

*18<sup>th</sup> North American Airport Wildlife Management Conference, Sep 13<sup>th</sup> 2023, Kelowna BC*

***Preventive wildlife strike strategy implemented at the airports operated by Fraport Greece during the C-19 pandemic***

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# Bio at Fraport Greece (2017 – Present)



- January 2<sup>nd</sup> 2017 moved from Berlin to Athens with a new job appointment
- April 11<sup>th</sup> 2017 Handover manager at Zakinthos International Airport
- Official Wildlife Hazard Management Trainer
- Change management during the 4-years construction programme
- Building a team for birdstrike prevention
- Set up the Wildlife Hazard Management Committee Meetings
- Exchange of best practices within Fraport Group and other airport operators
- Developed a trust and just culture with the airlines, and other stakeholders
- Representation of Fraport Greece at the ACI Europe Environmental Strategy Committee
- Presentation of the Wildlife Hazard Management System at aviation and ecology conferences
- Conducted the Fraport Greece Biodiversity Conservation Programme in 2020
- Continuous improvement mechanisms with external assurance and an extrovert culture
- Published the results on the Journal of Airport Management
- Organized three airport runway run events and a Fraport Greece running team as part of the corporate sustainability activities

# Agenda

- Introducing Fraport Greece
- Traffic and PAX data
- Corporate culture and training developments
- Wildlife strike prevention strategy
- Management approach
- Communication approach
- Wildlife control methods
- Collaboration with our stakeholders
- Biodiversity conservation
- Promotion of the wildlife strike prevention strategy



# Introducing Fraport Greece



## Key Features

- 40-year concession of 14 Regional Airports
- Scope: upgrade, operate and continuously develop all Airports
- €1.234 billion Upfront Concession Fee
- Initial capex of at least €415 million until 2021
- Annual Fixed Concession fee of €23 million
- Annual Variable Concession Fee of on average 28.5% of Operational Profit
- 600 Direct employees / 12.000 Indirect employees

## Privatization Objectives

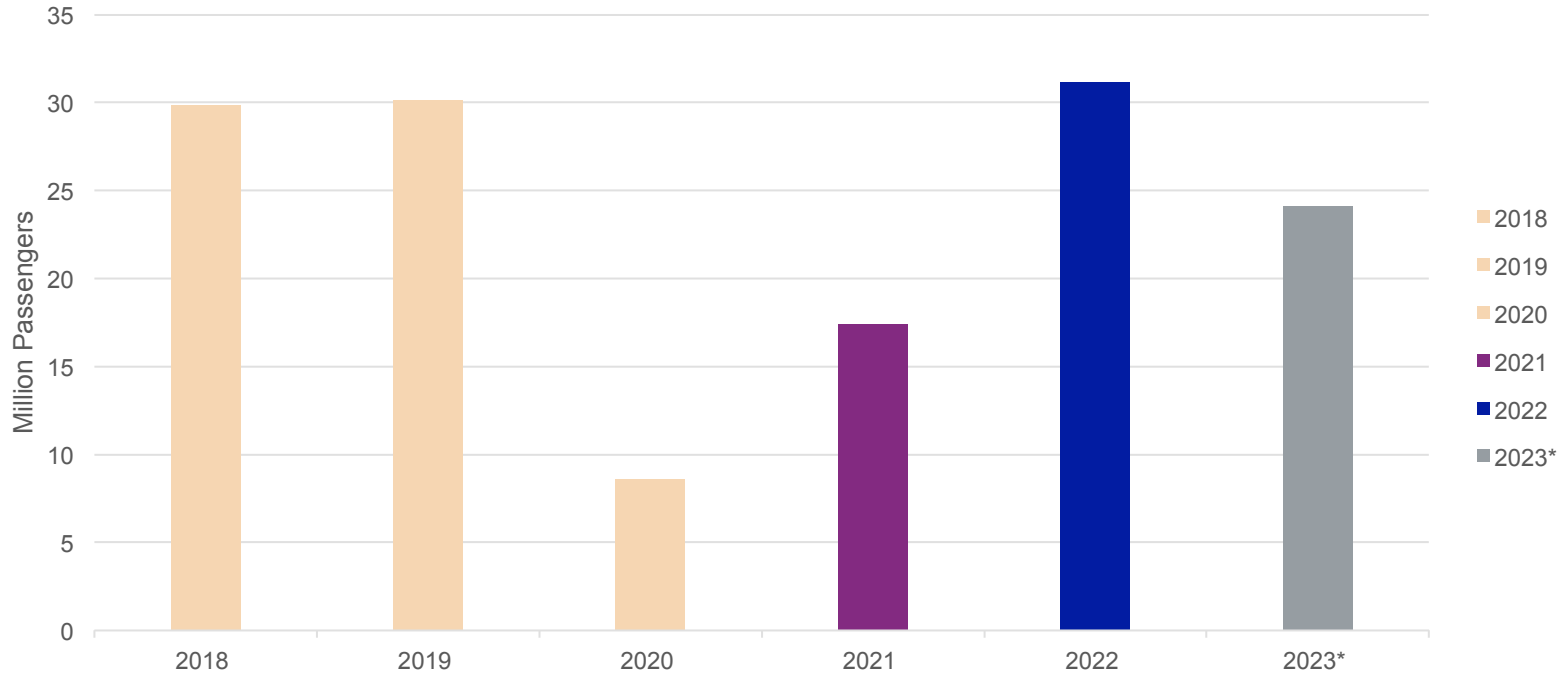
- Ensuring adequate service levels in the crucial tourism sector in Greece
- Maximizing proceeds of transaction
- Ensuring ongoing contribution to treasury

