



# ESG metrics 2021



Sector	GRI	Unit	2021
<b>ENVIRONMENTAL DATA</b>			
<b>E1. GhG Emissions</b>			
305-1, 305-2, 305-3			
1) Total amount, in CO2 equivalents, for Scope 1 (if applicable)			
Fuel		tCO2e	1495
De-icing chemicals			114,4
2) Total amount, in CO2 equivalents, for Scope 2 (if applicable)			
Electricity		tCO2e	244,0
Warm water (not separate from electricity generation)			0,0
3) Total amount, in CO2 equivalents, for Scope 3 (if applicable)			
Waste treatment		tCO2e	130,0
Domestic flights			29,0
International flights			48,2
<b>E2. Emissions Intensity</b>			
305-4			
1) Total GhG emissions per output scaling factor (scope 1, 2 & 3)			
		kgCO2/movements	14,3
		kgCO2/passenger	0,72
<b>E3. Energy Usage</b>			
302-1, 302-2			
1) Total amount of energy directly consumed			
		kWh	3745152
2) Total amount of energy indirectly consumed			
		kWh	59.260.463
<b>E4. Energy Intensity</b>			
302-3			
1) Total direct energy usage per output scaling factor			
		kWh/per passenger	23,01
		kWh/per movements	454,74
<b>E5. Energy Mix</b>			
302-1			
1) Percentage: Energy usage by generation type			
Renewable energy		%	94,0%
Fossil fuels		%	6,0%
<b>E6. Water Usage</b>			
303-5			
1) Total amount of water consumed			
Warm water		m3	515785
Drinking water			244.340
<b>E7. Environmental Operations</b>			
103-2			
1) Does your company follow a formal Environmental Policy? Yes, No			
		Yes/No	Yes

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2) Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No			
		Yes/No	Yes
3) Does your company use a recognized energy management system? Yes/No			
		Yes/No	No
<b>E8. Climate Oversight / Board</b>			
102-19, 102-20, 102-29, 102-30, 102-31			
1) Does your Board of Directors oversee and/or manage climate-related risks? Yes/No			
		Yes/No	No
<b>E9. Climate Oversight / Management</b>			
102-10, 102-20, 102-29, 102-30, 102-31			
1) Does your Senior Management Team oversee and/or manage climate-related risks? Yes/No			
		Yes/No	No
<b>E10. Climate Oversight / Management</b>			
1) Total amount invested, annually, in climate-related infrastructure, resilience, and product development.			
		ISKm	N/A
<b>SOCIAL DATA</b>			
<b>S1. CEO Pay Ratio</b>			
102-38			
1) Ratio: CEO total compensation to median FTE total compensation			
			2,60
2) Does your company report this metric in regulatory filings? Yes/No			
		Yes/No	No
<b>S2. Gender Pay Ratio</b>			
405-2			
Ratio: Median male compensation to median female compensation			
			1,2
<b>S3. Employee Turnover</b>			
401-1B			
1) Percentage: Year-over-year change for full-time employees			
		%	22%
2) Percentage: Year-over-year change for part-time employees			
		%	N/A
<b>S4. Gender Diversity</b>			
102-8, 405-1			
1) Percentage: Total enterprise headcount held by men and women			
Men		%	63%
Women		%	37%
2) Percentage: Entry- and mid-level positions held by men and women			
Men		%	62%
Women		%	38%
3) Percentage: Senior- and executive-level positions held by men and women			
Men		%	58%
Women		%	38%

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<b>S5. Temporary Worker Ratio</b>			
	102-8		
1) Percentage: Total enterprise headcount held by part-time employees		%	4,0%
<b>S6. Non-Discrimination</b>			
	103-2, 406-1		
1) Does your company follow a sexual harassment and/or non-discrimination policy? Yes/No		Yes/No	Yes
<b>S7. Injury Rate</b>			
	403-9		
1) Percentage: Frequency of injury events relative to total workforce time		Number per 200.000 working hours	2,98
<b>S8. Global Health &amp; Safety</b>			
	103-2		
1) Does your company follow an occupational health and/or global health & safety policy? Yes/No		Yes/No	Yes
<b>S9. Child &amp; Forced Labor</b>			
	103-2, 409-1, 408-1		
1) Does your company follow a child and/or forced labor policy? Yes/No		Yes/No	Yes
2) If yes, does your child and/or forced labor policy See also: cover suppliers and vendors? Yes/No		Yes/No	Yes
<b>S10. Human Rights</b>			
	103-2		
1) Does your company follow a human rights policy? Yes/No		Yes/No	Yes
2) If yes, does your human rights policy See also: cover suppliers and vendors? Yes/No		Yes/No	Yes

## GOVERNANCE METRICS

<b>G1. Board Diversity</b>			
	405-1, 102-23, 102-22		
1) Percentage: Total board seats occupied by women (as compared to men)		%	40%
2) Percentage: Committee chairs occupied by women (as compared to men)		%	40%
<b>G2. Board Independence</b>			
1) Does company prohibit CEO from serving as board chair? Yes/No		Yes/No	Yes
2) Percentage: Total board seats occupied by independents		%	100%
<b>G3. Incentivized Pay</b>			
	102-35		
1) Are executives formally incentivized to perform on sustainability? Yes/No		Yes/No	No

Sector	GRI	Unit	2021
<b>G4. Collective Bargaining</b>			
	102-41		
1) Percentage: Total enterprise headcount covered by collective bargaining agreement(s)		%	100%
<b>G5. Supplier Code of Conduct</b>			
	102-16, 103-2, 308-2		
1) Are your vendors or suppliers required to follow a Code of Conduct? Yes/No		Yes/No	Yes
2) If yes, what percentage of your suppliers have formally certified their compliance with the code?		%	60%
<b>G6. Ethics &amp; Anti-Corruption</b>			
	102-16, 103-2		
1) Does your company follow an Ethics and/or Anti-Corruption policy? Yes/No		Yes/No	Yes
2) If yes, what percentage of your workforce has formally certified its compliance with the policy?		%	100%
<b>G7. Data Privacy</b>			
	418		
1) Does your company follow a Data Privacy policy? Yes/No		Yes/No	Yes
2) Has your company taken steps to comply with GDPR rules? Yes/No		Yes/No	Yes
<b>G8. Reporting</b>			
1) Does your company publish a sustainability report? Yes/No		Yes/No	Yes
2) Is sustainability data included in your regulatory filings? Yes/No		Yes/No	Yes
<b>G9. Disclosure Practices</b>			
1) Does your company provide sustainability data to sustainability reporting frameworks? Yes/No		Yes/No	Yes
2) Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No		Yes/No	Yes
3) Does your company set targets and report progress on the UN SDGs? Yes/No		Yes/No	No
<b>G10. External Assurance</b>			
	102-56		
1) Are your sustainability disclosures assured or validated by a third party? Yes/No		Yes/No	Yes

