

Environmental policy

Introduction

Airport College International Ltd. follows The United Nations Global Compact, which forms a strategic platform for sustainability and corporate citizenship. Airport College International Ltd. recognizes that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points. We will encourage our customers, partners and other stakeholders to do the same. In the field of staff training we carry out initiatives that help us understand the environmental impact of training and share this knowledge for the benefit of our clients, partners and other stakeholders.

We want to make a significant contribution to greener environment by compensating the carbon emissions generated by our online training service when used by our clients. Additionally, we compensate CO² emissions incurring from our staff air travel.

The CEO of Airport College International Ltd. is responsible for ensuring that the environmental policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met. The objectives and specific actions related to this policy are described in detail next.

Policy aims

We endeavour to:

- Comply with all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce environmental impacts.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training in environmental matters.

Implications of this policy to our use of material, premises and natural resources

- We minimize the use of office material.
- Whenever available we use recycled and recyclable material and we recycle material where possible.
- Our head-office is located in an eco-friendly building certified according to the Leadership in Energy and Environmental Design (LEED) standard for green buildings.
- The energy consumption and efficiency of new products and equipment needed in our operations is taken into account when purchasing.
- We evaluate if the need for office supplies can be met in another way.
- We evaluate if renting/sharing is an option before purchasing equipment.
- We evaluate the environmental impact of any new products or equipment we intend to purchase.
- We favour more environmentally friendly and efficient products wherever possible.

Implications of this policy to travel and transportation arrangements

- We reduce the need to travel whenever it's possible noting its impact on the capability of our organization to carry out its core tasks.
- We promote the use of travel alternatives such as digital communication systems and online training.

Implications of this policy to the maintenance and cleaning of our company premises

- Cleaning materials used are as environmentally friendly as possible.
- Materials used in office refurbishment are as environmentally friendly as possible.
- We only use licensed and appropriate organizations to dispose of waste.

Monitoring and improvement

- We comply with all relevant regulatory requirements.
- We continually improve and monitor environmental performance.
- We continually improve and reduce environmental impacts.
- We incorporate environmental factors into business decisions.
- We increase employee awareness through training.
- We review this policy and any related business issues at our monthly management meetings.

Culture

- We involve staff in the implementation of this policy, for greater commitment and improved performance.
- We update this policy at least once annually in consultation with staff and other stakeholders where necessary.
- We provide staff with relevant environmental training.
- We work with suppliers, contractors and sub-contractors to improve their environmental performance.

Compensating environmental impact

- We compensate CO² emissions incurring from the use of our online courses by our clients who've switched from classroom to online training using our online training solutions (compensation is limited to courses purchased from Airport College International Ltd.) *)
- We compensate CO² emissions incurring from our staff air travel based on ICAO methodology to calculate carbon dioxide emissions.

Pertti Mero

Signed: Pertti Mero

Position: Chief Executive Officer

Date: December 2nd, 2019

*) principles for compensation are based on a study "Understanding The Environmental Impact Of Online Staff Training" authored by Patala, T. (2019) and published by IATED.