

ENVIRONMENT, SOCIAL & GOVERNANCE POLICY

Peel Ports plays a critical role in ensuring the continuation of the supply chain in the UK, we take our responsibilities seriously. The nation relies on us for the continuation for the import and export of vital goods.

We aim to create safe, sustainable, long term opportunities for colleagues, customers and communities by ensuring they have the chance to share in the continued prosperity of investments.

Peel Ports Group is committed to:

Employment and Skills:

- Creating employment opportunities within the communities that we operate
- Developing our people through training to give them new skills for the future
- Building leaders of the future through our leadership development programme
- Creating a successful and inclusive environment where our people can thrive
- Removing barriers to employment for underrepresented and disadvantaged groups whilst building talented and diverse teams to drive business results
- Offering employment opportunities to those who serve or have served in our armed forces
- Pay 100% of our employees the Real Living Wage, ensuring equal pay for equal work

Local Business & Economy:

- Working with supplier customer base, to encourage ethical and sustainable business practices
- Providing opportunities for small and medium sized enterprises by procuring goods and services locally where possible
- Respecting human rights and not tolerating modern slavery within our supply chain
- Collaborating with industry and educational institutions on innovative projects

Community Engagement:

- Supporting young women gain the skills and confidence to pursue careers in STEM
- Supporting employee nominated local charities
- Encouraging our people to be as engaged as possible in making a difference in their community
- Through our health and wellbeing programme, support our people to live healthier lives

Net Zero and Biodiversity:

- Delivering our plan to be Net Zero by 2040
- Using resources efficiently to reduce waste, targeting continual improvement in recycle and re-use
- Playing our part to reduce air pollution, noise and nuisance within our local communities
- Develop our sites using modern sustainable building practices
- Working with stakeholder groups to research, protect and enhance marine biodiversity

Governance, Measurement & Reporting:

- Maintaining clear accountability for delivering this policy
- Monitoring and reporting our performance through an annual report
- Continuously standards, improving efficiency and effectiveness

We will communicate this policy to our employees, customers, supply chain partners and relevant interested parties and review it on an annual basis.

A stylized, handwritten signature in black ink, reading "Claudio V.".

Claudio Veritiero

Chief Executive Officer - Peel Ports Group

April 2025