

In the Community

A positive impact on people and places.



ENABLING

THE FUTURE





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WELCOME



**This is a great time to be engaged
in the maritime industry.**

**It is somewhat of a 'hidden gem'
in the UK economy generating
investment, jobs, opportunities and
prosperity across the country.**

As one of the largest port operators in the UK, we have an obligation to maximise these benefits for the communities in which we operate.

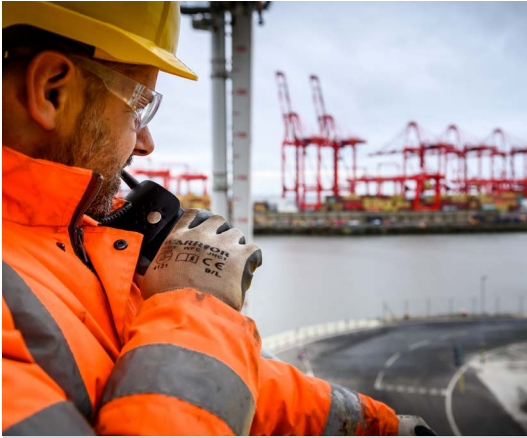
Our intention is to be a highly successful commercial enterprise, but also a sustainable one. We believe we can be an agent for positive social and environmental change in the areas we serve.

Read on to discover how we are aiming to enable the future to benefit many, for generations to come.

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

A handwritten signature in black ink, reading "Claudio V.", written in a cursive style.

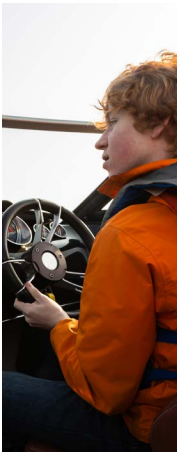




ENABLING

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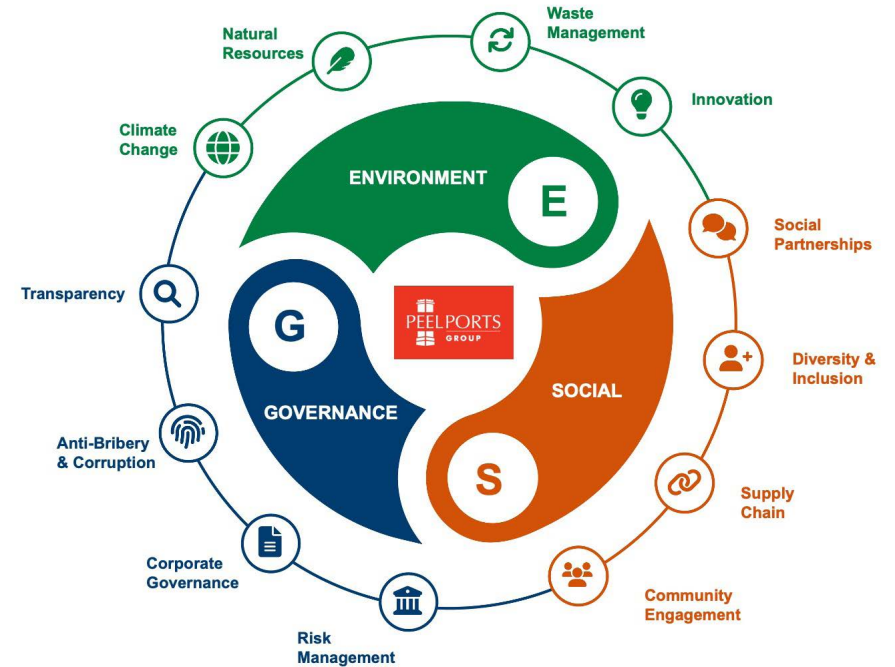
FUTURE



Enabling the Future is our new programme which showcases our sustainable and responsible business agenda

It's what we are collectively doing to have a positive impact, by:

- Taking pride in all we do and how we do it
- Improving our efforts in developing equality, diversity and inclusion
- Minimising our impact on the environment
- Supporting community projects



MORE THAN WORDS



Our new CEO, Claudio Veritiero, explains what our 'Enabling the Future' programme means to him and what it aims to achieve.

How would you describe the 'Enabling the Future' programme?

