

Serious about Sustainability



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INTRODUCTION

Defined by our values, measured by our actions



PD Ports is aiming to be the UK's most sustainable port company.

To achieve this ambition, we have developed our first sustainability strategy, which is based on the Environment, Social and Governance ('ESG') framework used to evaluate how a company's operations impact the environment and society, and how it is governed.

Our strategy is guided by our support for the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption and aligned with the UN Sustainable Development Goals.

Our sustainability strategy sets out 17 targets to deliver three clear goals aligned with this framework: safeguarding our environment, supporting people and strong governance.

Fighting climate change is at the heart of safeguarding our environment, and our targets include becoming a Net Zero business by 2040 and supporting the energy transition across the River Tees. We will also continue to work on minimising our environmental impacts and improving and enhancing biodiversity.

Supporting people is a goal backed by targets that reflect our strong commitment to employees and the communities we are part of. The safety of our employees remains paramount, whilst a highly trained, inclusive, and diverse team is critical to our long-term success. I am proud that our sustainability strategy will see PD Ports aim to introduce 3,000 young people to the port and maritime sector by 2030.

Strong governance helps ensure an organisation meets the expectations of its stakeholders, including customers, investors, and regulators.

That's why we will continue to embrace best practice and why we are committing to transparent, independently verified reporting on delivering our sustainability strategy over the years ahead.

Our sustainability strategy builds on a strong track record of delivering our strategic priorities, including making a positive difference. Thanks to investment in new technology and ways of working, CO2 emissions across the Teesport Estate have now returned to levels last seen in 2000. Over the past five years alone, together with our employees, PD Ports has donated over £500,000 to help local communities and support young people. In 2023, we launched our first Inclusion and Diversity strategy.

There are many more examples that demonstrate a belief that, as a business, we are defined by our values and measured by our actions. As the actions that underpin our sustainability strategy develop and evolve over time, that belief will continue to drive progress towards achieving our goals and building a bright future.

**"OUR MISSION
IS TO BE THE UK'S
MOST SUSTAINABLE
PORT COMPANY."**

Frans Calje
Chief Executive Officer





BACKGROUND

About PD Ports

PD Ports owns and operates ports and logistics facilities across 11 locations along the East coast of England and in the South. We handle a variety of cargo from finished goods including food and cars, to biomass, renewables and raw materials that are integral to our everyday lives.

As one of the UK's Major Port Groups we have a critical role in ensuring the UK remains competitive in global trade, especially in challenging times. We are fundamental in the delivery of national priorities centred around high value trade, high quality jobs, energy security, thriving communities and the journey to Net Zero.

PD Ports owns and operates Teesport, one the UK's largest ports by volume, situated along the River Tees on the North east coast of England. PD Ports is the Statutory Harbour Authority for a 12-mile jurisdiction along the river, with legal responsibility to ensure safe navigation for vessels and river maintenance.

Nationwide, PD Ports directly employs over 1,400 people and is the largest private employer in the Tees Valley region, generating over 10% of the region's total GVA. A further 22,000 jobs are supported in the wider supply chain.

As a leading global gateway, Teesport is of national strategic significance, providing businesses and exporters across the UK with essential access to international markets.

In our capacity as the custodians of the River Tees, we are responsible for ensuring we collectively play our full part in supporting future growth of our region and the UK as a whole.

11 LOCATIONS

1,400
EMPLOYEES
NATIONWIDE

22,000 JOBS
SUPPORTED IN
THE TEES VALLEY
SUPPLY CHAIN

Our mission is to be the UK's most sustainable port company



Proud member of the UN Global Compact Network UK

Goals

Safeguarding Our Environment

Supporting People

Strong Governance

Targets

All targets for PD Ports Group unless otherwise stated.

- Carbon neutral operations across Tees-based landside operations by 2027
- Net Zero by 2040
- 98% waste diverted from landfill by 2027
- 30% reduction in water consumption by 2030 (compared to 2021)
- Improve biodiversity across PD Ports landholdings in the UK
- Develop a Green Port Strategy and Policy for the Statutory Harbour Authority
- Support the energy transition across the River Tees

- Create a zero harm culture, where health and safety is not just a policy, it's a way of life
- Achieve Investors in People accreditation by 2025
- Develop an industry leading L&D training provision
- Create an inclusive culture through education, engagement and embracing our differences
- Introduce 3,000 young people to the port and maritime sector by 2030
- Strengthen our support to the communities we are part of to make a positive difference

- Independent external verification of future sustainability reporting
- Establish Board Sustainability Committee
- Publish annual sustainability report
- Deliver online dashboard to share progress against key sustainability targets

UN Sustainable Development Goals



Safeguarding Our Environment

Targets

- Carbon neutral operations across Tees-based landside operations by 2027
- Net Zero by 2040
- 98% waste diverted from landfill by 2027
- 30% reduction in water consumption by 2030 (compared to 2021)
- Improve biodiversity across PD Ports landholdings in the UK
- Develop a Green Port Strategy for the Statutory Harbour Authority
- Support the energy transition across the River Tees



Target

Carbon Neutral across Tees-based landside operations by 2027

Carbon neutral refers to the idea of achieving net zero greenhouse gas emissions by balancing those emissions so they are equal (or less than) the emissions that get removed through the planet's natural absorption; in basic terms it means we reduce our emissions through climate action.

Action



We aim to be carbon neutral across our Tees-based landside operations by 2027 based on Scope 1 and Scope 2 greenhouse gas ('GHG') emissions. Scope definitions are:

Scope 1 emissions include all direct emissions from sourced, owned or controlled by PD Ports.

Scope 2 emissions include indirect emissions from the generation of electricity purchased by PD Ports.

Scope 3 includes all other indirect emissions that occur across PD Ports' value chain.

