



ESG & Sustainability Annual Report

1st April 2024 – 31st March 2025

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
PPE	Personal Protective Equipment
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
tCO2e	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 with 14% of the total market share.

2,010

employees across the UK and Ireland

7 ports & 24

terminals

70 million

tonnes of cargo handled 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 attracting inward Investment, 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 third annual ESG and Sustainability report for the 12 months ending 31 March 2025



Over the past year, we have continued to advance our ESG agenda—strengthening our contribution to the regional economies and communities in which we work, reducing carbon emissions, and investing in the protection, support, and development of our colleagues.

Health and safety remains our foremost priority—for our people and for everyone who interacts with our operations. Across the year recordable injury rates declined throughout the Group, enabled by our EHS strategy and investments. However, in April 2025 we were deeply saddened by a fatality in our operations at the Port of Liverpool. This tragedy is a stark reminder of why we must remain uncompromising in our approach to ensuring a safety-first culture so that everyone returns home safely each day.

Our commitment to our people goes beyond safety. We are investing in the future through training and apprenticeships, strengthening our wellbeing programmes and enhancing diversity and inclusion initiatives. We strive to be not only a responsible employer but a workplace where people feel truly supported, valued, and inspired to thrive.

We take immense pride in the vital role we play in feeding, powering, and building the nation. Yet our responsibility extends beyond this. We are equally focused on operating responsibly and investing sustainably—to further support UK trade, and drive forward regional economic growth and job creation, all while working diligently to lessen our environmental footprint.

We are encouraged by having achieved a remarkable 48% reduction in operational carbon emissions over the last five years, each step brings us closer to our ambitious goal of net zero by 2040.

Looking ahead, we will continue to embrace technology and innovation as powerful tools, while grounding ourselves in our commitment to environmental stewardship and to the people and communities we serve. Together we are dedicated to creating long-term value and a positive legacy for generations to come.

Claudio Veritiero
Chief Executive Officer - Peel Ports Group

Reporting on our progress

Key Highlights Financial Year 2024-25

44% Reduction in All Injury Rate from FY23

48% Carbon Reduction in UK Port Emissions from FY20

6.8% Reduction in Electricity Consumption from FY24

Launch of TECH365

Renewables; Acquisition 5 Wind Turbines; Liverpool

Gold Membership of 5% Club

Apprenticeships; Increased Apprenticeships 85 (FY24) to 125 (FY25)

Launched Net Zero Value Chain by 2050

External Recognition Financial Year 2024-25



GRESB 3 Star rated



Highly Commended Logistics UK (Dec '24)



We're supporting the UN Goals



CIPS Corporate Ethics



Supply Chain Sustainability School



The 5% Club Gold member



Armed Forces Covenant Gold Membership



Sedex member



Lucideon ISO50001



"Our drive to growing the business sustainably, reducing our environmental impact, supporting our people and enhancing sustainable performance is not without its challenges but one which every one of our teams have fully taken on board. Working together and responsibly every day gets us one step closer to achieving our goals."

Lewis McIntyre
Managing Director – Port Services

Our targets and commitments

Progress against ESG Strategy; Financial Years 2024 - 2028

8 DECENT WORK AND ECONOMIC GROWTH	We will commit to 50,000 hours (25 hours per employee) each year to training, professional development and personal well-being. Achieved In FY25 we achieved 66,528 hours of training across the Group which gave an average training hour per employee of 33.6 hours.
	We will recruit a total of 100 apprentices and graduates by 2028 with 50% of the intake from diverse and inclusive backgrounds. On-Target 125 apprentices enrolled on earn and learn apprenticeship programmes at present. Further work to be done on demonstrating the diverse backgrounds through our ED&I reporting and building upon the ED&I program launched in FY24.
	We aim for zero harm across our activities by 2028 On-Target TRIR utilised as a performance metric; Delivery of the 3-Year EHS strategy FY22-FY25 supports this target; TRIR performance has improved from 0.53 (FY22) to 0.38 (FY25).
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	We will ensure that 50% of the energy provided to our ports & tenants will be renewable by 2030. On-Target A renewables roadmap has been developed which currently exceeds the 50% target by 2030. Five wind turbines were acquired at Liverpool in FY25. Solar panel installation continues and 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 On-Target Progress is well underway. Phase 1 (EPC Audit & risk management tracker) & Phase 2 (EPC Assessments) have been mobilised and are ongoing. CBRE are engaged to support in delivering the programme over the next 5 years.
	We will collaborate on 15 innovative projects with industry & educational institutions by 2028. On-Target In FY25 we launched the Technology & Automation Strategy. Four additional innovation projects were completed; use of Electromagnetic Spreader at Sheerness, Robok AI Safety System at Liverpool, use of remote sensing for dredging operations & the CCP-Liverpool to Belfast Green Shipping Corridor feasibility report.