As a business playing a key role in the UK's supply chain, we help to enable the flow of trade and critical goods and we recognise that our role is vitally important. Regional economies, local businesses and communities are dependent on our service. We also recognise the part we play in the UK's economy and 'Enabling the Future' represents our collective efforts to grow as a sustainable business.

Why is this important to you?

'Enabling the Future' is essentially what we do every day but not everyone knows that. I believe it's important that we explain the benefits we bring to local people, communities and businesses, especially those closest to where we operate.

Why is it important to the business?

Being a responsible business is not just for now, it's forever. We are focused on growing the business but we must do so by ensuring we are responsible in the way we act and that we positively impact the people who live within close proximity to our business, our local communities and the environment.

We already have some of the best credentials in the industry for our net zero commitments. This was recognised by our peers and by the government this year as we received the Maritime 2050 award from Maritime UK, arguably the top accolade for any business in our industry with an eye on sustainable growth.

What is your vision for the future?

There's a lot we are proud of but we also know there's a lot still to do. Change can't happen overnight and we must make incremental changes along the way to improve and become a better and more sustainable business. The collective hard work and dedication of everyone in the company is something we must nurture and build on.

We have big ambitions and this will mean it's not just about what we do but how we do it. I can see the business developing by growing sustainably. This will mean expanding and enhancing our services, investing in infrastructure and people, and ensuring our regions and communities see the benefit of what we do and how this impacts positively on them too.

THE ROLE OF PORTS



The maritime sector makes a huge contribution to local economies and overall is worth more than both rail and air combined.



6.35



Jobs in the wider economy supported by each individual job in the maritime sector

800,000

Jobs supported by the overall maritime sector

125k 627k

jobs supported directly by UK ports

jobs supported



£37bn turnover and
£10.8bn GVA contribution
from the maritime sector

£10.5k

Average extra annual income supported by maritime sector compared to national average wage



£2.67

GVA created in UK economy for every £1 contributed directly by port sector

£500m

Collective annual investment by ports each year

Sources: Maritime UK / CEBR, Maritime UK, British Ports Association

COMMUNITIES IN

FOCUS: LIVERPOOL

8 in 10 of the total workforce employed at the Port of Liverpool live in the Liverpool City Region



33%

of the Port of Liverpool workforce live within the Borough of Sefton

Peel Ports is the largest business registered in the borough of Sefton, by turnover



