



2024 Sustainability Spotlight United Kingdom & Ireland

Leadership Letter: Maria Laine

Boeing has proudly worked in the UK and Ireland for more than 80 years. With more than 450 commercial and defence aircraft, a diverse network of 950 domestic suppliers, six strategic university research relationships and a growing workforce of more than 4,000, our footprint in the UK and Ireland continues to expand and flourish.

The region plays a key role in accelerating our sustainable aviation efforts, and we achieved several key milestones in 2023. A highlight included being part of the Virgin Atlantic-led team, alongside other aviation companies, the UK Government, and academic institutions, that saw the first commercial aeroplane — a Boeing 787 Dreamliner — fly across the Atlantic Ocean on 100% sustainable aviation fuel (SAF), showcasing the progress we can make when we work together. We also continued to expand our SAF collaborations in the region with teammates such as Zero Petroleum and the University of Sheffield Energy Innovation Centre (EIC).

Alongside then Chancellor of the Exchequer Jeremy Hunt, we announced an £80 million joint industry and government investment to research and develop new composite manufacturing processes at the Advanced Manufacturing

Research Centre in South Yorkshire. This investment will advance more efficient and sustainable aerospace manufacturing processes right here in the UK.

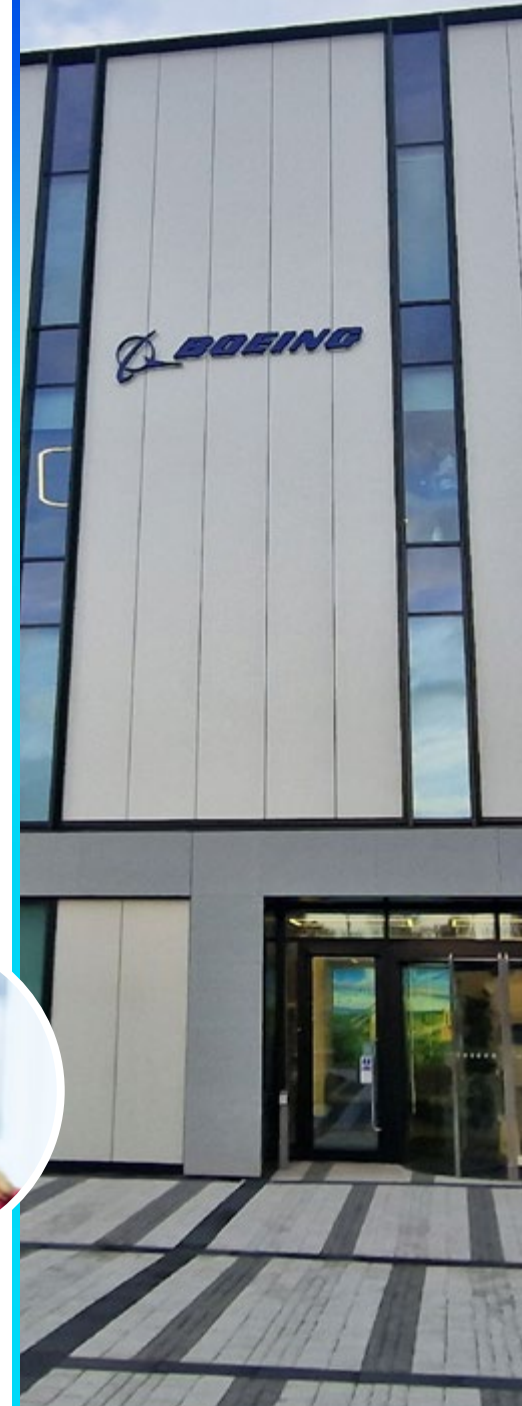
I'm exceptionally proud of our continued efforts to build diversity and inclusion across the business, which included the launch of a Return Flight Programme to support people returning to the workforce after a career break. Our teams also continued to inspire the future generation of science, technology, engineering and maths (STEM) enthusiasts who will be vital for the future of both the aviation industry and defence sector. These STEM outreach activities included the Girls in Engineering event at our Gatwick training campus and visits to schools and colleges. Our commitment to support the communities in which we live and work was underlined through our support for 15 charities across the UK and Ireland.

We provided for veterans and their families through charities such as the SSAFA, the armed forces charity, as well as supported educational organisations, such as the Air League, that promote diversity and inclusion in the aviation and aerospace industries.

This sustainability spotlight highlights our activities and the progress we made in 2023. We know there is more to be done, and we look forward to furthering our relationships in the UK and Ireland in 2024 and beyond, in our efforts to build a more sustainable aerospace industry.

Maria Laine

President of Boeing
UK, Ireland and Nordics



Leadership Letter: Steven Gillard

Over the past year, our teams in the UK and Ireland have made significant efforts to advance initiatives that will accelerate sustainable aviation globally.

SAF is key for the aviation industry and the most readily available lever to accelerate its decarbonisation. As well as being part of the first 100% commercial transatlantic SAF flight on a Boeing 787 Dreamliner in collaboration with the UK Government and industry teammates, we also expanded our SAF efforts across a number of areas in the UK last year. We are pleased to have started our work with the University of Sheffield Energy Innovation Centre (EIC), of which we are a founding member. Oxfordshire-based Zero Petroleum will become one of the first developers of novel fuel technologies to undergo testing and learning at the EIC as part of our Early SAF Developer Programme.

Alongside the Ministry of Defence (MOD), Boeing continued to co-chair the Defence Suppliers Forum (DSF) group seeking to address the sustainability challenges

around military aviation. We also signed the Defence Aviation Net Zero Charter, which outlines how the defence industry will contribute to the UK's net-zero ambition, as well as assigning an initiative with the Royal Air Force (RAF) aimed at exploring opportunities to further operational effectiveness and sustainability of the P-8A Poseidon fleet.

We recognise the importance of supporting effective policymaking to advance the scaling of renewable energy solutions and were proud to host the seventh Jet Zero Council meeting, attended by government and stakeholders in the aviation sector. As part of this meeting we presented [Cascade](#) — Boeing's Climate Impact Model — as an important tool in aiding discussions and future policymaking on pathways to decarbonisation.

In 2023, our sustainability team in the UK and Ireland grew to effectively deliver environmental and social value through our business. Our teams continued to engage with our stakeholders at industry events such as the Sustainable Skies World Summit, Defence and Security Equipment International (DSEI) and Royal International Air Tattoo (RIAT).

Sustainability requires us to collaborate to achieve progress from a technical, policy and societal perspective. We're proud to showcase in this report what Boeing in the UK and Ireland did in 2023 and is doing every day to live our ambition of Sustainable Aerospace, Together.



Steven Gillard

Europe and Middle East
Regional Sustainability Director

Steven Gillard presenting
at Sustainable Skies
Summit, Farnborough.



Read more about
[Cascade](#) on page 21

2023 Highlights



January

Announced more than £430,000 in charitable grants for 13 UK organisations, along with more than €69,000 to support two charities in Ireland in 2023.



February

Achieved Initial Operating Capability (IOC) of Gladiator Synthetic Training at RAF Waddington, which delivers multi-domain integrated collective training in a secure, synthetic environment. It supports Large Force Exercises in the virtual environment, reducing carbon emissions and allowing participants to join from their home bases.



March

Published the 2022 UK Gender Pay Gap Report, which showed a reduction in both the mean (2.8 pt decrease) and median (1.4 pt decrease) pay gaps in 2022.



