

Kaitiakitanga Report 2025



Introduction

At Wellington Airport we are deeply conscious of our responsibilities to our people, community, and wider environment.

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Our Kaitiakitanga work programme embeds this into everything we do.

This annual Kaitiakitanga Report highlights our progress in these areas over the last year and the tasks ahead of us.

We have a core set of targets to focus our work where we can make the best impact. Many of these targets are independently assessed, with progress reported on and regular updates published to drive accountability.

We are proud that independent assessment shows we are among the most sustainable airports in the world. Over the last 12 months we’ve made good progress in reducing emissions, cutting waste and preparing for the impacts of climate change.

As always though, there is more work to be done. One of the biggest challenges for the aviation sector is reducing the direct emissions from air travel and we are working closely with airlines and others on initiatives like making Sustainable Aviation Fuel (SAF) more available.

We are proud of our work in the local community with a wide range of sponsorship, support and engagement. Our staff also continue to register record levels of engagement, reflecting a healthy internal culture and our efforts to support wellbeing. As with our environmental efforts, we rely on surveys and assessments to track our progress in these critical areas.



Highlights over the last 12 months

- Our direct emissions are down 38% since 2017, or 68% when including certified renewable energy
- Planning and design completed for our southern seawall, which was accepted into the Government’s fast track legislation
- Achieved Level 4+ Certification from the Airport Carbon Accreditation programme
- Received our first-ever SAF shipment
- Scored 98 out of 100 in GRESB assessment

Our environment



Our targets for 2030

Net zero

Scope 1 and 2 emissions

30% reduction

- Operational emissions*
- Waste to landfill
- Potable water use
- Terminal energy use

Reduction targets are compared to the FY17 baseline year.
*Refers to emissions within direct operational control, including Scope 1 and 2 emissions and limited Scope 3 (business travel) emissions.



Reducing our emissions

We’re making good progress on reducing our emissions and helping our airline partners on their decarbonisation journey.

Our own direct emissions have reduced 38% since 2017, or 68% when including certified renewable energy, putting us well on track for our target of net zero by 2030.

Each year we publish detailed reports on both our [Greenhouse Gas Inventory Report](#) and our [Climate Related Disclosures](#), outlining how we are lowering emissions and preparing for the impacts of climate change. This year we also began using new carbon management software (BraveGen) to keep track of our emissions. This has made data gathering easier for our suppliers and tenants, allowing us to focus more effort on data analysis and emission reduction measures.

We still intend to submit near term and long-term emissions reduction target to the Science Based Target Initiative, once their latest Net Zero Corporate Guidance is released.

In recent years we’ve made good progress by electrifying most of our vehicle ground fleet, reducing our energy use and improving our heating, lighting and cooling systems.

Around the terminal we have implemented a range of measures to improve energy efficiency. Heating and cooling optimisation, LED lighting replacements, and electrification of natural gas assets have meant natural gas usage is down 47% compared to our FY17 baseline, and in FY25 16% of energy consumption was avoided.

We are now developing an electrical masterplan which includes further electrification of the ground fleet and airside equipment, more EV charging, and charging for a fleet of electric aircraft. This will help ensure our electrical infrastructure can handle this increase, and that wider supplying network upgrades are undertaken to support this growth.

Ground operators at Wellington Airport are continuing to expand their fleets of electric ground service equipment (GSE) and we are



With our Green Airports Recognition award from the Airports Council International (ACI), won for our hydrogen trial project

increasing our charging capacity to meet this demand. A new charging area was commissioned in March 2025, and with PlaneBiz also beginning to use the common use GSE chargers, there are further plans to expand the number of common use chargers.

This year we were proud to win the Airports Council International (ACI) APAC & MID Green Airports Gold Recognition for a hydrogen trial we hosted in 2024 with Air New Zealand, Hiringa Energy and Toyota.

Reducing the climate impact of new building projects is also a priority. We now have in place sustainable design guidelines for the planning and design stages of construction projects, helping ensure sustainability principles are factored in at the earliest stages.