3%

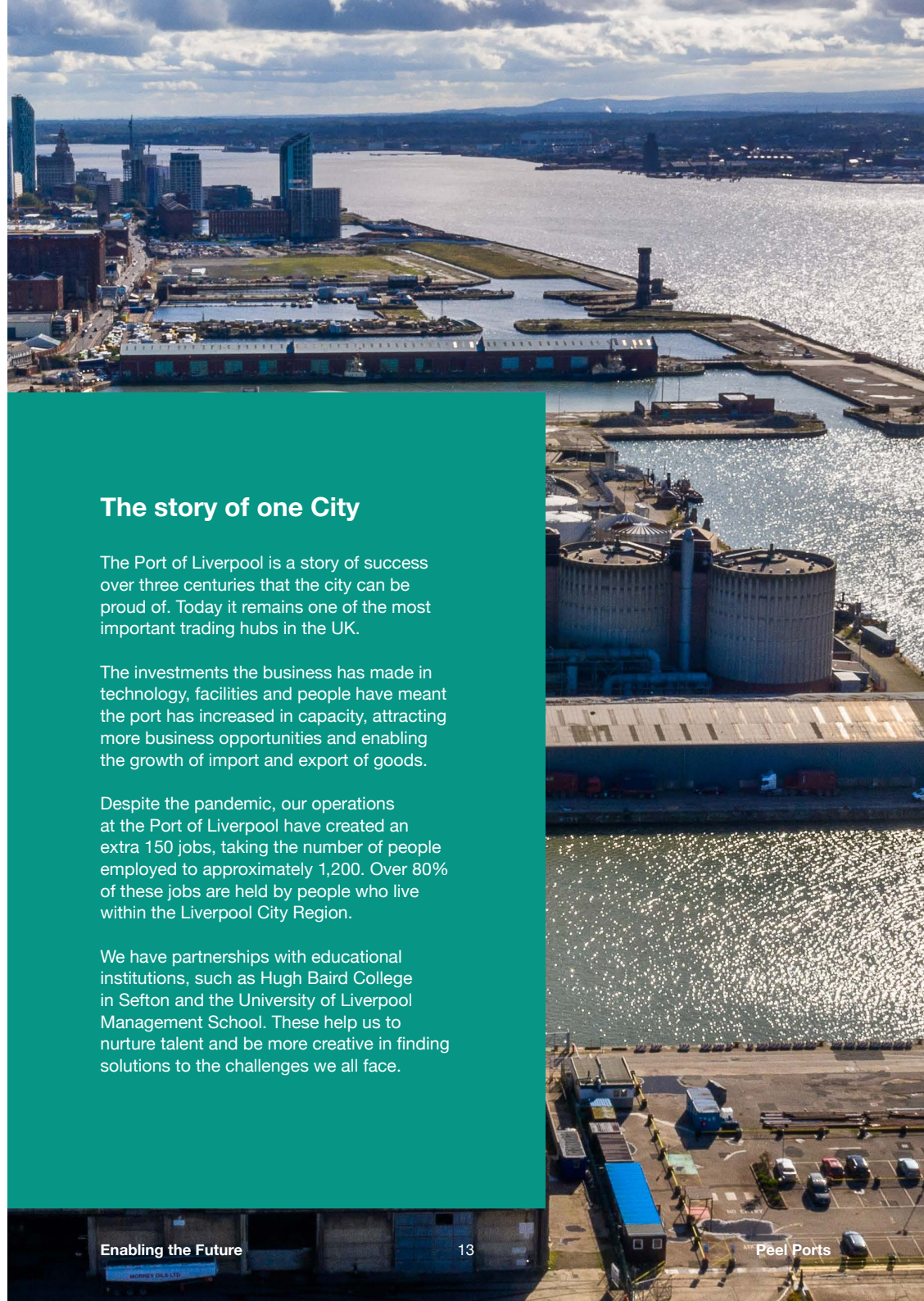
Total full-time employment is equivalent to 3% of all private-sector full-time employment in the borough



Total investments of **£750m+**, bringing new jobs and business opportunities to the area

37%

of the total apprenticeships across the port live within the borough



The story of one City

The Port of Liverpool is a story of success over three centuries that the city can be proud of. Today it remains one of the most important trading hubs in the UK.

The investments the business has made in technology, facilities and people have meant the port has increased in capacity, attracting more business opportunities and enabling the growth of import and export of goods.

Despite the pandemic, our operations at the Port of Liverpool have created an extra 150 jobs, taking the number of people employed to approximately 1,200. Over 80% of these jobs are held by people who live within the Liverpool City Region.

We have partnerships with educational institutions, such as Hugh Baird College in Sefton and the University of Liverpool Management School. These help us to nurture talent and be more creative in finding solutions to the challenges we all face.

