Auckland Airport ESG Databook

This Environmental, Social and Governance (ESG) databook provides an aggregated view of ESG impacts and performance across Auckland International Airport Limited's operations. The databook consolidates ESG data into one place with an aim to provide clear and transparent reporting on the important sub-categories of ESG.

This ESG databook should be read in conjunction with Auckland Airport's Annual Report, which includes the Airport's Climate-statement and greenhouse gas inventory.

Environmental, Social, and Governance (ESG) Databook for the period 1 July 2023 - 30 June 2026



DATE OF REVISION

27 May 2025	First revision
03 June 2025	ESG databook published
20 August 2025	Partial update of FY25 information
15 October 2025	Complete update of FY25 information
25 September 2026	Complete update of FY26 information

AKL ESG targets and progress

Target	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26
90% reduction in scope 1 and 2 emissions by 2030, against a 2019 baseline	0	5%	20%	16%	27%	65%[1]	66%[1]	75%[1]
20% reduction in aeronautical waste to landfill by 2030, against a 2019 baseline	0	-0.50%	66%	71%	30%	15%	20%	22%
40% of staff use their volunteer day by 2030		NC[2]	NC[2]	NC[2]	NC[2]	7%	15%	20%
40|40|20 gender balance across the Board, ELT and Senior Leaders by 2025							Achieved	

1 Using a market-based methodology for scope 2 emissions
2 NC = not calculated

Environmental metrics

Section		FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	Link
Policy	Environmental Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Policy	Environmental violations and/or breaches ($)			$0	$0	$0	$0	$0	$0	
Climate	Total GHG emissions (location based, tCO_2e)	12,123	10,806	21,202	81,954	2,583,352	3,585,899	3,696,350[1]	3,381,224	
Climate	Total GHG emissions (market based, tCO_2e)	12,123	10,806	21,202	81,954	2,583,352	3,583,558	3,692,867[1]	3,378,568	
Climate	Direct GHG emissions (scope 1, tCO_2e)	2,472	2,397	1,674	2,004	2,060	2,063	2,012	1,467	
Climate	Indirect GHG emissions (scope 2, location-based, tCO_2e)	3,423	3,224	3,031	3,007	2,231	2,341	3,483	2,656	
Climate	Indirect GHG emissions (scope 2, market-based, tCO_2e)	3,423	3,224	3,031	3,007	2,231	0	0	0	
Climate	Reduction in scope 1 & 2 emissions from 2019 baseline using a location-based method of calculation				16%	27%	25%	7%	14%	
Climate	Reduction in scope 1 & 2 emissions from 2019 baseline using a market-based method of calculation						65%	66%	75%	
Climate	Indirect GHG emissions (scope 3, tCO_2e)	6,228	5,185	16,497	77,523	2,579,061	3,581,495	3,690,854[1]	3,377,102	
Climate	Independent third party assurance on GHG emissions			Yes	Yes	Yes - Deloitte	Yes - Deloitte	Yes - Deloitte	Yes - Deloitte	
Climate	Climate governance			Yes	Yes	Yes	Yes	Yes	Yes	
Climate	TCFD Disclosure			Yes	Yes	Yes	Yes	Yes	Yes	Link
Climate	Climate related management incentives			Yes	Yes	Yes	Yes	Yes	Yes	
Climate	Climate risk management			Yes	Yes	Yes	Yes	Yes	Yes	

Section		FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	Link
Climate	Financial risks of climate change					Yes	Yes	Yes	Yes	
Climate	Emissions reduction target	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Water	Potable water consumption (m^3)	358,807	315,652	129,514	169,139	268,622	380,539	363,442	522,604	
Water	Total sea water extracted (litres)						0	0	0	
Water	Subsurface/well total water discharge (l)						0	0	0	
Water	Withdrawal from surface water from rivers, lakes, natural ponds (l)						0	0	0	
Water	Withdrawal from external wastewater (l)						0	0	0	
Waste	Waste Management Program	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Waste	Total aeronautical waste landfilled (t)	2,462	2474	844	722	1718	2103	1984	1,920	
Waste	Progress against waste reduction target (20% reduction in waste to landfill by 2030 against a 2019 baseline)			66%	71%	30%	15%	20%	22%	
Waste	Total aeronautical waste recycled (t)	1,100	975	224	321	617	828	830	732	
Waste	Total aeronautical organic waste to compost (t)	0	0	0	32	100	185	295	315	
Waste	Diversion rate (aeronautical)	31%	28%	23%	33%	29%	33%	36%	36%	
Waste	Mānawa Bay waste to landfill (t)							171	178	
Waste	Mānawa Bay waste recycled (t)							236	326	
Waste	Mānawa Bay organic waste to compost (t)							205	154	
Construction	Total raw material used - concrete (t)				41,994	92,818	180,312	257,836	41,885	
Construction	Total raw material used - aggregates (t)				41,935	105,262	18,108	653,938	68,753	
Construction	Total raw material used - steel (t)				2,835	2,811	21,209	46,504[1]	12,296	