May

Joined a ground-breaking for the University of Cambridge's new Whittle Laboratory, alongside His Majesty King Charles III. Through the university's Aviation Impact Accelerator (AIA) programme, Boeing and the Whittle Lab are exploring emerging zero-emission aviation and energy technologies.



June

Awarded the prestigious Gold Medal by the Air League in recognition of more than a decade of support for the UK aviation and aerospace charity.



Received the Best School Leaver Programme Award from the Institute of Student Employers for the Aircraft Technician Apprenticeship programme.



July

Announced an £80 million joint industry and government investment along with Loop Technology, Spirit AeroSystems and the Advanced Manufacturing Research Centre to research and develop new composite manufacturing processes in South Yorkshire.



Signed a framework with the RAF at RIAT to explore sustainable aviation opportunities on the P-8A Poseidon fleet.



August

Launched the Return Flight programme with STEM returners in the UK to support people after a career break.



September

Hosted Nusrat Ghani, then Minister for Industry and Economic Security, and a delegation of 35 UK businesses at the Boeing UK Supplier Showcase in Seattle.



Announced an initiative with Women in Defence UK to accelerate gender equity.



November

Participated in a Virgin Atlantic-led consortium that flew the first commercial jetliner (Boeing 787 Dreamliner) across the Atlantic Ocean powered by 100% SAF. (Credit: Virgin Atlantic)



Signed new agreement with Zero Petroleum for testing and analysing the next generation of technologies to accelerate the supply of SAF at the University of Sheffield's EIC and its SAF research facility.



Won most Improved Charter Signatory at the Women in Defence UK Awards, recognising efforts to increase gender parity across the business.



January 2024

Opened the University of Sheffield's EIC alongside Lord Callanan, then Minister for Energy Efficiency and Green Finance at the Department for Energy Security and Net Zero. Boeing is a founding member of the EIC, helping to accelerate SAF production.



Newton Room opens in South Yorkshire to promote STEM education and innovation in the region. The Boeing-supported project is in collaboration with non-profit FIRST Scandinavia and hosted by Magna Science Adventure Centre.

Business Approach

Boeing in the UK and Ireland

Boeing has worked together with the UK since before World War II. Over the course of a relationship that spans more than 80 years, we have grown to a highly skilled workforce across the UK and Ireland.

Governance and Approach

Boeing in the UK and Ireland includes a number of business units and functions, including Boeing Defence UK (BDUK), Boeing UK (BUKL), Boeing Commercial Aviation Services Europe (BCASEL) and Boeing Ireland. Coordination and governance of these different functions is key to ensuring we remain compliant with regulations and requirements that are primarily addressed by our sustainability, reporting and risk management functions. We manage risks through our Enterprise Risk Management, Compliance Risk Management and Safety Management Systems. In addition, in the UK, we must comply with regulations and requirements including the Energy Savings Opportunity Scheme, Streamlined Carbon and Energy Reporting and publishing our annual Carbon Reduction Plan. Coordination and governance of the functions also help achieve Boeing's global sustainability goals, which are important to the business, stakeholders, society and planet.

In 2022, we set up the UK and Ireland Sustainability Council, a forum attended by business leaders who hold an interest in and provide input on Boeing UK and Ireland's sustainability initiatives. The Council's purpose is ensuring tasks are progressing and decisions on sustainability topics are evaluated appropriately. It provides additional and specific governance to the growing regional sustainability function and supports UK and Ireland business units and functions in meeting their sustainability goals, including BDUK's Carbon Reduction Plan. Throughout 2023, the Council focused on understanding the challenges around Scope 1 and 2 emissions in the UK and Ireland and how Boeing may address these in coming years. The Council also continues to be a forum where Boeing seeks external stakeholder perspectives on sustainability. See [Carbon and Energy](#) for further information.

Learn more about
[Boeing's profile
and values](#)



Ireland

Boeing has two offices in Dublin, employing around 100 people, with a focus on Boeing commercial aircraft engineering modifications and certification solutions, as well as leasing activities. With an aim to attract the best Engineering talent to join Boeing in Ireland, the team ran a Graduate Engineers career fair in January 2024.

In 2023, Boeing Ireland participated in a SAF feasibility study, along with SkyNRG and SFS Ireland, supported by our leasing customer Avolon as well as ORIX Aviation. We also had the opportunity to participate on a panel together with the Irish Minister of Trade, Enterprise and Employment to highlight the opportunity for scaling SAF in Ireland.

Employees from Boeing in Ireland supported Earth Day in 2023 and took part in a clean up of a local public park (facilitated by the National Spring Clean initiative). Additionally, employees actively participated in the annual Boeing Battle of the Buildings competition. During 2023, the Boeing offices in Ireland stopped supplying bottled water and disposable cups as part of actions towards being more sustainable.



Boeing Ireland employees
volunteering at Santry
Community Garden as part
of Earth Day.

Boeing in the UK and Ireland

Economic Impact

4,000+

highly skilled UK workforce, including early careers, veterans and reserves

18,500

jobs supported across the UK*

400+

early careers participants since 2016

950+

UK-based suppliers

1,300+

SMEs have attended more than 145 UK supplier events since 2016

450+

Boeing aircraft in commercial and defence fleets

22

UK-based start-ups received Boeing investment since 2020

6

strategic long-term research partnerships with universities across England and Scotland formed since 2015

£13.7b

spent with UK supply chain since 2015

£300m+

direct investment into the UK since 2015

£110m+

invested in UK innovation since 2015

£12.8m

spend focused on community, higher ED, STEM and veteran support projects since 2015

Aerospace Xelerated invested in Northern Ireland start-up Ubloquity. Ubloquity is supporting public and private sector clients to increase transparency, optimise supply chains, speed up the import and export of goods and lower operations costs.

Learn more about [Boeing in the UK](#)



30

key locations nationwide with a presence across all 12 regions in the UK

Safety & Quality

The systems that help ensure the safety of our people and our products and services provide a structured approach to addressing safety risk through policy, processes, risk management and assurance, which are essential to the way we operate.

Employee Safety

We're charting a course towards a future where well-being and risk prevention are woven into the very fabric of our work. It's a roadmap that guides us in proactively identifying and mitigating hazards, fostering open communication and continuously improving our safety performance. We successfully achieved recertification to the ISO 45001 occupational health and safety management system standard, an internationally recognised standard demonstrating our commitment to safety. Lossiemouth operations were brought onto the certification, recognising Boeing's growth in the UK. Our approach is about giving practical solutions to working safely whilst meeting customer demands and empowering our colleagues to speak up, report concerns without fear of retaliation and actively participate in shaping a safer environment for everyone.

Product & Services Safety

We have integrated our Safety Management System (SMS) throughout our operations, and those who support our SMS work closely with teammates supporting workplace safety to ensure that both our products and our people are safe.

Boeing Defence UK (BDUK)

BDUK Products and Services Safety includes SMS, System Safety and Environmental Engineering. Around 70 team members are deployed across most BDUK sites and programmes providing on-site programme safety support, including safety occurrence management and investigation. Safety risks are regularly reviewed at weekly programme safety review board meetings and, where appropriate, elevated into the Boeing Global Services Safety Review Board meeting structure. The BDUK System Safety and Environmental Engineering team creates product and service-



Read our [Chief Aerospace Safety Officer Report](#)

Employee fuelling Boeing ecoDemonstrator with a SAF blend.