Planned

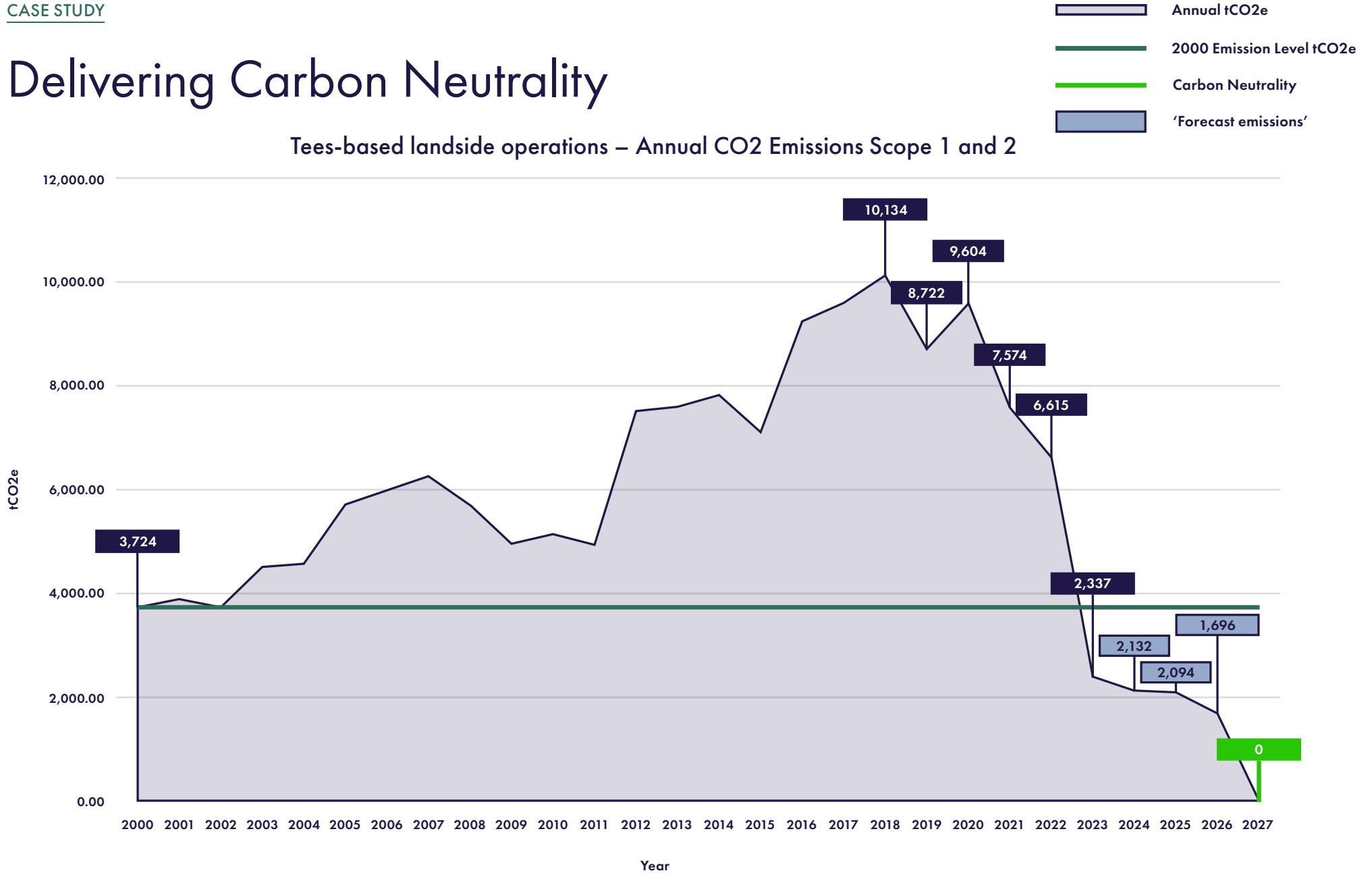
- Work with Environmental Resources Management (ERM) consultants to develop a plan for fully accredited carbon neutral status.
- Electrify 3 remaining diesel Rubber Tyre Gantry Cranes (RTGs).
- Trial and review hydrogen powered vehicles for both logistics and mobile plant.
- Complete mobile plant HVO (Hydrotreated Vegetable Oil) conversion (currently 80% complete).
- Introduce more electric vehicles to the fleet across the Tees and Hartlepool landside operations.

Delivered

- CO₂ emissions across the Teesport Estate back to same level as in 2000.
- 70% electrified fleet of RTGs following completion of £1.2 million investment programme.
- Two new electric Mobile Harbour Cranes now in operation following an £8.5 million investment.
- 77 assets across Tees and Hartlepool landside operations converted to use HVO biodiesel as fuel, including container handlers, terminal tractors, loading shovels and forklifts. (HVO achieves a 90% reduction in permanent CO₂ emitted compared to conventional diesel).
- Five electric vehicles now in operation across Tees and Hartlepool landside operations.
- Minor heating systems in PD Ports' group buildings powered by 100% offset gas backed by Kyoto protocol certified emission reductions.
- PD Ports' group operations enabled by 100% renewable electricity backed by Renewable Energy Guarantees of Origin since October 2020.

Delivering Carbon Neutrality

Tees-based landside operations – Annual CO2 Emissions Scope 1 and 2



Target

Net Zero by 2040



Net Zero means cutting greenhouse gas emissions to as close to zero as possible, with any remaining emissions re-absorbed from the atmosphere by facilitating carbon offsetting initiatives such as planting trees.



“CO2 EMISSIONS ACROSS OUR TEES-BASED LANDSIDE OPERATIONS HAVE RETURNED TO LEVELS LAST SEEN IN 2000. WE WANT TO BUILD ON THIS BY CREATING A COMPREHENSIVE PATHWAY TO NET ZERO BY 2040.”

Maurice Brooksbank
Technical and
Sustainability Director

Action

Planned

- Develop a detailed pathway to Net Zero by 2040 based on Scope 1, 2 and 3.
- Roll out HVO fuel as a replacement to diesel to all other sites, giving a 90% reduction in emissions from mobile plant and equipment.
- Arrival of the Emerald Duchess, an innovative new dredger with HVO electric hybrid technology and high-level methanol and ethanol fuel readiness.
- Progress work to understand PD Ports' Scope 3 emissions.

