

2017  
**Sustainability  
goal summary.**





On track



Flat



Lagging



Discontinued / merged

CATEGORY		2020 GOAL	FY2017	2017 PROGRESS
 <b>Employee and guest safety.</b>		Decrease medium risk safety events (>3+) by 20% over 2017.	<b>new</b>	Our previous goal of no more than 3 events per year was achieved in 2016. The new goal incorporates Virgin America and establishes 2017 as the baseline year.
		Employee safety reporting increased to 26% over 2017 baseline (reports per employee).	<b>new</b>	Our previous goal of increasing safety reporting by 27% over a 2012 baseline was achieved in 2016. The new goal incorporates Virgin America employees and establishes 2017 baseline year.
 <b>Employee engagement.</b>		Employee engagement scores at 80% or more (with no less than 75% for each division).	<b>-13%</b>	Employee engagement scores declined in 2017, in part related to our merger integration, from 82% to 69%. Focus groups and listening sessions were conducted to give employees more opportunities to discuss issues and partner on next steps.
		Great Place To Work recognition by at least one external national organization.	<b>1</b>	Alaska was ranked among Forbes' "America's Best Employers" for the third year in a row.
		Integrate diversity and inclusion initiatives into people strategies of our four largest work groups, representing 85% of employees.	<b>new</b>	This new goal incorporates Virgin America and establishes 2017 as the baseline year.
 <b>Ethical labor standards for suppliers.</b>		Embed Alaska's Supplier Code of Conduct into all vendor contracts.	<b>new</b>	This goal has been modified from "Incorporate Code of Labor Standards into 100% of covered vendor contracts by 2020." We launched a new supplier code of conduct program in 2017 and will share our progress in our 2018 report.
 <b>Reduce emissions.</b>		Sustainable aviation fuel in use at one or more of our airports.	<b>NA</b>	Negotiated an MOU with Sea-Tac airport to bring sustainable aviation fuels to local operations. No longer a standalone goal. Beginning in 2018, we will track this goal as part of reducing aircraft emissions.
		Reduce aircraft emissions by 17% per RTM over 2009 baseline.	<b>0.03%</b>	Emission intensity down 13% over baseline towards 17% goal. Reflecting the integration of Virgin America's fleet, total emissions increased slightly for the first time in 14 years. [Goal modified from 20% to reflect integrated operations with the acquisition of Virgin American, and Horizon Air regional flying].



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CATEGORY		2020 GOAL	FY2017	2017 PROGRESS
 <b>Reduce emissions (cont).</b>		Electric vehicles increased to 44% of motorized fleet for Alaska & Horizon combined.	<b>35%</b>	This goal has been discontinued, as vehicle emissions account for less than 0.5% of AAG total. Inventory of electric GSE remains at 35%, not including acquired Virgin America inventory.
		Facility energy consumption reduced by 15% from 2008 baseline. (BTU/ft2)	<b>NA</b>	This goal has been discontinued, as emissions from facility operations account for less than 0.5% of AAG total emissions.
 <b>Reducing inflight waste.</b>		Inflight waste to landfill reduced by 70% over 2010 baseline (lbs./passenger).	<b>-21%</b>	Waste to landfill per passenger was reduced from an estimated 0.24 to 0.19 lbs./passenger in 2017—a 54% over our baseline year. Key actions included replacing remaining glass beer bottles with aluminum alternatives and reinstating our cup refill policy. Flight attendants captured 82% of all recyclable material.
		Recycling programs instituted at 100% of ground-based facilities.	<b>NA</b>	Tracking discontinued due to insufficient material impact relative to other goals. Recycling and composting programs at ground facilities will continue.
 <b>Reduce paper consumption.</b>		Paper consumption reduced by 50% per departure over 2012.	<b>-5%</b>	Paper consumption per departure was reduced 5% in 2017 and 39% over our baseline year, largely due to innovations in providing technology to frontline employees.
		Inflight consumable serviceware is 100% sustainably-sourced.	<b>NA</b>	This will continue to be a focus area, integrated with our inflight waste reduction goal.
 <b>Economic and educational outcomes.</b>		Increase economic and education outcomes for 100,000 youth and workers.	<b>23,000</b>	An additional 23,000 youth and members of the workforce participated in our sponsored educational initiatives in 2017. Since 2014, we've reached over 69,000, on track to meet our goal of 100,000. We combined our educational outcomes goal with our original goal to “create economic opportunities and job skills for 700 workers in the Sea-Tac area”.