

A photograph of three people, two men and one woman, wearing dark jackets and red life jackets. They are gathered around a large metal cage filled with oysters on a wooden pier. The woman on the left is leaning over and examining the oysters. The man in the middle is looking down at the cage. The man on the right is also looking down. In the background, there is a modern building with a grid-like facade. The image has a semi-transparent dark overlay.

## Impact and Integrity: Driving Sustainable and Inclusive Economic Growth

Environmental, Social & Governance Report 2023

[belfast-harbour.co.uk](http://belfast-harbour.co.uk)

 **Belfast  
Harbour**





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## Who We Are

Belfast Harbour is Northern Ireland’s primary gateway to the rest of the world. We provide an essential service to everyone who lives here, alongside driving transformational change to the Port, wider Belfast Harbour Estate, City and Region.



WORLD LEADING REGIONAL PORT

**70+%**

of the Region’s imports and exports



KEY ECONOMIC HUB

9th LARGEST PORT IN UK AND 2nd LARGEST PORT ON THE ISLAND OF IRELAND

**23.9 million tonnes**  
of goods handled

**1.7m**  
ferry passengers

**610,000**  
freight units



LARGEST CRUISE TRANSIT PORT  
IN UK/IRELAND

**158**

Cruise calls



**2,000 acre**  
BELFAST HARBOUR ESTATE IS HOME TO  
**760+ businesses**

including:

marine logistics, advanced manufacturing, commercial and residential real estate, retail, financial and IT services, digital, tourism and leisure, media and creative industries



FIRST BESPOKE OFFSHORE WIND ASSEMBLY  
AND INSTALLATION TERMINAL IN THE UK  
AND THE ONLY ON THE ISLAND OF IRELAND  
DELIVERED

**66%**

of UK Offshore Renewable Energy Capacity 2013-2018



**£65m**  
2023 RECORD YEAR  
FOR CAPITAL INVESTMENT



TRUST PORT  
WE INVEST POST-TAX PROFITS  
IN DEVELOPING PORT AND ESTATE

**£374m**

invested in last 10 years



## Strategic Framework - A Port for Everyone

Belfast Harbour’s strategic framework puts people and sustainability at the heart of everything we do. We are committed to creating and growing a socially responsible ‘Port for Everyone’, underpinned by our Trust Port Status.

This strategic framework guides how we operate the business today and encourages us to develop the Port and Estate for the benefit of generations to come.

By transparently tracking and improving our own performance, we are developing a stronger, more sustainable future for everyone, driving economic growth, making positive contributions to our local communities, protecting our environment, and inspiring positive change.

 <p><b>Our Vision</b></p>	 <p><b>Our Purpose</b></p>	 <p><b>Our Role</b></p>
<p>To be a <i>World Leading Regional Port</i>, a <i>Key Economic Hub</i> for the region and an <i>Iconic Waterfront</i> for Belfast.</p>	<p>To serve as a maritime gateway for trade by operating a <i>sustainable</i> and world leading regional port and investing to develop the Harbour Estate as a <i>socially responsible</i> key economic hub.</p>	<p>As a Trust Port</p> <p>To develop the business in a way that directly benefits people today and future generations.</p>

## Our ‘Vision to 2035’ Strategic Commitments:

Belfast Harbour is pioneering a future where innovation and sustainability intersect. To reach our 2035 vision of a Port for Everyone, we are focused on achieving these ambitious objectives:



### World Leading Regional Port

To be a best in class, and customer and market-focused Port, with modern and resilient infrastructure and health & safety at its core.



### Key Economic Hub

To be an engine for economic growth for the region, leveraging the Trust Port model, creating jobs and talent pipelines, underpinning the Port, Property, and industrial asset base.



### Iconic Waterfront

To transform the infrastructure and landscape of Belfast’s waterfront through integrated placemaking, community and civic engagement.



### Green Port

To operate in a way that conserves the Earth’s depleting resources, delivers sustainable economic growth, and improves the wellbeing of our communities and planet for generations to come.



### Smart Port

To be one of the world’s smartest regional ports – unlocking new levels of productivity, customer experience, and accelerating economic growth and creating opportunity through partnership, innovation, and technology.



# Our Values

 <p><b>People Focused</b></p>	 <p><b>Open</b></p>
<p>Putting people at the centre of our business, working collaboratively, and providing an inclusive workplace where everyone can achieve their full potential.</p>	<p>We are innovative in our approach, open to new or better ways of doing things, and are an agile business that will adapt and react quickly.</p>
 <p><b>Responsible</b></p>	 <p><b>Trustworthy</b></p>
<p>We put the safety and wellbeing of our employees, customers and local communities above everything else. As a Green Port, we are committed to developing sustainable practices and working towards achieving Net-Zero by 2030.</p>	<p>As a Trust Port we always act in the best interest of our customers, stakeholders and local communities, acting with integrity to do business the right way.</p>

## Foreword

### Impact and Integrity - Driving Sustainable and Inclusive Economic Growth

It is my pleasure to present Belfast Harbour’s first Environmental, Social and Governance (ESG) Report. This review of our ESG practice in 2023 truly demonstrates the organisation’s commitment to sustainable development leadership. It is my role to guide colleagues towards our goal of enabling economic growth in Northern Ireland, in the right way. The development and publication of this document represents a bold step towards that goal, and I am proud of everyone in Belfast Harbour for being part of that journey.

As a Trust Port, working with integrity and delivering meaningful impact is in our DNA; it spurs us to consider our actions and to continually improve Belfast Harbour for people and the planet. Trust Port status is our North Star, and so while publishing an ESG report is not a statutory or regulatory responsibility for us, we have done so because it is absolutely the right thing to do.

Over the years, we have worked hard to earn a reputation as an exemplar in this space. By proactively agreeing, tracking and transparently communicating our ESG (or sustainability) progress, we continue to lead the way, cutting a path so that our colleagues and partners in the City and beyond might do the same.

I acknowledge that doing new things can sometimes feel uncomfortable, but we have nothing to hide. In this report we have openly shone a light on our sustainability activities, reviewed our existing strategic commitments through the lens of the GRI Standards, and demonstrated a best-in-class approach. Undertaking this process ensures that our outputs deliver real, tangible value and has renewed our focus on material sustainability issues, which will form the basis of the changes we are making to benefit future generations.

Thank you for taking the time to read this important document; it is our first and we have much to learn and lots to take forward and improve. Our approach, which focuses on the core themes of Planet, People, Place and Partnership, will evolve to align with our new five-year corporate strategy, which we intend to publish in the coming months. In the meantime, I hope you will agree that this report powerfully evidences Belfast Harbour’s dedication to sustainable and inclusive economic growth, for today and tomorrow.

**“Over the years, we have worked hard to earn a reputation as an exemplar in this space...”**



**Sir Malcolm McKibbin**  
Chair, ESG Committee,  
Belfast Harbour Commissioners

# Key ESG Achievements 2023

## Planet and Place



### Reduction IN GREENHOUSE GAS (GHG) EMISSIONS

- 1,756 tCO<sub>2</sub>e in 2023, down 18% on 2022
- 57% reduction since baseline year, 2015
- On course for Net-Zero before 2030



### 100% RENEWABLE ELECTRICITY

In our direct operations and for our tenants since 2019



### Air Quality

Consistently surpassing national air quality standards



### Zero WASTE TO LANDFILL

From our direct operations



### Alternative Fuels

Hydrotreated Vegetable Oil (HVO) low carbon alternative fuel deployed in marine vessels and machinery



### 30% OF VEHICLE FLEET converted to Electric Vehicles (EVs)



### Offshore Wind

First bespoke offshore wind assembly and installation terminal in the UK and the only on the island of Ireland



### City Quays Gardens

First One Planet Living development in Northern Ireland



### BREEAM "EXCELLENT"

- First BREEAM 'Excellent' logistics warehouse in Northern Ireland
- First BREEAM 'Excellent' film studios in UK

## People and Partnerships



### ISO CERTIFICATIONS

- ISO 14001 Environmental Management
- ISO 23001 Business Continuity
- ISO 45001 Occupational Health and Safety
- ISO 50001 Energy Management



### Bronze DIVERSITY CHARTER MARK

Marking our commitment to gender diversity



### £3m COMMUNITY GIVING

invested back into local communities over the last ten years

- £310k invested in 2023
- Winners of British Ports Association Community Impact Award
- Business Eye Magazine CSR Award



**Strategic Overview: Impact and Integrity**

An overview of our ESG journey, by Belfast Harbour’s ESG Leads

**Nicholas Cowan**  
Head of  
Sustainability

**Eoghan Rainey**  
Compliance Manager

**Stephanie Buchanan**  
Senior People Business  
Partner

**Jenni Barkley**  
Community Engagement  
Manager

We recognise that our position, as Northern Ireland’s primary gateway for trade, services and tourism, means that we have a unique opportunity to influence positive change, as a leading model of sustainable development for the Region. Our status as a Trust Port inspires us to make a difference and to build upon many years of work already carried out to transform the Port and Estate into a better place for everyone.

**Supporting Government**

Belfast Harbour’s strategic approach to ESG is underpinned by robust international frameworks and reporting disclosures mapped against key Global Reporting Initiative (GRI) Standards, in addition to supporting the United Nations Sustainable Development Goals (SDGs). We also support national and regional programmes and policy, including Belfast City Council’s ‘Belfast Agenda’, the Northern Ireland Executive’s Energy Strategy - ‘Path to Net Zero Energy’ - and the UK Government’s transport decarbonisation plan.

Our strategic approach will adapt in accordance with new government policies and with the emergence of best practice, locally and globally. As we further embed ESG into our business, we will set stretching and ambitious targets to accelerate positive action for our people and the planet.

**Beyond a Centralised Approach**

The outcomes of Belfast Harbour’s sustainable development programmes are not the responsibility of any single person. We have evolved beyond a centralised ESG unit and have developed an operating structure where everyone at Belfast Harbour is on a sustainability journey. ESG is embedded within each department and specific functions are accountable for related actions and outcomes.

The publication of this, our first ESG Report, is timely, as we close out the first phase of our ‘Vision to 2035 – a Port for Everyone’ strategy. This was launched in 2019, with the goals of supporting sustainable and inclusive growth across all aspects of our business, working safely, adopting new technologies, enhancing sustainability, and building on a culture of high-performance, people-focused teams. As we reflect on the past five years, it is clear that we continue to deliver upon our responsible business and sustainable growth commitments.

**Our ESG approach spans four key pillars:**

**Planet, People, Place and Partnership, encompassing not only our immediate operations but stretching into our entire value chain.**

**Belfast Harbour’s ESG Approach**



**Material Sustainability Issues & Stakeholder Needs**





 Planet



**During 2023, work to achieve our Net-Zero 2030 commitment continued at pace. Emissions have more than halved since our base year measurement (2015). This has largely been achieved through an industry leading adoption of low carbon alternative fuels across a combination of our marine vessel fleet and key landside assets, coupled to the procurement of certified renewable electricity, that we procure both for our own consumption across the Estate, and also for our commercial tenants.**

We are now entering the most ambitious phase of our decarbonisation trajectory, with an 18% reduction recorded in 2023 and a further 40% reduction projected in 2024. At this rate of progress, we are confident that Belfast Harbour can achieve a Net-Zero position well in advance of our ambitious 2030 target. This work sets us on course to be the first Net-Zero port operator in the UK and the first on the island of Ireland.

Our advanced Climate Action programme also has significant co-benefits in respect of our clean air objectives, where HVO (low carbon alternative fuels) in marine vessels, and further developments to our EV fleet, is bolstering efforts to deliver a better working environment in and around the Harbour Estate.

We're also collaborating with Belfast City Council on its local Air Quality Action Plan and operating an advanced network of air quality monitoring equipment across the port that allows for a targeted approach to air quality improvement through data driven analytics. In doing so we are able to assert that air quality across the Harbour Estate is consistently surpassing national Air Quality Limits.

In partnership with local waste management providers, we have also maintained a position of sending no waste to landfill from our direct operations. In the coming year we will extend our focus to dealing with some of the wastes that port customers deposit in Belfast, specifically international catering wastes, that are heavily legislated and where we lack advanced local infrastructure for sustainable long-term disposal.

**“This work sets us on course to be the first Net-Zero port operator in the UK and the first on the island of Ireland.”**

We are proud that our biodiversity programmes have been highlighted by stakeholders and the media following our collaborative reintroduction of native oysters into Belfast Harbour. Through a strategic partnership with Ulster Wildlife, we are supporting a priority species that was long considered to be extinct in Belfast Lough and are doing so in a way that has tangible benefits in terms of carbon sequestration, as well as improving water quality and local biodiversity in and around the River Lagan.

People 

**We recognise that our people are our greatest asset and lie at the very heart of our business. That is why in 2023 we introduced numerous initiatives to strengthen an inclusive workplace and to ensure we continue to attract the high quality and diverse talent required for the continued growth of our business.**

Our people development efforts extend all the way from apprenticeships and placement opportunities, through to a new leadership talent development programme in collaboration with Ulster University.