	Commitment	Status	Progress
13 CLIMATE ACTION	We will reduce our UK Port Scope 1 (S1) & Scope 2 (S2) emissions to Zero by 2040	On-Target	Scope 1 and Scope 2 emissions for FY25 have been calculated and independently verified. UK port emissions have reduced by 48% from FY20. Emissions reductions are aligned with our 2040 Net Zero commitment.
	We will measure our Scope 3 emissions by 2023 and set a target for their reduction in 2024.	Achieved	Scope 3 emissions have been measured. A formal commitment has been made to achieve Net Zero Emissions by 2050. This commitment is supported by short-term deliverables by 2030.
	We will create a climate adaptation plan for each port by 2028	On-Target	Adaptation plan generated for the Port of Liverpool. This will act as a blue print to advance other port clusters by 2028.
14 LIFE BELOW WATER	Investment of £40K annually towards scientific research focused on the protection, conservation and enhancement of marine biodiversity	On-Target	Continued support of existing priority habitats including exploration of opportunities at Hunterston. Following on from the Biosecurity Plan, we have continued to embed biosecurity into marine activities. Marine biosecurity information notes have been developed for activities across our ports to help reduce the biosecurity risk.
	We will enable at least one beneficial reuse of dredged material initiative per Statutory Harbour Authority (SHA) by 2028.	On-Target	Stakeholder Groups established; Heysham. Mersey, Medway, Clyde & G. Yarmouth. Beneficial reuse scheme underway in Liverpool. Our Stakeholder Groups continue to meet regularly to discuss opportunities for beneficial re-use.
	We will aim for zero pollution incidents across our activities by 2028	On-Target	Zero significant pollution incidents to the marine environment in FY25.



UN GOAL: DECENT WORK AND ECONOMIC GROWTH

We continue with our commitment to promote a positive and safe working environment with fair conditions which enable a wider productive impact on UK trade and regional economic growth.

Working towards provider status

We have secured official employer status and will begin delivering accredited Port Operations qualifications internally. Focused on marine and port operations, this initiative supports inclusive workforce development, strengthens local talent pipelines, and contributes to long-term sustainability through investment in future-ready skills across all our ports.

LEAD Forward: Developing Leaders

LEAD Forward is our newly evolved leadership development programme, delivered in partnership with Heart Leadership to strengthen the capability of managers and team leaders. Building on previous success of the initially introduced LEAD programme, we have so far developed over 100 leaders in their growth journey and as part of this programme delivered more than 17,000 hours of dedicated learning. The programme now integrates the Peel Ports Learning Academy Leadership Development Programme and the core learning available in our Excellence in Leadership Programme.

Gender Pay Gap

We are committed to improving diversity at every level of Peel Ports Group. While proud of our progress, we recognise there is more to do to achieve gender parity. Through our ED&I programme, we are driving long-term, positive change that supports our people, attracts future talent, and strengthens our business.



Journey to Zero Harm

In 2022 we launched an EHS Strategy with a clear vision to protect our people and the environment, and a goal of zero harm. Since then, we have made strong progress in reducing injuries, strengthening assurance, and embedding a more consistent safety culture across our ports. With that phase now complete, we are moving forward with a refreshed plan for 2025–2028, continuing the Journey to Zero Harm with a focus on behaviours, culture and collective commitment to sustained improvement.



STAR Awards – Celebrating Our People

The new Say Thanks And Recognise (STAR) Awards celebrate colleagues who consistently live our values and contribute to the success of Peel Ports Group. Replacing the ABCD Awards, STAR empowers peers, managers, and leaders to nominate individuals and teams whose achievements reflect our culture, strengthen our business, and uphold our commitment to safety and sustainable growth.

In the first year of the scheme (FY25), we received around 100 nominations and recognised 18 winners, spanning individuals, teams, divisions, and cross-functional collaborations.



UN GOAL: INDUSTRY, INNOVATION & INFRASTRUCTURE

As an industry leader, we continue to improve and innovate both processes and physical infrastructure. This snapshot showcases the key highlights and achievements over the last 12 months.

Sustainable Infrastructure – Building for the Future

Peel Ports Group continues to invest significantly to ensure our infrastructure is fit for the future, resilient, and efficient. In FY25, we relaunched our Sustainable Design Policy and are reviewing our Sustainability Process for Capital Projects, embedding sustainability considerations into the Project Delivery Gateway Process.