COMMUNITIES IN

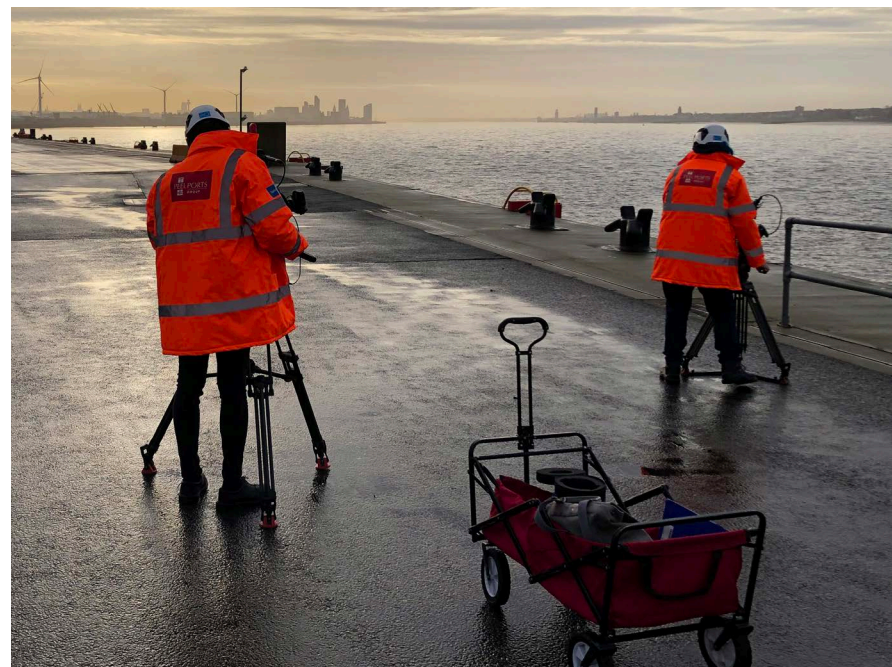
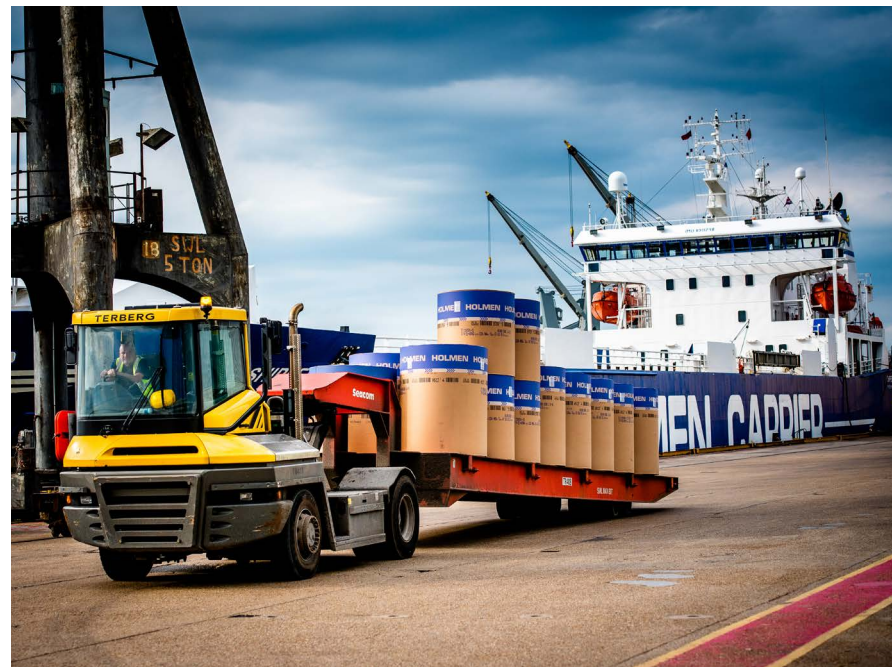
FOCUS

London Medway and Liverpool in the media spotlight

Ports have been the focus of much media attention recently due to interest in the supply chain as a result of situations such as Brexit and the Pandemic.

Over the last few months we have hosted several media crews showing off the great work of our teams. The Port of Liverpool hosted BBC North West at the end of last year as well as the BBC One Show at the start of 2022.

Most recently, colleagues at London Medway were featured in a BBC South East piece that discussed the history and growth of the port, the pride of people who work there and how the local community benefits from jobs and opportunities.





How money is invested is hugely important, not only to the commercial success of our ports but the prosperity of local economies and the employment, skills and training on offer.

Read on to learn about just some of the investments we have made across our network of ports.

Liverpool

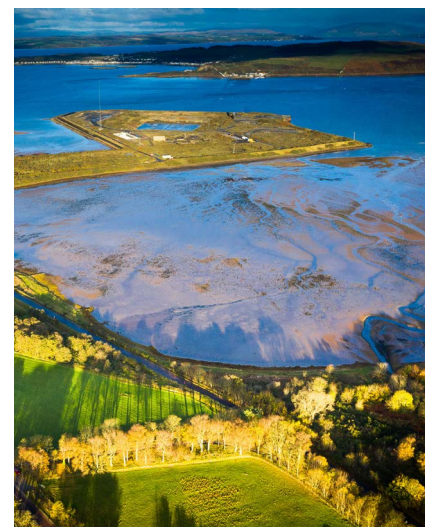
A £400 million project was recently completed, creating a deep-water container terminal and enabling vessels from all over the world to call directly into the heart of the UK. The facility is one of the most modern and efficient terminals in the world, future-proofing the port for decades to come.