Core to our people focus are programmes that cultivate a truly safety-first culture amongst our teams, and initiatives that enhance our approach to health and safety through collaboration, increased engagement and involvement, as well as the implementation of new procedures, training, and equipment.

Our efforts are underpinned by an increased emphasis on leading safety KPIs, such as observation submission and close-out, as well as the application of robust ISO management systems, which not only offer a layer of external assurance for our stakeholders, but actively drive continuous improvement within our operations.



**“Core to our people focus are programmes that cultivate a truly safety-first culture amongst our teams...”**

Place 

**Belfast Harbour is proud to be demonstrating the role that the built environment plays in a just and sustainable transition. Our work to decarbonise building assets has been well recognised in BREEAM accreditations for all our recent City Quays developments and, more recently, the first BREEAM ‘Excellent’ warehouse, and film studio, in the Region.**

In 2023, we began construction of an ambitious social value-focused development in the form of City Quays Gardens, a re-greening project that puts wellbeing and sustainability at the heart of our development activities and will be the first in Northern Ireland to adopt the ‘One Planet Living’ sustainability framework.







## Partnerships

As a socially responsible Trust Port, delivering positive social impact is a focal point for Belfast Harbour. In 2023, this included building long-term partnerships and relationships with local communities.

We provide significant social value through a wide variety of activities, including partnership and outreach programmes with around 30 grassroots organisations and charities supported through the Belfast Harbour Community Awards, community engagement partnerships, and events. This brings groups and people together to strengthen relationships, share learning and encourage collaboration.

**“During the past decade we have invested £3 million into local communities.”**

During the past decade we have invested £3 million into local communities. Our annual budget towards community engagement support is based on 1% of our annual operating profit. In 2023, this enabled £310,000 of funding support to be allocated to community and charitable organisations. This support focused on positively impacting three core areas: Supporting Employability and Skills; Supporting our Environment; and Supporting Communities. This significant investment enabled Belfast Harbour to make meaningful and positive social impact across communities, the environment and to young people’s development opportunities.

## Focus on the Future

Like all businesses locally and globally, Belfast Harbour is navigating through unprecedented change, driven by a collective sense of social responsibility.

We are approaching this change collaboratively rather than commercially. Given that ESG is rapidly evolving we know we can only do better by continuing to co-operate across the business and by learning from our stakeholders.

We would like to know what you think of this, our first ESG report, and how we could improve it.

If you have feedback or questions, we would like to hear from you.

Please contact: [sustainability@belfast-harbour.co.uk](mailto:sustainability@belfast-harbour.co.uk)







## Our ESG approach

Inspired by a global call to action to embed inclusivity and sustainability, Belfast Harbour’s ESG approach is mapped against core Global Reporting Initiative (GRI) disclosure topics and supports the common goals of the United Nations Sustainable Development Goals (SDGs). We are prioritising the subject matter most material to us, and where we can make the greatest contribution to global sustainability challenges. This takes in a broad spectrum of subject matter, not just climate action, but everything from safety to social value.

**“We’ve positioned ourselves at the forefront of sustainability leadership, and as we move to the next phase of our Vision to 2035 strategic plan, we will set stretching and ambitious targets to continue to drive positive change for people and the planet.”**



**Joe O'Neill**  
Chief Executive,  
Belfast Harbour

The first step on our ESG journey was the critical evaluation and prioritisation of the sustainability issues we consider to be the most relevant to our business, those that significantly impact Belfast Harbour and are similarly influenced by our operations. Then, to address these material issues, we established a best-in-class framework, one that is scientifically grounded, credible, transparent, and built for long-term effectiveness.

This involved a range of inputs and activities, such as collaborative sessions with internal and external experts to pinpoint critical areas, establish benchmarks, and map Belfast Harbour’s influence. This process included aligning with recognised international measurement frameworks and methodologies, notably the United Nations Sustainable Development Goals (UN SDGs), and Global Reporting Initiative (GRI) Standards.

## The Global Reporting Initiative Standards

The GRI Standards represent global best practice for public reporting on a range of economic, environmental and social impacts. Sustainability reporting based on the Standards provides information about our positive or negative contributions to sustainable development.

The GRI Standards are a modular system of interconnected standards. Three series of Standards support the reporting process: GRI Universal Standards, which apply to all organisations; GRI Sector Standards, applicable to specific sectors; and GRI Topic Standards, each listing disclosures relevant to a particular topic. Using these Standards to determine what topics are relevant helps us to achieve our sustainable development goals and you will see GRI Universal Standards and GRI Topic Standards indexed throughout this report.

Belfast Harbour supports global trends towards integrated reporting of financial and non-financial information. As mentioned, we will evolve our reporting over time to reflect emerging standards in this area, including the Taskforce on Climate-Related Financial Disclosures (TCFD) and the newly published International Sustainability Standards Board’s disclosure standards.





## Materiality Assessment



In 2023, we conducted a new materiality assessment, reviewing our existing sustainability commitments through the lens of the GRI Universal Standards.











A materiality assessment identifies, and keeps us focused on, the social and environmental issues that are most important to our business and its stakeholders. The process ensures we stay aligned to a rapidly evolving sustainability landscape. It also affirms our priorities and helps us to focus resources where they will have the greatest impact as we work to produce consistent, comparable, and reliable sustainability disclosures.





## List of Material Topics

Our list of material topics aligns our sustainability themes with GRI Standards and the UN SDGs, demonstrating that they are consistent with the most widely adopted global sustainability frameworks.

	Material Topic	People	Planet	Place	Partnerships	Equivalent GRI Topic(s)	UN SDG Mapping
Environmental	Climate Action		●	●	●	GRI 201-2: Financial implications and other risks and opportunities due to climate change GRI 302: Energy GRI 305: Emissions	
	Biodiversity		●	●	●	GRI 304: Biodiversity	
	Resource Efficiency		●	●	●	GRI 306: Waste	
	Air Quality		●	●	●	GRI 305: Emissions	
	Green Developer	●	●	●	●	GRI 301: Materials GRI 204: Procurement practices GRI 308: Supplier environmental assessment GRI 414: Supplier social assessment	
Social	Diversity, Inclusion & People Development	●				GRI 2-7: Employees GRI 202: Market presence GRI 401: Employment GRI 404: Training and education GRI 405: Diversity and equal opportunity GRI 406: Non-discrimination	
	Employee Health, Safety & Wellbeing	●				GRI 403: Occupational health and safety GRI 410: Security practices	
	Community & Stakeholder Engagement				●	GRI 203: Indirect economic impacts GRI 413: Local communities	
Governance	Economic Performance	●	●	●	●	GRI 201: Economic performance	
	Transparency, Ethics & Accountability	●	●	●	●	GRI 2-9: Government structure and composition GRI 3-3: Management of material topics GRI 205: Anti-corruption GRI 206: Anti-competitive behaviour GRI 207: Tax GRI 418: Customer Privacy	



## Approach to Stakeholder Engagement

Belfast Harbour is committed to continuing to develop as a sustainable and socially responsible business. A key part of this is engaging openly, collaboratively and with integrity to build trust, awareness and understanding in the vital and diverse work we undertake.

While it is our investment projects and commercial performance that often make headlines, none of our success would be possible without people - our staff, customers, port users, tenants and the local community.

We build and maintain strong relationships with this diverse stakeholder ecosystem, to educate on the essential service we provide, to grow knowledge of our role as a key economic enabler and to collaborate on achieving shared goals for a better future. Our relationships are crucial for encouraging two-way information flows, which help us improve our service delivery, augment our plans and allow us to learn from you.

Our engagement includes supporting local communities through funding, volunteering and partnerships, with a real focus on delivering social value.

**“By adopting and incorporating Belfast Harbour’s values into our daily activities, practising transparency and collaboration, we become a trusted partner to our stakeholders. This ensures we remain people and customer-focused, uphold high standards of safety, and deliver an impactful sustainability strategy.”**



**Natasha Sayee**  
Corporate Affairs and  
Engagement Director,  
Belfast Harbour

Our engagement with our key stakeholder groups helps us to ensure we are meeting our commitments, addressing their priorities and reporting on our most material issues.

## Stakeholder Groups

### Employees

We put people at the centre of our business and work collaboratively to achieve the best outcomes for all. This includes providing a safe working environment and opportunities for ongoing training and development. We strive to build an inclusive culture, where all our employees’ diverse skills and talents are valued.

### Customers

We aim to meet our operational commitments and work alongside our customers to develop innovative solutions to their challenges. We are committed to continually investing in new technologies to improve the quality of our service delivery, lower costs, and increase our capabilities, in a mutually beneficial way.

### Communities

Each year, we invest 1% of our operating profits back into local communities through corporate sponsorships, grants, and other charitable donations. We engage with communities to promote skills and employability and to improve our environment.

### Industry Associations

We participate in several industry associations, including the British Ports Association (BPA) and UK Major Ports Group (UKMPG). Sustainability of the ports and maritime sector is a core focus of these organisations.

### Government

We engage government stakeholders to educate on our role, inform about projects and future trends and to advocate on behalf of the interests of our business, our employees, and our industry.

## Case Study: External Benchmarking



In 2023, Belfast Harbour maintained its Platinum certification for CORE – Business in the Community’s (BITC) Responsible Business accreditation, which is valid for three years. Belfast Harbour is one of only four NI companies to have achieved this accolade.

Belfast Harbour also maintains a Platinum status in BITC’s Business & Biodiversity Charter and, for the fifteenth consecutive year, a Platinum status in its Environmental Benchmarking Survey.

In 2023, we also celebrated a ‘Community Impact’ award from the British Ports Association, and the ‘Corporate Social Responsibility’ award from Business Eye.

This strong external benchmarking strengthens the delivery of our ESG strategic objectives and reinforces the role Belfast Harbour plays in providing a Port for Everyone.

**“Belfast Harbour has long been one of the Region’s leading responsible organisations. One of the first to gain the CORE Platinum accreditation, Belfast Harbour continually improves its ESG approach, across the full spectrum of People, Planet, Partnerships and Place. Most recently, this has been demonstrated in the launch of the Belfast Harbour Community Awards, their nature-based approach to environmental challenges such as the installation of oyster nurseries to improve water quality, and being awarded the Advancing Diversity award at the Women in Business Awards.”**

**Dr. Lisa McIlvenna**  
Deputy Managing Director  
Business in the Community Northern Ireland





# Planet

## ENVIRONMENTAL

## Climate Action



### Our goal:

Net-Zero greenhouse gas emissions (Scope 1 & 2) by 2030

“The consequences of climate change have become increasingly tangible, we are already experiencing the impact within our own value chain, underscoring the urgency of our actions. Our commitment to reducing greenhouse gas emissions is imperative for the long-term sustainability of our business and for the benefit of society.”



**Maurice Bullick OBE**  
Finance and Compliance Director,  
Belfast Harbour

### Our Pathway to Net-Zero

Energy consumption and decarbonisation represent a core pillar of our sustainability agenda, and throughout the year, we continued to work towards our Net-Zero by 2030 commitment.