Section		FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	Link
Construction	Total raw material used - compacted sand (t)						5,614	5,881	1,130	
Construction	Total raw material used - asphalt (t)				2,239	13,398	32,325	9,397	21,593	
Construction	Total raw material used - cement (t)						1,644	610	4,148	
Energy	Total non-renewable energy consumption (MWh)	17,044	16,834	11,788	13,640	13,838	0	0	0	
Energy	Total renewable energy consumption (MWh)	28,027	26,396	20,629	22,479	24,058	32,116	34,448	33,766	
Energy	Total renewable energy generation (MWh)	2,472	n/a	n/a	n/a	n/a	n/a	1,392	4,196	
Nature	Implementation of nature protection initiatives				Yes	Yes	Yes	Yes	Yes	Link

1 Total quantities of steel were overstated in FY25 due to a unit error in which quantities were taken as tonnes when reported as kg. This resulted in an overstatement to FY25 Scope 3 emissions by 268,473 tCO2e.

Social metrics

Section		FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	Link
Diversity	Diversity, Equity and Inclusion Policy		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Diversity	Percentage women in total workforce		38%	37%	38%	41%	43%	43%	40%	
Diversity	Percentage of women in top management positions (Leadership team and Senior leaders)	33%	40%	45%	43%	47%	44%	46%	50%	
Diversity	Percentage of women in Executive Leadership team							50%	44%	
Diversity	Percentage of women in Senior Leadership team							45%	51%	
Diversity	Percentage of women in all management positions (%)		40%				38%	40%	38%	
Diversity	Percentage of women in junior management positions (%)		33%	29%	28%	31%	35%	27%	25%	
Diversity	Percentage men in total workforce							57%	60%	
Diversity	Percentage of Māori & Pacific Peoples in people leader roles							11%	15%	
Diversity	Gender pay gap			14%	13%	27%	21%	19%	19%	
Diversity	Gender pay gap for non-Infrastructure AKL							13%	16%	
Diversity	Gender pay gap for Infrastructure AKL							28%	14%	
Diversity	Ethnicities across workforce	45	37	37	29	50	32	34	38	
Diversity	Percentage of AKL employees self-identify as Māori or Pasifika (%)							15%	18%	
Training & development	Employee development programmes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	

Section		FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	Link
Training & development	Employee performance appraisal	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Training & development	Percentage of leaders completed an LSI (360 tool)							46%	5%	
Wellbeing	Percertage of employee participation in engagement survey						83%	88%	92%	
Wellbeing	Employee engagement survey score						60%	63%	67%	
Wellbeing	Number of staff using volunteer day						51	101	161	Link
Wellbeing	Percentage of staff using volunteer day (%)							15%	20%	
Wellbeing	Paid parental leave	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Wellbeing	Flexible working conditions				Yes	Yes	Yes	Yes	Yes	Link
Wellbeing	Total employee turnover rate (%)		20%	29%	20%	26%	17%	18%	11%	
Wellbeing	Voluntary employee turnover rate (%)		7%	10%	17%	25%	17%	16%	10%	
Wellbeing	Percentage employees in a union or covered by collective bargaining agreements		34%	35%	34%	33%	29%	29%	27%	
Hiring	Total number of new employee hires						281	238	215	
Hiring	Total positions filled by internal hires						64	56	95	
Health & Safety	Health, Safety and Wellbeing Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Health & Safety	Safety Management System	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Health & Safety	Total staff trained on health and safety standards (including contractors/other stakeholders)						6337	4331	2591	
Health & Safety	Total Auckland Airport staff trained on safety						471	880	1225	
Health & Safety	Leaders' safety walks						604	604	687	