Greenock Cruise Terminal

This £14m cruise berthing facility and visitor centre at Greenock Ocean Terminal, led by Peel Ports and Inverclyde Council, will be completed in 2022.

It offers a restaurant and a gallery, and will boost the number of cruise ship passengers welcomed to Scotland, allowing over 150,000 passengers to pass through Greenock Ocean Terminal each year.

It's estimated it will provide £26m in annual visitor and crew spend to the local Scottish economy.



Hunterston PARC

Hunterston Port and Resource Campus is a nationally significant industrial and multi-modal port located less than 40 miles from Glasgow.

Our vision at Hunterston PARC is to create an energy and marine campus, bringing together leading industry operators, world-class universities and the latest innovators to deliver technological advances in areas such as power generation and aquaculture.

Hunterston PARC has the potential to support sustainable North Ayrshire communities for generations to come providing up to 1,700 jobs that will avoid local people having to travel long distances for work.



Great Yarmouth Energy Hub

Great Yarmouth is at the centre of the world's largest market for offshore wind, with massive, ongoing growth potential. Currently, projects worth more than £39bn over the next 30 years are being delivered from the borough. The East Anglia One project alone is expected to include a series of construction projects over the next 15+ years, with each project followed by over 20 years of operations and maintenance activity.

The Great Yarmouth and Lowestoft Enterprise Zone comprises six sites across the coastal towns, supporting the clustering of energy businesses and creation of high-skilled jobs. The zone has the potential to create 18,500 new jobs over the next 25 years.

The port of Great Yarmouth is a strategic centre for the offshore wind sector. Significant investment has been made in port infrastructure to support pre-assembly, construction, installation and operations and maintenance, with land available for further expansion.

JOBS FOR

THE FUTURE



As the maritime industry continues to thrive, ports and the wider sector create growth through investment, bringing employment to the community and, as most jobs are physically located on or near the port estate, provide long-term, stable roles for local people.

What may have traditionally been regarded as manual and operating roles are very different in the modern day. The extensive variety of jobs provide many opportunities for apprenticeships, on-the-job academic learning, and a varied career for life.

Did you know?

Circa 2000 Peel Ports Group people are employed across a wide remit of skilled roles.

51%

How much more productive the UK maritime workforce is compared to the average UK worker

£39k

The average pay in the maritime sector is £39,000, which is £10,500 more than the national average.

Examples of just some the wide range of skilled career opportunities a port can provide:



Technicians



Crane operators



Marine navigations



Pilots



Port police and security



IT analysts



Business management



Sales and commercial



Health, safety and environmental



HGV drivers



Legal and financial



Automation engineering



Planning and property management



Marketing and operational management



APPRENTICESHIPS

Scott

Gaining an apprenticeship is a fantastic opportunity to gain an academic qualification whilst getting paid.

We believe in investing in the next generation of talent to deliver and lead our services for years to come.

Scott Duncan, Clydeport

Scott Duncan is an apprentice electrician at Peel Ports' Clydeport. Scott decided to follow this path after leaving school because he believed it would provide a good grounding in the workplace and allow him to develop core skills as an engineer.

A typical week for Scott at the port can consist of many different jobs, from maintaining cranes and straddle carriers to carrying out installation work. Scott completed his Higher National Certificate and Higher National Diploma at college and regards this as one of the highlights of his apprenticeship. Scott's ambition is to build a long-term career with Peel Ports, progressing his skills and ultimately taking on his own apprentice.

Jade Creighton, Mersey

After achieving her A levels in college, Jade decided that an apprenticeship was the next step in her career journey. She studied at North West Training Council whilst working as an Electrical Apprentice. Jade now works with Peel Ports full time as an Electrical Engineer. Here, Jade says:

"My career in maritime has changed my life. It's allowed me to see things that people don't see every day as well as meet good people and expand my knowledge and experience."

"Peel Ports have supported my career development by allowing me to do on the job training and on the job learning, allowing me one day a week to go to college to further my education."



Jade

Romilly Lindsay, Sefton

"I'm a student at Hugh Baird College where I'm currently on my last year of a level 3 course studying Art and Design. Earlier this year I joined a selected number of other students who were chosen to take part in the Peel Ports Scholarship Programme."

"Before this, I didn't know anything about ports or marketing but I was intrigued to learn more about both. Also, I wanted to see aspects of the ports industry such as how they actually work and what roles or careers they offer women."