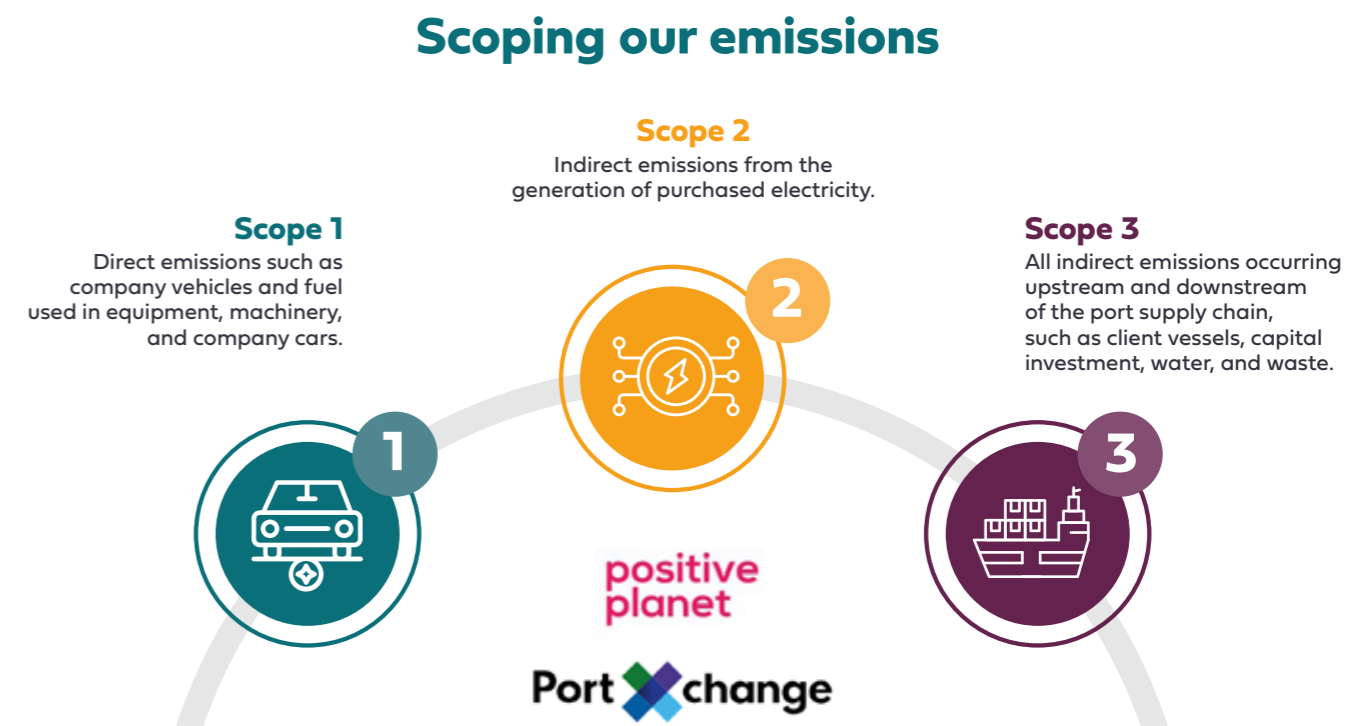


### Our Climate Action Strategy approaches our Net-Zero challenge from three angles:

<h4>Reduce our own emissions</h4> <ul style="list-style-type: none"> <li>Through data driven analytics and energy efficiency actions</li> <li>The adoption of alternative fuels</li> <li>Electrification of heat, plant and mobility</li> <li>The integration of on- and off-site renewable technologies</li> <li>Decarbonising the built environment</li> </ul>	<h4>Support the clean energy transition</h4> <ul style="list-style-type: none"> <li>Supporting the offshore wind industry with the only dedicated port construction terminal on the island of Ireland</li> <li>Supporting clean energy technology clusters</li> <li>Developing capabilities to enable shore power solutions</li> <li>Facilitating future fuels for the maritime industry</li> </ul>	<h4>Adapt to risks &amp; opportunities</h4> <ul style="list-style-type: none"> <li>Reducing vulnerabilities to the physical impacts of climate change</li> <li>Mainstreaming climate risk in business planning and operations</li> <li>Integrating nature-based solutions</li> </ul>
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### Emissions Inventory

In 2023, we partnered with Positive Planet and PortXchange to account more transparently for the greenhouse gas emissions associated with our value chain.



### Our actions in 2023:

**£250k**  
ELECTRIC VEHICLE FLEET

We invested over £250k in a new Electric Vehicle fleet and charging infrastructure. Around 30% of our vehicle fleet is now electric.

**LED**  
STREET & QUAY LIGHTING

We installed LED street and quay lighting across the Harbour Estate. In 2024, we aim to incorporate presence and occupancy sensors to further reduce our energy consumption.

**HVO**  
IN OUR MARINE FLEET

We are transitioning our marine vessels onto low carbon alternative fuels. In 2024, this will cut our Scope 1 emissions by a further 40%.

**100%**  
RENEWABLE ELECTRICITY

We procured 100% REGO certified renewable electricity for our own facilities and for our tenants, reducing our Scope 2 & 3 GHG emissions by over 3,000 tCO<sub>2</sub>e per annum.

**Industry**  
COLLABORATION

We continue to collaborate with leading industry partners on promising maritime-focused decarbonisation and future fuel projects.

### The Greenhouse Gas (GHG) Protocol

Developed by the World Resources Institute (WRI) the GHG Protocol is the global standard for measurement and management of GHG emissions, providing common accounting and reporting standards, sector guidance, and calculation tools for businesses, and local and national governments alike. It helps us to account for, report, and mitigate our emissions aligned to the Paris Agreement and its commitment to avoiding the worst impacts of climate change by keeping global temperature rise below 1.5 degrees Celsius.



## Scope 1 & 2 - Our Operational Emissions

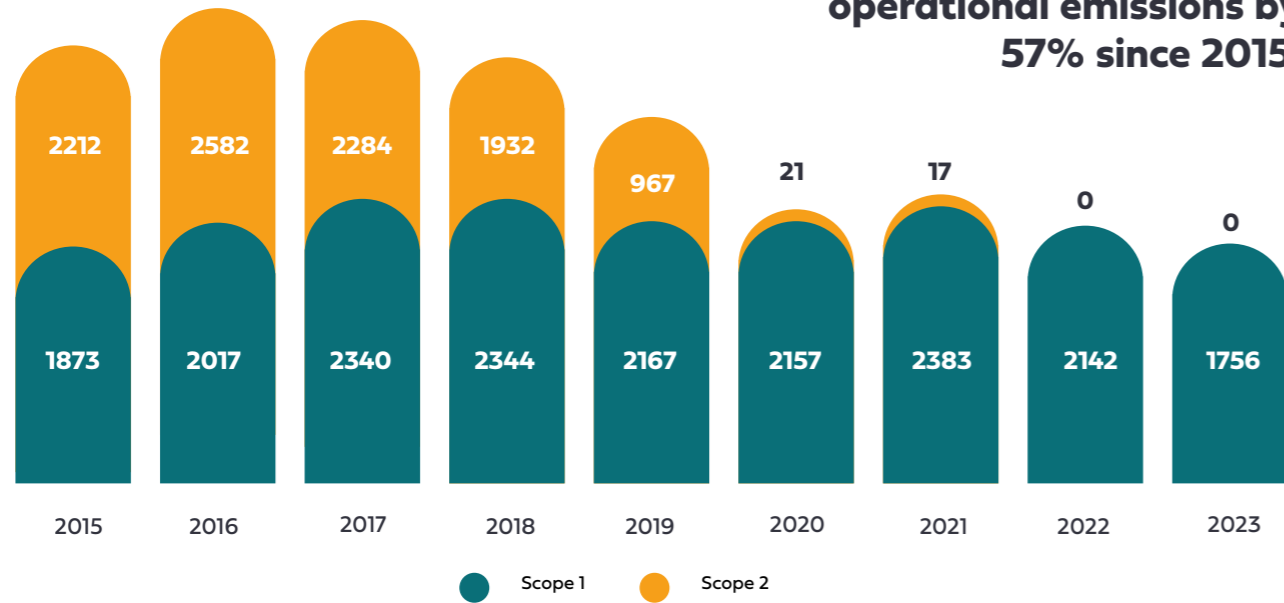
In 2019, Belfast Harbour set an ambitious target to achieve Net Zero Scope 1 & 2 greenhouse gas emission by 2030. We aim to do so by sourcing all our electricity from renewable sources, and by transitioning our marine, light commercial fleet, and landside assets to electric and low, or zero, emissions alternative fuels.

**Our Scope 1 emissions are produced from our marine vessels (pilot, work and police boats), our light commercial fleet, and landside assets such as cranes.**

**Our Scope 2 emissions are produced from the electricity used in buildings, fleet, and landside assets.**

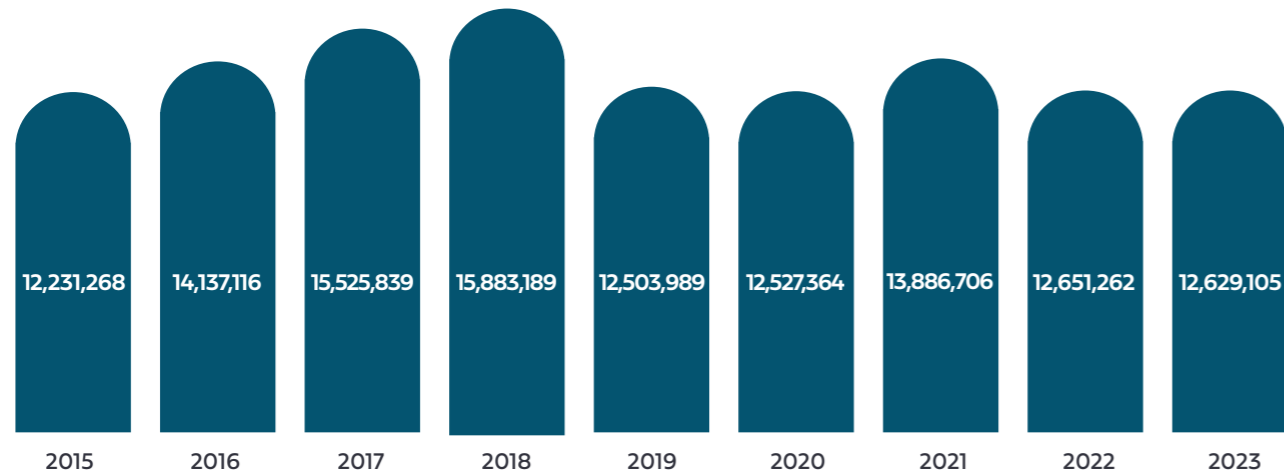
In 2023, Belfast Harbour's Scope 1 and 2 emissions were 1,756 tCO<sub>2</sub>e, a decrease of 18% from the previous year, due largely to the continued implementation of Hydrotreated Vegetable Oil (HVO) as a low carbon alternative fuel. Energy consumption remains stable; however, through the continued electrification of heat, plant, and mobility, we expect to see emissions and energy use decouple further.

### Scope 1 & 2 GHG emissions: 1,756 tCO<sub>2</sub>e



**We have reduced our total operational emissions by 57% since 2015.**

### Energy Consumption (kWh)



## Alternative Fuels

Our long-term decarbonisation ambition involves the electrification of heat, plant, and mobility across the Harbour Estate. However, to make deep cuts into our direct operational emissions now, we are one of the first businesses in Northern Ireland to deploy Hydrotreated Vegetable Oil (HVO) as a low carbon alternative fuel.

HVO can reduce GHG emissions by around 90%, as well as positively impacting local air quality, and plays a vital role in our pathway to Net-Zero.

Most of our operational emissions are attributable to our pilot boat and crane fleet, which together accounts for almost 90% of our Scope 1 emissions.

During the past two years we have trialled HVO in various landside assets; this year we began a phased deployment of HVO across all our marine fleet and landside infrastructure.

Our Ben Madigan pilot boat has been operating on HVO fuel since July 2023. Performance to date has been exceptional, with the pilot boat crew reporting cleaner operation and improved performance.

The use of HVO across the entire pilot boat fleet will reduce our operational carbon emissions by over 500 tCO<sub>2</sub>e per annum. The final phase of our HVO transition will take in the remainder of our landside equipment by the end of 2026.



## Renewable Electricity

All our purchased electricity is supported by Renewable Energy Guarantees of Origin (REGO) certificates, which demonstrate that electricity has been generated from renewable sources. In 2023 this offset 788 tCO<sub>2</sub>e of our operational (Scope 2) GHG emissions, in addition to 2,469 tCO<sub>2</sub>e of Scope 3 emissions associated with partners operating on the Harbour Estate.



## Scope 3 - Our Value Chain Emissions

We measure Scope 3 emissions across the port and our supply chain – our full value chain. Some of these elements may not fall within our direct control. However, we acknowledge the opportunity to influence positive trends in the transition to a low carbon economy and will continue to adopt a leadership position through transparency and best practice.

In 2023, our Scope 3 emissions were 57,086.1 tonnes CO<sub>2</sub>e – approximately 4% of the estimated 1.5MtCO<sub>2</sub>e emitted across the Greater Belfast area and representing less than half a percent of NI’s total carbon footprint (22.5MtCO<sub>2</sub>e). This figure reflects our role at the centre of NI’s shipping and logistics supply chains.

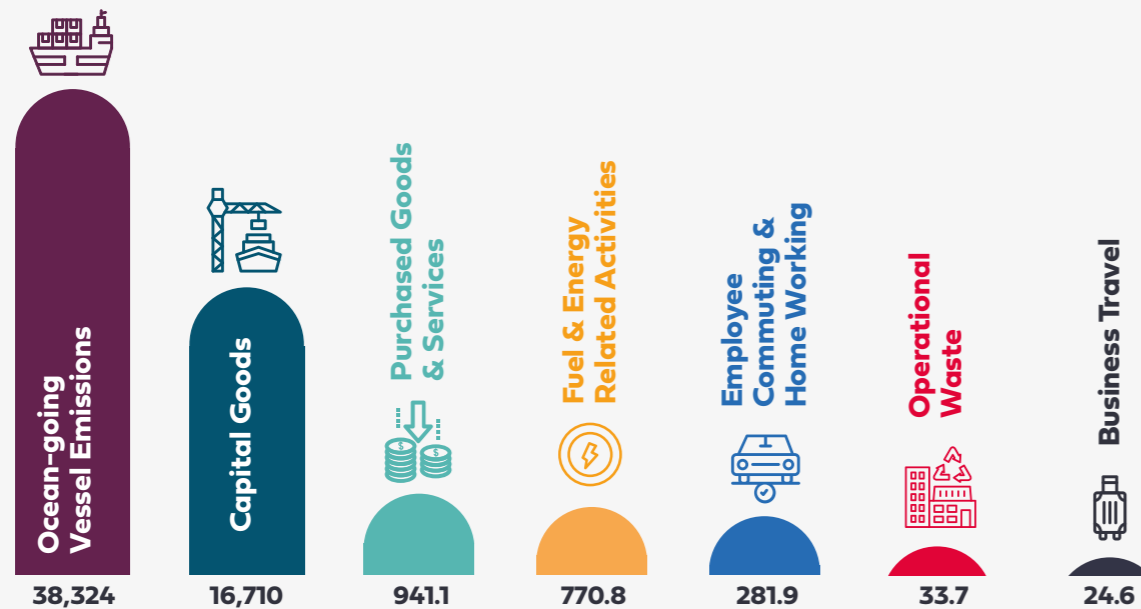
The most significant emissions sources are ocean-going vessels, infrastructure development projects, and purchased goods and services.

