

ENABLING

THE FUTURE



A positive impact on people and places



# ENABLING THE FUTURE



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WELCOME

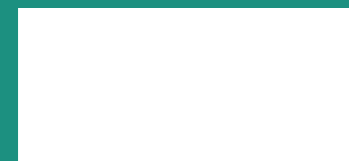
BACK

**“With the UK and global economy facing some significant challenges ahead, businesses must work extra hard to deliver positive commercial results whilst maintaining momentum on sustainability.”**

After the successful launch of Enabling the Future earlier this year, we were encouraged by the warmth the programme received both from our colleagues and also externally from the local community and our partners.

With the most difficult period of the pandemic behind us, we are now heading into what looks like a new era of economic instability, with the energy crisis and the pressures on the cost of living at the fore. As a business, and a team, we are committed to continue to grow together and support one another to navigate through any challenges that may come our way.

I hope you enjoy reading the second edition of the Enabling the Future newsletter and continue to play your role in delivering the positive social and environmental change we all want to see.



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



## Awards and Accolades

### Awards roll in as industry recognises achievements to date

Since the launch of our sustainability programme and our commitment to achieving net zero status by 2040, Peel Ports’ teams across the group have been presented with a number of prestigious industry awards and accolades that recognise the efforts we’ve all made to date:

- **Green Fleet ‘Commercial Fleet of the Year’ for our conversion to electric vehicles**
- **Multimodal’s Sustainability Award**
- **Maritime UK’s Maritime 2050 awards**
- **Sustainability School Gold**

This year we’re also short-listed for Business Insider’s North West International Trade Awards which recognises companies which make a difference, whether through ethical export, looking after their supply chain, improving sustainable credentials or improving people and the planet.

Finally, we will also be travelling to London this year as we are short-listed for the prestigious Logistics UK ‘Decarbonisation Champion of the Year 2022’ award.



**JOBS FOR  
THE FUTURE**



## Welcome our new HR Director

We meet Rachel Smith, who joined us recently from Alexander Dennis, the UK's leading coach and bus manufacturer, where she worked for 11 years, holding a variety of roles as HR Manager, Global HR Talent Director and more recently as Group HR Director.

Much of the focus during her career has been on talent attraction, diversity and inclusion, employee engagement and enhancing capability through training and development.

Having started her career as a graduate, Rachel is passionate about supporting the next generation, and told us: "I know how it feels to come into an organisation as a new employee, striving to impress and develop skills for the future."

On her first impressions joining the business Rachel said: "I am delighted to join such an exciting organisation with so much opportunity ahead. Whilst this is an entirely new sector for me, there are many similarities to my last role and I can already see ways to improve some key areas".

"My focus in the next 12 months will be to get up to speed with understanding the business, meeting as many colleagues as possible, focusing on organisational development, enhancing skills and capability, ensuring we offer the right career progression opportunities for our employees and within the communities where we are located. It's also fantastic to see our 2000th employee was an apprentice, which is a real testament to the great work already underway."



**Rachel Smith**  
Group HR Director  
Peel Ports Group





## Investing in talent

Last year the Group launched the ‘Developing and Enhancing Capability’ programme, designed to enhance leadership, capability and skills for managers and leaders across the group.

The first phase of the programme is now nearing completion and has reached colleagues from the four port clusters, covering a variety of roles; from supervisors to port directors.

The programme’s core training modules, which were developed by the HR and Commercial teams, provide a platform for learning and developing leadership management skills and enhancing career opportunities.

Combined with award-winning external content delivered by Cranfield University, the training has focused on change management, problem solving, lean management, commercial awareness, high performing teams, communication, dealing with conflict, industrial relations and employment law.

To support the development of the participants, we have introduced the Peel Ports mentoring programme. The programme has matched mentees with mentors from the senior leadership team to identify areas where the mentee felt they required guidance. They continue to meet on a regular basis to discuss issues, share experiences and identify solutions.

Visit [PeelPorts.com/EnablingTheFuture](https://www.peelports.com/EnablingTheFuture) to discover more.



## Summer of Science

This summer several Peel Ports’ teams lent support to West Lancashire College’s Summer Science Festival, to encourage more young people into science-based careers.

The event aims to inspire local young people who have an interest in making a career in Science, Technology, Engineering, Arts and Maths.