"Even after just two months I decided that marketing is the career for me. I've enjoyed every minute of learning about everything, from PR to brand development."

"I joined the programme to absorb as much information about this industry as I could. I've definitely expanded my knowledge and the rest of my journey with Peel Ports has been a great bonus."



Romilly

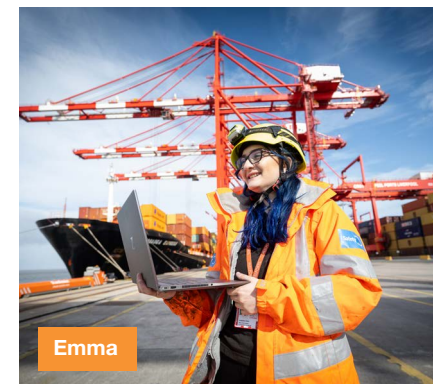
EVERYONE

IS WELCOME



There's no denying there is a big challenge in our industry around equality, diversity and inclusion.

We're committed to tackling this head-on, to ensure we're moving towards a future where everyone from our communities is represented.



Emma

His and Hers safety

We have recently introduced a range of personal protective equipment (PPE), designed specifically for women.

Hear what our Automation Technician, Emma Sanders, had to say about the new range:

"The introduction of female PPE really shows that Peel Ports are serious about driving gender equality and it really does make the business feel like an inclusive place to work with the comfort of both men and women taken into consideration."

Innovate Her

Innovate Her is a social enterprise based in the North West, that aims to equip more women with the skills and confidence to pursue careers in science, technology, engineering and maths (STEM).

It specialises in delivering education and coaching to young people and we have signed up to the organisation's Impact Her programme.

Peel Ports Group will be attending community learning and networking events, hosting masterclasses in schools and virtual forums, and supporting up to 600 female students across Liverpool.

As part of the programme, we have already partnered with St Mary's College in Sefton and employees from the Port of Liverpool are working with the school to promote STEM subjects to groups of students getting ready to pick their GCSE's and A-level subjects in 2022.



Pilot pioneer

Davinia Monclus, one of our vessel pilots at Medway, pursued her ambition to become one of only a handful of British female pilots working throughout the world.

“In 2000, when I started my training to become a Deck Officer, I was also the first female to work for a large ferry company. At first I faced many hurdles. But despite some people’s attitudes and prejudice, I never gave up and continued to do my best.”

“Changing people’s mentality towards women is a slow process. It takes time, dedication and hard work to prove that we are just as capable as men of doing these jobs. However, the more females that work in the industry, the more normal it becomes.”

“During my training to qualify as a Pilot on the River Medway, I was lucky enough to have a fantastic line manager who encouraged me throughout my whole training and has continued to do so ever since. He believed in me.”

“Working in this industry is rewarding beyond any job I know. I honestly say to people with a huge smile that I love my job!”



The team at Peel Ports Logistics welcomed Vikki Whitfield as its new Operations Director earlier this year.

Vikki brings her solid and impressive background within the industry to evaluate the business and ensure its vision and strategic goals are delivered across all the divisions.

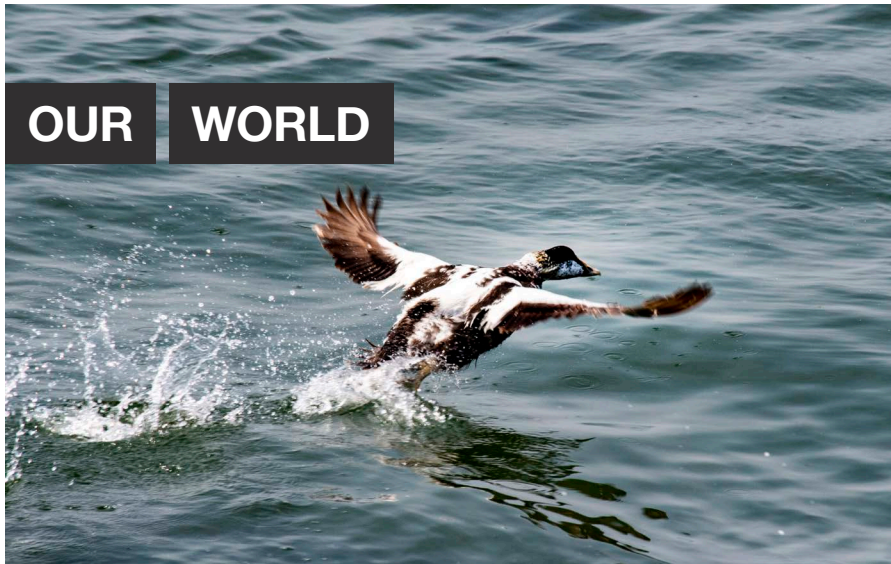
She is also one of our equality, diversity and inclusion champions, having joined the steering group which will shape our strategy.