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focused safety and environmental cases using a range of analysis techniques for all BDUK products and services in accordance with contracted defence standards. In addition, the team provides support for a number of Boeing Defence, Space & Security aircraft programmes. The Environmental Engineering team works closely with the Environment, Health & Safety (EHS) function and provides valuable support to the BDUK sustainability strategy programme.

BDUK has one of Boeing's leading implementations of an SMS, which has been influential in the development of the Boeing enterprise SMS. In addition, BDUK is one of the leading functions across the enterprise in employee Speak Up Safety reporting. The BDUK SMS is designed to meet UK Ministry of Defence aviation regulatory requirements and international guidance. The BDUK SMS has fostered a Positive Safety Culture where employees are encouraged and rewarded for speaking up through the application of a Just Culture. Annual employee safety reporting figures from 2022 and 2023 revealed an increase of 23%. From these reports, BDUK nominated 10 employees for safety award recognitions from the Global Services Executive Safety Review Board.

Boeing UK, Sheffield (BUKS)

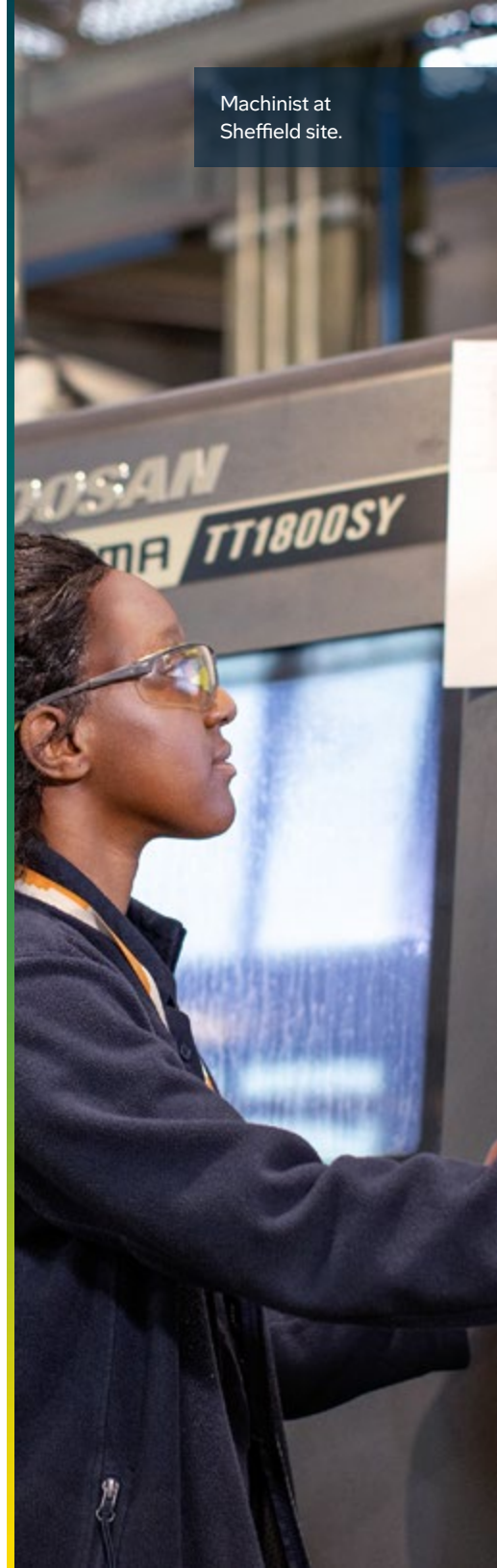
Boeing Sheffield is a manufacturing facility supplying precision components for the 737 Flap Track Actuation System to Boeing in Portland, Oregon. Opened in 2018, Boeing Sheffield was the company's first manufacturing site in Europe. The Sheffield site holds ISO 9001 and AS9100 quality accreditation for aerospace manufacturing and the ISO 14001 environmental standard. The Boeing Sheffield SMS supports all areas of the business, especially computer numerical control machining operations, finishing operations and quality inspection operations. In line with the EHS team, there are regular safety and Gemba walks (a workplace walkthrough, usually by leadership, in which employees are observed and asked about their tasks to identify areas for improvement or progress), foreign object debris (FOD) walks and daily safety check-ins, as well as monthly SMS meetings where risk triggers are reviewed, actioned and escalated as appropriate. The BUKS EHS team provides daily support to the cross-functional teams as well as other Boeing Commercial Airplanes and non-Commercial Airplanes sites. All personnel and product safety issues are reported and discussed daily and escalated to senior leadership as

appropriate. The BUKS SMS team was established in October 2023 and works closely with site EHS and equipment staff reliability to ensure tools and equipment are safe, well maintained, and our teams operate in a safe working environment.

Boeing Commercial Aviation Services Europe Limited (BCASEL)

The European Union Aviation Safety Agency (EASA) recently approved the Boeing Maintenance, Repair & Overhaul (MRO) organisation at London as an MRO with a recognised SMS; the site's UK Civil Aviation Authority MRO approval is expected to include formal SMS elements in 2024. The BCASEL MRO SMS team includes a safety manager, who is an experienced SMS practitioner, and members of the on-site Quality and Compliance function (auditors and investigators). This team is working to build on the safety culture already in place at the MRO. The BCASEL MRO is also supported by the Boeing UK EHS team. The team is on-site weekly and EHS discussions take place during daily meetings.

Machinist at
Sheffield site.



Quality

Boeing UK holds a number of certifications — including ISOs 9001, 44001, 20000, 23001 and 27001; AS9100; and AS9110 — and regulatory approvals. Boeing works collaboratively with regulators and the certifying body to optimise assurance activities and resources to drive efficiencies in the audit programme, leading to reductions in cost and travel across the Boeing UK sites. Boeing has representation on the Defence Industries Quality Forum, where members collaborate with customers, other defence companies, the United Kingdom Accreditation Service and the certifying body on best practices to drive continuous improvement and efficiencies in quality practices.

Boeing UK Supplier Quality supports suppliers with advanced product quality planning to improve production process efficiencies, ensure first-time quality and reduce waste.

Continuous improvement activities are at the heart of what Boeing does. They set process performance measures, particularly with regards to understanding the roles and responsibilities of the organisation, including social and economic factors.

Supplier Quality

The [Boeing Supplier Code of Conduct](#), based on the International Forum on Business Ethical Conduct voluntary model, provides suppliers with a set of responsible business conduct expectations consistent with our policies, principles and sustainability efforts. Boeing expects suppliers to comply with all laws and regulations governing product safety and quality, and to deliver products and/or services that conform to such product safety and quality standards.

Aircraft Technician carrying out maintenance checks on a Chinook.



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As part of activity to mitigate supply chain risk, Supplier Quality Surveillance (SQS) Planning is established using the Boeing eRisq Tool. This is managed by the enterprise Supplier Quality team in order to determine supplier risks and recommend quantity and type of SQS activities to be performed at a supplier. Factors such as changes in business processes and material criticality are taken into consideration along with recommendations from stakeholders in order to establish an annual supplier surveillance plan.

**Supplier Diversity in
Environment & Climate**

We are proud to work with a diverse network of UK suppliers who prioritise sustainable operations. One example is Pennant, a UK medium-sized business which is delivering upgraded part task trainers to Boeing in support of maintenance and ground crew training for the UK Apache AH-64E programme.