This approach ensures that energy efficiency, embodied carbon, renewable integration, and operational performance are addressed from the outset and links directly to our Scope 3 commitment, strengthening carbon accounting and supplier engagement to support delivery of our short-term targets.



Renewables Progress – Expanding Clean Energy

Peel Ports Group continues to invest in renewable generation across its network, supporting our target for 50% of the energy supplied to our ports and tenants to come from renewable sources by 2030.

In FY25, we purchased five existing wind turbines for the Port of Liverpool. These are expected to generate around 6GWh of clean electricity annually, with the impact reflected in FY26 carbon reporting.

The turbines form part of a broader pipeline of renewable projects scheduled over the next 12 to 18 months, expected to deliver around 33% renewable electricity for Peel Ports operations.

By prioritising on-site generation and planned grid connections, we are reducing reliance on fossil energy while enhancing the resilience and competitiveness of our ports.

Heysham – Driving Efficiency Through TECH365

Launched at the start of FY25, Peel Ports Group has committed £28m over the next five years to deliver a transformational Technology and Automation Plan. Built on a group-wide review, TECH365 focuses on optimising existing systems and embracing emerging innovations to enhance decision-making, customer service, efficiency, and resilience supporting our ambition to become the UK's leading port operator.

A flagship project within the programme is the £10m investment at Heysham Port, a vital trade link for the UK, Ireland, and the Isle of Man. Upgrades include a reconfigured trailer park, a new smart gate system, and a state-of-the-art terminal operating system to boost capacity, safety and efficiency. These improvements are already delivering tangible benefits for operators such as Stena Line, CLDN, and Isle of Man Steam Packet, accommodating growth and new ferries while reducing congestion.



Enabling Green Shipping and Shore Power

Peel Ports Group and NatPower Marine are partnering to deliver the UK's first commercial electric ship (e-ship) charging network, supporting ports across the UK and Ireland. This initiative will introduce shore power (cold ironing) to reduce emissions from docked vessels and provide chargers for electric cars, vans, and HGVs at key port locations.

As part of the wider programme, the first phase will focus on developing "green shipping corridors" on the Belfast–Heysham and Dublin–Birkenhead routes, underpinned by a potential investment of around £100m from NatPower Marine.



UN GOALS:
CLIMATE ACTION

Transition & Climate Risk
Integration

Peel Ports Group continues to integrate climate-related risks and opportunities into strategic planning. A high-level physical risk assessment across all ports has shaped adaptation priorities and informs future investments.

In October 2024, we delivered a cross-functional climate transition programme with senior leaders, identifying priority themes including energy resilience, renewable integration, low-carbon market opportunities, and regulatory readiness.

These insights, presented to the Executive Board in early 2025, now underpin our climate transition plan, positioning Peel Ports to manage evolving risks and capture opportunities that drive long-term resilience and sustainable growth.

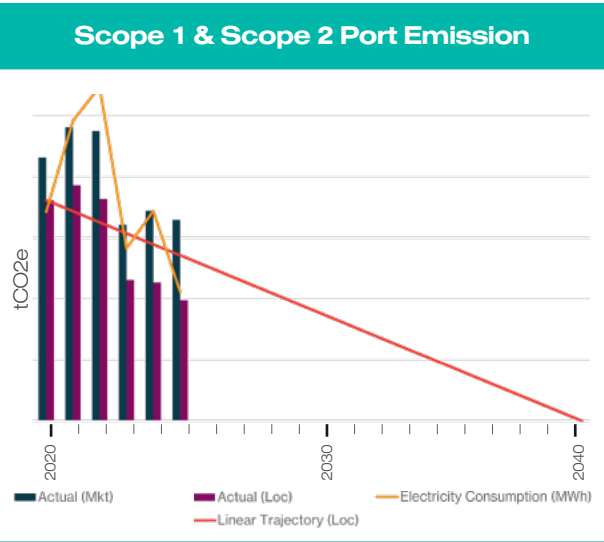
Scope 1 & Scope 2: Commitment
& Performance

In November 2021, we committed to achieving net-zero greenhouse gas emissions across our UK port operations by 2040, becoming the first major UK ports group to make this pledge.

We remain committed to this target and aim to cut Scope 1 and 2 emissions under operational control by 50% by 2030, against a 2020 baseline. In FY26, we will review the decarbonisation of our marine activities, which account for 12% of port emissions.

Emissions from FY20 to FY25 have been recalculated using updated methods and independently verified to ISO 14064-3. We have also moved to location-based reporting to enhance transparency, align with stakeholder expectations, and ensure credible, comparable data against our 2030 and 2040 net-zero goals.