Vikki is passionate about this subject:

“There are many advantages to having a diverse workforce, such as stronger governance and bringing a wider perspective in tackling challenges we may face in the future.”

“More women are now coming forward and holding more senior positions within the industry.”

“We can have a positive impact on this by focusing on the next generation and visiting schools and colleges, educating young people on the exciting careers on offer”



Net zero, what next?

We pledged last year to become a net-zero port operator across all our sites by 2040. This was a significant statement of intent, well ahead of UK government targets for 2050 and industry-leading, compared to other port operators of our size and scope.

This huge undertaking will require a great deal of effort to reduce our carbon emissions and adopt greener fuels. We've already made some impressive changes. 50% of our entire vehicle fleet is now electric with a plan to convert the remainder by the end of the year.

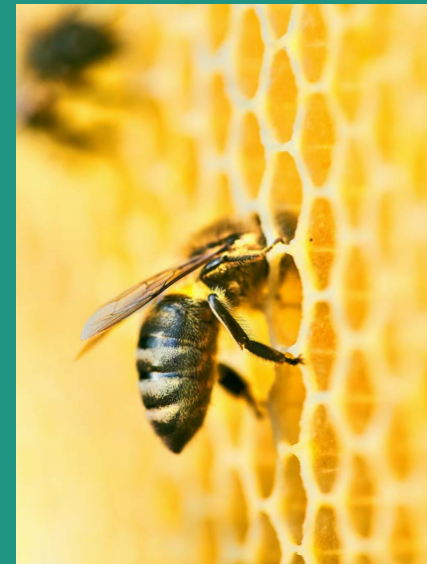
And dock water levels at Liverpool are topped up by collecting rainwater from warehouse rooftops, saving vital energy by avoiding pumping.

The Port of Heysham is close to running all its vehicles, plant equipment, tugs and forklifts on either electricity or hydrogenated vegetable oil, reducing carbon emissions by 90%.

But it isn't just what we do ourselves. It's also what we can do to enable others, such as shipping lines and hauliers, to become sustainable and reduce their own emissions.

There are plans to supply electricity to ships when they are idle at the docks and our newly-formed innovation forum works with academics, start-ups and entrepreneurs to find the best solutions to help us achieve our carbon neutral goals.

NET ZERO
2040



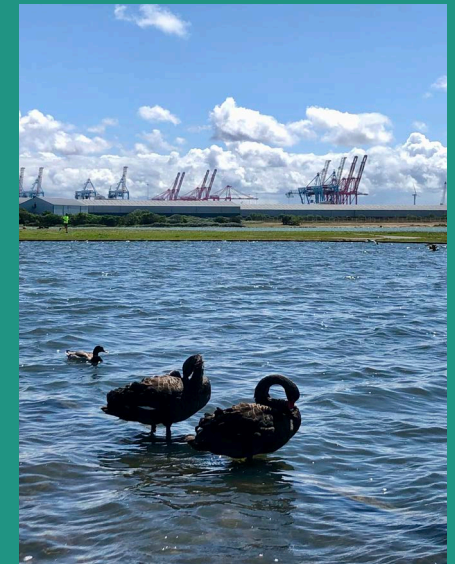
Hunterston buzz is about more than regeneration plans

Of the 1000 acres at Hunterston PARC, less than a third is industrial land earmarked for a variety of 'green and blue' business sectors, such as offshore renewable energy.

The remainder, around 700 acres, is given over to tidal sands, a lagoon and island for migrating birds, and wild woodlands.