The Pennant training products help reduce the effect on the natural environment by transitioning training activities from the real physical environment (aircraft) to the virtual environment. This reduces the need to perform activities on labour- and

material-intensive assets by replacing them with simplified or virtual solutions. Within physical product delivery, where possible, Pennant actively works to reduce hazardous substance use and resource consumption.

All of Pennant's design and manufacturing work is carried out in the UK. Suppliers are UK based, wherever possible, with currently about 90 percent of Pennant's critical suppliers within 30 miles of its headquarters in Cheltenham.

Pennant shows its commitment to the long-term prosperity of the UK's engineering base and has a proven record of utilising UK capabilities, such as employing apprentices and supporting their education and training, including university degrees; employing UK university students; using specialist sub-tier UK suppliers; purchasing raw materials from within the UK; exporting the majority of goods and services outside of the UK; and supporting businesses at home and abroad.

To support its work with Boeing, Pennant has invested more than £1m in new facilities and existing facility upgrades, as well as invested in targeted staff training to ensure an optimised skill set in the delivery team.

Pennant colleague working on a freestanding helicopter maintenance trainer.





People & Inclusion

Early Careers

Our early careers community consists of more than 175 apprentices, interns and graduates. Last year, we saw the graduate intake increase by 32% from 2022 and the internship programme more than doubled in size — supporting our efforts to grow a strong talent pipeline for the future.

The Institute of Student Employers named our flagship aircraft maintenance programme Best School Leaver/Apprenticeship Programme in 2023. We also ranked seventh in Rate MyApprenticeship's Best 100

Apprenticeship Employers (first in the engineering sector) based on participant ratings.

In 2023, a group of employees from the early careers programmes established

the Sustainable Futures Team, with the goal of raising awareness, encouraging discussion and sharing ideas around sustainable practices. Read more about our [early careers programmes](#).

With a focus on increasing gender parity through the early careers programmes and supported by a range of STEM outreach activities, we are proud that 50% of our interns last year were women.



Graduates and interns during a site visit to The Portal, Farnborough.

Boeing Intakes*

2021 2022 2023

Apprentices

32	23	9	38	31	7	35	25	10
Total	Male	Female	Total	Male	Female	Total	Male	Female

Graduates

17	7	10	25	15	10	33	18	15
Total	Male	Female	Total	Male	Female	Total	Male	Female

Interns**

—	—	—	16	5	11	35	17	18
Total	Male	Female	Total	Male	Female	Total	Male	Female

Early Careers Total

49	30	19	79	51	28	103	60	43
Total	Male	Female	Total	Male	Female	Total	Male	Female

* All early careers opportunities are currently UK only

** Intern programme started after 2021

Definitions are industry standard for UK&I



Ruth, Aircraft Maintenance Technician Apprentice at Gatwick site.

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Felicity

Cornwall

"I began my apprenticeship straight after my A levels, joining the Aircraft Maintenance Technician Programme. Having been fortunate enough to have been placed at RAF Brize Norton, RAF Lossiemouth and RAF Odiham, I am now permanently based at RAF Brize Norton on the C-17. There are numerous benefits of an apprenticeship with Boeing. I have gained life experiences whilst living and working with my diverse cohort. I have been integrated into teams at a local scale as well as being given the chance to work with individuals and teams

internationally. The managerial support and encouragement is excellent. This enables career progression and professional development throughout the apprenticeship and even afterwards. There are many opportunities to take on additional tasks and qualifications, with support from managers and the team. Once the apprenticeship is complete, I am excited for the opportunities within Boeing that could include travelling around the world!"

Sehrish

Birmingham

"I joined the Boeing Digital Services and Analytics Rotational Graduate Scheme in September 2022 as a graduate of psychology. From starting out as a test analyst on BDUK's cutting-edge, synthetic training capability, to chief of staff on UK's first E-7 Wedgetail programme. I have been extremely fortunate for all the opportunities I have

been a part of — with thanks to my supportive managers and the UK early careers team. Boeing has also allowed me to personally grow as a STEM ambassador, where I have been involved in fantastic opportunities to inspire young talent to strive towards a career in engineering".

Learn more about early careers
at [Boeing in the UK](#)



Our People



Employee Benefits

Boeing continues to have a strong focus on well-being for its employees, including free regular health checks; private health care options; access to free well-being coaching; and a confidential service offering counselling and professional support with stress management, relationships, work-life balance, grief, loss and more.



Learning and Development

We support a wide range of learning and development activities across the business, including opportunities for professional memberships and investments in education and training. Our Learning Together Programme enables employees to extend their education, including master's and doctoral studies. In 2023, 69 employees successfully passed their studies, and 45 are currently enrolled. Along with other general off-the-job training, we also fund seminar and conference attendance to build our teams' knowledge and capabilities.

In 2023, we invested in management and leadership development, piloting the Leading People and Teams virtual programme for 26 new managers and extending our Back to Basics training to over 50 managers.



Leadership NeXt

Leadership NeXt (LX) is a two-year, enterprise-wide programme designed to develop Boeing's next generation of leaders. LX participants learn how to inspire excellence in others through a combination of learning experiences. These include assessments, peer and executive mentorship and high-impact projects.

Since 2020, 32 UK employees have been enrolled in the programme; 15 have graduated so far.

"The programme opened my eyes to Boeing's global scale. The programme offers outstanding development opportunities to accelerate our highest potential and highest-performing talent".

Elliott
2020 LX graduate



Highlights from 2023 Employee Benefits*

Uptake in Numbers

Pension Plan	3,004
Bupa Private Medical Insurance	2,175
Simply Health Cash Plan	1,600
Boeing Discount Programme	3,359
Bupa Health Assessment	948
Wellbeing Bippit**	690

* Number of employees in the UK and Ireland registered for benefits

** Bippit provides employees with online access to a professionally qualified financial coach



Global Equity, Diversity & Inclusion

Our 2023 UK highlights include a 1 pt increase — to 23% — in women employees, working towards our goal to reach 30% women employees in Boeing UK by 2030, and a 2.8 pt increase — also to 23% — in women in management roles, working towards our goal to reach 26% women by the end of 2024.

We welcomed three new “returners” to our Return Flight programme, providing a supported route for talent returning to the workplace after an extended career break.

We also commenced a pilot scheme to offer more part-time roles in the UK in order to provide candidates of all backgrounds

greater flexible working options. We achieved our 10% target for roles offering a part-time option.

We introduced a new menopause policy, designed to create greater awareness of the stages of menopause and an

understanding amongst employees of the support available. We also increased paid paternity leave from two to six weeks.

We continued our focus on being a Disability Confident Committed employer in the UK through increasing disability

hiring and becoming members of the Business Disability Forum, which supports businesses with disability inclusion.



Europe Business Resource Group
Workshop November 2023 -
Westminster, London.

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Business Resource Groups (BRG)

Across Europe, Boeing has established seven employee-led BRGs focusing on underrepresented groups and one on community engagement. These are voluntary, employee-driven groups centred on particular experiences or backgrounds, such as ethnicity, race, gender identity, sexual orientation, disability and veteran status. BRGs help Boeing retain a diverse workforce and drive innovation, and they serve as a cultural resource, available to help the company do business in a global, multi-cultural environment. In addition to promoting diversity, BRGs enable people to come together to further personal

and professional development, enhance networking and engage in company outreach and community volunteering.