On the day, 12 schools from across West Lancashire were transported into a world of science.

To bring the maritime industry to life, the team led an interactive buoyancy workshop where pupils learnt how vessels sailing through our waters stayed afloat and were given a chance to build their own unique boat out of a variety of materials, whilst testing how much cargo it could hold.

We hope the event opened young people’s eyes to the exciting opportunities that can be found working in one of the most varied and vital industries in the world.







**EVERYONE  
IS WELCOME**

Together as a team we are passionately committed to the environmental, social and economic sustainability of our operations across the UK and Ireland.

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

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

## Clydeport welcomes first-ever female apprentice

In a drive to encourage more women into the maritime industry, Peel Ports Clydeport has welcomed its first-ever female electrical engineer apprentice onto its team.

Caitlin McGrory, a 19-year-old from Glasgow, started her four-year apprenticeship with the Scottish port in August.

This appointment is a step forward for Peel Ports Group as we seek to encourage more females to apply for roles in the maritime industry. Engineering is one of many rewarding career opportunities available in ports, and it is hoped this new apprenticeship will inspire others to explore a future in this sector.

Caitlin said: "I find the engineering field really interesting, and my time at Peel Ports has shown me the diverse and exciting range of jobs within the maritime sector which are open for everyone, regardless of gender."

Now several months into her apprenticeship, she is glad she took the step to break into a traditionally male-dominated industry.

"Although engineering is (at the moment) a field generally dominated by men, it is not one that only men can do. As long as you're not afraid to get your hands a little dirty, you definitely won't regret taking a jump into the field, as no day is ever the same."

Caitlin's advice to young people finishing education and considering apprenticeships? "If it's what you want to do, go for it. Apprenticeships give you the experience that a lot of people earning their degree through university will lack, this will make you a well-rounded candidate once you have completed your apprenticeship."







## Innovative marine team designs next-generation pilot jacket to protect against cold-water shock

A new life jacket that will increase survival time in cold water has been developed by the innovative marine team at Peel Ports with Mullion Survival Technology. Development of the personal floatation device began after an audit of similar products concluded that existing jackets would not protect against cold water shock.

Following two years of research, prototype testing and end-user consultations, the pilot jacket is now rolling off the production line. Liverpool Pilotage services will receive the first order with marine teams both internal and external to Peel Ports expecting orders shortly.

The jacket boasts many innovative features including a 150N integrated automatic life jacket, an AIS personal locator beacon and neoprene seals at the neck, waist and wrists to reduce the threat of cold-water shock.

The new pilot jacket launch forms part of a wider project led by Peel Ports Group's Marine team, reviewing the end-to-end process of boarding and landing of personnel to and from ships. In addition to the jacket, the project has led to the development of a brand-new pilot ladder safety training course that is now being recognised by other major ports, and the introduction of regular 'wet' safety drills.

Nicole Read, Group Marine Projects Manager at Peel Ports Group said: "It has been fantastic to lead this innovative project, which represents an important step in further improving safety standards for marine pilots.

"The project involved listening to the needs of marine pilots and providing them with solutions and technologies that mean that if they are faced with an incident, they know they are safe.

"We're very pleased to have developed a next-generation marine safety jacket, with three prototypes created over the course of two years in order to perfect the final product."

## 150N integrated automatic life jacket





EVERYONE

IS WELCOME



## Putting Mental Wellbeing First

We all go through times when life can get on top of us. Did you know that 1 in 4 people in the UK will experience poor mental health each year?

At Peel Ports Group, we're committed to providing our colleagues with the support they need to fulfil their roles, and we're here for them when times are tough.

With spending so many of our waking hours at work, it's essential that we create a supportive workplace where everyone can thrive, which is why we're developing our Mental Health First Aider network.

Throughout 2021 and 2022, we've introduced 80 Mental Health First Aiders across the group, with the most recent training courses happening at Peel Ports Dublin and Clydeport.

Our professionally trained mental health first aiders will provide support and guidance to anyone who may be struggling with mental or emotional distress to help them access support.

Our Group Head of Health, Wendy Freeman, said: "Looking after our mental health should be a priority for everyone and is as important as our physical health."