A good example is our new Airport Fire Station which is due to be complete later this year. We have installed rooftop solar panels, the first time solar has been used at Wellington Airport, and Naylor Love’s embodied carbon assessment for this project won the Building Institute Aotearoa’s Innovation award.

Preparing for climate change is also a focus, given we are seeing the impacts now with rising sea levels and increased frequency and severity of storms. In the last year we have commissioned flood modelling for our site from NIWA and progressed our southern seawall upgrade.

How we’ll reach net zero

Track against transparent, science-based targets

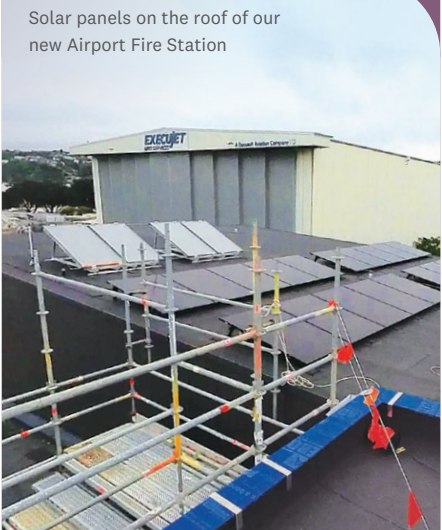
Reduce overall energy use by 30% by 2030

Improve the efficiency of heating, cooling and lighting systems

Replace our gas boilers and moving to 100% renewable energy sources

Replace our vehicle fleet with electric vehicles

Offset any residual emissions



Solar panels on the roof of our new Airport Fire Station



Southern seawall renewal

Our southern seawall was constructed in 1972 and is now reaching the end of its functional life. This is a vital resilience and adaption project, given it protects the runway and other infrastructure against strong seas and wild weather conditions. These conditions are already intensifying due to climate change.

Following extensive consideration of different options, our plan is to overlay the existing southern seawall with large armour units and rock. Detailed modelling has been undertaken to ensure it can handle the wild weather and ocean forces expected in the coming decades.



In 2024 this project was accepted into the Government’s Fast-track Approval Act and we will be applying for resource consent and other approvals in October 2025. All going to plan, we could begin enabling works in mid-2026.

Sustainability has been carefully considered throughout the planning of this project. As one example, we will use an existing concrete casting facility in Otaki to avoid establishing a new concrete batching facility and casting yard on site. We will reduce the number of vehicle movements by reducing the number of armour units required and using backhauling so that delivery trucks will also take away excess material.

We also plan to build two new kororā colonies to support rehabilitation and breeding, providing safer and improved habitats with a greater total area than the present nest sites around the seawall. Features will include shelter, nest boxes and security fencing to exclude people and dogs.

Wellington Airport receives first-ever shipment of SAF

In 2024 Wellington Airport welcomed our first ever shipment of Sustainable Aviation Fuel (SAF), the first time the low emissions fuel has been used in the capital.

The 500,000-litre delivery was made from recycled cooking oil supplied and blended by Exxon Mobil. A major benefit of SAF is that it can be handled and used like traditional jet fuel, so doesn’t require major new infrastructure investments for airports and can be used by the existing fleet.

Along with hydrogen and electric aircraft, SAF will play a pivotal role in decarbonising air travel. Wellington Airport is part of a cross-industry group including airports, airlines and energy companies working to accelerate New Zealand’s uptake of SAF.

Wellington Airport rated highly in global sustainability assessment

Wellington Airport has scored highly for sustainability in an independent global assessment again, rating 11th in the world for participating airports.

The assessment was carried out by GRESB who rate the performance and management of environmental, social and governance (ESG) efforts of companies worldwide each year.

This year Wellington Airport scored 98 out of 100 and a five-star rating, achieving ‘sector leader’ status.



Reducing waste

Reducing waste to landfill is a priority and we have a goal of a 30% reduction by 2030.

