

Sustainability Strategy Statement 2024



With over 90 years experience in recycling and repairing aircraft parts to the highest standard, sustainability is at the core of AJW's business.

Every recycled and repaired part saves landfill waste and the carbon emissions and raw materials associated with a factory-new part.

From recycling and repairing aircraft parts to setting emissions reduction targets and utilising data-driven metrics we take sustainability seriously. We are committed to business practices that continually improve all aspects of our ESG across the supply chain and in the local area.

In 2023, we completed a materiality assessment for the first time. This assessment indicated areas of particular focus; energy usage and efficiency, diversity and inclusion measures, and carbon reduction. We are therefore committed to and have based our strategy on two core pillars: Reducing our impact and driving positive change."



Clyde Buntrock FCILT
Chief Executive Officer



Sustainability Strategy



Reducing our Impact

- Emissions reduction by 1% per annum using the latest Artificial Intelligence
- Increased our use of solar energy by 10%
- Procurement requirements for sustainable credentials and transformation
- Sustainable packaging and related materials
- Prioritising the repair, reuse, and recycling of aircraft components



Driving Positive Change

- Increase communication internally to promote sustainable initiatives and tendencies
- Promote volunteering activities to support the local area
- Maintain status as largest employer in the local area
- Drive our people behind a robust DE&I strategy
- Deliver on our commitment under the United Nations Global Compact

To implement these core pillars we align our strategies and operations with the UNGC and associated Sustainable Development Goals and benchmarks.

This enables us to take strategic action to advance our broader societal goals with an emphasis on collaboration and innovation. These two principles are at the core of our mission to help reduce carbon emissions for a cleaner, more sustainable aviation industry.

Sustainability Strategy

AJW's Headquarters

Our headquarters exemplify responsible resource management through a rainwater harvesting system and solar panel installation. Expanding our solar panel initiative resulted in an annual reduction of 425 tonnes of CO2 emissions and we have further expansion plans.

We are exploring ways to power AJW Technique Europe with solar energy that would recharge aircraft batteries in our battery shop using 100% green energy.



Our electric car scheme encourages green travel amongst our employees.



In addition, we are proudly involved in various sustainable investments and ventures including partnering with Lilium, a revolutionary eVTOL company, and SkyLeather®, a revolutionary eco-friendly cabin material.

AJW's Scope 1, 2, and 3 emissions reports detail the company's total annual energy use of electricity, gas, and transport fuel. Effectively, our carbon footprint within the United Kingdom.

We take numerous measures to reduce our environmental impact, including scheduling plant and machinery to turn off when not in use and utilising PIR sensors on office lighting, which are set to the lowest timer.

In addition, our Building Management System is linked to state-of-the-art artificial intelligence software that constantly tracks our energy use and suggests energy-efficient recommendations and alterations.



Sustainability Strategy

Human Rights

Our UN Global Compact membership guides our approach and commitment to acting ethically and with integrity in all business dealings and relationships by upholding the fundamental human rights principles outlined in the UN Declaration of Human Rights. Our dedication to these principles is rooted in our belief that every individual, regardless of their background, deserves to be treated with respect, dignity, and fairness.

We are dedicated to fostering an inclusive and equitable environment for our employees, partners, customers, and the societies in which we serve.

By embracing these principles, we strive to contribute to sustainable development, a positive social impact, and to improve the well-being of individuals across the globe.

The Local Community

AJW recognises the importance of investing in the local community and actively encourages employees to volunteer for local community activities.



We offer every employee one paid working day off per year, to participate in volunteering activities. Additionally, we sponsor a variety of local community groups such as football and cricket teams and encourage employees to suggest sponsorships. Our employees participate in numerous charity events annually, which raise awareness and funds for local causes.

We contribute directly to the local community through food collections delivered to food banks to assist those in need.



Sustainability Statement

AJW undertakes to:

- Comply with the Dignity at Work Statement, which demonstrates our commitment to establishing a work environment where everyone is treated with equal respect and dignity and ensures individuals can work in an environment free from harassment and bullying
- Promote a workplace culture that is flexible and recognises the importance of maintaining a healthy work/life balance
- Provide equal opportunities for all employees
- Provide fair remuneration and benefits
- Seek to prevent or mitigate adverse human rights impacts that are directly associated with our operations, products, and services
- Persist in endorsing the advancement of human rights within our operations and areas of influence
- Comply with all laws and regulations of the countries in which we operate; and cooperate with the relevant authorities in respecting and promoting internationally declared human rights
- Not tolerate forced or child labour
- Comply with our internal policies on anti-slavery and human trafficking, anti-bribery and corruption, and anti-money laundering



Sustainability Strategy

Our Governance

We endeavour to adhere to the best practices from the Corporate Governance Code. Our governance is characterised by accountability, transparency, integrity, and ethical and responsible leadership with effective risk management across all levels of the business.

Moving Forwards

AJW will continue to strive to meet its commitment as a signatory to the UN Global Compact. As we navigate the early stages of our sustainability journey, we are still defining our ambitious goals. We commit to reviewing and updating this statement as part of our ongoing commitment to progress our ambitious goals.



Clyde Buntrock FCILT
Chief Executive Officer

