

# Sustainability

## is a continued priority

**2020 was a landmark year for sustainability, as the Company made pioneering sustainable aerospace a strategic goal in line with its purpose: We pioneer sustainable aerospace for a safe and united world.**

Sustainability helps both the Company's long-term success and its responsibility for meeting society's present needs without compromising those of future generations. For the Company, the term sustainability fully encompasses the notions of both responsibility and sustainability, in line with current business practices, and reflects a more comprehensive and integrated approach to the topic. Acting responsibly is a prerequisite to ensuring sustainability.

The Board Committee overseeing Ethics and Compliance broadened its scope in 2020 and became the Ethics, Compliance and Sustainability Committee, taking responsibility for embedding sustainability-related topics in strategy and objectives. The Company's progress on sustainability topics now represents an important part of its remuneration policy.

By adopting the United Nations' Sustainable Development Goals (SDGs) framework, the Company has embraced a shared blueprint for the future. The sustainability strategy was refined during the year to emphasise four core commitments linked to the SDGs. Goals for each of these commitments will be finalised in 2021, with clear targets and key performance indicators so that progress can be monitored. To accelerate the Company's sustainability initiatives, a new Sustainability and

Environment function was formed from the combination of two predecessor departments.

The four priority commitments in sustainability are as follows. The list also includes references to the relevant SDGs:

### Sustainability commitments

**1. Lead the journey towards clean aerospace** (SDG 9 Industry, innovation & infrastructure; SDG 12 Responsible consumption & production; SDG 13 Climate action; SDG 17 Partnerships for the goals)

The Company's foremost ambition as an aircraft manufacturer is to be a leader in the decarbonisation of aviation, as demonstrated by the unveiling in 2020 of the 'ZEROe' hybrid-hydrogen concept aircraft. A core ambition is to bring the world's first zero-emission commercial aircraft to market by 2035. The Company is also investing resources into examining and reducing the impact of its in-service products together with all actors in the sector. Reporting has been extended to include the in-use emissions of commercial aircraft delivered in 2019 and 2020 – known as the Use of Sold Products (Scope 3).

Turning to industrial operations, the High5+ initiative aims to reduce the footprint of all Airbus activities globally and across the supply chain. It has specific targets for 2030, against a 2015 base line, for cutting energy consumption, CO<sub>2</sub> emissions, water consumption, volatile organic compound emissions and waste production.

The Company has included targets of a 3% further reduction in CO<sub>2</sub> emissions and a 5% reduction in purchased water for 2021 as part of its top objectives compared to 2020.



### Commitment to the UN SDGs

**The Company continues to support the United Nations' Sustainable Development Goals (SDGs) by acting responsibly, leading sustainable innovation and partnering with stakeholders to set the standards in aerospace and defence.**

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**Quality education**  
 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
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**Gender equality**  
 Achieve gender equality and empower all women and girls.
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**Decent work and economic growth**  
 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
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**Industry, innovation, and infrastructure**  
 Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.
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**Responsible consumption and production**  
 Ensure sustainable consumption and production patterns.
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**Climate action**  
 Take urgent action to combat climate change and its impacts.
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**Peace, justice and strong institutions**  
 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
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**Partnerships for the goals**  
 Strengthen the means of implementation and revitalise the global partnership for sustainable development.

**2. Respect human rights and foster inclusion**

(SDG 4 Quality education; SDG 5 Gender equality; SDG 8 Decent work & economic growth; SDG 16 Peace, justice & strong institutions)

During 2020, a new Human Rights Steering Committee was established, which provides strategic guidance to support related decision making. The Company continued its efforts to improve gender balance, including the number of women in management positions, as well as awareness of disability. Twenty-six percent of all new recruits were female during 2020. There are two female members of the Executive Committee and three female members of the Board of Directors. The Company also took part in programmes to promote quality education and mentorship for young people from socially deprived backgrounds.

**3. Build our business on the foundation of safety and quality**

(SDG 8 Decent work & economic growth; SDG 12 Responsible consumption & production)

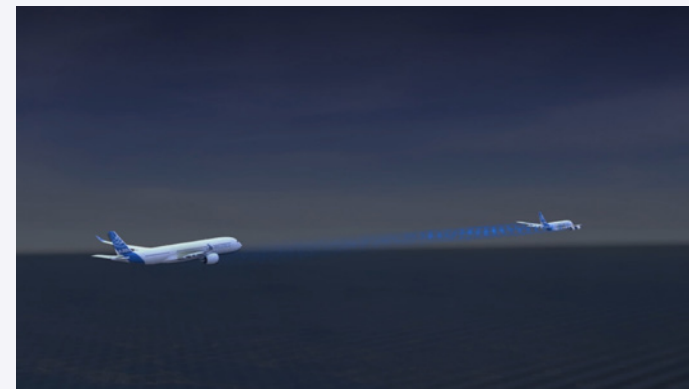
The Company's number one priority is the continued safe transport of everyone, and everything, that flies aboard its products. In 2020, a range of activities were pursued to promote a strong health and safety culture. Included was the People Safety at Work initiative, which deployed various packages at company sites focused on industrial changes and culture-change activities. During the year, considerable health and safety efforts were focused on the management of COVID-19 issues to safeguard employees' health and welfare. Despite the challenging environment, more than 103,070 hours of health and safety training were delivered to 37,599 individual employees between October 2019 and September 2020.

**4. Exemplify business integrity**

(SDG 16 Peace, justice & strong institutions)

Ethics and Compliance (E&C) continued to be a top priority, as it was in 2019 and 2018. In its list of priorities for 2020, the Company set the objective to: "Adapt our company and workforce to the crisis in a responsible manner that upholds our values, while ensuring health and safety and reinforcing our commitment to Ethics and Compliance." As in previous years, there was a strong focus on relevant training for employees. Between 1 October 2019 and 30 September 2020, employees followed 309,682 E&C e-learning sessions, including on bribery, corruption and export control. Additionally, 3,501 employees attended live classroom training on different E&C topics in 2020, the majority of which was delivered in virtual classrooms due to the pandemic.

More information about the Company's sustainability activities and strategy can be found in the Non-Financial Information section of the Universal Registration Document 2020.



**Partners join fello'fly initiative**

Airbus was joined by two airline customers and three air navigation service providers to demonstrate the operational feasibility of its fello'fly initiative. Imitating the behaviour of birds, which fly together to use as little energy as possible, flying an aircraft in the smooth updraft of another aircraft could reduce fuel consumption by 5-10% per trip.



**Airbus Foundation's active year**

In a year when many children were forced to study from home, the Airbus Foundation launched its #AirbusDiscoverAtHome series on social media. It also continued to deliver aid to disaster zones. Following a major explosion, the Foundation and its partners sent a fully-loaded A350 to Beirut with 90 cubic metres of aid on board.