We are just at the beginning of our Scope 3 measurement journey and actively collaborating with key stakeholders, sharing emissions related data and information that will improve the accuracy of our value chain carbon accounting, and to drive decarbonisation across the most material aspects of our supply chain. We will update our emissions inventory as data accuracy increases in categories such as ‘downstream leased assets’ – essentially, the activities of other businesses operating on the Belfast Harbour Estate.



**Scope 3 GHG emissions:**  
57,086.1 tCO<sub>2</sub>e (2023) / 58,838.6 tCO<sub>2</sub>e (2022)

### Breakdown



## Ocean-going Vessels

Ocean-going vessels do not fit neatly into any of the GHG Protocol’s Scope 3 categories, and we have no direct control over the activities of shipping operators. However, as a World Leading Regional Port, and to better inform future decision-making, we have measured the emissions associated with the vessels calling at Belfast Harbour and include this within our Scope 3 measurement.

The boundaries of that measurement extend beyond the Port’s physical land mass and considers the Victoria Channel as far as Harbour limits.

We apply an Automatic Identification System-based approach to estimating vessel emissions. Emission factors are assigned by engine type, fuel, and other ship characteristics including operating power and low load adjustment factors.

The methodology in use has been validated by The Netherlands Research Institute (TNO); and is based on the International Maritime Organisation’s (IMO) GHG methodology.

**Vessel GHG emissions:**  
38,324 tCO<sub>2</sub>e (2023) / 41,672 tCO<sub>2</sub>e (2022)



# Biodiversity



## Our goal: Net-gain in biodiversity across our Estate

We are reliant on the natural world around us, and we cannot impact climate change, or grow our business, without protecting the biodiverse environments that surround the Port. We are working to integrate nature-based solutions into our direct operations and to protect and conserve both land and sea. Nature may be our silent stakeholder, but it could be our greatest ally.



With a diverse Estate footprint covering over 2,000 acres, land use, biodiversity and conservation are material issues and of great importance to Belfast Harbour. We are actively collaborating with local academic, conservation and subject matter experts in order to develop methods to enhance and protect areas of environmental importance.

Over 5% of Belfast Harbour land use is designated and reserved specifically for nature conservation, and is home to a variety of marine, terrestrial and aquatic habitats.

This includes the RSPB 'Window on Wildlife' Reserve, as well as a Nature Conservation Area, which lies at the northern end of the George Best Belfast City Airport and is designated as a Site of Local Nature Conservation Importance.

Belfast Lough is designated as both a Ramsar site and a Special Protection Area (SPA). Ramsar sites are wetlands of international importance and are aimed at protecting wetland species, particularly migratory birds. An SPA is a designation under the European Union Directive on the Conservation of Wild Birds. Under the Directive, we have a duty to safeguard the habitats of migratory birds and, particularly, certain threatened species.

The Harbour Estate continues to act as a leading location for bird life, with more than 100 species of bird visiting the combined 90-acre RSPB reserves.

While developing the Harbour Estate in a responsible manner, we are working to further improve marine diversity within the Port and waterfront areas. Belfast Lough is home to areas of both saltmarsh and seagrass beds, widely acknowledged to play an important role in carbon storage and sequestration. Local shellfish beds are also considered to be a significant potential carbon sink.

We maintain an extensive biodiversity and conservation action plan and partake in regular external biodiversity audits, the most recent of which was conducted in 2021 with partners at the Ulster Wildlife Trust and continues to inform the direction of travel for enhancing biodiversity on the Harbour Estate.



## Case Study: Native Oyster Nursery



As part of our commitment to promoting local biodiversity, in 2023, we partnered with Ulster Wildlife Trust to develop a native oyster nursery, the first of its kind to be introduced into a commercial shipping channel in the Region.

The nursery is located off the pontoon at the AC Marriott Hotel at City Quays. It is home to around 600 native oysters which, prior to installation were cleaned, measured, and screened for diseases by a group of volunteers, including Ulster Wildlife representatives and employees of Belfast Harbour.

For over a century it was thought that native oysters were extinct in Northern Ireland, but several oyster restoration initiatives have been launched by Ulster Wildlife in recent years, with similar nurseries being installed in Bangor and Glenarm marinas with great success.

The oysters will also contribute to improving water quality in the port, due to their unique ability to reduce water pollution and improve water clarity.

According to Ulster Wildlife, one oyster can filter up to 200 litres of water per day, which is the equivalent to a bathtub.

By removing particles from the water column, the oyster can also increase light penetration to the sediment and promote the recovery of seagrasses, another threatened and valuable coastal habitat.

**“With support from DAERA and Belfast Harbour, Ulster Wildlife has been able to deliver projects such as the installation of the oyster nursery at City Quays, to make important steps in helping to restore the species. This will also bring benefits through the positive effects oysters can have in improving water quality around a busy industrial port.”**

**Mathieu Lundy**  
Head of Marine Recovery,  
Ulster Wildlife



# Clean Air



## Our goal: Clean air for our people, partners and communities

Air pollution has the potential to affect not only our workforce and partners on the Harbour Estate, but also the neighbouring communities of the Port. Working collaboratively with Belfast City Council, shipping lines and the inland-logistics providers using our ports, we are consistently surpassing national air-quality standards.

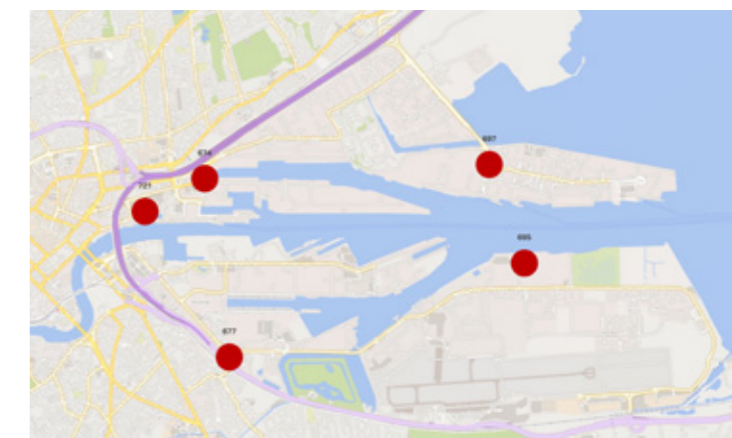
## Air Quality Monitoring

Building on earlier works to model emissions throughout the Harbour Estate, and in collaboration with Belfast City Council, we have deployed and now maintain an extensive air quality monitoring network that includes five enhanced, real-time air quality sensors which monitor a range of air pollutants including particulate matter and nitrous dioxide.

**We work in partnership with AECOM to ratify and validate the data provided by the Belfast Harbour Zephyr Network.**

- 5 x Earthsense Zephyr sensors measuring NO<sub>2</sub>, PM<sub>10</sub>, PM<sub>2.5</sub>, SO<sub>2</sub>, CO, & O<sub>3</sub>
- 18 x NO<sub>2</sub> Diffusion tubes.
- 17 x Dustfall monitoring locations.

Read more about air quality results in our ESG Data Tables on page 68.



## Clean Air Clean Harbour Energy (CACHE)

Belfast Harbour is the lead partner for the CACHE Net-Zero demonstration project, a collaboration between Redshift Associates, Geospatial Insight, BABLE and funded by the European Space Agency (ESA).

The project utilises our ground level sensor data, in addition to space enabled technologies, to provide near real-time air quality dispersion modelling, mapping concentrations for NO<sub>2</sub>, NO<sub>x</sub>, PM<sub>2.5</sub> and PM<sub>10</sub> on an hourly timescale with 10m resolution over land and 100m resolution over water.

We are using the vital insights from this demonstration project to inform a new Port Air Quality Strategy (PAQS) in 2024, which will outline the steps required to support key tenants and stakeholders as we continue to improve air quality in and around the port and estate.





# Resource Efficiency



## Our goal: Zero Waste

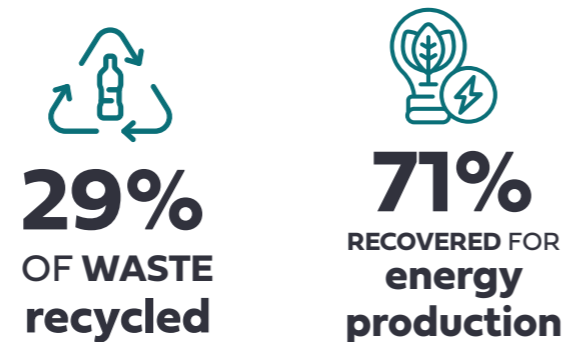
The application of resource efficiency and circular principles supports our minimisation of natural resource usage and the generation of waste. Belfast Harbour is actively engaged in minimising our operational waste, reusing and recycling what we can and, importantly, driving action to meet our goal to send no waste to landfill.

## Zero Waste to Landfill

In partnership with our waste services provider, RiverRidge Recycling, we have already achieved our goal to send no waste to landfill from Belfast Harbour direct operations.

In 2024, we will extend our focus to that of our port users' waste, where currently only international catering wastes, accounting for less than 10% of total port user wastes, is not effectively recycled or recovered for energy generation. We are working directly with local waste management partners, regulators, and academic institutions alike to find a sustainable route for disposal of this element of our customers' waste.

**'No waste sent directly to landfill from our own operations'**



In partnership with



# Case Study: Responsible Plastics Management



Plastic waste and its impact on the marine environment continue to be a key focus area. As a result, we have maintained our partnership with Responsible Plastics Management (RPM) to educate, reduce and ultimately eliminate single use plastics from our operations.

In associated action, our three-year partnership with Keep Northern Ireland's Beautiful continues to have an impact both environmentally and, on the communities involved in the activities. In 2023, we joined NI's largest community and civic pride initiative, Live Here Love Here, in promoting its largest ever coastal cleanup.

The event marked the start of the annual Healthy Oceans, Healthy Minds campaign, which promotes the health and wellbeing benefits of a clean marine and coastal environment.

During the Healthy Oceans, Healthy Minds programme, 75 events took place involving almost 1,100 people. 122 bags of litter were collected and prevented from reaching waterways, and the increased knowledge and education passed on at each event highlighted the importance of protecting blue spaces.





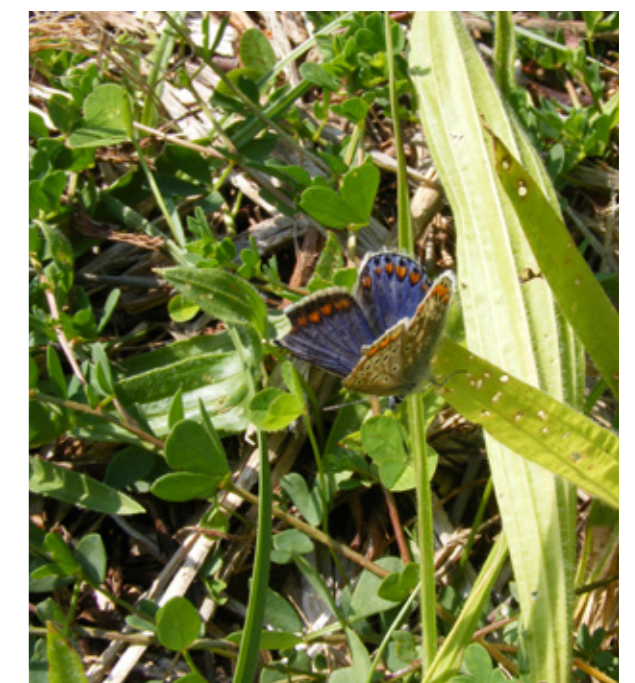
## Green Developer



### Our goal:

Best-in-class sustainability accreditations for all our new developments

“Integrating sustainability considerations at inception through to use, Belfast Harbour designs, builds, and operates buildings as one of the Region’s greenest developers and landlords. We continue to deliver high quality developments and seek best-in-class sustainability accreditations for these assets. We’re supporting the regeneration of neighbouring communities and preserving the unique heritage of the area, while transforming through Placemaking.”



**Kevin Ryan**  
Development Director,  
Belfast Harbour



## City Quays Masterplan



Situated along Belfast’s iconic waterfront, City Quays is a £275 million, office-led regeneration project located on former docklands within Belfast City Centre.

To date, the City Quays 1, 2 and 3 Grade-A office developments have all received BREEAM ‘Excellent’ certification. BREEAM is the world’s leading science-based suite of validation and certification systems for a sustainable built environment, offering a holistic approach to achieving our ESG, health, and Net-Zero goals. In developing buildings to these standards, we consider not just the carbon intensity of a project in construction but its whole life performance, including its impact on biodiversity, health, circularity, and resilience while in use.