At Peel Ports Group, we want to remove the stigma and make conversations about mental health an everyday part of what we do so that we have a culture where anyone who needs help can feel comfortable asking for it."



## Diversity in Engineering

Zandine Ryder-Jones, an Engineering Assistant working in Great Yarmouth, is building her dream career at Peel Ports after overcoming the challenge of working in a traditionally male dominated industry.

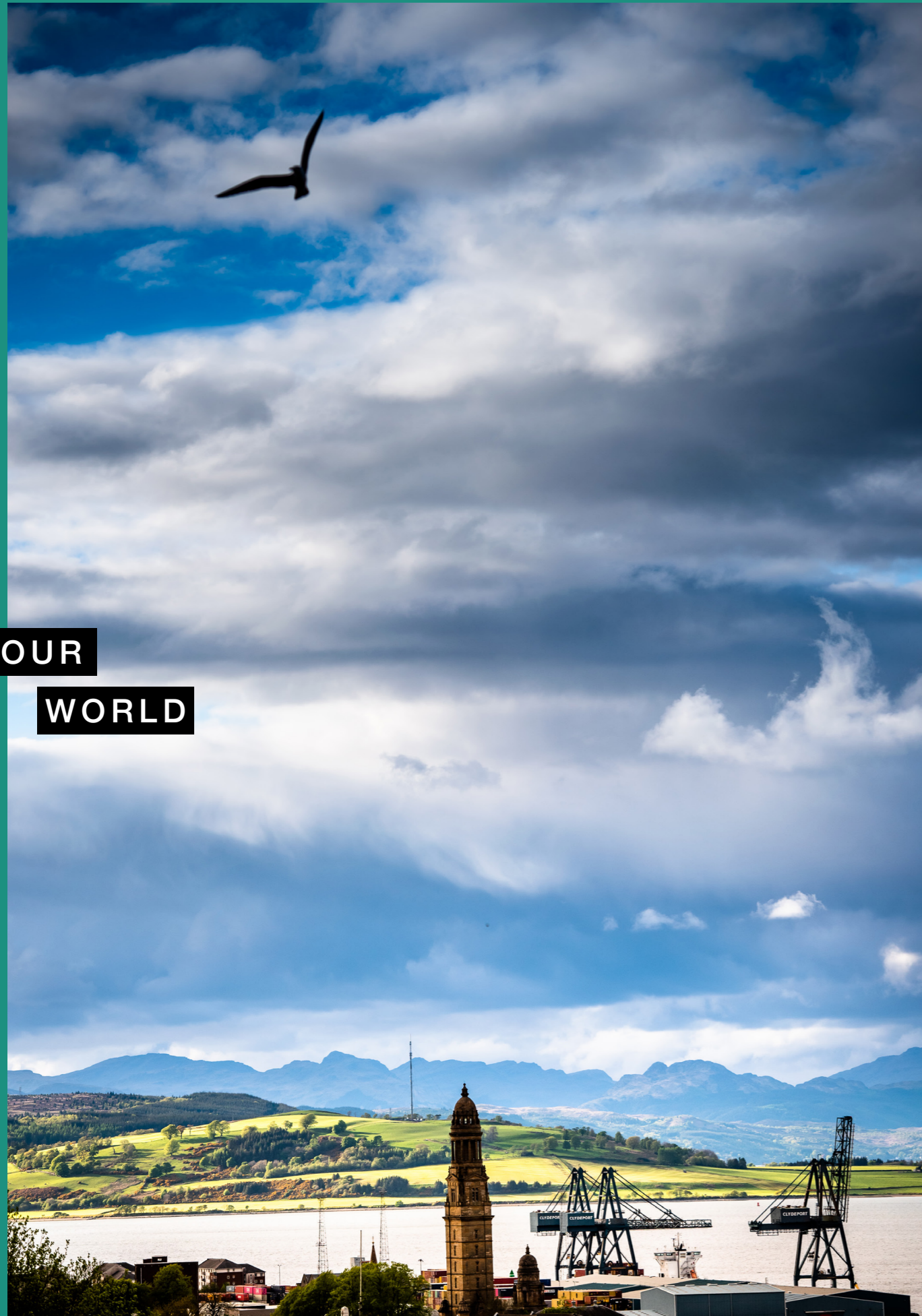
Zandine says: "I spent years not being taken seriously when trying to make the most of my qualifications or not being given the chance to utilise my full skillset in previous positions. "With Peel Ports, I now have the ability to use both my engineering and office skills all in one role. It's the best of both worlds! One day is never the same and even though I haven't been in my position long, I can honestly say this is the best decision I have ever made."

