of 34 tons

Year	Total Waste (in Tons)	Passengers	Justification
2019	665.86 tons	1,265,965	Benchmark Year
2020	314.06 tons	430,496	Pandemic Year
2021	370.58 tons	876,580	Recovery Year
2022	700 tons	1,207,587	95% Recovery Year

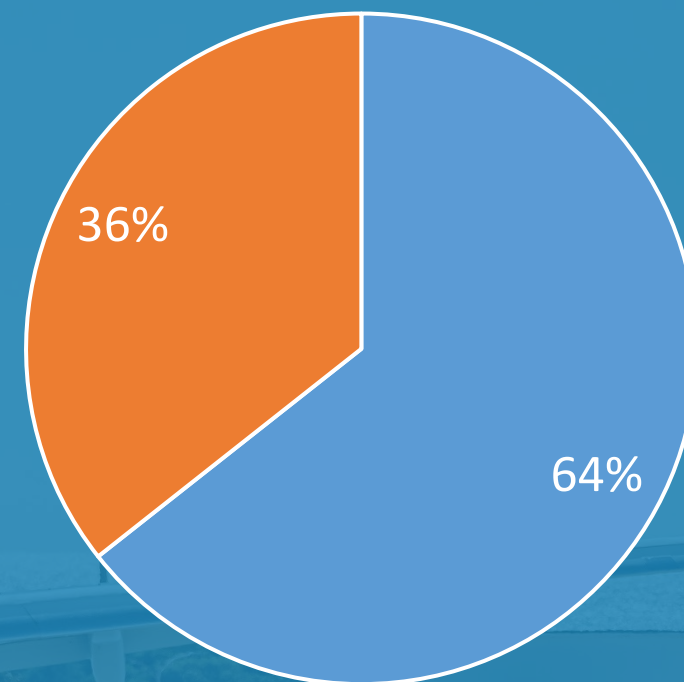


Social & Governance

responsibility

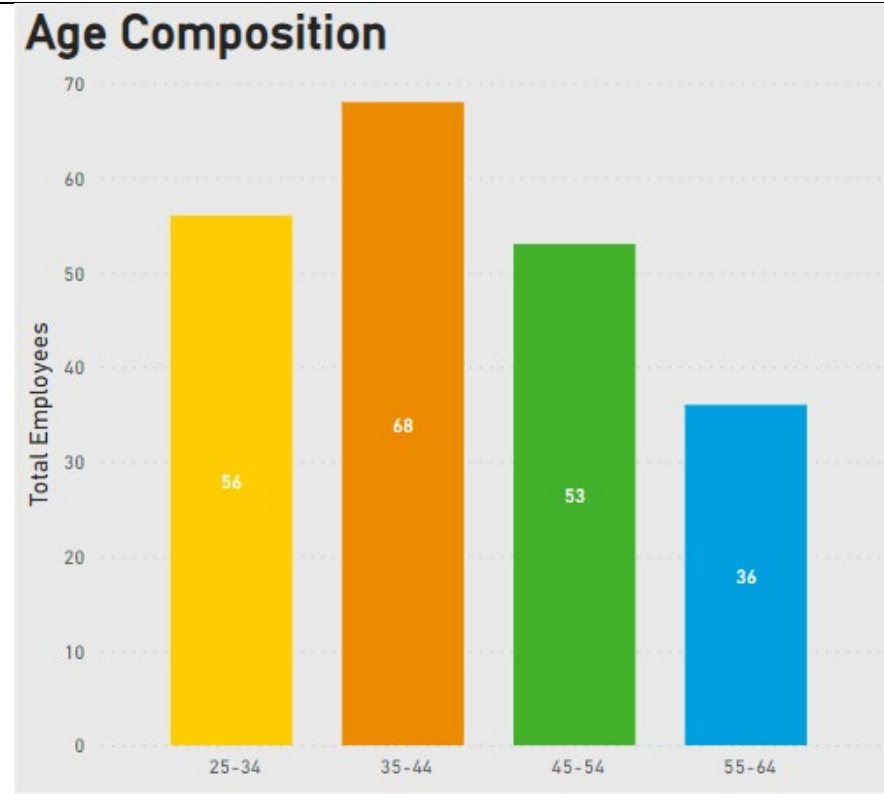
- Preferred employer in Aruba granting good pay, secondary benefits and learning and growth opportunities
- Local hiring and training maximize community economic benefit and fosters community involvement

