



# ESG & Sustainability Annual Report

1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024

Find out more at  
[peelports.com](https://www.peelports.com)

Peel Ports Group  
**More Than Ports**

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## Acronyms, Definitions and Units

Acronym (Units)	Definition
PPG	Peel Ports Group
GRI	Global Reporting Initiative
GRESB	Global Real Estate Sustainability Benchmarking
SBTI	Science Based Target Initiative
TCFD	Taskforce Climate Related Financial Disclosures
EPC	Energy Performance Certificate
MWh	1,000,000 watts
tCO <sub>2</sub> e	tonnes of carbon dioxide equivalent
kt	1,000 tonnes
ML	1,000,000 litres
TRIR	Total Recordable Injury Rate
SECR	Streamlined Energy & Carbon Reporting

We have used QR codes throughout this condensed report to purposely minimise text in order to reduce the amount of pages and save paper and ink use.

# Peel Ports Group

We are the UK's second largest port operator, safely handling 70 million tonnes of cargo each year, around 14% of the total market share.

**2,000**  
employees across  
the UK and Ireland

**7** ports &  
**24** terminals

**70 million**  
tonnes of cargo  
handles each year

**1.5bn +**  
invested in the last ten  
years

**14%**  
UK market share

**2040**  
Net zero across our UK  
port operations by 2040

But we're much more than ports, as a major employer in the regions where we operate, we're creating trade opportunities, supporting jobs and developing skills for the future, all while reducing the impact of our operations on the environment.

# A message from our CEO



## Welcome to our second annual ESG & Sustainability report.

A steadfast commitment to responsible and safe working practices, sustainability, and ethical conduct are at the heart of our business and operations.

Every one of our teams at Peel Ports Group is fully committed to driving a sustainable agenda – seeking to keep people safe, reduce the environmental impact of our operations and address social inequality.

This compact report serves as a testament to our unwavering resolve to integrate sustainability into every facet of our operations, from supply chain management to community engagement.

Throughout this report, you will find comprehensive insights into the progress we are making on our key ESG initiatives, and the challenges we continue to tackle head-on. From reducing our carbon footprint and promoting diversity and inclusion within our workforce to fostering transparent governance structures, every action we take is guided by our commitment to creating long-term value for all stakeholders.

As we reflect on the past year’s achievements and look forward to the future, I am reminded of the profound impact that collaboration and collective action between our teams and partners can have on building a more sustainable and equitable business.

I’d like to extend my sincere gratitude to all colleagues, customers and partners for their unwavering support and dedication to our shared vision.

Together, we will continue to drive positive change and make a meaningful difference to a more sustainable future.

**Claudio Veritiero**  
Chief Executive Officer  
Peel Ports Group

# Reporting on our progress

## Key Highlights FY24

ESG related ISO Certifications +18%	Gained Group Certification to ISO50001 energy management standard	Silver member 5% Club; increased number of apprenticeships from 35 to 85
44 early career ambassadors	Commenced installation of the largest UK roof-mounted solar farm at the Port of Liverpool	Launched ED&I programme and gender champions

## External Recognition FY24

Sustainable Company of the Year 2024	Glasgow Business Awards – Green Champion Award winner	We're supporting the UN Goals	CIPS Corporate Ethics	Supply Chain Sustainability School Gold member
GRESB 3 Star rated	The 5% Club member	Armed Forces Covenant Gold Membership	Sedex member	Lucideon ISO50001

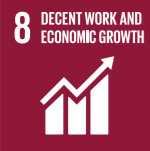





“As we progress and move forward, we continue to be motivated by doing the right thing. We want to grow the business sustainably – this means supporting people, enhancing local communities and working towards a cleaner, greener environment.”

**Lewis McIntyre**  
Managing Director – Port Services

# Our targets and commitments

## Progress against ESG Strategy; FY24–FY28

	Commitment	Status	Progress
 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	We will commit to 50,000 hours (25 hours per employee) each year to training, professional development and personal well-being.	<span style="color: green;">●</span> Achieved	In FY24 we achieved 54,923 hours of training across the Group which gave an average training hour per employee of 28 hours.
	We will recruit a total of 100 apprentices and graduates by 2028 with 50% of the Intake from diverse and inclusive backgrounds.	<span style="color: orange;">●</span> On-Target	85 apprentices enrolled on earn and learn apprenticeship programmes at present. ED&I program launched with a focus on enabling greater diversity at all levels
	We aim for zero harm across our activities by 2028	<span style="color: orange;">●</span> On-Target	Delivery of the 3-Year EHS strategy FY22-FY25: TRIR utilised as a performance metric.
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	We will ensure that 50% of the energy provided to our ports & tenants will be renewable by 2030.	<span style="color: orange;">●</span> On-Target	Renewable projects identified for Liverpool, Sheerness, Heysham, Hunterson & Manchester Ship Canal (Eastham). Solar panel installation has commenced at Liverpool. The QEII at Eastham's hydropower facility is fully operational.
	We will ensure that all new buildings have an EPC rating of B and all existing buildings will have a rating of C by 2028	<span style="color: orange;">●</span> On-Target	Contractor has been engaged to support the project over the next 5 years. Work underway including desk-study review of existing data for each unit. EPC assessments commenced were data gaps exist.
	We will collaborate on 15 innovative projects with industry & educational institutions by 2028.	<span style="color: orange;">●</span> On-Target	3 projects have been delivered (Clean Maritime Hub, MBA consultancy challenge & Climate Interdependencies);