Throughout 2023, we maintained our collaborative efforts with the Belfast City Council Planning

department to advance our residential applications for both City Quays 4 and Pilot Street. City Quays 4 is a 23-storey residential development designed for ‘Build to Rent’ purposes, aiming to meet the BRE Home Quality Mark standard. It will consist of 256 high-quality, energy-efficient apartments situated on a currently vacant site between the AC by Marriott Hotel and the M3 bridge. Pilot Street is an associated development of 69 new social and affordable homes.

This marks the final phase of the waterfront development at City Quays, aligning with Belfast Harbour’s strategic objective to create an Iconic Waterfront for Belfast.

## Olympic House

Delivered as a co-promotion with Titanic Quarter Limited, Olympic House represents the future of sustainable city workspaces.

Located on Queens Island, central to Belfast’s iconic waterfront, this innovative development has been designed from inception with a view to enhancing health and wellbeing, having achieved BREEAM ‘Excellent’ accreditation, and recently winning ‘Green Building of the Year’ at the BusinessEye Sustainability Awards.



On target for completion in 2024, we have invested £3m in one of the most ambitious social property projects in the Region. The two-acre urban garden space has been developed with wellbeing, sustainability, and environmental excellence at its core.

City Quays Gardens is the first One Planet Living development in Northern Ireland. One Planet Living seeks to create a world where everyone, everywhere lives happy, healthy lives within the limits of the planet, leaving space for wildlife and wilderness.

The City Quays Gardens scheme aims to enhance biodiversity, improve air quality, create shade and shelter, improve connections to nature and respond to and reflect the natural Lagan landscape.

The gardens will include richly planted green spaces, public seating, events lawns, and outdoor workspaces supported by our 5G private network. We firmly believe that putting people at the centre of the design and purpose of City Quays Gardens is how it will achieve its greatest value.

**“We are walking the talk by putting people, wellbeing, and sustainability at the centre of the design and purpose of City Quays Gardens. The scheme is the first in Northern Ireland developed to the ‘One Planet Living’ sustainability framework; we are immensely proud of this and hope it sets a new standard for development in the city and beyond.”**



**Graeme Johnston**  
Property And Place Director,  
Belfast Harbour





# People

## SOCIAL

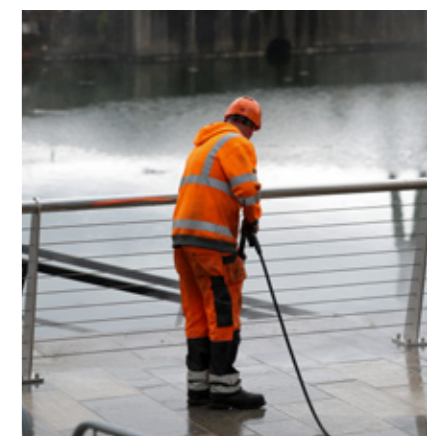
## Safety



**Our goal:** Safety through people – a positive safety culture and no harm

“Belfast Harbour’s vision, bolstered by our comprehensive and ambitious Safety Action Plan, aspires to bring about a workplace completely free from injuries and to develop a culture that positively influences the health and wellbeing of our employees and the communities in which we operate.

“We are continually assessing, challenging and improving our Health and Safety performance, with a relentless focus on accident prevention. The safety and wellbeing of everyone who visits and works within Belfast Harbour Estate continues to be our top priority. We are working hard to become one of the safest ports in the world.”



**Joe O'Neill**  
Chief Executive,  
Belfast Harbour



In 2023, Belfast Harbour continued to augment our approach to health and safety through cultural improvements as well as enhancing procedures, training, and equipment. We continue to build on the 2022 safety culture programme implementation via increased engagement and involvement in health and safety matters, both within the organisation and with other stakeholders. This was underpinned by an increased focus on Safety Observation submission and close-out.

Our five-year Health & Safety Action Plan concluded at the end of 2023, and covered items such as marine safety, CCTV coverage and analytics, training, and culture. Collaborative development of the 2024/2025 Action Plan started at the end of 2023.

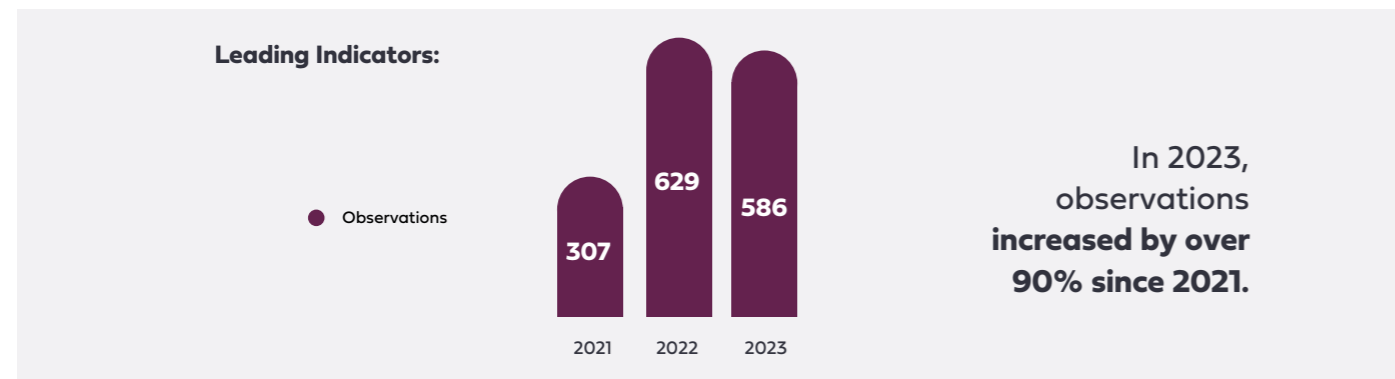


## Occupational Health & Safety Management System

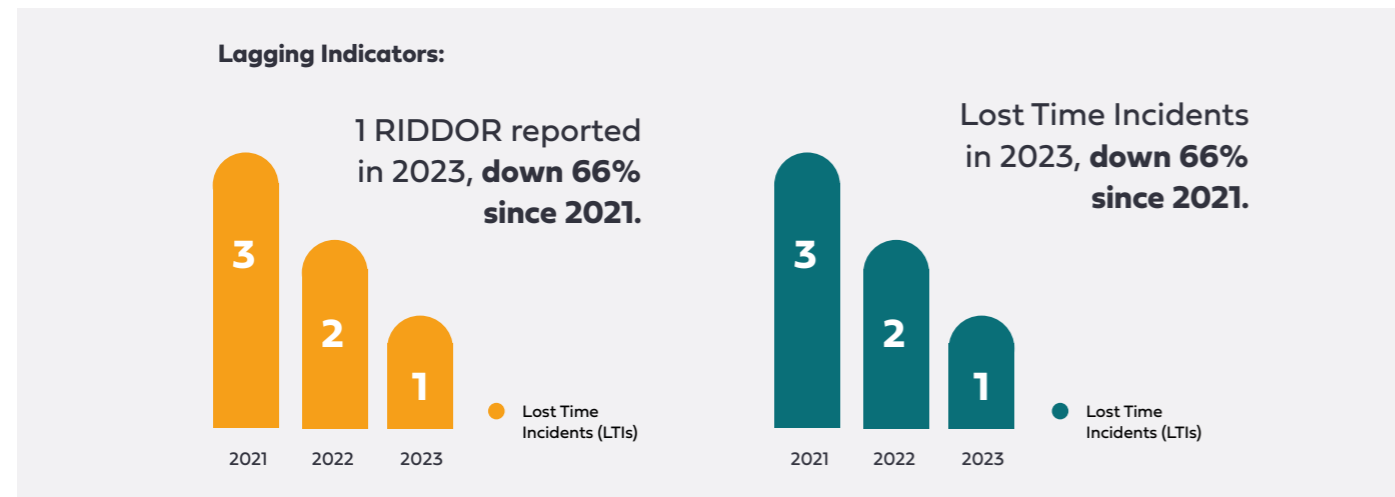
Belfast Harbour is committed to driving continuous improvement in Health and Safety performance and maintains a certified Occupational Health and Safety Management System, which is externally audited to ISO 45001:2018, by an accredited certification body.

Our Health and Safety Management System scope includes all employees of Belfast Harbour and extends to the operation, maintenance and development of the Port, and non-Port activities under the direct operational control of Belfast Harbour.

## Safety Statistics



As a leading indicator of safety performance, an increase in observations is generally considered to be a good thing.



RIDDOR is the law that requires an employer to report and keep records of work-related accidents which cause death and certain serious injuries (reportable injuries), diagnosed cases of certain industrial diseases; and certain 'dangerous occurrences'.

As a lagging indicator of safety performance, a downward trend for RIDDORs and Lost Time Incidents is considered a positive trend.



## Integrating Digital Technologies - 'Assure'

In 2022, Belfast Harbour introduced a new Compliance Management Software tool, 'Assure'. This is a comprehensive programme offering multiple modules, addressing various aspects such as risk assessment, incident management (including land, marine, and environmental incidents), audit functionalities (covering inspections and compliance audits), and incident investigations. It has since proven to be an indispensable tool for streamlining our operations and ensuring high standards of safety and compliance across our various activities.

The Assure System is being used to enhance security measures for cruise visits, ensuring the safety of passengers and crew. In 2023, we extended its usage to include contractor management and permit-to-work, and we have plans for further expansion to include port inductions and the management of stevedore work plans.







## Keeping People Safe

Belfast Harbour Police (BHP) is pivotal to ensuring public safety across the Port and wider Estate. Assisting the public with training and information, as well as being a visible and reassuring presence in the area, are of critical importance to Belfast Harbour and our officers in BHP.

In 2023, a programme of extensive public engagement was carried out to support these objectives, including daily Project Servator deployments and regular crime prevention stalls, such as our 'Bike Register' scheme. We supported businesses in the area by providing See Check and Notify (SCaN) Training to help employees

identify and safely respond to suspicious activity. Belfast Harbour Police officers also provided Action Counters Terrorism (ACT) training to businesses and partner organisations to help counter terrorism and increase security awareness.

**In addition to the above, in 2023, Belfast Harbour Police continued to keep people safe by focusing on:**

 <p><b>The International Ship &amp; Port Facility Security Code (ISPS Code)</b></p>	 <p><b>Road Policing Unit</b></p>	 <p><b>Water Safety</b></p>
<p>Belfast Harbour Police successfully completed the required Department for Transport Security Inspections. Our officers held Port Security Authority meetings, exercises and drills. They implemented the international Aquapol campaign, aimed at preventing risks on waterways through enhanced co-operation with neighbouring police authorities.</p>	<p>In 2023, a dedicated Belfast Harbour Road Policing Unit was established and carried out a number of road safety campaigns throughout the year, including bike safety and speed prevention.</p>	<p>Belfast Harbour Police carried out Water Safety Patrolling on land and water and utilised smart CCTV monitoring to reduce immersions and life ring misuse. Officers provided Water Safety Awareness training to businesses in the area.</p>

## Employee Engagement & Wellbeing



**Our goal:**  
A positive workforce culture

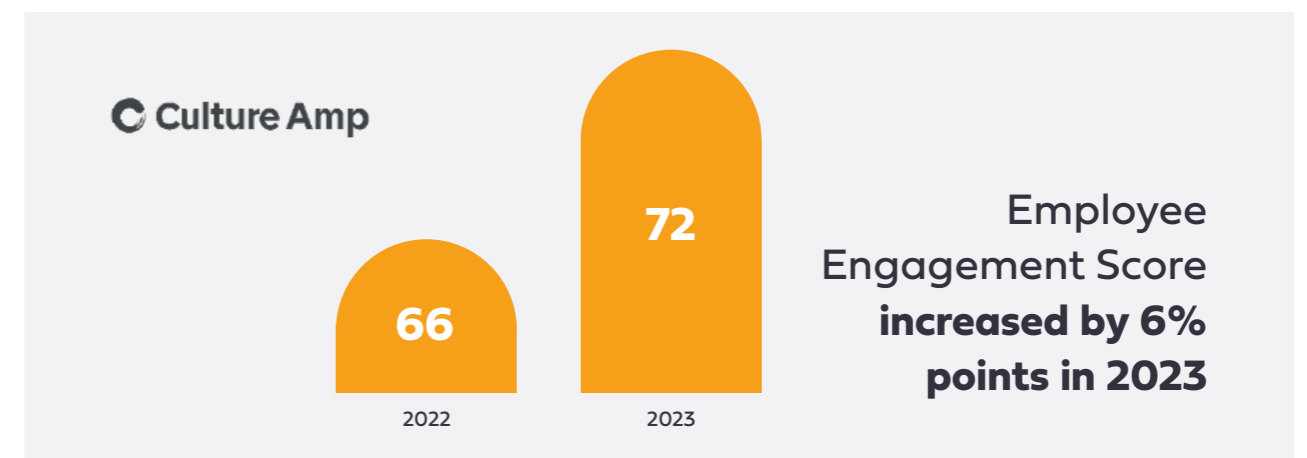
Belfast Harbour conducts an annual employee engagement survey to measure and evaluate employees' views, opinions and attitudes towards their working environment. The results are valuable indicators of employee satisfaction and motivation and help identify areas of success and concern as well as opportunities for growth and improvement.



