



XIV

Welcome to **WALA XIV**
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TAV Macedonia's ESG policies and guidelines in action

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Introduction

TAV Holding as a member of ADP Group provided the obligation to all group entities to fulfill the ultimate ADP Group and EU ESG legal framework by compiling a set of documents which guide the Leaders and all employees in the process of creating and fulfilling the **SUSTAINABILITY COMMITMENTS and GOALS, 2023-2025**

- * An industrial ambition: One ambition, "imagining the sustainable airport of tomorrow"
- * A multi-local approach: One Group, "build a global, integrated and responsible group"
- * A collective dynamic: Shared dynamics, "innovate, support and empower"

Documents and flow

- Company Targets were determined and committed to by all Management;
- Creation of Rulebook/s, Instructions and subsequent documents were created.
- Teams from various companies have been established
- Leaders and participants in the teams were chosen
- Goals are shared and tasks are distributed
- Working committees are formed which are actively working on:
 - Establishing proper projects for implementation;
 - Preparation of projects and estimations;
 - Evaluation of projects and alignment with group companies;
 - Implementation of projects.

TAV AIRPORTS HOLDING SUSTAINABILITY AND INNOVATION

Company Target 2024

01/ Group Strategy & Company Target 2024

Guided by the Group "Pioneer 2025" strategy, TAV Airports Holding set forth its goals in Sustainability and Innovation.



Agenda

- 01 Group Strategy & Company Target 2024
- 02 Sustainability & Innovation Project Implementation
- 03 Sustainability & Innovation Committee Structure

01/ TAV AIRPORTS SUSTAINABILITY PILLARS

Guided by the "Pioneer 2025" strategy, TAV Airports Holding established four key pillars for the "TAV Sustainability Commitments and Goals 2023-2025", designed to meet our corporate objectives.

Environmental

Being a leader in the environmental transformation of the aviation industry.

Social

Creating a fair and equitable working environment that will empower all our employees

Societal

Reducing impacts and improving living conditions for communities in all the geographies in which we operate employees in our value chain, and end users of our services.

Governance

Integrating sustainability and ethical principles into the management approaches of our companies and supply chain.



PROJECT AND POC PROJECT COMMUNICATION

Fill out «Project Proposal Form»

Fill out «PoC Proposal Form & Impact Analysis Form»

CASE STUDY: ABC TAV COMPANY ERGONOMIC RISK PREVENTION PROJECT

02/ Sustainability and Innovation Project Implementation

**For a PoC (Proof of Concept) project to be evaluated in accordance with the TAV Airports Holding Sustainability Goals 2023-2025 criteria, the scope of the project must be clearly defined, and impact analysis must be conducted based on measurable metrics. Evidence showing whether the objectives set in the PoC process have been achieved should be collected at the end of the PoC period. When the project is completed, this evidence and the impact analysis should be used to evaluate the results of the project and whether the objectives have been achieved, and the success of the PoC should be proven because of this process.*

PROJECT GENERAL OVERVIEW

Project Name: ABC TAV Company Ergonomic Risk Prevention Project

Project Scope: The project encompasses TAV Company personnel and their work areas.

Project Objective:

- Recognize challenges for security personnel on duty.
- Assess ergonomic risks in their workplaces.
- Identify preventive measures for these risks.
- Encourage behavioral changes through ergonomic awareness campaigns.

Project Timeline: 6 Months

Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
			1 Apr 2024	1 Oct 2024				

Project Budget: 300,000 TRY

PROJECT GAIN AND KPIs

Project Gain:

Financial:

- Reducing compensation risks arising from occupational diseases

Business Processes:

- Improvement in processes,
- Increase in efficiency,
- Change in business methodology.

Organizational Development:

- Increase in employee engagement/satisfaction

Project KPIs:

- **A 10% decrease in absenteeism** due to musculoskeletal disorders (MSD) compared to the previous year.
- **A 20% increase** in average scores on **employee satisfaction** surveys regarding this topic.

PROJECT RISKS AND OUTPUT

Project Risk:

- Risk of inability to address physical and infrastructure-related risks identified in the workplace in the short term.
- Risk of creating high expectations in employees and not being able to fulfill them.

Project Output:

- REBA (Rapid Entire Body Assessment) focuses on musculoskeletal disorder (MSD) risks and ergonomic design.
- It results in a Risk Assessment Report that includes recommendations and actions.
- The goal is to enhance employee awareness through training sessions.

03/

COMPANY SUSTAINABILITY/INNOVATION COMMITTEE GUIDANCE



Description	
Purpose	
Lead	
Sponsor	
Members	
Meeting	Structure
	Agenda
	Frequency
Outcome	MoM
	Progress of Project



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Thank you!

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