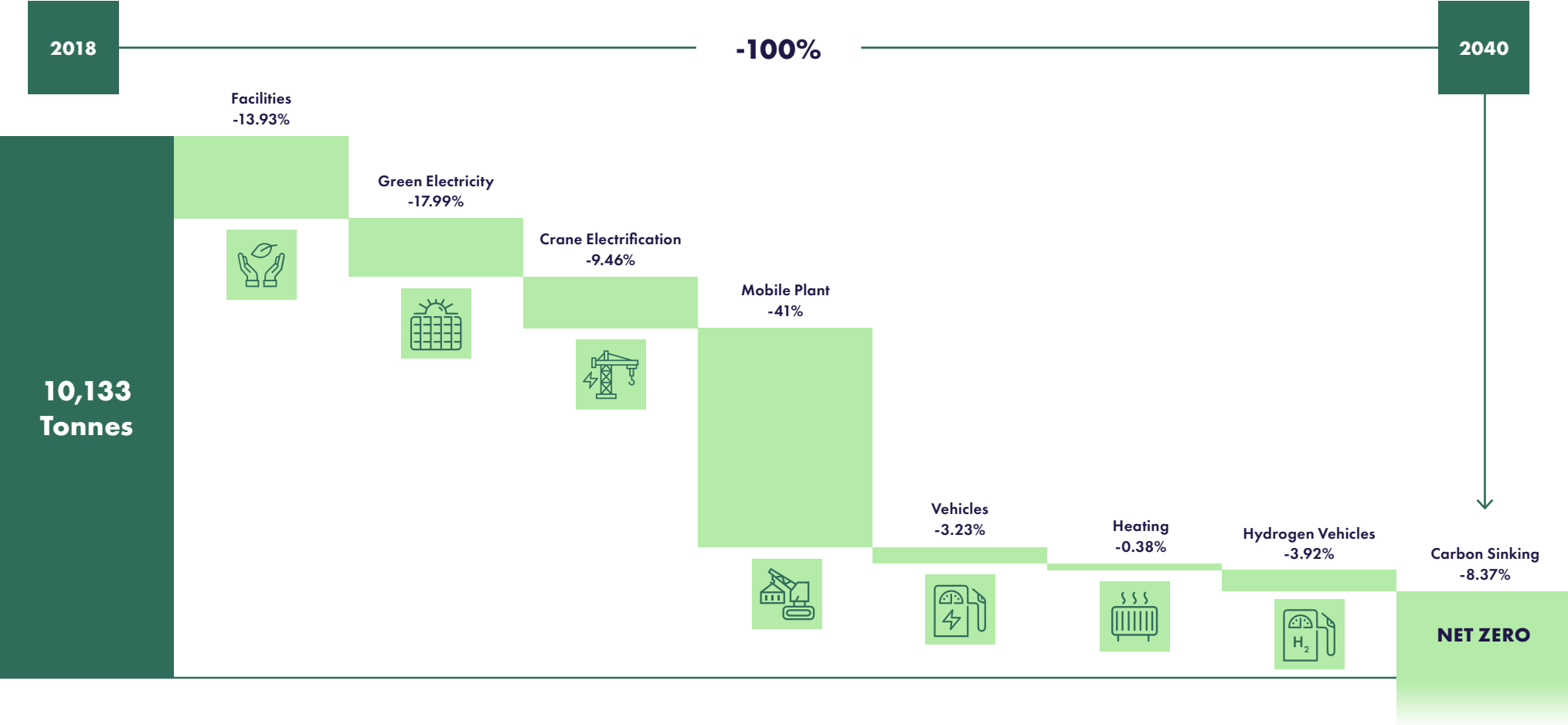
Delivered

- Foundation Net Zero pathway developed as a baseline for further work.
- See p.12 for further information.

Net Zero by 2040

We have developed an indicative Net Zero pathway for our landside operations at Teesport based on Scope 1 and Scope 2 emissions. The pathway currently assumes that the development of carbon capture and storage infrastructure will remove the need for offsetting of residual emissions. This will provide the foundation of further work to develop a more comprehensive pathway covering PD Ports Group and will include Scope 3 emissions.

Net Zero Pathway Tees-based landside operations Scope 1 & 2



Target

98% waste diverted from landfill by 2027



Diverting waste from landfill reduces environmental harm, conserves resources, and promotes recycling and sustainability. Total volumes of waste at PD Ports have increased since 2018, underlying the need for the Company to intensify its focus on waste reduction and recycling.

Action

Planned

- Work with suppliers to minimise packaging, and supply in reusable baskets or pallets.
- Work with suppliers to develop waste and recycling plan to achieve Sustainability Strategy targets.

Delivered

- In 2023, within our Tees and Hartlepool landside operations, we diverted 68% of waste from landfill.

Target

30% reduction in water consumption by 2030 (compared to 2021)



Reducing water consumption helps to minimise environmental impact, save on water-related costs, and promote sustainable operations. The total water consumption for PD Ports in 2021 was 415,631m³ and reducing it by 30% by 2030 would give a target of 290,942m³.

Action

Planned

- Work with suppliers and partners to develop water usage reduction plan.
- Expand automated water metering to enable early detection and prevention of water leaks.

Delivered

- 2022 water volume reduced by 5.3% from 415,631m³ in 2021.
- Water volume increased by 2.2% to 403,484 m³ in 2023.

Target

Improve biodiversity across PD Ports landholdings in the UK



Improving biodiversity enhances ecosystem resilience and supports sustainable operations.

Action

Planned

- Engage with specialist environmental consultancy, Industry Nature Conservation Association ('INCA') to undertake biodiversity assessment across our UK landholdings.
- Investigate opportunities to manage and increase biodiversity together with enhanced Biodiversity Unit value (BDU).

Delivered

- Pledged £5,000 in 2023 for the Tees Trees project, an initiative by Middlesbrough Rotary to plant hundreds of saplings and create a green corridor along the River Tees.
- Supported the Tees Rivers Trust to restore marine habitats and help spawning fish return to the River Tees as part of a £1 million Defra-funded project at Hartlepool Dock.



Target

Develop a Green Port Strategy and Policy for the Statutory Harbour Authority



As the Statutory Harbour Authority for the Port of Tees and Hartlepool, known collectively as Teesport, PD Ports is responsible for a 12 mile stretch of the River Tees, which includes a section three miles out into the North Sea, overseeing all vessel traffic management, ensuring safe navigation and maintaining channel depths for the thousands of vessels that visit Teesport each year. A Green Port Strategy and Policy including a sustainability strategy will help drive continuous improvements to the environment across the River Tees.