	Commitment	Status	Progress
 <p><b>13</b> CLIMATE ACTION</p>	We will reduce our UK Scope 1 (S1) & Scope 2 (S2) emissions to Zero by 2040	<span style="color: orange;">●</span> On-Target	Scope 1 and Scope 2 emissions for FY24 have been independently verified. Emissions are aligned with our 2040 Net Zero commitment.
	We will measure our Scope 3 emissions by 2023 and set a target to reduce Scope 3 emissions In 2024	<span style="color: orange;">●</span> On-Target	Scope 3 emissions are being measured. Scope 3 target(s) are in development.
	We will create a climate adaptation plan for each port by 2025	<span style="color: orange;">●</span> On-Target	Adaptation and improved resilience measures identified for Port of Liverpool. Delivery plan developed. Progressing to develop plans for other port clusters.
 <p><b>14</b> LIFE BELOW WATER</p>	Investment of £40K annually towards scientific research focused on the protection, conservation and enhancement of marine biodiversity	<span style="color: green;">●</span> Achieved	Continued support of existing priority habitats; exploration of opportunities at Hunterston and delivery of the marine biosecurity plan.
	We will enable at least one beneficial reuse of dredged material initiative per SHA* by 2028	<span style="color: orange;">●</span> On-Target	Stakeholder Groups established; Heysham, Mersey, Medway, Clyde & G. Yarmouth. Beneficial reuse scheme underway in Liverpool
	We will aim for zero pollution incidents across our activities by 2028	<span style="color: orange;">●</span> On-Target	New oil spill response contractor appointed. Audit of spill equipment across all port locations



# UN Goal: Decent work and economic growth

The UN's Sustainable Development Goal 8: Decent Work and Economic Growth aims to substantially reduce unemployment, whilst making working conditions fairer across the globe.

We're committed to promoting a positive and safe working environment with fair conditions which enables a wider, productive impact on UK trade and regional economic growth.

### Armed Forces – Gold Award

With around 10% of the Peel Ports workforce comprising of individuals with a military background, we fully recognise the value that veterans bring to the team. This year, the business received a gold award from the MOD, recognising our work in supporting reservists, veterans and charities across a number of programmes.



### 5% Club Silver accreditation

Peel Ports Group is delighted to announce that we have been awarded Silver accredited membership via The 5% Club's Employer Audit Scheme. This award highlights our significant contribution to the continued development of all our colleagues through "earn & learn" initiatives.

Find out more here



### Focus on ED&I: Gender Gap Report

Since our last report, we are proud to have grown both our female representation and the retention of female talent within our business. Our biggest achievement so far relates to the increase in female applications to the business, which has grown by over 26%.

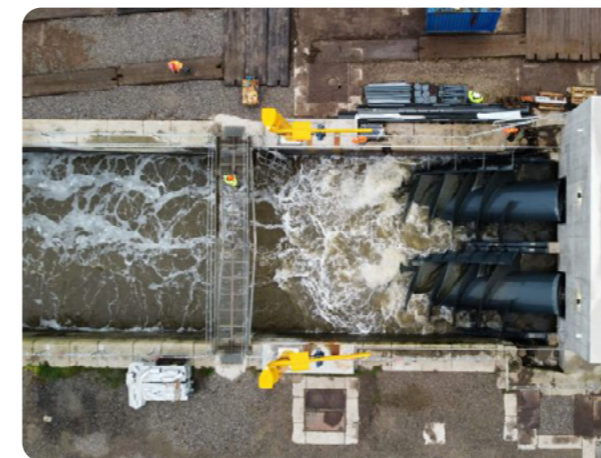
Read the full Gender Pay report here



# UN Goal: Industry, innovation & infrastructure

The UN's Industry, Innovation & Infrastructure Goal 9 is particularly relevant to Peel Ports Group as a business where innovative infrastructure plays a central role in supporting UK trade and successful supply chains.

