



Environment, Sustainability & Governance Strategy



ESG Governance Structure & Responsibilities



Harwich Haven Authority Board	Provides oversight and independent advice, guidance and direction.
SHES Committee	Chair of SHES reports progress to the Board and provides advice / guidance.
Executive	Reports progress to the Board, SHES committee and executive meetings.
ESG Team	Implementation & update of ESG strategy. Reporting and disclosure. Provides support to delivery teams.
All Departmental Managers	Achieve ESG outcomes as outlined in the plan (relevant for each department). Empower teams to participate and take forward ESG related activities. Provide necessary data, evidence to feed-into legal, internal & external reports.
ALL STAFF	Support achievement of ESG outcomes. Engage in ESG related activities and identify opportunities for improvement.

Pillars & Vision Statements



Environment

To become a recognised leader in environmental stewardship



Community

Lead on social value, strengthen partnerships through collaboration and targeted community investment.



Governance

Be recognised as a trusted, diverse, transparent and accountable organisation within the Haven.



INFLUENCE

Environment

To become a recognised leader
in Environmental stewardship.

PRIORITIES



**Climate Resilience
and Net Zero Carbon**



**Research, Protect and
Improve Biodiversity
within the Haven**



**Establish Circular
Economy Principles
and Reduce Waste**



**BRILLIANT AT
THE BASICS**



Climate Resilience & Net Zero Carbon

Climate Resilience & Net Zero Carbon



We will determine the feasibility of achieving Net-Zero Carbon emissions by 2035.

We will review our climate mitigation and adaptation plans to ensure our infrastructure and operations are resilient

SHORT TERM

2023

- We will explore carbon neutrality options inc. nature based.
- Update and publish our procurement guidance to reduce supply-chain emissions.
- Undertake a 3rd party Energy Audit explore energy-saving measures.

2024

- Review requirements to introduce cycle to work and EV vehicle salary sacrifice scheme for employees.
- Train 100% of our employees & the Board in carbon literacy.
- Incorporate Carbon reduction measures within new maintenance dredging contracts.

MEDIUM TERM

2024

- Align our carbon emissions reporting with industry standards and frameworks.

2025

- We will develop our fleet replacement strategy to include low carbon options.
- We will educate our top 15 suppliers (by spend) to engage with our net-zero ambitions.
- We will sign up to the carbon charter (or similar) to demonstrate our commitment towards low carbon operations.
- Complete actions on climate adaptation/mitigation report findings

LONG TERM

2026

- Review Tariff structure to incentivise low carbon / emission producing ships.
- Achieve approved science-based targets for Scope 1 & 2 carbon emissions.

2027

- Achieve BREEAM very good rating for our new office design.
- Review of progress - amend carbon reduction plans where necessary.

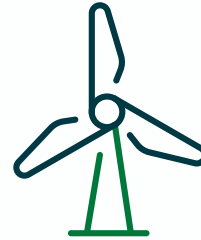
2035

- Achieve Net-Zero Carbon emissions aligned to agreed science based targets (aspiration).

Quick Wins – Next 6 months



Review all equipment and vehicles
to transition to electric
where possible.



**Procure 100% certified
renewable energy**
through our revised
2023 tariff.



Collaborate with Marfle
to reduce fuel consumption
in Pilot launches and identify
operational efficiencies.



Research, Protect & Improve Biodiversity in the Haven

Research, Protect & Improve Biodiversity in the Haven



As a custodian of the Haven, we will contribute towards the protection and improvement of biodiversity and habitats, through research, monitoring, education and partnership working.

SHORT TERM

2023

- Determine existing environmental monitoring arrangements with key stakeholders and supplement where feasible.
- Initiate Marine non-native species survey in-line with citizen science project.
- Establish baselines for existing monitoring data. Implement revised environmental monitoring regime.
- Contribute expertise towards beneficial habitat placement projects (ongoing).

2024

- Seek opportunities within maintenance dredging contracts to contribute towards Biodiversity enhancement initiatives.