For 30 years micro-business Ashrona Apiaries has kept up to 12 hives tucked away in a hidden corner among the trees that border the enormous site. It's one of four apiaries that the firm has and the product of its bees is sold in local shops in its most natural form – comb honey – ready for spreading on your breakfast toast.

We all know that bees are under threat so we are proud to be making our own small contribution to their well-being thanks to the diverse, secluded environment with lots of wildflowers and other plants.



Nature reserve improvements

The Port of Liverpool has helped fund works at Seaforth Nature Reserve, which in turn has enabled the Lancashire Wildlife Trust – which manages the site – to access further funding support.

Works totalling £34,000 will include bird hide improvements and the installation of a low gradient ramped path to make it more accessible for wheelchair users, those with mobility issues, and families with prams.

It will also include interpretation displays to ensure greater inclusivity and enable visitors to get close to and learn about threatened bird species, without causing an adverse disturbance. The funding will help to create new areas of breeding habitat for several breeding species that Seaforth supports – two of which are considered of regional importance, the Common Tern and Ringed Plover.



Our charities are nominated by employees and we encourage our teams to be as engaged as possible in making a difference in their community.

Liverpool Initiatives

KidsKonnnect, a Sefton-based charity that helps socially disadvantaged, severely disabled and terminally ill children experience a holiday with a view to enhancing their quality of life, will use the funds to continue supporting families in the area.

Claire Ward, fundraiser at KidsKonnnect said: "We are very grateful for this fantastic contribution to our work. This donation from the Peel Ports Charity Fund will give more children the opportunity to experience a holiday."



Festive fundraiser

Last year's annual Christmas charity drive helped raise over £6,000.

A recurring highlight is staff donning their favourite festive knitwear to help create a brighter future for children around the world. Donations from employees across the group, plus contributions from the business, will help Save the Children.

The annual Port of Liverpool Christmas raffle was another successful initiative that took place in December, raising money for its charity partner, The White Chapel Centre, with £1,000 raised through ticket sales. The business again matched this, bringing the total to £2,000.

The Whitechapel Centre is the Liverpool region's leading homeless and housing charity. They work with people who are sleeping rough, living in hostels or struggling to manage their accommodation and are committed to helping people find and maintain a home and learn the life skills essential for independent living.

The company also sent Christmas e-cards instead of printed cards and donated £3,500 usually spent on printed cards to charities chosen by employees.



Sewing good deeds

During the pandemic Peel Ports Group provided every team member with a high-quality and reusable face mask. We worked with a fantastic social enterprise called 'The Sewing Rooms' in Skelmersdale, Lancashire and asked them to create branded masks.

The team at The Sewing Rooms responded fast and rose to the challenge by providing us with an excellent and durable product we could all use to keep each other and ourselves safe.

Paula Gamester, Director at The Sewing Room CIC said:

"This commission has meant so much to us, we were able to continue employing our staff and, more importantly, pay it forward by giving out 2000 masks free of charge to the most vulnerable and isolated people in our community."



The Battle of the Atlantic Memorial

Our Group Harbour Master Gary Doyle chairs this charity which is creating the UK's national memorial for the Battle of the Atlantic, due to be opened in Merseyside by The Princess Royal in May 2023.

Often referred to as the longest, largest and most complex naval battle in history, it lasted nearly the entire duration of the war. An estimated 3,500 merchant ships were sunk together with 175 naval ships. 648 out of 859 U boats were lost.

Liverpool hosted the command centre and was a vital hub for people and goods. The port accommodated more than 30% of all imports into the UK, 120 million tons of shipping, an average of 13,000 ships per year and a total of 4.7 million service personnel.

Working with us – our sustainable supply chain

We work with hundreds of suppliers locally, regionally and nationally and this plays a vital role in delivering an efficient service to our customers and in reaffirming our commitment to Enabling the Future.

We look for sustainable partners with procedures in place which clearly outline the direct and indirect impact associated with the goods and services they supply to us.

All our suppliers must support our own social and environmental objectives and the key factors which underpin these; health and safety, environment, ethical business practices, human and labour practices, the local community and SMEs and innovation.

Working with our supplier base, we encourage sustainable business practices so, together, we can deliver positive change all the way through our own supply chain.



ENABLING

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Contact us

We'd love to hear from you.
You can drop us a line at:

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NET ZERO 
2040

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