We fully recognise the urgency for developing sustainable infrastructure investment, so much so that we have prioritised Goal 9 in our ESG strategy.



### Hydropower at QEII Eastham

A state of art twin Archimedean screw generator is now connected to the Dock's electricity network, generating 1,500,000 kWh per year. Enough energy to power 10,000 homes annually.

Find out more at



### Launch of UK's largest solar project

Working with E.ON, we are working to install the UK's largest solar energy system at the Port of Liverpool, comprising 63,000 solar panels which are expected to save 6,500 tonnes of CO2 per year.

Read more at



### BG Freight Line launches four greener vessels

The new ships will use a state-of-the-art scrubber to catch CO2 and sulphur particles, as well as having increased capacity for cargo which will result in a lower carbon footprint per container.



For more information





# UN Goals: Climate action

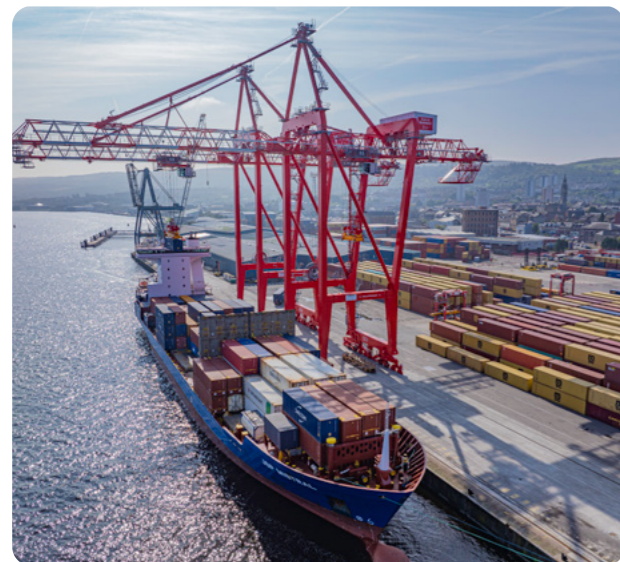
The UN's Climate Action Goal 13 is key to our strategy. Climate change threatens our very way of life. If we are to have a sustainable future, we need to take immediate action to stabilise our climate.

Climate change poses risks to the stability and safety of our port operations, including potential disruptions to shipping routes, increased storm surge impacts, and damage to port infrastructure.

### Working on the first green shipping corridor

Working with NatPower Marine, we are working to deliver the first green shipping corridor between the UK and Ireland, seeking to significantly reduce emissions.

Read the full story here



### Carbon neutral towage

22 Svitzer tugs operating across Peel Ports locations have been converted from Marine Gas Oil to HVO. Annual emission reductions of close to 15,000 tonnes of CO2 are expected in support of our net zero commitments.



More at



### Enhancing the sustainability of our dredge operations

We have established beneficial re-use groups across all of our ports to assess opportunities for our dredge material to deliver environmental benefits. We have also begun using a new energy efficient LNG dredger across the Port of Liverpool and KGV Dock in Glasgow

More at



# UN Goals: Life below water

The UN's Life below water Goal 14 is of significant relevance to our operations and activities.

We recognise that marine activities can impact environments through pollution and disturbance of marine life and habitats. We take steps in line with national and international legislation to assess and mitigate potential impacts from our marine activities and are committed to taking steps to initiate positive change. We also work with our port users to encourage the sustainable use of our marine areas.

### Launch of Biosecurity plan

Non-native species (NNS) are species which have been introduced, intentionally or accidentally, to areas outside of their natural range as a result of human activity. These species become invasive (INNS) when they establish and proliferate to the point where they inflict unwanted social, economic or environmental impacts. The newly launched Peel Ports Biosecurity Plan provides guidance and tools to reduce the biosecurity risk associated with NNS across all of our ports.

### Working with the Woolston Eyes Conservation Group

We're actively supporting the conservation of the Manchester Ship Canal and its habitats by working in partnership combining the specialist skills and experience of various Groups including; the Woolston Eyes Conservation Group, Natural England and the RSPB to conserve and enhance the site.

### Inaugural Group Marine environmental award

The Peel Ports Group Marine Environmental Award was presented to Glasgow Science Centre, The University of Glasgow and the Clyde Marine Planning Partnership for their floating wetland project installed at Prince's Dock in Clydeport. The Award recognises extraordinary efforts to protect and enhance the marine environments across our marine jurisdictional areas.

More at



# Community – Supporting social and good causes

## ENABLING THE FUTURE

### Snowdon Charity Walk – Sean’s Place

Working in partnership with Men’s Mental Health Charity ‘Sean’s Place’, members of the team arranged an energetic fundraiser walk up Mount Snowdon. The team raised an incredible £2,000.