The shareholders of Fraport Greece are **Fraport AG Frankfurt Airport Services Worldwide**, the **Copelouzos Group** and **Marguerite the 2020 European Fund**.

# Passengers per Year (2018 – up to August 2023)



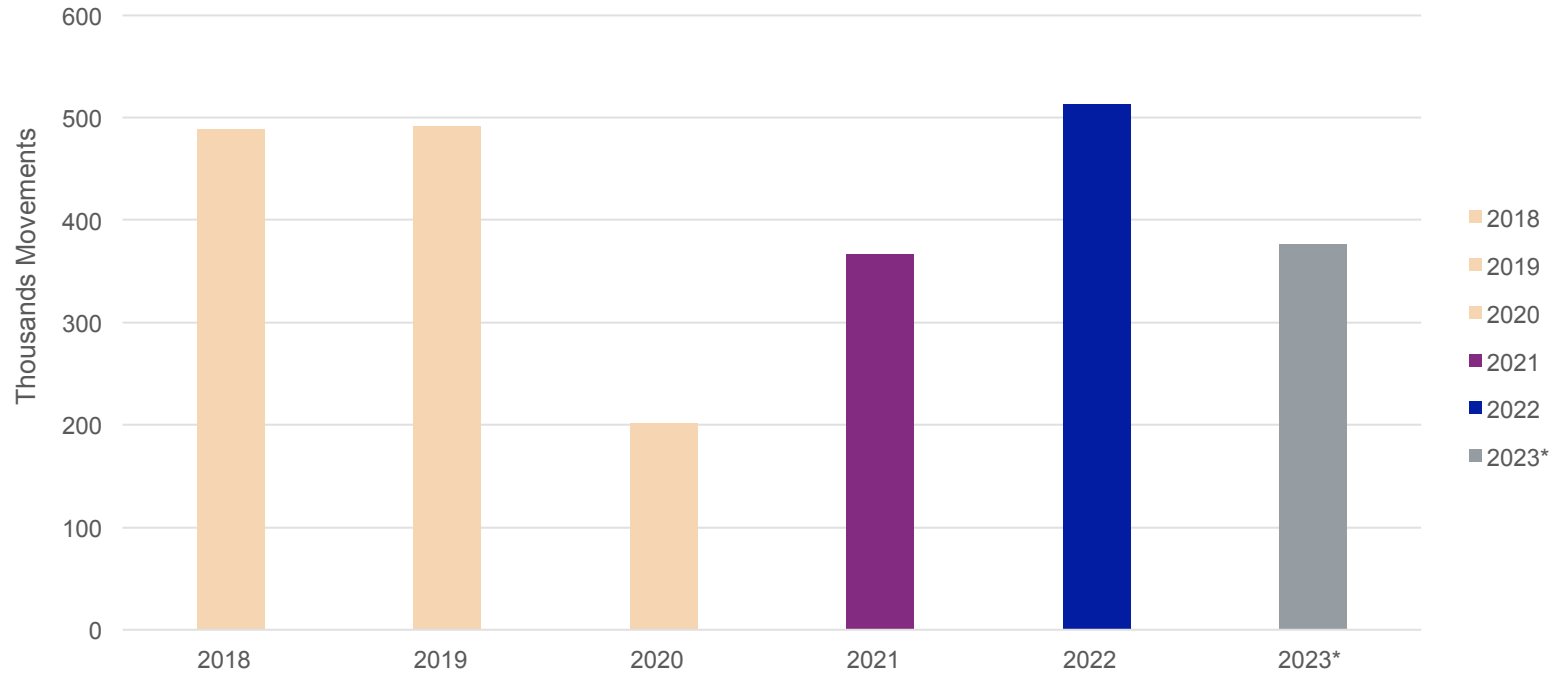
Passengers Per Year- All Airports



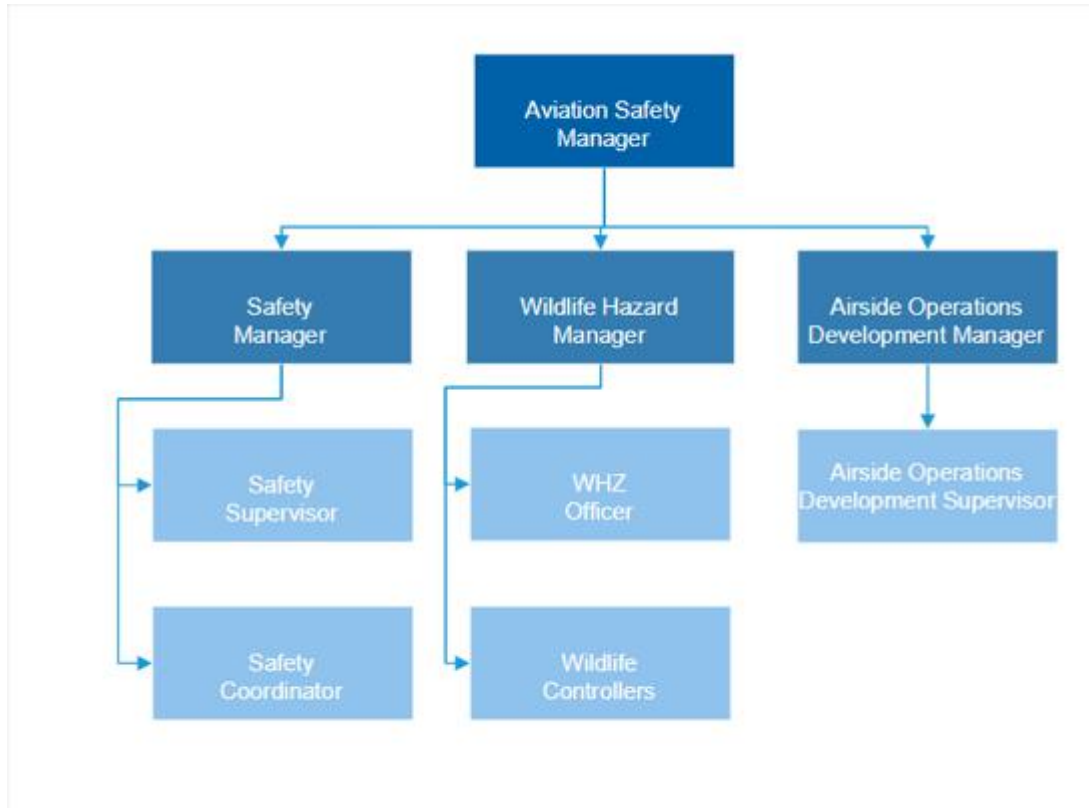
# Total Movements per Year (2018 – up to August 2023)



