

METHODOLOGY

Context

This document explains the approach taken by Heathrow Airport Limited in collating and reporting selected Noise, Equalities, Diversity and Inclusion and Community Investment KPIs which have been published in the 2022 Sustainability Report and 2022 Annual Report and Accounts (ARA). We monitor these KPIs and report annually. This helps us to assess our progress in delivering our sustainability goals and targets. Bureau Veritas UK Limited have provided limited assurance over these KPIs. This is recorded in their independent assurance report (appended to the 2022 Sustainability Report).

Scope

The selected KPIs are:

Noise

- Late running aircraft post 23:30
- Nights with no flights between 23:30 and 04:30

Community Investment

- £ Heathrow donation to Heathrow Community Trust

Equality, Diversity & Inclusion

- % female representation at all levels
- % female representation senior managers (Exec-Band C)
- % ethnicity representation at all levels
- % ethnicity representation senior managers (Exec – Band C)

Reporting Period

Data is reported as calendar year and covers the reporting year commencing 01 January 2022 and ending 31 December 2022.

Heathrow 2.0 Objective	KPIs	Data Sources and Core Assumptions
Quieter nights, quieter flights	Number of aircraft departing from Heathrow Airport after 23:30	A monthly report is downloaded from the Boss database detailing all aircraft movements and aircraft types. Flight operations radar data records every movement and associated times. The ANOMS noise and track keeping database matches noise monitoring data with movements.
	Number of aircraft departing and landing at Heathrow Airport between 00:00 and 04:30	
Inclusive Employer of Choice for Local Diverse Talent	% Female representation at all levels	Ratio (stated as a percentage) of female identified gender employees against all employees of Heathrow Airport Limited on the last day of the calendar year. Gender is a required piece of information upon employment and is a field within our dedicated HR system. This includes all temporary or fixed term workers on active payroll and anyone on any leave reason.
	% Female representation senior managers (Exec-Band C)	Gender diversity is calculated as a % of total employee headcount at the end of the calendar year. Senior management is defined as Executive, Band A, Band B and Band C broadbands.
	% Ethnicity representation at all levels	Ratio (stated as a percentage) of ethnicity representation of employees against all employees of Heathrow Airport Limited on the last day of the calendar year. Ethnicity data disclosed upon employment and is a field within our dedicated HR system. This includes all temporary or fixed term workers on active payroll and anyone on any leave reason.

Heathrow 2.0 Objective	KPIs	Data Sources and Core Assumptions
	% Ethnicity representation senior managers (Exec - Band C)	Ethnicity diversity is calculated as a % of total employee headcount at the end of the calendar year. Senior management is defined as Executive, Band A, Band B and Band C broadbands.
Better quality of life in Heathrow's neighbouring communities	£ Heathrow donation to Heathrow Community Trust	Value of money donated to Heathrow Community Trust by Heathrow (GBP (£) value) within the reporting period.