

2020 Corporate Social Responsibility Report Executive Summary

The second annual Metropolitan Washington Airports Authority Corporate Social Responsibility Report, titled “We are All in This Together,” focuses on COVID-19 pandemic response and a number of other initiatives during this unprecedented year. This executive summary highlights key initiatives, while the entire report can be viewed on the Airports Authority’s website at: <https://www.mwaa.com/about/corporate-social-responsibility>.

Rising to the COVID-19 challenge

The Airports Authority implemented sweeping changes in response to the COVID-19 pandemic and its historic impact on the aviation industry. Throughout the evolving crisis, the Airports Authority worked closely with federal, state and local health authorities to keep employees and customers safe and healthy. A wide variety of new safeguards were introduced, including mandatory face coverings for all employees and customers, daily health screenings for employees, increased cleaning of high-touch areas, the addition of more than 7,000 social distancing signs and increased educational messaging.

Community

Serving the community and supporting local organizations are critical parts of the Airports Authority’s commitment to the National Capital Region. Airports Authority employees participated in a wide variety of events with organizations that supported and strengthened local communities in Virginia, the District of Columbia and Maryland. 2020 activities included community service by employees to fight the COVID pandemic, a virtual Dulles Day Plane Pull benefiting our longtime charitable partner Special Olympics Virginia, community outreach events by Airports Authority police and fire departments and the ongoing facilitation of discussions around aircraft noise impacting local communities.

Environment

The Airports Authority is committed to developing and implementing sustainable business practices while providing world class transportation facilities. This commitment was strengthened in 2020 through the release of the Airports Authority’s first sustainability plan. Elements of the plan include reducing fuel use through electrification of our transportation systems, increasing the efficiency of buildings, increasing water use efficiency, reducing the amount of municipal solid waste generated and sent to landfills, development and maintenance of a culture of sustainable administration and more efficient use of public transportation.

Supplier Diversity

Building and maintaining a community of diverse suppliers increases the Airports Authority’s ability to explore new ideas and gain access to creative solutions to respond to diverse customer needs. This commitment was reaffirmed in 2020 through the participation in its contracts by local small businesses and businesses owned by minorities and women. Companies participating in the Airports Authority’s two supplier diversity programs, the Disadvantaged Business Enterprise (DBE) Program and the Local Disadvantaged Business Enterprise (LDBE) Program, received more than \$173 million in contracts in 2020. The Airports Authority also strengthened strategic partnerships with over 40 minority and small business trade and advocacy organizations representing diverse jurisdictions, gender and ethnicity. These organizations, together, serve over 50,000 businesses regionally.

People

An investment in the Airport's Authority's most important resource – people -- continued in new ways in 2020 with a focus on helping employees develop their skills and leadership potential in a healthy, diverse and inclusive workplace. A number of initiatives in 2021 will further increase awareness and improve representation as the Authority continues to work toward a more diverse workforce.

In the face of the COVID-19 pandemic, the Airports Authority proactively implemented a variety of preventive measures for its employees, including restricting non-essential travel and large-in-person meetings, new telework policies, health screenings of employees and visitors, social distancing, providing personal protective equipment and introducing customized training addressing the diverse needs of our workforce.

In ongoing efforts to hire people who reflect the community in which we live, the Airports Authority's 2020 initiatives included recruiting at job fairs, partnering with colleges and universities, sponsoring events and participating in workshops and panels. These efforts helped improve representation by underrepresented groups in our workplace, which is important to work that requires an emphasis on attracting and hiring people who represent different genders, ethnicities and experiences.

Safety and security

The Airports Authority promoted a culture of safety and security in 2020, continuing its commitment to protect employees, customers, stakeholders and infrastructure across facilities. An intense, comprehensive training program ensures the airports are places where everyone travels safely. Our unique location in the National Capitol Region allows Airports Authority public safety teams to work closely with dozens of law enforcement, fire and rescue and emergency preparedness organizations through a mutual aid partnership. Our relationships with our counterparts across the region help us accomplish our mission of promoting a culture of safety and security for our customers.

Governance

The Airports Authority continued its commitment in 2020 to maintaining the highest standards in corporate governance. Part of this commitment was ensuring the Airports Authority's core values of Collaboration, Integrity, Mutual Respect, and Pride were aligned throughout the company and demonstrated through our dedication to compliance, ethics, integrity, and the fiduciary and civic responsibilities ingrained in the company's creation. Our goal is effective corporate governance to ensure long-term success in support of the Airports Authority's core mission to facilitate the flow of people, goods and ideas to and through the National Capital Region, particularly in the face of unprecedented challenges from COVID-19.