## Employee Engagement Survey

In 2023, Belfast Harbour had a 69% participation rate in the engagement survey. The results were very strong with our employee engagement score rising to 72%, an increase of 6 percentage points over the previous year, reflecting more positive scores against all key areas.

Leaders across the business have developed departmental specific action plans to address key focus areas from the surveys, and these actions are reviewed throughout the year.







### Future Fit Policies

In line with our People and Culture Strategy, 2023 saw the development and implementation of a suite of modern, future-fit, and leading family-friendly benefits, policies, and procedures – including enhancing our Maternity Leave, Adoption Leave and Paternity Leave. These will continue to be evaluated and improved on as part of our efforts to enhance Belfast Harbour’s employer brand.

### Belfast Harbour Voice

In 2023, we launched our employee forum, Belfast Harbour Voice, to create a space for Belfast Harbour employees to share ideas for improvements and to increase employee engagement across all departments.

Twelve employee representatives from across the organisation meet quarterly to present suggestions from their teams. Focus areas are agreed during each meeting, and we report on actions using the ‘you said, we did’ model.

### Gateway

In 2023, we also launched our new employee communication and engagement app from Thrive, that has been branded ‘Gateway’. The Gateway app focuses on improving employee communication and engagement through various channels, including informal social features.

### Wellbeing

In 2023, we reaffirmed our Health and Well-being Strategy which encompasses various in-person initiatives, such as providing support for World Mental Health Day.

We introduced an Employee Menopause Support Group and organised external guest workshop presentations on diverse wellbeing related topics, including Stress Management, Healthy Eating and Cookery Demonstration, and a Meditation Workshop.

Belfast Harbour maintains a network of qualified Mental Health First Aiders. These dedicated individuals receive specialised training and serve as confidential resources for individuals dealing with mental health challenges or concerns. They not only offer support but also actively promote mental health awareness within our organisation.

## Diversity, Equity & Inclusion



**Our goal:** A port for everyone

“At Belfast Harbour we are dedicated to fostering a more diverse, equitable, and inclusive culture. This entails tackling inequality within the workplace, fostering equitable business partnerships, and nurturing inclusivity within our communities. It is ingrained in our core values and a deeply held belief that Belfast Harbour thrives when we celebrate the rich diversity of humanity, irrespective of our appearances, origins, religion, or whom we love.”



**Mike Dawson**  
People and Digital Transformation Director,  
Belfast Harbour

### Diversity Charter Mark

Underpinning our commitment to diversity and inclusion, we secured our Bronze Diversity Charter Mark for another year, with the panel recognising the work Belfast Harbour has undertaken to enhance our family friendly policies and rebranding job opportunities to reflect our commitment to enhancing the diversity of our employees.

In addition, we launched our first Diversity and Inclusion survey across the business. The results have informed our equality, diversity and inclusion plans for 2024 and provided a baseline against which we can measure the effectiveness of our diversity and inclusion efforts.

**‘The Diversity Mark accreditation is a ‘Mark of Progress’ that publicly declares commitment to building a more diverse and inclusive workplace.’**



**The Bronze Diversity Mark recognises our commitment to advancing Gender Diversity.**



## Diversity Action Plan

A five-point Diversity Action Plan has been developed with specific targets set against core diversity targets, including gender, disability, and social mobility:

- Gender

1

To develop a modern & inclusive employer brand, introducing a suite of modern, future-fit, family friendly rewards, benefits, policies & procedures. Looking after our existing colleagues and increasing the number of women applying for roles at Belfast Harbour.

2

To create an inclusive and diverse culture within Belfast Harbour that focuses on educating, removing barriers and leading on inclusion. Creating an environment where women are encouraged to develop their career and strive for leadership opportunities.

3

To inspire young women through educational outreach, partnering with businesses in Belfast Harbour Estate to host events providing opportunities to connect with young women and provide career and educational guidance.
- Disability

4

To create a supportive and inclusive environment with a focus on disability and neurodiversity within Belfast Harbour where employees feel comfortable in speaking up about their needs, to the extent that we increase our percentage of employees who self-identify as disabled and increase our inclusion score in our internal Diversity, Equity & Inclusion (DEI) survey.
- Social Mobility

5

This Social Mobility Target is aimed at supporting minority and disadvantaged groups through our volunteering, strategic community engagement partnerships and community awards, with 1% of operating profit made available for funding support. This is delivered under the themes of employability and skills, environment and community and focuses on social mobility, supporting people to achieve their potential and working with 'new' communities to integrate into their new lives in NI.

**Advocating for Diversity, Equity & Inclusion at every level of our business, these are our Diversity Champions:**



**Gerry McGinn CBE**  
Board Member,  
Belfast Harbour Commissioners



**Mike Dawson**  
People and Digital Transformation Director,  
Belfast Harbour

## People Development



**Our goal:**  
Pipeline of talent to support our business into the future

### Women in Leadership Programme

Belfast Harbour supports gender equality and the empowerment of women through gender-specific fellowships and by facilitating access to high-level technical training for women in the maritime sector.

In 2023, a 'Women in Leadership' programme successfully concluded, with ten delegates participating in six modules across various topics, including 'Building your network', 'Boosting your confidence', and 'Discovering your authentic brand'. This was complemented by an employee engagement event that celebrated International Women's Day and focused on the diverse roles and significant impact of female employees in our organisation.

Three of our colleagues have also taken part in the 'Empowering Women in Leadership' course offered by Women in Business.





**Case Study: 'Accelerate' with Ulster University Business School**



In 2023, an internal Senior Manager Development programme was introduced to assist in developing leadership capabilities. The 'Accelerate' Programme has been developed in collaboration with the Ulster University Business School (UUBS) and has been tailored to Belfast Harbour requirements.

UUBS worked closely with senior staff from Belfast Harbour to understand and establish their training needs, and through partnership and co-creation, a customised programme was crafted in line with Belfast Harbour's organisational and development goals.

The programme introduced learners to academic knowledge, frameworks, and best practice, and assists participants to apply this practically to their organisation. The course leads to a Postgraduate Certificate in Executive Leadership.

The programme launch took place in January 2023 and included four modules: Leading the Future, Creating the Future, Leading for Transformational Change and Digital Transformation. Fifteen of our colleagues participated in the inaugural programme, showcasing the breadth of talent amongst the Belfast Harbour team.

In partnership with



"The 'Accelerate' Leadership Course at Ulster University was an excellent opportunity to learn new skills and develop as a leader within the organisation. The course provided exposure to business leaders across academic, private sector and personal development fields, helping us view the opportunities around positive leadership from a number of perspectives. The course content covered Leadership, Strategy, Change Management and Digital Transformation, which are areas not only relevant to the business today, but which put us in a good position to impact the business in the coming years. Completing the course with colleagues from a diverse range of departments also allowed me to become better connected within the wider Belfast Harbour team, and to learn about the challenges and opportunities that face other parts of the business, helping us to work more collaboratively going forward."

**Tim Boyle**  
Development Manager,  
Belfast Harbour



"The University of Ulster's postgraduate certificate in Executive Leadership, supported by Belfast Harbour, has been an invaluable experience. Collaborating with my senior colleagues from Belfast Harbour and learning from external industry experts such as Aflac has broadened my perspective and introduced me to new innovative business practices. This program has enriched my leadership skills, contributing positively to both my personal growth and our organisation's progress."

**Laura O'Neill**  
Digital Transformation Manager,  
Belfast Harbour



**Front Line Manager Programme**

In 2023, we also ran two Front Line Manager Programmes, and twenty of our colleagues have now been awarded ILM Level 3 certification in Leadership & Management.





# Partnerships

## Community



### Our goal:

Delivering social value through community outreach, support and partnerships

Belfast Harbour stands as more than a port; it's a dynamic gateway that tirelessly works to unlock opportunities for the region. Our commitment goes beyond our operational excellence, extending into the heart of our communities in Belfast and beyond, where we actively foster grassroots engagement and inclusivity.

Belfast Harbour has invested over £3 million in support of local charities and community partners over the past ten years. Our annual budget towards community engagement support is based on 1% of our annual operating profit. In 2023, this enabled £310,000 of funding to be allocated to community and charitable organisations. This support focuses on positively impacting education, employment, and skills, promoting social and cultural inclusion, and supporting health, wellbeing and the protection of our local environment.

communities, the environment and to young people's development opportunities. This included working with a wide range of organisations such as Active Communities, The Prince's Trust, Ulster University Student Bursaries, Business in the Community, Keep NI Beautiful, Belfast Giants Community Outreach and Lagan Search and Rescue.

**'£310,000 of funding support was allocated to community and charitable organisations in 2023.'**

This significant investment enables Belfast Harbour to make meaningful and positive social impact across



## Community Awards

Since its inception in 2021, the Belfast Harbour Community Awards have become a beacon of our community commitment. These awards have channelled vital funding into local organisations and charities, sparking a myriad of initiatives. From mental health and wellbeing programmes to vibrant community events and sports initiatives that champion diversity and inclusion, each project we support helps weave a stronger communal tapestry. Notably, our support for community garden projects highlights our dedication to creating green, inclusive spaces where people and nature thrive together.



**£83,000 of our total community engagement budget was made available for grassroots organisations across NI in 2023.**

This consisted of grants of up to £5,000 for charities, volunteering organisations and community groups delivering activity positively impacting the environment, education and skills and bringing the community together.

The second round of our Community Awards programme in the Autumn received the highest number of applications since the launch of the programme, with 67 applications submitted. In total, we received 122 applications in 2023.

The Community Awards are part of Belfast Harbour's ongoing commitment to being a Socially Responsible Port, and building partnerships with organisations which support communities, the environment and the next generation.

**Core to our Socially Responsible Port for Everyone mission are three pillars:**

<p><b>Supporting Communities</b></p>	<p><b>Supporting Employability &amp; Skills</b></p>	<p><b>Supporting Our Environment</b></p>
<p>We actively invest in the social fabric of our neighbourhoods, nurturing a sense of belonging and collective growth.</p>	<p>We're dedicated to enhancing career opportunities and skills development, empowering individuals to achieve their full potential.</p>	<p>Our commitment extends to environmental stewardship, ensuring a sustainable future for all.</p>

At Belfast Harbour, every action is guided by our deep-rooted values of community, inclusivity, and sustainability. We continue to build a port that's not just an economic hub, but a cornerstone of community strength and opportunity.





# Governance

## Our Board



The constitution of the Board is set out in the Belfast Harbour Order (Northern Ireland) 2002. Belfast Harbour is committed to high standards of Corporate Governance. The primary reference point for corporate governance is considered to be the pertinent content within the 'UK Corporate Governance Code' and taking account of any best practice industry guidance relating to ports, in particular the 'Ports Good Governance Guidance' (2018) produced by the Department for Transport (DFT).

### Board Oversight

Belfast Harbour Commissioners is independent of government and any other legal person. Management is the responsibility of the Board and the Executive Team. The duties of the Board Members are akin to those of a company director, to be accountable for the proper exercise of the statutory and administrative requirements placed upon them. In addition, Board Members are required to:

- **Ensure high standards of corporate governance.**
- **Establish the overall strategic direction of the Port, having regard to the best interests of the Port and the local economy following consultation with key stakeholders, where relevant.**
- **Ensure that, in reaching decisions, government policy is taken into account.**
- **Ensure that, in carrying out their functions, due regard is paid to the need to promote equality of opportunity.**

The Department for Infrastructure appoints Board Members on the basis of open public advertisement. The number of Board Members, including the Chair and Chief Executive Officer, may be no fewer than 10 and no more than 15, with up to four Board Members being elected representatives from Belfast City Council.



“Fully integrated into our business, strong corporate governance has been a long-standing priority at Belfast Harbour. We believe strong corporate governance is the foundation for financial integrity, stakeholder confidence and sustainable business performance.

“At Belfast Harbour, we are guided by the belief that acting ethically is not only the right thing to do, but is the right thing for our business.”



**Dr Theresa Donaldson**  
Chair,  
Belfast Harbour Commissioners

## Board Committees

The Board operates a committee system with the objective of maintaining high standards of corporate governance and streamlining the work of the Board. All Board Members are also members of at least two of the Board’s committees:

 <p><b>Environmental, Social and Governance</b></p>	 <p><b>Safety, Environment and Security</b></p>	 <p><b>Audit and Risk</b></p>
 <p><b>Port and Infrastructure</b></p>	 <p><b>Remuneration</b></p>	 <p><b>Property and Place</b></p>

**Get to know our Board Members:**  
[Belfast Harbour | The Board \(belfast-harbour.co.uk\)](https://www.belfast-harbour.co.uk)

**Get to know our Executive Team:**  
[Belfast Harbour | Executive Team \(belfast-harbour.co.uk\)](https://www.belfast-harbour.co.uk)



## Sustainability Governance

Our Board considers sustainability issues to be an integral element of its business strategy oversight. Our Environmental, Social & Governance (ESG) Committee further assists the Board by providing more focused oversight into key sustainability subject matter. The Committee is comprised of a mix of public policy, risk, international and science-related skills, qualifications, and experience.

