




Sustainability program 2018














Thinking for the long term, acting responsibly,
creating transparency in communications:
Munich Airport prepares a report on its efforts in
the field of sustainability in accordance with the
highest standards.




The sustainability program is a Group-wide program that provides the road map for sustainable development at FMG. The main objectives of the Strategy 2025 are broken down into individual initiatives and measures in the sustainability program.

Members of top management take responsibility for the initiatives in their division, while members of middle management are responsible for implementing the associated measures. Every year, dedicated discussions are held to determine qualitative and quantitative criteria for measuring target










achievement. The targets form part of the performance-oriented remuneration for managers. Together, the strategy team and the managers assess the effectiveness of the individual initiatives and measures, and the degree to which they have been implemented.

Material topics	Initiatives	Measures	Status 2018	Measure ends
Company and management				
Compliance and corporate governance	Targeted development and support of innovations with the support of all Group units	Development of innovations with support of all Group units during market research and trend observation, evaluation and selection as well as initiation and realization of ideas	Ongoing	Ongoing
	Digital offers for customers	Development of new digital products and services (for example, further development of the Passngr app, implementation of products, further development of the WiFi portal)	Ongoing	2025
Digitalization	Campus mobility	Booking of service vehicles via app	60% 	2019
	Implementing energy-efficient and sustainable construction	Certifying selected buildings according to the standards of the German Sustainable Building Council (DGNB)	Ongoing	Ongoing
Infrastructure development and sustainable building	Demand-oriented and economic development of airport real estate	Planning of Node West 0	Ongoing	2021
		Procurement of affordable living space for FMG employees in coordination with the municipalities of the region	Ongoing	2025
	Opening up new business units	Further development of the urban concept, LabCampus, and implementation of the related building measures	Ongoing	2025
	Green IT	New construction of a Group computer center taking carbon neutrality into consideration	Ongoing	2020
Customer focus	Ensuring the necessary quality and efficiency at the Munich Airport site	Developing, operating, monitoring, and coordinating the Group-wide continuous improvement process (passenger satisfaction data, ASQ, dialog management etc.)	Ongoing	Ongoing
		Continuing and developing the quality and service offensive (5-star program)	Ongoing	Ongoing
	Optimizing the landside mobility products and services for end consumers	Integrating the strategic landside transportation concepts and products (rail, inter-city buses, car sharing) into the long-term parking needs concepts	100% 	2018 [completed]
	Providing systems and technology to safeguard operations and future traffic trends	Design and realization of new technologies for passenger information	10% 	2020

Material topics	Initiatives	Measures	Status 2018	Measure ends
Landside access and traffic development	Improving rail access over the medium term	Supporting the planning approval process for the «Erdinger Ringschluss» project [from the airport to the town of Erding] [comment: delay due to objections from local residents]	80% 	2020 [extended]
		«Erdinger Ringschluss»: constructing first section to Schwaig	65% 	2021
		Supporting the «Walpertskirchener Spange» project [planning approval process was initiated in March 2019]	Needs-based	2026
		Ensuring the route 38 extension project between Munich, Mühldorf, and Freilassing as part of the new Federal Transport Infrastructure Plan, anchoring of the realization in the Federal Railways Improvements Act [Bundesschiene-Ausbaugesetzen]	100% 	2018 [completed]
Air traffic development	Participation in international air traffic programs, as well as the provision of aviation infrastructure to ensure traffic safety and growth in traffic in the bottleneck	Creation of a ground coordinator concept within the framework of the SESAR project [Single European Sky ATM Research]	50% 	2019
Off-campus growth	Internationalization	Establishment of a company in the USA	80% 	2019
	Restructuring and organizational development	Establishment of a process management system to standardize and optimize processes and procedures, as well as for quality assurance	40% 	2019
Linking transportation operators [seamless travel]	Smart campus mobility	Carrying out a pilot project for autonomous driving at Munich Airport	100% 	2020 [completed early in 2018]
		Establishment of structures to create a networked campus mobility	Ongoing	Ongoing
Employees and society¹⁾				
Occupational health and safety and health management	Optimizing occupational health and safety	Integration of an occupational health and safety training and qualification program in the Airport Academy's further training program	10% 	2019
		Design of a Group-wide measures program for the systematic assessment of risks presented by hazardous substances [EMKG, Federal Institute for Occupational Safety and Health] [comment: reevaluation of the measure on the basis of changed framework conditions]	10% 	2019
		Establishing a central staff qualification management structure, for instance designing training measures for foreign assignments, designing online training modules for safety instructions	20% 	2019 [extended]
	Developing occupational safety management	Robotics: Development of a concept for the automation of processes in the ground handling service, in cooperation with the Fraunhofer Institut	10% 	2020
		Introducing a process for recording and assessing employee satisfaction related to occupational health and safety	10% 	2020 [extended]
	Making workstations more ergonomic by using innovative technology	Using innovative lifting aids in the baggage transportation system in Terminal 1	70% 	2020
	Increasing efficiency	Improvements to occupational medical services and in-house health management: for example, the «Pro.Fit» project, Airport Rescue and Firefighting, the «AufWind» musculo-skeletal program, the BETSI program	Ongoing	Ongoing