In 2023, we hosted a workshop for BRG leaders in the region, providing an opportunity for them to connect, collaborate and learn together. The event was attended by 15 representatives from all BRGs. The event provided an opportunity for members to work with their executive sponsors and develop skills through a menu of training courses, and it encouraged greater collaboration between groups. As a result of the workshop, 15 BRG board members joined an additional BRG to provide peer support and foster intersectionality.



Staff volunteering with Cotswolds National Landscape as part of a sustainability team off-site.

European Business Resource Groups

		Participants		
		UK&I	Europe	Total
	Boeing Black Employees Association	26	44	70
	Boeing Asian & Pacific Association	73	36	109
	Boeing Employees Ability Awareness Association	83	57	140
	Boeing Employees Pride Association	74	37	111
	Boeing Women Inspiring Leadership	62	33	95
	Boeing Generation to Generation	97	155	252
	Boeing Reserves & Veterans Association	286	0	286
	REACH Network	435	0	435

Climate & Environment

Carbon and Energy

Operational emissions and energy remain a key focus area for Boeing in the UK and Ireland. This is evident from our initiatives and goals to reduce emissions in the region.

In detail, Boeing subsidiaries in the UK and Ireland are committed to reducing Scope 1 (direct e.g., company vehicles) emissions and Scope 2 (indirect e.g., purchased energy) emissions, as well as those Scope 3 (other indirect) emission categories specified by the UK Government for those subsidiaries that are major UK Government contractors.

We aim to achieve a reduction in emissions throughout the UK and Ireland by increasing operational efficiency, transitioning from fossil fuels to renewable electricity (through direct use of renewable energy and procurement of renewable energy credits) and accelerating the use of low-emission vehicles to reduce emissions, whilst securing third-party-verified offsets for any remaining greenhouse gas (GHG) emissions (through mechanisms which may include reforestation, peatland restoration and hydropower-based projects).

Our UK ISO 14001-certified environmental management system continues to focus

on operational efficiency, green employee incentives, renewable electricity and low-emission vehicles to reduce our net emissions and meet our environmental targets. We continue to procure renewable electricity (including renewable energy credits) for our certified sites to drive down our net emissions and support the greening of the UK energy grid.

With respect to vehicle emissions, in 2023, the UK fleet comprised 175 vehicles. Of those, 80 were electric (75 assigned to individuals and five to pool cars), up from 34 electric vehicles (EV) in 2022. This represents a 135% increase, with EVs now accounting for 46% of the UK vehicle fleet.

The success of our UK and Ireland EV fleet expansion demonstrates Boeing's focus on driving environmental progress in the region. We are confident that by continuing to invest in clean technologies and promoting sustainable practices, we can contribute to a more sustainable future.

Boeing engineer pours jet reference fluid into a jar for sealants immersion testing in a laboratory.



UK Carbon Footprint

Boeing UK's carbon footprint, including Scopes 1 and 2 and certain Scope 3 elements, is visualised in the pie chart to illustrate where emissions lie within our UK operations. Boeing UK is committed to reducing its carbon emissions from Scope 1 and Scope 2 emissions, as well as applicable Scope 3 emissions, categories.

Scope 1 is made up of our purchased heat and fuels for company vehicles; Scope 2 is made up of our purchased electricity. For Scope 1 and 2 emissions, reduction will be achieved by increasing our operational efficiency, transitioning from fossil fuels to renewable electricity and accelerating the use of low emission vehicles.

Scope 3 includes the mandatory elements of Upstream and Downstream Transportation and Distribution, Waste Generated in Operations, Business Travel and Employee Commuting. Upstream and Downstream Transportation Distribution, Waste, Employee Commuting, and some elements of Business Travel, have been omitted from the calculation for this year due to some areas being immaterial or a lack of data.

For relevant Scope 3 emission categories, Boeing UK will work with our customers and supply chains to reduce life cycle emissions of products

and operations. Where relevant emissions cannot be reduced to zero, verified offsets will be used.

At a global enterprise level, Boeing is committed to increasing the sustainability of its products including the shift towards sustainable aviation fuels and, to a lesser extent, hydrogen and battery electric. In 2024, Boeing will evolve from using offsets for our Scope 1 and Scope 2 GHG emissions to support our longer-view carbon management strategy of avoid first, remove second. As part of our commitment to sustainability, we also offset all Scope 3 business travel emissions through careful selected, third party-verified offsets. Learn more about our strategy in our [Sustainability and Social Impact Report](#).

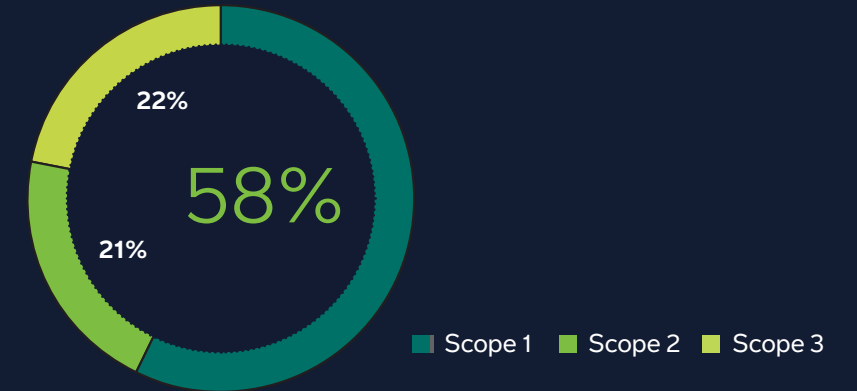
As part of our commitment to sustainability, we also offset all Scope 3 business travel emissions through careful selected, third party-verified offsets.

Employee Engagement

Boeing actively participates in global sustainability engagement events, such as Earth Day events and Battle of the Buildings, an internal annual competition through which employees dedicate at least 60 seconds to take actions for the environment. This could involve any action, big or small, from using reusable water cups to creating plans to reduce electricity

Carbon Reduction

Boeing UK Carbon Footprint



Scope 1	Gas	1,020
Scope 1	Kerosene	45
Scope 1	Diesel	1
Scope 1	Vehicles	332
Scope 2	Electric	2,235
Scope 2	Renewable	1,737
Scope 2	Non-Renewable	499
Scope 3.6	Grey Fleet and Rental Cars	524

tCO₂e

Scope 1	1,398	58%
Scope 2*	499	21%
Scope 3	524	22%

Total 2,421

*Net Emissions

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usage. In 2023, this event beat previous records for employee engagement, with over a million actions taken across the enterprise, surpassing the initial goal of 350,000 actions. The UK and Ireland showed exceptional commitment, submitting 31,706 actions, a 611% increase from the previous year.

In October, Boeing UK and Ireland piloted its first Energy Awareness Month competition, which encouraged Boeing employees to consider alternative modes of transport. This resulted in 35,445 kilometres of travel by walking, biking or using alternative transportation.

November marked Boeing's inaugural Waste Prevention Month, with a focus on reducing food waste. UK representatives shared recycling insights during globally attended Lunch and Learn events.

Green Lease Adoption

In 2023, we introduced green lease clauses in our real estate contracts, with the aim of providing Boeing the ability to work with landlords and landowners of Boeing sites to improve environmental performance. The key to this is that it is an agreement between Boeing and the real estate owner to work together on improving sustainability in Boeing sites. Since their introduction, we have completed green leases at multiple sites across the UK and Ireland and have now entered into the second phase of the programme.

The second phase will focus on green lease clause activation and the processes needed to allow our teams to work together with landowners to deliver sustainability measures in existing buildings. We have developed a triaging method for suggested works and improvements, which will allow us to quantify costs and establish

Boeing's production facility in Sheffield – our first manufacturing site in Europe.