Action

Planned

- Establish a Green Port Strategy and Policy, to complement Port Marine Safety Code requirements, driving continuous improvement to the environment across the River Tees.
- Review the Port Waste Management Plan to eliminate waste sent to landfill.
- Utilise the digitisation of the data collected by the port to enhance compliance monitoring and reporting and enable the quantification of Scope 3 emissions.
- Establish a Stakeholder Engagement Strategy to facilitate proactive engagement with stakeholders.
- Establish strong governance structures to support effective delivery and transparency.
- Create a comprehensive Air Quality Action Plan with a full inventory of emissions and collaborate with marine operators to reduce emissions.

Delivered

- Green Port 'Health Check' mapping key activities and impacts to identify priorities and further strategy development.
- Completion of a high-level Air Emission Strategy to assist in reducing emissions for the SHA jurisdiction.
- Installation of air emission monitoring equipment. This has been conducted in partnership with bp and Redshift Associates.

Target

Support the energy transition across the River Tees

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Energy transition refers to the global energy sector's shift from fossil-based fuel sources including oil, natural gas and coal to sustainable environmentally friendly renewable energy sources like wind, solar, tidal or low carbon, such as nuclear, as well as supporting the emergence and development of new technology aimed to decarbonise industry and social activity.



“WE WILL ENSURE THE RIVER TEES ACHIEVES ITS FULL POTENTIAL AS A GREEN PORT, SUPPORTING THE NATIONAL ENERGY TRANSITION WHILE ACCELERATING THE REVIVAL OF THE TEES REGION. BY SUSTAINING THE ECONOMIC HEALTH OF THE RIVER, WE SUSTAIN EMPLOYMENT OPPORTUNITIES AND SECURITY FOR LOCAL PEOPLE, WHILE WELCOMING NEW INVESTORS, CUSTOMERS AND PARTNERS TO TEESIDE.”

Michelle Robson
Chief People & Compliance Officer

Action

Planned

- Continue to work with commercial partners and stakeholders across the River Tees to understand and help them achieve their ambitions.
- Intensify engagement with Government to attract and retain green growth across the River Tees through the Green Port Strategy.
- Continue to champion the Tees Valley region as the UK's leading green energy hub.

Delivered

- Supporting Green Lithium to develop the UK's first large scale lithium refining facility on the Teesport Estate.
- Collaborating with EDF/Hynamics to build a 7.5MW Green Hydrogen production facility.
- Enabling development of MGT Teesside on the Teesport Estate, the world's largest biomass power station, capable of powering over 600,000 homes from a fuel source of sustainably sourced wood pellets.
- Secured Hartlepool Dock as JDR Cables' manufacturing base for its £30 million subsea cable facility serving the offshore sector, including renewable power.
- Supporting bp's large scale hydrogen and Carbon Capture and Storage projects in the region; H2Teesside, HyGreen Teesside, and Net Zero Teesside Power.

CASE STUDY

Enabling the Energy Transition

PD Ports' Teesport Estate is set to be home to the UK's first large-scale lithium refinery.



The energy transition represents one of the singular most important challenges of this century. Without it, global warming is likely to impact everybody's lives.

It is anticipated the energy transition will place a huge demand for new lithium-ion batteries; both in the storage of renewable power and in the electrification of transport.

In July 2023, Green Lithium received outline planning permission for the 58-acre lithium refinery which will create over 1,200 jobs in its construction and create 250 full-time highly skilled roles once operational.

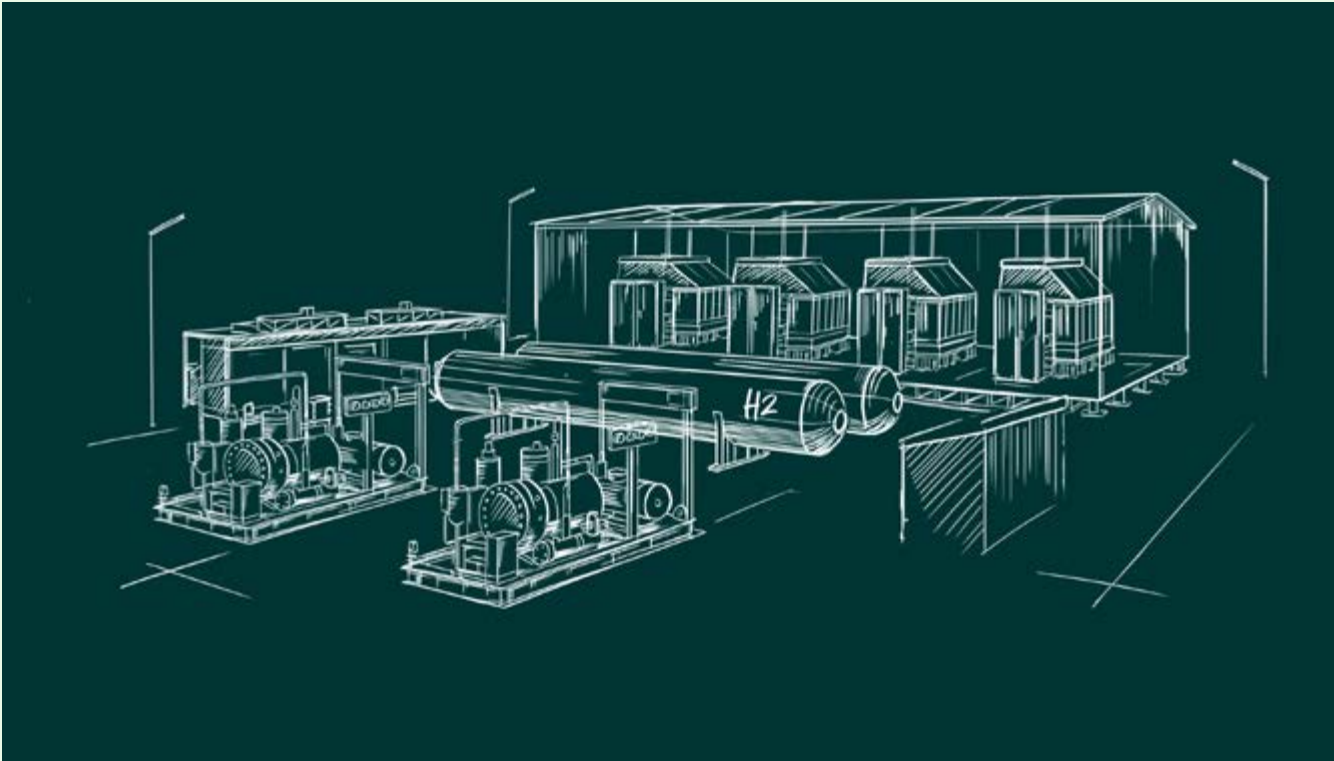
The refinery will provide much-needed support to the automotive and battery manufacturing industries in the UK and the EU, as the demand for lithium processing capabilities increases due to the global shift to electric vehicles.



