









# Sustainability goal summary.



CATEGORY	2020 GOAL	FY2018	2018 PROGRESS
<b>Employee and guest safety.</b>	Decrease medium risk safety events (3+) by 20% over 2017.	<b>40% reduction</b>	We had 6 medium safety risk events in 2018: a reduction of 40% compared to 2017.
	Employee safety reporting increased to 26% over 2017 baseline (rate/10,000 departures).	<b>Up 14.7%</b>	Our employee reporting increased 14.7% over 2017. Increased reporting helps target safety improvements in our operation, and contributes to driving down our high risk safety events.
<b>Employee engagement.</b>	Employee engagement scores at 80% or more (with no less than 75% for each division).	<b>N/A</b>	Our Flight Path employee engagement program began in 2018 and targeted engaging every employee. Due to a vendor change, we postponed our survey until 2019.
	Great Place To Work recognition by at least one external national organization.	<b>1 of 1</b>	Alaska was ranked among Forbes' "America's Best Employers" for the fourth year in a row.
	Integrate diversity and inclusion initiatives into the people strategies of our four largest work groups.	<b>3 of 4</b>	Our divisional work has progressed well, and is on track to complete all four largest work groups as well as smaller groups in 2019.
<b>Ethical labor standards for suppliers.</b>	Embed Alaska's Supplier Code of Conduct into all vendor contracts.	<b>72%</b>	Continued momentum in 2018, with the challenge that only a portion of contracts are renewed each year.
<b>Reduce emissions.</b>	Reduce aircraft emissions by 17% per RTM over 2009 baseline through flying efficiencies and biofuel (CO2/RTM).	<b>13% improvement over 2012</b>	Continued efficiency progress continues, though slowed from previous trajectories. We are continuing our partnership with NASA to evaluate Traffic Aware Planner technology and we continue to pursue RNP procedures.

On track
 Flat
 Lagging

CATEGORY	2020 GOAL	FY2018	2018 PROGRESS
 <b>Reducing inflight waste.</b>	 Inflight waste to landfill reduced by 70% over 2010 baseline (lbs./passenger).	<b>65% improvement over 2010</b>	Our 2018 auditing underrepresented our Airbus fleet, and our waste per passenger is likely higher than calculated. Our 2019 auditing will better capture our entire integrated fleet.
 <b>Reduce paper consumption.</b>	 Paper consumption reduced by 50% per departure over 2012.	<b>42% improvement over 2012</b>	We are on trajectory to hit our goal in 2019.
 <b>Economic and educational outcomes.</b>	 Improve economic and education outcomes for 100,000 youth and workers.	<b>88,841</b>	An additional 19,685 youth and members of the workforce participated in our sponsored educational initiatives in 2018, for a total of 88,841.