



London Luton Airport

Sustainability Strategy Performance

2025

The following constitutes London Luton Airport Operations Limited's ("LLA") annual review for 2025 in respect of its Sustainability Strategy in accordance with its planning permission and the related s106 agreement.

Strategic Area	Ambition	Targets	Progress
Our Teams	Seek to become a preferred employer of choice for current and future LLA employees, with a reputation for diversity, inclusivity and employing local people	Work to launch apprenticeship and graduate schemes, or equivalent schemes, ensuring we promote these opportunities locally to people within LU1-LU4 annually	Our apprenticeship scheme launched in 2025, with 6 new apprentices recruited from LU1-4 and employed across multiple functions, creating pathways for local employment.
		Work towards at least 15 accredited Mental Health First Aider & Safety Ambassadors across the business by 2028.	135 Mental Health First Aiders were in place in 2025, significantly exceeding the 2028 target.
		Work towards Psychological Health & Safety at Work ISO45003	ISO 45003 certification was maintained in 2025, supported by an integrated health, safety and wellbeing management system.
	Promote sustainability skills and awareness to LLA's employees	Implement a sustainability training programme which is available to 100% of LLA's employees by 2027	Sustainability training continues to be embedded across the organisation, with training programmes such as the LLA Way which every LLAOL employee must complete and the Licence to Serve programme which is extended to other organisations that operate at the Airport, we also deliver other internal initiatives supporting delivery of the commitment.
	Foster an environment of care and giving back, within and around LLA's community	Increase the percentage of LLA's employees using volunteering time, with the aim of working towards at least 25% of employees using volunteering time annually by 2027.	Employee volunteering increased to 15.01% in 2025, up from 12% in 2024, demonstrating strong progress towards the 2027 target with a new volunteering campaign and full calendar of opportunities across Luton planned for 2026.

Strategic Area	Ambition	Targets	Progress
Our community	Seek to be an overall force for good amongst us communities and the economy.	Maintain six continuous air quality monitors to help further understand the effect of operations at London Luton Airport ("Airport") on air quality in real time.	LLA's Air Quality monitoring equipment was maintained across and around the Airport to provide real time air quality data across 6 locations.
		Work towards enabling 100% of eligible Greener Future Fund beneficiaries access to environmental education by 2027.	The Environmental Education programme was delivered to schools in 2025, with continued work to seek 100% access to all Greener future fund beneficiaries.
		Invest or donate £30,000 per year to support local, regional or national sustainability initiatives.	In 2025, LLA invested £33,080 in local, regional and national sustainability initiatives beyond the airport's wider community investment.
		Maintain our contribution to the Community Trust Fund at £150,000.	£154,800 was contributed to the Community Trust Fund and £145,829 to the Greener Future Fund, exceeding annual commitments.
		Seek to improve local biodiversity by developing at least three biodiversity initiatives by 2027.	Two biodiversity initiatives have been delivered to date, with the remaining initiative on track for completion by 2027.
		Support future skills and positive lifelong opportunities for residents of Luton and other local towns and cities.	Support persons, including young persons, accessing an LLA apprenticeship programme from 2025.
	Develop and deliver Essential Transferable Employment Skills workshops to at least 5 schools annually from 2025 onwards.		9 workshops were delivered across nine schools in 2025, exceeding the annual commitment.
	Of total spend, continue to target a local procurement spend of 50% annually		In 2025, 31% of local spend was within a 20-mile radius of the Airport.
	Work towards pairing enterprise advisors with at least five local schools by 2027.		Three enterprise advisors were in place in 2025, demonstrating progress towards the 2027 target.