Movements Per Year – All airports



# Organizational Structure – COO Division





# Management Approach – Safety First



No reductions were made during the pandemic regarding personnel involved in wildlife control and purchase of wildlife control equipment

On the contrary, the Wildlife Control Team at SKG has grown in 2021 and lawn tractors were added in the airport fleet for an effective habitat management



# Corporate culture and Training developments

FRAPORT GREECE CORPORATE VALUES  
Values to Behaviors : The culture we want to create!

Integrity



Respect



Collaboration



Creativity



Competence



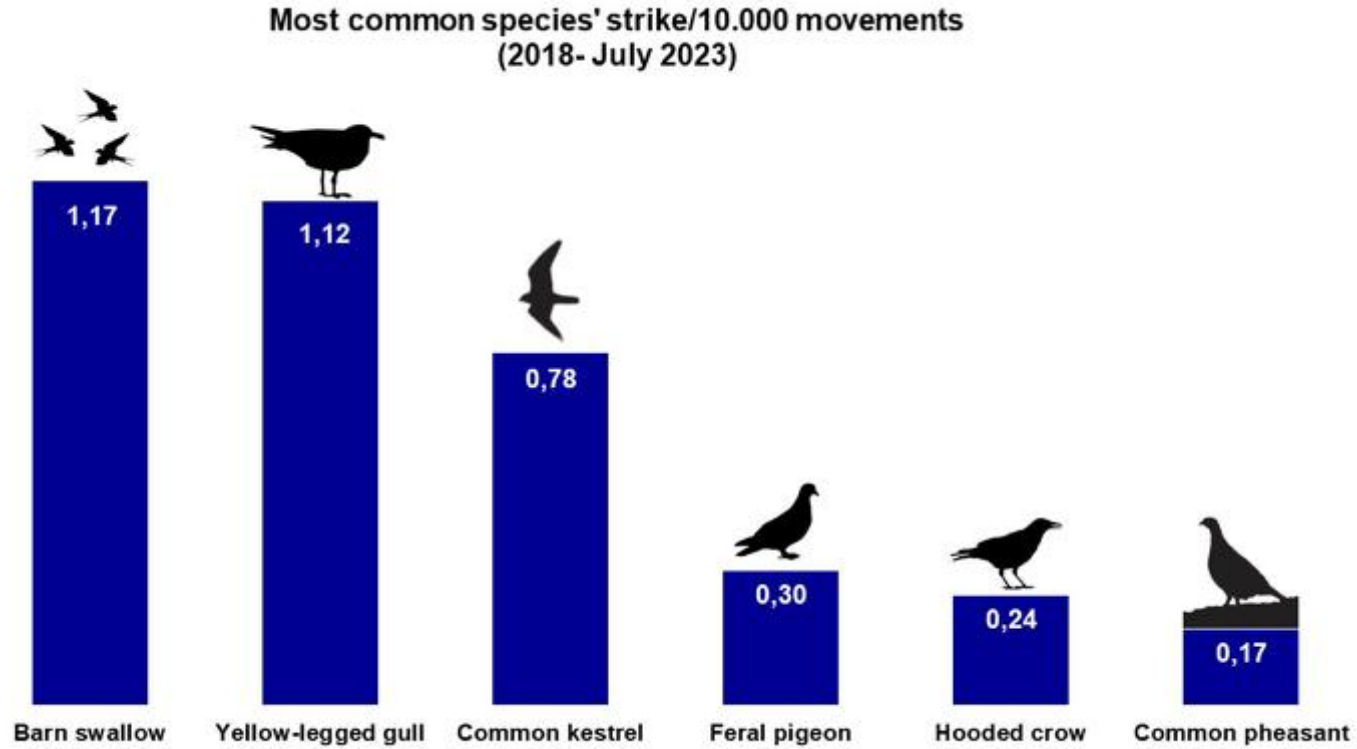
Fun