**Promoting Sustainable
Travel**

Cycle 2 Work



Boeing is a participating employer with Halfords Cycle 2 Work Scheme, a UK Government tax exemption initiative to promote healthier journeys to work, allowing the company Halfords to loan cycles and accessories to employees via a salary sacrifice scheme arrangement. Cycles can be sourced from Halfords or any other bike shop that accepts the scheme.

Commuter Assistance Loan



This benefit is an interest-free advance of salary for the express purpose of meeting the cost of purchasing season tickets and/or a cycle for the purpose of commuting from home to a work location.

“Purchasing a bike through the Cycle 2 Work Scheme has reduced my reliance on cars and buses, and is helping with healthier lifestyle choices”.

Keyleigh,
London



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benefits that they will bring their viability and funding.

The introduction of green leases demonstrates that sustainability is embedded in all parts of our business, across teams and units within Boeing, driving progress holistically.

**New Bristol
Headquarters (BDUK)**

Boeing Bristol House opened in August 2023. Certified as Excellent on the Building Research Establishment Environmental Assessment Method — a standard used to specify and measure the sustainability performance of buildings — Bristol House has a number of energy-saving features including LEDs and daylight adaptive light sensors managed by an efficient building

management system; sensor bathroom and kitchen taps; and timed drinking water dispensers that help reduce water wastage. The building operates without single-use plastics, inclusive of the catering company, which uses recyclable packaging materials.

New office furniture arrived in furniture cloth instead of plastic wrapping, and other packaging was reclaimed by the supplier and burned down into briquettes. Additionally, cafeteria furniture is made of recycled materials.

During the building refit, 44 pallets of carpet were salvaged and reused in other UK offices, along with furniture and equipment from the vacating office. Anything that was not rehomed was offered to employees in exchange for donations to charities.

Case Study: Almondbank Facility

Our teams recognise that operating more sustainably delivers better business outcomes. Located in Almondbank, Perthshire, Boeing Defence UK provides support to a Standard Aerospace CH-47 Chinook depot repair facility via an embedded Boeing Technical Support office comprising Material Review Board engineers, field service engineers and supply chain and technical publications personnel.

The Almondbank Technical Support team has embraced a culture of continuous improvement, delivering significant sustainability, availability and affordability improvements. Working together with our supplier, the team uses multi-faceted efforts in its drive to eliminate waste and enhance recovery through Lean+ principles.

Understanding the need to maintain compliance within a complex internal and external regulatory framework, the team delivers a strong portfolio of initiatives that support our environmental and sustainability goals, including targeted development and implementation of new repair techniques; optimisation of chemical processing activities; reduction in the use of hazardous materials in the repairs process; and strong relationships with our suppliers.



Boeing House, Bristol.
New Boeing Defence
UK Headquarters



Sustainable Aviation Fuel (SAF)

Boeing has continued to explore different avenues to help support the commercial aviation industry's ambition to be Net Zero by 2050. Our collaborations with policymakers, academia, the MOD, airlines, innovators, finance and energy sector continue to drive our efforts to create a viable UK SAF industry.

University of Sheffield, Energy Innovation Centre (EIC)

Boeing was the founding member of the University of Sheffield's EIC, which was set up to research strategies to help develop and scale SAF. The EIC includes the Sustainable Aviation Fuels Innovation Centre (SAF-IC), a first-of-its-kind facility in the UK that will help test and certify new SAFs, and the Translational Energy Research Centre (TERC), which will contain pilot-scale production facilities suitable for investigating different methods of producing SAF. This facility forms the cornerstone of the UK SAF Clearing House, part of an international network of facilities that will support the approval of new SAF technologies. In 2023, we signed a Memorandum of Understanding with UK-based SAF producer, Zero Petroleum,

that will allow us to work together to test and analyse SAF at the EIC.

Flight100

In November 2023, the historic first transatlantic flight on a Boeing 787 commercial airliner on 100% SAF flew from London Heathrow to New York JFK, marking a year of close collaboration to demonstrate the capability of SAF as a safe drop-in replacement for fossil-derived jet fuel, ready to use with today's engines, airframes and fuel infrastructure.

Ireland

Boeing supported the development of an Irish SAF roadmap with a number of stakeholders, including SkyNRG, Avolon, ORIX Aviation and Sustainable Flight Solutions (SFS) Ireland. Following the roadmap's completion, we are now participating in the Irish Department of Transport's SAF Task Force. Our objective is to support the Irish Government and SAF value chain in Ireland in identifying how it can best support the scaling of SAF in Ireland.

Learn more about the
[SAF Roadmap
Task Force](#)



5 Strategies to Decarbonise Aerospace, Together



Fleet Renewal

Boeing's newest aeroplanes are 20% to 30% more efficient than the in-service aeroplanes they replace.



Operational Efficiency

Boeing is collaborating across industry on how to operate and fly more efficiently, which can reduce emissions by about 10% (Source: Eurocontrol). This includes improving aeroplane retrofit and maintenance, fleet and airport operations and flight and traffic management.



Renewable Energy

Boeing is shaping the future of sustainable aviation through research and technology development focused on unlocking the potential of sustainable fuels and renewable energy applications.



Advanced Technology

Boeing is investing in innovation and clean technologies for improved aerodynamic performance, increased propulsion and systems efficiency, reduced life cycle energy use and emissions and the latest digital design, test and production capability.



Market-Based Measures

We're taking advantage of opportunities to reduce carbon emissions from getting into the atmosphere in the first place, investing in permanent carbon removals and continuing to offset business travel emissions, increasing over time the proportion of permanent removals to traditional offsets in our portfolio.

Boeing Cascade Climate Impact Model

In May 2023, the Company released the Boeing Cascade Climate Impact Model for public use. “Cascade” is a data modelling tool that assesses the potential of commercial aviation’s strategies to reduce carbon emissions. The tool is accessible [here](#).

Using Cascade, you can examine the full life cycle of alternate energy sources for commercial aviation and evaluate the array of strategies being considered to reach aviation’s sustainability targets.

“My work with Cascade allows me to contribute to a powerful tool that is helping inform aviation’s path to net zero by 2050”, said Steph Williams, Cascade modelling engineer based in the UK. “By putting data first, we are establishing a common ground

for our industry as we tackle the complexity of aviation decarbonisation – together”.

Since the public release, Boeing continues to debut new features and enhance the tool based on user feedback. This includes the launch of Cascade “Insights” or guided educational journeys within the tool that aim to enhance understanding around key sustainability topics. Check out the Insights [here](#).