“IN PD PORTS, GREEN LITHIUM FOUND NOT ONLY A GOOD CARGO-HANDLER AND A GOOD LANDLORD, BUT ALSO A CULTURALLY ALIGNED PARTNER WHO IS PURSUING ITS OWN DECARBONISATION PROGRAMME THAT MAKES THEIR BUSINESS COMPLEMENTARY TO OURS.”

**Sean Sargent,
CEO, Green Lithium**

CASE STUDY



Bp's large scale hydrogen and Carbon Capture and Storage (CCS) projects in the region – H2Teesside, HyGreen Teesside, and Net Zero Teesside Power – aim to meet the challenges of promoting industrial regeneration and delivering a low-carbon transition, and in the process, help transform Teesside into a world-leading low carbon energy hub.

Teesside's experience and industrial heritage means there are people with the endeavour and skills needed to create a new green industrial heartland and hydrogen hub. Equally, our plans have to bring benefits to local people. They must create opportunities that enable people to build their careers and their lives in a community they call home.

We expect Net Zero Teesside Power alone to provide 3,000 jobs annually in construction, peaking in 2024, and then 1,000 jobs annually during operation. Together, H2Teesside and HyGreen Teesside could support approximately 1,860 jobs per year during construction, over 700 jobs once operational.



“WE ARE HELPING TO ENSURE THAT TRAINING IS IN PLACE SO THAT LOCAL PEOPLE HAVE THE SPECIALIST SKILLS NEEDED FOR THESE JOBS.”

Matt Williamson
bp's UK Head of Hydrogen

Group Data

	2023	2022	2021	2020	2019	2018
Greenhouse Gas ('GHG') Emissions						
GHG Emissions Scope 1 (tCO ₂ e)	13,694	19,262	16,634	16,759	16,826	17,285
GHG Emissions Scope 2 (tCO ₂ e)	–	–	–	–	4,216	4,841
GHG Emissions Scope 3 (tCO ₂ e)	–	–	–	–	–	–
Energy Consumption						
Electricity (MWh)	12,049	12,450	13,554	13,641	16,496	17,104
Gas (MWh)	361	209	431	319	303	291
Diesel/Gas Oil (MWh)	54,330	70,248	60,491	60,593	59,886	58,221
HVO (MWh)	9,222	2,431	–	–	–	–
Gasoline (MWh)	21	22	20	16	21	13
LPG (MWh)	986	866	1085	1188	1448	1410
Total (MWh)	76,969	83,775	75,563	75,743	78,114	77,028
Waste						
Total waste (tonnes)	15	1,005	894	608	565	712
Landfilled (tonnes)	15	229	178	95	222	183
Recycled (tonnes)	168	394	400	168	249	445
Energy Recovery (tonnes)	170	94	314	294	92	45.
Water						
Water consumption (M3)	403,484	394,424	415,631	381,265	331,322	320,140

Supporting People

Targets

- Create a zero harm culture, where health and safety is not just a policy, it's a way of life
- Achieve Investors in People accreditation by 2025
- Maintain industry leading learning and development training
- Create an inclusive culture through education, engagement and embracing out differences
- Introduce 3,000 young people to the ports and maritime sector by 2030
- Strengthen our support to the communities we are part of to make a positive difference



Target

Create a zero harm culture, where health and safety is not just a policy, it's a way of life



Making sure our workplaces are safe and healthy for everyone. Regularly identify and take action to mitigate significant risks and encourage a health and safety first mindset at all times.

Action

Planned

- Develop a long-term zero harm action plan.
- Continued evaluation of occupational health and safety risk controls, with improvements programmes on keys areas of risk.
- Use of technology to reduce risk to our people and improvement in health and safety data intelligence.
- Further empower employees to take an active role in their own and their colleagues health and safety through skills development, hazard reporting and stop for safety interventions.
- Promote a learning environment where lessons learned are shared and incorporated to enhance health and safety performance.
- Strengthen our health and safety management systems and assurance framework.
- Development of our health and safety competence framework.

Delivered

- Awarded Royal Society for the Prevention of Accidents ('RoSPA') Gold status for three consecutive years.
- 100,000 site inductions completed since 2023.
- Completed a programme of behavioural safety awareness training and carried out Executive Behavioural Safety Roadshows in 2023.
- Delivered a programme of mental health training for managers and other leaders in 2023.
- Rolled out a Group-wide bespoke health, safety and environment system called Evotix, which allows users to report accidents, incidents and hazards with ease.

Target

Achieve Investors in People accreditation by 2025



Making sure our workplaces are safe and healthy for everyone. Regularly identify and take action to mitigate significant risks and encourage a health and safety first mindset at all times.

Action

Planned

- Undertake the Investors in People diagnostic in Q2 2024.
- Use results from the diagnostic to plan next steps.
- Q1 2025 undertake Investors in People assessment measuring our processes and interactions against the standard.
- Deliver first formal Employee Engagement Survey in Q2 2024 to provide our people with a voice which allows them to shape our culture and strategy.
- Refresh and re-embed our core values to ensure that they reflect our vision and our four strategic priorities: Safety First Culture, Employer of Choice, Innovate and Grow, Make a Positive Difference.
- Introduce a new Induction and onboarding process using our new Human Capital Management System, Dayforce, and a variety of training techniques and methods of delivery to improve employee experience.

Delivered

- Employee Engagement Strategy in place to create and enhance our channels of communication and engagement so that it is clear, our colleagues are informed and have the opportunity to engage and influence the business.

CASE STUDY

Creating a Culture of Wellbeing

Our unique partnership with Recovery Connections provides wellbeing guidance for our employees nationwide.



In January 2022 we launched our partnership with Recovery Connections, a lived experience recovery organisation to provide free and confidential advice and support to our employees with a focus on substance misuse and recovery.