Material topics	Initiatives	Measures	Status 2018	Measure ends
Employee training and recruitment	Future program: Demographics	Medium-term management of future personnel requirements and derivation of suitable measures, taking into consideration the potential from digitalization and process optimization, in order to remain successful and efficient despite a shortage of managers and demographics-related retirements	30% 	2019
Equal opportunities and cultural diversity	Covering the employee requirement qualitatively and quantitatively	Equal participation of men and women in management positions within the Munich Airport Group	Ongoing	2020
	Continuing to make sustainability and carbon-neutrality communication priorities	Conducting PR work to clarify the sustainability strategy	Ongoing	Ongoing
Communication with social stakeholder groups (in particular regional groups)	Maintaining and intensifying regional dialog through regular discussions with stakeholder groups	Preparing and hosting the regional reception	Ongoing	Ongoing
		Preparing and hosting information events for associations and stakeholders	Ongoing	Ongoing
	Solidifying engagement in local politics	Speaking personally to local and political representatives in the airport region	Ongoing	Ongoing
Employee satisfaction	Increasing employer attractiveness internally and externally	Strengthening employee retention [for example, through targeted internal and external communication and with events for Group employees]	Ongoing	Ongoing
		Performing employee surveys and deriving improvement measures	70% 	2019
Training and skills management	Refocusing the Group's in-house professional development center	Redesigning the Airport Academy at Airsite West	50% 	2019 (extended)
Sustainable procurement	Enhancing strategy development and sustainability management	Continuing to integrate sustainability criteria into supplier management	Ongoing	Ongoing
		Providing information for suppliers/service providers [for example, creating information fliers for potential suppliers and service providers from the region]	Ongoing	Ongoing
	Creating transparent supplier and service relationships in the region	Fostering transparency in existing supplier and service relationships [recording and publishing details of FMG sales in the region]	Ongoing	Ongoing
Collaborating with regional partners	Accepting social responsibility in the non-profit sector [regional support in the areas of sport, social affairs, culture, education, and nature]	Continuing existing sponsorship agreements, examining new project requests on the basis of the FMG sponsorship principles and continuing intensive dialog with the sponsorship partners	Ongoing	Ongoing

➤ Female quota

Material topics	Initiatives	Measures	Status 2018	Measure ends
Environmental and climate protection²⁾				
Biodiversity	Establishing and developing environmental management	Voluntary butterfly project within the framework of the Bavarian Environmental Pact [developing and implementing species protection measures for selected butterfly species on FMG areas]	50% 	2020
		Implementing measures from the «environmental protection public concept» [for example, series of publications on the «Environment at the airport»]	Ongoing	Ongoing
Noise emissions and noise control	Accepting responsibility for pollution resulting from air traffic	Designing and enhancing a noise protection strategy [active noise protection, flying procedures e.g. CDO, flight paths, landing charges, passive noise protection, noise protection programs]	50% 	2020
Sustainable use of resources	Establishing and developing environmental management	Recertifying FMG according to EMAS and DIN EN ISO 14001	Ongoing	Ongoing
		Procurement of green electricity for customers in Scope 3	20% 	2020 [extended]
Greenhouse gas (CO ₂) and air pollutant emissions	Using renewable energy	Expansion of photovoltaic systems at Munich Airport: In 2018, a photovoltaic system was commissioned on the new P51 parking structure; for 2019 the installation of further systems with a capacity of around 700 MWh is planned	20% 	2020
		Improving energy efficiency in existing stock	40% 	2025
	Becoming carbon-neutral by 2030	Developing a concept to make more use of renewable energy from photovoltaic systems	15% 	2019
		Converting the external lighting and apron lighting to LED technology	80% 	2022
		E-mobility: Expanding charging infrastructure and procuring more electric vehicles	20% 	2019
		Developing carbon charter with specifications and guidelines	100% 	2018 [completed]

¹⁾ For the key topic of «occupational health and safety and health management», a detailed measures program will also be published in the «Occupational health and safety, occupational medicine, and health management» annual report.

²⁾ For the «Environmental and climate protection» outlook, a detailed environmental program was also published in the annual environmental statement within the framework of the environmental management system according to EMAS-VO and DIN EN ISO 14001.

[➤ Annual report](#)
[➤ «Our climate, our contribution»](#)
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