

**HUTCHISON PORTS**  
**HARWICH INTERNATIONAL**

**HUTCHISON PORTS**  
**LONDON THAMESPORT**

**HUTCHISON PORTS**  
**PORT OF FELIXSTOWE**

# SUSTAINABILITY STRATEGY HUTCHISON PORTS (UK)



# BUILDING A SUSTAINABLE FUTURE

At Hutchison Ports (UK), our aim is to be the first choice for a sustainable supply chain partner, providing exceptional services to customers while upholding our commitment to minimal adverse impact on our people, environment, and business. We strive to create a thriving workplace, promote safety, happiness, and inclusivity, adopt best environmental practices and be a responsible member of our communities. By doing this we will help create a sustainable future.

## OUR AIMS AND OBJECTIVES

Sustainability at Hutchison Ports UK (HPUK) is about the constant challenge to explore new ways of delivering our service, to fulfil the needs of society with the minimum adverse impact on our environment, whilst supporting our people and growing our business.



## OUR APPROACH

Our strategy has been developed in line with the United Nations Sustainable Development Goals (UNSDGs). Ten of the UNSDGs are material to our operations and form core elements of our strategy, reflecting our commitment to addressing global challenges and contributing to a sustainable future.

## OUR VALUES AND BELIEFS

As a member of Hutchison Ports, UNITY reflects a commitment to excellence, integrity and working together. These values underpin our approach to sustainable development.

At HPUK we act as **ONE TEAM**, building our future together.

We **T**rust one another, deliver an **E**fficient service, are **A**head in our thinking and are committed to **M**aking an impact.

## CREATING A SUSTAINABLE CULTURE

We are working to embed sustainability fully into our culture, through our three pillars of Our Business, Our Environment and Our People.



## MEETING OUR CUSTOMERS' NEEDS

At HPUK, meeting our customers' needs is a priority. Our sustainability approach is not only the right thing for our planet and future generations, but also supports our customers in achieving their own sustainability goals.



# OUR SUSTAINABILITY AIMS



- Net-zero by 2035
- Remove diesel from operation
- Invest in renewable energy
- Protect our planet



- Enhance safety and wellbeing
- Diverse and inclusive culture
- Sustainable career opportunities
- Community engagement



- Grow responsibly
- Adopt ethical and sustainable business practices
- Sustainable procurement



# WHERE ARE WE NOW

## OUR ENVIRONMENT

- Established Net Zero 2035 target
- Purchased 48 electric internal tractors
- Invested in 25 remote-controlled RTGs by 2025
- Agreed deal for 100 autonomous trucks by 2025
- Enhanced air quality monitoring procedures
- Go Green programme including tree planting and beach cleans



# OUR SUSTAINABLE FUTURE

## OUR ENVIRONMENT

DELIVERING NET-ZERO

CREATING SUSTAINABLE PORTS



## OUR PEOPLE

- Investing in apprenticeship programmes
- Provide leadership and career development opportunities
- Established Diversity & Inclusion Committee and 4 x employee-led networks supporting an inclusive culture
- Trained Mental Health First Aiders
- Supported the local community through the Port Community Fund

## OUR PEOPLE

CREATING GREAT PLACES TO WORK

INVESTING IN LOCAL COMMUNITIES



## OUR BUSINESS

- Regular refresher training on anti-bribery and anti-corruption, and competition law
- Published Modern Slavery Statement
- Completed Gender pay gap reporting
- Introduced Supplier Code of Conduct
- Enforced Employee Code of Conduct
- Regularly review and update policies and procedures to support good governance



## OUR BUSINESS

OPERATE RESPONSIBLY AND WITH INTEGRITY

EMBED RIGOROUS AND EFFECTIVE GOVERNANCE





## TAKING ACTION ON CLIMATE CHANGE CREATING FUTURE-FIT PORTS



OUR ENVIRONMENT



### DELIVERING NET ZERO

Develop the HPUK decarbonisation plan to deliver Net Zero Scopes 1 & 2 Greenhouse Gas emissions by 2035 and Scope 3 before 2050.

We will work pro-actively to deliver our near term and long-term Net Zero targets, following the best available scientific methods.