Recovery Connections offers substance use and recovery training to all PD Ports employees from Executive to Operational level in addition to free confidential one to one recovery coaching and advice for all PD Ports staff and family members should they need it.

As an employer we recognise people may struggle with addiction and we want to create an environment where people feel safe to seek help and support. We want to remove and challenge stigma, recognise the strength and value those in recovery have gone through to achieve their potential and create environments where Recovery is understood, and welcomed to be inclusive.



"ENSURING THE WELLBEING OF OUR PEOPLE IS CENTRAL TO THE LONG TERM SUCCESS OF OUR BUSINESS."

Rachel Cawthorne
Group Human Resources Manager

Target

Maintain industry leading, learning and development training



Making sure our people are equipped with the skills they need to fulfil their potential is critical to the future success of the business. Offering apprenticeships fosters talent development, provides a pipeline for future employees, and strengthens our ties to the community and educational institutions.

Action

Planned

- Identify talent within the business and create bespoke development pathways that will deliver on employees' career aspirations.
- Continue to use new technology including simulators to advance skills development and training.
- Implement new learning and development processes and advanced training records using Dayforce.
- Full roll out of Inclusion and Diversity Education Plan.
- Implement new Leadership Development Strategy providing a new learning and development programme for First Line Leaders, Shift Managers, Functional Leaders and Senior Leadership Team members.

Delivered

- Invested £400,000 in a new immersive crane simulator, the only one of its kind in the north of England.
- Implemented our bespoke Leader Development Programme, 'LEAD', to develop leadership skills and embed our ethos and culture.
- Reviewed and revised all of our inductions, first aid and entry level health and safety training programmes.

CASE STUDY

Training



"THE SUPPORT I HAVE RECEIVED DURING MY APPRENTICESHIP AND THE OPPORTUNITIES FOR CONTINUOUS TRAINING AND DEVELOPMENT, HAS HELPED ME GAIN THE SKILLS AND KNOWLEDGE NEEDED TO PROGRESS IN MY CAREER WITH PD PORTS."

Gareth Simpson
Marine Operations Superintendent

Since 2001 our nationally recognised apprenticeship programmes have provided opportunities for local people to develop skills, knowledge and behaviours that they will use and build upon throughout their careers. The programmes cover a wide selection of jobs from operational roles such as engineering and Dock Operations through to Insurance, Procurement, Finance and property. Each programme is delivered in line with the UK apprenticeship standards developing practical skills underpinned by recognised academic qualifications.

Opportunities are identified through our workforce planning processes which highlight skills gaps and succession planning requirements. Our programmes are critical in economically depressed areas where opportunities are limited. They allow young people and those seeking new careers to fulfil their potential and improved life chances.

CASE STUDY

Safety



"HEALTH AND SAFETY IS CENTRAL TO EVERY DECISION AND ACTION AT PD PORTS, IRRESPECTIVE OF OUR ROLES. OUR AIM IS TO ENSURE EVERYONE GOES HOME SAFELY TO THEIR FAMILIES EACH DAY."

Callum-Jay Drakes
Relief Weighman

I have been working at Groveport for two years full-time and a further two and a half years prior as an agency worker.

To me, and my colleagues, health and safety are of huge importance. Regardless of our specific roles, we all play a key part in keeping ourselves and others safe.

The few years I have worked in my role, whether as a deckman on a steel vessel, working on the jetty, or the surrounding port, have taught me that port operations can be very dangerous if people

do not follow the health and safety rules that have been put in place.

For me, one thing I find to be hugely important is first aid training. I believe that everyone should consider taking part in some type of first aid training, especially with regard to the industry in which we work. PD Ports gave me the opportunity to participate in my first aid training, and personally, I feel much more at ease working in our work environment knowing the skills I now have.

CASE STUDY

Early Careers

Emily is already one of our great success stories having first joined PD Ports as part of the Tees Valley Logistics Academy programme in 2017. After completing a four-week internship in our Engineering team, we recognised Emily's talent and drive and knew she would be an asset to our business long-term.



Emily is now studying towards a degree in civil engineering, attending Teesside University one day a week. Already a recognised talent, Emily featured in Multimodal's 2020 30 under 30 list of emerging talent within the logistics industry. In 2022, Emily was crowned 'Best Newcomer' at the fifth annual Tees Businesswomen Awards.

With our strong and proud reputation for supporting our people, we have committed to helping Emily in her career development with support from a mentor to provide advice and guidance throughout her career journey with PD Ports.

Emily is a key advocate for the Company, helping to promote career in maritime and logistics to other young people across the region and acting as a shining example for the next generation through her continued work with the Career Ready programme, of which she is a former student.



"I'M REALLY GRATEFUL FOR THE OPPORTUNITY I HAVE AT PD PORTS AND I'M LUCKY TO BE SURROUNDED BY SO MANY PEOPLE THAT SUPPORT ME IN WHAT I'M DOING."

Emily Clark
Civil Engineer Apprentice

Target

Create an inclusive culture through education, engagement and embracing our differences



Promoting diversity can enhance decision-making, foster innovation, and better reflect the perspectives and needs of a diverse customer base.

Action

Planned

- Continue to deliver Inclusion and Diversity Strategy launched in 2023.
- Deliver inclusion-based review of current processes and people experiences with recruitment, recognition and leadership.
- Launch further Executive-sponsored Employee Network Groups: LGBTQ+, Disability, Ethnicity and Mental Wellbeing.

Delivered

- Created an Inclusion and Diversity Steering Committee to oversee and guide implementation of our Inclusion and Diversity pledges and goals.
- Certified as a Disability Confident Employer in 2024.
- 24% of PD Ports' senior leadership team are women.
- 17% of PD Ports' wider leadership cohort (including managerial and supervisor grades) are women.
- Women's Employee Network Group established in 2023.
- Workshops held as part of 2023 International Women's Day.
- Rolled out key training on Protected Characteristics and Unconscious Bias.
- Signatory to the "Women in Maritime" pledge.

CASE STUDY

Inclusion and Diversity



In 2023 we launched our Inclusion and Diversity Strategy.

Inclusion plays a central role in everything we do. At PD Ports we want our people to feel included and comfortable to be themselves at work. Everyone has the right to be treated fairly, equitably and with respect.