**Human Capital at the center of our interest** : COVID-19 acted as an accelerator for positive changes such as:

- Create a shared understanding of the post-COVID Corporate Vision & Mission as well as corporate values that will guide Fraport Greece in a dynamic and challenging business and operational environment
- Build adaptability of the human capital through continuous learning by:
  - Introducing and implementing the corporate strategy for "Learning without barriers"
  - Aligning training methods and schemes to a new digital era and using Learning Management System to its full potential

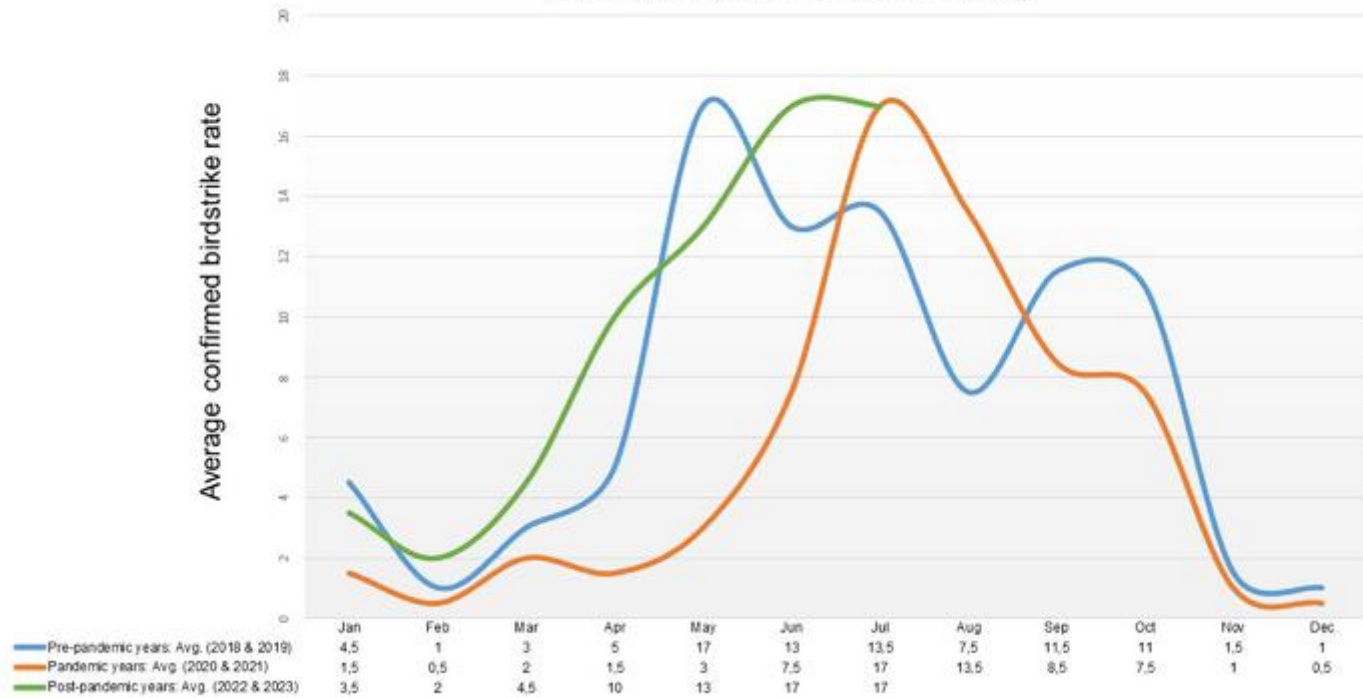
# Wildlife Strike Risk Profile – All Airports