In using this approach, we maintain an integrated structure that combines Board and senior leadership oversight on sustainability subject-matter with localised expertise that informs our strategy and how we execute it.

Strategy, and progress against our ESG objectives, are regularly reviewed during meetings of our senior management team, leadership team and Board. This provides opportunities for our senior leadership to align on major strategic issues relating to ESG.

Belfast Harbour operates an integrated Sustainability Department, led by the Head of Sustainability, that drives governance and delivery of the company’s sustainability agenda. The department works closely with leaders from across the organisation, and its wider value chain, to drive continued progress against our sustainability agenda and to ensure that appropriate sustainability considerations are embedded into our long-term strategic planning.



## Ethics, Transparency & Accountability

### Human Rights

At Belfast Harbour, we believe that human rights are universal and fundamental to preserving the inherent freedom, dignity and equality that should be afforded to all human beings. We are committed to operating our business responsibly and ethically and expect that our stakeholders and suppliers will operate in the same way. We continue to work with our stakeholders and our suppliers to address risks of modern slavery in our supply chains.

### ISO Management Systems

An ISO standard is an internationally recognised way of doing something. ISO standards are drivers of continuous improvement as well as providing a standardised framework. It means that everyone follows the same set of guidelines, no matter where they are based, resulting in a safer, more consistent end result. This benefits both the organisation and the customer or end user. For companies, they are secure in the knowledge that this standard is followed and recognised worldwide. For customers, they know they are getting a product or service which is safe, of good quality and trustworthy.

Belfast Harbour’s Management Systems have been third party certified by the British Standards Institution (BSI) to ISO Standards in Environmental Management, Business Continuity Management, Occupational Health and Safety, and Energy Management.

**In 2023, Belfast Harbour underwent triennial recertification audits for Business Continuity and Environmental Management, and maintained our accreditation to all four ISO Standards:**



Belfast Harbour also maintains an Information Security Management System that has been developed in alignment with the ISO 27001:2022 standard.

## Anti-Corruption and Anti-Bribery

Belfast Harbour employees are required to undertake regular compliance and ethics related training, and we maintain a suite of associated policies including, but not limited to, Fraud, Business Interest, Procurement, Gifts, Gratuities and Corporate Hospitality, and Corporate Criminal Offence (covering anti-tax evasion).

### Reporting of Concerns

Belfast Harbour is committed to conducting its business with honesty, integrity, openness, and accountability, and we expect all staff to maintain those high standards. However, all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring malpractice.

Our employees are encouraged to report any concern or provide information which they reasonably believe shows malpractice, and which is raised in the public interest to prevent such situations from occurring or to address them as early as possible when they do. Reports can be submitted without fear of retaliation through our formal whistleblowing process.

## Public Policy and Advocacy

Belfast Harbour recognises that government policy, regulations and legislation influence the success of both our organisation and the wider ports and maritime industry. Belfast Harbour engages government stakeholders at a local and national level to advocate on behalf of the interests of our business, our employees, and our industry. Any political, or other public policy, related activities in which Belfast Harbour engages are conducted in accordance with all applicable laws and regulations. Responsibility for managing and coordinating our political and public policy initiatives is led by the Corporate Affairs & Engagement Director.

## Tax Strategy

Belfast Harbour’s appetite for tax risk is low. We do not use contrived tax structures and our affairs are based on sound commercial principles in accordance with relevant tax legislation. Our organisation complies in all material respects with all tax laws, reporting requirements and payment obligations.

## Industry Associations

Belfast Harbour maintains memberships in trade associations that represent the interests of the ports and maritime industry, as well as general business interests relevant to our organisation. These organisations include, for example, the British Ports Associations (BPA) and UK Major Ports Group (UKMPG).

**Belfast Harbour’s Chief Executive Officer is a Board Member of UKMPG.**

**Our Finance & Compliance Director is Treasurer to the BPA.**





## Economic Performance



Throughout 2023, the global trade landscape remained challenging, marked by geopolitical tensions and economic factors that contributed to sustained high inflation. This resulted in ongoing rises in the prices of goods, materials, and energy, affecting both households and the supply chains of businesses across various sectors.

Despite these challenges, Port trade remained resilient in 2023 with 23.9m tonnes of goods handled, representing only a 2.4% drop from the previous year. Group Revenue reached a record £82.9 million, a 7% increase compared to the previous year, while EBITDA

stood at £46.3 million, reflecting a 4% rise over the previous year. Although Underlying Profit before Tax decreased slightly to £33.2 million, our overall performance remains robust.

**“This performance reflected the diversity of the business, the quality of our customers’ activities and the hard work of the Belfast Harbour team and our partners. Our efforts were supported by a resilient and collaborative community across the Port and Estate. We work hard to build and sustain these relationships and I am pleased to say that this co-operative port ecosystem provides us with a real advantage when times are tougher than we would like.”**



**Michael Robinson**  
Port Director,  
Belfast Harbour

**Further details of our economic performance are provided in our Annual Report & Accounts 2023: [Belfast Harbour Publications \(belfast-harbour.co.uk\)](https://www.belfast-harbour.co.uk/Belfast-Harbour-Publications)**

## Bulk Trade

Continued high fuel and energy costs have an on-going impact on liquid bulk trade through the Port. It is now possible to foresee that as the regional economy transitions away from fossil fuels, liquid bulk volumes will continue to decline as alternatives are more widely adopted.

In the energy sector, Kilroot power station ceased using coal for power generation, drawing a decade long trans-shipment relationship to a close.

## RoRo and Passenger Services

Roll-on Roll-off (RoRo) freight continued the previous years’ strong performance with 610,000 freight units passing through the Port.

Passenger numbers on our domestic services fell slightly as the number of ‘staycations’ declined. However, Belfast was rewarded with record number of cruise ship calls in 2023.

## Container (LoLo) Trade

Often cited as a barometer of economic trends and consumer confidence, container volumes suffered a steep decline in the first half of the year (-12%) followed by a strong recovery in the second, finishing overall 5% down on the previous year.



**“Ongoing investment in port infrastructure is core to delivering our strategic ambition to develop as a World Leading Regional Port. During 2023, we continued to apply a relentless focus on improving the port offering for customers and tenants, completing or beginning projects with port users’ needs and sustainability at their core. I am delighted that we have delivered the first BREEAM ‘Excellent’ accredited warehouse in the region.”**



**Eugene McBride**  
Infrastructure and  
Engineering Director,  
Belfast Harbour

**‘Belfast was awarded the UK’s Best Port of Call at the Cruise Critic awards in December.’**

## Port Development

In 2023, construction of a new temperature-controlled logistics warehousing facility commenced. With sustainability consideration embedded at the earliest stages of design, in construction and ultimately in use, it will represent the first BREEAM ‘Excellent’ accredited warehouse in NI. When completed it will be occupied by leading logistics provider Manfreight Ltd. and is strategically positioned to meet the import and export needs of the fresh food market.

Investment in the modernisation and capacity expansion of the Victoria Terminal 3 facility continues in preparation for future economic and volume growth. Commissioning of the final semi-autonomous, remote controlled gantry cranes commenced in 2023, and the final phase of civil works is well underway and due to be completed in late 2024, which will bring the full suite of new cranes into operation.

Continued partnership working, and commitment by Stena Line and Belfast Harbour in terminal facilities, saw contracts awarded for a significant expansion of freight facilities at Victoria Terminal 1, to align with investment from Stena Line in two ‘NewMax’ vessels that will serve the Belfast-Heysham route and enable decarbonisation through the adoption of methanol as an emerging future fuel within the maritime sector.



## ESG Data Tables

### Environmental

#### ENERGY

	2023	2022
<b>Total Energy (kWh)</b>	<b>12,629,105</b>	12,651,262
Total Electricity (kWh)	<b>3,758,757</b>	3,732,528
Natural Gas (kWh)	<b>1,187,172</b>	1,351,067
Gas Oil (kWh)	<b>0</b>	194
Marine Gas Oil (kWh)	<b>2,324,318</b>	3,429,063
Hydrotreated Vegetable Oil (kWh)	<b>1,447,371</b>	0
Diesel (kWh)	<b>3,861,112</b>	3,349,988
Petrol (kWh)	<b>22,594</b>	17,971
Kerosene (kWh)	<b>27,782</b>	15,193

#### GHG EMISSIONS

	2023	2022
Scope 1 (tCO <sub>2</sub> e)	<b>1,756</b>	2,142
Scope 2 – Location based (tCO <sub>2</sub> e)	<b>778</b>	722
Scope 2 – Market based (tCO <sub>2</sub> e)	<b>0</b>	0
Scope 3 (tCO <sub>2</sub> e)		
Ocean Going Vessel Emissions	<b>38,324.0</b>	41,672.0
Capital Goods	<b>16,710.0</b>	15,066.1
Purchased Goods & Services	<b>941.1</b>	962.0
Fuel & Energy Related Activities	<b>770.8</b>	792.6
Employee Commuting & Home Working	<b>281.9</b>	279.2
Operational Waste	<b>33.7</b>	43.7
Business Travel	<b>24.6</b>	23.0
<b>Scope 3 - Total (tCO<sub>2</sub>e)</b>	<b>57,086.1</b>	58,838.6

# Appendices



**OTHER SIGNIFICANT AIR EMISSIONS**

Pollutant	Site	2023 Annual Mean (µg/m3)	2022 Annual Mean (µg/m3)	AQS Objective	Number of 1-hour Exceedances (2023)	Number of 1-hour Exceedances (2022)	Number of 24-hour Exceedances (2023)	Number of 24-hour Exceedances (2022)	Data Capture % (2023)	Data Capture % (2022)		
NO <sub>2</sub>	674	21.8	25.2	40 µg/m3 annual mean	0	0			99.5	99.2		
	677	20.1	12.9	200 µg/m3 for 1 hour not to be exceeded more than 18 times a year	0	0	N/A	N/A	99	94.3		
	695	14.1	17.5		1	0			99.1	98.7		
	697	16.3	16.3		0	0			98.6	99.2		
	721	12.2	16.9		0	0			93	96.3		
674	10.3	10.2	40 µg/m3 annual mean						0	0	99.6	99.2
PM <sub>10</sub>	677	11	10.2	50 µg/m3 24 hour not to be exceeded more than 35 times per year	N/A	N/A			99.1	95.6		
	695	10.9	12.5						0	0	100	99.4
	697	10.7	10.8						0	0	99.9	99.9
	721	10.2	10.3						0	0	97.4	97.7
	674	5.5	4.8						20 µg/m3 annual mean	N/A	N/A	N/A
PM <sub>2.5</sub>	677	5.4	4.2	99.1	95.6							
	695	5.8	6.3	100	99.4							
	697	6.2	5.6	99.9	99.9							
	721	5.3	4.8	97.4	97.5							

Pollutant	Site	2023 Daily Max 8-hour (µg/m3 except CO (mg/m3))	2022 Daily Max 8-hour (µg/m3 except CO (mg/m3))	AQS Objective	Number of 1-hour Exceedances (2023)	Number of 1-hour Exceedances (2022)	Number of 24-hour Exceedances (2023)	Number of 24-hour Exceedances (2022)	Data Capture % (2023)	Data Capture % (2022)		
SO <sub>2</sub>	674			4350 µg/m3 1-hour mean (not to exceed more than 24 times per year)	0	0	0	0	85.8	88.3		
	677				0	0	0	0	99.2	95.8		
	695	N/A	N/A		0	0	0	0	100	99.4		
	697				0	0	0	0	99.9	96.4		
	721				0	0	0	0	97	97		
O <sub>3</sub>	674	61.3	104.5	120 µg/m3 daily max 8-hour not to be exceeded more than 25 times averaged over 3 years	N/A	N/A			99.7	99.3		
	677	39.8	91.6						0	0	99.2	96.1
	695	61.2	77.8						0	0	100	83.9
	697	113.1	116.9						0	0	99.9	100
	721	47.9	119.1						0	0	97	97.2
CO	674	1.4	2.2	10 mg/m3 daily max 8-hour	N/A	N/A			85.8	85.1		
	677	1.9	3.1						0	0	99.2	95.8
	695	1.6	3.2						0	0	100	99.4
	697	1.5	2						0	0	99.6	96.5
	721	1.7	2.5						0	0	97.9	96.1

**WATER**

	2023	2022
BHC Buildings (m3)	1,807	1,956
Ships water provision (m3)	52,168	39,152
Total port consumption (m3)	115,629	127,775

**WASTE GENERATION**

	2023	2022
BHC own waste sent to landfill (tonnes)	0	0
BHC own waste recycled (tonnes)	6.62	7.01
BHC own waste recovered for energy (tonnes)	16.12	18.35
Other Port - Quay waste (tonnes)	1,568.24	1,806.53
Other Port - Cruise waste (tonnes)	713.21	498.35

**Social**

**WORKFORCE**

	2023	2022
Total Employees	204	191
Total New Hires	36	36
New hires (Women)	8	12
New hires (Men)	28	24
New hires <30	7	8
New hires 30-50	24	22
New hires 50+	5	6
Turnover	9%	6.6%

