

Sustainability Strategy Statement 2025



With over 90 years of experience in recycling and repairing aircraft parts to the highest standards, sustainability is at the heart of AJW's business. Each recycled or repaired part helps reduce landfill waste, conserve raw materials, and lower carbon emissions compared to new components.



We take a data-driven approach to sustainability, setting emissions reduction targets and driving improvements across our ESG performance - throughout our supply chain and in our local communities.

Following a materiality assessment in 2023, which identified key focus areas including energy efficiency, carbon reduction, and diversity and inclusion, we built our strategy around two core pillars: reducing our impact and driving positive change. In 2024, we reinforced this commitment by achieving ISO 14001 certification, strengthening our environmental management and commitment to continuous improvement.

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 an additional 35%
- Procurement requirements for sustainable credentials and transformation
- Sustainable packaging and related materials
- Installation of LED lighting across the AJW Headquarters
- 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 demonstrate responsible resource management, featuring a rainwater harvesting system that we are expanding in 2025. Last year, we also increased our solar panel capacity, resulting in an annual reduction of 437 tonnes of CO₂ emissions - a figure we expect to grow further over the next three years.

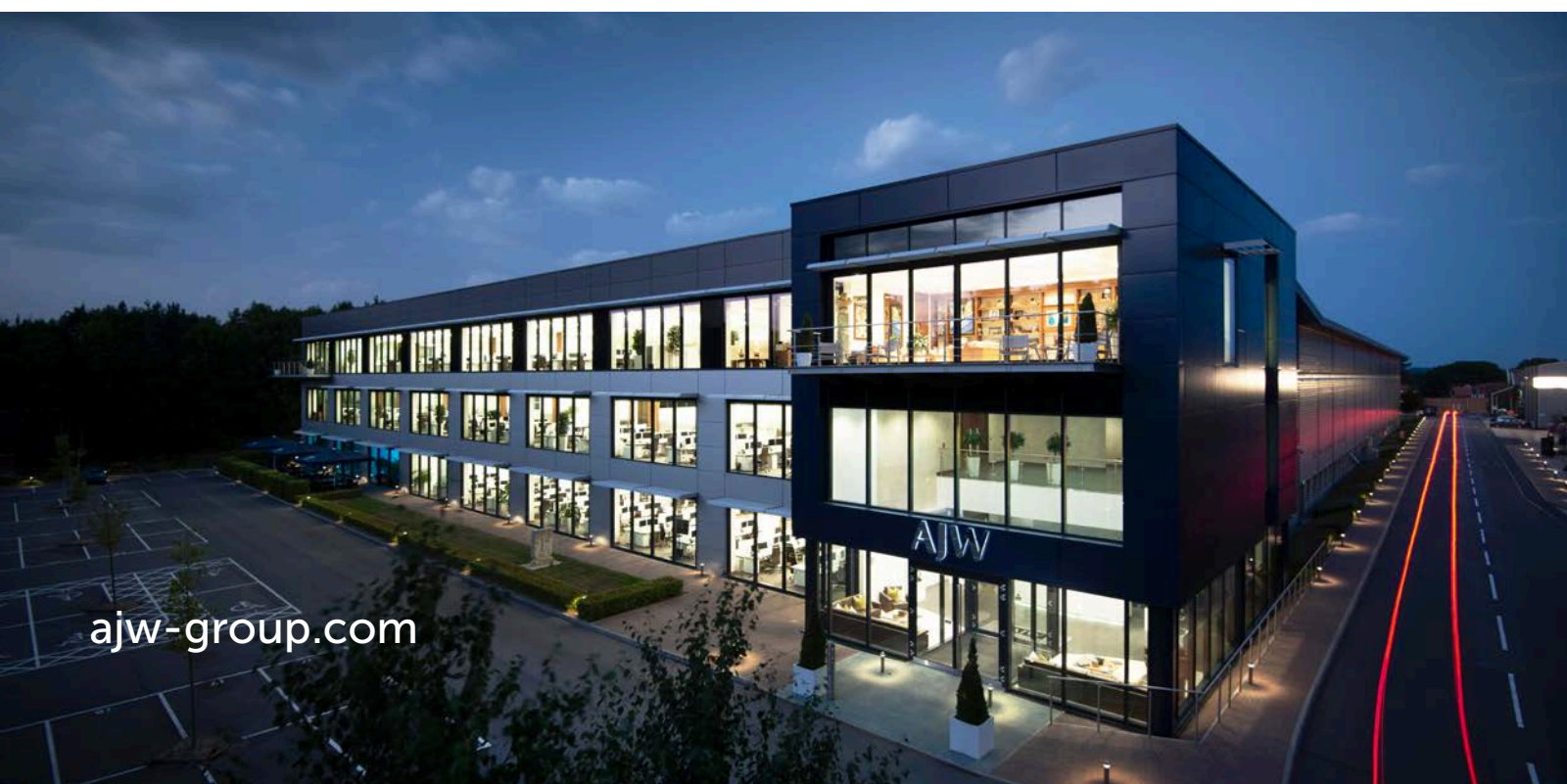
We are exploring ways to power AJW Technique Europe with solar energy that would recharge aircraft batteries in our battery shop using 100% green energy.

Our electric car scheme encourages green travel amongst our employees.

AJW's Scope 1, and 2, emissions reports detail the company's total annual energy use of electricity, gas, and water. 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 get involved. Every employee is offered one paid working day per year to participate in volunteering activities, helping build strong connections with local organisations and causes.



We proudly sponsor and support a range of local initiatives, including the weekly Cosy Café - a village-based community hub that fosters connection and wellbeing. In addition, we support local football and cricket teams, and welcome employee suggestions for further sponsorships.

Our employees regularly take part in charity events that raise funds and awareness for local causes, and we contribute directly to the community through ongoing food bank collections to support 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 remains committed to the principles of the UN Global Compact, aligning our operations with its standards on human rights, labour, environment, and anti-corruption. As we continue to shape our long-term sustainability goals, our recent ISO 14001 certification provides a strong foundation for progress. We will review and update this statement regularly to reflect our evolving priorities and ensure transparency in our journey.



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