# Wildlife Strike Risk Profile – All Airports



**Confirmed wildlife strikes per 10.000 aircraft movements  
(bird species with a mass >100gr)**



# Wildlife Control Methods



- Risk-based wildlife control methods
- Bioacoustics, digital sounds
- Pyrotechnics, standard and long range
- Anti-bird laser
- Selective lethal control
- Decoys, kites, balloons, gel repellents
- Trapping, ringing & translocation for the common kestrel
- In house research to develop habitat/wildlife indices
- Cooperation with external ecologists/ornithologists
- Data-based habitat management, eg. Soil tilling

# Wildlife Strike Prevention Strategy – In a Nutshell



- Ensuring management commitment
- Data-based, risk-based and proactive approach
- Communication with the airside operations personnel
- Enrichment of wildlife control methods
- Species based management plans
- Wildlife surveys up to 13Km
- Communication with the airlines
- Communication with the ground handling companies
- Development of new KPIs to evaluate performance
- Research and development
- Promotion of the wildlife strike prevention strategy

# Wildlife Strike Prevention Strategy



Clear instructions were given to the airside operations personnel about:

- The frequency of RWY inspections (proactive for wildlife control)
- Communication with the ATC (time needed for bird control, results)
- Wildlife control at the perimeter areas
- Fence inspection (plus airside vehicle gates)
- Monitoring of wildlife attractants
- Record keeping
- Collection of data upon a wildlife strike

***“Bird control is a continuous process that requires constant effort and time”***



# Communication Strategy with the Aircraft Operators



- Open/Trust culture with the airlines
- Regular meetings' agenda:
  - Cross check of our wildlife strike databases
  - Common understanding on confirmed and possible wildlife strike definitions
  - Communication of the wildlife strike prevention strategy during the pandemic years
  - Wildlife strike investigations
- Questionnaires received by the airlines

# Communication Strategy with the Ground Handling Companies



- Collection and delivery of wildlife strike remains on the aircraft
- DNA analysis in collaboration with a Greek University
- Blocked parts of long parked aircraft
- Proper waste management to eliminate organic waste
- Regular agenda items during the safety committee meetings

# Internal Communication Strategy



- Detailed information has been provided to our airport OPS personnel, through webinars on:
  - The importance of dispersing birds even with no traffic at all
  - Bird biology and behavior
  - The need to implement an integrated approach with a variety of bird control measures
  
- Recap before the recommence of operations in June 2020, in May 2021 and April 2022
  
- Online participation in the Safety Committee meetings

# Biodiversity Conservation



- Best practices in wildlife hazard management
- Demonstrate leadership in airport biodiversity conservation
- Marine and terrestrial biodiversity conservation research
- Wildlife trafficking prevention



## Preventive wildlife strike strategy implemented at the airports operated by Fraport Greece during the COVID-19 pandemic

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**DIONYSIOS NTAMPAKIS**  
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Dionysios Ntampakis is a highly motivated professional specialising in wildlife surveys, training, wildlife strike risk assessment, wildlife hazard management programmes and biodiversity conservation. Dionysios holds a Master of Science in Wildlife Management, Conservation and Control (University of Reading, UK) and a Master's in Aviation Management (TH Wildau, Berlin, Germany). He has more than 15 years' experience in conflict mediation between wildlife and aviation safety.

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**DIMITRIOS MONOGIOS**  
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Dimitrios Monogios has more than 25 years of working experience in the airline, ground handling and airport industry out of which 22 years has been in organisation and employee development (O&D). He has expert ability to lead project teams and translate employee-required knowledge, skills and behaviours into high-impact learning designs, curricula and workshops to create an internal knowledge transfer. He has extensive teaching experience with more than 4,000 training hours in Management – Aviation Safety and Human Factors training. Dimitrios Monogios obtained his BSc in Statistic and Actuarial Sciences from the University of Piraeus, a Diploma in Quality System Management from the European Organization for Quality and a Master's in International Business Administration (MBA) from Glasgow University.

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- First presented at the *World Birdstrike Association Conference that took place during the British Irish Aviation Expo in Excel London on 23<sup>rd</sup> of June 2022*
- Published on JAM in Spring 2023



***Thank you  
for your attention***

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