**TOTAL EMPLOYEE DIVERSITY**

	2023	2022
Women	59	56
Men	144	134
Unspecified	1	1
<30	16	18
30-50	121	109
50+	67	64



**MANAGEMENT LEVEL (SMT) DIVERSITY**

	2023	2022
Women	6	6
Men	10	10
<30	0	1
30-50	12	11
50+	4	4

**PERMANENT & TEMPORARY WORKFORCE**

	2023	2022
Total permanent employees (Women)	58	55
Total permanent employees (Men)	135	132
Total permanent employees (Unspecified)	1	1
Total temporary employees (Women)	1	1
Total temporary employees (Men)	9	2
Total temporary employees (Unspecified)	0	0

**FULL-TIME & PART-TIME WORKFORCE**

	2023	2022
Total full-time employees (Women)	56	53
Total full-time employees (Men)	139	130
Total full-time employees (Unspecified)	1	1
Total part-time employees (Women)	3	3
Total part-time employees (Men)	5	4
Total part-time employees (Unspecified)	0	0

**HEALTH & SAFETY**

	2023	2022
Total recordable injury rate (TRIR 200,000)	0.52	1.64
Lost-time incident rate (LTIR 200,000)	0.52	1.10
Fatality rate	0	0

**Economic & Governance****ECONOMIC**

(£'000)	2023	2022
Turnover	82,853	77,188
Net operating expenses	(48,384)	(43,638)
Operating profit	34,469	33,550
(Deficit) on revaluation of investment properties	(11,812)	(1,378)
Profit before taxation and similar income	22,657	32,172
Investment income	2,241	705
Profit before taxation	24,898	32,877
Tax on profit	(8,247)	(7,719)
Profit for the financial year	16,561	25,158
Community contributions	310	320

**COMPOSITION OF GOVERNANCE**

	2023	2022
Total number of Board Members	14	15
Total number of Executive Team Members	7	7
Women Board/Exec Members	27%	27%
Men Board/Exec Members	73%	73%

**CERTIFICATIONS**

	2023	2022
ISO 14001 Environmental Management System	1	1
ISO 23001 Business Continuity Management System	1	1
ISO 45001 Occupational Health & Safety Management System	1	1
ISO 50001 Energy Management System	1	1



## GRI Content Index

Belfast Harbour has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023, with reference to the GRI standards. The information contained in this PDF is accurate as of its publication date on 6 August 2024.

This index corresponds to sustainability details presented in our ESG Report 2023, on our website, and within other external reports such as our Annual Report & Financial Statements. We report on subject matter identified through our most recent materiality assessment, our strategy and those that best represent Belfast Harbour's ESG performance. For further information about the GRI standards, please visit [www.globalreporting.org](http://www.globalreporting.org).

Disclosure	Description	Reference
<b>GRI 2: General Disclosures 2021</b>		
2-1	Organisational Details	Annual Report & Accounts 2023 p61, Notes to the Consolidated Financial Statements for the year ended 31 December 2023 – Statutory Information
2-2	Entities included in the organisation's sustainability reporting	Who We Are
2-3	Reporting period, frequency and contact point	Reporting updates are published annually with interim updates published as needed throughout the year.
2-4	Restatements of information	Annual Report & Accounts 2023 p61, Consolidated Financial Statements
2-5	External Assurance	No restatements have been made during this reporting period.
2-6	Activities, value chain, and other business relationships	Annual Report & Accounts 2023 p49, Independent Auditor's Report to the Belfast Harbour Commissioners
2-7	Employees	Who We Are
2-8	Workers who are not employees	Annual Report & Accounts 2023 p70, Notes to the Consolidated Financial Statements for the year ended 31 December 2023 – Employee Numbers
2-9	Governance structure and composition	ESG Tata Tables – Social
2-10	Nomination and selection of the highest governance body	N/A
2-11	Chair of the highest governance body	Annual Report & Accounts 2023 p39, Corporate Governance Statement
2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report & Accounts 2023 p39, Corporate Governance Statement
2-13	Delegation of responsibility for managing impacts	Annual Report & Accounts 2023 p33, Commissioners
2-14	Role of the highest governance body in sustainability reporting	Annual Report & Accounts 2023 p39, Corporate Governance Statement
2-16	Communication of critical concerns	Annual Report & Accounts 2023 p39, Corporate Governance Statement
2-17	Collective knowledge of the highest governance body	Annual Report & Accounts 2023 p39, Corporate Governance Statement
2-19	Remuneration policies	Annual Report & Accounts 2023 p39, Corporate Governance Statement
2-20	Process to determine remuneration	Annual Report & Accounts 2023 p40, Corporate Governance Statement
2-22	Statement on sustainable development strategy	Strategic Overview
2-23	Policy commitments	Annual Report & Accounts 2023 – messages from Chair & CEO
2-24	Embedding policy commitments	Strategic Overview
2-26	Mechanisms for seeking advice and raising concerns	Strategic Overview
2-27	Compliance with laws and regulations	Ethics, Transparency & Accountability
2-28	Membership associations	Ethics, Transparency & Accountability
2-29	Approach to stakeholder engagement	Annual Report & Accounts 2023 p25
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	Ethics, Transparency & Accountability
3-2	List of material topics	Approach to Stakeholder Engagement
3-3	Management of material topics	Our ESG Methodology
<b>GRI 201: Economic Performance 2016</b>		
210-1	Direct economic value generated and distributed	List of Material Topics
210-2	Financial implications and other risks and opportunities due to climate change	We discuss approach to managing material issues in their respective disclosures.
210-3	Defined benefit plan obligations and other retirement plans	Annual Report & Accounts 2023 p67, Consolidated Financial Statements
210-4	Financial assistance received from government	Climate Action
<b>GRI 207: Tax 2019</b>		
207-1	Approach to tax	Annual Report & Accounts 2023 p66, Notes to the Consolidated Financial Statements for the year ended 31 December 2023 – Employee Benefits
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	No public money is received by Belfast Harbour.
302-2	Energy consumption outside of the organization	Ethics, Transparency & Accountability
302-3	Energy intensity	Annual Report & Accounts 2023 p30, Strategic Report – Taxation Strategy
302-4	Reduction of energy consumption	Annual Report & Accounts 2023 p64, Notes to the Consolidated Financial Statements for the year ended 31 December 2023 – Taxation
<b>GRI 303: Water and Effluents 2018</b>		
303-5	Water consumption	Emissions Inventory
<b>GRI 304: Biodiversity 2016</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Emissions Inventory
304-3	Habitats protected or restored	Emissions Inventory
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Annual Report & Accounts 2023 p41, SECR Statement
305-2	Energy indirect (Scope 2) GHG emissions	Climate Action
305-3	Other indirect (Scope 3) GHG emissions	ESG Data Tables – Environmental
305-4	GHG emissions intensity	Biodiversity
305-5	Reduction of GHG emissions Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Biodiversity
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions Inventory
<b>GRI 306: Waste 2020</b>		
306-1	Waste generation and significant waste-related impacts	ESG Data Tables – Environmental
306-2	Management of significant waste-related impacts	ESG Data Tables – Environmental
306-3	Waste generated	ESG Data Tables – Environmental
306-4	Waste diverted from disposal	ESG Data Tables – Environmental
306-5	Waste directed to disposal	ESG Data Tables – Environmental
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	ESG Data Tables – Social
401-3	Parental leave	Diversity & Inclusion
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	ESG Data Tables – Social
403-2	Hazard identification, risk assessment, and incident investigation	Safety
403-6	Promotion of worker health	Employee Engagement & Wellbeing
403-8	Workers covered by an occupational health and safety management system	Safety
<b>GRI 404: Training and Education 2016</b>		
404-2	Programmes for upgrading employee skills and transition assistance programmes	People development
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	ESG data tables – Economic & Governance
<b>GRI 413: Local Communities 2016</b>		
413-1	Operations with local community engagement, impact assessments, and development programmes	Community
413-2	Operations with significant actual and potential negative impacts on local communities	Community



## About this Report

### Company details

This report provides an overview of the sustainability and responsible business activities and performance of Belfast Harbour Commissioners. Belfast Harbour Commissioners (BHC) was first constituted by The Belfast Harbour Act 1847 as a statutory corporation with the underlying purpose of operating, maintaining and improving Belfast Harbour. The powers and duties of BHC are limited to those conferred by the various Belfast Harbour Acts and Orders 1847- 2002, and any relevant public general Acts such as the Harbours' Act (NI) 1970. In common with other Northern Ireland and Great Britain ports similarly constituted, BHC is generally referred to as a 'Trust Port' although it is not a trust in any legal sense.

### Reporting period

This report describes the impacts and initiatives of our operations during the 2023 financial year: 1 January 2023 to 31 December 2023.

### Scope

This report reflects the activities under Belfast Harbour's control. It covers activities related to Belfast Harbour's head office and Belfast Harbour-controlled sites, assets, and activities, including the Milewater Engineering Workshop facility, Port Operations Centre, common user facilities, pilot vessels, company cars and employee operations.

This report was prepared with reference to the Global Reporting Initiative (GRI) 2021 Universal Standards. This report is also informed by the United Nations Sustainable Development Goals (UN SDGs).

Belfast Harbour supports global trends towards integrated reporting of financial and non-financial information and will evolve its reporting over time to reflect emerging standards in this area, including TCFD and the newly published International Sustainability Standards Board's disclosure standards.

### Framework alignment

#### Disclaimer

This document has been prepared by Belfast Harbour Commissioners. This is a proprietary Belfast Harbour document. While Belfast Harbour has made reasonable efforts to ensure that information and materials provided in this document are free from error, this document is published for information only and is not to be relied upon by any person other than Belfast Harbour and its employees, contractors and authorised representatives. Belfast Harbour provides no warranty as to the accuracy, adequacy or completeness of any information provided, or as to the suitability of any information contained in the document for any purpose. The information is based on information and sources which Belfast Harbour believes to be reliable. Such information is intended as general information only and is intended to be current at the date of this report's publication. Belfast Harbour recommends that any party seek further advice or make further enquiries which takes into account the relevant party's particular circumstances before considering or acting on this material further. Belfast Harbour will not be liable to any third party using or relying on any information contained in this document for any purpose.

## Emissions Measurement Assurance & Technical Summary Produced for Belfast Harbour Commissioners

### Scope of Works

In 2023 Positive Planet was appointed by Belfast Harbour Commissioners to provide emissions measurement and reduction planning services alongside launching a training programme to ensure stakeholders are familiar with sustainability and Belfast Harbours efforts. Details are relevant to 2022 and 2023 submissions only.

### Measurement and Reporting

#### Standards

Positive Planet adheres to the **GHG Protocol Corporate Accounting and Reporting Standard**, which provides guidelines for measuring and categorising emissions from various business activities.

### Quality Assurance

Each measurement undertaken by Positive Planet consultants is reviewed and verified by another member of the sustainability team to assure quality. Following this, an emissions analysis is carried out, during which annual data submissions and associated emissions are compared to identify any anomalies, which would require further investigation.

There may be a need to recalculate or re-baseline if significant structural changes occur to the business (e.g. mergers or acquisitions), or methodologies/guidance are significantly altered. 'Significant' is considered to be a change in emissions of more than 5%, although can be less. This ensures annual emissions are being compared on a like-for-like basis.

### Emissions Factor Sources

Where activity data is provided, Positive Planet applies **Government conversion factors for company reporting of GHG emissions**.

Where primary or activity data is not available, Positive Planet uses spend-based data; this is applied to **UK Government spend-based Conversion factors by SIC code**. These have not been updated since 2021, thus inflation is accounted for measurements post 2021. Other third-party sources are also used and disclosed upon requirement.

### Organisational Boundary

It has been agreed that an operational control-based approach will be used to account for emissions, whereby emissions are accounted for where Belfast Harbour Commissioners has authority to introduce and implement its operating policies and to reasonably influence change.

### Declaration and Sign-Off

Positive Planet has been appointed by Belfast Harbour Commissioners to support in the measurement of their organisational carbon emissions. To the best of our knowledge, all relevant data was provided as described to enable accurate and transparent emissions reporting.

Measurement of emissions by Positive Planet are further informed and established in alignment with:

**GHG Protocol Scope 2 Guidance**

**GHG Protocol Corporate Value Chain (scope 3) Accounting and Reporting Standard**

**GHG Technical Guidance for Calculating Scope 3 Emissions**

### Emissions Inventory

The following emission categories have been included in measurements:

**Scope 1** - Direct emissions such as company vehicles and fuel used in equipment, machinery, and company cars.

**Scope 2** - Indirect emissions from the generation of purchased electricity.

**Scope 3 (upstream)** - All indirect emissions occurring upstream and downstream of the port supply chain, such as client vessels, capital investment, water, and waste.

**Scope 3 (downstream)** - Ocean-Going Vessel Emissions are included as part of this inventory, in line with other best practice port authority inventories. Emissions from tenants activities will be included in future measurements as soon as data is available.

2nd July 2024

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We welcome feedback and questions about this report and our ESG programmes.

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