Our Infrastructure

Strategic Area	Ambition	Targets	Progress
	Make progress in decarbonising our own operations and reach Net Zero for our direct emissions by 2040	Ensure that 25% of electricity which is used by LLA, is obtained from renewable sources located at, or near to, the Airport by 2026 (except if suitable, timely and reasonable: (1) arrangements between UK Power Networks and LLA or a commercial partner approved by LLA are not agreed and implemented, or (2) planning approvals are not granted to LLA or a commercial partner appointed by LLA or (3) contractual terms are not agreed between LLA and a suitable commercial partner; which are sufficient to enable the implementation of suitable infrastructure to achieve the target).	Progressed enabling works for on-site renewables, including solar infrastructure. Delays in securing UKPN approval has impacted timelines slightly, with construction underway in 2026 and full electrification now planned to commence in early 2027 with at least 25% of electricity being sourced from the on-site solar farm (renewable source)
		Implement the use of 100% LED in LLA operated internal areas by 2027 and work towards 100% LED on aircraft taxiways at the Airport by 2030.	100% LED lighting achieved across LLA-operated buildings (internal areas) & Car Parks ahead of target. Taxiway upgrades have progressed significantly, with major works largely complete and further delivery on track.
		Work towards our aim of 100% low-carbon fuel sources for LLA's vehicles by 2030.	As at the end of 2025, 89% of LLA's own operational vehicles (inc. Car Park Buses) are now low-carbon including 24% fully electric, reflecting strong progress against our 2030 target.
		Maintain our Energy Management System ISO 50001 & 14001 Environmental Management System Accreditation or equivalent accreditation.	ISO 50001 and ISO 14001 certifications maintained, supporting ongoing energy and environmental management.
Seek to reduce resource use and waste in our operations and infrastructure.		Promote and collaborate with concessionaires operating at the Airport with an aim to work towards a 75% recycling rate for waste produced by those concessionaires from 2026 (excluding aircraft and hazardous waste).	An 81% recycling rate was achieved in 2025 with continued 100% diversion from landfill maintained for all Airport managed waste, which includes waste produced by terminal concessionaires (excluding aircraft and hazardous waste).
		Identify and quantify our own operations that currently use potable water that could be served by non-potable water.	Completed a site-wide water audit with external water management providers in 2025, identifying opportunities to reduce potable water use.
Prepare infrastructure for the future of low and zero emissions travel.		Produce an Electric Vehicle Transition Roadmap by 2025, which considers electricity capacity requirements at the Airport of various operators and explores the viability of options to support the use of electric vehicles such as charging hubs, valet park and charge, and mobile charging services.	Fleet Transition Strategy (inc. Electric Vehicle Transition) established and being implemented, with strong progress in low-carbon vehicle adoption across the LLA operated fleet. Further options and opportunities identified to support passenger and third-party use of electric vehicles.

Our Partners

Strategic Area	Ambition	Targets	Progress
	Encourage third party operators to eliminate the carbon emissions produced by their activities at the Airport by 2050 or earlier.	Work with airlines operating at the Airport to seek a 5% reduction in landing and take-off aircraft carbon emissions per passenger by 2026 (measured against carbon emissions per passenger in 2019 and subject to achieving at least an annual number of arriving and departing passengers of 18 million).	Emissions per passenger in the LTO cycle reduced to 9.08 kg CO ₂ e in 2025 a 13% reduction with the 2026 target being exceeded early in 2025.
		Report the percentage of aircraft which LLA designates as being "based" at the Airport, that are "next generation" (being aircraft that meet the standards set out in "Chapter 14" of Annex 16 to the Convention on International Civil Aviation) against a benchmark of 60% "next generation" by 2028.	62.5% of based aircraft are next generation as per the Chapter 14 classification within Annex 16 of the Convention on International Civil Aviation, exceeding the 60% target ahead of schedule.
		Work with the ground handling equipment pooling operator at the Airport to encourage the provision of ground handling vehicles which use low carbon fuels by 2028, and work towards achieving 100% zero carbon pooled ground handling equipment by 2035.	All pooled Ground Support Equipment was transitioned to Hydrotreated Vegetable Oil (HVO) fuel in April 2025, with continued collaboration and trials taken place to explore feasibility of electric ground support equipment (eGSE) being used across the Airport for aircraft servicing.
	Work with airlines operating at the Airport to encourage the innovation of future flight technology.	Work with airlines operating at the Airport to encourage them to take action to increase the proportion of sustainable aviation fuel used in connection with the operation of their aircraft to and from the Airport, with a goal to seek to align with the proposed UK Government sustainable aviation fuel mandate.	LLA continued to engage with Airline operators throughout 2025 which included several sustainability focussed meetings that included discussion on sustainable aviation. Engagement also continued with fuel providers and the wider industry, government and technical groups to support and encourage the uptake of SAF.
Develop partnerships and work with local universities and colleges to support academic projects related to future of flight technologies and infrastructure.		LLA continues to work with local universities and colleges such as University of Bedfordshire, Cranfield University and Barnfield College to support academic projects.	