Building on existing policies, and with our core values at its foundation, we will aim to increase awareness and education on the importance of inclusion and diversity, using lived experience, best practice and engagement with our people to create a cultural shift in the employee experience and embracing our differences. We will educate and empower people to speak up and challenge discrimination, to support inclusion and diversity initiatives and ensure consideration of inclusion and diversity is threaded through all that we do.



“THE LAUNCH OF THE INCLUSION AND DIVERSITY STRATEGY WAS AN IMPORTANT MILESTONE AS WE ACCELERATE OUR WORK TO BUILD A MORE DIVERSE WORKFORCE.”

Liz Law
Chief Financial Officer

Target

Introduce 3,000 young people to the ports and maritime sector by 2030



Promoting diversity can enhance decision-making, foster innovation, and better reflect the perspectives and needs of a diverse customer base.

Action

Planned

- Introduce mentoring scheme through our partnership with Community Interest Company, Power of Women (POW), to lift and shift aspirations of children in the Tees Valley, and to promote a culture of possibility and equality.
- Establish Science, Technology, Engineering and Mathematics (STEM) Ambassadors and Apprenticeship Ambassadors in 2024 to support learning, highlight career opportunities and raise aspirations.
- Introduce teacher externships with Teesport Explorers feeder schools to reduce barriers to learning about maritime careers.
- Engage with 10% of Tees Valley primary schools to raise visibility of maritime careers by 2030.
- Continue to provide structured and meaningful work experience programmes backed by a new Internship Framework.
- Deliver Graduate Development programmes and support local students and colleges to help deliver their T-Level programmes as part of our Early Talent Strategy.

Delivered

- Since launching in 2019, our Teesport Explorers programme has engaged with 347 primary aged school children from 13 primary schools across the Tees Valley.
- In 2023, we developed a suite of digital learning resources to support our Teesport Explorers programme delivery with the aim of educating and informing primary school children about maritime careers.
- As a founding member and corporate supporter of the High Tide Foundation, PD Ports has helped to connect 6,500 young people aged 11-16 with industry across the Tees Valley since it launched in 2012.
- Launched sustainability competition to name PD Ports' new electric Mobile Harbour Cranes with 25 POW schools.

CASE STUDY

Inspiring Future Generations



At PD Ports we see it as our responsibility to encourage and inspire young people to consider maritime careers.

We recognise that the earlier in life children are exposed to career experiences, the greater the impact and the greater the chance of positively influencing perceptions and raising aspirations. We offer a range of interactive programmes that aim to challenge stereotypes, lift aspirations, raise confidence, build resilience, spark interest, celebrate local maritime heritage and promote maritime careers.

Working in collaboration with local primary schools, our Teesport Explorers programme offers structured activities for children aged 6-12. Our activities include interactive port tours, classroom talks and digital resources.

Our partnership with Community Interest Company, POW, provides opportunities for primary aged children, particularly those from underserved and disadvantaged areas to engage with positive industry role models as well as benefitting from mentorship and port visits.

For young people aged 11-16, our co-founded charity, The High Tide Foundation provides industry-engagement opportunities, which get young people out of the classroom and into the workplace to prevent migration of talent and skills from the region whilst raising aspirations and building resilience.



**“TEESPORT EXPLORERS
AIMS TO BUILD AMBITION
AND INSPIRE FUTURE
GENERATIONS TO
CONSIDER MARITIME
CAREERS.”**

Kirsten Donkin
Head of Communications and
Teesport Explorers Lead

Target

Strengthen our support to the communities which we are part of to make a positive difference



Supporting the communities we are part of fosters positive local relations, ensures sustainable growth, and strengthens the Company's social license to operate.

Action

Planned

- Continue our commitment to supporting charitable and community groups close to the hearts of our people through our employee engagement programme, Find It. Fund It.
- Establish an employee volunteering network by 2025 to enable our employees to give back to local community groups and charitable causes.
- Launch Charity of Choice partnership with autism and neurodiversity charity, Daisy Chain, to intensify our commitment to supporting neurodivergent talent across PD Ports.
- Enhance our partnership with 'Teesside Charity' in support of local community groups and charities which promote social wellbeing and provide assistance to those who find themselves at a societal disadvantage.
- Launch Teesport Community Foundation in 2024, aiming to foster collaboration with stakeholders on and around the River Tees in support of local charitable causes.

Delivered

- Contributed over £500,000 to local charities and community groups in the last five years.
- Donated £15,000 to children's critical care charity, Zoe's Place, in partnership with the port community, to provide a week's worth of care for six babies.
- Provided Christmas hampers to 119 families and individuals across the Tees Valley since 2017.
- Supported the Mission to Seafarers, providing facilities for religious and social support services.

CASE STUDY

Our Community. Our People



“FIND IT. FUND IT IS A FANTASTIC SCHEME AND IT’S GREAT TO SEE THE BUSINESS RECOGNISING OUR COMMITMENTS OUTSIDE OF THE WORKPLACE AND SUPPORTING US IN MAKING A POSITIVE IMPACT IN OUR COMMUNITIES.”

Sarah Macrae
Financial Accountant



“IT’S GREAT TO SEE PD PORTS RECOGNISING THE CHALLENGES FACED BY LOCAL COMMUNITIES AND SUPPORTING ITS PEOPLE IN MAKING A DIFFERENCE THROUGH THEIR OWN VOLUNTARY AND CHARITABLE EFFORTS.”

Alvin Jefferson-Prescott
Planning & Control Manager

Since 2005 we have actively supported our employees in community-wide initiatives through the Find It. Fund It. Scheme. In the last five years, contributions have surpassed £85,000.

During that time, we have heard some fantastic stories of how these contributions have provided support for a number of activities which have included the skills development of sports leaders in South Africa and provision of equipment for children suffering with muscle deficiencies.

A variety of schools have received resources to enable young children to learn about communication, team building, problem-solving, building confidence and developing leadership skills through their ongoing activities. New kit and equipment has also been purchased for a number of sports clubs across the country.

The positive impact of the scheme is extended beyond the groups it helps. It demonstrates support and care for the welfare of each and every one of our employees and their lives outside of the workplace.

