

**15
MAY
26**

09:00-17:30

**SOFITEL
ATHENS
AIRPORT
HOTEL**

Organised by
 **SM ANAGEMENT
FORCE Group**
Risk Management & EHSS Services

18 SAFETY GALA

The Int'l ESG Conference

**Visionary Leadership & Governance for
Safety at
Workplaces and Beyond**

**Day 2 | Delphi
Interactive Workshops**

Safety First: Protecting People, Enabling Performance

Health & Safety as an ESG Factor

Athens International Airport (AIA)

Why Health & Safety is ESG

Health & Safety is a core ESG pillar

Direct impact on:

- Employees
- Value chain workers
- Passengers & visitors

Strong link to:

- Operational resilience
- Reputation & trust
- Financial performance

At AIA:

✈ **Safety = license to operate + long-term value creation**

Governance: Safety at the Top

Strong governance & accountability

Oversight by:

- Board of Directors
- Executive Management

Dedicated Committees:

- Safety Review Committee
- Airside Safety Committee
- Airport Emergency Committee
- Health & Safety Committee

✓ Integrated governance across:

- Aviation safety
- Occupational health & safety
- Emergency preparedness

✈ Safety is embedded in decision-making

Health & Safety Across the Ecosystem



Workforce

- 100% covered by H&S Management System
- Risk-based approach (WORA)
- Continuous training & awareness



Value Chain Workers

- Safety embedded in procurement & contracts
- Training & audits
- Operational oversight



Passengers & Visitors

- Safety protocols across operations
- Accessibility & inclusive design
- Emergency preparedness & monitoring



Safety is system-wide, not siloed

Safety Built into the Business Model

Safety supports sustainable growth

Integrated into:

- Airport Master Plan
- Capacity expansion
- Infrastructure investments

Continuous adaptation to:

- Increased traffic
- Operational complexity

✈ Safety enables growth with resilience

Risk & Impact (Double Materiality Perspective)

Health & Safety is material across all ESRS dimensions

Employees

→ workplace risks & injuries

Value chain

→ contractor safety exposure

Passengers

→ operational & personal safety risks

Financial relevance:

- Operational disruptions
- Reputational impact
- Direct financial exposure

✈ **Safety is both an ESG impact and financial risk driver**

Systems & Policies

Structured framework aligned with best practices

- Health & Safety Management System
- Occupational Health & Safety Manual
- Incident Reporting & Investigation Policy
- Aviation Safety Policy
- Business Partners Code of Conduct

Covers:

- ✓ Prevention
- ✓ Reporting
- ✓ Investigation
- ✓ Continuous improvement

Safety Culture

Safety is everyone's responsibility

Example: I-mind Programme

Employees act as “virtual passengers” to:

- Identify risks in real time
- Improve responsiveness
- Contribute directly to operational improvements

✈ **Building a proactive safety culture**

Performance Highlights (2025)

2025 Highlights

- 100% workforce coverage
- Zero fatalities
- 6 work-related accidents
- Reduced accident rate vs 2024

Continuous monitoring through:

- KPIs
- Internal audits
- Board reporting

✈ **Objective: zero incidents**

Engagement & Collaboration

Safety is a shared responsibility

Active engagement with:

- Airlines & operational partners
- Regulators (EASA, ICAO)
- Academia & NGOs
- Employees & unions

Through:

- Committees
- Safety forums
- Feedback systems

✈ Collaboration strengthens resilience

From Compliance to ESG Leadership

AIA's evolution

From: Compliance-driven safety management

To: Integrated ESG-driven safety strategy

Linking:

- Safety performance
- Customer experience
- Financial outcomes
- Long-term sustainability

Closing Message

At Athens International Airport:

Safety is:

- A strategic ESG driver
- A foundation of operational excellence
- A prerequisite for sustainable growth

✈ **Protecting people remains at the center of everything we do.**