MEDIUM TERM

2024

- Identify working groups with key industry, charity and regulatory bodies, to influence and drive best practice (including impact from scrubbers)
- Produce & Publicise a map identifying monitoring points and requirements.
- Initiate buoy markers to identify protected areas within the Haven alerting leisure and other users.

LONG TERM

2025

- Publish results of monitoring data and identify actions to take to support the findings and research into the health of our waters & habitats (ongoing)
- Educate local stakeholders to follow good practice.
- Revise our maintenance dredging protocol to demonstrate no negative impacts on local habitats.
- Establish sustainable practices within all marinas to reduce negative impact from moorings.

2027

- Incorporate biodiversity net-gain requirements within the new office building development*.

Quick Wins – Next 6 months

**Research, Protect
& Improve**
Biodiversity in
the Haven



**Initiate Seagrass
Research Project**
in collaboration with
Essex University.



**Enhanced membership with
the Wildlife Trust**
to explore volunteering
initiatives focused on 'living seas.'



**Establish Citizen Science
Project Opportunities.**



Establish Circular Economy Principles & Reduce Waste

Establish Circular Economy Principles & Reduce Waste



We will embed circular economy principles within our operations and support local business' to minimise waste production and identify alternative options to disposal for difficult to manage waste streams by 2025.

SHORT TERM

2023

- Review all waste types and quantities produced across the business.
- Produce a baseline for waste production.
- Identify suitable methods for waste oil recycling and management of oily bilge water
- Explore new waste management practices, including increasing recycling and reuse opportunities.
- 100% of all employees trained on circular economy and waste management principles.

MEDIUM TERM

2024

- Set targets for waste reduction of top 3 waste streams.
- Review current waste contractors and identify suitable reporting options.
- (ongoing) - Educate businesses and users of the Haven on responsible waste disposal practices and minimising waste production.

LONG TERM

2025

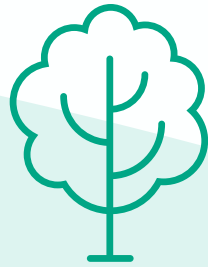
- Identify suitable alternative uses for dredged material.
- Establish viable alternative recycling routes for abandoned boats/vessels.
- Review impact of marine plastic waste within the Haven and identify solutions.

2026

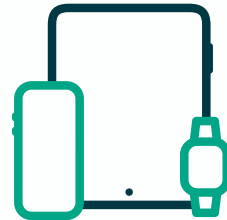
- (ongoing) – Ongoing monitoring to determine effectiveness of campaigns, and review of plans.
- (ongoing) – Provide suitable materials for other organisations' use where practicable.

Quick Wins – Next 6 months

**Establish
Circular Economy**
Principles &
Reduce Waste



**Determine wood quantities
sent to Essex Community
Wood Recycling**
for repurposing.



**Redistribute IT
Equipment and Phones**
to Community Groups.



Identify and eliminate
all single use plastics within
our control.



Brilliant at the Basics

Brilliant at the Basics



We will provide our employees with targeted environmental training and awareness, whilst enhancing our processes to ensure sustainable, efficient and compliant operations.

SHORT TERM

2023

- Roll-out environmental competency framework across all roles.
- Identify appropriate environmental training requirements.
- Undertake Gap analysis of EMS and comparison with Eco Ports certification.
- Deliver EMS improvement plan (inc. assurance, reporting system improvements).

2024

- Launch Environmental principles across the Authority.

MEDIUM TERM

2024

- Develop reporting system and effective monitoring of ESG performance.
- Initiate production of environmental quick guides and webinar/lunch & learns for employees.
- Develop and embed environmental risk management, assurance and close-out process.

2025

- Complete publication and roll-out of revised procedures and processes.

LONG TERM

2026 (Ongoing)

- Maintain ISO 14001 EMS certification.

2027

- Revisit training programme and update/revise where necessary.

Community

Lead on social value, strengthen partnerships through collaboration and targeted community investment.