Explore and learn more about our [Cascade Climate Impact Model](#)



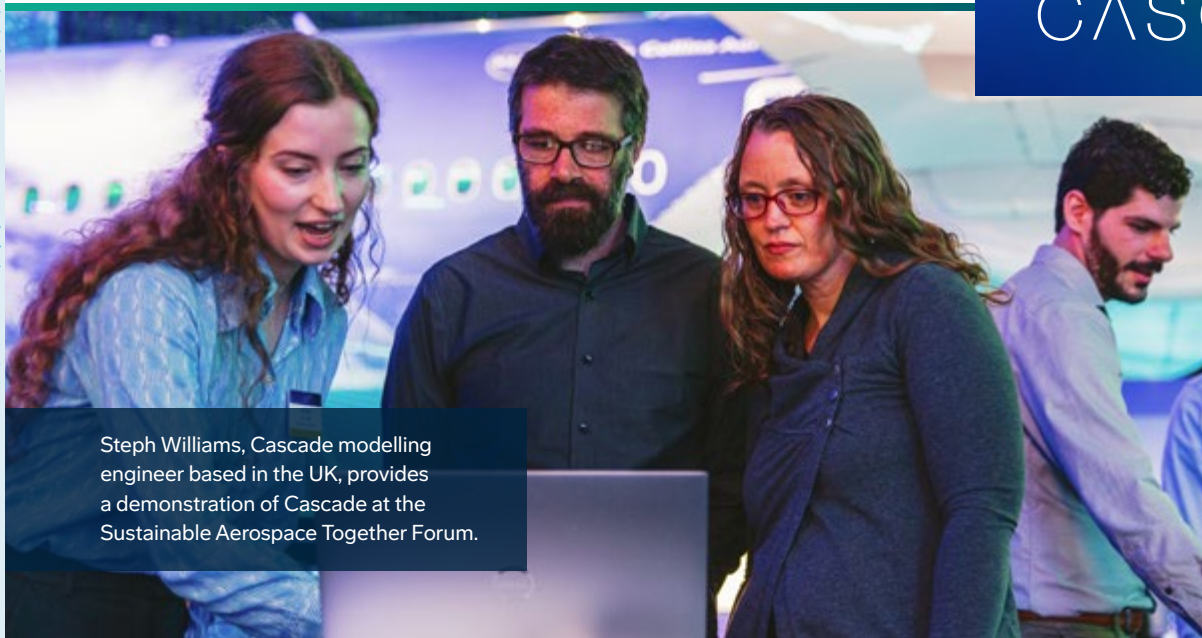
Cascade User Community:

The Aviation Impact Accelerator, University of Cambridge

The University of Cambridge stands at the forefront of research in sustainability and energy efficiency innovation. Serving as one of the founding members of the Cascade User Community, University of Cambridge’s Aviation Impact Accelerator (AIA), based in the Whittle Laboratory, continues to provide feedback on the design, capabilities, features and functionality of the tool.

The collaboration between AIA and Boeing exemplifies a united commitment to putting data front and centre in the pursuit of sustainable aviation, together. Hear from Professor Rob Miller, Whittle Lab Director, [here](#).

CASCADE



Steph Williams, Cascade modelling engineer based in the UK, provides a demonstration of Cascade at the Sustainable Aerospace Together Forum.



Professor Rob Miller, Whittle Lab Director, speaks on the role of data in achieving decarbonisation whilst at Boeing’s Sustainable Aerospace Together Forum.

Defence Projects

Climate change accelerates the threats our defence forces face. The energy transition also poses new issues and opportunities for the Ministry of Defence. Warfighter success will always be paramount, and sustainable technologies can help support operational effectiveness and resilience. Boeing brings unique perspective to these discussions based on our global experience with sustainable technologies in the commercial sector.

The [Defence Aviation Net Zero Strategy](#), released in July 2023, was developed with the Defence Suppliers Forum's Climate Change and Sustainability Aviation Working Group, which Boeing co-chairs. The strategy outlines the activity necessary to decarbonise the defence sector's aviation capability whilst mitigating risks to operational effectiveness that are likely to arise because of climate change. It also identifies opportunities to enhance our operational effectiveness by improving the resilience of our activity.

Supplier Sustainability

BDUK delivers services to Logistics Information Systems (LogIS), including inventory, transport, engineering and general ledger management, ensuring the UK can successfully deploy military

personnel and equipment globally. One of the suppliers that underpins this service to the Ministry of Defence is Sopra Steria, based in Hemel Hempstead. Sopra Steria has been on the CDP's Climate Change A List every year since 2017 and was also ranked in the top 1% of EcoVadis' sustainability assessment for the fourth time in 2022, with 603 of their suppliers awarded positive EcoVadis assessments in 2022. Sopra Steria aims to reduce absolute Scope 1, 2 and 3 emissions by 90% by 2040 compared with a 2019 baseline.

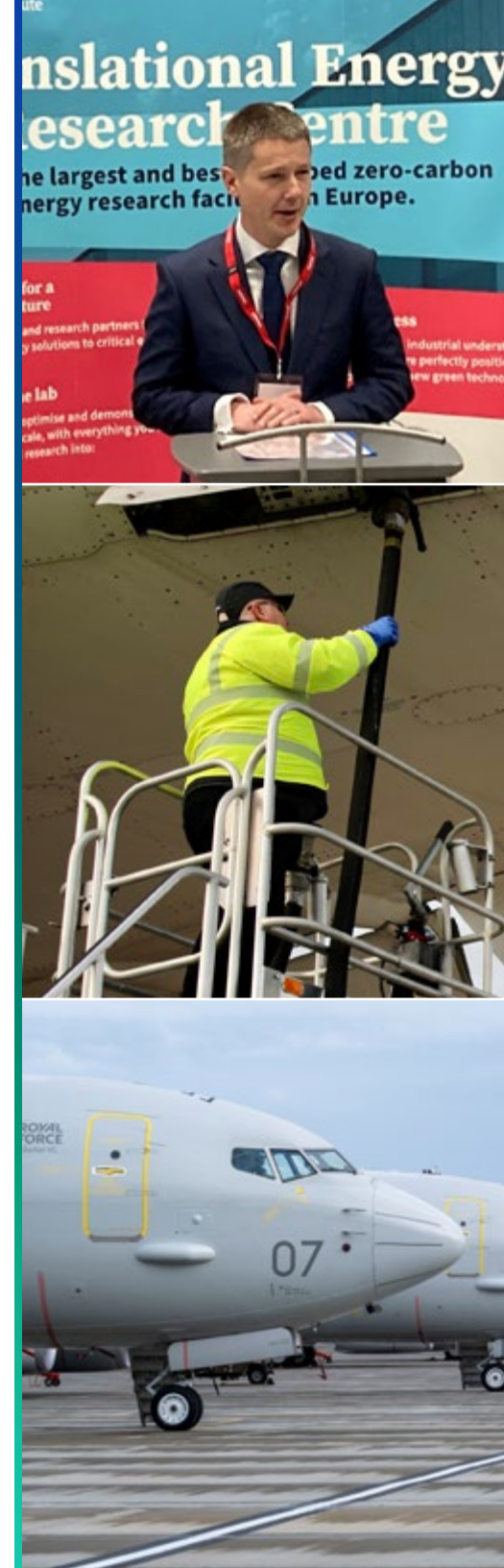
Many improvements were made by Sopra Steria in 2023 through their Hemel Hempstead office refurbishment, including changing all lighting to energy-efficient LEDs to reduce energy use by over 10,000 kilowatts annually. The site also purchases 100% renewable electricity (including renewable energy credits).

UK P-8A Sustainability Charter

As a first step towards Defence Aviation Net Zero Strategy goals, BDUK and the RAF intend to jointly explore sustainability advancements on the UK's P-8A fleet to improve operational efficiency whilst reducing operational cost and environmental impact.

Ministry of Defence Green Network

Boeing undertook a sharing session with the Ministry of Defence's Green Network. The objective was to highlight how we incentivise sustainable behaviours amongst our workforce and in our operations.