### OBJECTIVES

- Collect and analyse verifiable emissions data to monitor performance along our Net Zero pathway.
- Work with partners to incorporate renewable energy and decarbonisation solutions into planned port development.
- Collaborate with Hutchison Ports ports globally to share best practices in implementation of emission free technologies and supply chain decarbonisation

### CREATING SUSTAINABLE PORTS

Invest in workforce, infrastructure and technology to prepare our ports for a changing climate.

We will ensure that our ports are resilient to climate change threats by assessing our climate change risks and preparing for the future.

### OBJECTIVES

- Maintain up to date understanding of projected climate change impacts on our business activities so that we are prepared for impacts such as rising sea levels and extreme weather conditions.
- Recognise our interaction with natural habitats to protect biodiversity when operating our ports, planning development and evaluating nature based climate solutions.
- Maintain continual improvement programmes to protect our local and global environments.



## CREATING GREAT PLACES TO WORK INVESTING IN OUR LOCAL COMMUNITIES



### CREATING GREAT PLACES TO WORK

Be an employer of choice that attracts, develops and retains a diverse workforce.

We will build a safe and sustainable future for our people, developing an inclusive working environment that fosters a culture of belonging, where everyone feels valued and respected throughout their career.

### OBJECTIVES

- Prioritise safety and wellbeing to drive a zero-harm culture.
- Develop a high performing, diverse workforce to support the delivery of future technologies.
- Enhance employer brand to attract and retain a diverse workforce.
- Create an inclusive working environment and culture that enables open feedback.



### INVESTING IN LOCAL COMMUNITIES

Work with external partners to develop and maintain thriving and resilient local communities.

Providing jobs, education, training and community support, we will contribute to and drive, economic growth and sustainable employment in our local communities.

### OBJECTIVES

- Create sustainable career opportunities.
- Partner with local education providers to support increased access to employment.
- Reflect the diversity of our local communities.
- Participate in and encourage, active engagement in our local communities.



OUR PEOPLE

## OPERATE RESPONSIBLY AND WITH INTEGRITY EMBED RIGOROUS AND EFFECTIVE GOVERNANCE



We take pride in adhering to the highest moral, ethical and safety standards every day, and demonstrate our integrity by the respect we show each other and our ability to work well together.

We will grow responsibly through ethical and sustainable business practices.

We will implement sustainable procurement standards by promoting the Supplier Code of Conduct.

### OBJECTIVES

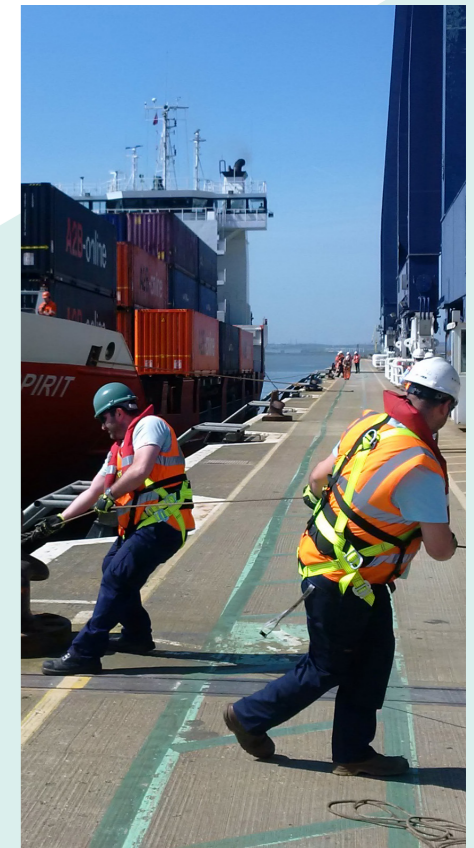
- Encourage and support all employees to challenge any behaviour contrary to the Employee Code of Conduct.
- Support employees to have the confidence to ask questions and seek guidance to bolster good practice.
- Ensure all governance reporting is both in-line with group practice and reflects leading practice.
- Communicate governance expectations both within the business and to relevant third parties.



We will work together as One Team to achieve our sustainability aims, becoming the preferred supply chain partner, dedicated to building a sustainable future.



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- Sustainable career opportunities
- Community engagement



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