PRIORITIES



Targeted Social Value Benefit



Strengthen partnership working, collaboration & Innovation



Promote Charitable Giving



STAKEHOLDER MANAGEMENT
Foundation of our community engagement



Targeted Social Value Benefit

Targeted Social Value Benefit



We will become the first Trust Port to sign up to the Social Value Portal. We will target initiatives focused on local needs of the area and measure the value added against the TOMs framework.

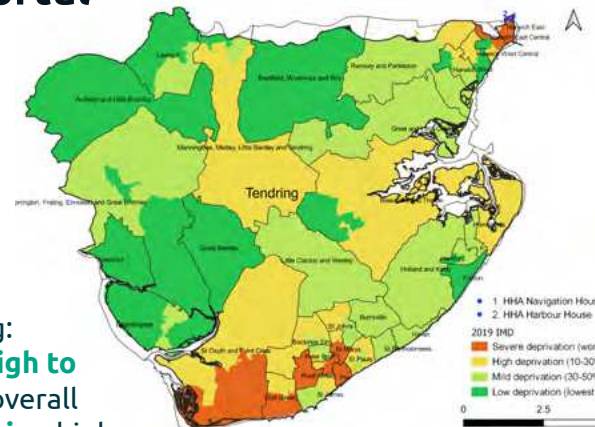
SHORT - MEDIUM TERM

2023

- Determine set of themes to measure social value through utilising the social value portal.
- Review previous year's social value initiatives and integrate within the portal to determine stakeholder benefit baseline.
- Identify opportunities which are aligned to our social value themes.
- Lead by example and publish a social value policy.

2024

- Produce and publish a social value report, demonstrating our measured stakeholder benefit.



Tendring:
42.7% high to severe overall deprivation higher than the East of England regional average of 17.8%

MEDIUM - LONG TERM

2025

- Renew our membership with the Social Value Portal.
- Set targets for social value.

2026

- Undertake a revised social needs analysis to inform focus areas.
- Revise our plans and targets.



Strengthen partnership working,
collaboration & innovation

Strengthen partnership working, collaboration & innovation



We will partner with organisations to collectively achieve common goals. We will undertake collaborative and innovative initiatives which future proof our business and support the community.

SHORT TERM

2023

- Identify and engage with stakeholders who align with our ESG strategy ambitions and seek opportunities for partnership working and initiatives.
- Initiate and progress industrywide Environmental good practice guide.
- Seek funding opportunities for initiatives.
- Identify appropriate industry awards to apply for and raise profile.
- Use our purchasing power to procure from local companies where possible.

SHORT - MEDIUM TERM

2024

- Progress 'Bright Ideas' to encompass innovative solutions for operational & other challenges.
- Support local initiatives focused on mental and physical health i.e. mental health drop-in/food banks

2025

- Launch a local competition to identify innovative opportunities and solutions which benefit the organisation and local area – part funded by the Authority.
- Engage with local schools in close proximity providing work experience days, talks, mentorship and career advise.

MEDIUM - LONG TERM

2026

- Promote social value with key stakeholders.

2027

- Integrate social value into job descriptions.
- Launch a Harwich Specific Award for exceptional social value contributions.
- Participate in Social Value Portal events to gain best practice insight.



Promote Charitable Giving

Promote Charitable Giving



We will update and promote our charitable giving policy, to align with local, sector and business needs.

IN 2023 WE WILL LAUNCH NEW CRITERIA AND SPONSORSHIP GUIDELINES ALIGNED TO SOCIAL VALUE PRIORITIES, INCLUSIVE OF:

- Local Health
- Local Economy
- Local Environment
- Local careers & training
- Haven History and Heritage



Governance

Be recognised as a trusted, diverse, transparent and accountable organisation within the Haven.

PRIORITIES



Policies and Reporting

- Anti-Corruption & Bribery
- Financial transparency
 - Whistleblowing
- Gender pay gap report



Employment

- Employee Engagement
- Training & Development
 - Diversity & Inclusion
 - Fair Remuneration
- Anti-harassment / Equality
 - Employee wellbeing



Responsible Procurement

- Supply-chain Governance



**BOARD
OVERSIGHT**



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