



Sustainable Cargo Operations

IATA Cargo Experts Conference

September 2025

www.menziesaviation.com



All In

Menzies is committed to being a sustainability leader.

'All In' is our plan to help us deliver on that commitment with initiatives, goals and targets set across pillars of:



Environment



People



Safety



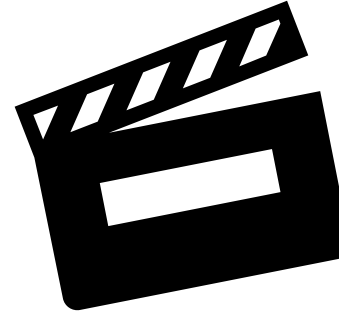
Ethical



Communities



Governance



Sustainability in Action

Goals

Net-zero

by 2045

75%+

of our global locations embedded IATA's IEnvA environmental management system by 2026

25%

electric GSE globally by end 2025, 50% by 2030

Zero waste

to landfill in cargo by end 2026

10%

paper reduction target for 2025

50%

reduction in scope 1 & 2 emissions by 2030
30-42% of scope 3 emissions by 2030

Zero

instances of human rights breaches or modern slavery

40%

Females in middle leadership by 2033

100%

Code of Conduct confirmed acceptance or equivalent by end 2026

1%

employees recruited from refugees by end 2026

Stats

24%

Electric GSE globally, **50%** in Europe -
13 stations already have **60%** electric
GSE

850+

Increased electric fleet assets in 2024
(340 in 2023)

25%

Females in senior leadership –
achieved our 25% by 2025 target

150+

Participants completed Thrive Women in
Leadership programme

5.5%

Improvement in global employee voluntary
turnover in 2024

A small selection of our recent sustainability activities

Uniform roll out and recycling

IEnvA Roll Out

Smart Buildings

New environmental awareness learning

New Code of Conduct learning

Develop our inclusivity initiatives

Disclosures and reporting (CDP, Modern Slavery, Sustainability Report)

Waste and recycling tracking - new circular solutions including for cargo and lounge operations

Commercial support for RFPs, presentations

TPRM

Accelerate fleet changes, HVO adoption and trialling new technologies e.g. hydrogen

Quarterly emissions reporting

Reducing paper!!!!!!
KCL Solution

Providing suppliers with ESG training

ESG Materiality Assessment and climate scenario refresh, transition planning

Functionality



1. Menzies scan flight file selecting flight number and date



2. Menzies audit and release flight file to KCL Cloud



3. Unprocessed flight file available on-line (KCL Cloud) searchable by flight number & date



4. KCL process flight file Breakdown into individual AWBs



5. KCL receive FFM from cargo management system



6. Cargo sheds notified of any missing flight files/AWBs



7. Processed flight file available on-line (KCL Cloud) Searchable by AWB



8. Revenue Integrity report sent to Menzies



**KCL Cloud
CargoScan Solution**

System Benefits

- Less administration for cargo handler and airline clients
- Boost workplace productivity
- Scanned documents (Flight Files) instantly available
- Reduction in costs and environmental/sustainability impact through reduced printing requirements, storage and transportation
- Full Cloud solution moves requirement for local IT support and resources
- Self Service access for Menzies and their partners with 24/7 availability
- Reduced on site archive storage thus creating opportunities to transition to more productive revenue generating activities



Menzies IATA IEnvA Roll Out

Menzies Aviation is rolling out the **IATA Environmental Assessment (IEnvA)** standard across its global operations.

This aligns with our sustainability goals, including achieving **net-zero greenhouse gas emissions by 2045**.



What is IEnvA?

- Developed by **IATA**, IEnvA is a **voluntary environmental management system** tailored for the aviation industry.
- Based on **ISO 14001** it provides a structured framework for improving environmental performance.



Why It Matters

- **Standardizes sustainability practices** across operations.
- Enhances **transparency and accountability** through third-party verification.
- Supports **Scope 1, 2, and 3 emissions reductions**, waste management, and energy efficiency.
- Strengthens our **ESG credentials** and stakeholder trust.

Next Steps

- November 2025 - LHR Cargo and EDI Ground Handling certified
- Followed by a further 23 locations in phase 1
- 75% of locations embedded by end 2026
- Will replace our ISO certified locations in time.
- Illegal Wildlife Trade module focus for cargo operations



Dynabeam honeycomb spreader boards and beams are designed to be a user-friendly and sustainable alternative to timber when building PMC pallets for air freight.

Cardboard has numerous benefits over timber when it comes to airfreight, namely ease of handling and disposal, and reduced weight meaning lighter pallets overall.



Lightweight

More than 80% lighter than timber



Fast

Less weight means easier handling and faster application



Recyclable

Made from recycled materials and is easily recycled



Strong

Rigorously tested and approved for air transport

POC for Cardboard Spreaders



Progress in cargo



BIONATUR ULD COVERS, SHEETING AND STRETCH WRAP IN THE AMERICAS



WASTE AND RECYCLING RATES MEASURED AND TRACKED ACROSS OUR GLOBAL OPERATIONS TO REDUCE SCOPE 3, CATEGORY 5 EMISSIONS



TRIALLED CARDBOARD SPREADER BOARDS



CARGO MATERIALS ANALYSED - RECYCLED CONTENT OF PLASTIC SHEET VARIES - TYPICALLY 10-30%



ACTIVELY TRACKING WASTE ACROSS OUR OPERATIONS- WE REDUCED OUR WASTE EMISSIONS IN 2024



CIRCULAR PLASTIC SOLUTION TRIAL FOR EUROPE & UK

Reduced emissions from waste in 2024



Increased recycling



People. Passion. Pride. Since 1833.

Thank you for your attention.

Nick Harrold

Head of Global Standards - Cargo