Learn more about
our [charitable grants](#)



Community

Charitable Support

Anchored by our presence at key sites across the UK and Ireland, Boeing is committed to innovating and investing in efforts that contribute to the communities where we are proud to live and work. In 2023, Boeing donated more than £430,000 to 13 UK organisations along with more than €69,000 to support two charities in Ireland. We continued to focus on supporting STEM programmes designed to help students from all backgrounds achieve their full potential. Other programmes focused on mental health issues, the cost-of-living crisis, homelessness and crisis support for the veteran community.

2023 Totals

UK
£430,000
Ireland
€69,000



Young people explore the Boeing-supported Newton Room, a permanent classroom used to teach students STEM in South Yorkshire, England.



Boeing STEM Ambassadors volunteering alongside Primary Engineer at RIAT 2023.

Boeing Charitable Support UK and Ireland

2023 Charitable Partners

Boeing charitable grants seek to drive positive, lasting change in communities where we are proud to live and work.

15

charitable partners
across UK and Ireland
for 2023

£3.6m

spent supporting UK
and Ireland charities
since 2015

100+

STEM outreach
events across the
UK in 2023

Our Heroes

Veterans and Families

Our Homes

Dynamic Communities

Our Future

Tomorrow's Innovators

SSAFA

The Open University
Disabled Veterans'
Scholarships Fund

Aerobility

Air League

Aoibheann's Pink Tie

Flying Scholarships
for Disabled People

Golddigger Trust

Pieta

The Wave Project

Barons Court Project

Outfit Moray

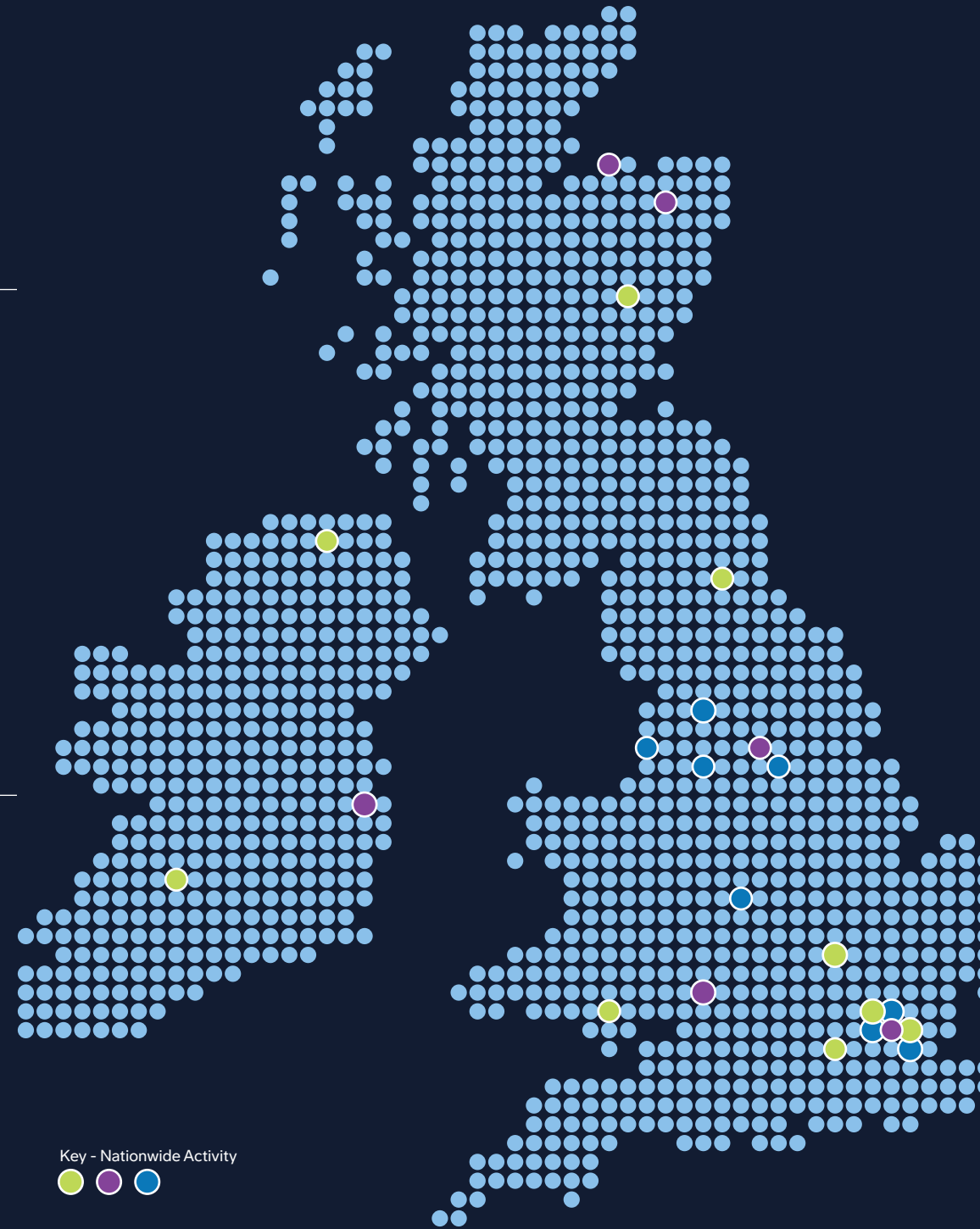
Prince's Trust

Historic Aircraft
Flight Trust

Royal Aeronautical
Society

Air League

Royal Academy
of Engineering



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Our Heroes

Boeing Reserves and Veterans Organisation (BRAVO)

The Boeing Reserves and Veterans Organisation (BRAVO) supports reservists, veterans and colleagues across Boeing in the UK and fosters a community of comradeship for its members. We provide charitable grants to SSAFA, the Armed Forces Charity; The Open University's Disabled Veterans' Scholarship Fund, Aerobility; and the Air League, and we actively engage in promoting Armed Forces Week and Act of Remembrance events. BRAVO is part of a wider BRG network that proudly supports the Invictus Games, working alongside charities such as the Royal British Legion. BRAVO also provides corporate knowledge on military matters, provides an essential mentoring service for former serving personnel who have recently transitioned to civilian employment and provides a safe place for those who may encounter difficult times.



Our Homes

REACH Network

Our REACH employee network plays a crucial role in giving back to our local communities and allows Boeing employees to participate in local events to support Earth Day, such as planting in communal gardens, picking up litter in the local areas and more. REACH also shines a spotlight on other organisations with conservation causes, such as The British Hedgehog Preservation Society and Trust for Ornithology, as well as hosts sessions to better educate employees on energy-saving initiatives. REACH collects Easter eggs and donates to local charities, as well as participates in the Giving Tree, where employees can donate Christmas gifts to those in need.



Our Future

STEM Ambassador Network

Our STEM vision is to inspire, inform and engage talent by giving young people the skills and knowledge to help them achieve their potential and make decisions about their future. The Boeing UK and Ireland STEM Ambassador Network has continued to grow since it was founded in May 2022 and now has more than 200 ambassadors. In 2023, the network reached approximately 20,000 students across 103 events, an increase of 129% since 2022. Our ambassadors volunteer at primary and secondary schools; provide mentorship at universities; and support events including the Royal International Air Tattoo, where we teamed with the Royal Aeronautical Society and Primary Engineer in 2023.

Community

2023	Membership
BRAVO (UK and Ireland)	286

2023	Membership	Events Organised
REACH (UK and Ireland)	435	16

	2022	2023
STEM Ambassadors	92	204
Sessions delivered	45	103
Learners engaged		19,500





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