Data

	2023	2022	2021	2020	2019
Health & Safety					
RIDDOR* Injury Frequency Rate (RIs per 100 employees)	0.59	0.33	0.56	0.52	0.86
Lost Time Injury Frequency Rate (LTIs per 100 employees)	1.06	0.93	0.63	1.04	1.18
No. of Leadership Engagement Tours	39	57	58	56	55
Core HSE Awareness Training Completion	–	–	–	–	–
Stop for Safety	306	357	382	342	295
HSE Concerns (Hazard Spots)	1366	1250	1112	1169	923
Employees					
Employees (Full Time Equivalent)	1,402	1,470	1391	–	–
Apprenticeships					
Number of apprentices recruited	0	20	10	–	–
Training					
Hours of training completed	–	–	–	–	–
Gender – Workforce					
Female	213	214	194	–	–
Male	1,189	1,256	1,197	–	–
Gender – Board					
Female (%)	11%	11%	0%	–	–
Male (%)	89%	89%	100%	–	–
Gender – Leadership**					
Female (%)	24%	24%	24%	–	–
Male (%)	76%	76%	76%	–	–
Gender – Pay Gap					
Mean	0.31%	0.31%	0.83%	–	–
Median	8.23%	8.23%	0.00%	–	–
Armed Forces Covenant	Silver Award	Silver Award	Silver Award		

*Reporting of Injuries, Diseases and Dangerous Occurrences Regulations

**Executive Team, Senior Leadership Team and Management

Strong Governance

Targets

- Independent external verification of future sustainability reporting

Independent external verification of future sustainability reporting ensures accuracy, enhances credibility with stakeholders, and demonstrates a genuine commitment to transparency and accountability in our sustainability efforts.

- Establish Board Sustainability Committee

A new Board Sustainability Committee will oversee delivery of the sustainability strategy to ensure we continue to make progress and achieve our goals.

- Publish annual sustainability report

An annual sustainability report will transparently communicate our environmental, social, and governance performance to stakeholders, demonstrating accountability, and highlighting our commitment to sustainable practices and continuous improvement.

- Deliver online dashboard to share progress against key sustainability targets

Delivering an online dashboard to share progress against key sustainability targets enables real-time transparency, fosters trust among stakeholders, and allows for timely adjustments and stakeholder engagement based on data-driven insights.



CASE STUDY

Delivering the Highest Standards



We hold ourselves to the highest operating standards. We promise to be transparent, fair and honest in every aspect of the management of our business and with every individual and organisation which we work with; holding ourselves accountable for every action we take and decision we make.

Across the business we have a number of processes and protocols that support our commitment to delivering long-term value for our business, our people, our shareholder, our customers, our stakeholders and our communities.

Our governance structures are regularly reviewed and re-evaluated by our Risk Management Committee to ensure we build resilience and sustainability across our business and throughout our supply chain.

In doing so, we aim to provide protection for people and assets, instill trust and confidence in our partnerships and build on our solid reputation as a partner of choice.



"WE PROMISE TO BE TRANSPARENT, FAIR AND HONEST IN EVERY ASPECT OF THE MANAGEMENT OF OUR BUSINESS."

Neal Armstrong
Head of Risk and Resilience

CERTIFICATIONS

Driving Excellence

PD Ports has achieved certifications by the International Organisation for Standardisation ('ISO') and British Standards Institute ('BSI').

✓ ISO22301	Provides a framework and guidelines to establish, implement, maintain, and continually improve the Company's business continuity management systems.
✓ ISO14064	Provides guidelines and principles to quantify, monitor, report, and verify greenhouse gas (GHG) emissions and removals.
✓ ISO14067	Focusses on quantifying the carbon footprint of products.
✓ ISO14001	Provides a framework and guidance to establish, implement, maintain, and continually improve an effective facility management system.
✓ ISO50001	Provides a framework and guidelines to establish, implement, maintain, and continually improve the Company's energy management systems, with the goal of improving energy performance, increasing energy efficiency, and reducing energy consumption.
✓ ISO55000	Provides a framework and guidelines to establish, implement, maintain, and continually improve an asset management system to effectively manage the Company's assets throughout their life cycle.
✓ ISO14068	Provides guidance and requirements for organisations and entities seeking to achieve carbon neutrality or carbon neutrality certification.
✓ PAS2080	Provides guidance and requirements for organisations and entities involved in the planning, design, construction, and operation of infrastructure projects to manage and reduce carbon emissions throughout the project's life cycle.

Policies

PD Ports operates a wide range of policies to ensure compliance and a high-performing, ethical and sustainable business. A selection are highlighted below.

Environment

Human Rights

Anti-bribery and Corruption

Modern Slavery

Inclusion and Diversity

Whistleblowing

Supplier Code of Conduct

Tax Strategy

SERIOUS ABOUT SUSTAINABILITY

CASE STUDY

Navigating Resilience



Working together to pursue and retain resilience excellence is the cornerstone to our unique partnership with Horizonscan.

In 2020, we began our partnership with Horizonscan, a consultancy firm specialising in business continuity and resilience. Central to our collaboration was a shared aim to further advance our business continuity management plans and procedures; ensuring we continue in our ability to anticipate, detect, respond to, recover from, and adapt to disruption.

The partnership proved its success through our response to the COVID19 pandemic supported by Horizonscan, as well as in the building of a strong resilience foundation.

Since then, our bond has gone from strength-to-strength, working together to provide an ever-growing level of resilience beyond the pandemic, through the cost-of-living and energy crises, recruitment

and retention challenges in the UK, structural changes to the organisation, and usual business disruptions.

Our plans and procedures are tested and audited on an annual basis. In 2022 a multi-agency Local Resilience Forum exercise, supported by Horizonscan was used as a basis to test not only our security teams on the ground, but also the business continuity management and crisis management processes across Teesport. In partnership with local police, fire service, ambulance, local council and media, this provided a fantastic learning opportunity for internal and external stakeholders, demonstrating our commitment to resilience excellence.

The benefits of business continuity management as a foundation for wider organisational resilience, has been embraced and embedded into the culture of our business, with a growing maturity evidenced by our ongoing ability to manage disruptive events, and achieve ISO 22301:2019 certification across all of our sites in 2022.




“WE ARE COMMITTED TO BEING RESILIENT BY PLACING BUSINESS CONTINUITY MANAGEMENT AT THE CORE OF OUR OPERATIONS.”

Melanie Sturgeon
Group Emergency Planning and Resilience Manager

Data 

Further Info 

Further Info 

Case Study 