UK port emissions are now 48% lower than FY20.



Decarbonising Our
Value Chain

Peel Ports Group is addressing Scope 3 emissions — the most complex part of our carbon footprint — through a pragmatic, collaborative strategy built around three pillars: engage, measure, enable.

With our new FY25 commitment to achieve Net Zero across the value chain by 2050, we are taking a more systematic and structured approach to working with customers and suppliers. This includes improving emissions data, setting science-based targets, and supporting shared decarbonisation goals.

We are also developing local decarbonisation working groups, port-specific Net Zero Action Plans, and transitional initiatives such as shore power and the Liverpool–Belfast Green Shipping Corridor. These initiatives establish the framework for delivering scalable, low-emission transport solutions across our network.

Energy Efficiency & Performance

Energy efficiency remains a key driver of Peel Ports' decarbonisation strategy, with a continued focus on reducing consumption. In September 2023, we achieved ISO 50001 certification, now covering 65% of FY25 energy use. Monitoring and targeting systems, together with site-level Energy Action Plans developed under ESOS Phase 4, support our target of a 2.5% annual energy reduction across Significant Energy Users from FY24 to FY28.

Total energy use is 2.8% lower than FY24, with electricity consumption down 6.8%. While overall fuel use has increased, the rise is lower than the 14% growth in cargo throughput, indicating continued improvements in operational efficiency.

Adapting to Physical Climate
Risks

Peel Ports Group, working with third-party experts, has completed climate risk assessments across all ports, identifying priority hazards to strengthen resilience through targeted actions.

Building on this, the Port of Liverpool's Local Adaptation Plan provides a blueprint for other locations, emphasising governance, risk understanding, and practical, low-cost measures for long-term resilience.

We voluntarily submitted adaptation progress for both Liverpool and Sheerness to DEFRA under ARP4, with the Climate Change Committee highlighting this work as an example of good practice.



UN GOALS:
LIFE BELOW WATER

Safeguarding Biodiversity Across
Our Estate

Peel Ports Group manages a diverse portfolio of ports and landholdings across some of the UK's most ecologically significant environments. We are custodians of 5,288 hectares of protected habitat, including areas with statutory designations and non-statutory sites maintained by dedicated conservation partners.

Whilst our primary focus remains on safeguarding biodiversity within our regulatory obligations, we continue to explore opportunities to integrate community engagement and habitat stewardship where it aligns with operational priorities and evolving legislation, including Biodiversity Net Gain requirements.

Partnerships with expert third-party organisations, such as the Woolston Eyes Conservation Group, are central to our approach. Their work at Woolston Deposit Grounds, a Site of Special Scientific Interest (SSSI), along the Manchester Ship Canal highlights the value of collaboration in maintaining and enhancing habitats.

Future reports will spotlight individual habitats across



our portfolio, demonstrating how our footprint integrates stewardship with sustainable growth.

Environmental Training (WiSE)

In May 2024, Peel Ports' marine department, alongside the Capital Projects team, local contractors, and operators Briggs, Boskalis, Van Oord, and neighbouring ports, completed a two-day WiSe Scheme training course.



The UK's national program for minimising marine wildlife disturbance, it covered ten modules, equipping attendees with accreditation to operate responsibly around wildlife in our Statutory Harbour Authorities. The training fosters a culture of wildlife protection among employees and third-party operators across our ports.

Marine Biosecurity

Following on from the Biosecurity Plan, we have continued to embed biosecurity into marine activities. We have developed marine biosecurity information notes for activities across our ports to help reduce the biosecurity risk, they can be accessed online:

- Reducing PPE biodiversity risk
- Reducing the biosecurity risk from recreational activities and organised events
- Reducing the biosecurity risk from aquaculture
- Reducing the biosecurity risk from hull cleaning

Take a look at the full Marine Environment report



Marine Environmental Award

Peel Ports awarded its 2024 Group Marine Environmental Award to the Living River Foundation for their outstanding work protecting the Medway Estuary.

Their 'Fish of the Medway Project,' launched in 2021, involves volunteers and students surveying the Medway No Take Zone to monitor fish stock recovery. The Foundation has removed 2 tonnes of marine plastic through beach cleans and promotes sustainability via plastic-free events and workshops, inspiring local communities, schools, and businesses



Community

Supporting social and good causes

ENABLING
THE FUTURE

Greenock Hockey Club in Peel Ports Sponsorship agreement.