Female

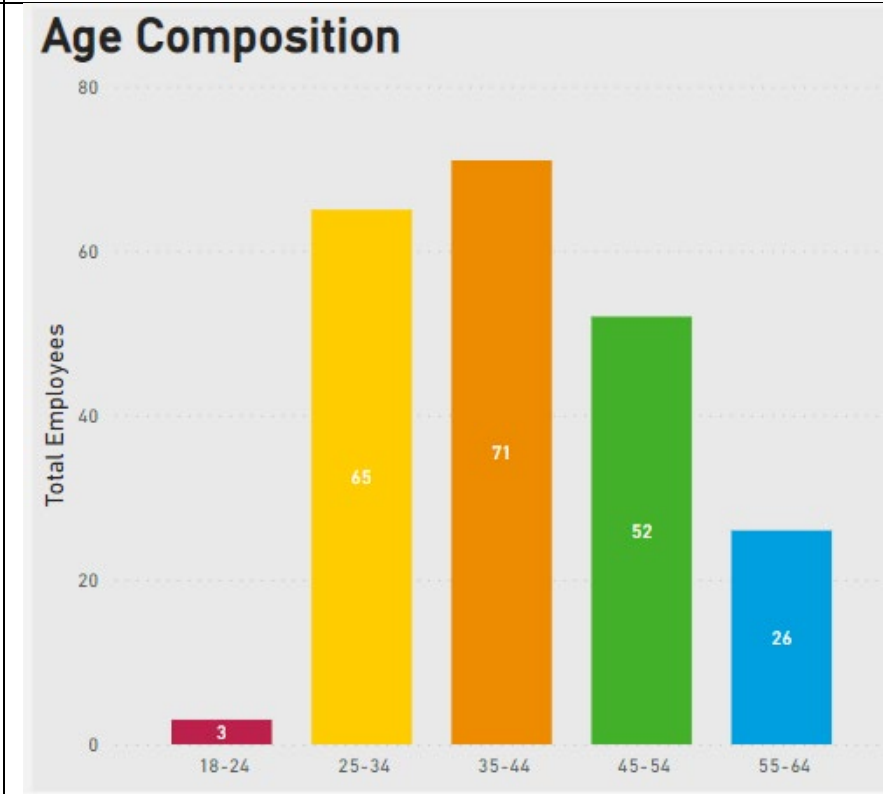


Male

At the end of 2021



At the end of 2022



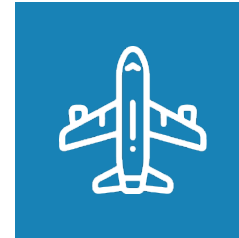
Employment

- Gallup Engagement Survey 2021 – 3.52
- Gallup Engagement Survey 2022 – 3.81



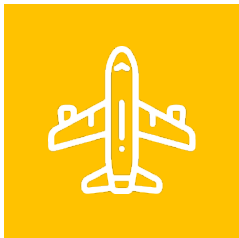
CLA, AVR & Social Dialogue

- AAA Collective Labor Agreement – 4 years 2023 -2026
- Union representatives
- Focus group
- AVR – ILA employees – 4 years 2023 – 2026
- Additional benefits as medical, health and wellness, savings and education



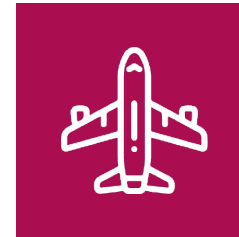
Governance

- Revised Code of Conduct Policy
- AAA Counselors
- Awareness on Human trafficking and exploitation
- AAA Access Policy prevents child-labor due to minimum legal age requirement for access to premises



Training

- Basic safety and security training – all airport users
- Function-related trainings
- Awareness sessions
- AAA provided training to partners; Customs and CEA



Other

- 2022 – smoke-ban according to new law
- AAA RWP expanded to include more hours thus contributing to a better work-life balance
- Health and Wellness Fair



Community

responsibility



- **Employment Opportunities**

- 206 full-time and 40 part-time employees (third party contractors)
- Residents or valid work permit to receive AIRB-badge
- 95% of employees were born in Aruba
- Other companies – 2200 employees (2.5% labor force Aruba)

- **Sponsorship and Donations**

- Donations 103K
- Sponsorships 100K
- Community outreach 217K

- **Wings of Hope and Partnerships**

- Food vouchers
- Back-to-School 190 students
- Aruba DOET projects – Mon Plaisier, Donkey Sanctuary, Centro Educativo Cristian
- Scol di Campeon SDG
- Beach clean-up – Scubble Bubble, Scouting Ora Obou
- Fun walk/run 80 participants – Casa Cuna and Micky's Foundation
- Shed clean-up – KPA and Grupo di Scouting
- Nature walks and Scavenger hunt to promote healthy living
- Fundacion Luna and Nine Lives – donation of dog and cat food
- SDG Awareness campaign – promotional video



Goals and Plans 2023

- **Environmental:**
 - Green Globe, ACA Level 3, LEED building certification
 - Partnerships for environmental projects - FPNA "Lora" project
 - Inter-island air connectivity (DCCA) – seeking more affordable, efficient and sustainable air transport model guaranteeing affordable and clean (zero emission) travel in the future
 - DCCA Taskforce – Joint Strategic Plan
- **Social:**
 - Health and Wellness Plan
- **Community:**
 - Wings of Hope 2023





THANK YOU!

For more information or interested in collaborating in the future?
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