Section		FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	Link
Health & Safety	Total staff trained on general training which includes safety (including contractors/other stakeholders)						30773	16640	16218	
Health & Safety	Total Auckland Airport staff trained on general training which includes safety (including contractors/ other stakeholders)						2296	1555	7636	
Health & Safety	Total number of Employee Injuries						39	53	45	
Health & Safety	Total number of Employee Lost-time Injuries						5	4	1	
Health & Safety	Total number of Contractor Injuries						57	60	51	
Health & Safety	Total number of Contractor Lost-time Injuries						13	4	4	
Health & Safety	Total recordable Employee Injury Frequency Rate (per 200,000 hours worked)							2.73	1.19	
Health & Safety	Total recordable Contractor Injury Frequency Rate							1.40	0.87	
Health & Safety	Lost time injury frequency of employees		0.20	1.13	0.25	0.21	0.65	0.67	0.35	
Health & Safety	Lost time injury frequency of contractors			2.19	0.60	1.60	0.91	0.31	0.35	
Health & Safety	Work-related fatalities - employees						0	0	0	
Health & Safety	Work-related fatalities - contractors						0	0	0	
Health & Safety	Work-related fatalities - passengers						0	0	0	
Health & Safety	Percentage of buildings with disabled persons access						100%	100%	100%	
Human Rights	Modern Slavery Policy		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Human Rights	Modern Slavery Statement		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Human Rights	Whistleblower Policy		0%	0%	Yes	Yes	Yes	Yes	Yes	Link
Human Rights	Commitment to UN Guiding Principles on Business		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link

Section		FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	Link
Stakeholder	Sponsorships and community support	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Stakeholder	Customer satisfaction score					4.01	4.08	4.13	4.19	
Stakeholder	Customer satisfaction score target					4.10	4.10	4.19	4.16	
Stakeholder	Customer satisfaction score - percentage of customers covered (%)		2%	2%	2%	2%	100%[1]	100%[1]	100%	
Stakeholder	Percentage of total customers using online services solutions/sales platform (%)		24%	27%	32%	33%	25%	27%	31%	
Stakeholder	Percentage of revenue generated online (%)		40%	52%	41%	32%	61%	60%	62%	

1 Percentage of customers covered by the customer sastisfaction score changed to 100% percent in FY24 as while percentage of passengers is not statistically significant, is considered representative of all customers (passengers).

Governance metrics

Section		FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	Link
Board	Number of independent Board members	8	9	8	8	8	8	8	8	
Board	Number of women on the Board	4	5	5	4	4	4	4	3	Link
Board	Percentage of women on the Board (%)	50%	56%	63%	50%	50%	50%	50%	38%	
Board	Average tenure (years)								5.64	Link
Board	Attendance rate								Yes	Link
Board	Board Industry experience	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Board	Other directorships of Board members	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Board	Conflict of Interest Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Board	AGM Voting results	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Board	Board Committee Charters	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
CEO	CEO Remuneration	1,867,293	1,241,743	2,516,864	$772,875, $1,323,626[1]	1,925,166	1,938,690	2,163,395	2,258,610	
Risk	Risk Governance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Risk	Risk Management Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Risk	Materiality analysis		0	0	Yes	Yes	Yes	Yes	Yes	Link
Ethics	Ethics and Code of Conduct Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Ethics	Tax Strategy Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link

Section		FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26	Link
Ethics	Audit Independence Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Supply Chain	Supplier Code of Conduct	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Supply Chain	Green leases						Yes	Yes	Yes	
Digital security	Privacy Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link
Digital security	Acceptable Use of Technology Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Link

1 Chief executive, Carrie Hurihanganui, commenced her role on 8 February 2022. The disclosure of $772,875 for the 2022 financial year relates to the remuneration paid between 8 February 2022 and 30 June 2022. Adrian Littlewood finished his role as chief executive on 12 November 2021 and the disclosure of $1,323,626 for the 2022 financial year relates to the remuneration paid between 1 July 2021 and 12 November 2021.