In 2025, Peel Ports Group entered the first year of a three-year sponsorship agreement with Greenock Hockey Club. As main strip sponsor for the women's first team, the kit design features the iconic 'Titan' Crane, a landmark symbol of Greenock. This partnership reflects our commitment to supporting local sport while strengthening the connection between the port and its community.



Peel Ports Apprentices Set Sail

Seven Peel Ports apprentices have embarked on an unforgettable week-long tall ship adventure with the Merseyside Adventure Sailing Trust (MAST), proudly supported by Peel Ports Group.

Sailing from Falmouth back to Liverpool, the apprentices became part of the working crew—learning the ropes, building resilience, and developing vital teamwork and leadership skills. Guided by Peel Ports mentors, the voyage provided hands-on experience, boosted confidence, and strengthened collaboration.

This initiative reflects our commitment to investing in early careers, social mobility, and personal development, helping young people gain practical skills while creating lasting memories at sea.



Port of Liverpool Charitable Activities

Colleagues at the Port of Liverpool got involved in a multitude of charitable fundraising activities across the year including MacMillan Coffee Morning, solidarity march to raise funds for Haven Hospice, sponsoring a children's football team, donations to Zoe's Place and other initiatives in support of local men's mental charity Sean's Place.

Peel Ports Group – Champions at the Big Logistics Challenge

Peel Ports Group proudly took part in the annual Big Logistics Challenge, an event designed to promote equality, diversity and inclusion across the sector. Our team emerged as the champion from 34 different organisations taking part, while also learning from other organisations leading positive change. The challenge reinforced our commitment to building a more inclusive workplace and driving progress across the logistics sector.



PPG transfers apprenticeship levy for local charity employees.

Peel Ports extended its Apprenticeship Levy support beyond internal development by funding apprenticeships through MyMCT (previously SPARK), a social enterprise empowering disadvantaged and disengaged youth in the Liverpool City Region. Two MyMCT staff members, Greg Jones and Phoebe Cook were supported through Level 6 management qualifications, reinforcing the Group's commitment to social mobility, community development, and inclusivity



ESG performance dashboard

Environment

Renewable Power

33%

PPG Electrical Consumption; installed or being installed next 18 months



CO2

Reduction in Scope 1 & Scope 2

Greenhouse Gas Emissions from UK port operations against FY20 baseline



Social

HR

125 Active apprenticeships
257% increase from FY23



Safety

0.38
Total Recordable Injury Rate (TRIR)



Governance

ESG Rating

56%

Improvement in GRESB ESG rating from 2021



Audit / Standard

94%

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



ESG Data

	2023	2024	2025
Governance			
ESG Rating; GRESB	82%	90%	92%
% Locations; ISO Accreditation (14001, 9001 & 45001)	76%	94%	94%
Climate; Physical Risk Assessment	100%	100%	100%
Environment			
GHG; Scope 1 & Scope 2; UK Ports; Mkt (tCO2e)**	32,193	34,466	32,973
GHG; Scope 1 & Scope 2; UK Ports; Loc (tCO2e)**	23.121	22,681	19,826
GHG; Scope 1 & Scope 2; Ports & Shipping Loc (tCO2e)**	210,478	202,678	201,151
GHG Intensity; tCO2e/kt; SECR/Loc/Ports**	0.33	0.39	0.28
Non-Renewable Electricity Purchased; (MW/h)	157,524	159,500	122,405
Air Emissions; Permit Exceedances	0	0	0
Water; 3rd Party Potable (m3)	375,705	424,251	387,172
Waste; Port Operations; (t)	*	4,734	4,871
Port Clusters; Beneficial Reuse; Dredging	1	1	1
Freehold Property (Ha); Designated Habitat	5,288	5,288	5,288
Annual Expenditure; Biodiversity	*	>£40,000	>£40,000
Social			
Number of Full Time Employees	2,046	1,962	2,010
% Employees paid Real Living Wage	99%	100%	100%
Training Hours Delivered	52,505	54,923	66,528
Average Training Hours/Employee	32	28	33.5
Ratio of Employees; Women:Men	10.4/89.6	11.4/88.6	12.2/87.8
Gender Pay Gap	-9.29%	+2.07%	+2.84%
Number of Apprenticeships	39	85	125
Total Recordable Incident Rate (TRIR)	0.42	0.42	0.38
Mental Health First Aiders	143	138	120
Community			
Armed Forces Covenant	Silver	Gold	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 2025, with reference to the GRI Standards.

GRI Standard	Disclosure	Page Number(s)
GRI 2: General Disclosures 2021	2-1 Organizational details	1
	2-3 Reporting period, frequency, and contact point	1, 16
	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
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	14
	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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NET ZERO
2040

ENABLING
THE FUTURE