### Y Kids & The Port of Liverpool

The Port of Liverpool has donated to Liverpool-based Children’s Charity Ykids who provide opportunity and education for children in some of the country’s most deprived areas. These funds are allowing the charity to carry on with the vital work they do in providing interactive classes, workshops and events.

### Raising funds for homeless charity

Staff from the Group Finance Team visited the Emmaus charity based in Seaforth to present a donation. The funds were raised as part of the World Cup 2018 Fantasy Football League. Emmaus Merseyside provides support to help people escape homelessness by offering meaningful work, food and shelter.



### School kids name £25m cranes at Greenock

Kids at a local school in Greenock named the port’s brand new cranes in a competition delivered with Inverclyde council.

More on this story



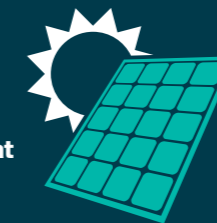
# ESG performance dashboard

## Environment

### Solar Panels

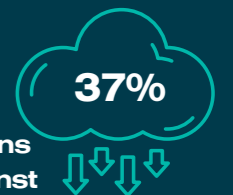
**7,000** Solar Panels

Installation commenced at Alexandra Dock Sheds FY24 part of 63,000 panel scheme at Port of Liverpool



### CO2

Reduction in Scope 1 & Scope 2



Greenhouse Gas Emissions from port operations against FY20 baseline (SECR)

## Social

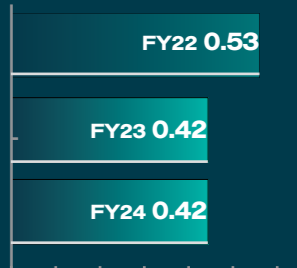
### HR

**85** Active apprenticeships



### Safety

**0.42** Total Recordable Injury Rate (TRIR)



## Governance

### ESG Rating

**+53%**

Improvement in GRESB ESG rating from 2021



### Audit / Standard

**94%**

of port locations with triple ISO accreditation (14001, 9001, 45001)



# ESG Data

	2023	2024
<b>Governance</b>		
ESG Rating; GRESB	82%	90%
% Locations; ISO Accreditation (14001, 9001 & 45001)	76%	94%
Climate; Physical Risk Assessment	100%	100%
<b>Environment</b>		
GHG; Scope 1 & Scope 2; Ports; Mkt (tCO2e)**	26,459	32,598
GHG; Scope 1 & Scope 2; Ports; Loc (tCO2e)**	18,812	20,814
GHG; Scope 1 & Scope 2; Ports & Shipping Loc (tCO2e)**	172,781	199,222
GHG Intensity; tCO2e/kt; SECR/Loc/Ports**	0.33	0.39
Non-Renewable Electricity Purchased; (MWh)	155,915	155,682
Air Emissions; Permit Exceedances	0	0
Water; 3rd Party Potable (m3)	375,705	424,251
Waste; Port Operations; (t)	*	4,734
Port Clusters; Beneficial Reuse; Dredging	1	1
Freehold Property (Ha); Designated Habitat	5,288	5,288
Annual Expenditure; Biodiversity	*	>£40,000
<b>Social</b>		
Number of Full Time Employees	2,046	1,962
% Employees paid Real Living Wage	99%	100%
Training Hours Delivered	52,505	54,923
Average Training Hours/Employee	32	28
Ratio of Employees; Women:Men	10.4/89.6	11.4/88.6
Gender Pay Gap	-9.29%	+2.07%
Number of Apprenticeships	39	85
Total Recordable Incident Rate (TRIR)	0.42	0.42
Mental Health First Aiders	143	138
<b>Community</b>		
Armed Forces Covenant	Silver	Gold

\* Data not Recorded

\*\* Independently verified to ISO14064-3

# GRI Alignment

Peel Ports Group has reported the information cited in this GRI content index for the period FY24 ending 31st March 2024, with reference to the GRI Standards.

GRI Standard	Disclosure	Page Number(s)
	2-1 Organizational details	1
	2-3 Reporting period, frequency, and contact point	1, 16
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	3
	2-22 Statement on sustainable development strategy	6, 7
	2-28 Membership associations	5
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	6, 9
	203-2 Significant indirect economic impacts	6, 8
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	9, 7, 11
	303-5 Water consumption	14
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	7, 11
	305-1 Direct (Scope 1) GHG emissions	14
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	14
	305-4 GHG Emissions intensity	14
	305-5 Reduction of GHG emissions	13, 7
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	6, 8, 13, 14
	GRI 403: Occupational Health and Safety 2018	6, 8, 13, 14
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6, 8, 13, 14
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	14
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	14
	GRI 405: Diversity and Equal Opportunity 2016	6, 8, 14
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	12



**Peel Ports Group**

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