To achieve this, we have been steadily increasing the amount of recyclable and compostable materials around the terminal. Most terminal food vendors now offer meals in reusable serveware or compostable packaging, which is composted with Organic Waste Management.

Food waste from offices and the Rydges Hotel is composted and we are working with Air New Zealand to facilitate their food waste composting.

Single use coffee cups remain difficult to replace. An inter-airport working group has been established to collaborate on a trial of a return cups system in all airports.



Recycling and donating unclaimed goods

Unclaimed electronic goods left at Wellington Airport are being donated to charities, helping find a second life for items still in good working condition.

Dangerous electronic goods in checked-in luggage are detected by Aviation Security who remove them and notify passengers. If unclaimed, Wellington Airport now donates them to local organisation Recycling for Charity who find new homes for the goods with local charities. Their vision is to have proceeds from donated and remarketed electronic items benefit local charities. Just recently they donated \$10,000 to the Wellington Children’s Hospital, a contribution made possible by Wellington Airport’s commitment to recycling mobile phones from their lost property.

Large amounts of dumped batteries and aerosols are also being donated to local schools, musical theatre groups and the Royal New Zealand Ballet. It’s a win-win for the environment, for reducing our waste, and for local community groups.

Achieving Level 4 Airport Carbon Accreditation

Wellington Airport achieved Level 4+ Certification from the Airport Carbon Accreditation programme in 2024 for the first time, up from the previous Level 2 accreditation.

The Airport Carbon Accreditation programme runs independent assessments of airports around the world and their efforts to manage and reduce emissions.

Level 4+ (Transition) status is for airports who are transforming their own operations and those of business partners like airlines to reduce emissions, while using reliable offsets for any residual emissions.

Wellington Airport has also been mentoring other airports across New Zealand and Australia to move up the accreditation levels including Dunedin and Gold Coast.

High quality,
local carbon offsets

Our strategy for offsetting emissions we can't yet eliminate is to prioritise local native forests.

Over the last year most of our carbon crop units have come from Longspur, a 1000-hectare property in Tora, South Wairarapa, which sources only native forests and protects these areas from pests and invasive species. This spectacular area has been built up and preserved over 30 years by careful local owners Tineke and Stew.

This has enabled us to offset 460 tonnes of carbon dioxide emissions for the 2023/24 financial year and 680 tonnes for the 2024/25 financial year.

Both major airlines at
Wellington Airport are
committed to emissions
reductions:

Air New Zealand

- Net zero carbon emissions by 2050
- Expects to reduce well-to-wake net greenhouse gas emissions by 20 – 25% by 2030* (compared with 2019)
- 10% Sustainable Aviation Fuel (SAF) by 2030

Qantas Group

- Net zero emissions by 2050
- 25% reduction in net Scope 1 and 2 emissions by 2030 (from 2019 levels)
- 10% Sustainable Aviation Fuel (SAF) by 2030

Hosting the next
generation of aviation

We are excited to host the BETA ALIA CTOL in December, the first battery-electric aircraft in Air New Zealand's Next Generation Aircraft programme, leased from US-based BETA Technologies.

Wellington Airport will also host Air New Zealand's first commercial electric aircraft, expected in 2027, together with Marlborough Airport.

We have been busy preparing the operational and infrastructure changes required to host this service with the long-term goal of becoming a hub for regional electric flights.

In 2024, Wellington Airport with Marlborough Airport jointly won the NZ Airports Sustainability Initiative of the Year for this project.

New electric bus
zooms into service

In June this year Wellington Airport launched a new fully electric bus into service, the first of its kind in New Zealand.

The Yutong E9L ferries travellers to and from the long-term carpark every 15 minutes, providing a convenient and sustainable transport option. As well as being zero emissions, the bus also provides more space, capacity and comfort for travellers.

The airport is also supporting the decarbonisation of Wellington's wider bus network by leasing our Kauri Street site to Metlink to use as an electric bus depot. The Miramar site is already home to Metlink's Airport Express electric bus fleet.