"Unfortunately, the perception that 'Engineering is a man's world' still exists but I believe this is starting to shift. My role here is proof that there are opportunities to build rewarding and impactful careers regardless of gender."

"To any woman wanting to pursue a career in Engineering, I would say to maintain that constant drive, don't give up and it will lead you to living your dreams."



## OUR WORLD



### Heysham aims to become UK first net zero port

The Port of Heysham has reduced the carbon emissions of its landside plant, equipment and vehicles by up to 90%, in what is believed to be a first for any UK port.

All its vehicles, plant equipment, forklift trucks, tug masters and ancillary equipment are now operating on either electricity or Hydrotreated Vegetable Oil (HVO).

Whilst using 100% renewable electricity is the ultimate goal, HVO uses plant-based oils in its composition, which reduces CO<sub>2</sub> emissions to the atmosphere by up to 90%, and direct emissions of particulate matter, such as dust, smoke and other fine materials, by up to 65%. HVO can be substituted directly for diesel fuel and is broadly considered a greener option to diesel due to its lower NOx emissions.

### Peel Ports Innovation Challenge

In collaboration with LCR Founders we have developed a week-long sustainable innovation challenge in support of the Peel Ports Group Net Zero 2040 commitment and our Enabling the Future initiative.

We have brought together students on the LCR Founders Project from both University of Liverpool and Liverpool John Moores University to work in mixed teams to formulate and pitch back potential solutions to tackle a real-world challenge faced by ports under the theme of sustainability.

### New tech Pioneers

As we work to lessen our impact on the environment and reduce carbon emissions, we often need to explore and trial new technology to ensure the equipment is suitable for our needs.

The group marine team recently trialled 'The Waste Shark', a carbon neutral autonomous vessel designed to collect up to 500kg of marine litter from enclosed waterways. 'The Shark' offers a solution for collecting smaller pieces of debris that would otherwise remain in the marine environment. The trial was also attended by engineering students from Wirral Metropolitan College.

Peel Ports is also one of the first UK port operators to trial brand-new electric tugs, these are being tested for efficiency and battery life, and as carbon neutral alternatives to our current vehicles.

Over five days, students met with industry expert mentors to develop ideas and presented their pitches back to the panel of judges from Peel Ports Group and Port City Innovation Hub for the opportunity to win £1000.

We'd like to congratulate all involved in the innovation challenge, everyone delivered such outstanding pitches and selecting the overall winner was extremely difficult! The winning team have been invited back to Peel Ports to pitch their idea again.





## Peel Ports accelerates transition to fully electric vans

In a step that brings us closer to achieving our goal of being net zero by 2040, we are delighted to be steadily increasing the number of electric vehicles in our fleet, with 83% of electric vehicles either in the fleet already or on order.

By re-imagining our fleet through electrification, we have so far been able to remove 335 tonnes of carbon from our annual operational footprint.

Our Director of Port Services, Lewis McIntyre, said: “We are committed to being an environmentally conscious business, and have aims to become a carbon neutral business by 2040. Transitioning to an electric fleet is just part of this commitment, and having such a large proportion of our electric vehicles in fleet or on order is a really positive step in the process.”

As part of our drive to become a greener business, we have implemented a range of initiatives, including transitioning to LED lighting, and most straddle carries now run on Hydrotreated Vegetable Oil fuel instead of diesel with a carbon emission reduction of up to 90%.

## Taking a leap forward in waste management

We are pleased to announce plans to re-engineer our waste management systems with the help of Mitie Waste & Environmental Services. The contract, which started on 1st October 2022, sees Mitie managing sustainable waste operations across the Port of Liverpool and the Manchester Ship Canal.

The team will focus on taking over the management of the existing waste collection services before moving to an innovative on-site waste management and recycling facility located at the Port of Liverpool.

With proven ability to manage waste at complex settings such as Manchester Airport and Unilever at Port Sunlight, Mitie will improve waste management across at the Port of Liverpool and the Manchester Ship Canal with the aim to increase our recycling performance and reduce carbon emissions and cost related to waste collections.