*Air New Zealand 2030 Emissions Guidance published 1 May 2025. Well-to-wake emissions are the total emissions from jet fuel, including fuel production, distribution and combustion in flight.

Our people are our greatest asset and responsibility.

At Wellington Airport we foster a high-performance culture grounded in care, inclusivity, and recognition. Our workplace culture is shaped by a shared belief that when people feel valued, supported, and empowered, they thrive – and so does our organisation.



Wellbeing at the Heart: Hauora Hub

Our wellbeing programme, the Hauora Hub, is a cornerstone of our culture. It supports taha tinana (physical wellbeing), taha hinengaro (mental and emotional wellbeing), and taha whānau (social wellbeing).

Through this initiative, we offer a full calendar of activities that promote connection, vitality, and fun. Monthly events such as surfing, painting, cooking, kayaking, and rock-climbing help build team cohesion and a sense of belonging across departments.

The Hauora Hub also hosts our Mid-Winter Party and Christmas Party and is committee-run, giving our people the opportunity to shape the programme themselves.



Benefits that matter

We offer a wide range of benefits designed to support our people professionally and personally:

- Competitive market salary with targeted bonus payments.
- Flexible working practices and conditions.
- Free car parking and retail discounts across the airport precinct.
- Regular social events and team lunches.
- Recognition systems including WIAler of the Month and Year awards, and value-driven postcards with complimentary coffee vouchers.
- Learning and development opportunities through platforms like LMS and external training providers such as Victoria University and Melbourne School of Business.
- Free eye checks, discounted health insurance and annual flu vaccinations.
- Free onsite gym and twice-weekly F45 fitness sessions.

- Complimentary medical checks and hearing assessments for long-serving staff.

Commitment to growth and equity

We support our people through every stage of their journey. Our generous parental leave policy goes well beyond legal requirements, offering:

- 100% salary top-up (inclusive of Government payment) for up to 18 weeks.
- Continuation of KiwiSaver and annual leave accumulation while on leave.
- Two weeks paid partner leave.

We also prioritise diversity, inclusion, and psychological safety, with frameworks like “Mental Wellbeing by Design” guiding our approach to creating a supportive environment.

As at September 2025, Wellington Airport’s median gender pay gap was -9.2% in favour of females compared to the national median of 5.2% in favour of males.

Culture of recognition and inclusion

We believe in celebrating effort and achievement. Whether it’s a verbal thank you, a shout-out on our intranet, or a formal award, recognition is embedded in our daily practices. Our values guide how we interact with each other and the public, reinforcing our reputation as a trusted and respected organisation.

Results that speak for themselves

Our efforts have led to consistently high engagement scores – hovering around 90% year after year. This reflects the trust, pride, and connection our people feel toward their work and each other.

Our community

We proudly support our local community in a variety of ways.



We continue to sponsor a large number of local events that help make Wellington a great place to live and visit, including:

- CubaDupa
- NZ Fringe Festival
- World of WearableArt (WOW)
- Aotearoa New Zealand Festival of the Arts
- Visa Wellington On a Plate
- Wellington Pride Parade
- Beervana

In our immediate neighbourhood we also support Life Flight, NZ Red Cross, surf life saving clubs and our neighbouring community centres.

In collaboration with the local community, the WLG Community and Environment Fund provides funding grants to mitigate any adverse impacts associated with airport operations. This is open to organisations and community groups within Motukairangi/Eastern Ward for the purposes of education, promotion and advancement of the community.

Last year we proudly celebrated the 20th anniversary of the Wellington Airport Community Awards, recognising the amazing work of community volunteers in our region. These awards were themselves honoured at the New Zealand Airports Awards in 2024, winning the Community Engagement for large airports category.

At these awards each year we also provide five local high school students with \$1,000 scholarships in the annual Wellington Airport Spirit Awards, recognising students who have gone above and beyond for their school and community.



Our popular Cystic Fibrosis Christmas Tree festival creates a spectacular forest in the terminal while raising awareness and funds for this important cause.

We often host schools for airport visits and regularly have local musical groups performing in the terminal. The Airport Fire Service are great ambassadors for the airport at numerous local events, and we keep neighbours informed on relevant airport happenings through a variety of methods.

Last year we ran a major public consultation with the northern suburbs of Wellington over changes to flight paths initiated by Airways in 2022. The status quo was the most popular option, and the airport and Airways confirmed their support for this route given the safety and efficiency benefits.

Managing noise

Wellington Airport is handily located just five kilometres from the CBD, but this location also creates challenges in that we are surrounded by residential areas.

This means noise is an issue, and we are careful to operate within the noise limits and curfew conditions set by the airport purposes designations. These are provided for in the Wellington City Council’s District Plan.

Our Airport Noise Management Plan guides our approach to mitigating noise issues, providing for the ongoing operation and growth of the airport while minimising the effects of aircraft and airport noise on the surrounding community.

The Wellington Airport Noise Management Committee oversees our compliance with this plan and with the noise-related conditions of the airport purpose designations. The committee meets quarterly and works collaboratively with the airport, airlines, local residents and City Council representatives.

A key part of our work in this area is the Quieter Homes programme which provides noise insulation and ventilation to eligible houses within our Air Noise Boundary. Over the last year we’ve completed approximately one property upgrade per month.

Turning the predator-free vision into reality

In 2024 Wellington Airport signed on as a major sponsor of Predator Free Wellington, helping turbo-charge their amazing work to create the world’s first predator-free capital city.

The local community has done an outstanding job ridding the Miramar peninsula of rats, stoats and weasels. With the airport forming a handy barrier, the next phase stretches from Island Bay to the CBD, including Kilbirnie and other eastern suburbs.





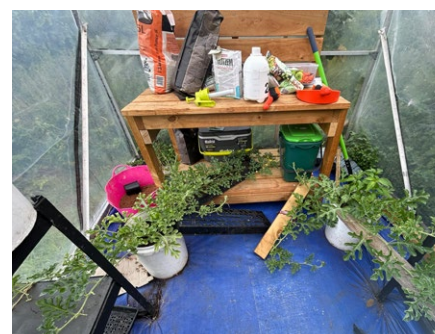
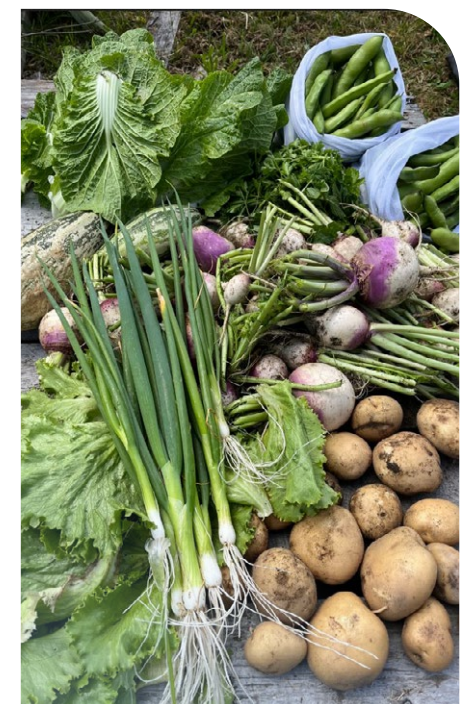
Wellington Airport Urban Garden

The Wellington Airport Urban Garden started in 2022 and is a now a thriving community garden and composting hub.

By utilising two vacant airport-owned sites on Bridge Street in Rongotai, we have created an urban garden that grows fresh produce and supports organisations composting food scraps into rich compost.

Our friends at [Kaicycle](#) are now using our composting units to further their vision of establishing local compost hubs and urban farms in every suburb of Pōneke.

We host educational sessions throughout the year and love welcoming school groups, corporates and community groups on site for visits, working bees and planting opportunities. The food we grow is currently given to local community centres, pātaka, neighbours and volunteers.



Jawed Yousufi,
Wellington Airport
Urban Garden
coordinator