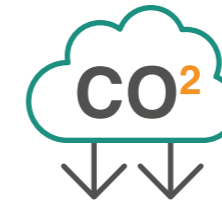
Once the On-Site Waste Management Facility is up and running and delivering results, the Supply Chain team will then turn to see how the model can be adapted and the contract can be extended for use at other ports within the group.

Having effective processes for managing waste is a strategic deliverable under the ‘Reducing Our Impact’ section of the Peel Ports Environment, Health and Safety Plan 2022/23 and the Supply Chain team are delighted to be able to announce this significant milestone which has been reached in that journey.

## New targets reached

### CARBON

Groups CO2e fell by **32%** in the first quarter of FY23, as HVO replaces diesel.



### HEYSHAM **100%**



of vehicles, plant and equipment now operating on HVO or electric.

### ELECTRIC **83%**

electric vans now in our fleet or on order.



### HVO TRANSITION

**88%** plant and equipment available to transition to HVO complete.

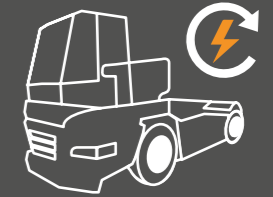
### **335** TONNES

Annual carbon emission savings delivered by electric vehicles.



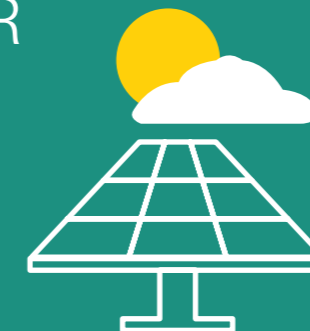
### **1** TUGS

new fully electric tugs being tested.



### **3** SOLAR SITES

exploring solar power solutions; Liverpool, Sheerness and Hunterston.



### GRESB **82%**

Rating is 82 for 2022 which is a 38% increase from 2021.





**SOCIAL &  
GOOD CAUSES**



## London Medway sponsors next generation of Lionesses

The team at the Port of Sheerness are pleased to be supporting their local football club, Sheppey United FC, by sponsoring a new kit for their U16s girls' team, who currently play in Division 1 of the Kent League. The girls' team are one of the many grassroots football teams that represent the Southern Counties East Football League team 'The ltes', at Holm Park on the Isle of Sheppey. Further support is being shown by way of pitch-side advertising which proudly showcases our Enabling the Future message. Having received a request from a colleague at the port to get involved with the much loved and supported local club, which was founded in 1890, the management team were keen to be involved and pursue sponsorship opportunities.







## Port of Liverpool supports local charity

The Port of Liverpool Containers team donated a 20ft container to a local domestic abuse charity so they could store furniture, clothing and equipment.

Domestic abuse is a difficult nationwide issue and a crime that occurs among people of all backgrounds and ages, but even when a victim has reported abuse to the police, there are complex reasons they may not see through a prosecution - love, shame, guilt, isolation, fear of the process and language barriers to name just a few.

Often victims need to leave their home quickly and the Centre 56 charity offers domestic abuse support for families and children; providing childcare, information and support for families.



## London Medway raise £2480 for Macmillan Cancer Support

Congratulations to the team at London Medway, who raised an amazing £1,240 for Macmillan Coffee morning. This has been matched by the company and the overall amount raised was £2,480!

The event first started in 1990, when a local fundraising committee decided to hold a coffee morning and donate the cost of their coffee to Macmillan in the process. The idea was such a simple, yet effective one that it was suggested the model be taken up on a national level, and in 1991 over 2,600 people registered to hold coffee mornings across the country. Since then, it has raised over £290 million for Macmillan Cancer Support.

One in two of us will face cancer, and the money we raised at the Coffee Morning will help to make sure that no one has to face it alone.

The London Medway event was led by Sue Morgan and excelled with local businesses donating prizes for the event.

Thank you to everyone that contributed to make it such a success!





ENABLING

THE FUTURE

[peelports.com/enablingthefuture](https://peelports.com/enablingthefuture)

**NET ZERO**   
2040

In line our with our sustainability commitment,  
this document uses carbon balanced paper

